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	INTEGRATED POLICY			
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## Brescia production site

AEB S.p.A. promotes values of sustainability, environmental protection, social responsibility, worker safety, food safety, and product and service quality, through an ongoing commitment to develop a sustainable company system with respect to its stakeholders, as an element of culture aimed at increasing the awareness of all collaborators to the achievement of the Company's mission and objectives, with a sustainable, concrete and measurable approach, involving collaborators and, progressively, also suppliers in this process. The definition of the substantial aspects and tools for achieving the objectives is pursued through the adoption of an integrated management system, in compliance with ISO 9001, ISO 22000, ISO 14001, ISO 45001 and SA8000.

AEB S.p.A. has adopted an Organisational Model 231 in order to prevent the main risks of crime applicable to its reality and the Code of Ethics of conduct, a fundamental tool for cultural growth for its workers and transparency towards all stakeholders.

AEB S.p.A. undertakes to define the tools to ensure that employees are put in a position to perform the tasks for which they are qualified, making clear the influence that the activities performed by the individual have in achieving the planned results. AEB S.p.A. has defined, within its organisation, the tasks of each person and the instructions necessary for the production of safe products. To this end, the Management undertakes to make resources available for the planning and application of procedures, based on the best technical standards, that promote the continuous improvement of the System and company processes.

AEB S.p.A. firmly believes in the importance of a correct and transparent management of its human resources, suppliers and collaborators in compliance with the principles of Social Accountability established in the SA8000:2014 Standard, committing itself to:

- not use child labour or forced labour;
- respect applicable national legislation, international conventions and recommendations, including resolutions of international bodies such as the ILO and the UN;
- respect freedom of association and the right to collective bargaining;
- oppose all forms of discrimination and unequal treatment based on race, nationality, religion, disability, gender, sexual preference, trade union membership, political affiliation;
- condemn all conduct that is illegal and in conflict with dignity or physical and/or moral integrity;
- fully and impartially apply the national collective labour contract to all employees, paying the established remuneration on time and paying all the relevant contributions
- guarantee the protection of maternity and paternity, as well as of the disadvantaged;
- promote and improve the conditions of safety and physical and mental well-being of its employees;
- involve suppliers of goods, activities and services in social responsibility, requiring their commitment to comply with all the requirements of the reference standard;
- develop and extend information, communication, education and training processes for the qualification and professional growth of employees and promote dialogue with stakeholders.

The GRS (Group for Social Responsibility), with members representing workers and management, carries out risk assessments, monitors compliance, and proposes and collaborates on specific improvement actions.

AEB S.p.A. systematically defines and plans performance, innovation and improvement objectives to which it commits with this Policy, according to the following guidelines:

- Quality: promoting digitalisation in internal and customer communication, enhancing customer support services and customer satisfaction assessment techniques, strengthening Group coordination in the application of improvement policies and strategic guidelines.
- Occupational Health and Safety: improve the study and impact of manual handling of loads, improve the intensity and safety of internal vehicle traffic, optimise the conditions of industrial work environments and awareness of the contribution of individual behaviour on safety.

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- **Social Responsibility:** protecting the dignity of workers, developing a working environment that enhances the professional growth of its "human assets", ensuring the improvement of skills and expertise, well-being and respect for their rights.
- **Environment:** promote the adoption and extension of the use of renewable resources, increase the use of recyclable materials and recycled materials by contributing to circular economy projects, improve energy consumption performance, reduce water consumption, monitor its carbon footprint.
- **Food safety:** improve training and awareness of the individual role of workers, improve internal logistics conditions, strengthen the qualification system of suppliers of raw materials and services that impact on food safety. Research and evaluate all possibilities for improvement in order to propose a service that is continuously able to ensure the production, packaging and distribution of products that are safe from a health and hygiene point of view. Management is committed to promoting a culture of quality and food safety through continuous training, awareness-raising and constant monitoring.
- **ESG:** promote the qualification of suppliers according to environmental and social sustainability criteria, promote the development of its human resources and awareness of their contribution to sustainability with targeted training actions and sustainable development projects, define a carbon footprint reduction plan and structure a corporate sustainability reporting system according to the main international standards, consistent with the UN SDG's. Define measurable indicators and targets for ESG initiatives identified in the sustainable development roadmap, based on the pillars of customer, employee and community focus and verified by careful governance.

The results are monitored with a governance model that involves all management.

AEB S.p.A. considers the adoption of certified systems or the demonstration of an adequate and documented attention to sustainability a qualifying factor in the selection and evaluation of suppliers, promoting a common commitment.

AEB S.p.A. maintains an active system of context analysis, risk analysis, emergency preparedness and response, implementing a plan for the protection of public health, the environment and food safety. Each employee undertakes to protect the confidentiality of the Company's information and know-how, in compliance with the regulations on the processing of personal data. The adequacy and conformity of the Integrated System is ensured by systematically carrying out internal audits and by accredited Certification Bodies. The Management periodically verifies the Integrated System, as well as its Policy, to ensure that they remain suitable and adequate, measuring the degree of efficiency and effectiveness in improving processes. The Management is committed to ensuring that the Policy is disseminated and understood by all stakeholders and to training, sensitising and empowering its employees and stakeholders to ensure that business processes are understood and managed appropriately to achieve the best results. To ensure maximum involvement in achieving the objectives, the Management has defined the necessary roles and responsibilities in the organisational chart.

AEB S.p.A. also promotes the use of internal reports as opportunities for improvement, in order to prevent or reduce non-compliance and risk situations. Through the management of the actions taken, it is possible to focus on the continuous improvement of the integrated system.

Reports and complaints concerning the workplace or non-compliance with the SA8000 Standard can be made through channels that guarantee the confidentiality of the reporter's identity, as provided for in the 231 Organisational Model. AEB S.p.A. has introduced the whistleblowing report management platform as a transparency tool for employees and all stakeholders. Whistleblowing reports can be registered at the following web address: <https://whistleblowing-aeb.digimog.it/#/>

SA800 reports can also be sent:

- to CISE (Centre for Innovation and Economic Development) email: [info@lavoroetico.org](mailto:info@lavoroetico.org) , phone: 0543713314;
- to SAAS (Social Accountability Accreditation Service) mail at [saas@saasaccreditation.org](mailto:saas@saasaccreditation.org) or at: 15 West 44th Street, 6th Floor, New York, NY 10036 - Tel: (212) 391-2106 Fax: (212) 684-1515.

**This policy is made available to the public and to all employees.**

*SimonPietro Felice*  
Chief executive officer