

## CORPORATE POLICY FOR SOCIAL RESPONSIBILITY

Fincosit S.r.l. has undertaken the commitment to integrate social issues into the organization's strategy and into relationships with stakeholders, operating in compliance with the principles of the SA 8000 Standard and the UNI PDR 125 and ISO 20400 guidelines, adapting to all the requirements contained therein.

Fincosit also promotes the spread of "compliance culture", raising awareness among all employees and suppliers of respect for the principles of legality and ethics.

In its reference context, the commitment translates into:

- respecting national, EU and international laws on labor and workers' rights;
- maintaining social responsibility requirements over time, promoting continuous improvement programs;
- ensuring periodic monitoring of the management system, defining specific improvement objectives and verifying their achievement through significant indicators;
- ensure that all staff receive adequate training and information on ethics and social responsibility with respect to the standards set by the SA8000 standard, UNI PdR 125 Gender Equality and ISO 20400;
- raise supplier awareness of the principles of social responsibility of the SA 8000 standard, the UNI PdR 125 Guideline and ISO 20440 and compliance with the Supplier Code of Conduct;
- subject the management system for social responsibility to internal audits to ensure compliance with social requirements and adopt all consequent corrective and preventive actions.

To guarantee the commitments undertaken for the SA8000 standard, Fincosit S.r.l. has established a Social Performance Team that is given the mandate to implement and monitor the SA 8000 Management System.

The consistency of this Policy with company strategies is assessed by Management and periodically reviewed to verify its congruence with company logic.

The policy is also set out for each of the requirements contained in the SA 8000 Standard, also considering elements of the other voluntary reference standards for Social Responsibility, UNI PdR 125 and ISO 20400:

### ❖ **Child Labor**

Fincosit S.r.l. has never resorted to child labor, nor will it ever resort to it or support the use of child labor by subjects with whom it has commercial relationships. Fincosit S.r.l. undertakes to employ only workers who are over 18 years of age. If it becomes aware of work situations that fall within the definition of child labor, it undertakes to promote any remedial actions.

### ❖ **Forced or Compulsory Labor**

Fincosit S.r.l. does not resort to, nor support, the use of forced or compulsory labor as defined by ILO Convention 29; equally does not require deposits of money or retains original identity documents at the start of the employment relationship. Fincosit S.r.l. condemns any form of harassment of workers aimed at limiting their freedom of expression or exploiting their position of weakness with respect to the company. Any employee is free to submit their resignation and cannot be in any way bound or forced with threats to carry out tasks other than those provided for by the CCNL according to the assigned duties. Fincosit S.r.l. condemns any form of exploitation of workers and human trafficking.

### ❖ **Health and Safety**

Fincosit S.r.l. is constantly committed to ensuring a safe and healthy work environment and adopts every effective measure to prevent potential accidents, injuries or illnesses that may occur during or because of work. Through an in-depth risk analysis, it also undertakes to reduce or eliminate, as far as reasonably possible, the causes of all risks present in the work environment. Fincosit S.r.l. ensures that all staff receive periodic and effective training on health and safety and provides personal protective equipment where necessary.

### ❖ **Freedom of Association and the Right to Collective Bargaining**



# FINCOSIT

Fincosit S.r.l. ensures that all staff have the right to join trade unions of their choice and to bargain collectively with trade unions, and also provides workers with the necessary spaces to meet and communicate with their union representatives. Fincosit S.r.l. guarantees workers the freedom to elect their representatives and condemns any form of harassment, discrimination or retaliation against workers' representatives and members of trade unions, in accordance with the Workers' Statute (L. 300/1970) and the Collective Bargaining of the sector.

## ❖ **Discrimination**

Fincosit S.r.l. does not intend to support or indulge in any form of discrimination in hiring, remuneration, access to training, promotion, termination of employment or retirement, based on race, national, territorial or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age, or any other condition that could give rise to discrimination. In the workplace, Fincosit does not allow any offensive, disrespectful, threatening or harmful behavior to the dignity of people.

## ❖ **Disciplinary Practices**

Fincosit S.r.l. bases its relationship with its staff on respect and condemns disciplinary practices that are harmful to human dignity, or that resort to corporal punishment, physical or mental coercion and verbal violence; it also undertakes to refrain from having commercial relationships with subjects who make use of them. Fincosit S.r.l. makes available to all workers, at each production unit, a copy of its disciplinary code drawn up in compliance with the provisions of current legislation.

## ❖ **Working Hours**

Fincosit S.r.l. complies with applicable laws, collective bargaining and industry standards regarding working hours, rest periods and public holidays. Fincosit S.r.l. recognizes that overtime must be voluntary and cannot exceed the 8 hours per week required by law. Fincosit S.r.l. recognizes that the use of overtime is permitted upon agreement between the employer and the workers directly or through the Trade Unions and in accordance with the law and collective bargaining, except in exceptional cases arising from technical or production needs or causes of force majeure in which failure to perform overtime work may give rise to serious and immediate danger or damage to people or production.

## ❖ **Pay**

Fincosit S.r.l. undertakes to comply with: all applicable laws, collective bargaining agreements in the sector regarding remuneration, hardship or overtime allowances, applicable market references for similar positions or roles of a similar level in terms of responsibility and complexity, ensuring fairness, avoiding any form of agreement aimed at evading the fulfillment of obligations towards personnel and provided for by applicable legislation and regulations in the field of labor and social security.

## ❖ **Gender Equality (UNI PDR 125:2022)**

Fincosit S.r.l. guarantees: commitment, responsibility, transparency and ethical behavior in ensuring gender equality, with particular emphasis in the Italian context on Remuneration and careers; parenthood and family care; equal opportunities in access to duties and roles right from the selection phases of new personnel, ensuring neutral access to the selection and hiring process, training and professional development, the enhancement of potential and career paths and the "exit interview" at the end of the employment relationship; the necessary training for managers of people on the topic of unconscious bias and inclusive communication; commitment to improving work-life balance.

## ❖ **Prevention of Corruption**

Fincosit S.r.l. guarantees commitment, responsibility, transparency and ethical behavior in adopting behaviors characterized by correctness, professionalism, collaboration, transparency, loyalty and moral integrity respecting the regulatory obligations in the field of anti-corruption. Furthermore, strengthening the existing legality protocols for the prevention of corruption and involving company partners in the implementation of anti-corruption measures.

Any reports or complaints regarding social responsibility SA 8000, UNI PdR 125 and ISO 20400 can be forwarded through the website [www.fincosit.it](http://www.fincosit.it), public area, whistleblowing. The report is anonymous and not traceable.

# FINCOSIT

In case of missing SA8000 responses, the references of the SA8000 certification body and SAAS accreditation are as follows:

- SI CERT – Headquarters Milan – Via Gaspare Gozzi n.1/ A – 20129 Milan (MI) (Italy) – e-mail: [segnalazioni@sicert.net](mailto:segnalazioni@sicert.net)
- Social Accountability Accreditation Services (SAAS) 15 West 44th Street, 6th Floor, New York, NY 10036 fax: +1- (212)-684-1515 email: [saas@saasaccreditation.org](mailto:saas@saasaccreditation.org).

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President  
**Ing. S. Sarpero**