



Urbino Charter

FOR THE WELL-BEING OF WORKING PEOPLE

People's psychological and physical integrity is an absolute and inalienable right.

By prioritising an ethical approach to work, this Charter calls for a reflection on the unresolved problems linked to prevention, and sets out some values that are essential for an effective protection of health and safety, and for the well-being of working people.

Anyone who agrees with the principles set forth in this Charter is invited to accept and disseminate them.

- 1** Work, however it may be carried out, must be inspired by values such as safeguarding a person's life, their dignity, the free expression of their personality, and health and safety – intended as their physical, psychological, relational, social and organizational well-being.
- 2** People first, then work. Under no circumstances can the loss of life or health constitute a necessary sacrifice.
- 3** Ensuring the well-being of working people cannot be separated from an organized prevention system that is based on adequate company policies, and inspired by ethical, and not by financial principles alone.
- 4** Organising work can be done in a healthy and safe manner only if, since its inception, all the risks are constantly assessed, according to the best knowledge and experience available and adopting the necessary prevention and protection measures.
- 5** No injury to the health and safety of the working person is accidental or unavoidable. We mustn't give in to any risk.
- 6** Safety and well-being concern working people and not only the work environment. Some people fall ill and die at work and because of work.
- 7** Safety and well-being require training that will positively affect the way people behave at work. Only informed people can help manage an effective prevention system.
- 8** An effective organization of the prevention system requires the active and responsible participation of all the working people, thanks to a collaborative and inclusive approach that values everybody's contribution.
- 9** A participatory prevention system implies the effective involvement in the decision-making processes of the representatives of the working people.
- 10** Health and safety concern not only the working people, but the entire community, and require effective prevention policies set out by institutional and social players.



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