



Human Rights Policy

Solutions30

Solutions for New Technologies

Solutions 30 is committed to safeguard the rights of all people working for the Group directly or indirectly. It has adopted this Human Rights Policy, which contains the over-arching principles that the Group embeds in its activities, policies and systems.

This Policy supports the following treaties of International and European law and applies their founding principles:

1. The International Bill of Human Rights of the United Nations (UN)
 - a) Universal Declaration of Human Rights;
 - b) International Covenant on Civil and Political Rights;
 - c) International Covenant on Economic, Social and Cultural Rights;
2. The core conventions of the International Labour Organization (ILO) - Nos. 29, 87, 98, 100, 105, 111, 138, 182 - and the Declaration on fundamental Principles and Rights at Work;
3. The United Nations Convention on the Rights of the Child;
4. The European Convention on Human Rights. The latest versions of the following business standards and voluntary initiatives have also been taken into consideration:
 1. The UN Global Compact principles;
 2. The Guidelines of the Organization for Economic Cooperation and Development (OECD) for Multinational Enterprises;
 3. The ILO Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy;
 4. The “UN Guiding Principles on Business and Human Rights: Implementing the United Nations ‘Protect, Respect and Remedy’ framework.

The following internal documents are linked to and support the principles set out in this Policy:

1. Solutions 30 Code of Conduct;
2. Solutions 30 Business Partner Code of Conduct.

Solutions 30 is committed to respecting Human Rights by complying with the principles contained within the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises and the ILO Core Conventions on Labour Standards.

The Group encourages the adoption of these or comparable standards by its suppliers, partners, customers in different parts of the world.

Each supplier, partner, customer is therefore required to carefully read the Solutions 30 Group Human Rights Policy and to comply with it all times.

In the event of failure to comply with this Policy, the Company notifies the suppliers/partners/customers concerned, so that they may adopt corrective measures and, in cases in which such measures are not taken, Solutions 30 is entitled to rescind the business relationship.

Solutions 30 has issued a code of conduct for its suppliers (the “Solutions 30 Group Supplier Code of Conduct”) that defines the behavior that companies must observe with regard to certain work aspects: Human Rights, non-discrimination, safety at work, working hours and salaries.

1 NON-DISCRIMINATION

Solutions 30 respects each individual’s Human Rights and does not discriminate on the basis of race, colour, sex, age, social status, family origin, physical or mental disability, religion, or sexual orientation.

Enhancing diversity, promoting inclusion and contrasting any kind of discrimination allows the Company to create the best possible conditions in its relationships with Stakeholders and to promote targeted behavior to prevent inequalities.

Solutions 30 is committed to developing customised technological solutions that are accessible to all types of users and, in particular, to disabled people; the successful integration of disabled people at the workplace is also part of the company policies of non-discrimination and equal opportunities.

2 CHILD LABOUR

At Solutions 30 there is no recruitment of child labour.

If any instance of child labour is identified in a supplier’s business, the supplier shall adopt corrective measures

and, in cases in which such measures are not taken, we then are entitled to rescind the business relationship. In this Policy, “child” means anyone under the minimum age of employment of the country in which each Solutions 30 branch operates; and “child labour” means any work by a child or young person, unless it is considered acceptable under the ILO Minimum Age Convention 1973 (C138).

3 FORCED/BONDED LABOUR

Solutions 30 does not use forced labour.

No employee shall be compelled to work through force or intimidation of any form, or as a means of political coercion or as punishment for holding or expressing political views.

Business partners must not use forced labour, whether in the form of prison labour, indentured labour, bonded labour or otherwise.

4 FREEDOM OF ASSOCIATION/COLLECTIVE BARGAINING

Solutions 30 is committed to an open and constructive dialogue with its employees and, if applicable, with their representatives.

The Group’s employees are free to join organizations of their choice that represent them in compliance with local organising laws.

Employees who act as representatives are neither disadvantaged nor favored in any way. In locations where employees have decided not to appoint representatives, Solutions 30 promotes direct and open communication between employees and management.

5 HEALTH AND SAFETY

Solutions 30 respects high standards of safety and health in order to prevent the possibility of injury of employees and customers.

Its focus is on prevention management as well as on the co-participation of workers and managers in guaranteeing safer and healthier working environments.

6 WORKING CONDITIONS

Working hours, breaks, holidays and leave periods are established in compliance with local laws and agreements; furthermore, compensation paid to workers must comply with applicable wage laws.

Solutions 30 guarantees to all employees contracts compliant with applicable collective bargaining agreements.

7 FAIR WAGES/COMPENSATION

The Group respects the right to good working conditions and offers fair salary scales.

At Solutions 30 the remuneration takes into account the principle of fair reward for labour and respects the principle of equal remuneration for men and women for work of equal value, based on the objective appraisal of jobs on the basis of the work to be performed (ILO Convention No. 100).

The minimum compensation received by Solutions 30 employees cannot be lower than the minimum set in the collective labour contracts and law regulations in force in each country in accordance with the provisions of the ILO Conventions.

8 NO HARSH OR INHUMAN TREATMENT

Solutions 30 rejects any form of harassment; physical, verbal, sexual or psychological abuse; threats; or intimidation in the workplace.

The Group’s employees shall be treated with dignity and in accordance with the commitment of maintaining a work environment free of all forms of harassment.

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