

## BECKETT HUMAN RIGHTS' POLICY

Beckett Thermal Solutions S.r.l (“Beckett”), Italian leader in the field of production and commercialisation of burners dedicated to industrial and residential use, a company belonging to Gruppo Beckett, currently acting as worldwide leader in the above field, is aware of carrying out a role of significant relevance in the industrial sector and in the specific relevant market and furthermore bases its entire policy on the pursuit of a sustainable business and the promotion and development of the highest values and principles in environment, social and governance (ESG) fields which are considered an essential component of its business, without any exception.

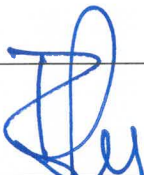
The human rights respect and the promotion of well-being of its own employees are in fact deeply rooted in the values and in the fundamental principles governing the activities of our Company, represent essential factors of each single activity and are aimed to create value also in the territory and in the wider community in which our Company operates, both at a productive, commercial and the social level.

In order to achieve and promote the well-being of the people and the respect of human rights, to be considered in all their broadest meanings, Beckett follows, spreads and declines, in each field, one respectful policy of universal declaration of human rights of the United Nations and the relative principles guide ([www.ohchr.org/documents/publications/guidingprinciplesbusinesshren.pdf](http://www.ohchr.org/documents/publications/guidingprinciplesbusinesshren.pdf)), of the international card of the human rights ([www.ohchr.org/documents/publications/factsheet2rev.1en.pdf](http://www.ohchr.org/documents/publications/factsheet2rev.1en.pdf)) of the Fundamental Conventions on the work of the international labour organization (ILO) ([www.ilo.org/global/standards/introduction-to-international-labor-standards/conventions-and-recommendations/llang-en/index.htm](http://www.ilo.org/global/standards/introduction-to-international-labor-standards/conventions-and-recommendations/llang-en/index.htm)), of the guidelines of OCSE as well as any further international laws consistent with the above-mentioned guidelines and principles.

Also in the application of the international regulations, our Company, in the full consistence with the prevision of its Code of Conduct, recognizes the people, without any distinction of sex, race , political and religious orientation, as an essential element of its development and the realisation of its own mission, promotes the capability, the commitment and the talent in full respect of the health and safety in the workplaces, particularly ensuring the conditions not only protected and compliant with regulatory requirements, but also suitable to help the growth and the development of their respective and specific talents.

The permanent attention to the people it is also conjugated to a system of values and principles in the matters of legality, transparency and sustainable development that also object of a constant awareness and training activity for all the employees and partners.

The policies of Beckett in the field of human rights are aimed to permanently promote and monitor adequate standard of behaviour of administrators, statutory auditors, management, employees, suppliers, contractors, subcontractors, consultant, productive, commercial and technical partners and more generally all of them who operate for the achievement of the Company targets; furthermore such policies are aimed to grant equal opportunities of development and the

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professional growth exclusively founded on the rigorous meritocratic criteria as well as the attention to the lifelong training of our human resources, the prevention and the repudiation of any kind of discrimination and harassment, violence or intimidation, which are of the physical or psychological nature and also the prevention and repression of the attitudes however attributable to the persecutory practices and/or of any form of labour exploitation or undue influence.

Further key element of our policy of attention to the people and of unconditional respect of human rights is also represented by the absolute confidentiality and the treatment rules of personal data of all of people operating with us to achieve company's targets or in a contractual relationship with Beckett.

The Beckett policy in the field of human rights is periodically communicated and permanently widespread inside of the Company which also actively promotes the widest knowledge and the most effective possible application among all the people who entertain with Beckett relations of any nature and is given available also on the website of Beckett.

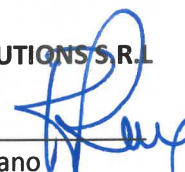
The principles that are posted as a foundation in this policy in the field of human rights shall be also inserted and adequately illustrated in the sustainability balance of Beckett and shall be adequately reported in order to provide evidence of the achieved results in a transparent and effective way so to demonstrate the permanent concrete commitment towards their achievement.

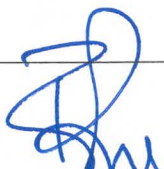
The full adhesion to the content of the present policy, constitutes an essential element for the establishment and the maintenance of any relations and cooperation with Beckett.

All the violations, if any, must be notified and reported in the respect of the procedures contained in the Code of Conduct and the related procedure of Whistleblowing, which is also available on the website of Beckett and which allows to Beckett to receive the reports and notification of such violations also in confidential and anonymous way.

BECKETT THERMAL SOLUTIONS S.R.L.

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Francesco Pisano  
CEO



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