COMPANY POLICIES

Techbau
Engineering & Construction

QUALITY POLICY

Techbau S.p.A. strongly believes that a solid and shared corporate quality system is the basis for achieving increasingly ambitious quality objectives with the ultimate aim of providing products of excellence. Through the application of its Quality policy, the company aims to comply with the UNI EN/ISO 9001 standard and develop its business in line with its 6 pillars of quality:

CUSTOMER SATISFACTION

Techbau is committed to meeting the needs of the customer and all stakeholders through listening and dialogue. It carefully assesses all the risks involved in a particular project from the preliminary bidding stages. It monitors its customers' needs at every stage of the project, following certain formalised standards internally and working closely with all stakeholders to satisfy all requests and provide prompt and accurate answer.

STRIVING FOR EXCELLENCE

Techbau is committed to providing tailor-made solutions based on customer expectations and to realising engineering and construction projects that not only comply with current regulations, but also in line with the most stringent international protocols to provide products of certified quality and value for the future, guaranteeing high performance for the end user.

EXPERTISE AND INNOVATION

Techbau considers the skills of our People, at all levels, to be fundamental to operational excellence, developing a culture based on the dissemination of knowledge that enhances everyone's behaviour and contributions. We believe in the power of sharing, exchanging ideas and comparing notes, to create the fundamental synergy that characterises teamwork and gives rise to results of excellence. We focus on creating a diverse and inclusive culture, able to unleash creativity, promote innovation, create the best teams and generate value for the Company and our stakeholders.

CULTURE OF QUALITY AND SAFETY

Techbau considers it essential to disseminate the quality management system to all levels of the company, making each element of the process responsible for pursuing improvement objectives in accordance with the highest quality standards dictated by management. For Techbau, quality also means caring for its workers, bringing occupational health and safety to the top of the company's priorities, raising awareness both internally and externally of the culture of personal and collective safety in all work environments.

INVOLVING SUPPLIERS

Techbau ensures that its quality principles are applied throughout the entire supply chain; it promotes initiatives for the involvement of its suppliers and employees through clear communication that is strategically and transparently conveyed through its integrated management system.

CONTINUOUS IMPROVEMENT

Techbau is committed to improving its quality system on the basis of context analysis considering risks and opportunities, updating its objectives in line with the company's strategic vision. It believes in dialogue and the sharing of experiences to bring about continuous improvement in the organisation by interfacing with all stakeholders in the company context and encouraging synergetic work with them.

ENVIRONMENTAL POLICY



Techbau S.p.A. believes in the motto of try to leave the planet better than it found it. That is why it shares its guiding principles with all its employees and passes them on to all its staff by working closely together at every stage of the business to spread its mission widely and make it effective.

Techbau is specifically committed to:

- Strictly comply with mandatory environmental legislation as well as ethical and professional standards; Evaluate the risks that may render business processes ineffective and identify appropriate measures to prevent undesirable events;
- Reduce its own environmental impacts at every stage of its activities with appropriate site-specific analyses; Educate and encourage all its employees and subcontractors to be aware of their impacts on the environment, with appropriate improvement actions;
- Preventing pollution and improving the management of environmental matrices, especially in operating activities on temporary sites;
- Believes in the need to actively participate in the fight against climate change, contributing to the regeneration of brownfield sites and limiting land consumption;
- Promotes energy transactions based on reducing carbon dioxide emissions and generating energy from renewable sources;
- Constructs buildings of value, ensuring that they have an increasingly smaller carbon footprint by applying the latest and most effective technological innovations.

In carrying out its activities, Techbau S.p.A. has the following objectives:

- Achieving the target of 100% of Techbau development buildings certified with environmental certifications (LEED, BREEAM, ZeroCarbon);

- Disseminate KNOW-HOW and LESSON LEARNED developed through experience and/or emerged from audits, with the aim of continuously improving performance.

HEALTH & SAFETY POLICY



The protection of health and safety at work is a pivotal and fundamental element of Techbau S.p.A.'s culture, for which it commits to:

- Evaluate the risks that may lead business processes ineffective and identify appropriate measures to prevent undesirable events;
- Strictly comply with compulsory Health and Safety at Work regulations, as well as ethical, professional, legal and contractual standards;
- Put the well-being and safety of its workers first in its decision-making and control processes;
- Ensure a healthy and safe working environment for all its employees, customers, suppliers and visitors; Investigating all undesirable events in order to understand their causes and prevent their recurrence; Involve Human Resources in the planning of the System;
- Caring for the development of human resources and promoting conscious and responsible attitudes within the organisation;
- Operate with the full involvement of Suppliers and Third Parties to ensure commitment to the highest levels of protection in the workplace;
- Educate and encourage all its employees and subcontractors to continuously monitor the working environment in order to identify unsafe behaviour and/or conditions and then take action to resolve them;
- Manage and coordinate subcontractors with the aim of ensuring the health, safety and welfare of all employees and workers, while ensuring environmental protection;
- Communicate and share objectives and results with employees;
- Prevent occupational diseases, environmental pollution and continuously improve the efficiency of the Management System.

In carrying out its activities, Techbau has the following objectives:

- Achievement of the ZERO INCIDENTS target;

- Disseminate KNOW-HOW and LESSON LEARNED developed through experience and/or emerged from audits, with the aim of continuous improvement of company performance.

ANTI-BRIBERY AND CORRUPTION POLICY



Techbau S.p.A. is fully aware that the phenomenon of corruption is a major obstacle to the economic, political and social development of a country and a serious distortion of the rules, fairness and transparency of markets, with particular reference to public works. In this sense, Techbau prohibits active and passive corruption in any form, having taken care to inform and train its workers on specific concepts and methods, and is fully committed to ensuring actions and conduct based exclusively on criteria of transparency, fairness and moral integrity, which prevent any attempt at bribery.

In application of this commitment, the Techbau Management has determined its Policy for the Prevention of Corruption, which is based on:

- Strict and full compliance with current legislation on preventing and combating corruption, in Italy and in any country where the organisation operates, with the involvement of employees, collaborators in any capacity, and all persons operating in favour of and/or under the control of the organisation, having also adopted an Organisation, Management and Control Model drawn up pursuant to Legislative Decree 231/01 to protect against specific cases of corruption;
- The absolute prohibition of any conduct that may constitute corruption or attempted corruption, as specified in the Code of Ethics adopted years ago;
- The identification, within the framework of the activities performed by the organisation, of areas of potential risk and the identification and implementation of appropriate actions to reduce/minimise such risks, having identified, analysed and assessed them in detail by means of a specific Risk Assessment;
- The frame of reference in which Techbau operates is that of Construction, in which it is a leading player in the market, also thanks to an allied industry spread throughout the country, and it is within this "framework" that the Corruption Prevention Objectives have been identified and reviewed, which are made explicit and formally available to the entire company;
- The commitment to plan and implement its policies and actions in such a way as not to be involved in any way in cases or attempts of a corrupt nature and not to risk involvement in situations of an illicit nature with public or private parties, especially through specific preventive and periodic Due Diligence activities;
- The full commitment to comply with all the requirements of the management system for the prevention of corruption implemented in accordance with the UNI ISO 37001:2016 Standard;
- The commitment to raising awareness and continuous training of its employees and managers on the prevention of corruption, using the GIACC (Global Infrastructure Anti Corruption Centre) dissemination and information material as the main tool;
- Raising awareness among business partners so that they adopt policies and actions for the prevention of corruptive phenomena, in the activities for which they are specifically responsible, which comply with legal requirements and are consistent with Techbau's objectives, by disseminating the principles adopted by the Company and signing specific contractual clauses, as well as through specific due diligence;
- The provision of methods for reporting suspicions in good faith, or on the basis of reasonable belief, without fear of retaliation, having established a whistleblowing reporting channel through the Company's website pursuant to a specific procedure drawn up in accordance with Legislative Decree 24/2023;

ANTI-BRIBERY AND CORRUPTION POLICY

- The prosecution of any conduct that does not comply with the policy for the prevention of corruption with the application of the organisation's penalty system, which has been in place for years for the purpose of implementing the 231 Model;
- The presence of a compliance function for the prevention of corruption, which is guaranteed full authority and independence;
- The commitment to the continuous improvement of corruption prevention activities, thanks to the monitoring activities established within the Corruption Prevention Management System implemented pursuant to UNI ISO 37001:2016;
- A commitment to assessing the relevance of climate change on the performance of the Corruption Prevention Management System and related stakeholder needs.

For all the above reasons, the Management felt that the objective of achieving the Certification of its own Management System for the Prevention of Bribery and Corruption carried out in accordance with the UNI ISO 37001:2016 Standard could be the right recognition of the effort made by every person working at Techbau in order to achieve the company's objectives.

PRIVACY AND INFORMATION SECURITY POLICY



Techbau S.p.A strongly believes in the reliable and secure management of information in order to guarantee its own business continuity and that of its employees and business partners, ensuring confidentiality in all its activities.
Through the implementation of its Privacy and Information Security policy, Techbau S.p.A intends to comply with the EN ISO/IEC 27001 standard in addition to complying with the regulatory principles and requirements dictated by the EU Data Protection Regulation 679/2016 (GDPR).

The commitment to the protection of personal data is based on the principles of: transparency and clarity; data minimisation; data security; data subject rights; training and awareness; limited data retention; vulnerability and penetration testing; external audits; and assurances to customers and suppliers. In particular, the company acts as Data Controller, declaring this status and the obligations arising from it in contracts with customers and external collaborators.

To this end, the Organisation undertakes to:

- Assessing all relevant risks and impacts for the company in relation to possible damage due to loss, accidental destruction, unlawful circulation of confidential information and inappropriate handling of personal data; Implementing actions to mitigate the identified impacts and implementing all the necessary controls to be adopted also with reference to evolving cyber threats from outside (cybersecurity);
- Ensure the confidentiality and integrity of information by taking appropriate action against the occurrence of unauthorised changes, including human error or damage to the physical format and/or semantic content of information;
- Provide for due security measures in all work and non-work areas and for all parties involved, following and complying with all mandatory regulations;
- Identifying the responsibilities and competences required for managing and securing information; Awareness and awareness of the importance of confidentiality of specific information and attention to the company's intellectual property assets;
- Providing the most sophisticated information systems integrated in infrastructures that guarantee the complete security of information circulation and storage;
- Making information available by guaranteeing access to information resources at a time and in a manner appropriate to the needs of the business.

SUSTAINABILITY POLICY



Techbau S.p.A. applies a business model that respects environmental, social and governance (ESG) commitments to employees, customers and any other stakeholders formally adhering to the UN Global Compact Network's and Sustainable Development Goals (SDGs), respecting human rights, environmental protection and anti-corruption, and for this:

- It is committed to acting sustainably, minimising environmental impacts and optimising the use of energy and natural resources.
- It is committed to legality, transparency, fairness and honesty in all activities and to creating long-term value for all our stakeholders.
- Believes that People are the starting point and the ultimate goal of everything we do. It works to ensure the health and safety of each of us and those around us by maintaining high safety standards in accordance with ISO 45001.
- It is committed to developing talent by investing in the potential of our People, supporting and spreading the culture of innovation and change.
- It promotes a safe working environment free from any form of discrimination or harassment, based on decent working conditions, open dialogue and appreciation of diversity.
- It fights corruption by integrating procedures and policies into its corporate management system. It disseminates a culture of respect for legality by repudiating any corrupt or collusive practice, or any other that is at odds with our values of integrity and transparency.
- It is committed to protecting the privacy and confidentiality of all personal information relating to all of our stakeholders by acting in accordance with European Regulation 2016/679 and implementing state-of-the-art cyber security systems
- Believes in the need to actively participate in the fight against climate change, contributing to the regeneration of brownfield sites, limiting land consumption, promoting energy transaction based on the reduction of carbon dioxide emissions and the generation of energy from renewable sources. It foresees and implements tangible actions at every stage of its work by following national environmental laws and executing them through its ISO 14001-compliant environmental management system.
- Develops and delivers products that guarantee safety and resilience to the end user by adhering to the best international environmental building certification mechanisms (GBC, LEED, BREEAM, WELL, ITACA).

SUSTAINABLE PROCUREMENT POLICY



Techbau S.p.A. commitment to sustainability also extends beyond the scope of its own activities, involving the entire supply chain and services provided by third parties. The management of Techbau is committed to promoting its principles with its suppliers, identifying and managing environmental, social and economic impacts within the supply chain and committing to purchasing sustainable, ethical and responsible goods, services and materials. Supplier selection procedures and the drafting of related contracts increasingly take into account the need to reduce the environmental and social impacts of goods and services purchased by Techbau S.p.A. This policy gives preference, in particular, to suppliers who are able to demonstrate their ability to:

- Respect the human rights of employees;
- Protect the environment from any negative impacts; Assess health impacts;
- Maintain and manage certified business management systems over time.

The sustainable procurement practices to which Techbau S.p.A. is striving every day are as follows:

- Purchase goods and use services in line with international principles aimed at promoting and protecting Human Rights as recognised by the principles of the United Nations Global Compact (defined by the Universal Declaration of Human Rights) and the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work for everyone involved in the corporate supply chain;
- Purchasing goods and services that respect the environment as much as possible, working with suppliers who actively manage their impact on the environment
- Reduce the impact of transporting deliveries, favouring the purchase of materials, products and services from local suppliers;
- Avoid purchasing products that are harmful to the environment; Include sustainability criteria as part of the supplier evaluation process;
- Giving priority to suppliers that have demonstrated sustainable practices within their organisation; Adopting a collaborative approach in dealing with suppliers in order to involve them in Techbau S.p.A.'s commitment to sustainability.

Techbau S.p.A. is working to implement and disseminate this Policy gradually and transparently within the organisation and with all stakeholders.

BUILDING INFORMATION MODELING POLICY BIM



This policy sets out the general guidelines and directions concerning the BIM Management System expressed by the top management, consistent with the general policies. The BIM policy must enable the company's personnel to understand the overall commitment and how this may affect their individual responsibilities: increasing their awareness of BIM quality, making them active participants, guiding and supporting them so that they contribute directly and consciously to the effectiveness of the system.

Techbau's BIM Management System is based on the following principles:

- Customer focus to understand the customer's needs, meet their requirements and aim to exceed their expectations;
- Leadership to establish unity of purpose and direction and to create conditions in which people actively participate in achieving the BIM objectives;
- Improvement is a permanent goal of the company for design quality aspects through the Building Information Modeling methodology;

To this end, Techbau has defined the following objectives, the achievement of which is a firm and unwavering commitment from all parts of the organisation, starting with Top Management:

- Having an SGBIM consistent with the company's strategic vision and integrated into its business processes; Maintain the SGBIM in compliance with UNI-PDR 74-2019 and its certification by an accredited body; Define strategic corporate objectives, to be monitored through appropriate indicators.
- Periodically review the SGBIM in order to assess its suitability for the purpose of continuous improvement of the system and its performance;
- Periodically monitor the organisation's context in support of its strategic directions in order to keep risks and opportunities under control in order to define appropriate risk mitigation and opportunity development actions to protect the continuity of the company's business
- To empower and improve the knowledge and skills of personnel by promoting information, training and continuous updating activities, particularly of the reference functions involved in the BIM process;
- Commit to promoting the development of BIM activities of suppliers to develop an integrated and shared process; Commit to interoperability-oriented file production and management on open schemes;
- Engage in the creation of synergies between the BIM methodology and the LCA methodology to support the company in achieving its environmental sustainability goals;
- Engage in the interaction of the BIM methodology with the construction site (BIM to Field); Promote the BIM methodology as the main design solution to all customers.

For all the above reasons, the BIM System Manager, in agreement with Top Management, has prepared BIM activity management documentation, which he undertakes to disseminate and apply within Techbau.

GENDER EQUALITY POLICY



Techbau S.p.A. applies a business model that respects environmental, social and governance (ESG) commitments to its employees, customers and any other stakeholders. Techbau formally adheres to the UN Global Compact and is committed to achieving the Sustainable Development Goals (SDGs), in particular by applying a business model based on respect for human rights.

With the aim of carrying out its mission to the best of its ability and in line with its strategic vision, Techbau has decided to adopt a Gender Equality Management System (SGPG) compliant with UNI/PdR 125:2022, as a valid tool for ensuring gender equality in relation to the presence and professional growth of women, enhancing an inclusive culture and activating processes capable of developing female empowerment.

The basic principles underpinning the Techbau Gender Equality Policy are:

- Impartiality and inclusiveness
- Fairness and transparency
- Human Capital development
- Protection of the person
- Fighting all forms of violence and discrimination

The attention with which Techbau focuses its efforts, so that its SGPG meets the requirements specified in UNI/PdR 125:2022, is inspired - in line with the gender equality strategy defined by the European Union - by the pursuit of the following objectives:

- Promotion of equality between men and women in decision-making;
- Reducing the pay gap between men and women, to increase women's economic independence;
- Ensuring a safe working environment free from all forms of discrimination or harassment and valuing diversity;
- Tackling stereotypes and gender-based violence and protecting and supporting victims.

In order to further the achievement of the principles and objectives set out, Techbau Management believes it is essential to continually adopt the SGPG in order to develop an organisational model that promotes gender equality and values fairness and inclusiveness.

Techbau is committed to:

- to adopt instruments to prevent all forms of gender discrimination and to counter any act detrimental to the dignity of personnel, regardless of the role they hold or their level of responsibility;
- to value diversity in every corporate process from the search for and selection of human resources to access to training, from the definition of remuneration policies to performance evaluation and the allocation of reward systems, from the selection of suppliers to the provision of services/product supply;
- to support the family welfare of its staff through working methods that favour the reconciliation of professional and private life;
- to promote information, awareness, staff engagement on equal opportunities and women's empowerment issues, avoiding stereotypes and promoting the visibility of women's contribution;
- to promote communication, also through marketing and advertising activities, that transparently declares the will to achieve gender equality and enhance diversity and support women's empowerment.

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SHAPE LIVES

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