

STATEMENT OF ADHERENCE TO THE TEN PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT

Panini S.r.l., with its registered and operational headquarters at Via Pietro Taruffi 70, 41053 Maranello (MO), Italy, as part of its ethical, organizational and compliance governance system, hereby declares its voluntary adherence to the Ten Principles of the United Nations Global Compact, adopting them as an international reference framework for its business conduct. This Statement does not introduce any new obligations or principles, but rather provides a summary and an international representation of the values, rules and commitments that Panini S.r.l. has already formally adopted and implemented through:

- the Code of Ethics;
- the Organization, Management and Control Model pursuant to Legislative Decree 231/2001;
- the ISO 9001, ISO 14001 and ISO 45001 certified Management Systems.

HUMAN RIGHTS

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2: Businesses should make sure that they are not complicit in human rights abuses.

In line with these principles, Panini S.r.l. recognizes and protects fundamental human rights, in accordance with the Universal Declaration of Human Rights and international labour standards, ensuring dignity, moral integrity and respect for individuals in all work-related and operational contexts. The Company rejects any form of abuse, exploitation or discrimination, as provided for by the Code of Ethics and the safeguards established under the Organization, Management and Control Model pursuant to Legislative Decree 231/2001. These principles apply to all recipients of the Code of Ethics, including employees, contractors, suppliers and business partners, who are required to comply with the values and rules of conduct adopted by the Company.

LABOUR

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour.

Principle 5: Businesses should uphold the effective abolition of child labour.

Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.

In implementing these principles, Panini S.r.l. promotes decent, safe and inclusive working conditions, in compliance with applicable legislation and international standards, valuing people, diversity and equal opportunities. These commitments are implemented through the Code of Ethics and the occupational health and safety management systems compliant with ISO 45001.

ENVIRONMENT

Principle 7: Businesses should support a precautionary approach to environmental challenges.

Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.

Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.

In line with these principles, Panini S.r.l. adopts a precautionary approach to the management of environmental impacts, promotes the responsible use of resources and encourages the development of technical solutions aimed at reducing the environmental impact of its activities. These commitments are formalized in the Code of Ethics, in the environmental protocols of the Organization, Management and Control Model pursuant to Legislative Decree 231/2001 (Article 25-undecies), and in the ISO 14001 certified Environmental Management System.

ANTI-CORRUPTION

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

In line with this principle, Panini S.r.l. adopts a zero-tolerance policy towards any form of corruption and:

- prohibits corrupt practices and situations involving conflicts of interest;
- ensures transparency, fairness and traceability in relations with Public Authorities and private entities;
- ensures the effectiveness of control, reporting and sanctioning systems.

These safeguards are governed by the Code of Ethics and the Organization, Management and Control Model pursuant to Legislative Decree 231/2001.

IMPLEMENTATION AND SYSTEM CONSISTENCY

Panini S.r.l. confirms that the Ten Principles of the United Nations Global Compact:

- are already integrated into its governance instruments;
- are implemented operationally through procedures, controls and certified management systems;
- serve as a reference framework for the continuous improvement of the Company's ethical, social and environmental conduct.

This Statement therefore expresses the Company's commitment to operating in a responsible, transparent and consistent manner with universally recognized values, towards all stakeholders.

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General Management

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