

Medana & Visca S.r.l.				
Human Rights Protection Policy (P.TDU.)				
Version 1	Document Issue date 31/08/2023	Prepared by	RGI	Leonardo Visca
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### 1. INTRODUCTION AND COMMITMENT

The compliance with the human rights and the promotion of the worker's well-being are well-established core principles of MEDANA & VISCA. The company believes that the sustainable development of the business and the meticulous observance of the human rights and the labour laws are an essential part of a responsible company conduct. MEDANA & VISCA, in line with the Code of Ethics, recognises that the workers are a fundamental element for the development of the company; therefore it is important to promote their talents, skills, responsibility and creativity by protecting their work, their health and their safety. It is important to grant them a safe and protected work environment together with a strict system of values and principles in terms of legality, transparency and sustainable development.

### 2. PURPOSE

Considering the ample and complex issues related to the human rights field, the purpose of this document is to define, organize and develop a clear approach to the topic and to promote the principles included in this policy. This is obtained by continuous training to the MEDANA & VISCA workers and suppliers, with particular attention to what concerns the business integrity and ethic, the inclusivity, the sustainability, the health and safety aspects.

### 3. GOVERNANCE

The implementation of the Human Rights principles of MEDANA & VISCA are under the supervision of the company Sustainability team (ownership). Our Policy is also subordinated to the careful monitoring of the MEDANA & VISCA Board of Directors, including the company managing directors.

#### 4. INTERNATIONAL CONTEXT

This present Policy represents a declaration that commits all the people that work in and with the company to promote the protection of the Human Rights. Even if the company operates mainly in Italy, where the regulatory framework controls the respect of the fundamental human rights, MEDANA & VISCA commits to actively respect and explain the principles provided for by the law and the standard issued by the International Organizations, such as:

- The Universal Declaration of Human Rights and subsequent international regulations on civil and political rights and on economic, social and cultural rights.
- The Declaration on Fundamental Principles and Rights at Work and the eight fundamental Conventions of the International Labor Organization (ILO)
- The United Nations Conventions on women's rights, on the elimination of all forms of racial discrimination, on children's rights, on the rights of people with disabilities;
- The 2030 Agenda for sustainable development adopted on 25th September 2015 by the United Nations General Assembly and the related 17 Sustainable Development Goals (SDGs) to which IQT has linked its sustainability policies.

#### 5. INTERNAL REFERENCES

The following documents support and refer to the principles expressed in our Policy:

- MEDANA & VISCA Code of Ethics
- Model 231 (mini MOG Model of organization and management)
- CCNL National Collective Bargaining Agreement for Metalworking and Mechanical Engineering Industry

#### 6. OUR COMMITMENT

The principles implemented by MEDANA & VISCA with particular reference to the Fundamental Human Rights and basic working conditions are listed here below:

- **Child Labour:** MEDANA & VISCA doesn't use any kind of child labour, refusing to employ any person younger than the local minimum age law stated by the country where the work is performed.
- **Forced Labour:** MEDANA & VISCA refuses any kind of forced labour and ensures working conditions in compliance with the applicable rules and regulations. There are no physical and/or psychological coercion for ordinary work or overtime.
- **Harassment:** MEDANA & VISCA doesn't tolerate personal, sexual or any other kind of harassment. Each subject of this policy respects the self-respect, the private life and the personality of any other person with whom collaborates, and can work with women and men with different nationality, culture, ethnic origin and religion.
- **Discrimination:** MEDANA & VISCA considers unacceptable any kind of discrimination, intended as distinction, exclusion or bias used in order to change or deny the equality of treatment at work. The aim of MEDANA & VISCA is to create a work environment without racial, cultural, ideological, sexual, physical, moral, religious or any other kind of discrimination. The company knows that diversity can be a strategic element for the company competitiveness and for the growth of the labourers. MEDANA & VISCA believes that creating mixed working teams made up

with people with different skills, knowledge and background enhance the working environment and promote a more efficient leadership, creating an open business culture.

- **Fair and positive working conditions:** MEDANA & VISCA ensures a fair salary, in line with the minimum salary requisites provided for the related law and National Collective Bargaining Agreement, and fosters a policy contrary to the gender gap and in support of disabled people. The company, moreover, knowing the importance of leisure time and rest and the difficulties of combining work and private life, is flexible on the labourers working hours.
- **Freedom of association and collective bargaining:** MEDANA & VISCA acknowledges the freedom of association and collective bargaining rights and commit to actively contrast every kind of abuse or discrimination against the spokesmen of the labourers.
- **Health and safety at work:** MEDANA & VISCA ensures to promote a business culture that guarantees a healthy and hygienic working conditions. The company, moreover, believes the health and safety defence is an essential value that encourage Medana & Visca to implement high standard of evaluation, prevention and management of the related risks. The health and safety risks prevention is applied to the MEDANA & VISCA labourers and stakeholders.
- **Privacy:** MEDANA & VISCA is committed to respecting the privacy rights and the protection of personal information and data of all subjects involved in its activities, with particular attention to the customers and in compliance with the regulations in force.
- **Culture and skills:** MEDANA & VISCA is committed to promote the advancement of its human capital by organizing specific training sessions aim to the professional and cultural growth of its workers and of the subjects involved in the in the company activities

## 7. SUBJECTS OF THE POLICY

This Policy states the responsibility of MEDANA & VISCA towards all its employees, suppliers, stakeholders, partners and all the people who collaborate to the development of the chain value of the company.

## 8. COMMUNICATION AND TRAINING

This Policy will be sent to all the involved parties, both internal and external, through appropriate means of communication.

## 9. IMPLEMENTATION OF THE POLICY

The MEDANA & VISCA employees are required to shape their behaviour in relation to the principles stated in this Policy, both in their workplace and in case of external working events (meetings, social events, business trips).

## 10. NON CONFORMITY ADVISORY

- MEDANA & VISCA S.r.l.– Regione Girussola, 51 – 13011 Borgosesia (VC)
- [info@medanaevisca.it](mailto:info@medanaevisca.it)

## 11. REVIEW

The present Policy will be subjected to periodic reviews in order to grant its adequacy and its effective fulfilment. The reviews will be subjected to the approval of the MEDANA & VISCA Board of Directors.

Borgosesia  
31/08/2023

BEATRICE MEDANA  
AMMINISTRATORE DELEGATO

