



# Company Policy

The purpose of [SAMIC S.p.A.](#) is:

- the full achievement and increase of customer satisfaction and other interested parties (employees, suppliers, external environment, customers, consumers, collaborators, social partners, internal control bodies, workers' representative bodies, market, etc.);
- **the achievement and maintenance through the offering of its products/services of a primary reputation in terms of Quality, in safeguarding the environment and safety in the workplace, social responsibility, in improving the management of human resources to promote the integration and enhance diversity, inclusion and gender equality**
- ensure so that the requirements of the customer and other interested parties, applicable mandatory requirements, applicable regulatory requirements, environmental regulatory obligations, social and ethical responsibilities, safety in the workplace, human resources management to promote integration and enhancing diversity, inclusion and gender equality and obligations derived from the context in which it operates
- operate to protect the environment and safety in the workplace by using recyclable and low environmental impact products as much as possible and with low safety risk, with low environmental impact at the end of life and throughout their entire life cycle;
- promote the continuous improvement of the management system to increase quality performance, for the environment and for safety in the workplace, social and ethical responsibility and for the management of human resources to encourage integration and enhance diversity inclusion and gender equality;
- Determine and address risks and opportunities that may affect the compliance of products and services and the ability to increase customer satisfaction.
- Implement and maintain a workplace health and safety management system to improve workplace health and safety, eliminate hazards and minimize OSH risks, seize opportunities for worker health and safety, take manage non-conformities also in terms of health and safety in the workplace, promote continuous improvement, satisfy legal and other requirements, achieve the set objectives
- Implement and maintain a management system for the safety and health of the machines and equipment used and produced or components intended to be part of production processes to improve the health and safety of workers and personnel employed by the customer to operate on them, eliminate dangers and minimize health and safety risks for customers and its workers, including maintenance workers who will carry out any interventions in the life cycle of the product, seize opportunities for safety and health (in the broadest sense of the term), take charge of non-conformities, take charge of reports, take charge of indications coming from the national and international market, take charge of any scientific indication coming from the national and international context in which the product will be used, promote continuous improvement, satisfy legal and other requirements, achieve the set objectives
- Implement and support the values of diversity, inclusion and gender equality through the adoption of corporate, organizational and management mechanisms based on respect for the rights, freedom and dignity of people.
- Implement and maintain an integrated management system
- develop a clear approach in terms of mission, strategies and active practices in order to stimulate a collaborative, supportive working environment open to the contributions of all employees to increase the trust of people, customers and, in general, the civil society
- promote diversity in all its dimensions to make the most of the resulting opportunities and generate value within the working environments while also obtaining a competitive advantage over the business

The Management undertakes to make the appropriate resources available for the creation of the Management System (MS) composed of the following systems:

**Quality Management System (QMS), Environmental Management System (EMS), Workplace Safety (SGS) in compliance with EN ISO 9001: 2015, EN ISO 14001: 2015, EN ISO 45001:2018, and Legislative Decree 81/08 and subsequent amendments, regional and sector regulations and indications regarding safety in the workplace, technical construction standards, international standards and conventions and the relevant International Labor Organization (ILO) conventions; Legislative Decree 152/06, regulations and ordinances regarding environmental protection and land protection, Legislative Decree 151/01, L.300/70, Prime Ministerial Decree 04/26/2020, Legislative Decree 151/2011; Waste Framework Directive (2008/98/EC)**

[SAMIC S.p.A.](#) operates in compliance with ethical principles and Social Responsibility and human resources management to promote integration and enhance diversity, inclusion and gender equality towards employees and the community.

[SAMIC S.p.A.](#) has always evaluated the skills and abilities of its staff, trying to avoid prejudices and stereotypes, the organization has started a concrete and systematic path aimed at encouraging an inclusive culture, free of even unconscious distortions, which values all the people present in the company in the same way. The company policy starts from gradually but rigorously reducing the differences in pay and career progression that may have occurred in the history of the company. Furthermore, recruitment policies and plans are implemented to encourage and enhance diversity in a broad sense which brings value and new impetus to all sectors and areas of the organisation. It has been shown that the presence of people of different genders and, in a broader sense of different cultures, opens up new ideas, innovative solutions and positive competition between staff and work groups. — — —

[SAMIC S.p.A.](#) always attentive to the evolution of the market and the needs of interested parties, it implements a policy aimed at promoting gender equality not only internally, but also by favoring relations and commercial relationships with companies and entrepreneurs equally committed to the issues of inclusion and equality of type.

To this end, [SAMIC S.p.A.](#) , undertakes to adhere and comply among other things:

- **to all the requirements of the voluntary reference standards in force and at the time of their re-approval;**
- **to international standards and conventions and to the relevant International Labor Organization (ILO) Conventions**
- **to all applicable national and international laws, sector regulations and any other company requirements adopted**

In particular, the company practices and will practice with systematic conviction:

- the involvement of all collaborators in the continuous improvement of the products and services offered to the customer, respecting the external environment and workplace safety and the well-being of workers, of human resources to encourage integration and enhance diversity inclusion and gender equality;
- making available to collaborators the training and information tools necessary or appropriate for the improvement of services, the environment, safety at work and the well-being of workers, and the management of human resources to encourage integration and enhance diversity inclusion and gender equality;
- ascertaining the extent to which the needs, requests and expectations of customers and other interested parties are satisfied;
- protection of the soil, subsoil, surface and underground water bodies;
- guarantee that the choice of new technologies offers greater protection of the environment, for workplace safety and the well-being of workers;
- development of training, awareness and training activities for employees regarding Quality, Environment, ethics, social and safety in the workplace.
- make all employees aware, from the moment they are hired, of the Company's organizational systems and its objectives by preparing specific information and professional updating activities for continuous improvement of the company management system
- develop the quality and ensure environmental sustainability, ethical sustainability, social sustainability and safety in the workplace of its products and services, raising awareness among staff and human resources to encourage integration and valorization of diversity for the inclusion and for gender equality;
- maintain artisanal manufacturing while developing a production capacity that allows us to satisfy the growing volumes required by a high quality market;
- use the best raw materials;
- dedicate the utmost care to the preparation of the products, all rigorously prepared and processed by expert personnel with appropriate qualifications
- respect and ensure that its suppliers and customers respect workers' rights and guarantees of safety and health in the workplace, respecting professional and human ethics, promotes conditions that allow the removal of cultural, organizational and material obstacles that limit the full expression of people and their complete valorization, promotes an approach based on impartiality and does not allow any form of direct or indirect, multiple and interconnected discrimination in relation to gender, age, sexual orientation and identity , disability, state of health, ethnic origin, nationality, political opinions, social category and religious faith, promotes the protection of psychophysical, moral and cultural integrity through working conditions that respect individual dignity and behavioral rules;
- respect the environment through a sustainability plan that provides for the separate collection of waste;
- Operate according to the guidelines of voluntary standards through an approach based on impartiality and does not allow any form of direct or indirect, multiple and interconnected discrimination in relation to gender, age, sexual orientation and identity, disability , state of health, ethnic origin, nationality, political opinions, social category and religious faith.
- preserve the value of its staff and promote the protection of psychophysical, moral and cultural integrity through working conditions that respect individual dignity and behavioral rules
- any other commitment signed by the Management of [SAMIC S.p.A.](#)

In respect:



- current legislation on hygiene and safety at work and the well-being of workers so that all products / services comply with national regulations, but also with the regulations of other European countries
- legislation, regulations, directives, ordinances relating to workplace safety and worker well-being, environmental, social responsibility and quality;
- obligations imposed by authorizations or permits issued by the relevant authorities regarding workplace safety and worker well-being, environment, and quality of the sector in which SAMIC S.p.A. operates.;
- of any other commitment signed by the Management of SAMIC S.p.A.;
- collaboration with the neighbourhood, with the authorities, with customers, with suppliers and with workers for the promotion of a culture that favors consumer and worker protection, workplace safety and worker well-being, the environment, respecting professional and human ethics
- the requirements required by voluntary certifications
- of the 2030 Agenda for Sustainable Development and the related Sustainable Development Goals -SDGs -;
- of the Global Compact and Women's Empowerment Principles of the United Nations,
- of the Universal Declaration of Human Rights,
- of the United Nations Conventions on women's rights, on the elimination of all forms of racial discrimination, on the rights of children, on the rights of people with disabilities;
- of the Declaration on Fundamental Principles and Rights at Work and the eight fundamental Conventions of the International Labor Organization (ILO);
- of the ILO Convention on Violence and Harassment of June 2019.
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SAMIC S.p.A. in terms of social responsibility the company:

- rejects the use of child labor in any form and undertakes to take action, including through financial support, for the recovery of children found working,
- rejects any form of forced labor, pursuing the full satisfaction and growth of its staff,
- guarantees safe and healthy working environments by identifying and removing risks and dangers for the health and safety of workers; provides regular health and safety training to all company staff,
- guarantees freedom of association and the right to collective bargaining,
- rejects any form of discrimination in the employment relationship, ensuring equal opportunities for all company staff
- respects applicable laws and standards regarding working hours, public holidays and overtime work, which is always carried out voluntarily
- adopts a fair remuneration policy, proportionate to the quantity and quality of the work performed

SAMIC S.p.A. on diversity, equity and inclusion:

is concretely committed to family welfare, in concrete aid to the families of its employees both in economic terms and in terms of flexible working hours and agile working;

- supports events aimed at promoting gender equality and inclusion;
- promotes active policies for gender equality and inclusion through posts and publications on the communication outlets most congenial to the organization, such as the website, posts on social media, publication of the social balance sheet which includes the company strategic plan , etc .

For SAMIC S.p.A. diversity is a value that must be protected and encouraged with concrete actions in all organizational and management processes through understanding, inclusion and valorisation of the differences of its people. Diversity enriches and opens up new ideas and initiatives, multiplying the possibilities of generating innovative solutions: people coming from different cultures, social and generational backgrounds, skills, competences and experiences represent a distinctive value that enables comparison towards multiple perspectives and allows reflection and anticipate the needs of customers and relevant stakeholders.

The commitment of SAMIC S.p.A. through the management, the department managers, the collaborators and its staff at any level is aimed at preserving the value of people, so that everyone feels included and can give the best of themselves, feeling truly an integral part of the company, takes the form of a human resources development and management strategy, capable of promoting an inclusive culture to enhance the uniqueness of people and access to the same opportunities for professional growth regardless of the role held in the organization

At the personnel and career management level, specific operating procedures have been set up which manage the relevant areas with a view to Diversity, Integration and Gender Equality.

To comply with the principles listed SAMIC S.p.A. has planned and implemented a Social Responsibility System aimed at continuous improvement, based on the definition of objectives and indicators, on monitoring, review and correction of the non-conformities detected.

SAMIC S.p.A. adopts an internal and external communication plan to inform workers and other interested parties of the possibility of filing a complaint in the event that actions or behaviors of the company that do not comply with the voluntary standards are detected; and to provide adequate and constant information on the results of the management of its Social Responsibility System and its system for the management of human resources - diversity - inclusion and gender equality.

SAMIC S.p.A. adopts an internal and external communication plan to transparently make known the desire to pursue gender equality, enhance diversity and support female empowerment.

It is the firm belief of SAMIC S.p.A. the importance of correct and transparent management of one's "human assets" and the awareness of the Management, suppliers, employees and external collaborators, to respect the principles of Social Responsibility, to respect the principles of the voluntary rules signed, committing to:

- Do not use child labor or forced labor
- Respect current national legislation, international conventions and recommendations, including the resolutions of international bodies such as the ILO - International Labor Organization and the UN - United Nations Organization;
- Respect freedom of association and the right to collective bargaining
- Counteract all forms of discrimination and unequal treatment (in hiring, wages, access to training, career promotions) based on issues of race, nationality, religion, handicap, sex, sexual preferences, membership of trade unions, political affiliation;
- Condemn all illegal conduct likely to conflict with dignity or physical and/or moral integrity
- Completely and impartially apply the national collective labor agreement to all employees, promptly paying the established salary and paying all the relevant social security, welfare and insurance contributions
- Guarantee the protection of maternity and paternity, as well as disadvantaged people
- Promote and improve the conditions of safety and physical and mental well-being of its collaborators with both preventive and corrective actions;
- Involve all suppliers of goods, activities and services and their commitment to social responsibility compliant with all the requirements of the reference rule;
- Develop and extend information, communication, education and training processes and promote dialogue with interested parties, to ensure efficient and effective application of the integrated company system

The Manual interprets and operationally translates the Policy for Quality, Social Responsibility, workplace safety and the environment of SAMIC S.p.A. .

The implementation of the Policy is delegated **to the Management (DIR) and its Collaborators, they must demonstrate leadership and commitment towards the management system:**

- taking responsibility for the effectiveness of the quality management system, social responsibilities and ethics, safety in the workplace and the environment;
- ensuring that the policy and objectives for quality, social responsibilities and ethics, workplace safety and environmental objectives relating to the management system are established and that they are compatible with the context of the organization and with the guidelines strategic;
- ensuring the integration of management system requirements for quality, social responsibilities and ethics, workplace safety and environmental management into business processes;
- promoting the use of the process approach and risk-based thinking;
- ensuring the availability of the resources necessary for the management system for social responsibilities and ethics, workplace safety and environmental management;
- communicating the importance of effective quality management, social responsibilities and ethics, safety in the workplace and the environment, and compliance with the management system requirements;
- ensuring that the management system achieves the expected results and outcomes;
- actively participating, guiding and supporting people to contribute to the effectiveness of the management system;
- providing support to other relevant management roles to demonstrate their leadership, as it applies to their respective areas of responsibility.
- ensuring full responsibility and overall accountability for the prevention of work-related injuries and illnesses, as well as the provision of safe and healthy workplaces and activities
- ensuring that the necessary responses are available to establish, implement, maintain and improve the management system and safety for workers and interested parties;
- guiding and supporting people to contribute to the effectiveness of the management system;
- developing, guiding and promoting a culture in the organization that supports the expected results of the management system;



- protecting workers from retaliation following reports of accidents, dangers, risks and opportunities;
- ensuring that the organization establishes and implements a process or processes for worker consultation and participation;
- support the education and operation of health and safety working groups.

The Management is committed

- direct senior executives/function heads to establish D&I principles and objectives and allocate resources to achieve them;
- challenge and address behavior that is inconsistent with D&I principles and ensure that people who challenge inappropriate behavior and those affected by it are protected and supported;
- obtain the support of managers / functional leaders when evaluating the organization's D&I opportunities and risks and when reviewing performance and progress in achieving D&I objectives.
- establish D&I principles and objectives and a supporting framework to achieve them;
- facilitate an inclusive organizational culture by establishing D&I expectations and responsibilities, communicating them to all stakeholders and promoting inclusive relationships and shared values with them;
- Model inclusive behavior, setting behavioral expectations for the workforce, challenging and addressing inappropriate behavior, and recognizing and rewarding inclusive D&I practices and behaviors;
- designate responsibility for achieving D&I objectives to those who lead the functional areas of the organization;
- ensure that the organization's systems, policies, processes and practices across all functional areas are aligned with its D&I principles and objectives;
- allocate resources to achieve D&I objectives, for example by sponsoring initiatives, steering committees, including allocating time and support to participate and contribute to the achievement of D&I objectives;
- review the results and impact of their products and services on the market and on the widest range of stakeholders;
- ensure that the organisation's annual review includes a clear narrative description of its D&I opportunities and risks and progress in achieving its D&I objectives, supported by robust evidence and given demographics of its workforce.

Function managers have delegated responsibility for:

- ensure that D&I principles, present in company policy, are incorporated into systems, policies, processes and functional practices;
- share D&I knowledge, skills and expertise and provide support and guidance on policies, processes and practices that promote a diverse and inclusive organizational culture;
- demonstrate and model inclusive behaviors;
- deploy resources to respond to opportunities, risks, constraints and challenges in order to achieve D&I objectives;
- promote an inclusive and diverse workplace, allowing access and adjustments to increase participation of demographically underrepresented groups;
- ensure that policies, processes, practices and decisions regarding people, as they enter and exit the organisation, are based on evidence and supported by checks and balances to mitigate the effects of biases, including those in technologies existing and emerging;
- promote the organization's D&I principles and objectives at all stages of the human resources management life cycle;
- facilitate open communication channels so that different perspectives are welcomed with respect and without prejudice;
- create a safe environment for D&I issues, concerns and complaints and ensure that policies, processes and practices are applied fairly to all stakeholders, including whistleblowers;
- ensure that stakeholder feedback is taken into account when monitoring the implementation of policies, processes and practices to identify D&I impacts, outcomes, challenges, constraints and trends;
- promote the organization's D&I principles and objectives through contractual agreements with the supply chain, customer and community relationships and other external stakeholders;
- identify and analyze diversity data to measure impacts;
- Identify criteria and associated measures for D&I that are relevant to the organization
- evaluate the impact of policies, processes and practices on the development of an inclusive workplace, including the movement of people within and outside the organization and other stakeholders;
- Review and report status and progress against identified D&I objectives, including risk and opportunity assessment, and any recommendations for change and inclusion in the organization's annual management review

Each company collaborator, whether internal or external, is responsible for:

- treat colleagues and other interested parties with respect and fairness;
- meet the expectations of the organization's D&I principles and objectives;
- behave in an inclusive manner, actively promote inclusion, trust and a sense of belonging;
- express concerns and challenge inappropriate behavior, promptly reporting them to the D&I committee

The objectives of the Management are:

- establishment of an Integrated Management System for Quality, safety in the workplace, Social Responsibility and the Environment, management of human resources, diversity, inclusion and gender equality in compliance with international reference standards and national, regional, municipal legislation and regulations voluntary with the primary objective of constantly improving quality, environmental performance, ethical compliance, social responsibilities and the life cycle of the services and products offered, as well as the effectiveness and efficiency of the service offered to the customer and interested parties;
- constantly improve its performance and impact on the community as far as economically and technically possible;
- constantly improve its performance on safety and compliance with regulations and the impact on the community as far as economically and technically possible;
- constantly improve the organization's performance in terms of D&I and gender equality;
- obtaining and subsequently maintaining compliance with the voluntary standards signed by the management;
- commitment to implement, maintain and control the Policy for Quality, for social responsibilities and ethics, for safety in the workplace and for the Environment, for the management of human resources, diversity, inclusion and gender equality;
- commitment to periodically review the SG to ensure the adequacy, effectiveness and correct application of the system itself over time;
- commitment to favor prevention actions to avoid the onset of problems, without however compromising the possibility of intervening and remedying cases of inconvenience or non-compliance;
- commitment to collect and preserve documents regarding quality, social responsibilities and ethics, D&I, gender equality, safety in the workplace and the environment to demonstrate the achievement of the same;
- commitment to disseminate and raise awareness among all operators of the SAMIC S.p.A. Policy. ;
- commitment to annually define the objectives to be achieved in the short, medium and long term;
- Commitment to providing safe and healthy working conditions to prevent work-related injuries and illnesses
- Eliminate sources of danger and reduce risks to health and safety in the workplace
- Consult and involve workers and their representatives.

The Employer of SAMIC S.p.A. will guarantee that the Policy is an integral part of the organization and work of workers and collaborators.

For [SAMIC S.p.A.](#) the "Company Policy" regarding Safety at Work also consists of the prevention of accidents and the promotion of health at work.

The working group (prevention and protection service at work) pursuant to Legislative Decree 81/08, supervises the implementation of these principles.

In particular, the Employer of [SAMIC S.p.A.](#) undertakes to:

- make the improvement plan for workplace safety available to the body in charge of controls;
- consider safety at work of fundamental importance;
- comply with all appropriate laws, directives and codes of practice;
- cooperate with the relevant authorities for the implementation of regulations, agreements, emergency plans and other measures for the protection of people and the working environment;
- progressively reduce risks and increase workplace safety through prevention and optimization of the organisation's processes;
- improve the safety policy, by updating the relevant procedures, based on technical progress, scientific knowledge, the community's expectations and the economic resources available;
- periodically verify its objectives and carry out regular checks with internal staff or, if necessary, with external staff;
- have working relationships with partners who, as far as possible, share the Policy adopted by the organisation;
- give information to the user on safety, prevention and protection aspects in the workplace;
- ensure that all its collaborators are adequately trained, motivated and equipped to carry out the work while respecting their own and others' health and the working environment;
- inform collaborators internal and external to the organization, who have the duty to cooperate with the employer, to avoid actions that are prejudicial to health, safety at work and the working environment;



- promote the prevention of professional and non-professional accidents through suitable measures.

The interpretation of workplace safety policy in practice

- a. For SAMIC S.p.A. translates to:
  - detect the state of safety at work;
  - ensure the maintenance and installation service of technical equipment;
  - make the necessary personal protective equipment (PPE) available;
  - analyze the accident case history in detail;
  - plan and adopt the necessary measures to reduce the risk of injury;
  - deal pragmatically with emergency situations (e.g. serious accidents, fire, etc.);
  - guarantee the necessary training for all collaborators and in particular for members of the working group for the prevention and protection service.
- b. For collaborators it entails
  - that they know what their rights and duties are
  - that everyone knows the dangers inherent in their activity (process, means and products used) and knows how to prevent them;
  - who use the personal protective equipment made available to them;
  - who do not tamper with the protection systems of installations, machinery or technical equipment;
  - who promptly announce any anomalies or deficiencies found in the protection systems;
  - who know what to do in case of emergency
  - that they can contact the RSPP through the workers' representatives.

The employer, area managers, worker and collaborator of [SAMIC S.p.A.](#) has direct responsibility for the implementation of the provisions of the Workplace Safety Plan in the area of competence. Every single collaborator of [SAMIC S.p.A.](#) is responsible for compliance with the provisions concerning health and safety at work.

[SAMIC S.p.A.](#) implements a policy aimed at promoting diversity, inclusion and gender equality not only internally, but above all by favoring relations and commercial relationships with companies equally committed to the issues of diversity, inclusion and gender equality.

To implement this principle, the employer carries out periodic internal checks, internal and external dissemination campaigns, training activities by instructing staff, involving partners and external collaborators in this activity.

[SAMIC S.p.A.](#) to implement this principle, it proceeds by making the necessary improvements where gaps are identified.

[SAMIC S.p.A.](#) aims to dynamically manage the human and technical resources at its disposal through the continuous improvement of internal collaboration in the work environment. To ensure awareness of the company policy at all levels and among all collaborators, the Company Management has implemented the following initiatives:

- **display to all staff of a copy of the Company Policy statement, publication and display in company premises;**
- **Publication of the Company Policy on the Company website**
- **implementation of training courses by external consultants and internal training by representatives of the quality, ethics, social responsibility, workplace safety and environment management systems, human resources management of diversity, inclusion and gender equality .**
- **Publication on the Company website of information about the generic KPIs and the strategic Gender Equality plan with the specific KPIs in order to explain how the organization progresses towards the objectives set in terms of Diversity - inclusion and Gender Equality**

#### CORPORATE COMMITMENT TO SOCIAL RESPONSIBILITY

Ensuring increasingly better working conditions is an objective of our organization.

The objective will be achieved by applying and respecting all relevant national and international legislative provisions, collective agreements, commitments signed by the organization and the requirements established by voluntary regulations. These principles will apply throughout our supply chain and with the aim of continuously improving working conditions and worker satisfaction. In particular, the following commitments are primary for us:

Requirement	Main requirements required by the standard
1. Child labor	The company must not use or encourage child labor, or the work of children under the minimum age established by law (15 years). Furthermore, all young workers (between 15 and 18 years old) must be subjected to non-hazardous working conditions and to the hours, tasks and wages permitted by law. The company undertakes to operate in production or distribution contexts that comply with the ILO Conventions with particular reference to child labour, in the form of slavery or in environmental conditions that may compromise health, safety or morality. Respect local regulations and customs. Reject goods and services from such suppliers.
2. Forced labor	The company must not use or encourage forced labor in any way; The company is committed to ensuring that the ILO principles on the prohibition of forced or compulsory labor and any form of discrimination on grounds of race, religion, sex, political opinion, descent, social origin are respected.
3. Health and safety	The company must adopt all necessary measures (including those required by law) to ensure a safe and healthy working environment for workers. (Relevant law in Italy Legislative Decree 81/2008); The company implements laws on safety in the workplace and on the environment, implementing programs of continuous improvement and reduction of risks and negative impacts.
4. Freedom of association	The company must not hinder workers' freedom of trade union association, nor the rights of trade union workers. The company respects legislation on workers' rights for the establishment of trade union organizations and for participation in collective bargaining by not hindering and promoting periodic meetings with staff
5. Discrimination	The company must not discriminate among its workers based on their age, sex, religion, race, or other equivalent aspects. Both during the hiring and personal search phase and in terms of promotions and/or company bonuses, the CSA undertakes not to take into account factors such as those listed above
6. Disciplinary practices	The company must not adopt disciplinary practices such as mental coercion, physical coercion, verbal abuse. The practices envisaged by the disciplinary code and by Law 300/70 - Workers' Statute will be adopted; The worker has the right to be assisted in his defense by a representative of the trade union association to which he belongs or can choose one to whom he can entrust a mandate.
7. Working hours	Working hours must be guaranteed in line with the provisions of the National Collective Contract of the Category and, in any case, not exceeding 48 hours per week. Overtime must be "not imposed", but voluntary, paid at a higher rate than normal working hours, in line with the provisions of the National Category Contract and, in any case, not exceeding 12 hours per week.



8. Salary	The remuneration must be at least equal to that of the National Category Contract and, in any case, such as to guarantee a standard suitable for the basic needs of the workers of a part of additional income (earnings) to be spent at their discretion. Engagement in "illegal work" or false apprenticeship schemes is not permitted. The company is committed to fair wages consistent with collective agreements including aspects relating to overtime.
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Reports to the Team for the company management system can be made directly, by post, through the box located at the entrance of the company and intended for complaints and reports or by email

Lonate Ceppino (VA), 26/09/2025

The direction  
  
**SATIC**  
Lonate Ceppino (Italy)