

HUMAN RIGHTS POLICY

Italgas carries out its business activities with careful consideration for the acknowledgement and safeguarding of the dignity, freedom and equality of human beings, and the protection of labour and trade union rights, work-based health and safety and the environment.

Italgas upholds and promotes respect for all human rights, to be understood, in accordance with the Code of Ethics, as inalienable and essential prerogatives of human beings and the basis for the construction of societies founded on principles of equality, solidarity, the repudiation of war and protection of civil and political rights, social, economic and cultural rights and third-generation rights (right to self-determination, peace, development and the safeguarding of the environment).

With this Policy, Italgas outlines the reference principles and actions taken to safeguard human rights in the conduct of its business and, in general, in any context in which Italgas' people and business partners operate.

The actions carried out by Italgas for the protection of human rights are developed, also in the context of alignment with the first and second principles of Global Compact, within the reference framework of the United Nations' Universal Declaration of Human Rights, the ILO (International Labour Organization) Conventions and the OECD Guidelines for Multinational Enterprises.

The following internal documents relate to the principles referred to in this Policy, implementation of which is supported by:

- the Ethics Code, which constitutes an integral part of the organisation, management and control model, in accordance with Italian Legislative Decree 231/2001;
- Diversity of corporate bodies Policy;
- Italgas Reti's HSEQE Policy.

Work environment

Italgas rejects and condemns any form of violence, abuse, threat, intimidation or other form of physical, verbal, psychological or sexual abuse.

Equal opportunities and non-discrimination

In accordance with the provisions of the Code of Ethics, Italgas opposes any type of unlawful discrimination related to trade union association, skin colour, disability, age, ethnicity, political affiliation, gender identity, language, sexual orientation, race, religion, sex, marital or family status.

Freedom of association

Italgas recognizes the right of its personnel to be represented by trade union bodies or other chosen forms of representation under current legislation.

Without prejudice to the limitations of compliance with current legislation, Italgas respects the right of its personnel to become members of trade unions and to negotiate on collective basis and, in this sense, it liaises with trade unions at national and local level.

Forced and child labour

Italgas objects to and rejects all forms of abusive exploitation of workers, which includes the use of any type of forced or compulsory labour, as well as any other kind of psychological and physical coercion.

In this context, the use of forms of child labour prohibited under current international and national legislation on the minimum age of admission to employment are banned.

Training

Communication policies are adopted, and specific training courses are organised in support of Italgas' people, which aim to ensure that the required skill levels increase, also with a view to the development and enhancement of human capital.

Business Partners

All Italgas business partners are required to adhere to the values and principles of the company, with a view to identifying reliable partners with whom to collaborate on a long-term basis, developing a virtuous cycle aimed at mutual improvement and the achievement of established aims.

During the qualification process of suppliers in particular, compliance with various requirements is assessed and verified, including the promotion of working conditions that are healthy and safe and the prohibition of forced labour and economic exploitation of minors.

Health & Safety

Italgas promotes a culture of health and safety as a primary aim for sustainable development, to be achieved with a view to continuous improvement and in compliance with current legislation.

Accident prevention and the safeguarding of health and safety in the workplace are ensured and promoted at all levels of the organisation, including via training and awareness-raising activities.

Local communities

The rights of local communities present in the territories where Italgas carries out its activities are taken into due consideration in order to contribute to their development in compliance with the provisions of the Code of Ethics.

Protection of Personal Data

Correct management of personal data is to be pursued as part of one's business activities.

Italgas is also aware of the importance of ensuring adequate protection to the parties affected by the processing of personal data and protecting the right to privacy of Italgas' people and stakeholders in compliance with current legislation.

Reports

In accordance with the provisions of the procedure concerning “*Anonymous and non-anonymous reports received by Italgas and its subsidiaries*”, reports of alleged irregularities or violations of applicable regulations and internal procedures may be submitted by anyone.

To such end, please refer to the specific reporting channels established by Italgas, for example via post or e-mail.

Communication

This Policy is communicated to stakeholders with a view to transparency and collaboration and is available to the public and anyone who may request it.

Milan, 28 May 2020

The CHIEF EXECUTIVE OFFICER

Paolo Gallo