

SA8000 ANNOUNCEMENT AND LETTER OF COMMITMENT

We hereby inform you that **Maddalena S.p.A. applies a Social Accountability Management System in compliance with the SA8000 international standard.** This choice comes from a careful assessment of the economic, social and cultural context in which the company works and from an awareness of the value, impact and social consequences of its activities and actions.

Our Social Accountability model takes into account a number of "key" issues summarised below, and our Corporate Policy, also incorporating SA8000 principles, is available on the website www.maddalena.it and on request.

The implementation of an SA8000 management system requires commitment to and compliance with the following principles:

1. no use or support for the use of child labour
2. no use or support for the use of "forced or compulsory labour"
3. providing a safe and healthy workplace and establishing effective measures to prevent potential occupational accidents (Maddalena S.p.A. is ISO 45001 certified)
4. respecting the right of workers to form, join and organise trade unions according to their own will and bargain collectively with the company
5. no implementation or support of any kind of discrimination
6. no use or support of disciplinary practices, such as corporal punishment, mental, physical and verbal abuse
7. compliance with national and local laws and agreements applicable to working time and public holidays
8. paying employees in accordance with the national collective labour agreement and the company's supplementary agreement, where applicable
9. implementing a management system that complies with the requirements of the SA 8000 standard

Maddalena S.p.A. undertakes to guarantee adequate working conditions and respect for the essential rights of workers, as well as to **select and evaluate its critical suppliers based on whether or not they are willing to comply with the principles set out above.**

The results of the implementation of the System were processed and summarised through the SA8000 Report and KPI SA8000 and made available.

In order to encourage the sharing of these principles, Maddalena S.p.A. undertakes to collaborate with suppliers and partners so that, in full compliance with the spirit of the SA 8000 standard, they too adopt the same operating principles summarised in the definition of "Social Accountability". Please note that your compliance with a social accountability model will be positively considered.

We are confident that your organisation is sensitive to these principles. In order to recognise you as a partner adhering to the same values, we ask you to complete and return, within 15 days of receipt of this letter, the Letter of Adherence to the requirements of the SA 8000 standard.

Best regards

**Social Performance Team
Maddalena S.p.A.**

MADDALENA S.p.A.

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Capitale sociale - Share capital 2.080.000 € | C.F. e reg. impr. - Tax id. and business reg. no. UD 80008170302 | P.IVA - VAT no. IT00617140306 |

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