



SUSTAINABILITY POLICY FOR SUPPLIERS

O.M.C.A.P. S.r.l is committed to sustainability along its entire supply chain and asks its tier 1 suppliers to read this sustainability policy and commit to respecting its principles by defining and implementing comparable standards.

Sustainability goals for suppliers

- Ensure the human rights of all our employees and collaborators in all our company operations, from investment decisions from hereon out, giving particular attention to vulnerable groups and encouraging our partners to do likewise
- Ensure working conditions and hours in compliance with current laws, combating child labor, the exploitation of young workers, and modern slavery
- Ensure adequate wages and benefits for employees and freedom of association and collective bargaining
- Strive to increase awareness of human rights within our organization, starting with the ethical recruitment of personnel and collaborators, respecting women's rights, diversity, equality, and inclusion
- Combat harassment and promote non-discrimination by fighting all forms of gender inequality and unequal employment and pay
- Respect local, national, international, and traditional rights regarding the land, water, and resources, including marine resources. The rights of indigenous peoples and local communities in particular, including self-determination and cultural rights, must be respected, furthered, and protected throughout the supply chain in accordance with the United Nations Declaration on the Rights of Indigenous Peoples
- Act in compliance with local health and safety standards or international standards where national legislation is weak or poorly enforced, ensuring compliance with applicable laws, regulations and customer requirements. Ensure that there are systems in place to anticipate, assess, identify, prevent, and mitigate potential and actual threats to workers' physical and mental health and safety, involving the workers in safety committees. Suppliers are required to apply ISO 45001 or an equivalent standard to monitor their performance in terms of health and safety. Take effective measures to prevent workers from suffering accidents, injuries, or illnesses arising from or connected to work or occurring during work. Ensure workers' protection by regularly providing basic personal protective equipment fitting the nature of the job and relevant training on health and safety systems
- Ensure an ethical business approach, supporting anti-corruption and anti-money laundering practices, fair competition, and anti-trust, prohibiting unethical or corrupt conduct, extortion, corruption, and conflicts of interest by employees or business partners. Support creating a channel specifically for reporting offenses, ensuring protection against any retaliation, in accordance with Leg. Dec. 24/2023, "Whistleblowing." O.M.C.A.P. S.r.l does not tolerate any form of public or private corruption, whether active or passive
- Respect data protection and data security laws, complying with contractual requirements regarding confidentiality and non-disclosure of information as per GDPR 679



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- Annually measure direct greenhouse gas emissions and set emission reduction targets, including those applicable to the supply chain
- Evaluate the effectiveness of implemented decarbonization measures and adapt them as necessary
- Implement measures to improve the energy efficiency of processes and use renewable energy when possible
- Consistently reduce the use of resources (energy, water, raw materials, and primary materials) and environmental impacts (emissions, pollutants, waste), ensuring their responsible management
- Ensure commitment to improving water quality and reducing its consumption, managing chemical substances responsibly, and managing resources sustainably
- Reduce waste production, incentivize reuse and recycling of as many materials as possible in developing their business activities
- Comply with prohibitions on information disclosure, assume responsibility for communicating financial and non-financial information in accordance with applicable regulations and prevailing industry practices, and, where applicable, convey information about the workforce, health and safety practices, environmental practices, commercial activities, financial situations, and performance
- Reduce noise emissions at source; develop and implement technical and organizational measures aimed at reducing noise exposure
- Promote soil quality as an essential foundation for the coexistence of human activity and natural systems aimed at sustainability
- Protect biodiversity and natural ecosystems through conscious land use, avoiding contributing to change, deforestation, or damage to forests and other natural ecosystems
- Consider the wellbeing of animals as essential parts of the social responsibility principles governing business policies and decisions, with a view of humans within a circular ecosystem, coexisting with other plant and animal species
- Maintain ambient air quality where the quality is good and improve it in other cases, in line with the provisions of Italian and European legislation

Management takes this responsibility and all suppliers must ensure their commitment to apply this sustainability policy.

Management *Guido Granchi*