SOLARIS ITALIA SRL undertakes to:

- Define and continuously update this "Social Responsibility Policy" and apply all the requirements of the SA8000 standard, as well as all relevant national and international standards;
- Clearly and documentedly define the roles, responsibilities and authorities of your personnel;
- Periodically review the effectiveness of the system and implement corrective or preventive actions, if necessary, with a view to continuous improvement;
- Document the performance relative to all the requirements of the standard, through appropriate records and communication of the results both internally and to other interested social parties;
- Ensure that all personnel receive adequate training on the requirements of the standard and that a system for monitoring the effectiveness of the SA 8000 System is defined;
- Appoint a management representative and facilitate the election of a worker representative for SA 8000;
- Select and evaluate suppliers on the basis of their ability to meet the requirements of the standard;
- Respect the dignity of employees and the rights guaranteed to them by legislation;
- Prohibit the use of any form of physical, corporal and mental coercion, verbal offenses or any offense against the personal dignity of any employee or collaborator;
- Make available all the necessary resources in order to guarantee a safe working environment and adopt all possible prevention and protection measures to eliminate or reduce the risks to which workers are exposed;
- Plan and apply appropriate corrective actions following the identification of non-conformities.
- Strictly exclude the use of child or child labor, as it would represent a serious threat to the healthy and balanced education of the minor, who is inevitably distracted from school, play and recreational activities
- Prohibit all possible forms of bonded or forced labour, obtained through retaliation or violation of human rights
- Concretely promote the culture of social responsibility and ethics in doing business among its suppliers
- Leave room for the right to collective bargaining and trade union representation in the company, without penalizing workers who spontaneously decide to join a trade union organization and contribute to it
- Commit to paying all workers a decent wage, in line with current legislative provisions, such as to guarantee the satisfaction of basic needs
- Comply with the terms of the CCNL regarding working hours, disciplinary measures, holidays, leave and any other employee rights
- Fight against all forms of discrimination, towards different religions, political beliefs, gender, geographical origin, social class, including the commitment to take action in the event of the onset of any phenomenon that could be assimilated to mobbing;
- Promote equal pay for men and women, with the same hierarchy and professional qualification

In order to ensure that this Policy is understood, implemented and supported at all company levels and by all collaborators of the organization, the Company Management has implemented the following initiatives:

- Display a copy of this Policy for viewing by all personnel;
- Meetings between Company Management, Social Performance Team and Workers Manager for SA 8000;
- Staff training.

The directives through which SOLARIS ITALIA pursues its goals are:

a) gain the trust of its customers through the daily proposition of acts and practices oriented towards reliability, seriousness and commitment in order to satisfy their needs;

b) earn the trust of its suppliers by honoring the commitments undertaken and recognizing their contribution and value transferred to SOLARIS ITALIA in various capacities;

c) support the needs of belonging to the company of its employees;

d) ensure freedom of association and interaction with company property;

e) protect the right to health and safety of all employees;

f) promote participation and consultation within the company on issues of corporate interest;

g) foster meritocracy as a lever for assigning responsibilities in the company and implementing a rewarding policy.

The declared final aim is to position itself positively in the market in order to guarantee economic success and reputation in the sector to which it belongs. SOLARIS ITALIA wants to pursue the aforementioned aim by guaranteeing sustainable development or in respect of human rights and the values which constitute the basis for a civil society.

To this end, it has adopted a company management system in compliance with the following certification standards:

- ISO 9001 Quality
- ISO 14001 Environment
- SA 8000 Social Responsibility SAI 2014 – certified by GCERTI ITALY SRL www.gcerti.it – SAAS accredited (in accordance with the requirements: Audit Requirements for Accredited Certification Bodies for the SA8000 Program" – v4.2 – 2020).
- UNI ISO 37001 Prevention of Corruption
- PdR 125:2022 / ISO 30415 - Gender equality - Diversity & inclusion

SOLARIS ITALY SRL

Chief Executive Officer

Mr. Javier Iriarte Ibanez

Signed by /
Podpisano przez:

Javier Iriarte
Ibaez

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