

The Company, aware of its role and responsibilities within the community, wants to characterize itself as a company committed to Social Responsibility.

The basic principles and values on which the company's commitment to Social Responsibility issues is based are:

- the enhancement of human capital, respect for the rights and pursuit of the well-being of employees;
- The pursuit of health and safety in the workplace, professional growth and staff satisfaction;
- the coherence between values, strategies and behaviors.
- the promotion of the protection of human rights;
- transparency and dialogue with institutions;
- correctness, transparency and legality in relations with suppliers and all interested parties;

UNDERTAKES TO ADHERE TO AND COMPLY

- All requirements of SA8000:2014
- To the International Labour Organization (ILO) Conventions referred to in SA8000:2014
- To the United Nations Convention on the Rights of the Child
- To the Universal Declaration of Human Rights
- To the United Nations Convention on the Elimination of All Forms of Discrimination against Women and of All Forms of Racial Discrimination
- To the International Covenant on Civil and Political Rights and on Economic, Social and Cultural Rights
- To all national and international laws on the subject, including Legislative Decree 81/2008 and subsequent amendments, relating to health and safety in the workplace and European Regulation 2016/679 relating to the confidentiality and processing of personal data
- To the CCNL Commerce sector
- To the rules of conduct included in its Company Regulations

AND HAS AS GENERAL OBJECTIVES

- The prevention of situations detrimental to the rights of the person
- The dissemination of a culture of social responsibility through a permanent process of training, involvement and empowerment of personnel
- The rationalization of the structure and procedures with the clear and balanced definition of tasks and responsibilities
- The promotion of a stimulating and rewarding corporate climate for the professional growth of staff
- Participation and contribution to solidarity/social/cultural initiatives
- The commitment to disseminate ethical principles to all stakeholders

The company is committed to respecting the principles set out in the Social Responsibility System and in carrying out its activities, consequently it also requires its employees/collaborators/suppliers to comply with the regulatory requirements regarding:

- Child and child labour (do not hire children in the company and manage children aged 16 to 18 in accordance with the law, avoiding making them perform dangerous work or work that is detrimental to their morality and night work)

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Pol-SA8000	02	27.01.2025	Social Responsibility Policy	
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SA 8000

- Voluntary employment and not forced or compulsory employment (do not encourage human trafficking, do not force workers to deposit original identity documents or sums of money in the company, do not allow the worker to leave the company at the end of working hours)
- Health and safety (comply with mandatory Italian regulations such as T.U. 81/2008 and subsequent amendments in its entirety)
- Freedom of association and the right to collective bargaining (allowing, without conditions, membership of trade unions in the event that workers feel the need)
- Discrimination (absence of discrimination of any kind and for any reason and in any area and business activities)
- Disciplinary practices (use of a principle of gradualness in compliance with the dictates of mandatory regulations)
- Working hours (maximum 40 hours of ordinary work and compliance with the number of daily, weekly and annual overtime hours provided for by each CCNL, guarantee 4 weeks of vacation per year)
- Remuneration (compliance with the minimum wage provided for by the National Employment Contract applied)

Havant's Management therefore declares its commitment to make the Social Responsibility Management System effective and operational and to continuously improve its effectiveness.

The Management also periodically verifies the effectiveness of the Social Responsibility Policy and Management System through the Review of the System, during which all opportunities for improving company performance are evaluated and improvement objectives are established

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