

# Code of Basic Working Conditions

This Brembo Code is an expression of the Group's acknowledgment at all of its worldwide facilities that the Company's employees are its most important resource and asset.

## International Standards and Human Rights

The Group utilizes a global approach, together with several tools, procedures, practices and policies, to guarantee proper application of the Code's principles. Although the Code's principles are not new to Brembo, in preparing the Code, the Group was inspired by the following International Standards: **The UN Universal Declaration of Human Rights** (which we support in all of its spheres of influence), **the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy**, **the OECD Guidelines for Multinational Enterprises**. These principles represent the overall framework of the Group's universal beliefs and the basis for the relationship between employer and employees.

Due to the global presence of the Group, the present Code is a general framework which will allow some local laws and regulations, collective bargaining agreements, and other agreements freely entered into by our employees and the Group, to supersede portions of the Code itself. The principles of the Code are:

1. **Child labour:** We will not use child labour. We will never employ any person below the age of 15, unless this is part of a government-authorized job training, training, apprenticeship program clearly beneficial to the participating person.
2. **Forced labour and human trafficking:** We will not use forced labour, regardless of its form. We will not tolerate physically abusive disciplinary practices. We oppose any use of human trafficking.
3. **Right to Work, Freedom of Association and Collective Bargaining:** We recognize, respect and fully guarantee our employees' right to work and to freely associate in all our facilities. We will work constructively with our employees, or any organization that represents our employees, to promote our employees best interests. We will seek to provide opportunities for employees' concerns to be heard. We collectively bargain where law/welfare systems require us to do so.
4. **Harassment and discrimination:** We will not tolerate harassment or discrimination on the basis of sex, race, color, religion, creed, age, ethnic origin, national origin, marital / parental status, pregnancy, disability, sexual orientation or any other personal condition.
5. **Health and safety:** We will provide and maintain for all employees a safe and healthy working environment that meets or exceeds applicable regulations for occupational safety and health.
6. **Work hours:** We will comply with applicable law regulating hours of work.
7. **Compensation:** We will provide compensation and benefits complying with applicable law in order to promote as much as possible our employees' material well-being.



8. **Bribery and corruption:** We will not tolerate the giving or receiving of undue reward to influence the behavior of another individual, organization, politician and/or government body in order to acquire a commercial advantage, regardless of local rules and habits.
9. **Environment and sustainability:** We will conduct business in an environmental-friendly and responsible way. We will seek to reduce and minimize the environmental impact of all our operations in the short term in order to ensure sustainability in the long term.
10. **Community engagement and local population:** We will fully consider local population and communities among our primary stakeholders in all projects we plan to carry out. We will openly share our plans with all recognized members of our stakeholders.

After having communicated, shared and implemented this Code in every location, we will promote the application of similar policies through the value chain and in our business partners' organizations. We will seek to enforce business partnerships mainly with players willing to promote behaviours and policies consistent with this Code. We will also verify directly and/or indirectly, first of all internally to the Group, the respect of the Code. Any employee with a good-faith belief that there may have been a violation of this Code should report it through established channels and/or to the HRORG Group Dept. at [Working\\_Conditions@brembo.it](mailto:Working_Conditions@brembo.it). No retaliation will be taken against any employee who makes such a report or cooperates in an investigation related to any report.

