

DATALOGIC HUMAN RIGHTS & SOCIAL ACCOUNTABILITY POLICY



The tenets governing the Datalogic Group’s Human Rights and Social Accountability Policy are based on the principles for human rights put forth by the **Universal Labor Organization Declarations** on Fundamental Principles and **Rights at Work**.

Datalogic is committed to:

- conform to all **SA8000 standard**’s requirements;
- respect the international instruments as listed in the section **“Normative Elements and Their Interpretation”** of the SA8000 standard; and
- respect all **national laws** and **any other applicable law** or **signed requirements**.

Datalogic expects suppliers to demonstrate their commitment to uphold the same principles by adopting and implementing similar policies within their businesses.

Datalogic is committed to **identify, promptly address and prevent human rights risks** inside Datalogic Group and in our main suppliers through periodic questionnaires and audits. If a Human Rights violation is identified, Datalogic is committed to remedy the situation promptly and appropriately, respecting the generated impacts.

Regarding the use of **child labor**, Datalogic does not allow children under 18 years of age to be employed in Operations or perform any work or engage in any activities that may be hazardous to their health or safety.

Datalogic guarantees compliance with the most stringent **personal health and safety** standards for all its workers.

Models for the **analysis, identification and management of workplace health and safety risks** are adopted by our manufacturing plants. The results of the assessment process afford us the opportunity to clearly identify and implement strong risk mitigation measures, ensuring we

continually offer our workers safe and secure working environments.

Datalogic will implement any necessary corrective actions to **achieve and maintain their corporate injury target of “0”**.

Datalogic assures a **workplace free from violence, harassment and intimidation** and one that respects **worker’s privacy and dignity**. Forced Labor and any modern form of slavery are prohibited.

Datalogic, inspired by the **values of equality and empowerment**, considers its people as its most important asset in achieving continued growth and success within all aspects of Datalogic’s business endeavors.

Datalogic is **intolerant of discrimination** in hiring, remuneration, access to training, promotion, termination or retirement (based on race, national or territorial or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age or any other condition) in order to **protect diversity and guarantee equal opportunity**.

Datalogic’s decisions and actions in their recruitment and development programs are driven by a fair evaluation of the knowledge, skills, abilities, experience and performance of candidates for employment and employees.

Datalogic **respects its employees’ right to form, join and organize labor unions** and to bargain collectively by maintaining a constructive dialogue with the chosen representatives. Datalogic will not interfere in any way with the establishment, functioning or administration of the labor unions.

Datalogic is committed to **improve reporting on Social performance**, published on its website, to demonstrate transparency in their commitment to continual improvement.

December 2021

Valentina Volta

Group Chief Executive Officer

