

CORPORATE SOCIAL RESPONSIBILITY POLICY

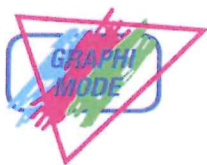
GRAPHIMODE SRL

Graphimode s.r.l. has decided to implement a Social Responsibility management system according to the SA8000 (Social Accountability) Standard, in order to strengthen its commitment in the social field and promote the values of integrity and business ethics.

To this end, Graphimode S.r.l. has defined and applies this Corporate Social Responsibility Policy, which reflects its commitment to the following:

- compliance with the requirements of the SA 8000 Standard, together with the implementation of a Code of Ethics, and compliance with the Universal Declaration of Human Rights, ILO Conventions and everything related to human rights;
- compliance with applicable national and international legal requirements;
- absolute non-tolerance of child employment and guarantee of not implementing or encouraging forced labor; rejection of any working conditions found to be inhumane, unsanitary, exploitative or discriminatory and a commitment to reject this form of labour if practised by suppliers/ sub contractors and sub-suppliers;
- a commitment to ensure age-appropriate job positioning and safe working environment, and a ban on the employment of minors or other under-age children legally required to attend school;
- a commitment to ensure equal opportunities in the remuneration of workers and guarantee of a decent pay which in all cases must be sufficient to meet the basic needs of all workers, also by applying the National Collective Agreement impartially and respecting the applicable industry standards on working time such as daily/weekly working hours, holidays, leave, etc;
- guarantee of freedom of individual workers to form or join trade unions of their choice and the right to collective bargaining; commitment to the ongoing consultation of workers, through their health and safety representatives and SA 8000 representatives;
- to guarantee the protection of working mothers, motherhood and fatherhood;
- treat all the workers equally, with dignity and respect; absolute rejection of any corporal punishment, physical or mental coercion, verbal abuse or any other inhuman treatment;
- to guarantee equal opportunities and rejection of all forms of discrimination based on race, social class or national origin, birth, age, gender, sexual orientation, disability, religion, caste, family responsibilities, marital status, union membership, political opinions or any other condition that could give rise to discrimination;
- continuing development, training and engagement of company personnel, who is asked to share the Company's values and actively participate, also through the establishment of Committees made up of management and workers, in order to evaluate and promote corrective and improvement actions in the social and safety fields;
- a commitment to provide accurate safety information to workers or visitors who for various reasons are stationed, even occasionally, in the work area;
- effectively communicate the principles of the SA 8000 Standard to suppliers; preferentially collaborate with suppliers who share the SA 8000 principles and can deliver products and services more compatible with the company's ethical and safety objectives;
- implementation of a Communications System for managing reports relating to the application of SA8000;
- continuous analysis and evaluation of the indications coming from the Stakeholders, which are used as a basis for an open dialogue aimed at the identification of improvement objectives;
- a commitment to formally defining and evaluating, as part of the Management Review, measurable objectives and programmes aimed at the continuous improvement of the Company's Management System.

Graphimode S.r.l.



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The references of Graphimode Srl, of the Body that developed the reference standard (SAI), of the Accreditation Body (SAAS) and of the Certification Body (TÜV ITALIA S.R.L.) are reported below.

REFERENCES	TELEPHONE OR WEB-SITE	CLAIMS
Graphimode Srl <i>Via Ferrero, 9 - 35133 Padova</i>	phone: +39-049-9200222 web: https://graphimode.com/	https://graphimode.com/aiutaci-a-migliorare/
SAI - Social Accountability International <i>9 East 37th Street – 10th Floor – New York, NY 10016</i>	Phone: +1 212-684-1414 http://www.sa-intl.org	info@sa-intl.org
SAAS – Social Accountability Accreditation Services <i>9 East 37th Street – 10th Floor – New York, NY 10016</i>	Phone: +1 212-391-2106 www.saasaccreditation.org	saas@saasaccreditation.org
TÜV ITALIA S.R.L. – TÜV SÜD Group <i>Sede Legale ed Amministrativa Viale Fulvio Testi 280/6, 20126 Milano</i>	Telefono: +39 02 24130.1 www.tuvsud.com	https://tuvsud.segnalazioni.net/