



SOCIAL SUSTAINABILITY POLICY

Management Commitment

INDUSTRIAL WEAR recognises the ethical values of respect for human rights as having a central role in the corporate strategy.

Employees, citizens, the community and customers are increasingly aware of the need to respect fundamental human values, they want to see themselves reflected not only in the quality level of the products but also in the manner they are made and they want to know the relative social cost in ethical, environmental, health and safety terms.

Aware of the importance of socially responsible behaviour, with a view to corporate promotion and growth, INDUSTRIAL WEAR intends to support human values and to adopt a socially responsible behaviour, managing its business in a manner that is sustainable and attentive towards the expectations of all the parties concerned, workers first and foremost.

In light of this, after having already obtained certifications according to the ISO9001, ISO14001, ISO45001 and SA8000 standards, INDUSTRIAL WEAR has decided to also comply with the Gender Equality management standard, according to the reference practice UNI/PDR 125:2022.

INDUSTRIAL WEAR also undertakes to respect and conform its social issues management system to the principles of all international instruments (ILO Conventions, the Universal Declaration of Human Rights, the United Nations Convention indicated in Section II - Regulatory elements and their interpretation), SDGs of the UN 2030 agenda and to the national regulations on social responsibility, equal opportunities, respect for diversity and inclusion, etc.

This document summarises INDUSTRIAL WEAR's **policy** on the asset of social sustainability with reference to its aims and objectives.

INDUSTRIAL WEAR undertakes to ensure the utmost dissemination and accessibility of this document by all external and internal stakeholders (workers first and foremost).

Social Responsibility

INDUSTRIAL WEAR does not support the exploitation of **child labour**; it has established and implemented active procedures to remedy child labour in order to exclude it and, should it be detected, it will implement a support action plan aimed at guaranteeing that the boys and girls involved should attend and remain in school.

INDUSTRIAL WEAR does not use or support forms of **forced labour** in any way and guarantees the physical freedom of the worker in the workplace.



INDUSTRIAL WEAR guarantees safe and healthy workplaces for its workers, adopts adequate measures to prevent accidents and any harm to health by defining operating procedures and supporting documents, which certify compliance with the relevant national legislation and the management system for health and safety (ISO45001), voluntarily adopted.

INDUSTRIAL WEAR recognises continuous and constructive **social dialogue** between workers as a fundamental condition and does not hinder the right of workers to organise themselves and have their own representatives in collective negotiations with company management.

INDUSTRIAL WEAR denies and condemns any form of **discrimination** in hiring, remuneration, access to training, promotion, dismissal, retirement based on race, class, national origin, religion, psycho-physical disability, gender, sexual orientation, trade union membership, affiliation politics, age.

INDUSTRIAL WEAR does not use and condemns any use of corporal punishment, mental and physical or verbal coercion. It establishes procedures for the methods adopted for **disciplinary measures**, which are applied fairly and fully comply with the provisions of current legislation on the matter.

INDUSTRIAL WEAR ensures compliance with international standards and Italian legislation, together with what is defined by the national collective agreement in force, regarding **working hours**, overtime and rest.

INDUSTRIAL WEAR guarantees its workers a **decent wage** that complies with current regulations, including terms of payment methods; it does not use contractual agreements that violate the current legislation on labour and social security.

INDUSTRIAL WEAR wants to ensure adequate and exhaustive **information, training and communication** to all personnel regarding the Social Responsibility requirements and ensures the identification of effective methods and tools for disseminating the SA 8000 Standard.

INDUSTRIAL WEAR constantly monitors its system in order to identify opportunities for continuous improvement and periodically reviews it to assess its level of compliance with the standard and the performance results.

Furthermore, INDUSTRIAL WEAR receives, analyses and responds to the issues raised by male and female workers and by other interested parties regarding possible non-compliances concerning social responsibility requirements: the responses to the problems and the launch, where necessary, of corrective actions are fundamental elements for managing a social responsibility system as they are both key elements in the communication mechanism between personnel and company management, and elements which support the continuous improvement of the system itself.

INDUSTRIAL WEAR has defined a specific procedure which explains how to manage complaints and **reports**.

INDUSTRIAL WEAR has established a **Social Performance Team (SPT)** in order to ensure compliance with the requirements defined by SA 8000. The SPT is a working group which deals with social responsibility issues and is equally made up of (freely elected) workers' representatives and management representatives.



In a nutshell, the tasks of the SPT are: to monitor compliance with the standard, also through periodic audits and the review of company performance, to identify and assess the risks relating to actual or potential non-compliances with the standard, to verify the effectiveness of the actions taken to meet the social responsibility policies adopted and the requirements of the standard, to collaborate in identifying and analysing possible non-compliances and in establishing corrective actions.

Finally, in compliance with the principles of the standard, INDUSTRIAL WEAR carries out a systematic control action towards **suppliers** in order both to ensure their compliance with the social responsibility requirements, and to promote attention and interest on issues concerning rights, health, safety, workplaces as broadly as possible.

Reports/Complaints

Complaints or reports relating to facts/occurrences concerning breaches of the principles of social responsibility contained in the SA8000 accountability standard, including non-compliance with this Policy, can be addressed to:

INDUSTRIAL WEAR	INDUSTRIAL WEAR Via B. Partisani, 1, 47016 Zona Industriale (Industrial Area) Fiumana Forlì (FC) Email: segnalazioniSA8000@pyperwear.com
Certification body	TUV ITALIA srl Via Isonzo, 61 40033 Casalecchio di Reno (BO) Email: tuv.bo@tuvsud.com
Accreditation body	Director of Accreditation, SAAS 220 East 23rd Street, Suite 605, New York, NY 10010 fax: +212- 84- 1515 Email: saas@saasaccreditation.org The procedure for submitting complaints to the SAAS can be consulted on the website: http://www.saasaccreditation.org/document-library in the "SAAS Complaints/Appeals" section



Gender equality

With this policy, INDUSTRIAL WEAR defines and shares its commitment towards the issue of gender equality, both through compliance with current regulations and by adopting the necessary tools internally to ensure overall cultural growth on the topic.

INDUSTRIAL WEAR therefore undertakes to:

- *Respect the principles of parity and equality set forth in the Constitution of the Italian Republic as well as in the first and second level regulations, the rules of voluntary adoption and the internal code regulations (see company Code of Ethics);*
- *Adopt policies and measures aimed not only at promoting female employment but also and above all at maintaining it over time, thus accompanying the female worker in the simultaneous implementation of projects of a professional as well as of a strictly personal nature; the same applies to male workers should they be the least represented gender in the company,*
- *Remove as much as possible any obstacle that prevents effective equality between men and women in the world of work by ensuring the inclusion of the principle of equality in the processes, specifically:*
 - i. *Equal opportunities to access work (personnel selection phase),*
 - ii. *Income equality,*
 - iii. *Equal access to career and training opportunities (personal assessment phase),*
 - iv. *Application and awareness on paternity leave in line with European best practices;*
 - v. *Presence of mechanisms for job protection and to guarantee of the same level of pay after maternity leave*
- *Promote welfare policies to support those who dedicate themselves to caring for the family;*
- *Ensure adequate training and information for all personnel regarding respect for diversity, inclusiveness and equal opportunities;*
- *Extend the culture of gender equality externally, communicating and promoting the principles of equality and inclusion towards stakeholders,*
- *Include principles of equality and equal opportunities in the personnel assessment and selection process.*

INDUSTRIAL WEAR is in fact deeply convinced that the presence within its organisation of people belonging to different genders and, in a broader sense, to different cultures, is a reason for overall professional (as well as personal) enrichment and therefore allows creating a stimulating, innovative and positively competitive working environment with a view to continuous improvement towards achieving increasingly ambitious objectives.

Fiumana di Predappio (FC), 25/11/2023

Signature

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