

# Policy sul rispetto dei diritti umani (Equità, Diversità e Inclusione)

## 1. Premise

This Policy defines the guiding principles and commitments undertaken by Filtomatic Fasteners srl to protect and promote human rights in the conduct of its business activities and in every context where it operates.

Specifically, the purpose of this Policy is to establish directives for all corporate functions, with the objective of ensuring compliance with applicable laws and regulations concerning human rights, particularly in the areas of:

- Equity
- Diversity
- Inclusion

By adopting this Policy, Filtomatic Fasteners srl declares its commitment to encouraging its employees, collaborators, and business partners to support the principles contained within it, as well as to encourage them to adopt similar policies within their respective organizations.

The shared belief that an inclusive and diverse work environment is essential for collective success and growth represents, for Filtomatic Fasteners srl, a fundamental element in establishing and developing reliable and lasting collaborations aimed at mutual improvement in this field.

## 2. Scope of Application

This Policy establishes the guiding principles on human rights, valid and applicable to all personnel of Filtomatic Fasteners srl.

Each corporate function is required to adopt behavior that prevents and addresses discrimination based on gender, race, religion, sex, or sexual orientation.

## 3. Filtomatic Fasteners

srl's Approach to Human Rights For Filtomatic Fasteners srl, respecting human rights is an essential value on which it invests the utmost effort to prevent violations, developing and implementing suitable processes to identify potential or actual risks and impacts of its activities on human rights.

Specifically, through respect for human rights, Filtomatic Fasteners srl aims to pursue sustainable progress that enhances the company and the communities in which it operates, making them richer, more inclusive, and resilient. The core values of:

- Respect and Dignity: Every individual must be treated with respect and dignity, regardless of personal characteristics.
- Equity: Ensuring fair and impartial treatment for all employees, offering equal opportunities for professional growth and development.
- Diversity: Embracing and valuing the diverse perspectives, backgrounds, and skills each individual brings to the organization.

- Inclusion: Creating an environment where everyone feels welcomed, supported, and able to fully contribute.

These are central, non-negotiable values of Filtomatic Fasteners srl's corporate culture and strategy. Aligned with the ethical principles enshrined in its Code of Ethics and consistent with its internal regulatory system, the Policy expresses an integrated and cohesive vision of Filtomatic Fasteners srl regarding respect for human rights in conducting business activities.

Filtomatic Fasteners srl works to manage and mitigate the risk of potential human rights violations and to avoid negatively affecting—or contributing to negatively affecting—such rights in the various international, multiracial, social, and economic contexts in which it operates.

#### **4. Regulations and Reference Standards**

In conducting its activities, Filtomatic Fasteners srl commits to respecting fundamental human rights established by the laws and regulations of each country in which it operates, as well as the relevant international standards, including:

- Universal Declaration of Human Rights, 1948
- International Covenant on Civil and Political Rights, 1976
- International Covenant on Economic, Social and Cultural Rights, 1976
- European Convention on Human Rights, 1950
- UN Convention on the Rights of the Child, 1989
- The eight core Conventions of the International Labour Organization (ILO) (29, 87, 98, 100, 105, 111, 138, 182)
- ILO Convention 190 on the elimination of violence and harassment in the workplace
- Declaration on Fundamental Principles and Rights at Work, 1998
- Filtomatic Fasteners srl Code of Ethics

Additionally, Filtomatic Fasteners srl's activities are inspired by the "Ten Principles" of the United Nations Global Compact (UNGC):

- Promote and respect universally recognized human rights within their respective spheres of influence.
- Ensure they are not complicit, even indirectly, in human rights abuses.
- Uphold workers' freedom of association and recognize the right to collective bargaining.
- Strive for the elimination of all forms of forced and compulsory labor.
- Work towards the effective elimination of child labor.
- Work towards eliminating all forms of discrimination in employment and occupation.
- Support a precautionary approach to environmental challenges.
- Undertake initiatives that promote greater environmental responsibility.
- Encourage the development and diffusion of environmentally friendly technologies.
- Commit to combating corruption in all its forms, including extortion and bribery.

Filtomatic Fasteners srl constantly aims to improve its approach to respecting Human Rights by facilitating the adoption of all practices, procedures, rules, and instructions necessary to implement the principles outlined in this document and monitor the behavior of its organization.

Specifically, Filtomatic Fasteners srl fully supports the International Labour Organization's (ILO) stance, providing wages that enable a worker or their family to meet basic needs such as housing, food, healthcare, education, transportation, and clothing.

#### **5. Behavioral Principles**

Filtomatic Fasteners srl, with reference to respect for human rights, ensures compliance with the behavioral principles outlined in this section during the execution of its activities.

5.1. Recruitment, Hiring, and Personnel Management Filtomatic Fasteners srl recognizes human resources as a central and fundamental role in achieving corporate objectives. Consequently, it adopts recruitment and hiring procedures and methods based on respect for human values, autonomy, and responsibility of the personnel.

The process of recruiting and hiring human resources is managed in accordance with the principles of non-discrimination, absolute impartiality, autonomy, and independence of judgment, aiming to ensure that the final decision results in the selection of the most qualified individuals for the respective positions.

5.2. Appreciation of Diversity and Non-Discrimination Principle Filtomatic Fasteners srl values the diversity of the people it collaborates with, opposing any form of direct or indirect discrimination based on gender, marital status, sexual orientation, religious beliefs, political convictions, trade union membership, race, ethnicity, nationality, age, social background, social status, physical and mental disabilities.

5.3. Work-Life Balance Filtomatic Fasteners srl promotes a work environment founded on trust, dialogue, and mutual respect, safeguarding the well-being and work-life balance of its employees. A proper and proportional balance of the different aspects of people's lives generates a positive impact on the work environment, engagement, productivity, sense of belonging to the company, as well as on the improvement of employees' quality of life and well-being.

Personal situations related to work-life balance, such as pregnancy, maternity, paternity, part-time work, flexible work arrangements, etc., cannot, in any case, be considered conditions for discriminatory treatment.

5.4. Rejection of Forced or Compulsory Labor, Child Labor, and Human Trafficking Filtomatic Fasteners srl opposes, rejects, and condemns any form of labor exploitation, including child labor, forced or compulsory labor, human trafficking, and all forms of mental or physical abuse or coercion, ensuring that all its activities are free from such practices throughout the supply chain.

## **6. Reporting**

Filtomatic Fasteners srl encourages anyone who becomes aware of actions or behaviors that are contrary to this Policy, as well as to laws and regulations regarding human rights, to submit a report.

Filtomatic Fasteners srl has established a specific internal reporting channel as a communication tool aimed at ensuring the adequate confidentiality of the information processed and the identity of the whistleblower.

## **7. Implementation and Monitoring**

Acknowledging the United Nations Guiding Principles on Human Rights, Filtomatic Fasteners srl is committed to conducting assessments of the human rights implications of its activities. During these periodic analyses, Filtomatic Fasteners srl evaluates, when deemed appropriate, consultations with relevant stakeholders.

Considering the impacts that human rights violations can cause, Filtomatic Fasteners srl prioritizes appropriate actions to identify, prevent, or mitigate such impacts within its value chains. Filtomatic



*Manufacturer of stainless steel and special alloys fasteners, strips specialist*

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Fasteners srl periodically evaluates and updates the progress of its commitment and communicates the results annually during a meeting with the entire company staff.

## **8. Review, Communication, and Training**

This Policy will be subject to periodic review in consideration of its adequacy and effectiveness of implementation.

Filtomatic Fasteners srl commits to making this Policy accessible and available for consultation to all stakeholders, both internally and externally, through standard internal communication channels (such as bulletin board postings) and via publication on the company website.

For Filtomatic Fasteners srl, employee involvement represents a fundamental starting point to ensure the full implementation of this Policy.

To ensure correct understanding of the Policy by all employees and raise awareness regarding its implementation, training activities are conducted to promote knowledge of the principles contained within, as well as the stricter legal requirements and internal norms/procedures.