



SOCIAL RESPONSABILITY POLICY

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Cooperativa Solidarietà Soc. Coop. Soc., as part of its system of economic and social relations, assumes the commitment to social responsibility, recognizing the foundation in the aim of improving the working conditions of their staff and with respect for their dignity and individual freedom.

The High Directorate aware of the role played in the relevant market, shall undertake to contribute to the gradual spread of the ethical and social values in a sphere of growing stakeholders.

In this sense Cooperativa Solidarietà:

- Consider your own staff as its main asset, it guarantees the rights and supports the professional and personal development;
- considers its suppliers trusted partner for the realization of the quality of its products and services and to achieve the objectives of social equity;
- It supports the dialogue with the trade unions in respect of the rights and of their personal will.

Consistent with this view, Cooperativa Solidarietà has adopted a Code of Ethics, which expresses the set of values and principles that the company has decided to adopt in carrying out its activities and in the relationship with all its stakeholders, and decided to give further substance to the commitments made by adopting an management system SA8000:2014® with it consistently, and will reinforce the fundamental values of social responsibility in the approach to the labor market and civil society in which it operates.

The management system SA8000:2014®, of which this policy is an expression, represents the operating Cooperativa Solidarietà general framework under which the organization is able to ensure full compliance of its performance on social responsibility with regard to requirements of the Standard.

The Directorate of Cooperativa Solidarietà therefore expresses its commitment to making effective and operates the Management System SA8000:2014® and continually improve its effectiveness. To this end the company's management is committed to comply and to align their policies and procedures:

- To all the requirements of the reference standard SA8000:2014®;
- the rules and conventions International and International Labour Organization Conventions (ILO) reference cited by the Standard;
- applicable national laws, with industry regulations, contract terms and to each other requirement voluntarily signed and adopted.

The specific commitments in respect of requirements SA8000:2014® are in summary:

- or favor, use or support the use of child labor;
- or favor, use or support forced labor;
- or ensure adequate workplace, safe and healthy, and implement measures to prevent accidents, injuries, occupational diseases;
- or respect the right of workers to join the trade unions;
- or not make or support any kind of discrimination against staff under any condition;



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- or do not use or support disciplinary practices and verbal abuse contrary to respect for the dignity of persons;
- or adapt and respect the working hours required by law, by the national and local agreements and national collective agreements applied;
- or pay employees in compliance with the CCNL of belonging;
- or implement a qualification process and monitoring of our suppliers, taking into account, as falling under the Company's option, even if the requirements of requirements SA8000:2014®;
- or ensure adequate training to all staff on the SA8000 standard.

The Department also agrees:

- allocate adequate resources to the implementation and improvement of the management system SA8000:2014®;
- spread the Social Responsibility Policy to the various stakeholders, through appropriate channels of communication and information activities;
- to involve stakeholders;
- not to implement any form of retaliation if they reported the Company's actions or behavior not conforming to the SA8000:2014®.

The Company establishes and maintains an internal and external communication plan to provide adequate and systematic information on the results of its Social Responsibility Management System.

The Management also periodically review the effectiveness of policy and the Management System SA8000:2014® through the Review of the system, at which to assess all opportunities to improve business performance and set improvement targets.

The following channels are active for the implementation of any reports from workers:

SGS Italia S.p.A.- MI e-mail sa8000@sgs.com; or to the accreditation body SAI: SAAS, 220 East 23rd Street, Suite 605 – New York, NY 10010 – USA (e-mail: saas@saasaccreditation.org – fax +212-684-1515)

Padova 27.08.2018

General Direction