

SA 8000 SOCIAL ACCOUNTABILITY POLICY

RENCO Spa adheres to the voluntary international standard SA 8000:2014 developed by Social Accountability International, in order to recognize and improve workers' rights, workplace conditions and implement an effective management system, which allows the planning of social responsibility activities with a view to continuous improvement.

RENCO Spa is committed to pursuing socially correct and responsible behaviour, in accordance with the principles contained in the Universal Declaration of Human Rights, ILO conventions, international human rights standards and national labour laws. To this end, it undertakes not to use or support child labour, forced and compulsory labour and not to discriminate against or carry out corporal punishment, physical or mental coercion or verbal abuse towards its workers. This commitment, as specified by SA 8000:2014, is also required of its suppliers.

The organization considers it essential to comply with all applicable laws in any area: national laws, other applicable laws and other requirements subscribed to and to promote maximum transparency in all matters related to the employment relationship.

RENCO Spa undertakes, in compliance with the international standard SA8000:2014, to keep active the management system it has adopted, so as to demonstrate compliance with the requirements of the reference standard and those defined in the documentation referred to above, to ensure continuous improvement and, in particular, to ensure the monitoring of suppliers, the training of internal staff and the development of any corrective actions.

With regard to company personnel, RENCO S.p.A. undertakes to:

- Guarantee, in compliance with the provisions of current legislation and the CCNL (National Collective Labour Agreement), in relation to the characteristics of remuneration, compliance with the legal minimum wages, and ensure that the salary is adequate to meet the essential needs of the worker.
- Encourage the expression of workers' opinions, as a fundamental contribution to the resolution of problems. In this sense, RENCO Spa will allow and promote teamwork, so that it increases the individual's confidence in his or her role and sense of responsibility in the pursuit of the company's result.
- Use resources, based on their aptitudes and work skills, rejecting any kind of discrimination. RENCO S.p.A. guarantees equal opportunities, avoiding differential treatment of people of different races, social classes, national origins, castes, births, religions, disability, gender, sexual orientation, family responsibilities, marital status, trade union membership, political opinions, age or any other condition that could lead to discrimination.
- Ensure a safe and healthy working environment for employees. In the workplace, control and protection tools from materials or risk situations are adopted in accordance with the laws in force, always pursuing the most rigorous and worker-friendly solution.
- Do not resort to or support human trafficking and illegal hiring.
- Make the willingness to collaborate and openness, the basis of relations with employees, in the spirit of involving all staff in solving problems, to optimize the results of the organization.
- Guarantee freedom of association and expression for all workers, in the context of the broadest respect for individual dignity, ensuring full compliance with the laws in force and the CCNL.

The following are the addresses for submitting reports relating to non-compliance with these commitments:

- **Renco Spa:** Strada del Montefeltro 51 - 61122 Pesaro (PU); Phone: (+39) 0721.43331; Fax: (+39) 0721.400 924; E-mail: rencospa@renco.it
- **LSQA Headquarters** Av. Italy 6201 | "Los Tilos" Building - 1st. floor 11500, Montevideo - Uruguay Phone: (+598) 2600 0165 | Fax: (+598) 2604 2960 info@lsqa.com
- **SAAS and SAI** - Social Accountability International NYC Headquarters 9 East 37th Street; 10th Floor New York, NY 10016 United States of America Phone: 212-684-1414 | Fax. 212-684-1515 Email: info@sa-intl.org

RENCO S.p.A. reaffirms its willingness and conviction to qualify them according to the criteria of SA8000:2014 and, as far as possible, encourage suppliers to promote the application of the principles contained therein.

Pesaro, 30/01/2024

The Top Management

RENCO S.P.A.
CHIEF EXECUTIVE OFFICER
Giovanni Rubini