

SOCIAL ACCOUNTABILITY POLICY

Management of the Salcef Group intends to nurture the professional growth of all employees in compliance with national and international law (ILO) and human rights (UNO) and requires all suppliers in the supply chain of its business to comply with these principles of social accountability, with specific reference to:

- respect of the liberty and dignity of employees, including the prevention of abuses;
- ban on child labour;
- ban on compulsory labour;
- compliance with health and safety regulations;
- respect for trade union and collective bargaining rights;
- ban on any form of discrimination, including exclusion or preference based on race, gender, age religion, political opinion, nationality and social class;
- compliance with current legislation regarding disciplinary measures, salary, hours of work and equal pay for men and women for the same work.

In order to implement the Social Accountability Policy, Management undertakes to:

- apply all the provisions of standard SA8000 and comply with current legislation, with the international instruments and their interpretation with regard to child labour, forced labour, health and safety, free association and collective bargaining, discrimination, disciplinary practices, working hours and compensation;
- define clearly and in a documented manner, the responsibilities and authority of their own staff;
- ensure that all staff receive appropriate training in the provisions of standard SA8000;
- define a system for monitoring the Social Accountability Management System performance and communicate the results both internally and to the other interested parties;
- review periodically the efficacy of the Social Accountability Management System for the purposes of continuous improvement;
- take the proper corrective measures after identifying the nonconformities;
- select and evaluate the suppliers on the basis of their ability to meet the requirements of standard SA8000.

In order to ensure that this policy is understood, implemented and supported at all company levels by all people working for the Salcef Group, Management has implemented the following initiatives:

- communication to staff and stakeholders of this policy;
- training all staff in Social Accountability Policy Management System.

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L'Amministratore Delegato
Valeriano Salciaccia



Translation from the Italian original which remains the definitive version.

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