

# Stakeholder Letter

## AVANTI2 SRL

Dear Partner/Organization,

This communication is to inform you that, since June 2019, the company **AVANTI2 SRL** has implemented an Ethical-Social responsibility management system in compliance with the SA8000:2014 and EN ISO26000:2020 standards.

With a view to ever-increasing attention and awareness to social and environmental aspects, **AVANTI2 SRL**, after having already obtained the FSC® COC and UNI EN ISO 9001:2015 certifications, has decided to equip itself with a company management system that establishes requirements and procedures to maintain ethically, socially and environmentally correct behaviour towards workers, suppliers, local communities, customers, consumers and all other qualified stakeholders.

Our system ensures, among other things:

1. The exclusion of child labour and monitoring so that this is also guaranteed for suppliers and subcontractors;
2. the exclusion of forced labour and monitoring so that this is also guaranteed for suppliers and subcontractors;
3. non-discrimination of workers based on sex, nationality, religion, etc. and monitoring so that this is also guaranteed for suppliers and subcontractors;
4. the commitment to comply with health and safety standards in the workplace and monitoring so that this is also guaranteed for suppliers and subcontractors;
5. the commitment to pay wages that are adequate to the local standard of living and the monitoring to ensure that this is also guaranteed for suppliers and subcontractors;
6. the commitment to compliance with environmental legislation and planning aimed at containing externalities/consumption;
7. the evaluation of the impacts that the company can have on the environment, local community and employees and the opening of dialogue channels with them;
8. respect for the principles of legality;
9. the adoption of management practices aimed at principles of correctness and transparency;
10. compliance with international standards of conduct;
11. the involvement and development of the local community;
12. the Management's commitment to preventing corruption by respecting legislative compliance and the requirements of the anti-corruption management system;
13. zero tolerance, appropriate procedures, active role of management, effective communication, constitute the reference framework for the definition and pursuit of improvement objectives;
14. encouraging the reporting of suspected cases of corruption in good faith, guaranteeing the protection of the whistleblower in every form;
15. the sanction for any form of failure to comply with the corruption prevention procedures and the contents of this company policy;
16. the commitment to continuous improvement of corruption risk management and prevention processes.

Precisely with a view to the last point and with the desire to encourage dialogue with associations, local institutions, schools, customers and other qualified stakeholders, we inform you that:

1. **A special email is active: [info@avanti2.net](mailto:info@avanti2.net) to encourage dialogue with all of you, to receive comments, suggestions, communications and also any reports.**

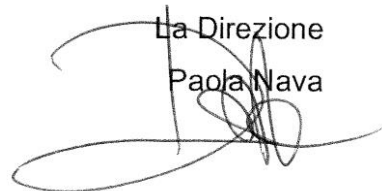
The company remains available to evaluate methods of discussion and involvement proposed by you and alternatives to the aforementioned.

We attach this corporate social policy for sharing.

Sure of your future kind and fruitful collaboration, we send our best regards

Milano (MI) 18/04/2024

La Direzione  
Paola Nava

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke at the bottom, positioned over the printed name 'Paola Nava'.