

The High Management has taken upon itself the commitment to operate consistently with the principles of ethical responsibility through transparent methods and systems aimed at detecting and meeting the expectations of key stakeholders: customers, suppliers and employees. The consistency of the Corporate Social Responsibility Policy with the company strategies in place is evaluated by the Management and periodically reviewed to verify its consistency with the corporate logic.

Adequacy shall be ensured by independent third party verifications.

- The Management has formally assumed responsibility for the following commitments:
- -comply with national, Community and international labour and labour laws, complying with the provisions of official documents and their interpretations;
- maintain over time the requirements of social responsibility and adapt to any new requirements required;
- provide all staff with adequate training and information on ethics and social responsibility;
- raising suppliers' awareness of the principles of social responsibility;
- carry out first-party audits to verify compliance with social requirements, and then take any necessary corrective and preventive actions;
- document and communicate to stakeholders the commitment to Corporate Social Responsibility through the preparation of the Social Report.

the organisation's commitment	
1.Child labour	Procedures have been foreseen and implemented to ensure that: <ul style="list-style-type: none"> - no employee under the age of 15 is employed; - knowledge of its ethical policy is disseminated to both workers and stakeholders - monitoring of our suppliers so as not to become complicit in the exploitation of child labour.
2.Forced labour	We do not require staff hired in any case deposits in cash or ID in the original. We do not make use of cameras or surveillance that implements forms of control over workers in the performance of their duties. We reject any form of coercion against staff.
3.Healthy and Safety	Ensuring safety at work is our duty, therefore: <ul style="list-style-type: none"> - we have complied with the requirements of occupational safety and health legislation; - we have appointed the Head of the Prevention and Protection Service; - we guarantee the possibility for workers to elect the Safety Workers' Representative; - we have planned the delivery of informative material to the new hires; - we provide regular training to all staff and information material;

	<ul style="list-style-type: none"> - we have supplied and provide personal protective equipment free of charge to all workers; we have appointed first responders; - we have appointed fire prevention officers; - we have a contractual relationship with qualified maintenance firms.
4. Freedom of Association and right to bargain	<p>We guarantee to all workers:</p> <ul style="list-style-type: none"> - respect for trade union rights; - the prevention of any form of discrimination against trade union members or representatives.
5.Discrimination	<p>Staff recruitment is based on competence, experience and education. Salaries are calculated on the basis of the tasks performed under the CCNL.</p> <p>Training and training are guaranteed to all; career advancements take place according to the abilities of the individual workers and the organizational needs of the company.</p> <p>Dismissals are made only in cases permitted by law.</p>
6.Disciplinary Procedures	<p>We reject all disciplinary practices not provided for by the CCNL and the WORKERS' STATUTE. If unavoidable, we only apply disciplinary sanctions as required by the CCNL, in order to maintain rules of fair conduct towards customers, colleagues and management.</p>
7.Working time	<p>We apply the working hours established by the CCNL:</p> <ul style="list-style-type: none"> -we pay extra for non-ordinary hours as required by the CCNL of category; -We guarantee the days of rest.
8.Remuneration	<p>We guarantee employees salaries corresponding to the CCNL of the sector.</p> <p>We regularly deliver the payslip with the description of the payroll component items.</p> <p>We provide advice for obtaining family allowances.</p> <p>We guarantee the correct management of all contractual forms employed (fixed time, apprenticeship).</p>

This policy is presented in a clear and visible way, in an appropriate and understandable form both in the workplace and on the company's website.

FORLÌ, 30/06/2022

Legal Representative