

 <b>Bathsystem</b>		<b>MODERN SLAVERY POLICY</b>			Page 1 of 2
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## HUMAN RIGHTS

Bathsystem SpA, all of its subsidiary companies ('Bathsystem') are committed to the respect and promotion of human rights in all aspects of business. This includes towards our employees, customers, contractors, suppliers and communities within our area of influence.

This policy applies to all employees, contractors, suppliers, business partners and other third parties working for or on behalf of Bathsystem.

We seek to use our influence to promote and protect human rights by establishing clear ethical standards for ourselves and encourage similar standards in anyone who acts on our behalf.

We are committed to developing a culture of respect and support for human rights that seeks to avoid complicity in human rights abuses and to ensure that those in our supply chain are treated with fairness, dignity and respect.

We expect the same high standards from all our contractors, suppliers and other business partners. In the event that any alleged breach of human rights should come to our attention then we will investigate and take any appropriate action that we deem necessary.

## MODERN SLAVERY AND CHILD LABOUR

We are committed to ensuring that there is no modern slavery or child labour in any part of our business or in our supply chains.

We are aware that there is a risk of human rights violations occurring in our supply chains, where we do not have direct control, including the risk of modern slavery and child labour. Materials that are used on site may originate from, or pass through, jurisdictions where modern slavery and child labour exist.

To mitigate this risk we aim to:

1. engage in an open and honest dialogue with our suppliers, and subcontractors about the risks of modern slavery and child labour occurring in our supply chain;
2. set out in all new orders/contracts the standards that we expect from all third parties that provide goods or services to us;
3. train relevant employees on recognising and reporting modern slavery.

In addition to the above, we will report annually on the ongoing steps that we are taking to tackle the risk of modern slavery and child labour in our supply chain.

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WHAT WE EXPECT OF OUR EMPLOYEES AND THOSE WORKING ON OUR BEHALF

We aim to encourage openness and will support anyone who raises genuine concerns under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting a genuine suspicion that modern slavery, use of child labour or any human rights abuses are taking place in our business or in any part of our supply chain.

BREACHES OF THIS POLICY

Any employee who engages in behaviour that they know, or should reasonably know, will lead to a breach of human rights may face disciplinary action up to and including dismissal.

We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

This policy does not form part of any employee's contract of employment and we may amend it at any time.

The General Management

*Gino Antonelli and Sandro Bana*

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