

## HUMAN RIGHTS POLICY

This policy, which was developed based on the [United Nations' Universal Declaration of Human Rights](#), defines the guiding principles we follow in our operations at GBY Corporate Group (GBY) as we work every day to help people. We do not make exceptions based on the political, legal or international status of the country or territory to which a person belongs, whether that country or territory is independent, a trusteeship or otherwise limited in its sovereignty. The human rights of all persons are respected equally.

We follow these principles of human rights protection not only in our activities, but also seek and monitor that our partners and suppliers also follow them:

1. We respect the inherent freedom, dignity and right to equality of every person.
2. We do not tolerate discrimination in any form. We accept and respect all people, we do not divide them based on race, skin color, gender, language, nationality, religion, political or other beliefs, property, social or other status. Every person has the right to equal protection against any discrimination and against any incitement to such discrimination.
3. We aim for people to feel safe and free to make decisions at work, to freely express their opinions, so that no one humiliates them, belittles their dignity, or harms them either physically or psychologically.
4. We strongly oppose and are ready to react promptly and stop if a person in our company or companies related to our activities is tortured, suffers cruel, inhuman or degrading treatment or is punished in such ways.
5. All people are equal before the law and are entitled to equal protection of the law without discrimination. Every person, if the basic rights granted to a person by the Constitution or the law are violated, has the right to defend them in the competent national courts.
6. No one may be arbitrarily arrested, detained or deported.
7. Every person has the right to move freely and the right to choose a place of residence within the territory of each state. Every person has the right to leave any country, including their own, and to return to their own country.
8. We respect every person's right to the presumption of innocence. Any person accused of committing a criminal offense has the right to be considered innocent until that person's guilt is proven in accordance with the procedure established by law in a public trial in which that person has been provided with all the necessary defense guarantees.
9. Every person has the right to seek and enjoy asylum in other countries from persecution, except in cases of persecution genuinely for non-political crimes or acts contrary to the purposes and principles of the United Nations and the laws of the country.
10. No one can be arbitrarily deprived of their citizenship or the right to change it.
11. We respect every person's right to privacy. No one should experience arbitrary interference with their privacy, family life, household or correspondence, or attacks on their honor and reputation. Every person has the right to the protection of the law against such interference or harassment.
12. Every person has the right to freedom of thought, conscience and religion. This right includes freedom to change one's religion or belief, as well as freedom to profess and preach one's religion or belief, either alone or in association with others, in public or in private, in teaching, practice, worship and observance.
13. People who work in the same or equivalent job and whose competences, seniority or other objectively measured indicators of performance or abilities correspond – without any discrimination – receive the same salary.
14. Every person has the right to work, free choice of work, fair and suitable working conditions and protection against unemployment.
15. Every working person has the right to receive a fair and adequate wage that ensures a life worthy of human dignity.
16. Every person has the right to rest and leisure, as well as to reasonable limitation of working hours and periodic paid holidays.
17. We support and respect the right and freedom of every person to gather in peaceful assemblies, associations, trade unions.
18. Every person has the right to freely hold and express their beliefs. This right includes the freedom to hold opinions without hindrance and to seek, receive and impart information and ideas by any means and regardless of national borders.

19. Every person who exercises their rights and freedoms may be subject to only such restrictions as are prescribed by law, only to ensure recognition and respect for the rights and freedoms of others and to meet the legitimate requirements of morality, public order and the general welfare in a democratic society.

This policy is public and available on GBY's website [www.gby.it](http://www.gby.it), because we aim for all interested parties to be aware of our operating principles and values. The Head of Personnel is responsible for monitoring human rights at GBY. Everyone who works for or with our company is made aware of this document so that they know their rights and our commitment to respecting them.

GBY is committed to respecting human rights in all areas of its operations and ensures that the core values listed in this document are not violated. You can report questionable activities or violations in the field of human rights by contacting the person responsible for this policy directly by writing an e-mail to [trust@gby.it](mailto:trust@gby.it) or anonymously – through GBY's internal message channels available on the GBY website. All reports of possible violations are treated with confidentiality, in accordance with the procedure for receiving and examining the information of the reporting channel. If actions that do not comply with the provisions of the policy are identified, disciplinary measures are taken immediately.

This policy is reviewed once a year and updated as necessary.

*Approved by:  
Resolution of the Board of UAB GBY dated 23-02-2023*