

COMPANY POLICY FOR THE ENVIRONMENT, HEALTH AND SAFETY IN THE WORKPLACE, FOR THE PREVENTION OF THE RISK OF CORRUPTION, AGAINST THE USE OF ALCOHOL AND DRUGS, AGAINST DISCRIMINATION AND AGAINST FORCED AND CHILD LABOR.

CERVE S.p.A. is a company specializing in the decoration of glassware.

CERVE S.p.A.'s management expresses its corporate policy by adopting an efficient management system that ensures high standards of processes to achieve continuous improvement in the products and services provided to its customers. CERVE S.p.A.'s policy is characterized by the following general guidelines:

- customer satisfaction and the needs of stakeholders,
- the involvement, participation, and empowerment of all personnel,
- periodic review of the analysis of the company's operating context,
- a commitment to meeting contractual and mandatory requirements,
- a commitment to approving and implementing the contents of the Customers' "Supplier Charter,"
- a commitment to accepting the provisions of the Customers' qualification plan,
- recording data relevant to improvement,
- reducing and/or preventing risks and maximizing opportunities,
- systematically verifying the effectiveness of its management system;
- identifying specific objectives and related implementation plans to be shared and disseminated to staff;
- a commitment to attentiveness to the operating context and to assessing risks and opportunities for continuous improvement in worker health and safety, as well as environmental protection;
- focusing on customers to correctly interpret their needs, meet their requirements, and strive to exceed their expectations;
- ensuring that non-compliance situations or system deficiencies are promptly managed through the application of specific procedures and eliminated through the implementation of effective and documented actions;
- ensuring a healthy and safe environment for people, both on and off site.

The above objectives are embodied in the following **Environment, Health, and Safety Policy**:

- through management participation in the implementation and maintenance of the management system,
- involving all personnel in achieving objectives,
- involving all personnel through training and development in the proper management of Environment, Health, and Safety issues;
- training personnel on environmental, health, and safety issues,
- ensuring continuous improvement of the system through information gleaned from its management and implementation,
- providing the structure and resources to support the company's strategic plans,
- conducting management reviews of the system to verify its ongoing suitability, adequacy, and effectiveness;
- collaborating with public authorities in managing emergency procedures in the event of natural disasters, with the aim of controlling and reducing the consequences of any such events;
- a commitment to promoting effective communication aimed at meeting the needs and expectations of all stakeholders, aimed at reducing and preventing risks through engagement, information, and training (as the first voluntary compliance obligation to be pursued);
- a willingness to provide the necessary resources for the implementation and improvement of Environment, Health, and Safety (EHS) issues;
- a commitment to continuously improve its EHS performance and to periodically measure its progress with appropriate indicators, periodically reviewing the effectiveness of its processes and this Policy.

CERVE S.p.A. also adopts the following **Anti-Corruption Policy** and:

- maintains a position of absolute non-compliance with any form of corruption, including against private company personnel;
- is fully committed to ensuring actions and behaviors based exclusively on criteria of transparency, fairness, and moral integrity, which prevent any attempt at corruption.
- Each employee, director, business partner, and any other external stakeholder is required to read, understand, and apply the procedures and protocols of the Anti-Corruption Management System and to conduct themselves in accordance with its provisions;
- believes it is essential that the entire Organization understands and shares this Corporate Anti-Corruption Policy;
- maintains the commitment of Senior Management to preventing corruption by adhering to legislative compliance and the requirements of the Anti-Corruption Management System;
- pursues zero tolerance, appropriate procedures, an active role of management, and effective communication, which constitute the framework for defining and pursuing improvement objectives;
- everyone is encouraged to report suspicious cases in good faith, ensuring whistleblower protection in every way;
- a commitment is made to continuously improve corruption risk management and prevention processes.

CERVE S.p.A. adopts the following **Anti-Forced Labor and Anti-Child Labor Policy**:

- coerced, involuntary, or forced labor is not tolerated in any form;
- this includes bonded, forced, and unapproved prison labor, as well as other forms of labor that violate a person's will or free choice;
- child labor is not tolerated in any form, unless local legislation prescribes a higher age limit; no person under the age of compulsory school completion or under 16 years of age shall be employed;
- for authorized minors, management is responsible for ensuring that working conditions, hours, and remuneration are appropriate for their age, in accordance with applicable local laws;
- if the presence of a minor at work is found in a place where Cerve products or components are manufactured, it is necessary that any action be taken in the best interests of the minor and it is also necessary to implement all necessary corrective actions to maintain or improve the social situation of the minor.

CERVE S.p.A. adopts the following **Anti-Drug and Anti-Alcohol Policy**:

- it is the Company's policy to strive to create and maintain a safe and healthy work environment for all its employees;
- the Company recognizes that the abuse of alcohol, drugs, and other similar substances by employees can negatively impact their effectiveness at work and can have serious harmful consequences for themselves and the safety of their colleagues;
- the misuse of medications or the use or possession of alcohol and illicit, controlled, or non-prescribed drugs on company premises is strictly prohibited and constitutes grounds for appropriate disciplinary action, up to and including dismissal. Although this policy explicitly refers to alcohol and drugs, its application also extends to inhalants and all other forms of substance abuse.
- anyone who believes they are addicted to the above substances is encouraged to seek medical advice and appropriate treatment without delay, before their condition negatively impacts their ability to work and poses a threat to their own safety, that of their colleagues, or others, as well as to the safety of plant, machinery, and the workplace;
- the Company also recognizes that alcohol and drug addiction are treatable conditions; the Company Prevention and Protection Service, through its Occupational Physician, is available to interested parties who, on a voluntary and strictly confidential basis, wish to consult him for any information or assistance;
- if an employee's alcohol or drug dependence is such that, while not resulting in an incapacity for work, it nevertheless constitutes a potential danger to their own safety, that of their colleagues or third parties, or to the safety of their facilities, while performing specific tasks, the Company, in compliance with its legal obligation to ensure workplace safety, reserves the right to modify such tasks within the limits established by law;
- an employee's unsuitability for the specific work performed, certified by law and resulting from alcohol or drug dependence, even if subsequent to medical treatment, may result in termination of employment for justifiable reason;
- the use of alcoholic beverages, drugs, or similar substances during work is prohibited; It is also recommended that employees avoid taking it even outside of work hours or immediately before, as the resulting effects may persist during subsequent work hours;
- the Company reserves the right to conduct unannounced checks for the presence of drugs and alcohol on company premises and/or offices;
- the Company will require its contractors for work and services to adopt a similar policy.

CERVE S.p.A. adopts the following **Anti-Discrimination Policy**:

- it is the Company's policy to select and promote its collaborators and employees based on proven factors such as professional skills and job performance, and not on race, gender, color, religion, age, nationality, sexual orientation, disability, or any other factor;
- collaborators and employees are among our most valuable resources; therefore, the Company is committed to creating a professional work environment where everyone is treated with respect and dignity and where there is no room for inappropriate behavior, discrimination, or harassment;
- harassment of employees, collaborators, customers, suppliers, partners, or competitors constitutes a violation of this Anti-Discrimination Policy;
- any harassing or discriminatory behavior toward any individual based on their ethnicity, race, gender, family status, sexual and political orientation, religion, or age is not permitted; Harassment includes, but is not limited to, oral or written communication (e.g., derogatory statements, defamation), physical and nonverbal behavior (e.g., hitting, pushing, or other aggressive physical contact), and visual images (e.g., photographs, videos).
- tension created by ethnic, racial, sexual, or religious remarks, unwanted sexual behavior, or requests for sexual services will not be tolerated.
- harassment does not have to be unlawful to constitute a violation under this Anti-Discrimination Policy, which prohibits any type of inappropriate or harassing behavior, regardless of whether or not the behavior is serious enough to be considered a violation of the law.
- harassment is prohibited regardless of whether it occurs in the workplace, at a customer's or supplier's premises, or in situations related to the Company's business.

All employees, collaborators, external contractors, and management as a whole are required, regardless of their level, to ensure a work environment free of discrimination and harassment. Furthermore, collaborators and employees must be aware that monitoring work performance is not considered harassing behavior.

All employees, collaborators, external contractors, and management as a whole, regardless of their hierarchical role, are required to treat every employee, collaborator, customer, supplier, or partner with dignity and courtesy, and to commit to respecting and adopting equal behavior when dealing with every collaborator, customer, supplier, or partner.

In order to effectively implement this Anti-Discrimination Policy, Cerve pursues the following fundamental objectives:

Combating discrimination in the workplace by complying with and monitoring all applicable laws, regulations, and guidelines, translating requirements into internal tasks and provisions.

Pursuing possible improvements along the lines outlined by national and international guidelines, published in guidelines, codes of best practices, and the like.

Implement all necessary measures to combat all forms of discrimination and harassment in the workplace.

Implement best practices to address unwelcome situations and restore a peaceful work environment.

Ensure the entire organization's involvement in the policy and objectives for preventing and combating discrimination, ensuring that all personnel are empowered and involved in pursuing them, as well as trained to adopt behaviors consistent with these commitments. Ensure the involvement, wherever possible, of designers, suppliers, etc.

Promote and maintain an open, constructive, and transparent attitude toward clients, public authorities, and other stakeholders.

Periodically review the anti-discrimination policy. Appropriately monitor and evaluate the results of harassment and discrimination management to determine their adequacy and effectiveness and pursue continuous improvement.

The Management of CERVE S.p.A. is committed to ensuring that this policy is understood, implemented, and supported at all levels of the company, verifying its objectives through appropriate monitoring and using the control tools provided by the Management System.

The Policy is displayed on the company noticeboard and has been explained to staff in dedicated meetings. It is also available to our suppliers and customers.

All employees are encouraged to operate in accordance with the Procedures, collaborating in the creation of an organizational structure capable of ensuring long-term efficiency, constant awareness of environmental, health, and safety issues, a commitment to improvement, compliance with legal regulations, and respect for customer expectations. Everyone is encouraged to participate in meeting the specifications and requirements implemented, reporting any noncompliance with our Policy and suggesting actions for continuous improvement.

Parma (PR), 01/11/2024

The Management