CHILD LABOUR AND YOUNG WORKERS PROTECTION POLICY

EVERKEM S.r.l. is committed to conducting its business in a manner that respects and promotes human rights throughout its operations and business relationships. The Company recognizes that every child has the right to be protected from all forms of economic exploitation and from work that may interfere with education or be harmful to health, safety, development, dignity or well-being.

As stated in the Code of Ethics, EVERKEM S.r.l. does not tolerate child labour, underage labour in violation of applicable laws, or any form of child exploitation within its operations, supply chain or business relationships. The Company does not knowingly benefit from, contribute to, or support such practices and is committed to preventing, identifying and ending any actual or potential violations.

EVERKEM S.r.l. adopts a human rights-based approach founded on risk prevention, responsible business conduct and the best interests of a child. The Company expects all employees, contractors, suppliers, subcontractors, service providers and business partners to uphold the same principles and actively support the protection of children's rights, by acknowledging and undertaking to comply with all applicable laws, regulations and internationally recognized standards concerning the prohibition of child labour and child exploitation, including but not limited to:

- ILO Convention No. 138 (Minimum Age Convention);
- ILO Convention No. 182 (Worst Forms of Child Labour Convention);
- United Nations Convention on the Rights of the Child;
- Applicable national legislation governing the employment and protection of minors, and where applicable, Italian Law No. 977/1967 and relevant provisions of criminal law concerning the protection of minors from exploitation

This Policy applies to all employees, directors, officers, temporary workers, contractors, subcontractors, suppliers, service providers, business partners and any other individuals or entities engaged in activities with Everkem, to which it is requested to take reasonable measures to promote compliance with the principles of this Policy throughout its supply chain, within the limits of its influence and ability to exercise control so that :

1. No child labour is used at any stage of its operations and no person below the applicable minimum working age established by law or international standards, whichever is higher, is employed.
   For Italian law the minimum legal age for employment is 16 years, provided that the compulsory education requirements established by law have been fulfilled.

   The employment of young persons between 16 and 18 years of age is permitted only in compliance with legislation protecting young workers. Such legislation prohibits the employment of persons under 18 in hazardous work or in activities that may be harmful to their health, safety, or physical and psychological development, except where specific exemptions are provided by law.

2. No form of child exploitation is supported.

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3. Effective age-verification, recruitment and employment procedures are in place to prevent the employment of underage workers and to protect young workers.
4. Appropriate measures are implemented to identify, assess and mitigate risks related to child labour and child exploitation.
5. The same principles are communicated to, and where appropriate required from, subcontractors, suppliers and other business partners involved in the provision of goods or services.

Any employee, contractor, supplier or stakeholder who becomes aware of a potential violation shall promptly report the concern through available reporting channels.
Subsequently, a proper evaluation by the relevant company shall be conducted to:
a) immediately ensure that the child is removed from the harmful or non-compliant work situation in a manner consistent with the best interests of the child;
b) develop and implement a documented remediation plan taking into account the specific circumstances and needs of the child and the child's family;
c) provide or facilitate appropriate remediation measures. Economic support and other remedial actions shall be determined on a case-by-case basis according to the needs of the child and the child's family and may include financial assistance, access to or reintegration into education, healthcare services, psychological support and other social protection measures;
2 d) promptly notify EVERKEM S.r.l. and provide details of the corrective measures undertaken;
e) identify root causes and implement preventive actions designed to eliminate the risk of recurrence.
To ensure compliance with this Policy, EVERKEM S.r.l. reserves the right to assess the Supplier's implementation of child labour prevention measures through questionnaires, self-assessments, document reviews, audits or other reasonable verification activities.
Such assessments may include verification of:

- recruitment and hiring procedures;
- age-verification processes and supporting documentation;
- employment records;
- policies and training relating to young workers;
- grievance and reporting mechanisms;
- corrective and preventive actions implemented to address identified risks.

Failure to comply with this Policy, refusal to cooperate with verification activities, failure to implement corrective actions, or any serious or repeated violation may constitute grounds for suspension or termination of the business relationship with EVERKEM S.r.l.

The commitments and actions described in this Policy form part of EVERKEM S.r.l.'s sustainability strategy and will be reported and monitored every year.

Milan, 12/11/2026

Everkem Srl