

Human Rights and Working Conditions Policy

In order to achieve and promote the people's welfare and respect for Human Rights, Montirone s.r.l., in carrying out its working activities, pursues and disseminates a Policy aimed at the concrete implementation of the Universal Declaration of Human Rights (UN, 1948) and of all subsequent conventions.

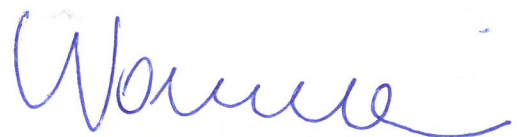
Montirone s.r.l. recognises people as a key element for the development of Civil Society and promotes their skills, competences, commitment and creativity.

For the protection of Human Rights and in order to offer to its employees adequate working conditions, Montirone s.r.l. is committed to:

- recognize and safeguard the right to collective bargaining and the freedoms of association;
- ensure equal opportunities for development and professional growth, through the promotion of a culture based on meritocracy and respect for people throughout the entire cycle of workers' selection, management, development and career;
- grant fair wages to workers, starting from what is stipulated in the national metalworkers' contract and consistent with what the market allows;
- do not demand a quantity of working hours per week that exceeds what is stipulated in the national metalworkers' contract;
- repudiate all forms of discrimination based on gender, ethnicity, nationality, language, religion, political orientation, sexual orientation, social background, age, any disability;
- repudiate all forms of harassment, violence (even verbal), threat, intimidation;
- repudiate any form of abuse related to the personal and cultural diversity of the individual, with attitudes attributable to persecutory practices;
- repudiate all forms of labour exploitation, including forced labour, child labour, human trafficking for the purpose of enslavement;
- transfer all these principles to the supply chain and regard them as discriminating elements when selecting new suppliers.

Montirone s.r.l. makes this Policy known to all its employees and stakeholders, as it is posted on the bulletin board and on the website www.montirone.it.

San Giovanni in Persiceto (BO), Italy
May 11th, 2023



Francesco Ponzellini
Board Chairman
Montirone s.r.l.