



SUSTAINABILITY POLICY REV. 0

Marozzi Srl's policy for Social Responsibility and sustainability is defined by the Management in line with the company guidelines, and is aimed at ensuring the satisfaction of customer requirements and the needs of all interested parties (both internal and external to the company) and the improvement of its performance.

The company is committed to guaranteeing and pursuing:

- ✓ the compliance of the products with the applicable technical standards and regulations;
- ✓ the continuous improvement of the management system;
- ✓ the organizational improvement and growth of the human resources involved;
- ✓ condemnation of all forms of discrimination and unequal treatment (in recruitment, remuneration, access to training, career promotion) based on issues of race, nationality, religion, disability, sex, sexual preference, trade union membership, political affiliation;
- ✓ the condemnation of all illegal conduct likely to conflict with dignity or physical and/or moral integrity;
- ✓ the pursuit of the awareness of any contractors and suppliers by requiring them to comply with the policy, laws and commitments on quality, environment, ethics and safety adopted by the company;
- ✓ the guarantee of compliance with all applicable national and international legal requirements, with particular attention to health and safety at work, human rights, environmental protection to prevent pollution and reduce it at source, when possible and other regulations signed by the company relating to the various issues of the integrated management system;
- ✓ the guarantee of compliance with all the requirements of the reference standards for respect for the environment, safety and ethics.

The explicit commitment of the Management is to provide, at all levels, the means and resources necessary to achieve the company's objectives.

To this end, the Management **undertakes**, in compliance with the law, to:

- ✓ to make the corporate functions responsible for achieving the objectives of this policy;
- ✓ implement optimal waste management, through separate collection and opportunities for recycling and reuse;
- ✓ monitor and improve environmental and energy performance throughout the product/service life cycle;
- ✓ evaluate the significant environmental aspects for the company and adopt the necessary measures to reduce the impacts (e.g. reduction of CO2 emissions and the use of alternative energy);
- ✓ promote programmes, objectives and targets that improve the safety and health of workers;
- ✓ promote chemical reduction programs;
- ✓ guarantee the worker's right to a **decent wage, starting from the correct and complete and impartial application of the national collective labour agreements of reference to all employees, paying the established salary on time and paying all the related social security, welfare and insurance contributions;**
- ✓ to ensure the **protection of maternity** and paternity, as well as disadvantaged people;
- ✓ guarantee the **right to strike** with the preservation of the job;
- ✓ guarantee the **freedom of association** and election of its trade union representatives, where present;



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- ✓ not to resort to **child labour**;
- ✓ prohibit the use of **alcohol and drugs** before, during and after work;
- ✓ select suppliers sensitive to the application of social responsibility rules and regulations;
- ✓ establish, maintain and document in written form, appropriate procedures for the evaluation and selection of suppliers taking into account their performance and commitment to meet the requirements of all the reference standards of the integrated management system. To make a reasonable effort to ensure that the requirements of such standards have been complied with by suppliers within their sphere of control and influence;
- ✓ promote programmes, objectives and targets that improve the health and safety conditions and physical and mental well-being of workers, providing prepared, efficient human resources supported by adequate infrastructure resources;
- ✓ ensure every intervention aimed at **reducing** accidents and occupational diseases, promoting any action aimed at improving the working environment and the OSH of workers;
- ✓ continuously verify the adequacy of the means of work and the specific training of personnel;
- ✓ adequately monitor the progress of workers' health, in order to prevent risks associated with company activities;
- ✓ ensure commitment to **the consultation and participation of workers** and workers' representatives.

A framework for reviewing compliance with the Company Policy and the achievement of the planned objectives is defined by the Management through appropriate objectives. By participating directly in the various company activities, it will be the responsibility of the Management to ensure that the System is established, applied and kept active in accordance with the requirements of the reference legislation.

It will be a strong commitment of the Management and employees to try to pursue the principles set out above also in relation to the specific training that the Organization has undertaken to give them, starting with the communication of this policy to all stakeholders through appropriate information channels.

Montecosaro, there 01 July 2024

The management

MARÓZZI SpA
Sede Legale: Via Magna Grecia, 65
00183 ROMA (RM)
Sede Operativa: Via Fermana, 66
62010 MONTECOSARO (MC)
Cod.Fisc./P.IVA 15013611007

(Gaia Marozzi)