



n. 9190.CEM9



ISO 9001

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ISO 14001



C.E.M.E.S. SpA - SOCIAL RESPONSIBILITY POLICY - ETHICS - SA 8000: 2014

The Management of the company C.E.M.E.S. SpA declares to introduce and observe the System of Management of Social Responsibility - Ethics operational and to continuously improve its effectiveness.

The ethical path taken by the Company includes compliance with the requirements established by the SA 8000: 2014 standard, the national and international labor laws, the agreements signed by the Company, as well as the ILO (International Labor Organization) Conventions.

In particular the company C.E.M.E.S. SpA sets out its policies in relation to the following requirements required by the SA 8000: 2014 standard taken as a reference:

- **Child labor:** the C.E.M.E.S. SpA does not intend to use or promote the use of child labor; in particular, it does not provide for employments of minors under the age of 16, as required by Italian law, and provides for corrective actions should this occur. For any young workers, aged between 16 and 18, it provides for appropriate actions to mitigate working conditions;
- **Obligatory work:** the C.E.M.E.S. SpA does not intend to use forms of coercion, threats or sanctions to force workers to do a job, nor to force them to accept it and / or to keep employment. The freedom to move or having physiological breaks are not denied, within the limits of the execution of the tasks assigned and of the provisions of the applied National Collective Labor Contract. Identity documents, which are copied at the time of employment, are returned to workers and no deposit or bond is required at the time of employment;
- **Health and Safety:** the C.E.M.E.S. SpA wishes to guarantee to all employees a safe and healthy workplace in compliance with the national legislation on Health and Safety in the workplace, providing for:
 - adequate risk assessment to prevent accidents;
 - the purchase of safe machinery and equipment;
 - the distribution of suitable PPE;
 - continuous training for staff on relevant aspects.

A Health and Safety Committee set up by the editors of the Security Risk Assessment Document (DVR) was set up, namely: from the internal Health and Safety officer (RSPP) and the Employer, expressions of the Management, by the Representatives of the Safety Workers (RLS), designated by the Trade Union Managers and the Workers themselves, by the Competent Doctor, external and independent party. In order to strengthen this policy, the Company has also adopted a Voluntary Workplace Safety Management System in compliance with the requirements of the BS OHSAS 18001: 2007 standard taken as reference;

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Attestazione SOA Aut. N. 07 del 09/11/2000
Albo Nato: Codice DUNS 429500473
Albo Nato: Codice CAGE AC725
Albo Autotrasportatori N. PI 5103460C

Partita IVA e Codice Fiscale 00213950504

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- **Freedom of association and the right to collective bargaining:** the C.E.M.E.S. SpA respects the right of workers to join trade unions of their choice, without this having any negative consequences towards them or towards the representatives designated by the workers;
- **Discrimination:** the company C.E.M.E.S. SpA does not assume nor allow its employees to assume discriminatory attitudes towards their workers based on race, national, territorial or social origin, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age or other;
- **Disciplinary procedures:** the company C.E.M.E.S. SpA does not tolerate the use of punishment, physical or mental coercion, verbal abuse of personnel and strictly complies with the provisions of the law and the applied national collective bargaining agreements;
- **Working hours:** the C.E.M.E.S. SpA complies with the regulations in force and the applied national collective bargaining agreements, provides for a 40-hour weekly commitment with two rest days and undertakes to avoid overtime (which in any case must be voluntary) of more than 12 hours per week. The Company also undertakes to allow its employees the use of holidays and permits provided for by the applied national collective bargaining agreements;
- **Remuneration:** the company C.E.M.E.S. SpA undertakes to ensure compliance with the minimum wage levels established by the applied national collective bargaining agreements, to transparently express the various items of compensation and social security in the paycheck and excludes the possibility of deducting salary except for disciplinary reasons in the manner and in the due time by the collective agreement (CCNL) applied. It also undertakes to apply the surcharges as provided for by the applied national collective bargaining agreements (eg overtime) and not to draw up contracts aimed at avoiding the regulatory obligations envisaged by the applicable legislation;
- **Management system:** the company C.E.M.E.S. SpA undertakes to:
 - draw up clear ethical policies relating to all the requirements of the SA 8000: 2014 standard in a language understood by the workers, make them accessible in a clear way, also make them known to customers, suppliers, subcontractors;
 - comply with national and international laws, other applicable laws and other requisites;
 - maintain records proving compliance and application of the SA 8000: 2014 Standard;
 - conduct a regular review of the Management;
 - allow the designation of one or more workers' representatives who stand as mediators between Management and Workers regarding the requirements of the SA 8000: 2014 standard;
 - create a Social Performance Team (SPT), consisting of balanced representations of Management and Workers, whose task is to identify and assess the risks of deviation from the SA 8000: 2014 Standard, monitor compliance with the Standard, implementation of planned actions to address the risks identified by the SPT and the effectiveness of the procedures adopted to meet the organization's policies and the requirements of the Standard, gather information from interested parties and involve them in monitoring, encourage internal audits;

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- demonstrate staff involvement;
- give the possibility to workers to make an anonymous complaint, through a communication box, and to the interested parties through a form on the company website;
- define and record appropriate corrective actions, when necessary;
- train the personnel on the requirements of the SA 8000: 2014 standard;
- manage suppliers by verifying their compliance with the requirements of the Standard SA 8000: 2014, with particular regard to subcontractors.

From the principles and values on which the commitment of the company C.E.M.E.S. SpA is based, the objective of creating value for all the interested parties derives:

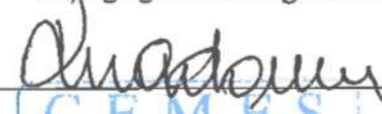

- **staff well-being**, through respect for people, continuous growth in terms of professionalism and competence at work, and interpersonal relationships based on mutual trust;
- **correct relations** with **suppliers / sub-contractors and subcontractors** and with **all interested parties**, through clear, transparent relationships based on dialogue and continuous confrontation;
- **customer satisfaction**, through quality products and services;
- **respect and protection of human rights**, through awareness-raising and support for charitable and voluntary initiatives;
- **transparency and dialogue** with the **institutions**.

The Management of the company C.E.M.E.S. SpA is committed to ensuring that the Policy for Social Responsibility - Ethics is disseminated, even on specific request, to all interested parties, through the use of suitable means of communication (website, direct mailing, billboards in the company), and understood by staff, who is fully involved in the company's ethical path, through periodic meetings, communications and training and information activities.

The Management of the company C.E.M.E.S. SpA, moreover, is committed to periodically checking the effectiveness of the Policy and the System of Management of Social Responsibility through the System Review, also in relation to legislative changes or new commitments signed by the Company; during the review, all the opportunities to improve company performance are assessed through the definition and verification of the achievement of specific objectives.

Date 22/02/2018

Managing Director signature

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Reference of institutions involved:

- **Social Accountability International (SAI)**
15 West 44th Street – New York, NY 10036 – tel. (212) 684-1414, fax (212) 684-1515,
email: info@sa-intl.org
- **Ente di Accreditamento Social Accountability Accreditation Service (SAAS)**
15 West 44th Street – New York, NY 10036 – tel. (212) 391-2106, fax (212) 684-1515,
email: saas@saasaccreditation.org
- **IQNet Ltd**
Bollwerk 31 CH-3011 Bern 7 Switzerland, tel. +41 31 310 24 40, fax +41 31 310 24 49,
email: headoffice@iqnet.ch
website: www.iqnet-certification.com

Date: 14/05/2018

Managing Director Signature




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