

Security and social responsibility policy

The Management defines and makes known within the Company the Company Policy on Safety and Social Responsibility by means of this document.

In coherence with the integrated Quality and Environment Policy, aware of the role and responsibilities that belong to it, Transpack Group Service S.p.a. has decided to integrate in its own company strategy the commitment towards Social Responsibility issues, defining a specific Policy.

Transpack Group Service S.p.a. communicates, both inside and outside the company, its attention to the expectations of Interested Parties through the development, implementation and evolution, in terms of continuous improvement, of the Social Responsibility Management System (SGSR) in response to these requirements.

Transpack Group Service S.p.a. undertakes to ensure that all activities are carried out in compliance with:

- the national laws in force and applicable to its sector of activity;
- international conventions and recommendations, in particular the provisions contained in the conventions of the International Labour Organization (ILO) and the standards established by the UN on the subject of Social Responsibility, such as the UN Guiding Principles on Business and Human Rights, as well as the International Charter of Human Rights; where national law and international human rights standards differ, Transpack Group Service S.p.A. follows the higher standard; where they are in conflict, it must seek to respect internationally recognised human rights as far as possible.
- the commitments entered into by the organisation with interested parties.

Furthermore, in application of this commitment, the Management implements a Corruption Prevention Policy based on:

- Strict and full compliance with current legislation on preventing and combating corruption, with the involvement of employees, collaborators in any capacity and all persons working for and/or under the control of the organisation, suppliers and subcontractors;
- The absolute prohibition of any conduct that may amount to corruption or attempted corruption;
- The explicit request for a commitment to comply with the principles of ethicality, legality and transparency on the part of company employees and all company stakeholders (suppliers, subcontractors, collaborators, business partners, etc.), extending the assessment of their reliability to these aspects as well;
- Raising awareness among business partners so that they adopt, in the activities for which they are specifically responsible, policies and actions for the prevention of corruptive phenomena, in compliance with the law and consistent with the objectives of Transpack Group Service S.p.A.

Through this document, the company management proclaims zero tolerance towards any form of physical, verbal, digital abuse (harassment) in the workplace.

¹ Definitions of harassment and abuse include: No form of - or threat of - physical violence is used, including slapping, pushing or other forms of physical contact as a means of maintaining work discipline. No form of verbal violence, including yelling, screaming or the use of threatening, humiliating or offensive language, is used as a means of maintaining work discipline. Sexual harassment of any kind.

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With reference to the specific requirements, Transpack Group Service S.p.a. undertakes in particular to

- Not to use child labour (under 16 years of age) or youth labour (between 16 and 18 years of age);
- Not to use forced or compulsory labour, avoiding excessive working hours;
- Respect freedom of association and the right to collective bargaining;
- Oppose all forms of discrimination and unequal treatment (in recruitment, remuneration, access to training, career promotions) based on race, nationality, religion, disability, sex, gender, sexual orientation, trade union membership, political affiliation, etc;
- Condemning all illegal conduct likely to offend against dignity or physical and/or moral integrity;
- Fully and impartially apply the national collective labour agreement and the supplementary company agreements to all staff, paying the established remuneration on time and paying all relevant social security, welfare and insurance contributions;
- Guaranteeing the legal minimum wage and all benefits provided by law, including contributions for social security benefits and services,
- Guaranteeing a decent wage that covers the necessities of life as defined in the local context;
- Guaranteeing maternity and paternity protection;
- Promote and improve the conditions of safety and physical and mental well-being of its employees with both preventive and corrective actions ensuring safe and healthy work, including:
 - access to water, sanitation and hygiene;
 - emergency preparedness and response;
 - hazardous materials handling procedures where necessary;
 - management systems that address health and safety risks and comply with building, electrical and fire safety conditions in the workplace.
- Adopt fair and ethical business practices, including anti-corruption/bribery,
- Address additional priority issues identified in the risk assessment;
- Promote to suppliers of goods, activities and services, considered as its partners, and to other stakeholders a commitment to the principles of Social Responsibility and respect for human rights.

The objectives of the Corporate Policy are:

- To operate by ensuring effectiveness, efficiency and reliability by employing all necessary resources in order to guarantee compliance with the principles of diligence and fairness;
- to ensure the human rights expectations of company personnel, suppliers, communities and other interested parties in particular through concrete actions aimed at:
 - eliminate discrimination based on ethnicity, race and gender;
 - ensure the absence of harassment and abuse, including sexual harassment;
 - eliminating all forms of forced or compulsory labour or activities known to lead to forced labour (e.g. human trafficking);
 - The abolition of child labour and adequate protections for workers above the legal working age and under the age of 18.

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- Working for the continuous involvement of personnel and the development of skills, through the organisation of training/information events, pursuing the growth, awareness and sense of responsibility of all employees; guaranteeing a high level of professionalism of human resources, both at managerial/managerial and operational levels;
- Only assign subcontractors to work that have been authorised in advance by the client and whose technical and professional suitability has been assessed;
- give preference to suppliers who act with a view to continuously improving the safety of the products and services provided and in compliance with the principles of social responsibility and rights;
- Maintain a transparent and collaborative relationship with public authorities and/or the relevant control bodies;
- Prevent accidents and damage to the health of workers, including third party companies that may work in the workplace, by committing to the continuous improvement of health and safety;
- Involve the entire company structure, according to its own attributions and competences, in the achievement of the objectives assigned for Health and Safety and Social Responsibility;
- Periodically review this Policy, taking into account legislative changes and changes in codes of conduct, so that it integrates seamlessly with its own organisation and with its own corporate Management Systems;
- Ensure the constant monitoring and improvement of its Social Accountability Management System, defining and verifying the achievement of adequate improvement objectives;
- Adopt suitable and effective means of communication to seek an open dialogue with clients, stakeholders and all the company's social partners.

The company promotes the conscious use of the communication channels open for sending reports in good faith concerning alleged or ascertained violations of the provisions of this Policy through the reporting points present in the company. Transpack Group Service S.p.a. undertakes to treat each report received with confidentiality, privacy and without any form of retaliation.

Aware of the commitment undertaken and certain that an operational, clear and transparent policy is a useful tool to convey the diffusion of the principles of Health and Safety and Social Responsibility, Transpack Group Service S.p.A. undertakes to diffuse and make its own policy available to all levels of the organisation and to all interested parties, as well as to communicate its social performance with appropriate instruments.

Padova, 02/05/2024

Board of Directors

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