Social Management System Policy (PAS 24000)

CA.GI. SRL, aware of its role and responsibilities towards its employees and the local community in which it operates, the company intends to reaffirm its commitment to progressively implementing social responsibility initiatives.

To this end, it undertakes to implement, maintain and continuously improve a Social Management System (SMS) that complies with PAS 24000.

The core values and principles of conduct that guide the organisation in managing its social responsibilities are in line with the provisions of the Company's Code of Ethics, the fundamental principles set out in the Universal Declaration of Human Rights, the ILO conventions, and the applicable national and international legislation on human rights and labour.

These principles, which form the basis of our SGS, can be summarised as the following key commitments:

1. **Human Rights Policy:** a total commitment to upholding fundamental human rights and to ensuring compliance at all times with all the requirements of the PAS 24000 standard
2. **Forced labour:** to ensure that forced or compulsory labour is not used
3. **Child labour:** to ensure that child labour is not used
4. **Freedom of association:** to guarantee and promote freedom of association
5. **Discrimination and fair treatment:** promoting equal opportunities and a zero-tolerance approach to any form of abuse, discrimination or harassment of workers and their representatives
6. **Health and safety:** the protection of health and safety at work as a top priority
7. **Building safety:** to ensure healthy and safe workplaces for its employees
8. **Employment and contractual relations:** to ensure formal employment relationships and fair wages commensurate with the work carried out within the company, in accordance with the relevant legislation in force
9. **Working hours:** to ensure full compliance with working hours and rest periods
10. **Grievance mechanism:** To manage and ensure that it is possible to report any irregularities, including anonymously, and without any risk of reprisals for those making the report
11. **Business ethics:** conducting business with the utmost integrity, transparency and a zero-tolerance approach to corruption, whilst always complying with national laws and other applicable legislation

This Policy translates these commitments into concrete strategic guidelines and provides the framework for defining and periodically reviewing our **social objectives**.

We are committed to measuring our performance and striving for continuous improvement, focusing our efforts on:

- **Safeguarding health and safety:** by prioritising health and safety above all else, and by committing to actively monitoring and reducing health and safety risks in the workplace
- **Promoting an ethical supply chain:** by extending our integrity and respect for human rights throughout the value chain, and by committing to assess and evaluate the social performance of our strategic suppliers

- **Ensuring well-being and fair treatment:** ensuring that our principles of dignity and fair treatment are put into practice and recognised, whilst committing ourselves to actively measuring employees' perception of their well-being
- **Strengthening participation and dialogue:** ensuring confidence in our commitment to dialogue and protection against retaliation, through the timely, fair and confidential investigation and resolution of all reports and complaints
- **Developing skills and awareness:** ensuring that all staff receive adequate and ongoing training to fully understand the principles, risks and implications of the Social Management System

To ensure the implementation of this Policy, senior management formally undertakes to:

- To provide the human, technical and financial resources necessary to achieve the defined objectives
- Ensure full compliance with all applicable legal, contractual and regulatory requirements
- To strive for continuous improvement in our social performance
- Communicate this policy at all levels of the organisation, make it available to relevant stakeholders and publish it on its website

This policy is communicated by the organisation to all staff and relevant stakeholders; it is also published on its website, www.cagipackaging.it, and is available to anyone who requests it.

This social policy is dynamic and will be reviewed annually by senior management in conjunction with the Social Management Committee (CGS), which is responsible for its implementation. If necessary, it will be amended to reflect changing needs or circumstances.

Approved by,
Top Management
Date: 13 October 2026

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