



POLICY FOR SOCIAL RESPONSABILITY



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As regards Social Responsibility, Gavazzi undertakes a precise commitment to respect workers' rights, following the laws in force:

- **Child labour**

Gavazzi does not employ minors or support the use of child labour.

- **Forced labour**

Gavazzi does not resort to or support any form of forced labour. Staff are obliged to carry out their work in accordance with the terms and conditions agreed upon by the relevant CCNL.

- **Discrimination**

Gavazzi does not implement or support forms of discrimination based on race, sex, social class, religion, country of origin, trade union membership, age, sexual orientation, political opinions, or other expressions of discrimination.

- **Freedom of association**

Gavazzi ensures the right of workers to join trade union representatives.

- **Working time and remuneration**

Gavazzi operates in compliance with the employment contracts regarding working hours, pay, holidays and work breaks, overtime, treatment of pregnant and breastfeeding workers.

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- **Safety and health**

Gavazzi has established and keeps active a Management System for Safety and Health in accordance with Legislative Decree 81/2008 and s.m.i.. Based on the risk assessment, staff shall be informed and trained on the risks associated with the specific activities and the proper use of personal PPE.

- **Disciplinary procedures**

Gavazzi does not implement or support any form of physical and mental coercion, corporal punishment or severe treatment, including verbal abuse.

The document is made available to interested parties through publication on the company website and the Management System is authorized to provide a copy to anyone who requests it. The content of this Policy is subject to periodic reassessment to ensure that it continues to be representative of the will of the Management and can guide business development.