Sustainable Procurement Policy

This policy applies to MER MEC S.p.A. and all its subsidiaries.
MER MEC Group has Environment Safeguard, Human Rights and ethical and social practises among its values and acts according to the UN Global Compact principles.
In this regard, The Group strongly believes that to obtain a sustainable development is fundamental to share the Corporate Social Responsibility values both internally and across its supply chain.
To this end, MER MEC Group Companies undertake to:

General principles

- Communicate and spread the present Sustainable Procurement Policy among the stakeholders (internal and external) and increase the awareness level in the company and across the supply chain;

- Require from their suppliers and contractors the subscription and acceptance of the Sustainable Procurement Policy, thus involving Environmental Safeguard, Human Rights, Ethics, Occupational Health and Safety prescriptions and laws and the promotion of:
    - Fundamental work principles and rights such as the protection of workers health and safety, the lack of each type of discrimination, child labour, forced labour and the freedom of association;
    - Ethics, integrity and anti-corruption;
    - Environmental protection practises, pollution reduction, waste of resources and sustainable procurement

- Include the sustainable criteria as part of the procurement process, especially:
    - Preferring RoHS compliant electronic products to limit the occurrence of lead, mercury, cadmium, hexavalent chromium, polybrominated biphenyls and polybrominated diphenyl ethers;
    - Requiring compliance with REACH regulation for purchased chemical products, with consequent reduction in the use of substances harmful to the environment;
    - Preferring recycle packaging and FSC certified paper, guaranteeing the product origin from the forest and from a procurement supply chain managed in a responsible manner;
    - Preferring the procurement of steel pre-fabrication from suppliers caring about workers' health and safety, energetic efficiency and decreasing of environmental pollution;
    - Including law requirements about environmental protection, Occupational Health and Safety, ethics, integrity and anti-corruption within procurements contracts

- Prefer suppliers that implement development sustainable practises requiring, in the selection process, actions aimed to social commitment, even through voluntary

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certifications (e.g. SA8000, ISO 14001, ISO 45001, ISO 37001, EMAS, etc.) and the involvement in sustainable development program (ECOVADIS, UN GLOBAL COMPACT);

- Decrease the retail impact, preferring the procurement of materials, products and services from local companies;

- Promote the re-use and recycle of materials and products at the end of their lifecycle and, if not possible, to ensure their disposal in the best way.

The Procurement Sustainable Policy principles are carried out in the suppliers' selection system (Vendor Rating CSR).

MER MEC Group Companies' Purchasing Office Managers shall:

- Spread internally and externally this policy, eventually activating collaboration programs with suppliers;
- Periodically report the achieved results in terms of sustainable procurements and re-exam this Policy;
- Guarantee procurement personnel are trained on the sustainable procurement principles;
- Raise awareness among all employees to act with a constant focus on sustainable development.

True and faithful copy of the Italian Version

Monopoli, 23/12/2025

Ruggiero Delcuratolo
MERMEC Group Managing Director

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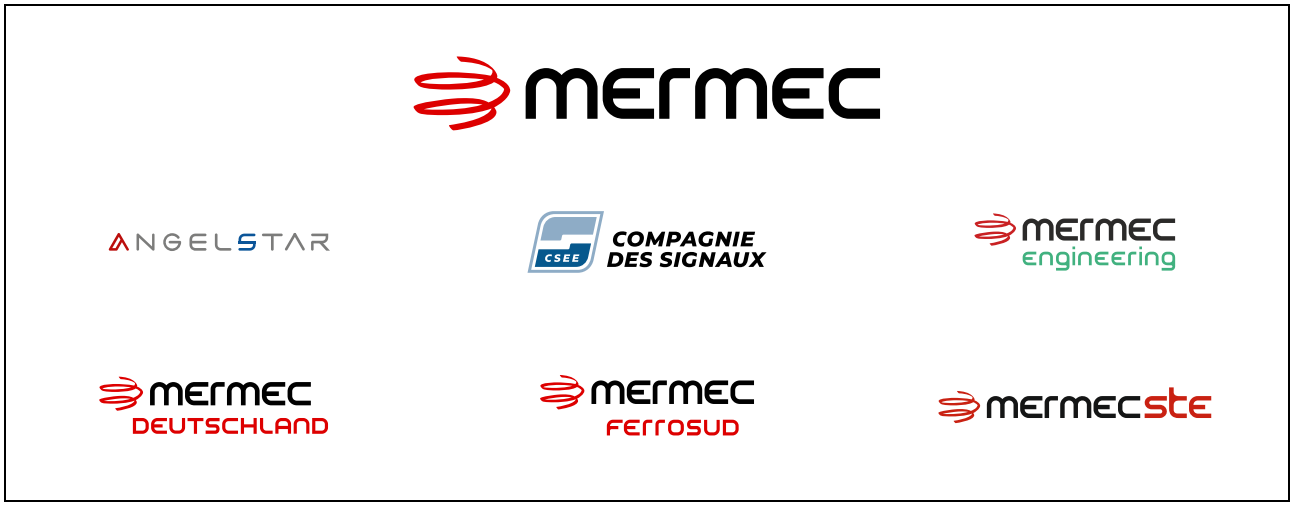

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