

## HUMAN RIGHTS POLICY

The present Policy is aimed at strengthening the concepts already stated within the Code of Ethics and it is a manifesto of our company's commitment to promote the protection of human rights in full respect of legislation and standards issued by reference international organisations, such as the following ones:

- The Universal Declaration of Human Rights and the following international agreements on civil and political rights as well as economic, social and cultural rights
- the United Nations Conventions on women's rights, on the elimination of any kind of racial discrimination, on children's rights, on the rights of individuals with disabilities
- the Declaration on the Fundamental Principles and Rights at the Workplace and the eight fundamental Conventions of the International Labour Organisation (ILO)

Our company's approach is aimed at protecting the rights of those subjects belonging to its "value chain", including its own workers, suppliers and partners, migrants, children, persons with disabilities, victims of discrimination and of any kind of violence, local communities and customers, and it is based on the following principles:

Non-discrimination: We are committed not to carry out any discrimination depending on race, belonging to ethnic groups, caste, country of origin, religion, disability, gender, sexual orientation, belonging to a trade union, pregnancy, political affiliation, marriage status, physical aspect, age or any other restriction which is not allowed at the workplace, so that all individuals who are "suitable for work" are granted equal opportunities without any discrimination on the base of factors which are not connected with their ability to perform their duty/task

Rightful, equitable and favourable working conditions: We are committed to comply with legislation in force, as regards working hours and wage/salary or, in case these requirements are lacking, to adopt the prevailing norms in force within this sector; we are committed not to make use of any kind of forced labour, labour on bail conditions, debt-bonded contract labour, or prisoners' labour, and not to limit the freedom of movement of employees and subordinate workers; we do not practice any corporal punishments in any circumstance and we do not practice degrading treatments, harassment, abuse, coercion, intimidation or threatening of any kind

Health and Safety at the Workplace: We are committed to grant high health and safety standards, both within headquarters, offices and plants

Culture and competence: We are committed to promote the development of humanware through the implementation of special training initiatives aimed at professional and cultural growth of the employees and of subjects involved in the company activities;

Freedom of association and collective bargaining: We are committed not to hinder free association of workers;

Combatting child labour and forced labor: We do not make use of child labor (coherently with provisions of Recommendation n°146 and ILO Convention n°138 under which: "The minimum age for admission to work (...) cannot be less than the age planned for completion of compulsory schooling, and in any case it cannot be not under the age of 15 ". "The minimum age for admission to any kind of job or work, which, due to its nature or depending on the circumstances in which it is performed can damage health, safety or the moral health of young people, cannot be less than 18 years"),

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