

ADHERENCE TO THE PRINCIPLES OF SOCIAL RESPONSIBILITY (SA 8000)

With reference to the adhesion to the respect of the requirements of the SA 8000, Mr. GIANNI BAGGIO, in quality of legal representative/Employer of the writing company declares to share the importance to develop a socially responsible environment of job and to favor the professional growth of all the employees, in the respect of the national and supranational laws and the human rights.

For this purpose the company ISMEC SRL undertakes to respect and enforce, within its working environment and throughout the supply chain, the laws in force that govern the following requirements of the SA 8000 standard:

1. not to use or support the use of child labor (up to 15 years old) and to allow child labor (15 to 18 years old) only after verification of compliance with school obligations and in any case in compliance with national regulations;
2. neither encourage nor support "forced and compulsory labor" through coercion or threats, including psychological ones;
3. guarantee a safe and healthy workplace, preventing accidents at work and occupational diseases;
4. respect the right of workers to join trade unions and collective bargaining;
5. not discriminate in any way on the basis of race, sex, religion, etc.;
6. not use or support disciplinary practices, such as corporal punishment, physical or mental coercion, verbal abuse;
7. respect the ordinary and overtime working hours provided for by law and by national and local agreements;
8. pay employees in accordance with the national collective labor agreement and the company's supplementary agreement.

The Company also undertakes to offer its willingness to communicate data useful for monitoring the application of the requirements, in full compliance with current legislation on privacy.

Location: Belvedere di Tezze sul Brenta (VI)

Date: 10 /03 /2021

Management
