


	Integrated Policy: Quality Environment Safety SA 8000	APPLICABILITY
		BU ENSE in Italy 

Algeco SpA issues this quality, environment, occupational health and safety and social responsibility policy in accordance with the one issued by the parent company Modulaire Group.

Therefore it undertakes to guarantee the continuous improvement of environmental prevention, occupational health and safety and social responsibility, aware that all accidents, injuries and occupational diseases are preventable.

All employees, contractors and visitors have the right to expect a safe workplace.

We are committed to providing the highest standards to safeguard the local area and well-being of everyone who works, visits or lives near our offices.

This commitment will be monitored and supported by the leadership of Algeco and the Modulaire Group.

The Management of Algeco SpA . undertakes to disseminate this policy to all members of the organization as well as to interested parties (stakeholders) and contractors who operate on our behalf.

The ability to continuously improve will be measured not only by verifying the achievement of the established objectives and process policies, but also by evaluating the cost-benefit ratio taking into account market situations and customer expectations.

Quality, environmental prevention, Occupational Health and Safety, Social Responsibility are everyone's guiding criteria and personal commitments and therefore it is the precise duty of all our workers to work so that the foundations are laid to ensure that the objectives established in this document, those relating to the processes and those defined periodically in the Management Review are systematically achieved and that the contents of the procedures of the Integrated Management System and current legislation on Environmental, Occupational Health and Safety and Social Responsibility are respected.

The Management therefore formally undertakes to ensure the continuous adequacy and effectiveness of the Integrated Management System in compliance with the ISO 9001, ISO 14001, ISO 45001 and SA 8000 standards and to satisfy all applicable regulatory requirements, to maintain and develop the relationship of trust with stakeholders . Relations with these subjects, at all levels, must be based on criteria and behaviors of correctness and collaboration, loyalty and mutual respect. For this reason, the Management promotes the adoption of models of behavior and ethical and good governance standards as evidenced by the implementation of the management and control model in accordance with the provisions of Legislative Decree . 231/01.

The Management recognizes the contribution of each collaborator as essential for the achievement of company objectives, and for this purpose, has assigned them precise tasks and responsibilities which it has documented in the job descriptions and in the functional organization chart, and to which it is necessary to refer to in order to operate independently and responsibly.

The Management undertakes to invest in education and training, so that the most suitable conditions are created for each collaborator to be able to carry out his activity independently and to be aware of how much his activity contributes and is important in order to achieve the quality objectives .

Specifically, Algeco SpA has declined the aforementioned commitments in the following objectives:

- Ensuring a working environment capable of protecting the health and safety of its personnel considering this obligation a productive investment and a growth and added value factor for the company itself;
- Disseminate and consolidate the culture of occupational health and safety prevention by developing risk awareness and promoting responsible behavior by all people;
- Contribute to the elimination of waste and the saving of resources;
- Considering its employees as a strategic resource, guaranteeing respect for their rights and promoting their professional and personal development, investing in professionalism, enhancing human resources

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at all levels of the organization, through training and requalification activities and rewarding their loyalty to corporate values and correct conduct, improving the image towards the outside;

- Develop, introduce and maintain systems and procedures that will set standards and verify compliance through periodic audits;
- Set annual improvement objectives and targets, updating them periodically;
- Develop and review environmental, health and safety, quality and social responsibility performance indicators.

Furthermore, with particular reference to Social Responsibility, the Company undertakes to:

- Disseminate the principles of Social Responsibility among its significant suppliers in compliance with the SA 8000 regulation and the SAI Guidance Document, making them aware of this Policy;
- Considering its CUSTOMERS as a fundamental element of success, working for their satisfaction also with regard to the rules of Social Responsibility;
- Respect the freedom and dignity of employees, with the prohibition of recourse to any form of physical, corporal and mental coercion, verbal offenses or in any case against the personal dignity of any employee or collaborator;
- Refuse the use of child labor and minors in general, in the production cycle;
- Refuse the use of forced or compulsory labour; it is forbidden to employ personnel against one's will and to resort to any form of work under the threat of punishment;
- Respect the right to trade union freedom and collective bargaining, without any obstacle to the free election of union representatives or the union membership of its employees;
- Respect and promote collective bargaining and non-discrimination of trade union representatives;
- Guarantee the right to a decent and equal salary between men and women and the absence of discrimination, correct working hours, with the recognition of the salary provided for by current legislation and making sure that it is more than sufficient to ensure a dignified life for all family;
- Ensure the right to equal opportunities also in the recruitment phase and in the event of promotion and training;
- Ensure that work does not exceed 48 hours per week (unless otherwise agreed with the workers in compliance with sector legislation), including overtime, which must only be carried out in exceptional cases.
- Ensure the prohibition of any form of discrimination, including exclusion or preference based on race, sex, age, religion, political opinion, nationality or social class;
- Ensure that all staff and interested parties have the opportunity to submit reports of non-compliance or complaints regarding SA8000 matters which will be investigated and addressed; these reports can be sent anonymously, confidentially or signed. The report/complaint can be forwarded to the company, to the SA8000 certification body and ultimately to SAAS to the following contacts:
 - ✓ Forwarding to the certification body Certitaly - mail: infocertitaly@gmail.com;
 - ✓ Forwarding to SAI (Social Accountability International) – 9 east 37th street; 10th floor – New York, NY 10016 – tel : +1 (212) 684-1414 – mail: sa8000@sa-intl.org;
 - ✓ Forwarding to SAAS (social accountability accreditation service) – mail: saas@saasaccreditation.org.

The Management annually, as part of the Review of the Management System, will proceed to adjust the Integrated Policy to verify its continued suitability in relation to the changes that have occurred.

Date and place
San Gemini (TR), 01/06/2023

The employer

 Direzione Italia
 Via Enrico Fermi n° 1
 05029 San Gemini (TR)
 P.IVA. 01724560188 - C.F. 07420020157