

Palladio Group, a leading innovator in the production of pharmaceutical and cosmetic packaging, is committed to making Corporate Social Responsibility a central element of all those business processes that contribute to the realization of the products/services provided to the market in which it operates.

In fact the Palladio Group activities are complying with the Code of Ethics approved by senior management and are conducted in accordance with the commitments encoded by the "Charter of Values" which is an integral part of our corporate strategy and culture.

By publishing this "Policy", signed by the Managing Director, the Company issued, and reinforced, the assurance of a proper balance between social responsibility and industrial development.

Assurance Consistent with its vocation of Socially Responsible Company, to promote new opportunities for development, ensuring the protection and compatible use of natural, ethical and human resources.

We strongly believe that "sustainable development" is the only form of growth without compromising the ability of future generations to continue in the same development, while preserving the quality and quantity of the natural heritage and reserves.

The respect and protection of Health and Safety at Work, Environment, forest resources and Human Rights are the foundation of operational strategies of Palladio Group.

Specifically Palladio Group is committed to:

- the respect of the Universal Declaration of Human Rights and to the adherence to the international standards, as defined by the OECD and the UN;
- not engage in nor support the use of child labour or of young workers still in compulsory education;
- not use and do not allow the use of personnel against their will;
- guarantee to all employees a safe and healthy workplace;
- fully respect the right of workers to join and form unions and the right to collective bargaining;
- prohibit any form of discrimination, including the exclusion or preference based on race, sex, age, religion, political opinion, nationality or social class;
- treat all employees with dignity and respect;

- to ensure working hours and overtime in line with the contract's provisions;
- prohibit any misconduct that undermines the right to equal pay between men and women for the same job performed. The right to equal opportunities must also be respected in the process of recruitment or dismissal and in the event of promotion and training;
- ensure a salary at least equivalent to the standards stipulated in the contract;
- fairness, transparency and legality in dealings with suppliers and with all interested parties.

The above is also supported by the Ethics Code available on our corporate website.

All our Suppliers are required to comply with the "Policy" by signing the "supplier code of conduct" sent during the selection and qualifications phases to ensure the respect of those ethical principles to which Palladio Group complies.

Chief Executive Officer

Dr. Mauro Marchi

