

# Social Responsibility Policy

## Policy SA8000

Our company has decided to make evident the commitment in the ethics and social field by applying the rule SA8000.

The management system realized on the specifics of social responsibility from SA8000 priority conforms to:

- The Conventions ILO (International Labour Organisation)
- The Universal Declaration of Human Rights
- The Conventions ONU on children rights and on the Elimination of all forms of racial discrimination and against women
- International and national rules regarding the protection of workers and their safety, as well as the employment relationship in all its form.

The principles of social responsibility which RE-2 snc intends to comply are the ones described below.

***Do not use or give support to child labor.***

Refuse all forms of cooperation with people, companies, institutions and organizations that employ personal in school age.

For use of underage personnel (which has anyway absolved compulsory school), ensure measures for health and safety protection.

Favor human and professional development by appropriate training plans and the grant of concessions to the study under the current legislation and collective bargaining applied.

***Do not use or give support to forced and obliged labor.***

Refuse all form of cooperation with people, companies, institutions and organizations that use job obtained under threat of penalties or retaliation, and for which the personnel has voluntarily offered as part of the rights and obligations under existing legislation and agreements freely subscribed. Do not hold deposits of money or identity original documents of the personnel. Do not allow the use of personal victim of human trafficking.

***Prevent accidents and health damage that may occur during work performance or in consequence to them.***

Ensure safe, healthy and comfortable places of work, by carrying out prevention and protection measures necessary to guarantee appropriate levels of safety and health in all activities performed by the employees.

***Respect the right of all staff to join unions organizations freely chosen.***

Make available information and resource needed to perform union activities within the business organization. Do not discriminate workers representative and the staff involved in union activities. Be available for negotiation of terms and conditions of employment through collective labor agreements.

***Do not engage or provide support for discriminatory negative forms***

Do not engage or give support to forms of discrimination in recruitment, salary, training, promotion, termination or retirement based on personal characteristics as:

- Human race
- Social class
- National origin
- Caste
- Birth
- Religion
- Disability
- Sex
- Sexual orientation
- Family responsibility
- Civil status
- Union membership
- Political views
- Age
- Any other condition that could give rise to discrimination

Recognize to the staff the right to follow practices or satisfy needs relating to personal characteristics. Not admit behaviors and languages prejudicial to the dignity of the person, nor attitudes sexually coercive, threatening, abusive and for the exploitation.

***Treat the staff with humanity and respect.***

Manage disciplinary measures according as established by current legislation and collective agreements applied. Are excluded corporal punishments, mental and physical coercion, and verbal abuses.

***Respect the current law and the collective agreements undersigned regarding working hours.***

Respect as required the provisions of regulations existing and by the National Collective Work applied (Commerce), relative to working hours, weekly working hours, rest days, etc.

Require and request and pay overtime work as regulated by the National Collective Work.

*Provide salaries and conform contributions with the requirements of the current legislation and collective bargaining ensuring an appropriate standard of living to the staff.*

Clearly illustrate salaries and the composition of benefits and salary contributions.

Contract any activities to external organizations that guarantee the fulfillment of legal obligations in respect of staff.

**In view of these principles, RE-2 S.n.c. commits to:**

- Define and constantly update the present "Social Responsibility Policy", while enforcing all requirements of the SA8000 standard, in addition to national and international standards;
- A clear and documented definition of positions, responsibilities and authorities of its personnel;
- Examine periodically the effectiveness of the system, integrating it if necessary;
- Document the performance relating to the requirements of the norm, through procedures and records, giving internally and to the various stakeholders visibility;
- Ensure that all personnel receive appropriate training about the norm requirements and a defined system of the principles of social responsibility to all stakeholders;

## **REFERENCES AND CONTACT DETAILS**

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