

Tesio Cooling Systems S.p.A. is committed to promoting and protecting human rights and ethical labor practices in all its activities and business relationships. Our policy is based on the principles of key international and European standards, including:

- Universal Declaration of Human Rights and related conventions;
- UN Conventions on the rights of women, children, and persons with disabilities and against racial discrimination;
- Fundamental Principles and Conventions of the International Labour Organization (ILO);
- The 10 principles of the United Nations Global Compact.

Key Commitments

- **Occupational Health and Safety**
Management of risks related to machinery, electrical systems, and workspaces, with safety protocols, PPE, accident investigations, and continuous improvement objectives.
- **Fair Working Conditions**
Working hours compliant with regulations, with a focus on well-being and the prevention of occupational diseases.
- **Training and Professional Development**
Continuous growth and development programs for all employees.
- **Absence of discrimination and harassment**
Inclusion and respect for diversity, with particular attention to the rights of women, minorities, and indigenous peoples.
- **Freedom of Association and Collective Bargaining**
Recognition of workers' right to organize and bargain collectively.
- **Protection of young workers and prohibition of child labor**
No employment of minors; young workers are protected in accordance with applicable regulations.
- **Ethical recruitment**
Transparent selection processes, free of charge to candidates and respectful of human dignity.
- **Rights to land, forests, and water**
Rejection of forced evictions and respect for the rights of local communities to natural resources.
- **Ergonomics in the workplace**
Design of environments and workstations to reduce physical stress and improve comfort and productivity.
- **Management of chemical and biological substances**
Safe and regulatory-compliant handling, with specific training and preventive measures.
- **Fire protection**
Detection and extinguishing systems, evacuation plans, and periodic staff training.
- **Responsible use of security forces**
Possible use of public or private security forces, respectful of human rights and adequately trained.

Implementation and Communication

The Policy is promoted by a cross-functional team (Human Resources, Health and Environment, Quality), with the active involvement of employees. It is communicated through:

- Company database (FileMaker);
- Internal noticeboards;
- Publication on the website www.tesiocs.com in Italian and English.

Roberto Pastè
Direttore Generale

