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## 1 Purpose

**Marelli is committed to respecting internationally recognized human rights across our operations and value chain.** We align with the UNGPs on Business & Human Rights, the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises, and we are signatories of the UN Global Compact.

Marelli acknowledges that human rights risks may arise in our operations or business relationships and we commit to leveraging our influence to prevent and mitigate harm. Where adverse impacts nonetheless occur, **Marelli accepts our responsibility to provide or cooperate in remediation in accordance with internationally recognized standards.**

## 2 Scope

**This Human Rights Policy applies to Marelli Holdings Co., Ltd. and all its subsidiaries (collectively, “Marelli”).** For the purposes of this policy, “Subsidiaries” refers to any legal entity directly or indirectly controlled by Marelli Holdings Co., Ltd. The term “Controlled” means:

1. Ownership, direct or indirect, of more than fifty percent (50%) of the voting rights in a legal entity; or
2. The power to appoint or elect a majority of the directors of a legal entity; or
3. The power to direct the management of a legal entity.

Any such legal entity shall be considered a Subsidiary only for the period during which such voting rights or powers are maintained.

This policy also applies to:

- All Marelli directors, employees, and temporary workers worldwide; and
- All individuals working at Marelli sites.

**Marelli expects all Business Partners in our upstream and downstream value chain, including suppliers, contractors, agents, distributors, non-controlled joint ventures, and other third parties, to comply with the standards set forth in this Policy, in the Marelli Supplier Code of Conduct, and we seek to promote and support the cascading of these standards to sub-tier partners through contractual arrangements and ongoing engagement.**

Marelli is committed to prioritizing human rights to the highest possible degree within the legal boundaries of each country in which we operate.

## 3 Acronyms & Terms

Acronyms/Terms	Definitions
AI	Artificial Intelligence
Board	Marelli’s Board of Directors
Business Partners	Suppliers, contractors, agents, distributors, non-controlled joint ventures, and other third parties in Marelli’s upstream and downstream business relationships.
CCTV	Closed Circuit Television; video surveillance systems used for legitimate purposes such as security, safety, and compliance, subject to applicable data

	protection laws, transparency requirements, and safeguards to protect privacy and human rights.
<b>CHRO</b>	Chief Human Resources Officer
<b>CLO</b>	Chief Legal Officer
<b>CPO</b>	Chief Purchasing Officer
<b>CFO</b>	Chief Financial Officer
<b>CMRT</b>	Conflict Minerals Reporting Template
<b>CSDDD</b>	Corporate Sustainability Due Diligence Directive (EU Directive 2024/1760), requiring companies to identify, prevent, mitigate, and remediate adverse human rights and environmental impacts.
<b>CSRD</b>	Corporate Sustainability Reporting Directive, establishing EU sustainability reporting requirements.
<b>EMRT</b>	Extended Minerals Reporting Template
<b>ESRS</b>	European Sustainability Reporting Standards; EU mandated standards under the CSRD defining how companies report sustainability related impacts, risks, and opportunities across environmental, social, and governance matters.
<b>EHS</b>	Environment, Health & Safety
<b>EU AI Act</b>	European Union regulation establishing a risk-based framework for the development, placing on the market, and use of artificial intelligence systems, with requirements to prevent harm, discrimination, and violations of fundamental rights.
<b>FPIC</b>	Free, Prior and Informed Consent; a principle ensuring affected communities, particularly indigenous peoples, can give or withhold consent to activities affecting their rights or resources.
<b>GDPR</b>	General Data Protection Regulation (EU), governing the protection and processing of personal data.
<b>Grievance Mechanism</b>	A formal channel allowing employees, business partners, and other stakeholders to raise concerns and seek remedy without fear of retaliation.
<b>HRDD</b>	Human Rights Due Diligence; an ongoing, risk-based process to identify, prevent, mitigate, and remediate adverse human rights impacts.
<b>International Bill of Human Rights</b>	The core set of international human rights instruments adopted by the United Nations, consisting of the Universal Declaration of Human Rights (UDHR) and the two binding covenants, the International Covenant on Civil and Political Rights (ICCPR) and the International Covenant on Economic, Social and Cultural Rights (ICESCR), which together define fundamental human rights and freedoms applicable to all people.

<b>IFC Performance Standards</b>	Standards developed by the International Finance Corporation addressing environmental and social risks, including community and land rights.
<b>ILO</b>	International Labour Organization; a UN agency setting international labor standards and fundamental principles and rights at work.
<b>KPIs</b>	Key Performance Indicators used to monitor effectiveness of policy implementation (e.g., audits, training completion, grievance resolution).
<b>OECD</b>	Organization for Economic Co-operation and Development; issuer of guidelines for responsible business conduct and due diligence.
<b>OECD AI Principles</b>	Principles adopted by the OECD to promote the responsible, human-centric, trustworthy, and transparent development and use of artificial intelligence, respecting human rights, democratic values, and the rule of law.
<b>RMAP</b>	Responsible Minerals Assurance Process; an audit program assessing smelters' and refiners' sourcing practices.
<b>RMI</b>	Responsible Minerals Initiative; an industry initiative supporting responsible mineral sourcing.
<b>UN</b>	United Nations; international organization setting global human rights frameworks and standards.
<b>UNDRIP</b>	UN Declaration on the Rights of Indigenous Peoples; a United Nations declaration setting out the collective and individual rights of Indigenous peoples, including rights to self-determination, land, resources, culture, consultation, and Free, Prior and Informed Consent (FPIC).
<b>UNGPs on Business and Human Rights</b>	United Nations Guiding Principles on Business and Human Rights; the global standard for preventing and addressing business related human rights impacts.
<b>Value Chain</b>	Activities, resources, and relationships involved in producing goods or services, including upstream suppliers and downstream partners.
<b>WASH</b>	Water, Sanitation and Hygiene; access to safe drinking water, sanitation, and hygienic facilities in the workplace.

## 4 Governance & Accountability

**Marelli Board of Directors accountability:** The Board oversees this Policy, the annual refresh of salient human rights risks, related targets, and disclosures.

**Executive accountability:** Accountability for compliance with this Policy is allocated across relevant executive roles in line with their functional responsibilities. Key accountabilities include the CLO for implementation and investigations; the CPO for supplier due diligence; the CHRO for responsible and ethical recruitment, labor practices, and health and safety; and the CFO for oversight of privacy and data security.

**Operational accountability:** Responsibility for the implementation of this Policy rests with individuals in operating business units, with managers accountable for compliance within their respective areas of influence and for ensuring that operational processes and resources are aligned with the policy objectives. The Board and Internal Audit receive regular reports, including from the CHRO.



## 5 Human Rights Standards

Marelli identifies the below listed human rights topics as salient to our operations and business relations. These are aligned with international standards and integrated into management systems, business partner requirements, and business conduct. **Where national law and international human rights norms differ, Marelli will follow the higher standard. Where they are in conflict, we will adhere to national law, while seeking ways to respect fundamental human rights to the greatest extent possible.**

### 5.1 Non-discrimination & Equal Opportunity

**Marelli maintains a zero-tolerance approach to conduct that creates a discriminatory, hostile, intimidating, or abusive work environment.** We prohibit all forms of harassment including physical, verbal, psychological, sexual, or discriminatory harassment, and unequal treatment based on differences, including but not limited to, gender, age, disability, nationality, ethnicity, religion, sexual orientation, or identity. We promote equal opportunity in recruitment, training, development, and promotion. All employment-related decisions should be based solely on merit and performance.

**Where discrimination, harassment, or unequal treatment is identified in Marelli's own operations or where Marelli has directly caused the impact, Marelli will address such impacts through our operational level grievance mechanisms and remediation processes,** as set out in Section 6 of this Policy.

### 5.2 Opposition to forced labor, human trafficking and any form of slavery

**Marelli condemns all forms of modern slavery, including forced, bonded, trafficked, or otherwise involuntary labor, in our own operations and throughout our global value chain.** Employment must be freely chosen and based on informed consent. No worker shall be subject to coercion, threats, restrictions on freedom of movement, retention of identity documents, or any form of debt-bondage or recruitment-fee practices. Employment is voluntary and terminable with reasonable notice. We prohibit any recruitment or employment conditions that undermine the dignity, freedom, or autonomy of workers. Particular attention is given to vulnerable groups, who may face heightened risks of exploitation.

**Where instances of forced labor, human trafficking, or modern slavery are identified within Marelli's own operations, Marelli will act to prevent recurrence and enable remediation** in accordance with Section 6 of this Policy.

Marelli publishes an annual Modern Slavery Statement in relevant jurisdictions, outlining the due-diligence measures implemented to prevent all forms of modern slavery and human trafficking within our own operations and global supply chain. We expect our business partners to commit to adopting and implementing policies against the use of all forms of forced labor, modern slavery, and human trafficking.

### 5.3 Child Labor & Young Workers

Marelli conducts age verification as part of our recruitment and onboarding processes. **We strictly prohibit the employment of individuals below the age of 16 years in any part of our operations and subsidiaries, or below the local legal minimum age in our value chain.** We adhere to the ILO Conventions No. 138 (Minimum Age) and No. 182 (Worst Forms of Child Labor). Young workers (16–18 years) must not perform hazardous tasks, night work, or duties inconsistent with their physical or mental development and shall receive additional health and safety guidance. Business partners should align to the same principles, maintain reliable age-verification procedures, proper employment records, and support access to education for young workers.

**If child labor is identified within Marelli's own operations, Marelli will prioritize the best interests of the child** and act in line with Section 6 of this Policy to enable appropriate remediation and prevent recurrence.



## 5.4 Wages, Benefits & Working Hours

**Marelli is committed to adhering to equitable and legally compliant working hours, rest periods, wages, benefits, and transparent wage statements.** Compensation should meet or exceed legal or collectively agreed minimums and provide workers with a dignified standard of living. We support progressive movement toward a living wage where feasible and prohibit deductions that are not legally or contractually authorized. Overtime should be voluntary and compensated at premium rates as established by local law or collective labor agreements.

## 5.5 Freedom of Association & Collective Bargaining

Marelli respects employees' rights to freedom of association and collective bargaining, in line with applicable laws and ILO Conventions Nos. 87 and 98. **Employees are free to form, join, or refrain from joining trade unions or other representative bodies of their choice in accordance with the locally applicable legislation and practice.**

Marelli is committed to fostering an environment in which workers can organize and engage in constructive social dialogue without retaliation, discrimination, or interference. **No employee shall be disadvantaged in recruitment, career development, or employment conditions as a result of union membership or election as a union/employee representative.** Employee representatives are entitled to safe and open engagement with management and to access information necessary to carry out their representative functions.

Where local laws restrict the exercise of these rights, Marelli seeks to enable alternative forms of worker representation and dialogue that are consistent with international human rights standards and compliant with local law.

## 5.6 Diversity, Equity & Inclusion

Marelli is committed to providing a workplace where all individuals are treated with dignity and respect and can thrive regardless of gender, age, disability, nationality, ethnic or social origin, religion or belief, sexual orientation, gender identity, or expression.

**Marelli does not tolerate any form of discrimination in the workplace, even where such practices may be permitted, tolerated, or customary under local culture, traditions, or social norms.** We promote equal opportunity at every stage of the employment cycle—including recruitment, development, performance evaluation, and promotion, supporting flexible working arrangements, and parental policies. We work to eliminate any form of discrimination, bias or harassment. **Career opportunities and progression are based solely on merit and performance and are not influenced by bias action based on gender, family, or caregiving status including pregnancy or parental leave.**

We strive to foster an inclusive culture where diverse perspectives are valued and barriers to participation and advancement are addressed, including through reasonable workplace accommodations for employees with disabilities and inclusive leadership practices across the organization.

Where these commitments are not respected within Marelli's own operations, Marelli will seek to enable appropriate nonjudicial remediation in accordance with Section 6 of this Policy.

## 5.7 Health, Safety & Well-Being

**Marelli is committed to a safe, healthy, and supportive workplace for all employees, agency workers and contractors.** In line with our [EHS Corporate Policy](#), we aim to minimize environmental and health impacts, maintain certified safety management systems, and prevent injuries, illnesses, and psychosocial risks through robust standards, risk assessments, and proactive hazard prevention.

**We prioritize physical and mental wellbeing, promote access to health resources, and support work-life balance and an inclusive culture.**

## 5.8 Responsible & Ethical Recruitment

Marelli aims to uphold the highest standards of practice and integrity throughout the employment cycle. As further detailed in the Marelli Staffing and Recruiting Policy, all **workers—including direct hires, agency staff, and contractors—should be engaged through transparent, ethical processes, without recruitment fees or related costs, and with informed consent that complies with applicable local laws and ILO Standards.**

Employment terms, including role, location, wages, and conditions, are provided in writing and in a language understood by the employee. Workers retain their personal documents at all times, with no deposits or wage withholding.

**We foster a respectful workplace, prohibiting abusive practices, intimidation, or harassment. Performance management is based on equal treatment, constructive feedback, and transparent criteria.** Labor agencies engaged by Marelli or our partners should be licensed and monitored. Where these standards are not respected within Marelli's own operations, Marelli will seek to provide appropriate nonjudicial remediation in accordance with Section 6 of this Policy.

## 5.9 Vulnerable Groups

Marelli recognizes that certain worker groups may be at heightened risk of adverse human-rights impacts. These include, depending on the context:

- migrant workers, refugees, asylum seekers, and displaced workers,
- temporary and agency workers,
- young and older workers,
- female workers in at-risk context,
- pregnant workers or those with family responsibilities,
- workers with disabilities or health conditions,
- LGBTQ+ workers in high-risk contexts,
- indigenous people and minority groups,
- low-paid, low-skilled, or precariously employed workers,
- workers without social protection coverage,
- workers with limited language proficiency, and
- workers in high-risk countries or conflict zones.

We aim to identify these workers, assess risks specific to their situation and, if needed, implement targeted measures to ensure equal treatment, protection of rights, and access to effective grievance mechanisms.

## 5.10 Affected Communities, Land and Natural Resources

Marelli seeks to respect the rights, wellbeing, and cultural heritage of communities affected by our operations or value chain. **This includes rights to land, water, forests, and other resources vital to livelihoods and identity, as well as the distinct rights of indigenous peoples.** While Marelli does not operate on indigenous territories, we recognize that raw-material sourcing may intersect with regions where community rights are at risk.

In line with UN Guiding Principles, OECD Guidelines, IFC Performance Standards, and the UNDRIP, Marelli and our partners should avoid actions leading to forced eviction, involuntary resettlement, environmental harm, or loss of access to land or cultural heritage. Where risks exist, robust due diligence, culturally appropriate engagement, and FPIC are essential.



**We support community development initiatives in education, safety, and environmental restoration, act with integrity, and work to prevent and remediate adverse impacts.** Business partners should uphold these standards, ensure transparent communication, and provide accessible grievance mechanisms.

## **5.11 Digital Rights, Data Protection and Responsible Technology Use**

**Marelli aims to respect the right to privacy and protect personal data for employees, contractors, customers, and partners.** Personal data should be processed in line with GDPR, OECD Privacy Guidelines, and applicable laws, following principles of minimization, purpose limitation, transparency, security, and accountability.

Digital technologies, including AI, should be used responsibly to prevent harm, discrimination, or intrusion. AI systems should be equitable, explainable, human-centric, and subject to oversight, consistent with OECD AI Principles and the EU AI Act. Practices such as covert monitoring, emotion recognition, social scoring, or manipulative profiling must not be permitted.

Monitoring tools (e.g., CCTV, access control, telematics, IT security logs) should only be applied for legitimate purposes like safety and compliance, with clear notice, strict access controls, limited retention, and consultation where required.

**Business partners are expected to maintain strong data-protection practices, manage AI responsibly, respect digital rights, and provide grievance mechanisms for individuals affected by technology use.**

## **5.12 Access to WASH**

**Marelli aims to ensure safe, clean, and dignified access to drinking water, sanitation, and hygiene facilities for all employees, agency workers, and contractors.** Facilities should be hygienic, private, well-maintained, and accessible to individuals with diverse needs, including workers with disabilities. WASH provisions must protect privacy, prevent discrimination, and uphold dignity.

**Regular inspections and feedback mechanisms should verify compliance with safety, hygiene, and accessibility standards and enable timely corrective action.**

## **5.13 Security Forces and Use of Force**

**Marelli aims to ensure all security arrangements respect internationally recognized human rights. Both private and public security personnel should act lawfully, with restraint, and avoid intimidation, discrimination, or excessive force.**

Private security providers engaged by Marelli should follow clear rules on appropriate use of force, de-escalation, and respectful conduct, supported by training and incident reporting, in line with UN Guiding Principles and Voluntary Principles on Security and Human Rights.

When public security forces are involved, Marelli should communicate expectations for compliance with international standards and use leverage to prevent or address potential abuses.

## **5.14 Environmental and Climate-Related Rights**

**Marelli aims to prevent, mitigate, and remedy environmental and climate-related impacts linked to our operations and value chain, recognizing their effect on human rights, health, and livelihoods.**

This includes safeguarding rights to clean air, safe water, and a healthy environment, and preventing harm from pollution, hazardous substances, and unsafe waste practices.

We conduct environmental risk assessments, address impacts related to emissions, biodiversity, waste, water use, resource depletion, land and climate change, and integrate environmental stewardship into decisions. Engagement with affected communities should be meaningful and culturally appropriate.

## 5.15 Responsible Sourcing and Conflict Minerals

**Marelli aims to conduct responsible sourcing in line with the OECD Due Diligence Guidance for Minerals from Conflict-Affected and High-Risk Areas.** Suppliers should identify all smelters and refiners in their supply chains and ensure that tantalum, tin, tungsten, gold, cobalt, mica, copper, graphite (natural), lithium, and nickel are sourced responsibly, avoiding conflict, human-rights abuses, or environmental harm. Suppliers should use the latest CMRT and EMRT, maintain full traceability and disclose country-of-origin information. They are expected to work only with RMAP-conformant smelters and replace high-risk or non-eligible facilities, consistent with the Responsible Minerals Initiative (RMI).

Marelli consolidates supplier data annually and publishes disclosures on responsible-mineral due diligence.

## 6 Grievance Mechanisms and Access to Remedy

Marelli maintains a confidential, multilingual grievance channel, the [Marelli Integrity Hotline](#) open to all stakeholders. Reporting is strictly protected from retaliation and can be anonymous where permitted by law. All reports are triaged by an independent investigations function; severe cases are escalated to senior leadership.

**Marelli commits to providing or cooperating in remediation when it has caused or contributed to adverse human rights impacts, through legitimate and appropriate processes. Remediation actions are guided by proportionality, transparency, and effectiveness, with monitoring to prevent recurrence.**

In line with this commitment, Marelli addresses actual adverse impacts by providing or participating in an effective remedy, which may include fee repayment, wage restitution, contract correction, medical or psychosocial support, and guarantees of non-repetition. **For impacts directly linked through business relationships, Marelli uses our leverage—including timebound corrective action plans, system improvements and verification, or responsible disengagement—to enable remedy and prevent recurrence.** Marelli discloses aggregated information on grievance cases, corrective actions, and remedies annually as part of our sustainability reporting.

Business Partners are expected to maintain accessible grievance and remediation mechanisms for their stakeholders.

## 7 Non-Retaliation and Whistleblower Protection

Marelli aims to respect the right to freedom of expression and opinion, consistent with the International Bill of Human Rights. **Employees and contractors should be able to express views, raise concerns, and report misconduct or human rights risks through established channels without fear of retaliation or discrimination.**

Digital tools, monitoring systems, and AI should not unduly restrict lawful communication or debate. Freedom of expression must be exercised responsibly, avoiding harassment, hate speech, or disclosure of confidential information.

**Marelli prohibits retaliation against individuals who raise concerns in good faith or participate in investigations.** Protections include confidentiality, secure data handling, and, where necessary, interim measures such as transfers or leave. Retaliation will result in disciplinary action.

## 8 Human Rights Due Diligence

**Marelli aims to operate a continuous, risk-based HRDD process aligned with the UN Guiding Principles, OECD Guidelines, ILO Core Conventions, and applicable regulations (CSRD, CSDDD).**



## **HRDD covers our operations and supply chain to identify, prevent, mitigate, and remedy adverse impacts on people and communities.**

Risk assessments should include country-based risk mapping, self-assessments, and targeted audits, focusing on salient risks such as modern slavery, child labor, discrimination, health and safety, equitable working conditions, freedom of association, privacy, and community impacts. The HRDD cycle includes planning, risk identification, impact assessment, mitigation, monitoring, and transparent reporting.

Preventive and corrective measures should be embedded in procurement, supplier onboarding, contracts, and decision-making. Where adverse impacts occur, Marelli may provide or cooperate in remediation (e.g., wage repayment, compensation, corrective actions). Human rights breaches can lead to escalation, business suspension, or contract termination, in line with local law and internal governance requirements. High-risk suppliers undergo targeted assessments; severe or repeated issues are escalated to the Audit and Risk Committee of the Board.

Effectiveness is tracked through indicators such as screenings, audits, grievance response times, corrective-action closure rates, and training completion. Grievance mechanisms act as early-warning signals and feed into HRDD.

HRDD oversight rests with senior management and cross-functional teams. Marelli reports annually in our Sustainability Report and continuously improves its human rights due diligence process, including risk identification and assessment methodologies, preventive and corrective measures, supplier engagement and leverage strategies, remediation practices, governance arrangements, and performance indicators, based on audits, grievances, stakeholder input, and regulatory changes.

## **9 Training, Communication & Awareness**

Marelli aims to provide mandatory human-rights training for all employees and targeted sessions for high-risk functions. Training should cover the UN Guiding Principles, Marelli's Human Rights Policy, grievance procedures, and recognition of potential violations. New employees receive training during onboarding; refreshers should occur every two years, and annually for high-risk roles.

Awareness should be reinforced through internal communications and intranet updates. Completion rates and effectiveness are tracked via the Learning Management System and verified through audits. Aggregated results are disclosed in our Sustainability Report.

## **10 Implementation in Procurement & Contracts**

Human rights requirements form an integral part of Marelli's procurement processes and contractual documentation. **General Purchasing supplier contract standards (General Terms & Conditions, Marelli Purchasing Agreement) incorporate the Supplier Code of Conduct and this Human Rights Policy.**

Marelli assesses our business partners to avoid and mitigate negative human rights impacts. Serious or repeated violations may result in suspension or termination of the business relationship.

**All business partners must cascade these obligations to their own subcontractors and promote downstream compliance.**

Marelli reserves the right to conduct audits, assessments, request documentation, and require business partners to implement time-bound corrective action plans.

## **11 Review and Monitoring**

Marelli aims to monitor policy implementation through indicators such as training completion, audit findings, grievance volumes, time-to-remedy, and corrective-action closure. Risk assessments, audit results, and

grievance data should be analyzed regularly to identify systemic issues and strengthen preventive measures.

Performance is reviewed annually by designated governance bodies, with serious cases escalated for decision-making. The policy should be reviewed at least every two years or sooner if legal or regulatory changes require, and refined through dialogue with internal teams, external experts, and stakeholders to ensure effectiveness and alignment with evolving expectations.

## 12 Contacts

Internal and external stakeholders may contact Marelli with questions, observations, or requests for further information regarding this Policy. Such communications may be submitted by email at [compliance@marelli.com](mailto:compliance@marelli.com) and will be handled in accordance with Marelli's non-retaliation commitments.

## 13 References

[Corporate Sustainability Due Diligence Directive \(CSDDD\) – Directive \(EU\) 2024/1760](#)  
[Corporate Sustainability Reporting Directive \(CSRD\)](#)  
[EU Artificial Intelligence Act \(EU AI Act\)](#)  
[European Sustainability Reporting Standards \(ESRS\)](#)  
[General Data Protection Regulation \(GDPR\)](#)  
[IFC Performance Standards on Environmental and Social Sustainability](#)  
[International Bill of Human Rights](#)  
[International Labour Organization \(ILO\)](#)  
[Marelli Code of Conduct](#)  
[Marelli Environment, Health & Safety \(EHS\) Corporate Policy](#)  
[Marelli Integrity Hotline Procedure](#)  
[Marelli Staffing and Recruiting Policy](#)  
[Marelli Supplier Code of Conduct](#)  
[Marelli Sustainability Reports](#)  
[OECD AI Principles](#)  
[OECD Due Diligence Guidance for Minerals from Conflict Affected and High Risk Areas](#)  
[OECD Due Diligence Guidance for Responsible Business Conduct](#)  
[OECD Guidelines for Multinational Enterprises](#)  
[OECD Privacy Guidelines](#)  
[Responsible Minerals Assurance Process \(RMAP\)](#)  
[Responsible Minerals Initiative \(RMI\)](#)  
[UN Declaration on the Rights of Indigenous Peoples \(UNDRIP\)](#)  
[UN Global Compact](#)  
[United Nations Guiding Principles on Business and Human Rights \(UNGPs\)](#)  
[Voluntary Principles on Security and Human Rights \(VPSHR\)](#)