

This Policy reinforces what has already been stated in the Code of Ethics and constitutes a manifesto that commits our company to promote the protection of human rights in full compliance with the legislation and standards issued by reference international organizations, including:

- the Universal Declaration of Human Rights and subsequent international conventions on civil and political rights and on economic, social and cultural rights
- the United Nations Conventions on women's rights, on the elimination of all forms of racial discrimination, on the rights of the child, on the rights of persons with disabilities
- the Declaration on Fundamental Principles and Rights at Work and the eight fundamental Conventions of the International Labor Organization (ILO)

The approach adopted by our company is aimed at protecting the rights of the subjects belonging to its "value chain", including its own workers, suppliers and partners, migrants, children, people with disabilities, people who are victims of discrimination and any form of violence, local communities and customers, inspired by the following principles:

Non-discrimination: We undertake not to discriminate in any way based on race, ethnicity, caste, country of origin, religion, disability, sex, sexual orientation, union membership, pregnancy, political affiliation, marital status, physical appearance, age or other restriction not allowed in the workplace, so that all "fit for work" people are granted equal opportunities without discrimination based on factors unrelated to their ability to perform the intended job

Fair and favorable working conditions: We undertake to comply with current legislation, in terms of working hours and remuneration or, in the absence of such legal requirements, to adopt the prevailing standards in the sector; We undertake not to have recourse to any form of forced labor, on bail, under a fixed contract, or of prisoners, and not to limit the freedom of movement of employees and subordinates; We do not engage in the practice of corporal punishment under any circumstances and the practice of degrading treatment, harassment, abuse, coercion or intimidation in any form

Occupational health and safety: We are committed to ensuring high health and safety standards in our offices and activities

Culture and skills: we are committed to promoting the development of human capital through the implementation of specific training initiatives aimed at the professional and cultural growth of employees and individuals involved in the company's activities;

Freedom of association and collective bargaining: We undertake not to hinder the free association of workers;

Contrast to child and forced labor: We do not resort to child labor (consistent with what is stated in Recommendation No. 146 and the ILO Convention No. 138 according to which: "The minimum age for admission to work (...) cannot be less than 'age for completion of compulsory schooling and, in any case, it must not be less than 15 years ". The minimum age for admission to any type of employment or job, which by its nature or due to circumstances in which it is carried out may damage the health, safety or morale of young people must not be under 18 years ").

Date 13.01.2022

The Chief Executive Officer

**Enzo Scartoni**

