

Evoca Group

Human Rights Policy

Version Control Table

Version Number	Date
1.0	30 October 2023
2.0	08 January 2024

Index

1. Introduction.....	3
2. Purpose.....	3
3. Application.....	3
4. Human Rights.....	3
5. Working Conditions.....	4
5.11 Working Hours.....	4
5.12 Fair wages.....	4
5.13 Maternity protection and parental leave.....	4
5.2 Forced, compulsory and child labour.....	4
5.3 Freedom of association.....	5
5.4 Diversity, inclusion, non-discrimination and non-harassment.....	5
5.5 Health, safety and well-being.....	5
6. Obligations to report.....	5
7. Disciplinary System.....	6
8. Review and monitoring.....	6
9. Communication.....	6

1. Introduction

Evoca Group (also “Evoca”, “We”, “The Company” or “The Group”) is the world leader in the production of coffee machines and is one of the most important international players for Ho.Re.Ca. and OCS segments and boasts the most complete range of products for out-of-home consumption.

Our purpose is “Great coffee for everyone, everywhere”. Every day, Evoca staff are committed to ensuring that this experience always applies at anytime, anywhere in the world: respect for people, the environment and the whole of society, today and tomorrow.

For Evoca the respect of Human Rights is an essential value on which corporate culture and strategy are based and is a priority in all areas of business.

Evoca is committed to conducting its business in an ethical and responsible manner that supports the protection of human rights. Evoca works to identify and do business with third parties who conduct their business in a similar manner.

Considering the global presence of the Company, this Policy is to be understood as a general framework that can be integrated, in its parts, with local rules and regulations, collective bargaining agreements and other agreements.

2. Purpose

The purpose of this policy is to provide the Company’s position on respecting Human Rights along its value chain and guidance on how to apply it in its daily operations.

3. Application

This policy applies to all employees of Evoca Group.

In addition, our suppliers, clients, contractors and sub-contractors are expected to comply with this Policy.

4. Human Rights

The Group is committed to respecting all internationally recognized Human Rights, including

- The United Nations International Bill of Human Rights,
- The Ten Principles of the United Nations Global Compact, and
- The Fundamental Conventions of the International Labour Organization (ILO), including the ILO’s Declaration on the Fundamental Principles and Rights at Work.

Evoca also adheres to national law and regulation in each country in which it operates. Where it faces conflicts between internationally recognised human rights or the principles laid down in this Policy and

local laws or regulations, Evoca will seek alternative or innovative ways to respect the principles of international human rights and this Policy.

5. Working Conditions

5.1.1 Working Hours

Evoca recognizes the importance of an appropriate work-life balance and the right to rest.

The Company guarantees for every employee working conditions that respect their well-being, daily and weekly rest periods and an annual period of paid leave.

The Company complies with applicable laws, collective agreements and provisions of ILO standards on working time.

5.1.2 Fair wages

Every employee of the Group receives fair and equitable compensation and benefits according to the type of work done, the contractual framework and the country in which they are employed.

Evoca will ensure that the minimum wage of its employees is not less than the local legal minimum wage or that established by collective agreements and regulations in force in the different countries where the Group operates.

5.1.3 Maternity protection and parental leave

Evoca considers safeguarding motherhood vital, such as the right to health and safety for working women.

In line with the legislation, maternity leave must be guaranteed in order to protect mothers in the period before the birth and for the first months of the newborn's life. The Group also guarantee a period of parental leave in accordance with local law.

5.2 Forced, compulsory and child labour

The Company does not tolerate any form of forced work or compulsory labour and any form of slavery and human trafficking in its global operations and value chain. We guarantee conditions of work in accordance with the laws and regulations in force as defined by ILO Convention n.29.

Evoca does not tolerate the use of child labour or the employment of persons under the minimum age laid down by the laws as defined by the regulations in force in the countries in which the Group operates and, in any case, should not be lower than the minimum age established by ILO Convention n. 138.

Evoca expects its suppliers and contractors to uphold the same standards.

5.3 Freedom of association

Evoca recognises, guarantees, respects and protects the right of all employees to freedom of association, collective bargaining, to organize and engage in workers' representation bodies (without fear of intimidation or reprisal), in accordance with the local legislation and practices in the different countries where they are employed. We apply the ILO Conventions on freedom of association, collective bargaining and workers' representatives.

5.4 Diversity, inclusion, non-discrimination and non-harassment

Evoca's is committed to promoting a culture of diversity and equality.

The Company recognises the value of all people and is committed to providing equal employment opportunities without discrimination of any kind with regards to ethnicity, religion, opinions, nationality, gender, physical condition, age, social status, sexual orientation and all other forms of individual diversity or any other status protected by applicable law.

We work to ensure that each employee and potential employee is treated with fairness and dignity.

Evoca recognises that the expression of different points of view and the personal contribution of each person is an element of enrichment and development.

Evoca also commits to ensuring equal opportunities in its subsidiaries (while respecting local cultural differences).

We will not tolerate employees being subject to physical, sexual, racial, psychological, verbal, or any other form of harassment, bullying or abuse.

5.5 Health, safety and well-being

We consider the health, safety and psychological, relational, and physical well-being of individuals the most precious asset to be protected at all times, at work, as well as at home and during leisure time promoting a healthy lifestyle.

Evoca strives to ensure the highest standards of health and safety by continually implementing and improving processes, procedures, and facilities to reduce accidents and injuries, aiming for their elimination. The company is actively and consistently committed to this goal.

6. Obligations to report

Any employee who believes a conflict arises between the language of the Policy and the laws, customs and practices of the place where they work, or who has questions about this Policy, should raise those questions and concerns with local management.

You are required to report in detail any circumstances that are in breach of this Policy via Evoca's dedicated whistleblowing platform reachable via the web through the following internet address: evocagroup.integrityline.com.

The reporting channel guarantees the confidentiality of the reporting person, the persons involved and the person mentioned in the report, as well as the content of the report and the related documentation.

The Group commits to thoroughly reviewing and considering any report or complaint submitted through the aforementioned procedure.

For more information on the channel and on the procedure of making and management of the reports, please consult the Whistleblowing Policy of the Group available also on our website in our "Governance" section.

7. Disciplinary System

Evoca makes every reasonable effort to prevent any conduct that violates this Policy and to interrupt and sanction any conduct contrary to it from any employee, partner or third-party who works for the Group.

The principles contained in the Policy set the standards of behaviour that Evoca's staff are required to observe.

Any violations of this Policy may give rise to the application of sanctions against the Evoca employee or director who committed the violation, in compliance with the applicable labour law. Failure to comply with this Policy by a third-party addressee may result in the termination of Evoca's relationship with such a third-party.

8. Review and monitoring

Evoca will periodically review the Policy and its implementation and share with the Board an annual report on compliance with this Policy.

The Company reserves the right to revise and modify this Policy, from time to time, to ensure that it appropriately promotes the above principles.

9. Communication

This Policy is published on the company website in the Governance section. It is also available internally through the usual communication channels.