

SA8000 POLICY

PharmaNutra S.p.A. aligns corporate objectives with its ethical principles, aware that social responsibility represents an added value for organizational development.

PharmaNutra S.p.A. certified, on a voluntary basis, for the SA8000 Standard adheres to a participatory business management model, in which dialogue between corporate leadership and staff is encouraged, favoring a climate of collaboration within the organization and supporting communication between the Company and its external stakeholders with a view of transparency.

Aware of the importance of developing a socially responsible work environment and promoting a professional growth of all employees, in compliance with the fundamental principles established by the Universal Declaration of Human Rights, the ILO Conventions and in compliance with the national and international laws in force on human rights and labor indicated in the SA8000 Standard, PharmaNutra S.p.A. undertakes to ensure compliance with the following requirements:

- Avoid and/or discourage child labor
- Avoid and/or discourage forced or compulsory labor
- Monitor and guarantee the health and safety of workers in the workplace
- Guarantee freedom of association and the right to collective bargaining
- Avoid or/disincentivize the establishment of discriminatory practices
- Monitor the correct and fair application of disciplinary practices
- Ensure working hours consistent with what is defined by current regulations
- Monitor that remuneration complies with the contracts stipulated and current regulations
- Promote the organization and growth of the Company Management System

PharmaNutra S.p.A. undertakes to ensure that the principles of the SA8000 Standard are also understood along its supply chain. In this sense, PharmaNutra S.p.A. is committed to promoting dissemination and monitoring compliance with these principles by its suppliers, encouraging its business partners to take a proactive role in this context, in the belief that this commitment is an essential element to ensure business competitiveness.

The Management is committed to ensuring that the Social Responsibility Policy is disseminated and understood by all personnel, fully involved in the path undertaken by PharmaNutra S.p.A., also ensuring the absence of any discrimination or retaliation against employees and/or other interested parties who provide comments, recommendations, reports or complaints regarding the workplace and/or potential non-compliance with the SA8000 Standard.

Date:
13/06/2025

Chairman
Dr. Andrea Lacorte