

	SOCIAL RESPONSIBILITY SYSTEM		App. no. 2 Rev. 01.10.25
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SA8000 POLICY for Social Responsibility

The entire governance of SCATOLIFICIO E.M.A.R. considers the social aspect of the company and the resulting responsibilities to be of enormous importance.

For this reason, we operate with a view to safeguarding the health and safety of workers, committing to social responsibility, and we pursue within our organization, both in daily operations and in strategic perspective, the full achievement of the requirements set by the SA8000 Standard (Social Accountability).

It is the firm belief of the company Management the importance of the correct and transparent management of human resources and the awareness of suppliers, employees, and external collaborators regarding compliance with the law and the principles of Social Responsibility established in the SA8000 Standard (Social Accountability) and summarized in the company's Code of Ethics.

To concretely implement these principles and values, we pursue the following objectives:

- do not use child labour: the management of the recruitment process must **ensure that 100% of workers continue to be of age every year;**
- do not use forced labour: continuous dialogue with workers and periodic review of personnel management procedures must allow us to affirm that **every year 100% of workers are not subject to any constraint;**
- to comply with current national legislation, international conventions and recommendations, including the resolutions of international bodies such as the ILO - International Labour Organization and the UN - United Nations Organization: **to apply the CCNL (National Collective Labor Agreement) to 100% of workers** by paying the established salary on time and paying all the relevant social security, welfare and insurance contributions; **to maintain a number of complaints from stakeholders equal to zero over the next three years;**
- to respect freedom of association and the right to collective bargaining;
- to fight all forms of discrimination and unequal treatment (during recruitment, in remuneration, in access to training, in career promotions) based on issues of ethnicity, nationality, religion, disability, gender, sexual preference, trade union membership, political affiliation: **to reach a number of working women at least equal to 32% of workers by 2028; to maintain 100% of workers adequately trained on discrimination for the next three years;**
- to condemn all illegal conducts that may conflict with dignity and/or physical or moral integrity;

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- to sensitize workers to communicate to the members of the Social Performance Team or through their representatives the ideas and improvement actions they consider appropriate;
- to ensure the protection of maternity and paternity, as well as of disadvantaged people;
- to promote and improve the conditions of safety and physical and mental well-being of its employees with both preventive and corrective actions: **to reduce the accident frequency index by 30% and the severity index by 20% by 2028;**
- **to periodically measure the level of workers satisfaction** on factors such as workplace safety and healthiness, working hours, salary level, interpersonal relationships at work, growth opportunities, work-life balance; to identify the improvement actions to be prioritized;
- to involve workers so that all the above principles are respected and implemented during their stay in the company: organizing at least one training meeting per year or a representative event with all workers **to disseminate to 100% of them** these principles and illustrate the objectives achieved and/or to be achieved.
- **to continue to correspond every year to 100% of workers a salary higher than the subsistence wage** calculated according to accredited procedures;
- to involve the entire supply chain - also through the dissemination of a Supplier Code of Conduct - to ensure **sustainable purchasing** concerning especially environmental aspects, labor practices and human rights, and the ethical principles of our suppliers.

We are confident that all of this can decisively contribute to improve the management and enhancement of human resources and, for this purpose, we undertake **to review at least annually the objectives** contained in this policy and to send to all interested parties (workers, suppliers, clients, communities, trade unions, public authorities) a strong message aimed at **awareness of our objectives and achieved results** and at complying with the requirements of the SA8000 standard.