

Labor & Human Rights Policy

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At SAATI (including SAATI S.p.A. and all its subsidiaries), we have built our growth and success in the filtration, screenprinting and protection businesses, thanks to the competences and dedication of our people. We are a multinational company with a strong family spirit and we strive to offer a workplace where people really feel they belong with excellent working conditions and development opportunities, taking into account the specificity of each. We are committed to be recognized as an employer of choice, aligning to the Top Employers certification standards.

ART. 1. Scope

This Policy applies to all SAATI employees, approximately 1000 people spread across 9 countries and 16 sites, whether they have a permanent or temporary contract. SAATI is committed to respect all human rights not only within its own operations, but also to promote the adherence to the same principles among its suppliers and business partners.

In writing this Policy, SAATI has taken into account:

- the United Nations (UN) International Bill of Human Rights, consisting of the Universal Declaration of Human Rights, International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights;
- the ILO Declaration on Fundamental Principles and Rights at Work and the relevant applicable conventions;
- the UN Guiding Principles on Business and Human Rights;
- the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises.

ART. 2. Our principles

- **Non-discrimination and diversity, equity and inclusion** - SAATI is opposed to any form of direct or indirect discrimination on the basis of sex, gender, age, ethnic or national origin, phenotype, religion, ideology or other personal beliefs, political or trade union affiliation, sexual orientation, marital status, psycho-physical conditions, pregnancy status, maternity or paternity status, other personal, family or social conditions. SAATI promotes an environment based on respect and inclusion where every individual feels valued and has access to equal opportunities.
- **Prohibition of involuntary labor and child labor, including modern slavery and human trafficking** - SAATI opposes all forms of labor exploitation, forced or compulsory labor, child labor and all forms of abuse or mental or physical coercion, and strongly condemns all forms of human trafficking and exploitation. SAATI prohibits the

employment of young workers who have not reached the minimum legal age of work and the employment of juvenile labor in hazardous work, as per ILO conventions 138 and 182.

- **Fair wages and benefits** - SAATI offers a fair compensation everywhere it operates. Salaries are at least the same level as the minimum wage required by national laws and shall represent a living wage for SAATI's employees. SAATI provides all employees with written labor contracts and proper pay slips, providing clear and transparent information.
- **Principle of equal pay for equal work** - SAATI strives to achieve parity of remuneration between women and men for work of equal value and bases decisions on employees' career progression exclusively on the skills, experience, and professional potential that people have, and the results achieved.
- **Fair working hours** - SAATI is aware of the importance of work-life balance for its employees, recognizing their right to rest at least one day off after six consecutive working days; SAATI is aware that long working hours could increase injuries in the workplace. SAATI complies with international and local regulations concerning working hours limits and properly compensates employees for overtime hours. In any case, weekly working hours cannot exceed 60 hours including overtime.
- **Freedom of association** - SAATI recognizes its employees' right to freely establish and join trade unions and engage in collective bargaining without facing discrimination, interference, or retaliation. SAATI also actively participates in open and constructive dialogue with representatives of recognized trade unions.
- **Harassment-free working environment and protected workers** - SAATI promotes a working environment based on trust, dialogue and mutual respect. All forms of violence and harassment in the workplace are strictly prohibited, including physical abuse, verbal abuse and sexual harassment. We comply with all applicable legislation and regulations protecting workers under certain circumstances (such as pregnant and nursing female, people with disabilities, minors, students, etc.).
- **Occupational health and safety** - SAATI considers the health and safety of workers a core value and proactively maintains a safe and healthy working environment by adopting high standards of prevention, assessment and management of related risks, and by fostering and constantly spreading a corporate culture geared towards occupational health and safety, with the aim of pursuing the goals of "zero accidents" and "no occupational diseases".
- **Local Communities** - SAATI seeks to contribute to the economic wellbeing and growth of the communities in which it operates, protecting cultural and natural heritage and providing support to educational and social initiatives.
- **Privacy** - SAATI is aware of the importance of ensuring adequate safeguards to the interested parties concerned with the personal data processing operations and respects the right to privacy of all of its stakeholders, adopting adequate measures to avoid any improper or unlawful use or disclosure of such personal information.

SAATI is engaged in raising employees' awareness of this Policy, through information and training, and in conducting corporate activities with respect for human rights as it concerns, for instance, the supplier selection criteria and monitoring.

Each subsidiary within SAATI Group establishes specific priorities aligned with a tailored action plan and local conditions. Progress related to labor and human rights matters is communicated annually during the Global HR Summit to ensure comprehensive information sharing and alignment.

ART. 3. Commitments and Targets

1. Prevention of involuntary labor and child labor

SAATI establishes clear guidelines, both for internal use and external partners, on the prevention and/or remediation of child and forced labor as follows:

- Students and minors are clearly identified as such during the selection process.
- The age of workers, including students and minors, is verified by cross-checking at least two identity documents (ID card and tax/health card, driver's license, passport) and comparing the photo with the person's face.
- The protection of young employees and the prohibition of child labor must not be circumvented by fake training programs. Fake training is any form of employment of young people that does not aim to increase the knowledge and skills of the employees.
- Workers' original identity and travel documents cannot be withheld or their access restricted: copies of original identity documents can be obtained and retained for the purpose of obtaining visa renewals or to fulfill other work permit requirements, provided that timely return of such original documents to workers is ensured.
- Compliance and Awareness: Implement informative sessions for all employees on the Code of Conduct and human rights by the end of 2024. For new employees, embed these contents during the Onboarding process. Ensuring compliance of suppliers by obtaining the signature of the letter of acknowledgment and acceptance of the Code of Conduct by the 140 most relevant suppliers by the end of 2025.
- In case of any identified instances of child labor or forced labor, immediate corrective measures must be taken within 90 days of identification. In addition, appropriate support must be provided so that the children concerned can attend school until they reach the age of completion of compulsory education.

2. Working Conditions

SAATI is committed to creating a balanced and positive work environment. We believe in practices that promote a balance between work and personal life, ensuring that each member of our team feels valued and respected. We are convinced that favorable working conditions are essential to stimulate engagement, creativity, and collective success.

- Increase Employee Satisfaction: In HQ, achieve an employee satisfaction rate of 70% by 2027, measured through regular surveys and organizational climate evaluations.
- Determine objectives at global level: Analyze and elaborate objective(s) and priority/ies according to each subsidiary by 2025, using the materiality matrix analysis as a support material.
- Flexible Work: Starting in 2025, assess globally the percentage of employees benefiting from flexible work arrangements to set a quantitative target for 2026. Aim to ensure that all employees benefit from flexible work arrangements by 2030 as a long-term objective.
- Social Protection: Starting in 2025, monitor at global level the percentage of employees covered by social protection measures against income loss due to major life events, including sickness, unemployment, workplace injury, acquired disability, parental leave, and retirement. If any employees remain uncovered, start implementing measures in 2026 to aim to ensure 100% coverage.

3. Career Management and Training

SAATI is committed to developing a skilled, dynamic workforce prepared for the future by providing opportunities for professional advancement, skill enhancement, and leadership development to its employees.

Through targeted training, development programs, and a focus on internal talent and leadership, SAATI aims to ensure all employees have the tools and guidance needed to achieve their potential while driving the organization's sustained success and innovation

- Individual Performance Feedback/Evaluation: Ensure that each employee receives at least one performance interview per year through feedback tools, aiming for 100% of the employee population.
- Internal Mobility & Promotion: In HQ only, prioritize internal talent and potential ("Make" vs. "Buy" logic) by monitoring the % of vacant organizational positions assigned to existing staff instead of external candidates, with a target of over 50%. At global level, starting in 2025, begin monitoring the % of internal employees who have had professional advancement, both horizontal and vertical, in relation to the total average number of employees.
- Job Rotation Programs (Blue Collars): Encourage job rotation by having employees work in different roles or departments for set periods, allowing them to apply their competence and expertise in new contexts, to broaden their skills set, and to increase their understanding of various business functions. By 2026, develop a job rotation tool (app) for HQ. At global level, structure the existing experiences of employee's exchanges / visits into a program that promotes experiences in different subsidiaries/HQ to foster knowledge sharing and enhance group-wide expertise.

- Succession Planning: Ensure each year that all key roles are identified globally and develop/update plans to ensure coverage. Employees identified for future transitions into these positions to be involved in targeted career progression activities and training.
- Internal Mentoring & Leadership Development Programs: Promote professional development by ensuring all key people from subsidiaries have taken part in the Steward program by end 2025. In HQ, support development and engagement by offering an Internal Mentoring program (SAATI Steward) with 10/15 participants per year (open enrollment). Support female leadership and female development through the Inspiring Women Program (mentoring or coaching), by involving women in senior middle management (IW 2022-2023), women with team management responsibilities (IW 2023-24), women newly promoted to manage people, women with complex responsibilities in their role with or without direct reports, or project leaders (IW 2024-25 and following).
- New graduate Policy (HQ only): Starting in 2025, ensure each year that 100% of eligible graduates benefit from the New Graduate Policy.
- Career development Plans (CDPs): By 2026, implement a tool and procedure for creating personalized plans between employees and managers to map out career goals and skill gaps, and to define steps to achieve career growth or role changes within the organization.
- Training Plan Implementation (HQ only): Ensure alignment of training initiatives with the defined business strategy by monitoring each year the implementation rate of the training plan, with a target achievement of 90%.
- Training Plan Satisfaction & Efficiency (HQ only): measure the employees' satisfaction level with training initiatives (target >80%) and find tools that allow to put together the data on the effectiveness of the training plan with respect to the set objective (target >80%) by end 2025.
- E-learning & Online training opportunities (HQ only): By 2024, provide all white-collar employees with the opportunity to enhance their skills by accessing an online platform providing both e-learning and live courses. To qualify, employees must first discuss the course's relevance with their manager and get approval.

4. Social Dialogue

We recognize the importance of open, transparent and constructive dialogue between social partners, including employees, unions and employee representatives, management and other relevant stakeholders, to collaboratively address and manage workplace matters.

To support this, we aim to establish clear channels for constructive dialogue, promote active engagement, and set measurable goals to enhance communication across all levels of the organization. This approach allows to collectively discuss concerns and ideas, to improve working conditions, and to build a trusting and a cooperative workplace for all.

- Regular Social Dialogue Forums: At global level, establish bi-annual or annual social dialogue forums by 2025 where employees can discuss ongoing issues, raise concerns

and collaborate on shared solutions, with a goal of progressively increasing employee participation each year.

- Employee Participation in Employee Listening Processes: At HQ, increase employee participation in employee listening processes (e.g. workplace environment surveys) by 2026, aiming to achieve active participation from at least 65% of the workforce.
- Social dialogue coverage: At global level, ensure yearly monitoring of the percentage of employees covered by employee representatives and/or by collective agreements.

ART. 4. Communication and awareness training

This Policy is communicated to all employees upon their arrival at SAATI and remains accessible on the company's intranet site. Periodic reviews are conducted to evaluate the ongoing relevance of objectives, particularly in response to significant internal and external changes that may impact the Policy.

Dedicated training is provided to managers to ensure knowledge of and compliance with this Policy.

Every three years, SAATI re-enforces communication to all employees and collects acknowledgement of understanding of all Labor applicable Policies, including the Human Rights policy.

It is the responsibility of the management team of the parent company to promote appropriate monitoring actions to assess the effectiveness of initiatives in preventing and combating behaviors detrimental to the human rights.

ART. 5. Governance

SAATI's top management, supported by the Sustainability Committee, has a strategic role in the full implementation of this Policy ensuring the involvement of all personnel and of those who collaborate with SAATI, so that they express behaviors coherent with the values contained herein. The plans and performances are discussed and approved by the Sustainability Committee and are part of the Annual Impact Report, and results presented, discussed and approved by the Board of Directors.

ART. 6. Reporting violations of the Policy

SAATI encourages the recipients of this document to report in good faith, even anonymously, any act or omission by anyone at SAATI, in relations with it or on its behalf, which constitutes or may constitute a violation or inducement to violate the principles contained in this Policy. The Code of Conduct and the Whistleblowing Policy (where applicable), published at www.saati.com, sets out the procedure for submitting reports, how they are managed and how confidentiality and non-retaliation are guaranteed.

In particular, anyone who wishes to report violation of the present Policy, without prejudice to the possibility of recourse to the competent authorities, may:

- contact the HR manager of reference, the Global HR Director, the head of the department involved, or
- send an anonymous or non-anonymous report through the IT platform that can be reached through the following link: <https://saati.integrityline.com>.

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Issued by: Maria Chiara Barabino, Global HR Director

Signature: 