

Foreword:

Eural Gnutti S.p.A., a leader in the aluminium industry, recognises the fundamental importance of Social Governance in ensuring sustainable and responsible growth. This policy is aligned with international standards and guidelines of the Aluminium Stewardship Initiative (ASI), which promotes ethical and sustainable practices in the aluminium industry.

1. Human and Labour Rights

- **Respect for Human Rights:** Eural Gnutti is committed to respecting and promoting human rights in all its operations, following the United Nations human rights guidelines and ILO conventions.
- **Decent Working Conditions:** Ensuring safe and healthy working conditions, avoiding all forms of exploitation, forced labour and child labour.
- **Non-discrimination:** Promoting an inclusive work environment, prohibiting all forms of discrimination based on race, gender, ethnicity, religion, sexual orientation, disability or other personal characteristics.
- **Freedom of Association:** Recognising and respecting the right of workers to freedom of association and collective bargaining.

2. Community Relations

- **Involvement of Local Communities:** Establishing an ongoing and constructive dialogue with local communities, involving them in decisions that could affect them.
- **Sustainable Community Development:** Supporting initiatives that promote the economic and social well-being of the communities in which we operate, through local development projects and philanthropic initiatives.

3. Business Ethics and Integrity

- **Integrity in Operations:** Conduct business operations with integrity, honesty and transparency, complying with all applicable laws and regulations.
- **Anti-Corruption:** Implementing strict measures to prevent and fight corruption in all forms, both within the company and in relations with business partners and suppliers.

4. Environmental Responsibility

- **Sustainable Resource Management:** Promoting the efficient use of natural resources and reducing the environmental impact of our operations, in line with ASI standards.
- **Innovation and Continuous Improvement:** Investing in innovative technologies and processes to continuously improve environmental performance and reduce carbon emissions.

5. Working Hours

- **Work-life balance:** Eural Gnutti is committed to ensure a work-life balance for employees by offering flexible working hours, remote working options and support for family needs.
- **Regulated working hours:** The company ensures that working hours comply with national and international regulations, avoiding overwork and ensuring adequate periods of rest and recuperation.

6. Remuneration

- **Fair and competitive salary:** Eural Gnutti is committed to providing fair and competitive remuneration that reflects the skills, experience and individual contribution of employees, in line with industry standards and market practices.
- **Transparency in remuneration:** Maintaining a policy of transparency in the remuneration structure, ensuring that employees are fully informed of how wages are determined and any opportunity for salary growth, also ensuring periodic review to ensure that they remain aligned with inflation and cost of living increases, thus ensuring that employees can maintain a decent standard of living.

7. Stakeholder Involvement

- **Dialogue and Transparency:** to maintain an open and transparent dialogue with all stakeholders, including employees, customers, suppliers, local communities and investors.
- **Reporting and Communication:** publishing regular sustainability reports and updates on the company's social, environmental and governance performance, according to international standards.

8. Training and Awareness-raising

- **Employee Training:** to provide ongoing training to employees on issues of social responsibility, business ethics, human rights and environmental sustainability.
- **Supply Chain Awareness:** Work with suppliers and business partners to promote sustainable practices throughout the supply chain.

Conclusion

Eural Gnutti is committed to integrating Social Governance principles into all its activities, operating in a responsible and sustainable manner for the benefit of its stakeholders and the environment. This policy will be regularly reviewed and updated to ensure its relevance and compliance with ASI standards and international best practices.

Rovato, 27/09/2024

*The General Management
(Paola Gnutti)*

