



SOCIAL RESPONSIBILITY POLICY

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I.M.C. S.p.A., aware of its role and responsibilities within the economic and social community, wants to stand out as an excellent operator with regard to its Social Responsibility.

For **I.M.C. S.p.A.** this means:

- Considering its Employees as a strategic resource, ensuring the respect of their rights and supporting their professional and personal development;
- Considering its Suppliers as partners, not only for the carrying out of the Supply activities but also as far as Social Responsibility is concerned.

To this end **I.M.C. S.p.A.** formally undertakes to:

- Comply with National Laws, with any other applicable Laws and with other Sector requirements, and also to comply with the arrangements international official documents provide for and with their interpretations;
- Ensure continuous monitoring and improvement of its social responsibility management system, by defining improvement goals within the review meetings held by the Board of Directors.

It is the wish of **I.M.C. S.p.A.** that the principles of Social Responsibility are followed by all Suppliers involved in the supply chain.

To this end, either inside the company or within the supply chain the following requirements must be complied with:

1. BASIC WORKING CONDITIONS

↳ **Respect for Freedom and Dignity of Employees**

- *Any use of any type of physical, bodily and mental coercion, verbal offense or any offense against the personal dignity of any employee or collaborator is prohibited.*



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2. CHILD AND ADOLESCENT LABOUR C79 ILO - C138 ILO - C142 ILO - C142ILO – R146 ILO

↳ Refusal of Child, and Adolescent Labour in general, in production processes

- *It is forbidden to employ people under 18 years of age, as the job distracts them from attending school or, in any case, it does not allow them to have leisure time for recreational activity or to play.*
- *In case I.M.C. S.p.A. employs young workers, it anyway has to ensure they can attend school, in such a way that the total time devoted to school, work and transfers does not overcome ten hours a day.*
- *Using youth labour must not, however, be a means of economic exploitation; it must not be cause of risks as far as their health and safety are concerned, nor attack their physical, mental, spiritual, moral and social development.*

3. FORCED LABOUR C29 ILO – C105 ILO

↳ Refusal of Forced Labour

- *It is forbidden to employ people against their will and to implement any form of labour under threat of punishment.*

4. HEALTH AND SAFETY OF WORKERS C155 ILO C190 ILO– R164 ILO

↳ Right to Safety and Health at work

- *I.M.C. S.p.A. makes safe and healthy work places available, with special reference to a precise assessment and management of the risks and to an adequate training programme*
- *I.M.C. S.p.A. has appointed a Representative of the Board of Directors for health and safety, who is in charge for monitoring the requirements risk assessment provides for.*

5. FREEDOM OF ASSOCIATION C87 ILO – C98 ILO – C135 ILO – C154 ILO

↳ Respect of right to freedom of association and collective bargaining

- *I.M.C. S.p.A. shall not hinder the election of Trade Unions Representatives or the registration of its employees to Trade Unions.*
- *Trade Unions Representatives will not be discriminated and collective bargaining will be supported.*



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6. WORKING HOURS AND WAGE

↳ Right to decent wage and fair working hours

- *I.M.C. S.p.A. ensures to pay the wage provided for by applicable laws, making sure that it is more than enough to ensure a decent life to the whole family.*
- *Working hours must not overcome 48 hours a week, overtime included. Overtime must be worked only in exceptional cases. In any case, at least a day off per week shall be ensured.*

7. EQUAL PAY AND DISCRIMINATION C100 ILO – C111 ILO – C143 ILO – C158 ILO – C159 ILO - C177 ILO

↳ Right to same pay to men and women and no discrimination

- *Any unfairness that may jeopardize the right to equal pay between man and woman performing same jobs is prohibited. The right to equal opportunity must be respected also during employment or resignation and in case of promotion and training.*
- *Any form of discrimination, exclusion or preference based on race, sex, age, religion, political opinion, nationality or social class includes, is forbidden.*

8. SOCIAL RESPONSIBILITY MANAGEMENT SYSTEM

↳ Monitoring and continuous improvement

I.M.C. S.p.A. undertakes to:

- *Define and update this "Social Responsibility Policy" and apply all relating National and International Rules;*
- *Define the roles, the responsibilities and the authorities of its employees;*
- *Periodically review the system effectiveness and, if necessary, improve it;*
- *Ensure that all employees receive suitable information about the established Policy;*
- *Select and assess suppliers on the basis of their adaptability to the established Social Responsibility Policy;*

**Board of Directors
I.M.C. S.p.A.**