

CERTIFICATE number IT23/99006250



The management system of

**I.CO.P. S.p.A**

legal and operational headquarters:

Via Silvio Pellico, 2 - 33031 Basiliano (UD) - Italia

has been assessed and certified as meeting the requirements of

**ISO 30415:2021**

**HUMAN RESOURCE MANAGEMENT - DIVERSITY AND INCLUSION**

For the following activities

**Design and execution of infrastructure works, special foundations, maritime works, tunneling, microtunneling and directional drillings. Execution of hydraulic works.**

Rev. no.0 of 27/11/2023

Updated information on any changes in the status of the attestation can be obtained by emailing [sgs.italy@sgs.com](mailto:sgs.italy@sgs.com).

This attestation is not valid without the detail regarding the purpose, objectives, criteria, and conclusions of the verification available on pages 2 to 3 of this document.

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## Annex to CERTIFICATE number 23/99006250

SGS Italia S.p.A. (hereafter SGS) has been engaged by the Management of I.CO.P. S.p.A to conduct an independent verification of the level of maturity of the company's human resource management model against the international guideline ISO 30415:2021 Human Resource Management - Diversity and Inclusion.

SGS's responsibility in carrying out the assignment, in accordance with the terms agreed with the Organization, is assumed solely to the Management of I.CO.P. S.p.A.

Responsibility for the information on which SGS has performed this verification lies solely with the Directors of I.CO.P. S.p.A.

This verification certificate is intended solely for the Interested Parties of I.CO.P. S.p.A.

### VERIFIER INDEPENDENCE AND QUALITY CONTROL

SGS declares its independence from I.CO.P. S.p.A and believes that there is no conflict of interest with the Organization, its subsidiaries and Interested Parties.

SGS in carrying out its activities operates under a quality management system that includes documented directives and procedures on compliance with ethical and professional principles.

### VERIFICATION METHODOLOGY

ISO 30415:2021 guideline applies to the human resource management lifecycle, product and service delivery, supply chain relations and external stakeholder relations to ensure fairness, equity and equality.

The SGS approach, designed in line with the structure of the standard, enabled the assessment of the maturity level of the company's human resource management model against what is proposed by the "Diversity and Inclusion" (hereafter D&I) framework of ISO guideline 30415:2021.

The verification was conducted through activities of preliminary analysis and assessment of the organizational context and structure, review of records and objective evidence, analysis of policies, procedures, practices adopted by the Organization, and interviews with management. The audit examined:

- the prerequisites identified by the standard in order to demonstrate ongoing commitment to diversity and inclusion
- the responsibilities placed within the organization
- the approach to valuing diversity and promoting and developing an inclusive workplace, specifically:
  - organizational approach with respect to "Accountabilities and Responsibilities" recalled in Clause 5
  - application of the "D&I Framework" recalled in Clause 6
  - development of an "Inclusive Culture" as recalled in Clause 7
  - organizational approach with respect to the "Human Resource Management Life Cycle" recalled in Clause 8
  - integration of diversity and inclusion principles with respect to "Products and services — design, development and delivery" recalled in Clause 9
  - integration of diversity and inclusion principles into the "Procurement and supply chain relationships" recalled in Clause 10
  - approach in "External stakeholder relationships" recalled in Clause 11
- identification of D&I goals, opportunities and risks, actions, measures, outcomes and impacts

The verification team was chosen on the basis of each member's technical expertise, experience and qualification in relation to the different aspects assessed.

The verification activities were carried out in the month of September 2023, involving different functions of the Organization.

This attestation does not refer to a specific period of validity but refers to what was assessed during the audit.

## CONCLUSIONS

Based on the work done, it was verified that the overall level of maturity of the business model with respect to the international guideline ISO 30415: 2021 - Human Resource Management - Diversity and Inclusion, stands in the rating scale at Grade 3 (\*).

This result highlights an evolutionary path already underway in the organization with respect to the topic of Diversity and Inclusion through programs and policies that take into consideration the different dimensions of D&I (particularly gender, age, disability).

\* The assignment of maturity grade is based on a scale of 1 to 5, where:

Grade – 1 <b>Unware</b>	<i>Status:</i> No willingness to address D&I. No policy in place. <i>Leadership:</i> Oblivious and disinterested in D&I.
Grade - 2 <b>Basic</b>	<i>Status:</i> Development of a basic policy. Implementation of D&I activities are ad hoc and unsystematic, seen as "nice to have". Basic data collection. Limited impact on business strategy. <i>Leadership:</i> Limited involvement and commitment. Responsibility for D&I is usually given to a few (e.g., HR).
Grade - 3 <b>Strategic</b>	<i>Status:</i> D&I is a strategic objective. KPIs are developed and their achievement is monitored. <i>Leadership:</i> All leaders share and communicate the D&I strategy. Leaders are held accountable for achieving D&I goals.
Grade - 4 <b>Embedded</b>	<i>Status:</i> All policies and practices reflect and reinforce the D&I strategy. <i>Leadership:</i> Leaders have a strong understanding of D&I. Full integration across all functions and business activities.
Grade – 5 <b>Advanced</b>	<i>Status:</i> Innovative and cutting-edge D&I practices. The company is a forerunner in D&I innovations. <i>Leadership:</i> Leadership advocates for D&I issues and plays the role of promoter.