



## HUMAN RIGHTS POLICY

O.M.C.A.P. S.r.l. commits to ensure respect for human rights in accordance with the UN's Guiding Principles on Human Rights. We strive to ensure respect for human rights in all our operations and business relationships. We are constantly improving our understanding of human rights and our actions related to them. We will focus our efforts on ensuring human rights in related areas on which our operations may have the most meaningful impact. This responsibility is pursued by Management and all employees must commit to implementing our human rights policy.

### Human Rights Goals

- Our human rights work is guided by international principles and standards, local regulations, and our company values guiding us to do what is right. We consider human rights in everything we do, starting from our investment decisions, paying particular attention to vulnerable groups and encouraging our partners to do the same.
- We ensure working conditions and hours in compliance with current laws, combating child labor, the exploitation of young workers, and modern slavery. We commit to respect regular working weeks, not adopting excessive overtime in accord with the Italian National Collective Labor Contracts. Any request for overtime work, staying below the legal limits, is always voluntary and never forced.
- We provide our wages and benefits within an employee wellness system that makes goods and services available to employees with the goal of balancing the private and working spheres and positively affecting factors like the company atmosphere and productivity. We are also committed to ensuring that our workers are paid in accordance with applicable regulations and prevailing industry practices. This compensation should be sufficient to satisfy basic needs and ensure a decent standard of living for employees and their families as well as comply with standards of minimum wages, overtime pay, family care leave, and state-funded benefits.
- We ensure the right to association and collective bargaining, as provided for by Article 18 of the Italian Constitution; specifically, we respect all rights to freedom of peaceful assembly and freedom of association at all levels, in particular in trade unions, political parties, and for civic issues, entailing the right for everyone to form and participate in trade unions to protect their interests. This includes collective bargaining, as a negotiation process between an employer and a group of employees, aimed at reaching an agreement governing working conditions.
- We strive to increase awareness of human rights in our organization starting from the ethical recruitment of our personnel and collaborators, respecting women's rights and principles of diversity, equality, and inclusion. All workers are provided with a regular written contract in a language they can understand that accurately and clearly establishes their rights and responsibilities at the beginning of their recruitment. We also combat harassment and support non-discrimination, fighting all forms of gender inequality and employment and pay disparities.
- We respect land, forest, and water use rights. We are committed to avoiding forced eviction and deprivation of land, forests and water if purchasing, developing, or making other use of land, forests, and water.
- Where national human rights laws differ from international human rights laws or standards, we follow the laws or standards most favorable to the rights holder.
- We do not employ or use private or public security forces to protect our business project.

Management

*Guido Granchi*