



## SOCIAL ACCOUNTABILITY POLICY

Herewith Imballaggi Invernizzi Spa establishes and documents its own social accountability policy supporting its commitment and attention to the theme. The company has identified in **SA8000 policy a reference model for the right approach to social accountability themes.**

**SA8000** (Social Accountability) it is an International standard for voluntary certification of social accountability of the companies.

**Social Accountability** can be defined as a set of procedures in the company that assure the respect of:

- Human rights
- Labour rights
- Child and forced labour
- Discrimination
- Health and Safety guarantees on our working place

These procedures must be applied also by our suppliers.

**Imballaggi Invernizzi Spa** have always pushed its employees and administration to follow at their best SA8000 policy. It is not only a set of regulations but also a day-by-day lifestyle of the Company.

The Management **says no** to child or forced labour, to unfair disciplinary procedures and to physical or mental compulsion or personal abuses.

The Management **respects** the freedom of association and of collective negotiation. The decision of an employee to join an organization on his/her own choice is free and will not cause negative consequences nor will influence the Company's attitude.

The Management **does not discriminate** its employees for nationality, race, religion, social class, sex, sexual orientation, political or labor union orientation, medical conditions, physical constrains, age, previous family responsibilities, marital status or any other condition that can arouse discrimination.

The Management **does not use nor endorse** human trafficking and child labour.

On the contrary, they **aim to provide** equal opportunities to all the employees in the development of their career and retirement respecting the fundamental principles of equality.

The Management **aims to provide** a safe and healthy working environment. They promote the implementation of preventive measures that comply with **Italian D.Law 81/2008** to reduce accidents and injuries risks caused by working activities, minimizing at the most those risks connected to our working environment.

**Imballaggi Invernizzi Spa** commits itself to communicate and convey the hereby message to all its employees. The Company believes that the commitment to this Policy is a responsibility toward the maintenance of high quality either of our products and of our working life.

IMBALLAGGI INVERNIZZI SPA