



# HUMAN RIGHTS POLICY

At a glance



## What are we talking about?

These are basic international standards aimed at ensuring dignity and equality for all. Bracco Imaging in its policy refers to human rights as defined in the International Bill of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. Bracco confirm our responsibility to respect all internationally recognized human rights standards, to express our expectations of personnel, business partners and other relevant parties and to outline relevant implementation mechanisms.

### Salient Human rights

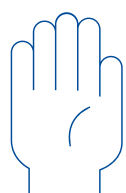
From Declaration of the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work:

- freedom of association and the effective recognition of the right to collective bargaining;
- the elimination of all forms of forced or compulsory labor;
- the effective abolition of child labor;
- the elimination of discrimination in respect of employment and occupation;
- a safe and healthy working environment.



## In practice MAIN ACTION

1



### HUMAN RIGHTS DUE DILIGENCE

In order to identify, prevent, mitigate and account for how we address our potential adverse human rights impacts, we carry out **human rights due diligence**, a part of our wider risk management processes. We understand the fulfillment of this responsibility as a continuous improvement process.

The process includes 4 steps:

1. **Assessing** actual and potential human rights impacts
2. **Integrating and acting** upon the findings
3. **Tracking** responses
4. **Communicating** how impacts are addressed

### REMEDY AND GRIEVANCE MECHANISMS



2

We will ensure adequate and effective operational-level grievance mechanisms. The **grievance mechanisms** meet the core criteria of legitimacy, accessibility, predictability, equitability, compatibility with the OECD Guidelines and transparency, and are based on dialogue and engagement with a view to seeking agreed solutions.

3



### AWARENESS, INFORMATION AND ENGAGEMENT

Appropriate human rights training and information will be provided to our employees and business partners so that they understand our expectations and their rights and responsibilities. We adopt a whistle-blower policy that encourages and protects employees who report human rights violations or other ethical misconducts within the Group.

### OVERSIGHT AND ACCOUNTABILITY



4

The Board, with the support of the Sustainability Committee, will regularly review the Policy and implementation mechanisms to ensure that they remain relevant and effective.