Global Human Rights Policy - Gatto Group

Gatto Group's activities are based on respect for global human rights, which are a non-negotiable fundamental value of its culture and corporate strategy. Gatto Group works to manage and reduce the potential risk of human rights violations, to avoid causing - or contributing to causing- adverse impacts on these rights within the international, multiracial, socially and economically diverse conditions in which it operates.

Gatto Group activities are governed by its Values and Ethical Code; the Company respects and protects the fundamental human rights laid down by the laws and regulations of each country where it operates and contained in applicable international standards, including: the United Nations International Bill of Human Rights, consisting of the Universal Declaration of Human Rights, International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights; the United Nations Convention on the Rights of the Child; the ILO Declaration on Fundamental Principles and Rights at Work and the relevant applicable conventions; the European Convention on Human Rights; the United Nations Convention against Corruption.

Gatto Group promotes respect for human rights and adherence to applicable international standards with its Partners and Stakeholders and bases its governance model on the recommendations contained in the UN Guiding Principles on Business and Human Rights, implementing the "Protect, Respect and Remedy "Framework".

PRINCIPLES

Non-discrimination

Gatto Group is opposed to any form of direct or indirect discrimination on the basis of gender, marital status, sexual orientation, religious or political beliefs, union membership, race, ethnicity, nationality, age, social background and status, physical and mental disability, and is committed to the prevention of discrimination in all areas of working life.

Freedom of Association

Gatto Group recognizes the right of its employees to form freely trade unions and to collective bargaining, and engages in open and constructive dialogue with representatives of recognized trade unions.

Opposition to forced labor

Gatto Group opposes all forms of labor exploitation, including child labor, forced or compulsory labor and all forms of abuse or mental or physical coercion towards both their workers and workers employed along the supply chain, and strongly condemns all forms of human trafficking and exploitation.

Adequate working conditions

Gatto group promotes a working environment based on trust, dialogue and mutual respect and protects the welfare and work-life balance of its employees, ensuring decent wages and fair working hours.

Occupational health and safety

Gatto Group considers the health and safety of workers a core value and proactively maintains a safe and healthy working environment by adopting high standards of prevention, assessment and management of related risks, and by fostering and constantly spreading a corporate culture geared towards occupational health and safety.

Local Communities

Gatto group seeks to disseminate and promote its core business values, while respecting local cultures and indigenous people, protecting cultural and natural heritage and local traditions and customs. Gatto Group contributes to the economic wellbeing and growth of the communities in which it operates by providing support to educational, cultural, and social initiatives for promoting personal development and improving living standards. Gatto Group believes that dialogue with competent institutions and non-governmental agencies is key to identifying the priority areas for local communities' support.

Integrity

Gatto Group rejects all forms of corruption in any jurisdiction, even in places where such activity is acceptable in practice, tolerated, or not pursued in the courts, with the conviction that corruption also undermines human rights.

Privacy

Gatto group is aware of the importance of ensuring adequate safeguards to the interested parties concerned with the personal data processing operations and respects the right to privacy of all of its Stakeholders, undertaking to use the data and information provided in a correct manner.

Gatto Group is engaged in the identification, assessment, prevention and mitigation of human rights violation risks, promptly implementing corrective actions if these events occur. In particular:

- raises employees' awareness, through information and training, and in conducting corporate activities with respect for human rights; manages its supply chain in a responsible manner including, in particular, respect for human rights in the supplier selection criteria, in the contractual provisions and in the checks carried out by Audit.

- requires that its suppliers implement a similar management model within their supply chains

Gatto group is open to cooperation with governmental, non-governmental and sectorial and academic bodies for the development of global policies and principles aimed at protecting human rights and regularly informs its Stakeholders about the activities carried out and the performance achieved, primarily through the Group's annual report and the corporate website.

Gatto Group's Top Management, supported by the continuous guidance of the Sustainability and Risk Governance Department, has a strategic role in the full implementation of this Policy ensuring the involvement of all personnel and of those who collaborate with Gatto and the consistency of their behavior with the values embodied in this Policy.

Gatto provides its stakeholders with a dedicated channel (published on the website) for reporting any situation, also anonymous, that in breach of this Policy poses or could pose a risk of Human Rights violation.

Signed by: General Manager Cristian Paravano

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