

## Social Accountability policy

Being aware that a full commitment for personnel is an essential key factor for company development, **Lem Srl Socio Unico** has decided to certify its social accountability system according to SA8000 standard rule and to comply with the requirements of this rule.

In the economic, political and social working context, the company fully appreciates the value of social matter and resulting responsibilities both in daily working and into future perspective.

A proper and open management of human resources together with a raising awareness of the top Management of the company, of the personnel, of the suppliers and all the stakeholders is the necessary prerequisite to comply with SA8000 rule.

In detail the company is fully committed to:

- comply with national and all other applicable laws such as ILO and ONU conventions and recommendations;
- not engage in and not tolerate any disciplinary practices which do not respect personnel's human rights and dignity (corporal punishments, mental or physical coercion, child labour, discrimination based on gender, sexual orientation, religion, race, age, national origin and political opinions, illegal employment, trafficking in human beings);
- promote and improve safety conditions and mental and physical wellness of personnel by implementing preventive and corrective actions;
- provide the best conditions for employees to reduce any risk of biological contagion;
- Involve all the suppliers of goods and services and subcontractors and monitor their commitment to conform to all requirements of SA8000 standard;
- respect its declaration of Social Accountability principles;
- involve both inner personnel and stakeholders (mainly the suppliers) by the diffusion of SA policy, SA principles and expected and achieved SA 8000 outcomes;
- provide the best conditions for employees to reduce any risk of biological contagion

Fruitful cooperation between all the stakeholders, both inside and outside of the company, represents an important prerequisite for constant monitoring and improvement of SA8000 company system.

Continuous improvement represents an essential commitment for company growth. To do that **Lem Srl Socio Unico** plans and acts internal audits and defines and constantly monitors suitable KPI which are duly inspected during periodical SA8000 system management reviews. Management Reviews are the occasion to define improvement actions.

In order to involve all the stakeholders, **Lem Srl Socio Unico** declares to be available to plan meetings with all the stakeholders to inspect all company activities related to SA8000 system.

Thus all the stakeholders are duly informed on SA8000 company policy during periodical informative and training meetings, for both personnel and cooperators, in order to improve human resources management.

Top Management of **Lem Srl Socio Unico** will review and update this SA policy every six months during periodical Management Reviews.

*References for suggestions and complaints:*

**IQNet Ltd - Ente di certificazione**

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**SAAS - Social Accountability Accreditation Services**

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Società soggetta all'attività di direzione e coordinamento esercitata da LEM INDUSTRIES SPA

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