

## **Policy on Human Rights and Child Labor**

### **1. Introduction and field of application**

MecOil Diagnosi Meccaniche intends to be an active and constructive part in building the “social” dimension of the Companies sustainability, focusing on the human rights, the development of the individuals, the quality of life, the promotion of diversity and equality.

Objective of this Policy is to define, to structure and to develop a clear approach to the subject, allowing to monitor and to manage risks and opportunities related to the human rights in all their aspects, through its systemic application in the entire Company. The approach adopted by the Company, who commits to make available human, instrumental and financial resources, is aimed to protect the rights of individuals who make part of its value chain, including its own Employees, employees of suppliers and partners, customers, local communities, migrants, children, people with disabilities or victim of discrimination, of human trafficking or of any other form of violence.

The present Policy reinforces what already stated in the Ethical Code, and constitutes the Company commitment to promote the safeguard the human rights of all the people working in its value chain.

It is responsibility of all the Employees in MecOil Diagnosi Meccaniche to respect the principles contained in this Policy in all their operations.

### **2. Reference Principles**

The respect of Human Rights of MecOil Diagnosi Meccaniche Employees, of suppliers, of partners, of customers and of the individuals of social community around MecOil Diagnosi Meccaniche, is based on principles and practices aimed to safeguard and promote values of:

**Non-discrimination:** MecOil Diagnosi Meccaniche commits to tackle, in the frame of recruiting, hiring, training, wages and salaries, rewarding and dismissal, any form of discrimination related to sex, age, disability, ethnicity, social or geographical belonging, trade union membership, language, religion, political or sexual orientation, gender identity, nationality, marital status.

**Fair and favorable working conditions:** MecOil Diagnosi Meccaniche deems unacceptable any action or behavior constituting harassment or violence in the working place. MecOil Diagnosi Meccaniche guarantees a fair compensation, and compliant with requirements of minimum salaries of collective labor agreements and reference regulation, promoting active policies to prevent and counter gap gender and to sustain job placement of people with disabilities.

**Health and Safety in workplace:** MecOil Diagnosi Meccaniche commits to promote a company culture guaranteeing appropriate health and hygiene working conditions. Furthermore, in accordance with the Company Policy on Health and Safety of Employees, MecOil Diagnosi Meccaniche commits to protect health and safety of Employees through the adoption of high health and safety standards, with the target to prevent

possible risks potentially compromising physical integrity and the health of any individuals Mecoil Diagnosi Meccaniche may interact with.

**Culture, Training and competencies:** Mecoil Diagnosi Meccaniche commits to promote the development of human capital through the implementation of specific training initiatives finalized to the professional and cultural growth of its own Employees, and any individual involved in the company activities. In a wider perspective, Mecoil Diagnosi Meccaniche firmly believes that culture and global knowledge are a benefit for the people, and therefore promotes their diffusion at all the levels it operates.

**Freedom of association and collective negotiation:** Mecoil Diagnosi Meccaniche recognizes and promotes at any level the right of free association and collective negotiation, and commits to actively counter any form of abuse or discrimination toward the individuals engaged in activities to organize or represent the workers.

**Countering of child or forced labor:** Mecoil Diagnosi Meccaniche does not tolerate any form of child labor and therefore commits not to involve any individual whose age is less than minimum standards required by applicable laws. Furthermore, Company proactively counters any form of forced or obliged work.

### **3. Management modes**

The principles adopted in the present Policy are put into practice by Mecoil Diagnosi Meccaniche through concrete actions that can consist in organizational and proceeding interventions, or specific activities aimed to:

- Reinforce the awareness and the sensitivity of the Employees on the themes of respect of human rights, through communication and deepening campaigns
- Select enterprise, operations and tactical decisions favoring and guaranteeing human rights protection
- Guarantee the respect of human rights in every sense, within the Company and in any activities or initiatives taken by the Company
- Collaborate with organizations promoting the respect of human rights in every way and aspect
- Monitor the consistency of the Company rules, processes and practices with the contents of the present Policy and the Ethical Code.

### **4. Responsibilities and monitoring**

The present Policy is approved by the Management and by the Board of Directors, who are responsible for the promotion, the diffusion and the respect of the principles described herein.

The specific responsibilities within the organization and the detailed modes are described in the document “Responsibilities and Monitoring of Sustainability Policies”.