

POLICY OF SOCIAL RESPONSIBILITY

Rev. 02

DINAMICA GENERALE has defined its 'Social Responsibility Policy'.

The policy encompasses the company's commitment to comply with all requirements relating to corporate social responsibility, those to which the company subscribes and the laws in force.

The policy is issued in a controlled form, is approved by management and is available on the notice board for all employees and interested parties.

It is periodically reviewed during the Management Review to ensure its adequacy, appropriateness and continued effectiveness.

The ESG manager is responsible for the Social Responsibility management system.

This acronym is the foundation on which our company wants to build its present and future. The letter S, which stands for Social, will be explored in more detail in the following document.

Corporate Commitment to Social Responsibility

With regard to **DINAMICA GENERALE's** commitment to Social Responsibility the company prioritises the following objectives:

- Ensure consistently better and safer working conditions for our workers, by applying and complying with all the relevant national and international legislative provisions, collective agreements, the commitments made by the organisation and the requirements of international standards.
- Implement, implement and maintain compliance with Social Responsibility requirements over time and adapt to any new requirements that may be required.
- Ensure that all personnel receive adequate training and information on ethics and Social Responsibility in equal measure.
- Ensure all personnel, equally and without discrimination, career development;
- Ensure that all personnel receive adequate training and information on ethics and social responsibility.
- Define and continuously update its Social Responsibility Policy.
- Select and evaluate suppliers also on the basis of their ability to meet Social Responsibility requirements.
- Raise supplier awareness of Social Responsibility principles.

- Carry out periodic internal and external audits and checks (at our suppliers' premises) to accept compliance with social requirements, planning and implementing corrective and improvement actions (where necessary).
- Participate in dialogue with all interested parties, documenting and communicating DINAMICA GENERALE's commitment to Social Responsibility to all stakeholders.
- Comply with the legal provisions on corruption, bribery and anti-mafia and fair competition.
- Promote full transparency and fairness in all our business activities and in our relations with stakeholders, including employees.

As regards the specific social requirements relating to respect for human rights, the position adopted by **DINAMICA GENERALE** is set out below:

CHILD LABOUR

The employment of child labour, i.e. people under the legal minimum age (16 years), is prohibited. Furthermore, all young workers (aged between 16 and 18) are subject to non-hazardous working conditions and to the hours, tasks and remuneration permitted by law.

The company is committed to operating in production or distribution contexts that respect ILO conditions with particular reference to child labour, slavery or environmental conditions that may compromise health, safety or morality.

Respects local regulations and customs.

It rejects goods and services from suppliers that do not comply with these requirements.

FORCED AND COMPULSORY LABOUR

No form of forced or compulsory labour is adopted or favoured at **DINAMICA GENERALE**.

DINAMICA GENERALE is committed to ensuring that the ILO principles on the prohibition of forced or compulsory labour are respected.

The company is committed to developing and maintaining fair procedures for handling employee grievances and disciplinary practices.

FREEDOM OF ASSOCIATION

Freedom of trade union association of workers and respect for the rights of trade unionists is guaranteed. The company respects legislation on workers' rights to form trade union organisations and to participate in collective bargaining by not obstructing and promoting periodic meetings with staff.

DISCRIMINATION

DINAMICA GENERALE condemns any form of discrimination among its workers, including exclusion or preference based on race, sex, age, religion, political opinion, nationality or social class. Both when recruiting and searching for personnel and in terms of promotions and/or company bonuses **DINAMICA GENERALE** undertakes to disregard factors such as those listed above, implementing a process managed as described in the procedures (personnel selection and management).

Should episodes of discrimination or abuse occur, employees are free to report them, by filling in anonymous forms made available to all workers.

DISCIPLINARY PRACTICES

DINAMICA GENERALE prohibits the adoption of disciplinary practices such as mental coercion, physical coercion, verbal abuse. The practices envisaged by the disciplinary code and Law 300/70 - Workers' Statute and subsequent amendments and additions shall be adopted; the worker has the right to be assisted in his or her defence by a representative of the trade union association to which he or she belongs or may choose one to which he or she can entrust a mandate.

WORKING HOURS

DINAMICA GENERALE guarantees working hours in line with the provisions of the National Category Collective Agreement. Overtime work is performed on a voluntary basis by workers and is paid at a higher rate than normal working hours, in line with the provisions of the National Category Contract.



RETRIBUTION

DINAMICA GENERALE guarantees that the remuneration of its workers is at least equal to the relative remuneration of the National Category Contract and, in any case, such as to guarantee a suitable standard for the basic needs of the workers of a share of additional income (earnings) to be spent at their discretion.



Any impropriety that undermines the right to equal pay between men and women for equal work is prohibited.

The use of "moonlighting" or false apprenticeship schemes is not permitted. The company is committed to fair wages consistent with collective agreements including overtime aspects.

These principles will apply throughout our supply chain and with the aim of continuous improvement of working conditions and employee satisfaction.

Poggio Rusco July 5, 2023

CEO Andrea Ghiraldi

