

SOCIAL RESPONSIBILITY POLICY SA 8000

The WORLD company has implemented a Social Responsibility Management System, in accordance with SA8000, with the SAI Guidance Document for Social Accountability regulation, the international rules and conventions and the conventions of the International Labor Organization (ILO) of reference referred to by the SA 8000 standard; applicable national laws, sector regulations, the contractual conditions and any other requirement voluntarily signed and adopted, defining and implementing a social responsibility policy that takes into account the will of the company management to represent a reason for pride and trust for women and men who work in the company, so that they are protagonists of the results with their competence, their involvement and their passion.

To achieve these objectives, the company undertakes to:

- Improve the quality of life of its employees and the community in which it operates consistently with the concept of sustainable development, taking into account, in defining and implementing its strategy, the social, environmental and economic impacts deriving from its business;
- Respect national and supranational labor protection rules and national collective bargaining agreements;
- Ensure your commitment to social responsibility through the application and dissemination of the principles and contents of the SA8000 standard and the improvement of the working conditions of its employees;
- Ensure, through suitable procedures, constant compliance with the requirements of Standard SA 8000 in relation to: lavoro minorile
 - ✓ forced or compulsory labor;
 - ✓ Health and Safety;
 - ✓ freedom of association and right to collective bargaining;
 - ✓ Discrimination;
 - ✓ Disciplinary practices
 - ✓ Working hours; & Salary
- Constantly act to involve, motivate and develop the professionalism of all staff, through training, information and awareness-raising interventions;
- Activate a communication and dialogue system with all the company's interlocutors interested in the topics of the SA8000 standard, in order to

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understand the MONDO company's policy and procedures and to detect legitimate expectations and guarantee their satisfaction.

- Select and evaluate your suppliers taking into account their commitment to meeting the requirements of the SA8000 standard

The MONDO company undertakes to assign adequate resources and to implement suitable procedures for the achievement of the objectives defined also through the establishment of a permanent working group with the joint participation of process managers and workers with the task of monitoring compliance with the standard and suggest actions to company management to address the identified risks.

The MONDO company guarantees the absence of discrimination against any employee who provides information regarding issues and non-compliance with the company's SA8000 system

In particular, there is the possibility of sending reports not only to the SA 8000 internal Committee (email: complaint@impresamondo.it) but also directly to the Certification Body and the Accreditation Body at the following addresses:

*RINA S.p.A. Viale Cesare Pavese, 305 – 00144 Roma – e mail:
sa8000@rina.org - + 39 06 54228651 + 039 06 54228699*

*SAAS Social Accountability Accreditation International 15 West 44th Street,
6th Floor New York, NY 10036 - Telefono: tel: (212) 684-1414 fax: (212) 684-
1515 e mail: saas@saasaccreditation.org*

Aware of the importance of collaboration and involvement of all staff, the Management undertakes to ensure and periodically verify that the Policy is documented, made operational, kept active, periodically reviewed, disseminated to all staff and made available to the public.

Firma
(il Presidente del CdA)

