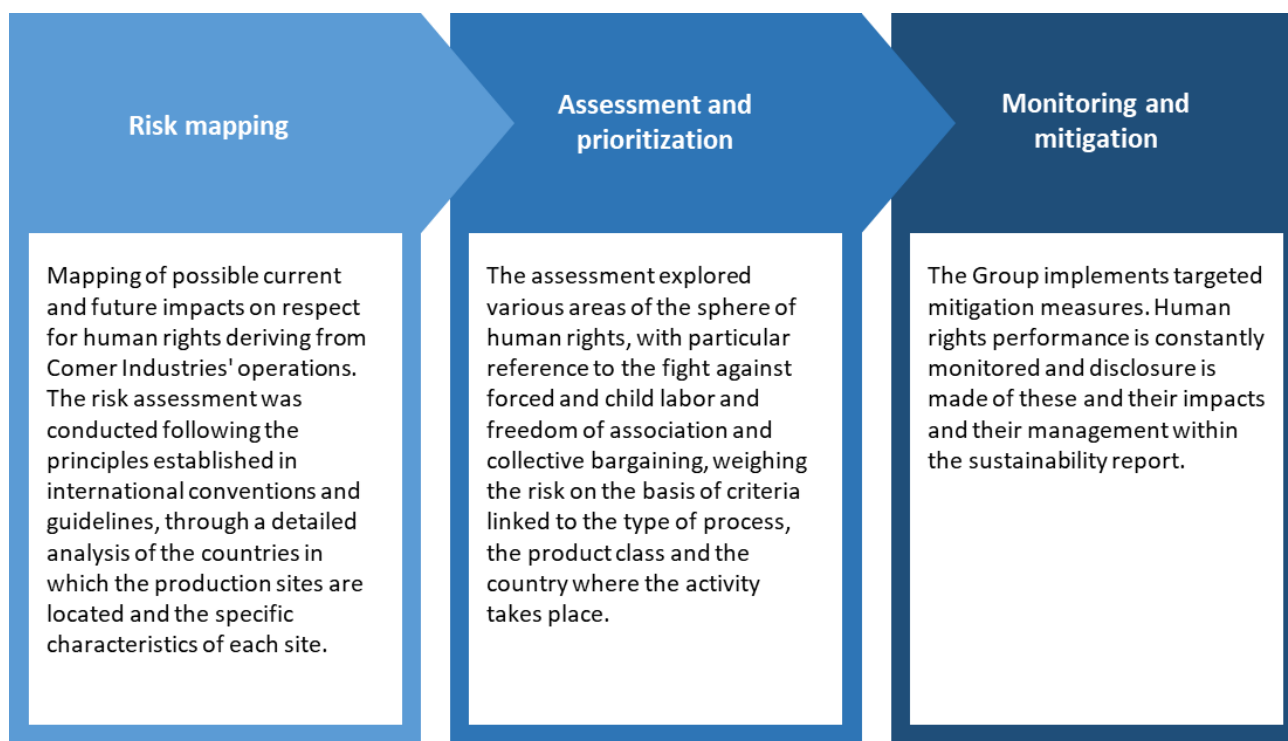




HUMAN RIGHT IMPACT ASSESSMENT & DUE DILIGENCE

In 2023, the risk assessment activity on sensitive processes within the Group was completed, based on the Global Compact guidelines, highlighting the main areas on which to focus regulatory and training preventive activities.

The due diligence process is implemented according to the following steps:



Through interviews, document checks, and field inspections, internal processes were analyzed at 100% of the sites, conducting a screening related to forced and child labor, modern slavery and human trafficking, discrimination, freedom of association and collective bargaining, health and safety at work, working conditions and hours, impacts on local communities, and privacy.

Furthermore, a due diligence process regarding the respect of human rights was consolidated, involving the entire supply chain and also incorporating the mandatory requirements expressed in the German Supply Chain Act, one of the most advanced regulatory frameworks in this area, while anticipating the provisions contained in the upcoming EU Corporate Sustainability Due Diligence Directive (CSDD).

To date, the analysis has not revealed any critical situations or processes exposed to a significant risk of human rights violations.