

The Management of **C.E.M.E.S. S.p.A.**, aware of its responsibilities towards workers, local communities, and all stakeholders, declares its concrete and ongoing commitment to the implementation, maintenance, and continuous improvement of the **Social Responsibility Management System**, in compliance with the international standard **SA8000:2014**.

Through this system, **C.E.M.E.S. S.p.A.** aims to consolidate an organizational model based on principles of ethics, transparency, and respect for human and labor rights, promoting fair, safe, and inclusive working conditions.

The company considers social responsibility a strategic and integral element of its corporate culture and development, guiding operational decisions and relationships with collaborators, suppliers, clients, and stakeholders toward behaviors that align with the highest international standards on labor and human rights.

This Policy represents the Management's formal commitment to ensure compliance with the SA8000 standard, to promote continuous improvement, and to ensure that the principles of social responsibility are understood, implemented, and shared at all levels of the organization.

Our Core Values

The commitment of **C.E.M.E.S. S.p.A.** is based on solid and consistent values that guide every business action:

- **Valuing human capital:** Respect for the dignity, rights, and potential of every individual
- **Health and safety:** Safe and healthy working environments are a top priority
- **Professional growth and wellbeing:** Continuous investment in employee training and engagement
- **Consistency and transparency:** Alignment between values, strategies, decisions, and behaviors
- **Promotion and protection of human rights:** In all internal and external contexts
- **Dialogue and corporate social responsibility:** Open relationships with institutions, stakeholders, and communities
- **Ethics, legality, and fairness:** In relationships with all interested parties

Company's Formal Commitments

C.E.M.E.S. S.p.A. confirms its commitment to respect:

- SA8000:2014 standard
- ILO (International Labour Organization) conventions;
- Universal Declaration of Human Rights
- ONU International Convention on the Rights of the Child;
- United Nations Convention to eliminate all forms of discrimination against women; United Nations Convention on the elimination of all forms of racial discrimination; International Covenants on Civil, Political, Economic, Social and Cultural Rights.
- All applicable national and international laws, in particular:
 - Legislative Decree 81/2008 (Health and Safety at Work)
 - EU Regulation 2016/679 (GDPR – Personal Data Protection)
- The National Collective Labor Contracts (CCNL) for the Metalworking and Construction industry applied in the company
- The rules and procedures contained in the Company's Internal Regulations

Strategic and Operational Goals

Through the adoption of the SA8000 Management System, C.E.M.E.S. S.p.A. is committed to pursuing the following goals:

- Guarantee the protection of fundamental human rights, preventing all forms of abuse or violation
- Promote a culture of social responsibility at all levels of the organization
- Ensure a clear, efficient, and structured organization, with well-defined roles and responsibilities
- Foster an inclusive, stimulating, and wellbeing-oriented working environment
- Actively participate in social, cultural, and solidarity initiatives
- Assess risks related to possible misalignments between wages paid and the living wage
- Strengthen integration with the Occupational Health and Safety Management System, improving document traceability and compliance control
- Engage and raise awareness among stakeholders, particularly suppliers and collaborators, regarding the company's ethical principles

Principles and Requirements Applicable to Personnel and Suppliers

C.E.M.E.S. S.p.A. requires strict compliance with the following principles, which are already an integral part of its management system:

- **Child labor:** All forms of child labor are prohibited; young workers between 16 and 18 years of age are employed only in safe tasks and in accordance with applicable laws
- **Forced or compulsory labor:** Absolutely forbidden; includes any form of coercion, withholding of documents, or undue imposition
- **Health and safety:** Full application of Legislative Decree 81/2008, with continuous updates to preventive measures
- **Freedom of association and collective bargaining:** Guaranteed and promoted without interference
- **Non-discrimination:** All individuals are protected against discrimination based on gender, race, religion, sexual orientation, age, opinions, or personal conditions
- **Fair disciplinary practices:** Based on proportionality, respect, and regulatory compliance
- **Regular working hours:** Respect for working hours as defined in the CCNL, monitoring of overtime, and guarantee of the right to paid leave
- **Fair remuneration:** Full application of the relevant CCNL, with full respect for minimum wages and contractual rights

Commitment to Continuous Improvement

The Management of C.E.M.E.S. S.p.A. is committed to:

- Ensuring the maintenance and effectiveness of the SA8000 Management System
- Regularly monitoring its application through periodic reviews and performance analysis
- Identifying and pursuing improvement objectives, aligned with company values and stakeholder expectations
- Ensuring this Policy is shared with and understood by all personnel and stakeholders

Pisa, 10th September 2025

C.E.M.E.S. S.p.A.
The Company Management
Sig. Roberto MADONNA



REFERENCES OF THE CERTIFICATION BODIES INVOLVED

Social Accountability International (SAI) – *Ente che ha sviluppato lo standard SA8000*

📍 15 West 44th Street – New York, NY 10036 – USA

☎ Tel: +1 (212) 684-1414

📠 Fax: +1 (212) 684-1515

✉ Email: info@sa-intl.org

🌐 Web: www.sa-intl.org

SAAS – Social Accountability Accreditation Services – *Ente di accreditamento*

📍 9 East 37th Street, 10th Floor – New York, NY 10016 – USA

☎ Tel: +1 (212) 391-2106

✉ Email: saas@saasaccreditation.org

🌐 Web: www.saasaccreditation.org

Apave Certification Italia S.r.l.

📍 Via Giuseppe Rosaccio, 33 – 00156 Roma (RM), Italia

☎ Tel: +39 06 33270123

✉ Email: stefano.bertini@apave.com

🌐 Web: www.apave-certification.com

C.E.M.E.S. S.p.A.
The Company Management
Sig. Roberto MADONNA

