

## SA8000 SOCIAL RESPONSIBILITY POLICY

IMPI S.R.L. has established a Management System SA8000, in accordance with the same standard, the SAI Guidance Document and current legislation defining and implementing a policy for social responsibility that takes into account the will of IMPI S.R.L., expressed in the Company Mission, to represent a source of pride and trust for the women and men who work in the company, in order to make them the leaders of the achievements through their competence, their involvement and their passion.

In details, the objective of IMPI S.R.L. is:

- improving the quality of life of its employees and the community in which it operates in a manner consistent with the concept of sustainable development, taking into account, in defining and implementing its strategy, the social, environmental and economic impacts arising from its activities;
- complying with national and international labour protection rules, national collective labour agreements of reference, the principles of its Code of Ethics;
- ensuring its commitment to social responsibility through the application and dissemination of the principles and contents of the SA8000 standard and the continuous improvement of the working conditions of its employees;
- acting constantly for the involvement, the motivation and the development of the professionalism of all personnel, through proper training, information and awareness programs;
- activating a system of communication and dialogue with all stakeholders of the company interested in the topics of the standard SA8000, so as to detect legitimate expectations and to ensure satisfaction. IMPI S.R.L. undertakes to make known its commitments and the results achieved through the annual publication of the Sustainability Report;
- selecting and evaluating its suppliers taking into account their commitment to meet the requirements of SA8000 standard.

The Management commits to allocate adequate resources for the achievement of the objectives defined for the fulfillment of the policy SA8000 of IMPI S.R.L.

The Management guarantees the absence of discrimination against any employee who provides information regarding issues and non-conformity with respect to the company's SA8000 System.

The Management recognizes as a strategic choice the development of a social responsibility management system in compliance with the SA8000 standard, in parallel with the management system for Quality, Safety and Environment. The director is involved in the respect and in the implementation of these commitments ensuring and periodically verifying that the Policy is documented, implemented, maintained, periodically reviewed, shared with personnel, and made available to the public.

Darfo Boario Terme (BS), 11/01/2021

IMPI S.R.L.  
La Direzione

