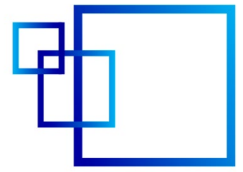


# **Policy for the prevention and management of harassment at work**



Rai Way S.p.A. adopts a policy of dissemination of the culture of ethics and legality within the Company organisation through its Code of Ethics, the Organisation, Management and Control Model pursuant to Italian Legislative Decree no. 231/2001 and the Corporate Anti-Corruption Policy.

In particular, recalling the ethical foundations and objectives with all of which the Company complies, it is specifically recalled that Rai Way promotes personal physical and moral integrity through safe working environments and working conditions that respect individual dignity.

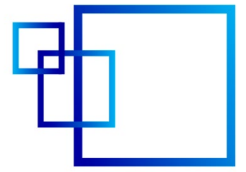
In view of the above, Rai Way:

- *shall not tolerate any violent, threatening, psychologically abusive or damaging behaviour to the physical and moral sphere of others in the workplace;*
- *shall take every action to prevent any form of harassment - psychological, physical and sexual - towards employees;*
- *shall sanction violent acts or threats of violence by employees;*
- *shall pay particularly close attention to the creation and management of environments and workplaces that are adequate from the point of view of health and safety, in compliance with current legislation and relevant internal procedures.*

All addressees of the company's ethical rules are required to ensure that their conduct in the workplace is fair and dignified.

To this end, Rai Way - in rejecting any form of psychological, physical, sexual, verbal harassment that compromises the moral and professional dignity as well as the physical and psychological integrity of workers - undertakes to:

- *promote the analysis and elimination of all possible shortcomings, both organisational and informational, that may contribute to the emergence of conflictual situations, discomfort and mobbing, and to guarantee effective protection to every resource who may suffer any prejudicial or discriminatory act or behaviour;*
- *implement the provisions of Italian Legislative Decree no. 81/2008 as subsequently amended and supplemented, with particular reference to the assessment of all risks, including those related to work-related stress;*
- *train and inform on matters of legality, transparency, fairness, independence, dignity and respect in interpersonal relations, and non-violent communication, by*



*disseminating knowledge of the company's Code of Ethics and the behavioural principles inherent to it;*

- create a work culture based on organisational well-being, mutual respect, and the absence of prejudice;*
- provide procedures for making and handling reports of possible harassment and violence, recalling the procedures and channels, the general principles and rules as well as the protection afforded by corporate regulations (ref. Whistleblowing Procedure - Code of Ethics for reports to the Permanent Commission for the Ethics Committee);*
- prohibit any act of retaliation against an employee reporting incidents of violence and harassment.*