

Aware of the importance of proposing and implementing a business model based on sustainability, the organisation has decided to obtain SA8000 certification to ensure ongoing compliance with customer requirements, applicable legislation and industry standards.

To this end, the Company Management undertakes to adhere to and comply with its policies and procedures:

- all requirements of the SA8000:2014 standard;
- the international standards and conventions and the relevant International Labour Organisation (ILO) Conventions referred to in the Standard;
- applicable national laws, industry regulations, contractual conditions and any other requirements voluntarily subscribed to and adopted.

Specifically, the social responsibility policy aims to:

- prohibit the use and support of child labour;
- prohibit the use and support of forced labour;
- ensure adequate, safe and healthy workplaces and implement measures to prevent accidents, injuries and occupational diseases;
- respect the right of workers to join trade unions;
- prohibit and not support any type of discrimination against staff on any grounds;
- not use or support disciplinary practices or verbal abuse that are contrary to respect for human dignity;
- comply with and respect the working hours established by law, national and local agreements and the applicable national collective agreement;
- remunerate employees in accordance with the provisions of the relevant national collective agreement;
- implement a qualification and monitoring process for Suppliers that also takes into account, as far as possible for the Company, compliance with the requirements of SA8000:2014;
- ensure that all staff receive adequate training on the SA8000 standard.

Management also undertakes:

- to allocate adequate resources to the implementation and improvement of the SA8000:2014 Management System;
- to inform various interested parties about the Social Responsibility Policy through appropriate communication channels and information activities;
- to involve interested parties,
- not to take any form of retaliation in the event that actions or behaviour by the Company that do not comply with the SA8000:2014 standard are reported.

The Company defines and maintains an internal and external communication plan to provide adequate and systematic information on the results of the management of its Social Responsibility System.

The policy represents the reference point and starting point for identifying objectives and improvement programmes. At specially convened meetings (at least once a year), the Management considers the validity of the Policy, assesses opportunities for improving company performance and defines improvement objectives.

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