



**COMPANY POLICY**  
**Saipem SpA**  
**SA8000 POLICY**

Doc. no. PL-SPA-HSE-002-E

Rev. 02

Data 06/12/2022

Pag. 1 di 4

## **COMPANY POLICY** **Saipem SpA**

# **SA8000 POLICY**

## **PL-SPA-HSE-002-E**

<b>Prepared</b>	<b>Checked</b>	<b>Approved</b>
M. Satta HSEQ	M. Branchi PESEN	A. Puliti CEO



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Data 06/12/2022

Pag. 2 di 4

**Summary of Revisions**

<b>Date</b>	<b>Revision</b>	<b>Prepared</b>	<b>Checked</b>	<b>Approved</b>
13/02/2022	01	M. Satta HSEQ	M. Branchi PESEN	F. Caio CEO
06/12/2022	02	M. Satta HSEQ	M. Branchi PESEN	A. Puliti CEO

**Description of Revision 02**

*The present revision implements the organisational change at Top Management level.*

	<b>COMPANY POLICY</b> <b>Saipem SpA</b>  <b>SA8000 POLICY</b>	Doc. no. PL-SPA-HSE-002-E	
		Rev. 02	Data 06/12/2022
		Pag. 3 di 4	

## **SA8000 Policy**

Saipem SpA is aware that it plays a significant role with respect to the market, the economic development and the well-being of the people who work or collaborate with Saipem and the communities in which Saipem is present. For this reason, Saipem's operations are aimed at generating value for all stakeholders, both internal and external.

Saipem SpA operates in compliance with the principles enshrined in the Universal Declaration of Human Rights of the United Nations, in the ILO Conventions (where applicable) and in the international Covenants on economic, social and cultural rights, on civil and political rights, in the United Nations Conventions on rights of the child, on the elimination of all forms of racial and gender discrimination, in compliance with the United Nations Guiding Principles on Business and Human Rights and the OECD guidelines on multinational enterprises.

The founding principles of Saipem SpA's operations are defined in the Code of Ethics, in the Sustainability Policy, in the Human Rights Policy and in the Health, Safety, Environment and Security Policy the company has adopted.

In this context, Saipem SpA undertakes to comply with the requirements of the SA8000 Standard in the execution of its activities, through:

- complying with local and national laws, other applicable laws, regulations, collective agreements, industry standards and additional requirements signed for the protection of human and workers' rights;
- safeguarding and protecting people who work for and with Saipem SpA, safeguarding their freedom, dignity, equality, health, safety and physical and mental well-being;
- respecting and safeguarding freedom of association and collective bargaining;
- repudiating any kind of discrimination and unequal treatment, or the use or support of disciplinary practices such as corporal punishment, physical or mental coercion or verbal abuse contrary to respect for the dignity of persons;
- repudiating any form of forced or child labour;
- complying with working hours and remuneration in line with the provisions of collective bargaining or minimum industry standards;
- contrasting all forms of discrimination and unequal treatment (when hiring, in salaries, in access to training, in career promotion, at the time of termination of the employment or retirement) based on reasons such as race, nationality or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age, or any other condition that could give rise to discrimination;
- condemning all illegal conducts likely to conflict with the dignity or physical and/or moral integrity.

To ensure the effective application of the SA8000 Standard and the implementation of the provisions set in this Policy, Saipem SpA has defined and implemented an integrated company management system, certified and compliant with the SA8000 Standard, which also provides the tools for:

- encouraging the growth and professional development of the workers, as well as guaranteeing them constant information on the process of implementing the requirements of the SA8000 Standard;
- promoting these principles within its supply chain as well as the application of the necessary due diligence to verify the compliance of its suppliers to the SA8000 Standard and with the general principles of Saipem, as established in its Code of Ethics;
- managing the collection of recommendations, reports or complaints, from workers and stakeholders, regarding any non-compliance with the SA8000 Standard;
- maintaining an open and transparent dialogue with all the parties legitimately concerned, aimed at the consultation and continuous improvement of its management system.

Without prejudice to the fact that the responsibility for compliance with the SA8000 Standard lies solely with Top Management, Saipem SpA also undertakes to allocate adequate resources for the

	<p style="text-align: center;"><b>COMPANY POLICY</b> <b>Saipem SpA</b></p> <p style="text-align: center;"><b>SA8000 POLICY</b></p>	Doc. no. PL-SPA-HSE-002-E	
		Rev. 02	Data 06/12/2022
		Pag. 4 di 4	

implementation of the management system, also through the establishment of a permanent working group with the joint participation of management and workers with the task of identifying and assessing risks, monitoring compliance with the Standard, also through internal audits, and suggesting to the Chief Executive Officer and General Manager the most appropriate actions to manage the risks identified.

Saipem SpA undertakes to communicate this policy effectively to all workers and to interested parties concerned, to verify its implementation and to periodically review its contents.

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Alessandro Puliti  
Chief Executive Officer

December 2022