

## Context

Palladio Group, a leading innovator in the production of pharmaceutical and cosmetic packaging, is committed to making Corporate Social Responsibility a central element of all those business processes that contribute to the realization of the products/services provided to the market in which it operates.

In fact the Palladio Group activities are complying with the Code of Ethics and Zero Tolerance Policy approved by senior management and are conducted in accordance with the commitments encoded by the "Charter of Values" which is an integral part of our corporate strategy and culture.

By publishing this "Policy", signed by the Managing Director, the Company issued, and reinforced, the assurance of a proper balance between social responsibility and industrial development.

Palladio Group is a socially responsible company that cares about the well-being of its people and the communities in which it operates. This is shown in initiatives in favour of diversity and inclusion, continuous improvement of working conditions, personal development programs for employees and support for social and community projects.

## Perimeter and scope of application

This policy applies to all Group companies and all functions are involved in pursuing social responsibility objectives.

## Our commitment

Specifically Palladio Group is committed to:

- the respect of the Universal Declaration of Human Rights and to the adherence to the international standards, as defined by the OECD and the UN;
- not engage in nor support the use of child labour or of young workers still in compulsory education;
- not use and do not allow the use of personnel against their will;
- guarantee to all employees a safe and healthy workplace;
- fully respect the right of workers to join and form unions and the right to collective bargaining;
- prohibit any form of discrimination, including the exclusion or preference based on race, sex, age, religion, political opinion, nationality or social class;
- treat all employees with dignity and respect;
- to ensure working hours and overtime in line with the contract's provisions;

- prohibit any misconduct that undermines the right to equal pay between men and women for the same job performed. The right to equal opportunities must also be respected in the process of recruitment or dismissal and in the event of promotion and training;
- ensure a salary at least equivalent to the standards stipulated in the contract;
- fairness, transparency and legality in dealings with suppliers and with all interested parties.

To ensure this commitment, Palladio is committed to achieving and promoting the following objectives, by monitoring them annually with KPIs published in the Sustainability Report.

- **Promotion of an Ethical Culture**

The company is committed to training all Palladio people regarding the code of ethics, and consequently to adopt behaviors based on transparency, fairness and responsibility in all corporate relationships, both internal and external. The company constantly monitors any reports and, if necessary, proposes solutions for improvement.

- **Development of an Inclusive Work Environment**

The company is committed to training all Palladio people regarding the Zero Tolerance policy that encourages cultural, ethnic and gender diversity, as well as promoting the inclusion of people with disabilities and from disadvantaged backgrounds. The company constantly monitors any reports and, if necessary, proposes solutions for improvement.

- **Improvement of Employees Wellbeing**

We are committed to creating ongoing initiatives to improve the quality of our people's working lives, such as flexible working practices, work-life balance, and promoting healthy activities.

- **Involvement in Local Communities**

Palladio Group believes it is important to promote activities that improve the quality of life in the communities in which companies operate, such as supporting educational projects, cultural initiatives, charity and corporate volunteering.

## **Governance**

- **Board of Directors**

The board of directors is responsible for monitoring compliance with corporate conduct.

- **Ethics Committee**

It is the supervisory body elected by workers, with responsibility for control and functioning of the Code of Ethics and the rules contained therein.

- CEO and General Management

They are responsible for implementing the strategy and integrating it into daily corporate operations, as well as approving the Social Responsibility Policy, as well as promoting a responsible corporate culture.

## **Responsibility**

To ensure the success of the social responsibility strategy, clear responsibilities are assigned at all levels of the company.

- CEO and General Management

Their responsibility is to assign the policy and guide it in the company strategies.

- Ethics Committee

It is responsible for monitoring the code of ethics in the company.

- HR

It deals with all training for all issues of social responsibility and with reporting.

## **Revision and update**

The policy is reviewed and updated annually to enable the company to adapt to new social needs, as well as improve overall performance.

All our Suppliers are required to comply with the "Policy" by signing the "supplier code of conduct" sent during the selection and qualifications phases to ensure the respect of those ethical principles to which Palladio Group complies.

***Chief Executive Officer***

***Dr. Mauro Marchi***

