

## SA 8000 SOCIAL ACCOUNTABILITY POLICY

RENCO Spa adheres to the international voluntary standard SA 8000: 2014 developed by Social Accountability International in order to recognize and improve the rights of workers, the conditions of the workplace and implement an effective management system, which allows the planning of social responsibility activities with a view to continuous improvement.

RENCO Spa undertakes to pursue socially correct and responsible behavior, according to the principles contained in the Universal Declaration of Human Rights, in the ILO conventions, in international human rights standards and in national labor laws. To this end, it undertakes not to use and support child labor, forced and compulsory labor and not to implement discrimination and corporal punishment, physical or mental coercion or verbal abuse towards its employees and collaborators. This commitment, as specified by SA 8000: 2014, is also required to its suppliers.

The organization considers it essential to comply with all applicable laws: national laws, signed requirements and to promote maximum transparency in all matters related to the employment relationship.

RENCO Spa undertakes, in compliance with the international standard SA8000: 2014, to keep the management system active, so as to demonstrate compliance with the requirements of the reference standard and those defined in the aforementioned documentation, in order to guarantee its continuous improvement and ensure the monitoring of suppliers, the training of internal staff and the development of any corrective actions.

With regard to company personnel, RENCO Spa undertakes to:

- Guarantee, in compliance with the provisions of current legislation and the CCNL (National Collective Labor Agreement), in relation to the characteristics of the remuneration, compliance with the minimum legal salaries, and to ensure that the salary is adequate to meet the essential needs of the worker.
- Encourage the expression of the workers' opinions, as a fundamental contribution to solving problems. In this sense, RENCO Spa will allow and promote the establishment of working groups, in order to increase the individual's confidence in their role and a sense of responsibility in pursuing the objectives.
- Employ resources, based on their attitudes and work skills, refusing any kind of discrimination. RENCO Spa guarantees equal opportunities to workers, avoiding differentiated treatment, as all employees and collaborators have equal social dignity and are equal for the organization, without distinction of sex, race, language, religion, political opinions, personal and social conditions or any other conditions that could lead to discrimination.
- Provide employees with a safe and healthy work environment. In the workplace, instruments for control and protection from materials or risk situations are adopted in compliance with the laws in force, always pursuing the most rigorous and favorable solution to the worker.
- Not use or support human trafficking and illegal hiring.
- To collaborate and be open in the relationships with employees, in the spirit of involving all staff in problem solving, to optimize the results of the organization.
- Guarantee the freedom of association and expression for all workers, within the framework of the broadest respect for individual dignity, ensuring full compliance with the laws in force and with the CCNL.

Below are the contacts for forwarding reports regarding non-compliance with these commitments:

- **LSQA Headquarters:** Av. Italia 6201, "Los Tilos" Building - 1st. floor - 11500, Montevideo (Uruguay); Phone: (+598) 2600 0165; Fax: (+598) 2604 2960; Email: info@lsqa.com
- **SAI - Social Accountability International:** 15 West 44th Street - 10036 New York, NY; Phone: (+1) 212 684-1414; Fax: (+1) 212 684-1515; Email: info@sa-intl.org o info@lsqa.com
- **SAAS - Social Accountability Accreditation Services:** 15 West 44th Street, 6th Floor – 10036 New York, NY; Phone: (+1)212 391-2106; Fax: (+1)212 391-2106; Email: saas@saasaccreditation.org

- **Renco Spa:** Strada del Montefeltro 51 - 61122 Pesaro (PU); Phone: (+39) 0721.43331; Fax: (+39) 0721.400 924;E-mail: rencospa@renco.it

RENCO Spa reaffirms towards suppliers its willingness and conviction to qualify them following the criteria of SA8000: 2014 and, as far as possible, encourage suppliers to promote the application of the principles contained therein.

The Top Management



  
RENCO S.P.A.  
CHIEF EXECUTIVE OFFICER  
*Giovanni Rubini*