

With this document, the Company Management intends to inform all personnel falling within the sphere of control and influence of the organization to have chosen to comply with the SA 8000 standard and therefore to commit to ensuring that the company

a) *complies with all the requirements of the cited standard, including*

- the Universal Declaration of Human Rights;
- the United Nations Guiding Principles on Business and Human Rights;
- the United Nations Conventions on the Rights of the Child, on the Elimination of All Forms of discrimination against women and the elimination of all forms of racial discrimination
- the International Covenants on Economic, Social and Cultural Rights and on civil and political rights;
- the ILO Code of Practice on HIV/AIDS and the world of work;
- the ILO Conventions on forced labour, freedom of association and protection of the right to organise, the right to organization and collective bargaining, equal pay, social security, definition minimum wage, workers' representatives, minimum age, safety and health at work, professional reintegration and employment of disabled people, indigenous and tribal peoples, work in home, maternity protection, private employment agencies and the worst forms of child labour;
- national laws, other applicable laws and other requirements you may have subscribed to from the organization;

b) *does not resort to or support the use of child labor;*

c) *if you employ young workers, you do not employ them for more than 8 hours a day or at night;*

d) *does not expose children or young workers to situations that are risky or harmful to their physical and mental health and for their development, both inside and outside the workplace;*

(e) *does not engage in or support the use of forced or compulsory labour, including prison labour;*

f) *do not retain original identity documents and do not require staff to pay "deposits" at the start of the employment relationship;*

g) *not withhold any part of the salary, salary benefits, property or documents of the staff, for the purpose to force him to continue working for the organization itself;*

h) *does not apply costs or commissions relating to the total or partial hiring of workers;*

(i) *ensures that staff have the right to leave the workplace at the end of the working day standard and is free to terminate the employment relationship by giving reasonable notice to the employer;*

j) *does not engage in or support human trafficking;*

- k) *respect the right of staff to form, join and organize trade unions of their own choosing and to bargain collectively with the organization;*
- l) *does not interfere in any way in the formation, operation or management of organizations of workers or in the collective bargaining process;*
- m) *ensures that trade union members, workers' representatives and staff involved in organizing workers are not subjected to discrimination, harassment, intimidation or retaliation for the fact that they carry out such functions and that, on the contrary, they may have contact with their members in the place of Work;*
- n) *does not resort to or support any form of discrimination in hiring, remuneration, access to training, promotion, termination or retirement, based on race, national origin, territorial or social, caste, birth, religion, disability, gender, sexual orientation, responsibility family members, marital status, trade union membership, political opinions, age or any other condition that could give rise to discrimination;*
- o) *does not interfere with the exercise of the rights of staff to follow principles or practices, or to comply with needs, related to race, national or social origin, religion, disability, gender, sexual orientation, family responsibilities, trade union membership, political opinions or any other condition that could give rise to discrimination;*
- p) *does not permit any behavior that is threatening, abusive, exploitative, or sexually coercive, including gestures, language and physical contact, in workplaces and in all housing and other facilities made available by the organization, regardless of whether such premises are owned, rented, leased or owned by the service provider;*
- q) *never subject staff to pregnancy or virginity tests;*
- r) *treat all staff with dignity and respect and do not use or tolerate the use of corporal punishment, physical or mental coercion, verbal abuse towards staff and does not permit harsh or inhuman;*
- s) *complies with applicable laws, collective bargaining agreements and industry standards regarding working hours, rest days and public holidays so that the working week does not exceed 48 hours in any case, the staff have at least one day off after six consecutive days of work, overtime work is voluntary, is not requested regularly and does not exceed 12 hours per week, except for the exceptions permitted by the applicable legislation and collective bargaining;*

t) *respects the right of staff to receive a decent wage, i.e. sufficient to meet their needs*

*primary as well as providing some discretionary income;*

u) *guarantees*

- *that the ordinary remuneration corresponds at least to the legal standards or the sector minimums or to the collective bargaining;*
- *that the composition of workers' wages and benefits are clearly detailed and regularly in written form for each pay period;*
- *that wages and benefits are paid in accordance with the law, in a manner convenient for workers and that shall not under any circumstances be delayed or limited by methods such as vouchers, promissory notes or coupon;*
- *that all overtime work is paid with a premium, as defined by the legislation and from collective bargaining;*
- *not to use "labor-only" contractual agreements, consecutive short-term contracts and/or bogus apprenticeship programs or other schemes to evade legal obligations to the staff;*

v) *does not disciplinary action, dismiss or otherwise discriminate against personnel or stakeholders who have provided information on compliance with SA8000 or have made complaints regarding the location of Work;*

w) *in the case of announced or unannounced audits, carried out to certify compliance with the requirements of the Standard, cooperate fully with external auditors to determine the severity and frequency of each issue emerged in the adaptation to the SA 8000 Standard;*

x) *engage in stakeholder engagement to achieve sustainable compliance with the SA 8000 standard;*

y) *implement a training plan for all personnel for the effective application of the SA 8000 Standard, in based on the results of the risk assessment, and periodically evaluate the effectiveness of the training activities.*