



# **HUMAN RIGHTS POLICY**

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VERSION 04/2023

ITI Industriale believes in sustainable business development and considers respect for human rights and proper adherence to labour rights as an integral part of responsible business conduct.

ITI Industriale is committed to promoting the principles contained in this Policy also through continuous training aimed at ITI Industriale's people and suppliers, with particular attention to aspects related to health and safety, integrity and business ethics, inclusion and diversity and sustainability issues.

This Policy is available to all interested parties through publication on the corporate intranet and website.

Without exception, ITI Industriale personnel are required to adapt their behaviour to the principles set out in this Policy, both in the workplace and at external work-related events (meetings, social events, business trips).

Although ITI Industriale operates mainly in Italy and predominantly with European suppliers and customers, where the regulatory framework dictates the respect of fundamental human rights, ITI Industriale is committed to respecting and actively disseminating the principles set forth in the regulations and standards issued by international organisations of reference, including:

- The Universal Declaration of Human Rights and subsequent international conventions on civil and political rights and on economic, social and cultural rights;
- The Declaration on Fundamental Principles and Rights at Work and the eight Core Conventions of the International Labour Organisation (ILO);
- The UN Conventions on the Rights of Women, on the Elimination of All Forms of Racial Discrimination, on the Rights of the Child, on the Rights of Persons with Disabilities.

The following documents are relevant to and support the principles stated in our Policy:

1. CCNL Metalworking and Industry;
2. Code of Conduct – ITI INDUSTRIALE S.r.l.

**GENERAL PRINCIPLES**

Following are the principles adopted by ITI Industriale, with reference to respect for fundamental human rights and basic working conditions:

- **Child labour** – ITI Industriale does not use any form of child labour, refusing to employ personnel younger than the minimum age for entry into the workforce, as set out by the law of the country in which work is performed;
- **Forced labour** – ITI Industriale rejects all forms of forced or compulsory labour and guarantees working conditions that comply with applicable laws and regulations, with work, both during regular hours or overtime, being free from any form of physical and/or psychological coercion;
- **Harassment** – ITI Industriale does not tolerate sexual, personal or other harassment or offence, thus each Addressee is to respect the personal dignity, privacy and personality rights of any individual and work with people of different nationalities, cultures, religions and races;
- **Discrimination** – ITI Industriale considers unacceptable any form of discrimination intended as a distinction, exclusion or preference with the effect of denying or altering equality of opportunity or treatment in employment or occupation, it being ITI Industriale’s objective to consolidate a working environment characterised by the absence of any racial, cultural, ideological, sexual, physical, moral, religious or other forms of discrimination where diversity is a strategic element for the company’s competitiveness and the development of its people;
- **Fair and favourable working conditions** – ITI Industriale guarantees fair remuneration in compliance with the minimum wage requirements set by collective bargaining agreements and legislation of reference, promoting active policies to prevent and impede the gender gap and to support the employment of people with disabilities;
- **Freedom of association and collective bargaining** – ITI Industriale recognises the right to free association and collective bargaining and is actively committed to opposing any form of abuse or discrimination against individuals engaged in organising or representing workers;
- **Occupational Health and Safety** – Freedom of association and collective bargaining – ITI Industriale recognises the right to free association and collective bargaining and is actively committed to opposing any form of abuse or discrimination against individuals engaged in organising or representing workers;
- **Privacy:** ITI Industriale is committed to respecting the right to privacy and the protection of the data and personal information of all those involved in its activities, with particular attention to customers and in absolute compliance with the regulations in force.

**REPORTING VIOLATIONS (WHISTLEBLOWING)**

In order to improve its ability to identify and analyse actual or even potential impacts on human rights and adopt timely corrective measures, always taking care to ensure the confidentiality of the reporter's identity in the receipt of any report and in any subsequent contact, ITI Industriale provides an anonymous reporting channel through its website at [www.iti-industriale.com](http://www.iti-industriale.com).