Corporate Social Responsibility Policy

This policy applies to MER MEC S.p.A. and all its subsidiaries.
MER MEC Group strongly believes that there can be no Development to the detriment of the Environment, Human Rights and Ethical and Social practices.
To this end, each Group company undertakes to:

Principles of the U.N. Global Compact

Implement, communicate and promote, within their spheres of influence, the ten principles of the UN Global Compact:

Human Rights

- Respect for universally recognised human rights;
- Make sure that you are not, even indirectly, complicit in their abuses.

Work

- Supporting the freedom of association of workers and recognising the right to collective bargaining;
- Eliminate all forms of forced and compulsory labour;
- Eliminate child labour;
- Eliminate all forms of discrimination in employment and occupation.

Environment

- Support a preventive approach to environmental challenges;
- Undertake initiatives that promote greater environmental responsibility;
- Encourage the development and dissemination of environmentally friendly technologies.

Fight against Corruption

- Counter corruption in all its forms, including extortion and bribery.

Sustainable Development Goals (SDGs)

Contribute to the achievement of the Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda for Sustainable Development, including these objectives in the Business and development processes and life cycle management of processes, products and services placed on the market, as well as implementing continuous improvement programmes, promoting research and innovation, decarbonisation and the establishment of sustainable production and consumption models.

CSR Committee

Establish a CSR committee, drawing from staff functions including HR, Finance, Marketing, as well as from the Business management staff of the Group Companies, aimed at the involvement and increase of awareness of company staff and other stakeholders, internal or external, through the promotion and implementation of CSR initiatives in the different areas ranging from family and

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	personal support of the employee, environmental sustainability, social inclusion policies, financing and effective support of external voluntary associations.
Management Systems	Implement management systems according to international standards including ISO 14001, ISO 27001, ISO 37001, ISO 45001, SA8000, ISO 30415 and national standards such as UNI/PdR 125, aimed at a systemic and systematic implementation of business processes useful for achieving CSR objectives.
Sustainability reports	Periodically report on the results achieved also through the publication of Sustainability Reports.

True and faithful copy of the Italian Version

Monopoli, 23/12/2025

Ruggiero Delcuratolo
MERMEC Group Managing Director

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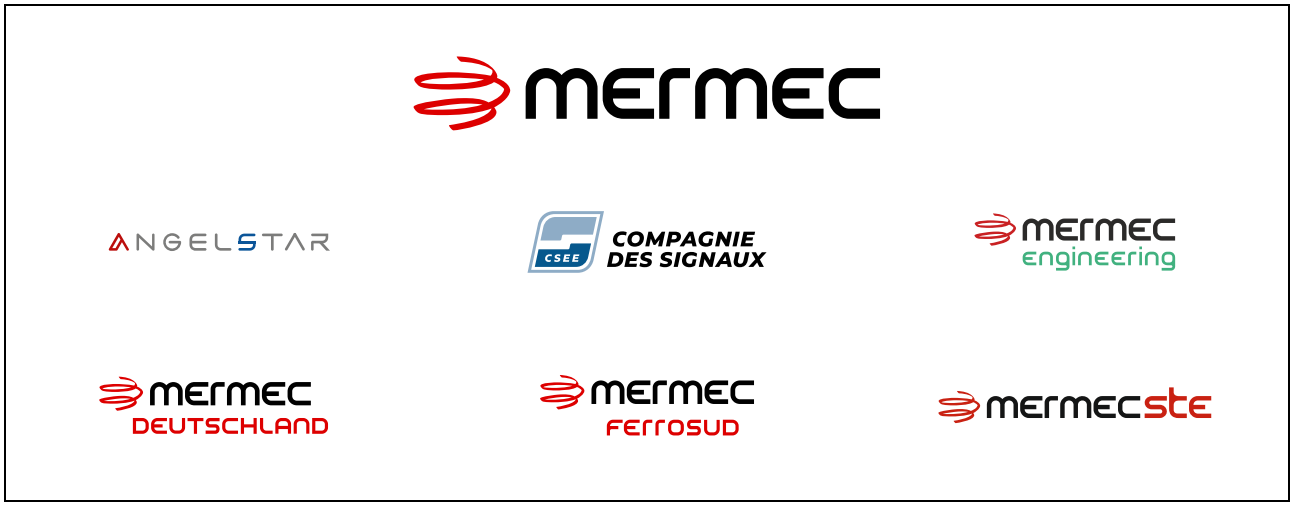
MER MEC Group



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