

Freedom of Association Policy

Isoclimate encourages Freedom of Association and the rights of workers to legally and peacefully associate and organize. This policy is in line with Isoclimate's objectives of having a positive social impact and respecting international human rights, while maximizing our business opportunities.

Isoclimate employees are our greatest asset.

We believe that our people have the right to work together in the establishment, and protect their rights, in compliance with existing local legislation.

The ability to organize in this way allows employees to work together with a common voice and provides them with a structure for connecting with management on matters that are important to them, including the ability to work under fair and decent terms and conditions.

We also support the rights of workers and employees for freedom of association and collective bargaining.

Isoclimate similarly requires that suppliers and partners interact with their employees in a way that positively reflects on us. Our Supplier code of conduct requires that our suppliers and partners also respect human rights and the freedom of association of each employee.

This Policy intends to be applied overall in Isoclimate Group, including all Affiliates and Companies.

Este, 01.07.2022

PAOLO CAVALLARI
(Chief Executive Officer)


