



OUR COMMITMENT FOR SOCIAL RESPONSIBILITY

Our company is willing to carry out a fair and responsible behaviour with regard to social responsibility in accordance with the principles listed in the UNO declaration on human rights, in the treaties and recommendations issued by ILO in particular about the rights of the weaker parts of our society; for this reason our company undertakes not to use juvenile labour force, forced work and not to carry out discriminations, punishment, physical or mind coercion or any abuse on his workers.

Our suppliers are requested to undertake the same commitment.

We believe it is fundamental to respect all laws on this argument and to support the maximum transparency on all subjects concerning the work relationships.

With regard to his entire staff, the management pledges himself to improve his role as employer:

- encouraging the expression of different points of view of his workers as a fundamental contribution to problem solving. On this matter the management will allow and promote the team work in order to make each worker more aware of his role and responsible for the achievement of the company's targets ;
- using the resources in accordance with their skills and working capabilities, avoiding any form of discrimination; the management assures the equal opportunities, even beyond the existing norms, avoiding a different treatment for different race, political belief, religion, sexual conduct;
- assuring to all employees a healthy and safe work place and, as much as the circumstances and the organization make it possible, pleasant and friendly. The work places are equipped with control and safety devices to protect the workers from dangerous materials and risky situations in accordance with the pertaining laws in force;
- founding the relationships with his employees on cooperation in order to involve the whole staff in the problem solving process for achieving the best results for the organization;
- assuring the right of joining the labour unions and the freedom of expression to all employees having full respect for human dignity. We guarantee to all our employees the salary and work time in accordance with the laws in force and the National Collective Labour Agreement.

With regard to our suppliers:

- we confirm our will and resolution to qualify all our suppliers in accordance with the principles of social responsibility;
- we encourage, as much as our commercial power makes it possible, our suppliers to promote and invest on this argument making them convinced this is the correct strategy.

With regard to customers and end users:

- we aim to meet the customer needs, establishing long-term and profitable cooperation, making our position stronger through the continuous attention to the principles of a socially responsible business;
- we sell safe products which are manufactured in compliance with the best methods to guarantee the workers' rights and to preserve the environment.

With regard to the community and the organization for control and protection:

- we cooperate for maintaining effective relationships with our country institutions, in compliance with the requirements from their control offices;
- we monitor the working conditions and we improve them continuously in accordance with the safety and health guidelines issued by our authorities;
- we are committed to build up a socially responsible organization, which can contribute to satisfy the needs from our community and inspire other companies and the consumers.

Vittuone, 02 Novembre 2022

G. Agrati S.r.l.
General Manager

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20009 VITTUONE (MI) ITALY- Via Stelvio 25 - Tel. +39-02-901.11.020

P.I. 08011390153 - R.E.A. 1197317 - Reg. Imprese Milano 251284

Internet: www.agrati.net

e-mail: info@agrati.net