

SOCIAL RESPONSIBILITY POLICY

In line with the principles and values that inspire ITALO, with this policy our company undertakes to comply with the requirements of the PAS 24000 standard. ITALO respects all national, international and other applicable legislative sources on labor and human rights and rejects any form of forced, compulsory, or child labor both within its own workplaces and throughout its supply chain.

To this end, ITALO undertakes the following commitments:

- operate with efficient methods to ensure the continuous improvement of Social Management System for the benefit of all stakeholders and to constantly enhance its social performance by defining objectives and targets, subject to annual review;
- ensure adequate training and information for the employees on PAS 24000 and the principles of Social Responsibility;
- raise awareness among its suppliers to comply with the code of ethics and requirements of PAS 24000;
- promote the overall well-being of employees, also through well-being policies and personal and professional development initiatives;
- support the dissemination of a culture based on ethics, inclusion and respect, through educational programs and awareness campaigns, both inside and outside the organization;
- verify compliance with the social responsibility requirements through audits and adopt any necessary corrective and preventive actions.

Within the organization, a Social Working Group (SWG) has been established to implement and support the proper application of PAS 24000.

ITALO is committed to ensuring the awareness, understanding, dissemination and sharing of this Policy at all levels of the organization, with suppliers, customers, and all those working for the company. This Policy is periodically reviewed in order to guarantee its continued suitability, relevance and effectiveness within the organization.

Rome, July 11 2025


Chief Executive Officer
Gianbattista La Rocca