



SA8000 POLICY for Social Responsibility

We believe that the social aspect of the company and the responsibilities that come with it are of enormous importance.

For this reason, we operate with a view to safeguard of health and safety of workers, to commitment to social responsibility and we pursue internally, both in our daily operations and in a strategic perspective, the full implementation of the requirements of SA8000 Standard (Social Accountability).

It is the firm conviction of the Company Management the importance of a correct and transparent management of human assets and the awareness of suppliers, employees and external collaborators to comply with the law and principles of Social Responsibility, established in the SA8000 Standard (Social Accountability) and summarized in the company Code of Ethics.

In order to put these principles and values into practice, we pursue the following objectives on a daily basis:

- do not use child labour: the management of the recruitment process must ensure that **100% of workers continue to be of age;**
- do not use forced labour: continuous dialogue with workers and periodic review of personnel management procedures must allow us to affirm that **100% of workers are not subject to any constraint;**
- to comply with current national legislation, international conventions and recommendations, including the resolutions of international bodies such as the ILO - International Labour Organization and the UN - United Nations Organization: **to apply the CCNL to 100% of workers** by paying the established salary on time and paying all the relevant social security, welfare and insurance contributions; to obtain the results of bi-annual second- and third-party audits with **zero non-conformities;**
- to respect freedom of association and the right to collective bargaining;
- to fight all forms of discrimination and unequal treatment (during recruitment, in remuneration, in access to training, in career promotions) based on issues of ethnicity, nationality, religion, disability, gender, sexual preference, trade union membership, political affiliation: to reach a **number of working women equal to at least 30% of workers;**
- to condemn all illegal conduct that may conflict with dignity and/or physical or moral integrity;
- to sensitize workers to communicate to the members of the Social Performance Team or through their representatives the ideas and improvement actions they consider appropriate;



- to ensure the protection of maternity and paternity, as well as of disadvantaged people;
- to promote and improve the conditions of safety and physical and mental well-being of its employees with both preventive and corrective actions: **to measure periodically the evaluation of workers** on factors such as safety and healthiness of the workplace, working hours, salary level, interpersonal relationships at work, opportunities for growth, work-life balance;
- to involve workers so that all the above principles are respected and implemented during their stay in the company: organizing **at least one training meeting per year** or a **representative event** with all workers to disseminate these principles and illustrate the objectives achieved and/or to be achieved.

We are sure that all this can contribute decisively to improve the conditions for the management and enhancement of human assets and, to this end, we are committed to send all interested parties, employees, suppliers, customers, communities, trade unions, public authorities, a strong message aimed at knowing, respecting and applying the requirements of the SA8000 Standard.

Serra de' Conti, 20th March 2024

THE COMPANY MANAGEMENT