Supplier Diversity Policy

of the Zignago Vetro Group

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The Zignago Vetro Group - Introduction

The Zignago Vetro Group (hereafter also the "Group" or "ZV Group"), based in Fossalta di Portogruaro, is a leader in Italy and Europe in the production and marketing of glass containers for an extremely wide and diversified range of sectors, and in particular for Beverages, Food, Cosmetics and Perfumery. The Group's Production Sites are located in Italy, France and Poland.

It is also engaged in the collection and treatment of raw glass, from municipal waste collection, through three plants located throughout Italy and uses recycling glass as its main raw material.

Zignago Vetro is part of an industrial group led by Zignago Holding, a company that operates not only in the glass industry, but also in other sectors, including wine-making and the production of electricity from renewable sources.

In order to integrate the principles of sustainability into its Business Model, the ZV Group has decided to create an ***ESG framework.*** The ESG Policy and the Ethics Code form the cornerstones of this framework, and are designed to promote the principles of legality, fairness, equality and transparency, in addition to those of sustainability.

By establishing consistent policies, the framework also seeks to govern relationships with key stakeholders in order to share and spread these principles, both within the company and externally.

The *Supplier Diversity Policy* is a formal programme by which the ZV Group is committed to promoting and supporting the value of diversity among its suppliers, in terms of ethnicity, gender, sexual orientation, disability, and age.

The protection of human rights, equal opportunities and diversity within the Group is considered of great value as it stimulates progress, inclusion, equal opportunities, change and cultural exchange. Specifically, through the Supplier Diversity Policy, the Group seeks to involve and include suppliers representing various forms of diversity, considering such an ideal opportunity to achieve its goals in terms of equality, transparency and the fight against all forms of discrimination.

Finally, the ZV Group therefore intends to share and promote the principles of inclusion and equal opportunity with all its stakeholders.

1. Objectives

The main objectives of the Policy are as follows:

- Increase the representation of diverse suppliers
- Support local communities
- Stakeholder engagement
- Contributing to the Global Agenda

In particular, and as per the Universal Declaration's article on **Equal Opportunity and Non-Discrimination**, the ZV Group does not tolerate any form of harassment and/or discrimination based on gender, race, colour, religious belief, age, ethnic origin, national origin, marital status, pregnancy, disability, sexual orientation or any other personal status, and recognises and promotes the positive value of diversity.

Consistent with this premise and the assumptions that follow from it, the ZV Group intends to put these principles into practice by seeking to involve in its operating activity various types of workers, in the form of companies, bodies, co-operatives and associations that fall into the categories set out above.

Supplier Diversity thus aims to include different types of suppliers in the performance of typical company activities.

Diverse Suppliers, in the broadest sense of the term, are companies, cooperatives, entities, or associations run by social groups or "minorities" who are generally under-represented in a number of professional settings.

Several reasons lead the Group to more proactively seek out underrepresented suppliers in order to involve them in tenders, supplier selection processes, and business partnerships.

- **Economic equity**: By aiming to give new opportunities to different categories of providers, the Policy seeks to reduce any economic inequalities
- **Social inclusion:** as a result of new professional opportunities, the inclusion of diverse groups in the economic sphere is improved;
- **Innovation**: New types of suppliers can stimulate new solutions and ideas;
- **Reputational aspects:** a close focus on inclusiveness issues in the production chain may be viewed positively by stakeholders, including certain types of customers sensitive to various modes of inclusion;

The ZV Group includes within the suppliers considered:

- Start-ups and small companies comprising a limited number of people;
- Companies composed mainly of under-30s;
- Companies mainly run by women;
- Companies founded and/or managed by ethnic minorities;
- Companies founded and/or managed by persons with a temporary or permanent disability;
- Companies founded and/or managed by people from conflict areas or particularly disadvantaged areas.

2. Application

This Policy applies to all Group companies, and specifically: Zignago Vetro SpA, Zignago Vetro Brosse SaS, Zignago Vetro Polska SA, Zignago Glass Usa Inc, Vetro Revet Srl and Italian Glass Moulds Srl.

Each of the above companies shall operate in accordance with this Policy, without prejudice to the fact that compliance with the national law in force in the country in which the Company operates and European law, where applicable, shall prevail.

The Supplier Diversity Policy is addressed to all the corporate functions, employees and suppliers in order to encourage them to identify, within their areas of competence, those companies, organisations, co-operatives, associations and categories of suppliers that may be defined as Diverse Suppliers.

In its periodic review of suppliers, the ZV Group undertakes to identify and progressively add to the number of suppliers that fall under the category of Diverse Suppliers.

3. Sources

In constructing and drafting its policies, the ZV Group uses as its main source **the United Nations Universal Declaration of Human Rights** and the OECD Guidelines for Multinational Enterprises.

Other major sources include the following:

- National Minority Supplier Development Council (NMSDC);
- Women's Business Enterprise National Council (WBENC);
- U.S. Small Business Administration (SBA);
- Bodies, associations and trade magazines: (Fair 360, Corporate Responsibility magazine, National LGBT Chamber of Commerce, National Black Chamber of Commerce).
- Academic materials
- Laws and regulations

4. Governance

Within the Zignago Vetro Group, the responsibility for the implementation and communication of the principles contained in this Policy is assigned to the members of the Executive Committees of the Group companies, and thereafter to all the managers and heads of every company function, with particular emphasis on the Purchasing function.

5. Review

This Policy is subject to a review mechanism that provides for its updating on each occasion that there is a significant change in its contents and in any case at least every two years. Responsibility for its review lies with the Zignago Vetro Group's ESG Committee, consisting of some of the Group's most senior Executives, the majority of whom are members of the Internal Executive Committee, to ensure that all key corporate functions are represented in the management of ESG issues.