

Human rights and integration policy

Our principles

Csc recognizes the importance of its employees as a fundamental factor in achieving the company's objectives. To achieve growth and continuous improvement, csc ensures a working environment where everyone feels valued and included and can contribute their skills to the synergy, in compliance with the principles of the International Charter of Human Rights, the United Nations Global Compact and all institutional laws and rules.

Human rights

Fair and favorable working conditions

Csc offers optimal employment conditions in full compliance with all applicable regulations, e.g., regarding working hours, holidays, breaks, etc. Csc undertakes to pay wages in accordance with collective agreements and to pay its employees promptly.

Freedom of association and right to collective negotiation

Csc recognizes the right of workers to join trade unions and the right to collective bargaining in full compliance with legislation and industry rules.

Forced, illegal, child labor.

Csc denies and prohibits any form of forced, illegal, coerced child labor for its own operations and in the supply chain.

Working environment and safety at work, equal opportunities, diversity, and inclusion

Pleasant working environment and safety at work

Csc is committed to safe work practices on construction sites for its employees and creates comfortable and functional work environments that support the professional and non-professional needs of employees to enable and ensure the best contribution to the company's value creation. Csc promotes a culture of health and safety on construction sites and ensures specific, appropriate, and continuous training for its employees.

Non-discrimination and equal opportunities

csc ensures that every employee receives equal recognition for equal work and rejects discrimination based on gender, nationality, ethnicity, marital status, religion or any other characteristic independent of the job requirements. Decisions on all aspects of employment are based on objective criteria and solely on the skills, aptitudes, and performance of the individual. csc's business model provides for the ability to work with all types of cultures and fully supports the management of heterogeneous groups. Management acts against any inappropriate behavior, including harassment, intimidation, threats, and insults. csc encourages anyone who believes they have experienced discrimination to report it, while protecting the data and dynamics of the individuals concerned. Through its internal procedures, csc also seeks to resolve disagreements between employees through dialogue.

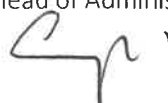
Engagement in the supply chain

Csc promotes the principles set out in this document in its supply chain by including them in its Supplier and Subcontractor Code of Conduct and requiring their application in the supply chain.

Matteo Buzzetti
General Director



Roberto Canepa
Head of Administration, Finance, Control



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