



M-Cube Group Corporate Social Responsibility Policy

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1. Introduction

M-Cube Group is committed to conduct business in a responsible and sustainable manner. This Corporate Social Responsibility (CSR) Policy outlines our commitment to compliance in various areas including environmental sustainability, social responsibility, and ethical business practices. We believe in contributing positively to society and minimizing our impact on the environment while upholding the highest ethical standards.

M-CUBE S.p.A.

HEADQUARTER: Via San Galdino 6 – 20154 Milan – ITALY
ADMIN & NOC: Corso Cavour 2/2d – 34132 Trieste – ITALY
LOGISTIC & OPERATION: Via Buzzi 20/22 – 20017 Rho (MI) – ITALY

P. IVA: IT01022540320
TEL: (+39) 040634364
FAX: (+39) 0403726350

DUNS n. 458940587
REA MI-1860526

italy@mcubedigital.com – mcube@pec.it – www.mcubedigital.com





2. Vision, Mission, and Values

Vision: To be the leading company in connecting brands with their customers through the emotional power of unique digital experiences.

Mission: To serve as the trusted partner in delivering transformational retail experiences through cutting-edge digital solutions and unmatched creativity while constantly striving to have a successful and sustainable impact on our people, our customers, and our industry.

Values:

- **PEOPLE FIRST:** Our people are the source of our success. We acknowledge their unique talents, value their contribution, and actively support their growth and development. We act with uncompromising honesty and uphold the highest standards of integrity in all that we do, embracing our diversity and building authentic relationships through responsible actions and respectful communication. Our leaders serve as role models, striving to create an environment that promotes wellbeing for all where everyone is inspired and encouraged to reach their full potential and become the best they can be.
- **CUSTOMER CENTRICITY:** We constantly strive to enhance the success of our customers in everything we do, by reliably simplifying complexity and consistently delivering value through innovative solutions, exceptional performance, and superior service quality, built on a foundation of mutual trust and sound business ethics.
- **INNOVATION:** We constantly explore opportunities for improvement and innovation to strengthen our market competitiveness and deliver cutting-edge, industry-leading solutions to our customers.
- **SUSTAINABILITY:** All our actions, operations and business practices will be grounded in sustainability principles, thereby minimizing environmental impact and promoting business integrity.

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3. Environmental Sustainability

3.1. Environment and Global Warming

We acknowledge the reality of global warming and pledge to reduce our carbon footprint.

We continuously monitor and assess our environmental impact and strive to reduce greenhouse gas emissions.

3.2. Energy and Water Consumption

We implement energy-efficient practices and technologies to minimize energy consumption.

We manage water resources responsibly, striving for efficient usage and conservation.

3.3. Waste Management

We are working to minimize waste generation and promote recycling and responsible disposal practices.

We comply with all relevant waste disposal regulations and standards.

3.4. Sustainable Procurement

We give preference to suppliers who adhere to sustainable and ethical practices (to do).

We source products and materials with a focus on reducing environmental impact (to do).

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4. Social Responsibility and Human Rights

4.1. Anti-Slavery

We are committed to the eradication of modern slavery in all its forms and will not tolerate slavery or human trafficking within our operations or supply chain.

We will conduct due diligence to identify and mitigate the risk of modern slavery in our supply chain.

4.2. Equal Treatment, Diversity, and Inclusion

We value diversity and inclusivity and will provide equal opportunities for all employees, regardless of their background, race, gender, age, religion, disability, or sexual orientation. Discrimination, harassment, and bias will not be tolerated.

4.3. Human Rights

We respect and uphold the human rights of our employees and stakeholders in all our operations.

We will not engage in activities that violate human rights or support entities that do so.

5. Health and Safety

We are committed to providing a safe and healthy working environment for all employees, contractors, and visitors.

We comply with all relevant health and safety regulations and strive for continuous improvement in workplace safety.

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6. Monitoring and Reporting

We regularly assess our compliance with this CSR Policy and report our progress to stakeholders.

Employees are encouraged to report any violations or concerns related to this policy without fear of retaliation.

7. Implementation and Accountability

This CSR Policy is the responsibility of M-Cube Group's executive management.

All employees are accountable for complying with and promoting the principles outlined in this policy.

8. Conclusion

At M-Cube Group, we are committed to promoting sustainability, ethical conduct, and social responsibility in everything we do. This CSR Policy reflects our dedication to making a positive impact on society and the environment while conducting our business in an ethical and responsible manner.

This policy is effective as of 12/07/2023 and will be reviewed and updated as necessary to reflect changes in our operations and evolving best practices.

Milano, 12 July 2023

Manlio Romanelli
Group President

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