

HUMAN RIGHTS POLICY

Forced Labour and freedom of Association

We respect and guarantee all human rights enshrined in the United Nations Universal Declaration of Human Rights.

We have no tolerance towards forced labour or any form of coercion or abuse of labourers.

We recognise the right of all our employees to form and join a trade union and the right to collective bargaining without fear for consequences.

We expect all our employees to comply with all applicable laws about respect of human rights.

We do not employ any form of forced labour and do not hire staff who have not reached the minimum age of 15.

Child protection

We do not tolerate child labour and we recognise the human rights of children (right to education, to play, to wellbeing).

We never employ children in any of our facilities.

We promote initiatives in collaboration with schools aimed at training and learning technological skills "in the field," in compliance with Italian legislation on minors and in collaboration with educational institutions.

Preventing Harassment and Discrimination

We treat each other and all people we are in contact with respect and dignity.

We treat every employee impartially and make employment decisions based on qualifications, skills, work performance and our company's business needs.

We offer equal employment opportunities and treatment of our employees, with no discrimination based on age, nationality, color, gender, sexual orientation, disability, religious beliefs or political opinions.

Race, ethnicity, colour, religion, sex, sexual orientation, marital status, age, disability, gender identity or expression, national origin or any other classifications protected by law are a discriminant to make employment decisions.

We do not tolerate harassing, abuses, belittling or violent behaviour.

We do not tolerate any kind of vengeance against anyone who reports such behaviours in good faith.

We strive to creating a respectful workplace and positive environment that are free from harassment and discrimination.

Diversity and Inclusion

We treat each other with respect and dignity and promote a culture of diversity and inclusion where individuals can give the best of their abilities every day.

We promote a diverse and inclusive culture where all individuals feel appreciated and are glad to contribute to the company's success.

We strive to building and keeping a work environment that supports individuality and mutual collaboration.

We create diverse and inclusive teams to magnify individuality and collaboration.

We encourage collaboration and self-development, and we offer tools and training to help our employees face their work challenges, expand their skills and develop their careers in the company.

Working Hours

We recognize the employees' right to rest and leisure and we comply with applicable laws and collective agreements on working hours and paid leave.

Forced Labour

We guarantee freedom of movement and do not tolerate any physical restriction, abuse, threats, retention of identity documents or valuable properties.

Fair wages

We ensure the minimum wage by law and provide all employees with adequate and competitive compensation.

We support the right to work freely and for employees to get full consciousness of their employment terms in advance and to be regularly paid.