

POLICY STATEMENT

SA8000

The General Management and all the management of Boffetti S.p.A. recognize the right to respect for human rights as a central value in the corporate strategy. This ethical policy constitutes the basis of its operational and management strategies for the whole company.

Boffetti S.p.A. undertakes to work to ensure that its activities are of benefit to the parties involved in the company in full compliance with the provisions of the law and the provisions of the codes or regulations on safety and workers' rights.

Furthermore, it strives to ensure that the development of its activities is sustainable and compatible with the needs of protection and safety of workers and is oriented towards continuous improvement.

Therefore, the company undertakes in the field of social responsibility to comply with the requirements of the SA 8000: 2014 standard, specifically:

- ✓ In the management of the Management System for Social Responsibility, the Management is directly, continuously and permanently involved through the allocation of adequate resources for the implementation of the management system and the achievement of the planned objectives.
- ✓ In the implementation of the Social Responsibility Management System, the company has decided to comply with current legislation relating to the rules of Labour Law and the international standards referred to in SA 8000, which are kept under control through the updating of the rules of sector.
- ✓ The company staff at all levels is fully and consciously involved in the implementation of the Social Responsibility Management System, through the implementation of training plans and formalization of periodic meetings with staff.
- ✓ The relationship with suppliers is based on maximum collaboration in order to assess compliance with the fundamental requirements for the protection of workers through the periodic evaluation of the results of the surveys relating to the degree of employee satisfaction.
- ✓ The company ensures compliance with the reference standard SA 8000 and the mandatory regulations of the safety and rights of workers sector.
- ✓ The company makes this policy publicly available, which will be constantly kept active with annual review on the occasion of the management review, with posting on company premises and dissemination to all employees.

In particular, in relation to the adoption of the ethical management system, the company signs its commitment to:

- Do not use and do not encourage child labour;
- Do not resort to forced or compulsory labour of any kind;
- Respect the rules and laws on worker safety;
- Respect the right of all staff to join trade union organizations and trade associations;
- Do not engage in any kind of discrimination by avoiding differentiated treatment based on race, social class, national origin, birth, religion, disability, sex, sexual orientation, family responsibility, marital status, trade union membership, political opinions, age or any other condition that it could lead to discrimination;
- Do not apply disciplinary punishments, except those allowed by the collective labour agreement of your sector;
- Comply with the working hours established by the CCNL;
- Respect and encourage compliance with the minimum wage defined by collective bargaining agreements;
- Qualify and monitor suppliers in consideration of their importance and their compliance with the SA8000 standard.

To implement this program and to monitor the performance of the ethical management system, the organization annually prepares objectives that are assessed and reviewed during the Management Review

Therefore, all company personnel are required to make the utmost commitment to the implementation and compliance with all the procedures referred to and / or contained in the Social Responsibility Management System, as an essential foundation for the effectiveness of the system itself

The company management is committed to the dissemination and knowledge of the Ethics Policy at all levels of personnel and all interested parties involved.

Calusco D'Adda, 02/03/2022

General Manager Boffetti S.p.A.

Riva Carolina

