

SAET, aware of its role and responsibilities within the economic and social community, wants to characterize itself as an excellent operator in terms of its own Social Accountability.

This means:

- consider its EMPLOYEES as a strategic resource, guaranteeing respect for their rights and promoting their professional and personal development;
- consider its SUPPLIERS as partners, not only for the realization of company activities but also as regards social responsibility;
- consider its CUSTOMERS as a fundamental element of success, working for their satisfaction also with regard to the rules of social responsibility.

To this purpose, it hereby undertakes the formal commitment to:

- comply with all the requirements set by the SA8000 standard;
- comply with national laws, all other applicable laws and other requirements to which the company adheres, as well as comply with the provisions contained in the official international documents and their interpretations;
- ensure the constant monitoring and improvement of its Social Accountability Management System, defining - within the management review meetings - specific improvement objectives and verifying their achievement through the preparation of the SA8000 Annual Report.

It is SAET's will to ensure that the principles of Social Accountability are followed by all suppliers involved in the supply chain of the service object of its activity.

For this purpose, both in the internal work environment and in the supply chain, compliance with the following requirements must be guaranteed:

FUNDAMENTAL WORKING CONDITIONS

- Respect for the freedom and dignity of employees.
- The use of any form of physical, corporal and mental coercion, verbal offenses or any offense against the personal dignity of any employee or collaborator is prohibited.

CHILD LABOR

- Refusal of the employment of child labor (under 15 years of age) in the production cycle.
- The employment of people under the age of 18 is prohibited, as work distracts them from attending school or in any case does not allow them to have free time for recreational activities or to play.
- In the event that the company should find young workers (aged between 15 and 18) to work, it undertakes to implement remedial actions by giving them the opportunity to attend school so that the overall time dedicated to school, work and transfers do not exceed 10 hours a day.
- The employment of child labor must not, however, represent a means of economic exploitation, must not expose them to risks relating to their health and safety, or be harmful to their physical, mental, spiritual, moral and social development.

COMPULSORY WORK

- Refusal to employ forced or compulsory labor.
- It is forbidden to employ personnel against one's will and to resort to any form of work under the threat of punishment.

HEALTH AND SAFETY OF WORKERS

- Right to safety and health in the workplace.
- The company provides a safe and healthy workplace, with particular reference to careful risk assessment and management and an adequate training program.
- SAET has appointed a Health and Safety Manager who has the task of supervising the requirements set out in the risk assessment.

FREEDOM OF ASSOCIATION

- Respect for the right to trade union freedom and collective bargaining.
- The company will not hinder the election of trade union representatives or the registration of its employees in trade unions.
- Trade union representatives will not be discriminated against and collective bargaining will be promoted.

WORKING HOURS AND SALARY

- Right to a decent wage and fair working hours.
- The company guarantees the recognition of the salary required by current legislation, making sure it is more than enough to ensure a decent life for the whole family.
- Work must not exceed 40 hours per week, excluding overtime, which must be carried out only in exceptional cases. In any case, at least 1 day off per week will be guaranteed.

EQUAL SALARY AND DISCRIMINATION

- Right to an equal salary for men and women and absence of discrimination.
- Any misconduct is prohibited, which compromises the right to equal pay between men and women for the same job. The right to equal opportunities must also be respected during recruitment or discharge and in the case of promotion and training.
- Any form of discrimination is prohibited, including exclusion or preference based on race, sex, age, religion, political opinion, nationality or social class.

CONTINUOUS MONITORING AND IMPROVEMENT

SAET undertakes to:

- To define and continuously update this Social Accountability Policy and apply all the requirements of the SA8000 standard, as well as all the relevant national and international standards.
- Define in a clear and documented way the roles, responsibilities and authorities of your staff.
- Periodically examine the effectiveness of the System and take corrective or preventive actions, if necessary, with a view to continuous improvement.
- Document the performance in relation to all the requirements of the Standard, through the annual preparation of the SA8000 Report and communicate the results both internally and to the other social parties involved.
- Ensure that all personnel receive adequate training on the requirements of the Standard and that a system for monitoring the effectiveness of the SA8000 System is defined.
- Appoint a Management Representative and encourage the appointment of a Workers' Representative for SA8000.
- Select and evaluate suppliers on the basis of their ability to meet the requirements of the standard.
- Plan and apply appropriate corrective actions following the identification of non-compliance.

To ensure that this Policy is understood, implemented and supported at all company levels and by all company collaborators, the Company Management has implemented the following initiatives:

- Implementation of a Social Accountability System compliant with SA8000 with the primary objective of continuously improving its performance.
- Displaying a copy of this Policy to all personnel.
- Staff training and distribution of a copy of the SA8000 Policy.

It is also believed that the role of SAET employees is emphasized, with the task of pursuing continuous quality improvement in their duties and of proposing tools and ideas for pursuing this qualitative increase.

The references are:

- Certification body: GCerti - mail: segnalazioni@gcerti.it - fax: +39 059.788.01.53
- SAI Social Accountability International - 9 East 37th Street; 10th Floor - New York, NY 10016 - tel: Tel: +1 (212) 684-1414 - mail: info@sa-intl.org
- SAAS (Social Accountability Accreditation Service) -e-mail: saas@saasaccreditation.org - tel. +1 (212)-391-2106

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