



# SA8000 POLICY

## Corporate Social Responsibility Policy

Cod. SA/05

rev. 0

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The Management of Arcasa SpA has decided to activate a Social Responsibility Management System in compliance with the SA8000 standard by defining and implementing a social policy that takes into account the needs of customers, its workers, its suppliers and all other stakeholders.

In particular, it undertakes to:

- Comply with all current national legislation and international conventions and recommendations including the resolutions of international bodies such as the ILO - International Labor Organization and the UN.
- Do not use child labor or forced labor
- Respect the freedom of association and the right to collective bargaining
- Countering all forms of discrimination and unequal treatment based on issues of race, nationality, religion, disability, sex, sexual preference, political or trade union membership
- Fully and impartially apply the National Collective Bargaining Agreement to all employees
- Promote and improve the safety conditions of all employees in the workplace
- Involve all suppliers of goods and services in their commitment to social responsibility by asking for compliance with all points of the reference standard
- Develop and extend training, information and communication processes and promote dialogue with interested parties.

The objectives that Arcasa SpA sets itself are the following:

- The satisfaction of the interested parties
- Respect for the commitments made
- Improving the image on the market

The Management of Arcasa undertakes to assign all the resources necessary for the achievement of the objectives defined in implementation of the Social Responsibility Policy also through the establishment of a permanent working group (SPT) with the task of monitoring compliance with the standard and suggesting actions to address the identified risks.

The Management, which recognizes the development of a social responsibility management system compliant with the SA8000 standard as a strategic choice, is committed to ensuring that the Social Responsibility Policy is disseminated and understood by all company personnel, who are fully involved in the path undertaken by the company, through periodic meetings, communications and training and information activities.

Borghetto di S. Martino di Lupari, 25/02/2021

Signed PRES .....