



TREEMME

REPORTING

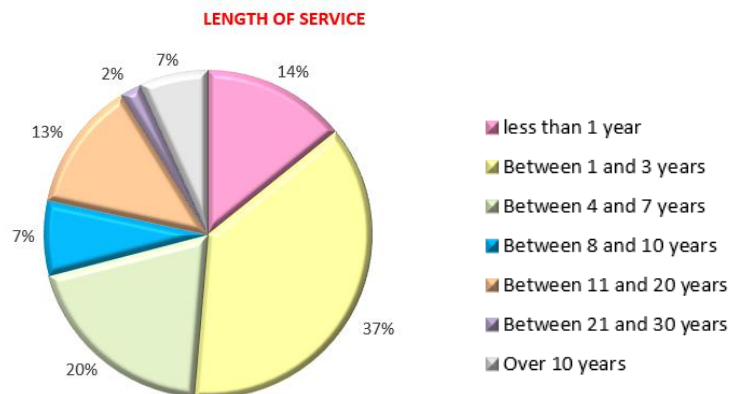
TREEMME SPA UNIPERSONALE aims to communicate the results of the activities carried out in a clear and transparent manner to all interested parties.

To verify any deviations from the OECD Guidelines, the Company has carried out Due Diligence activities with its business partners and included all the information in its corporate policy, sharing it with the aforementioned employees. The risks of their production chain have been evaluated through a questionnaire, analysis and verification of the documents requested, and updated.

The transactions under consideration are low-risk, and the verifications conducted are in accordance with RJC standards.

Our policies (ethics, commercial and social) provide documentary evidence that TREEMME adopts responsible operating practices that are supported by senior management and the Board and are actively communicated to the whole chain, including staff.

Furthermore, the duration of the relationships of the stakeholders of the supply chain of TREEMME is the evidence of an important seniority as a result of a significant trust and the creation of a partnership aimed at respecting workers, the environment, society and the work itself.



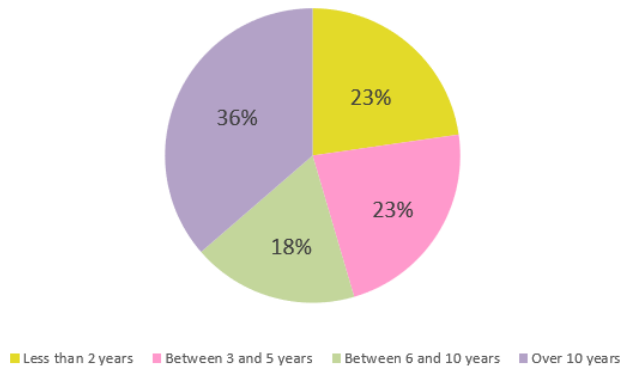
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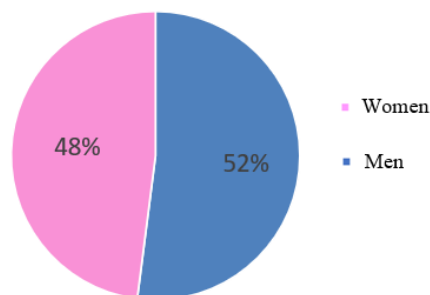
LONG-STANDING RELATIONS WITH SUPPLIERS



TREEMME SPA UNIPERSONALE employs the principle of Due Diligence in the area of human rights, and as a result, has established a mechanism for complaint and representation [download the document here](#) that enables all stakeholders to report issues or suggest improvements in relation to the ethical, commercial, and social system implemented.

We would like to remind you that TREEMME does not employ or provide any assistance to child labor throughout its production chain. Furthermore, we have established policies that prohibit all forms of violence and harassment in the workplace. Moreover, management and key staff consistently contribute to the prevention and combating of violence in the workplace, including gender-based violence.

WOMEN VS MEN



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The TREEMME team also wants to emphasize the immense strength and significance that women hold within the organization: when you take into consideration each level of management, the presence of women is comparable to that of their male counterparts.

One of the primary goals of **TREEMME SPA UNIPERSONALE** is to protect the health and safety of workers and the environment. The fulfillment of Consolidated Safety Legislative Decree No. 81/2008, with its objective assessment of all risks related to work activities, is regularly monitored. Workers are regularly trained and kept up-to-date about their job, with particular emphasis on the achievement of the health and safety goals.

The consumption of water, gas and electricity is also monitored, and the MUD is regularly presented. It is also recalled that TREEMME has obtained a Single Environmental Authorization accompanied by annual checks to ensure emissions compliance within the legal limits..

TREEMME SPA UNIPERSONALE plans for the future by focusing on improving people, being environmentally friendly, and investing locally to make our area better and more valuable for our business.

Arezzo, December 15th 2023

Treemme spa Unipersonale



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