



(St)	Proj	Unit	Type	Dev.	Serial	Rev
(0)	-	-	0201	SI	002	00
DOCUMENT TITLE		UN GLOBAL COMPACT Policy				

**POLICY**


# UN GLOBAL COMPACT POLICY

0201-SI-002

Rev.	Description	Prepared (name & initials)	Checked (name & initials)	Approved (name & initials)	Date DD/MM/YY
00	ISSUE	S. Migliorati	F. Levati	G. Cagnani	03/03/2026
-	Original Global Compact's Ten Principles Policy			G. Cagnani	10/16/2025
-	Original Global Compact's Ten Principles Policy			L. Gravina	03/01/20 14

**DOCUMENT REVISIONS**

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## **1 PREMISE**

SICIM adheres to the United Nations Global Compact and is committed to respecting, supporting, and promoting the Ten Principles relating to Human Rights, Labor Standards, Environmental Protection, and the Fight against Corruption, integrating them into its corporate strategy, organizational culture, and daily operations.

Formal adherence to the UN Global Compact, approved by the Board of Directors on 10/ 07/2023 and confirmed by letter of commitment to the United Nations dated 04/12/2023, represents a conscious choice consistent with SICIM's founding values and its role as an international EPC contractor.

SICIM recognizes the fundamental contribution of the private sector to sustainable development and the Sustainable Development Goals (SDGs) of the 2030 Agenda.

## **2 SCOPE OF APPLICATION**

This Policy applies to:

- SICIM and all activities carried out in the countries in which the company operates;
- Those holding positions in corporate bodies, management, and company personnel;
- Third parties operating on behalf of and/or in collaboration with the company, including consulting, supply, subcontracting, and commercial partners.

SICIM is committed to promoting the adoption of the Global Compact Principles throughout the supply chain, taking into account the different regulatory and operational contexts.

## **3 THE TEN PRINCIPLES OF THE UN GLOBAL COMPACT AND SICIM'S COMMITMENTS**

### **3.1 HUMAN RIGHTS**

#### **3.1.1 Principle 1**

Businesses must support and respect the protection of internationally proclaimed human rights.

##### ***SICIM Declaration of Intent***


SICIM intends to operate with respect for the dignity and fundamental rights of all those involved in its activities, adopting a responsible approach that is sensitive to the contexts in which it operates.

#### **3.1.2 Principle 2**

Businesses must ensure they are not complicit in human rights abuses.

##### ***SICIM Declaration of Intent***

SICIM does not tolerate any form of complicity in human rights violations and is committed to preventing and mitigating potential negative impacts related to its operations, projects, and business partners.

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## 3.2 WORK STANDARDS

### 3.2.1 Principle 3

Businesses must support freedom of association and the effective recognition of the right to collective bargaining.

#### ***SICIM Declaration of Intent***

SICIM promotes open and constructive dialogue with workers and recognizes the value of union representation and collective bargaining.

### 3.2.2 Principle 4

Businesses must eliminate all forms of forced or compulsory labour.

#### ***SICIM Declaration of Intent***

SICIM rejects any form of forced or coercive labour and is committed to ensuring that such practices are not present in its operations and supply chain.

### 3.2.3 Principle 5

Businesses must effectively abolish child labour.

#### ***SICIM Declaration of Intent***

SICIM rejects any form of child labour exploitation and requires its partners and suppliers to comply with relevant national and international regulations.

### 3.2.4 Principle 6

Businesses must eliminate discrimination in employment and occupation.

#### ***SICIM Declaration of Intent***

SICIM promotes equal opportunities, inclusion, and the valorisation of diversity, combating all forms of discrimination based on gender, age, origin, religion, orientation, or other personal conditions.

## 3.3 ENVIRONMENT

### 3.3.1 Principle 7

Businesses must support a preventive approach to environmental challenges.

#### ***SICIM Declaration of Intent***


SICIM adopts the precautionary principle, integrating environmental risk management into the design, construction, and project management phases.

### 3.3.2 Principle 8

Businesses must take steps to promote greater environmental responsibility.

#### ***SICIM Declaration of Intent***

SICIM intends to reduce the environmental impact of its activities by improving resource use, waste management, and pollution prevention, including through the continuous improvement of its management systems.

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### 3.3.3 Principle 9

Businesses should encourage the development and diffusion of environmentally friendly technologies.

#### ***SICIM Declaration of Intent***

SICIM supports technological innovation and sustainable engineering solutions, contributing to the energy transition and the creation of more efficient and resilient infrastructure.

## **3.4 FIGHT AGAINST CORRUPTION**

### 3.4.1 Principle 10

Businesses must combat corruption in all its forms, including extortion and bribery.

#### ***SICIM Declaration of Intent***

SICIM adopts a zero-tolerance policy towards corruption and any illicit behaviour, basing its business relationships on integrity, transparency, and compliance with applicable laws.

## **4 GOVERNANCE AND TRANSPARENCY**

The Board of Directors oversees the implementation of this Policy.

The Managing Director confirms its support for the initiative annually through the Statement of Continued Support for Communication on Progress (CoP).

SICIM is committed to:

- Measuring and publicly demonstrating progress on the Ten Principles of the United Nations Global Compact and the Sustainable Development Goals;
- Improving the integration of the Global Compact Principles over time;
- Promoting dialogue with stakeholders, customers, partners, and local communities.

The relevant corporate functions ensure the integration of the Principles into daily processes, procedures, and behaviours.

## **5 CONTINUOUS IMPROVEMENT**

SICIM is committed to reporting annually on the progress made through the Communication on Progress (CoP) and to constantly improving its approach to sustainability, also through dialogue with stakeholders.