

## SOCIAL RESPONSIBILITY POLICY

**Generazione Vincente S.p.A** believes. the social aspect of the company and the responsibility deriving from it are of great importance.

The commitment to social responsibility works for this company with a view to safeguarding the health and safety of workers.

Generazione Vincente S.p.A. it pursues internally, both in its daily operations and in a strategic perspective, the full realization of the requisites required by the SA8000 Standard (Social Responsibility).

The responsibility of our company is firmly established on the importance of a correct and transparent management of its "human assets" and the awareness of the Management, suppliers, employees and external collaborators, to respect the principles of social responsibility in the SA8000 stability (Social Responsibility), committing to:

- Do not use child labor or forced labor
- Respect current national legislation, international conventions and recommendations, including the resolutions of international bodies such as the ILO - International Labor Organization and the UN - United Nations Organization;
- Respect the freedom of association and the right to collective bargaining
- Tackle all forms of discrimination and unequal treatment (in recruitment, in salaries, in access to training, in career promotions) based on issues of race, nationality, religion, disability, sex, sexual preference, belonging to trade unions, political affiliation;
- Condemn all illegal conduct likely to conflict with the dignity or physical and / or moral integrity
- Fully and impartially apply the national collective bargaining agreement to all employees and temporary workers, punctually paying the established salary and paying all related social security, welfare and insurance contributions
- Ensure the protection of motherhood and paternity, as well as disadvantaged people
- Promote and improve the conditions of safety and physical and mental well-being of its collaborators with both preventive and corrective actions;
- Involve all suppliers of goods, activities and services and their commitment to social responsibility by complying with all the requirements of the reference standard;
- Develop and extend information, communication, education and training processes and promote dialogue with interested parties;
- Ensure that no form of discrimination will be exercised on employees and interested parties following any SA8000 reports. In this regard, the Organization guarantees that the receipt of any reports or complaints is monitored by the responsible functions.

Generazione Vincente S.p.A. believes that all of this can contribute decisively to improving the general conditions for the management and enhancement of human assets and, to this end, undertakes to communicate to all interested parties (employees, suppliers, customers, opinion public, trade unions, public authorities and NGOs) a strong message aimed at knowledge, respect and application of the requirements of the SA8000 standard.

Date **29/09/2022**

**CEO ALFREDO AMOROSO**