

LABOUR AND HUMAN RIGHTS POLICY

Etipack S.p.A. is committed to conducting its activities in compliance with the dignity, health, safety, and fundamental rights of individuals, promoting an inclusive, fair, and respectful workplace.

The company operates in compliance with applicable national and European regulations on labour, human rights, health and safety, as well as internationally recognized principles, including the United Nations Guiding Principles on Business and Human Rights.

This policy applies to all employees, managers, collaborators, contractors, and business partners.

Etipack S.p.A. is committed to ensuring:

- The protection of the health, safety, and well-being of workers and other individuals involved in company activities;
- Respect for freedom of association and the right to collective bargaining;
- Training and professional development opportunities aimed at enhancing skills and improving job satisfaction;
- Working conditions compliant with applicable regulations, including working hours, leave, rest periods, and contractual terms;
- An inclusive work environment free from discrimination, harassment, or offensive behaviour.

Human Rights Commitments

Etipack S.p.A. is committed to:

- Prohibiting all forms of forced labour, child labour exploitation, and human trafficking;
- Ensuring equal opportunities and equal treatment without discrimination based on age, sex, gender, disability, ethnic or national origin, religion or belief, sexual orientation, marital status, or other legally protected characteristics;
- Promoting mutual respect, diversity, and inclusion within the workplace.

Objectives

The company will monitor its progress toward the following objectives by 2030:

- Ensure full respect for freedom of association and collective bargaining;
- Increase total training hours by 10% compared to the 2025 baseline;
- Promote awareness-raising activities on diversity, inclusion, and human rights;
- Monitor and manage any reports related to discrimination, harassment, or human rights violations.

Policy Review

This policy is periodically reviewed and updated by Management to ensure its effectiveness, regulatory compliance, and continuous improvement.
Any updates will be communicated to relevant stakeholders.

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signature



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Etipack Spa
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