

 <b>COFFEIN COMPAGNIE</b> ITALY	<b>SOCIAL RESPONSIBILITY AND ENVIRONMENTAL POLICY</b>	Rev. 4 of 29/08/2024 Pag. 1 a 1
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The company Coffein Compagnie Italy pursues and supports the respect of internationally established human rights and considers the protection of integrity, health, the environment, human rights and well-being of its staff, as primary and fundamental elements in the operation and development of its business.

For this purpose, the Company agrees to.:

- **Respect national and international laws**, the principles in the Conventions and Recommendations of the ILO (International Labour Organization) and the United Nation Conventions and Declarations on Human and Children's Rights.
- Ensuring respect for **human rights**, respect for workers' rights, protection against the exploitation of children and, in general, compliance with mandatory requirements for **child labour**, freedom of association and the right to collective bargaining.
- Ensure compliance with legal requirements on **working hours**, ensuring the voluntary nature of overtime.
- Provide each worker with **remuneration** commensurate with the quantity and quality of his work and, in any case, sufficient to ensure that he and his family have a decent life.
- Respect **equal opportunities** to keep the workplace free from **discrimination** or harassment based on sex, race, colour, nationality, disability, religion, political opinion, sexual orientation, or any other discrimination identified by law.
- Apply any **disciplinary procedures** in full compliance with the CCNL of category.
- Safeguard **Health and Safety at Work** of staff, not only according to D.Lgs 81/08, but also with a view to a continuous improvement of working conditions for the internal satisfaction of employees and major stakeholders.
- Inform staff properly about health and safety at work, in accordance with the decree above.
- Do not tolerate bribery, **corruption**, money laundering or terrorist financing.
- Adopt, share, and promote the application of its **Code of Conduct** to all interested parties, workers, customers, and suppliers.
- Involve workers in the organization of work, make them aware of their contribution to the

effectiveness of the systems, stimulate them in reporting any anomalies and involve them in identifying prevention and protection measures to protect them and the environment.

- Set up a **Grievance Committee**, impartial and gender sensitive, to assess and manage alerts in full respect of privacy.
- Carry out activities compatible with the environmental context, respecting the relevant laws and monitoring the environmental impact with a view to continuous improvement.
- Ensure **Environmental Protection** by dedicating adequate resources to structures, investments, and skills.
- Promote actions to mitigate **climate change**
- Promote the awareness of employees and suppliers of goods and services, including thorough information and training initiatives.
- Comply with the laws on access to genetic resources and fair sharing of the benefits of their use to ensure the conservation of **biological diversity**.
- Ensure a product meets the requirements of the Global Food Safety Initiative's **Food Safety** standards.

The Company has also put in place a system of qualification of suppliers, requiring each of them to respect the ethical-environmental issues.

This policy is diffused among the internal staff through posters in the company premises and the external collaborators, via internet or for direct delivery, on specific request.

This company policy shall be reviewed annually to confirm its validity and with a view to continuous improvement, considering changes in legislation, requirements of its code of conduct, and any other business requirement.

The principles set out comply with the company's commitment to promote job enrichment, respect for all human rights, protect the environment.

Albenga, 29/08/2024

Managing Director

