

AREAS OF GLOBAL COMPACT	GLOBALCOMPACT PRINCIPLES	POLICIES/RELEVANT PARAGRAPHS	REFERENCING PAGE NUMBERS
HUMAN RIGHTS	<p>Principle 1 Businesses should support and respect the protection of internationally proclaimed human rights</p>	<ul style="list-style-type: none"> • the “Ethical Code” • the Global Human Rights Policy • Health, Safety and Environment Policy • Quality Policy • Occupational Health, Safety, Hygiene 	<ul style="list-style-type: none"> ➤ 12; ➤ 13; ➤ 12; ➤ 145; ➤ 13; 71 – 90;
	<p>Principle 2 Businesses should make sure that they are not complicit in human rights abuses</p>	<ul style="list-style-type: none"> • the “Ethical Code” • the “Global Human Rights” Policy • the “Conflict Minerals” Policy • “Compliance with limitations on relationships issued by authorities” 	<ul style="list-style-type: none"> ➤ 12; ➤ 13; ➤ 13; ➤ 13;
LABOUR	<p>Principle 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining</p>	<ul style="list-style-type: none"> • the Social Responsibility Policy for Occupational Health, Safety and Rights, and Environment • Industrial Relations • Unionization levels and industrial action 	<ul style="list-style-type: none"> ➤ 13; ➤ 66 – 71; ➤ 67 – 70;

	<p>Principle 4 - The elimination of all forms of forced and compulsory labour</p>	<ul style="list-style-type: none"> • Industrial Relations • Compliance with statutory and contractual obligations governing overtime, time off, association and negotiation, equal opportunities and nondiscrimination, bans on child and forced labour 	<ul style="list-style-type: none"> ➤ 66 – 71; ➤ 66;
	<p>Principle 5 - The effective abolition of child labour</p>	<ul style="list-style-type: none"> • Industrial Relations • Compliance with statutory and contractual obligations governing overtime, time off, association and negotiation, equal opportunities and nondiscrimination, bans on child and forced labour 	<ul style="list-style-type: none"> ➤ 66 – 71; ➤ 66;
	<p>Principle 6 - The elimination of discrimination in respect of employment and occupation</p>	<ul style="list-style-type: none"> • The Group “Equal Opportunity Statement” • Diversity Management • Rewards • International Mobility 	<ul style="list-style-type: none"> ➤ 13; ➤ 29 – 30; ➤ 55; ➤ 55;

ENVIRONMENT	<p>Principle 7 - Businesses should support a precautionary approach to environmental challenges</p>	<ul style="list-style-type: none"> • the “Health, Safety and Environment” Policy • Prometeon Tyre Group Environmental Strategy • Environmental management system and factory's performance • Energy management • Management of Greenhouse Gas Emissions and Carbon Action Plan • Water Management • Waste Management • Solvents • End-of-Life Tyres • Other emissions and environmental aspects • Expenses and investments 	<ul style="list-style-type: none"> ➤ 66; ➤ 97; ➤ 97 – 98; ➤ 99 - 101; ➤ 102 – 103; ➤ 104 – 106; ➤ 107 – 108; ➤ 108 – 109; ➤ 109 – 113; ➤ 113; ➤ 113;
	<p>Principle 8 - Undertake initiatives to promote greater environmental responsibility</p>	<ul style="list-style-type: none"> • the “Sustainable Natural Rubber” Policy 	<ul style="list-style-type: none"> ➤ 13;
	<p>Principle 9 - Encourage the development and diffusion of environmentally friendly technologies</p>	<ul style="list-style-type: none"> • High Value approach to future mobility • Zero-emission mobility: The SmartBUS Project continues in 2020 • Safe mobility: PRO CHECK joins PRO-Drive • Project of the Municipality of Milan to build an exemplary Smart Mobility District in terms of 	<ul style="list-style-type: none"> ➤ 136; ➤ 136 – 138; ➤ 139 – 141; ➤ 141 – 144;

		<p>Sustainability and Innovation</p> <ul style="list-style-type: none"> • Focus on human health and the environment • Product safety, performance and eco-sustainability • Energy management • Management of Greenhouse Gas Emissions and Carbon Action Plan • Water Management • Waste Management • End-of-Life Tyres • Road Safety 	<ul style="list-style-type: none"> ➤ 141 – 144; ➤ 118; ➤ 118 – 127; ➤ 99 – 101; ➤ 102 – 103; ➤ 104 – 106; ➤ 107 – 108; ➤ 109 – 113; ➤ 135 – 136;
ANTI-CORRUPTION	<p>Principle 10 - Businesses should work against corruption in all its forms, including extortion and bribery</p>	<ul style="list-style-type: none"> • The “Anti-Corruption Program” • the “Global Antitrust and Fair Competition” Policy • Programs of Compliance 231, Anti-Corruption • The “Group Whistleblowing - Group Reporting Procedure” Policy 	<ul style="list-style-type: none"> ➤ 12; ➤ 13; ➤ 17 – 21; ➤ 22 – 24;