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The Chairman fully confirms his willingness to pursue his Company Policy through the implementation and continuous improvement of the integrated Company Management System in accordance with the requirements of the UNI EN ISO 9001:2015, UNI EN ISO 14001: 2015, UNI ISO 45001: 2018, SA8000: 2014 and Legislative Decree 81/2008, aware that a correct adoption of the system can help the cooperative to grow and stand out for its commitment.

The Board of Directors and the Chairman of CFP, while persevering with the current difficult economic and political reality of the country, are always and in any case committed not only to comply with all legal obligations towards members, employees and workers, but, also through the provincial Legacoop, to work to ensure the best possible conditions on the market in compliance with the SA8000 standard: in this sense, the importance of developing a socially responsible work environment and fostering the professional growth of all workers, in compliance with all local, national and international (ILO) and human rights (UN) laws, including with regard to all stakeholders, is confirmed.

To ensure that this Policy is understood, implemented and supported at all levels of the company and by all employees, the Management has implemented the following initiatives:


- Achieve certification according to SA 8000:2014
- Carry out meetings of the Company Management and the Social Performance Team (possibly every six months but at least annually or on the occasion of situations considered critical or if requested by the union) and the periodic awareness of human resources;
- Confirm the current organizational structure in terms of human and technological resources, contract and working hours without having to resort to social safety nets
- Share with its workers the code of ethics and ethical principles of the SA 8000:2014 standard
- Display a copy of this Policy to all human resources

Finally, CFP intends to emphasize the role of its human resources, entrusting them with the task of implementing a continuous qualitative improvement in their objectives and proposing tools and ideas for the pursuit of this qualitative increase.

It is CFP's will and commitment that the principles of social responsibility are followed by all national and international suppliers involved in the supply chain of the products covered by its activity.

For this reason, CFP is committed to ensuring that the following requirements are met in the internal working environment and in the supply chain:

- **BASIC WORKING CONDITIONS:** respect for the freedom and dignity of workers and members;
  1. **CHILD AND CHILD LABOUR:** the use of child and child labour is prohibited, except as provided for by Italian legislation on child labour;
  2. **FORCED AND COMPULSORY LABOUR:** the use of forced and compulsory labour is prohibited; It is forbidden to employ personnel against one's will and to resort to any form of work under the threat of punishment;
  3. **WORKERS' HEALTH AND SAFETY:** the right to safety and health in the workplace is guaranteed. CFP, in collaboration with its customers, provides a safe and healthy workplace, pursuant to Legislative Decree 81/2008 and subsequent amendments and additions, with particular reference to a careful assessment and management of all risks and an adequate and periodically updated training program. CFP, in collaboration with customers, has defined and tested procedures for the management of emergency cases that may occur. CFP appointed the Head of the Prevention and Protection Service (RSPP) and the Workers' Safety Representatives (RLS) were elected, as well as the Competent Doctor (MC);
  4. **FREEDOM OF ASSOCIATION & RIGHT TO COLLECTIVE BARGAINING:** respect for the right to freedom of association and collective bargaining;

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5. **DISCRIMINATION:** Any form of discrimination and its support on the basis of race, social class, national origin, caste, birth, religion, disability, sex, sexual orientation, family responsibilities, marital status, trade union membership, political opinions, age or any other condition that could lead to discrimination is prohibited;
6. **DISCIPLINARY PRACTICES:** CFP ensures that staff are treated with dignity and respect. CFP does not support or tolerate the use of corporal punishment, mental or physical coercion, verbal abuse of staff, and does not allow severe or inhumane treatment.
7. **WORKING HOURS AND WAGES:** the right to a decent wage and fair working hours is guaranteed; CFP guarantees the recognition of the salary provided for by the legislation and the contract in force. Working hours must not exceed those provided for in employment contracts and agreements with trade unions.
8. **EQUAL REMUNERATION:** the right to equal remuneration for men and women for the same job is guaranteed. The right to equal opportunities must also be respected when recruiting or resigning, and in the event of promotion and training. Any form of discrimination is prohibited, including exclusion or preference based on ethnicity, social class, national origin, caste, birth, religion, disability, sex, sexual orientation, family responsibilities, marital status, trade union membership, political opinions, age or any other condition that could give rise to discrimination
9. **ETHICAL AND SOCIAL MANAGEMENT SYSTEM:** in terms of monitoring and continuous improvement, CFP is committed to:
  - Constantly update this Policy and apply all the requirements of the SA 8000 standard, as well as all national and international standards and comply with the international instruments provided for in the SA 8000 standard;
  - Guarantee in a clear and documented manner the roles, responsibilities and authorities of its human resources in its ethical and social management system in accordance with the SA 8000 standard and with reference to the current organizational structure;
  - Periodically review the effectiveness of the system and take corrective actions, if necessary, following the identification of non-conformities and preventive actions with a view to continuous improvement;
  - Ensure that personnel receive adequate training on the requirements of the standard and a system is established to monitor the effectiveness of the SA 8000 System;
  - Select and evaluate suppliers based on their ability to meet the requirements of the standard;

Modena, 18 gennaio 2024

Il Presidente