

## Human Rights and Child Labor, Forced, or Compulsory Labor Management Policy (SDGs 8)

LUBRITEX SRL acknowledges the importance of protecting and promoting human rights and is committed to ensuring an ethical, fair, and respectful work environment. This Policy for the Management of Human Rights and Child Labor, Forced, or Compulsory Labor underscores our clear rejection of any form of child labor, forced, or compulsory labor. We pledge to respect the fundamental rights of all our employees and actively work to prevent and combat situations of abuse or exploitation.

- **Child labor**

The company absolutely prohibits the employment of individuals below the legally permissible age to work in the country where we operate. We will adhere to all national and international laws and regulations regarding the minimum age of employment. We will provide a safe and secure working environment for all our employees, ensuring that no minors are involved in our operations.

- **Forced or compulsory labor**

No employee will be forced to carry out forced or compulsory labor. We will respect the fundamental right of each individual to work freely, without coercion or undue pressure. We will promote a work environment based on free and voluntary consent, in which the human rights of all employees are respected.

- **Non-discrimination**

The company is committed to ensuring equal treatment and opportunities for all employees, regardless of race, ethnicity, religion, gender, sexual orientation, disability, or other personal characteristics. We will not tolerate any form of discrimination within our work environment.

- **Safe work environment**

The company is committed to providing a safe and healthy working environment for all our employees, adopting preventive measures to minimize the risks of accidents or injuries in the workplace. We will promote training and awareness on health and safety at work to ensure a safe working environment for everyone.

- **Reporting channel**

The company is committed to providing a confidential and accessible reporting channel to allow employees to report any violations of human rights or situations of forced or compulsory labor. All reports will be treated seriously and confidentially, and will be subject to appropriate investigations.

- **Training and awareness**

The company is committed to providing regular training and awareness to all employees to promote greater awareness regarding human rights, the prevention of child labor, forced or compulsory labor, and the promotion of an ethical and respectful work environment.

- **Responsibility and corrective measures**

The company is committed to taking timely and appropriate measures in response to any violation of human rights or situations of child labor, forced labor, or compulsory labor. Corrective actions, including disciplinary actions if necessary, will be implemented to ensure the respect for human rights within the company.

- **Involvement of stakeholders**

The company is committed to collaborating with suppliers, customers, and other stakeholders to promote ethical practices and ensure that even our supply chain respects human rights and adopts policies against child, forced, or compulsory labor.

Signatories of the Policy and date of issuance or revision:

CEO: MARIA GRAZIA ROMEO

08/2023

