

## SUPPLY CHAIN POLICY

The MAIRE group (“**the Group**”) invests in strategic long-term collaborations geared towards maximizing value for stakeholders. The Group is therefore committed to selecting suppliers and contractors based not solely on economic and financial criteria. It carefully evaluates, without discrimination or prejudice, characteristics such as technical and organisational ability, financial solidity, and the suitability to carry out the required activities, by respecting national and international legal standards relating to the protection of Health, Safety and Environment, Human Rights, and labour practices.

In particular, the Group defined its procurement process according to the following commitments to:

- implement stringent suppliers and contractors’ selection and assessment in compliance with the principles outlined in the Code of Ethics and those concerning the fight against corruption, terrorism, the receiving of stolen goods, money laundering and all forms of illegal trafficking or exploitation;
- contribute to the social and economic well-being of a territory by supporting local employment, strengthening local suppliers, developing local skills and capacity, enhancing local entrepreneurship, transferring know-how and technologies and prioritizing the employment and training of local personnel;
- contribute to the improvement of the Group’s environmental footprint regarding the sourcing of materials, products and services through the promotion of policies aimed at the efficient use of natural resources, the adoption of renewable energies, and the reduction of waste and greenhouse gas emissions;
- ensure the implementation of fair labour practices and working conditions, guaranteeing health and safety standards, in line with the HSE Policy, and the correct selection, management, development and training of personnel, in line with the Human Resources Policy;
- ascertain the respect of fundamental human rights, condemning any form of forced and child labour, in accordance with the International Labour Organization (ILO) conventions and the Group’s Human Rights Policy;
- establish transparent, fair and collaborative relationships with suppliers and contractors, with mutual commitments clarified and governed by appropriate contractual terms and in accordance with all applicable laws;
- promote a supplier performance evaluation system geared toward continuous improvement;
- pursue common goals with strategic commercial partners also through a fair distribution of risks and opportunities.

The Group renews periodically its commitment to the Ten Principles of the UN Global Compact and implements a clear Sustainability Vision closely linked to the business strategy, with specific commitments for each Sustainable Development Goal.

The Group encourages its suppliers and contractors to apply the same criteria in the conduction of their business, including in their own sourcing process, with the aim of stimulating and promoting respect for the principles and values in this Supply Chain Policy across the entire supply chain.

Alessandro Bernini

Chief Executive Officer

