



CGM CIGIEMME S.p.A.

Controlli Non Distruttivi - Non Destructive Testing



POLICY ON LABOR PRACTICES AND HUMAN RIGHTS

APPROACH AND COMMITMENT

CGM CIGIEMME S.p.A. believes that a company's success primarily depends on the people who work there and, on the quality, and level of their engagement and participation.

The company promotes active and proactive participation aimed at achieving shared goals. This attitude is considered essential to fostering innovation, creativity, and technological development key elements for growth and progress.

Based on these principles, CGM CIGIEMME S.p.A. has built a corporate culture and leadership style focused on balancing business needs with employee well-being and their personal and family needs. The company provides broad autonomy in how individuals manage their contributions, allowing alignment with their own expectations and aspirations.

This approach, combined with the spirit of participation continuously encouraged by CGM CIGIEMME S.p.A., represents the main driver of its way of doing business, one that is fundamentally rooted in respect for human rights, whether social, cultural, civil, political, or economic.

SCOPE OF APPLICATION

This Policy on Labor, Safety, and Human Rights, adopted by CGM CIGIEMME S.p.A., serves as a reference document to be applied across all sectors and at all levels of the organization. It applies to employees, managers, collaborators, contractors, and business partners.

It forms part of the company's value system and complements the following:

- Code of Ethics;
- Integrated Quality and Environmental Policy;
- Company Regulations;
- Whistleblowing Policy.

REGULATORY REFERENCES

This Policy is inspired by major international standards on human rights and labor, including:

- United Nations Universal Declaration of Human Rights
- International Labour Organization (ILO) Conventions
- United Nations Conventions on the Rights of Women, the Elimination of All Forms of Racial Discrimination, the Rights of the Child, and the Rights of Persons with Disabilities
- 2030 Agenda for Sustainable Development
- National Collective Labor Agreement (CCNL) for the Commerce and Tertiary Sector.

OUR COMMITMENTS

CGM CIGIEMME S.p.A. is committed to ensuring:

- The health, safety, and well-being of its employees and stakeholders, including local communities.
- Proactive identification and mitigation of health and safety risks and hazards.



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N. Registro Imprese, C.F. e P.I.: 05732470967 - N. REA: Mi -1843908 - Capitale Sociale: EURO 500.000.00 I.V.

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- Respect for the rights of workers to join or form a trade union.
- Training and development opportunities to enhance skills and job satisfaction.
- Compliance with legal standards concerning working hours, holidays, and leave.
- The right to privacy and protection of personal data and information for all stakeholders, with particular attention to customers, in full compliance with applicable regulations.

CGM CIGIEMME S.p.A. adopts and promotes the following principles:

- **Child Labor:** The company strictly prohibits the use of child labor, adhering to the minimum age requirements set by the laws of the country where the work is performed.
- **Harassment:** CGM CIGIEMME S.p.A. does not tolerate any form of harassment or offensive behavior whether sexual, personal, or otherwise. All individuals are expected to respect the personal dignity, privacy, and rights of others, and to work collaboratively with colleagues of different nationalities, cultures, religions, and backgrounds.
- **Discrimination:** Any form of discrimination is deemed unacceptable. The company is committed to ensuring equal opportunities and fair treatment, fostering a workplace free of racial, cultural, ideological, gender-based, physical, moral, religious, or other discrimination. Diversity is seen as a strategic asset that enriches the work environment, encourages creativity, enhances leadership, and supports the development of an increasingly inclusive corporate culture.
- **Culture and Skills Development:** CGM CIGIEMME S.p.A. is dedicated to the professional and cultural development of its people through targeted training initiatives aimed at enhancing the competencies of employees and everyone involved in its activities.

REVIEW

This Policy will be subject to periodic review to ensure its relevance, effectiveness, and alignment with regulatory and organizational developments.

Opera, June 27, 2025

Federico Raggio
MANAGING DIRECTOR



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