

Porto Marghera, May 2024

SUBJECT: SA8000:2014 ETHICS CERTIFICATION

We are pleased to inform you that Zintek S.r.l.'s Social Responsibility Management System is certified to SA8000:2014.

SA8000:2014 is the world's leading corporate social responsibility standard.

We have chosen to ensure our work aligns with the requirements of this standard to strengthen our role as an “ethical” business within our economic and social context, with particular focus on respect for people and market expectations.

Our business is committed to achieving SA8000:2014 social responsibility certification and maintaining it over time, to ensure we comply with the key requirements regarding workers' human and social rights.

Zintek S.r.l. considers it vitally important to enter into and maintain dialogue with customers and interested parties that share our principles and wish to work together on the topics covered by SA8000:2014.

The company's management therefore sees this approach to social responsibility as a key part of its work, and sets out the following commitments, as defined by the aforementioned standard:

- **child labour:** make no use of child labour and define remediation procedures in the event cases of child labour occur;
- **forced or compulsory labour:** ensure that all personnel at the business perform their role voluntarily, without physical, moral, or economic coercion from the business.
- **health and safety:** provide a safe and healthy workplace environment.

- **freedom of association and right to collective bargaining:** guarantee freedom in the form of association (e.g. trade unions) personnel can join, the opportunity to freely organize meetings, and the right to compliance with the national collective bargaining agreement or other forms of bargaining in use at the business;
- **discrimination:** commit to protect all personnel at the business from any form of discrimination based on race, caste, racial origin, religion, disability, gender, sexual orientation, union membership, or political opinions;
- **disciplinary practices:** do not tolerate mental or physical coercion, verbal abuse, or corporal punishment of any kind.
- **working hours:** comply with applicable laws and the relevant national collective bargaining agreement;
- **remuneration:** comply with the current national collective bargaining agreement and all applicable legal requirements.

The Management, Zintek S.r.l.
Gianni Schiavon

