



Human Rights Policy



MADE IN STEEL'S COMMITMENT TO RESPECT HUMAN RIGHTS

In accordance with the Code of Ethics of Siderweb S.p.A. SB, adopted by the affiliated company Made in Steel S.r.l., and with the 2024 updating of the UNI ISO 20121 standard, our organisation has decided to formalise its commitment to the protection of human rights through this Human Rights Policy.

Made in Steel supports and promotes human rights in all aspects of its business and in the running of the event, reaching out to all stakeholders involved, i.e. exhibitors, visitors, internal staff, speakers, sponsors and suppliers.

We believe in the positive impact of an inclusive and safe environment, where everyone is treated with respect. The following human rights policy embodies our commitment to ethical conduct and the protection of fundamental rights in the context of the event.

Made in Steel fulfils its commitment to human rights by referring to the following international and national standards:

- Universal Declaration of Human Rights
 - International Covenant on Civil and Political Rights
 - International Covenant on Economic, Social and Cultural Rights
 - European Convention on Human Rights
 - Charter of Fundamental Rights of the European Union
 - United Nations Convention on Rights
 - International Covenant on Economic, Social and Cultural Rights
 - European Convention on Human Rights
 - Charter of Fundamental Rights of the European Union
 - United Nations Convention on the Rights of Persons with Disabilities
 - United Nations Convention on the Rights of the Child
 - The fundamental conventions of the International Labour Organization (ILO) - n.100, 105, 111, 138, 155, 159, 182, 187- and the declaration on Fundamental Principles and Rights at Work
 - WCAG Guidelines (Web Content Accessibility Guidelines)
 - Art. 88 of Legislative Decree 81/08, c. 2-bis and related implementing Ministerial Decree of 22.7.2014, issued by the Ministry of Labour and Social Policies and the Ministry of Health
 - Law 104/1992: Framework law for assistance, social integration and the rights of people with disabilities
 - Law 67/2006: Legal protection for people with disabilities who are victims of discrimination in any area
 - Technical standards UNI 11060 and 11332: these Italian regulations set the standards for accessibility of public buildings, workplaces and services intended for everyone
- Within the company, the principles of the following documents are observed:

- Siderweb S.p.A. SB Code of Ethics
- Charter of Values
- Made in Steel S.r.l. General Regulations

We have chosen to align the human rights that are most relevant to the purpose of our company with the United Nations Sustainable Development Goals (SDGs) in order to reinforce the message that Made in Steel promotes responsible growth that respects the rights of people.

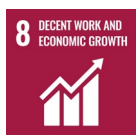
Made in Steel is committed to promoting and enforcing the following principles:

1. Right to safety at work



Made in Steel promotes the protection of the physical integrity and health of workers. The organisation is committed to ensuring a safe working environment that complies with current health and safety regulations, and actively promotes a culture of safety through awareness-raising, continuous training and the adoption of effective measures for the prevention of occupational hazards.

2. Decent working conditions



Made in Steel recognises the central role of people and is committed to ensuring decent working conditions, based on

respect for workers' rights and their empowerment. Through dialogue and the active involvement of stakeholders, it strives to spread and consolidate an ethical and sustainable work culture, contributing to economic growth while complying with the principles of social justice.

3. Protection for vulnerable workers



Made in Steel is committed to protecting vulnerable groups and people with disabilities, guaranteeing equal opportunities and decent working conditions. The organisation aims to create a working environment in which people are treated fairly and valued for their skills. To promote inclusion, measures are taken to eliminate physical and organisational barriers, ensuring accessible environments and tools tailored to different needs.

4. Protection of minors and fight against child labour



Made in Steel rejects all forms of forced child labour and exploitation and promotes respect for the fundamental rights of young workers.

In the case of work activities legally permitted for children under 18, Made in

Steel ensures that they are carried out in compliance with conditions of safety, protection and personal development, promoting professional growth paths in an ethical and responsible environment.

5. Non-discrimination and equal opportunities



Made in Steel promotes equal opportunities and the elimination of all forms of discrimination, both at work and in terms of growth opportunities, as these are essential for fostering a more equitable and inclusive society.

When organising conference content, Made in Steel is committed to giving space to issues such as inclusion and diversity, and gender equality, to enhance the awareness of participants regarding these issues, especially in the context of the steel industry.

6. Right to mobility and universal accessibility



Made in Steel acknowledges the right to mobility and universal accessibility as fundamental principles to guarantee the inclusion and full participation of all people.

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Our organisation is committed to removing physical, sensory and digital barriers, ensuring that workplaces, public spaces and digital tools are accessible to all.

In terms of digital accessibility, Made in Steel is committed to ensuring that web content is:

- perceivable: simultaneous interpretation from Italian to English and vice versa is provided via app or subtitling, and the availability of online and time-delayed content is ensured
- usable: content is available without time limits and accessible from any mobile device
- comprehensible: translation into English/Italian is provided for all content
- robust: Made in Steel monitors performance characteristics, accessibility, best practices and optimisation using the Google Lighthouse tool to support our web pages

Ensuring effective accessibility means promoting equal opportunities and building a more equitable and sustainable society.

This Policy was approved by the CEO during the management review of 11th March 2025. In addition, it is implemented and kept operational through regular monitoring, aimed at ensuring its effectiveness and identifying any need for updating.

Appendix A

Summary of the principles embraced by Made in Steel in terms of human rights and accessibility with reference to international, national and internal regulations.

Principles	Reference regulations
Right to safety at work	<ul style="list-style-type: none"> • Art. 88 of Legislative Decree 81/08, c. 2-bis and related Ministerial Decree of 22.7.2014, issued by the Ministry of Labour and Social Policies and the Ministry of Health; • Universal Declaration of Human Rights - art.23; • Charter of Fundamental Rights of the European Union – art. 31; • Fundamental Conventions of the International Labour Organization (ILO) – n.155, 187 • Siderweb S.p.A. SB Code of Ethics – par. 5.3, 5.11, 6.3; • Made in Steel S.r.l. General Regulations – art. 28.
Decent working conditions	<ul style="list-style-type: none"> • Universal Declaration of Human Rights – art. 23; • Charter of Fundamental Rights of the European Union – art. 31; • Siderweb S.p.A. SB Code of Ethics – par. 5.3.
Protection for vulnerable workers	<ul style="list-style-type: none"> • International Covenant on Economic, Social and Cultural Rights; • Universal Declaration of Human Rights – art. 23; • Fundamental Conventions of the International Labour Organization (ILO) – n. 111; • Siderweb S.p.A. SB Code of Ethics – par. 5.3, 5.4.
Protection of minors and fight against child labour	<ul style="list-style-type: none"> • United Nations Convention on the Rights of the Child – art. 32; • Fundamental Conventions of the International Labour Organization (ILO) – n.138, 182; • Charter of Fundamental Rights of the European Union – art. 32;

Non-discrimination and equal opportunities	<ul style="list-style-type: none"> • Universal Declaration of Human Rights – arts. 1-2-23; • International Covenant on Civil and Political Rights – art. 26; • International Covenant on Economic, Social and Cultural Rights – art. 7; • European Convention on Human Rights – art. 14; • Charter of Fundamental Rights of the European Union – art. 21; • Fundamental conventions of the International Labour Organization (ILO) – n. 100, 111, 159; • Siderweb S.p.A. SB Code of Ethics – par. 5.4, 6.1, 6.2, 6.3; • Made in Steel S.r.l. General Regulations – art. 26.1.
Right to mobility and universal accessibility	<ul style="list-style-type: none"> • UN Convention on the Rights of Persons with Disabilities; • Charter of Fundamental Rights of the European Union – art. 45; • Law 104/1992; • Legislative Decree 76/2020; • WCAG Guidelines; • Made in Steel S.r.l. General Regulations – art. 26.1.

