

SOCIAL RESPONSIBILITY POLICY

Mont-Ele identifies its commitment to **Social Responsibility** as a central priority. Consistent with this vision, Mont-Ele has adopted a **Code of Ethics**, which expresses the set of values and principles that the Company has decided to adopt in carrying out its business and in the relationship with all its interlocutors, and has decided to give further concreteness to the commitments undertaken, adopting a **SA8000: 2014® management system** consistent with it, which reinforces the fundamental values of social responsibility in the approach to the market and the civil society in which it operates. The SA8000: 2014® management system, of which this **Policy** is an expression, represents for Mont-Ele the general operating framework by means of which the organization is able to ensure complete compliance of its performance in the area of Social Responsibility with reference to the requirements of the Standard.

The Mont-Ele Management therefore **declares its commitment** to make the SA8000:2014® Management System effective and operational and to continuously improve its effectiveness.

To that scope the Company Management undertakes to adhere and conform its policies and procedures to:

- all the requirements of the reference standard SA8000:2014®;
- the international standards and conventions and the conventions of the International Labor Organization (ILO) of reference referred to in the Standard;
- applicable national laws, sector regulations, contractual conditions and any other requirements voluntarily signed and adopted.

The specific commitments to meet the SA8000: 2014® requirements are summarized as follow:

- not to encourage, employ or support the use of child labor;
- not to encourage, employ or support forced labor;
- provide a healthy and safe working environment for employees and contractors at all sites and structures and take adequate measures to prevent accidents and damage to health deriving from work, minimizing, as far as reasonably possible, the risks inherent in the work environment;
- respect the freedom of association and the right to collective bargaining;
- offer equality of opportunity to all employees and not engage in or support discrimination in hiring, compensating, accessing training, promoting, terminating or retiring on any basis including ethnic and national origin, caste, religion, disability, gender, age, gender orientation, union membership or political affiliation.
- do not use or support disciplinary practices or verbal abuse contrary to respect for the dignity of people;
- adapt and respect the working hours required by law, by national and local agreements and by the national collective agreements applied;
- remunerate employees in compliance with the provisions of the CCNL of belonging;
- involve, as far as possible within the Company's possibilities, suppliers of goods, activities and services so that they also take into consideration compliance with the requirements of SA8000: 2014®;

The Management also undertakes to:

- continuously define and update this "Social Responsibility Policy" and apply and comply with all the requirements of the SA8000: 2014® standard, as well as all the relevant national and international standards;
- periodically examine the effectiveness of the system and make corrective or preventive actions, if necessary, with a view to continuous improvement;
- document the performance in relation to all the requirements of the standard, through appropriate recordings and communication of the results both within the company and to the other interested stakeholders;
- ensure that all staff receive adequate training on the requirements of the standard and a system for monitoring the effectiveness of the system is defined;
- appoint a management representative and encourage the election of a worker representative;
- accept and manage complaints and suggestions from individuals and all interested parties, with a view to continuous improvement; not to implement any form of retaliation in the event that actions or behavior of the Company that do not comply with the SA8000: 2014® standard are reported
- plan and apply appropriate corrective actions following the identification of non-compliance.