

HUMAN RIGHTS POLICY

Idromeccanica Lucchini is conscious about the role that companies must have in the respect and the preservation of the human fundamental rights. For this reason we believe it's crucial to maintain an active role in taking care of the fundamental human rights of our workers and also of all the other partners which interact with us every day.

In recent years, Idromeccanica Lucchini has developed a strong sensibility and interest towards social topics, such as health and workers' safety, diversity and inclusion, quality of life and respect for the individual. The company recognizes how essential it is to make these themes an integral part of our business model.

This policy integrate what has already been stated in the Ethics Code and the Integrity Pact, it represent a commitment for the company in the conservation of the human rights of all the subjects involved in the value chain.

Although the company has its headquarters in Italy, where the legal requirements already include the respect of the human rights, the company is committed to the safekeeping of the principles universally recognized by international organizations:

- **Universal declaration of Human Rights** and its following international conventions about civil, political, economic, social and cultural rights;
- **The United Nations Convention** on women's rights, on the elimination of all forms of racial discrimination, on the rights of children, on the rights of people with disabilities;
- **Declaration on Fundamental Principles and Right at Work** and the **Eight Fundamental Conventions of the International Labour Organization (ILO)**;
- The **2030 Agenda** for Sustainable Development and its respective Sustainable Development Goals – SDGs

The most relevant Human Rights topics that concern our company:

- **Workers' health and safety:** Idromeccanica Lucchini ensures a safe and healthy environment for its workers. This include the adoption and the strict application of the safety legislation and the best worksafe practices, the supply of work equipment and adequate formation to prevent injuries and work related diseases. One of the priority of the company is to protect the integrity of physical and mental health of its workers, promoting a culture of safety and the quick reporting of potential risks.
- **Work conditions:** the company is committed to guarantee equal, respectful and dignitous work conditions to all its workers. This also include the respect of work legislation and the promotion of an healthy balance between professional and private life. The company also guarantees the right to trade union freedom and collective bargaining, promoting and open and constructive dialogue with workers' representatives.

- **Career management:** the company recognizes the importance of offering potential growth opportunities and professional development for all its workers. We are committed to promoting a career management policy based on merit, where growth opportunities are accessible to all regardless of gender, age, origin, disability, sexual orientation and any other form of discrimination. We promote transparency and equity during selection processes, promotion and performance evaluation.
- **Formation:** Idromeccanica Lucchini believes that investment in formation and professional development is fundamental for individual and business' success. We are committed to providing formation and growth programs which responds to the needs of the workers, which grants them the opportunity to acquire necessary skills to grow professionally and face the future challenges successfully. Furthermore, the company encourages the sharing of knowledge and the creation of a culture of continuous learning within the organization.
- **Diversity & Inclusion:** the company values diversity as a source of wealth and innovation. The company is committed into creating an inclusive workplace environment, where every worker feels respected and valued. Idromeccanica Lucchini promotes diversity in all its forms and strongly opposes to any form of discrimination, bullying or harassment.

According to this policy, Idromeccanica Lucchini is committed to a constant monitoring of the respect of human fundamental rights and the work inside the organization, adopting corrective measures when necessary and constantly working to improve sustainability practices and policies.

Guidizzolo, 01/02/2024

President of Idromeccanica Lucchini's board of members
