

HUMAN RIGHTS POLICY

LITTLE GENIUS International (LGI) is committed since its foundation in 2004 **to identify and prevent any business practices that infringe on human rights** by complying with all applicable guidelines set by ITALIAN law. LGI grounds its human rights approach solidly upon United Nations Universal Declaration of Human Rights and UN Guiding Principles on Business and Human Rights and its own statutory aims focusing attention on childhood rights protection. The following lines of actions will continually be respected and adhered to throughout the organisation and all stakeholders of LGI commit hereby to comply fully to the following explicit company directives:

- *Zero tolerance towards human attitudes and activities infringing children rights to a safe and healthy childhood.*
- *Equal rights for all employees, regardless of religion, race, nationality, disability, sexual preference, political stance, sex or age.*
- *Zero tolerance of any form bullying or abuse whether it be physical or mental.*
- *Zero tolerance of any form of threatening behaviour including language, gesturing or physical contact.*
- *Zero tolerance of any form of Sexual harassment.*
- *Priority of care is dedicated to children and indigenous population anywhere and at any occasion presented by company activities.*
- *To protect personal privacy and Data of all employees and customers.*
- *No employee will be forced to work against their will or without the necessary training and or equipment needed to carry out that individual task.*
- *To operate in full compliance with Italian labour law, wage structure, work hours (including overtime) and benefit law.*
- *Prohibit Child labour, with no hiring of any individual under the age of 16.*

Little Genius International believes that its people are its most important asset and that people contribute most effectively to the success of LGI and achieve job satisfaction, if they are healthy and happy at work. Whilst it is the Company's intention to provide assistance and support to all of its employees, it will take disciplinary action, including dismissal, if any of the above are breached. This policy is publicly available for consultation and its knowledge constitutes a basic requirement for all stakeholders.

The founders