

## COMPANY POLICY ON THE ENVIRONMENT, HEALTH AND SAFETY, ETHICS AND SOCIAL COMPATIBILITY

**Effepierre** strives to protect the environment, workers' health and safety and respect human rights in its activities, drawing inspiration from the 17 Sustainability Development Goals of the United Nations (UN) 2030 Agenda, the operational program in which countries, economic-social entities and individuals commit to achieve substantial development sustainability goals through the Harmonisation of Economic Growth, Social Inclusion and Environmental Protection.

Recognising the importance of minimising environmental and social impact along the supply chain, our team has persistently strived to promote best practices with our suppliers for responsible growth and sustainable product development.

In this sense, Effepierre develops projects and promotes activities aimed to protect the territory in the entire production process and still implements and promotes ethical conduct, protection of the corporate environment, in line with the demands of the main certification standards adopted (For Textile, GRS, GOTS, FSC, BCI, ISO 14001).

In this regard, Effepierre has drawn up a Code of Ethics, Social and Environmental Affairs available to all stakeholders that includes the principles of conduct and action that must govern the corporate activities of each director, manager and each employee and collaborator.

This document summarises the most important principles and responsibilities assumed in the aforementioned areas.

### ENVIRONMENTAL SCOPE AND CHEMICAL MANAGEMENT

**Effepierre** Management focuses and strives to:

1. ensure compliance with current environmental legislation and regulations and compliance obligations applicable to corporate activities;
2. Commit to protecting the environment also through pollution prevention;
3. operate in the logic of continuously improving performance, defining and monitoring appropriate indicators;
4. control and minimise the use of hazardous substances in production processes in close and continuous collaboration with its suppliers;
5. comply with the prohibition on the use of hazardous substances by adopting the MRSL (Manufacturing Restricted Substances List) issued by ZDHC V. 2.0, Kering MRSL v. 2.0 (which is divided into Section 1 "ZDHC MRSL" and Section 2 "List of additional substances") within the supply chain and implementing the Chemical Management protocols promoted by ZDHC and Kering;
6. promote process efficiency and support the development of technologies and practices aimed at reducing chemicals dangerous to the environment and to man;
7. optimise the reduction of consumption of natural resources and waste production through the development and promotion of recycling practices;
8. optimise energy consumption and set targets for reduction;
9. use performance measurement KPIs and improvement objectives;
10. promote the accountability of all personnel towards environmental protection through information, awareness-raising and training programmes;
11. collaborate with its suppliers in the development of growth strategies for mutual benefit, prevention of pollution and respect for the environment and effective ability to create value by improving the environmental performance of the product.

## HEALTH AND SAFETY SCOPE

**Effepierre** offers and guarantees a healthy and safe workplace for its employees and collaborators in order to prevent accidents and/or health issues, attempting to minimise potentially harmful causes through adequate risk analysis.

In particular, the company shall ensure that:

1. all applicable legal requirements and any other requirements that the company has subscribed to are met;
2. Safety aspects are considered essential content;
3. all workers are trained, informed and made aware to carry out their tasks safely and to assume their responsibilities for the safety and health of workers;
4. the entire company organisation participates according to its area of remit and its tasks in the achievement of the assigned safety objectives.

## SOCIAL, ETHICAL AND RESPECT FOR HUMAN RIGHTS SCOPE

### **Forced, constrained and precarious labour**

**Effepierre** guarantees that its employees work voluntarily and are not forced in compliance with all legislation in force on the national territory. Workers are free to leave the workplace for any reason.

No piecework or remote workers are employed.

Flexible working regimes such as remote working can be applied, as required by national legislation

**Effepierre** guarantees that child labour is not used as required by current national legislation.

Young workers under 18 years of age are not employed under conditions that compromise their health, safety or moral integrity, and/or that harm their physical, mental, spiritual, moral or social development.

### **Freedom of association and bargaining agreements**

**Effepierre** guarantees its workers the right to join or form trade unions or associations of their choice and to negotiate collectively, without prior authorisation from the Management as required by current law.

The company does not interfere, hinder or prevent such activities in any way. Company spaces are also granted for trade union assemblies. The application of national bargaining agreements is also guaranteed.

### **Worker discrimination and inclusion**

**Effepierre** guarantees respect for equal opportunities in terms of recruitment, salary, access to training, promotion, dismissal or retirement. The recruitment/dismissal/retirement practices follow the provisions of the law in force at the national level. In particular, it undertakes to ensure that all workers are offered the same conditions and opportunities.

It strives to protect the employee's moral integrity by guaranteeing the right to working conditions that respect personal dignity as well as safeguarding workers from acts of psychological violence.

It allows each employee/associate to practice all activities related to the exercise of their personal right to follow principles or practices or to meet needs related to race, class, national origin, religion, disability, gender, sexual orientation, union membership or political affiliation etc.

In addition, with regard to all social aspects, as well as aspects of salary, wages and contracts/working hours, reference is made to the principles of the company code of ethics.

Management guarantees the allocation of adequate technical and economic resources aimed at facilitating the pursuit of the set objectives and ensures maximum transparency and attention to stakeholders.

The Company Policy is signed by the Management, periodically updated and shared with the interested parties.

## **GENDER EQUALITY POLICY**

EFFEPIERRE has subscribed this policy with the aim of enhancing and protecting the diversity, the equal opportunities and the woman's' empowerment in the workplace.

The actualization about the principles of this policy is realized within a defined strategy plan whose purpose is to provide the maintenance over time and the monitoring of specific objectives and Kpi related to gender equality.

The values which the company intends to achieve to guarantee the gender equality are:

- Contrast to stereotypes, unconscious bias, and non-inclusive language.
- Fair gender representation in events, organizers of fairs and conferences and in general among the speakers who participate in panels or training courses.
- Creation of an open culture and attentive to listening to its employees in order to identify, deepen and manage any form of non-inclusiveness.
- Guarantee of fair and equal participation in training and enhancement courses, with the inclusion of both genders focused on the importance of female leadership.
- Ensure internal mobility and succession to managerial positions consistent with the principles of an organization Inclusive.
- Attention to on-boarding activities to ensure equal selection processes and free from any discrimination.
- Enhance the parental experience as a moment of enrichment of the person inside of the organization.

The Management and the Administration put effort into identify methods and instruments to achieve company goals and to make the policy known through its diffusion and making it available to all parties involved.

Fino Mornasco, 26/07/2023

The Management  
Corrado Ferrario  
Managing Director

