

# **Fiat Group Human Rights Guidelines**

## **Foreword**

Fiat Group is committed to the creation of long-term sustainable value for all its stakeholders, and is firmly convinced that the respect of fundamental human rights is a pre-requisite for achieving such results.

The global presence of the Group requires the adoption of generally accepted principles in each geographic area where Fiat companies operate. The Group is therefore committed to respecting fundamental human rights and basic working conditions in all its operations. Furthermore the Group promotes these principles within its sphere of influence.

Recognizing that different local cultures may require a flexible approach, in certain situations and for a limited period of time, the strict adherence to all the statements of this document has to be read in conjunction with local legal requirements, collective bargaining agreements and other agreements freely entered into by employees.

## **Basic Principles**

The following principles are consistent with the spirit and intent of the United Nations Universal Declaration of Human Rights, the OECD Guidelines for Multinational Companies and the relevant Declaration on Fundamental Principles and Rights at Work of the International Labour Organization.

### **No child labour**

The Fiat Group does not employ child labour, namely it does not employ people younger than the permissible age for working established in the legislation of the place in which the work is carried out and, in any case, younger than fifteen, unless an exception is expressly provided by international conventions and by local legislation. The Fiat Group is also committed to not establishing or maintaining working relationships with suppliers that employ child labour, as defined above.

### **No forced labour**

Fiat Group does not tolerate the use of forced or mandatory labour.

### **Harassment**

Harassment of any kind, such as racial or sexual harassment or harassment related to other personal characteristics which has the purpose or the effect of violating the dignity of the person who is the victim of such harassment, is totally unacceptable to the Fiat Group whether it takes place inside or outside the workplace.

### **No discrimination**

The Group does not accept the discrimination of employees in any form on the basis of: race, gender, sexual orientation, social and personal position, physical and health condition, disability, age, nationality, religion or personal beliefs. Fiat Group recruits employees on the basis of their qualities and skills and is committed to providing equal opportunities to all employees, both on the job and in their career advancement.

The Head of each department shall ensure that in every aspect of employment relationship, such as recruitment, training, compensation, promotion, transfer and termination, employees are treated according to their abilities to meet job requirements and all decisions are free from any form of discrimination.

### **Training**

Fiat Group is committed to developing the skills of its employees through continuous training.

### **Freedom of association**

Employees are free to choose to join a trade union in accordance with local law and the rules of the various trade union organisations.

Fiat Group recognises and respects the right of employees to be represented by trade unions or other representatives established in accordance with the locally applicable legislation and practice.

When engaging in negotiations with such representatives, the Group actions and behaviour seek a constructive approach and relationship.

### **Remuneration and working time**

Compensation and benefits paid to the Fiat Group's employees will satisfy at least the applicable minimum legal requirement. In relation to working time and paid leave, Fiat Group complies with local legislation and business practices of each country in which it operates.

### **Occupational health and safety**

Fiat Group is committed to protecting and promoting the health and safety of its employees and customers. For more information, please refer to Fiat Group Guidelines on Health and Safety.

### **Business partners and suppliers**

Fiat Group encourages its suppliers and other business partners, in respect to which the Group has a significant influence, to introduce and implement the principles outlined in this document when performing their business activities, as a basis for long-term relations.

In particular, the Group does not establish working relationships with those suppliers that employ mandatory, forced or child labour, or, generally, that do not meet the requirements set forth by this Policy.

### **Local Communities**

The Fiat Group is aware that its decisions can have significant impacts, direct and indirect, on the local communities in which it operates. Accordingly, the Fiat Group shall take all reasonable steps to inform those communities of relevant actions and projects and shall promote an open dialogue to ensure that their legitimate expectations are taken into due consideration. Moreover, the Fiat Group seeks to contribute to the social, economic and institutional development of local communities through specific programmes. Fiat Group employees are asked to behave in a socially responsible manner by respecting the cultures and traditions of each country in which the Fiat Group operates and acting with integrity and good faith in order to merit the trust of the community.

### **Implementation**

This document is distributed to all the employees of the Group. Any non-compliance with these guidelines should be reported through the appropriate channels.

In order to maximise the effectiveness of the *Fiat Group Human Rights Guidelines*, the principles stated in it will be periodically updated and monitored on a regular basis.