

Policy against sexual and gender-based harassment in the workplace

RINA has always aimed at guaranteeing not only health and safety in the workplace, but also respect for the dignity of its resources.

RINA approves of and applies the principles of the United Nations Universal Declaration of Human Rights, the more recent International Labour Organization Convention n° 190/2019 concerning the elimination of violence and harassment in the world of work, and any other national law to protect workers against these risks.

As required by RINA's Ethical Code providing for zero tolerance in respect of workplace discrimination or harassment, as per RINA's Diversity & Inclusion Policy, RINA will not tolerate unlawful discrimination or harassment of any kind and will seek to prevent all acts of discrimination and harassment against any person, employee or freelance contractor working for RINA, and stipulates the measures which RINA has adopted against workplace harassment.

Gender-based harassment, including sexual harassment, constitutes discrimination and consists of unwanted conduct carried out for reasons relating to sex or gender or having a sexual connotation, the purpose or effect of which is to harm a worker's dignity and create an intimidating, hostile, degrading, humiliating or offensive climate. Harassment is an unacceptable practice and conduct.

Even just one isolated action or threat may constitute gender-based or sexual harassment. Any act involving carrying out or threatening repercussions following a negative response to a verbal and/or physical approach is also to be considered as harassment.

The rules set out in this Policy apply to workplace harassment among RINA workers, regardless of their contractual status and the position held. In addition, these rules are applicable to RINA workers and candidates included in internal selection processes or third parties belonging to suppliers, clients or RINA partners.

The workplace refers to the working environment including relations among workers, freelance contractors, clients, suppliers etc. and as a consequence of their working relationships. Any communications between the aforementioned persons are to be considered as work-related, including those enabled by information and communication technologies.

RINA takes into account harassment and associated psychosocial risks, in the management of occupational health and safety, identifying the related hazards and assessing the risks.

For this purpose, RINA, being aware of the efficacy of prevention, is committed to continuing to introduce appropriate prevention measures, including programmes involving information, training and raising awareness for all personnel. These programmes are intended to promote a culture based on respect for people's dignity within all RINA offices.

Creating a workplace free of discrimination and harassment is the responsibility of all Rina workers.

RINA acknowledges the fundamental role played by departmental heads who are above all responsible for ensuring that acts of harassment do not occur within the work environment falling under their remit.



Furthermore, they are responsible for raising the awareness of their team in respect of this document and the related guidelines and for promoting the use of reporting channels (Whistleblowing Channel (<https://whistleblowing.rina.org>)).

Failure to comply with this Policy will be assessed according to the legal and contractual provisions of the relevant Country.

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The Chief Executive Officer