

HUMAN RIGHTS POLICY

Florim USA is committed to conducting its business in a way that respects and supports human rights across its operations and value chain. This policy applies to all stakeholders, including employees, suppliers, business partners, the communities in which the company operates and all consumers/end user of our products.

In carrying out its activities, Florim USA recognizes its responsibility to identify, prevent, mitigate, and address potential and actual impacts on human rights. The company publicly commits to the internationally recognized standards of the UN Guiding Principles on Business and Human Rights, including the Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. These commitments are reflected in and supported by the company's Code of Ethics and Code of Conduct, which are shared with employees and business partners and compliance is required.

Florim USA integrates human rights considerations into its existing processes. Potential impacts are identified and assessed through ongoing collaboration with relevant internal functions, operational and context analyses, and periodic assessments such as the Double Materiality analysis. These evaluations consider both the severity of potential impacts and the likelihood of occurrence, allowing the company to prioritize actions and allocate resources appropriately.

The company also monitors respect for human rights within its supply chain. This is carried out at least every two years through a questionnaire distributed to relevant suppliers, followed by direct engagement to review and address any critical issues that emerge. Where Florim USA identifies that it has caused or contributed to a negative impact, it is committed to working with the affected parties to define and implement appropriate corrective actions and remedies.

In addition, Florim USA undertakes specific human rights assessments when significant changes occur in its business activities. This includes, for example, the start of new business relationships, entry into new markets or sourcing countries, or significant changes to products or the business model.

To support transparency and accountability, Florim USA provides a reporting mechanism available to all stakeholders. This process allows for the submission of concerns related to potential human rights violations within the company's operations and/or value chain.

Users can share their concerns anonymously through a dedicated channel:

<https://faceup.com/c/florimusa>

Reports are directed to Human Resources and/or the Safety Department, where they are reviewed and addressed, with appropriate actions based on the nature and extent of the impact.

This policy is communicated to all employees and made available for internal and external consultation. It is the responsibility of all departments within the organization to apply this policy in their daily activities and decision-making processes.

This policy is approved by the highest decision-making body of Florim USA, the CEO and President, who ensures these principles are implemented, monitored, and upheld across all areas of the company's operations.

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