



# HUMAN RIGHTS POLICY

## SUMMARY

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## REVISION HISTORY

REVISION	DATE	OBJECT	APPROVED BY
1	22/02/2022	FIRST ISSUE	P. BOTTERO
2	09/08/2023	UPDATE	P. BOTTERO
3	04/03/2024	UPDATE	P. BOTTERO



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SPORT & EVENTS LOGISTICS Srl - Benefit Corporation defines, implements and maintains a policy for the protection of human rights appropriate to the aims and context of the company. This policy supports the company's strategic guidelines and constitutes a reference framework for defining objectives. The ethical policy is inspired by the following principles:

- guarantee the satisfaction of the stakeholders' expectations regarding the company's commitment to the protection of human rights in their various forms as working conditions, discriminations, equal opportunities, inclusion, freedom of association and representation, respect for the person, data privacy;
- ensure compliance with international laws and standards on the protection of human rights applicable to its field of activity;
- guarantee maximum commitment in the implementation of all the activities necessary to prevent and promptly report any violations of human rights;
- guarantee the absolute prohibition and the punishment of behaviours that violate human rights also through an adequate system of sanctions and supervision;
- guarantee each employee and collaborator to be a protect whistleblower whit the right to report any violations without conditioning and repercussions of any kind;
- commit to promote the development of a corporate culture for the protection of human rights based on the qualification and active involvement of operating personnel.