

SAFE AT WORK – ULSS 9 SCALIGERA, Resolution No. 98 of 30/01/2026

“Active safety: integrated training for risk management and the management of foreign workers”

Simple rules for respect and safety on the farm

This guide is for everyone

Different people work on the farm:

- men and women
- Italian and foreign workers
- people who speak different languages

Everyone should feel:

- ☒ respected
- ☒ safe
- ☒ well treated

No one should fear:

- ☒ insults
- ☒ threats
- ☒ harassment
- ☒ discrimination

We respect one another on this farm

Everyone has the same rights.

It does not matter:

- which country they come from
- which language they speak
- what their religion is
- whether they are men or women

 Everyone deserves respect!

Where do these rules apply?

The rules apply:

-  in the fields
-  in greenhouses
-  in warehouses
-  in company vehicles
-  in company accommodation

The rules apply to everyone:

- workers
- team leaders
- managers
- external contractors

☒ What you MUST NOT do

Insults are prohibited

Do not use offensive or hurtful words.

- ☒ “You’re stupid”
- ☒ “Go back to your country”

Mocking others is prohibited

Do not make fun of someone’s:

- language,
- skin colour,
- religion,
- way of speaking,
- gender.

Touching someone without permission is prohibited

Do not engage in:

- ☒ unwanted hugs
- ☒ pushing
- ☒ unwanted touching

Threats are prohibited

No one may:

- ☒ shout to frighten someone
- ☒ intimidate others
- ☒ blackmail others

Deliberately isolating a colleague is prohibited

Do not deliberately leave someone alone or exclude them.

What you should do

Speak respectfully

Use kind and appropriate language.

Help your colleagues

Work together and help one another.

Respect differences

Everyone is different.

Diversity is a positive thing.

Speak up if there is a problem

If something wrong happens, it must be reported.

If there is a problem

If someone:

- is insulted
- is threatened
- is touched without consent
- is treated badly

they can ask for help.

How to ask for help

You can speak to:

 the manager

 the team leader/supervisor

You can also:

 submit a written report

 make an anonymous report

Anyone reporting a concern is protected

The company guarantees:

 confidentiality

 that you will be heard

 no retaliation against anyone who speaks up

Everyone has responsibilities

The employer

Must ensure:

 safety

 respect

 support for workers

Team leaders and managers

Must:

 monitor conduct

 act immediately if there is a problem

Workers

Must:

 respect colleagues

 work well together

 report problems