

POLICY ON SOCIAL RESPONSIBILITY

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Declaration of intent on FASSI social responsibility

FASSI, aware of its own role and responsibilities, in order to promote and guarantee a **sustainable development** through:

- **Social responsibility;**
- **Environment protection;**
- **Health and safety in the workplace;**
- **Product safety and quality**

is committed to ensuring that the organization achieves the highest standards for company integrity and social and environmental performances.

Business ethics

The organization supports the highest integrity standards and operates honestly and equally in compliance with the local laws:

Responsible provisions of materials: the organization is requested to obtain responsibly the raw materials used for its products.

Anti-corruption: the organization must be against any form of corruption, including extortion and bribery.

Privacy: the organization implements appropriate measures to comply with privacy, to protect the personal data against loss and non-authorized access or use, as well as to comply with laws and regulations pertaining to privacy and information security.

Disclosure of information: the organization is requested to disclose financial and non-financial information in accordance with the applicable regulations and confidentiality of customers' information.

Fair competition/antitrust: the organization must follow fair trade standards as well as conduct business in compliance with all applicable antitrust or anti-competitive laws and regulations.

Conflicts of interest: the organization must run business avoiding any appearance of misconduct.

Counterfeited parts: the organization reduces as much as possible the risk to introduce counterfeited and/or diverted parts or materials.

Intellectual propriety: the organization complies with the current rights of intellectual propriety and it uses commercially reasonable practices to protect technology transfer and confidential know-how.

Export control and economic sanctions: the organization is requested to comply with any restrictions applicable on export or re-export of goods, software, services and technology, as well as with any restrictions applicable on sales in specific countries, regions, companies or bodies and individuals.

Establishment of the employment relationship: people are employed with a regular employment contract; no form of irregular work or "moonlighting" is tolerated.

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Environment

The organization is requested to support a proactive attitude for environmental responsibility, protecting the environment, conserving natural resources and reducing the environmental impact of the production throughout the life cycle.

A complete approach includes, but is not limited to:

- **Energy consumption and greenhouse gas emission:** the organization must implement a strategy leading to a reduction of the energy used in the production cycle and to an energy optimization of the facilities with the introduction of possibly renewable energy sources.
- **Water quality and consumption:** the organization aims at reducing, re-using and recycling efficiently water with a responsible wastewater treatment, in order to protect the environment and improve the overall water quality.
- **Air quality:** the organization undertakes to regularly monitor, to adequately control, to reduce and to eliminate as much as possible the emissions that contribute to local air pollution.
- **Management of natural resources and waste reduction:** the organization is requested to encourage and support the use of sustainable and renewable natural resources, reducing waste and increasing re-use and recycling.
- **Responsible management of chemicals:** the organization is requested to identify, reduce as much as possible or eliminate the use of dangerous substances within the production processes and in the finished products in order to ensure the compliance with regulations.

The President: *Fassi Giovanni*

Human rights and working conditions

The organization respects employees' human rights and it deals with people with dignity, as recognized by the international community.

- **Child labour/ work and young employees:** The organisation ensures that no form of child labour is ever tolerated.
- **Wage and benefits:** the organisation provides for wages and benefits, which are in compliance with applicable local laws, including those relating to minimum wages, payment of overtime work and benefits.
- **Working time:** the organisation complies with local laws as for working time, including overtime work.
- **Forced labour:** the organisation prohibits any form of forced (bonded) or obligatory work, including human trafficking.
- **Freedom of association:** the organisation respects employees' rights to associate freely, to join or not to join trade unions, to bargain collectively and to join workers' councils. The company allows the employees to openly communicate with the Management concerning work conditions and management practices, without fear of reprisal, intimidation or harassment.
- **Health and safety:** the organisation provides employees with a safe workplace and adopts adequate measures to avoid accidents and damages to health, which may occur during the performance of their work, even planning regular and documented training.
- **Harassment:** the organisation guarantees a workplace with no form of harassment against employees.
- **No discrimination:** the organisation doesn't tolerate any form of employment discrimination and offers equal work opportunities regardless of worker's or candidate's features such as race, colour, age, sex, sexual orientation, gender identity, ethnic group or national origin, disability, pregnancy, religion, political affiliation, trade union association or marital status.