

LIU JO

POLICY OF SOCIAL RESPONSIBILITY

LIU JO acknowledges ethical values regarding human rights and their key roles in business strategy.

Management Commitment

LIU JO acknowledges ethical values regarding human rights and their key roles in business strategy. Employees, citizens, society and customers, are increasingly aware of the need to respect fundamental human values. They want to see these not only in the level of quality of products but also in the ways in which they are made and want to know the relative social cost, in terms of ethical, environmental, health and safety factors. Being aware of the importance of socially responsible behaviour and with a view to promote and grow the company, LIU JO intends to support human values and behave in a socially responsible manner. Managing its activities in a sustainable way and remaining attentive to the expectations of all parties involved.

In light of this, LIU JO has decided to comply with the SA8000: 2014 social responsibility management standard and all the requirements defined in it.

LIU JO agrees to respect and conform its SA 8000 management system, to the principles of all international instruments (ILO Conventions, in the Universal Declaration of Human Rights, in the United Nations Convention indicated in Section. II - Legislative elements and their interpretation) and national regulations on social responsibility, labour law, health and safety, etc.

This document briefly declares LIU JO's **policy** in terms of social responsibility, with reference to its aims and objectives.

LIU JO is committed to ensuring the widest distribution and accessibility of this document by all external and internal stakeholders (employees in particular).

LIU JO does not support the exploitation of **child labour**, has defined and maintains, active procedures for the remediation of child labour to eliminate it and where it should be detected, will adopt a plan of support actions aimed at ensuring that the children themselves attend and remain at school

LIU JO does not use or support **compulsory forms of work** in any way and guarantees the physical freedom of employees in the workplace.

LIU JO guarantees safe and healthy workplaces for its employees, adopts adequate measures to prevent accidents and health and safety risks, through **health and safety policy** and relative operational documentation.

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LIU JO acknowledges continuous and constructive **social dialogue** between employees as a fundamental element and does not hinder the right of employees organising their own representatives in collective bargaining with company management.

LIU JO denies and represses any form of **discrimination** in recruitment, remuneration, access to training, promotion, dismissal, retirement based on race, status, national origin, religion, psycho-physical disabilities, sex, sexual orientation, union membership, political affiliation, age.

LIU JO does not use and represses any form of corporal punishment, mental and physical coercion, verbal. Defines procedures using the methods adopted for **disciplinary actions**, which are applied in a fair way and in compliance with what is established by current legislation.

LIU JO guarantees compliance with international standards and Italian legislation, together with what is defined by the current national collective agreement, concerning **working hours**, overtime, rest.

LIU JO guarantees its employees a **respectable remuneration** and complies with the regulations in force, even in modes of delivery. They do not use contractual agreements, in violation of the current legislation on labour and social security.

LIU JO wants to ensure adequate and comprehensive **information, training and communication** for all staff regarding the Social Responsibility requirements and is engaged in finding effective methods and tools for distributing the SA 8000 Standard.

LIU JO continuously monitors its system to identify opportunities for improvement and periodically reviews it, to assess its level of compliance with the standard and performance results.

Furthermore, LIU JO investigates, deals with and responds to the problems raised by employees/other interested parties regarding non-compliance with company policy and social responsibility requirements. The answers to the problems and the start of corrective actions, are fundamental elements for the management of a social responsibility system as they are both key elements in the communication mechanism between staff and company management and elements that support the continuous improvement of the system at the same time. LIU JO has therefore, activated a specific procedure that explains the procedures for handling complaints and **reports**.

LIU JO has established a **Social Performance Team (SPT)** in order to guarantee compliance with the requirements defined by

SA 8000, the SPT is group working on social responsibility issues and is made up of employee representatives and management representatives.

In a nutshell, the tasks of the SPT are: monitoring compliance with the standard, also through periodic audits and reviewing company performance. Identifying and assessing risks regarding actual, or potential, non-compliance with the standard, verifying the effectiveness of actions taken to satisfy the social responsibility policies adopted and the requirements of the standard, they also work on the identification, analysis of possible non-conformities and in the identification of corrective actions.

Lastly, in accordance with the standard principles, LIU JO employs a systematic control action against **suppliers** in order to guarantee that the social responsibility requirements are respected and to encourage vast attention and interest surrounding issues in rights, health, safety and workplaces.

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Reports/Complaints

Complaints linked to abuse, offense or illegality occurring in the workplace or related to it, and in contrast with the principles of social responsibility of the SA8000 standard, including non-compliance with this Policy, can be addressed to:

LIU JO	LIU JO Viale John Ambrose Fleming, 17 41012 Carpi MO Tel. 059 7362111 Att.: Social Performance Team SA8000 E-mail: segnalazionisa8000@liujo.it
Certification body	SGS ITALIA SPA Via Caldera, 21 - Edificio B, 4° Piano ala 3 - 20153 MILANO Mail:sa8000@sgs.com
Accreditation body	Director of Accreditation, SAAS 220 East 23rd Street, Suite 605, New York, NY 10010 fax: +212-684-1515 E-mail: saas@saasaccreditation.org The procedure for making complaints to the SAAS is available on the site: http://www.saasaccreditation.org/document- library nella sezione "SAAS Complaints/Appeals"

Carpi, 01/03/ 2019

Director Marco Marchi