



HUMAN RIGHTS POLICY

Approved by the Board of Directors on 12 December 2023

This Human Rights Policy, adopted by the Board of Directors of La Doria S.p.A. ("La Doria" or the "Company") on the proposal of the Control, Risks and Sustainability Committee, sets out the Company's principles and commitments in the area.

La Doria safeguards and promotes respect for all Human Rights which, in line with the provisions of the **Ethics Code**, should be considered as inalienable and inescapable prerogatives of human beings and the foundation for societies built on the principles of equality and solidarity, in order to protect social, economic and cultural rights. The Company's approach also seeks to protect the rights of those in the value chain.

PRINCIPLES

Respect for individuals, moral integrity and mutual trust are an integral part of our corporate culture and an essential element of Sustainability and our Ethics Code. We strive to promote respect for human rights and the elimination of all forms of human rights violations within our organisation and those of our commercial partners (suppliers). We do not tolerate any form of harassment or offensive, abusive or degrading behaviour.

As a signatory to the United Nations ("UN") Global Compact, we are committed to business practices which respect human rights and comply with international standards of responsible business conduct. We are therefore committed to the principles and guidelines contained in:

- the United Nations Guiding Principles on Business and Human Rights;
- the International Labour Organization (ILO)'s Declaration on Fundamental Principles and Rights at Work,
- the United Nations Women's Empowerment Principles

and to contribute to the achievement of the UN's 2030 Agenda Sustainable Development Goals (SDGs).

This Policy reaffirms La Doria's values and the guidelines that must inspire the choices and behaviour of all those who work with it, regardless of their level, experience or position, or whether they are direct employees or those of its subsidiaries. We believe that respect for the personality and individuality of every collaborator is fundamental in the creation of a working environment based on reciprocal trust and loyalty, in accordance with the applicable laws in each geographical and working environment in which we operate. We respect every individual's right to life, liberty and security.

OUR COMMITMENTS

Freedom of association and collective bargaining

We respect the right to free association and collective bargaining, establishing cooperative and constructive relationships with workers' representatives and making mutual respect the basis for discussion.

Occupational health and safety

We guarantee high levels of occupational health and safety, increasing risk awareness and encouraging responsible behaviour through information and training. Our commitment is increasingly focused on supporting and establishing an effective safety culture at our facilities. Consistent with our sustainability policy, we are also committed to ensuring continuous improvement in occupational health and safety management system and reducing risks by actively involving workers.

Inclusion, diversity and equal opportunities

We respect and value diversity, promote inclusion and commit to preventing all types of discrimination when recruiting employees, defining their salaries, and promoting their development, through to the end of the employment relationship. We therefore reject discrimination on the basis of race, caste, nationality, religion, age, disability, gender, marital status, sexual orientation, and trade union or political membership. We promote a working environment in which diversity and personal and cultural perspectives are respected and considered a factor in being successful. Diversity is a strategic asset for us, as it creates an inclusive working environment that encourages collaboration and creativity, and in which staff are able to realise their potential and improve their motivation. We are committed to training staff, allowing them to develop their

skills and improve their working conditions. Our commitment on this issue is also summarised in the ***Diversity and Inclusion Policy***.

Child labour and forced labour

We reject child labour and any form of forced labour, as defined in the relevant ILO Conventions and Recommendations and as further detailed in the "Modern Slavery Policy." We are committed to preventing all kinds of physical, verbal, sexual or psychological harassment, abuse, threats or intimidation in the workplace, ensuring respectful working conditions.

Fair and favourable working conditions, hours and pay

We commit to guaranteeing healthy and hygienic working conditions, sufficient rest, a minimum wage that is not lower than that established by collective agreements and current legislative and regulatory agreements in force. We undertake to respect the weekly working hours provided for under the relevant legislation, never to exceed that stipulated under the relevant ILO Conventions, and not to demand excessive work performance in terms of hours and days worked.

REPORTING PROCEDURE

Mechanisms are provided to allow all stakeholders of this Policy to make reports, including anonymously, as regulated in a specific management procedure distributed to all personnel and in relation to which training and information are provided.

Any person who becomes aware of violations of this policy may report them using the platform accessed through the website or by regular post, addressed to the attention of the Supervisory Board, Via Nazionale 320, Angri, SA.

APPLICATION - MONITORING

This Policy was reviewed by the Control, Risks and Sustainability Committee and subsequently approved by the Board of Directors at its meeting on December 12, 2023.

This Policy applies to all stakeholders, especially employees and business partners (suppliers).

We undertake to enact this Policy and ensure that it remains active, communicate it to all personnel and commercial partners (suppliers), and take all those measures necessary to enact it and ensure that it is regularly monitored, including as a means to promptly identify the need to update it.

Angri, December 12, 2023