

ITELYUM SUSTAINABILITY POLICY

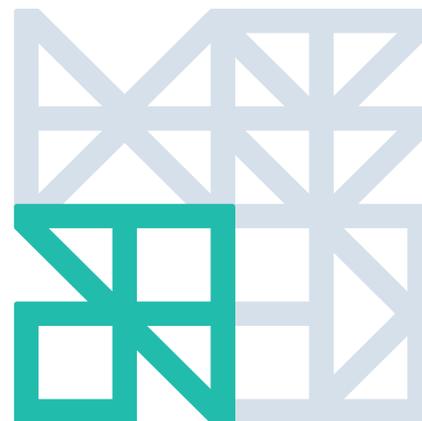
Rights and Society

Iteyum supports the internationally proclaimed human rights, as the inalienable rights of all individuals, grounded on the recognition of the dignity, freedom and equality of human beings, and establishes relationships with all its stakeholders on mutual commitment, active partnership, trust, transparency and long-term collaboration.

The group commits itself not to be complicit in human rights abuses in the supply chain and in trade relations with all the countries with which it operates. It does not maintain relations with organizations that do not guarantee equality of opportunity and treatment, distinguishing between gender and age, ethnicity, nationality, social conditions or origins, religion, sexual or political orientation or any other creed.

It creates relationships with local communities by understanding their needs, promoting sustainable local projects that do not generate dependency relationships and the regular involvement of stakeholders.

The full alignment with its Values, Codes and Policies is a mandatory prerequisite for establishing and maintaining relations of any kind with Iteyum and its subsidiaries.



The "Rights and Society" Policy is part of Iteyum Sustainability Policies and is a founding element of its strategies, procedures and daily operations. It applies to all group activities, business partnerships, mergers and acquisitions, and in all activities involving its stakeholders. In order to ensure its effectiveness, this policy is subject to periodic review and update.

For more info visit the page:
www.iteyum.com/policy



1 / Iteyum establishes that the minimum age for access to any type of employment or job which, by its nature or the conditions under which it is performed, may affect health, safety or moral integrity of minors, should not be less than eighteen years old.

2 / Iteyum guarantees equality of opportunity and treatment without distinction of sex, age, ethnicity, nationality, social conditions and origins, religion, sexual or political orientation or any other creed and prohibits all forms of forced labour, corporal punishment, mental or physical coercions, sexual harassment, sexual and verbal violence.

3 / Iteyum respects the right to freedom of association and collective bargaining. It guarantees its workers social security benefits, not excessive working hours and the payment of fair wages.

4 / Iteyum considers all employees as a strategic resource, promoting their professional development and career paths, respecting equal opportunities and implementing work-life balance initiatives aimed at satisfying the needs of families and the demands of all employees.

5 / Iteyum ensures healthy and safe working conditions, free access to drinking water, sanitation and, wherever necessary, suitable work or housing facilities, cafeterias, refreshment areas or places for the conservation and consumption of meals.

6 / Iteyum promotes health protection programs and initiatives towards communities affected by natural and health disasters.

7 / Iteyum supports school education in all its forms. Moreover, in line with its values, it sponsors artistic, sporting and cultural activities and encourages the growth of local skills.

8 / Iteyum supports programs aimed at public utility or service, contributing to the development of adequate infrastructures and to improving the quality of life in the communities neighbouring its production facilities.

Antonio Lazzarinetti
Executive Chairman

Marco Codognola
Chief Executive Officer

