

Social Accountability Policy

The Peuterey Group includes corporate social sustainability among its core business values and responsibilities. The choice of adopting a certified **SA8000:2014 management system** is consistent with this path and represents another element to **strengthen** the company's **social accountability policies and aims** with regard to workers, as well as playing a role in helping to boost and circulate **awareness** of socially responsible business management.

For this purpose, the Peuterey Group intends to:

- **increase social accountability** within the company, through precise commitments to workers and other stakeholders concerned
- **guarantee transparent human resources management** using new methods for staff participation
- **check the ethics and social fairness** in its supply chains.

The expected benefits of this choice are:

- **increased levels of risk management** regarding compliance with social accountability requirements (and relevant reference standards), especially in the supply chain;
- **constant consideration as a reliable partner for customers** and one that is committed to guaranteeing compliance with the principles of social accountability and attention to quality, as well as safety in the workplace for its own employees and those of suppliers
- **further attention to equal opportunities** and to making the most of differences;
- **opening another avenue for dialogue** with workers, both in terms of individuals and trade union organisations.

The Peuterey Group undertakes to:

- Comply with current national standards, conventions and international recommendations, including the resolutions of international bodies such as the ILO – International Labour Organization and the UN - United Nations organization, regarding all standard requirements
- Prohibition of the use of child labour (ILO Conventions 182 and 138, and Recommendation 146)
- Prohibition of forced or compulsory labour (ILO Conventions 29 and 105)
- Respect for freedom of association and the effective recognition of the right to collective bargaining (ILO Conventions 87, 98, and 135)
- Combat all forms of discrimination and unequal treatment (for employment, remuneration, access to training, promotions, termination of employment or retirement) based on ethnicity, regional or social origin, nationality, religion, disability, gender, sexual preferences, family responsibility, trade union membership, political opinions and age, or any other condition that could lead to discrimination (ILO Convention 100, 111, 159, 169, 177, 181, and 183)
- Condemn all illegal conduct that may hinder dignity or physical and/or moral integrity
- Apply national collective bargaining agreements fully and impartially to all employees, paying the agreed remuneration punctually, and paying all relevant pension, insurance and social security payments (ILO Convention 131)
- Respect working hours, meeting the needs of workers (ILO Convention 1 and Recommendation 116)
- Guarantee maternity and paternity protection, as well as protection for disadvantaged persons (ILO Convention 183 and 159)



- Promote and improve conditions of safety and the physical and mental wellness of its staff with corrective and improvement actions (ILO Convention 102, 155 and Recommendation 164)
- Involve all suppliers of goods, activities and services and their commitment to social accountability, conforming to all requirements in the reference standard
- Develop and extend information, communication, and training processes, fostering dialogue among the parties concerned, to ensure efficient and effective application of the integrated company system.

The Peuterey Group believes that this will all contribute significantly to improving the general conditions for managing and valorising its human resources and for this purpose, it undertakes to convey a strong message regarding awareness, respect and application of the requirements set down in the SA8000 standard to all stakeholders (employees, suppliers, customers, public opinion, trade unions, public authorities, and NGOs).

To ensure that this Policy is understood, implemented and supported at all levels in the company and by all collaborators within the organisation, the company management has put in place the following initiatives:

- Display a copy of this Policy for view by all staff;
- Publication on the company website (in Italian and English) to boost viewing by all parties concerned.
- Training and meetings about social accountability with all staff.

Regularly, at least every six months, the management will assess the suitability and appropriateness of this social accountability policy and assess the achievement of the improvement goals issued for application of the above principles.

The following section contains references to the Certification body we have chosen, the SAI, the body which developed the standard, and the SAAS, the accreditation body for SA8000 certification bodies:

Certification Body

RINA Services S.p.A. | Via Corsica, 12 - 16128 Genoa, P. +39 010 53851
crt.accreditation@rina.org

Standard setting and accreditation body

SAI - Social Accountability International

15 West 44th Street | New York, NY 10036 Phone: 212-684-1414 | Fax. 212-684-1515 Email: info@sa-intl.org

SAAS - Social Accountability Accreditation Services 15 West 44th Street, 6th Floor New York, NY 10036

tel: (212) 391-2106 fax: (212) 684-1515 saas@saasaccreditation.org

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The Management
