

**PINO ALIPRANDINI SA**  
LABORATOIRE DE DEVELOPPEMENT  
ET DE FORMULATION DE PRODUITS  
CHIMIQUES POUR LE TRAITEMENT  
DE SURFACE GALVANIQUE

## Human Rights Policy

We, at Pino Aliprandini SA (PA SA), recognise our responsibility to respect human rights. We believe that our business has a role to play in protecting and promoting human rights.

PA SA is committed to respect internationally recognised human rights throughout our operations and supply chains. In line with the UN Guiding Principles on Business and Human Rights, our Policy is based on the international standards of the Universal Declaration of Human Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

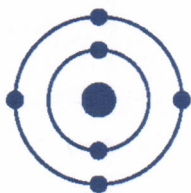
Human rights refer to a set of basic rights and freedoms that belong to every person in the world, regardless of where they are from, what they believe or how they choose to live their life. It is a broad concept, with economic, social, cultural, political and civil dimensions. For PA SA, respecting human rights means ensuring that any person involved in, or coming into contact with, our operations, supply chains and products is treated with dignity, respect, fairness and equality.

Our Policy sets out overarching principles for how we conduct business at PA SA. Together with our employees and business partners, we are committed to drive forward the implementation of this Policy throughout our operations and supply chains. We recognise unique challenges to these standards may arise and we will work to address these challenges in partnership with relevant partners and stakeholders:

1. Employment is freely chosen
2. Freedom of association
3. Working conditions are safe and hygienic
4. Child labour shall not be used
5. Living wages are paid
6. Working hours are not excessive
7. No discrimination is practiced
8. Regular employment is provided
9. No harsh or inhumane treatment is allowed

PA SA will continuously work to embed this Policy throughout the relevant processes and procedures of the company to ensure its effective implementation.

We recognise that we must take steps to identify and address any actual or potential adverse impacts, whether they are directly or indirectly linked to our business activities or relationships. We understand that human rights due diligence is a dynamic, on-going process which requires



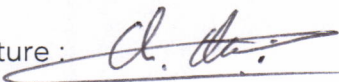
**PINO ALIPRANDINI SA**  
LABORATOIRE DE DEVELOPPEMENT  
ET DE FORMULATION DE PRODUITS  
CHIMIQUES POUR LE TRAITEMENT  
DE SURFACE GALVANIQUE

acting on the findings, tracking our actions, and communicating to our stakeholders how we address impacts.

As our human rights risks and impacts may vary over time, this policy will be subject to review if proven inadequate by our human rights due diligence process.

Nom : Christian Aliprandini

Fonction : CEO

Signature : 

Date d'effet : 1<sup>er</sup> septembre 2024