

HUMAN RIGHTS POLICY

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Our Commitment to Respect Human Rights

FIPPI recognizes respect for human rights as a fundamental principle of its sustainability strategy and business model. We believe that the success of a company cannot be separated from safeguarding the dignity and well-being of the people we interact with — including employees, suppliers, customers, business partners, and members of the communities in which we operate.

Our Human Rights Policy is inspired by the main international human rights standards, including:

- the Universal Declaration of Human Rights;
- the UN Guiding Principles on Business and Human Rights;
- the fundamental conventions of the International Labour Organization (ILO);
- the Charter of Fundamental Rights of the European Union.

Our commitment is part of a broader sustainability path aligned with the United Nations 2030 Agenda for Sustainable Development, with particular focus on equality, decent work, and inclusive growth.

We are committed to promoting and respecting human rights within our organization and throughout our value chain, adopting a proactive approach to prevent and mitigate potential negative impacts.

We expect our suppliers, business partners and other stakeholders to adhere to the principles expressed in this Policy and commit to respecting and promoting human rights across the entire supply chain.

Through this Policy, we reinforce our commitment to integrating human rights protection into business processes and collaborating with stakeholders to promote responsible and sustainable practices. We will continue improving our actions in this area by monitoring and updating our practices to ensure a positive impact on people and society.

Human Rights

Working Conditions

FIPPI is committed to ensuring fair, dignified working conditions that comply with applicable national and international regulations. Employment relationships are based on regular and transparent contracts, in accordance with the applicable National Collective Labour Agreement (CCNL), relevant legislation, and second-level bargaining.

All employees receive clear and understandable information about the terms and conditions of their employment. The company also ensures reasonable notice in the event of significant changes to working conditions.

Furthermore, the company does not retain original identity documents or other valuables belonging to employees during their employment.

Fair Wages

We guarantee our employees fair and dignified remuneration that meets or exceeds the minimum levels established by law, the applicable CCNL and company agreements.

Our compensation policies are based on objective criteria related to skills, roles and merit, ensuring transparency in wage determination and remuneration practices.

Unlawful wage deductions are not permitted, and overtime work is paid according to contractual provisions.

Working Hours

We recognize the importance of a healthy work-life balance.

We comply with the weekly working hours established by national legislation and international standards, not exceeding 48 hours per week except in duly authorized exceptional circumstances.

We ensure adequate rest periods, guaranteeing at least one rest day per week and a minimum of 11 hours of rest between shifts.

Any overtime work is voluntary and compensated according to applicable legislation and company agreements.

Freedom of Association and Collective Bargaining

We respect employees' rights to form and/or join trade unions and to participate in collective bargaining without fear of discrimination, retaliation or harassment.

We promote and facilitate open, constructive dialogue with employee representatives, based on mutual respect and good faith.

Health and Safety Protection

We are committed to ensuring healthy and safe working environments by implementing measures to minimize the risk of accidents and occupational illnesses.

We provide periodic training for employees and engage them in the continuous improvement of workplace health and safety, including hazard identification and corrective measures.

We ensure access to preventive healthcare and the right to receive medical treatment under national laws and practices.

Child Labour and Forced Labour

We do not tolerate any form of child labour, forced labour, modern slavery or human trafficking in our operations or along the value chain. We uphold the principle that work must be based on freely given consent and that workers must be free to terminate employment at any time.

We comply with ILO Conventions on child labour, ensuring that no individual under 18 is employed, and that young workers are not exposed to hazardous conditions or activities inconsistent with their development.

We also ensure ethical and transparent recruitment processes, guaranteeing that hiring costs are borne entirely by the company and not by candidates.

Diversity, Equity and Inclusion

We promote an equitable and inclusive work environment, valuing diversity and ensuring equal opportunities for all employees.

We do not tolerate any form of discrimination based on gender, ethnicity, religion, sexual orientation, age, marital status, disability or other personal conditions.

Likewise, we are committed to preventing any form of physical, verbal, sexual or psychological harassment, abuse, threats or intimidation in the workplace.

We also ensure that our recruitment processes are discrimination-free, merit-based and competency-driven, guaranteeing fair evaluation for every candidate.

Communication of the Human Rights Policy

FIPPI is committed to ensuring clear and effective communication of its Human Rights Policy, both within the organization and towards external stakeholders.

To this end, the company shall:

- publish the Policy on the corporate website to ensure maximum visibility and accessibility.
- display it on notice boards and the internal communication portal, so employees can easily consult it during work activities.
- integrate it into onboarding documentation so that every new employee is informed from the beginning about the principles and commitments adopted.
- share it with suppliers and business partners to support human rights protection across the supply chain.

The company is also committed to developing and implementing dedicated training during onboarding to raise employee awareness and promote a deep understanding of the Human Rights Policy, fostering a corporate culture based on respect and social responsibility.

Reporting Channels for Possible Violations of the Human Rights Policy and Related Handling Procedures

FIPPI has established a whistleblowing channel that may also be used to report potential violations of this Human Rights Policy.

Reports may be submitted either through the dedicated email address: segnalazionifippi@fippi.com, or through the physical mailbox specifically set up to collect written reports using the designated form.

Only the physical method guarantees the anonymity of the reporting person, while the email channel allows for dialogue and more detailed information exchange to support the investigation.

The company ensures maximum protection and privacy for individuals submitting reports, in accordance with applicable regulations.

FIPPI has defined an internal workflow and related responsibilities for managing received reports, ensuring a timely and effective process of analysis and response.

The company is committed to thoroughly investigating all reports and adopting appropriate corrective actions in the event of confirmed violations, while fully respecting the rights of all parties involved.

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La Direzione Fippi

Timbro e firma



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