



Human Rights Policy

December 7, 2022

Dear Demetra workers,

We are a young Group, whose identity is shaped by our Mission, Vision and Values. Being a part of Demetra means belonging to a group that looks to the future, and for which respect and quality of life are essential values. People's quality of life cannot be improved without absolute, unconditional respect for those people, and for their rights and diversities. We must always be convinced of this when it comes to:

- internal management, each time we deal with our fellow workers, colleagues and superiors
- devising and developing our products, with our patients and those operating on them in mind every time
- our external relationships, whoever we are engaging with

One of our values is Trust: our choices and our actions are guided by Respect and Honesty. Demetra Group also agrees with and subscribes to the United Nations Universal Declaration of Human Rights. In this document, we have sought to emphasise the conduct guidelines that all companies and individuals in the Group must always and unconditionally adhere to. If you would like to know more regarding a particular aspect of the document, or if you have any doubts, or if you have noted any behaviours within the Group that do not comply with the indications set out below, you can speak to your manager or HR manager. Demetra and all the Group's companies will not tolerate any resistance or breach that calls into question our Vision, Mission and Values.

Thank you for everything each one of you does every day to ensure people's lives are respected and improved.

THE PRESIDENT

Our Vision, our Mission and our Values

Vision

We bring together our excellence to improve people's lives

Mission

We invest in people and in innovation

Resources, Technology, Ethics and Passion, to set a benchmark for the development of excellence in healthcare

Values

Excellence: Our greatest ambition is to bring together outstanding qualities in healthcare

Trust: Respect and honesty guide our choices and our actions

Solidity: We are committed to investing the most valuable resources to guarantee solid, continual growth

The foundations of our conduct

Our conduct in the workplace must always be inspired by compliance with the rules of the Group and with local legislation, and by respect for people: this is the only way we can guarantee solid, continual growth.

We promote, and demand, Respect in our workplace, and we place our Trust in everyone.

Diversity and Inclusion We recruit, employ and retain talent from all over the world, based exclusively on the needs of our Group, driven by the conviction that different cultures, experience and skills allow us to attain excellence.

Child labour We abhor and forbid the use of child labour in all our companies, and we demand compliance with the law in every country that sets a minimum age for employment. The minimum age set by Demetra is 18, unless a higher limit has been established in a particular country.

Working conditions We condemn all forms of treatment of our workers that fail to comply with local regulations, or which, more generally, offend the dignity of an individual. Therefore, we do not tolerate the exploitation of minors, abuse, corporal punishment or any form of slavery.

Discrimination We offer everyone the same opportunities for employment, always and exclusively based on the needs of the Group. We therefore condemn any form of discrimination based on race, skin colour, gender, age, religion, sexual orientation, marital status, disability, etc. We respect the laws of every country any of our companies are present in, provided those laws respect diversity.

Relationships with colleagues We condemn all forms of behaviour that may cause offence or result in humiliation or intimidation in the workplace, or which are liable to give rise to hostility or unease in the workplace. We ask everyone in the Group to pay close attention and the utmost respect to others, both physically and verbally. Specifically, Demetra condemns all forms of violence or intimidation that may make others fearful. Weapons are not permitted in the working environment, and any suspicions or fears must be reported immediately.

Compliance with contractual rules We comply scrupulously with national and/or contractual regulations, including all clauses referring to minimal wages, overtime, breaks, rules governing working hours, etc. Demetra also promotes training as a means to develop the skills of our people, so that they may grow and improve together with the company.

Trade union rights We respect people's right to choose whether to join a trade union, and to be represented by one if they feel the need, as provided for by the law of the pertinent country and by the employment contract.

Health and safety We believe our people are the Group's greatest asset, and we constantly endeavour to protect their health and safety. Each individual has a duty to scrupulously comply with the rules and procedures of the Group's companies: there is no justification for failure to do so, and everyone must report any breaches of those rules, or any potential risk to health, to the entities in the Group responsible for safety.

Alcohol or drugs We do not permit the use of alcohol, drugs or any other substances that may in any way have the potential to cause damage to the company, to people or to their performance. If a particular substance has been prescribed by a doctor for therapeutic purposes, the company physician and/or pertinent HR manager must be informed immediately.

Privacy We guarantee that the personal and sensitive information in our possession or held by companies in the Group regarding employees (and other people with whom Demetra has dealings) will be processed in compliance with data protection regulations. We are constantly committed to implementing appropriate measures to prevent data breaches and ensure data are processed correctly. Demetra guarantees maximum protection of the information and data in our possession, undertaking to use them within the limits established by the local regulations in force.

How to report a suspected breach These are the main points governing respect for individuals and their dignity in Demetra Group. Anyone who has any doubts or requires clarification, or believes there may have been a breach of one of the points above, must speak to their manager, a more senior manager, or their HR manager. Anyone who reports a possible breach will be protected by the company.



DEMETRA

HOLDING