



**WamBlee**

DPU

Corporate Human Rights Policy

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## **1 Premessa**

**WamBlee** recognizes the fundamental importance of human rights as the foundation for a just, equitable, and sustainable society. As a company operating in the technology and manufacturing sectors, we are committed to respecting, promoting, and protecting human rights in all our activities, along the entire value chain.

### **1.1 Scope of application**

This policy applies to:

- All employees, collaborators, and managers;
- Suppliers, business partners, and contractors;
- Any third party acting on behalf of the company.

### **1.2 Regulatory References and International Standards**

Our policy is inspired by and complies with:

- The Universal Declaration of Human Rights;
- The United Nations Guiding Principles on Business and Human Rights;
- The Fundamental Conventions of the International Labour Organization (ILO);
- The United Nations Global Compact; • Applicable national and international legislation.

### **1.3 Core Principles**

#### **1.3.1 Dignity and Respect**

All employees and stakeholders must be treated with respect, fairness, and dignity, without discrimination based on race, gender, religion, sexual orientation, disability, political opinion, or any other basis.

#### **1.3.2 Forced Labor and Human Trafficking**

The use of forced labor, debt bondage, modern slavery, or any form of human trafficking within our operations or throughout our supply chain is strictly prohibited.

#### **1.3.3 Child Labor**

WamBlee does not tolerate child labor. The minimum age for hiring will comply with international standards and local legislation, and in no case will be lower than 15 years of age or the age of completion of compulsory education, whichever is higher.

#### **1.3.4 Safe and Healthy Working Conditions**

We ensure safe, healthy work environments that comply with occupational health and safety regulations, both in manufacturing and in technical and administrative offices.

### **1.3.5 Freedom of Association and Collective Bargaining**

We respect the right of employees to organize freely, join unions, and participate in collective bargaining, in accordance with local laws.

### **1.3.6 Fair Pay and Working Hours**

We are committed to ensuring fair wages, at least equal to the legal minimum, and fair working conditions, including limits on working hours and overtime. We promote fair compensation based on merit, skills, and experience.

### **1.3.7 Respect for Privacy and Personal Data**

We protect the personal information of employees, customers, and suppliers, ensuring compliance with privacy and cybersecurity regulations.

## **1.4 Commitment to the Supply Chain**

We require our suppliers and partners to:

- Adhere to the same human rights principles;
- Implement control and transparency mechanisms;
- Promptly address any violations.

## **1.5 Reporting and Grievance Mechanisms**

WamBlee guarantees safe, confidential, and accessible channels for reporting unethical behavior or human rights violations, without fear of retaliation.

## **1.6 Training and Awareness**

We regularly provide training and awareness to employees and managers on human rights, business ethics, and individual and collective responsibilities.

## **1.7 Monitoring and Continuous Improvement**

We verify the implementation of this policy through audits, risk assessments, and internal control mechanisms. The results are used to continuously improve our practices.

## **1.8 Accountability**

Responsibility for the implementation of this policy lies at all levels of the organization, with direct coordination by Management.