

SOCIAL RESPONSIBILITY POLICY SA 8000

The RUSCALLA company has decided to equip itself with an SA8000 Management System, in compliance with the standard itself, the SAI Guidance Document for Social Accountability and current legislation, defining and implementing a social responsibility policy that takes into account the will of the company management to represent a source of pride and trust for the women and men who work in the company, so that they are protagonists of the results with their competence, their involvement and their passion.

- To achieve these objectives, the company undertakes to:
- Improve the quality of life of its employees and the community in which it operates consistently with the concept of sustainable development, taking into consideration, in the definition and implementation of its strategy, the social, environmental, and economic impacts deriving from its activity.
- Comply with national and supranational regulations on employment protection and the relevant national collective labor agreements.
- Ensure its commitment to social responsibility through the application and dissemination of the principles and contents of the SA8000 standard and the improvement of the working conditions of its employees.
- Ensure, through appropriate procedures, constant compliance with the requirements of the SA 8000 Standard relating to:
 - ✓ child labor
 - ✓ forced or compulsory labor;
 - ✓ Health and Safety;
 - ✓ freedom of association and right to collective bargaining.
 - ✓ Discrimination;
 - ✓ Disciplinary practices;
 - ✓ Working hours;
 - ✓ SalaryAgire

Activate a communication and dialogue system with all company interlocutors interested in the topics of the SA8000 standard, in order to understand the policy and procedures of the RUSCALLA company and to detect legitimate expectations and guarantee their satisfaction.

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- Select and evaluate your suppliers taking into account their commitment to meeting the requirements of the SA8000 standard

The RUSCALLA company undertakes to assign adequate resources and to implement suitable procedures for the achievement of the objectives defined also through the establishment of a permanent working group with the joint participation of process managers and workers with the task of monitoring compliance with the standard and suggest actions to company management to address the identified risks.

The RUSCALLA company guarantees the absence of discrimination against any employee who provides information regarding issues and non-compliance with the company's SA8000 system.

In particular, there is the possibility of sending reports not only to the Ethics Committee comitatoetico@ruscallarenato.it but also directly to the Certification Body and the Accreditation Body at the following addresses:

*RINA S.p.A. Viale Cesare Pavese, 305 – 00144 Roma – e mail: sa8000@rina.org
- + 39 06 54228651 + 039 06 54228699*

*SAAS Social Accountability Accreditation International 15 West 44th Street, 6th Floor New York, NY 10036 - Telefono: tel: (212) 684-1414 fax: (212) 684-1515
e mail: saas@saasaccreditation.org*

Aware of the importance of collaboration and involvement of all staff, the Management undertakes to ensure and periodically verify that the Policy is documented, made operational, kept active, periodically reviewed, disseminated to all staff and made available to the public.

Firma

(L'Amministratore Unico)