



MENARINI
group



Menarini HR Manifesto

People are the heart of our commitment.

We are all part of an **international family** that makes a real impact in the **lives of our patients**.

Driven by this deep respect for our people, and drawing from internationally recognized legislative frameworks (such as the Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights and the Fundamental Principles and Rights at Work) we have developed this **HR Manifesto**.

Through this document, **we commit to providing our employees with a workplace that ensures well-being and promotes diversity, dialogue and equal opportunities.**





Life is our mission

As a Company operating in the pharmaceutical sector and intrinsically dedicated to the welfare of people, we are firmly dedicated to the respect and promotion of **human rights**.

We are constantly committed to ensuring that international standards in the field of **child labor, forced labor, women rights and diversity and inclusion** are thoroughly respected both **within the Organization** as well as along our **value chain**.

Together we thrive

We recognize that each individual brings a **unique background of experiences, perspectives and insights**. It is from this rich mosaic that we draw our strength, fostering decisions that drive innovation.

We view diversity and inclusion not only as a **source of enrichment and improvement**, but also as a **milestone to promote our progress and development**.

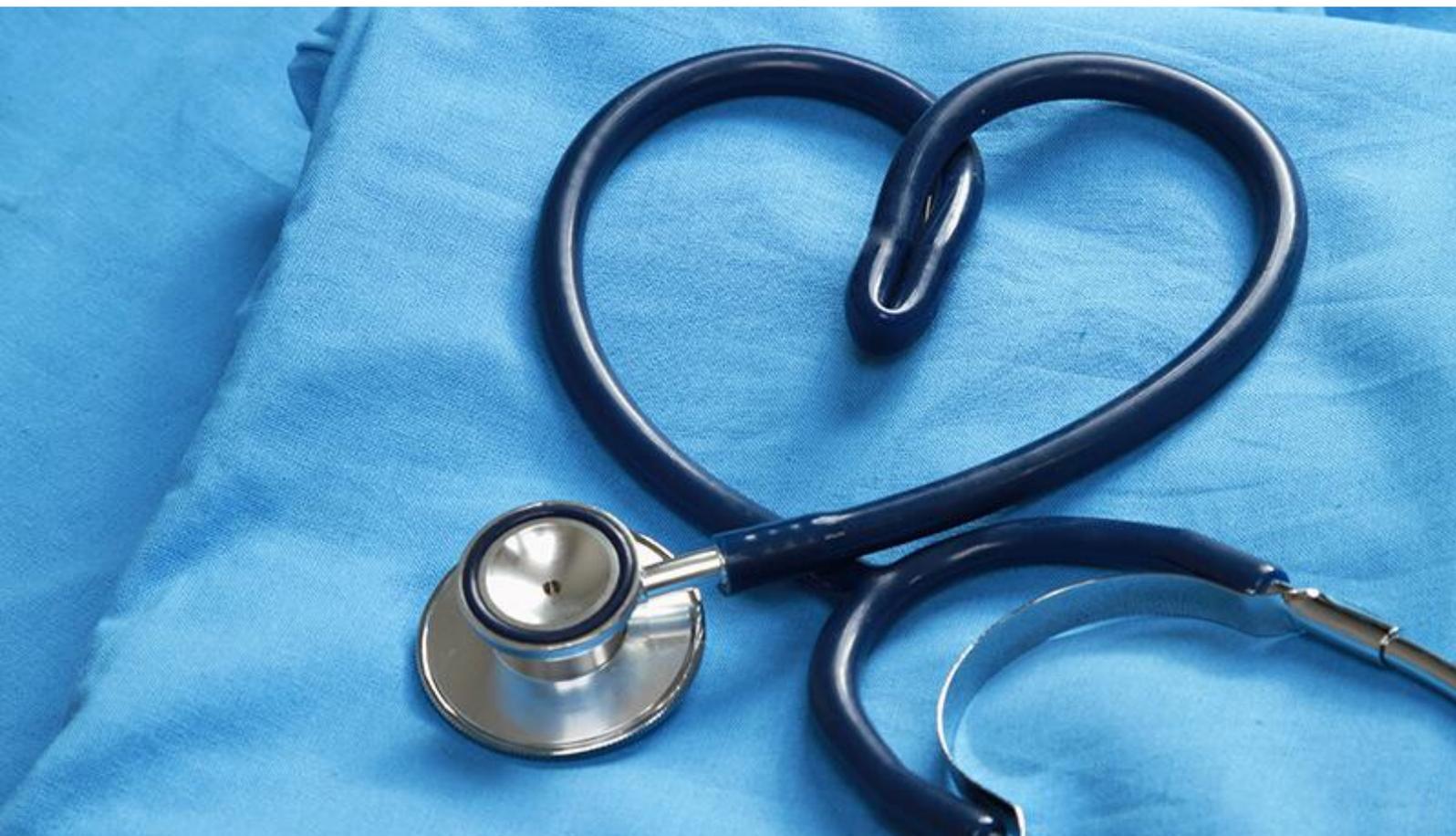
We do not allow any type of discrimination and we are committed to ensuring that all employees are treated with respect and fairness.



We care about caring

We strongly believe that taking **care of our employees** is essential to creating a safe, healthy and work life balanced environment as well as to promoting mental and physical well-being on the workplace.

Our commitment is that all our employees **feel at home, surrounded by a supportive staff.**





Knowledge in Motion: Our Ethos of Training

We embrace professional upskilling as a key element in the process of **enhancing our people's growth**.

We **provide equal opportunities** to all our employees and we are committed to grant access to the necessary resources **to develop their skills and expertise** and effectively fulfill their roles within the organization.

Your voice can heal

We believe that **every voice counts**: everyone can contribute in identifying violations and in the proper application of the principles outlined in this Manifesto.

We have established various channels to **report any actions or omissions** that may violate or encourage violations of the principles stated in this document. Please refer to the Group Whistleblowing Policy for more details.

