

SPEA commits to guarantee and promote with all its Personnel, Suppliers and Cooperators, according to applicable laws and international regulations, the highest standards of respect for Human Rights and Work Conditions.

People's dignity and right to be treated respectfully are an integral part of SPEA's culture. As a result, the respect of the principles expressed in the policy is to be considered an integral part of its duties and of its Supplier's behaviors.

In particular, it undertakes to:

1. Guarantee freely chosen employment
2. Protect young workers
3. Respect working hours maximum limit
4. Guarantee wages and benefits
5. Guarantee the right to human treatment
6. Prohibition of discrimination
7. Guarantee free workers association

Volpiano, 03.12.2021

The President
Luciano BONARIA