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## SIAT HUMAN RIGHTS POLICY

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*«All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.»*

(Art.1 of the Universal Declaration of Human Rights)

## **COMPANY POLICY ON THE PROTECTION OF HUMAN RIGHTS**

At Siat we believe that companies have a responsibility to respect human rights and must strive to ensure that fundamental rights are applied in all relationships within the company and in dealings with external stakeholders. Respect for Human Rights is an essential element for Siat, the dignity, and respect of people are the basis of our corporate culture; therefore, Siat strongly promotes respect for Human Rights and is committed to eliminating all forms of Human Rights violations encountered internally or by its suppliers.

This document is based on the company's value system and internal code of ethics.

Siat bases its relations with its stakeholders on transparency and mutual trust. For this reason, Siat applies and supports internationally recognized Human Rights, starting from those contained in the *Universal Declaration of Human Rights* and conventions inspired by it, such as the *International Labor Organization Declaration on Fundamental Principles and Rights at Work*, the *United Nations Convention on the Rights of the Child (CRC)* and the *Children's Rights and Business Principles* promoted by UNICEF, Global Compact and Save the Children.

### **Recipients**

The principles expressed in this document are to be considered an integral part of the duties of all employees, collaborators, workers with fixed-term contracts, interns, and other employees with any other form of employment or collaboration contract, as well as SIAT's suppliers.

### **Purpose and field of application**

The purpose of this policy is to make respecting Human Rights an essential requirement in the conduct of SIAT's business activities. In our company, we are committed to respecting fundamental human rights (e.g., working hours, fair wages, the minimum age for entry into employment, workplace conditions, accessibility to people with disabilities, maternity protection, prohibition of harassment, forced / compulsory / bonded labor) of the company's employees and collaborators and the employees of our suppliers. We also pay particular attention to workplace health and safety rights of people involved in work activities within our company, we consider the high standard of health and safety to be a cornerstone of our success and our goal is to minimize injuries and avoid professional illness. Businesses have a widely recognized responsibility to respect human rights, in accordance with international principles, standards, and regulations. All businesses need to integrate human rights into their sustainability agenda, a company that works in favor of the realization of universal human rights for all, also makes a fundamental contribution to the broader goal of an inclusive and non-violent society.

### **Non-discrimination**

Guided by our ideas for fair employment and for inclusion and diversity, we believe that a diverse workforce and an inclusive work environment are essential for an innovative and thriving business.

Convinced of the uniqueness of people, we are committed to hiring employees from a wide range of backgrounds. People may not be discriminated against based on race, skin color, age, gender, gender identity or presentation, sexual orientation, language, religion, political or other opinion, disability, country of origin or birth, or social background.

### **Respect for others**

At Siat, we promote a workplace free from physical and verbal harassment. We do not tolerate any behavior that encourages offensive and humiliating actions or creates an intimidating work environment.

### **Freedom of association and collective bargaining**

We respect the right of employees to join workers' organizations or trade union representatives without fear of retaliation, harassment, or intimidation. We are committed to establishing a constructive dialogue with employees' elected representatives, with dialogue and mutual respect as the basis for discussion.

### **Remuneration**

All employees deserve fair and equitable pay, which allows workers and their families to provide for basic needs such as food and shelter, pay for education, and have an adequate income to support themselves. When wages are insufficient, it can lead to excessive use of overtime, which could have a negative impact on work-life balance and health. The salaries of our employees and/or collaborators are in line with the provisions of the law and collective bargaining (relevant CCNL).

We operate in full compliance with applicable laws on wages, benefits, working hours, and overtime. The way in which remuneration is defined is based on objective criteria.

### **Working hours**

Siat is committed to ensuring that the weekly working hours of its employees and/or contractors comply with current legislation, therefore working hours usually don't exceed 48 hours per week, including overtime, except in cases of emergency or exceptional circumstances, with the consent of the employee to meet commercial demand or problems related to the installation of our machines at the customer's premises or problems related to the maintenance or repair of our machines at the end user's premises.

We acknowledge the risks associated with excessive working hours to the physical and mental health of employees, therefore, working hours are monitored as well as adherence to weekly rest periods.

### **Child and forced labor**

Guided by our fair employment policy, child or forced labor is not permitted at Siat. No person under the age of 18 may be employed in work activities. Our employees are not required to deposit original, government-issued identification documents (ID card, passport, residence permit, driving license) to the company upon hiring. Only photocopies of these documents are kept in the company.

### **Occupational health and safety**

At Siat, we are committed to a healthy, safe, and productive workplace, which means safeguarding employees throughout our plant from immediate and long-term damage to their physical and mental health. Occupational health and safety, guided by our corporate values, is an integral part of our business and must be considered in every action we take there is no activity so important or urgent that it cannot be performed in an appropriate, healthy, and safe manner.

Training courses are provided on a regular basis to inform and train staff on all occupational health and safety regulations.

### **Business Integrity**

Acting with quality and integrity is a prerogative of Siat, so standards have been set with senior management to conduct business with honesty and integrity both in professional relationships and outside of work.

Siat is open, honest, and ethical in all its dealings and operations, which means it does not engage in corrupt practices and does not commit, accept, or tolerate acts of bribery, neither internally nor from its business partners.