



Porto Marghera, October 2019

OBJECT: SA8000:2014 ETHICAL CERTIFICATION

Zintek Srl hereby informs that the company has initiated the procedure to certify its social responsibility management system with reference to the SA 8000:2014 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 market demands.

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.

Zintek Srl believes that activation and maintenance of interactions with Clients and interested parties who share and intend to collaborate in relation to the topics addressed by SA 8000:2014 is of the utmost importance.

The Top Management of the Company therefore considers this social responsibility procedure to be a strategic choice and wishes to list hereunder the commitments in question, as defined by the aforementioned standard.

- child labor: the company refuses the use of child labor and aims to define remediation procedures to address situations involving such cases.

- forced labor: the company aims to ensure that all individuals employed by the company provide their services voluntarily and with no physical, moral or economic coercion by the company.
- Health and safety: the company aims to guarantee a healthy and safe workplace for employees.
- freedom of association and right to collective negotiations: the company guarantees 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.
- discrimination: the company strives 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.
- disciplinary procedures: the company refuses all forms of mental or physical coercion, verbal violence, physical punishment.
- work hours: the company complies with currently effective laws and the correspondent national collective bargaining agreement.
- retribution: the company complies with the currently effective national collective bargaining agreement and with applicable laws.

Thanking you for your kind attention, we send our very best regards.

The General Direction