

Supplier

Porto Marghera

Date: 30.04.2024

Dear Supplier,

We would like to inform you that our company's social responsibility management system has been certified as compliant with the voluntary standard SA8000:2014.

SA8000:2014 is the world's leading corporate social responsibility standard.

We have chosen to ensure our work aligns with the requirements of this standard to strengthen our role as an "ethical" business within our economic and social context, with particular focus on respect for people and market integrity.

Our business is committed to achieving SA8000:2014 social responsibility certification and maintaining it over time, to ensure we comply with the key requirements regarding workers' human and social rights.

The standard requires us to involve our suppliers in the commitment to comply with SA8000:2014.

We consider it vitally important to enter into and maintain dialogue with business partners that share our principles and wish to work together on the topics covered by SA8000:2014.

We have therefore listed the key requirements of SA8000:2014 below, and we ask you to engage with them and commit to them:

1. **CHILD LABOUR:** make no use of child labour (children aged under 15) and define procedures to remedy the situation in the event child labour occurs.
2. **FORCED LABOUR:** ensure that all personnel at the business perform their role voluntarily, without any physical, moral, or economic coercion from the business.
3. **HEALTH AND SAFETY:** ensure (both through suitable facilities and by providing information and ongoing training) that workers have a safe and healthy workplace environment.
4. **FREEDOM OF ASSOCIATION AND RIGHT TO COLLECTIVE BARGAINING:** guarantee freedom in the form of association (e.g. trade unions) personnel can join, the opportunity to freely organize meetings, and the right to compliance with the national collective bargaining agreement or other forms of bargaining used at the business.
5. **DISCRIMINATION:** commit to protect all personnel at the business from any form of discrimination based on race, caste, racial origin, religion, disability, gender, sexual orientation, union membership, or political opinions.
6. **DISCIPLINARY PRACTICES:** do not tolerate any mental or physical coercion, verbal abuse, or corporal punishment of any kind.
7. **WORKING HOURS:** comply with applicable laws and the relevant national collective bargaining agreement.
8. **REMUNERATION:** comply with the current national collective bargaining agreement and all applicable legal requirements.

The Management, Zintek S.r.l.
Gianni Schiavon



**THE SUPPLIER, who by signing confirms their agreement
with the ethical principles**

NAME:

SIGNATURE: