



n. 9190.CTM/0 n. 9192.CMI/0 n. 9191.CMI/1



## C.E.M.E.S. S.p.A. - POLICY FOR SOCIAL RESPONSIBILITY - ETHICS - SA 8000:2014

The Management of the Enterprise C.E.M.E.S. S.p.A. declares its firm desire to make the Social Responsibility - Ethics Management System operational and to continuously improve its effectiveness.

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

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

- **Child labour:** C.E.M.E.S. S.p.A. does not intend to use or encourage the use of child labor; in particular, it does not provide for hiring of minors under the age of 16, as required by Italian law, and provides for corrective actions should this eventuality occur. For any young workers, between 16 and 18 years old, it provides for appropriate actions to mitigate working conditions;
- **Forced labor:** C.E.M.E.S. S.p.A. does not intend to use forms of coercion, threats or sanctions to force workers to carry out work, nor to force them to accept it and/or maintain employment. Freedom of movement is not prevented or physiological breaks are denied, within the limits of the execution of the assigned tasks and the provisions of the applied CCNL. The identity documents, a copy of which is made upon hiring, are returned to the workers and they are not required to make a deposit or security upon hiring;
- **Health and Safety:** C.E.M.E.S. S.p.A. wishes to guarantee all employees a safe and healthy workplace in compliance with national regulations on health and safety in the workplace, providing for:
  - an adequate risk assessment to prevent accidents;
  - the purchase of safe machinery and equipment;
  - the distribution of suitable PPE;
  - continuous training of staff on relevant aspects.

A Health and Safety Committee has been established, made up of the drafters of the Safety Risk Assessment Document (DVR), i.e.: the internal RSPP and the Employer, expressions of the Management, the Safety Workers' Representatives (RLS), designated by the Union leaders and the Workers themselves, by the Competent Doctor, an external and independent party. To strengthen this policy, the Company has also adopted a voluntary Workplace Safety Management System in compliance with the requirements of the ISO 45001:2018 standard taken as reference;

**Freedom of association and right to collective bargaining:** C.E.M.E.S. S.p.A. respects the right of workers to join trade unions of their own choice, without this entailing any negative consequences towards them or towards the representatives designated by the workers;

- **Discrimination:** C.E.M.E.S. S.p.A. does not assume or allow its employees to adopt discriminatory attitudes towards its 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 otherwise;
- **Disciplinary procedures:** C.E.M.E.S. S.p.A. does not tolerate the use of punishments, physical or mental coercion, verbal abuse towards staff and scrupulously complies with the provisions of the Law and the applied CCNL;
- **Working Hours:** C.E.M.E.S. S.p.A. respects the regulations in force and the CCNL applied, provides for a weekly commitment of 40 hours with two days of rest and undertakes to avoid overtime (which in any case must be voluntary)

### C.E.M.E.S. S.p.A. con Socio Unico

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Cap. Soc. € 2.634.150,00 int. Vers.  
Iscriz. Reg. Soc. 00213950504  
R.E.A. C.C.I.A.A. Pisa n. 60926  
Attestazione SOA Aut. N. X/07/00  
Albo Nato: Codice DUNS 429500473  
Albo Nato: Codice CAGL AC725  
Albo Autotrasportatori N. PI 5103460C

Partita IVA e Ufficio Fiscale  
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exceeding 12 hours per week. The Company also undertakes to allow its employees to use holidays and permits provided for by the applied CCNL;

• **Salary:** C.E.M.E.S. S.p.A. undertakes to guarantee compliance with the minimum salary levels envisaged by the applied national collective labor agreements, to explain the various compensation and social security items in a transparent manner on the envelope and excludes the possibility of making deductions from the salary except for disciplinary reasons in the ways and within the times established by the applied CCNL. It also undertakes to apply the increases as provided for by the applied national collective labor agreements (e.g. overtime) and not to draw up contracts aimed at avoiding the regulatory obligations established by the applicable legislation;

• **Management system:** C.E.M.E.S. S.p.A. undertakes to:

- draw up clear ethical policies relating to all the requirements of the SA 8000:2014 standard in a language understood by workers, make them clearly accessible to them, also make them known to customers, suppliers, subcontractors and sub-suppliers;
- comply with national and international laws, other applicable laws and other subscribed requirements;
- maintain records to demonstrate compliance and application of the SA 8000:2014 Standard;
- regularly conduct a management review;
- allow the designation of one or more workers' representatives who act as mediators between Management and Workers in relation to the requirements of the SA 8000:2014 standard;
- create a Social Performance Team (SPT), made up of balanced representations of Management and Workers, whose task is to identify and evaluate the risks of deviation from the SA 8000:2014 Standard, monitor compliance with the Standard, the implementation of planned actions to address the risks identified by the SPT and the effectiveness of the methods adopted to satisfy the organization's policies and the requirements of the Standard, collect information from interested parties and involve them in monitoring, promote internal audits;
- demonstrate staff involvement;
- give workers the opportunity to express an anonymous complaint, via a communications box, and interested parties via a form on the company website;
- define and record appropriate corrective actions, when necessary;
- train staff on the requirements of the SA 8000:2014 standard;
- manage suppliers by verifying their compliance with the requirements of the SA 8000:2014 Standard, with particular attention to subcontractors and sub-suppliers.

From the principles and values on which C.E.M.E.S. S.p.A.'s commitment is based comes the objective of creating value for all stakeholders:

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

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Enel SPA - Gruppo Enel  
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The Management of C.E.M.E.S. S.p.A. is committed to ensuring that the Policy for Social Responsibility - Ethics is disseminated, even upon specific request, to all interested parties, through the use of suitable means of communication (website, direct mailing, posters in the company), and understood by staff, who are fully involved in the ethical path undertaken by the Company, through periodic meetings, communications and training and information activities.

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

Pisa, February 8<sup>th</sup> 2024

Signature of the Company Manager

Reference to bodies 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](mailto:info@sa-intl.org)

- **Apave Certification Italia S.r.l.**

Via Giuseppe Rosaccio, 33, 00156 Roma RM

Phone: +39 (0)6 33270123, mail: [stefano.bertini@apave.com](mailto:stefano.bertini@apave.com)

- **SAAS - Social Accountability Accreditation Services**

9 East 37th Street, 10th Floor, New York, NY 10016, United States of America

Phone: +1 (212) 391 2106, mail: [saas@saasaccreditation.org](mailto:saas@saasaccreditation.org)

Pisa, February 8<sup>th</sup> 2024

Signature of the Company Manager

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