



**CORPORATE POLICY
FOR THE PROTECTION
OF HUMAN RIGHTS**



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Foreword

GranTerre and the Group Companies (Salumifici GranTerre, Caseifici GranTerre, Logistica GranTerre) believe in the sustainable development of business and consider respect for human rights and a proper adherence to labour rights an integral part of responsible corporate behaviour: respect for human rights and the promotion of employee well-being are deeply rooted in the founding values and principles of GranTerre and the Group Companies.

In accordance with the provisions of the GranTerre Code of Ethics, the Group and each Group Company acknowledge full respect for the individual as a fundamental principle, to be understood as protection of their physical and moral integrity. To this end, skills, expertise, commitment and creativity are promoted and enhanced, by protecting work, health and safety and ensuring working conditions and a safe and protected environment, as well as a system of values and principles regarding legality, transparency and sustainable development.

This Policy establishes the fundamental principles, purposes, objectives and good practices that guide the Group in promoting the protection of human rights. Although it operates mainly in Italy, where the regulatory framework governs respect for fundamental human rights, GranTerre is committed to respecting and actively disseminating the principles established by the legislation and the standards issued by international reference organisations, including in particular:

- The Universal Declaration of Human Rights and subsequent international conventions 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 Labour Organisation (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 persons with disabilities;
- The 2030 Agenda for Sustainable Development adopted on 25 September 2015 by the United Nations General Assembly and the related 17 Sustainable Development Goals (SDGs)

This Policy applies to all the activities of GranTerre and of the Group Companies. The Group is committed to respecting all human rights, not only within the scope of its own activities, but - in line with the company's Code of Ethics - by also promoting respect among its suppliers and business partners. The Group expects its business partners, when working for or with GranTerre, to respect the principles and contents of its Corporate Policy for the protection of human rights.



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Principles

GranTerre and the Group companies are therefore committed to respecting the following principles with reference to respect for fundamental human rights and basic working conditions:

- **Prohibition of child labour:** GranTerre does not use any form of child labour and refuses to employ personnel under the minimum age for entry into the world of work established by the law of the country in which the work is performed.
- **Prohibition of forced labour:** GranTerre rejects all forms of forced or compulsory labour and ensures working conditions that comply with applicable laws and regulations. The work performance, both ordinary and extraordinary, is free from any form of physical and/or psychological coercion.
- **Prevention of harassment at work:** GranTerre does not tolerate sexual, personal, or other types of harassment or offences and implements adequate prevention and reporting tools.
- **Prevention of discrimination:** GranTerre considers unacceptable any form of discrimination intended as distinction, exclusion or preference which has the effect of denying or altering equality of opportunity or treatment in the employment or profession. In line with the Corporate Policy for gender equality and the protection of diversity, for equity and inclusion, it is GranTerre's objective to consolidate a work environment characterised by the absence of racial, cultural, ideological, sexual, physical, moral, religious or other types of discrimination.
- **Fair and favourable working conditions:** GranTerre guarantees fair remuneration and complies with the minimum wage requirements set by the collective agreements and the relevant legislation, in compliance with the principle of subsistence for employees.
- **Working hours:** GranTerre is aware of the importance of work-life balance for its employees, recognising the right to rest. GranTerre respects local and international regulations regarding limits on working hours both on a daily and a weekly basis. In any case, the sum of the normal working week and overtime must not exceed the limits set by the local labour laws, as well as by the international labour regulations, except in exceptional circumstances.
- **Freedom of association and collective bargaining:** GranTerre recognises the right to free association and collective bargaining and is actively committed to fighting any form of abuse or discrimination against individuals engaged in organising or representing workers. The Group is committed to maintaining an open and constructive exchange of views with representatives of recognised trade unions, negotiating fairly to ensure mutual success.
- **Right to Health and Safety at Work:** GranTerre is committed to promoting a corporate culture that ensures suitable healthy and hygienic working conditions. It also considers the protection of health and safety a fundamental value that characterises the actions of the company as a whole and adopts high standards of assessment, prevention and management of the related risks.
- **Promotion of culture and skills:** GranTerre is committed to promoting the development of people through the implementation of specific training initiatives aimed at the professional and cultural growth of its employees.
- **Protection of Privacy:** GranTerre is committed to respecting the right to privacy and the protection of data and personal information of all individuals involved in its activities in compliance with the regulations in force.



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Dissemination, implementation and monitoring of progress

With a view to maximum transparency and continuous improvement, the company undertakes to:

- disseminate this Policy through internal and external communications, training and awareness-raising activities and through publication on the website
- periodically review the Policy to verify its adequacy and compliance with the evolution of the company context and of the reference regulations
- constantly monitor progress in the field of human rights through risk assessments and clear and measurable indicators

Management is responsible for ensuring the implementation and effectiveness of the Policy. Every executive and manager must actively promote respect for human rights in their respective areas of jurisdiction. Furthermore, the company's leadership will be duly trained to ensure that strategic decisions are inclusive and respect the principles expressed in this Policy.

GranTerre strongly encourages all its stakeholders to report any illegal activity, as well as behaviours that are not aligned with the principles expressed in this Policy or that cause damage or prejudice, including to the image of the Group companies. To this end, the Group has implemented specific rules and a reporting process to provide secure channels to potential whistleblowers that guarantee the confidentiality of their identity as well as of the information contained in the report and their protection against possible retaliation. The Granterre Group has made available a digital platform in order to ensure the effectiveness and confidentiality of the reporting process and to provide broad and indiscriminate access to all those who wish to make a report: <https://granterre.whistletech.online/#/>

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www.granterre.it

