

SOCIAL RESPONSIBILITY POLICY

Carcano Antonio S.p.A. pursues and supports respect for internationally established human rights and considers the protection of the integrity, health, rights and wellbeing of its employees and the environment to be primary and fundamental values in the exercise and in the development of its activities.

The activities and actions of Carcano Antonio S.p.A. comply with the Code of Ethics approved by the Board of Directors in 2016 and are carried out in compliance with the Sustainability Model set out by the United Nations Global Compact, signed in 2004.

Among other things, Carcano's sustainable development strategies presuppose a commitment to the continuous improvement of the environmental, health and safety aspects of the workplace connected to its activities, in full compliance and support for the legislative contents and regulations applicable on these issues and in particular, the "Universal Declaration of Human Rights", the "Declaration of the International Labour Organization on Fundamental Principles and Rights at Work", the "Rio Declaration on the Environment and Development" and the "United Nations Convention Against Corruption".

For these purposes, Carcano undertakes to:

- Manage its health, safety, hygiene and environmental activities in compliance with applicable laws and regulations.
- Communicate and disseminate information regarding health, safety, hygiene and working environment ensuring regular and documented internal and external personnel training/information.
- Promote the use of advanced technologies and PPE to protect workers' health, workplace safety and environmental protection.
- Evaluate and reduce the environmental impact of its products and services.
- Not use or support the use of child labour and forced labour, or any form of discrimination related to religion, race, sexual orientation, or disability.
- Ensure equal opportunities and freedom of association, promoting the development of each individual.
- Oppose the use of corporal punishment, mental or physical coercion, and verbal abuse.
- Respect the laws and industrial standards on working hours and guarantee wages that comply with the relevant national collective labour agreement and current regulations.

Carcano Antonio Sp.A.

Headquarters e Converting Production Unit
Via Carcano, 10 | 23826 Mandello del Lario (LC) –
ITALY
Tel. +39 0341 1571211 | www.carcano.com

Converting Production Unit
Via Provinciale per Dubino - Località Pradun
snc
23014 Andalo Valtellino (SO) - ITALY

Rolling Production Unit
Via Stelvio, 5 | 23014 Delebio (SO) - ITALY

Bureau Veritas certified Company:

ISO 9001:2015 | ISO 14001:2015 | ISO 50001:2011 | FSSC 22000 (Andalo V.no Unit)
ASI Performance Standard

P. IVA / C.F. 00206440133 | Cap. Sociale € 21.000.000 i.v. | n. REA 76351

- Share the corporate code of ethics and social responsibility policy with their business partners.
- Not tolerate corruption in any form or kind.
- Involve all levels of the organisation and all employees by ensuring that responsibilities and operational procedures are precisely defined, appropriately communicated and clearly understood.

The Management periodically reviews its Social Responsibility Policy in order to guarantee its adequacy over time; it ensures that it is disclosed to all staff working within the organisation or on its behalf and that it is made available to stakeholders.

The Policy is disseminated through publication on the company website and is displayed on company notice boards and in the staff training area.

Through the application of this policy, Carcano believes that it is contributing to ensuring the conditions and tools for a better quality of life for the generations of today and tomorrow.

CEO

Alberto De Matthaeis

Mandello del Lario, 15 October 2020

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