

SA8000 is a voluntary international standard that specifies requirements for a company to be acknowledged as **SOCIALLY RESPONSIBLE**, that is to say, one that behaves correctly in terms of ethics and social commitments. **Maglificio Innocenti** has decided to achieve certification based on this Standard to provide transparency about its way of operating towards employees, suppliers, customers and all the institutions and persons it comes into contact with, and to undertake to constantly improve its working environment. A company like ours, operating in the textile industry, must pay special attention to protecting its workers, who are often foreigners and mostly women. This requires the sensitivity to fully acknowledge each individual's RIGHTS and observe them to the utmost. SA8000 certification helps such efforts through periodic checks on compliance with the Standard, performed by the certification body also through interviews with personnel. To assist us in observing the values and principles we have adopted, we have drawn up a Code of Ethics to which all our employees, who are an integral part of the company, must subscribe.

Go to our website to see: the Corporate Code of Ethics, the company's Balance Sheet, which includes our Social Accountability Policy, and a review of the instructions relating to the SA8000 Standard. The company undertakes to publish any updates.

Through SA8000 certification our company undertakes to observe the important principles listed below, as the basis of our work ethics.

NORMATIVE ELEMENTS	CORPORATE COMMITMENTS	WHAT TO DO IF ...
CHILD LABOUR	The company shall not engage in or support child labour (children under 15 years of age) and shall not employ personnel who have not completed compulsory education.	If you see children working for suppliers, report the fact on the form SA8000 Complaints and Suggestions
FORCED AND BONDED LABOUR	The company shall not engage in or support the use of forced labour, nor shall workers be required to lodge 'deposits', identity papers or other forms of guarantee upon commencing employment with the company.	If you are working with, or see, people employed under threat of punishment, report the fact on the form SA8000 Complaints and Suggestions
HEALTH AND SAFETY	The company shall provide a safe and healthy working environment and periodic safety training, and undertakes to make efficient personal protection equipment available at all times.	If periodic training sessions regarding safety are not organised, if personal protection equipment is not available and if you are not allowed to work in safe conditions, report the fact on the form SA8000 Complaints and Suggestions
FREEDOM OF ASSOCIATION AND RIGHT TO COLLECTIVE BARGAINING	The company shall respect the right of all personnel to form and join trade unions of their choice and to bargain collectively and assemble in the workplace, and undertakes to provide an area for meetings.	If the workers' representatives are discriminated against and not free to communicate with their associates in the workplace, report the fact on the form SA8000 Complaints and Suggestions

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00	04/01/2020	First issue	Ecodepur SRL	DL	DL

NORMATIVE ELEMENTS	CORPORATE COMMITMENTS	WHAT TO DO IF ...
DISCIPLINARY PRACTICES	The company shall not engage in or support the use of corporal punishment, mental or physical coercion and verbal abuse. Any disciplinary practices undertaken shall be governed by law.	If you are subjected to, or observe, physical punishment, insults or violence, including mental, and if you see disciplinary practices against human dignity and respect for the person, report the fact on the form SA8000 Complaints and Suggestions
WORKING HOURS	On the issue of working hours, the company shall comply with trade agreements. Overtime shall be required only in exceptional circumstances, in any case not exceeding 150 hours per year, and shall be paid at a higher rate than ordinary remuneration.	If you are required to work hours different from those established by your trade agreement, and if overtime is not paid at a higher rate, report the fact on the form SA8000 Complaints and Suggestions
REMUNERATION	The company shall guarantee that wages comply with current regulations and the terms established by the Collective Bargaining Agreement.	If you receive a wage that does not comply with the law, report the fact on the form SA8000 Complaints and Suggestions

Communications can be sent in any of the following ways:

- **By email** through an anonymous or personal account to SA8000@maglificioinnocenti.it the company email address for notifications;
- **By post** leaving the notification in the Complaints Box situated next to the company notice board;
- **By word of mouth** with regard to oral notifications (including telephone calls), it is the duty of the SA8000 management representative responsible for workers to keep the worker who makes the communication anonymous, if required.

If you think our company has not handled or fully resolved a complaint, or if you do not consider the solution fair, you can appeal to the certification body:

Certification body: TUV NORD Italia S.r.l. System Certification

Social Accountability Service
 Via Filippo Turati, 70, - 20023 Cerro Maggiore (MI)
 Tel. 0331 541488 – Fax.+39 0331 478854
 Email: info@tuev-nord.it

If you consider it necessary, you may also send your complaints/notifications directly, or as a courtesy copy, to the accreditation body:

Social Accountability Accreditation Services

15 West 44th Street, 6th Floor New York, NY 10036
 Tel. +212-391-2106 - Fax. +212-684-1515
 Email: saas@saasaccreditation.org

The **SA8000 Complaints and Suggestions** form is placed next to the Complaints Box.

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