



POLICY FOR CORPORATE SOCIAL RESPONSIBILITY

Giovetti considers the social aspect of the company and the responsibility deriving from it to be of great importance; for this reason, the Company works with a view to safeguarding the health and safety of workers and its commitment to Social Responsibility.

Giovetti pursues the full realization of the requirements required by the Standard SA8000 (Social Accountability) within its own daily operations and in strategic perspective.

Our Company is firmly convinced of the importance of a correct and transparent management of its "human heritage" and the sensitization of Management, suppliers, employees and external collaborators, and compliance with the principles of Social Responsibility established in the SA8000 Standard (Social Accountability), committing to:

- ✿ do not use child labor or forced labor or unregulated or non-regularized work;
- ✿ respect the current national legislation, international conventions and recommendations, including resolutions of international organizations such as the ILO – International Labor Organization and the United Nations – United Nations Organization;
- ✿ respect the freedom of association and the right to collective bargaining;
- ✿ counteract any form of discrimination and inequality of treatment (during recruitment, salary, access to training, career promotions) based on issues of race, nationality, religion, disability, gender, sexual preference, belonging to unions, political affiliation;
- ✿ condemning all illegal conduct likely to conflict with physical and / or moral dignity or integrity;
- ✿ prevent violence and harassment at work;
- ✿ apply the national collective labor agreement to all employees in a complete and impartial manner, punctually paying the established salary and paying all the social security, welfare and insurance contributions;
- ✿ ensure the protection of maternity and paternity as well as disadvantaged people;
- ✿ promote and improve the conditions of safety and physical and psychological well-being of its collaborators with both preventive and corrective actions;
- ✿ involve all suppliers of goods, activities and services and their commitment to Social Responsibility by complying with all the requirements of the reference standard;
- ✿ develop and extend the processes of information, communication, training and training and promote dialogue with stakeholders, to ensure an efficient and effective application of the integrated business system

Agr. Paolo Iacheri (DIR AMM) is always available to all workers to verify, when justified needs are present, the possibility of providing support, even economic if necessary.

Giovetti, believes that all this can make a decisive contribution to improving the general conditions for the management and enhancement of human assets and, to this end, undertakes to send all the interested parties (employees, suppliers, customers, public opinion), trade unions, public authorities and NGO) a strong message aimed at understanding, respecting and applying the requirements of the SA8000 standard.

All reports in relation to the violation of this Policy can be sent:

- ✿ to the Workers' Representative for Social Responsibility (RLRS);
- ✿ in a confidential form, to the Supervisory Body (OdV) at the addresses: odv.giovetti@gmail.com and OdV Giovetti at Avv. Luigi Meduri, Via dei Montecchi n. 9 – C.A.P. 37122 Verona (VR);
- ✿ through the suggestion box;
- ✿ to the TÜV NORD certification body by telephone +39 051/6415128 or at the following address: info@tuev-nord.it;
- ✿ directly to the SAI which manages the standard and which controls the certification bodies: saas@saasaccreditation.org;

Giovetti undertakes to protect the signalman from any form of retaliation.

This policy is made available to interested parties by publication on the Company website www.emiliogiovetti.it.

the Workers' Representative for Social Responsibility
Mr. Rebecchi Andrea

the Administrator
Mr. Cioni Luca

CAV. EMILIO GIOVETTI s.r.l.

LUCA CIONI

Il Legale Rappresentante