

Business Partners criteria

Pini Business Ethics - Doc. B

Version	02
Creation date	March 2, 2022
Date of change	July 18, 2023
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Introduction

The Pini Group is a leader in engineering and consulting services, with expertise founded on more than 70 years of experience. We operate in the energy and infrastructure markets. Building on our strong base in Europe, our business and clients are found all over the world. We provide profitable, innovative and sustainable solutions to build the future and improve people's lives.

The vision of the Pini group is to be one of the leading engineering companies in Switzerland and neighboring countries and the reference in tunnel/underground construction worldwide.

In line with our motto "Building Our Future" clients and partners share Pini's aim to contribute to a sustainable development of industry and society as a whole. Pini never experiments with its clients or their businesses. Our total independence from suppliers and other partners is our clients' guarantee of an optimum solution.

Pini Business operations policy:

- We implement systematic, standardized working practices underpinned by high levels of quality and environment awareness.
- We adopt an approach to problem-solving that puts equal emphasis on the requirements and quality criteria of the client and on due consideration for the environment.
- We make efficient and economical use of energy and natural resources in our day-to-day operations; we work to prevent pollution and we observe both the letter and the spirit of all relevant legislation.
- We work together with our clients to produce the best possible solutions from the point of view of quality, technology and environment.

This document is intended to support the implementation of Pini policy as regards business ethics, social, safety, health and environmental performance by declaring Pini Group's expectations on its business partners.

The criteria listed below are based on the Pini Code of conduct, which is based on the United Nations Global Compact (UNGC) and its ten principles.

General requirements

Business partners, including suppliers, subcontractors, joint venture partners and agents must always be informed and made aware of the Group's commitments and expectations in accordance with the Pini Business Operations Policy and Pini Code of conduct.

Pini's commitment to the UNGC permeates the entire business and therefore Pini is committed to be a sustainable employer and provider of services. Pini will not engage in any project where there is a risk, that project activities can come into conflict with one or more of the UNGC's ten principles

concerning human rights, working conditions, environment and anti-corruption. Pini requires all partners, suppliers and their subcontractors to comply with the Code of Conduct and to verify compliance by providing information and allowing access to their premises. Should any criteria in this document conflict with the national law in any country or territory, the law must always be followed. Pini Group requirements may go beyond the requirements set out in national law.

Social and business ethics criteria

1. Business partners should support and respect the protection of internationally proclaimed human rights and make sure that they are not complicit in human rights abuses.
2. Business partners should execute a personnel policy that eliminates discrimination with respect to employment and occupation. Uphold the freedom of association and support the right to collective bargaining.
3. Business partners must not have any child or forced labor in accordance with ILO conventions.
4. Children shall not be employed for any hazardous work, or work that is inconsistent with the child's personal development. A child means a person below the age of 18 years.
5. Business partners are required to make employees' safety a priority at all times. Premises/factory conditions have to be such that employees can perform their functions in a safe and healthy environment.
6. Employees shall understand their employment conditions. Pay and terms shall be fair and reasonable and comply at a minimum with applicable laws or industry standards, whichever is higher.
7. Partners should take appropriate action to ensure safety and prevent accidents and illnesses resulting from workplace conditions. Working hours shall comply with applicable laws.

Anti-corruption

8. Business partners have to work against all forms of corruption, including extortion and bribery. No form of extortion and bribery, including improper offers for payments shall be tolerated.

Environment

9. Business partners should ideally have an Environmental Management System to promote greater environmental responsibility.
10. Partners should have a precautionary approach to environmental challenges and conduct their business so that the environment is preserved.

Compliance and follow-up

To do business with Pini, business partners must mandatorily fully comply with all requirements above when signing the statement. Pini Group require their business partners to maintain adequate documentation to demonstrate their compliance with the above-mentioned requirements or demonstrate the intention and willingness to comply with the same.

Pini requires the right to follow up the agreement through surveys and audits to make sure that the client or partners live up to the agreement. Pini will review business relations if violations are detected and business partners will be requested to adapt or change to meet the criteria.

This document forms an integral part of the valid personnel regulations of Pini Group. This document is an integral part of the current Staff Regulations of Pini Group.