

OUR SOCIAL AND CORPORATE RESPONSIBILITY POLICY

Alber recognizes that a company cannot and should not base its existence solely on the pursuit of profit. Acknowledging that human resources are the "heart" of the organization and represent its greatest strategic asset, *Alber* is committed to the continuous improvement of working conditions for its employees to:

- create a socially responsible and motivating work environment;
- promote the professional growth and personal development of all employees;
- enhance their skills and overall job satisfaction.

Operating both nationally and internationally, with suppliers located in Europe and Asia, *Alber* is committed to adopting behaviors, corporate policies, and cultural values rooted in the respect and promotion of environmental, ethical, and social principles, ensuring that these are embraced throughout the entire supply chain.

Specifically, *Alber* is dedicated to fostering:

- open dialogue and engagement with individuals, ensuring their involvement in addressing and resolving challenges;
- compliance with Italian legislation, international regulations, its own ethical code, the SA8000 international standard, and the VSME ESRS standard;
- awareness among employees of relevant regulations, ensuring they are fully informed of their rights and responsibilities;
- equal treatment for all employees by avoiding any form of discrimination and valuing individual diversity to guarantee equal opportunities, regardless of race, religion, political beliefs, or sexual orientation;
- a safe and healthy working environment in the broadest sense of the term;
- freedom of association and expression for all employees, within the framework of respecting human dignity;
- remuneration and working hours that comply with legal requirements, which are upheld as a minimum standard;
- the implementation of internal and external communication tools aimed at disseminating the principles of social responsibility and sharing performance data related to compliance with these standards;
- environmental awareness among employees and other stakeholders by promoting, wherever possible, actions aimed at energy conservation, combating climate change, and respecting and preserving the environment as a whole.

Reports

All workers and interested parties, if they perceive a situation in conflict with the principles of social responsibility defined in the SA 8000 Standard, may make a report to Alber's SA8000 Representative.

Reports can be made in the following ways

- a) directly to Alber by e-mail to info@alber.it
- b) by post to Alber SpA - Zona Industriale 2, 39011 Lana (BZ)
- c) internally with form M0801 - Internal notification [SA8000] and dedicated SA8000 reporting box

Reports can also be made:

- via the whistleblowing platform accessible at: <https://tuvsud.segnalazioni.net/>
- to the TUV Certification Body by e-mail to tuv.ms@tuvsud.it - Tel 02 241301 - c/o TUV Italia Srl Via Viale Fulvio Testi, 280/6 - 20126 Milan - Italy
- to SAI/SAAS (Social Accountability Accreditation Service) - by e-mail to saas@saasaccreditation.org - Tel. +1-212-391-2106 ext. 223, ext. 204 - C/o 15 West 44th Street, 6th Floor - New York - NY 10036 - USA

Reports can be submitted anonymously. In any case, Alber guarantees that no form of discrimination is exercised on employees and interested parties as a result of reports concerning the principles of Social Responsibility.