

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.

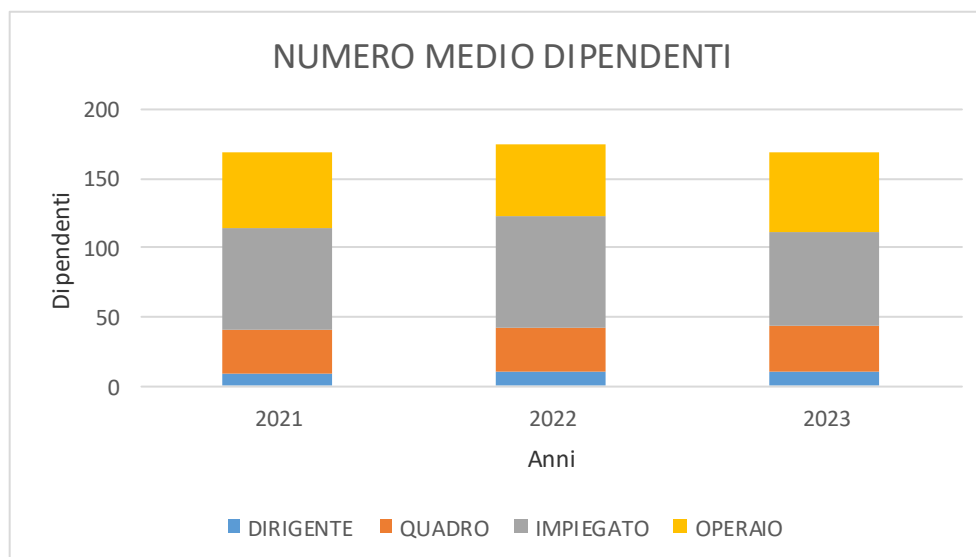
The Group is in possession of certifications in accordance with, among others, the UNI EN ISO 9001, UNI EN ISO 14001, UNI ISO 45001 standards.

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

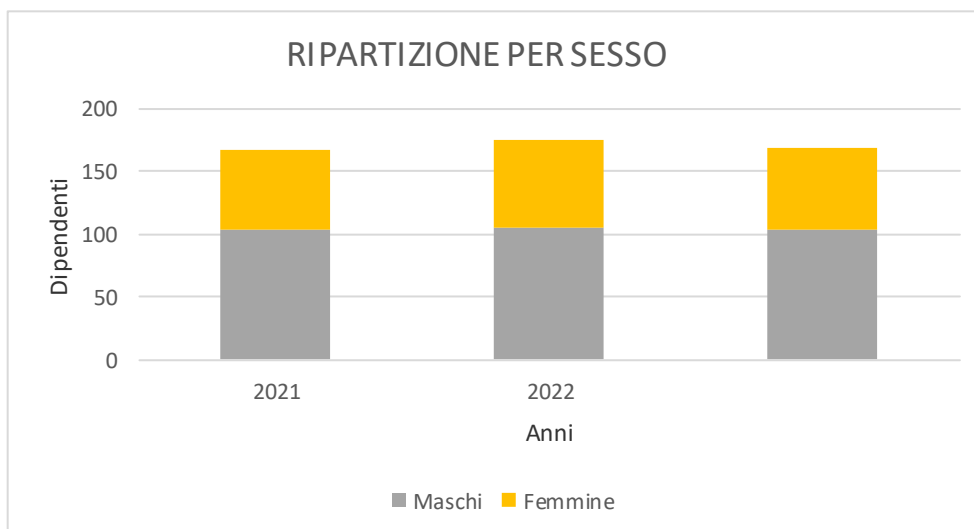
This summary report is the tool that the Sutter Group has decided to equip itself with the aim of periodically providing *stakeholders* and anyone interested with updated summary indicators, regarding compliance with the individual requirements of the SA8000 standard adopted in the company.

This report - which represents an extract of the SA8000 Financial Statements - will be updated on a 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.

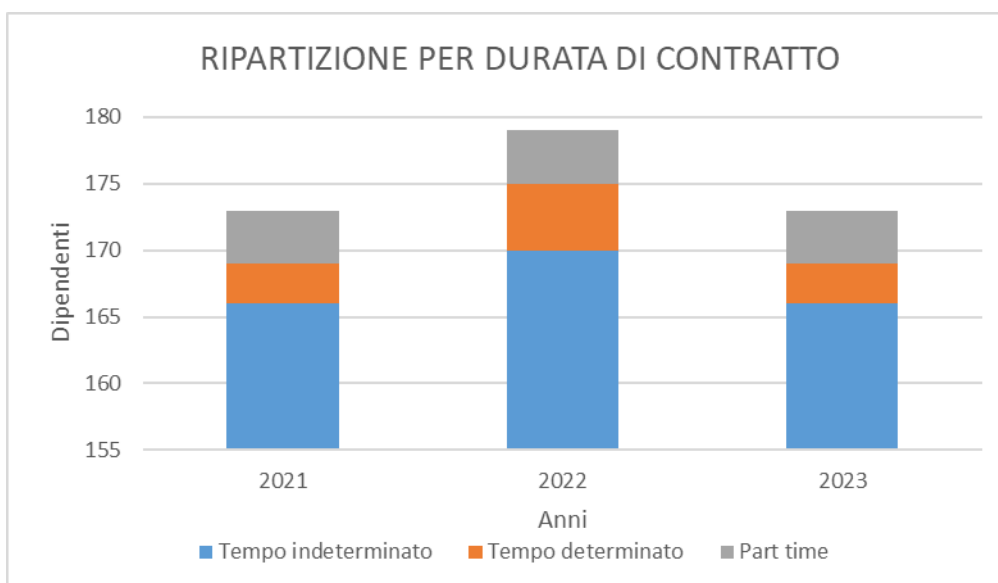
- (A) **Number of employees.** The number of employees remains constant during the year, except for special peaks in demand. There are no critical issues on this point.



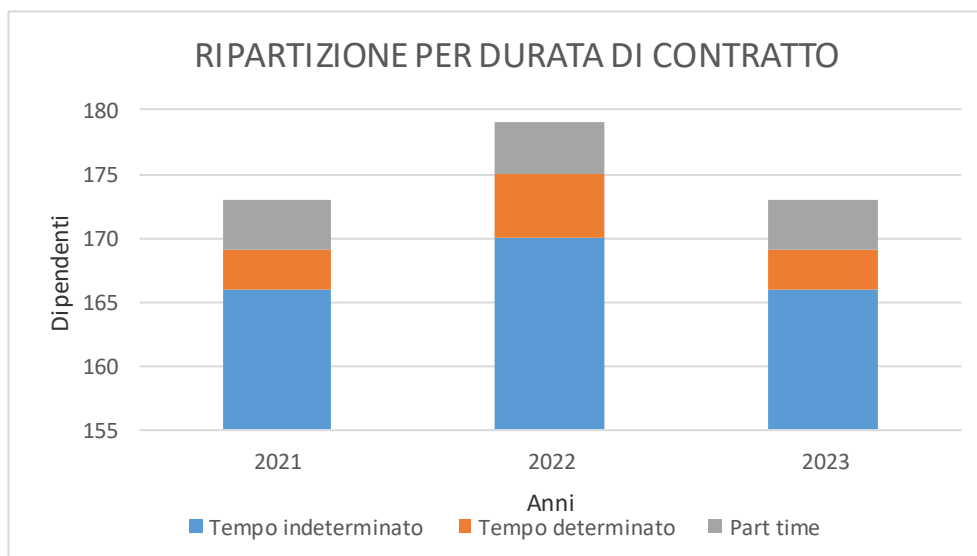
- (B) **Breakdown of employees by sex.** Even in consideration of the type of activity carried out (characterized, among other things, by the industrial production of goods in the chemical sector), there does not appear to be a substantial disparity between the number of male and female employees. The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



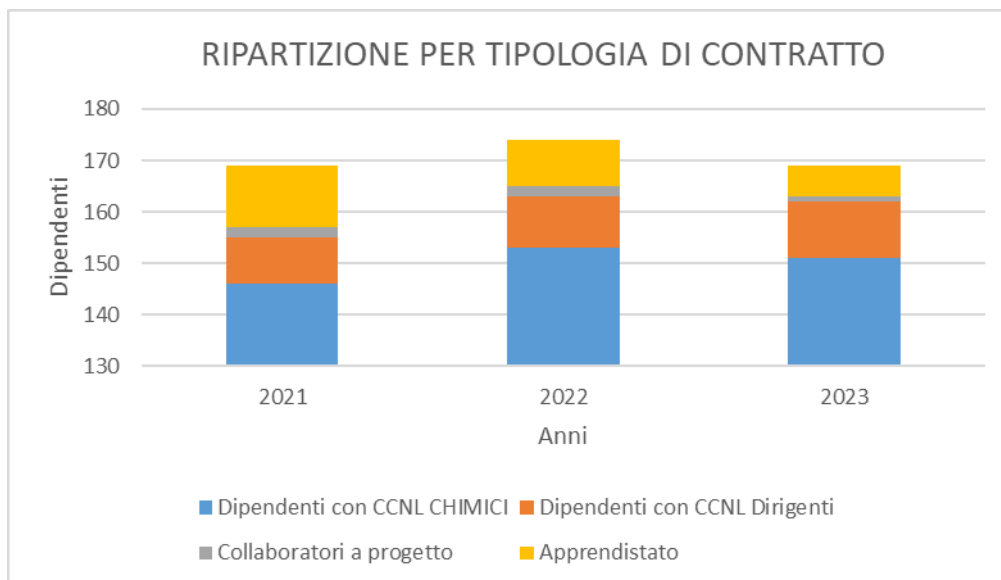
- (C) **Employees by contract duration.** The ratio of fixed-term workers (3 in 2023) to permanent workers (166 in 2023) is clearly in favour of the latter. Fixed-term workers are, in fact, an exception.



- (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 2 injuries. 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)
2021	251750	workers	0	16	0,00	0,06
2022	259491	workers	1	44	3,85	0,17
2023	263.866	workers	1	17	3,79	0,06

**(G) Complaints.** No complaints have been received.

SUTTER GROUP