

Respect for Human Rights is a fundamental value for Sirius, which considers them the basis of a civil society based on the principles of equality, solidarity, civil rights protection, political, social, cultural and economic rights.

Sirius Spa operates within the framework of the United Nations Universal Declaration of Human Rights and fundamental international conventions. Sirius has always been attentive to the well-being of all stakeholders and is committed to respect the environment where it works and to create a good working environment for all employees.

Sirius does not allow any form of discrimination, illegal recruitment, illicit intermediation and exploitation of labor, mistreatment, forced or child labor. The company is committed to respect for freedom, equality of human beings, work protection and respect for freedom of association in accordance with national and international mandatory regulations in accordance with the Sirius Code of Ethics which refers to the ETI Code.

In particular, the company undertakes to:

- Promote fair treatment among employees, as well as the hiring of employees, ensuring equal opportunities without distinction on the basis of gender, age, ethnicity, nationality, language, religion, union membership, political opinion or sexual orientation;
- Refrain from engaging in any conduct of forced labor or otherwise against the will of the employee, of slavery or of trafficking in human beings;
- Provide non-discriminatory salaries and in any case adequate to ensure the minimum remuneration required by national legislation;
- Comply with the maximum number of hours established by the applicable regulations, ensuring decent working hours and adequate breaks;
- Recognize, in accordance with national legislation, the rights of employees to join associations, trade unions and access to collective bargaining;
- Respect the rights to personal dignity and confidentiality of each individual, in particular by not allowing inhumane, degrading, cruel, threatening, coercive or harassing treatment, including sexual treatment, against them.

The adoption of these policies completes and enriches the rules contained in the CCNL, in the Sirius Code of Ethics and in the procedures of the Quality Management System.

This policy is aimed at all those who, as employees or collaborators, establish direct or indirect relations with the Company in a stable or temporary manner or in any case work to pursue the Company's objectives. They will be referred to below as "recipients" or "stakeholders".

Recipients who violate the principles and rules contained in this Code, damage the relationship of trust established with the Company.

All recipients are required to be familiar with this Human Rights Policy, to contribute to its implementation, improvement and dissemination. The Company undertakes to make this policy known to all employees and collaborators and to disseminate its contents and objectives.