

**SG 03/2020 – 01**

## **POLICY OF SOCIAL RESPONSIBILITY**

**SELT SpA** has chosen to adopt a **SA:8000:2014** Management System, according to the same Standard and to the current legislation, defining and realizing a Policy of Social Responsibility that represents the core of all the activities performed by the workers of the Organization.

**SELT SpA** according to the company values, considers it a priority:

- respect, in addition to all the requirements of the SA8000:2014 Standard, the national and supranational laws on the protection of labor mentioned therein (ILO Conventions, Universal Declaration of Human Rights, United Nations Convention on the Rights of the Child, Convention on the Elimination of All Forms of Discrimination against Women,...) the National Collective Labour Contract and the principles of its Code of Ethics;
- ensure its commitment to Social Responsibility through the application and disclosure of the principles and contents of the SA8000:2014 Standard and the continuous improvement of the working conditions of its employees;
- act constantly for the involvement, motivation and development of the professionalism of all staff, through training, information, awareness;
- activate a communication and dialogue system with all internal and external stakeholders of SELT SpA in relation to the SA8000 Standard, in order to detect their needs and expectations, disseminate the Company Policy and raise awareness on the issues of Social Responsibility;
- improve the quality of life of the stakeholders of the community in which it is established by taking into consideration, in the definition and implementation of its strategy, the concept of sustainable development, the social, environmental and economic impacts deriving from its activities;
- select and evaluate suppliers taking into account their commitment to comply with the requirements of the SA8000: 2014 Standard, excluding those that make use of or encourage the use of child labor;
- disclose the commitments undertaken and the results achieved through the preparation and dissemination of the annual Sustainability Report

The Senior Management, in line with the commitment undertaken to comply with the requirements of the Standard, makes adequate resources available for the pursuit of the objectives defined in implementation of the Social Responsibility Policy, also through the establishment of a permanent work group to which it is assigned the specific task of supervising the compliance with the contents of the Standard and proposing actions for continuous improvement.

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

- the elements of child labor, child labor, forced or compulsory labor; in particular, the Company does not make use of suppliers who resort to or support the use of child labor and forced or compulsory labor
- the candidates' suitability for work
- the health and safety element
- the element of freedom of association and the right to collective bargaining
- the elements of discrimination and disciplinary practices
- the elements of working time and remuneration

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

Senior Management is actively involved in respecting and implementing the commitments undertaken in this Policy document, ensuring and verifying periodically that the same, in addition to being documented, is made operational, kept active, periodically reviewed, disseminated to all personnel and made publicly available.

#### Claims

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

#### **Company**

SELT SpA

Via Londra 8/10 - Zona PIP 09094 - Marrubiu

Tel. 0783/856059 - Fax 0783/856282

Att.: Social Performance Team SA8000

E-mail: [spt@seltspa.com](mailto:spt@seltspa.com)

#### **Certification Body**

DNV GL Business Assurance Italia S.r.l.

Via Energy Park, 14 20871 – Vimercate (MB)

Tel. 039/6899905 (r.a.) - Fax 039/6899930

E-mail: [milan@dnvgl.com](mailto:milan@dnvgl.com)

#### **Accreditation Body**

Director of Accreditation, SAAS

220 East 23rd Street, Suite 605, New York, NY 10010

Fax: +212-684-1515

E-mail: [saas@saasaccreditation.org](mailto:saas@saasaccreditation.org)

The procedure for submitting complaints to SAAS is available on the website:

<http://www.saasaccreditation.org/document-library>

in the section "SAAS Complaints/Appeals"

#### **For Approval**

Senior Management

Mauro Bernardo Ceffa –

Chairman of the Board of Directors