

Social Responsibility Policy

The undersigned Andrea Rosa legal representative of the company Lanificio Subalpino srl, with registered office in via Roma 1 - QUAREGNA CERRETO (BI) undertakes to comply with the main conventions of the International Labor Organization (ILO), with national legislation and with the conditions provided for by national bargaining on:

- Freedom of association and right to collective bargaining
- Childish work
- Health and Safety
- Prevention of any phenomenon of discrimination and abuse
- Regularity and transparency in employment contracts, registration of working hours, payment of wages due

In particular, the organization undertakes to:

- appoint a person responsible for the aspects of Social Responsibility;
- monitor compliance with social criteria and implement the necessary measures;
- inform the company staff, in the local language, about the content of the minimum social criteria and any other information relating to them provided by the reference standard (GOTS, RWS and GRS);
- keep records of name, age, hours worked and wages paid for each worker;
- allow company personnel to appoint their own representative for the aspects of Social Responsibility who can discuss with the Management on the state of implementation of the social criteria and compliance with them;
- record and take charge of the complaints of company staff or third parties relating to the organization's compliance with social criteria and keep records of any corrective action taken;
- refrain from using disciplinary measures, termination of the employment relationship or other forms of discrimination against workers who provide information relating to compliance with social criteria.

The organization also undertakes to provide the technical, economic and professional resources necessary for the objectives of the Social Responsibility Policy, defined in this document, to be fully achieved.

This Social Responsibility Policy is disseminated at all levels and it is the responsibility of everyone to actively collaborate, as far as they are concerned, to improve the aspects of Social Responsibility.

The organization guarantees, through subsequent verification activities that this policy is understood and implemented and that the stated objectives are pursued.

Andrea Rosa, CEO
LANIFICIO SUBALPINO SRL
