



S. Giovanni al Natisone (UD), Italy
April 01, 2025

ANTI-MODERN SLAVERY POLICY

Modern slavery is a crime and a violation of fundamental human rights. It takes many forms, including slavery, servitude, forced and compulsory labour, and human trafficking, all of which involve the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Modern slavery can be found in almost every country in the world. Vulnerable persons such as children, women, workers who have traditionally been discriminated against, migrant workers, workers with uncertain immigration status, and rural workers, and illiterate workers are the most at risk of being exploited through modern slavery. Some examples include, but are not limited to, child labour, forced labour, human trafficking, debt bondage and exploitative labour contracts, sale or exploitation of people, debt induced forced labour, coercion or deception in employment, domestic and indentured servitude, sex trafficking, workplace abuse.

Mattiazzi takes a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all of our business dealings and relationships, as well as implementing and enforcing effective systems and controls to ensure modern slavery does not exist anywhere in our own business or in any of our supply chains, complying to Italian, European and international regulations on labour rights.

We expect the same high standards from all of our contractors, suppliers, and other business partners, we will continue to include specific prohibitions against the use of forced, compulsory, or trafficked labour, as well as anyone held in slavery or servitude, whether adults or children, in our contracting processes, and we expect our suppliers to hold their own suppliers to the same high standards.

This policy applies to all individuals who work for us or on our behalf in any capacity regardless of location or role, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives, and business partners.

Mattiazzi fully applies the National Collective Labor Agreement (CCNL) for the Wood and Furniture sector and complies with all Italian applicable labour laws, including Legislative Decree 81/2008 on workplace safety and Legislative Decree 231/2001 on administrative liability of companies. Our company ensures that all workers are employed in fair, safe and human dignity-respecting conditions.

We expect that all persons involved will refrain from contributing to, using, or benefitting from modern slavery. Some examples of prohibited practices include, but are not limited to:

- charging workers recruitment fees



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- hiring workers who are born or descended into bonded or “slave” status
- retaining workers’ identity documents
- requiring workers to lodge deposits or bonds in order to work
- underpaying wages or making illegal deductions from wages
- assessing fraudulent or excessive charges for travel, health checks, or work documentation
- substituting a workers’ written employment contract (ex. contract of the employer does not match the contract the worker signed)
- depriving workers of food, shelter, or other necessities of life
- physical abduction, imprisonment, kidnapping, trafficking, sale of workers, or using involuntary prison labour
- using physically abusive or humiliating discipline or termination practices such as corporal punishment, mental or physical coercion, verbal abuse, sexual violence, harassment, threats, and intimidation
- making threats against a worker or their family. Threatening to exclude workers from community and social life or future employment opportunities
- induced indebtedness
- using compulsory overtime or obligation to work as discipline
- employing people under the age of 18 for hazardous work.

Mattiazzi is in charge of implementing this policy on a daily basis, monitoring its usage and effectiveness, dealing with any questions about it, and reviewing internal control systems and processes to ensure they are successful in combating modern slavery.

Management at all levels is responsible for ensuring that people reporting to them understand and comply with this policy, as well as that they get proper and ongoing training on it and the subject of modern slavery in supply chains.

The prevention, identification, and reporting of modern slavery in any element of our company or supply chains is the duty of everyone who works for us or is under our authority. Refrain from engaging in any action that might lead to or imply a violation of this policy.

If you have reason to believe that a conflict with this policy has occurred, is happening, or may occur in the future, please contact your line manager or a business director as soon as possible. You are urged to express concerns about any issue or suspicion of modern slavery in any aspect of our business or any supplier tier's supply chain as soon as possible.

Training on this policy is part of the induction process for all new employees and updates will be offered through established channels of communication. Our zero-tolerance stance to modern slavery must be conveyed to all suppliers, contractors, and business partners from the beginning of our commercial engagement with them and reinforced as needed subsequently.



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This policy is not part of any employee's employment contract, and we reserve the right to change it at any time. This policy will be reviewed regularly to ensure our statements of commitment are appropriate and in line with current legislation.

Mattiazzi confirms its commitment to fight any form of modern slavery and to take the necessary measures to ensure that its business activity is carried out ethically and in compliance with current regulations.

Mattiazzi Srl