

Social Responsibility Policy SA8000:2014

Errebian S.p.A. has always placed fundamental importance on both the success of the company and the well-being and satisfaction of its employees, as well as on harmonious integration with the social and cultural context in which it operates.

This commitment led **Errebian S.p.A.** to implement a Social Responsibility Management System (SRMS) in accordance with **SA8000:2014**. This system defines and implements a social responsibility policy that considers the needs of its workers, customers, and all stakeholders.

Compliance with all requirements of the SA8000 standard results in the following precise commitments for **Errebian S.p.A.**:

- Do not use or support the use of child labor as defined in the standard (also committing to apply the remedial actions outlined in the procedure if child labor is found to exist in the company).
- Do not use forced labor or support its use.
- Guarantee a safe and healthy workplace for workers by implementing appropriate preventive measures, conducting thorough risk assessments and management, and developing an adequate training program in accordance with current regulations.
- Guarantee workers' freedom of association and the right to representation.
- Do not implement or support discrimination in hiring, compensation, access to training, promotion, dismissal, or retirement based on race, class, national origin, religion, disability, sex, sexual orientation, union membership, political affiliation, or age.
- Do not use or support the use of corporal punishment, mental or physical coercion, verbal abuse, or apply disciplinary procedures except as provided by law.
- Respect the laws and standards applicable to working hours, including those related to the workweek, overtime, and weekly rest.
- Ensure that salaries are not less than the minimum wages established by the National Collective Agreements.

The company also commits to:

- Share this policy with its suppliers, contractors, and subcontractors who will be selected and audited based on their Social Responsibility profile.
- Take actions to continuously improve the SRMS.
- Define internal rules and objectives that, within the framework of Corporate Social Responsibility, drive continuous improvement.
- Ensure compliance with all regulations at the local, national, and community levels, as well as any other agreements signed on labor matters.

This policy is periodically updated, disseminated, and shared with staff and all other stakeholders (partners, customers, suppliers).

SA8000 objectives:

The goals and tools for improvement that **Errebian S.p.A.** sets itself are as follows:

- Enhancing its image and reputation in the market, while fully respecting the community, through the integration of social, environmental, and economic policies.
- Ensuring stakeholder satisfaction by implementing a system of communication and dialogue with all social stakeholders of the company.

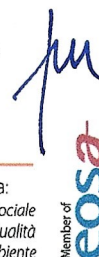
Errebian S.p.A.

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Azienda sostenibile certificata:
> SA8000:2014 Responsabilità Sociale
> UNI EN ISO 9001:2015 Qualità
> UNI EN ISO 14001:2015 Ambiente



- Fulfilling commitments made by publicizing their achievements through the drafting of annual SA8000 reports.
- Ensuring effective communication with stakeholders.
- Undertaking continuous action to engage, motivate, and develop the professionalism of all staff in achieving set objectives, through continuous training, information dissemination, awareness-raising, and ensuring the protection of workers' rights, health, and safety.
- Adhering to national and supranational regulations on worker protection, ILO conventions, and principles of social responsibility by applying and disseminating ethical principles and continuously improving working conditions for employees.
- Distributing documentation of the social responsibility management system in all workplaces to ensure accessibility to all personnel.
- Selecting suppliers to ensure adherence to ethical principles, and subsequently involving their own suppliers and subcontractors.

Specific goals are defined annually by management and disseminated to all employees.

Management of SA8000 Reports

To ensure that both its workers and all other interested parties have the opportunity to contribute constructively to the improvement of the Social Responsibility Management System, Errebian S.p.A. has implemented a communication system for managing reports related to the application of the SA 8000 standard. These reports are disseminated to workers through a specific document (SA8000 Information).

The aforementioned reports can be submitted to the company, either on paper or by e-mail, including anonymously, (via a dedicated form or freely) using the following channels:

- A specific box located in the refreshment area of the venue, using a dedicated form.
- Via e-mail to the following address: segnalazioni.sa8000@errebian.it.
- Via regular mail to the following address: Via dell'Informatica, 8 - Loc. S. Palomba - 00071 Pomezia (RM) – Attention: Social Performance Team.
- Verbally, by calling 0691826216 and communicating the complaint to RLSA8000 (it is the worker's right to request anonymous).

Reports can be sent directly to the Certification Body and/or Accreditation Body at the addresses below:

- RINA S.p.A. - e-mail: SA8000@rina.org
- SAAS - e-mail: saas@sasaccreditation.org

A copy of this document is distributed by posting it on company information bulletin boards, on the website www.errebian.it in the Certifications section, and by directly emailing it to all employees. Additionally, it is forwarded to all stakeholders deemed necessary to be involved and to all those who request it.

Pomezia, 2024-03-10

[ERREBIAN]²
esperienza al lavoro
L'Amministratore Delegato
(Dott. Luca Masciola)

Errebian S.p.A.

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