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# HUMAN RIGHTS AND MODERN SLAVERY

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The company ISS Palumbo Srl is aware of the fact that communities, economies and firms are prosperous when the rights of the employees are protected.

Treating the workers of any category with dignity and respectfully is a fundamental component of the company's commitment.

ISS Palumbo complies with the dispositions of the company's ethic code and of the Universal Declaration of Human Rights of the UN, ISS Palumbo employees and suppliers cannot:

- participate, either directly or indirectly, in any kind of trade or constraint of transport of people for exploitation purposes;
- promote or collaborate in activities of sexual exploitation; To this end, it declares use forced or involuntary labour to perform any activity;
- keep any person in slavery; any kind of slavery is forbidden;
- Support the use of child labour, according to the provisions of the current laws in Italy and in the other countries where the Group's offices are located, of the international Conventions regarding this issue and of the International Convention about the child rights;

In particular, ISS Palumbo is committed to keep its workplace free from the forces labour (or slavery), from the illegal child labour and from the illegal trade of people for the purposes of slavery or sexual exploitation ("human beings trade").

The company makes sure that both its employees and its suppliers, avoid to participate or to give their consent to any act representing a kind of slavery or of trade of human beings.

The company ISS Palumbo is also committed to assess the potential risk areas in our supply chains; our suppliers are required to follow and respect ISS Palumbo conduct and ethic code.

The Board of Directors and the Management have the responsibility of guaranteeing and supervising the compliance to as well as the respect of our policies in All our areas of competence and activity.

All ISS Palumbo employees are to be informed and trained about our ethic code and our policies against slavery when they are recruited.

The respect of people dignity is part of ISS Palumbo srl policy – ISS Palumbo respects the fundamental rights of people by protecting their moral integrity and guaranteeing equal opportunities.

Both in internal and external relationships, discriminatory behaviours based on politic or union opinions, religion, race, nationality, gender, sexual orientation, health and generally any inner characteristics of the human being are not permitted.

ISS Palumbo, in any country where it operates, makes sure to work in places free to comply with all the applicable laws about equality, and that all its employees have the opportunity of reporting possible infringements without the risk of being subject to retaliation.

ISS Palumbo is committed to constantly review its internal procedures and processes in order to be sure to work free from any kind or suspect of slavery and of human beings trade.

The discrimination in violation of this policy will be punished with severe sanctions, which may cause even the termination of the employment relationship.

Date 03.06.2024



ISS Palumbo  
**Filippo Palumbo**  
Vice President