

# Social Accountability Policy

## General Principles

The decision to implement a Management System compliant with SA8000 is motivated by MER MEC STE's desire to regulate in a clear and unequivocal way the performance of activities according to the requirements of Ethical and Social Responsibility, committing to involving the entire supply chain on these issues.

Therefore, MER MEC STE, in compliance with current legislation, undertakes to integrate social and environmental issues into its strategies and relations with both internal and external stakeholders, through compliance with social responsibility requirements.

The SA8000 management system, of which this Policy is an expression, represents for MER MEC STE the general operating framework by virtue of which the organisation can ensure complete compliance of its performance in the sphere of Social Responsibility with reference to the requirements of the Standard.

The Management of MER MEC STE declares its commitment to:

- adhere and conform their policies and procedures to the requirements of the reference standard SA8000, to the international standards and conventions and to the reference Conventions of the International Labour Organisation (ILO) referred to by the Standard, to the applicable national laws, to the sector regulations, to the contractual conditions and to any other requirement voluntarily signed and adopted.
- make the SA8000 Management System effective and operational and continuously improve its effectiveness.

## Commitments

The specific commitments to comply with the SA8000 requirements are summarised below:

- to not encourage, employ or support the use of child labour;
- to not encourage, employ or support forced labour;
- to ensure adequate, safe and healthy workplaces and implement measures to prevent incidents, accidents and occupational diseases;
- to respect the right of workers to join trade unions;
- to not discriminate or support any kind of discrimination against staff on any basis;
- to not use or support disciplinary practices or verbal abuse contrary to respect for the dignity of persons;
- to adapt and respect the working hours provided for by law, national and local agreements and national collective agreements applied;
- to remunerate employees in compliance with the provisions of the Collective Labour Contract to which they belong;
- to implement a qualification and monitoring process with regard to Suppliers that takes into account, as far as is within the Company's possibilities, also compliance with the requirements of SA8000;
- to provide adequate training on the SA8000 standard to personnel.

## Resources

The Management also undertakes:

- to allocate adequate resources to the implementation and improvement of the SA8000 Management System, including by creating a diverse group of people to monitor compliance with the standard, as well as to make public commitments and results through an annual social responsibility report;
- to disseminate the Social Responsibility Policy to the different stakeholders, through appropriate communication channels and information activities;
- to involve stakeholders;
- to not carry out any form of retaliation in the event that actions or behaviours of the Company that do not comply with SA8000 are reported;
- to manage complaints and proposals submitted by internal and external stakeholders in accordance with the procedures defined in the relevant system procedure. The reports and suggestions can be forwarded using the forms provided for in the procedure, by anonymous communication to be sent in the appropriate boxes, communication to the RLSA of the reference office or directly to the certification body or to the SAI (Social Accountability International)

## Communication

The company define and maintain an internal and external communication plan to provide adequate and systematic information on the results of the management of their Social Responsibility System.

## Monitoring and improvement of the SAMS

The Management periodically verifies the effectiveness of the SA8000 Policy and Management System through the System Review, during which all opportunities for improvement of company performance and improvement objectives are evaluated.

*True and faithful copy of the Italian Version*

Milan, 26/07/2023

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