



Human Rights Policy

2025

This Policy reinforces what has already been stated in the Code of Ethics and constitutes a manifesto that binds **FIOR SPA** to promoting the protection of human rights in full compliance with the regulatory framework and the standards issued by international organisations of reference, among which:

- the Universal Declaration of Human Rights and the subsequent international conventions on civil and political rights and on economic, social, and cultural rights;
- the Conventions of the United Nations on the rights of women, on the elimination of all forms of racial discrimination, on the rights of children, on the rights of people with disabilities;
- the Declaration on Fundamental Principles and Rights at Work and the eight fundamental Conventions of the International Labour Organisation (ILO);

The approach adopted by the company aims to protect the rights of the persons who are part of its “value chain”, including its workers, suppliers, and partners, immigrants, children, persons with disabilities, persons who have fallen victim to discrimination and any and all forms of violence, the local communities, and the customers, drawing inspiration from the following principles:

Non-discrimination: **FIOR SPA** undertakes not to discriminate in any way based on race, ethnic origin, caste, country of origin, religion, disability, gender, sexual orientation, trade union membership, pregnancy, political affiliation, marital status, physical appearance, age, or other restriction that is not allowed at the workplace, so that all people “suited to work” are afforded equal opportunities without discrimination based on factors that are not related to the ability to perform the duties envisaged

Fair and favourable working conditions: **FIOR SPA** undertakes to comply with the legislation in force on working hours and remuneration, or, in the absence of such legal requirements, to adopt the prevailing standards of the sector; we undertake not to have recourse to any form of forced labour, on security, bonded labour, or prisoner labour, and not to limit the freedom of movement of employees; we do not have recourse to corporal punishment under any circumstances and to degrading treatments, harassment, abuse, coercion, or intimidation in any shape or form

Occupational health and safety: **FIOR SPA** undertakes to guarantee high hygiene and safety standards in the offices and during the activity

Culture and skills: **FIOR SPA** undertakes to promote the development of the human capital through the implementation of specific training initiatives aiming at the professional and cultural growth of employees and of the persons involved in the company’s activities;

Freedom of association and collective bargaining: **FIOR SPA** undertakes not to impede the free association of workers;

Fight against child and forced labour: **FIOR SPA** does not have recourse to child labour (in light with the affirmations of Recommendation no.146 and ILO Convention no.138, according to which: “The minimum age (...) shall not be less than the age of completion of compulsory schooling and, in any case, shall not be less than 15 years”. “The minimum age for admission to any type of employment or work which by its nature or the circumstances in which it is carried out is likely to jeopardise the health, safety or morals of young persons shall not be less than 18 years”).

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THE MANAGEMENT