

The Sutter Group (Sutter Industries S.p.A., A. Sutter S.p.A., Sutter Professional S.r.l.) operates in Italy and abroad in the field of chemical products for hygiene and cleaning. In Italian companies, the Group has about 152 employees.

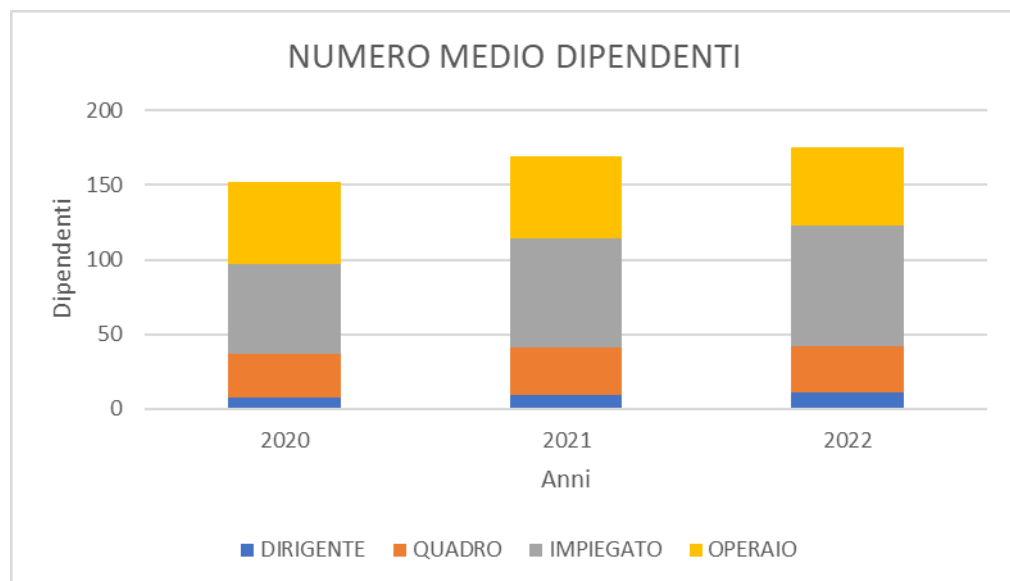
The Group is in possession of certifications in accordance with, among others, the UNI EN ISO 9001, UNI EN ISO 14001, UNI ISO 45001 standards.

Last but not least, the Group is *also compliant with* the Social Accountability model - SA8000.

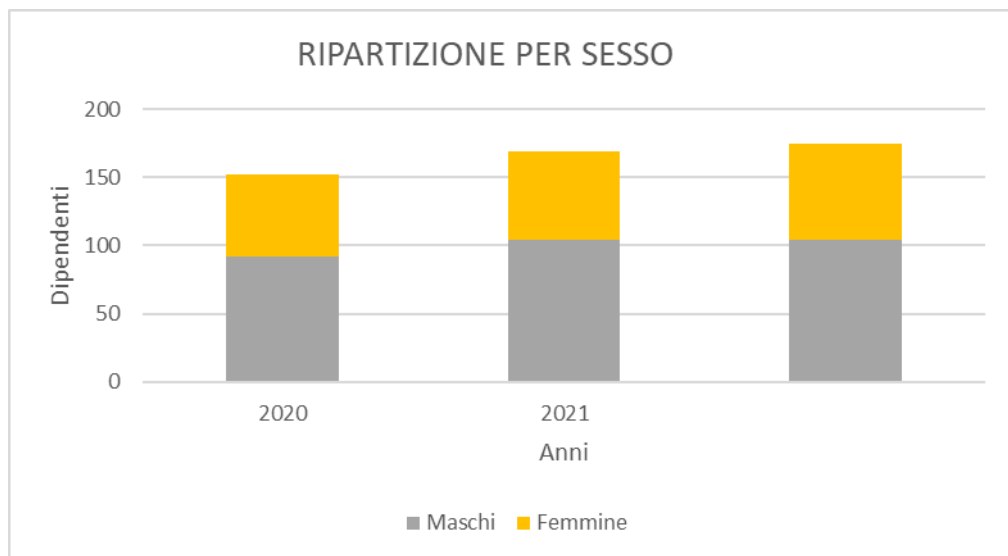
This summary report is the tool that the Sutter Group has decided to equip itself with the aim of periodically providing *stakeholders* and anyone interested with updated summary indicators, regarding compliance with the individual requirements of the SA8000 standard adopted in the company.

This report - which represents an extract of the SA8000 Financial Statements - will be updated on a half-yearly basis, so as to highlight the temporal trend of the internal parameters taken into consideration with respect to average external values taken as a reference.

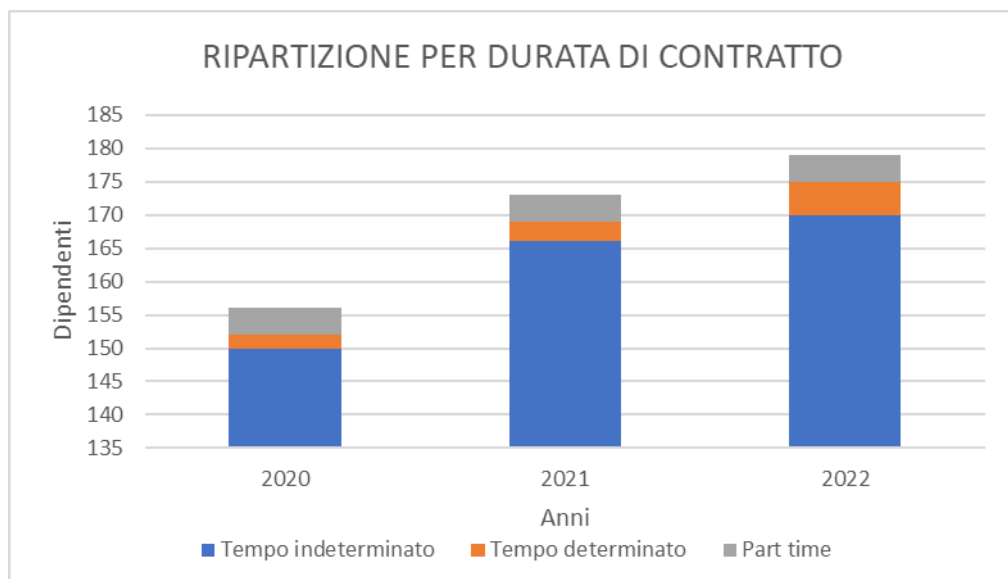
(A) Number of employees. The number of employees remains constant during the year, except for special peaks in demand. There are no critical issues on this point.



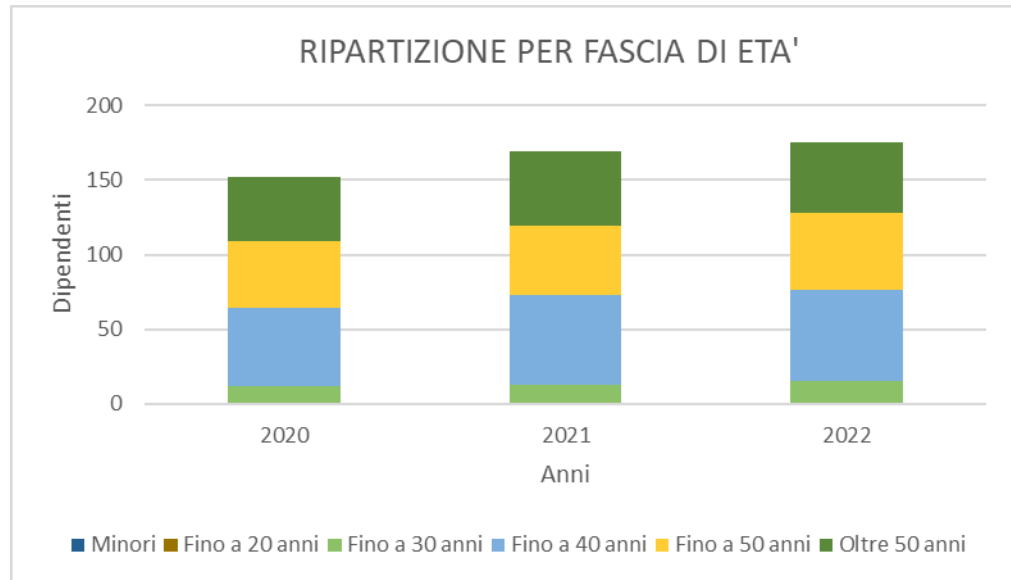
(B) Breakdown of employees by sex. Even in consideration of the type of activity carried out (characterized, among other things, by the industrial production of goods in the chemical sector), there does not appear to be a substantial disparity between the number of male and female employees. The distribution tends to remain constant over the years.



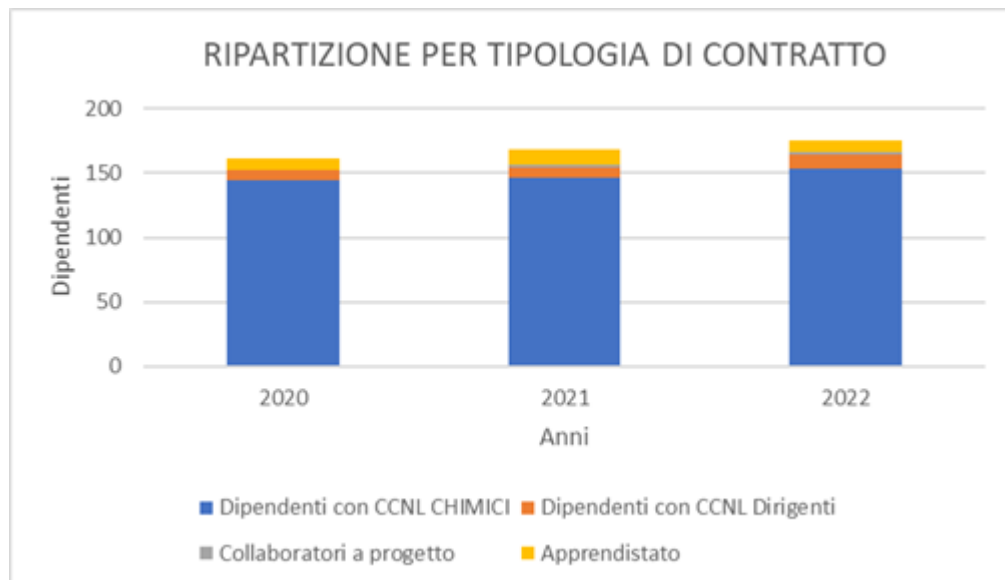
(C) Employees by contract duration. The ratio of fixed-term workers (5 in 2022) to permanent workers (170 in 2022) is clearly in favour of the latter. Fixed-term workers are, in fact, an exception.



- (D) **Employees by age group.** There are no minors employed in the company. Age groups are also well balanced and stable.



- (E) **Employees by type of contract.** The Chemical National Collective Bargaining Agreement applies to all employees with full compliance with minimum wages.



- (F) **Accident trends.** In the last 3 years there has been only 1 injury. The indices take into account accidents that occurred only to Group employees at the headquarters (manual personnel) or outside (accident on the way or in the performance of their duties with external customers).

Year	Total hours worked (D)	Qualification of injured persons	Total accidenti (A)	Total days of absence (B)	I.F. (A*1.000.000/D)	I.G. (B*1.000/D)
2020	238619	Worker	0	13	0,00	0,05
2021	251749,25	Worker	0	16	0,00	0,06
2022	259491,25	Worker	1	44	3,85	0,17

- (G) **Complaints.** An anonymous complaint was recently received. In any case, the answers provided are summarized below.

“*ADVERTISEMENT*”

Contents:

"The new logistics officer uses racist attitudes and language"

Origin:

Undefined.

Answer:

On the basis of the minimum information contained in the complaint, a meeting was convened with the new logistics officer in the presence of the RRS as well as the Workers Manager of Sutter Industries S.p.A.

The report was reported to be unfounded at the meeting.

In any case, the company reiterated that no discriminatory attitude is tolerated.

COMPANY COMMUNICATION

Everyone's attention is drawn to the fact that the reports for the purposes of the SA8000 are a tool aimed at allowing the company to verify compliance with the standard in terms of social responsibility and ethics.

To allow this, it is therefore necessary that the reports are accurate, precise and detailed, especially when - as in the present case - they appear to be anonymous.

Otherwise, the extreme generality of the reports prevents adequate verification by the company.

Furthermore, given the particular importance of the SA8000's issues, anyone is invited to responsibility in making a complaint.

Pursuant to art. 8.6.3 of the SA8000 Manual, in fact, where the complaint is completely unfounded or dictated by mere "reasons for recourse against OR and / or colleagues and / or interested third parties (external stakeholders)" it will be possible to proceed "to the imposition of sanctions in accordance with the C.C.N.L. reserving, in particularly serious conditions, the right to take legal action against such complainants".

Therefore, it reiterates the need for complaints to be made responsibly and accurately, precisely and in detail. Otherwise it will not be possible to follow up”.

SUTTER GROUP