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Nuova Algis S.r.l.

POLICY ON MODERN SLAVERY AND HUMAN TRAFFICKING

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1 - Purpose of the Policy

This policy defines the principles of Nuova Algis S.r.l. ("Nuova Algis" or "the Company") regarding human rights and the fight against forced labor in our operations and supply chain. The term "forced labor" used in this policy includes slavery, servitude, any form of forced or compulsory labor, and human trafficking for exploitation purposes. By promoting strong ethical values and human rights principles, we aim to be a company that people are proud to be associated with. Nuova Algis is a Screen Printing Company that pursues and promotes human rights principles in all aspects of its business. We oppose the use and exploitation of forced labor and demand that all those who work for us or on our behalf share our zero tolerance approach. We are committed to ensuring that we are not complicit in any human rights violations and we bind our partners and suppliers to respect the same high standards. Nuova Algis acknowledges and respects the principles expressed in the Universal Declaration of Human Rights, the guidelines of the International Labour Organization Conventions, and the International Convention on the Rights of the Child. Our human rights and modern slavery policy reflect the Company's commitment to conduct its business in line with these principles and to protect human rights within the Company's sphere of influence.

2 - Scope of the Policy Application

This policy applies to all those who work for us or on our behalf, including employees, agents, contractors, suppliers, and other business partners.

3 - Ethical Conduct in Business

Nuova Algis requires that its business be conducted with honesty and integrity and in full compliance with all applicable laws. Company policies establish clear ethical standards and guidelines on how we conduct our business and how we fulfill our responsibilities. All those who work for us or on our behalf are required to comply with the law and adhere to specific standards regarding legal obligations, ethics, and corporate conduct. The Company has clear accountability mechanisms to monitor and report on compliance with these policies. Why it is important to combat forced labor Forced labor is a global problem affecting over twenty million people worldwide. Taking targeted measures to combat forced labor protects vulnerable workers and helps prevent human rights violations. Modern slavery is a crime and a fundamental violation of human rights, constituted, under laws such as the UK Modern Slavery Act (2015) and other anti-slavery laws, by offenses of slavery, servitude, forced or compulsory labor, and human trafficking. The use of forced, coerced, or trafficked labor, whether by adults or minors, held in conditions of slavery or servitude, is strictly prohibited at Nuova Algis. We demand the same high standards from



our contractors, suppliers, and other business partners, regardless of their location. We do not tolerate forced labor in our operations. Eliminating forced labor is in line with our ethical principles and is essential to protect our reputation, maintain the trust of customers and business partners, and ensure our business position. We support the long-term global goal of eliminating child labor, in accordance with the United Nations Convention on the Rights of the Child and International Labour Organization Convention 138.

4 - Policy on Human Rights and Modern Slavery

No minors shall be employed, either directly or indirectly, by Nuova Algis. All those who work for us or on our behalf must meet the minimum age requirements set by local laws.

5 - Our Responsibilities

The Board of Directors has overall responsibility for ensuring that this policy is in line with our legal and ethical duties. Nuova Algis executives are responsible for implementing this policy, monitoring its daily application and effectiveness, responding to questions about it, and overseeing internal processes to ensure that there are no cases of forced labor in our operations or supply chains. They also have the responsibility to draft the annual report and present it to the Board of Directors for approval. The Modern Slavery Act 2015 requires commercial organizations above a certain threshold to publish an annual statement on slavery and human trafficking for each financial year, describing the steps the organization has taken to ensure that slavery and human trafficking are not taking place in its business or supply chain. Our statement is published on the homepage of our website and must be read in conjunction with this policy.

6 - What We Are Doing

We are confident that we do not employ forced labor directly within our business. However, we regularly review the situation and assess our supply chain to ensure that there is no use of forced labor. We take the following measures to prevent, assess, and address the risks of forced labor in our supply chain:

- We have created a code of conduct that our suppliers are required to adhere to. We can also enforce and require compliance with contractual obligations;
- We periodically review our supply chains to assess the risk of forced labor, and if a risk is identified, we take appropriate measures to address it;
- We assess the conduct of each supplier against the Supplier Code of Conduct at the time of task assignment and/or contract renewal. In order to reduce the risk of forced labor in our supply chain, Nuova Algis raises awareness among staff working in our supply chain about forced labor and the Supplier Code of Conduct.



7 - Responsibilities of Employees

Managers are responsible for ensuring that this policy is applied within their area of responsibility. Our employees are required to pay attention to any signs of forced labor in our business or supply chain. We expect employees to adhere to the highest standards in compliance with these principles. It is the responsibility of managers to ensure that employees are aware of the required standards and behave accordingly. Preventing, identifying, and reporting human rights violations in any part of our business or supply chain is the responsibility of all those who work for us or on our behalf. Employees are required to avoid any activity that may lead to or suggest a violation of this policy. We do not tolerate any form of forced labor in our business. If a violation of this policy is suspected or if there are any concerns about the use of forced labor in any part of our business or supply chain, it must be reported in accordance with the Nuova Algis Code of Conduct. Disciplinary action will be taken against any employee who violates these human rights principles.

8 - Protection of Employee Rights

Nuova Algis supports and promotes the elimination of discriminatory practices in employment and promotes and embraces diversity in all aspects of its business operations, as described in Nuova Algis' diversity and inclusion policy. Nuova Algis also promotes the elimination of all forms of forced, bonded, or compulsory labor and the freedom of association. Nuova Algis is committed to providing a healthy and safe working environment for all its employees.

9 - Monitoring Our Effectiveness

We will periodically review this policy to ensure its effectiveness. Where concerns have been raised through this policy, we will assess how they have been handled and, if necessary, ensure that follow-up actions have been taken.

10 - Status of this Policy

This policy is not part of any employment contract and does not create contractual rights or obligations. It may be amended by the Company at any time.