



Chrysos SpA Management is committed to carrying out and conducting its industrial and commercial business activities with the utmost regard for ethical standards, guaranteeing integrity, transparency and compliance with current human rights laws in force.

In particular, Chrysos SpA pursues the following objectives:

- to provide working conditions that guarantee employees and collaborators may carry out their activities in a satisfying and fairly compensated way, without ethnic, political or religious discrimination, and in a healthy and safe environment;
- to guarantee colleagues and collaborators are treated with respect and impartiality and are assured a motivating work environment, respectful of the dignity and rights of all;
- to guarantee a work environment that respects human rights and social responsibility, in accordance with current laws and regulations in regard to environment, health and safety.

Chrysos SpA rejects any form of child labor or forced labor. It encourages employee's freedom of expression. It supports constructive dialogue and respects the practice of trade union affiliation.

Chrysos SpA promotes a workplace free from any type of harassment. It does not tolerate any form of harassment, discrimination, intimidation, bullying or humiliating behavior of a psychological or sexual nature, nor does it tolerate any behavior that constitutes an abuse of power. Each individual is responsible for their own comportment and is obliged to behave in a manner that is not damaging to the integrity and rights of others.

Harassment is considered any type of spontaneous and repetitive behavior of a hostile, offensive or humiliating nature, whether in the form of verbal comments or through actions and behaviors that threaten a person's dignity. Harassment is subject to disciplinary action.

A further aim of this policy is to encourage employees, and all others who have serious concerns regarding any aspect of the job, to come forward and express those concerns. Chrysos SpA is committed to advancing a culture of equality and mutual respect at all levels of the organization, as well as promoting the same from all its business associates.