



DECLARATION REGARDING HUMAN RIGHTS, ENVIRONMENT AND ETHICAL PRACTICES

Novachem Aromatici is a small company, with respect to QHSE and HSE we can release the following declaration.

Novachem Aromatici operates in full compliance with all the labor laws and regulations that are applicable in the countries where operates.

Company respects the employees's freedom of association and right to collective bargaining.

Company doesn't tolerate any discrimination against their employees.

Such compliance is ensured under the responsibility of the Managing Director.

Novachem Aromatici respects the Convention n. 29 of the International Labor Organization (ILO) and article 32, paragraph 1 of the International Convention on the Rights of the Child.

Company never employed child labor and complies with the regulations in force in Italy.

Company recognizes moral harassment is abusive conduct which, through repeated or systematic gestures, words, behavior, or attitudes, aims to degrade the living conditions and/or working conditions of a person (the harasser's victim), so it condemns:

- Unwanted or inappropriate physical contact, writings, looks or other gestures, comments, invitations, solicitations of a sexual nature;
- The distribution or display of documents, posters, etc. of a sexual nature;
- Obtaining a promotion or other conditions of employment conditional on acts of a sexual nature;
- Harassment concerns both men and women.

Discrimination is the act of distinguishing and treating someone or some group differently from the rest of the community. The criteria most often used are gender,

origin, skin color and religion. This inequality directly affects access to employment, career development, training, etc.

This discrimination is condemned in all its forms by:

- The Universal Declaration of Human Rights;
- The International Convention on the Elimination of All Forms of Racial Discrimination (1966);
- The International Convention on the Protection of the Rights of all Migrants Workers and Members of Their Families (1990).

Novachem Aromatici condemns all forms of discrimination and promotes cultural diversity by creating an environment where everyone can develop both professionally and personally.

Novachem Aromatici undertake to provide a healthy, decent and safe working environment for their employees, and to put in place the necessary preventive measures to avoid any cause likely to be detrimental to health and safety, both physically and psychologically.

Novachem Aromatici is only commercial, so any waste is produced during its activity and does not create environmental problems.

Umberto Grigoli

Sole administrator and Managing Director

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