

BETA Srl considers the social aspect of business and the related ethical responsibilities to be of great importance. For this reason, BETA Srl pursues, both in its daily operations and in its long-term strategy, the full implementation of the requirements set forth by the SA8000 Standard (Social Accountability).

Our company firmly believes in the importance of a correct and transparent management of its “human assets”, and in raising awareness among Management, suppliers, employees, and external collaborators to respect the principles of Social Responsibility through the commitment to:

- **FUNDAMENTAL WORKING CONDITIONS** Respect for the freedom and dignity of employees.
- **CHILD AND YOUNG WORKERS** (ILO Conventions 138, 148, 182) Prohibition of the use of child and underage labor in all organizational activities. The organization has never used, nor will it ever use, child labor in its work processes.
- **FORCED OR COMPULSORY LABOR** (ILO Conventions 29, 105) Prohibition of forced or compulsory labor. It is forbidden to employ personnel against their will or under threat of punishment. The organization has never adopted, nor will it ever adopt, any form of forced labor in its work processes.
- **HEALTH AND SAFETY OF WORKERS** (ILO Convention 155, Recommendation 164) Ensuring the right to health and safety in the workplace. The organization has implemented an integrated management system for Quality, Environment, Energy, and Health & Safety at Work.
- **FREEDOM OF ASSOCIATION AND PROTECTION OF THE RIGHT TO ORGANISING** (ILO Conventions 98, 135, 87) Respect for the right to union freedom and collective bargaining. The organization guarantees full compliance with the provisions of the applicable National Collective Labor Agreement (CCNL) and ensures complete freedom of association for workers within the company. Employees have appointed their representatives (both for workplace safety and for Social Responsibility).
- **WORKING HOURS AND WAGES** (ILO Conventions 02, 102, 131; Recommendation 116) Guaranteeing the right to fair wages and appropriate working hours. The organization ensures payment of wages in accordance with current legislation, sufficient to guarantee a dignified standard of living for workers and their families. Working hours shall not exceed the limits established by labor contracts and agreements with trade unions.
- **EQUAL PAY AND NON-DISCRIMINATION** (ILO Conventions 100, 111) Equal pay for equal work between men and women is guaranteed. Equal opportunities must also be respected during recruitment, dismissal, promotion, and training. Any form of discrimination is prohibited, including those based on religion, sex, political opinion, nationality, or social class.
- **DISCIPLINARY PRACTICES** (ILO Convention 29) The organization rejects all disciplinary practices not provided for by the applicable CCNL and law. When necessary, disciplinary measures are applied strictly in accordance with the CCNL, in order to maintain correct conduct towards customers, colleagues, and superiors.
- **MATERNITY PROTECTION** (ILO Convention 183) Respect for women’s right to maternity without discrimination is guaranteed, including protection of their health and safety (and that of the fetus/unborn child), as well as all leaves and safeguards provided by current legislation and the applicable national contract.
- **MONITORING AND PROTECTION OF AGENCY WORKERS** (ILO Convention 181) Supervision of employment agencies used by the organization is guaranteed. Temporary workers are provided with all rights and protections required by law, as well as support to acquire the skills necessary to exercise their rights.

- **PEOPLE WITH DISABILITIES, REINTEGRATION AND EMPLOYMENT (ILO Convention 159)**
Compliance with legislation on the employment and protection of workers with disabilities is guaranteed. The company ensures inclusion within legal limits and an effective professional development path without discrimination.
- **HOMEWORKERS (ILO Convention 177)** Compliance with legislation on home-based work is guaranteed. The company ensures, as far as possible, equal treatment with other employees in terms of minimum wage, social security, access to training, freedom of association, and collective bargaining. Appropriate measures are also guaranteed to protect the health and safety of home-based work.
- And, more broadly, the following conventions:
 - ILO Code of Practice on HIV/AIDS and the World of Work
 - Universal Declaration of Human Rights
 - International Covenant on Economic, Social and Cultural Rights
 - International Covenant on Civil and Political Rights
 - United Nations Convention on the Rights of the Child
 - United Nations Convention on the Elimination of All Forms of Discrimination against Women
 - United Nations Convention on the Elimination of All Forms of Racial Discrimination
 - United Nations Guiding Principles on Business and Human Rights
- **SOCIAL RESPONSIBILITY MANAGEMENT SYSTEM**

Continuous investment in the ethics and social responsibility management system ensures constant monitoring and effective application.

Accurate traceability of activities and organizational processes allows the identification of opportunities to improve working conditions, internal relations, and management practices, with the goal of achieving ever higher levels of transparency, fairness, and respect for human rights.

The ongoing effort to enhance worker participation, internal communication, and stakeholder engagement ensures the continuous improvement of the organization's social performance and ethical practices.

The main objective of the system is the maintenance, development, and continuous improvement of the management model, progressively aligned with the requirements of the SA8000 standard, thereby strengthening the company culture of social responsibility.

BETA Srl believes that this approach decisively contributes to improving overall management conditions and the enhancement of human assets. For this purpose, the company is committed to conveying to all interested parties, both internal and external (employees, suppliers, customers, the public, trade unions, regulatory bodies, certification body) a strong message promoting awareness, respect, and application of the requirements set out in the SA8000 Standard.

Sesto Calende, 05/09/2025

The Management
BETA Srl