

The Sutter Group (Sutter Industries S.p.A., A. Sutter S.p.A., Sutter Professional S.r.l.) it operates in Italy and abroad in the field of chemical products for hygiene and cleaning. In Italian companies, the Group has about 180 employees.

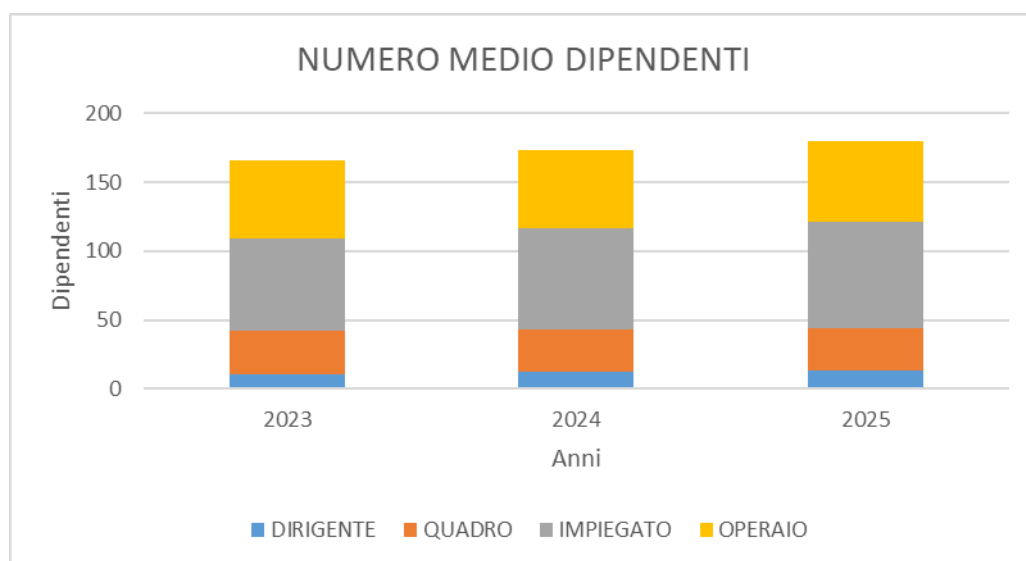
The Group is in possession of certifications in accordance with, among others, the UNI EN ISO 9001, UNI EN ISO 14001, UNI ISO 45001 standards.

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

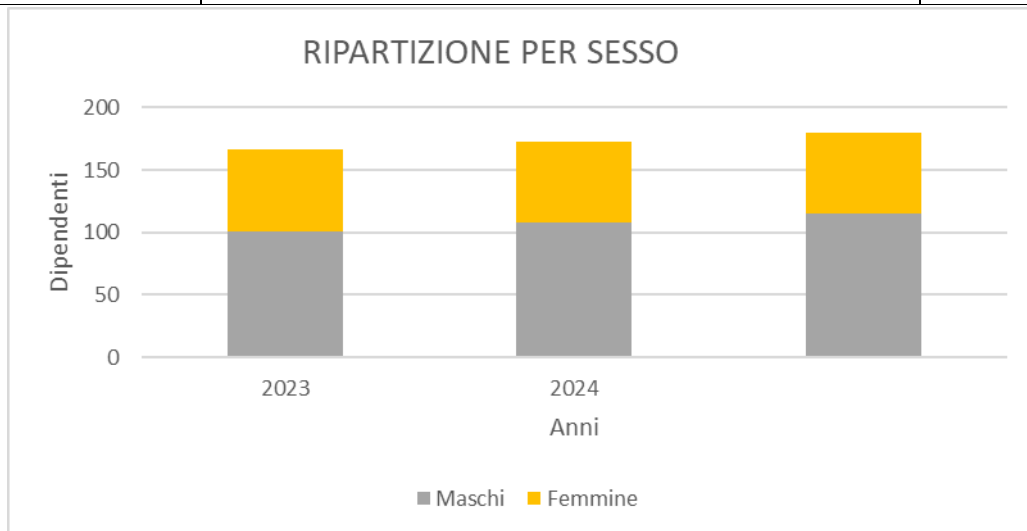
This summary report is the tool that the Sutter Group has decided to equip itself with the aim of periodically providing *stakeholders* and anyone interested with updated summary indicators, regarding compliance with the individual requirements of the SA8000 Standard adopted in the company.

This report will be updated on an annual basis, so as to highlight the temporal trend of the internal parameters taken into consideration.

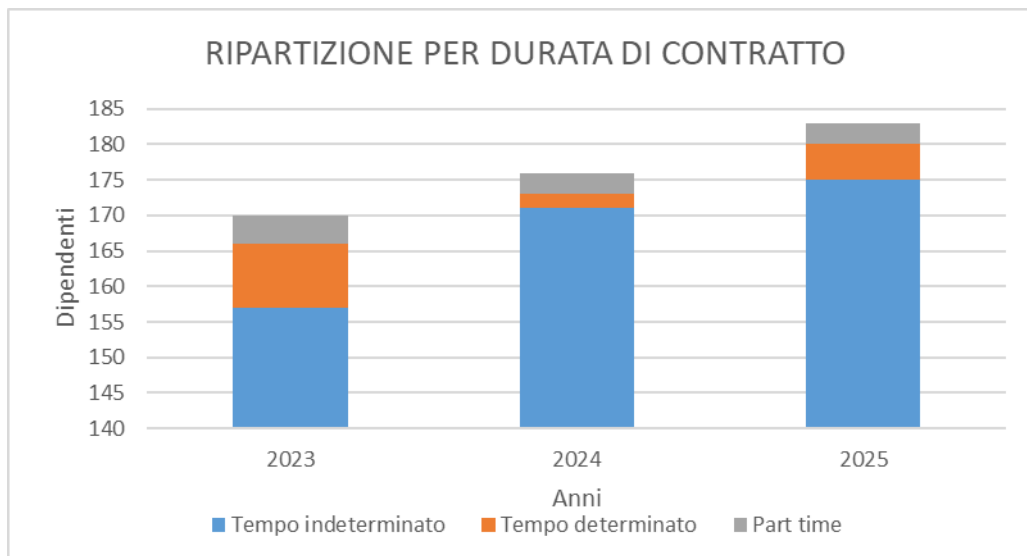
- (A) Number of employees.** The number of employees has grown slightly in recent years. There are no critical issues on this point.



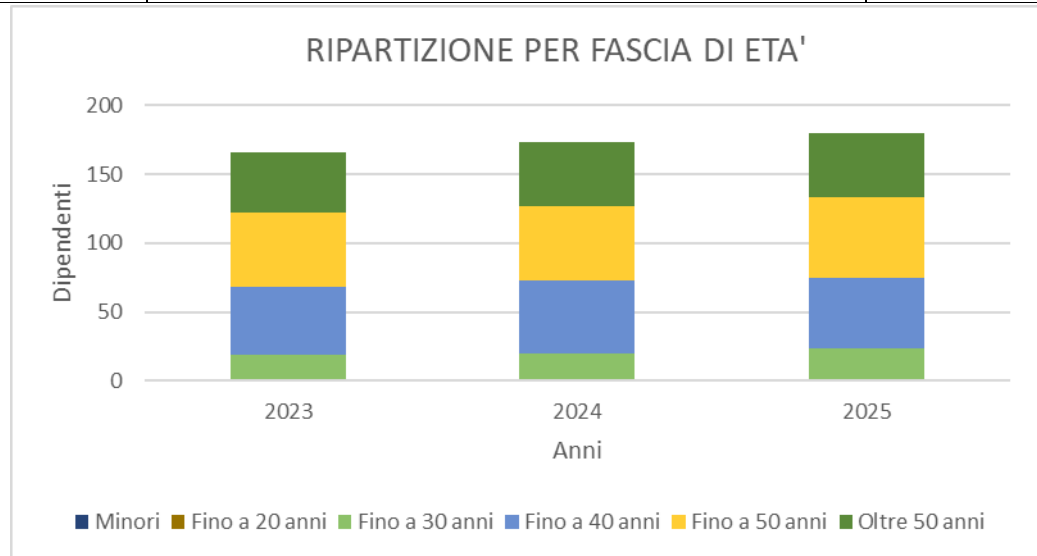
- (B) Breakdown of employees by gender.** Despite the type of activity carried out (characterized, among other things, by the industrial production of goods in the chemical sector), there does not appear to be a substantial disparity between the number of male and female employees. In fact, the number of male employees remains prevalent only in the plant reality. The distribution also tends to remain constant over the years.



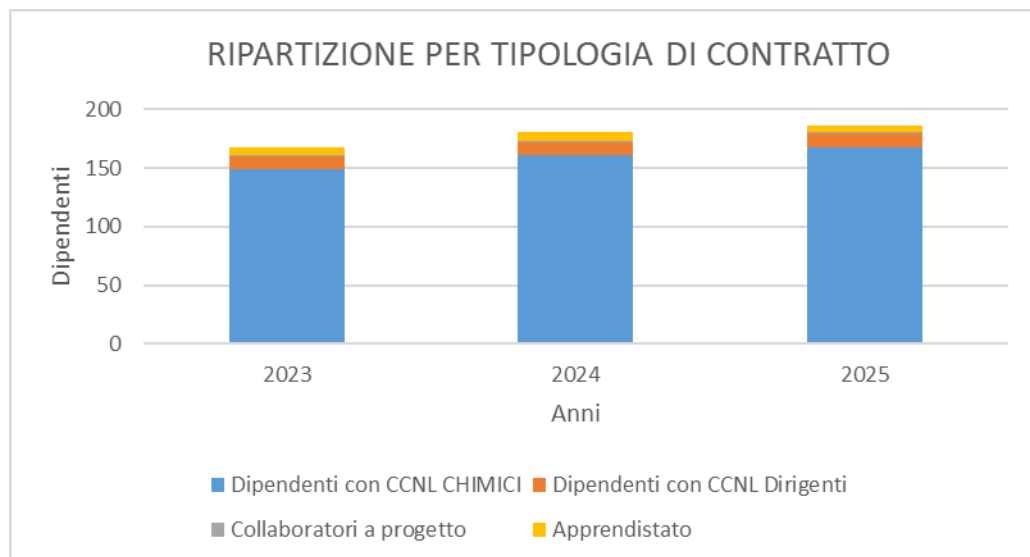
- (C) **Breakdown of employees by contract duration.** The ratio between fixed-term workers and permanent workers is clearly in favour of the latter. Fixed-term workers are, in fact, an exception.



- (D) **Breakdown of employees by age group.** There are no minors employed in the company. The age groups are also well balanced and stable



(E) **Breakdown of employees by type of contract.** The Chemical CCNL applies to all employees with full compliance with minimum wages.



(F) **Accident trends.** The number of accidents remains minimal. The indices take into account accidents occurring only to Group employees at the Group's headquarters (blue-collar staff) or externally (accidents on the way to work or in the performance of their duties with external customers).

Anno	Totale ore lavorate (D)	Qualifica infortunati	Totale infortuni (A)	Totale giorni di assenza (B)	I.F. (A*1.000.000/D)	I.G. (B*1.000/D)
2023	263866	Operaio	1	17	3,79	0,06
2024	291361	Operaio	2	51	6,86	0,18
2025	304.615	Operaio	2	9	6,57	0,03



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(G) **Complaints.** No recent complaints have been reported

SUTTER GROUP