

RACCAGNI	SA8000 POLICY	PO SA8000 rev. 01
		10/12/24

SOCIAL RESPONSIBILITY

In the current state of the market and the global economy, companies are becoming institutions that increasingly create well-being and play a fundamental role in the integration of the economic-social-environmental system, enhancing their relationships with employees, social partners, the local community, consumers, public authorities and other stakeholders.

RACCAGNI GROUP SRL intends to continue and improve the development of its activities in an ethical and socially responsible way, taking the SA8000 standard as a reference, with the aim of controlling risk situations, contributing positively to worker satisfaction, and improving its reputation towards customers and the local community.

RACCAGNI GROUP SRL intends to pursue these objectives by also guaranteeing a commitment to constant compliance with current national and local legislation on social responsibility and work ethics, international conventions and recommendations, including the resolutions of international bodies such as the ILO – International Labour Organization and the UN – United Nations Organization.

Compliance with the requirements of the SA 8000 standard is the result of a systematic and punctual commitment that RACCAGNI GROUP SRL has been undertaking for years to:

- Compliance with national and international legislative requirements and the commitments signed by the company with the interested parties, applicable to the Work and all activities related to it
- comply with the national laws in force, the laws applicable to their sector of activity, to respect the principles of the ILO (International Labour Organization) Conventions, the Universal Declaration of Human Rights, the UN Convention on the Rights of the Child, the UN Convention on the Elimination of All Forms of Discrimination against Women;
- Compliance with the requirements of the SA 8000 standard with a view to continuous improvement.
- The Promotion of the Culture of Respect for the Person and Safety and Health in the Workplace and on the Protection of the Environment
- Repudiating the use of child and child labour
- Repudiate any possible form of discrimination whether these are on the basis of nationality or ethnicity, gender, religion, political or trade union affiliation, sexual orientation, disability, marital status or otherwise
- To promote the freedom of association and participation of workers in trade unions and collective bargaining
- Ensuring the control of suppliers, through selection, qualification, monitoring procedures; require them to commit to comply with the requirements of the SA 8000 standard and prepare a multi-year action plan on them; guarantee support to suppliers who are not in line with the standard, in order to improve the level of their performance so that it reaches acceptable levels according to the requirements of the standard.

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RACCAGNI GROUP SRL is committed to managing its reputation and corporate image, through a process of investigation and constant listening to the opinions of internal and external interested parties, and by adopting a transparent management system and an effective communication strategy.

Finally, RACCAGNI GROUP SRL is committed to maximum transparency towards the Certification Body, guaranteeing constant commitment to comply with the requirements of the SA 8000 standard and the requirements dictated by the SAI (Social Accountability International).

In the event of a complaint that is not sufficiently satisfied by the company or for which an adequate response has not been received, workers can appeal by writing to the following bodies that certify the company's SA8000 certification:

Certification body:

IQNET LTD - Bollwerk 31, CH-3011 Bern, Switzerland

Telephone: +41 31 310 24 40

Facsimile: +41 31 310 24 49

ignetltd@ignet.ch

Accreditation body:

SAI: SAAS - 220 East 23rd Street, Suite 605, New York 10010 USA

e-mail: saas@saasaccreditation.org - Fax: +212 684 1515

Palazzolo s/o, there 10/12/2024

General Management