

## INTEGRATED ENVIRONMENTAL AND SOCIAL RESPONSIBILITY POLICY

FREE SPACE Srl has implemented an integrated Environmental and Social Responsibility management system in accordance with UNI EN ISO 14001 and SA 8000 standards to ensure respect for the environment and for human and labor rights.

To this end, the Company is committed to pursuing sustainable management of its activities by integrating environmental protection and social responsibility into its decision-making and operational processes.

The conformity of the Policy with the standards and its adequacy to business strategies is ensured by periodic reviews by Management and third-party audits.

### *For the Environment, FREE SPACE is committed to:*

- ▶ Comply with all applicable environmental regulations and other subscribed requirements;
- ▶ Define appropriate management tools to keep environmental aspects under control;
- ▶ Continuously improve the environmental management system to reduce the impact of its activities;
- ▶ Minimize the consumption of natural and energy resources;
- ▶ Promote the reduction, reuse, and recycling of produced waste;
- ▶ Prevent pollution by adopting innovative technological and organizational solutions;
- ▶ Raise awareness and train personnel on environmental issues.

### *For Social Responsibility, FREE SPACE is committed to:*

- ▶ Ensure safe and healthy working conditions.
- ▶ Apply and comply with the relevant National Collective Labor Agreement (CCNL);
- ▶ Respect the provisions of current national and EU legislation, and conventions or other international instruments referred to by SA 8000;
- ▶ Oppose all forms of child and forced labor exploitation;
- ▶ Respect workers' rights, including freedom of association and collective bargaining;
- ▶ Promote equal treatment and non-discrimination;
- ▶ Ensure fair compensation and dignified working conditions;
- ▶ Prevent any form of harassment, abuse, or coercion in the workplace;
- ▶ Maintain social responsibility requirements over time and adapt to any new requirements that may arise;
- ▶ Encourage suppliers and partners to adopt ethical and responsible practices;
- ▶ Not engage in or support activities related to human trafficking, either within the company or throughout the supply chain.

*To ensure the effectiveness of the policy, FREE SPACE is committed to:*

- ▶ Define continuous improvement objectives and programs;
- ▶ Periodically monitor and evaluate environmental and social performance;
- ▶ Promote the active involvement of employees, suppliers, and stakeholders;
- ▶ Communicate progress achieved in a transparent manner.

This policy is made available to all interested parties.

Pisa, March 10, 2025

**The Chairman of the Board of Directors**

