

OMF considers **respect for human rights** essential in the execution of its operational activities and fundamental to corporate sustainability.

OMF believes that employees constitute its most valuable asset and is committed to defining guiding principles and expectations towards all its stakeholders(*) for sustainable ethical cooperation.

LABOUR AND CHILDREN

OMF does not use child labour and complies with current legislation on the protection of children and adolescents; **no personnel under the age of 18 are hired.**

THE EMPLOYMENT RELATIONSHIP

OMF believes that the employment relationship with its employees must always be voluntary.

It does not tolerate any form of forced or compulsory labour and **does not permit the use of any disciplinary practice involving the use of violence.**

It guarantees the right of its employees to due rest and holidays.

It commits to comply with the applicable laws, the relevant national collective agreement on the regulation of working time and ensures that ordinary and overtime work is properly remunerated.

It also commits to protect all personnel who denounce unlawful conduct and/or dangers they become aware of within the organisation by repressing any retaliation and harassment actions.

LABOUR RELATIONS

OMF recognises and respects the right of its collaborators to work, to free association and to national collective bargaining for the sector they belong to.

OMF is willing to establish an honest and constructive dialogue with workers' representatives and trade union organisations (OO.SS.)

EQUAL OPPORTUNITIES

OMF recognises and respects the right to equal opportunities **by not tolerating any discrimination related to gender, religion, belief, ethnic origin, disability, age, marital status, sexual orientation, trade union membership, political affiliation or any other personal condition.**

It also believes that respecting and protecting the dignity of its employees is a fundamental and inviolable prerequisite.

HEALTH AND SAFETY

OMF is committed to ensuring a healthy and safe environment in accordance with the applicable principles of health, safety and risk prevention in the workplace.

It is also committed to establishing a culture of accident prevention by actively promoting it through the provision of appropriate information and training content.

ENVIRONMENT

OMF considers environmental protection to be a key factor in its overall approach to business activities.

It is committed to continually improving environmental performance and optimising the use of resources, as well as meeting all relevant legislative and regulatory requirements.

ANTI-CORRUPTION POLICY

Bribery is the offering, promising, giving or accepting of a financial or other benefit to induce the recipient, or another individual, to perform their duties improperly.

OMF does not tolerate corruption and opposes it in all its forms.

CONFIDENTIALITY

OMF and employees, as well as ongoing consultants and suppliers of machinery and services, who have access to the COMPANY's computer network for any reason whatsoever, shall ensure and protect the utmost confidentiality of news and information constituting company assets or inherent to the COMPANY's activity in compliance with the provisions of the law, regulations and internal procedures.

Cazzago San Martino, 27 Dicembre 2017

La Direzione Generale

Giovanni Bonassi

(*) **Stakeholders:** individuals or groups that have, or expect, ownership, rights or interests in a company and its present and future activities, and whose contribution is essential for the achievement of a specific objective of the organisation. They are the shareholders, customers, employees, suppliers, the community with which the organisation interacts.