

SOCIAL RESPONSIBILITY POLICY

SPIC Srl recognizes the value of work and respect for the person as fundamental ethical principles underlying its business.

SPIC Srl shares and respects the values contained in the International Charter of Human Rights, the fundamental Conventions of the International Labour Organization, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights.

In conducting its business, SPIC Srl (SPIC) adopts socially responsible and ethically correct behavior towards all parties involved in its production process by applying the following principles:

1 Child Labour

SPIC does not tolerate any form of child labor and fully respects the minimum age established by applicable law. Workers under the age required to complete compulsory schooling and, in any case, under 16 years of age are not employed. The minimum age for carrying out activities that, by nature and circumstances, may harm the psycho-physical health of young workers is set at 18 years of age.

2 Forced labor and human trafficking

SPIC prohibits all forms of forced, compulsory, illegal labor, as well as slavery and human trafficking. Workers are not required to pay expenses, make deposits or hand over their identity documents in order to carry out the assigned work, nor are they subject to restrictions on their freedom of movement, except for objective reasons of security.

3 Health and Safety at Work

SPIC is committed to providing a healthy and safe working environment, promoting a culture of health and safety in the workplace and ensuring that workers are adequately trained and have the skills and suitability necessary to perform their assigned duties.

4 Freedom of Association and the Right to Collective Bargaining

SPIC recognizes the right of its workers to form organizations or associations, to join trade unions of their choice, to negotiate collectively and to form peaceful assemblies, in compliance with applicable legislation. The Company does not discriminate against employees who join trade unions or workers' representatives; on the contrary, when necessary, it undertakes to facilitate the adoption of valid forms of dialogue between workers.

5 Non-Discrimination and Harassment

SPIC respects the dignity of its workers. It undertakes to treat them with fairness and respect, ensuring that, for equal work, they can enjoy the same recognition. In each phase of the employment relationship, every decision is based on fair and objective criteria, with no form of discrimination based on sex, nationality, ethnicity, social and civil status, religion or any other characteristic protected by applicable laws or independent of work requirements being permitted. The Company also opposes any attitude that is harmful to the person, including harassment, intimidation, threats, coercion, insults and bullying.



6 Disciplinary practices

SPIC is committed to always treating all staff with dignity and respect.

7 Working Conditions and Hours

SPIC offers fair and favorable living and working conditions, in compliance with applicable laws regarding working hours, overtime, holidays, benefits and housing.

8 Remuneration

SPIC is committed to paying wages that meet the minimum wages required by applicable laws and collective agreements. Wages are paid directly to workers, regularly and without delay.

9 Diversity and Inclusion

SPIC is committed to creating and promoting inclusive workplaces where diversity of background, gender, age, experience and thought are recognized, promoted and valued. It supports its workers in developing their skills, in order to fully reach their potential and thus ensure their best contribution to the organization.

10 Signaling Systems

SPIC has established reporting systems accessible to workers and other interested parties in order to collect reports relating to its operations, ensuring the protection of the identity of the reporter and avoiding any retaliatory action.

SPIC expects that these values, together with what is indicated in the Code of Ethics and in the Organization, Management and Control Model adopted by the Company pursuant to Legislative Decree 231/01, are shared by top and subordinate personnel, collaborators, suppliers and customers. For this reason, it asks that all interested parties, both internal and external, conform to such conduct. Any violations of such conduct constitute a disciplinary offence for employees while for third parties it is a prerequisite for termination of the contract.

Castelfranco Veneto, 04 July 2024

A black ink signature of Giancarlo Zaruttini, consisting of stylized, overlapping loops and a long vertical stroke.

Giancarlo Zaruttini
Chairman of the Board of Directors

A blue ink signature of Dino De Toni, featuring a large, sweeping loop at the top and a series of smaller, connected loops below.

Dino De Toni
Employee