

**To employees, customers, suppliers consultants company partners.**

**Object: Communication relative to the Social Responsibility Re-2 S.n.c.**

RE-2 S.n.c. is an Italian company born in 1970 and affirmed also internationally in the supply of spare parts, equipment and technical assistance for naval and land laundries.

RE-2 S.n.c. has always placed much attention, as well as the quality of service provided to its customers, also to human resources engaged in production process, attention that has been given with the iter start to obtain the Ethical Certification SA 8000.

This is an International standard rule certification of workers rights respect, inspired, among others, to the conventions ILO (International Labor Organization), to the Universal Declaration of Human Rights and the ONU Conventions on child rights and elimination of all racial discrimination forms against women.

With this Certification, RE-2 S.n.c. wants to keep improving the work organization adapting to a recognized standard that provides the establishment of a management system, with its control mechanisms for the maintenance and development.

The company guarantees fair conditions to all employees and ensures health protection and safety at work.

Also towards their suppliers, RE-2 Snc wants to engage a continuous improvement working relationship, ensuring transparency to all (stakeholders).

For this purpose the company proposes to:

- Make known the policy Corporate Social Responsibility to the various stakeholder
- Promote knowledge and understanding by all stakeholders of real engagements of the Company in accordance with SA8000;
- Promote by its suppliers to adopt Corporate Social Responsibility principles.
- Provide to the Direction a useful tool for internal review of the social policy and verify achievements of objectives corporate.
- Highlight the continuous improvement of business management by the development of the adopted indicators.

Below are the engagements of the Company in relation to the requirements of Social Responsibility.

**1. Item 1 of standard SA 8000: Child labor**

RE-2 S.n.c. does not use child labor, has never used and never will use.

In case the Company will be informed of situations of child labor present by its suppliers or subcontractors, will require various improvement activities in order to eliminate this failure.

**2. Item 2 of standard SA 8000: Forced and obliged labor**

The Company has never practiced and will not practice praxis which could constitute forced labor: any form of physical or psychological coercion, no blackmail form based on issues related to workplace or economic situation.

To this end, explicit policy of the Company is to not grant loans to employees.

The loans will be limited to salary advance and not exceeding one month.

**3. Item 3 of standard SA 8000: Health and safety**

The Company places maximum attention to safety and health at work, not only by ensuring fulfillment obligations under the Legislative Decree no. 81/08 and to related legislation, but by engaging to introduce and maintain additional criteria provided by standard management.

**4. Item 4 of standard SA 8000:  
Freedom of Association and the Right to Collective Bargaining**

The company guarantees to workers the possibility to form and join trade unions and the right to collective bargaining.

The contract is faithfully applied and there are no business constraints accession to trade unions.

**5. Item 5 of standard SA 8000: Discrimination**

The Company assures same treatment for all employees.

Also following interviews with employees there are no evidence of discriminatory conduct reports by the company or between the employees.

The same is for the female staff.

**6. Item 6 of standard SA 8000: Disciplinary practices**

The company does not never practice corporal punishments or other forms of physical coercion or deduction from the pay.

At today, there have never been recalls or disciplinary measures

**7. Item 7 of standard SA 8000: Working hours**

It is fully applied CCNL Commercial Industry

**8. Item 8 of standard SA 8000: Salary**

It is fully applied CCNL Commercial Industry

### 9. Item 9 of standard SA 8000: Management System

The Anglo-Saxon term of stakeholders, includes all them who carry's interests to the Company, that influence its behavior or are influenced by it (stakeholder, or social partners, will be the employees, customers, goods and services suppliers, financial partners).

The relationship with its stakeholders is considered by RE-2 Snc critical for value creation.

Against employees, the Company undertakes to apply transparently obligations of Social Responsibility described.

The company's action to suppliers takes place through:

- The gradual execution of a qualification system and supplier valuation through a formal declaration of accession, by themselves, to the principles of Social Responsibility, as well as availability to an audit plan.
- Sensitization to the SA 8000 through material information distribution.
- Towards all other stakeholders, the Company is committed to maintain a continuous communication on the implementation of its policy, also by indicators progress described above.

### Final Consideration

The Company is working with human and financial resources to reach the System Certification SA 8000

For the current year the company intends to respect the prescriptive standard SA8000 requirements, reaching the System Certification.

The Social Responsibility Policy, the whole general rules that RE-2 S.n.c. intends to respect, from which defines their social objectives, drafted and undersigned by the Management, is available on the web page

si è data e che intende rispettare, a partire dalle quali definisce i propri obiettivi sociali, redatta e sottoscritta dalla Direzione, è disponibile alla pagina web [www.re2snc.com](http://www.re2snc.com).

Certain to get your attention, we remind you that we are at your disposal for any clarification, you can contact Mrs. Beatrice Ferrucci, to the company addresses.

Best regards.

