

Social Accountability Policy

General principles

This policy applies to MER MEC S.p.A. and all its subsidiaries.

The decision to implement a Management System compliant with SA8000 is motivated by MER MEC Group Companies' desire to regulate in a clear and unequivocal way the performance of activities according to the requirements of Ethical and Social Responsibility, committing to involving the entire supply chain on these issues.

Therefore, MER MEC Group Companies, in compliance with current legislation, undertake to integrate social and environmental issues into their strategies and relations with both internal and external stakeholders, through compliance with social responsibility requirements.

The SA8000 management system, of which this Policy is an expression, represents for MER MEC Group the general operating framework by virtue of which each organisation belonging to the Group is able to ensure full compliance of its Social Responsibility performances with reference to the Standard requirements.

Commitments

The Top Management of MER MEC Group declares its commitment to:

- Adhere and conform its policies and procedures to the requirements of the reference standard SA8000, international standards and conventions and the relevant Conventions of the International Labour Organisation (ILO) referred to by the Standard, applicable national laws, sector regulations, contractual conditions and any other requirement voluntarily signed and adopted;
- Apply the relevant CCNL for the management of employment relationships;
- Make the SA8000 Management System effective and operational and continuously improve its effectiveness.

The specific commitments to comply with the SA8000 requirements are summarised below:

- To not encourage, employ or support the use of child labour;
- To not encourage, employ or support forced labour;
- To ensure adequate, safe and healthy workplaces and implement measures to prevent incidents, accidents and occupational diseases;
- Guarantee the right to structured social dialogue, including the freedom of workers to join trade unions and appoint their own representatives;
- To not discriminate or support any kind of discrimination against staff on any basis;
- To not use or support disciplinary practices or verbal abuse contrary to respect for the dignity of persons;
- To adapt and respect the working hours provided for by law, national and local agreements and national collective agreements applied;
- To remunerate employees in compliance with the provisions of the CCNL to which they belong and periodically verify that the remuneration paid to employees is at least equal to or greater than the Living Wage;
- To implement a qualification and monitoring process with regard to Suppliers that takes into account, as far as is within the Company's possibilities, also compliance with the requirements of SA8000;
- To provide adequate training on the SA8000 standard to personnel.

Resources

The Top Management of MER MEC Group also undertakes:

- To allocate adequate resources to the implementation and improvement of the SA8000 Management System, also by creating a heterogeneous group of people whose aim is to monitor compliance with the standard composed in a balanced manner of SA8000 worker representatives and management representatives;
- To make public commitments and results through an annual social responsibility report;
- To disseminate the Social Responsibility Policy to the different stakeholders, through appropriate communication channels and training and information activities;
- To involve stakeholders;
- To not carry out any form of retaliation in the event that actions or behaviours of the Company that do not comply with SA8000 are reported.

Communication

MER MEC Group defines and maintains an internal and external communication plan to provide adequate and systematic information on the results of the management of its Social Responsibility System.

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The Top Management of MER MEC Group manages complaints and proposals submitted by internal and external stakeholders in accordance with the procedures defined in the relevant system procedure.

The reports and suggestions can be forwarded using the forms provided for in the procedure, by anonymous communication to be sent in the appropriate boxes, communication to the RLSA of the reference office or directly to the certification body or to the SAI (Social Accountability International).

Monitoring and improvement of the SAMS

The Top Management of MER MEC Group verifies the effectiveness of the SA8000 Policy and Management System through the System Review, during which all opportunities for improvement of company performance are evaluated and improvement objectives are established.

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True and faithful copy of the Italian Version

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