

# HUMAN RIGHTS STATEMENT

SEPTU GROUP is committed to respecting, promoting, and defending internationally recognized human rights. Respect for human rights is a core value of our Company and we believe that it benefits all our employees, associates, clients, partners, investors, and the communities in which we live and operate. The Human Rights Statement is our basic policy and sets out the fundamental principles embedded in our company operations and culture to ensure we do not engage directly or indirectly in activities that violate human rights. It is our corporate responsibility to uphold these principles throughout our entire organization, and we expect that all our employees, associates, including business partners, and suppliers, to be aligned in upholding human rights globally.

## **SEPTU GROUP's approach to human rights is based on:**

- ❖ The United Nations Guiding Principles on Business and Human Rights
- ❖ The United Nations Universal Declaration of Human Rights
- ❖ The International Labour Organization's 1998 Declaration on Fundamental Principles and Rights at Work
- ❖ OECD Guidelines for Multinational Enterprises

## PRINCIPLES



### ETHICAL BUSINESS CONDUCT

As detailed in our CODICE ETICO (Code of Ethics), we require all business on behalf of SEPTU GROUP to be conducted with honesty and integrity in full compliance with all applicable laws and industry standards and regulations.

### EMPLOYEE RIGHTS AND FAIR LABOR PRACTICES

All our employees deserve to be treated with integrity and respect. Therefore, we promote a work environment of transparency and trust, and we operate in compliance with applicable wage, work hours, overtime and benefits laws and international labour standards.

### DIVERSITY AND INCLUSION

We support and encourage diversity and inclusion within our business and the organizations with which we do business by maintaining workplaces that are free from discrimination or harassment based on race, sex, colour, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. We are committed to the protection of women's rights. We're committed to providing equal opportunities for all employees, eliminating all discriminatory practices, and promoting a work environment that is free from harassment, violence, and intimidation.

### SAFE AND HEALTHY WORKPLACE

It is our basic policy is to provide and maintain a safe, healthy, and productive workplace for all our employees that complies with all applicable laws and regulations.

### FORCED LABOR AND HUMAN TRAFFICKING

We're committed to preventing and prohibiting forced labour of any kind, including all forms of modern-day slavery or human trafficking.

### CHILD LABOR

We do not engage in or condone the unlawful employment or exploitation of children.

### FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

We respect the principles of freedom of association and collective bargaining. We are aligned with the International Labour Organization and its core conventions: No. 87, the Freedom of Association and Protection of the Right to Organize Convention, and No. 98, the Right to Organize and Collective Bargaining Convention.

SEPTU GROUP's CEO and Assistant to CEO, including the COO, oversees the implementation and the respect of these policies.

For questions related to our Human Rights Statement, please e-mail [operations@septugroup.com](mailto:operations@septugroup.com)

