

Human Rights Policy

Fratelli Carli S.p.A. Società Benefit acknowledges respect for human rights as an essential value that guides its responsible actions. In keeping with the Articles of Association, Gender Equality and Inclusion Policy, and the Sustainable Development Goals (SDGs) of Agenda 2030, the company undertakes to foster a culture founded on respect for people's dignity and freedom and on equality. The approach is inspired by the main international reference standards on the subject:

- the United Nations Guiding Principles on Business and Human Rights (UNGP),
- the Universal Declaration of Human Rights,
- the Declaration on Fundamental Principles and Rights at Work of the International Labour Organization (ILO).

Within this framework, Fratelli Carli undertakes to:

1. Integrate respect for human rights into its activities and its relationship with stakeholders

making processes, internal codes and relationships with customers, employees, suppliers and other stakeholders. This commitment includes activities designed to raise awareness and promote a culture of human rights, ESG mapping of the supply chain, and the promotion of responsible practices. Assessment of the risks related to human rights is incorporated into the processes of the Integrated Environmental and Occupational Health and Safety Management System developed in observance of the ISO 45001 and ISO 14001 standards.

2. Monitor and ensure transparent communication of impacts

Significant impacts on human rights are monitored within the framework of the sustainability reporting process, in accordance with the GRI standards, with reference to the company's areas of impact: workers, the community, customers and the supply chain.

This policy is an integral part of the company's Management System, and is subjected to checks, audits and regular reviews to ensure on-going improvement and alignment with evolving circumstances.

It is approved by the Board of Directors, communicated to everyone in the organization and made available for consultation within and outside of the company.

The Chief Executive Officer

Carlo Carli