



Code of Ethics: Human Rights and Social Principles

Novalca Srl operates in full compliance with fundamental human rights, in accordance with the United Nations Universal Declaration of 1948, Italian law, and ILO recommendations. We condemn all forms of child labor, forced or bonded labor, ensuring workers' freedom of movement. We provide safe and healthy working environments, strictly adhering to safety standards.

We safeguard workers' freedom of association and, where restricted by law, promote alternative dialogue mechanisms. We ensure equal opportunities, free from discrimination based on race, ethnicity, origin, religion, gender, sexual orientation, disability, political or union affiliation, marital status, or age.

We reject all forms of mistreatment, abuse, coercion, and intimidation, fostering a workplace that respects individual dignity. We comply with labor laws regarding working hours and wages, following national collective agreements.

We support the social and economic development of the communities in which we operate by promoting cultural, sports, and social initiatives. We act with responsibility, integrity, and transparency, fostering fair and collaborative relationships with clients, suppliers, and employees.

Our company is committed to maintaining high ethical standards, recognizing its role in society and the importance of corporate social responsibility.