

Social Responsibility Policy

Aware of the importance of proposing and implementing a competitive model based on the highest quality and efficiency in social terms, the organization has decided to certify itself according to the norm of the SA8000 to ensure in an ongoing manner compliance with the requirements of the principal, the applicable legislation and the reference standards of the sector.

To this end, the company's management is committed to adhering to and complying with its policies and procedures:

- To all requirements of the reference standard SA8000:2014;
- To the international standards and conventions of the International Labour Organisation (ILO) referenced by the Standard;
- Applicable national laws, industry regulations, contractual conditions and any other requirements voluntarily signed and adopted.

Specifically, the social responsibility policy is aimed at:

- Not to encourage, employ or support the use of child labour;
- Do not encourage, employ or support forced labour;
- Ensuring adequate, safe and healthy workplaces and implementing measures to prevent accidents, injuries and occupational diseases;
- Respect the right of workers to join trade unions;
- Do not carry out or support any kind of discrimination against staff under any conditions;
- Do not use or support disciplinary practices or verbal abuse against respect for the dignity of persons;
- Adapt and comply with the working time required by law, national and local agreements and the National Collective Agreement applied;
- Pay employees in compliance with the CCNL of their membership;
- Implement a qualification and monitoring process for suppliers that takes into account, as far as the possibilities of the company are, also compliance with the requirements of 8000:2014;
- Ensure adequate training for all staff on the standard.

The management shall also undertake:

- to allocate adequate resources to the implementation and improvement of the management system of SA8000:2014;
- To spread the social responsibility policy to the various carriers of interest, through appropriate channels of communication and informative activities;
- To involve stakeholders

-Not to carry out any form of retaliation in the event that the company's actions or behaviours are reported not complying with the norm SA8000:2014.

The company defines and maintains an internal and external communication plan to provide adequate and systematic information on the results of the management of its social responsibility system.

The policy is the point of reference and departure for the identification of the objectives and the programmes of improvement. During special meetings (at least once a year), the management considers the validity of the policy and assesses the opportunities for improving business performance and defines improvement objectives.

Endine Gaiano, 03/10/2017



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