


**ZERO TOLERANCE POLICY ON ABUSE
AND VIOLENCE ON THE WORKPLACE**

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“ZERO TOLERANCE” POLICY

Pursuant to the Framework Agreement on abuse and violence on the workplace dated April 26, 2007

Kardia Srl explicitly refuses any behaviour constituting physical or mental violence, constraint, harassment (including any kind of sexual harassment), bullying, mobbing and abuse of any kind.

In line with our Ethical Code (paragraph 4.2 Employees’ relationship and ethical principles), Kardia forbids any form of violence and abuse in the organization.

The company’s “Zero Tolerance policy” is based on the following essential general principles:

1. Our company’s culture is based on respect, professionalism, non-discrimination and equal opportunities.
2. Kardia forbids any violence or harassment on the workplace. Kardia’s employees must respect and promote the principles included in the “Zero Tolerance Policy” herein.
3. All employees have the right to a violence and harassment-free workplace. However, they also have the responsibility to work together to create such a workplace based on respect, to support as much as possible who report violent behaviors and harassments happened, and to cooperate during the related investigations. Kardia’s management must promote a zero-tolerance culture of violence and harassment on the workplace, as well as a work environment free from violence and harassment; moreover, they must provide proper reporting channels and a prompt management of the reported violations. Every department leader must monitor the respect of such principles by their colleagues, and adopt proper measures to prevent, identify and report potential violations.
4. All employees shall report incidents/violent behaviors or harassment on the workplace they know about, following the specific procedure “Reports and complaints”. Reports shall be submitted in good faith, without fear of retaliation; Kardia ensures that whistleblowers are not discriminated with effects on work conditions.
5. All employees have right to privacy. Information reported and discovered during any investigation will be kept confidential. This right shall cohabit with the right to be informed about any danger on the workplace.
6. It is forbidden to commit any retaliation towards whistleblowers, harassed victims, witnesses or informers.
7. Kardia’s Management will take proper measures against any employees’ behaviors, found to constitute violence or harassment on the workplace after proper investigation, in order to ensure such behaviors to stop, including sanctions, in line with all the legal instruments in place, including the penalty system in the Ethical Code. All measures and actions will be made considering the victim’s protection. Also, contractual measures will be taken against third parties cooperating with Kardia violating corporate policies, such as contact’s suspension, cancellation and compensation for damages.
8. Kardia requires true care, empathy and willingness to help to all parties involved in managing a reported harassment.