

SA8000 Social Responsibility POLICY

SCATOLIFICIO E.M.A.R. Srl considers of great importance the social aspect of the undertaking and the resulting responsibilities.

For this, the company operates in the context of safeguarding the health and safety of workers and of social responsibility.

SCATOLIFICIO E.M.A.R. Srl pursues in its interior, both in their daily work in strategic perspective, the full realization of the requirements of the SA8000 standard (Social Accountability).

It is the firm conviction of our society the importance of proper and transparent management of its "human heritage" and raising awareness of Direction, suppliers, employees and external collaborators, to the respect of the principles of social responsibility established in SA8000 (Social Accountability), committing to:

- Do not use child or forced labour;
- Comply with national legislation, conventions and international recommendations, including the resolutions of international organizations such as the ILO – International Labour Organization and the UNO - United Nations Organization;
- Respect the freedom of Association and the right to collective labour contract;
- Combat all forms of discrimination and unequal treatment (in hiring, pay, access to training, career promotions) based on matters of race, nationality, religion, disability, sex, sexual preferences, trade union membership, political affiliation;
- Condemn all illegal behavior likely to come into conflict with the dignity or physical integrity and/or morals;
- Full and impartial application of the national collective labour contract for all employees and by paying on time remuneration established and shedding all of its contributions, assistance and insurance services;
- Guarantee the protection of maternity and paternity, and disadvantaged people;
- Promote and improve physical and mental well-being and safety of its employees and partners with both preventive remedial actions;
- Involve all suppliers of goods, services and activities and their commitment to social responsibility by complying with all the requirements of the reference standard;
- Develop and extend the processes of information, communication, education and training and promote dialogue with interested parties, to ensure efficient and effective implementation of the integrated system;

SCATOLIFICIO E.M.A.R. Srl believes that anything can contribute decisively to improving the conditions of management and human heritage and, for this purpose, undertakes to provide to all interested parties (employees, suppliers, customers, public opinion, trade unions, public authorities) a strong message aimed at knowledge, respect and application of the requirements of the SA8000 standard.

Serra de ' Conti, November 16, 2015

The Management