

ALMATEX ALMATEX 1972 SRL SOCIETA' UNIPERSONALE Via Creta, 15/19 25033 Cologne (BS) Telefono 030 7050522 - 7050525 Fax 030 7050531 Piva e Cod. Fiscale: IT02560620987 Pec: almatex1972srl@pec.it	SOCIAL ACCOUNTABILITY POLICY	14/04/23
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I, the undersigned, RACCAGNI VALENTINA, legal representative of the company ALMATEX 1972 SRL with legal and operational headquarters in VIA CRETA 15/19, 25033 COLOGNE (BS) undertakes to comply with the main conventions of the International Labour Organization (ILO), national legislation and the conditions provided for by national bargaining regarding:

- ✓ Freedom of association and the right to collective bargaining
- ✓ Child labour
- ✓ Child labour
- ✓ Health and safety
- ✓ Prevention of all forms of discrimination and abuse
- ✓ Regularity and transparency in employment contracts, recording of working hours and payment of wages due

In particular, the organization undertakes to:

- ✓ Appoint a person responsible for Social Responsibility aspects
- ✓ Monitor compliance with social criteria and implement the necessary measures
- ✓ Inform company personnel, in the local language, about the content of the minimum social criteria and any other information relating to them provided by the reference standard (GOTS and/or GRS)
- ✓ Keep records of name, age, hours worked and salary paid for each worker
- ✓ Allow company personnel to appoint their own representative for Social Responsibility aspects who can discuss with the Management the state of implementation of the social criteria and their compliance
- ✓ Record and address complaints from company personnel or third parties related to the organization's compliance with social policies and maintain records of any corrective action taken
- ✓ Refrain from using disciplinary measures, termination of employment or other forms of discrimination against workers who provide information relating to compliance with social criteria

The organization also undertakes to provide the technical, economic and professional resources necessary to ensure that the objectives of the Social Responsibility Policy, defined in this document, are fully achieved.

This Social Responsibility Policy is disseminated at all levels and it is everyone's duty to actively collaborate, within the scope of their competence, to improve the aspects of Social Responsibility.

The organization ensures, through subsequent verification activities, that this policy is understood and implemented and that the stated objectives are pursued.

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