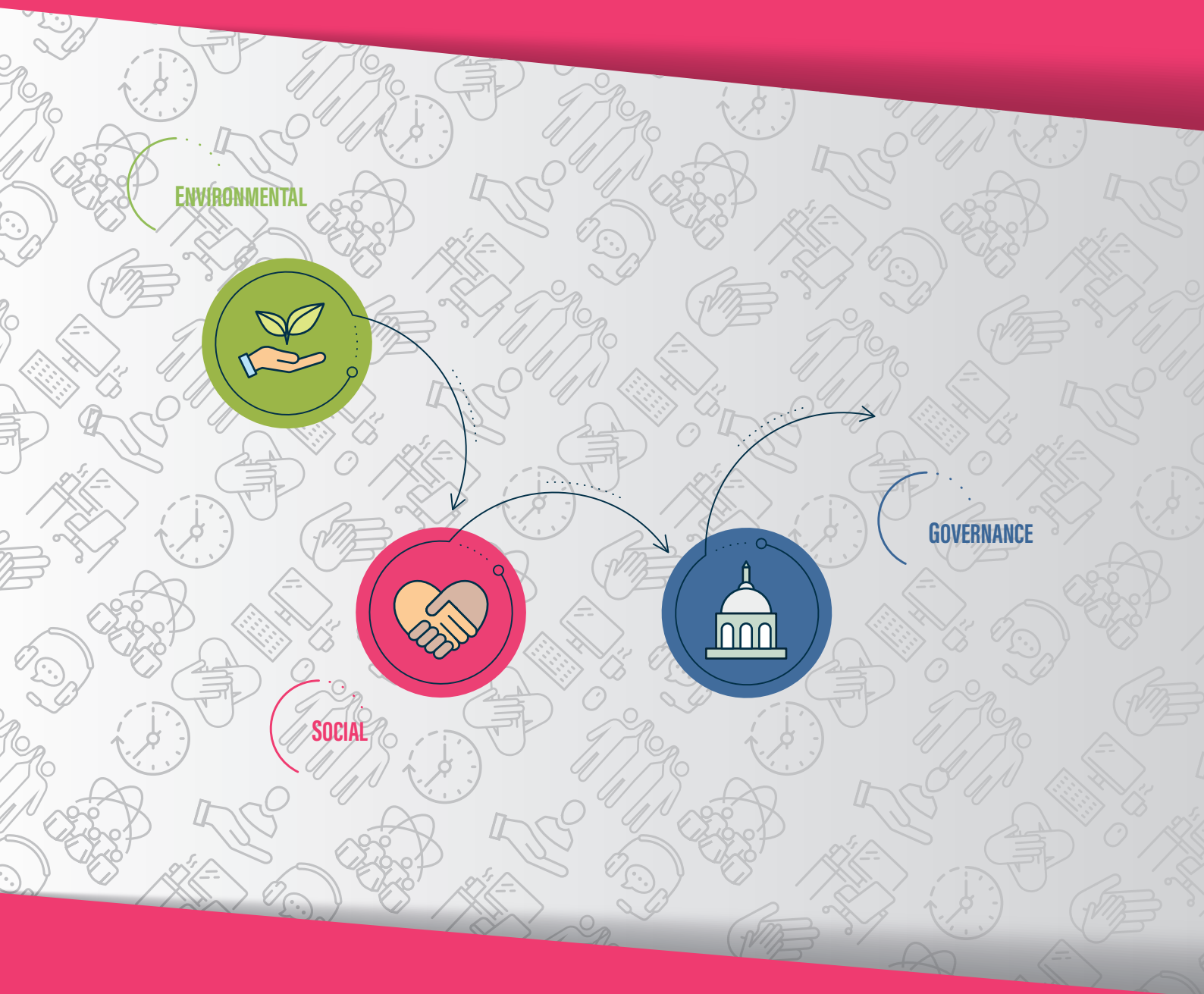
MANAGEMENT POLICY FOR OPENJOBMETIS CONTRACT EMPLOYEES

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1. The commitment of Openjobmetis Group

Openjobmetis (hereinafter also the "Group" or "Openjobmetis"), including the Parent Company Openjobmetis S.p.A. and its subsidiary companies, carries out its activities with the aim of contributing to national employment growth and promoting encounters between companies and people.

The strategic role of the Group in the labour market is embodied in the connection between the needs of companies and people's professional skills. The relationship between Openjobmetis and contract employees is based on the promotion of social, economic and occupational development, as well as on the respect and protection of human rights.

This policy aims to provide a reference framework for the principles and practices adopted by the Group in its relations with human resources, with reference to contract employees (the relationship with direct staff is governed by the "Policy on the Management of Human Resources"), reinforcing what was already reported in the Code of Ethics. The document, in force since 2012, aims to outline the conduct and core values of Openjobmetis: integrity, fairness, transparency, responsibility and honesty, principles that inspire the Group daily in carrying out its business. In order to build and maintain a relationship of collaboration, respect and trust with all interlocutors, it formally became the Group's Code of Ethics in December 2022.

2. Scope and references used

This policy applies to all contract employees of the Group's companies.

Openjobmetis expects that the contents of the policy is also applied by all those who, directly or indirectly, permanently or occasionally, work with or for the Group with reference to contract employees.

The Group also expects the recipients of the policy to follow the principles contained herein and report any suspected violations on the matter.

In drafting the policy in question, national laws and regulations were taken into consideration, with particular reference to labour law regulations, as well as to international standards and voluntary initiatives that Openjobmetis refers to in its daily operations including, by way of example but not limited to regulations and national collective labour agreements regarding "agency work", the United Nations Guiding Principles on Business and Human Rights[1], the declaration of the International Labour Organisation (ILO) on fundamental principles and rights at work[2], the International Charter of Human Rights[3] and the United Nations "Sustainable Development Goals" and to Legislative Decree 96/2026 on pay transparency.

3. Principles of conduct in relations with contract employees

Openjobmetis adopts legal and ethical behaviour in managing relations with its contract employees, in compliance with the internationally recognised standards and principles regarding the treatment of workers, as indicated below. With reference to applicable regulations, please note that the staff search and selection process is entirely free of charge for candidates.

Protection of human rights

Openjobmetis promotes and supports the respect for human rights within its organisation and in its business relations and recognises this principle as an essential factor in its operations.

Impartiality in search and selection

The entire process of search and selection of candidates to be placed on assignments with clients is based on the promotion of equal opportunities and the exclusive evaluation criteria adopted are the matching of the candidates' profiles to the needs of clients and the verifying of specific professional and soft skills.

Refusal of slave or irregular labour

Openjobmetis does not tolerate any form of slave, child, irregular or undeclared work, nor any other conduct that can, even if only theoretically, lead to illegal action against the person. The Group adopts specific controls and authorisations to proceed in specific cases such as the hiring of under-age contract

1 United Nations, "Guiding Principles on Business and Human Rights", The Human Rights Council resolution 17/4 of 16 June 2011.
2 International Labour Organisation – ILO.
3 United Nations, "Universal Declaration of Human Rights", General Assembly Resolution 217 A, December 1948.

employees[4], while not encouraging this practice. All contract employees are hired in compliance with the applicable collective bargaining.

Training and skills development

Openjobmetis believes in the importance of providing training to contract employees. Through training, the professional skills of staff / agency staff can be developed and/or updated in order to meet the needs of the labour market and increase their chance of entering or re-entering the market. The Group guarantees the delivery of training courses at no cost to participants, as well as the modulation of topics based on the needs of the labour market and/or the individual user company and the Pdr 125 regulation on Gender Equality.
In particular, the search and selection of temporary staff takes into account the requirements of the Pdr 125 standard on gender equality and the principles established in the D&I Policy to which reference is made.

Diversity, inclusion, and non-discrimination

Openjobmetis does not tolerate and condemns any type of discrimination (based on political and trade union opinions, religion, ethnic origins, nationality, age, gender, sexual orientation, health status, marital status, disability, physical appearance, socio-economic status) perpetrated against contract employees, during the phases of selection and contract employment in companies and opposes the granting of privileges for the same reasons.

Health and safety

It is believed by Openjobmetis that the user company is tangibly able to understand its own specific environment and the organisation of its work and owns the risk factors incumbent on the contract employee. The company is therefore considered to be the most qualified body to specifically and effectively inform, instruct and train the workers assigned therein to carry out their duties during the assignment. Openjobmetis therefore expects in most cases that the fulfilment of safety requirements is contractually at the expense of the user company including what is necessary for the prevention and management of the risk of harassment and abuse in general. In some cases the Company may available to organise - in response to a specific request from the user company and through qualified and professional third parties - training activities for the benefit of contract employees.

Freedom of association and right to collective bargaining

Openjobmetis recognises the right of its contract employees to form or take part in organisations

4 Law no. 977/67 for the protection of the work of children and adolescents sets as prerequisites for the establishment of an employment agreement with a minor the minimum age requirement of 16 years to be able to work and the completion of compulsory schooling. Openjobmetis only hires child staff who comply with these requirements, and condemns and not does not tolerates any form of child labour not regulated by the law.

aimed at the defence and promotion of their interests and to be represented by trade union bodies or other forms of representation in compliance with national legal obligations.

Equal pay

Openjobmetis guarantees contract employees the same rights, protection and remuneration for the same tasks performed by the direct employees of the companies where the contract employees carry out their work, in accordance with the national legislation and the CCNL for the Contract Employment Agencies category.

Data protection

Openjobmetis recognises as a priority the respect for the right to the protection of personal data and adopts appropriate technical and organisational measures to protect the privacy of candidates, contract employees and all natural persons with whom it comes into contact.

4. Implementation of the policy

Openjobmetis is responsible for ensuring the correct adoption of this policy by its direct and contract employees, as well as its implementation and control.

The Senior and Top Management of the Group are responsible for promoting a corporate culture based on the principles contained in this policy, as well as for the dissemination and monitoring of its implementation.

Openjobmetis encourages all recipients of the policy in question, in accordance with company policies and procedures, to report any suspected or definite breach through specific dedicated channels. Please refer to the Reporting Policy and the "contacts" section on the company websites to report an offence or a complaint.

This policy is disclosed within the organization via a specific internal communication and publication on the company website. It is also made available on the corporate websites of the various Group companies, which can be accessed by all relevant stakeholders.

This Policy was first adopted on February 4, 2022, by resolution of the Openjobmetis Board of Directors and adopted on the same date by its subsidiary companies by deed of their respective legal representatives. Last modified on 30 October 2026.

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