ESG POLICY

(Environmental, Social e Governance)

ESG DEFINITION AND PURPOSE

ESG stands for Environmental, Social and Governance and refers to three central factors in measuring sustainability within **Jodovit's** strategies.

This concept is the cornerstone of the company's sustainable and responsible investment.

SCOPE OF APPLICATION

The ESG Policy has been drafted according to the procedures, strategies and policies defined by Jodovit and applies to the entire organisation and all stakeholders.

SUSTAINABILITY GOVERNANCE

In preparing the ESG Policy, the general principles of the UN Universal Declaration of Human Rights and the International Conventions were considered in order to promote a healthy and sustainable world economy.

ENVIRONMENTAL POLICIES

Using renewable energy

Jodovit favours the use of energy derived from renewable sources, with the aim of reducing atmospheric emissions.

Energy efficiency measures

Jodovit implements energy efficiency measures for greater economic and environmental sustainability, with constant plant maintenance and energy redevelopment projects associated with building renovations.

Conscious use of materials

Jodovit promotes the conscious use of materials, favouring reuse and the use of recycled materials, to safeguard natural resources.

Waste valorisation

Jodovit is increasingly leaning towards the ecological transition with waste recovery and sending to specialised processing centres.

Preservation of water resources

Jodovit aims to use only raw materials with a positive impact while respecting biodiversity. In particular, the focus is on the constant reduction of waste and the conscious and responsible use of water.

SOCIAL POLICIES

Equal opportunities

Social policies encompass all corporate decisions and initiatives that have a social impact. This includes elements such as respect for human rights, attention to working conditions, gender equality and the rejection of all forms of discrimination.

Community relations

Jodovit recognises the centrality of stakeholders and their expectations, making strategic and operational choices with the aim of ensuring sustainable development over time.

Employee satisfaction

Jodovit considers the well-being and sense of belonging of its workers to be fundamental. For this reason, it has implemented a set of economic, health, educational and social initiatives for its employees and their families, aimed at improving the work/life balance, such as vouchers, conventions, training courses, etc..

Training

Jodovit promotes the professional growth and development of its employees, as it is considered a fundamental factor in developing and consolidating skills and in disseminating the company's values and strategies, supporting their growth and cultural evolution.

Health and safety in the workplace

Jodovit works to ensure the health and safety of each employee and those working within the company in full compliance with all applicable standards and regulations.

To this end, it is committed to spreading a culture of safety, developing risk awareness and promoting responsible behaviour by all workers

GOVERNANCE POLICIES

Ethical Standard

The Code of Ethics has the task of preventing the commission of certain offences, for which the Company, too, is called to account. It lays down a set of rules of conduct that individuals are required to observe in order to conduct themselves in a transparent and lawful manner.

Responsible business

Jodovit promotes long-term value creation for all stakeholders through balanced governance and maintaining high ethical standards for mutual growth.

Data protection and privacy for employees and customers

Privacy is an important principle to be guaranteed and safeguarded. Jodovit protects privacy by adopting standards that specify employee information and how it is processed and stored. The flow of information to third parties is also managed in compliance with the requirements and in the manner provided for by the privacy law.

Lonate Pozzolo (VA), 04 th April 2024   C.E.O.

Mirko Dell'Acqua