



Social Report
SA8000:2014
SELT SpA

Marrubiu, 26 February 2026



Introduction

In the business world, environmental, fairness, ethical, accountability and transparency issues, as well as respect for human rights, are increasingly influencing the economy and social systems, as awareness of these matters has grown amongst all stakeholders (customers, employees, suppliers, institutions, etc.).

More and more companies, in order to demonstrate and make clear to the outside world their commitment to responsibility and to establish their legitimacy to operate within the contexts in which they are present, are implementing specific ethical and social management tools such as codes of conduct, social reports, environmental reports, etc.

Corporate social responsibility is also a key priority for SELT S.p.A., and is given the utmost consideration in the definition of the organisation's policies and strategies.

The aim of the SA8000 Social Report is to provide stakeholders with an account of the activities and initiatives implemented by SELT S.p.A. to ensure compliance with the requirements of the Standard, as well as to communicate effectively, clearly and transparently the results of the company's performance in the area of corporate social responsibility.

This document was prepared by the Social Performance Team (SPT) and approved by Senior Management at the Management Review meeting on 26 February 2026; the data are current as at 31 December 2025.

Organisation Overview

SELT S.p.A., which was established in 2000 through the merger of leading organisations in the fields of energy transmission and distribution and telecommunications networks, is today one of Italy's leading operators active in the construction of energy transmission and distribution infrastructure, the generation of energy from renewable sources and the development of telecommunications networks.

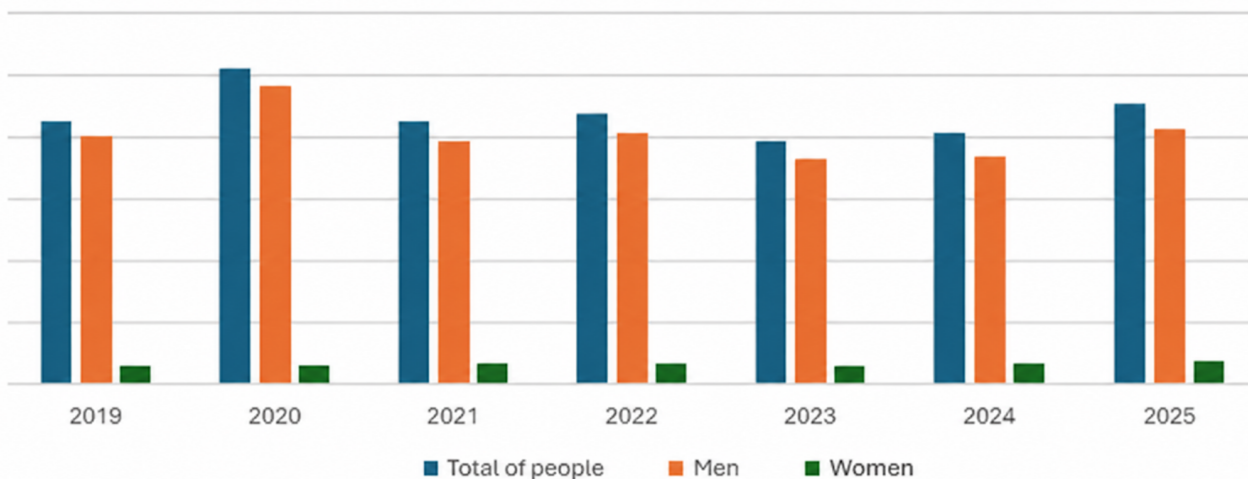
The organisation's operational base is located in Sardinia.

Cost competitiveness and reliability in achieving its objectives have enabled the organisation to forge strong links with key partners in the Mediterranean region and beyond.

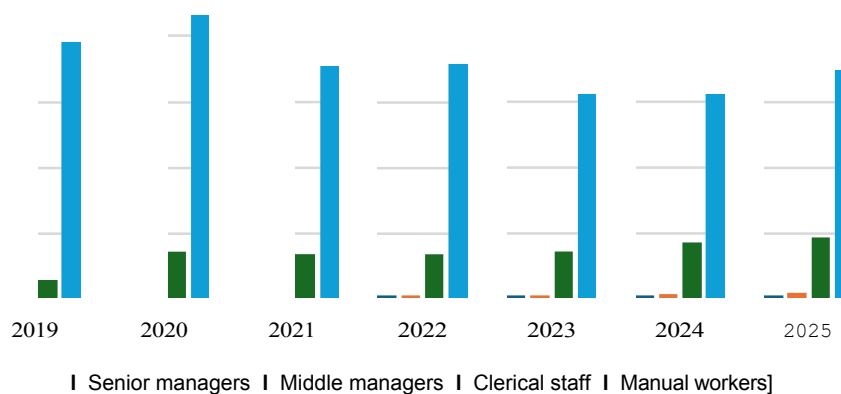
For many years now, the organisation has implemented and certified its management systems, including the Social Responsibility Management System in accordance with the criteria of the SA8000:2014 standard, in relation to the following activities:

- design, construction (assembly), installation and maintenance of high-voltage, medium-voltage and low-voltage substations and power lines
- design and construction (assembly) of photovoltaic parks
- installation of overhead and underground fibre-optic cables for telecommunications

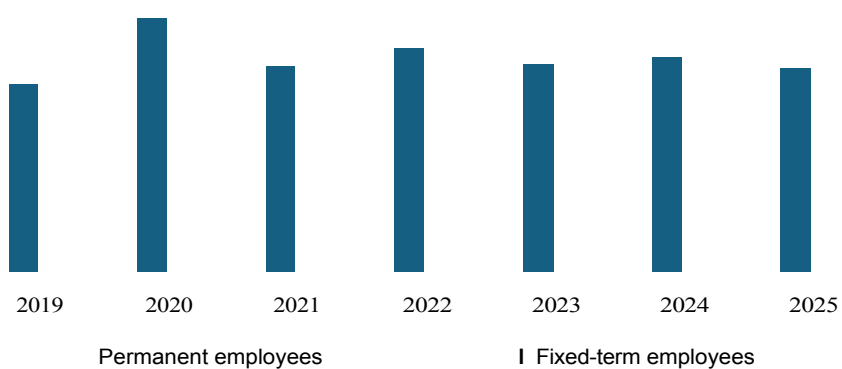
Breakdown by Gender SELT SpA

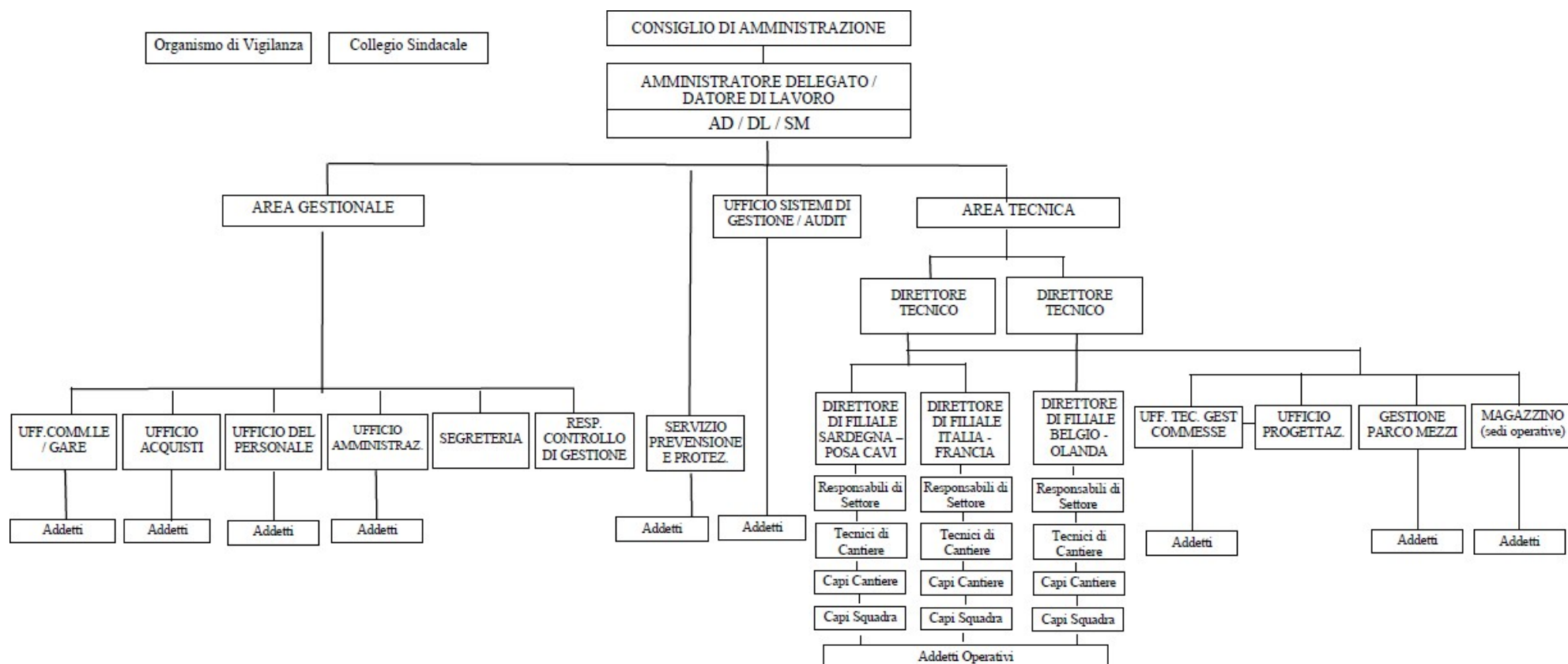


Breakdown by organisational unit at SELT SpA



Breakdown by type of employment contract SELT SpA





SA 8000:2014 Social Report

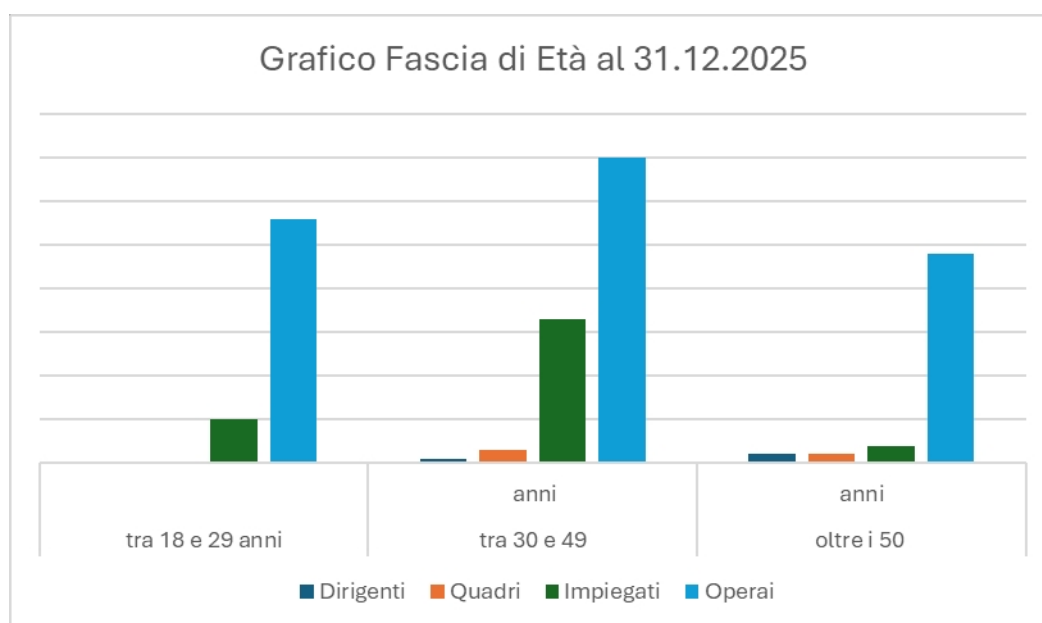
Assessment of compliance with the requirements of the Standard

This section of the report sets out, for each requirement of the Standard, the results achieved as at 31 December 2025.

Requirement 1 – Child Labour

In the course of its activities, SELT S.p.A. has never employed, and does not intend to employ, child labour (children under the age of 16) and/or young workers (minors aged between 16 and 18), the latter not even as apprentices or trainees; Furthermore, the Organisation does not participate in work-study schemes. To ensure compliance with this statement, the Company has drawn up a specific procedure entitled 'child labour', which is contained in the Social Responsibility Management Manual.

Below is a table showing the breakdown, by age group, of staff employed at SELT S.p.A. in 2025.



The average age of the company's workforce in 2025 is **39.2 years**.

The company's commitment to preventing the exploitation of child labour also applies to suppliers.

Should the employment of child or young workers by suppliers be identified during the initial qualification process or upon renewal thereof, SPT will work with the supplier to draw up and implement a specific remedial plan aimed at resolving the issue. Failure to cooperate, or failure to adopt a remedial plan, will result in exclusion from the Register of Qualified Suppliers. The above also applies to any workers carrying out work at their own or another person's home.



Requirement 2 – Forced or compulsory labour

SELT S.p.A. does not use, support or condone the use of forced or compulsory labour and does not require staff to leave money and/or personal documents 'on deposit' upon commencement of employment.

Furthermore, the Company does not engage in or support human trafficking or unpaid prison labour.

All staff have the right to leave the workplace at the end of the standard working day and are free to terminate their employment in accordance with the terms set out in current legislation and the National Collective Labour Agreement (CCNL) for the small and medium-sized metalworking industry / Confapi.

A procedure for the selection and recruitment of staff, PSA 05 – "Staff Management", has been drawn up; through its application, SELT S.p.A. ensures, in relation to staff management, compliance with all the requirements set out in current legislation and the relevant National Collective Labour Agreement.

In addition to rejecting the use of any form of coercion against its staff, the use of undeclared work or any contractual arrangement that involves a breach of legal obligations, the Organisation is actively committed to creating an increasingly harmonious and stimulating working environment, based on collaboration.

To ensure that all employees are aware of their rights and duties, the contents of the National Collective Labour Agreement are explained to them at the time of recruitment, and they are provided with copies of the Company Regulations, the Code of Conduct and the Corporate Social Responsibility Code.

The HR department, including through company advisers, is always available to provide all information relating to contracts and payslips, and to supply a copy of the National Collective Labour Agreement (CCNL) on request, etc.

Suppliers are also required to commit to preventing forced and compulsory labour.

Should the use of forced and/or compulsory labour by suppliers be identified during the initial qualification process or upon renewal of that qualification, SPT will work with the supplier to develop and implement a remedial plan aimed at resolving the issue.

Failure to cooperate or to adopt a remedial plan will result in exclusion from the Register of Qualified Suppliers.

The above also applies to workers carrying out work at their own or another place of residence.



Requirement 3 — Health and Safety

SELT S.p.A. believes that health and safety in the workplace are a fundamental and inalienable right of all workers.

Management, which is particularly sensitive to these issues, has for several years now implemented a Management System compliant with UNI EN ISO 45001:2023.

Throughout 2025, the Company continued to comply with the applicable legal requirements, including:

- medical check-ups for staff
- site visits by the Occupational Health Physician
- emergency and evacuation drills
- meeting pursuant to Article 35 of Legislative Decree 81/2008
- maintenance of safety systems and equipment
- training, information and instruction

In order to prevent and, in any event, minimise accidents as far as possible, the Company will continue with determination to implement the procedures of the System and to carry out ongoing training, information provision, instruction and awareness-raising activities.

Furthermore, the Prevention and Protection Service staff will continue, with equal determination, to monitor and inspect operational activities on site. The accidents, with the aim to further further the analysis and to identify the causes and initiate any new corrective actions, these are also analysed during SPT meetings.

Suppliers are also required to commit to ensuring the health and safety of their workers.

Should unhealthy working conditions, or conditions that do not comply with current legal requirements, be identified during the initial qualification process or upon renewal thereof, SPT works with the supplier to draw up a specific remedial plan aimed at resolving the issue.

Failure to cooperate or to adopt a remedial plan will result in exclusion from the Register of Qualified Suppliers.

The above also applies to any workers carrying out work at their own or another place of residence.



Requirement 4 — Freedom of association and the right to collective bargaining

SELT S.p.A., in establishing and maintaining contractual relationships with its employees, applies the provisions set out in current legislation and the relevant National Collective Labour Agreement; staff are therefore guaranteed the right to join trade unions of their own choosing and to freely elect their trade union representatives.

The exercise of these rights shall not result in retaliation, adverse consequences or discrimination.

In accordance with the procedures of the company's Management System, staff are informed of these rights during recruitment and pre-employment interviews.

Suppliers are also required to commit to guaranteeing workers' freedom of association and the right to collective bargaining.

Should cases of discrimination be identified during the initial qualification process or upon renewal thereof, SPT will work with the supplier to develop and implement a specific remedial plan aimed at resolving the issue.

Failure to cooperate or to adopt a remedial plan will result in exclusion from the Register of Qualified Suppliers.

The above also applies to any workers carrying out work at their own or another residence.

Requirement 5 — Discrimination

SELT S.p.A. rejects all forms of discrimination and guarantees equal opportunities and fair treatment for all workers, regardless of race, social class, national origin, religion, disability, gender, sexual orientation, trade union membership, political affiliation, age, etc.; therefore:

- staff selection is carried out taking into account only objective criteria such as skills, experience and education, in relation to the roles to be filled
- Remuneration is paid to each worker on the basis of the duties performed, in accordance with the provisions of the National Collective Labour Agreement for the metalworking sector – PMI Confapi
- it is guaranteed an adequate training and information and training for all employees
- recruitment is carried out by drawing on lists of workers with disabilities and those belonging to protected categories
- any redundancies are carried out exclusively within the limits and in accordance with the procedures laid down by current legislation and, in any event, never on discriminatory grounds
- retirement is arranged in accordance with the relevant regulations in force

Suppliers are also required to commit to rejecting any form of discrimination against workers.

Should cases of discrimination be identified during the initial qualification process or upon renewal thereof, SPT will work with the supplier to draw up and implement a remedial plan aimed at resolving the issue.

Failure to cooperate or to adopt a remedial plan will result in exclusion from the Register of Qualified Suppliers.

The above also applies to any workers carrying out work at their own or another place of residence.



Key

- 1 Spain
- 2 Mexico
- 3 Peru
- 4 Portugal
- 5 Romania
- 6 Senegal
- 7 Cuba
- 8 Egypt
- 9 Guinea



Requirement 6 – Disciplinary procedures

SELT S.p.A. does not permit the use of coercive disciplinary measures, whether psychological or physical, or verbal or physical abuse.

The Organisation respects the physical and mental well-being of its workers and therefore rejects the use of any disciplinary measures not permitted by current legislation and by the National Collective Labour Agreement for the metalworking sector – small and medium-sized industry/Confapi.

The imposition of disciplinary sanctions is permitted solely to ensure the safety of the employee; SELT adopts such measures exclusively in relation to incidents and breaches concerning the failure to comply with health and safety requirements and procedures, the Company Regulations, the Code of Conduct and the Code of Social Responsibility.

All documents are drawn up in accordance with the provisions of the Workers' Statute (Law No. 300/1970, as amended) and the relevant National Collective Labour Agreement.

During 2025, when new staff were recruited, the Organisation carried out an information and training programme aimed at raising awareness of the contents of the above-mentioned documents and the 'Disciplinary Procedures' policy.

Requirement 7 — Working hours

SELT S.p.A. guarantees its staff compliance with the law and the relevant National Collective Labour Agreement regarding working hours, public holidays, annual leave and overtime.

Working hours amount to 40 hours per week, organised into a single shift, from Monday to Friday; Saturdays and Sundays are designated as days off.

Staff working hours are organised differently for staff based at the operational headquarters/offices and for staff working on construction sites.

Suppliers are also required to comply with the relevant legislation and National Collective Labour Agreements. Should any non-compliance be identified during the initial qualification process or upon renewal thereof, SPT will work with the supplier to draw up and implement a remedial plan aimed at resolving the issue.

Failure to cooperate or to adopt a remedial plan will result in exclusion from the Register of Qualified Suppliers.

The above also applies to any workers carrying out work at their own or another address.



Requirement 8 — Remuneration

All employment relationships within the Organisation are formalised through contracts drawn up in accordance with the provisions of the National Collective Labour Agreement (CCNL) for the SME metalworking sector – Confapi, whilst strictly excluding the use of bogus apprenticeship schemes or undeclared work.

SELT S.p.A. guarantees all employees regular, fair and decent pay, in accordance with the provisions of the relevant National Collective Labour Agreement.

Salaries, paid by direct deposit into each employee's bank account, are commensurate with the quantity and quality of the work performed and, in any event, sufficient to ensure a decent standard of living for the employee and their family.

No deductions are made from wages for disciplinary purposes, nor is it standard practice to do so; all wage components are clearly and regularly itemised for the benefit of employees on their payslips.

All activities relating to the administration of pay are carried out by the Personnel Department, in collaboration with the Employment Consultant, with the aim of duly fulfilling the obligations associated with the management of staff.

The company management encourages recognition of the work carried out and the commitment shown by employees, by approving promotions or changes to contract types.

In the event of any doubts and/or requests for clarification regarding the payslip, or specific items contained therein, employees may contact the Personnel Department for the necessary clarification.

Suppliers are also required to ensure the correct and timely payment of wages.

Should any non-compliance be identified during monitoring, SPT works with the supplier to draw up and implement an improvement plan aimed at resolving the issue.

Failure to cooperate or to adopt a remedial plan will result in exclusion from the Register of Qualified Suppliers.

The above also applies to workers carrying out work at their own or another residence.

In order to ensure that SELT employees receive a wage sufficient to meet the essential needs of their households, the company has calculated the living wage; this figure is used as a benchmark for determining the minimum wage to be applied to new recruits

Based on updates to ISTAT data, the company periodically carries out a new review, with the aim of maintaining these conditions.



Requirement 9 — Management System

SELT S.p.A. has established a Management System for social responsibility, managed through a comprehensive documentation framework comprising:

- the Social Responsibility Policy
- the Social Responsibility Manual; this document describes the activities carried out by the Organisation to implement the company's Policy, as well as the roles and responsibilities assigned for its implementation
- the procedures describing how the activities required to comply with the requirements of the SA8000:2014 Standard are to be carried out
- the Corporate Social Responsibility Code
- the Code of Conduct
- the company regulations
- records demonstrating that the System is correctly implemented and maintained.

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