



**Industria Scientifica Generale Elettromeccanica Vicenza
(I.S.G.E.V.) S.p.A.**

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Member of CISQ Federation



POLICY ON HUMAN RIGHTS

The core business of ISGEV (“the Company”) is to manufacture induction motors for the various applications present on the market.

In its policy of safeguarding and protecting human rights, the Company is committed to protecting the rights of workers in compliance with the regulations in force in order to guarantee the full satisfaction of its employees.

In order to achieve these objectives, we are strongly focused to comply with the following principles:

- we do not use any form of child labour, refusing to employ personnel younger than the minimum age as defined by the applicable laws
- we reject all forms of forced or compulsory labour and we guarantee working conditions which comply with the laws and regulations in force. Work, both ordinary and extraordinary, is free of any form of physical and/or psychological coercion;
- we do not tolerate harassment or sexual, personal or other insults. Each addressee respects the personal dignity, privacy and personality rights of any individual and works with women and men of different nationalities, cultures, religions and races;
- we consider unacceptable any form of discrimination in term of distinction, exclusion or preference having the effect of denying or altering equality of opportunity or treatment in employment or occupation. It is our objective to consolidate a working environment free from racial, cultural, ideological, sexual, physical, moral, religious or other forms of discrimination;
- we guarantee fair remuneration which complies with the minimum wage requirements set out in collective agreements and reference legislation, promoting active policies to prevent and fight against the gender gap and to support the employment of people with disabilities. Moreover, being aware of the challenges posed by the reconciliation of work, private life, right to rest, free time, we promote a fair balance by applying flexible workplace and working time strategies;
- we recognize the right to free association and collective bargaining and we are actively committed to opposing any form of abuse or discrimination against individuals engaged in managing or representing workers;
- we are committed to respecting the right to privacy and the protection of data and personal information of all subjects involved in their activities, with particular attention to customers and in full compliance with current regulations
- we are committed to the development of human capital through the implementation of specific training initiatives to increase the professional and cultural competences of our employees and of those involved in the activities of the Company.

This Labour and Human Rights Policy confirms the commitment of the Company to all employees, suppliers, stakeholders at all levels, partners and all those who, in some way, fall within the scope of our value chain.

This Policy is circulated to all interested parties, both internal and external, through appropriate communication initiatives and published on the website of the Company. All personnel are required to adapt their behaviour to the above principles, both in the workplace and during external events relating to work (meetings, travel, trade fairs, etc.).

Any conduct which does not comply with the above must be reported to the management of the Company to take the necessary countermeasures.

Arzignano, 25/09/2024

Gianbattista Dalli Cani
Owner