


## POLICY ON HUMAN RIGHTS

According to the RINA Ethical Code, we are committed to meeting the following human rights general principles, complying with applicable laws and regulations, and taking into account international instruments, such as the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the UN Convention on the Rights of the Child, the ILO Fundamental Conventions and the ISO 26000 Guidance Standard on Social Responsibility:

- i. to respect human rights and to promote these principles as part of our mission;
- ii. to refuse any discrimination based on gender, language, religion, nationality and political or social conditions;
- iii. to assure equal pay for work of equal value;
- iv. to identify, prevent and mitigate any negative impact on human rights resulting from or caused by our activities and to remedy any possible negative impact directly caused;
- v. to assure that child labour, modern slavery, servitude, forced labour and human trafficking do not take place and are not facilitated in any of our activities;
- vi. to promote workers' awareness of human rights, including suppliers and business partners;
- vii. to participate in international as well as national voluntary initiatives on social responsibility, such as the United Nations Global Compact (UNGC);
- viii. to update this policy and associated general procedures, instructions and guidelines, taking into account the regulatory developments and according to our commitment to social responsibility.

All Group companies are responsible for ensuring consistency of their programs and strategies with respect to the current policy, adopted by RINA S.p.A. This policy is published on the RINA website [www.rinagroup.org](http://www.rinagroup.org). We welcome any feedback at the address [csr.rinagroup@rina.org](mailto:csr.rinagroup@rina.org).

RINA S.p.A. Chairman & CEO

Ugo Salerno  


Genoa, 15 May 2017