



Company policy for the protection and protection of human rights

2022/2023

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Introduction

This Policy reinforces what has already been stated in Tesi's Code of Ethics and constitutes a manifesto that commits the Company to promoting the protection of human rights for all people working in the value chain. Tesi is committed to respecting and disseminating the principles set forth by the legislation and standards issued.

The aim of the Policy is to define and develop a clear approach to the issue, also confirming the commitments to pursue socially useful activities.

Approach & Commitment

Tesi has always paid attention to respect for human rights and the promotion of employee well-being.

With a view to sustainable development, respect for the above-mentioned rights is an integral part of responsible corporate behaviour.

For Tesi, people represent an indispensable element for development and it is therefore necessary to ensure safe and secure working conditions based on a system of legal, transparent and sustainable values.

The aim of the document drafted by Tesi is to develop and promote aspects concerning health, safety, integrity, inclusion, diversity and sustainability.

Governance

The supervision of the principles relating to Human Rights is entrusted to the Sustainability Team and the control of the Chief Executive Officer.

Frame of reference

The content of this document is linked to:

- The Code of Ethics of Tesi;
- The National Contract CCNL tertiary trade.

Tesi's commitments

The following are the principles adopted by Tesi with regard to respect for fundamental human rights and the conditions that underpin work:

- Child labour: Tesi does not tolerate any form of child labour;
- Forced Labour: Tesi rejects all forms of forced labour, guaranteeing working conditions that comply with current laws and regulations;
- Harassment: Tesi does not tolerate sexual and personal harassment and offenses. Everyone is obliged to respect the rights and dignity of all individuals regardless of diversity of race, culture, language and religion;
- Discrimination: Tesi does not tolerate any form of discrimination understood as alteration or denial of equality. The aim of Tesi is to supervise the consolidation of a work environment free from racial, cultural, sexual and similar discrimination. A diverse work environment fosters a more open, creative and inspiring company culture;
- Fair working conditions: Tesi guarantees fair pay and takes into account the minimum requirements set out in the collective agreement. Active policies aimed at integrating people with disabilities into the workplace are promoted and a whole series of actions are applied that encourage the right work-life balance;
- Health and safety in the workplace: Tesi is committed to promoting a corporate culture that guarantees adequate working conditions. Health and safety at work are considered fundamental issues. A whole series of prevention mechanisms have been put in place in the field of health and safety at work;
- Privacy: Tesi is committed to respecting the right to privacy and the protection of personal information.

Recipients of the policy

The company's policy for the protection and protection of human rights confirms the company's commitment to all employees, suppliers, stakeholders, partners and all those who directly or indirectly come into contact with our value chain.

This policy is disseminated through an appropriate communication campaign.

Policy Enforcement & Reporting

All Tesi staff, without exception, are required to adapt their behaviour to the principles set out in this document both within the company and externally.

This policy is communicated to all employees on the company intranet.

Tesi provides reporting channels to improve the impacts of any inappropriate attitudes on human rights and take any appropriate corrective measures.

Reports should be sent to the Sustainability Team or to: info@tesi-ivrea.com

This Company Policy will be subject to periodic revisions, which in turn will be approved by the Chief Executive Officer.

