

EDI Policy

The present manifesto represents LUBRITEX SRL's commitment to promoting a fair, diverse, and inclusive work environment. This Equity, Diversity, and Inclusion (EDI) Policy reflects our dedication to preventing and combating discrimination based on gender, race, religion, sex, or sexual orientation, and promoting a respectful, safe, and welcoming work environment for all employees.

- **Non-discrimination**

The company is committed to ensuring that no employee is discriminated against on the basis of gender, race, religion, sex, or sexual orientation. All employees will be treated with respect and dignity, and will have equal opportunities for professional growth and development.

- **Inclusive work environment**

The company promotes an inclusive work environment, where each employee can freely express their own opinions, ideas, and concerns. We do not tolerate any form of bullying, harassment, or discrimination towards employees, suppliers, or other stakeholders.

- **Equal employment opportunities**

The company is committed to providing equal employment opportunities to all qualified candidates, regardless of their gender, race, religion, sex, or sexual orientation. All hiring, promotion, and professional development decisions will be based solely on the skills, experiences, and qualifications of the candidates.

- **Response to reports**

All employees can take advantage of a confidential and accessible reporting system to allow the reporting of any cases of discrimination or inappropriate behavior. All reports will be treated with seriousness and confidentiality, and will be subject to appropriate investigations.

- **Support for victims of discrimination**

The company is committed to providing support to victims of discrimination, ensuring that they have access to a safe environment to report the experienced violations and receive the necessary psychological support.

- **Periodic review**

The following EDI policy will be periodically reviewed to ensure that it is aligned with best practices and current regulations. Corrective and improvement measures will be implemented when necessary.

Signatories of the Policy and date of issuance or revision:

CEO: MARIA GRAZIA ROMEO

08/2023

