



SOCIAL RESPONSABILITY POLICY

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0	First issue		
Rev.	Description of revisions	Issue	Verification and Approval



COMMITMENT OF THE MANAGEMENT

CFP recognizes the ethical values of respect for human rights a central role in the corporate strategy.

The citizen and the community, increasingly aware of the need to respect human values fundamental, they want to know not only the quality level of the service but also the methods with which it is disbursed and the related social cost in terms of ethical, environmental, health and safety factors.

In consideration of these aspects and the social value of the services provided, **CFP** intends to support i human values and engaging in socially responsible behavior, managing one's business in a manner correct and attentive to the expectations of all interested parties. To pursue this goal the commitment is

aimed at the continuous improvement of all aspects related to social responsibility. **CFP's** primary objective is to obtain complete and continuous customer satisfaction, uniqueness to entrepreneurial success and the development of their businesses.

However, this development must take place in a compatible way, so in addition to maintaining high standards quality and the achievement of adequate levels of personnel safety, including environmental protection must be taken into account.

The Management therefore intends to pursue a modern integrated management of Quality, Environment, of Security and Social Responsibility aiming at an optimization of resources and means

employees, in order to guarantee:

- ❖ Full customer satisfaction.
- ❖ Excellence in terms of efficiency, performance, reliability, price, service and image.
- ❖ The continuous improvement of business processes, related environmental and safety aspects.
- ❖ Constant prevention of pollution.
- ❖ Compliance with all applicable regulations on environmental protection, safety in the places of
- ❖ labor, workers' rights.
- ❖ Compliance with current national legislation, conventions and recommendations
- ❖ international bodies, including the resolutions of international organizations such as ILO - International
- ❖ Labor Organization and the UN - United Nations Organization;
- ❖ The reduction and, if possible, the elimination of all risk factors related to the activities carried out.
- ❖ The search for open and collaborative dialogue with the interested parties in full respect of the spirit
- ❖ of cooperation and human solidarity



- ❖ Do not use child labor or forced labor
- ❖ Respect for the legislation on freedom of association and the right to collective bargaining.
- ❖ Combat all forms of discrimination and unequal treatment (when hiring, in salaries, access to training, career promotions) based on issues of race, nationality, religion, handicap, sex, sexual preference, union membership, political affiliation;
- ❖ Condemn all illegal conduct likely to conflict with dignity or integrity physical and / or moral
- ❖ Fully and impartially apply the national collective bargaining agreement to all employees, by punctually paying the established salary and paying all related fees social security, welfare and insurance contributions
- ❖ Guarantee the protection of maternity and paternity, as well as disadvantaged people
- ❖ Involve all suppliers of goods, activities and services and their commitment to social responsibility by complying with all the requirements of the reference standard;
- ❖ Develop and extend information, communication, education and training processes and promote dialogue with stakeholders, to ensure efficient and effective application of the company integrated system

To implement the Policy, **CFP** constantly promotes and develops the following activities

- ❖ Training, awareness, consultation and involvement of all staff on the subject of Environment, Safety, Quality and Social Responsibility.
- ❖ Dissemination of information at all levels.
- ❖ Implementation of an Integrated Quality, Environment, Safety and Management System Social Responsibility compliant with UNI EN ISO 9001, UNI EN ISO 14001, UNI EN ISO 45001 and SA 8000 and its adaptation according to the evolution of the market, of the switchboard legislative and internal processes.
- ❖ Definition and application of environmental protection policies towards customers, of the Cooperative Associates and other suppliers.
- ❖ Involvement of Suppliers in policies to safeguard human rights and continuous monitoring critical situations.
- ❖ Definition and application of a policy of collaboration with Suppliers and communication with customers.
- ❖ Definition of performance indicators related to activities with significant impacts and risks e related objectives and targets.
- ❖ Establishment of an open dialogue with the interested parties through the communication of all information necessary to evaluate and understand the aspects of Social Responsibility.
- ❖ Assessment of health and safety risks



Objectives

The objectives identified by **CFP** are:

For Quality : the achievement of maximum customer satisfaction and the excellence of all organizational and production processes at the basis of continuous growth.

For the Environment : adequate and timely waste management, optimization of energy consumption and natural resources.

For Safety: minimizing the possibility and consequences of accidents on the site i work.

For Social Responsibility : ethically correct personnel management in compliance with the rights of workers, rejecting discrimination, coercion and exploitation to obtain:

Savings in economic terms - increased productivity and lower turnover of personal. Reduction of rework and increased efficiency

Time savings - in the supply chain process, thanks to improvement communication between company management and employees.

Risk reduction - safer working conditions, which allow a reduction of risks to personnel and the company's reputation

Gain a competitive advantage - through improving working conditions, which makes the company's staff more motivated and a higher quality production process perceived

Demonstrate full transparency - to external parties, regarding the conditions of work, safety and staff remuneration. This helps secure the parties concerned about the quality level of the company

To achieve these objectives, the company undertakes to operate in substantial agreement with the regulations

UNI EN ISO 9001

UNI EN ISO 14001

UNI EN ISO 45001

SA 8000

Make resources available and make the necessary organizational efforts. These goals are achievable only thanks to the complete, unconditional and continuous commitment from part of all

Complaints

Complaints, in relation to facts and events of the nature of abuse, offense or illegality occurring in the workplace or related to it and in contrast with the principles of social responsibility of the SA8000 standard including non-compliance with this Policy, can be directed to the CFP through:

- ✓ @ email message email paghe@cfpbo.it
- ✓ website: <https://www.cfpbo.it/it/ardp/index.php> Personal reserve area - complaints and reports window signal can also be written and sent to the office lawyer of the Cooperative at approx of the Personnel Office or deposited in the special boxes set up at each site and checked for collection every month or if necessary

Furthermore, the reports can be sent directly to:

- ✓ To the Certification Body DNV GL BUSINESS ASSURANCE ITALIA S.r.l. website: www.dnvgl.com in the complaints and reports window
- ✓ To the Accreditation Body SAI (Social Accountability International) New York - London The Hague Headquarters Address: 220 East 23rd Street, Suite 605 New York, NY 10010 Phone: 212-684-1414 - Fax: 212-684-1515 e-mail : saas@saasaccreditation.org