



HUMAN RIGHTS AND LABOR POLICY (rev. 01)

The respect of human rights it's fundamental for Green Power Systems SRL

The Company believes in sustainable business development and considers respect for human rights and proper adherence to labor rights as an integral part of responsible business behavior. Green Power Systems Srl is committed to identifying, preventing and mitigating human rights impacts, as a result of or due to its business activities, before or in the event of their occurrence, by scrupulously observing human rights and implementing appropriate mitigation measures.

OUR COMMITMENTS:

FORCED LABOR AND HUMAN TRAFFIC:

The company rejects the use of forced or compulsory labor and guarantees working conditions in accordance with applicable laws and regulations. The performance of work, whether ordinary or extraordinary, is a free expression of the workers' will (as defined by ILO Convention No. 29) and is free from any form of physical and/or psychological coercion. It strictly prohibits forced labor, including modern slavery and human trafficking, under any circumstances.

CHILD LABOR:

We do not use child labor and we do not hire people younger than what is stipulated for starting work by Italian legislation and, in any case, we do not hire children under the age of fifteen, unless international agreements and local legislation expressly provide for an exception in this regard. We also undertake not to establish or maintain working relationships with suppliers who use child labor.

AN HEALTHY AND SAFE WORKING ENVIROIMENT:

We believe that health and safety in the workplace is a fundamental right of employees and a key determinant of Corporate sustainability. We offer and maintain healthy and safe work environments that comply with all laws, regulations and internal provisions on health and safety. We intend to ensure excellent working conditions at the industrial level, applying principles of hygiene, industrial ergonomics and organizational and operational processes at the individual level. We support the spread of a culture of accident prevention and risk awareness among employees, a culture we actively promote, particularly through specific training courses and appropriate information.

Employees are personally responsible for protecting their own health and safety and for taking the defined preventive measures communicated through the specific Health and Safety Policy and related guidelines, instructions, training and information. Responsible management of safety is the responsibility of each employee who shall not, under any circumstances, expose himself or herself or other colleagues to dangerous situations that could result in injury or physical harm.

FREEDOM OF ASSOCIATION AND COLLECTIVE NEGOTIATION:

We respect freedom of association and the right to collective bargaining in accordance with local laws. Employees are free to join a union and negotiate their own demands. For our part, we are committed to cooperating with organizations representing the workforce and maintaining meaningful and constructive relationships with unions at the local and national levels. We participate in social dialogue at regional and global levels and have bilateral agreements that promote workers' rights.

WORKING HOURS SALARY AND SALARIES AND ALLOWANCES:



Our pay policy is competitive with the industrial sector and the local labor market. We try not to resort to layoffs. Where this is not possible, the Company proposes responsible dismissal procedures. We promote a fair work-life balance for our employees by applying flexible workplace and working time strategies

WOK SAFETY:

We offer and ensure work environments where violence, harassment, intimidation and other dangerous or destructive conditions due to internal or external threats are excluded. We consider any kind of harassment or harassing behavior, such as those related to ethnic origin, gender, or other personal characteristics, having the purpose and effect of violating the dignity of the person experiencing the harassment or outrageous behavior to be completely unacceptable.

COMMITMENT ON THE OUTSIDE WORLD:

Commitments to the outside world, community and stakeholders. We are committed to keeping an open dialogue at all times with people and entities concerned with human rights or labor rights issues in relation to our activities, where relevant, with a view to focusing more attention locally on local problems so that they can be more easily resolved.

Sassocorvaro-Auditore

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Brugnetti Raffaele

(CEO Green Power Systems Srl)


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