ZVG SUPPLIER DIVERSITY POLICY

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Review	Approval Date by ESG Committee	Changes made
0	02/03/2021	First edition
1	13/10/2021	Added Governance and Review sections

1. ZIGNAGO VETRO GROUP - INTRODUCTION

The Zignago Vetro Group (hereinafter also ZVG or the Group), with registered office in Fossalta di Portogruaro, is an Italian and European leader in the production and sale of glass containers.

ZVG 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 addition to Italy, the Zignago Vetro Group is present in France, Poland and the USA.

In order to integrate the principles of sustainability into its Business Model, ZVG 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 program through which ZVG undertakes to promote and support the value of diversity in a number of areas.

The protection of equal opportunities and diversity within the Group is considered of great value as it stimulates progress, inclusion, equal opportunities, change and cultural exchange.

ZVG therefore intends to share and promote the principles of inclusion and equal opportunity with all its stakeholders.

Specifically, through the Supplier Diversity Policy, the Group seeks to involve and include suppliers representing various forms of diversity, considering such suppliers an ideal opportunity in achieving its equality and transparency goals.

2. DESCRIPTION OF SUPPLIER DIVERSITY

Supplier Diversity may be defined as a project or an operational strategy that seeks to include various types of suppliers in a number of typical business 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.

ZVG includes as Diverse Suppliers:

- Start-ups and small companies comprising a limited number of people;
- 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.

3. SCOPE OF APPLICATION

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

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, ZVG undertakes to identify and progressively add to the number of suppliers that fall under the category of Diverse Suppliers.

4. OBJECTIVES

Through its Supplier Diversity Policy, the Group's main objective is to contribute to the creation of an increasingly inclusive working and professional environment, including outside its reference scope.

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

In particular, and as per the Universal Declaration's article on **Equal Opportunity and Non-Discrimination**, ZVG 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, ZVG 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.

5. 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.

6. 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.

Fossalta di Portogruaro, October 13, 2021