



Ministero degli Affari Esteri  
e della Cooperazione Internazionale

## COMITATO INTERMINISTERIALE PER I DIRITTI UMANI

Traduzione dal testo in inglese, l'unico a fare fede

### **Mid-term Assessment on the Implementation of the Second National Action Plan on Business and Human Rights, 2021-2026**

1. Italy adopted the Second National Action Plan (NAP) on Business and Human Rights (BHR) 2021-2026 on 10 December 2021.
2. Priority commitments undertaken in the framework of the First NAP-BHR 2016-2021 have been progressively implemented. The expected results have enabled Italy to carefully assess not only the opportunity to reaffirm their relevance - in order to guarantee a continuous action for the effective implementation of the United Nations Guiding Principles (UNGPs) on Business and Human Rights - but also to consider new elements of interest. These have been prompted by international bodies, for the definition of renewed and innovative national priorities in this field. To this end, the following national priorities of the Second NAP-BHR are proposed:

1. Strengthening of the process to outline a regulatory framework for human rights due diligence, in accordance with international standards and developments in the EU, in order to identify, prevent and mitigate risks and manage eventual human rights violations by business companies;
2. The Promotion of fundamental rights through business activities, both offline and online along the supply chain, at local, national, regional and global level;
3. Combating all forms of discrimination in the definition of business companies' strategic priorities in order to guarantee a performance that respects diversity, with particular reference to automated information management mechanisms and digital systems;
4. a collective awareness of the impact that new technologies, especially artificial intelligence, could have on the enjoyment of human rights, while paying attention to the promotion of corporate due diligence processes on human rights within the activities of those companies involved in research and development of new technologies;
5. Strengthening measures to prevent and combat all forms of exploitation in the labour sector, both public and private, inferring vulnerable groups as victims, with particular reference to women, minors, persons with disabilities and LGBTIQ+ people;
6. Strengthening of legislative and policy measures relating to the prevention and combating of the phenomenon of *caporalato* (especially in the agricultural and construction sectors);
7. the protraction of planning and implementation of supervisory actions and information initiatives for the prevention of offences and the promotion of legality in the field of outsourcing of entrepreneurial activities and subcontracting chains, aimed at guaranteeing adequate protection for workers and effective awareness of their rights;
8. The Consolidation of Italy's role in the context of international cooperation processes for human rights-based development, with a view to achieving the sustainable development goals set out in the 2030 agenda;
9. The Promotion of protection of the ecosystem and environmental sustainability processes, taking into consideration the impact of business companies' actions on people and communities in the medium and long term.

3. The structure of the Second NAP-BHR reflects the model proposed by the UN Working Group. Each operational principle is examined through a presentation of the most relevant legislative, programmatic, administrative actions and interventions adopted at the national level, followed by a list of planned measures, to best implement the UN Guiding Principles.
4. The implementation of these planned measures has been entrusted to a special coordinating body, composed of representatives from all central administrations responsible for BHR issues (the so-called GLIDU, in Italian Gruppo di lavoro su Impresa e Diritti Umani). The following administrations have contributed for the mid-term assessment of the Second NAP-BHR:
  - Ministry of Foreign Affairs and International Cooperation, including the Inter-ministerial Committee for Human Rights (CIDU) and the Italian Agency for Development Cooperation (AICS)
  - Presidency of the Council of Ministers
    - Department for Equal Opportunities
    - National Office Against Racial Discrimination Anti-Discrimination
    - Department for Policies for Persons with Disabilities
  - Ministry of Justice
  - Ministry of Enterprises and Made in Italy
  - Ministry of Agriculture, Food Sovereignty and Forestry
  - Ministry of the Environment and Energy Security
  - Ministry of Labour and Social Policies
  - Ministry of University and Research
5. The commitments have been monitored through the introduction, appropriate use and updating of suitable quantitative and qualitative indicators. These served to effectively guide the legislative, regulatory and administrative institutional actions at the domestic level, in open and constructive dialogue with the business community, and through Italy's bilateral and multilateral cooperative action.
6. Within this framework, Italy is pleased to share the following updated information providing a voluntary mid-term assessment of the planned measures included in the Second NAP BHR.

**1. Strengthen the role of the so-called legality rating with the aim of promoting respect for human rights in all economic activities.**

*Stakeholder: Ministry of Foreign Affairs and International Cooperation – Inter-ministerial Committee for Human Rights*

As of 3 March 2025, 14,860 companies have gained the so-called legality rating, demonstrating their commitment to promoting and protecting human rights in their respective business activities.

**2. Update the implementation assessment information of Legislative Decree No. 231/2001 in order to evaluate its extension in terms of objectives and application of the administrative liability of legal persons, and to pursue the following objectives in this area:**

- efficient asset management and economic qualification of assets by treating them as a source of wealth for the community;
- the fight against the crisis and the rate of unemployment suffered by economic sectors most affected by measures to counter the epidemic emergency (catering and the gastronomic sector; tourism/hotel sector; small businesses/individuals in the craft and retail sectors of Made in Italy);
- the prevention of the social fallout related to the confiscation of business and, in particular, the disaffection of the citizenry towards criminal justice operators;
- the promotion of a culture of sustainability in its dimensions (economic-social-environmental), through the careful and accompanied reuse of the confiscated business assets;
- the implementation of inclusion policies that enhance the value of the human being coming from the most socially fragile contexts, with particular reference to the contribution offered by female population, through its full involvement in management and in social recovery of the assets in question;
- the assistance to companies towards a successful restructuring that makes them fully autonomous, capable of being self-sustaining and supportive for their own community, thanks to the sustenance provided by virtuous operators - public and private;
- the assistance to young people towards self-entrepreneurship, with the aim of forming generations with a critical spirit capable of grasping the needs of their own context and of approaching problems posed by the current economic model in a constructive manner, encouraging a sustainable transition and, above all, making them learn and, by learning, do.

*Stakeholder: Ministry of Justice*

Following the implementation of EU Directive 2019/1937 through Legislative Decree No. 24/2023, additional measures have been added to models required by Legislative Decree No. 231/2001. This legal framework rewards companies committed to the virtuous exercise of general organisational powers as a crime prevention measure, and contributes to broader awareness about legality requirements of economic activities. Additional measures include provisions for timely reporting of offences as required by EU law and protection for whistle-blowers. More specifically, in compliance with Legislative Decree No. 231/2001, the regulation of the criminal liability of a legal entity provides for exemption from liability if the entity has adopted and effectively implemented organisational, management, and control models suitable for preventing offences. This has fostered an overall improvement in compliance levels within companies, especially medium and large enterprises.

**3. Strengthen the role of competent bodies and inspection activities in combating and controlling the emergence of irregular work and *caporalato*, pursuant to Art. 103 of the "Relaunch" Decree-Law No. 34 of 19 May 2020 ("Emergence of labour relations").**

*Stakeholder: Ministry of Labour and Social Policies*

The Italian National Labour Inspectorate (INL) has continued its efforts to prevent and combat *caporalato* and to promote social and labour inclusion of migrants. The INL task forces, working in collaboration with International Organization for Migration (IOM) cultural mediators, have

carried out inspections under the A.L.T. *Caporalato* D.U.E. project, which focuses on protecting victims of exploitation from illegal economic and social situations.

During the 2020-2024 period, the task forces checked 44,433 work positions and identified 10,486 irregularities. 23.6 per cent of workers were found to be employed illegally. They discovered 958 victims of forced labour and exploitation, leading to the referral of 196 offenders to judicial authorities. Additionally, 1,333 measures were taken to suspend business activities due to illegal employment and health and safety violations.

The INL also noted a significant increase (+41 per cent) in the number of non-EU workers without residence permits employed illegally in 2024, compared to the previous year. The inspection staff held 63 meetings involving over 2,651 participants, including employers' associations, trade unions, labour consultants, schools, and universities, as part of prevention and promotion initiatives. They also participated in anti-trafficking and anti-*caporalato* projects, collaborated with the dedicated help desk, and operated multilingual desks for complaints related to labour exploitation and violations.

The Ministry of Labour and Social Policies presented the “Multiannual Agenda on Labour Integration and Social Inclusion 2021-2027” to address various aspects of migrant integration and combat undeclared work and *caporalato*., The agenda also aims to promote decent work and legality. The “Tavolo *caporalato*” initiative, initially planned until September 2022, was extended until September 2025. Additionally, the Agriculture Decree of 15 May 2024 increased the number of labour inspectors and established an Information System at the Ministry of Labour and Social Policies to share information and combat undeclared work, particularly in the agricultural sector.

#### **4. Ensure the full implementation of the Three-Year Plan to Combat Labour Exploitation in Agriculture and *Caporalato* 2020-2022.**

*Stakeholders: Ministry of Labour and Social Policies; Ministry of Agriculture, Food Sovereignty and Forestry*

Efforts to combat *caporalato* have demonstrated that the existing regulatory framework, as outlined by Law No. 199/2016 is effective. The reformulation of Art. 603-bis of the Criminal Code has clarified the definition of unlawful intermediation and exploitation. The introduction of new investigative tools, combined with the criminal liability of entrepreneurs and related preventive measures, has significantly deterred such practices.

In this context, a reinforced implementation of the Three-Year Plan to Combat Labour Exploitation in Agriculture and *Caporalato* (2020-2022) was discussed at the “Tavolo *caporalato*” meeting held on 22 June 2024. Government officials, social partners, trade unions, and employers gathered to intensify actions against *caporalato*. The aim was to develop a shared strategy including stronger controls, increased inspectors, enhanced agricultural network, and improved interoperability of databases.

The Plan includes structural interventions, innovation investments, and improvement in the efficiency of the agricultural products market. Legislative Decree No. 198/2021 has been enforced to protect entrepreneurs and consumers against unfair commercial practices. A Working Group was established to analyse the needs of agricultural businesses and ban harmful practices such as double-declining electronic auctions and sales below average production costs. The Central Inspectorate for the Protection of Quality and Fraud Repression of Agri-Food Products (ICQRF) will oversee the application of these provisions and impose penalties.

Alternative dispute resolution mechanisms will be introduced, and representative organisations will play a stronger role through the development of national framework agreements. The Ministry has launched a dedicated webpage to report abuses in commercial relations and agricultural products marketing. A law enforcement unit has also been established within the Ministry, and the Institute of Services for the Agri-Food Market (*Istituto di Servizi per il Mercato Agricolo Alimentare* – ISMEA) has begun periodic monitoring of production costs.

Another intervention area is the expansion and systematisation of incentives for multi-year supply chain contracts. These aim to promote sustainable investment, technological innovation, and reinforce shared responsibility across the supply chain. A project focused on supply chain contracts has been launched under the National Recovery and Resilience Plan (PNRR), with €1.2 billion in funding from the Supplementary Fund. Tenders have been launched in the agri-food and fisheries

sectors. Ministerial Decree No. 544040/2024 has announced the availability of €100 million for food district contracts aid scheme for. These contracts aim to promote equity, sustainability, and competitiveness across the agricultural supply chain. Funding will support local territories investments, to improve production and food security, enhance the sustainability and competitiveness, and reduce food waste. The scheme also fosters collaboration within districts to integrate local production, processing, and sales, and to encourage access to innovative solutions. The implementation of the Plan has also been ensured through the activity of the Italian National Labour Inspectorate (INL) task forces protecting the migrant workers, victims of labour exploitation. Decree Law No. 145/2024 (“Urgent provisions on the entry into Italy of foreign workers, protection and assistance to victims of *caporalato*, management of migration flows and international protection, as well as related judicial proceedings”) introduces regulations for the entry of non-EU citizens for employment purposes, and simplifies and expedites existing procedures. A key- provision is the introduction of Art. 18-ter in the Consolidated Immigration Act (Legislative Decree No. 286/98). This enables the issuance of a six-month renewable residence permit for foreign workers who are victims of illicit brokering and labour exploitation. The permit can be converted into a residence permit for work or study. It is issued by the *Questore*, based on the proposal of the judicial authority. The permit is conditional upon the identification of violence, abuse, or exploitation situations, and the cooperation of the foreign worker in the legal proceedings. The INL may also report these cases to the judicial authorities or the *Questore*, playing a significant role in the permit’s issuance. This provision enables the Inspectorate to issue an advice on the permit.

#### **5. Develop new coordination measures in the activities of prevention and control of the phenomenon of irregular work and to encourage the operation of the "Network of quality agricultural work".**

*Stakeholders: Ministry of Labour and Social Policies; Ministry of Agriculture, Food Sovereignty and Forestry*

The implementation of the Three-Year Plan to Combat Labour Exploitation in Agriculture and *Caporalato* (2020-2022) also includes the improved functioning of the Network of Quality Agricultural Work (RLAQ). This is based, *inter alia*, on the delivery of various training initiatives, as well as the inter-institutional sharing of the adopted methodological approach. Among the options envisaged for reforming the RLAQ are the following: the introduction of comprehensive regulatory framework for the Network, particularly regarding the organisation of territorial sections, and an increase in the number of companies registered with the Network, by further encouraging their participation in public tenders.

The Italian National Labour Inspectorate (INL), as a member of the RLAQ Steering Committee, has been actively involved in assessing the compliance of companies applying for registration. The creation of a list of exemplary agricultural companies has been instrumental in guiding purchasing companies to select suppliers and conduct supervisory activities on those not included in the list.

To strengthen the RLAQ and encourage broader participation, Decree-Law No. 160/2024 was enacted. This decree revised the composition of the Steering Committee, replacing the Italian National Agency for Active Labour Policies (ANPAL) with the National Institute for Insurance against Accidents at Work (INAIL). It also introduced preferential criteria for companies registered with the RLAQ under public calls for proposals. Additionally, the Steering Committee proposed that Prefectures should coordinate the territorial sections of RLAQ, as part of wider efforts to combat labour exploitation in agriculture. The territorial sections are to be composed of various stakeholders such as one-stop immigration desks, local institutions, and employment centres. Currently, 45 territorial sections have been established at the provincial level - with the majority located in Southern Italy and on the islands. Although the number of farms participating in the network, remains relatively small, it has increased from 2022 to December 2024.

To address the mismatch between labour supply and demand in agriculture, the Ministry of Agriculture, Food Sovereignty and Forestry has collaborated on the F.I.L.E. (Legal Supply Chain) project. This project, financed by the Ministry of the Interior and led by the Italian Telematic Commodity Exchange, has developed an advanced platform for lawful labour intermediation in the supply chain, in the local area of the municipality of Foggia (Apulia). The platform ensures



transparent labour management, facilitates worker contracts and transport, and supports police investigations into labour exploitation. Key agricultural supply chain stakeholders - including agricultural, trade union, and industrial organisations - have participated in testing the software with companies.

## **6. Ensure full implementation of the National Action Plan against Trafficking and Serious Exploitation of Human Beings.**

*Stakeholder: Presidency of the Council of Ministers - Department for Equal Opportunities*

Legislative Decree No. 24/2014, which transposed EU Directive No. 36/2011 on preventing and combating trafficking in human beings and protecting victims, designated the Department for Equal Opportunities of the Presidency of the Council of Ministers as the coordinating body responsible for policies anti-trafficking policies. The Department's role includes the coordination of social prevention measures, victim assistance, and the allocation of financial resources for victim support and social integration.

The Italian Government continues to prioritise victim support through the National Anti-Trafficking Plan 2022-2025. The Plan involves activation of governmental bodies, such as the Technical Committee for the Fight against Trafficking in Human Beings, and implementing the “Single Programme for the Identification, Assistance and Social Integration of Victims of Trafficking and Exploitation”.

To provide assistance, 21 public-private partnerships projects have been launched across the country, involving local authorities and NGOs. These projects are funded by the Ministry of Equal Opportunities and the budget allocated for the projects from October 2022 to February 2024 was €27.2 million, with a further €28.8 million earmarked for the new call for proposals. The Government has also increased the anti-trafficking fund by €2 million in 2023 and by €7 million per year from 2024.

To ensure effective victims assistance, the Government has established a new National Referral Mechanism for Victims of Trafficking and Serious Exploitation. This mechanism offers comprehensive support for trafficked persons. It includes updated Standard Operating Procedures (SOPs) that provide a step-by-step framework for assisting victims. Its primary focus is to deliver psychological support, foster social inclusion, and protect vulnerable groups, such as asylum seekers and children. The Government is also improving local networks by drafting targeted Guidelines and a Memorandum of Understanding to facilitate cooperation between different organisations.

International cooperation is being promoted, and specific training courses are being delivered to enhance the capabilities of anti-trafficking operators. A leading example was the course held from 7 to 11 October 2024 at the CoESPU (Centre of Excellence for Stability Police Units) of the *Carabinieri* Corps in Vicenza. The event brought together over 50 anti-trafficking experts from six countries: Italy, Malta, Spain, Algeria, Egypt and Tunisia. The initiative also involved 11 experts, 19 trainers, 14 international observers and 26 students from the University of Padua, for a total of about 120 participants. The training employed an innovative practical simulation methodology, developed by the Organization for Security and Co-operation in Europe (OSCE) between 2016 and 2021. This approach support a comprehensive, multidisciplinary, and victim-centred model, with a focus on regional and multi-agency cooperation.

Moreover, in May 2024, the Department for Equal Opportunities renewed its agreement with the Veneto Region to operate the anti-trafficking toll-free hotline. This service is available 24/7 to support trafficking victims, and the development of a database to collect and analyse data, as required by the EU Directive 2011/36. One of the most important activities under this framework is the collaboration with the University of Padua through the Observatory Project, which provides effective analyses of trafficking trends and strategies to counter it.

In June 2024, Italy appointed a Special Envoy to combat human trafficking. The envoy works in close coordination with national authorities, the European Commission, the Council of Europe, the OSCE, and the United Nations.

On 18 October 2024, the Department for Equal Opportunities and the National Civil Aviation Authority (ENAC) signed an agreement to train airport staff to identify possible cases of trafficking.

A national awareness campaign was also launched with a television advertisement on RAI, aiming to educate the public about trafficking and the need to protect victims.

The Council of Europe's Group of Experts on Action against Trafficking in Human Beings (GRETA) 2024 report acknowledged the strength of the Italian anti-trafficking system. It praised the adoption of the 2022-2025 National Action Plan, along with its measures targeting labour and sexual exploitation. The report also highlighted the increase funding for victim support and improved access to legal assistance.

**7. Fully implement the provisions contained in the new legislation on Development Cooperation, with particular focus on the relationship between for-profit and not-for-profit actors and promote the widest knowledge among companies of the Guidelines on Childhood and Adolescence, the Cooperation Guidelines on Gender Equality and the Empowerment of Women, Girls and Children (2020-2024) and the Guidelines on Disability and Social Inclusion in Cooperation Interventions.**

*Stakeholder: Italian Agency for Development Cooperation*

On 3 March 2022, the national body responsible for implementing Law No. 125/14 was established. In this framework, the Italian Development Cooperation follows Organisation for Economic Co-operation and Development's (OECD's) rules for companies working in developing countries, and has renewed this commitment in the Three-Year Programming and Guidance Document of Italian Cooperation for the period 2024-2026.

The Italian Agency for Development Cooperation (AICS) has always required Italian companies to follow the UN Global Compact and the Kampala Principles when working with other companies. These principles are also mentioned in the Three-Year Programming Document. The Agency has always supported and encouraged partnerships in projects run by and/or awarded to cooperation entities. Notably, the results of the most recent Call for Proposals - the most significant in financial terms (€180 million) - highlight that the NGOs and local authorities proposing projects included a profit partner in at least 40 percent of cases.

*Gender equality*

A glossary of terms related to gender equality and the empowerment of women and girls has been developed by AICS. The glossary, available in English, French, Arabic and Spanish, was created to help AICS staff and partners strengthen their gender-related expertise (<https://www.aics.gov.it/wp-content/uploads/>). In addition, a Gender Analysis Manual has been prepared (adopted with Determination No. 2510/2023) and translated into English, French and Spanish. Every year, AICS prepares its contribution to the so-called "Gender Budget" of the General State Accounting Office (Law No. 196/2009; Ministry of Economy and Finance - MEF Circular No. 20/2022), published by the General State Accounting Office (General State Accounting Office - Ministry of Economy and Finance - Gender Budget 2023). AICS also produces a report on activities carried out to promote gender equality. This report, translated into English and published on the Agency's institutional website, includes a dedicated section on projects helping women and the private sector gain greater control over their financial resources. In total, 24 new contributions to gender equality were made in 2023, amounting to more than €56 million, which is almost per cent of the total approved as donations that year. More broadly, the Italian Development Cooperation approved projects with a Significant Gender Marker (G1), focused on gender equality and the empowerment of women, girls, and children. These projects will receive a total of around €661 million, which is over 69 per cent of the approved donations. This means that projects with a main objective or significant components related to gender equality represent 75 per cent of the total approved donations in 2023. Finally, AICS supports the specialised training courses to raise awareness among partners about gender equality and the empowerment of women. A training course was held on 25 November 2024, targeting local authorities, civil society organisations and the private sector.

*Disability*

All projects receiving AICS funding must follow the 2018 Guidelines on Disability and Social Inclusion. These guidelines were adopted to support compliance with the UN Convention on the Rights of Persons with Disabilities and to promote awareness, information and training activities, with the direct involvement of persons with disabilities in project planning.

A study of data collected via the AICS Disability Marker shows that the total funding for disability-related projects involving businesses as main stakeholders amounts €80,000 (0.4 per cent of all disability sector payments). The planning, implementation and monitoring of AICS-funded initiatives must comply with the 2018 Guidelines on Disability and Social Inclusion and with the international standards set by the UN Convention and the 2020 Organisation for Economic Co-operation and Development - Development Assistance Committee (OECD-DAC) Guidelines. Table 8 shows the amount of AICS funding allocated for disability in favour of stakeholders provided for by Law No. 125/2014, both for ordinary and emergency channels, while Figure 3 presents how disability funds are distributed by stakeholders via the ordinary channel only.

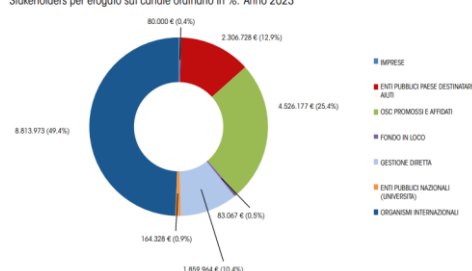
**TABELLA 8**

Stakeholders per erogato dedicato alla disabilità in Euro. Anno 2023

Stakeholders	Totali
IMPRESE	80.000
ENTI PUBBLICI NAZIONALI	164.329
ENTI PUBBLICI PAESI DESTINATARI DEGLI AIUTI	2.306.729
OSC (progetti promossi e affidati)	7.703.988
GESTIONE DIRETTA incluso Fondo in loco	19.559.584
ORGANISMI INTERNAZIONALI	13.938.973
	43.753.602

**FIGURA 3**

Stakeholders per erogato sul canale ordinario in %, Anno 2023



## 8. Continue to implement the provisions contained in the Second Disability Action Programme, with particular reference to line 5 "Labour and Employment" and to provisions concerning the definition of support measures and a system of incentives for first and second level bargaining over flexibility, part-time work and work-life balance for persons with disabilities or serious and chronic progressive illnesses or caregivers of persons with serious disabilities.

*Stakeholder: Presidency of the Council of Ministers – Department for Policies for Persons with Disabilities*

The National Observatory on the Condition of Persons with Disabilities is currently preparing a Three-Year Plan of Action for persons with disabilities, in consultation with relevant central authorities, Regions and local authorities. The Plan will cover seven areas of intervention: 1. Ensuring access to sports and other activities for all; 2. Health and wellbeing; 3. Labour market inclusion for persons with disabilities; 4. Education, universities and training; 5. Life projects; 6. International cooperation; 7. Monitoring systems for disability-related policies.

At the legislative level, the Ministries for Disability and Labour and Social Policies have announced a government bill on the recognition and protection of family caregivers.

## 9. Promote the employment inclusion of persons with disabilities with attention to persons with disabilities with more severe disabling conditions.

*Stakeholder: Presidency of the Council of Ministers – Department for Policies for Persons with Disabilities*

In 2023, a new law was approved to encourage employers to hire people with disabilities, complemented by the creation of a dedicated fund with an over €6 million allocation. The fund aims to improve professional skills of young people with disabilities under the age of 35 in production and entrepreneurial initiatives run by third sector organisations, voluntary organisations, social promotion associations, and non-profit organisations.

The measure includes a one-off payment of €12,000 for each person hired, and €1,000 per month for each person hired, from the date of recruitment until 30 September 2024.

## 10. Consolidate respect for the fundamental rights of people with disabilities in line with international conventional standards in relation to access to and quality of hospital care



**through the promotion and dissemination of the "Charter of Rights of People with Disabilities in Hospital" created by the Coop. Sociale Onlus Spes contra Spem in 2010.**

*Stakeholder: Presidency of the Council of Ministers – Department for Policies for Persons with Disabilities; UNICEF Italy*

With particular regard to the rights of children and adolescents with disabilities, UNICEF Italy - in accordance with art. 2 and art. 23 of the UN Convention on the Rights of the Child - CRC (the latter one of which recognises the right to a full and decent life, in conditions that ensure their dignity, foster their autonomy and facilitate their active participation in community life) - has translated General Comment No. 9 of the UN Committee on the Rights of the Child, which is dedicated to the rights of children and adolescents with disabilities. This document reinforces efforts to achieve the goals enshrined in the CRC by promoting concrete actions, particularly with regard to the following general implementation measures: legislation, action plans, data and statistics, resources, coordinating bodies; disability focal points, international cooperation and technical assistance, and independent monitoring. Actions in these areas are provided for in the National Action Plan for the Child Guarantee.

**11. Promote in a strengthened way women's leadership and women's empowerment in the business sector, through an effective implementation of Law No. 120/2011, and to strengthen measures to prevent gender discrimination in the workplace - depending on the better implementation of Law No. 4 of 15 January 2021 of ratification of the International Labour Organization Convention No. 190 on the Elimination of Violence and Harassment in the Workplace. To this complex end, further actions will be promoted to: i) certify equality for companies through the definition of a simple, fast, streamlined and objective tool that measures the situation of staff according to different factors (recruitment, remuneration, career development), capable of stimulating change and having an impact on the entire productive and social system; ii) assess the gender impact (ex-ante and ex-post) in all business processes, in particular with regard to corporate restructuring processes (relevant for safeguarding gender balance in the post-Covid phase); (iii) to promote transparency measures provided for in current legislation on compliance with gender equality rules by companies and public bodies.**

*Stakeholder: Presidency of the Council of Ministers - Department for Equal Opportunities*

Among the key tools of the National Recovery and Resilience Plan (PNRR) to support female empowerment, is the gender certification system. This encourages Italian companies to adopt policies to reduce gaps hindering women professional growth. It is part of PNRR Mission 5 - Inclusion and Cohesion, and is regulated by Law No. 162/2021 (Griabudo Law), which amended Legislative Decree No. 198 (Equal Opportunities Code), and by Law of 30 December 2021, Art. 1, para. 145-147.

The gender certification system monitors and assesses companies in relation to these areas: Culture and strategy; Governance; Human resources processes; Women growth and inclusion; Equal pay; Parental protection and work-life balance. Certification is issued by approved certification bodies in line with the UNI/PdR 125:2022 reference practice, published on 16 March 2022 by UNI, the Italian standardisation body. Gender equality certification is voluntary and, under company request, valid for three years and subject to annual monitoring. Assistance is available for small, medium and micro-sized enterprises. To date 5,277 organisations across Italy have received certification. These include companies of all sizes (13 per cent micro, 38 per cent small, 36 per cent medium, and 13 per cent large). Certified organisations operate in sectors such as construction (24 per cent); professional, scientific and technical activities (15 per cent); manufacturing (15 per cent); and rental, travel agencies, business support services (11 per cent). Certified companies benefit from partial exemption from employers' social security contributions and are eligible for bonus points in public funding and tender application. Under the Public Contracts Code, certified companies can obtain a 20 per cent reduction in the surety bond required to participate in tenders.

**12. Consolidate AGCOM's monitoring action on gender issues within the information sector and in particular the press profession.**

*Stakeholder: Ministry of Foreign Affairs and International Cooperation – Inter-ministerial Committee for Human Rights*

Monitoring indicators for social pluralism, used to calculate the speaking time allocated to different social actors in news broadcasting programmes, provide a measure of how various social, political, and cultural needs are addressed. In the Italian Communications Regulatory Authority (AGCOM) 2024 Annual Report, an important finding is the increase in airtime for women from 16.1 per cent in 2022 to 32.8 per cent in 2024. This reflects the presence of two female leaders at the helm of the government and the opposition.

**13. Consolidate the commitment made at the national level with respect to international standards, in particular the Protocol relating to ILO Convention on Forced Labour of 2014 and Recommendation CM/Rec(2016)3 (monitoring) adopted by the Committee of Ministers of the Council of Europe with reference to business and human rights.**

*Stakeholder: Ministry of Foreign Affairs and International Cooperation – Inter-ministerial Committee for Human Rights in collaboration with other competent administrations*

On 23 October 2023, Italy ratified the International Labour Organization (ILO) Protocol relating to Convention No. 29 on forced and compulsory labour, adopted on 11 June 2014 in Geneva. The Protocol seeks to strengthen actions to full implementation of the Convention, aiming to eliminate all forms of forced and compulsory labour, including newer forms such as human trafficking and exploitation of migrant workers. It also ensures that victims are protected and have access to compensation. The Italian National Labour Inspectorate (INL) is committed to protecting migrants, who are particularly vulnerable to labour exploitation, illegal recruitment, forced labour and trafficking. Measures implemented by local task force include awareness campaigns, and collaboration with International Organization for Migration (IOM) cultural mediators to build trust between the inspectors and exploited workers. A person-centred approach is prioritised, focusing on human rights promotion, and victim protection and care, prevention of re-victimisation, reintegration into society, and access to employment opportunities.

**14. Update the information on the current legislative framework to combat illegal work and labour exploitation in the agricultural, construction, manufacturing and service sectors.**

*Stakeholders: Ministry of Labour and Social Policies; Ministry of Agriculture, Food Sovereignty and Forestry*

The Ministry of Labour and Social Policies has initiated a preliminary assessment to implement Directive (EU) 2024/2831, adopted on 23 October 2024, on improving working conditions on digital platforms. Digital platforms are increasingly prominent in today's economy, growing fast and broadly used, with many workers regularly employed under such model and subject to platform control. However, they often lack rights and protecting measures afforded to traditional employees: minimum wage, regulated working hours, occupational health and safety, equal pay, paid holidays, access to accidents, unemployment, and sickness benefits.

The Ministry of Agriculture, Food Sovereignty and Forestry is pursuing several new measures to combat illegal hiring. These include labour flow planning and improved efficiency, transparency, and availability of labour supply-demand services in agriculture. All actions are aligned with Legislative Decree No. 145/2024, aimed at countering worker exploitation and enhancing victim reporting mechanisms.

**15. Conduct a systematic review of the legislative system in accordance with international standards on Due Diligence of companies.**

*Stakeholder: Ministry of Enterprises and Made in Italy*

The Ministry of Enterprises and Made in Italy is collaborating with the Ministry of Finance to revise the Corporate Sustainability Due Diligence EU Directive (CS3D) through working meetings and stakeholder consultations, such as industry and trade associations. The aim is to evaluate the impact on industry and ensure that the rules are fair and understandable, and strike a balance between

protecting human rights and the environment, while ensuring competitiveness of European enterprises.

**16. Further promote an effective implementation of Legislative Decree No. 254/2016 implementing Directive (EU) 2014/95 on the disclosure of non-financial and diversity information by large companies and groups of companies, including through a benchmarking exercise carried out on a sample of companies and aimed at analysing the effective inclusion of the human rights dimension in non-financial reports published by companies and supervised by CONSOB, including in relation to diversity and gender.**

*Stakeholder: Ministry of Foreign Affairs and International Cooperation – Inter-ministerial Committee for Human Rights*

Through Executive Determination No. 115/2024, a list was released of entities that published the non-financial statements between 1 January and 25 September 2024 for the financial year beginning on or after 1 January 2023. An additional list was published via Executive Resolution No. 127/2025 for disclosures made between 1 January and 31 December 2024 (<https://www.consob.it/web/area-pubblica/soggetti-che-hanno-pubblicato-la-dnf#:~:text=Il%20decreto%20legislativo%20n.,definiti%20nel%20decreto%20legislativo%20n.>). Furthermore, the National Commission for Companies and the Stock Exchange (*Commissione Nazionale per le Società e la Borsa* – CONSOB) by resolution No. 23484/2025, established parameters under Art. 6 of the regulation adopted by resolution No. 20267/2018 to support selective controls, on 2024 non-financial statements.

**17. With regard to key actions to be implemented in the context of environmental policies, the following ones are provided: - encourage the reduction of single-use plastic consumption towards systems based on the use of reusable products; - encourage repair, sharing and exchange of used goods; - encourage the development, emergence and consolidation of business models based on the “Product as a Service” (Paas) model, so as to promote the design, manufacture and use of products that are resource-efficient, durable, decomposable, repairable, reusable and upgradeable, as well as the use of materials obtained from waste; - reduce waste, including through the recovery for social purposes of products (food and non-food) in surplus on the market or with characteristics unsuitable to be placed on the market; - strengthen the role of prevention and reuse within extended producer responsibility schemes, in particular by establishing a regulatory framework that allows a share of resources to be used to support waste reduction initiatives and to encourage prevention or production decrease; - promote cultural transformation by training, communicating and raising awareness on change needed and tools available.**

*Stakeholder: Ministry of the Environment and Energy Security*

The National Strategy for the Circular Economy, published on 24 June 2022, is a reform under Mission 2, Component 1, of the National Recovery and Resilience Plan (PNRR). It outlines actions, objectives and measures to ensure effective policy implementation that respects circular economy principles, with eco-design as a priority. Specifically, the strategy includes actions to make products lifespan, enhance ease of repair and reuse, and enforce more sustainable production and consumption practices. The Ecodesign Working Group has been established within the Ministry of Environment and Energy Security to facilitate the optimal implementation of the Ecodesign Regulation (EU Regulation No. 2024/1781).

In this context, the National Action Plan on Sustainable Consumption and Production is also worth mentioning. A public consultation will be launched on the draft plan, which will be shared with relevant ministries. The plan identifies diverse methods for product creation and use, including sharing economy models and product as a service framework. These integrated approaches address sustainability, aiming to encourage:- Close material production-consumption cycles;

- Eliminate waste (e.g., food waste);
- Reduce waste generation;
- Promote sustainable and conscious consumption and lifestyles;
- Foster equitable resource distribution;
- Respect the dignity of labour;

- Promote new relationships between economic entities, based on reciprocity and cooperation. In this regard, new environmental technologies and ideas, eco-friendly product designs, sustainable finance mechanisms, and tools such as environmental labelling, and environmentally responsible purchasing will be developed. This will be coupled with innovation in organisations, society and cultural practices, shared responsibility, the protection of labour rights.

**19. Among the measures identified in the 2021 programme and in the 2020-2022 multi-year programme, to be adopted to remove obstacles to full effectiveness of environmental certification and management systems within the activities of the Sections of the competent Committee, more directly the Ecolabel Section, engaged in the process started at European level on the issue of "sustainable finance" (COM 2018/97 "Action Plan to finance sustainable growth"), with the participation of central Administrations (Ministry of Economy and Finance, Ministry of Economic Development, Ministry of Health and ISPRA), the following measures are promoted: - allocation of resources for the implementation of interventions to develop EU Ecolabel and EMAS schemes; - realization of information events, addressed to potential users and stakeholders (companies, consumer associations, public administration, etc.); - realization of meetings with local actors in order to make users aware of added value of certifications; - involvement of public administration, both at local and central level, in order to identify specific training, information and regulatory tools to encourage the dissemination of EU Ecolabel and EMAS systems; - commitment, through collaboration with competent ministries, to enhance the use of the two certification systems within the initiatives over Circular Economy and the New Green Deal.**

*Stakeholder: Ministry of the Environment and Energy Security*

The 2008 Action Plan for the environmental sustainability of public administration consumption introduced the Minimum Environmental Criteria (CAMs) as mandatory environmental rules to be applied at every stage of by public procurement. The National Research Council (CNR) has been tasked with assessing the compliance with CAMs in seven market sectors: detergents, textiles, laundry services, interior furnishings, construction and building maintenance services, cleaning services, and catering services. Data confirm full compliance with CAMs, which have since been developed for additional services, supplies and works regulated under the Public Contracts Code.

The 21 CAMs currently in force include: interior furnishings, street furniture, incontinence aids, work footwear and leather accessories, paper, cartridges, construction, public lighting (service), public lighting (design), lighting, heating and cooling for buildings, road infrastructure, industrial washing and rental of textiles and mattresses, cleaning and sanitising, urban waste management, mass catering, refreshment and vending machines, energy services for buildings, printers, textiles, vehicles, and public green spaces (<https://www.mase.gov.it/pagina/cam-vigenti>).

While CAMs primarily focus on the environment, they incorporate ESG (Environmental, Social, and Governance) criteria, promoting worker protection, responsible supply chain, and social inclusion.

Two important environmental management systems for companies are in place in Italy:

1) The EU Ecolabel (Reg. (EC) 66/2010) implemented at the national level to encourage companies to produce environmentally friendly goods and services, and to provide consumers with scientifically accurate, non-misleading information on the products impact. The label is certified by an independent body - the Committee for Ecolabelling and Eco-auditing - which collaborates with the Italian Institute for Environmental Protection and Research (ISPRA) under Ministerial Decree No. 413/1995.

Criteria for label eligibility are defined both for producers and suppliers. The label is awarded biennially to compliant companies. As of January 2025, 16,500 products and services in Italy have been awarded the EU Ecolabel. Among the 99,000 certified products in Europe, 99 per cent are Italian. 515 out of 2,983 licences have been granted to Italian enterprises.

2) The EU Eco-Management and Audit Scheme, or Eco-Management and Audit Scheme - EMAS (Reg. (EC) 1221/2009), is a voluntary system enabling organisations to enhance their environmental performance. The Committee for Ecolabelling and Eco-auditing develops annual and multi-annual awareness and action programmes. As of 30 June 2024, 1,164 Italian organisations were EMAS-certified.



In terms of environmental certifications, the “Made Green in Italy” scheme is a voluntary programme to evaluate and communicate the environmental impact of products. Based on Law No. 221/2015, the Ministry of the Environment and Energy Security oversees the scheme using the Product Environmental Footprint (PEF) methodology. It aims to promote environmentally sustainable Made in Italy products certified both for their production impact and their alignment with Italy’s manufacturing excellence. As of April 2025, 31 certifications have been issued.

**21. Reaffirm as a priority the elimination of all forms of exploitation of child labour in Italy and with reference to the economic activities of Italian companies abroad, as provided for by the relevant ILO Conventions; to this end, encourage the dissemination among companies of initiatives aimed at increasing attention on impacts of business activities on children's rights and on the need for the inclusion of adequate remedies and mitigation measures as per the risk of violation of such rights. The inclusion of children's rights in business practices includes: the provision of "family friendly policies" designed to support workers in their role as parents/caregivers (smart working, paid parental leave, social protection and adequate wages for all); the introduction of measures to monitor the presence of minors in the workplace; the adoption of Child Safeguarding Policies/Codes of Conduct to foresee, report and take charge of potential risk situations for minors who come into contact with the company; the provision of security guarantees for digital environment (data protection, access to age-appropriate content, privacy protection)**

*Stakeholder: Ministry of Foreign Affairs and International Cooperation – Inter-ministerial Committee for Human Rights; UNICEF Italy*

The integration of family-friendly policies into company practices has a positive impact on the well-being of children and adolescents under the age of 18, as highlighted by UNICEF Italy, which emphasises the importance of the first thousand days of life and mental health. The private sector plays a key role in promoting children's well-being by supporting responsive care for parents and caregivers in the workplace. To this end, UNICEF Italy's Family Friendly Workplace Initiative aims to engage private sector partners in fostering a shift towards family-friendly policies and in recognising their role in the broader community. It encourages co-responsibility for education and care at a community level. The initiative aims to provide adequate support for the growth and development of children, adolescents, and families. It seeks to foster a social and cultural transformation to ensure their rights and well-being.

In relation to the exploitation of child labour, in June 2022 UNICEF Italy set up the Observatory for the prevention of health damage from child labour. Its aim is to broaden the culture of prevention and ensure constant attention to adolescents in the workplace. It focuses on countering exploitation and securing legality, through studies, analyses and proposals addressed by competent institutions. As part of this activity, the 1st and 2nd statistical reports "Child labour in Italy: risks, injuries and safety in the workplace" were drawn up in 2023 and 2024. These were edited by the "Laboratory of Public Health for the analysis of Community Health Needs" of the Department of Medicine, Surgery and Dentistry - "Salerno Medical School"- University of Salerno. Both reports were presented at the UNICEF OFFICINE to facilitate in-depth discussion with various stakeholders, with the aim of ensuring that special attention is paid to underage workers, and promoting the spread of a culture of prevention. The growing number of workers under the age of 18 requires an assessment that addresses both concrete risks minors face at work and the need to implement training for young workers. This also involves educating children and employers on risks and safety.

In compliance with art. 32 of the UN Convention on the Rights of the Child, UNICEF Italy, in collaboration with the University of Salerno, has drawn up a specific and detailed Risk Assessment Document for child labour. This document could be adopted as part of a comprehensive strategy to promote workplace safety and a culture of prevention.

**25. With regard to the OECD Guidelines and National Contact Point, Italy undertakes to: i) consolidate the promotion of compliance with the UNGPs by companies operating abroad, through an information tool for the diplomatic/consular network, in collaboration with the**



**Ministry of Foreign Affairs and International Cooperation; ii) implement the OECD Guidelines through their promotion among companies with particular regard to human rights dimension, and consolidate the constant dialogue with companies, trade unions, NGOs.**

*Stakeholder: Ministry of Enterprises and Made in Italy*

The National Contact Point (NCP) is a body established within the Ministry of Enterprises and Made in Italy with the task of promoting the “Guidelines for Multinational Enterprises” (Guidelines). The Guidelines are a voluntary standard of responsible conduct, developed by the Organisation for Economic Co-operation and Development (OECD) and addressed to multinational enterprises and all other businesses operating in the international market. They aim to guide operations towards a responsible business conduct in the global market, integrating environmental and social sustainability into business models and mitigating the risk of negative impacts.

During the period 2024-2025, a series of activities and initiatives were carried out involving the NCP, its Committee members and stakeholders to promote the OECD Guidelines. On 22 October 2024, an event was held in Rome to present the new OECD Guidelines and the work of the NCP. During the event the recommendations jointly addressed by governments to multinational enterprises were analysed. These covered human rights areas such as labour rights, due diligence, the environment, corruption, consumer interests, information disclosure, science and technology, competition, and taxation. On 8 November 2024, some NCP members lectured at the seventh edition of the Master's Degree in Sustainability in Law, Finance and Management (SiLFiM) at the University of Milan-Bicocca. They gave a lecture on the structure and functions of the OECD NCP and facilitated a workshop organised into working groups on the management of specific instances. On 9 December 2024, the 2023 update of the OECD Guidelines for Responsible Business Conduct was presented at the Technical Coordination Meeting of the Economic Development Committee. On 1 April 2025, the Assoholding association organised the streaming Webinar “OECD Guidelines and Sustainable Development”.

## **26. Promote the dissemination of EU and international Due Diligence standards to businesses.**

*Stakeholder: Ministry of Enterprises and Made in Italy*

In the 2023 update of the Organisation for Economic Co-operation and Development (OECD) Guidelines on Responsible Business Conduct for Multinational Enterprises, several changes were introduced - compared to the 2011 update – to address the urgent social, environmental and technological priorities facing companies. These include several aspects relating to due diligence standards. Specifically, due diligence requirements have been introduced in relation to the development, financing, sale, licensing, trade and use of technology, including the collection and use of data. Moreover, recommendations have been made to enterprises on how to exercise due diligence regarding the impacts and business relationships arising from the use of their products and services. Recommendations on due diligence have also been extended to all forms of corruption. The due diligence recommendations in the updated OECD Guidelines and the activity of the National Contact Point were illustrated during the presentation event in Rome, on 22 October 2024, and at the Technical Coordination Meeting of the Economic Development Committee on 9 December 2024.

**27. Directly involve businesses - companies and associations, also at the local level - in order to define the best ways to communicate and disseminate expectations on human rights in line with the NAP.**

**28. Develop guidelines for companies (with particular regard to SMEs) and guidance tools related to different productive sectors, in line with the activity aimed at disseminating guidance tools developed by the OECD, the European Union and other international organizations (IOM).**

**29. Promote and encourage multi-stakeholder initiatives involving large as well as small and medium-sized companies in order to facilitate the exchange of information and good practices on business and human rights, moving from a general mapping over companies endorsing the UNGPs and operating in accordance with international standards.**

*Stakeholders: Ministry of Enterprises and Made in Italy; Ministry of Foreign Affairs and International Cooperation – Inter-ministerial Committee for Human Rights*

27. The National Contact Point (NCP) at the Ministry of Enterprises and Made in Italy convenes the Multistakeholder Committee annually to define, together with companies, stakeholders and institutions the best strategies to promote the Organisation for Economic Co-operation and Development (OECD) Guidelines on Responsible Business Conduct for Multinational Enterprises.

28. The Ministry, jointly with the Ministry of Agriculture, Food Sovereignty and Forestry, participates in the OECD-FAO Group of Experts responsible for compiling, adopting and implementing the OECD-FAO Guidance for Responsible Agricultural Supply Chains. This includes their translation into Italian and the creation of a dedicated platform to improve information exchange among agro-food companies.

29. The Ministry of Enterprises and Made in Italy is committed to promoting the competitiveness and resilience of the Italian entrepreneurial system. This includes participation in key international forums, such as the SME Envoy Network - an advisory body of the European Commission dedicated to the protection and support of European Small and Medium Enterprises (SMEs) - and several thematic committees of the OECD in Paris.

Italy plays a particularly important role in the OECD's "Digital for SMEs" initiative, chaired by the Vice-Minister. This initiative aims to promote the responsible digital transformation of SMEs. Also of significance is the position of "SME Envoy" for Italy, currently held by P. Casalino, Director General for Industrial Policy, Industrial Conversion and Crisis, Innovation, SMEs and Made in Italy, who represents and promotes the interests of Italian SMEs at EU institutions. In these contexts, the Ministry's objective is twofold:

- To represent the voice of Italian companies, especially SMEs, in key international fora to safeguard their interests;

- To share good practices with other Member States.

On 1 October 2024, the SME Envoys Network met in Brussels. The opening debate addressed the activities carried out by the network during the year and the priorities for action in 2025. The Italian delegation took part in the meeting, presenting Italy's priorities and the Ministry's European mandate. In particular, an approach was proposed to prioritise Micro Small and Medium Enterprises (MSMEs) within a new, holistic and pragmatic industrial strategy for EU competitiveness. The proposal included the integration of MSMEs in all major legislative acts expected in the new mandate, the revision of the EU directives on public procurement to include quotas for MSMEs, and the promotion of "Made in Europe". Furthermore, a proposal was made to include a financing instrument tailored to the needs of SMEs in the next multiannual financial framework (post-2027).

On 18 November 2024, the SME Envoy meeting took place at the Hungarian Parliament in Budapest, in conjunction with the SME Assembly. The meeting was an opportunity to analyse Hungary's SME policies. Moreover, the policy priorities for SMEs from the new Commission were outlined. This included support to the 35 per cent reduction in administrative burdens goal, along with calls for concrete measures to achieve this target and for a more rational and effective application of the SME Test and SME Impact Assessment. The central focus of the SME Envoy meeting was the debate on the 2025 Strategy for the Single Market. During this session, The Italian delegation and SME Envoy, delivered remarks, providing insights into the role of the SME Envoy network and the use of existing instruments to strengthen the Single Market. He concluded with a call for clearer and simpler rules to ensure that SMEs can play a leading role in public procurement. He also emphasised the need to prioritise goods and services Made in Europe.

### **31. Promote the culture of respect for human rights by businesses through analysis and cooperation with the academia, research bodies, think-tanks.**

*Stakeholders: Ministry of Foreign Affairs and International Cooperation – Inter-ministerial Committee for Human Rights; Italian Agency for Development Cooperation*

The Italian Agency for Development Cooperation (AICS) promotes training sessions aimed at both its own staff and AICS partners – including Civil Society Organizations (CSOs), local authorities, academia, and for-profit partners – on human rights. These focus particularly on the dissemination of the Guidelines on Childhood and Adolescence, Disability, and Gender Equality.

These training sessions aim to raise awareness on human rights among the organisations implementing projects financed with AICS funds in partner countries.

In this regard, hybrid event on “Violence against women, gender equality mainstreaming, and women's empowerment in development and humanitarian action”, was held on 25 November 2024.

**32. Participate in relevant OECD, European Union and other international initiatives on sustainable supply chains, human rights and Due Diligence.**

*Stakeholders: Ministry of Enterprises and Made in Italy; Ministry of Foreign Affairs and International Cooperation, Ministry of Foreign Affairs and International Cooperation-Inter-ministerial Committee for Human Rights*

The Ministry of Enterprises and Made in Italy takes part to the Organisation for Economic Co-operation and Development (OECD) Investment Committee and the OECD Working Party on Responsible Business Conduct and has been involved in the Team Europe Initiative “Sustainability in Global Value Chains” since 2023.

**33. Promote the OECD document "COVID-19 and Responsible Business Conduct", in line with Italy's adherence to the Joint Statement in support of the full development of NCP skills, the Business at OECD (BIAC), OECD Watch and TUAC) and the call launched in May 2020 for the implementation of the OECD Guidelines for Multinational Companies.**

*Stakeholder: Ministry of Enterprises and Made in Italy*

This action is intended to share with companies the adoption of a Responsible Business Conduct approach, also making the Organisation for Economic Co-operation and Development (OECD) documents available on the National Contact Point (NCP) section in the Ministry of Enterprises and Made in Italy website.

**Italy undertakes to carry out the following activities, ensured through coordination between the Inter-ministerial Committee for Human Rights and ANAC for:**

**34. through new mechanisms of monitoring and recognition of business activities, provide for an analysis of the Due Diligence of public or state-controlled companies, including non-financial reporting;**

**35. continuing the promotion and protection of human rights, with a proactive role of the Inter-ministerial Committee for Human Rights, in correlation with the priority lines introduced in the framework of the PNRR and the SNSVS, including - among others - issues such as anti-corruption, non-financial information disclosure, supply chain, environmental issues, decent work and non-discrimination in favour of competing companies in public calls for tender and within contracts stipulated with companies for the purchase of goods and services, with particular regard to (i) Italian companies operating abroad; (ii) Italian companies using foreign suppliers; (iii) foreign companies;**

**36. promote the use of distributed ledger technologies, such as blockchain, to facilitate the traceability of products and services along global supply chains, including at sectoral level and in coordination with International Organizations.**

**37. Fully implement Regulation (EU) 2017/821 establishing supply chain Due Diligence obligations for Union importers of tin, tantalum and tungsten, their ores, and gold, originating in conflict or high-risk areas.**

*Stakeholders: Ministry of Foreign Affairs and International Cooperation – Inter-ministerial Committee for Human Rights; Ministry of Enterprises and Made in Italy*

36. The Ministry of Enterprises and Made in Italy is committed to raising awareness and supporting enterprises, especially Small and Medium-sized Enterprises (SMEs), in the responsible management of global supply chains. Special attention is given to supply chains in the textile-clothing sector. In this context, the Ministry participates to the UNECE United Nations Centre for Trade Facilitation and Electronic Business (UN/CEFACT) multi-stakeholder initiative project, “Traceability for Sustainable Garment and Footwear” (Subgroup No. 1 on Policy Recommendations of the Textile Traceability Project and Subgroup No. 4: Pilots & Capacity-Building). Two main outcomes have been produced:

- “Recommendation No. 46: Enhancing Traceability and Transparency of Sustainable Value Chains in the Garment and Footwear Sector” (19 April 2021): addressed to policymakers and decision-

makers in both public and private sector, it promotes due diligence, sustainability and circularity across the supply chains. It provides an overview of internationally agreed practices for harmonised data collection to track materials, products and processes along the whole value-chain;

- A “Call to Action for Traceability, Transparency, Sustainability and Circularity of Value Chains in the Garment and Footwear Sector” (April 2021): provides a mechanism for monitoring the implementation of recommended measures and facilitates the exchange of good practices and lessons learned.

The National Contact Point (NCP) at the Ministry of Enterprises and Made in Italy promotes the outcomes of the project in the textile sector. It also regularly emphasises the importance of using distributed ledger technologies, such as blockchain, to facilitate the traceability of products and services, particularly in sustainable supply chains.

In compliance with the Made in Italy Law No. 206/2023 and Interministerial Decree of 8 August 2024, the Ministry of Enterprises and Made in Italy has established key terms and procedures for access to subsidies and related investments. A total of €15 million is available to enhance the ecological and digital transition of enterprises in the textile, fashion and accessories sector. Subsidies to enterprises are granted as non-repayable contribution, up to a maximum of 50 per cent of eligible expenses and a maximum limit of €60,000. Eligible services include:

- Training activities for company employees;
- Implementation of enabling technologies aimed at enhancing business processes or developing innovative products (including cloud computing big data and analytics, artificial intelligence, blockchain, advanced and collaborative robotics, additive manufacturing and 3D printing, Internet of Things, augmented reality, advanced manufacturing solutions, digital platforms for sharing skills, digital traceability systems across the production chain);
- Environmental sustainability certifications, Life Cycle Assessment (LCA) analysis services.

37. The Ministry of Enterprises and Made in Italy has been designated as the National Competent Authority (NCA3TG) responsible for the effective and uniform application of the EU Regulation providing for Due Diligence obligations in the supply chain for Union importers of ores and metals (tin, tantalum, tungsten and gold – T3G) originating from conflict-affected or high-risk areas (Regulation (EU) 2017/821). The NCA3TG also provides guidance to Union importers to ensure compliance with regulatory requirements and respect for human rights. This aim to support development conflict- affected countries or high-risk areas where importers operate. In addition, the Authority conducts ex-post controls on importers covered by Regulation (EU) 2017/821 to verify the correct implementation of obligations.

The Regulation was implemented through the Legislative Decree No. 13/2021 and the Directorial Decree of 17 March 2022. The Legislative Decree is entitled “Implementation of the delegated authority to adapt national legislation Regulation (EU) 2017/821 of the European Parliament and of the Council of 17 May 2017 imposing Due Diligence obligations in the supply chain on Union importers of tin, tantalum and tungsten, their ores, and gold, originating from conflict-affected or high-risk areas”. The Directorial Decree of 17 March 2022 is entitled “Operational procedures for the performance of ex-post controls” under Articles 3, 4, 5, 6, 7, 11, 12 and 13 of Regulation (EU) 2017/821 and Articles 5 to 7 of Legislative Decree No. 13/2021.

These regulations have been followed by:

- in 2023, the submission of the “Annual Report on the Application of Regulation (EU) 2017/821” to the EC DG Trade, as required by Art. 17(1);
- in 2023, processing by the Authority of the data submitted by the Customs and Monopolies Agency on imports of minerals and metals (3TG) in 2022 by importers with Italian Economic Operators Registration and Identification (EORI) code, in order to define the 2023 ex post controls programme in accordance with importers’ obligations under the Regulation;
- in 2023, the Authority’s participation in a study commissioned by EU DG Trade to evaluate the effectiveness and functioning of the Regulation, under Art. 27 (“Reporting and Review”).
- in addition to specialised training for those conducting ex-post controls, a digital event was held on 29 October 2024 by the Ministry of Enterprises and Made in Italy titled "Due Diligence obligations in the 3TG minerals and metals supply chain - Activities and initiatives of the National Competent Authority for the application of reg. (EU) 2017/821". This was aimed primarily at 3TG industry associations and institutional stakeholders. During the event, national efforts were

emphasized, completed activities (such as preparation of the web platform control management, staff selection and training, control programme design, annual EU reporting), as well as those still underway. Engagement with European and international fora, compliance monitoring of 3TGs importers with the Regulation and national law, and institutional and participatory activities by the Authority were also discussed.

**38. Further promote awareness of the OECD Guides on Due Diligence for Companies Operating in Weak Governance Zones (the "Risk Awareness Tool for Multinational Companies in Weak Governance Zones" and the "Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas").**

*Stakeholder: Ministry of Enterprises and Made in Italy*

On 17 February 2023, the first official meeting of the Critical Raw Materials Technical Working Group was established by the Interministerial Decree of 15 September 2022. During the meeting, several priorities were identified at both national and European levels. These included the development of specific skills, the establishment of a dedicated European investment fund, and the restructuring of supply chains through partnerships. The aim was to foster, inter alia, the adoption of advanced environmental standards, also in exporting countries.

On 9 November 2023, the conference “Sustainable and Secure Supply of Critical Raw Materials - European and National Initiatives” was held as part of Ecomondo 2023, at the Rimini Trade Fair. The event focused on the impact that the shortage of critical raw materials (CRMs) - indispensable resources for a wide range of strategic sectors, including those related to the ecological and digital transition, space and defence industries - could have on the measures required to meet the objectives of the Green Deal.

On 8 November 2024, an episode of “Il Podcast di Assonime” dedicated to the European Regulation on Conflict Minerals and its relationship with the most recent EU measures establishing due diligence obligations in international trade was published on the digital platform Spotify.

In December 2024, the “Video-pillole divulgative” initiative was launched in the form of 12 informative videos, produced by ECC, on the contents of Regulation (EU) 2017/821 and Legislative Decree No. 13/2021. The main objective of the initiative is to inform importing companies, in particular Small and Medium-sized Enterprises (SMEs), about the regulation, its implications, relevant terminology, and available tools for managing the due diligence process, as well as the main requirements and obligations to be fulfilled.

**39. Include respect for human rights by businesses through specific projects designed and developed through the Italian Agency for Development Cooperation in areas of armed conflict (or high risk) that include awareness raising and capacity-development activities.**

*Stakeholder: Italian Agency for Development Cooperation*

The Italian Agency for Development Cooperation (AICS) involves the national and local private for-profit sector in its activities for sustainable and inclusive development.

Within the framework of the Private Sector Development (PSD), it supports the private sector growth in partner countries. This is based on the principles of free competition, respect for workers' rights, and environmental protection. This is a necessary requirement not only for sustainable and inclusive economic growth, but also for the affirmation of democratic, participatory and anti-discriminatory principles. Meanwhile the Private Sector Engagement (PSE) aims to encourage Italian and European enterprises to invest in partner countries, to create new ideas, growth and value. It seeks to secure fair and sustainable and inclusive development in the Italian Development Cooperation areas of operation.

More broadly, the Italian Agency for Development Cooperation works globally to ensure access to decent work, especially vulnerable or disadvantaged persons, migrant workers, persons with disabilities and informal economy workers. This global approach targets partner countries workers across the national markets supply chains (textiles, leather, and food), involving governments, social partners, civil society, businesses and local communities. To this end, the Agency supports initiatives promoting the creation of decent work, strengthen managerial capacities, and improve technical skills. These initiatives add value to local Small and Medium-sized Enterprises (SMEs), encourage businesses and workers to formalise their activities, and enhance access to credit.



**41. Confirm Italy's commitment to microfinance initiatives that favour and support local entrepreneurship in development cooperation partner countries.**

*Stakeholder: Italian Agency for Development Cooperation*

Italian Development Cooperation is a key player in development finance, transitioning from microfinance, as a first step into the financial system for people in the most vulnerable situations, being helped to become entrepreneurs. Microcredit is a valuable tool for promoting local development, especially for female entrepreneurs. The well-known slogan “no women, no growth” is used for this purpose: micro-credit allows women, who often face difficulties in accessing credit, to reach their full potential. Establishing micro-credit systems at the local level specifically for women not only improves the income of the families in disadvantaged communities, but also addresses social factors, such as exclusion and discrimination.

**46. Strengthen support, at international and European level, for the promotion and inclusion of social and environmental sustainability clauses in international and trade and investment treaties.**

*Stakeholders: Ministry of Enterprises and Made in Italy; Ministry of Foreign Affairs and International Cooperation*

The Ministry of Enterprises and Made in Italy is committed to upholding social responsibility and sustainability clauses in international treaties. It also supports the quality of foreign direct investments and just transition within the Organisation for Economic Co-operation and Development (OECD) Investment Committee.

**47. Promote the use of distributed ledger technologies such as blockchain to facilitate the traceability of products and services, including at the sectoral level and in coordination with international organizations.**

**48. Disseminate principles adopted in relation to emerging technologies such as artificial intelligence for human rights compliance with a Due Diligence approach.**

*Stakeholder: Ministry of Foreign Affairs and International Cooperation*

The Italian Institute for Artificial Intelligence in Industry (in Italian, Istituto Italiano per l'Intelligenza Artificiale nell'Industria, AI4I) was established in 2024 by the Italian Government to conduct transformative, application-oriented research in Artificial Intelligence, contributing to innovation, industrial transformation, and economic growth.

With a firm institutional commitment and long-term national funding, AI4I aims to rapidly grow into the leading national AI centre, shaping the research and development agenda for AI in Italy and in Europe. To this end, AI4I will build on an on-premise HPC cluster and on the Leonardo HPC system (CINECA).

The key aim of AI4I is to attract and empower a new generation of AI leaders in research and innovation. This will be achieved thanks to competitive and incentive-based compensation schemes. AI4I relies on public participation and contribution to operate at the intersection of science and industry, with a strong focus on manufacturing, automotive, and aerospace sectors. Its institutional mission is to accelerate the technological transformation in the field of AI and provide cutting-edge services and solutions that benefit the Italian industrial system, from Small and Medium-sized Enterprises (SMEs) to large enterprises.

Additionally, the Future Artificial Intelligence Research (FAIR) Foundation was established as part of the actions included in the implementation framework of the National Recovery and Resilience Plan. The Foundation is the implementing entity and single point of contact (“hub”) with the financing entity. It was specifically established for the implementation, coordination and management of the “Extended Partnership” related to the thematic area 1 - Artificial Intelligence: Foundation Aspects envisaged by the Italian Ministry of University and Research (MUR) Call for Proposals no. 341 of 15/03/2022.

In other words, FAIR is a public-private foundation whose main objective is to implement, coordinate and manage the “Future Artificial Intelligence Research” project, funded by MUR with a budget of €114.5 million, which represents the largest funding to date in Italy on this topic.

FAIR brings together the largest Italian research organisations and industries involved in artificial intelligence. More specifically, the partnership includes 14 universities spread across the country, 4 institutions/research centres, 7 large enterprises, and a further 100 national enterprises and public administration bodies, which endorsed the FAIR project. This network of scientific and productive excellence involves up to 500 researchers throughout Italy over the three years of the National Recovery and Resilience Plan (PNRR)-funded project. The project is organised on a model including a general coordinating hub and ten thematic spokes, acting as catalysts both for foundational research and for the development of innovative technologies and new artificial intelligence services, promoting collaboration between the scientific network and industrial partners.

In accordance with:

- the European Commission's Coordinated Plan on Artificial Intelligence (launched in 2018 and revised in April 2021), aiming to strengthen Europe's leading position in the development of human-centred, sustainable, secure, inclusive and trusted AI;
- the National Strategic Programme on AI (2022-2024), released by the Italian government in November 2021;
- the Italian Strategy for Artificial Intelligence 2024-2026, released by the Italian government in April 2024;
- Area of Intervention 4 of the Italian PNRR (2021- 2027).

FAIR has the ambition to contribute to addressing the research questions, methodologies, models, technologies and also the ethical and legal frameworks necessary to build AI systems able to interact and collaborate with humans. These system will be able to perceive and act within evolving contexts, be aware of their limitations, adapt to new situations, understand the boundaries of security and trust, and be attentive to the environmental and social impact related to their implementation and use.

Using a holistic and multidisciplinary approach, FAIR aims to conduct a thorough review of the AI foundations of AI, hand in hand with the investigation of the new forms of AI social impact. Depending on the course the AI-driven revolution, it will either enhance our ability to make more informed choices or reduce it; expand human experience or replace it; create new forms of human activity or reduce existing jobs; help distribute wealth more equitably or increase the concentration of power and wealth in the hands of the few; strengthen democracy or undermine it; help combat climate change or increase emissions. FAIR researchers aim to make AI part of the solution to global social, economic, health and environmental challenges, rather than part of the problem. FAIR therefore aims to promote cutting-edge research in AI to make Italy a global hub of research and innovation. It seeks also to reduce fragmentation of AI research, create human-centred, reliable and sustainable AI, promote AI-based innovation and AI technology development, and create, retain, and attract AI talent to Italy.

**50. Contribute, through exchange with governments and social partners, to good practices and common strategies to support the application of Due Diligence mechanisms in the debate on "Decent Work in the Global Supply Chain" promoted by ILO.**

*Stakeholder: Ministry of Labour and Social Policies*

Global supply chains are critical to the global economy and international trade, as enterprises are increasingly operating across borders. Multinational enterprises are the main drivers of global supply chains, and small and medium-sized enterprises (SMEs) are also essential actors.

Supply chains worldwide are complex, varied and unconnected. They entail opportunities and risks, especially for workers' conditions and business environments. For these reasons – and in order to make supply chains more reliable, especially in the most important regions and sectors, and to support companies in rebuilding and reorganising their value chains – the International Labour Organization (ILO) Strategy on Decent Work in Supply Chains should be a reference document for the 2028–2031 four-year period.

**51. In the framework of the monitoring action foreseen in the present NAP, the following priorities are established: (i) undertake an up-to-date mapping of the national legal framework on corporate responsibility for human rights, any available remedies, and**

**subsequently develop practical guidance; (ii) identify any gaps or barriers that prevent or render less than fully effective access to judicial remedies for victims of business-related abuse, especially with respect to extra-territorial violations, including on the basis of the relationship between primary and subsidiary companies; (iii) reconsider the introduction of legislative measures or the reform of those currently in force to strengthen access to an effective remedy in the fields of civil, criminal and administrative law.**

*Stakeholders: Ministry of Foreign Affairs and International Cooperation; Ministry of Justice*

Legislative Decree No. 12 January 2019 has translated into domestic legislation EU Directive 2019/1023, which provides enterprises with new and more effective tools to solve temporary economic and financial problems. These tools include negotiated crisis resolution, early warning systems for insolvency, and the specialisation of judicial and pre-judicial bodies. Debt relief is a way to help businesses to restart their activity, in compliance with clear regulations now in force and with the highest level of protection – in any case against unfair dismissal (as provided for, respectively, by Art. 41 of the Italian Constitution and Art. 2087 of the Italian Civil Code) - in particular in relation to their specific conditions (e.g. parenthood, persons with disabilities).

**52. As part of the overall reform of the judicial system, raise awareness of: (i) remedies against the excessive length of civil proceedings; (ii) measures to strengthen specialized courts for companies, including by extending their jurisdiction to actions for consumer protection, unfair competition, misleading advertising; (iii) introduction of criminal law provisions against economic crimes, including those committed abroad.**

*Stakeholder: Ministry of Justice*

On 28 February 2023, amendments to civil proceedings came into force to make the proceeding more efficient and to improve the management of alternative dispute resolution, as well as family matters. Legislative Decree No. 28/2023, transposing EU Directive 2020/1828 on representative actions to protect the collective interests of consumers, also came into force.

Legislative Decree No. 216/2024 introduces additional provisions to Legislative Decree No. 149/2022. These measures are aimed at enhancing efficiency and reducing the duration of proceedings specifically in the area of mediation and assisted negotiation.

As for criminal matters:

- Legislative Decree No. 195/2021 strengthens the fight against money laundering through criminal law, expanding the range of offences related to such crimes;
- Legislative Decree No. 203/2023 amended the legislative framework in compliance with EU Regulation 2018/1805, which concerns the recognition of freezing and confiscation measures across different countries;
- Decree-Law No. 19/2024 converted, with amendments, into Law No. 56/2024, introduced a new offence of fraudulent transfer of values;
- Law No. 90/2024 introduced new rules to strengthen national cybersecurity and systems for combating cybercrime;
- On 5 November 2024, a new law was approved, updating certain rules on tax crimes and the related penalties.

**53. Design and implement, with the assistance of the Inter-ministerial Committee for Human Rights, training courses for judges and lawyers of business and human rights, including through the collaboration of the National Forensic Council and third parties with expertise in the field.**

*Stakeholders: Ministry of Foreign Affairs and International Cooperation - Inter-ministerial Committee for Human Rights; Ministry of Justice*

The President of the Inter-ministerial Committee for Human Rights (CIDU) has actively participated as a speaker in many seminars, forums, meetings, and university training courses on business and human rights, such as the Business and Human Rights Summer School.

With regard to university training, several initiatives have been carried out throughout the national territory concerning companies and non-profit organisations. These initiatives follow a multidisciplinary approach, encompassing research and development, innovation, human capital,

and social responsibility projects. Moreover, relevant data are available on the courses held at the High School for the Judiciary from 2023 to 2025. These courses focused on human rights in relation to migration and trafficking, climate justice, and corporate insolvency.

**54. Ensure an adequate level of resources dedicated to legal aid, and ensure access to free legal aid also for non-resident foreign nationals, in particular for irregular migrants who are victims of crimes committed by criminal organizations, such as trafficking in human beings, and enable them to report such crimes regardless of their status.**

*Stakeholder: Ministry of Justice*

Legal aid is granted to citizens who cannot afford the cost of their defence in legal proceedings. It is granted to foreign nationals and stateless persons in criminal cases, and to foreigners legally residing in Italy in civil, criminal, accounting, tax cases. Furthermore, legal aid is also available for non-profit organisations or associations that do not conduct business activities. Specific provisions apply to children from another country who are involved in legal proceedings in any capacity. They have the right to be informed of the possibility to appoint a trusted lawyer, a court-appointed guardian or the person responsible for their care. This is in accordance with Art. 3, para. 1, of Law No. 184/1983, as amended. The child is also entitled to free legal aid at the State's expense, at every stage and level of the proceedings, in line with current legislation.

Victims may receive legal aid regardless of income in cases involving legal action for domestic abuse, female genital mutilation, sexual violence, stalking, and when these crimes are committed against children. Examples include child slavery, child prostitution, child pornography, tourism linked with child prostitution, human trafficking, purchase and sale of slaves, the corruption of minors and solicitation.

**In line with operational instruments already described in the first NAP, and which are still in force, provide for the following actions concerning non-judicial mechanisms for denouncing human rights violations by companies:**

**55. The introduction of the issue of human rights violations by companies in the mandate of the Independent National Commission on Human Rights**

*Stakeholder: Ministry of Foreign Affairs and International Cooperation - Inter-ministerial Committee for Human Rights*

As for the establishment of a national human rights institution, the following legislative proposals are currently under discussion in the present parliamentary term:

- Draft Law AC426, introduced in October 2022, on the establishment of a national commission for the promotion and the protection of fundamental human rights;
- Bill AS303, presented in November 2022, on the establishment of a national authority for the protection of personal data and human rights, through the assignment of the role of independent national institution for the protection and promotion of human rights to the Data Protection Authority;
- Draft constitutional law AC 580, introduced in November 2022, on the establishment of a national authority for human rights;
- Bill AS424, introduced in December 2022, on the establishment of a national commission for promotion and protection of fundamental human rights;
- Bill AS505, introduced in January 2023, on provisions for assigning the National Data Protection Authority the tasks of an independent national institution for the protection and promotion of human rights.

Discussions on these proposals are ongoing within the Parliament.

**56. Renewed and broader information, especially for stakeholders as victims, of the mechanism of "Specific Instances" to the NCP, in relation to alleged human rights violations by companies;**

*Stakeholder: Ministry of Enterprises and Made in Italy*

Transparency is a general guiding principle of the National Contact Point (NCP). Upon receiving an application, the NCP announces it publicly, and also the procedure outcome is always made

available to the public. The NCP primarily disseminates information through its official websites. The NCP also keeps the Organisation for Economic Co-operation and Development (OECD) informed about the progress of applications, and this information is published on the OECD's website and database. However, it is important to strike a balance between transparency and confidentiality. This balance fosters trust in the process and promotes effective implementation. In fact, when publishing information on its website, and if circumstances so require, the NCP preserves the anonymity of the applicant and the parties involved. Moreover, during and after the procedure, the NCP, the parties and all other persons involved are bound to maintain the confidentiality of the process. This includes refraining from disclosing documents, facts, arguments and other information shared by the parties, in order to safeguard the confidentiality of those involved.

The following petitions are currently listed as open on the NPC's website:

- "Association Italy-Burma Together/Company textile-clothing sector", filed on 26 April 2023;
- "Various Associations/Energy Sector Company", filed on 13 October 2023;
- "Association Italy-Burma Together/Company steel sector", filed on 19 December 2023;
- "Individual/Individual/Transport Company", filed on 20 February 2025.

All of these applications are currently under assessment. In addition, in 2023, the application "Association/Shipbuilding Company" was concluded. With regard to support for other NCPs, on 14 April 2023 the application "Hungarian NGO/Banking Company" was submitted to several NCPs and, by mutual agreement, assigned primarily to the competence of the Hungarian NCP.



## LIST OF ABBREVIATIONS

<b>3TG</b>	Tin, Tantalum, Tungsten, and Gold (minerals/metals)
<b>AC</b>	Assegnazione alla Camera (Italian Chamber of Deputies draft bill prefix)
<b>AGCOM</b>	Autorità per le Garanzie nelle Comunicazioni (Italian Communications Regulatory Authority)
<b>AI</b>	Artificial Intelligence
<b>AI4I</b>	Artificial Intelligence for Industry
<b>AICS</b>	Agenzia Italiana per la Cooperazione allo Sviluppo (Italian Agency for Development Cooperation)
<b>ANAC</b>	National Anti-Corruption Authority (Autorità Nazionale Anticorruzione)
<b>ANPAL</b>	Agenzia Nazionale Politiche Attive del Lavoro (Italian National Agency for Active Labour Policies)
<b>AS</b>	Assegnazione al Senato (Italian Senate draft bill prefix)
<b>BHR</b>	Business and Human Rights
<b>BIAC</b>	Business and Industry Advisory Committee to the OECD
<b>CAM / CAMs</b>	Criteri Ambientali Minimi (Minimum Environmental Criteria)
<b>CIDU</b>	Comitato Interministeriale per i Diritti Umani (Inter-ministerial Committee for Human Rights)
<b>CINECA</b>	(Not expanded in the text; it's Italy's Interuniversity Consortium for Advanced Computing)
<b>CJEU</b>	Court of Justice of the European Union (inferred from context; mentioned via legislative references to EU regulations)
<b>CM/Rec(2016)3</b>	Recommendation of the Committee of Ministers of the Council of Europe, adopted in 2016
<b>CNR</b>	Consiglio Nazionale delle Ricerche (National Research Council)
<b>CoESPU</b>	Centre of Excellence for Stability Police Units
<b>CONSOB</b>	Commissione Nazionale per le Società e la Borsa (National Commission for Companies and the Stock Exchange)
<b>CS3D</b>	Corporate Sustainability Due Diligence Directive
<b>CSOs</b>	Civil Society Organizations
<b>DG Trade</b>	Directorate-General for Trade (European Commission)
<b>DNF</b>	Dichiarazione Non Finanziaria (Non-Financial Statement)
<b>EC</b>	European Commission
<b>ECC</b>	European Consumer Centre (inferred from context as the producer of awareness-raising videos; please confirm if this is a different entity)
<b>EMAS</b>	Eco-Management and Audit Scheme
<b>ENAC</b>	Ente Nazionale per l'Aviazione Civile (National Civil Aviation Authority)
<b>EORI</b>	Economic Operators Registration and Identification (code for customs)
<b>ESG</b>	Environmental, Social, and Governance
<b>EU</b>	European Union
<b>FAIR</b>	Future Artificial Intelligence Research
<b>FAO</b>	Food and Agriculture Organization (of the United Nations)
<b>FILE.</b>	Filiera Legale (Legal Supply Chain) project
<b>GLIDU</b>	(Not expanded in the text, referred to as the coordinating body for BHR issues)
<b>GRETA</b>	Group of Experts on Action against Trafficking in Human Beings (Council of Europe)
<b>HPC</b>	High-Performance Computing

<b>HUB</b>	(Generic use; denotes a central coordinating entity)
<b>ICQRF</b>	Ispettorato Centrale della tutela della Qualità e Repressione Frodi dei prodotti agroalimentari (Central Inspectorate for the Protection of Quality and Fraud Repression of Agri-Food Products)
<b>ILO</b>	International Labour Organization
<b>INAIL</b>	Istituto Nazionale Assicurazione contro gli Infortuni sul Lavoro (National Institute for Insurance against Accidents at Work)
<b>INL</b>	Ispettorato Nazionale del Lavoro (Italian National Labour Inspectorate)
<b>IOM</b>	International Organization for Migration
<b>ISMEA</b>	Istituto di Servizi per il Mercato Agricolo Alimentare (Institute of Services for the Agri-Food Market)
<b>ISPRA</b>	Istituto Superiore per la Protezione e la Ricerca Ambientale (Italian Institute for Environmental Protection and Research)
<b>LGBTIQ+</b>	Lesbian, Gay, Bisexual, Transgender, Intersex, Queer/Questioning, and others
<b>MEF</b>	Ministero dell'Economia e delle Finanze (Ministry of Economy and Finance)
<b>MSMEs</b>	Micro, Small, and Medium Enterprises
<b>MUR</b>	Ministry of University and Research
<b>NAP</b>	National Action Plan
<b>NAP-BHR</b>	National Action Plan on Business and Human Rights
<b>NCA3TG</b>	National Competent Authority for 3TG Minerals (Italy's designated authority for Regulation (EU) 2017/821)
<b>NCP</b>	National Contact Point
<b>NGO</b>	Non-Governmental Organization
<b>OECD</b>	Organisation for Economic Co-operation and Development
<b>OECD-DAC</b>	Organisation for Economic Co-operation and Development - Development Assistance Committee
<b>OSCE</b>	Organization for Security and Co-operation in Europe
<b>Paas</b>	Product as a Service
<b>PEF</b>	Product Environmental Footprint
<b>PNC</b>	Punto di Contatto Nazionale (Italian National Contact Point; used interchangeably with NCP)
<b>PNRR</b>	Piano Nazionale di Ripresa e Resilienza (National Recovery and Resilience Plan)
<b>PSD</b>	Private Sector Development (under AICS framework)
<b>PSE</b>	Private Sector Engagement (under AICS framework)
<b>RAI</b>	Radiotelevisione Italiana (Italian public broadcaster)
<b>RLAQ</b>	Rete del Lavoro Agricolo di Qualità (Network of Quality Agricultural Work)
<b>SiLFiM</b>	Sustainability in Law, Finance and Management (Master's Degree)
<b>SME</b>	Small and Medium-sized Enterprises
<b>SME Envoy Network</b>	Advisory body of the European Commission dedicated to SMEs
<b>SNSVS</b>	National Strategy for Sustainable Development (Strategia Nazionale per lo Sviluppo Sostenibile)
<b>SOPs</b>	Standard Operating Procedures
<b>SPOKEs</b>	(Not expanded; refers to thematic units in a HUB-and-spoke model)
<b>TUAC</b>	Trade Union Advisory Committee to the OECD
<b>UN</b>	United Nations
<b>UN/CEFACT</b>	United Nations Centre for Trade Facilitation and Electronic Business
<b>UNGPs</b>	United Nations Guiding Principles

**UNI**  
**UNI/PdR**

Ente Italiano di Normazione (Italian Standardisation Body)  
UNI/Prassi di Riferimento (UNI/Reference Practice)