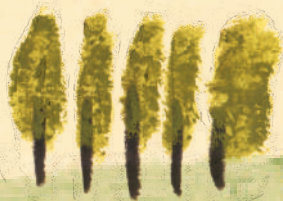


# Supplier code of conduct

September 2024





At Human Company, we believe that partnerships and collaboration with suppliers represent an inclusive and mutually beneficial approach to ensuring that responsible sourcing principles are applied throughout the supply chain. Strong relationships not only build trust with suppliers but also strengthen the entire value chain.

We emphasise the importance of ongoing collaboration with suppliers, aiming for continuous improvement that brings shared benefits to all parties involved, including the communities where the Group operates. This Code of Conduct is designed to engage suppliers and ensure a fair, sustainable, and transparent supply chain.





## SCOPE AND CONTENT

### Acting According to Ethical Principles

At Human Company, we understand that every action conducted in adherence to ethical principles can significantly impact business activities, strengthening corporate culture and the commitment to integrity. Therefore, the expectation of excellence extends not only to ourselves but also to the suppliers with whom Human Company collaborates.

### Compliance with Laws and Regulations

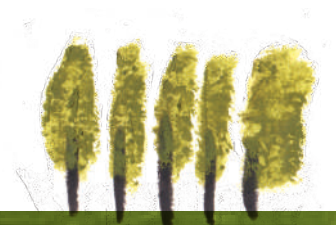
Anyone working for or on behalf of Human Company represents the company. In line with our commitment to ethics, legality, and compliance, it is crucial that suppliers adhere to all applicable laws, regulations, directives, and corporate codes, including this document.

### Consequences of Non-Compliance

Compliance with the Supplier Code and applicable laws is essential for maintaining an ongoing partnership with Human Company. Suppliers are expected to implement the necessary processes, control mechanisms, policies, procedures, and training to adhere to this Code and monitor compliance. In cases of non-compliance, corrective actions may be required, or, in certain circumstances, the suspension or termination of the business relationship.

### Compliance and Environmental Protection

Environmental protection is a key priority for Human Company. We value the adoption of eco-friendly, efficient, and sustainable practices that align with environmental laws, company policies, and procedures. This includes responsible waste management and the sustainable use of resources. Additionally, suppliers are encouraged to support the company's sustainability goals by continually improving their environmental performance and actively contributing to Human Company's initiatives.





## **Human rights**

Operating across Italy allows us to collaborate with individuals from a wide range of cultures and backgrounds. This diversity enriches our commitment to respecting and promoting human rights. We firmly condemn all forms of gender-based violence and support the creation of a safe, inclusive, and empowering work environment for all. It is essential that suppliers uphold these principles, protecting the rights of everyone involved in their operations.

Suppliers are expected to conduct their activities in compliance with labour and human rights laws and in alignment with internationally recognised standards, such as the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the International Bill of Human Rights, and the fundamental Conventions of the International Labour Organization (ILO). Respecting these principles is regarded not only as a legal obligation but also as a shared ethical commitment.

## **Prevention of Slavery and Human Trafficking**

Protecting human rights includes a specific commitment to preventing child exploitation, modern slavery, and human trafficking, both in operations and within the supply chain. It is essential to comply with all applicable regulations on child labour, including those concerning minimum age requirements for employment and restrictions on hazardous or night work.

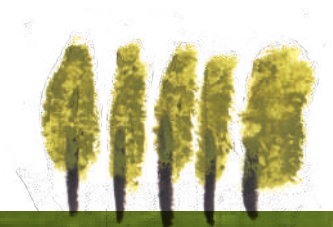
In managing labour and safeguarding human rights, adherence to fundamental principles is critical, including: the prohibition of human trafficking, forced labour, and child labour; the promotion of freedom of association; the assurance of non-discrimination, fair working conditions, and legal remuneration; workplace safety and security; the implementation of adequate grievance mechanisms.

It is crucial to remain vigilant for any signs of unlawful activities and report them promptly, whether they occur within your own operations or those of business partners.

## **Prohibition of Harassment and Discrimination**

Everyone has the right to a workplace that is open, tolerant, and inclusive, whether they are employed directly or through suppliers. It is essential to contribute to fostering a positive environment by treating everyone with respect.

Diversity and inclusion must be actively promoted, ensuring that hiring decisions are always fair and free from bias or discriminatory practices. Decisions should be merit-based, without consideration of factors such as personal relationships or legally protected characteristics, including age, gender, ethnicity, disability, nationality, sexual orientation, or religion.





### **Health and Safety Protection**

Ensuring a safe environment for everyone is essential, minimising safety risks, including those related to substance abuse and violations of security and well-being. Compliance with all applicable laws, regulations, directives, and industry codes is crucial, particularly when operating on company premises.

Implementing health and safety practices and providing relevant training are vital to minimising workplace injuries. Attention should be paid to potential hazards, including threats or acts of violence, which must be promptly reported.

### **Confidential Information and Intellectual Property**

Information is a critical asset for business operations, and its protection is therefore essential. Anyone with access to confidential information or intellectual property must handle it with the utmost responsibility. This includes non-public financial data, marketing information, trademarks, copyrights, creative works, designs, trade secrets, and data analysis. Such information must never be disclosed publicly or outside the organisation without prior explicit approval.

### **Fair Competition**

Healthy and fair competition is essential for ensuring quality services at fair prices. Adopting fair competition practices, in line with corporate expectations, is crucial. It is vital to comply with all applicable antitrust and fair competition laws, avoiding agreements with competitors that could restrict trade, limit production, or exclude others from the market. Similarly, sensitive information such as pricing, bids, or costs must not be exchanged with competitors. Transparency in transactions and honesty in dealings with the company are key elements.

### **Conflicts of Interest**

Business decisions have a significant impact on both the company and its suppliers, making it essential for such decisions to always be objective and impartial. Any situation or relationship that could create, or even appear to create, a potential conflict between personal interests and those of the company must be avoided.

Conflicts of interest often involve financial interests, external collaborations, or family relationships. In the event of a potential conflict, it is important to report it immediately and consult the designated corporate representative for guidance on how to proceed appropriately.

