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## CLOSING TECHNOLOGIES

### Health and safety, human rights and anti-bribery Policy

on 12.08.2023

**Health and Safety in the workplace**, respect for **ethical principles**, **anti-corruption** of **inclusion of people** constitute the fundamental and indispensable principles in the conduct of every activity of ASTRO S.R.L.

The organisation recognises the social value of all corporate activities, since by its very nature they are carried out for the benefit of the community, adopting a corporate governance model that guarantees the **safety** of its collaborators and focuses on the concepts of **ethics**, understood as operating with loyalty and fairness on the market, in compliance with laws and international standards, in order to ensure the continuous generation of value, and of **inclusion**, rejecting any form of direct or indirect discrimination, relating to gender, sexual orientation, disability, nationality, religious belief and any other possible discriminatory form. The company is also committed to ensuring efficient organizational management aimed at countering any internal corrupt phenomenon.

To better identify and enhance the specific peculiarities of each person, the organisation has identified the following four main areas that are reflected in the culture of diversity and inclusion:

- **Gender.** ASTRO S.R.L. is committed to combating all forms of discrimination related to gender differences or gender identity, promoting actions for fair recognition and the progressive reduction of possible gaps, promoting policies to reconcile work and private life;
- **Age and generational diversity.** ASTRO S.R.L. is committed to providing customized training to its employees, investing in the professional development of younger and newly hired employees while ensuring the retraining of all generations based on the evolution of skills required by the market and other external and internal factors;
- **Cultures and Ethnic Groups.** ASTRO S.R.L. promotes an intercultural vision open to confrontation, marked by organisational and social cooperation, favouring an open approach to change and innovation;
- **Disabilities.** ASTRO S.R.L. is committed to fostering the inclusion of people with disabilities, promoting their self-development through special training activities, ensuring a role suited to their skills and needs, thus contributing to the removal of cultural, sensory and physical barriers.

ASTRO S.R.L., through this policy is committed to achieving its business objectives taking into strong consideration the expectations of opportunity and stimulation of its employees in compliance with contractual obligations and in accordance with the regulations relating to the dissemination of ethical values and a socially responsible culture in the company.

The following are the commitments that our company has made.

#### SAFETY AT WORK

- **ENFORCE** current legislation and labour contracts with regard to personnel, and work to ensure that the work environment meets the criteria established for the safety and health of workers and is respectful of the dignity, professionalism and moral personality of each of them;

- *FOLLOW with the utmost commitment the objective of ensuring the health and safety of workplaces, taking the most appropriate measures to avoid the risks associated with the performance of business activities and, where this is not possible, adequately assessing existing risks in order to eliminate or mitigate them;*
- *IDENTIFY AND ADOPT the necessary measures to protect the safety and health of workers, including occupational risk prevention activities, information and training, as well as the provision of the PPE necessary to perform work safely;*
- *REDUCE, ELIMINATE and above all PREVENT accidents, occupational diseases related to the Company's activities;*
- *ENSURE and SENSITIZE that all company personnel receive information, education and training appropriate to their role, so that they are aware of their responsibilities in order to correctly perform their assigned tasks;*
- *Continuously RESEARCH for solutions, processes, appropriate and efficient operating methods that allow us to be technologically and organisationally at the forefront, in all company activities affecting Safety, preventing accidents.*

#### PROTECTION OF WORKERS' FUNDAMENTAL RIGHTS

- *CONTRAST any form of child labour in compliance with national legislation on the employment of minors;*
- *PROHIBIT any form of forced or compulsory labour and base labour relations on mutual consent, prohibiting any form of threat or punishment;*
- *RECOGNISE to all staff the freedom of association and the effective right to collective bargaining;*
- *OFFER all staff the possibility of reporting any breach of the rules anonymously or expressly, guaranteeing absolute protection against any possible form of retaliation.*

#### DIVERSITY AND INCLUSION

- *PROVIDE training to sensitise employees to inclusion and acceptance of diversity, overcoming stereotypes, favouring the integration of the most disadvantaged groups;*
- *FAVOUR work inclusion by identifying and eliminating cultural, organisational and relational obstacles;*
- *ENCOURAGE employees and external stakeholders on the issues of diversity and inclusion and on the importance of the value of differences;*
- *PROMOTE a working environment inspired by transparent, inclusive and equal opportunity behaviour towards people;*
- *OFFER equal work opportunities to all employees, recognising, in compliance with the regulations in force on the subject, a fair regulatory and remuneration treatment, based on objective criteria;*
- *RAISE AWARENESS among employees of the need for respectful and non-discriminatory language, through zero-tolerance policies on violence and harassment in the workplace;*
- *GUARANTEE an adequate home-work balance for employees by granting flexible and agile working hours where possible;*

## ANTI-CORRUPTION

- *PROHIBIT all forms of corruption by adopting a zero-tolerance approach to it;*
- *ENCOURAGE the reporting of suspicious situations, made in good faith or on the basis of a reasonable and confidential belief, without fear of retaliation;*
- *REGULATE any form of gifts, or gratuities, given or received.*

*Luigi Strocchio*