

CIMPLASTA Srl, a company specialized in the production of plastic components through injection molding, has decided to implement a **Social Responsibility Management System** in compliance with the **SA 8000 (Social Accountability)** standard.

This means:

- Considering its **PERSONNEL** as a valuable and strategic resource, ensuring the protection of their rights and promoting their professional and personal growth;
- Considering its **SUPPLIERS** as partners, not only in the provision of services but also in terms of ethical behavior;
- Considering its **CUSTOMERS** as a fundamental element for the success of all activities, constantly working to satisfy them also with reference to social responsibility principles.

To this end, the Organization formally commits to:

- **Anti-corruption and Anti-money laundering**: not engaging in or endorsing any form of corruption, including offering or accepting bribes, excessive gifts or hospitality, or facilitation payments. Suppliers must not facilitate or support money laundering. Suspicious transactions must be reported, and warning signs of money laundering must be heeded.
- **Unfair competition**: refraining from engaging in practices that violate competition and antitrust laws and ensuring this commitment is upheld throughout the value chain.
- **Data protection and security**: respecting privacy and civil liberties regarding the collection, storage, use, dissemination, and any other handling of personal data.
- **Financial responsibility / Accurate records**: conducting business operations transparently and accurately reflecting them in the company's financial reports and records. Suppliers must confirm the existence of an adequate system for financial record control.
- **Information disclosure**: disclosing financial and non-financial information in accordance with current regulations and prevailing industry practices.
- **Conflicts of interest**: ensuring employees avoid and disclose situations where their financial or other interests conflict with their work responsibilities, or situations that may appear improper.
- **Counterfeit parts**: minimizing the risk of introducing counterfeit and/or diverted parts and materials into supplied products and complying with relevant technical regulations in product design.
- **Intellectual property**: respecting valid intellectual property rights.
- **Export controls, trade, and economic sanctions**: complying with applicable export or re-export restrictions on goods, software, services, and technologies, as well as trade restrictions with specific countries, regions, entities, companies, or individuals.
- **Grievance mechanism**: establishing an effective grievance mechanism, aligned with UN Guiding Principle 31, that allows anonymous, confidential, and retaliation-free reporting of concerns related to business ethics, human rights, or any other topic.
- **No retaliation**: refraining from threats, intimidation, or legal/physical attacks against stakeholders, including those exercising their legal rights to freedom of expression, association, peaceful assembly, and protest.
- **Child labor and young workers**: complying with minimum age laws for employment in business activities and throughout the supply chain, in accordance with the ILO Minimum Age Convention, and ensuring child labor is not tolerated in any form.

- **Wages and benefits:** ensuring workers receive a wage sufficient to cover basic needs and enable a decent standard of living for themselves and their families, including compliance with minimum wages, overtime pay, medical leave, and government-mandated benefits.
- **Working hours:** complying with local laws and collective labor agreements (where applicable) on working hours, or adhering to ILO standards on working time in the absence of relevant local legislation.
- **Modern slavery:** prohibiting all forms of forced, bonded, or compulsory labor, including human trafficking.
- **Ethical recruitment:** refraining from deceiving or defrauding prospective workers regarding the nature of work, charging recruitment fees, or confiscating, destroying, hiding, or denying access to workers' passports or government-issued IDs. Workers must receive a written contract or job offer in a language they understand, clearly stating their rights.
- **Harassment:** not tolerating any form of discrimination or harassment in employment and occupation and providing equal employment opportunities regardless of characteristics such as age, gender, sexual orientation, gender identity, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, veteran status, genetic information, or marital status.
- **Women's rights:** ensuring equal employment opportunities and committing to equal pay for equal work.
- **Diversity, equity, and inclusion:** developing and promoting inclusive cultures where diversity is valued and celebrated, and everyone can contribute fully and achieve their potential. Suppliers should promote diversity at all workforce and leadership levels, including boardrooms.
- **Rights of minorities and indigenous peoples:** respecting the rights of local communities to decent living conditions, education, employment, social activities, and the right to free, prior, and informed consent (FPIC) for developments affecting them and the lands they inhabit, especially regarding vulnerable groups.
- **Land rights and forced eviction:** avoiding forced evictions and the dispossession of land, forests, and water during acquisition, development, or other uses.
- **Due diligence:** performing due diligence on direct suppliers and subcontractors in line with the OECD Due Diligence Guidance for Responsible Business Conduct, promoting transparency and traceability, striving to implement ESG standards throughout the supply chain, and cascading the Guiding Principles.
- **Responsible sourcing of raw materials and minerals:** responsibly sourcing raw materials and minerals used in products, developing a management system that ensures supply chain traceability and transparency, and conducting due diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.
- **Excessive use of force by public and private security forces:** committing to using public and private security forces only when strictly necessary.

Date: 21/02/20



CIMPLASTA SRL
19, Via Cascina Nuova - I21029 Vergiate (VA) - Italy
phone + 390331946136 / fax + 390331948678
web: www.cimplasta.it / e-mail: cimplasta@cimplasta.it
RL/VAT 01738470127-Trio Busto Arsizio 20985-C.BIAA 203841