

The owners of Marrone S.r.l. have always found the reasons for their business to be satisfied with customer needs and a fair profit, aware that the provision of efficient services to customers has led to current market positions. They intend to operate in a sustainable way, respecting the environment and the health and safety of workers.

The management policy of Marrone S.r.l. is divided into the following points:

- 1) To assume the "Satisfaction of the Customer" and of the other interested parties as the primary value on the basis of which to orient the management and operations of the Company, measuring it systematically.
- 2) Consider suppliers an integral part of the production process.
- 3) Develop and spread the culture of quality, environment and safety.
- 4) Aim for the continuous improvement of the performance of business processes, using an *Improvement Plan* containing the objectives, indicators and related targets developed during the Management Review. Marrone pursues the continuous improvement of its performance, both in relation to product quality, environmental quality, and related to Health and Safety at Work
- 5) Ensure compliance with legal requirements, product liability, environment and occupational health and safety, as well as all compliance obligations.
- 6) Strengthening the positive effects on the environment, the containment of resource consumption and, at the same time, the protection of the environment, the prevention, elimination or reduction of phenomena that can cause environmental emergency situations.
- 7) Optimize the use of technologies and natural resources, in order to minimize direct and indirect environmental impacts, with the aim of preserving the environment.
- 8) Provide safe and healthy working conditions for the prevention of work-related injuries and illnesses, addressing the risks and opportunities present in its own and suppliers' operations.
- 9) To raise awareness and involve stakeholders, to promote and increase respect for the environment and safety at work (OSH) in order to:
 - operate in compliance with environmental and OSH legislation;
 - protect workers from retaliation following the reporting of accidents, hazards, risks and opportunities;
 - eliminate hazards and reduce OSH risks;
 - make workers protagonists, through their consultation and participation;
 - make this policy available within the organization and to interested parties, by posting it in public places.
- 10) Guarantee adequate resources (people, means, infrastructures, procedures), so that the monitoring system of all processes ensures the effective achievement of the expected results.
- 11) Marrone is also committed to complying with the social, health and safety requirements provided for by national laws, namely:
 - guarantee the freedom of association of workers and the rights for collective bargaining. These include employment contracts that do not prevent workers from joining/participating in workers' organizations and collective bargaining; access to representatives; transparent procedures for dismissal and bargaining with workers' representatives of legally recognised trade unions;
 - prohibit the use of forced labor in connection with the organization;
 - guarantee the minimum age for hiring employees;
 - ensuring equal work covering recruitment, promotion, division of labour and dismissal;
 - ensure occupational health and safety, including its documentation and reporting.

The Management is committed to constantly improving the performance of its products, both environmental and OSH-related. Therefore, it asks all company functions and suppliers to collaborate within the framework of the policy set out and their professional skills, to achieve these macro-objectives:

1. Increase customer and other stakeholder satisfaction;
2. Reduce complaints from customers and other stakeholders;
3. Improve product, environmental and OSH performance.

The company is also sensitive to ESG (Environmental, Social and Governance) issues and is committed to integrating the principles of environmental sustainability, social responsibility and good governance into its policy.

Zoppola, 6 February 2025

The Marrone Srl Management