

INTEGRATED CORPORATE POLICY

REV. 08 DATED MARCH 30, 2026

Mori 2A, fully aware of its social role and its impact on the local community, has chosen to base its corporate culture on the three traditional pillars of Corporate Social Responsibility (CSR) and the concept of shared value. Consequently, the company

COMMITTS TO ADHERING AND CONFORMING TO

- All requirements of the SA8000:2026 standard
- The Conventions of the International Labour Organization (ILO)
- The United Nations Convention on the Rights of the Child
- The Universal Declaration of Human Rights
- The UN Convention on the Elimination of All Forms of Discrimination against Women and All Forms of Racial Discrimination
- The International Covenant on Civil and Political Rights and on Economic, Social, and Cultural Rights
- All relevant national and international laws, including Legislative Decree 81/2008 (as amended) regarding occupational health and safety, and EU Regulation 679/2016 (GDPR) concerning privacy and personal data processing
- The National Collective Labor Agreement (CCNL) for the metalworking sector
- The codes of conduct set forth in the Company Regulations
- All requirements of the UNI CEI EN ISO 50001:2018 standard
- All requirements of the UNI EN ISO 14001:2015 standard
- All requirements of the UNI EN ISO 9001:2015 standard

AND ESTABLISHES THE FOLLOWING GENERAL OBJECTIVES

- Prevention of any situations infringing upon personal rights
- Fostering a CSR culture through a permanent process of training, involvement, and accountability of all personnel
- Rationalization of structure and procedures through a clear and balanced definition of tasks and responsibilities
- Promotion of a stimulating and rewarding workplace climate to support the professional growth of staff
- Participation in and contribution to charitable, social, and cultural initiatives
- Commitment to disseminating ethical principles to all stakeholders
- Continuous improvement of energy performance, energy efficiency, and energy savings, alongside the reduction of CO₂ emissions related to production site activities
- Commitment to designing energy-efficient processes and services
- Commitment to procuring and utilizing products and services that minimize energy impact within the production process

- Identification of activities and areas responsible for energy consumption to pinpoint potential interventions for efficiency improvement
- Implementation and maintenance of an Energy Management System compliant with ISO 50001 standards
- Enhancing employee awareness regarding the rational use of energy and natural resources through targeted training and information
- Communicating energy management results to stakeholders and involving them in the continuous improvement process
- Implementation and maintenance of an Environmental Management System compliant with ISO 14001 standards to improve onsite environmental performance
- Pollution prevention through the reduction of emissions and waste, ensuring their proper management
- Reduction in the consumption of natural resources
- Empowering and training all employees to understand their roles and responsibilities in environmental protection
- Establishing, reviewing, and achieving specific, measurable Key Performance Indicators (KPIs)
- Open communication with stakeholders regarding environmental performance and management practices
- Implementation and maintenance of a Quality Management System compliant with ISO 9001 standards
- Determination of risk factors and opportunities impacting the Integrated Management System to ensure the achievement of expected results

The Company is committed to respecting the principles of the Social Responsibility System in all its activities. Consequently, it requires its employees, collaborators, and suppliers to comply with regulatory requirements regarding:

Child and Underage Labor: Prohibition of hiring children; management of workers aged 16–18 in compliance with the law, ensuring they are not exposed to hazardous work, night shifts, or activities harmful to their moral development

Voluntary Employment: Prohibition of forced or compulsory labor and human trafficking; employees shall not be required to lodge identity documents or deposits, and are free to leave the premises at the end of their shift

Health and Safety: Full compliance with mandatory Italian regulations (Legislative Decree 81/2008)

Freedom of Association and Collective Bargaining: Respecting the right of workers to join trade unions without any form of interference

Non-Discrimination: Zero tolerance for discrimination of any kind, for any reason, across all corporate sectors and activities.

Disciplinary Practices: Application of disciplinary measures based on a principle of proportionality and in accordance with mandatory regulations.

Working Hours: Maximum of 40 standard hours per week; compliance with daily, weekly, and annual overtime limits as per the CCNL; guarantee of 4 weeks of annual leave.

Remuneration: Compliance with the minimum wage requirements established by the applicable National Collective Labor Agreement.

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