

HUMAN RIGHTS POLICY

Social Responsibility was one of the founding principles of the company 90 years ago. Ariston Group vision today remains the same of the founder, Aristide Merloni: *“There is no value in the economic success of any industrial initiative, unless it is accompanied by a commitment to social progress”*.

1. Ariston Group’s commitment to respecting Human Rights

This Policy sets out the commitment and responsibilities concerning all Human Rights endorsed by each of Ariston Group’s companies when carrying out their business and other activities.

Ariston Group is committed to respecting the fundamental Human Rights of all stakeholders across its value chain: in its operations, across the supply chain and in the communities where the company operates. Ariston Group is aware that respecting Human Rights means also respecting cultural diversity across countries. Therefore, this Policy and the related mitigation strategies take into consideration the diverse cultures and behaviours of the different countries in which Ariston Group operates, though always considering as first priority the respect of Human Rights, the Company Values and the Law.

The Human Rights Policy is addressed to all corporate bodies and their members, employees, temporary workers, consultants and collaborators of every kind, including workers in the supply chain. This document, along with the public commitment of Ariston Group, also aims at creating a framework of reference for all its stakeholders that are invited to respect and promote human rights.

Ariston Group requires its suppliers, business partners and all the persons covered by this Policy to comply with the principles outlined in this document (or similar commitment) when performing their business activities, as a basis for long-term relations with Ariston Group. In particular, the Company does not establish working relationships with any persons covered by the Policy that employ compulsory, forced or child labor or that engage in, facilitate or promote human traffic and that, generally, do not meet the requirements set forth in the Policy itself.

Any violation of this Policy by Ariston Group employees may result in disciplinary measures up to and including termination of employment. If Ariston Group becomes aware of any violation of this Policy in the supply chain, it is committed to using its leverage to mitigate the adverse impact, engaging in a discussion with the supplier to establish a remediation plan. If this is not sufficient to mitigate the supplier’s adverse impact, Ariston Group will end the relationship.

This Policy was approved by the ESG Committee (20/02/2023). The ESG Committee plays a central role in the integration of aspects related to Human Rights into the governance of Ariston Group: it approves the company strategy and objectives, including the environmental and social ones.

The Directors of Ariston Group companies are responsible for the actual implementation of the Human Rights Policy and its communication both inside and outside of the organization; while the ESG Team is responsible for periodically tracking the effectiveness of the actions taken by the organization aimed at addressing Human Rights risks and impacts.

2. International Human Rights Standards

Ariston Group's commitment refers to the internationally recognized Human Rights defined in the *International Bill of Human Rights*, the *ILO's Declaration on the Fundamental Principles and Rights at Work* and the *Convention on the Rights of the Child*. Ariston Group's approach to meeting its responsibility to respect Human Rights is based on the *UN Guiding Principles of Business and Human Rights* and the *OECD Guidelines for Multinational Enterprises*.

The principles set out in the Policy are also linked to and supported by the Code of Ethics.

Ariston Group recognizes its responsibility to avoid any Human Rights infringement and to address, prevent and mitigate any adverse impact on Human Rights that the company may cause or contribute to. Ariston Group conducts Human Rights due diligence to identify, prevent, mitigate, and remediate potential Human Rights impacts and accounts for how these impacts are addressed.

3. Scope and Implementation

Ariston Group's commitment to Human Rights has been consolidated in a due diligence process - aligned with the *UN Guiding Principles on Business and Human Rights* - aimed at identifying and assessing potential risks and impacts related to Human Rights. This process allowed Ariston Group to identify its salient Human Rights issues, meaning those human rights that are potentially at risk of the most severe negative impacts through the company's activities or business relationships.

3.1 Right to just and favourable working conditions

Right not to be subjected to slavery, servitude or forced labour and right to no torture or inhumane treatment, harassment and abuse

Ariston Group rejects the use of any form of forced or compulsory labour, including modern slavery, human traffic and confiscating money or identity papers upon commencing employment relationships to retain workers against their will. Ariston Group rejects any form of harassment, any physical, verbal, sexual or psychological abuse, any threats or intimidation in the workplace

and in the interactions with the value chain, with special attention to harassments and abuses related to gender and sexual orientation.

3.2 Right to an adequate standard of living

Right to a living wage

Remuneration considers the principle of equal pay for equal work and is based on the objective appraisal of jobs based on the work to be performed. The minimum compensation received by any Ariston Group employee cannot be lower than the minimum wage set in the collective labour contracts and law regulations in force in each country, following the provisions of the ILO Conventions.

3.3 Right to equal opportunities

Right to non-discrimination and equal opportunities

Ariston Group rejects any form of discrimination and is committed to ensuring that its employees and potential employees are treated fairly and with respect for diversity, both in the recruiting process and at each stage of the employment relationship. Discrimination is also addressed in the Diversity Policy, with a focus on the composition of the Board.

3.4 Right to health and safety

Ariston Group gives great attention to the creation and management of working environments and workplaces that appropriately protect the health and safety of collaborators, in conformity with the relevant domestic and international legislations. Ariston Group promotes the diffusion of a safety culture taking the necessary steps to protect the health and safety of workers, including the prevention of professional risks and the provision of information and training.

3.5 Right to freedom from bribery and corruption

Ariston Group rejects corruption in all its forms, both direct and indirect, including extortion and bribery. Ariston Group does not tolerate any corruptive behaviour towards any public or private entity or individual, both from an active or passive perspective, and is committed to always act in a transparent manner. This commitment is supported and elaborated by the Code of Ethics and the Organization and Management Model pursuant to Legislative Decree no. 231 of 8 June 2001 (“231 Model”). Group Companies undertake to respect and to enforce applicable anti-bribery legislation.

3.6 Right to privacy

Ariston Group respects the confidentiality and right to privacy of its stakeholders and is committed to the correct use of the information and data it receives. Ariston Group pays particular attention to the application of provisions regarding the protection of personal data, minimizing the data collected and adopting adequate security and organizational measures to guarantee the safety of collected data.

3.7 Right to freedom of thought, opinion and expression

Right to no retaliation

Ariston Group recognizes the freedom of an individual to hold or consider a fact, viewpoint or thought independently of the viewpoints of others and the right to a free expression of one's opinion. Ariston Group does not restrict in any way the freedom of opinion or religion of its employees and encourages open discussion. Retaliating in any way against someone for reporting in good faith a violation of this or any other Company Policy, the Group Code of Ethics or the applicable law or participating in an investigation of a report is strictly forbidden. Any instance of retaliation may result in disciplinary measures up to and including termination of employment.

3.8 Right to freedom of association and collective bargain

Ariston Group recognizes and respects the right of employees to be represented by trade unions or other representatives established in accordance with locally applicable legislation and practice, including the right of collective bargaining. Employees are free to choose to join (or not join) a trade union in accordance with local law and the rules of the various trade union organizations. When engaging in negotiations with worker representatives, Ariston Group seeks a constructive approach and relationship.

4. Grievances

If any employee or collaborator believes that someone is violating the Human Rights Policy or the law, they are asked to report it immediately to their manager, Human Resources, Internal Audit Manager or the Whistleblowing Committee through the Whistleblowing System.

Whistleblowing can be submitted as follows:

- by email at whistleblowing@ariston.com
- through the official Group website www.aristongroup.com/en/governance/whistleblowing

5. Periodical Review

The Human Rights Policy will be revised periodically to ensure its adequacy and effective implementation. All revisions shall be subject to approval by the ESG Committee.