

**Sustainability Policy
(Ecovadis)**

Ecovadis is a platform that evaluates the quality of the corporate social responsibility management system through the analysis of policies, implementation measures and results obtained, awarding developing strategies aimed at environmental, economic and financial sustainability.

Medac's commitment is therefore aimed to ensure that sustainability practices are fully integrated into its activities by promoting transparency, employee involvement and the related code of ethical conduct.

The Sustainability Policy is based on 10 fundamental principles:

1. promote and respect the universally recognized human rights in the respective spheres of influence
2. make sure that you are not complicit in human rights abuses, even if indirectly;
3. support workers' freedom of association and recognize the right to collective bargaining;
4. eliminate all forms of forced and compulsory labor;
5. effectively eliminate child labor;
6. eliminate all forms of discrimination in employment and profession;
7. support a preventive approach to environmental challenges;
8. undertake initiatives that promote greater environmental responsibility;
9. encourage the development and dissemination of technologies that respect the environment;
10. undertake to fight corruption in all its forms, including extortion and bribery.

Medac General Manager