

## HUMAN TRAFFICKING AND MODERN SLAVERY POLICY

The organization is committed to safeguarding the rights of all the people who work within it. The organization has therefore adopted a Human Rights Policy, which contains the general principles that inspire our organization.

The organization's policy supports the following international and European law treaties and applies their founding principles:

- The United Nations (UN) International Charter of Human Rights
  - Universal Declaration of Human Rights;
  - International Covenant on Civil and Political Rights;
  - International Covenant on Economic, Social and Cultural Rights;
- The fundamental conventions of the International Labor Organization (ILO) - n. 29, 87, 98, 100, 105, 111, 138, 182 - and the Declaration on Fundamental Principles and Rights at Work;
- The United Nations Convention on the Rights of the Child;
- The European Convention on Human Rights.

The organization is committed to respecting Human Rights and encourages its suppliers, partners, and customers to do the same.

### NON-DISCRIMINATION

The organization respects the Human Rights of every individual and does not discriminate on the basis of race, color, sex, age, social status, family origin, physical or mental disability, religion or sexual orientation. Enhancing diversity, promoting inclusion, and combating all forms of discrimination allows the organization to create the best possible conditions in relations with Stakeholders and promote targeted behaviors to prevent inequalities.

### CHILD LABOR

The organization does not use child labor in any way.

If a case of child labor is identified in a supplier's business, the supplier must take corrective measures and, in the event that these measures are not taken, the organization reserves the right to terminate the business relationship.

"Child labor" means any work performed by a child or young person, unless considered acceptable under the ILO Minimum Age Convention 1973.

### FORCED / COMPULSORY LABOR

The organization does not use forced labor.

No employee will be required to work by force or through intimidation of any form (political means or as punishment for supporting or expressing political views).

Business partners must not resort to forced labor.

### **FREEDOM OF ASSOCIATION / COLLECTIVE BARGAINING**

The organization is engaged in an open and constructive dialogue with its employees and, where appropriate, with their representatives.

Employees are free to join organizations of their choice to represent them.

Employees who act as representatives are in no way disadvantaged or favored.

### **HEALTH & SAFETY**

The organization complies with high safety and health standards to prevent the possibility of injury.

In this regard, it has obtained the ISO 45001 certification for health and safety in the workplace and has drawn up a specific policy on the subject.

### **WORKING CONDITIONS**

Working hours, breaks, holidays, and vacation periods are established in accordance with the legislative provisions.

Furthermore, the wages paid to workers comply with the applicable wage laws, considering the principle of just remuneration for work and respecting the principle of equal pay for men and women.

The minimum remuneration received by employees cannot be less than the minimum established by collective bargaining agreements.

### **NO HARD OR INHUMAN TREATMENT**

The organization rejects any form of harassment, physical, verbal, sexual or psychological abuse, threats, or intimidation in the workplace.

The employees of the organization are to be treated with dignity and in accordance with the commitment to keep the work environment free from all forms of harassment.

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