



## **COMPANY POLICY FOR SOCIAL RESPONSIBILITY**

The company considers the social aspect of the company and the responsibility that derives from it to be of great importance. For this reason, the commitment to social responsibility operates with a view to safeguarding the health and safety of workers. The company pursues both internally, both in its daily operations and in strategic perspective, the full realization of the requirements required by the SA 8000: 2014 standard (Social Accountability). The corporate value system is based on the conjugation of capital and work, ethics and fairness in behavior, solidarity between people, participation on an equal basis, commitment to the community and future generations, the tradition of experiences and history, tolerance and respect. A system that is implicitly social and that today requires not a renewal, but a strengthening, with methods that improve its diffusion and involvement. In consideration of these aspects, the company intends to support human values and adopt "socially responsible" behaviors, managing its business correctly and attentive to the expectations of all interested parties. The primary objective is to obtain complete and continuous customer satisfaction, the only way to entrepreneurial success and the development of its activities. This development must however take place in a sustainable way, so that, in addition to maintaining high quality standards and achieving adequate levels of personnel safety, environmental protection, respect for their dignity and freedom must also be taken into consideration. To pursue this objective, the commitment is aimed at the continuous improvement of all aspects related to Social Responsibility. The Management therefore intends to pursue a modern management of quality, the environment, workplace safety and social responsibility, aiming at an optimization of the resources and means used, in order to guarantee, towards all interested parties:



- Compliance with all applicable regulations regarding environmental protection (Legislative Decree 152/2006), safety in the workplace (Legislative Decree 81/2008), Privacy (European Privacy Regulation EU / 2016/679);**
- Full recognition of the principles contained in SA 8000: 2014;**
- Full recognition of the right to receive a decent wage for all workers by guaranteeing social protection for themselves and their families;**
- Constant commitment to comply with all the requirements of the SA8000: 2014 standard and all the agreements signed;**
- Constant commitment to comply with national laws and other applicable laws;**
- Respect for the principles contained in the ILO Conventions, in the Universal Declaration of Human Rights, in the United Nations Convention on the Rights of the Child and in the United Nations Convention to eliminate forms of discrimination against women;**
- The reduction, and if possible, the elimination of all risk factors related to the activities carried out;**
- The recognition of full freedom by preventing and pursuing any form of discrimination on the basis of territorial origin, ethnicity, class, national origin, religion, disability, sex, sexual orientation, union membership or political affiliation;**
- Full compliance with collective labor agreements and supplementary company agreements;**
- Freedom of participation and union organization without any discrimination;**
- The search for open and collaborative dialogue with stakeholders in mutual and full respect;**



To implement the Policy, the company constantly promotes and develops the following activities:

- Disseminate information at all levels;**
- Disseminate compliance with the principles of SA 8000: 2014 to all interested parties;**
- Promote the development of the professionalism of all staff taking into account the related skills, competences and inclinations, through continuous training, training and consultation;**
- Encourage the involvement of all staff in matters of quality, environment, safety, and social responsibility through the organization of training meetings and by activating and favoring open dialogue tools with company management;**
- Implement an SA 8000: 2014 Management System and keep it adequate according to the evolution of the market, the legislative framework and internal processes;**
- Qualify suppliers according to the principles of SA 8000: 2014;**
- Spread the mentality of continuous improvement at all levels.**

The management