

	<b>POLICY</b> <b>SOCIAL RESPONSIBILITY</b>	<b>ANNEX 5</b> <b>Rev. 00</b> <b>Date: 14/06/23</b> <b>Page 1 di 3</b>
---	---	---

Top Management has made a commitment to operate consistently with the principles of ethical responsibility through transparent methods and systems aimed at surveying and meeting the expectations of the main stakeholders: customers, suppliers and employees.

The consistency of the Social Responsibility Policy with current company strategies is assessed by the Management and periodically reviewed to verify its congruity with company logic.

Adequacy is guaranteed by independent third-party audits.

Management has formally assumed responsibility for the following commitments:

- to comply with national, EU and international laws on labour and workers' rights, following the fundamental dictates of the International Labour Organisation (ILO). Thus complying with the provisions contained in official documents and their interpretations;
- maintaining social responsibility requirements over time and adapting to any new requirements;
- ensuring that all personnel receive adequate training and information on ethics and social responsibility;
- make suppliers aware of the principles of social responsibility;  
carry out first-party audits to ascertain compliance with social requirements, then take any necessary corrective and preventive actions;
- documenting and communicating its commitment to Corporate Social Responsibility to stakeholders, including through the drafting of the Social Report.

<b>The organisation's commitment</b>	
<b>1.Child labour</b>	Special procedures have been planned and implemented to ensure that <ul style="list-style-type: none"> <li>- no employee under the age of 15 is hired;</li> <li>- knowledge of its ethical policy is disseminated to both workers and stakeholders</li> <li>- our suppliers are monitored to ensure that they are not complicit in the exploitation of child labour.</li> </ul>
<b>2.Compulsory Work</b>	We do not require cash deposits or original identity documents from hired personnel under any circumstances. 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 of personnel.
<b>3.Health and Safety</b>	Ensuring safety at work is our duty, therefore: <ul style="list-style-type: none"> <li>- we have complied with the obligations imposed by occupational health and safety legislation;</li> <li>- we have appointed a Prevention and Protection Service Manager;</li> <li>- we guarantee workers the possibility of electing a Workers' Safety Representative;</li> <li>- we have provided for the delivery of information material to new</li> </ul>

	<b>POLICY</b> <b>SOCIAL RESPONSIBILITY</b>	<b>ANNEX 5</b> <b>Rev. 00</b> <b>Date: 14/06/23</b> <b>Page 2 di 3</b>
---	---	---

	recruits; - we periodically train all personnel and provide information material; - we have provided and provide free personal protective equipment to all workers; - we have appointed First Aid Officers; - we have appointed fire prevention officers; - we have a contractual relationship with qualified companies for maintenance work.
<b>4. Freedom of Association and the Right to Bargaining</b>	We guarantee all workers - respect for trade union rights; - the prevention of any form of discrimination against union members or representatives.
<b>5. Discrimination</b>	Staff are recruited on the basis of competence, experience and education. Salaries are calculated according to the tasks performed in application of the Textile Clothing Fashion Collective Labour Agreement. Education and training are guaranteed for all; career advancements are made according to the abilities of individual workers and the company's organisational needs. Dismissals are only carried out in the cases permitted by law.
<b>6. Disciplinary Procedures</b>	We reject all disciplinary practices not provided for in the Textile Clothing Fashion Collective Labour Agreement and the STATUTE OF WORKERS. If unavoidable, we limit ourselves to applying disciplinary sanctions as provided for in the Fashion Textile Clothing Collective Labour Agreement, in order to maintain rules of correct conduct towards customers, colleagues and management.
<b>7. Working Hours</b>	We apply the working hours established by the Textile Clothing Collective Labour Agreement: -we allocate non-routine hours on an increased basis as laid down in the Textile Clothing Fashion Collective Labour Agreement; -we guarantee rest days.
<b>8. Remuneration</b>	We guarantee employees wages corresponding to the CCNL for the Textile Clothing Fashion sector. We deliver regular pay slips with a description of the pay items. We provide advice on obtaining family allowances. We guarantee the correct handling of all contractual forms employed (fixed-term, apprenticeship).

This policy is clearly and visibly displayed in an appropriate and understandable form both in the workplace and on the company website.

 <p>PONTETORTO</p>	<p><b>POLICY</b> <b>SOCIAL RESPONSIBILITY</b></p>	<p><b>ANNEX 5</b> <b>Rev. 00</b> <b>Date: 14/06/23</b> <b>Page 3 di 3</b></p>
---	---	---

Montemurlo, 14/06/2023

The Legal Representative

Jinro Nomura

