

POLICY FOR SOCIAL RESPONSIBILITY

To ensure Social Responsibility the Company has defined the present policy with the aim of spreading it and share it with all interested parties.

In reference to the ETI code (Ethical Trading Initiative) which is based on the ILO (International Labor Organization) conventions, the Company is committed to:

- To comply with all the requirements set by the ETI code;
- To comply with national laws, all other applicable laws and other requirements to which the Company adheres, as well as to the provisions signed by the Company in compliance with international regulations, in particular to those mentioned in the reference code, and their interpretation;
- To guarantee the constant monitoring and improvement of its management system for social liability, defining specific improvement targets and verifying their achievement;
- To review this policy regularly for the purpose of continuous improvement, taking in consideration of changes in legislation, in the requirements of its own code of conduct and in others Company provisions.

The company ensures:

- The involvement of all personnel and of the company in the knowledge, implementation and compliance with the requirements of the ETI code, starting with respect for their freedom and dignity;
- The involvement of suppliers;
- To refrain from resorting to or supporting child labor and to supporting recovery actions, sustenance and protection of child laborers;
- To guarantee a healthy and safe working environment to the workers employed in their establishment;
- The commitment to guarantee the right of employees to collective bargaining and freedom of association;
- To refrain from practicing or supporting any form of discrimination;
- To refrain from resorting to or supporting the use of corporal punishment, mental or physical coercion, verbal violence;
- To strictly comply with the provisions of the C.C.N.L.;
- The commitment not to force personnel to contract debts with the Company.

This document is publicly available:

- Within the Company through exposure in an appropriate area;
- Upon request, to the Management, or its representative, of any interested party.

The Management of the Company
