



## SOCIAL RESPONSIBILITY POLICY OF RAIN S.P.A.

The Management of Rain S.p.A., following the decision taken on 15/07/2021 to equip itself with an Environmental Policy document, thought it opportune to also equip itself with a document in which its **Social Responsibility** is also recognised, involving workers and other interested parties in the creation of the new management system.

By adopting the aforementioned management system, the company commits itself to comply with all the Social Responsibility requirements of the national laws in force, applicable to its sector of activity and operations, and the provisions of international instruments.

In addition to the focus on social responsibility requirements, the company intends to pay special attention to the involvement of key stakeholders - such as workers, customers, institutions - so that they can actively participate in the realisation of the social responsibility system, together with the ownership and management of the company.

In particular, the guidelines for the implementation of the Social Responsibility management system are as follows:

1. **Child labour:** only workers who have reached the age of 15 and are not subject to compulsory schooling are employed in the company organisation.  
The company does not and will not allow the use of child labour.
2. **Compulsory work:** all persons employed by the company perform their work voluntarily.
3. **Health and safety:** safety is placed firmly at the centre of the company's activities, in order to guarantee a safe and healthy workplace for workers or anyone else who may be involved in the company's activities. Adequate resources are allocated to help prevent accidents or other causes of danger.
4. **Freedom of association and the right to collective bargaining:** the freedom of each worker to form or join trade unions of his or her choice and the right to collective bargaining are respected.
5. **Discrimination:** equal opportunities are guaranteed for people working in the company and no form of discrimination is allowed.
6. **Working hours:** the ordinary working week is 40 hours, in line with the provisions of the National Collective Agreements. Overtime work is only carried out in exceptional short-term economic circumstances.
7. **Remuneration:** each worker receives remuneration that is proportionate to the quantity and quality of his or her work and is in any case sufficient to ensure a decent existence for himself or herself and his or her family.

As far as disciplinary procedures are concerned, a disciplinary code is currently being adopted, which describes existing disciplinary practices and aims, while respecting personal integrity, to foster respect and a spirit of cooperation among workers.

Furthermore, in order to realise and make the social policy effective, the company intends to have a supplier/subcontractor and sub-supplier control plan in place: procedures will be defined and implemented to select suppliers on the basis of their ability to meet the requirements listed above.

The modalities of an internal review will be defined as a management tool to periodically verify the effectiveness of the implemented system and to assess its adequacy and appropriateness.

In addition, during the planning phase of the system, the roles of the persons with the necessary authority to carry out the activities envisaged in the company organisational chart will be defined, and workers will be able to elect their representatives so that they can mediate between the needs of all workers and those of the company management.

The latter will then appoint its own Social Responsibility Manager, who will be responsible for ensuring compliance with and implementation of the new management system.

The review will take place annually.

Cerro Maggiore, 15 December 2023.