

The Company Management of G AND S SRL has identified in the SA 8000 Standard, the reference legislation for making choices and making decisions regarding corporate social responsibility. The company has sanctioned the ethical principles to which it refers, officially declaring the decision to repudiate the hiring of children and young workers (under the age of 18), the use of forced labor, the use of violent disciplinary practices, as well as any form of discrimination against workers. These principles also include a commitment to guarantee safe and healthy workplaces, freedom of association and the right to collective bargaining, fair and adequate working hours and remuneration. This conduct has contributed to the development of the company and the whole territory in which it operates. The belief in the validity of the above model has led to the promotion and dissemination of the principles contained within the SA 8000 Standard itself, both inside and outside the organization, establishing channels of communication with all interested parties, directly their involvement; this in order to obtain contributions for improvement, which progressively lead the company and the stakeholders themselves to operate always and in any case in compliance with ethics. Recognizing this standard as an instrument for improving its structure, Pesaresi Giuseppe S.p.A. is constantly committed to respecting all local, national and international laws applicable in the field of worker safety and protection, in addition to the prevailing norms of the construction and light carpentry sector and other requirements signed with trade unions and various interested parties, as well as the principles of the following international instruments: ILO Convention 1 (Duration of Work - Industry) and Recommendation 116 (Reduction of working time); ILO Conventions 29 (Forced Labor) and 105 (Abolition of Forced Labor); ILO Convention 87 (Freedom union and union law protection); ILO 98 Convention (Right to organize and negotiate collectively); ILO 100 Conventions (Equal Pay) and 111 (Discrimination - Employment and Profession); ILO 102 Convention (Social Security - minimum standards); ILO 131 Convention (Definition of the minimum wage); ILO 135 Convention (Workers' Representatives); ILO 138 Convention and Recommendation ion 146 (Minimum age); ILO Convention 155 and Recommendation 164 (Safety and Health at Work); ILO Convention 159 (Reintegration

Company Policies PRG 01 -All. 07 Rev. 03 of 21/11/2018 Page 10 of 14 professional and employment - disabled people); ILO Convention 169 (Indigenous and tribal peoples); ILO Convention 177 (Work at home); ILO Convention 181 (Private Employment Agencies); Convention ILO 182 (Worst forms of child labor); ILO 183 (Maternity Protection) Convention; ILO Code of Conduct on HIV / AIDS and the world of work; Universal Declaration of Human Rights; International Covenant on Economic, Social and Cultural Rights; International Covenant on Civil and Political Rights; United Nations Convention on the Rights of the Child; United Nations Convention on the Elimination of All Forms of Discrimination against Women; United Nations Convention on the Elimination of All Forms of Racial Discrimination; United Nations Guiding Principles on Business and Human Rights. As detailed above, the company has publicly expressed its intention and commitment to: not use or support child labor (intended as work done by people under the age of 16); do not resort to the use of forced labor, ensuring to the staff the full freedom of choice to continue or not the employment relationship established; guarantee workers safe and healthy workplaces by adopting adequate prevention and protection measures, minimizing the possibility of accidents at work; guarantee staff the right to



collective bargaining and full freedom to join trade unions; not implement or support any form of discrimination or coercion in the workplace, whether it concerns hiring, remuneration, access to training, promotion of dismissal or retirement; do not interfere with any practices or principles exercised by personnel deriving from race, class, national origin, religion, disability, sex, sexual orientation, union membership or political affiliation; do not use or support corporal punishment, mental or physical coercion, or verbal abuse; comply with the provisions of the C.C.N.L. applicable on working hours; guarantee the payment of the salary provided by the C.C.N.L. .; allow Interested Parties to hold meetings for the purpose of assessing compliance with the requirements of the SA8000 standard; develop staff through training, information and training, involving them in company decisions, because human resources are considered the real engine of business growth; improve the processes of communication with users, bodies, suppliers, and with all stakeholders, making their commitments and results achieved in the social and quality field visible through the annual issue of the Social Report.