



## SOCIAL ACCOUNTABILITY POLICY

The decision to implement a Management System in compliance with the SA8000 norm is aimed by the will of Fluorsid SpA to regulate in a clear and univocal way the carrying out of its activities according to the requirements of Ethical and Social Responsibility, committing itself to involve the entire supply chain on these issues.

The SA8000 management system, of which this Policy is an expression, represents for Fluorsid the general operational framework by virtue of which the organization is able to ensure full compliance of its performance in the field of Social Responsibility with reference to the requirements of the Standard.

The Management of Fluorsid S.p.A. declares its commitment to make the Social Accountability Management System effective and operational and to continuously improve its effectiveness. To this end the Management is committed to adhere and conform its policies and procedures to all the requirements of the reference standard, to the International Standards and Conventions of the International Labour Organization (ILO) referred to in the Standard, to the applicable national laws, to the sector regulations, to the contractual conditions and to any other requirement voluntarily subscribed and adopted.

Specific commitments to comply with SA8000:2014 requirements are summarized below:

- do not encourage, employ or support the use of child labor;
- do not encourage, employ or support the use of forced labour;
- ensure adequate, safe and healthy workplaces and implement measures to prevent accidents, injuries and occupational diseases;
- respect the right of workers to join trade unions;
- do not engage in or support any type of discrimination against personnel on the basis of any condition;

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- do not use or support disciplinary practices or verbal abuse contrary to respect for the dignity of persons;
- comply with and respect the working hours provided for by law, by national and local agreements and by the national collective contracts applied;
- remunerate employees in compliance with the provisions of the relevant CCNL;
- implement a qualification and monitoring process with respect to Suppliers that takes into consideration, as far as it is possible for the Company, compliance with the requirements of SA8000:2014;
- ensure that all staff are adequately trained on the SA8000 standard.

Management is also committed:

- to allocate adequate resources to the implementation and improvement of the SA8000 Management System;
- to spread the Social Responsibility Policy to the various stakeholders, through appropriate communication channels and information activities;
- to involve the interested parties;
- do not implement any form of retaliation in the event that the Company's actions or behaviours which do not comply with the SA8000:2014 standard are reported.

The Company defines and maintains an internal and external communication plan to provide adequate and systematic information on the results of the management of its Social Responsibility System.

In addition, the Management periodically verifies the effectiveness of the SA8000:2014 Policy and Management System through the System Review, during which all opportunities for improvement in company performance are evaluated and improvement goals are established.

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Below are the references of the body that developed the reference standard, the Accreditation Body and the Certification Body:

Social Accountability International (SAI): 15 West 44th Street | New York, NY 10036 | tel: (212) 684-1414 | fax: (212) 684-1515 | e-mail: [info@sa-intl.org](mailto:info@sa-intl.org)

Social Accountability Accreditation Service (SAAS): 15 West 44th Street | New York, NY 10036 | tel: (212) 391-2106 | fax: (212) 684-1515 | e-mail: [saas@saasaccreditation.org](mailto:saas@saasaccreditation.org)

Ente Certificatore: Bureau Veritas Italia S.p.A: Viale Monza 347 – 20126 Milano | tel: (+39 02-270911) | fax: (+39) 02-2552980

Assemini, 25 marzo 2021

Chief HSE Officer

Andrea Alessandro Muntoni



