

Human Rights Policy

N.C.R. BIOCHEMICAL S.p.A. strongly believes that human rights must be a priority, a fundamental and inescapable element of all its activity.
Therefore, N.C.R. BIOCHEMICAL S.p.A. is committed to the respect of human rights globally, within the company and in its entire value chain.
N.C.R. BIOCHEMICAL S.p.A. believes that its *employees* are the true engines of the company, as they significantly contribute to the achievement of the company's objectives. Equal opportunities, listening, health and safety, professional development and recognizing the results of one's work are the key principles upon which N.C.R. BIOCHEMICAL S.p.A. establishes its relations with its collaborators.
N.C.R. BIOCHEMICAL S.p.A. Complies with all relevant employment laws, to ensure the rights enshrined in the "Universal Declaration of Human Rights" and the Global Compact principles are safeguarded.

In particular:

- N.C.R. BIOCHEMICAL S.p.A. does not tolerate any form of *unlawful work*, undeclared work and especially *child or forced labour*.
- N.C.R. BIOCHEMICAL S.p.A. guarantees *regulated* working hours, wages and benefits, following the provisions of the relevant national contracts.
- N.C.R. BIOCHEMICAL S.p.A. guarantees *freedom of association* and the right to *collective bargaining*.
- N.C.R. BIOCHEMICAL S.p.A. respects people's fundamental rights, safeguarding their moral integrity and guaranteeing *equal opportunities*. In all relationships, internal and external, the company shall not tolerate discriminating behaviour on the basis of political opinion, religion, race, nationality, age and sex, health or any other intimate feature of the human being.
- N.C.R. BIOCHEMICAL S.p.A. respects *individual rights*, and guards each individual's identity by guaranteeing their privacy and not intruding on their personal lives.
- N.C.R. BIOCHEMICAL S.p.A. safeguards the *right to life* of its collaborators and any third party engaged in activity with the company, placing health and safety at the workplace at the core of its concerns.

Castello d'Argile 10 May 2017

The Management

Marco Antonio Novi



N.C.R. Biochemical S.p.A.