

Social Responsibility Policy SA8000:2014

Errebian S.p.A. has always attached fundamental importance, for the success of the company, to the well-being and satisfaction of its employees and to harmonious integration with the social and cultural environment in which it operates.

For this reason, it has decided to implement a Social Responsibility Management System, in compliance with the SA8000:2014 standard, defining and implementing a policy that takes into account the needs of its workers, customers and all stakeholders.

In consideration of the evolution of the standard and the publication of the new SA8000:2026 version, Errebian S.p.A. is initiating a progressive updating process of this Policy, with the aim of strengthening the risk-based approach to social risks and the responsible management of the supply chain.

Management confirms its commitment to ensuring compliance with SA8000 requirements and to guaranteeing the continuous improvement of the Social Responsibility Management System, making the necessary resources available and promoting a corporate culture based on respect for the dignity, rights and safety of workers.

Management also undertakes to progressively strengthen a structured approach to the management of social risks and improvement opportunities, consistent with the principles of social responsibility and the protection of human rights.

Compliance with all SA8000 requirements translates for Errebian into the following commitments:

- not to use or support the use of child labour as defined by the standard (also undertaking to apply the remedial actions set out in procedures should child labour be found within the company);
- not to use or support forced labour;
- to guarantee workers a safe and healthy workplace, adopting appropriate preventive measures, carrying out careful risk assessment and management, and implementing an adequate training programme in compliance with applicable legislation;
- to guarantee workers freedom of association and the right to collective bargaining;
- not to engage in or support discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on race, social class, national origin, religion, disability, gender, sexual orientation, trade union membership, political affiliation or age;
- not to use or support corporal punishment, mental or physical coercion or verbal abuse, applying disciplinary procedures in accordance with the law;
- to comply with laws and applicable standards regarding working hours, including working week, overtime and weekly rest;
- to ensure that wages are not lower than the minimum levels established by the applicable National Collective Labour Agreement.

The Company also undertakes to:

- share this Policy with its suppliers, contractors and sub-suppliers, who will be selected and monitored with regard to Social Responsibility;
- progressively strengthen supply chain management through a proportionate social risk-based approach;
- undertake continuous improvement actions of the Social Responsibility Management System;
- define internal rules and objectives which, within the framework of Corporate Social Responsibility, trigger continuous improvement;
- comply with all local, national and EU legislation and any other agreements signed concerning labour matters.

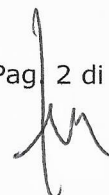
This Policy is periodically updated, communicated and shared with all personnel and other stakeholders.

SA8000 Objectives

The objectives and improvement tools that Errebian S.p.A. sets are as follows:

- improvement of image and market reputation, in full respect of the community, through the integration of social, environmental and economic policies;
- stakeholder satisfaction, by activating a communication and dialogue system with all company social partners;
- compliance with commitments undertaken, making their achievement known through the semi-annual preparation of a SA8000 Social Report;
- careful communication towards stakeholders;
- constant action aimed at the involvement, motivation and professional development of all personnel in order to achieve the established objectives, through continuous training, information and awareness initiatives, ensuring protection of workers' rights, health and safety;
- compliance with national and supranational regulations on worker protection, ILO (International Labour Organization) conventions, and social responsibility principles, through the application and dissemination of ethical principles and continuous improvement of employees' working conditions;
- distribution of Social Responsibility Management System documentation in all workplaces so that it is easily accessible to all personnel;
- selection of suppliers to ensure that they also comply with ethical principles and, in turn, involve their own suppliers and sub-suppliers.

Specific objectives are defined annually by Management and communicated to all employees.



SA8000 Complaint Management

In order to ensure both its workers and all other stakeholders the opportunity to contribute constructively to the improvement of the Social Responsibility Management System, Errebian S.p.A. has implemented a communication system for managing reports concerning the application of the SA8000 standard, communicated to workers through a specific document (SA8000 Information Notice).

Such reports may be submitted to the Company, in writing or by e-mail, including anonymously (using the dedicated form or in free format), through the following channels:

- dedicated box located in the company break area, using the specific form;
- e-mail to: segnalazioni.sa8000@errebian.it;
- ordinary mail to: Via dell'Informatica, 8 - Loc. S. Palomba - 00071 Pomezia (RM) – for the attention of the Social Performance Team;
- verbally, at +39 0691826216, reporting the complaint to the SA8000 Workers' Representative (the worker has the right to request anonymity).
- Reports may also be sent directly to the Certification Body and/or the Accreditation Body at the following addresses:
- RINA S.p.A – e-mail: SA8000@rina.org
- SAAS – e-mail: saas@saasaccreditation.org

A copy of this document is distributed by posting on company notice boards, publication on the company Intranet and website www.errebian.it (Certifications section), and by direct e-mail to all employees.

It is also transmitted to all stakeholders deemed necessary to involve and to anyone who requests it.

Pomezia, 17 February 2026

The Chief Executive Officer

Dr. Luca Masciola

