



SUSTAINABILITY POLICY

# Human rights



**Italcementi Group supports internationally proclaimed human rights as inalienable rights of all individuals, based on the recognition of inherent dignity, freedom and equality of human beings and including those rights set out in the Universal Declaration of Human Rights, its associated covenants and the ensuing international agreements, and in the International Labour Organization standards.**

**The Group is committed to making it sure that it is not complicit in human rights abuses in all the businesses and countries in which it operates and respects indigenous rights.**

## Italcementi Group

- 1** Assures that the minimum age for admission to any type of employment or work that, by its nature or the circumstances in which it is carried out, is likely to jeopardize the health, safety, or morals of young persons shall not be less than eighteen years.
- 2** Guarantees equality of opportunity and treatment regardless of gender, age, ethnic ethnicity, nationality, social origin and status, religion, sexual and political orientations or any other personal belief and prohibits the use of all forms of forced or compulsory labour, including bonded labour, corporal punishment, mental or physical coercion and sexual harassment, sexual and verbal abuse.
- 3** Ensures that freedom of association and the right to collective bargaining are respected, direct workforce is covered by social security benefits, hours of work are not excessive and living wages are paid.
- 4** Grants healthy and safe working conditions, access to potable water, sanitary and washing facilities and, whenever necessary, decent guesthouses, dormitory facilities, canteens and facilities for food storage.
- 5** Promotes equal opportunities and work-life balance initiatives helping to address the family needs and constraints of all employees.

**Carlo Pesenti**  
Chief Executive Officer Italcementi Group

