SUSTAINABILITY POLICY

The Clerprem Group believes that there is sustainable development only if the value generated is shared with its stakeholders, aware that its business strategies must be based on the need to reconcile the aspects linked to the cost-effectiveness of production, respect for the environment and the possibility to ensure fair social progress.

The commitment of the Clerprem Group for sustainable development is summarized in these points:

- *Respect for Human Rights, also required by its suppliers.*
- *Adoption of regulations and procedures to ensure that relations with its collaborators, customers and suppliers, local communities and institutions, representatives of the public and private sectors, are based on compliance with the rules and correct social and commercial ethics.*
- *Development of its business for the economic growth of the company and to guarantee employment and fair wages and benefits.*
- *Strengthening of the link with the territory in which their plants operate, respecting the needs of local communities.*
- *Limitation of its environmental impacts through the responsible use of energy resources, water and raw material, the optimization of its production cycles and the valorisation of waste, adopting management and control systems to guarantee the effectiveness of its actions.*
- *Protection of health and safety at work of staff working at their facilities, providing suitable structures and working conditions, in appropriate environments, promoting training and information activities.*
- *Implementation of work practices based on fair treatment, non discrimination, equal opportunities and the growth of professional skills, counteracting child labour and young workers, ensure the compliance with working time regulations and contracts, guarantee freedom of association and collective bargaining, counteracting harassment, in accordance with the principles established by the ILO against all forms of slavery.*
- *Promotion of its principles to suppliers.*

Carrè, July 2021

The President

Gian Roberto Marchesi