

## SR SYSTEM POLICY

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#### DE NITTIS MICHELE SRL

De Nittis Michele SRL., aware of the advantages connected to the adoption of socially responsible behaviour, has decided to implement an adequate System of management for social responsibility, designed and documented according to what is requested by the requisites of the norm SR10:2011 *Management systems for social responsibility* and extended to all the activities carried out, with the priority aim of contributing to sustainable development.

The management System for social responsibility is founded on the commitment that De Nittis Michele SRL. places in **promoting the principles of social responsibility** as defined by the norm ISO 26000:2010 *Guide of social responsibility*:

- responsibility to account for activities and decisions to the stakeholders;
- transparency and ethical behaviour;
- respect for the interests of the stakeholders;
- respect for the principle of legality, international norms of behaviour and human rights.

The general objectives pursued by De Nittis Michele SRL through its own management System for social responsibility are:

- to respect the requirements established by the norm SR10:2011 Management systems for social responsibility and also the other requirements referring to social responsibility in case they are undersigned;
- take note of the relevant important impact connected to the activities and decisions for which it is responsible;
- pursue honesty, equity and integrity in the implementation of its activities and decisions;
- respect, take into consideration and respond to the interests of the stakeholders;
- comply with all the applicable legal provisions and to the international and national norms of behaviour;
- pursue the continuous improvement of its own management System for social responsibility;
- consider the expectations of the local communities, the clients, the employees, the suppliers or goods/services, of the environmental associations and in general of all those who have a qualified interest, evaluating the social impact that the company's choices can have on them and guaranteeing a biunique system of communication, access to information and presentation of observations and complaints.

De Nittis Michele SRL, intend furthermore to ensure full respect for the following principles regarding the safeguarding of human rights through the following commitments:

- commitment not to use nor give support to the use of child labour, refusing at the same time any form of collaboration with people, companies, boards and organizations (including the whole line of supply) that do not exclude the use of personnel that have not completed compulsory education;
- commitment not to make use of or support the use of forced labour refusing at the same time any form of collaboration with people, companies, boards and organizations (including the whole line of supply) that do not exclude the use of personnel that use such type of service;
- commitment to guarantee a safe and healthy working environment with the aim of safeguarding the psycho-physical well-being of its workers and of those of the whole line of supply (also through appropriate auditing modalities);
- commitment not to limit in any way the right of the workers to form, participate in, organize trade unions or other typologies of associations;
- commitment to use the human resources solely according to their aptitudes and abilities, avoiding every kind of discrimination and, facilitating moreover, programmes of training and transversal growth;
- commitment to guarantee the dignity and respect of the workers also, but not exclusively, through the exclusion of punishments and severe or inhuman treatments, the recognition of an adequate economic treatment, the recognition of instruments and hours suitable for guaranteeing a fair balance between work and private life.

The present Policy is documented, implemented, maintained active, communicated and made accessible to the company personnel and to all the interested parties, it is a public document that is verified and reviewed periodically, in order to keep in due consideration the possible changes that emerge over the course of time, for example, in the current legislation or in the requirements of the company's code of conduct.

Manfredonia, 12<sup>th</sup> September 2018

Sole Director

De Nittis Michele