

## SOCIAL RESPONSIBILITY POLICY

Edelweiss S.r.l. is committed to complying with the main conventions of the International Labour Organization (ILO), national legislation, and the conditions stipulated by national collective bargaining regarding:

- Freedom of association and the right to collective bargaining
- Child labour
- Underage labour
- Health and Safety
- Prevention of all forms of discrimination and abuse
- Regularity and transparency in employment contracts, recording of working hours and payment of due wages

In particular, the organization commits to:

- appointing a person responsible for aspects of Social Responsibility;
- monitoring compliance with social criteria and implementing necessary measures;
- informing company personnel, in the local language, about minimum social criteria and any other relevant information included in the reference standard (GOTS and/or GRS and Oeko-Tex Standard 100);
- maintaining records of name, age, hours worked, and wages paid for each worker;
- allowing company personnel to appoint their own representative for aspects of Social Responsibility, who can engage with Management on the status of implementation of social criteria and compliance with them;
- recording and taking over complaints from company personnel or third parties regarding the organization's compliance with social criteria and maintaining records of any corrective action taken;
- refraining from using disciplinary measures, termination of employment, or other forms of discrimination against workers providing information related to compliance with social criteria.

Furthermore, the organization commits to providing the necessary resources, technical, economic, and professional, to ensure that the objectives of the social responsibility policy, as defined in this document, are fully achieved.

This Social Responsibility Policy is communicated to all levels of personnel within the organization, and it is everyone's responsibility to actively collaborate, within their competence, in improving the management of aspects of Social Responsibility. The organization ensures, through subsequent verification activities, that this policy is understood and implemented, and that the stated objectives are pursued.

