



Corporate Social Responsibility Policy

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1. Objective

At Marelli, respect for human rights is a non-negotiable value that permeates all our operations, strategies, and corporate culture. This policy was developed based on the Global Code of Conduct and in accordance with the following standards: the United Nations (UN) Global Compact, the UN Guiding Principles on Business and Human Rights, and the Automotive Industry Guiding Principles to Enhance Sustainability Performance in the Supply Chain. It ensures that our commitments to human rights are active, visible, and effective in our daily practices, aligned with the guidelines of the SA8000:2014 standard..

2. Scope

This Policy applies to:

- Marelli Sistemas Automotivos Industria e Comercio Brasil Ltda
- Marelli Cofap do Brasil Ltda

3. Acronyms & terms

Acronyms	Definition
SA8000	Social Accountability 8000: published by SAI (Social Accountability International) and based on UN human rights declarations, ILO (International Labour Organization) standards, other international human rights, national and international legislation, and industry standards and codes of conduct.

4. Process Description

Marelli chooses to operate in compliance with the requirements of the SA8000:2014 standard, which are implemented across all its operations:

4.1. Commitment to SA8000 requirements

Marelli reaffirms its unequivocal commitment to respecting and promoting fundamental human rights, as well as to compliance with international ILO instruments and the requirements and interpretations of the SA8000 standard.

Marelli operates in accordance with applicable national legislation and other subscribed requirements, ensuring that all its operations align with relevant legal and regulatory provisions.



4.2. Child Labor

We are committed to actively monitoring suspicious situations and conducting due diligence to identify and address any risks involving the use of child labor across all our operations and supply chains. We have implemented verification procedures to ensure that all hiring practices adhere to this prohibition.

4.3. Forced Labor

Marelli condemns any form of forced or compulsory labor. We ensure that all employees are hired voluntarily and are free to terminate their employment contracts as they wish.

4.4. Health and Safety

We work diligently to protect health and well-being by providing a safe and healthy work environment for all our employees, suppliers, business partners, and visitors to our facilities, meeting and exceeding applicable safety standards.

4.5. Freedom of Association

We respect our employees' right to organize and bargain collectively. We encourage open and respectful dialogue as a fundamental part of our organizational culture.

4.6. Combating Discrimination

Marelli is committed to maintaining an inclusive and diverse work environment free from discrimination based on race, gender, age, religion, sexual orientation, or any other status protected by law. We promote equal opportunities at all stages of employment.

4.7. Ethical Disciplinary Practices

We ensure that all disciplinary practices are conducted ethically and fairly, in compliance with international human rights standards. We do not tolerate physical abuse, mental coercion, or any form of inhumane or degrading treatment.

4.8. Working Hours and Remuneration

We comply with legal requirements regarding working hours, ensuring fair remuneration that meets or exceeds legal and industry standards.

4.9. Relations with Third Parties

We require all our suppliers and business partners to uphold the same human rights standards. We implement rigorous due diligence to verify their compliance with our values and requirements.



5. Responsibilities

Marelli is firmly committed to promoting and protecting human rights across all its operations. By implementing and publishing this policy—and making it available to employees and stakeholders—we continue to build a legacy of social responsibility that inspires trust among our employees, customers, and the global communities in which we operate.

6. Control / Monitoring

6.1. Continuous Compliance Management System

We continuously maintain and improve our management system in accordance with SA8000. We conduct regular reviews to ensure our practices remain effective and up-to-date in light of new requirements or regulatory changes.

6.2. Policy Review and Update

During regular management reviews, the policy is critically evaluated and updated as necessary to reflect best practices and changes in the operational or regulatory context.

7. References and contacts

Marelli Code of Conduct

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