SOCIAL RESPONSIBILITY POLICY

IN ACCORDANCE WITH SA8000:2014 STANDARD

ITES VIII

Maglificio ITES S.p.A. recognizes the importance of operating in compliance with ethical principles, human rights, and decent working conditions within the organization and throughout its supply chain.

The company is committed to adopting, maintaining, and continuously improving a management system compliant with the SA8000 standard, promoting a corporate culture based on social responsibility, transparency, and respect for people, while taking into account the expectations of interested parties.

Commitments

In particular, ITES is committed to:

- **Child labour**

  preventing and combating any form of child labour, in compliance with applicable regulations;

- **Forced or compulsory labour**

  ensuring that every employment relationship is voluntary, excluding any form of coercion, exploitation, or withholding of personal documents;

- **Health and safety**

  providing a safe and healthy working environment through prevention activities, training, and risk management;

- **Freedom of association and collective bargaining**

  respecting workers' rights to freely associate and participate in collective bargaining;

- **Discrimination**

  promoting equal opportunities and prohibiting any form of discrimination or unfair treatment;

- **Disciplinary practices**

  adopting behaviours that respect workers' dignity and avoiding any form of abuse or coercion;

- **Working hours**

  ensuring compliance with applicable regulations regarding working hours and rest periods;

- **Remuneration**

  providing remuneration in compliance with legal and contractual requirements, ensuring decent living conditions.

ITES is also committed to complying with all applicable laws and other subscribed requirements relating to labour and social responsibility, as well as the principles established by international human rights and labour instruments, including the Conventions of the International Labour Organization (ILO), the Universal Declaration of Human Rights, and other major international reference standards.

ITES is committed to promoting the continuous improvement of the management system, identifying and monitoring risks related to human rights and working conditions, and involving suppliers and business partners in compliance with SA8000 principles, promoting responsible behaviour throughout the supply chain.

The company promotes the active involvement of workers and interested parties by ensuring accessible communication and reporting channels, including anonymous channels, and guaranteeing confidential management of reports without retaliation.

Dissemination of the Policy

This Policy is:

- communicated to all workers;
- made available to suppliers and interested parties;
- displayed clearly and visibly in the workplace;
- periodically reviewed to ensure its adequacy and alignment with SA8000 requirements.

External reporting contacts

If reports or complaints concerning the principles of this Policy and the SA8000 requirements are not considered adequately managed by the organization, workers and interested parties may directly contact the following bodies:

Apave Certification Italia S.r.l.

Via Giuseppe Rosaccio, 33, 00156 Roma RM

Phone: +39 (0)6 33270123, email: stefano.bertini@apave.com

SAAS - Social Accountability Accreditation Services

9 East 37th Street, 10th Floor, New York, NY 10016, United States of America

Phone: +1 (212) 391 2106, email: saas@saasaccreditation.org

Date: 27/03/2026

Management

Maglificio ITES S.p.A.

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