

CIRFOOD GROUP POLICY ON HUMAN RIGHTS, DIVERSITY, INCLUSION AND GENDER EQUALITY

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Introduction

CIRFOOD is a workers' cooperative that has chosen to follow a democratic and participatory development model based on respect, inclusion, pluralism, active collaboration, sharing and solidarity. For us cooperating means each person providing the community with their knowledge and expertise to help achieve a common goal together. Only in this way can we generate social well-being and cultural development, guaranteeing a future for the company and for new generations.

This is why, here at CIRFOOD, we constantly put the greater good above individual goals, encouraging people to share their opinions and experiences, while valuing diversity, as an opportunity for fusions and growth for everyone.

Purpose and scope of the policy

The purpose of this document is to define CIRFOOD's guidelines, principles of reference and commitments on Human Rights, Diversity, Inclusion and Gender Equality.

Promoting and implementing a culture and specific practices aimed at protecting Human Rights and promoting Diversity, Inclusion and Gender Equality are considered essential to guiding and managing evolution and innovation responsibly, in line with the principles set out in the Code of Ethics, in the Charter of Uniqueness and in CIRFOOD's Integrated Sustainability Policy, by current law, contractual provisions and standards issued by relevant international organisations (such as the 2030 Agenda for Sustainable Development and its Sustainable Development Goals (SDGs), UN Global Compact and Women's Empowerment Principles, Universal Declaration of Human Rights, UN conventions on the rights of women, on the elimination of all forms of

racial discrimination, on the rights of the child, on the rights of persons with disabilities, Declaration on Fundamental Principles and Rights at Work and the eight Core Conventions of the International Labour Organisation (ILO), ILO Convention on Violence and Harassment of June 2019, PDR 125).

The objective is to foster respect for human rights, inclusion and equality in all their dimensions, to seize the opportunities deriving therefrom and generate value by creating a working environment that:

- Affirms CIRFOOD's spirit of cooperation and openness, whereby reciprocity and respect foster the removal of barriers to facilitate smooth relations among the various stakeholders.
- Values the uniqueness of people, generating positive effects on motivation, engagement, individual performance and sense of belonging.
- Recognises and values the skills of its people, fostering staff growth and development, in compliance with the principle of equal opportunities.
- Ensures individual and organisational well-being that guarantee greater company productivity.
- Ensures gender equality in terms of the presence and professional development of women within the company.
- Protects workers' psychological and physical integrity and respects their moral personality.
- Guarantees the dignity of every individual and prevention against all forms of discrimination, abuse and harassment.
- Contributes to the achievement of the objectives set out in the sustainability plan.

Everything set out in this document applies to the entire CIRFOOD Group, namely CIRFOOD s.c. and all its subsidiaries.

General principles

CIRFOOD recognises that respect for human rights and diversity, inclusion, fairness and the protection of work-life balance are fundamental principles in value creation for the Group.

Diversity is a value that must be safeguarded and encouraged with concrete and pervasive actions in all organisational and management processes, through understanding, inclusion and appreciation of people's differences. Diversity enriches and opens the way to new ideas and new perspectives, multiplying the opportunities to generate innovative solutions. Indeed, people from different cultures, social and generational backgrounds, abilities, skills and experiences represent a distinctive value that enables exchange across multiple perspectives and allows CIRFOOD to reflect and anticipate the needs of its customers and relevant stakeholders.

The CIRFOOD Group promotes the appreciation of diversity and firmly supports the importance of a corporate culture free from any form of discrimination, monitoring risks that may arise and create an unfavourable working environment.

CIRFOOD values the importance of cooperation at all levels and in every company function, so that the culture of inclusion can be fully supported, shared and realised. In this regard, the full involvement of the various Territorial Areas, Members' Sections and Subsidiaries is essential, as the main agents of change in the territories.

The consistent application of these principles must therefore be promoted and implemented in projects and internal and external programmes, as well as in the individual behaviour of each person.

CIRFOOD also recognises that top management must be the first to commit to promoting the cultural evolution advocated by this Policy, acting as role models and examples through their daily conduct.

To this end, it is considered strategic on the one hand to encourage the adoption of inclusive behaviour by each person regardless of their role and organisational level, and on the other to incorporate and apply a perspective of inclusion in organisational decisions, in the company's strategy and in the corporate culture.

Aware that promoting a culture oriented towards respect for Human Rights, Diversity, Inclusion and Equality is a gradual process that requires an ongoing commitment and collective awareness, CIRFOOD is committed to developing processes and tools, primarily in terms of training, so that fully inclusive and fair behaviour is implemented consistently and pervasively at both the individual and group levels.

Finally, to support the process of change towards the adoption of a culture based on respect for Human Rights, Diversity, Inclusion and Equality, each Group company is committed to ensuring that governance and company processes reflect the contents of this Policy, and that each Manager adopts its guiding principles and initiatives and acts in accordance with the behaviours defined therein.

The dimensions of diversity

The CIRFOOD Group considers the following to be elements of diversity: gender, sexual orientation, age, ability, ethnicity, language, religion, political opinions, personal and/or social conditions and any other form of diversity that this Policy intends to refer to.

Gender

The company values gender balance and the elimination of all stereotypes, discrimination and prejudice in order to create the best opportunities and conditions for every person to express themselves at their best.

On a cultural level, the CIRFOOD Group promotes policies and actions aimed at fostering equal opportunities, the reconciliation of work and personal time, the sharing of family responsibilities and the removal of potential obstacles, including those related to sexual orientation.

The strong female component that has always distinguished our company's identity is already valued in people development programmes and has led to a strategic approach characterised by initiatives dedicated to talents, pay and career growth policies based on fairness and performance, aimed at ensuring gender equality through specific projects and targeted, positive actions. The company's various objectives include

increasing women's participation in programmes aimed at developing management and leadership in order to increase career opportunities while ensuring greater gender balance in positions of responsibility.

Generations

The company recognises and values integrated strategies for the development and management of the needs of the different generations that coexist within the organisation.

In this regard, taking into account demographic trends and their impacts on company turnover, policies aim to foster dialogue and intergenerational exchange. The focus is not only on the age and professional seniority of workers, but also on finding effective ways for their development, encouraging the cross-fertilisation of different social, cultural and work experiences, as well as of different abilities, knowledge and skills, both soft and hard (such as digital skills), typical of each generation.

CIRFOOD intends to be a promoter of a new culture of well-being, centred on the inclusion of people. The goal is both cultural and operational: shifting from actions limited to removing architectural barriers to enable access to places for people with disabilities to a logic of "social inclusion" that gives everyone the same opportunities regardless of sensory, cognitive and motor abilities, age and gender.

In this context, it is committed to implementing concrete measures to support the integration and inclusion of people with disabilities inside and outside the company, including through training initiatives aimed at all employees. All actions are aimed at creating fully inclusive workplaces and dining areas.

Human Rights Policy

CIRFOOD has implemented a Management System for Social Responsibility and the protection of Human Rights according to the International SA8000 standard, committing to:

- Not use child labour or forced labour
- Respect freedom of association and the right to collective bargaining
- Ensure a safe, healthy working environment, aiming for the full satisfaction of its members and employees
- Counter all forms of discrimination
- Condemn all conduct in conflict with dignity or physical and/or moral integrity
- Apply the national collective labour agreement fully and impartially to all employees, paying the agreed salary on time
- Ensure staff training and information and promote dialogue with stakeholders, including customers, suppliers and subcontractors, to ensure efficient and effective implementation of the company's integrated management system.

Diversity, Inclusion and Gender Equality Policy

CIRFOOD believes that developing a cultural model capable of promoting gender equality constitutes a driver of growth for its specific business in addition to generating “social value” appreciated in the European institutional economic context.

In accordance with the UNI PDR 125 management system, CIRFOOD therefore intends to ensure equal opportunities in all processes relating to governance, management, training and staff development and in the application of performance evaluation policies and metrics in order to guarantee fairness in all stages of the employment relationship, from the hiring process to role assignment, career development and succession plans, not to mention pay parameters.

Governance

CIRFOOD promotes the appreciation of Diversity, Inclusion and Equality in the composition of company governing bodies in the belief that plurality increases the quality of governance and the achievement of better performance.

Company processes

The CIRFOOD Group is committed to promoting the adoption of the guiding principles of the Group Policy on Diversity, Inclusion and Gender Equality in the following company processes:

1. Employer branding, recruiting, selection and onboarding

CIRFOOD selects candidates impartially and transparently, exclusively considering objective elements such as competence, experience and education with respect to the role to be filled, independent of assessments related to diversity or stereotypes. It also seeks to broaden the pool of people potentially interested in working in the company through dedicated initiatives, in cooperation with schools and employer branding initiatives, creating synergies with universities also with the aim of helping to spread an image of the Group that is sensitive to diversity and inclusion.

2. Career management

Our organisation is aware that the economic results achieved also depend on the human resources who work for it and intends to link all career development opportunities solely to the individual's results and merit, regardless of gender. For this reason CIRFOOD promotes the development of professional skills and individual talent through structured processes that respect diversity and inclusion, thereby making professional growth opportunities and positions of responsibility accessible to all according to meritocratic principles, taking into account the role performed, the related responsibilities, the outcomes of performance evaluation processes, people's potential and aptitudes, in line with company needs. At the same time, it pursues a culture linked to performance evaluation oriented towards transparency and fairness, fostering the development of a meritocratic environment through the use of management tools that support processes free from any discrimination related to diversity or possible stereotypes.

3. Pay equity

CIRFOOD ensures that the remuneration system is determined on the basis of the role performed, the areas of responsibility, merit and results and the overall quality of the contribution made to the company's performance. It therefore applies pay neutrality (both fixed and variable) with respect to diversity elements and guarantees every employee fairness and equal opportunities in terms of possible career advancement and pay increases.

4. Parenting and care

CIRFOOD understands the importance of facilitating the return of people who have been absent from work for significant periods and for any reason (e.g. maternity/paternity, illness, family care and assistance, study, etc.) and thus makes company information and updates available to the entire workforce – including those who are absent – through the internal “CIRFOOD Community” communication platform, thus facilitating people's return to the company both operationally and socially.

5. Work-life balance

CIRFOOD believes that promoting Diversity and creating an Inclusive environment are facilitated by recognising flexible forms of work organisation, taking into account specific needs and the tasks performed. It is therefore attentive to the principle of work-life balance for each person, considering their different individual working methods and schedules.

6. Prevention of discrimination and harassment

CIRFOOD is committed to promoting a healthy, harmonious working environment, rejecting all forms of discrimination, abuse and harassment, to allow our people to fully express their potential. For this reason it ensures prevention, education and monitoring.

Training and Internal Communications

CIRFOOD promotes diversity and inclusion when designing and delivering technical, managerial and leadership training, offering all staff professional training programmes without any discrimination related to diversity or stereotypes. With its dedicated training plans and internal communication initiatives it also promotes a culture focused on inclusion of diversity that facilitates acceptance, integration and full expression even by the most disadvantaged categories (e.g. those with parenting needs, caregivers, staff with disabilities, etc.).

All employees and other stakeholders are given the opportunity to cooperate by reporting any issues, suggestions and complaints concerning the Social Responsibility and Gender Equality systems using dedicated channels.

Inclusive conduct

To provide guidance on the type of behaviour that is encouraged within the company, the CIRFOOD Group draws attention to specific actions that represent concrete examples for each person in the organisation to achieve inclusion:

- Use of inclusive and neutral language in all forms of communication (verbal and non-verbal, formal and informal) and across all media (email, chat, etc.).
- The involvement of all people in meetings/working groups.
- Ensuring everyone's contribution, eliminating any constraints related to individual working methods or schedules.
- Removal of the elements that hinder the implementation of an inclusive and participatory culture and those that exclude people from company life based on individual characteristics/situations/needs.
- Actively seeking the involvement of people outside the team with different experiences, perspectives and backgrounds in order to gather a variety of viewpoints and encourage a vibrant, valuable cross-company exchange.

Chiara Nasi
Presidente

A handwritten signature in black ink, appearing to read "Chiara Nasi".