

Q8 HUMAN RIGHTS POLICY

COMMITMENT

This Policy defines the key principles and commitments taken on by Q8 in order to guarantee the protection of human rights in undertaking corporate activities and in every context in which it operates.

EFFECTIVENESS AND SCOPE OF APPLICATION

This Policy applies with immediate effect to Q8 and to the Group companies.

PRINCIPLES

By complying with the legal regulations and by applying its own Code of Ethics, Q8 actively undertakes to safeguard and promote human rights, in close collaboration with its external and internal stakeholders.

KEY AREAS

The issues regarding human rights are wide-ranging and of varying levels of complexity. In order to guarantee broad coverage, key areas have been identified to protect human rights which, if necessary, can be further expanded in the future.

- **Safeguarding work**

Q8 applies the highest standards to safeguard the work of its employees and asks for the same commitment from the companies engaged along the supply chain, condemning any form of exploitation of workers, including forced, obligatory and child labour, in compliance with the law applicable in the country where the activities are carried out.

- **Fair pay**

Q8 provides all its employees with a fair salary which complies with laws and contractual agreements and which is highly competitive on the job market.

Q8, among other things, adheres to the principle by which a job of equal value must be paid with the same wage, for example between women and men, and takes its decisions on employees' career advancement solely on the basis of the skills, experience and professional potential people can call on and the results they have achieved.

- **Working hours**

Q8 guarantees working hours that are in keeping with the law and are flexible. It promotes sound and balanced management of work and private life: for this reason it has distributed in-house a sustainable job guide, a set of principles and good practice by virtue of which it is possible to improve relations among colleagues, interactions between business lines and company departments, and the planning and management of work days. In addition, Q8 envisages adequate pay for its employees' overtime in compliance with the applicable laws and regulations and with collective labour contracts.

- **Working environment**

Q8 condemns any form of direct or indirect discrimination due to reasons of ethnic origin, gender, religion, sexual orientation, nationality, disability, political orientation, being a parent, civil status, and age. The Company guarantees, by means of concrete controls, an inclusive, open, innovative and dynamic working environment.

- **Freedom of association and collective bargaining**

Q8 acknowledges collective bargaining as an instrument to determine the contractual conditions of its employees who thus have the opportunity to join unions or other elected forms of representation in accordance with the laws and practice in force in the various countries where they are engaged. In a context of positive discussion and collaboration, Q8 signs second-tier agreements with tangible actions to support the corporate workforce.

- **Health and Safety in workplaces**

Occupational health and safety issues are considered essential and are managed by Q8 in line with the highest standards of excellence. For this reason the Company strives to provide all its employees with a safe work environment, in full compliance with the provisions in force, constantly working to identify possible risks, implement preventative measures and assess their effectiveness. In addition, it promotes and spreads a culture within the company and towards its suppliers that aims at prevention in terms of workplace health and safety.

- **Integrity and ethics**

Q8 acknowledges the importance of running its business with a sense of loyalty, correctness, transparency, honesty and integrity, and in compliance with the laws and regulations on active and passive corruption. For this reason the Company has adopted a Code of Ethics which defines the conduct guidelines to follow in dealings with staff, suppliers, customers and stakeholders in general.

- **Privacy**

Q8 acknowledges the importance of complying with and protecting the privacy of all its stakeholders (e.g. employees, customers, suppliers) and, for this reason, complies with the law in force on protecting personal data, also applying relevant best practice.

- **Dealings with Suppliers**

Q8 asks its suppliers to comply with the Company Code of Ethics, through which they undertake to adhere both to the laws and regulations in force in all the countries where they operate and to additional internal directives and to act in accordance with ethically correct principles. The Company pays particular attention to sustainability throughout its supply chain.

- **Local communities**

Focus on the needs of the communities where it operates is a fundamental aspect for Q8's corporate culture. For this reason the Company talks constantly to institutions and bodies (national, local and technical) and works actively to contribute to the growth of communities and their economic wellbeing, also through social, cultural and educational initiatives.

- **Sale and distribution of products**

Q8 carefully checks the conformity of its products to national and international technical specifications in order to guarantee compliance with the law, constantly monitoring the quality of the products distributed and undertaking wide-ranging prevention work. It also undertakes to distribute increasingly environmentally sustainable products.

IMPLEMENTATION AND MONITORING

In order to respect and safeguard human rights, Q8 is constantly engaged in identifying, assessing, preventing and mitigating risks and, in order to achieve the set objectives, implements a range of actions such as, for example, raising the awareness of its employees so that all corporate activities are carried out in complete respect of human rights and responsible management of its supply chain.

WHISTLEBLOWING

In order to immediately identify human rights violations, risks and negative impacts, Q8 allows its staff to report any illegality they may become aware of during their work. To guarantee the highest possible confidentiality for reports, a digital platform is available which can be accessed by all employees and is managed by an outsourcer. There is also a set of rules to protect whistleblowers.