

## LABOUR AND HUMAN RIGHTS POLICY

### COMMITMENT

The companies in the Favini Group consider the valuing of labour and respect for human rights to be indispensable principles on which the corporate culture and strategy are based.

These values are a fundamental part of the company's Code of Ethics, issued to inspire and guide the conduct of all those who work in the Favini Group, regardless of their role and responsibility, towards the principles of fairness, loyalty, integrity and transparency.

The companies in the Favini Group also recognise and respect the Universal Declaration of Human Rights issued by the United Nations and the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work. This Employment and Human Rights Policy incorporates the principles contained in these documents and in the company Code of Ethics and aims to summarise in one document the commitment of the companies of the Favini Group with respect to the following issues:

- Protection of occupational health and safety.
- Guarantee of working conditions compliant with legislation and collective agreements in force.
- Freedom of association and dialogue with the social partners.
- Freedom of expression and opinion in compliance with the formalities, conditions, restrictions or sanctions established by law.
- Enhancement of skills and professional development.
- Combatting all forms of forced or compulsory labour and child labour.
- Combatting all forms of discrimination and harassment in the workplace.
- Equal treatment of women and men in all social spheres.
- Protection of the confidentiality of personal and sensitive data and protecting them from cyber threats.

### PRINCIPLES

#### **Occupational health and safety**

The protection of health and the improvement of working conditions are an integral part of the corporate culture.

The company undertakes:

- To act in compliance with applicable laws and other requirements it has committed to meeting, particularly with reference to its obligations of compliance with current legislation, promoting the consultation and participation of workers and workers' representatives.

- To protect the health and safety of its collaborators and external personnel who work within the company, intervening on the prevention and protection measures of the OHS and monitoring the potentially harmful effects of business activities that also impact the environment.
- To improve working conditions with regard to health and safety aspects associated with the risks present in the company and seek the elimination of hazards and the prevention of accidents, injuries, occupational illnesses and emergencies with potential negative effects on occupational health and safety conditions.
- To disseminate and consolidate a culture of safety amongst all employees, developing an awareness of risks and promoting responsible behaviour by all, also through adequate information and instructions.

#### **Working conditions**

The company undertakes to recognise fair working hours that are compliant with current legislation and to pay a salary that recognises contractual and remuneration levels appropriate to the role and duties of each worker, in accordance with the provisions of the reference National Collective Labour Agreement.

The company guarantees a work environment inspired by the protection of personal dignity, freedom and inviolability, based on respect and mutual fairness and in which the principle of equal opportunities and equal treatment between people is fully recognised.

#### **Freedom of association and dialogue with the social partners**

The Company undertakes to recognise the right to promote training and participation in trade union organisations or other types of associations and not to limit the exercise of this right in any manner.

We are convinced that a fair system of trade union relations, based on periodic meetings with workers' representatives, constitutes an important element for the consolidation and improvement of the corporate climate which can contribute to the Company's sustainability and the improvement of working conditions.

An open and transparent approach to social relations, based on constructive dialogue respectful of the role and positions of trade union representatives, also aims to ensure more widespread knowledge of the Company's strategies and investment policy, as well as to ensure that particular attention is paid to the protection of collective interests and worker professional development.

The Company also ensures that anyone has the right to make reports or complaints of any type of offence or unethical act that has taken place within the organisation (known as whistleblowing), guaranteeing the confidentiality of the identity of the whistleblower and any other parties involved, the content of the report itself and the relative documentation, holding these parties harmless from any possible retaliation.

#### **Enhancement of skills and professional development**

Human resources are a fundamental element for the existence, development and success of a company.

This is why the Company protects and promotes the enhancement of human resources in order to improve and increase the skills of every employee, encouraging the achievement of objectives, pursuing employee satisfaction and establishing

a positive working climate.

The methods of access to employment in the Company are based on criteria of transparency, publicity and impartiality and are aligned with the principle of equal opportunities between men and women and the principle of non-discrimination on the basis of ethnicity, nationality, language, religion, political opinions, sexual orientation or personal conditions.

Criteria for the assignment of tasks and responsibilities, personnel promotion and the assignment of workloads are linked exclusively to skills and performance at work.

#### **Forced or compulsory labour and child labour**

The Company undertakes not to use or support the use of child labour and to promote all actions aimed at developing a culture of protecting young people at work.

The Company does not make use of forced, imprisoned, compulsory or involuntary labour within its organisation, nor does it support this type of working relationship in any manner whatsoever.

#### **Discrimination and harassment in the workplace**

The Company offers equal opportunities to all employees on the basis of their professional qualifications and individual skills, without any discrimination based on gender, sexual orientation, age, race, geographical origin, nationality, age, marital or maternal status, religious belief, disability, health conditions, trade union membership or political affiliation or other considerations.

The Company therefore undertakes:

- To guarantee the dignity and respect of workers also, but not exclusively, through the exclusion of physical, corporal and mental coercion, verbal offences or any offence against the personal dignity of any employee or collaborator.
- To promote conditions that allow all workers to work in accordance with the principles of integrity, honesty and professionalism.
- To prevent the occurrence of discrimination, acts and conduct, including harassment and sexual harassment, moral or psychological violence, harmful to personal dignity and to support the person who wants to react, through continuous monitoring of the working environment in which they operate.
- To restrict the conduct of those who carry out abusive or persecutory behaviours such as to cause discomfort and mental and physical discomfort in the worker.

#### **OBJECTIVES**

- a. Keeping the number of cases or reports of discrimination or harassment in the workplace at 0
- b. Increasing the proportion of female personnel in managerial positions - figure as at 31/12/2022: 24%

c. Reducing the number of hours lost on an annual basis due to accidents at work - 2022 figure: 4,820.50

## SCOPE OF APPLICATION

This Policy applies to all employees and collaborators of the Favini Group.

## WHISTLEBLOWING

Any shortcomings and any violation (actual or potential) in terms of human rights policy can be reported by e-mail using the e-mail address [hr@favini.com](mailto:hr@favini.com)

## UPDATES

This Policy is subject to review on an annual basis in order to ensure its adequacy and effective implementation, and it is communicated to all personnel, business partners and other interested parties via publication on the company website ([www.favini.com](http://www.favini.com)).

15 June 2023

  
Eugenio Eger  
CEO