



POLICY ON SOCIAL RESPONSIBILITY

LE DUE VALLI SRL has always put at the center of its corporate philosophy, the attention and care towards workers. This is also reflected in the commitment to guarantee the quality of the entire production chain. For the company, the concept of quality, is set on the principles in which it firmly believes:

- ✓ respect for the environment;
- ✓ compliance with service and product transparency;
- ✓ respect for human rights.

The opportunity to put human value in the foreground, came with the achievement and maintenance of one of the most significant certifications at the international level: the Social Ethics certification, according to the SA8000-Social Accountability 8000 Standard. This requires the application of the following basic requirements:

- ✓ respect for human rights;
- ✓ respect for workers' rights.

This requirement shall be based on respect for the right to trade union freedom and collective bargaining, the right to a decent wage and to fair working hours, the right to equal pay for men and women for equal work, the protection against the exploitation of minors, the exclusion of all forms of voluntary work, the commitment not to support or undertake corporal punishment, mental or physical coercion and verbal violence.

← The company ensures workers who request it, a flexibility of working time, trying to meet the needs of its employees. In addition, for working mothers, part-time working is recognized on request, reversible, always on request at the end of the maternity period.

- ✓ Compliance with the guarantees of safety and health at work, ensuring the appropriate purpose training and information.
- ✓ The respect and enhancement of human resources, through the constant attention to the needs and expectations of all stakeholders involved in the activities, committing to promoting effective and continuous improvement plans.

With particular reference to its suppliers, the Company implements the principles of social responsibility by extending the qualification and evaluation system to the formal declaration of adherence by them to the principles of social responsibility. For this purpose, a copy of the SA8000 standard and the self-assessment questionnaire are distributed.

A plan of checks is drawn up, on a sample basis, from those considered to be the most critical for social responsibility purposes. In addition, awareness-raising activities are carried out to the SA 8000 standard through the dissemination of information material. The initiatives put in place by the Management are necessary to ensure that this Policy is communicated, understood, implemented and supported by all business operators and all collaborators and can be traced back to the following:

- ✓ commitment to training, motivation and staff involvement; motivation and involvement of staff;
- ✓ communication at all levels of Social Responsibility Policy;
- ✓ communication and awareness of the Company's stakeholders, policy and commitment;
- ✓ commitment to increase the effectiveness and efficiency of its business system in the context of corporate social responsibility and to ensure continuity and integration of what is already applied with the Quality System.
- ✓ The Management is committed to making its employees more involved by creating a motivated business climate. The Business Climate Analysis was carried out in November 2023 and had positive results. The Management use to repeat this analysis every year, in order to verify any deviations from the previous one, and to implement the necessary improvement actions.

Reports and/or complaints may be submitted by:

- Box at the entrance of the offices;
- Anonymous letter addressed to the attention of SPT, by ordinary mail, to the address Strada Argine Mezzano, 34, 44020 Ostellato FE;
- By e-mail: segnalazioni@leduevalli.com;
- Direct worker reporting/complaint to unions;
- Reporting directly to the SI CERT S.A.G.L. Certification Body by ordinary mail to the address Strada Statale 18, 119-121, 84047 Capaccio Paestum (SA) – Italy, or at reclamisa8000@sicert.net (tel. 800.98.38.73) or to the SAAS Accreditation Body: Social Accountability Accreditation Services, 9 East 37th Street, 10th Floor, New York, NY 10016, USA (email: saas@saasaccreditation.org; tel: +1 (212) 391-2106).

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