

## **Social Accountability Policy “Pac Team Europa Srl”**

**Pac Team Europa Srl** has implemented the **Social Responsibility Management System**, according to the provisions of the SA8000:2014 Standard, with the aim of **respecting moral and ethical values** while carrying out its activities.

The Company believes that the adoption of an SA8000 Management System, starting from the definition of a correct **Social Responsibility Policy**, can contribute to improve the social conditions in the workplace and can raise the awareness of external stakeholders, to operate according to the **Pac Team Europa** principles.

In particular, in accordance with the provisions of the SA8000 Standard, **Pac Team Europa**:

- Declares an absolute prohibition on **child employment** and a commitment to reject this form of labor if practiced by suppliers/subcontractors and sub-suppliers and verifies that the provisions of National and International laws that protect and safeguard children and young workers are observed;
- Will not engage in or support the use of **forced or compulsory labor**, as defined in the local legislation and according to the reference Collective Labor Agreement (CCNL). The company shall not retain original identification papers of its own employees and shall not require personnel to pay ‘deposits’ to the organization, with the purpose of extorting work performances;
- Will provide a **safe and healthy workplace** environment and will take effective steps to prevent potential health and safety incidents and occupational injury or illness arising out of, associated with or occurring in the course of work. It shall minimize or eliminate, so far as is reasonably practicable, the causes of all hazards in the workplace environment, verifying periodically the Company Risk Assessments;
- Will Guarantee to all personnel to have the right to form, join and organize **trade union(s)** of their choice without any negative consequences or retaliation from the organization;
- Will not engage in or support **discrimination** in hiring, remuneration, access to training, promotion, termination or retirement based on race, national or territorial or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age or any other condition that could give rise to discrimination;
- Will treat all personnel with **dignity and respect**. The organization will not engage in or tolerate the use of corporal punishment, mental or physical coercion or verbal abuse of personnel;
- Will comply with applicable laws, collective bargaining agreements (where applicable) on **working hours**, overtime, breaks and public holidays. The normal work week, not including overtime, will not exceed 48 hours. Personnel will be provided with at least one day off following every six consecutive days of working;
- Will respect the right of personnel to a **living wage** in line with the activity performed, as defined in the local legislation and according to the reference Collective Labor Agreement (CCNL).

Furthermore, **Pac Team Europe** is committed to maintain **the Management System** effective and efficient over time, pursuing continuous improvement, through:

- The drafting, the periodic review and the communication of the **Policy** and all the **documents** necessary, to regulate the company activities according to the values of the Social Responsibility;
- The establishment of a **Social Performance Team** that applies the provisions of the SA8000 Standard and company policies and strategies;

- The periodic conduction of **the risk assessment** in order to prevent situations of non-compliance and to identify the actions necessary to address the real or potential risks;
- The **continuous monitoring** of the company activities, with the performance of internal audits and periodic meetings to review the compliance with current provisions and the effectiveness of the actions adopted;
- **Periodic communications** regarding the requirements of the SA8000 Standard and the company performance;
- The provision of a grievance procedure that is confidential, unbiased, non-retaliatory and accessible and available to personnel and interested parties to make comments, recommendations, **reports or complaints** concerning the workplace and/or non-conformances to the SA8000 Standard;
- The collaboration with external stakeholders, including Certification Bodies, during the **audits** on Social Responsibility;
- The provision of resources and tools to identify **corrective and preventive actions** in order to reduce non-compliant situations with respect to the SA8000 Standard and the complaints;
- Periodic Activities of **Education and Training** in order to educate and raise awareness in the personnel on the requirements of SA8000 Standard and for the provisions of the Social Responsibility Management System;
- The Constant monitoring of its **suppliers and sub-suppliers**, including **employment agencies**, through the communication of the SA8000 Standard and the principles adopted by the Company regarding Social Responsibility, the identification of any non-compliant situations associated with the performance of their activities and the sharing of suitable actions to prevent and deal with the risks identified.

**Pac Team Europa** underlines the commitment to:

- Guarantee **the accordance to the applicable legislation** and the respect to the principles of the international instruments, based on the ONU Declaration of Human Rights, and by ILO conventions and recommendations;
- Pursue the **satisfaction of its customers and all the interested parties**;
- Take the **social, environmental, health and safety and economic impacts** into consideration in the definition of its own strategies.

The Management of **Pac Team Europe** agrees to sign what has been declared and to disclose it to all employees, collaborators, suppliers and customers.

This Policy is communicated internally, by posting it on the bulletin company board and the company network, and made it available to all external interested parties upon request.

Nova Milanese (MB), 04/04/2022

The Company Management

