

## Extravega Human Rights Policy

### 1 Purpose and scope

The Extravega Human Rights Policy describes the main principles and rules followed by Extravega Group in relation to respecting and protecting human rights.

### 2 Applicability

This Policy must be followed globally by all Extravega businesses, companies, directors, officers, and employees.

### 3 Main Principles

- **We respect and promote human rights.**
- **We expect all our business partners to respect and promote human rights.**
- **We have specific human rights principles addressing our most salient human rights issues.**
- **We conduct human rights due diligence as part of our decision-making processes by identifying, preventing, mitigating, and accounting for potential and actual adverse human rights impacts.**
- **We maintain a grievance mechanism for employees and external stakeholders.**
- **We are committed to the United Nations Guiding Principles on Business and Human Rights (UNGPR) and our human rights due diligence and grievance mechanism is in line with the expectations of the UNGPR.**

## 4 Extravega Human Rights Policy

### General Commitment

Extravega is committed to conduct its business with high integrity. We respect and promote human rights and conduct business in a safe, sustainable, and ethical manner. We acknowledge that it is our responsibility to address human rights impacts connected to our operations and our supply chain. This policy affirms our responsibility and commitment to respect human rights across our operations. Extravega expects its employees, business partners and other parties, whose own impacts may be directly linked to our operations, products, or services, to respect and not infringe upon human rights. We expect all our suppliers and sub-suppliers to respect and protect human rights as defined in our Supplier Requirements and our Code of Conduct.

Extravega's top management commits to respect and promote human rights. This policy is accepted by all members of our executive board.

We comply with all national laws and respect international human rights principles, including the *United Nations Universal Declaration of Human Rights*, the *International Covenant on Civil and Political Rights*, the *International Covenant on Economic, Social and Cultural Rights*, the *European Convention on Human Rights*, and the *International Labor Organization's Declaration on Fundamental Principles and Rights at Work*. We are committed to the *United Nations Guiding Principles on Business and Human Rights*, *OECD Guidelines for Multinational Enterprises* and to the *United Nations Global Compact* as signatories to the *United Nations Global Compact*.

### Specific human rights principles

Our specific human rights principles address our most salient human right issues. The most salient human rights issues were identified by assessing human rights risks based on their scale, reach, remediability, and probability to occur. The matrix below shows groups of risks on the left-hand side and our most salient human rights issues on the top. A dark grey field indicates that the risk affects the human right.

Health and safety is a key value and principle at Extravega. Our goal is zero accidents at work. We comply with, and expect all our employees, suppliers, and subcontractors, to follow all national and local legal regulations, safety laws, as well as our safety rules.

We are committed to treat all people working at Extravega in a fair and equal manner in accordance with international human rights. Our employees are treated with dignity, and we treat everyone equally in recruitment, opportunities, compensation, career progress and termination. We do not tolerate discrimination, intimidation, verbal, psychological, physical, or sexual harassment nor abuse at work such as humiliating or physical punishment. We comply with international standards on living wage, working hours, overtime, breaks, rests and leave periods.

We respect freedom of association. Our employees have rights to join worker's unions and councils in accordance with local law and international conventions.

Extravega does not accept the use of forced labor, bonded labor, slavery, or any form of modern slavery within Extravega or in its supply chain. We do not tolerate or accept any form of human trafficking. We do not tolerate restrictions of movement, excessive recruitment fees for employees, confiscation of identity documents and/or passports or withholding of wages.

*Child labor* is work that deprives children of their childhood, their potential, and their dignity, and that is harmful to physical and mental development. This includes engaging in work children who are under the minimum working age(s) set by national legislation or international standards. Extravega does not approve the use of child labor with no exceptions

We recognize and respect the work of human rights defenders and condemn all forms of human rights violations against human rights defenders.

Extravega recognizes the importance of a clean, healthy, and sustainable environment as critical to the enjoyment of all human rights. We are committed to protect the climate, to manage and use natural resources in a sustainable way, to limit pollution of air, land, and water, to strict management of chemicals and waste, and to protect biodiversity and the services provided by ecosystems.

### **Human rights and related process**

In accordance with the *United Nations Guiding Principles on Business and Human Rights*, we commit to respect human rights, and we undertake human rights due diligence as part of our corporate decision-making process. We conduct human rights due diligence by identifying, preventing, mitigating, and accounting for potential and actual adverse human rights impacts that our operations may cause, contribute, or be linked to. The Human Rights policy complements other policies, such as the Extravega Code of Conduct and other applicable policies. Our Code of Conduct and Supplier Requirements include a specific section on human rights. Extravega is committed to using leverage with our partners, suppliers, sub-suppliers, and customers to address potential and actual adverse impacts on human rights.

The company ensure the respect, equality, and dignity in all aspects of its operations.



Antonio Rillosi  
CEO & FOUNDER | Extravega Architectural Fabrications  
New York – London – Dubai – Milano – Sydney