



SOCIAL POLICY

SA-M4.1

Rev. 0

Date: 03/06/2026

In the current global market and economic environment, companies are becoming institutions that increasingly create well-being and play a fundamental role in integrating the economic, social and environmental systems, enhancing their relationships with employees, social partners, the local community, consumers, public authorities and other stakeholders.

SIRSA Spa intends to continue and improve the development of its activities in an ethical and socially responsible manner, with the aim of controlling risk situations, contributing positively to worker satisfaction, and improving its reputation with customers and the local community.

The organisation intends to pursue these objectives while also ensuring an ongoing commitment to compliance with applicable national and local legislation on social responsibility and work ethics, as well as international conventions and recommendations, including resolutions of international bodies such as the ILO - International Labour Organization and the UN - United Nations.

The organisation is committed to:

- Complying with national and international legislative requirements and with the commitments undertaken by the company with interested parties, applicable to work and all related activities
- Complying with current national laws and the laws applicable to its sector of activity; respecting the principles of the International Labour Organization (ILO) Conventions, the Universal Declaration of Human Rights, the United Nations Convention on the Rights of the Child and the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), as well as the other international instruments referred to by voluntary standards;
- Promoting a culture of respect for the individual, occupational health and safety, and environmental protection
- Rejecting the use of child labour
- Rejecting every possible form of discrimination, whether based on nationality or ethnicity, gender, religion, political affiliation or trade union membership, sexual orientation, disability, marital status or any other status
- Promoting workers' freedom of association and participation in trade unions and collective bargaining
- Guaranteeing workers' right to privacy as an integral part of the social responsibility guidelines;
- Ensuring supplier control through selection, qualification and monitoring procedures; requiring their commitment and establishing a multi-year action plan for them; providing support to suppliers that do not comply with the standard, in order to improve their performance until it reaches acceptable levels in accordance with the requirements of the standard.



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SIRSA Spa is committed to managing its reputation and corporate image through a process of investigation and continuous listening to the opinions of internal and external interested parties, by adopting a transparent management system and an effective communication strategy.

Palazzolo sull'Oglio, 03/06/2026

A handwritten signature in black ink, appearing to read 'Giovanni Neri', written over a horizontal line.