

COMMUNITY CONSULTATION FRAMEWORK

Grounded in our Stakeholder Engagement policy this document provides simple and applicable guidelines in case of any possible future business activities that could generate a conflict with local communities. So far, our business activities have generated zero conflicts with local stakeholder thanks to the regular communication with our people and Unions. However, following our Making Progress approach and driven by our three Fedrigoni Behaviours (Strive for Excellence, Foster Partnership, Embrace Transformation), we aim to strengthen our engagement by implementing the following framework.

Identifying Communities

- Comprehensive annual exercises to identify stakeholders thanks to geographic and demographic data to ensure inclusivity and representation.
- Engagement with local authorities, unions, community leaders, NGOs, and other relevant organizations to gain insights into community and market dynamics.

Implementing local engagement plans

- Specific ESG objectives, strategies, and actions clearly communicated.
- Assigned responsibilities and lines of communication within our site teams.
- Continuous stakeholder engagement to solicit feedback from internal and external stakeholders to identify areas for improvement.

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Providing access to relevant Information

- Accessible communication channels tailored to our local people and communities, including digital platforms, community meetings, printed materials on our beautiful special papers and self-adhesive materials and translated in local languages.
- Detailed project information, including objectives, potential risks, environmental and social impacts, and mitigation measures.
- Transparency in decision-making processes and disclosure of relevant data and reports in a timely manner.

Enabling Expression of views

- Community consultation meetings, workshops, and focus groups to facilitate dialogue with our communities.
- Participatory approaches such as surveys, interviews, and community-led assessments to gather feedback on operational and project risks, cultural heritage preservation, and other environmental and social concerns.
- Opportunities for meaningful engagement through culturally appropriate and inclusive methods, respecting local traditions and customs.
- Grievance mechanisms also for community representatives; they can report any situation of which they become aware where there is evidence of potential negative environmental impacts through our reporting channels. The Group whistleblowing policy applies to every recipient.

Incorporating Community Views into Decision-making

- Smart mechanisms to systematically document and analyze community feedback, ensuring that all voices are heard and considered.
- Community perspectives integrated into risk management strategies, cultural heritage preservation plans, and environmental and social impact assessments.
- Ongoing dialogue and collaboration with communities throughout the life of our plants, adapting strategies and actions based on evolving needs and priorities.

