



Human Rights and Implementation of Social Principles

Social relationships shall never be damaged: our activities are carried out in a socially responsible way and shall provide a positive contribution to Society; we are willing to build mutually advantageous rapports with our Customers, Suppliers, collaborators and partners; this is why, in Novalca srl :

1. We believe in the respect of basic human rights and we are committed to ensuring them and individual dignity as well, in compliance with the “Universal Declaration of Human Rights” issued by the UN in 1948”

2. In compliance with the Italian law and the ILO Recommendations:

- We won't tolerate and don't make use of child labour.
- We commit to avoid forced labour, labour contracts assigned upon payment of a bribe/deposit, contracts with restrictive covenants, or the employment of prisoners, and to ensure our staff's freedom of movement.

3. We are committed to ensure high health and safety standards in all our premises and plants.

4. We are committed not to hinder our workers' freedom of association; should the law deny such freedom, we shall act as mediators.

5. We are committed not to discriminate people on the basis of their race, ethnical group, country of origin, religion, disability, gender, sexual orientation, belonging to a union, pregnancy, political belief, marital status, physical appearance, age and not to apply any other restrictions not allowed on the workplace, so that all people who are "capable of working" are given the same opportunities without being discriminated on the basis of factors which are not related to their ability to perform the tasks assigned.

6. We are committed not to humiliate, abuse, assault, intimidate or coerce people.

7. We shall comply with the current laws and regulations in terms of working hours and salaries, as foreseen by the national working contract.

8. We shall support the development of local communities in the areas where we operate, by contributing to the financial and social well being of the citizens through sponsorships, initiatives and events promoted and organized by social, cultural and sport associations.

