

CERESTER srl, being fully aware of its role and its responsibilities circa the social and economic community, wants to be an excellent operator as far as it concerns the corporate social responsibility.

This entails the following:

- Considering its employees as strategic resources, guaranteeing the full respect of their rights and encouraging their personal and professional development;
- Considering its suppliers as partners, not only in conducting the business, but also as far as it concerns social responsibility;
- Considering its clients as key players in its success, working for their full satisfaction, as far as it concerns social responsibility too.

To that end, we formally commit to:

- Fully comply with the requirements of the SA 8000 law currently in vigor;
- Fully comply with national laws as well as all other applicable laws and requirements to which the business adheres, in addition to comply with the instructions which are contained in official international documents and their interpretations;
- Guarantee a constant monitoring and improvement of its own Corporate Social Responsibility Management, by defining specific improvement objectives and checking their achievement by redacting the SA 8000 Annual Balance.

CERESTER srl commits to guarantee that the principles of Social Responsibility will be followed by all the suppliers which are involved in its services/products' supply chain.

To that end, both the internal working environment and the supply chain must guarantee the full respect of the following requirements:

FUNDAMENTAL WORKING CONDITIONS ILO C29-C105

- Respect of the freedom and dignity of its employees.
- Any form of physical and psychological coercive practice, verbal abuse or any insults against personal dignity, of any employee or partner, is strictly forbidden.

CHILD LABOUR C138 E 182 ILO – R 146 ILO

- Refusal of child labour in the production cycle.
- Employing people who are underage is strictly forbidden, as working impede them from attending school or, anyhow, does not allow them to use their free time to play or perform recreational activities
- In the event of minors/young workers employment, the business must ensure that the minors/young workers have the possibility of attending school so that the total amount of time dedicated to school and work does not exceed 10 hours per day.
- Minors/young workers employment must not represent a mean of economic exploitation, must not expose them to risks concerning their health and safety, nor endanger their social, moral, spiritual, mental and physical development.

FORCED LABOUR C29 – C105 ILO

- Refusal of forced labour.
- Employing people against their will and any forms of employment under threat of punishment is strictly forbidden.

SAFETY AND HEALTH OF WORKERS C155 – R164 ILO

- The right to health and safety at work.

- The business dispose of a healthy and safe working environment, including a careful evaluation and management of risks, and an adequate training program.
- CERESTER srl has appointed a Health & Safety Representative, whose duty is supervising the dispositions provided by the evaluation of risks.

FREEDOM OF ASSOCIATION C87 – C98 ILO

- Respect of the right to freedom of association and collective bargaining.
- The business won't hinder the election of syndical representatives or the enrollment to syndicates of its employees.
- The syndical representatives won't be discriminated and collective bargaining will be promoted.

WORKING HOURS AND SALARY ILO C1

- The right to a decent salary and fair working hours.
- The business guarantees the payment of the salary on the basis of the current laws, making sure that it is more than sufficient to ensure a decent quality of life to the whole family.
- Working time should not exceed 48 hours per week, including overtime hours, which have to be done only under exceptional circumstances. Anyway, at least 1 free day per week must be guaranteed.

SALARY EQUALITY AND DISCRIMINATION C100 – C111 ILO – C177

- The right to equal payment between men and women and the absence of discrimination
- Given the same job is performed, any incorrect practice aimed at prejudice the right to equal payment between men and women is strictly forbidden. The right to equal opportunities must be respected throughout the hiring/resignation process as well as in the case of promotion or training.
- Any form of discrimination, including the exclusion or preference based on ethnicity, sex, age, religion, political views, nationality or social class, is strictly forbidden.
- Constant monitoring and improvement.

CERESTER srl is committed to:

- Define and update constantly this “Social Responsibility Policy”, and apply all the requirements of the SA 8000 standard, together with all pertinent national and international laws;
- Clearly define and document the roles, responsibilities and authorities of its workforce;
- Take into exam the efficacy of the system and apply corrective or preventive actions, if necessary, aimed at a constant improvement;
- Document all performances of the standard's requirements, by redacting the annual SA 8000 Balance and by communicating the results to the involved stakeholders;
- Ensure that the whole workforce receive appropriate training in compliance with the standard's requirements and that a monitoring system of the efficacy of SA 8000 itself is established;
- Appoint a representative of the Management and promote the election of a representative of the workforce for the SA8000 standard
- Select and evaluate the suppliers on the basis of their ability to satisfy the standard's requirements;
- Plan and carry out adequate corrective actions after non-conformities have been detected.

The Management, in order to ensure that this Policy is understood, put into effect and sustained at all business levels and by the whole workforce, will perform the following initiatives:

- Implementation of a System for Social Responsibility in compliance with the SA8000 standard, with the primary objective of constantly improve its performance
- Display of this Policy to all employees, to whom a copy of the Policy itself shall be handed

- Employees' training, and distribution of a copy of the SA8000 Manual
- Annual redaction of the SA8000 Balance and sharing of its main points

The Management, held accountable for the definition and approval of the company's Social Policy, has communicated the SPT through the publication of the organization chart, which is in possession of the necessary professional requirements. Regardless of other responsibilities, it has specific authority and responsibility to ensure the correct development and profitable application of the Social System.

It is also believed that the role of the employees of CERESTER srl shall be emphasized, by aiming at a continuous qualitative improvement in their daily jobs and by proposing tools and ideas in order to pursue the above-mentioned qualitative increase.

In case of reports / complaints, please contact:

Social Accountability Accreditation Services

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San Miniato, 29th of September 2018

MANAGEMENT 

