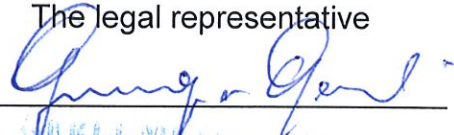


DECLARATION OF CONFORMITY TO THE SA8000 STANDARDCOMPANY NAME: GERLI METALLI SPATOTAL NUMBER OF EMPLOYEES 8

We declare that we have read the SA8000 standard and that we comply with all its requirements and with all the following paragraphs:

1. not to use child labour and in the case of employing workers under the age of 18, to allow them to attend schools and to prevent the total between school hours and working hours not exceeding 10 hours per day and not to expose them to dangerous work. In any case, young workers do not work more than 8 hours a day and do not work at night;
2. do not resort to forced labour of any kind;
3. comply with national standards and laws on worker safety, in addition to the requirements set out in point 3 "Health and Safety" of the SA8000 standard;
4. respect the right of all personnel to join trade union organizations and to comply with the relevant laws, in addition to the requirements set out in point 4 "Freedom of association and right to collective bargaining" of the SA8000 standard;
5. not to apply and not to support discriminations of any kind;
6. not apply disciplinary punishments, with the exception of those permitted by the collective labour agreement of our sector;
7. comply with the working hours established by trade union agreements and in no way exceed 48 hours per week (unless national law allows working hours that exceed this limit or a freely negotiated collective agreement is in force which allows working hours to be calculated of work on an average basis, including adequate rest periods);
8. respect the minimum wage defined by the collective labor agreements;
9. have reasonable certainty that our suppliers meet the requirements of the previous points.

The legal representative



GERLI METALLI S.p.A.
Ufficio: Viale Sabotino, 19/2 - 20135 MILANO
(STAMP AND SIGNATURE)

Date, Milano 16.03.2023