

FANTI PACKAGING SRL**(siti produttivi: Giorgio Fanti Spa – ICM Spa – Venegoni srl – ESF SA)**

FANTI PACKAGING SRL declares the adoption of the following ethical statements:

- all activities are conducted inspired by the principles of correctness, transparency, legality and clarity. All business activities must be carried out with the utmost scrupulousness, honesty, loyalty and professional commitment, in compliance with laws, procedures and company regulations
- Human resources' value is protected and promoted in order to improve and increase each collaborator's skills
- Staff to be hired is evaluated aiming to figure out the best correspondance between candidate's characteristics and the profile designed according company's needs, rejecting discrimination (age, sexual preference, religion, politics) in recruitment policies or human resources management. Access to all roles and assignments is established considering skills and capabilities.
- All staff is hired with a regular employment contract. No form of irregular labour or child labour is permitted.
- Promotion of an internal climate in which employees can interact in full mutual respect.
- Commitment in managing all activities in full compliance with current legislation on prevention and workplace safety and strives to ensure a healthy and safe working environment, with the adoption of all the necessary measures

In addition, the Company ensures that such statement is communicated, understood and enforced internally, and is available to relevant interested parties, to the extend appropriate.

Casalecchio di Reno, 28/08/2023

General Manager

