## PAGANI GRIEVANCE MECHANISM

At Pagani we believe that all team members, including factory workers have the right to have their voices heard. Under our Code Of Conduct, we encourage our suppliers to engage with their staff through proactive two-way communication, which protects their rights and enhances wellbeing.

We work with suppliers that ensure that all workers have access to a confidential grievance mechanism, which allows them the opportunity to express themselves without fear of retaliation.