

## SOCIAL ACCOUNTABILITY POLICY

Rev.04 - 13 april 2023

The company is aware of the importance of maintaining and improving its reputation if possible, not only in relation to:

- □ quality of products;
- □ respect for the environment;
- □ safety of employees at workplace

but also, in relation to ethical and socially accountable behaviour; for this reason intend to:

- comply with all the requirements of SA 8000 standard and to all international documents which are mentioned in it;
- ensure constant compliance with the national laws and of any other signed agreements;
- keep commitment to continuous improvement of company performances for Social Accountability, evaluating periodically this current policy and reviewing the document if necessary;
- apply, communicate and explain to all personnel at all levels (including personnel employed by the company itself, as well as personnel representing the company) this policy;
- ensure that the policy is available to all stakeholders upon request.

In particular Ratti's management has put in place a management system that ensures:

- regarding child labour:
  - the compliance with Legislative Decree No. 345/1999 as well as ILO Conventions 138 and 182, ILO Recommendation 146;
  - the request to all suppliers to respect this requirement of social accountability;
  - the definition of a recruitment policy which clearly define the requirements of age required;
- regarding forced and compulsory labour:
  - the exclusion of use of it in accordance with the Statute of Workers and ILO Conventions 29 and 105;
  - the exclusion at the time of recruitment of requests for money or deposits original documents;
  - excluding withholding of any part of the remuneration of staff, benefits (bonuses) or property;
  - exclusion of labor exploitation of prisoners.
- regarding health and safety of workers:
  - the compliance with requirements of Italian legislative decree 81/2008 and subsequent amendments and additions;
  - the continuous improvement of safety conditions of workers through the timely implementation of the principles and procedures established under the management system for health and safety in the workplace, adopted in accordance with ISO 45001:2018;

- the need for special attention to the specific risks for the health and safety of pregnant workers and new mothers;
- with regard to freedom of Association and the right to collective bargaining:
  - the respect of the Italian legislation and particularly the Statute of Workers and the ILO Conventions 87, 98 and 135;
- with regard to discrimination:
  - the respect of the Constitution of the Italian Republic, the Statute of Workers and the ILO Conventions 100, 111, 159 and 177;
  - inclusion in the recruitment policy of the absolute rejection of discriminatory criteria;
- with regard to disciplinary practices:
  - The respect of the Constitution of the Italian Republic, the Statute of workers, the ILO Conventions 29, 190 and the applicable Collective Labour Bargaining;
  - treating all employees with dignity and respect;
- as regards the working time:
  - The respect of the Constitution of the Italian Republic, the Statute of workers and the ILO Convention 98;
- as regards the remuneration:
  - The compliance with the applicable Collective Labour Bargaining and ILO Convention 100 and 131

High management is also committed in stakeholder's engagement to obtain the indications for the performance improvement of Social Accountability of the Company.

The management also ensures an adequate internal and external communication regarding the performance of the Social Accountability of the Company.

All Stakeholders who detect discrepancies or violations in the principles of social responsibility may make reports or complaints directly to Ratti S.p.A. SB or Third Party Control Bodies by regular mail or by electronic mail in absolute anonymity:

- to Ratti S.p.A. SB  
to the attention of the Performance Team Member  
Via Madonna, 30 - 22070 Guanzate (CO) Italy  
email: [socialaccountability@ratti.it](mailto:socialaccountability@ratti.it)
- to Social Accountability Certification Body Bureau Veritas S.p.A.  
to the attention of the Ethics Officer  
Viale Monza, 347 - 20126 Milano (Mi) Italy  
email: [csr@it.bureauveritas.com](mailto:csr@it.bureauveritas.com)
- to the Social Accountability Accreditation Service (SAAS) regulatory body  
9 East 37th Street, 10th Floor, New York  
NY 10016, United States of America  
Phone: +1 (212) 391-2106  
email: [saas@saasaccreditation.org](mailto:saas@saasaccreditation.org)



This document is displayed in all workplaces that are under the responsibility of the Company, is published on Ratti's institutional website ([www.ratti.it](http://www.ratti.it)) and is available to anyone who it may requests.

Sergio Tamborini

Chief Executive Officer

Ratti S.p.A. Società Benefit

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