

Gallarate, 2nd December 2022

## SOCIAL RESPONSIBILITY POLICY

**ORLANDI S.p.A.** Company Policy is first of all the spirit by which Management and the Internal Staff have decided to carry out their activity, in order to deliver products and services that fully meet the demands of customers for their total satisfaction, in compliance with the current legislation and to improve over time its performance towards the environment and Stakeholders.

**ORLANDI S.p.A.** undertakes to operate in compliance with all current legislation on protection of worker's rights, health and safety at work and international ethical criteria, ensuring that all activities are carried out in compliance with national and regional laws in force and applicable to their trade, as well as to the provisions contained in international official documents and their interpretations (ILO Conventions and Recommendations, United Nations Convention on the Rights of the Child and Universal Declaration of Human Rights) and in internal regulations / company procedures.

**ORLANDI S.p.A.** has in place a Management System inspired to the continuous improvement of its performance.

**ORLANDI S.p.A.** declaring the priority importance of one's Social Responsibility recognized and certified, it undertakes to:

- disclose the Policy to its Staff, Collaborators and Stakeholders involved;
- do not use or support any form of child labor;
- promote internal relations with its employees through training and information programs;
- promote the social responsibility of our suppliers, requiring them to comply with the principles of social responsibility and evaluating new suppliers also on the basis of their ability to pursue sustainable development objectives according to the international regulations requirements;
- periodically review the adequacy of the policy, procedures and performance results with regard to the sustainable development target;
- manage non-conformities reported by employees and stakeholders regarding policy and social responsibility requirements;
- implement appropriate corrective actions to the non-conformities reported;
- make always available this Policy to the Stakeholders, through Company website publication.

**ORLANDI S.p.A.** has a position of absolute intransigence towards any form of corruption, even towards of private companies staff.

This position contributes to complying with the anti-corruption legal requirements and the commitments which the Company has voluntarily undertaken through the adoption of its own Code of Ethics.

The commitment of **ORLANDI S.p.A.** anti-corruption prohibits Staff, Partners and anyone who carries out activities on behalf of the Company from requesting, promising, offering or receiving gifts, presents or benefits, from or to subjects external to the Company, whether they are public officials or appointees by public service, government representatives, public employees or private citizens, both Italian and foreigners, such as to determine an illegal conduct or, in any case, such as to be interpreted as aimed at obtaining any advantage, even if not economic.

Orlandi Management considers all above activities as priority for carrying out its business.

The Management undertakes to promote awareness and motivation to all Working Staff and share his values through the policy publication on the company website.

**ORLANDI S.p.A.** Management System is expression of the dialogue between Management and Workers which constantly takes place with active collaboration and continuous improvement process.

ORLANDI S.p.A.  
CEO Dott. Paolo Maglie

