

Giordano Controls People Policy

Document Control

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Review frequency	Every two years or whenever significant changes occur; next [date]
Document classification	Public

1. Purpose

The purpose of **Giordano Controls People Policy** is to establish a framework for action to guide Giordano Controls in the development of people with responsible and sustainable behaviours and relationships. This Policy defines the principles and establishes the commitments, which are materialised through specific goals, strategies and lines of action integrated into the Company's business and management strategies.

2. Field of application

The scope of this Policy covers the parent company in Italy; its subsidiaries; and those investee companies over which it exercises control. It also extends to our business partners, suppliers and third parties acting on behalf of Giordano Controls.

It applies to all areas of the company: its own operations; value chain; products and services; and stakeholders, as well as all employees, managers and collaborators of the Company, regardless of their geographical location or role within the organisation.

3. Commitments

Giordano Controls is committed to sustainable development, with the **social dimension** being one of the main pillars that contribute to it. The Giordano Controls' commitments in **people management** are:

- Have a **management system** that, in addition to complying with current legislation and the internal regulations of each region, is implemented under a proactive approach and continuous improvement.
- Have enough trained and motivated people to respond to the **strategic and management plans**, developing the following areas:
 - **generate stable and quality employment** that contributes to the socio-business development of our environment and to an equitable distribution of wealth;
 - **ensure a safe and healthy working environment**;
 - **promote the development of people** through continuous training, internal promotion and recognition of a job well done that promotes personal satisfaction and self-esteem;

- **promote the participation of people** in the management and results of the company, through participatory and flexible organizational models that generate greater commitment, motivation and identity;
 - **promote equality** between people, ensuring equal pay for equal work performed;
 - **recognize the diversity** of people (origin, race, colour, sex, religion and political opinion), prohibiting discrimination for any reason and implementing tools to ensure compliance;
 - **foster inclusion** by establishing measures to prevent and mitigate any type of discrimination; and
 - **promote inter-cooperation between people and organizations**, to generate mechanisms of solidarity and greater resilience.
- **Impact, risk and opportunity management:** identifying, assessing, managing and remedying impacts, risks and opportunities, both in our own operations and in the value chain, considering the recommendations of leading organisations.
 - **Awareness, training and involvement:** establishing training and information programmes, as well as channels for participation, so that everyone at Giordano Controls takes responsibility for carrying out the actions planned to comply with the policy, objectives and management system.
 - **Transparency and disclosure of results:** disclose results and progress achieved in a transparent and regular manner.

4. Approval and follow-up

- **Approval:** this Policy has been developed by Giordano Controls' Sustainability Committee, which is responsible for its implementation, thus reflecting senior management's commitment in **people management** and ensuring its integration into the company's overall strategy. It is approved by the Board of Directors of Giordano Controls S.p.A.
- **Follow-up:** the Sustainability Committee will oversee the implementation of this Policy. It is composed of representatives from different areas of the company and reports directly to the Giordano Controls Board of Directors.
- **Review:** this Policy is reviewed periodically, and at least every two years, by the competent Policy Owner. Where necessary, it is updated to reflect Giordano Controls' commitments and objectives in this area, changes in applicable legislation, organisational developments and relevant comments or suggestions received from stakeholders. Substantial revisions are submitted to the Board of Directors for approval. Editorial or non-substantial updates may be managed by the competent corporate functions, if they do not alter the scope, commitments or responsibilities defined by this Policy.
- **Availability:** Giordano Controls makes this Policy available on its website to interested parties who may be affected and to interested parties who should contribute to its implementation.

5. Revision History

Version	Date	Approved by	Description of changes
v1.0	16/09/2026	Board of Directors	First issue