Corporate Social Responsibility and Human Rights Policy

Our commitment at Cestaro Rossi & C. S.p.a. is to ensure integrity and impartial collaboration in all areas of our activities and relationships. For this reason, attention to Social Responsibility and respect for Human Rights are fundamental in conducting our business activities. In order to effectively ensure the well-being of people, we support and comply with the United Nations Universal Declaration of Human Rights and the principles of the Fundamental Conventions of the International Labour Organization. Our commitment to the protection of Human Rights is periodically renewed by adhering to the Ten Principles of the UN Global Compact and by implementing a clear Sustainability Vision with strategic commitments to achieve the relevant Sustainable Development Goals. As proof of this commitment and the absence of negative events related to human rights, working conditions, the environment, and corruption related to our activities or services, Cestaro Rossi & C. S.p.a. promotes transparency by preparing specific sustainability reports.

We believe that our employees and collaborators are a strategic resource whose rights in the workplace must always be safeguarded, in full respect of the dignity, freedom, and diversity of each individual. Therefore, in all our activities, we pursue the fundamental values of the following principles governing Human Rights.

1. Child Labor

Cestaro Rossi & C. S.p.a. condemns child labor. The Company strictly respects the minimum age limits permitted by law in the countries where it operates and punctually verifies the age requirements of job candidates through the systematic checking of identity documents to prevent any abuse.

2. Forced and Compulsory Labor

Our organization condemns all forms of labor exploitation or forced labor. The Company ensures that all personnel perform their work on a voluntary basis and strictly refrains from:

- Retaining original identity documents of personnel.
- Retaining part of the personnel's salary as a form of deposit or bond.
- Restricting the freedom of workers to leave the workplace at the end of their shift.
- Restricting the freedom of workers to terminate their employment contract, provided they give the notice agreed upon by contracts or by law.

3. Freedom of Association and Collective Bargaining

We actively promote freedom of association and collective bargaining. We guarantee personnel the right to form trade union representation organizations, interacting with such delegations in a climate of constructive collaboration and ensuring the absence of any preclusion or obstacle to the exercise of such rights.

4. Discrimination and Equal Opportunities

Cestaro Rossi & C. S.p.a. condemns all forms of discrimination. We guarantee an inclusive environment and the absolute absence of prejudice based on race, caste, nationality, religion, disability, age, gender, sexual preference, trade union membership, or political affiliation. These guarantees are applied indiscriminately to all processes of selection, hiring, promotion, definition of remuneration, and access to training, in strict compliance with our Code of Ethics.

5. Disciplinary Procedures and Respect for the Individual

Should a staff member engage in behavior that does not comply with the Code of Ethics or company procedures, fair, codified, and transparent disciplinary actions are taken. The Company treats every worker with the utmost respect, strictly prohibiting verbal abuse, psychological coercion, or physical punishment.

6. Working Hours

The Company promotes appropriate working conditions and fair working hours. We guarantee the correct management of shifts, weekly workloads, and rest periods. The use of overtime is strictly monitored to keep it below the maximum limits established by regulations; furthermore, any additional work requested of workers is always on a strictly voluntary basis.

7. Fair Remuneration

The Company condemns illegal recruitment and promotes fair wages. The use of unwritten contractual agreements is strictly excluded. We apply contracts regulated by national laws and Collective Labor Agreements (CCNL), ensuring that the wages paid:

- Always meet the legal or sectoral minimum wages.
- Are sufficient to cover the essential needs of the personnel, also providing an adequate disposable income.
- Provide an economic premium for overtime hours compared to the standard hourly rate.

Wage payments are made exclusively through secure, formal, and traceable methods (e.g., bank transfer).

8. Management Systems and Whistleblowing Protection

The total commitment to respecting human rights is bindingly integrated into our internal regulatory system (procedures and policies). Cestaro Rossi has established and applies a solid mechanism for receiving and managing any complaints and reports from personnel, designed to absolutely protect the confidentiality and identity of the whistleblower to prevent any retaliation.

9. Supply Chain

We expect our suppliers and subcontractors to respect human rights in their hiring practices and, to this end, we select collaborators who adhere to these principles and promote their development throughout the entire supply chain. To this end, the Company has structured a documented supplier qualification and evaluation process that integrates binding criteria regarding their social responsibility and worker protection performance.

10. Local Communities

We are committed to respecting local customs and traditions, supporting social integration through continuous collaboration with local communities in the geographical areas where we conduct our business activities.

SCOPE OF APPLICATION AND SHARED COMMITMENT

We urge all employees, interns, trainees, and collaborators working at the headquarters of Cestaro Rossi & C. S.p.a. and at all company sites to comply with the Social Responsibility and Human Rights Policy in their daily activities, as well as in their strategic perspectives.

Bari, 06/11/2026

The President

Dr. Fabio Dalla Serra