

**SA 8000, acronym for Social Accountability 8000**, is the globally recognized reference standard born with the aim of ensuring ideal working conditions for all organizations that voluntarily intend to join to stand out committing themselves to sustainable development and in order to social issues.

**SA 8000** is based on the principles suggested by the international references on human and labour rights - **Universal Declaration of Human Rights, United Nations Conventions on the Rights of the Child and Discrimination against Women in conventions ILO International Labour Organization** - and consists in providing the organization with the necessary tools to measure, improve and monitor ethical and social performance over time.

Particular attention is paid to the **management, verification and monitoring** of the ethical compliance of the **suppliers** in order to establish a virtuous supply chain.

The **SA 8000 management system** is therefore the tool that allows the correct management and constant monitoring of all activities and related processes that impact on the workers' conditions by extending its requirements also to **suppliers** and subcontractors.

The standard consists in referring to the following issues ensuring compliance with the ethical parameters in its production chain:

- child labour
- obligatory work
- health and safety
- freedom of association, right to collective negotiation
- discrimination
- disciplinary practices
- working time
- pay.

Our Management has decided to implement the standard without obtaining certification from a third party. We are therefore committed to **ensuring socially acceptable work** activities and to promoting the constant improvement of the management of the so-called "business risks" of the relations within and outside the Organization and of the corporate reputation.

The application of **SA 8000 management system** makes it possible to:

- ensure a high level of company quality** for the stakeholders
- increase performance efficiency**
- reduce risks** by ensuring safer health conditions
- improve workers' health and safety levels** by promoting the company's awareness of prevention and protection
- save in economic terms**, through the increase in productivity, the lower turnover of the staff thanks to their high level of satisfaction and recognition of tax relief
- be part of a "virtuous" organizational system** which makes use of ethically compliant suppliers. The Customer is guaranteed that the organization carries out a check of the **ethics and social correctness in the supply chain**
- increase over time the **credibility, transparency and corporate image** on the reference market

We have also implemented a **photovoltaic system** for the production of **clean energy**.

The **SA 8000 standard** is structured in such a way as to be **compatible and easily integrated** with other standards related to ISO-9001 quality management systems, ISO 14001 for the environment, safety at work, etc.

The various standards and regulations share fundamental structure and principles.

For this reason the implementation of an integrated management system - i.e. defined on several standards - can be considered an advantageous choice both from a management and economic point of view.

The Management