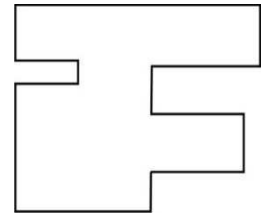




I FANTON S.R.L.
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 Tel. +39 0444/ 946510 Fax +39 0444 297077
 Mail: amministrazione@ifanton.it
 C.F. / P.IVA Reg. Imprese 03194000240
 REA No.: 306234 – Cap. Soc. euro 30.000,00
 Certified N. RjC-CoP 0000 4750 – RjC – CoC C0000 4779
<http://www.ifanton.com>



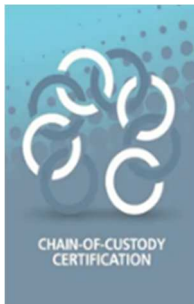
HUMAN RIGHTS POLICY 01.04.26

This Policy reinforces what has already been stated in the Code of Ethics and constitutes a manifesto that commits **I FANTON S.R.L.** to promote the protection of human rights in full compliance with the legislation and standards issued by the relevant international organizations, including:

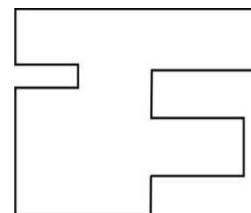
- the Universal Declaration of Human Rights and subsequent international conventions on civil and political rights and economic, social and cultural rights;
- the United Nations Conventions on Women's Rights, on the Elimination of All Forms of Racial Discrimination, on the Rights of the Child, on the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

The approach adopted by the company is aimed at protecting the rights of those belonging to its "value chain", including its own workers, suppliers and partners, migrants, children, people with disabilities, people who are victims of discrimination and any form of violence, local communities and customers, inspired by the following principles:

- **Non-discrimination:** **I FANTON S.R.L.** agrees not to discriminate on the basis of race, ethnicity, caste, country of origin, religion, disability, sex, sexual orientation, trade union membership, pregnancy, political affiliation, marital status, physical appearance, age, or other restriction not permitted in the workplace, so that all "fit for work" persons are accorded equal opportunities without discrimination based on factors unrelated to their ability to perform the job Expected
- **Fair and favorable working conditions:** **I FANTON S.R.L.** undertakes to comply with applicable legislation on working hours and remuneration or, in the absence of such legal requirements, to adopt the prevailing standards in the sector; We undertake not to use any form of forced, bail, bonded contract, or prisoner labor, and not to restrict the freedom of movement of employees and subordinate workers; We do not resort to corporal punishment under any circumstances and to the practice of degrading treatment, harassment, abuse, coercion or intimidation in any form
- **Health and safety at work:** **I FANTON S.R.L.** is committed to ensuring high health and safety standards in its offices and activities
- **Culture and skills:** **I FANTON S.R.L.** undertakes to promote the development of human capital through the implementation of specific training initiatives aimed at the professional and cultural growth of employees and those involved in the company's activities;
- **Freedom of association and collective bargaining:** **I FANTON S.R.L.** undertakes not to hinder the free association of workers;
- **Combating child and forced labour:** **I FANTON S.R.L.** does not resort to child labour (in line with Recommendation No. 146 and ILO Convention No. 138 according to which: "The minimum age for



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admission to work may not be lower than the age for completion of compulsory schooling and, in any case, shall not be less than 15 years". "The minimum age for admission to any type of employment or work, which by its nature or by the circumstances in which it is carried out may harm the health, safety or morals of young people must not be less than 18 years").

I FANTON S.R.L.

A handwritten signature in blue ink, appearing to read "G. Fanton".