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Cosmic S.r.l. adopted cosmic water leak technology.

The technology works on the premise that cosmic rays constantly flooding the Earth are absorbed by hydrogen, a component of water. The idea is based on measurements with a detector that counts cosmic rays in a certain energy band. The count will decrease if the rays are absorbed by a body of water. The collected data is cross-referenced with GPS positioning provided by satellite navigation and continuously sent to a server for AI-based real-time data analysis to detect water leaks.

The Sole Director/Legal Representative/Technical Director is Mr. *Riccardo Marchetto*.

The organization has already achieved and maintains the **UNI EN ISO 9001:2015 and 14001:2015** and **UNI ISO 45001:2018** certifications with the **SGS ITALIA** certification body. - has long been attentive to the topic of Social Responsibility, which it considers a strategic objective.

The company deals with the following activities:

GEOREFERENCED DETECTION OF COSMIC RAYS FOR THE SEARCH AND IDENTIFICATION OF WATER LEAKS ON UNDERGROUND PIPELINES.

The organisation, aware of its role and related responsibilities, of **the importance of human resources**, added value of corporate assets and performance, has set itself the goal of **achieving and subsequently maintaining** the **SA 8000:2014 - Social Accountability Certificate**, issued by the **SGS ITALIA** Certification Body, with ACCREDIA accreditation, through the implementation/implementation and maintenance of an effective and efficient **Social Responsibility Management System - SG SA**, in compliance with the requirements of the Standard International reference, with a view to **continuous improvement**.

Therefore, the organization **constantly strives** to:

- a) **to adapt and comply with all the requirements of the SA 8000** Standard through specific policies and procedures communicated and made available, as well as ad hoc registrations;
- b) **to adapt to and comply with all the requirements of the SA 8000 Standard** through specific policies and procedures communicated and made available, as well as ad hoc registrations;
- c) **to apply and respect all current local, national and other applicable laws and prevailing sector regulations** favoring the most favorable provisions for workers on the same topic,
- d) **to respect the principles of international instruments starting with the Universal Declaration of Human Rights Human** (ILO Conventions, International Covenants on Rights and United Nations Conventions)

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- e) **to comply with other requirements signed by the organization with other interested parties,**
- f) **to develop a socially responsible work environment,**
- g) **to promote the professional development of all workers** In compliance with current local, national and international legislation,
- h) to create and promote initiatives for the transmission of information and involvement of staff with the aim of fostering effective periodic internal communication,
- i) **to develop continuous analysis and evaluation of indications from other stakeholders,** through the implementation of an open and constructive dialogue designed to identify projects and objectives of common interest and mutual satisfaction
- j) **to promote transparent sharing, collaboration and active involvement of *other* stakeholders** (customers, suppliers, subcontractors and sub-suppliers) to achieve Social Responsibility goals with a view to continuous improvement)
- k) **to manage risks associated with ethical requirements and to plan and implement corrective and preventive actions and improvement plans**
- l) **to monitor ethical behavior in the supply chain**
- m) **to promote the dissemination of the SA 8000 International Standard**

Specifically, with reference to the **specific requirements** set forth in this Standard, ***the organization commits to:***

- 1) **not to use or give support to child or youth work**
- 2) **not resort to and support the use of forced or compulsory labor,** condemning human trafficking,
- 3) **Ensured a safe and healthy workplace** by taking effective measures to prevent potential accidents, injuries or illnesses during the performance of work, providing appropriate PPE, effective training and education n° 1 **Appointed a senior management representative** and established a **health and safety committee**
- 4) **Respect the right to collective bargaining and to protect freedom of association** by Ensuring the absence of discrimination, harassment, intimidation and retaliation
- 5) **not adopt or support any form of discrimination in the employment relationship** based on race, origin, religion, disability, gender, marital status, age, sexual orientation, and political opinion
- 6) **treat all staff with dignity and respect by executing proper handling of disciplinary procedures,** not tolerating punishment, coercion and abuse of any kind
- 7) **comply with applicable laws and industry standards on working hours, rest and holidays ensure a decent wage corresponding** at least to legal or minimum industry standards, paying employees in accordance with signed contracts

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- 8) **ensure the implementation and maintenance, monitoring and continuous improvement of its SG SA in accordance with legislative, organizational and operational changes,**
- 9) **maintain the constituted Social Performance Team - SPT to apply all elements of SA 8000** through conducting periodic risk assessments and suggesting appropriate actions to address them where identified. The TSP must effectively monitor activities in the workplace, review and resolve detected Nonconformities, facilitate the conduct of Internal Audits, and prepare Performance Reports
- 10) **keep the established Complaints procedure** also useful for investigating, handling, and communicating the results of complaints or NCs detected, accessible and available to staff and stakeholders
- 11) **to allow access of External Auditors by cooperating fully in conducting scheduled or unannounced audits of the Certification Body and other interested parties** upon specific request, conducted to certify compliance with the requirements of the standard.

This **Policy, in Italian, available to the public, is disseminated to all staff/collaborators** by posting on notice boards and posting on the company website. It is made operative, kept active and periodically reviewed/updated to take into account changing circumstances and may be translated into other languages in the presence of foreign staff.

It is also made available to other interested parties (Customers, Suppliers, Subcontractors, Subsuppliers, Trade Associations, Trade Unions, Non-Governmental Organizations and local, national or foreign government officials whose purpose is to achieve compliance with the standard and/or to anyone who requests it) **through its publication on the company's website** and/or by sending appropriate informational material via e-mail or mail.

Considering compliance with SA requirements important, **the organization aims to spread the principles of social responsibility to its chain of suppliers by requiring their commitment to comply with the requirements of the SA 8000 International Standard.**

Aware of the commitment undertaken and certain that an operational, clear and transparent policy is a valid and useful tool for conveying the dissemination of the principles of Social Responsibility, **it disseminates and makes this policy available to all levels of the organization and to all other interested parties, with a view to communicating with appropriate means about its social responsibility performance as well.**

The **Sole Administrator - AU**, endorsed by the SPT, undertakes to allocate adequate **human and financial resources** to the full implementation/dissemination of this Policy and the achievement of the Goals and Objectives established from time to time in appropriate **Programs.**

The organization regularly reviews its activities, procedures and performance results to minimize the negative effects generated with a **view to continuous**

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improvement, taking advantage of all feedback information as well as recommendations from other stakeholders. **This should be done by always preferring the best available and economically feasible technologies.**

Goals, Objectives and Programs are established and reviewed **at least annually through *Management Reviews*.**

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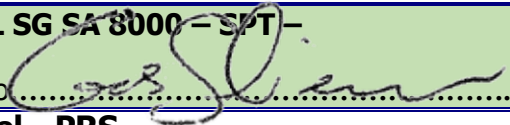
Useful references for comments, recommendations, reports or complaints

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For your information

Date: 02/01/24	RLS SSL e RL SG SA 8000 – SPT –  Carlo Schiesaro
	All Personnel - PRS
	Other Interested Parties – API (Trade Associations, Clients, Suppliers, Subcontractors) via posting on the Notice Board and publication on the Company Website"

Date: 02/01/24	Stamp and Signature of the Sole Administrator (AU) and RSM – SPT Riccardo Marchetto
	