

Introduction

Ascot Industrial srl (hereinafter also referred to as the "Company") holds corporate ethics and the promotion of values such as loyalty, fairness, and respect as its primary values, both within its own organization and towards its stakeholders. In fact, in line with its values, the Company considers it a priority to:

- improve the quality and development of the professional skills of all personnel, through initiatives that enhance the lives of its employees and the community in which it operates, in line with the concept of sustainable development, taking into account, when defining and implementing its strategy, the social, environmental, and economic impacts of its activities;
- consistently work towards engagement, motivation, training, information, and awareness-raising;
- select and evaluate its suppliers, taking into account their commitment to complying with the requirements of the SA8000 Standard.

This means, for the Company, regarding its stakeholders to consider:

- employees as a strategic resource, ensuring respect for their rights and promoting their professional and personal development;
- suppliers as partners, not only for the optimal execution of activities but also for upholding the principles of Social Responsibility;
- customers as a fundamental element of business success, working towards their satisfaction and committing to marketing quality products that comply with legal requirements.

In line with the provisions outlined in its Code of Ethics and its Quality, Environment, Health, and Safety Policy, this SA8000 Policy of Ascot Industrial srl reaffirms the Company's commitment to achieving the highest ethical standards and sustainable business development. It respects and translates the principles of the SA8000:2014 Standard (hereinafter also referred to as the "Standard") within the corporate context, in accordance with the fundamental principles established by the Universal Declaration of Human Rights, ILO conventions, and the applicable national and international legislation regarding human rights and labor.

In particular, in accordance with the requirements of the Standard, the Company commits to:

- **Refuse the use of child labor:**
not to engage in or support the use of child labor, in accordance with current legislation, ILO conventions on the matter, and the International Convention on the Rights of the Child.
- **Refuse the use of forced and compulsory labor:**
not to engage in or support the use of forced and compulsory labor, condemning any form of modern slavery and prohibiting the employment of labor that is not undertaken voluntarily, including as a result of threats or debt.
- **Protect the health and safety of workers and their well-being:**
ensure a healthy and safe workplace by adopting all appropriate measures that safeguard the well-being of workers and prevent accidents and health damage during their employment with the company.

➤ **Respect the freedom of association:**

respect and protect the freedom of workers to associate, not hinder their membership in trade unions, and promote collective bargaining.

➤ **Respect the right to a decent wage and fair working hours:**

comply with current laws regarding working hours, breaks, and holidays, ensuring that salaries meet the requirements set by legislation and are sufficient to provide a decent life for the entire family.

➤ **Respect the principles of dignity, equality, and non-discrimination:**

prohibit any form of discrimination based on age, ethnic origin, nationality, political and trade union opinions, religious beliefs, sexual orientation, gender identity, physical and mental disabilities, and any other personal characteristic unrelated to professional competence.

➤ **Prohibit unfair disciplinary practices:**

prohibit the use of any form of physical, corporal, or mental coercion, including verbal abuse or any further offense against the dignity of individuals.

➤ **Develop a SA8000 management system:**

gradually implement a SA8000 management system to further oversee social responsibility issues, promoting continuous improvement processes driven by the assessment and mitigation of risks.

The choice to ensure compliance with the requirements set forth by the Standard is intended to signal the Company's commitment to the care and protection of people, which is equally reserved for all workers.

The Company is directly committed to establishing, implementing, maintaining, and continuously improving all necessary arrangements related to social responsibility within its structure to ensure ongoing compliance with the requirements of the Standard and those provided by applicable legislation.

Additionally, the Company is directly engaged in the development, application, support, and continuous improvement of the social responsibility management system. This commitment is operationalized through the following activities:

1. Legal Compliance: Comply with all national laws and ILO conventions and recommendations regarding labor rights and the protection of the health and safety of workers.

2. Child Labor Prevention: Not to use (or promote the use of) child labor; establish procedures when necessary for the recovery of children found working in situations that fall under the definition of child labor, providing, in particular, support for school attendance; never expose children and young workers to dangerous, unsafe, or health-hazardous situations.

3. Forced Labor Prevention: Not to use or promote the use of forced labor.

4. Health and Safety for Workers: Ensure a healthy and safe workplace by implementing measures to prevent accidents and health damage, both on-site and as a consequence of work; ensure that all personnel, including new hires, receive regular and documented training on health and safety; establish systems to identify, avoid, and address potential health and safety risks.

5. Promotion of Collective Bargaining: Respect the right of workers to join and form trade unions of their choice and the right to collective bargaining; ensure that union representatives are not discriminated against in the workplace and can communicate with their members.

6. Prevention of Discrimination: Not to engage in discrimination based on race, class, territorial/national origin, religion, disability, sex, sexual orientation, union membership or political affiliation, age; not interfere with the right of staff to follow principles or practices related to religious beliefs; not allow behaviors, including gestures, language, or physical contact, that are sexually coercive, threatening, offensive, or exploitative.

7. Disciplinary Practices: Guarantee not to use or promote punishments, including corporal, mental, or physical punishments, verbal violence, or bullying in the workplace.

8. Working Hours: Comply with the working hours stipulated by current laws and industry standards.

9. Support for Fair Compensation: Ensure compliance with legal minimum wage requirements, ensuring that wages meet essential needs and that a portion of income remains available; ensure that salary deductions are not for disciplinary purposes and that pay slips are clear and understandable to all; ensure that wages are paid according to legal requirements and in a manner most convenient for workers.

10. Communication: Communicate to all stakeholders the current compliance status regarding the principles of SA8000 and the company's social responsibility policy.

11. Reporting: Encourage the reporting of any type of complaint from stakeholders related to non-compliance with the standard and policy; in this regard, if complaints remain unheard within the company, the contact details for the Certification Body and the SAAS (Social Accountability Accreditation Services) social responsibility accreditation body are provided below.

12. Monitoring: Define an annual plan of measurable objectives. The Company is committed to making the objectives plan a living tool, essential for managing the company, to be revised whenever there are changes in the facts upon which decisions were made.

13. Suppliers: Collaborate with suppliers to implement a Social Policy that, through technical assistance and increased awareness, leads to improvements in the working conditions of employees.

The Company is committed to ensuring that the policy is documented, implemented, understood, actively maintained, and communicated both internally (by displaying it clearly, visibly, and understandably in the workplace) and externally (through publication on the company website), making it accessible in an understandable form to all personnel (potentially translating it into the languages spoken by foreign workers), to supply chain members, and to other stakeholders, promoting their involvement and hoping for productive and constructive interaction. In any case, it will be made accessible to all stakeholders upon request.

The Company is also committed to mapping and periodically assessing the main risks related to social responsibility, adopting the necessary initiatives for their management and mitigation. Adequate resources will be allocated for the implementation and continuous monitoring of this Policy, ensuring the absence of any discrimination or retaliation against employees and/or other stakeholders who provide comments, recommendations, reports, or complaints regarding the workplace and/or potential non-compliance with the Standard.

Intertek Italia S.p.A (Certification Body that issued the SA8000 certification)

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SAAS (Social Accountability Accreditation Service)

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Gela li, 10/09/2024

CEO - Employer
