

HUMAN RIGHTS POLICY

Novotex Group recognizes respect for human rights as the foundation of Freedom, Justice and Peace and is committed to actively supporting the Universal Declaration of Human Rights promoted by the United Nations (UN).

Novotex Group is committed to protecting Human Rights and to refrain from being complicit in any human rights violations by third parties.

Novotex Group respects and promotes:

- The Universal Declaration of Human Rights
- The International Covenant on Civil and Political Rights
- The International Covenant on Economic, Social and Political Rights
- The International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work

Novotex Group guarantees:

- Absence, inside its organization, of any form of forced labour, of child labour – namely labour by persons aged under 15 (unless local laws stipulate a higher minimum age, in which case the local legal minimum age will apply) – and of any form of discrimination.
- The recognition of the value of individuals, protecting their physical and moral integrity and fostering their continuous growth in terms of technical and professional skills. The Company does not tolerate any discriminatory conduct or any form of harassment or personal or sexual offence. In addition, the Company undertakes to ensure that no discrimination occurs in the workplace based on age, gender, sexual orientation, disability, race, language, nationality, political or trade union opinions, religious beliefs or other personal characteristics not relating to work.
- The workplace health and safety of its employees and of all persons accessing its offices and workplaces.
- The right to freedom of association and the actual recognition of collective labour agreements.
- The confidential storage of the information in its possession, refraining from using private data of third parties, except when expressly and knowingly authorised to do so, and, in any case, in strict compliance with the legislation in force on personal data protection.
- Compliance with local employment and labor laws and standards.

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