



Perletti S.p.A.

Supplier Sustainability Guideline

Date	Description
25/03/2025	First Issue



1. Corporate responsibility

Taking responsibility for people, the environment and society is a feature of PERLETTI's corporate culture, and we are convinced that our commitment to sustainable development creates value for our stakeholders.

The environment, health and safety, social responsibility and business ethics are therefore important components in the day-to-day work and long-term strategic planning. The ambition is to contribute to a better environment and to reduce climate impact, satisfy society's requirements and expectations, and generate business opportunities.

2. The basis for our sustainability work

Laws, guidelines, international standards, global objectives and voluntary initiatives form the foundation for our sustainability work.

3. Your role as a Supplier to PERLETTI

We are committed to work with business partners who adhere to our values, and we acknowledge proactive sustainability work. PERLETTI therefore expect our tier 1 suppliers to establish and maintain appropriate management systems and actively review, monitor and modify their management processes and business operations to ensure compliance with our values.

4. Environmental & Climate Change Impact

4.1 Compliance with legislation

The Supplier shall identify relevant environmental legal and other requirements and ensure continued compliance with the requirements.

4.2 Environmental management system

Environmental risks and opportunities shall be managed in a systematic way. The objective should be that any impact on the environment, that is related to the supplier's activities, products and services, should be minimized. We encourage the Supplier to implement, certify and maintain an environmental management system (ISO 14001).

4.3 Actions to reduce the climate footprint

PERLETTI is actively reducing the climate footprint across its entire value chain.

As part of this commitment, the Supplier should take actions to reduce the emissions of greenhouse gases (GHG) in absolute terms, as well as identify and implement actions to reduce risks that are caused by climate change.

Our suppliers should be prepared to work together with PERLETTI to reduce our mutual climate footprint.

5. Health & Safety and Emergency Preparedness

5.1 Compliance with legislation

The Supplier shall identify relevant legal and other requirements which are related to health, safety and emergency preparedness and ensure continued compliance with the requirements.

5.2 Health & Safety management system

Health and safety risks shall be managed in a systematic way. Risks shall be assessed and relevant preventive and mitigating measures shall be taken. Emergency preparedness procedures, including evacuation plans, shall be implemented and communicated.

We encourage the Supplier to implement, certify and maintain a health and safety management system (ISO 45001).

6. Workplace Conditions and Human Rights

6.1 Compliance with legislation and sound labor practices

The Supplier shall follow applicable legal requirements relating to human rights. The supplier shall support and respect the protection of internationally proclaimed human rights, and make sure that activities do not complicit in human rights abuses.



The Supplier shall:

- Not accept discrimination of any kind.
- Identify, prevent and address actual, or potential, human rights impacts.
- Respect the rights to freedom of association and collective bargaining.
- Not permit illegal or forced labor.
- Not permit child labor.
- Pay living wages.
- Provide employees with access to skills development, training, apprenticeships and opportunities for career advancement.
- Support equal employment opportunities.

7. Business Ethics Requirements

7.1 Compliance with legislation

The Supplier shall be committed to conducting its business and pursuing its interests in a legal and ethical manner. This includes, for example, applicable export and import regulations, anti-bribery laws, anti-boycott provisions, trade embargos and economic sanctions in force.

7.2 Demonstration of sound business practices

The Supplier shall demonstrate sound business practices by:

- Act in accordance with fair business, marketing and advertising practices.
- Respect property and intellectual rights.
- Not accept any form of corruption and identify risks for corruption and implement preventive measures.
- Work actively to prevent the use of the Supplier for money laundering or terrorist financing.

8. Supply Chain Practices

8.1 Responsible business practices

The Supplier shall take actions to promote sustainability and responsible business practices in its value chain.

9. How to comply with the Supplier Sustainability Guideline

9.1 Application and Implementation

The Guideline applies to suppliers, consultants, vendors, brokers, merchants, dealers, contractors, agents, and other providers of other goods and services, to PERLETTI worldwide. We expect that your company will establish and maintain appropriate management systems and controls to ensure that the company aligns with the principles set forth in this Guideline.

Suppliers will be informed about the Supplier Sustainability Guideline. We expect the Supplier to read and accept the Guideline. For Suppliers, where PERLETTI has not identified any material sustainability risks, there will be no further actions or requirements.

9.2 Non-compliance with the Guideline

Based on the outcome of the Self-Assessment, audits, and other information, PERLETTI will conclude if the Supplier has systems in place to ensure that the principles set out in this Guideline are met. If there are non-compliances, PERLETTI will, as a first step, conduct a follow up and initiate a dialogue with the Supplier. Continued failure to comply with the Supplier Sustainability Guideline may impact on the future opportunity of a Supplier to do business with us.

City, Date

Supplier's signature and stamp for approval