



ETHICAL POLICY

Salumificio Pedrazzoli S.p.A. incorporates the values of diversity, inclusion, and gender equality into its activities, in accordance with the **UNI PdR 125:2022** guidelines. It bases its identity on respect for the law, integrity of behavior, and social responsibility, considering them essential tools for achieving corporate objectives. This vision translates into a constant commitment to protecting human dignity and eliminating all forms of discrimination—whether based on race, nationality, religion, age, disability, sexual orientation, or gender—at every stage of the employment relationship, from hiring to retirement.

- The company recognizes human resources as its strategic engine and is committed to ensuring transparent and neutral selection processes. Recruitment is guided exclusively by objective criteria related to professional attitudes and skills, actively countering gender bias through the use of non-discriminatory language and refraining from questions relating to the private sphere.
- The principle of equity is reflected in a remuneration policy that ensures compensation compliant with national collective agreements and parameters based exclusively on professional abilities, without gender-related disparities. The company promotes transparency through clear information on contractual conditions and company benefits.
- Aware of the importance of work-life balance, Salumificio Pedrazzoli adopts organizational flexibility measures to support parenthood and caregiving activities. This commitment is manifested through the granting of leave, flexible hours and, where possible, smart working, while ensuring that leave periods do not hinder career progression.
- In addition to guaranteeing a healthy and safe work environment that complies with the best risk prevention technologies, the company declares "**zero tolerance**" toward all forms of violence, harassment, or bullying, whether physical or verbal. Secure and anonymous reporting channels are provided to report suspected violations, protecting the whistleblower from any retaliation.

These ethical principles extend beyond company borders, influencing relationships with customers and suppliers. The selection of commercial partners occurs on the basis of objective criteria and requires the sharing of the same ethical and social standards.

The document is drafted in line with the Environmental Policy and reaffirms the company's commitment to respecting the principles provided by current legislation and international reference standards (2030 Agenda for Sustainable Development, Universal Declaration of Human Rights). To better identify and value the

specific peculiarities of each person, the organization has identified the following four main areas of diversity and inclusion:

- **Gender:** Commitment to countering discrimination related to gender or gender identity, promoting respectful behavior, and reducing gaps.
- **Age and Generational Diversity:** Providing personalized training and investing in the professional development of all generations.
- **Cultures and Ethnicities:** Promoting an intercultural vision and openness to change and innovation.
- **Disability:** Favoring the inclusion of people with disabilities through training and suitable roles.

OUR COMMITMENTS

- a) Provide training on inclusion and diversity to overcome stereotypes.
- b) Raise awareness of respectful language and maintain zero tolerance for violence and harassment.
- c) Promote job inclusion by removing cultural and organizational obstacles.
- d) Guarantee work-life balance through flexible hours and agile work.
- e) Inform and sensitize staff on opportunities for parents.
- f) Raise awareness among staff and external stakeholders on Diversity and Inclusion.
- g) Promote a transparent and inclusive environment throughout the resource life cycle.
- h) Offer equal opportunities by valuing individual skills.
- i) Pursue gender equality and female empowerment at all levels.
- j) Ensure equal gender representation in panels and events

Data

10.03.2026

La Direzione di Salumificio Pedrazzoli S.p.A.

Salumificio Pedrazzoli Spa

Via San Giovanni, 16
46020 San Giovanni Del Dosso MN
Tel 0386 757332
Fax 0386 757268 commerciale
Fax 0386 757438 amministrazione
www.salumificiopedrazzoli.it
info@salumificiopedrazzoli.it

N°R. I. 01592090201 - R.E.A.MN .168927 - Capitale sociale Euro 1.200.000,00 i.v. - Fax 0386 757268 commerciale Fax 0386 757438 amministrazione