

FINCANTIERI RELEASES NEW HUMAN RIGHTS POLICY

Fincantieri has released an updated version of its Human Rights Policy to enhance its commitment to protecting human rights and promoting diversity throughout its global operations. This step further strengthens the company's dedication to social sustainability, by embedding human rights and fair labor practices more deeply into its business strategies.

Human rights represent a core value for Fincantieri and are an essential part of the corporate culture. The Group ensures that all its activities are carried out in full compliance with the highest ethical and legal standards.

The updated policy aims to eradicate all forms of workplace discrimination and exploitation. It emphasizes the importance of maintaining ongoing dialogue with local communities and international partners to create a respectful and sustainable operating environment. Fincantieri reiterates its commitment to achieving the highest levels of social responsibility and sustainability, aligning with the United Nations Sustainable Development Goals.

In line with the Group's commitments to Diversity, Equity, and Inclusion (DE&I), the policy emphasizes stronger measures to ensure equal opportunities, with a particular focus on gender equality. It also includes concrete actions to prevent discrimination and harassment, promotes the inclusion of individuals from diverse backgrounds, and improves working conditions for all employees, especially the most vulnerable groups. These updates underline the company's commitment to ensuring a respectful, safe, and inclusive work environment.

Luciano Sale, Fincantieri's Human Resources & Real Estate Director, stated: *"This policy reflects our ongoing dedication to respecting and valuing individuals. We firmly believe that Fincantieri's success is built not only on the excellence of its products but also on the integrity and protection of the fundamental rights of those who contribute to our work every day. We are committed to ensuring that our shipyards and global operations are environments where diversity and inclusion can thrive."*

The full Fincantieri Human Rights Policy can be accessed at the following link: https://www.fincantieri.com/globalassets/sostenibilita2/responsabilita-risorse-umane/diversita-e-pari-opportunita/policy_human-rights_eng_20240930.pdf

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Fincantieri is one of the world's largest shipbuilding groups, the only one active in all high-tech marine industry sectors. It is leader in the construction and transformation of cruise, naval and oil & gas and wind offshore vessels, as well as in the production of systems and component equipment, after-sales services and marine interiors solutions. Thanks to the expertise developed in the management of complex projects, the Group boasts first-class references in infrastructures and is a reference player in digital technologies and cybersecurity, electronics and advanced systems. With over 230 years of history and more than 7,000 ships built, Fincantieri maintains its know-how, expertise and management centers in Italy, where it employs 10,000 workers and creates around 90,000 jobs, doubling the employment figure worldwide thanks to a production network of 18 shipyards operating worldwide employing over 21,000 direct workers.

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