

Corporate Policy on Ethical Responsibility and Sustainability of Suppliers

Our company is strongly committed to ensuring that all suppliers we work with adhere to the highest ethical, social, and environmental standards. We recognize that sustainability and ethical responsibility in the supply chain are essential to our success and to the well-being of the communities and environment in which we operate.

1. Guiding Principles

All suppliers of our company are required to adhere to the following core principles:

- **Ethics and Integrity:**
Suppliers must operate honestly and transparently, complying with all applicable local and international laws and regulations.
- **Environmental Sustainability:**
Suppliers must adopt sustainable practices, minimizing the environmental impact of their activities by using resources responsibly, reducing emissions, and managing waste appropriately.
- **Respect for Human Rights:**
Suppliers must ensure respect for human rights, avoiding any form of child labor, forced labor, or undignified working conditions.
- **Fair Labor Standards:**
Safe working conditions, fair wages, reasonable working hours, and non-discrimination must be guaranteed.
- **Compliance with International Standards:**
Suppliers must demonstrate compliance with recognized sustainability and social responsibility standards (e.g., ISO 14001, ISO 45001, SA8000, or equivalent).

2. Supplier Selection and Monitoring

Our company applies a rigorous process to ensure that suppliers meet our ethical and sustainable standards:

- **Initial Assessment:**
During the selection process, suppliers are evaluated based on their ethical, social, and environmental practices.
- **Ongoing Monitoring:**
Through submission of periodical surveys we verify compliance with our standards and require documentation proving conformity.
- **Collaboration:**
We support suppliers in adopting more sustainable practices, promoting continuous improvement in their ethical and environmental management.

3. Commitment to Continuous Improvement

We are committed to fostering a corporate culture based on shared responsibility and working with suppliers who share our values. We regularly update our policies to keep them aligned with international best practices and stakeholder expectations.

4. Actions in Case of Non-Compliance

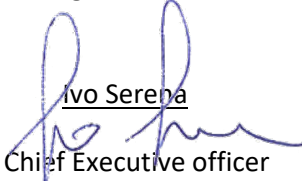
If a supplier fails to meet the requirements of ethical responsibility and sustainability, we will take the following actions:

- Provide guidance to correct any non-conformities within a defined timeframe.
- Reassess the collaboration with the supplier in case of unresolved issues.

5. Communication and Transparency

Our company is committed to communicating its standards and practices transparently to ensure an ethical and sustainable supply chain. We also encourage our stakeholders to share our commitment to a more responsible and respectful future.

With this policy, we reaffirm our dedication to responsible and sustainable corporate management, promoting the well-being of people, communities, and the environment.


Ivo Serena
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