

## Social Responsibility and Human Rights Policy

Recarlo Spa adopts a Policy aimed at improving its staff's working conditions, including with the involvement of its suppliers.

The Company's social responsibility Policy clearly includes the commitment to:

- Respect human rights and follow the guiding principles of the United Nations on business and human rights;
- Condemn and prohibit any form of violence and harassment;
- Condemn and prohibit child labour and forced labour;
- Act in accordance with the applicable binding laws and any other requirements to which it subscribes (national and international laws, ILO conventions) that regard respect for the rights of workers (freedom of association, respect for work schedules, respect for equitable remuneration, prevention of discrimination, prevention of human trafficking);
- Re-examine it regularly with an eye to constant improvement, taking into consideration legislative amendments, changes in the requirements of its code of conduct, and any other company requirements;
- Act with an eye to constantly improving working conditions, with the goal of greater satisfaction for both employees and the principal parties involved;
- Make suppliers aware of monitoring activities throughout the supply chain and ensure their participation;
- Satisfy employees and be attentive to requests from interested parties;
- Promote adequate training aimed at protecting worker safety;
- Support development of the communities where the company operates;

- Verify that the Policy is effectively documented, applied, kept active, communicated, and made available to all personnel, including directors, executives, managers, persons in charge, and staff members;
- Make its policy publicly available to interested parties at their request.

Valenza, 10/01/2023

Giorgio Re

Managing Director Recarlo Spa

A handwritten signature in black ink, appearing to read 'Giorgio Re', with a stylized flourish at the end.