



SOCIAL ACCOUNTABILITY

"Be 'socially responsible' means not only fulfilling the legal obligations, but also going beyond compliance and investing "more" into human capital, the environment and relations with stakeholders"

Furlotti & C srl believes in the added value that people bring to the company and it is for this reason that he decided to become certified under the **SA 8000 standard**.

The Company believes that **Social Accountability** is enriching element of competitiveness, believing that the manufacturing processes must compete in the markets by raising the quality in all its meanings, not least as it pertains to relationships internal and external to the company.

Our company is committed to creating a number of important links between employees and management in order to create a clear and clean relationship between the parties: only in this way the person will feel not only part of a company but an entire system of which can learn every aspect.

The objectives and intentions of our policy for social responsibility can be summarized as:

- **Ensuring the rights of workers;**
- **Honesty and integrity of the company and workers all;**
- **Sharing of corporate objectives;**
- **Joint management of human resources;**

In terms of Social Accountability Furlotti&C guarantees:

- **Legality, honesty and fairness:** the company undertakes to act in accordance with the laws and standards and procedures within the company
- **Respect and appreciation of the person:** the company is acting in compliance with the human rights of the person and of the human resources, recognizing their centrality believing that the professional contribution of the people working there is the main factor for success of any company, within a framework of mutual loyalty and trust
- **Integrity, loyalty and good faith in relations with stakeholders and third parties:** the Company undertakes to act in a fair and transparent way, avoiding misleading information and conduct which unduly benefit from a position of disadvantage vis third parties.
- **Protection of the environment:** evaluate, prevent, control, reduce its impact on the environment is one of the fundamentals of sustainability. The objective is an increasing attention to the protection of the environment, while minimizing environmental impacts throughout the entire life cycle of operations, improving the environmental performance solutions through scientific, technological innovation and application of best practices.
- **Responsibility towards the community:** the company operates, taking into account the needs of the community within which it operates



SOCIAL ACCOUNTABILITY

- **No support child labor** in its organization nor with its customers/suppliers/local community
- **No situations of forced labor or coercion:** all the people that the company employs, in fact lend their jobs voluntarily, in the awareness of the rights and duties arising from the employment contract
- **Health&Safety are placed at the center of the business**, in order to ensure a safe and healthy workplace for workers or anyone else who might be involved in the business.
- **Freedom of association and the right to collective bargaining are respected**
- **Equal opportunities to all people working**, paying particular attention to prevent any form of discrimination
- **Application of disciplinary procedures** in accordance with the collective labor agreement, respecting the integrity of the worker, with a view to resolving issues that may be based as much as possible on dialogue
- **Working hours and wages are according with the National Collective Agreements.**

The "SA8000 Statement" is the tool that FURLOTTI&C has adopted in order to provide stakeholders and anyone interested about:

- compliance with the voluntary requirements of the SA8000, the ethical standard adopted in the company
- KPI and performance report to show the continuous improvement in this matter

The "SA8000 Statement" and the Policy are reviewed on a yearly basis, to highlight the trend of internal KPI and their comparison with the average values of sectoral reference

SA8000 Team
FURLOTTI&C srl

The CEO
FURLOTTI&C srl