

QUALITY, SAFETY AND SHARED VALUE POLICY

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1. SCOPE OF APPLICATION

This *Quality, Safety and Shared Value Policy* applies to CEME S.p.A. and all its subsidiaries (hereinafter “CEME”, “the Group”). It covers all activities and operations across the Group, regardless of geography or business function.

2. PURPOSE AND OBJECTIVES

This *Quality, Safety and Shared Value Policy* represents a core element of the CEME’s sustainability strategy, translating into practice the commitments set out in the *Sustainability Manifesto* and providing the framework through which the Group governs the material topics under the strategic pillar ‘Quality, Safety and Shared Value’.

It sets out the commitments that guide how the Group manages social impacts, risks and opportunities related to value chain workers, affected communities, and consumers and end users, defining how these aspects are addressed and integrated into decision-making and everyday operations.

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By translating into action the principles of integrity, transparency, fairness, respect for individuals, product excellence and responsibility embedded in the CEME Code of Ethics, the Policy reinforces the integration of social-sustainability considerations into the Group's management of its operations and relationships, ensuring the highest standards of quality, safety and respect for people and the communities it interacts with.

This Policy is informed by internationally recognized principles on responsible business conduct, including the commitments undertaken by CEME as a participant in the United Nations Global Compact, and is integrated into the Group's governance, management systems and procedures.

3. QUALITY, SAFETY & SHARED VALUE TOPICS AND COMMITMENTS

CEME identifies the material topics covered by this Policy based on its sustainability strategy and on a structured double-materiality assessment that the Group performs and updates periodically. These topics represent areas where CEME's operations and value chain may generate significant impacts, risks or opportunities, including health and safety across the value chain, support of local communities and customer health and safety.

CEME undertakes to manage these material topics responsibly through a set of commitments that apply across the entire Group and its value chain.

3.1 Health and Safety Across the Value Chain

CEME recognizes that workers in the value chain (as suppliers, contractors, subcontractors, logistics partners) are an essential part of its extended social footprint. The Group is committed to upholding internationally recognized human rights standards and to fostering decent working conditions throughout its supply chain. CEME expects all partners to comply with applicable laws and to embrace ethical conduct consistent with the Group's principles, as described in its *Supplier Code of Conduct*.

The Group promotes fair and safe working conditions, supports equal treatment, and rejects all forms of forced, compulsory or child labor. It also undertakes to progressively increase the share of suppliers who adopt certified occupational health and safety management systems, such as ISO 45001, encouraging continuous improvement in risk prevention and safety culture.

CEME integrates social and safety-related criteria into supplier evaluation and qualification processes, including auditing where appropriate. When adverse impacts are identified, CEME works with business partners to provide or enable effective remedy. The Group also supports the availability of accessible channels for raising concerns and ensures that those who use such mechanisms are protected from retaliation.

3.2 Support of Local Communities

CEME recognizes that meaningful engagement with communities is essential to maintain trust and support shared value creation and strives to maintain strong and respectful relationships with the communities in which it operates.

The Group regularly engages with local stakeholders to identify potential impacts and explore opportunities for creating shared value. CEME collaborates with schools, technical institutes

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and universities to support educational and training pathways, contributing to the development of future skills and enhancing employability in local territories. The Group also invests time and resources in solidarity initiatives and community-support projects, working with local organizations to address social needs and strengthen community well-being.

CEME seeks to ensure that the interests and perspectives of local communities are considered in its activities, fostering a constructive and transparent dialogue.

3.3 Customer Product Quality and Safety

Ensuring product quality and safety is central to CEME's identity and long-term success. The Group is committed to designing, manufacturing and distributing products that meet the highest standards of performance, reliability and regulatory compliance. CEME upholds a rigorous quality management model across its operations and aims to maintain or obtain ISO 9001 certification for new Group sites as part of its commitment to continuous improvement. Furthermore, the Group ensures full compliance with Food Contact Materials (FCM) quality standards, as many CEME products are conceived to control and manage fluids such as beverages and drinking water. CEME releases declarations of conformity for all products subject to FCM requirements and applies a dedicated Good Manufacturing Practice (GMP) manual to ensure that production processes, hygiene standards and designated manufacturing areas meet the highest product-safety expectations.

CEME prioritizes transparent and accurate communication to customers, ensuring that product information is complete, truthful and accessible. The Group adopts responsible marketing practices and avoids any form of misleading communication. It also protects the confidentiality and integrity of customer and user data through robust privacy and information-security processes.

The Group actively monitors customer satisfaction and strives to achieve positive results in customer audits, as an expression of the trust placed in CEME's products and systems. Mechanisms are available for consumers and end-users to voice concerns, and CEME ensures that such concerns are addressed promptly and responsibly.

4. TARGETS AND MONITORING

CEME is committed to setting short-, medium- and long-term targets for each of the material social topics identified in this Policy. The actions and targets are stated and built together inside CEME's sustainability strategy. Progresses toward these targets are monitored regularly and documented annually in the Sustainability Progress Report.

In line with the objectives of this Policy, CEME publishes its sustainability reporting on a yearly basis, providing transparent disclosure of its social performance – related to health and safety across value chain, support of local communities and customers health and safety -, as well as its strategic direction over the medium and long term. This approach ensures accountability and enables the Group to actively track and manage its impacts, while continuously improving its sustainability practices.

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5. GUIDING PRINCIPLES AND REFERENCE FRAMEWORK

CEME reconfirms its full adherence to the principles and values that constitute the foundations of the United Nations Global Compact. Furthermore, the document is inspired by the principles and values set out in the UN Guiding Principles on Business and Human Rights and the International Bill of Human Rights, the Declaration on Fundamental Principles and Rights at Work of the International Labour Organization (ILO), the conventions of the World Health Organization (WHO), and the Guidelines for Multinational Enterprises of the Organisation for Economic Co-operation and Development (OECD).

6. ROLES AND RESPONSIBILITIES

The implementation of this Policy is a shared responsibility across the entire CEME organization. To ensure its effective execution, clear roles and responsibilities have been defined and embedded within the Group's governance structure:

- **CEO:** formally approves and signs the Policy, and guarantees the consistent and continuous application of its principles across all business areas and processes;
- **Group Chief Quality & Sustainability Officer:** ensures that adequate resources are available to support the implementation of the Policy, and that its principles are integrated into Group-level decisions and activities;
- **Enabling functions (e.g. HR, HSE, Legal):** ensure that activities at both central and local levels are aligned with the principles of the Policy, supported by continuous monitoring of sustainability data and timely reporting of any issues.

7. UPDATING AND SHARING

This Policy is subject to regular review and updates, reflecting changes in regulatory frameworks, stakeholder expectations, and strategic priorities. It is communicated across the organization and made available to all internal and external stakeholders through the Group's web site.

CEO Signature

Alessandro Perrotta



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