

Politica per la Social Accountability SA 8000

The Top Management of CIMA1915 S.r.l. is aware of the importance of ethical conduct and respect for people and their fundamental rights.

This implies respect for the dignity of people in the broadest sense and obviously also includes health and safety in the workplace, meaning, by this term, any place over which Cima1915 can have direct or indirect control.

He is aware of how fundamental it is, therefore, to seek the satisfaction of the needs and expectations of all interested parties who can be identified in collaborators, customers, suppliers, social partners, public bodies, properties. Basically, in the community.

In order to have a universally recognized line of conduct, it has decided to fully adopt the SA 8000 standards, in their most recent revision, to which it will refer to manage its internal activities and to involve, as far as it can, the other parties (for example suppliers and, as applicable, customers).

Following this point of view CIMA1915 S.r.l. reaffirmed the decision of:

- Organize yourself in such a way as to always be aware of the rules, laws and regulations applicable to its activities and to strictly comply with them with particular reference, as regards health and safety in the workplace, to Legislative Decree 81/08 and subsequent amendments. with all that this provides;
- not exploit child labor in any way (people under the age of 18 or under the minimum age established by the laws in force) nor to accept that any of its suppliers, as far as it is aware, exploit it;
- refuse forced labour, violent disciplinary practices and/or mental or physical coercion or, again, verbal abuse, always allowing each collaborator to terminate the employment relationship according to the laws in force and according to his/her free decisions;
- not request any contribution, whether in the form of commissions, restitution of part of the salary, favors or anything else to encourage hiring;
- ensure healthy workplaces and safe activities by making available, where it is not possible to completely eliminate the risks, adequate personal protective equipment even if it will prefer collective protective devices. For this reason, according to the laws in force, it will evaluate all the risks present in the workplace in an appropriate document which will be made available to the workers' safety representative. Particular attention will be paid to pregnant women, women who have recently given birth or who are breastfeeding, avoiding assigning them to tasks that could put the unborn child or themselves at risk;
- make available bathrooms, changing rooms and showers, in an adequate number and in compliance with local hygiene regulations, as well as clean and comfortable rooms where to consume meals in compliance with applicable urban hygiene regulations;
- ensure all workers (upon hiring or in the event of a departmental move or, again, in the event of changes to technologies or systems) adequate training for health and safety in the workplace as defined by the laws in vigor ensuring adequate recording of any injury;
- to identify an adequate number of people to be assigned to first aid and fire prevention services, ensuring, in the event of an accident, the availability of prompt medical assistance;
- recognize the right to free association, to collective bargaining and to have working hours and remuneration that are fair and adequate for one's duties in accordance with the CCNL which is fully applied;
- refuse any form of discrimination against workers and always and in any case allow them to be able to leave their workplace at the end of the agreed working hours according to the existing CCNL. In particular, the Company will guarantee the right of pregnant or breastfeeding women to enjoy all the permits necessary to look after their children;
- not interfere with any practices or principles exercised by personnel deriving from race, class, national origin, religion, disability, gender, sexual orientation, trade union membership or political affiliation;
- define ambitious but achievable improvement objectives for each monitored process indicator.



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CIMA1915 S.r.l. moreover, it does not tolerate any behavior by anyone, towards other people, which is threatening, offensive, aimed at exploiting or sexually coercive, including gestures, language or physical contact within the premises belonging to it or, as you know, of those of the suppliers.

CIMA1915 S.r.l. has appointed a member of the Management as guarantor of the application of this Policy which will be reviewed periodically and, in any case, with a minimum frequency of one year, taking into consideration legislative changes, the requirements of its code of conduct and other company requirements.

CIMA1915 S.r.l. undertakes to allow interested parties to participate in the meetings that will be held for the assessment of compliance with the requirements of the SA 8000 standard.

These meetings also aim to evaluate possible improvements including communication processes with all interested parties through the annual issue of the Social Report, making its commitments and results achieved in the social field visible to the outside world.

This Policy, which must be coordinated and integrated with that of quality and the environment (consistent with the certifications already held by Cima1915) will be published so that it is accessible and understandable to all interested parties.

Cologno Monzese, 27.11.2023

The General Manager
Luigi Pomati