



Social Responsibility Policy

Aware of the importance of promoting and implementing a business model based on sustainability, the Organization maintains its Social Responsibility Management System certified in accordance with the SA8000 standard and is committed to its continual improvement.

To this end, the Management, with the support of the Social Performance Team, undertakes to comply with and ensure conformity of its policies and procedures with:

- all the requirements of the SA8000:2014 standard;
- the International Standards and Conventions and the International Labour Organization (ILO) Conventions referenced by the Standard;
- all applicable national laws, sector regulations, contractual obligations and any other voluntary requirements subscribed to by the Organization.

The Organization is committed to monitoring the evolution of the SA8000:2026 Standard and to planning, in a timely manner, the activities required for the transition, including the analysis of new requirements, the training of the functions involved, the self-assessment of the management system and, where necessary, the updating of company documentation.

In particular, the Social Responsibility Policy is aimed at:

- prohibiting and not supporting the use of child labour;
- prohibiting and not supporting the use of forced or compulsory labour;
- ensuring adequate, safe and healthy working conditions and implementing measures to prevent accidents, injuries and occupational illnesses;
- respecting workers' right to join trade unions and to bargain collectively;
- prohibiting and not supporting any form of discrimination against personnel on any grounds;
- prohibiting and not supporting disciplinary practices or verbal abuse contrary to respect for the dignity of individuals;
- complying with the laws, national and local regulations and applicable collective bargaining agreements regarding working hours;
- remunerating employees in accordance with the applicable National Collective Labour Agreement (CCNL);
- implementing supplier qualification processes that take into account, where feasible, compliance with the requirements of the SA8000:2014 Standard;
- ensuring that all personnel receive adequate training on the SA8000 Standard.

The Management also undertakes to:

- allocate adequate resources for the implementation and continual improvement of the SA8000:2014 Management System;
- communicate the Social Responsibility Policy to all interested parties through appropriate communication channels and awareness initiatives;
- involve the interested parties;
- refrain from any form of retaliation against individuals who report actions or behaviours that are not compliant with the SA8000:2014 Standard.

The Organization defines and maintains an internal and external communication plan to ensure appropriate dissemination of the results achieved through the proper implementation of the Social Responsibility Management System.

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02	27/02/2026	Annual update	Management
01	23/10/2025	Corrective action following the Stage 1 audit	Management
00	01/09/2024	First issue	Management
REV.	DATE	REASON	ISSUED BY

Revision status