


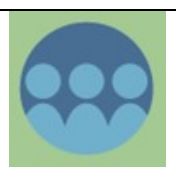






## THE SA8000 STANDARD AND THE SOCIAL ACCOUNTABILITY

The Company wants you to work in a RELAXED, HEALTHY and SAFE environment!

SA8000's principles are:

	<p><b>CHILD LABOR ABSENCE</b></p>	<p>Child labor is absolutely not tolerated.</p>
	<p><b>ABSENCE OF FORCED OR OBLIGATORY WORK</b></p>	<p>Work must be a free choice.</p>
	<p><b>HEALTH AND SAFETY IN WORKPLACES</b></p>	<p>The company is committed to making you work in healthy and safe environments.</p>
	<p><b>FREEDOM OF ASSOCIATION AND RIGHT TO COLLECTIVE BARGAINING</b></p>	<p>You are free to join a trade union and participate in trade union meetings.</p>
	<p><b>ABSENCE OF DISCRIMINATION</b></p>	<p>No form of discrimination is tolerated for any reason! (ethnicity, sex, religion, etc.)</p>
	<p><b>DISCIPLINARY PRACTICES</b></p>	<p>Hard or inhuman treatments are not accepted under any circumstances. The company follows the law in the event of inappropriate behavior.</p>
	<p><b>WORKING HOURS</b></p>	<p>The company respects the working hours established by law.</p>
	<p><b>REMUNERATION</b></p>	<p>Guarantee that salaries are in line with the provisions of the law.</p>

**Our suppliers** must also comply with these requirements, therefore Eurosirel undertakes to carry out inspections and collect all the necessary information.

## **YOUR OPINION IS IMPORTANT**

### ***How can I report an anomaly / suggestion?***

If you have something to report in relation to the principles in which we believe you can do it!

You can refer to the Social Performance Team, composed of:

- Management representative for the SA8000 (Maddalena Lenti)
- Worker representative for the SA8000 (Alessio Patea)

Or you can use the signal box near the bulletin board. Don't forget that reporting can also be anonymous. Other details are provided in the Company Policy.

The company assures you that there will be no retaliation or consequences and that your report will be investigated by the Social Performance Team.

## **WE KEEP YOU UPDATED**

### ***Where can I find updates related to reports?***

Updates are periodically displayed on the notice board. You can view the status of management of reports also on the Eurosirel web page: visit the section: Certifications / SA8000.

Thanks for the attention!

*The Social Performance Team*

February 2024