

Social Responsibility Policy Eurpack Group

Our companies consider it of paramount importance in the implementation of their business strategies:

- product quality
- client satisfaction
- safeguarding and respecting the environment
- safeguarding and respecting the safety of workers
- the continuous professional growth and competence of workers
- ethical behaviour
- social conditions inside and outside the working environment

By committing to SA8000 certification, our companies want to show everyone, workers and stakeholders, that the company's strategies have always been based on Corporate Social Responsibility and the enhancement of Human Resources.

For Eurpack Group, obtaining this certification is just the springboard from which to start investing more and more in workers, in terms of:

- continuous staff training
- increasing skills
- professional growth
- greater involvement in company decisions

All this while ensuring:

- a safe and healthy working environment
- corporate organisational well-being

Commitment to this safeguard drives the employer to operate an Integrated Management System for Quality, Environment, Health and Safety, according to ISO 9001, ISO 14001, ISO 45001 standards, with the intention of integrating Social Responsibility in the near future, as an internationally recognised tool to continuously improve the organisation's corporate social performance.

With this Policy, the Employer intends to make known, to company personnel, to all operators working on its behalf and to other external stakeholders, that Eurpack is committed to

- complying with all the requirements of the SA 8000 standard;
- complying with Italian laws, all other laws applicable to its sector and other requirements to which it adheres, as well as to comply with the provisions contained in official international documents and their interpretations (ILO-UNO etc.);
- abstaining from resorting to or supporting the use of child labour and not employing minors;
- abstaining from resorting to or supporting the use of forced or compulsory labour;
- ensuring a safe and healthy working environment for its employees and taking effective measures to prevent potential accidents, injuries or illnesses, including assessing the risks of employees who have recently given birth, are pregnant or breastfeeding;
- respecting the right of all staff to join trade unions of their choice, not interfering in any way in the formation, operation or management of such workers' organisations or in the collective bargaining process;
- ensuring equal opportunities for all persons working in this organisation by not allowing any form of discrimination;
- ensuring that corporal punishment, mental or physical coercion, verbal abuse of staff is not used or tolerated;
- complying with applicable laws, industry standards on working time and holidays;
- respecting the right of their employees to decent pay;
- guaranteeing the constant monitoring and improvement of its Social Accountability Management System by defining - during the Management Review meetings - specific improvement objectives and verifying their achievement by means of the SA 8000 Management Review. It is important to consider that it is the will of our organisation that the same principles of social responsibility to which it is subjected be followed by all the suppliers involved in the supply chain of the product/service covered by its activity.
- Ongoing commitment to maintaining "proactive and continuous relations with social partners (trade unions)"
- Providing all workers with adequate and suitable tools (e.g. mailbox, specific email (spt@eurpack.it) etc.), through which they can make suggestions aimed at continuous improvement of the Management System.

The Policy is periodically reviewed and revised, during the Management Review, in order to adapt it to the results of the Organisation's Management System and to the changed conditions of its insertion in the territorial and socio-economic context.

The Employer is personally involved in the respect and implementation of these principles by ensuring and periodically verifying that the Policy is documented, made operational, kept active, disseminated to all personnel and made available to the public and interested parties.

The Employer is also keen to stress the importance of worker involvement in all social/ environmental/health and safety issues, which is why it has provided everyone with appropriate and suitable tools through which they can make suggestions with a view to improving company welfare.

Date

Aprilia, 19/07/2022

Senior Management (Employer)


