

Labour Relations Principles

A fundamental element that ensures growth and success to Benetton Group is the dialogue with trade unions. The discussion with employees and their representatives is continuous and intended to create a trustworthy and respectful working environment. Willing to be a responsible employer, it is a Benetton Group commitment to act proactively to improve working conditions.

Company Commitment

The Group complies with the International Labour Standards (ILS) contemplated in the basic International Labour Organisation (ILO) conventions. Among them, the following can be found:

- The right to freedom of association and the right to collective bargaining (ILO Conventions No. 87; 98; 135; 154);
- The freedom of work choice (ILO Conventions No. 29 and 105 on the subject of forced labour);
- The exclusion of every form of child labour inside production sites (ILO Conventions No. 138 and 182);
- The exclusion of every form of discrimination, violence or abuse in the workplace (ILO Conventions No. 100; 111; 183);
- The definition of minimum standards on the subject of occupational safety and health (ILO Convention No. 155);
- The definition of the employer-employee relationship on the basis of contracts recognised by the various national legal systems and, wherever possible, in accordance with conditions that provide for a permanent, full-time job.

With respect to the freedom of association and collective bargaining rights, all the workers can:

- Voluntarily form or join associations or committees of their own choosing;
- Bargain collectively and freely express ideas and opinion concerning the exercise of these rights;
- Carry out representation activities without interference, intimidation, or discrimination.

Benetton Group and its subsidiaries undertake to establish a productive and cooperative dialogue with all the employees' representatives, whether they are internal, regional or national, and to collaborate to reach an agreement when appropriate.

Grievance

An employee that has reasons to believe that these principles are not being respected should report to management or follow the indications given in the Group's *Grievance Policy* and in the *Whistleblower Procedure*.