

# **HUMAN RIGHTS POLICY**

## **Introduction**

Respect for human rights is a fundamental value of SUANFARMA and we strive to respect and promote human rights.

SUANFARMA's human rights policy is guided by domestic and international legislation, including, but not limited to, the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the Organization for Economic Cooperation and Development (OECD) guidelines for Multinational Enterprises, the Sustainable Development Goals (SDGs) approved by the United Nations.

## **Objectives**

SUAN FARMA's human rights policy outlines our commitment to respect human rights throughout our value chain and is part of our corporate social responsibility policies.

Our human rights policy applies to all employees of all entities of SUANFARMA group, including part-time and temporary workers as well as independent contractors. Our commitment to respect human rights also extends to all individuals throughout our value chain, suppliers and business partners.

## **Principles**

SUANFARMA conducts its business in a manner that respects the rights and dignity of all people, complying with all applicable laws and regulations. Our policies reflect our commitment to respecting the protection of internationally recognised Human Rights.

### **1. *Compliance with all relevant laws and regulations***

SUANFARMA abides by all relevant laws and regulations where we operate.

### **2. *Protection of labour rights***

SUANFARMA treats their own employees fairly through responsible employment contracts and fair labour practices, with supporting policies and practices that includes, but not limited to:

- Equal opportunities and no discrimination: treat all applicants and employees equally regardless of age, disability, gender, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, or sexual orientation.
- Anti-harassment and no bullying: a working environment free from harassment and bullying and ensuring all staff are treated, and treat others, with dignity and respect.
- Communication channels: access to communication and reporting channels.
- Health and safety: provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements.
- Trade unions: employee's right to choose to join or not join a trade union.

### **3. *Forced Labor and Human Trafficking***

We have a zero-tolerance approach to Modern Slavery. Modern Slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

### **4. *Diversity and inclusion***

We value and celebrate the diversity and inclusion of the people with whom we work. SUANFARMA will continue to develop practical and inclusive ways to support and develop a happy and productive workforce both within and outside the workplace.

### **5. *Identify and managing supply chain risks in their supply chains***

We support community investment and give support to non-profit organizations to promote cultural and economic development of global and local communities.

## **Rules of Engagement**

We will use appropriate due diligence to assess, identify, prevent and mitigate actual and potential adverse human rights impacts to stakeholders across our value chain.

This due diligence may include risk assessments, requests for information and documents as evidence of policies and practices and audits.

## **Approval and amendment**

This Human Rights policy was approved by the Board of Directors of SUANFARMA S.A.U., at its meeting held on 5 November 2020. The contents of this policy shall be revised from time to time and amended and updated accordingly, following the same procedures used for its preparation, to reflect the inevitable process of change in society in general and in SUANFARMA in particular. The most recent version of this Sustainability Policy shall be made available on SUANFARMA Italia's website at: <https://italia.suanfarma.com/>