

## INFO SA8000:2014

DICART GROUP SPA has started a certification process according to the SA8000:2014 standard with an accredited Certification Body.

The SA8000 standard is a standard (or norm) on social responsibility, based on the ILO (International Labor Organization) conventions, on the Universal Declaration of Human Rights, on the United Nations Convention on the Rights of the Child and on the United Nations Convention on eliminate all forms of discrimination against women.

SA8000 is a voluntary standard, verified by Certification Bodies through six-monthly audits, which defines the requirements that must be met by the Company, including the recognition or improvement of workers' rights, workplace conditions and an effective management system.

The rule considers the principles according to which the company operates by protecting workers involved directly or indirectly in the production chain, also considering suppliers' employees and external collaborators who assist in the activities.

In the application of the management system element, a joint participation of workers and management has been created, structured and maintained active: this is particularly important to identify and correct non-conformities, ensure maintenance of compliance and continuous improvement in the matter. of social responsibility.

According to the SA8000:2014 standard, DICART GROUP SpA, which operates according to the principles of ethical certification, observes national and international laws regarding labor, civil rights and protection of minors.

In particular, the fundamental regulatory requirements that are respected are summarized below:

Points	Corporate commitment	What needs to be done
<b>CHILD LABOR</b>	The company does not use or encourage child labor (children under the age of sixteen) and does not employ personnel who has not fulfilled his school obligations.	DICART does not use and does not allow the use of child labor.
<b>FORCED AND COMPULSORY LABOR</b>	The company does not use or encourage the use of forced labor and does not require staff to deposit sums of money and/or identity documents or any other form of guarantee with the company	If you work or see people working under threat of punishment you must report the fact using the procedure reports
<b>HEALTH &amp; SAFETY</b>	The company is committed to providing its collaborators with safety instructions and is committed to ensuring that protective devices are in place	The lack of periodic safety education and the absence of safety devices

Points	Corporate commitment	What needs to be done
	<p>individuale siano sempre disponibili e utilizzati. individual are always available and used.</p>	<p>personal protection, must be reported using the reporting procedure</p>
<p><b>FREEDOM OF ASSOCIATION AND RIGHT TO COLLECTIVE BARGAINING</b></p>	<p>The company guarantees the right to all personnel to form or join trade unions of their choice and to conduct collective bargaining. The company guarantees the exercise of the right to assembly in the workplace, making spaces available for any meetings.</p>	<p>If it is found that staff representatives are subject to some discrimination and cannot communicate freely with their associates in the workplace, they must report the fact using the procedure reports.</p>
<p><b>DISCRIMINATION</b></p>	<p>Our company does not implement or encourage any type of discrimination. The right of staff to observe religious beliefs or practices, or to meet needs relating to ethnicity, social class, age, nationality, religion, disability, sex, sexual preferences, family responsibilities, marital status, union membership, affiliation/thoughts is respected. politic. Sexual, threatening, exploitative and testing behavior, gestures, language or physical contact are prohibited of pregnancy or virginity.</p>	<p>If you are the object or spectator of acts of discrimination, if you are the object or spectator of insults, threats, violent behavior, you must report the fact using the reporting procedure.</p>
<p><b>DISCIPLINARY PRACTICES</b></p>	<p>The company does not implement or encourage the practice of corporal punishment, mental or physical coercion and verbal abuse. Any disciplinary measures taken refer to the law.</p>	<p>If you are the object or spectator of physical punishment or insults, of violence, including mental violence, if you are the object or spectator of disciplinary practices contrary to the dignity and respect of the person, you must report the fact using the reporting procedure.</p>
<p><b>WORKING HOURS AND SALARY</b></p>	<p>The company applies the provisions of the Category Contract. Overtime work is requested only upon voluntary compliance by the worker and is always paid at a higher rate compared to normal pay.</p>	<p>If overtime work is not paid with an increase, the fact must be reported using the reporting procedure</p>

## **Social Performance Team**

The Social Performance Team is a committee made up of

n.2 Management Representatives (Management Representatives for SA 8000)

- Daniele Boldrini
- Leonardo Rosselli

n.2 Workers' Representatives for SA 8000 elected from among the workers

- Giada Maremmi
- Simone Nucci

which meets periodically and has the power to carry out the following tasks:

- Facilitate the implementation of the SA8000 system;
- Report periodically to the Management regarding the application of ethical-social aspects in the company;
- Monitor the reports received from interested parties and the solutions adopted/agreed, taking care of their communication;
- Detect, also upon reporting by workers or other internal bodies (e.g. Health and Safety Committee), any non-compliance with the requirements of the standard, the "Code of Ethics and Conduct" and the self-control system adopted, taking action to arrange the treatment and collaborate to identify corrective actions.

## **Occupational health and safety committee**

The Committee meets once a year, on the occasion of the Periodic Meeting and has the task of

- Promote continuous improvement of workers' health and safety conditions;
- Conduct periodic risk assessments to identify and address real and potential risks to the health and safety of workers;
- Promote appropriate preventive and corrective actions.

## **The reporting procedure**

For any reports/complaints or suggestions regarding SA8000, employees can contact the Social Performance Team by sending a report via:

- Internal Modes

○ Report boxes, positioned in the premises. Reporting forms (MRS-01) are made available in each "suggestion box", with the choice of whether to release them anonymously or not.

○ Verbal communication made directly to a SA8000 Workers' Representative and/or to a member of the Social Performance Team

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- External Modes

○ Mail addressed to **Social Performance Team** [spsa8000dicart@gmail.com](mailto:spsa8000dicart@gmail.com)

- Certification body (SGS Italia S.p.A.): sa8000@sgs.com
- Accreditation body (SAAS): Social Accountability Accreditation Services, 15 West 44th Street, 6th Floor New York, NY 10036; Tel: +1 (212) 391-2106, fax: +1 (212) 684-1515, e-mail: saas@saasaccreditation.org

Reports can be made anonymously, confidentially or signed at your discretion. Communication channels such as emails and mailboxes are systematically checked by the SA800 RLs.

In case of reports, these are delivered to the SA8000 Management System Manager who coordinates their resolution, involving the SPT Committee to activate the necessary corrective actions.

All reports are reported in the "SA 8000 Report Register" (MRS-02) with details of the considerations made by the company, as well as any actions planned and carried out.

In cases where the report and/or complaint is not anonymous, the SPT Committee favors the direct meeting and exchange of assessments with the author of the same, in order to acquire complete knowledge of the facts in order to give concrete support to the person, always guaranteeing their anonymity towards other subjects.

Dicart always guarantees the completion of every type of effort and concrete action necessary to resolve the highlighted problem and prevent the occurrence of similar situations.

DICART GROUP SpA guarantees that no form of discrimination will be exercised on employees and interested parties following any SA8000 reports. The receipt of any reports or complaints is monitored by the responsible functions (Social Performance Team SA8000) on a periodic basis.

Information updated in July 2023

*Leonardo Rosselli*