

SOCIAL POLICY

The undersigned, Elena Crosa, Legal Representative of Iride Srl Unipersonale, with its registered office at Via Silvio Colli, 41 – 13811 Andorno Micca (BI), Italy, acknowledges that respect for fundamental human and social rights is an essential value guiding the Company's operations and a cornerstone of its corporate culture.

Accordingly, the Company is committed to ensuring that all its production and management activities are carried out in full compliance with the principles of ethics, fairness, legality, and respect for the dignity of work, in accordance with the core Conventions of the International Labour Organization (ILO), applicable national legislation, and the provisions set forth in the relevant collective bargaining agreements.

1.1 Human and Workers' Rights

The Company is committed to respecting, protecting, and promoting the legislation in force concerning the protection of human rights and workers' rights. In particular, it undertakes to:

- **Prohibit forced or compulsory labour:** No worker shall be required to work under the threat of penalties, using force, coercion, or intimidation. Workers are free to terminate their employment voluntarily upon giving reasonable notice and shall not be required to lodge deposits or surrender identity documents to the employer or to any third party. Workers are free to leave the workplace at the end of their working shift and shall not be required to pay recruitment fees or any other costs related to obtaining or retaining employment. Workers shall not be compelled to use accommodation or transportation provided by the Company.
- **Prohibit child labour:** The Company shall not employ children below the minimum age established by national law for admission to employment or below the age for completion of compulsory education, and in any case not under the age of 15 (or 14 in developing countries, in accordance with ILO Convention No. 138). Should a child below the legal minimum working age be found to be employed, the Company shall take all appropriate measures to remove the child from the workplace and provide appropriate remediation, including active support for access to education.
- **Protect young workers:** Young workers (under the age of 18) shall not be employed during night hours or in conditions that could jeopardize their health, safety, or moral integrity, or impair their physical, mental, spiritual, moral, or social development. Young workers shall not work more than eight hours per day or exceed the maximum working hours permitted by applicable national legislation. They shall not perform overtime work and shall be entitled to a minimum uninterrupted rest period of 12 consecutive hours, in addition to the regular weekly rest days. Access to continuing education and additional educational opportunities, including vocational or technical training, shall always be permitted.
- **Refrain from and prohibit discrimination, harassment, and violence:** The Company does not engage in, support, or tolerate discrimination in employment, including recruitment, hiring, training opportunities, working conditions, job assignments, remuneration, benefits, promotion, disciplinary measures, dismissal, or retirement, on the grounds of gender, gender identity, age, religion, marital status, parental status, race, caste, social background, illness, disability, pregnancy, ethnic or national origin, nationality, membership of workers' organizations (including trade unions), political affiliation, sexual orientation, or any other personal characteristic. The Company promotes a workplace free from harassment and violence, where all individuals are treated with dignity and respect, and encourages the

anonymous reporting of abuse or harsh treatment. All allegations of discrimination, violence, or harassment shall be investigated thoroughly and treated with the utmost seriousness. Where appropriate, disciplinary measures, including dismissal, shall be taken against those responsible. The Company's disciplinary procedures are documented in writing and communicated to all workers.

- **Promote gender equality:** The Company provides equal opportunities to all individuals, regardless of gender, gender identity, or sexual orientation, in every aspect of training, professional development, and personal growth. The Company is committed to achieving gender equality through fair, equitable, and transparent recruitment, promotion, and remuneration practices. The Company protects pregnant women, mothers, their children, and workers with family responsibilities from discrimination, dismissal, or career disadvantages, while safeguarding their health and safety.
- **Respect the right to freedom of association and collective bargaining:** The Company shall not interfere with, obstruct, or restrict workers' right to establish or join trade unions or workers' organizations of their own choosing, or to engage in collective bargaining. The Company is committed to respecting collective bargaining agreements and to allowing workers' representatives access to the workplace in order to carry out their representative functions.
- **Ensure safe and healthy working conditions:** The Company adopts appropriate measures and implements effective systems to prevent accidents, injuries, and illnesses arising from or occurring in the course of work, minimizing, as far as is reasonably practicable, the causes of hazards inherent in the working environment. The Company provides special health and safety protection for vulnerable categories of workers, including, but not limited to, young workers, pregnant workers, new mothers, and persons with disabilities. The Company also provides adequate fire protection measures and ensures the strength, stability, and safety of buildings, equipment, and, where applicable, residential facilities.
- **Ensure fair remuneration:** Wages and benefits paid by the Company for regular working hours shall meet, at a minimum, the applicable national legal standards or the prevailing industry standards, whichever is higher. In all cases, wages should be sufficient to meet workers' basic needs and provide a reasonable level of discretionary income. The Company pays premium rates for overtime work. Wages are paid accurately and on time, supported by the precise recording of working hours through the Company's timekeeping system.
- **Comply with working time regulations:** The Company is committed to ensuring that working hours comply with applicable national legislation, collective bargaining agreements, and relevant industry standards, whichever provides the greatest level of protection for workers. Employees shall not be required to work more than eight hours per day or 48 hours per week on a regular basis (excluding overtime), and they shall be entitled to daily and weekly rest periods. Overtime work shall be voluntary, shall not exceed 12 hours per week, and shall not be required on a regular basis.
- **Refrain from the use of precarious employment arrangements:** The Company is committed to establishing employment relationships that are recognized and governed in accordance with national legislation and international labour standards. The Company shall not use labour-only contracting, subcontracting arrangements, homeworking schemes, apprenticeship programmes that lack a genuine training purpose or do not lead to regular employment, or make excessive use of seasonal or fixed-term employment contracts for the purpose of avoiding obligations arising from labour, employment, or social security legislation applicable to regular employment relationships.
- **Ensure equal treatment of migrant workers:** The Company shall not discriminate against migrant workers in comparison with local workers. The Company shall not retain migrant workers' travel or identity documents and shall provide them with a written employment contract in a language they understand, clearly setting out the terms and conditions of

employment. Where the Company provides food, accommodation, transportation, or other services to migrant workers, these shall be offered at rates that do not exceed prevailing market prices.

- **Ensure equal treatment of home-based workers:** The Company shall not discriminate against home-based workers in comparison with workers employed at the Company's facilities. Home-based workers shall receive the same level of protection and treatment as employees working at the Company's premises.
- **Protect minorities:** The Company is committed to respecting the human rights of individuals belonging to groups or populations that are particularly vulnerable and entitled to specific protection, including Indigenous Peoples, women, national, ethnic, religious, and linguistic minorities, children, persons with disabilities, migrant workers, and their families.

The Company requires all personnel to contribute actively to the protection of human rights by refraining from any conduct that is inconsistent with this Company Policy, remaining vigilant for any abuse that may occur within the workplace, immediately reporting and helping to stop any conduct that infringes upon these rights, and adopting all necessary precautionary measures within the scope of their responsibilities to prevent risks to their own health and safety, the health and safety of others, and workplace accidents.

Organisational Commitments

To ensure the effective implementation of the principles set out above, the Company undertakes to:

- Appoint a **Social Responsibility Manager**, responsible for monitoring compliance with social responsibility requirements and implementing the measures necessary to maintain and continually improve compliance.
- Inform and train all personnel on the contents of this document and on the minimum social requirements established by applicable legislation and by the standards adopted by the Company (e.g. GOTS and/or RWS).
- Maintain up-to-date records of each employee's name, age, working hours, and remuneration.
- Ensure internal worker representation by allowing employees to appoint their own representative for Social Responsibility matters, who will maintain ongoing dialogue with Management.
- Manage complaints transparently by recording reports submitted by employees or third parties, implementing appropriate corrective actions, and maintaining documented evidence of the entire process.
- Protect whistleblowers by refraining from any form of discrimination or disciplinary action against any person who, in good faith, provides information regarding compliance with social responsibility requirements.

Recent Initiatives and Actions Implemented

In line with these principles, Iride has recently renewed its supplementary company collective agreement with the aim of providing enhanced protection and additional benefits for its employees, including access to tax incentives available under the applicable legislation.

Since 2025, the Company has also introduced meal vouchers with a value of **€5.00** for each day of attendance at work. These vouchers are granted throughout the year as a tangible measure to support employees' income and improve their overall quality of life.

At the end of each year, depending on the Company's business performance, employees are granted a corporate welfare contribution designed to recognise their commitment and promote the overall well-being of employees and their families.

ANDORNO MICCA, 04/06/2026

Stamp and signature

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