

This Policy reinforces what has already been stated in the Code of Ethics and constitutes a manifesto that commits LUSI **SRL** to promote the protection of human rights in full compliance with the regulations 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 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 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: **LUSI SRL** undertakes 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 restrictions not permitted in the workplace, so that all "Fit for Employment" persons are granted equal opportunities without discrimination on the basis of non-discriminatory factors. related to their ability to perform the intended task

Fair and favourable working conditions: **LUSI SRL** undertakes to comply with current legislation, in terms of working hours and remuneration or, in the absence of such legal requirements, to adopt the prevailing regulations in the sector; We undertake not to resort to any form of forced, bail, bonded contract, or detainee 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: **LUSI SRL** is committed to ensuring high health and safety standards in its offices and activities

Culture and skills: **LUSI SRL** is committed to promoting the development of human capital through the implementation of specific training initiatives aimed at the professional and cultural growth of employees and individuals involved in the company's activities;

Freedom of association and collective bargaining: **LUSI SRL** undertakes not to hinder the free association of workers;

Fight against child and forced labour: **LUSI SRL** does not resort to child labour (in line with the provisions of Recommendation No. 146 and ILO Convention No. 138 according to which: "The minimum age of admission to work (...) may not be less than the age of completion of compulsory schooling and, in any event, must not be less than 15 years of age." "The minimum age for admission to any type of employment or work which, by its nature or by reason of the circumstances in which it is carried out, is likely to harm the health, safety or morals of young people shall not be less than 18 years").

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