



Rev. 01 10/09/2026

COMPANY POLICY OF SOCIAL RESPONSIBILITY

Management Commitment

Lemie SpA attributes a central role in the corporate strategy to the recognition of ethical values of respect for human rights.

Increasingly aware of the need to respect the main human values, both the citizen and the community want to know not only the level of quality of the service, but also the methods of delivery and the related social cost in terms of ethical, environmental, health and safety factors. In consideration of these aspects and the social value of the services provided, the Company intends to uphold human values and adopt socially responsible behavior, managing its business correctly and attentive to the expectations of all interested parties. To pursue this goal, the commitment is aimed at the continuous improvement of all aspects related to social responsibility.

The company's primary objective is to obtain complete and continuous customer satisfaction, the only way to entrepreneurial success and the development of its activities.

For this development, the company, in addition to maintaining high quality standards, also takes into account the achievement of adequate levels of personnel safety, as well as environmental protection.

For this reason, the Management has integrated all aspects of Social Responsibility with those related to the Environment and Workers' Safety, looking at the quality of the products and aiming at the optimization of the resources and means used, in order to:

- 1. not to use child labor;**
- 2. not to resort to forced or compulsory labour;**
- 3. promote and improve the conditions of safety and physical and mental well-being of its collaborators with both preventive and corrective actions;**
- 4. respect freedom of association and the right to collective bargaining;**
- 5. Combat all forms of discrimination and unequal treatment (in recruitment, pay, access to training, career promotion) based on race, nationality, religion, disability, sex, sexual preference, trade union membership, political affiliation, and ensure the protection of maternity and paternity, as well as disadvantaged people**
- 6. not to use or support disciplinary practices or verbal abuse contrary to respect for the dignity of persons, and to condemn all illegal conduct likely to conflict with dignity or physical and/or moral integrity**

7. **respect the working hours required by law, national and local agreements and national collective agreements applied;**
8. **apply the national collective bargaining agreement to all employees in a complete and impartial manner, paying the established salary on time and paying all the related social security, welfare and insurance contributions;**
9. **develop and extend information, communication, education and training processes and promote dialogue with interested parties, to ensure an efficient and effective application of the company management system.**

In addition, it undertakes to:

1. Respect the principles contained in the 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 Forms of Discrimination against Women.
2. Involve all suppliers of goods, activities and services and their commitment to social responsibility by complying with all the requirements of the reference standard;

The search for open and collaborative dialogue with the parties concerned in full respect of the spirit of cooperation and human solidarity.

The company constantly promotes and develops, in order to finalize this policy, the following activities:

3. Training, awareness, consultation and involvement of all personnel in the field of Social Responsibility, Environment and Safety.
4. Dissemination of information at all levels.
5. Implementation of an SA 8000 Management System and its adaptation according to market evolution, legislative framework and internal processes.
6. Definition and application of environmental protection policies towards Customers and other suppliers.
7. Involvement and collaboration of suppliers in policies to safeguard human rights and continuous monitoring of critical situations and communication with customers.
8. Definition of performance indicators related to activities with significant impacts and risks and related objectives and targets.
9. Establishment of an open dialogue with interested parties through the communication of all the information necessary to evaluate and understand the aspects of Social Responsibility.
10. Health and safety risk assessment.

Objectives

The Objectives identified are:

1. The ethically correct management of personnel in respect of workers' rights, rejecting discrimination, coercion and exploitation,
2. The provision of the safest possible environment for workers with the utmost attention to minimizing the possibility and consequences of accidents,
3. The precise and punctual management of emissions into the atmosphere, discharges and waste, with optimization of energy consumption and natural resources also with the inclusion of new technologies,

4. The achievement of maximum customer satisfaction and excellence of all organizational and production processes is the basis of continuous growth.
5. In order to achieve these objectives, the company undertakes to operate in accordance with the SA 8000 standard, also makes available the resources and promotes the necessary organizational efforts, in agreement with all interested parties, since these objectives are achievable only thanks to the continuous commitment of all.

Complaints

Complaints, in contrast with the principles of social responsibility of the SA8000 standard, including non-compliance with this Policy, and in relation to facts and events of the nature of abuse, offense or illegality that occurred in the workplace or related to it, may be addressed to:

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Ente di certificazione	Intertek Italia SpA Via Miglioli 2/A, 20063 Cernusco sul Naviglio (MI) Italy Tel. (+39) 02-95383833 Fax (+39) 02-95383832 E-mail: nicoletta.rizzini@intertek.com
Ente di accreditamento	Director of Accreditation, SAAS 220 East 23rd Street, Suite 605, New York, NY 10010 fax: +212-684-1515 E-mail: saas@saasaccreditation.org La procedura per inoltrare reclami al SAAS è consultabile al sito: http://www.saasaccreditation.org/document- library nella sezione ^U SAAS Complaints/Appeals"

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