

Corporate Social Policy

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Società soggetta all'attività di direzione e coordinamento della Marseglia Group S.p.A.

CASA OLEARIA ITALIANA S.p.A. - Cap. Soc. Euro 10.000.000,00 i.v.

Sede Legale: Isola della Giudecca, 753/C - 30133 Venezia - **Amm.ne:** Via Baione, 200 - 70043 Monopoli (Ba)

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Corporate Social Policy

Foreword

Casa Olearia Italiana SpA recognizes the fundamental importance of human rights, workplace safety, environmental protection, and ethics in economic and social relationships. In line with the foundational principles of the Code of Ethics already adopted by Casa Olearia Italiana S.p.A., this Corporate Social Policy aims to reinforce the commitment to responsible and transparent business practices. This document serves as a reference for all those working within or in collaboration with the organization and applies to employees, executives, suppliers, business partners, and any other stakeholder connected to the company's activities.

1. Ethical Principles and Labor Standards

Our company bases its internal and external relationships on a shared value system that ensures respect for individuals, fairness in labor relations, and legality in all areas of operation. Compliance with international standards and national regulations is a fundamental condition for the functioning of our organizational model. Each ethical principle aims to protect the dignity, freedom, and well-being of workers, promoting an inclusive, motivating, and fair corporate environment.

1.1 Voluntary Work and Prohibition of Forced Labor

No form of forced, coercive, or servile labor is tolerated. Employment is based on free and informed consent.

1.2 Prohibition of Child Labor

The employment of minors below the legal working age is prohibited.

1.3 Equal Opportunity and Non-Discrimination

Discrimination based on gender, race, religion, sexual orientation, disability, political opinions, or other personal conditions is prohibited.

1.4 Freedom of Association

The right of workers to unionize and engage in collective bargaining is recognized and protected.

1.5 Fair Remuneration

Workers receive salaries at least equal to legal or contractual minimums, and overtime is regulated by law.

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2. Health and Safety at Work

Worker health and safety are a top and non-negotiable priority. Every activity is designed and managed to reduce risks, promoting healthy, safe, and respectful environments for all individuals. The commitment goes beyond legal compliance and includes a culture of prevention, continuous training, and constant improvement of working conditions.

2.1 Safe and Healthy Environment

An environment that respects the dignity, health, and safety of workers is guaranteed.

2.2 Safety Culture

Active worker participation in accident prevention is promoted.

3. Environmental Responsibility

Environmental protection is a shared responsibility guiding our strategic and operational decisions. Through conscious use of natural resources, emissions reduction, and sustainable waste management, we actively work to minimize our environmental impact. The principles of the circular economy and sustainability guide our production processes and relationships with customers and suppliers. Business activities are conducted in compliance with environmental regulations.

3.1 Rational Use of Resources

Environmental impact reduction, energy efficiency, waste reduction, and recycling are promoted.

3.2 Monitoring and Continuous Improvement

Monitoring systems are adopted to continuously improve environmental performance.

4. Business Ethics and Integrity

Our business behavior is guided by honesty, transparency, and respect for the rules. We oppose all forms of corruption, abuse of power, and unethical management of company information. All professional relationships are based on legality and moral integrity, aimed at building lasting trust and contributing positively to the social and economic fabric.

4.1 Privacy and Confidentiality

All personal and sensitive data are processed in compliance with the GDPR.

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4.2 Whistleblowing Mechanisms

Confidential internal channels are in place for reporting misconduct.

5. Link with the Code of Ethics

This policy is based on and aligned with the Code of Ethics of Casa Olearia Italiana S.p.A., which embodies the ethical vision and mission of the society. The synergy between the policy and the Code of Ethics enables the consolidation of an integrated responsible management system, ensuring concrete implementation and constant oversight of each social principle.

6. Training, Monitoring, and Updates

Training is an essential tool to effectively implement the principles of this policy. All company personnel are involved in awareness and update programs. The Company regularly monitors compliance with ethical and social standards through audits, reporting tools, and internal control systems. Every policy update is communicated transparently and promptly to encourage active participation in continuous improvement.

7. Responsibilities and Compliance

The implementation of this Corporate Social Policy entails specific obligations for all company functions, particularly area managers, executives, and management. Every employee, collaborator, and external subject operating in the name and on behalf of Casa Olearia Italiana SpA must know, respect, and promote the principles set out in this Policy.

Compliance is ensured through:

- **Continuous training** on the content and updates of the policy;
- **Acknowledgment signature** upon hiring or the start of collaboration;
- **Periodic assessment** of compliance through internal SMETA audits or other ethical and social monitoring tools;
- Adoption of **corrective actions and proportionate sanctions** in case of verified violations, as provided for in the Code of Ethics and the Organizational Model under Legislative Decree 231/2001.

All company roles are responsible, within their respective competences, for promoting behavior consistent with the principles of social responsibility and actively cooperating with the Supervisory Body and other bodies responsible for verifying proper application of company provisions.

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