

## *Policy for Social Responsibility*

SELT SpA has decided to equip itself with an SA8000:2014 Management System, in compliance with the Standard and current legislation, defining and carrying out a Social Responsibility Policy which can represent the crux of all the activities conducted by the Organization's workers.

SELT SpA considers it a priority to:

- comply with the relevant national collective labor agreement and the principles of its social responsibility code, in addition to all the requirements of the SA8000:2014 Standard, the national and supranational regulations on workplace protection cited therein (ILO Conventions, Universal Declaration of Human Rights, United Nations Convention on the Rights of the Child, United Nations Convention on the Elimination of All Forms of Discrimination against Women, ...);
- ensure its commitment to social responsibility through the application and dissemination of the principles and contents of the SA8000:2014 Standard and the continuous improvement of the working conditions of its employees;
- constantly act to involve, motivate and develop the professionalism of all the members of the staff, through training, information and awareness-raising interventions;
- activate a communication and dialogue system with all internal and external stakeholders of SELT SpA in relation to the SA8000 Standard, in order to identify their needs and expectations, divulge the company policy and raise their awareness on the issues of Social Responsibility;
- improve the quality of life of the stakeholders of the community in which it is located, taking into consideration the concept of sustainable development, the social, environmental and economic impacts deriving from its activities, in the definition and implementation of its strategy;
- select and evaluate suppliers taking into account their commitment to compliance with the requirements of the SA8000:2014 Standard;
- make clear the commitments undertaken and the results achieved through the preparation and divulgation of the annual Sustainability Report.

The Senior Management makes adequate resources available for the pursuit of the objectives defined in implementation of the Social Responsibility Policy. This is possible thanks to the establishment of a permanent working group to which it is attributed the specific task of monitoring compliance with the contents of the Standard, and also to the proposed actions for continuous improvement, consistently with the commitment undertaken to comply with the requirements of the Standard.

SELT SpA regulates, ensures and guarantees the implementation of the requirements of the Standard in relation to:

- the elements of child labour, forced or compulsory labour
- candidates' suitability for the job
- the health and safety element
- the freedom of association and the right to collective bargaining
- the elements of discrimination and disciplinary practices
- the elements of working hours and remuneration

Senior Management recognizes as a strategic choice the development of a Social Responsibility Management System compliant with SA8000:2014, which strengthens and enriches the contents of the Integrated System for Quality, Safety, Environment and Energy.

The Senior Management is actively involved in respecting and implementing the commitments undertaken in this Policy document, ensuring and periodically verifying that it is made operational, kept active, periodically reviewed, widespread to all staff and made publicly available.

## Complaints/Observations/Suggestions for Improvement/Reports

*Complaints, in relation to facts and events of the nature of abuse, offense or illegality occurring in the workplace or linked to it and in contrast with the principles of social responsibility of the SA8000:2014 Standard, including non-compliance with this Policy, and/ o any observations, suggestions for improvement and reports can be addressed to:*

### Agency

SELT SpA – operational headquarters  
Via Londra 8/10 - PIP area 09094 - Marrubiu  
Tel. 0783/856059 - Fax 0783/856282  
Att.: Social Performance Team SA8000  
E-mail:[comunicazioni@seltspa.com](mailto:comunicazioni@seltspa.com)

SELT SpA – local unit  
Street 4November 38- 25030 Mairano (BS)  
Att.: Social Performance Team SA8000  
E-mail:[comunicazioni@seltspa.com](mailto:comunicazioni@seltspa.com)

## Complaints/Reports:

*Complaints/reports, in relation to facts and events of the nature of abuse, offense or illegality occurring in the workplace or linked to it and in contrast with the principles of social responsibility of the SA8000:2014 Standard, including non-compliance with this Policy, can be addressed to:*

### Certification body

DNV Business Assurance Italia Srl  
Via Energy Park, 14 20871 – Vimercate (MB)  
Tel. 039/6899905 (ra)-Fax 039/6899930  
E-mail:[feedback.italia@dnv.com](mailto:feedback.italia@dnv.com)

### Accreditation body

Director of Accreditation, SAAS  
9 East 37rd Street, 10th floor New York, NY 10016  
Tel: +212-684-1414  
E-mail:[info@sa-intl.org](mailto:info@sa-intl.org)–[saas@saasaccreditation.org](mailto:saas@saasaccreditation.org)

**Marrubiu, 04/10/2024**

### Approval

Senior Management  
*Mauro Bernardo Ceffa*  
CEO