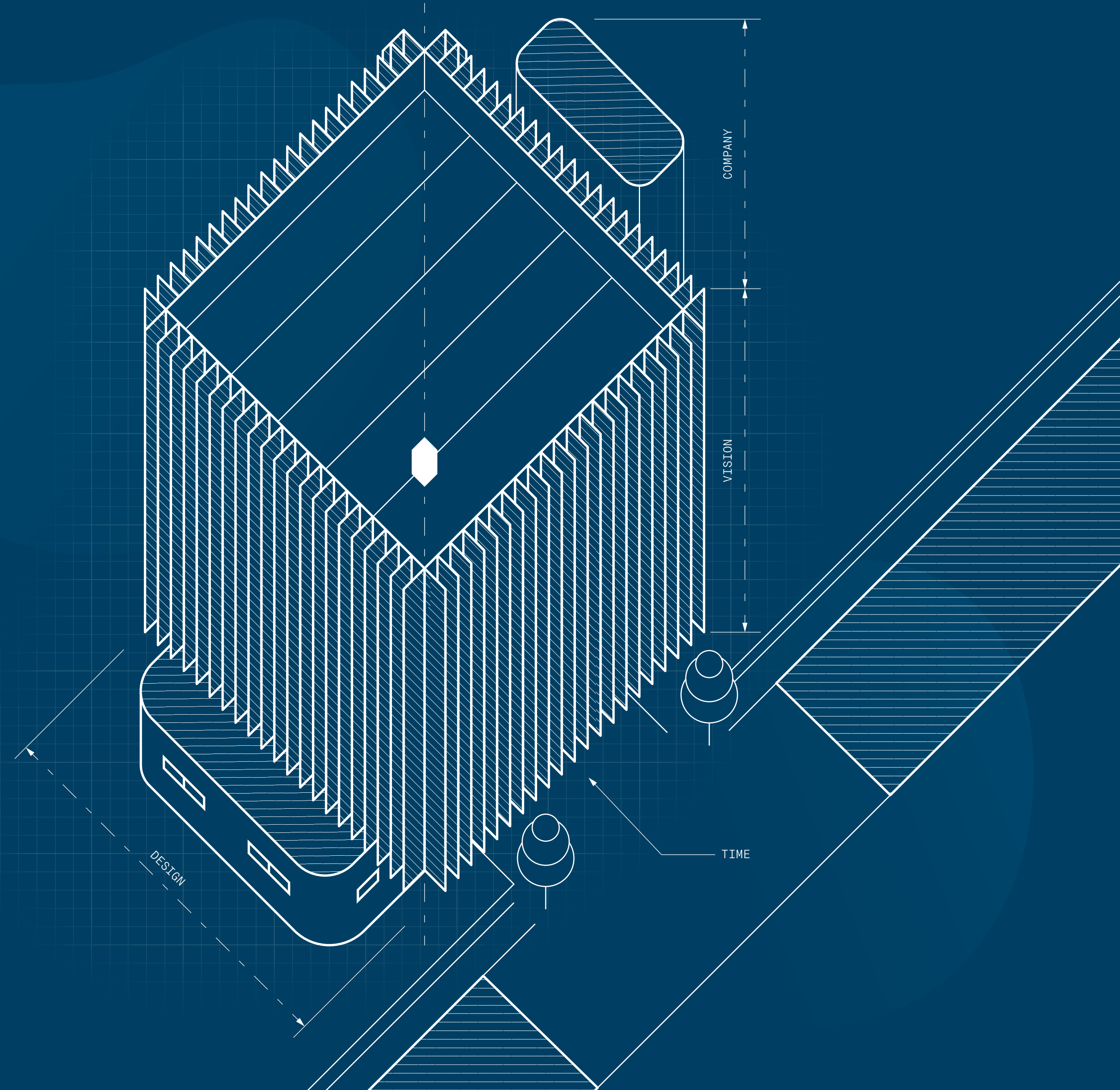
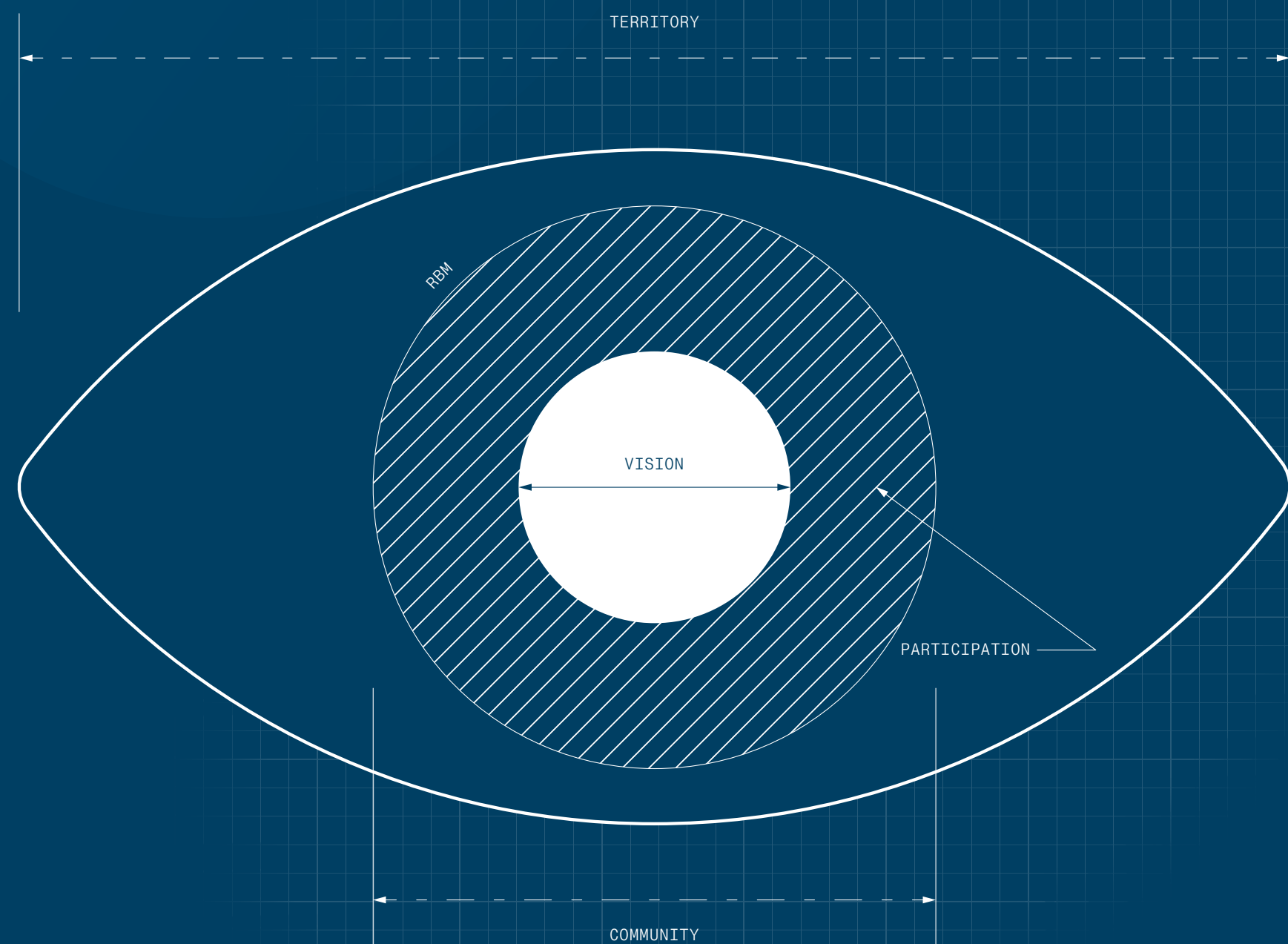


Inclusion, Well-being, and Social Responsibility Policy



Inclusion, Well-being, and Social Responsibility Policy



RBM is committed to promoting a culture of solidarity, inclusion, and social responsibility, both within the organization and towards the community. We believe that our success depends not only on financial performance, but also on our social impact, our attention to employees, and our ability to contribute to the well-being of the society in which we operate.

RBM also promotes constructive and transparent dialogue with its employees and trade union representatives, recognizing that active participation and effective communication are essential to employee well-being and the success of the company.

Scope

This policy applies to RBM S.p.A. in its entirety, including all its Italian offices, representative offices, and other permanent establishments located abroad, as well as to all employees who work permanently in Italy and abroad at such offices and facilities, in countries such as France, Belgium, and Romania.



Responsible Parties

This policy was **drafted** by the following members of the HUB ESG of RBM S.p.A.:

HEAD OF EXTERNAL RELATIONS

EHS MANAGER

CHRO

ESG MANAGER

It was subsequently **approved** by:

GENERAL MANAGEMENT

CHAIRMAN OF THE BOARD OF DIRECTORS

Update

This document must be **updated every two years.**

Overall Objectives

1.

Promote social inclusion and diversity within the company.

2.

Support employees through well-being, training, and development programs, as well as improve internal communication and constructive dialogue with them and their trade union representatives.

3.

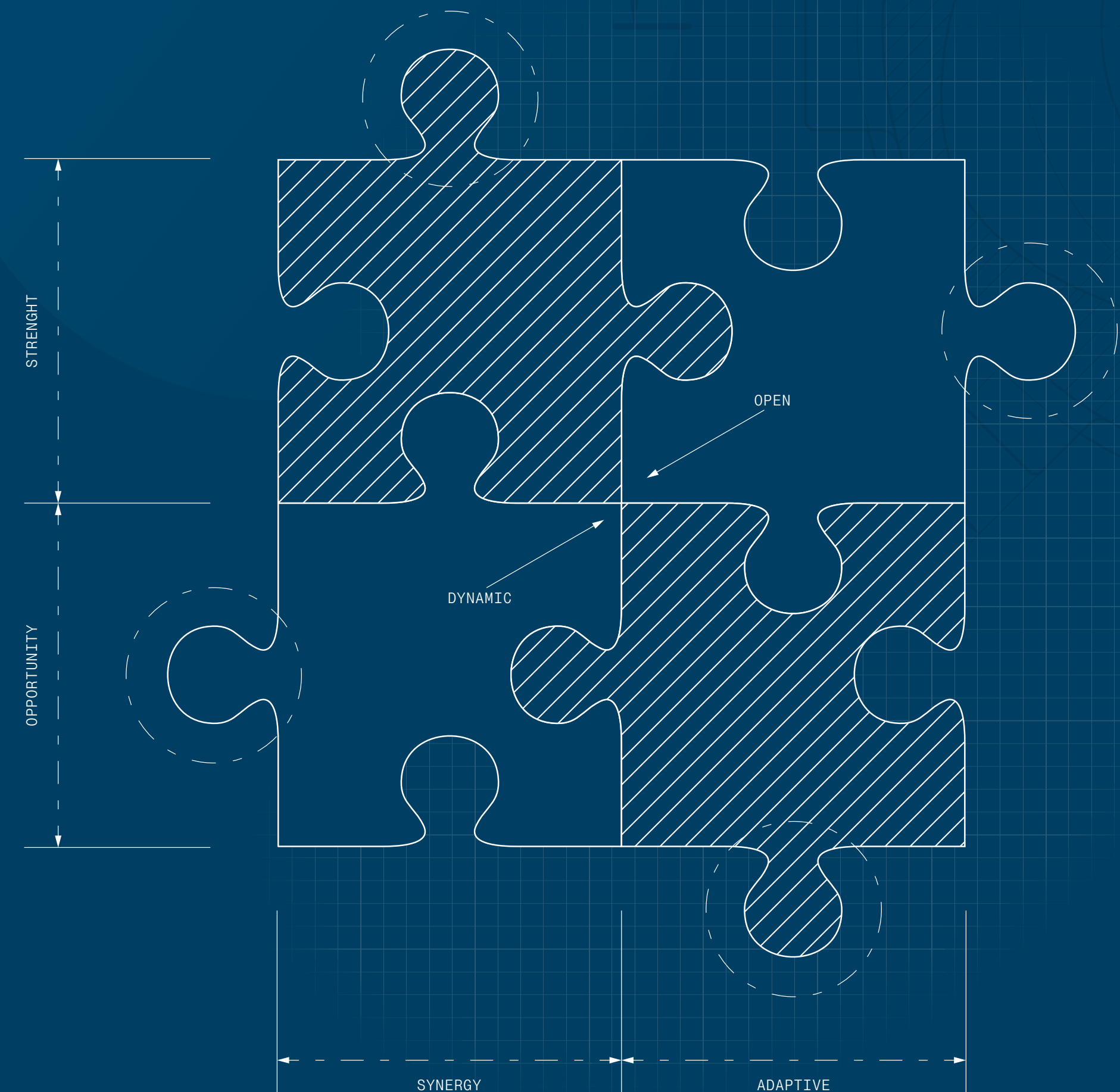
Actively contribute to the improvement of the social and cultural conditions of the local community.

Inclusion and Diversity

RBM S.p.A. recognizes and embraces diversity in gender, ethnicity, ability, religion, sexual orientation, and cultural background.

The company is committed to creating an inclusive work environment also for people with disabilities, both within the organization and through strategic collaborations with external cooperatives.

Our goal is to build a workplace where every employee feels valued, respected, and an integral part of the company community.



Inclusion and Diversity

OBJECTIVES

- Ensure that **at least 50% of the Board of Directors are women.** This objective was achieved with the appointment minutes of the shareholders' meeting of 08/01/2024 and must also be maintained in future appointments.
- **Ensure the appointment of at least one female statutory auditor** within the Board of Statutory Auditors at the first expiration of the supervisory body. This composition must also be maintained in subsequent appointments.
- **Increase the share of women in senior positions** by 10% by 2026 compared to 2020.
- **Implement a diversity and inclusion training program for all employees,** ensuring that by 2025 at least 60% of staff are trained and by 2026 coverage reaches 90%.
- **Obtain UNI PDR125 gender equality certification** by 2024 for the Italian sites.
- Ensure that the **ratio between employees with disabilities and the total number of employees** (referring to the Italian sites) is equal to 7%, or any other percentage that may be required by binding regulations. This objective, already achieved, must be maintained over time.
- **Ensure that the ratio between employees with disabilities and the total number of employees at the sites in France and Belgium complies with the local regulations in force,** should the obligation to hire people with disabilities also be required for these sites in the future.

Inclusione e Diversità

ACTIONS

- **Organize seminars and workshops to raise employee awareness** on inclusion topics.
- **Adopt impartial recruitment policies** and, where possible, given equal skills and remuneration, **give preference to the hiring of women.**
- **Constantly monitor the situation at the various sites and the local regulations in force.** If it is not possible to achieve the inclusion objective through the direct hiring of employees with disabilities, the company will collaborate with cooperatives and specialized entities to facilitate the employment of people with disabilities.
- For the purposes of **UNI PDR125 certification**:
 - establish an annual expenditure budget dedicated to the activities necessary for obtaining and maintaining the certification;
 - Appoint the Gender Equality Committee by March 2024, ensuring the presence of top figures capable of acting effectively on the project;
 - Analyze company KPIs and identify areas for improvement by September 2024;
 - Undergo an audit by an accredited certification body by 31/12/2024.

Well-being and Support for Employee Development

We ensure continuous training opportunities and fair classification in line with contractual rules, promoting a safe, healthy, and inclusive workplace that fosters a balance between professional and private life and constructive dialogue.

Well-being and Support for Employee Development

OBJECTIVES

- **Ensure that 100% of employees are classified and regulated by an applicable National Collective Labor Agreement (CCNL);** this objective, already achieved, must be maintained over time.
- **Ensure a safe and healthy workplace,** preventing accidents and promoting both the physical and psychological safety of employees, through regular risk assessments and adequate personal protective equipment.
- **Ensure a rate of “serious accidents” equal to 0%;** this objective, already achieved, must be maintained over time.
- **Reduce voluntary turnover** through effective retention policies.
- **Promote the internal growth of employees** in the event of turnover, **enhancing internal talent** and reducing the need to resort to external resources.
- **Increase average training hours per employee by 20%** by 2026 compared to 2022, ensuring the continuous development of technical and cross-functional skills.
- **Ensure on-the-job training for 100% of new hires,** supporting rapid operational integration and the practical acquisition of required skills.
- **Promote work-life balance.**

Well-being and Support for Employee Development

ACTIONS FOR HEALTH AND SAFETY AT WORK

- **Carry out periodic risk assessments** in all departments and workstations.
- **Update assessments in the event of significant** changes in processes or equipment.
- **Organize mandatory training courses on occupational health and safety** for all employees.
- **Provide periodic updates on safety procedures and risk prevention.**
- **Provide appropriate PPE** for the various tasks.
- **Monitor and limit overtime hours.**
- **Organize regular meetings between Management and union representatives** on strategic topics, safety, training, and working conditions.
- **Provide training to managers** on effective communication, conflict management, and labor relations.
- **Promote mental health programs**, including free psychological counseling for employees by 12/31/2026.

Well-being and Support for Employee Development

ACTIONS FOR THE GROWTH AND TRAINING OF EMPLOYEES

- **Identify internal talent and prepare them for future roles** through mentoring and targeted training programs.
- **Annually plan a dedicated budget for continuous training**, with monitoring of per capita hours.
- **Offer technical and cross-functional training courses**, delivered in person, online, or in blended format.
- **Develop a structured onboarding program**, including support from a tutor or mentor.
- **Regularly monitor the need for training in the various offices and company departments and the related progress.**

Well-being and Support for Employee Development

ACTIONS FOR THE QUALITY OF LIFE OF COLLABORATORS

- **Implement flexible working hours and remote working policies** to ensure better work-life balance by 12/31/2024.
- **Organize summer camps** - for Italian sites - **in collaboration with local organizations**, offering leisure and educational opportunities to employees' children by 2024 and maintain this initiative in subsequent years as well.
- **Provide scholarships to employees' children**, supporting their educational path, by 2024 for Italian sites and by 2025 for sites in France and Belgium, maintaining this initiative in the following years as well.
- **Organize cultural events**, such as exhibitions, shows, and other artistic activities, **accessible free of charge to employees** at Italian sites by 2024 and maintain this initiative in subsequent years as well.

Sustainability and Commitment to the Community

The company is committed to actively contributing to the social and cultural growth of the community through volunteer initiatives and social responsibility projects.

OBJECTIVE

Support at least 4 local charitable or educational projects in the three-year period 2024/2026.

ACTIONS

- **Establish partnerships** with NGOs and local organizations **to support projects that foster social inclusion and improve living conditions** in neighboring communities.
- Establish agreements with the local community to **promote cultural, solidarity, and inclusion events, contributing to the growth of the social fabric.**
- Collaborate with social cooperatives and local organizations that promote the **inclusion of people with disabilities.**

Communication and Transparency

Transparent communication of our performance is a core value for RBM. We are committed to publicly disclosing data on our initiatives and the progress made towards the defined objectives.

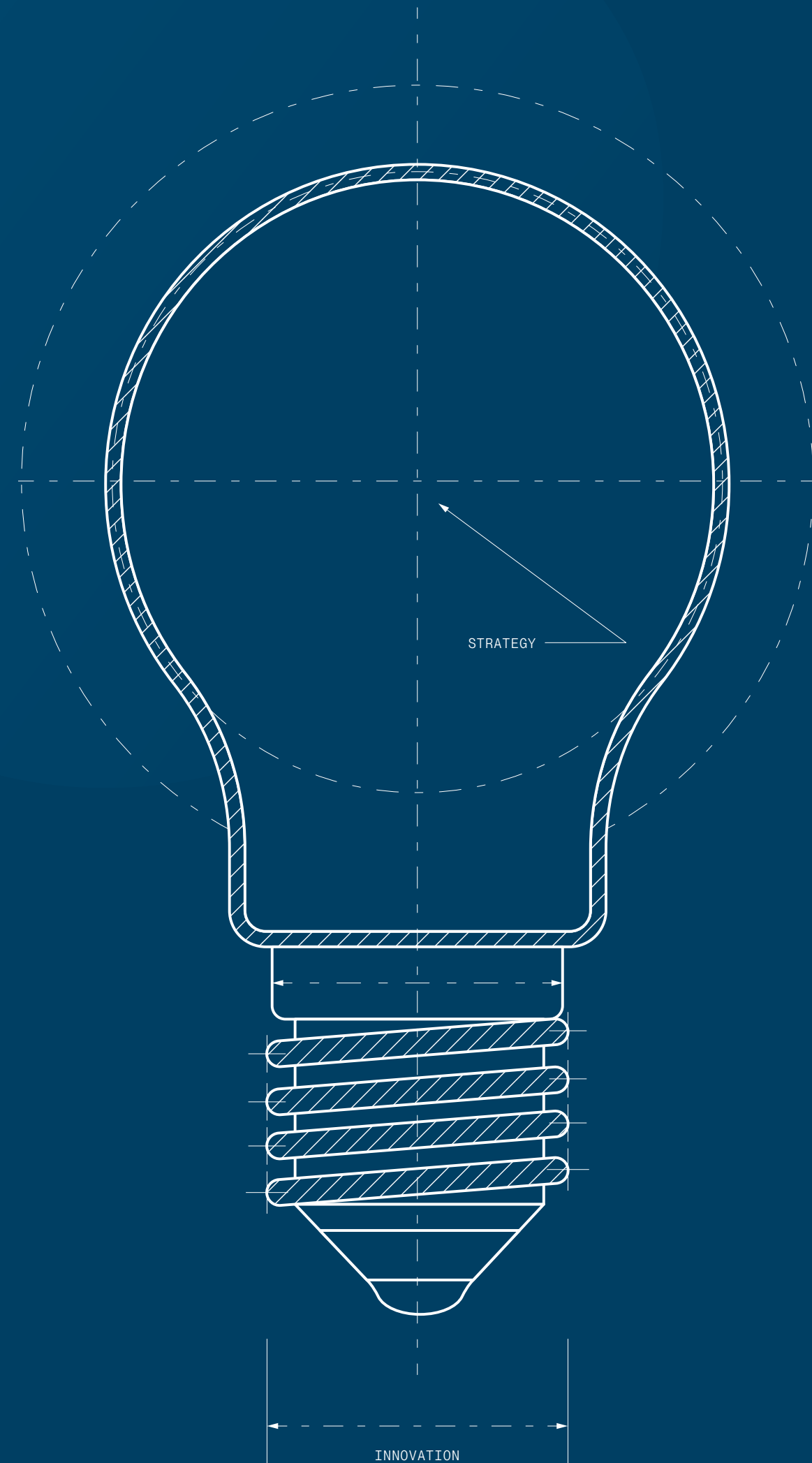
OBJECTIVE

To publish, starting from the 2023 fiscal year and then annually, a **Sustainability Report detailing the progress achieved with respect to the given objectives.**

ACTIONS

- **Collect and analyze data each year for the identified KPIs.**
- **Publish a transparent report on progress and future initiatives.**

Final Considerations



“

RBM is committed to promoting an inclusive, safe, and motivating work environment, valuing internal talent, the professional development of employees, and constructive dialogue with union representatives.

At the same time, we actively contribute to the well-being of the local community through social, cultural, and educational initiatives. The objectives defined in this policy will be constantly monitored to ensure continuous improvement and a positive impact on the company and society.

”

A handwritten signature in white ink, appearing to read 'Guido Bossini'.

Guido Bossini



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