

N. doc.: CHR-P-B00-E-003E01	SOCIAL DIALOGUE POLICY	Issuing Function/Approver: HR Reviser: Corp. Social Responsibility
BRACCO GROUP		

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FINAL VERSION

DRAFT

# SOCIAL DIALOGUE POLICY

(Europe, UK, Switzerland and North America)

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## 1 OBJECTIVE

The success of Bracco Group is heavily reliant on the achievements and satisfaction of its employees. Therefore, Bracco Group endeavors to cultivate a workplace culture that encourages its leaders and empowers all staff to thrive, contribute, and develop. This ethos is founded on the fundamental values of mutual respect and open communication.

This policy is a testament to Bracco Group's commitment to promoting democratic engagement and consensus among the major players in the workforce, providing a structure for the establishment of enduring group relations, which include all forms of dialogue, consultation, and information exchange between or among government, employer, and worker representatives on topics of common concern.

## 2 SCOPE

This policy applies to all Bracco employees of the Subsidiaries and Companies in Europe, UK, Switzerland and North America (with the exclusion of the Centro Diagnostico Italiano), considering that the Group shall always abide by all applicable local laws and current collective bargaining agreements, upholding the corporate values, as specified in the Code of Ethics.

## 3 KEY PRINCIPLES AND GROUP'S COMMITMENTS

Bracco Group is committed to:

- Respecting, promoting, and upholding the fundamental rights included in treaties of the International Labor Organization (ILO), as stated in the Declaration on Fundamental Rights and Principles at Work and encompassed in our Human Rights Policy:
  - ✓ The right to collective bargaining is effectively recognized, as is the freedom of association
  - ✓ The abolition of all forced labor
  - ✓ Complete prohibition of child labor
  - ✓ Discrimination in gender, job and occupation is eliminated
- Promote social dialogue beyond legal and regulatory requirements.
- Consider all employees as the most important and highly valued resource to be cared for.
- Respect each employee's right to form and join the Union/organizations of their choice and engage in productive and collaborative negotiations.
- Consider the Unions as useful participants in the organization.

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- Create organizational frameworks to actively involve employees and Unions in order to develop and strengthen positive connections, in fact the Group's ability to harness and utilize the human capital present inside the organization determines its competitive edge.
- Implement and uphold nondiscriminatory hiring processes, as well as best practices that are recognized globally, as stated in the Bracco Diversity & Inclusion Policy and in the Talent Acquisition Global Guidelines.
- Offering all Bracco Group employees competitive pay and benefits that enable them to meet their needs in accordance with regional standards of living and providing working time to ensure a safe and healthy workplace and work-life balance.
- Establish official grievance procedures, protocols and lines of communication.
- Conduct negotiations with Unions using employee input that appropriately reflects their expectations.
- Communicate the key conclusions and decisions reached during the Collective Bargaining Agreement negotiations, where in place, and ensure that agreement statements signed by the representatives of employees and business leadership are followed and implemented.
- Hold regular meetings with the various employee Unions and representative organizations at the local and national levels, to encourage a culture of trust and social harmony. Meetings are finalized to communicate and share:
  - ✓ Corporate Objectives
  - ✓ How to spread and apply the values of Bracco Code of Ethics
  - ✓ Statement regarding notice period granted upon implementation of substantial changes at the organizational level
  - ✓ Policies, Procedures, Regulations and Employee handbooks
  - ✓ Annual Report
  - ✓ Social and Sustainability report

In particular, each Bracco Group's company and subsidiary shall:

- Building and preserving a cooperative working relationship with labor unions to respect employees' rights to collective bargaining and freedom of association.
- During the collective bargaining and unionization processes, abide with all applicable labor laws and regulations.
- In accordance with Bracco's beliefs and international standards, we abide by the relevant local legislation and collective bargaining frameworks of the countries in which we operate.
- Recognizing employees' ability to engage in free association and negotiations.

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- Establish organizational structures that will actively include workers' unions.

## 4 GOVERNANCE

The governance and responsibility of this policy lies under the Corporate Social Responsibility (CSR) and Human Resources Functions that report to the Executive ChairWoman & CEO of the Group and to the Vice Chairman & CEO of Bracco Imaging SpA.

## 5 REPORTING

The Group will use the Group's reporting methodology and topic-specific disclosures to primarily monitor and report on social dialogue key performance indicators KPIs and on topics such as freedom of association and collective bargaining. The monitoring will be performed on a yearly basis.

The KPIs will be complemented with targets on the same indicators, which will be calculated on a local basis and in accordance with local base levels and conditions.

## 6 REVIEW

This policy will be reviewed by the Group every 3 years to determine its applicability, to track compliance, and to promote ongoing improvement.

The review will take into considerations all the comments and suggestions from all the companies and Subsidiaries of the Group.

## 7 CONTACTS

Bracco Group invites comments and promotes discussion with everyone who is interested. Please send any suggestions or concerns regarding this policy to Human Resources

## 8 REFERENCES

- Code of Ethics ([Link](#))
- Bracco Diversity & Inclusion Policy ([Link](#))
- Talent Acquisition Global Guidelines ([Link](#))

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**9 HISTORY OF CHANGES**

Previous Version	Effective Date	Reason(s) for Change
		First Edition