

## Social Responsibility Policy

In all its activities, M.M. srl, single shareholder company, is inspired by ethical principles and promotes the values of quality of life while respecting the environment and human beings. It has therefore decided to develop and apply a Social Responsibility Management System consistent with the SA8000:2014 International Standard, pursuing the following objectives:

- strengthen the company's role as an "Ethical" company within the economic and social context in which it operates, with particular reference to respect for the human person and market expectations;
- promote and consolidate within the company a corporate culture capable of fostering a balance between economic growth and social responsibility;
- raise the awareness of those who collaborate, in various capacities, with the Organisation (workers, consultants, suppliers, etc.), requesting them, within the scope of the activities carried out in the interest of the company, to adopt correct, transparent and non-discriminatory behaviour, in line with the ethical values that inspire it in the pursuit of its corporate purpose;
- ensure transparency in relations between the company and workers: employees are aware that they work in a safe and ethical company that is committed to protecting and improving their working conditions;
- improve effectiveness and transparency in the management of company activities.

To this end it declares:

- to have adopted a Code of Ethics, in which are highlighted the elements of valorisation of the personnel, in particular regarding the following choices of the Company:
  - not to resort to or support the use of child labour;
  - not to employ underage workers and, in any case, to comply with the regulations for the protection of children and adolescents;
  - not to use forced or bonded labour;
  - not expose workers to situations that are hazardous or harmful to their physical and mental health;
  - protect health and safety in the workplace, as well as the confidentiality of personal data in compliance with the company regulations in force;
  - guaranteeing all staff the right to freedom of association and to join a trade union, without any discrimination for trade union representatives and members;
  - not subjecting workers to abuse of any kind (physical, sexual, psychological, moral or verbal) or to any form of discrimination;
  - apply economic and regulatory treatment as provided for in the applicable and specific collective labour agreements and the provisions of the regulations in force;
  - entrust its staff with functions and tasks related to their qualification in compliance with applicable laws and collective bargaining agreements;
  - provide adequate professional training, carried out in consideration of the needs and personal characteristics of each individual;
  - treat with dignity, respect and morality every person who collaborates in various capacities: workers, consultants, suppliers;
  - to be open to dialogue with trade unions, demonstrating good faith, a spirit of cooperation and transparency in bargaining with trade unions.
- to have introduced a "Recruitment Policy", a document that collects and details the ethical principles adopted towards its employees and partners listed above, allowing for clear communication to workers, potential workers, suppliers and collaborators, becoming a guarantee of transparency
- to have adopted a "Child Labour Remediation Programme" procedure, a document that defines the initiatives that the Company intends to adopt in the event it becomes aware of the use of child labour in activities over which it can exert influence, in addition to reporting the situation to the local Administrations and Authorities in charge.

The Organisation

- considers:
  - ✓ its own Personnel as a strategic resource, guaranteeing the respect of their rights and promoting their professional and personal development;
  - ✓ its Suppliers as partners, not only for the implementation of the Company's activities, but also with regard to Social Responsibility; in this sense it asks them to share the ethical principles at the basis of the

SA8000:2014 International Standard, and in particular it shares with its Suppliers the remedial methods regarding child labour;

- ✓ its Customers and Citizens' Representative Organisations as a fundamental element of its success, working for their satisfaction also with regard to the rules of Social Responsibility.
- undertakes to adhere and comply to:
  - ✓ all the requirements of the SA8000:2014 Standard;
  - ✓ the Conventions of the International Labour Organisation (ILO);
  - ✓ the United Nations Convention on the Rights of the Child and the Universal Declaration of Human Rights;
  - ✓ all relevant National and International Laws, including Legislative Decree 81/08, as amended, on safety in the workplace and EU Regulation 679/2016 on confidentiality and processing of personal data;
  - ✓ the rules of conduct defined in its Code of Ethics.
- undertakes to ensure:
  - ✓ the constant monitoring and improvement of its Social Accountability Management System, defining, during Management Review meetings, specific improvement objectives and verifying their achievement;
  - ✓ the documentation, implementation, maintenance and effective communication to all personnel of its Social Accountability Management System and the results achieved;
  - ✓ the constant promotion of the ethical principles underlying the SA8000:2014 International Standard through effective, accurate and detailed communication to its Customers, Suppliers and Workers' and Citizens' Representative Organisations;
  - ✓ constant and adequate information to interested parties on the results of its Social Accountability Management System.

For communications and/or reports regarding compliance with the ethical requirements set out in this policy, please write to the Social Accountability Working Group and/or the Supervisory Body and/or the Certification Body and/or the SAI Accreditation Body in the manner indicated below. The information will be treated with the utmost confidentiality. The communication/reporting may be:

- sent by email, to the dedicated address, which is used exclusively for reporting : [spt@mmgrigliati.it](mailto:spt@mmgrigliati.it)
- delivered in person and placed in a special closed box of the Social Accountability Working Group (SPT), at the Company headquarters in Via Antonio Zanussi 300/302, 33100 Udine - Italy
- ordinary mail, addressed to MM srl, single shareholder company, Via Antonio Zanussi 300/302, 33100 Udine - Italy, to the attention of SPT (Social Performance Team)
- sent to the Certification Body: [DNV feedback.Italia@dnv.com](mailto:DNV.feedback.Italia@dnv.com)
- sent to the SAI Accreditation Body: SAAS,220 East 23rd Street, Suite 605, New York, New York 10010, USA (email: [saas@saasaccreditation.org](mailto:saas@saasaccreditation.org); fax: +212-684-1515.)

In order for these principles and commitments to become effectively operational, the Management ensures maximum support together with the involvement and active collaboration of all personnel.

Udine 01/06/2023

The Legal Representative

Emanuel Morandini