

## POLICY OF SOCIAL ACCOUNTABILITY

At Cadicagroup S.R.L., we are committing ourselves to adopting a Management System for Social Accountability according to SA 8000:2014 Standard and to constantly improving its efficiency. With this stated, we are adhering to the requirements set forth by all national and international laws concerning working matters and ILO Conventions.

We are open to a constant and transparent dialogue with our stakeholders in order to guarantee a steadfast communication and information on our undertaken commitment. We aim at fulfilling any necessity and request demanded by our stakeholders. The Senior Management is committed to assuring that this Policy is communicated and understood by all employees. Moreover, it is their duty to regularly verify that the Management System and this Policy are still efficient through re-examinations of the System itself.

Both our Company internally and our Supply Chain must support the following requirements:

### CHILD LABOUR

Refusal of employing child labour in the company and through all supply chain.

### FORCED OR MANDATORY LABOR

Refusal of employing forced or mandatory labour, and any form of work issued under threat of punishments.

### HEALTH AND SAFETY OF EMPLOYEES

Right to Health and Safety at the workplace. At Cadica, we have a safe workplace, and we pay particular attention on risk assessment, risk management, and employees education.

### FREEDOM OF ASSOCIATION AND RIGHT TO COLLECTIVE BARGAINING

Right to Freedom of Union Association and to Collective Bargaining.

### DISCRIMINATION

Refusal of any form of discrimination, including the exclusion or preference based on gender, ethnicity, religion, political views, nationality or social class.

### DISCIPLINARY PRACTICES

Refusal of any form of physical or psychological coercion, verbal offenses or any offense against personal dignity of any employee or external party.

### WORKING HOURS

Right to a fair working hour. It cannot exceed 48 weekly hours, overtime compensation included, which has to be worked only in exceptional cases.

### REMUNERATION

Right to a remuneration that identifies the different pay grades and salary levels, adequate to the role and type of work of each employee according to the National Collective Bargaining Agreement.

Carpi (MO), 09/14/2021

Senior Management  
