

To this end, LUBE Srl intends to:

- The expected benefits of this choice are:

- LUBE Srl undertakes to:

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- Completely and impartially apply the national collective labor agreement to all employees, punctually paying the established salary and paying all the related social security, welfare and insurance contributions (ILO Convention 131);
- Respect the working hours to meet the needs of the workers (Convention ILO 1 and Raccomandation 116);
- Ensuring the protection of maternity and paternity, as well as of disadvantaged people (ILO Convention 183 and 159);
- Promote and improve the safety and physical and mental well-being of its employees through improvement and corrective actions (ILO Convention 102, 155 and Recommendation 164);
- Involve all suppliers of goods, activities and services and their commitment to social responsibility by complying with all the requirements of the reference standard;
- Develop and extend information, communication and training processes and promote dialogue with stakeholders to ensure efficient and effective implementation of the integrated business system.

LUBE Srl believes that all this can contribute in a decisive way to improve the general conditions of management and enhancement of human heritage and, to this end, is committed to reach all interested parties (employees, suppliers, customers, public opinion, trade unions, public authorities and NGOs) a strong message aimed at knowledge, compliance and enforcement of the requirements of the SA8000 standard.

To ensure that this Policy is understood, implemented and supported at all levels of the company and by all employees of the organization, the Management has implemented the following initiatives:

- Viewing of a copy of this Policy to all staff;
- Publication on the company website (in Italian and English) to promote the vision of all interested parties;
- Training and meetings with all staff on social responsibility.

From time to time, at least every six months, the management assesses the continued suitability and adequacy of this social responsibility policy and verifies the achievement of the improvement objectives issued for the application of the above principles.

The following are the references of the Certification Body that we have chosen, the SAI, the Body that has developed the standard, and the SAAS, Accreditation Body of certification bodies within SA8000:

Certification body

RINA Services S.p.A. | Via Corsica, 12 - 16128 Genova, P. +39 010 53851
crt.accreditation@rina.org

Standardisation and accreditation body

SAI - Social Accountability International

15 West 44th Street | New York, NY 10036 Phone: 212-684-1414 | Fax. 212-684-1515 Email: info@sa-intl.org

SAAS - Social Accountability Accreditation Services 15 West 44th Street, 6th Floor New York, NY 10036

tel: (212) 391-2106 fax: (212) 684-1515 saas@saasaccreditation.org

20 novembre 2019

La Direzione

