

## MILLBO S.r.l.

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## POLITICS ETHICS

Millbo considers as a priority objective of its policy the full satisfaction of the needs of customers and employees and compliance with hygiene and safety standards in its activities. For this reason, Millbo considers ethical policy as the foundation of its operational and management strategies.

Millbo undertakes to ensure that its activities are conducted in full compliance with the provisions of the law and the provisions of the codes and / or regulations on safety and workers' rights.

The company strives to ensure that the development of its activities is sustainable and compatible with the needs of protection and safety of workers and is oriented towards continuous improvement of the ethical management system, maintaining a fair balance between social and economic responsibility.

In this sense, Millbo:

- considers its staff as its greatest asset: it guarantees their rights and supports their professional and personal development
- considers its suppliers fundamental both for the realization of quality and for the safety of its products
- supports dialogue with trade unions while respecting the rights and wishes of its staff
- does not use the employment of children or support child labour in accordance with national and international laws
- does not resort to or support any form of forced or compulsory labour
- It does not apply or support forms of discrimination based on race, sex, social class, national origin, caste, birth, religion, disability, sexual orientation, family and maternity responsibilities, marital status, trade union membership, political opinions and any other form of discrimination.
- guarantees and imposes rules of conduct that ensure respect for the individual dignity of each person by prohibiting all forms of physical and mental coercion, corporal punishment and severe or inhuman treatment, including verbal abuse.
- conforms to the working hours established by the trade union agreements and does not exceed in any way the 60 hours per week
- respects the minimum wage defined by collective labour agreements
- ensures that suppliers meet the requirements of the previous points

To implement this program and monitor its performance, Millbo has set itself the following objectives:

1. control and minimize the incidence of accidents at work
2. increase employee satisfaction over time
3. make this policy public and accessible at all levels of the company

The Management provides all human and economic resources in order to allow the maintenance and achievement of the objectives expressed in this ethical policy.

13/01/2026

Millbo S.r.l.

CAP. SOC. € 1.600.000 i.v.

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