

CORPORATE SOCIAL RESPONSIBILITY POLICY

Management commitment

In its business strategy, Lemie SpA attributes a crucial role to the recognition of the ethical values of respect for human rights.

Becoming increasingly aware of the need to respect human values, both citizens and the community want to know not only the quality level of the service, but also how it is provided and its social cost in terms of ethical, environmental, health and safety factors.

In view of these aspects, the company intends to uphold human values and adopt socially responsible behaviour, managing its business in a fair manner and paying attention to the expectations of all stakeholders. In order to pursue this objective, the commitment is aimed at the continuous improvement of all aspects related to social responsibility.

The company's primary objective is to achieve complete and continuous customer satisfaction, which is the only way to achieve entrepreneurial success and business development.

For this, the company, keeps high quality standards and takes into account the achievement of adequate levels of staff safety and environmental protection.

Therefore, The Management has integrated all aspects of Social Responsibility with those related to the Environment and Workers' Safety:

- 1. No child labour;**
- 2. no forced or compulsory labour;**
- 3. Promotion and improvement of safety conditions and physical/psychological well-being of its collaborators with both preventive and corrective actions;**
- 4. respect for freedom of association and the right to collective bargaining**
- 5. Opposition to all forms of discrimination and unequal treatment (in recruitment, salaries, access to training, career promotions) based on race, nationality, religion, disability, gender, sexual preference, trade union membership, political affiliation. Protection of motherhood and fatherhood, as well as of the disadvantaged**
- 6. no support for disciplinary practices or verbal abuse. On the contrary the company condemn all illegal conducts likely to conflict with dignity or physical and/or moral integrity**
- 7. Adherence to working hours provided by law, by national and local agreements and by the national collective contracts.**
- 8. fully and impartially application of the national collective labour contract to all employees, punctually paying the established remuneration and paying all the relevant social security, welfare and insurance contributions.**
- 9. development and extension of information, communication, education and training processes. Promotion of dialogue with stakeholders, to ensure efficient and effective application of the company management system.**

The Company also commits to:

- Respect the principles contained in the ILO Conventions, the Universal Declaration of Human Rights, the United Nations Convention on the Rights of the Child and the United Nations Convention on the Elimination of All Forms of Discrimination against Women.
- Involve all suppliers to commit themselves to social responsibility by complying with all the requirements of the relevant standard;

The pursuit of open and collaborative dialogue with stakeholders in full respect of the spirit of cooperation and human solidarity.

The company constantly promotes and develops the following activities:

- Training, awareness-raising and involvement of all staff members on Social Responsibility, Environment and Safety.
- Promotion of information at all levels.
- Implementation of SA 8000 Management System and its adaptation according to the evolution of the market, legislative framework and internal processes.
- Definition and application of environmental protection policies towards customers and other suppliers.
- Collaboration with suppliers in human rights protection policy development and continuous monitoring of critical situations and communication with Customers.
- Definition of performance indicators related to activities with significant impacts and risks and related objectives and targets.
- Establishment of an open dialogue with stakeholders by providing all the information necessary to assess and understand aspects of Social Responsibility.
- Assessment of health and safety risks.

Objectives

The identified objectives are:

- Ethically correct management of staff members while respecting workers' rights, rejecting discrimination, coercion and exploitation.
- The provision of the safest environment for workers with attention to minimise the possibility and consequences of accidents.
- The precise and punctual management of atmospheric emissions, discharges and waste, with optimisation of energy consumption and natural resources also with the introduction of new technologies.
- The achievement of maximum customer satisfaction and excellence in all organisational and production processes as the basis for continuous growth.

In order to achieve these objectives, the company commits itself to operate in accordance with the SA 8000 standard. In addition, it provides the necessary resources and promotes the necessary organisational efforts, in agreement with all the interested parties, since these objectives can only be achieved through the continuous commitment of everyone

Complaints

Complaints of behaviours that do not comply with the principles of social responsibility of the SA8000 standard and in relation to facts and events of an abusive, offensive or illegal nature occurring in or related to the work environment, can be addressed to:



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Certification authority

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Procedure to submit complaints to SAAS can be found at:

<http://www.saasaccreditation.org/document-library> under "SAAS Complaints/Appeals"

**CHIEF EXECUTIVE OFFICER
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