

# Non-discrimination and Non-harassment Policy

Benetton Group has a zero-tolerance attitude towards discrimination, harassment and any other form of improper conduct in the workplace. The presence of this kind of behaviour is against Company's values as established in its *Code of Ethics* ([https://www.benettongroup.com/site/assets/files/1087/code\\_of\\_ethics.pdf](https://www.benettongroup.com/site/assets/files/1087/code_of_ethics.pdf)).

The Group stand against every form of discrimination and, in particular, those based on age, gender, disease or disabilities, sexual orientation, pregnancy, race, nationality, political opinion, religion, social condition, union membership.

The Group refuses any kind of harassment, corporal punishment, threats of violence or other forms of physical, sexual, psychological or verbal abuse. Conduct for the purpose of perpetrating sexual harassment is forbidden and behaviour or talk that could upset the person must be avoided.

The scope of this policy is to ensure that Benetton Group and all its Partners develop a working environment characterized by trust, dignity and respect, where all people feel protected and welcomed.

## **Company Commitment**

Benetton Group and all its subsidiaries undertake that all its business processes, including hiring, remuneration, access to training, promotion, termination or retirement, are free from discrimination.

Benetton Group and all its subsidiaries undertake to monitor that episodes of discrimination, coercion, harassment and any other improper behaviour do not occur. Claims of discrimination or harassment will be taken seriously and handled accordingly.

The compliance to this policy is a responsibility of all the employees. Everyone has the duty to behave correctly and managers are in charge of developing and maintain a positive working environment.

## **Grievance Procedure**

If an employee is a victim of discrimination or harassment or witnesses episodes related to these or other improper behaviours, the employee is urged to report it immediately by following the Group's *Grievance Policy* and *Whistleblower Procedure*.