# SA8000 SOCIAL RESPONSIBILITY POLICY

## INTRODUCTION

The Management of *Brivio & Viganò Logistics Srl,* a company operating in the transport, logistics and goods handling sector, recognises the fundamental value of corporate social responsibility and is committed to adopting ethical and transparent conduct in compliance with the principles of the international SA8000 standard.

The company considers respect for human rights, decent working conditions, workers' health and safety, and legality to be essential elements for the sustainable development of its activities.

This SA8000 Policy, in line with the provisions of the Code of Ethics, is the point of reference for directors, attorneys-in-fact, members of the board of statutory auditors, statutory auditors, members of supervisory bodies, executives, middle managers, employees, collaborators, contractors, stakeholders and, in general, everyone who works for the Company and all interested parties.

The Company has always believed that people come first, promoting a corporate culture based on respect for workers' fundamental rights and on the constant improvement of the working environment and of its staff's conditions.

## PRINCIPLES AND COMMITMENTS

- **Child labour**

The company does not use or support any form of child labour.

Furthermore, it refuses any form of collaboration with individuals, companies, bodies and organisations that employ school-age personnel.

Should any non-compliant situations be identified, remedial action to protect the minor will be taken immediately, in accordance with applicable legislation and SA8000 principles.

- **Forced or compulsory labour**

The company prohibits any form of forced, compulsory or coerced labour.

No worker is required to leave original documents on deposit or to pay deposits in order to be hired, and all workers have the right to leave their job in accordance with the applicable contractual terms.

Every employment relationship is based on the worker's free will.

- **Health and safety at work**

Protecting workers' health and physical integrity is an absolute priority. The Company considers safeguarding safety and protecting workers' health to be of primary importance and, through the designated functions, aims not only to comply with the specific regulations on the prevention of workplace accidents, but also to ensure constant attention, assessment and initiative aimed at the continuous improvement of working conditions and the elimination of any hazard.

Management is committed to ensuring safe and healthy working environments, adopting all necessary measures to prevent accidents and occupational diseases.

In particular, the company:

- applies current health and safety legislation;
- promotes ongoing staff training;
- provides suitable personal protective equipment;
- monitors the risks associated with transport, goods handling, vehicle driving, loading/unloading and warehouse activities;
- encourages worker consultation and participation.

The Company maintains an active Occupational Health and Safety Management System certified to *UNI EN ISO 45001*.

- **Freedom of association and right to collective bargaining**

The company respects workers' right to freely join trade unions and to take part in collective bargaining.

No discrimination against workers' representatives is permitted.

- **Discrimination**

The company guarantees equal opportunities and prohibits any form of discrimination based on:

- gender;
- age;
- nationality;
- religion;
- sexual orientation;
- political opinions;
- trade union membership;
- personal or social circumstances.

The Company values people's work by directing their activities towards professional growth and requiring performance consistent with the duties and tasks assigned to them.

Every decision regarding hiring, training, pay, promotion and termination of employment is based exclusively on professional and merit-based criteria.

- **Disciplinary practices**

The company treats all staff with dignity and respect.

The following are not permitted:

- corporal punishment;
- mental or physical coercion;
- verbal abuse;
- intimidating or offensive behaviour.

Any disciplinary measures are applied in compliance with the law and with the relevant National Collective Labour Agreement.

- **Working hours**

Working hours are set in compliance with current laws and the applicable National Collective Labour Agreement (CCNL). We pay non-standard hours at an increased rate, as provided for by the sector CCNL, and we guarantee rest days.

The company is committed to:

- complying with the limits on driving and rest times;
- guaranteeing adequate break periods;
- monitoring overtime;
- preventing situations of excessive fatigue among driving and operational staff.

- **Remuneration**

The company guarantees pay in line with current legislation and the applicable collective agreements.

Wages are paid regularly, transparently and in full respect of workers' rights.

- **SA8000 Management System**

Management adheres to, and aligns its policies and procedures with:

- all the requirements of the SA 8000®:2014 reference standard;
- the international standards and conventions and the relevant Conventions of the International Labour Organization (ILO) referred to in the Standard;
- all applicable national laws, sector regulations, contractual conditions and all other requirements voluntarily subscribed to and adopted.

Furthermore, it is committed to:

- implementing and maintaining a Management System compliant with the SA8000 standard;
- periodically monitoring and overseeing its social performance;
- communicating the principles and contents of SA8000 to the people working under its responsibility, promoting their involvement and encouraging fruitful and constructive interaction;
- promoting continuous improvement;
- raising awareness of social responsibility principles among staff, suppliers and partners;
- being transparent on Social Responsibility issues towards all internal and external interested parties, encouraging the informed use of reporting channels in the event of suspected or confirmed violations of the provisions of this Policy and of the SA8000 standard;

- handling reports impartially and confidentially, with discretion and without any form of retaliation, without prejudice to legal obligations.

**This Policy and the SA8000 Standard are displayed clearly and visibly, in an appropriate and understandable form, both in the workplace and on the company website.**

## COMMITMENT TOWARDS SUPPLIERS AND PARTNERS

- The company promotes SA8000 principles throughout the supply chain, requiring its suppliers, carriers, cooperatives and contractors to respect workers' rights and applicable regulations.

- The Company is committed to implementing a supplier qualification and monitoring process that takes into account, as far as is within the Company's capabilities, compliance with SA8000 requirements.

Management periodically verifies the effectiveness of the Policy and of the Social Responsibility Management System through the Management Review, during which all opportunities to improve company performance are assessed and improvement objectives are set.