

Vigevano, 31 Maggio 2021

Internal Social Responsibility Policy

GIARDINI Spa declares its full willingness to apply a system of social responsibility based on the Global Social Compliance Program, which keeps the centrality of the individual in the foreground, both as a person and as a worker, protecting him and looking for the most suitable management methods.

GIARDINI Spa is directly committed to establishing, implementing, maintaining and improving all the necessary arrangements in the field of social responsibility in its structure. This commitment translates operationally into the following actions:

1. Legislative compliance:

comply with all applicable national and international laws, for the commitments entered into by the company with the Interested Parties concerning labor law and the protection of the health and safety of workers

2. Fight against child labor:

not to take advantage of (or encourage the use of) child labor, the commitment to combat this form of work if it occurs with subcontractors / subcontractors; absence of underage workers or in any case subject to school obligations; refusal of any working condition characterized by cruelty, exploitation, discrimination and unhealthy;

3. Encourage collective bargaining:

respect and guarantee the right and freedom of workers to join and form trade unions of their choice with the right to collective bargaining; ensure that trade union representatives are not discriminated against in the workplace and that they can communicate with their associates

4. Fight against discrimination:

Respect equal opportunities and reject any form of discrimination based on race, class, territorial / national origin, religious belief, disability, sexual orientation, age; not to interfere with the right of staff to follow principles or practices related to religious beliefs; not to allow behavior, including gestures, language or physical contact, that is sexually coercive, threatening, offensive or aimed at exploitation;

5. Health and safety for workers:

ensure compliance with all measures aimed at protecting personnel, through the supply of PPE, ensuring regular and continuous training, training, awareness and awareness of all company personnel in matters of health and safety; to guarantee a professionally qualified and responsible management of their activities; commitment to the involvement, participation and continuous consultation of workers, including through their trade union and health and safety representatives.

Always guarantee reliable systems for the prevention of accidents or damage to health, both in the workplace and as a consequence of it; Measures are established to identify, avoid and address potential health and safety risks.

6. Support for pay and working hours:

to guarantee a decent and equitable remuneration to satisfy the basic needs for all workers; compliance with applicable laws and industry standards on working hours, holidays and holidays; in accordance with the sector collective agreement.

Ensure that deductions from wages are not due to disciplinary purposes and that the pay slip is clear and understandable to all; ensure that the remuneration is paid according to the legal prescriptions and in any case in the most convenient way for the workers

7. Moral respect:

guarantee respect and dignity for every worker, any form of verbal violence, bullying, bullying, harassment or abuse of any kind, including acts of physical and psychological violence, are not tolerated at work.

ensure that the conditions of employment of every single individual, initiated into work, are respectful of their aptitudes and abilities and not on the basis of personal characteristics or beliefs.

8. Promote reports and complaints:

of any type, relating to points not respected in this policy, by stakeholders and interested parties, as a basis for an open and constructive dialogue for the identification of projects and objectives of mutual satisfaction;

9. Collaborate with your suppliers:

to implement a Social Policy which, through technical assistance and greater awareness, leads to an improvement in the working conditions of employees.

GIARDINI Spa has the direct responsibility of documenting the policy and making sure that it is implemented, understood, kept active, communicated internally and externally, making sure that it is accessible in an understandable form to all staff, meaning by this the directors, managers, operational staff (employees, production, maintenance), regardless of the contractual form that binds them to the company.

*Legal representative
Head of Social Policy
Dott.ssa Cristina Giardini*



Attachments:

* GRS Commitment Requirements Social Responsibility 010621 rev.0

* Internal Regulation 140621 rev.1

Vigevano, 01 Giugno 2021

Commitment to the Requirements of Social Responsibility of the GRS

GIARDINI Spa guarantees respect for all workers through an internal social responsibility policy based on the Global Social Compliance Program.

GIARDINI Spa respects and validates the following Social Requirements it's forbidden:

- any form of forced labor, illegal servitude, threatening, sanctioning or prison
- require workers to make deposits or financial guarantees
- withhold identity documents (eg: passports, identity cards, etc.)
- withhold wages outside the contractual agreement.
- any form of coercion or blackmail work, such as allowing or encouraging workers to incur debt through employment taxes, fines or other means.

guarantees the RESPECT of:

- withdraw from the employment relationship with regular notice as required by the national sector contract;
- leave the workplace at the end of their work shift.
- the freedom of association and the recognition of the National Collective Labor Agreement (CCNL)
- The right of workers to join or form trade union associations of their choice and to negotiate with the management for the community, without interference or obstacles that could prevent such activities or create a climate hostile to the establishment of trade unions and workers
- The right of association, without workers' representatives or trade union members being discriminated against or penalized because of their membership or affiliation with a trade union, or their legitimate trade union activity, in accordance with international labor standards.
- the right of workers' representatives to access the workplace in order to carry out their functions in accordance with national legislation

GIARDINI Spa rejects child labor and respects the following principles:

- the national minimum age for employment (Italy 16 years) and completion of compulsory schooling;

- guarantees that minors are not recruited, nor children are exploited in any way. Should it emerge that our contractors are directly or indirectly exploiting child labor, they will be invited to seek a satisfactory solution that puts the best interests of the child first.
- the commitment not to employ young workers under the age of 18 for night shifts or in conditions that compromise health, safety or their moral integrity and / or damage physical, mental, spiritual, moral or social development.

GIARDINI Spa condemns discrimination, harassment and abuse:

- Equal opportunities are respected in terms of hiring, compensation, access to training, promotion, dismissal or retirement.
 - discrimination in the workplace is not supported and tolerated, in the recruitment, hiring, training, working conditions, work assignments, pay, benefits, promotions, discipline, dismissal or retirement on the basis of sex, age, religion, marital status, race, caste, social background, illness, disability, pregnancy, ethnic origin and nationality of origin, nationality, membership of workers' organizations, including trade unions, political affiliations, sexual orientation or any other personal characteristics.
 - All workers are treated with respect and dignity.
 - the conditions of employment of the single individual are guaranteed, initiated to work on the basis of their aptitudes and abilities and not on the basis of personal characteristics or beliefs or religious beliefs.
 - Bullying, harassment or abuse of any kind, including acts of physical and psychological violence, is not tolerated, much less engaged in.
- Disciplinary procedures distributed to staff upon hiring are available.

GIARDINI Spa respects the Health and Safety of workers and has adopted an Integrated Health Safety Environment Policy in accordance with the UNI EN ISO 45001: 2018 standard and also undertakes to:

- Guarantee safe, decent and clean working conditions throughout the work structure and supervise compliance with Health and Safety procedures
- Ensure adequate measures to prevent accidents and damage to health deriving from work processes, minimizing, as far as reasonably possible, the causes of danger inherent in the work environment
- Guarantee the supply of effective personal protective equipment, free of charge in accordance with Italian legislation.
- Ensure access to health surveillance provided for by Italian legislation. In addition, our workers and their families have the opportunity to join the category health fund.

- In the event of an Accident, appropriate medical and insurance assistance is guaranteed by the national bodies in charge.
- To guarantee work environments, common areas, canteens, changing rooms and toilets that are always clean and safe, drinking water and tools for storing and preparing food are made available to the community.
- Assign the Responsibilities for Health and Safety only to expert and competent personnel on the subject
- Guarantee a constant control system on Health and Safety through a prevention and protection team identified and trained among all the staff (see Safety organization chart)
- Ensure constant training of all personnel based on the level of risk for health and safety and this training is repeated in the event of a change of duties.
- Ensure an adequate fire protection system, designed to protect the safety of workers and the stability of buildings and equipment
- Ensure constant information for workers in waste management, handling and disposal of chemicals and other hazardous materials.

GIARDINI Spa complies with the social requirements related to salaries, benefits and terms of employment

- The work is carried out on the basis of a recognized employment through an employment relationship established in compliance with national legislation and international labor standards;
- no systematic use is made of occasional employment contracts, subcontracting services, supply of labor only, to circumvent the principles of regular staff hiring
- Wages, overtime, benefits and paid holidays are guaranteed in line with or higher than the legal minimums of the national collective bargaining agreement for the sector.
- When hiring, Giardini provides workers with written documents and understandable information on the rules governing the employment relationship, including wages and wages. Each month a pay slip is given to each person with all the details concerning the salary for the period with a summary of the bookings.
- No deduction from wages is made unless authorized or provided for by the national contract.
- All legally required benefits are guaranteed, including paid time off without discrimination.
- The correct remuneration of overtime is guaranteed at a higher rate, in accordance with the legislation and second-level contractual agreements.

GIARDINI Spa respects the social requirements related to working hours

- working hours are established in compliance with the national sector contract.
- 40 hours of weekly work are respected, excluding overtime hours which by contract must not exceed 250 hours per year.
- Overtime is on a voluntary basis and must not exceed 8 hours per week and must not represent custom.
- the right of all workers to breaks during work shifts and to at least one day off every six consecutive working days, as well as public holidays, is respected and guaranteed.

Legal representative
Dott.ssa Cristina Giardini

GIARDINI SpA