

## SOCIAL POLICY

In a desire to manifest the correctness and moral quality of its work as also to receive public recognition and differentiate itself from the competition, MASTER ITALIA S.p.A. decided to undertake SA8000 certification. The social vision of MASTER ITALIA S.p.A.'s work, understood as an organisation operating in a territorial, social and economic context with which it continually interacts, require the company to pay great attention to all stakeholders, namely those parties with an interest in its activities: Employees, Stockholders, Customers, Suppliers, Public institutions, Public opinion...

In particular, MASTER ITALIA S.p.A. has undertaken to bring its management system into line with the following social requisites as set forth under the SA8000 standard:

- child labour
- forced labour
- health and safety
- freedom of association and the right to collective bargaining
- discrimination
- disciplinary procedures
- working hours
- remuneration
- management system.

In addition, MASTER ITALIA S.p.A. undertakes to comply with national laws and other laws in force subscribed to by the company, as also to abide by the international instruments listed in Section II of the SA8000 standard and their interpretation.

All employees are classified on the basis of the National Collective Labour Agreement (CCNL) without making any distinctions as between men and women, or Italians and foreigners. Each is guaranteed the maximum freedom in terms of worship, habits and customs, and sexual preference, in a framework of reciprocal respect for the rules of everyday social life. In partnership with its employees, MASTER ITALIA S.p.A. has undertaken to create a serene, cooperative, transparent and dynamic working environment.

MASTER ITALIA S.p.A. has also endeavoured to acquaint all its suppliers with the basic principles of the SA8000 standard, especially those in East Asia. For this purpose, it proposes to work within a framework of long-term partnership and cooperation, based upon the detailed observance of contractual agreements directly linked to clauses of the SA8000 standard.

MASTER ITALIA S.p.A. undertakes to review this Social Policy every year in order to continually improve it and, if nothing else, take due account of changes in statute law, the requisites of its own code of practice and other requisites subscribed to by the company.

*San Donà di Piave, 01/09/2014*

*The Management*