



SUSTAINABILITY POLICY

SOCIAL

Management Commitment

INDUSTRIAL WEAR recognizes the ethical values of respect for human rights as central to its business strategy.

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

Aware of the importance of socially responsible behavior, with a view to business promotion and growth, INDUSTRIAL WEAR intends to uphold human values and assume socially responsible behavior, managing its business in a sustainable manner and attentive to the expectations of all stakeholders, workers first and foremost.

In light of this, INDUSTRIAL WEAR has decided, after having already achieved certifications according to ISO9001, ISO14001, ISO45001 and SA8000 standards, to also comply with the Gender Equality management standard, according to the reference practice PdR125:2022.

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

This document briefly states INDUSTRIAL WEAR's policy on the social sustainability asset with reference to its goals and objectives.

INDUSTRIAL WEAR is committed to ensuring maximum dissemination and accessibility of this document by all external and internal stakeholders (workers first and foremost).

Social Responsibility

INDUSTRIAL WEAR does not provide support for the exploitation of child labor; it has established and maintains active procedures for the remediation of child labor to exclude it and, if it is detected will adopt a plan of supportive actions aimed at ensuring that the children/children themselves attend and stay in school and protect young workers.

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



INDUSTRIAL WEAR guarantees for its workers/workers safe and healthy workplaces, takes appropriate measures to prevent accidents and damage to health through the establishment of operating procedures and supporting documents, which certify compliance with the relevant national legislation and the voluntarily adopted health and safety management system (ISO45001).

INDUSTRIAL WEAR recognizes continuous and constructive social dialogue among workers as a fundamental condition and does not hinder the right of workers/workers to organize to have their own representatives in collective negotiations with company management.

INDUSTRIAL WEAR denies and condemns all forms of discrimination in hiring, remuneration, access to training, promotion, dismissal, and retirement on the basis of race, class, national origin, religion, psycho-physical disabilities, sex, sexual orientation, union membership, political affiliation, and age, and guarantees the protection of any minorities in the company.

INDUSTRIAL WEAR does not use and condemns any use of corporal punishment, mental and physical coercion, verbal. It establishes procedures on the methods adopted for disciplinary actions, which are applied fairly and in inescapable compliance with the provisions of the relevant regulations.

INDUSTRIAL WEAR guarantees compliance with international standards and Italian legislation, together with what is defined in the current national collective agreement, regarding working hours, overtime, rest and does not resort to precarious employment contracts, with specific and controlled exceptions.

INDUSTRIAL WEAR guarantees its workers/employees a decent, fair and in accordance with current regulations, including in the manner of disbursement. It does not use contractual agreements in violation of current labor and social security legislation and respects the right to freedom of association and collective bargaining, guaranteeing equal treatment to any homeworkers as well.

INDUSTRIAL WEAR wants to ensure adequate and comprehensive information, training and communication to all personnel regarding Social Accountability requirements and ensures the identification of effective ways and means of disseminating the SA 8000 Standard.

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

In addition, INDUSTRIAL WEAR welcomes, analyzes, and responds to issues raised by workers/employees and other interested parties regarding possible non-compliance regarding social responsibility requirements: responses to issues and the initiation, where necessary, of corrective actions are key elements in the management of a social responsibility system as they are both key elements in the communication mechanism between staff and management and elements that support the continuous improvement of the system itself.

INDUSTRIAL WEAR has established a specific procedure that makes explicit how complaints and reports are handled.



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 that deals with social responsibility issues and consists in a balanced measure, of employee representatives (freely elected) and management representatives.

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

Finally, in accordance with the principles of the standard, INDUSTRIAL WEAR exercises a systematic control action towards suppliers in order both to ensure their compliance with the requirements of social responsibility and to promote in the broadest way the attention and interest in issues related to rights, health, safety, workplaces.

Reports/Complaints

Complaints or reports of facts/incidents involving violations of the principles of social responsibility contained in SA8000, including non-compliance with this Policy, may be addressed to:

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



Gender Equality

INDUSTRIAL WEAR with this policy, defines and shares its commitment to 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 subject.

INDUSTRIAL WEAR is therefore committed to:

- Respect the principles of parity and equality found in the Constitution of the Republic of Italy as well as in first- and second-level regulations, voluntary adoption standards and internal code regulations (see Corporate Code of Ethics);
- Adopt policies and measures aimed not only at fostering female employment but also and above all at preserving it over time, thus accompanying the female worker to the simultaneous realization of projects of a professional as well as strictly personal nature; similar discourse applicable to male workers where they are the gender least represented in the company,
- Remove as far as possible every 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 opportunity in access to employment (personnel selection stage),
 - ii. Income equality,
 - iii. Equal access to career and training opportunities (personnel evaluation stage),
 - iv. Enforcement and awareness of paternity leave in line with European best practices;
 - v. Presence of job protection mechanisms and guarantee of the same pay level in post-maternity
- Promoting welfare policies to support family caregivers;
- Ensuring that all staff receive adequate training and information on respect for diversity, inclusiveness and equal opportunity;
- Extend the culture of gender equality externally by communicating and promoting to stakeholders the principles of equality and inclusion,
- Include principles of equality and equal opportunity in the personnel evaluation and selection process.

INDUSTRIAL WEAR is in fact deeply convinced that the presence within its organization 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 the creation of a stimulating, innovative and positively competitive work environment with a view to continuous improvement in order to achieve increasingly ambitious goals and at the same time does not tolerate any form of violence and/or harassment.

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Firma

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