

Esteemed
Supplier

Porto Marghera

01.10.2019

Esteemed Supplier; We wish to inform you that our company has initiated the process to certify its social responsibility management system with reference to the SA 8000:2014 voluntary standard.

SA 8000:2014 is the most internationally widespread standard concerning corporate social responsibility.

The choice to conform our business to requirements set by this standard stems from the desire to strengthen our role as an "Ethical" company within the economic and social context we operate in, with particular regards to respect of the human person and to correct conduct on the market.

Our Company commits to achieve and maintain over time the SA 8000:2014 social responsibility certification, in order to guarantee compliance with key requisites concerning the human and social rights of workers.

As concerns our system of relations with suppliers, the standard sets that companies should involve suppliers in their commitment to comply with the SA 8000:2014 requirements.

Our Company believes that activation and maintenance of interactions with commercial partners who share and intend to collaborate in relation to the topics addressed by SA 8000:2014 is of the utmost importance.

This is why we are listing the main points of the SA8000:2014 standard requirements, in regard to which we ask for your involvement and commitment:

1. **CHILD LABOR:** refusal of the use of child labor (workers younger than 15) and definition of remediation procedures to address situations involving such cases.
2. **FORCED LABOR:** all individuals employed by the company provide their services voluntarily and with no physical, moral or economic coercion by the company.
3. **HEALTH AND SAFETY:** guaranteeing a healthy and safe workplace for employees (both via adequate structures and thanks to ongoing information and training).
4. **FREEDOM OF ASSOCIATION AND RIGHT TO COLLECTIVE NEGOTIATION:** guaranteeing freedom of choice as pertains to membership in associations (e.g. trade unions), the possibility to organize meetings, the right to expect compliance with contents of the national collective bargaining agreement or other forms of negotiation used in the company.
5. **DISCRIMINATION:** committing to protect all individuals who are part of the company, preventing any form of discrimination against them based on race, social class, racial origins, religion, invalidity, gender, sexual orientation, trade union membership or political affiliation.
6. **DISCIPLINARY PROCEDURES:** refusal of all forms of mental or physical coercion, verbal violence, physical punishment.
7. **WORK HOURS:** compliance with currently effective laws and the correspondent national collective bargaining agreement.
8. **RETRIBUTION:** compliance with the currently effective national collective bargaining agreement and with applicable laws.

The Direction
Gianni Schiavon