



## **Social Accountability policy statement**

GREENCHEMICALS SpA sees commitment to ethical values and respect for human rights as the central value of our company and its daily actions.

GREENCHEMICALS SpA undertakes, and seeks to commit its suppliers and other stakeholders, to respect human and ethical values including health and safety standards in compliance with Standard SA 8000: 2014 (<http://www.sa-intl.org>).

This implies that we are committed to following the following principles:

- We do not favor or support the use of child labor.
- We do not favor or support forced labor.
- We ensure a safe and healthy workplace.
- We respect workers' right to join trade unions.
- We do not make any kind of discrimination against staff.
- We do not use or support disciplinary practices such as corporal punishment, physical or mental coercion, and verbal abuse.
- We adapt to legislation provided by law and national and local agreements.
- We employ employees in compliance with the national collective bargaining agreement and the company's supplementary contract.
- We fully comply with the national laws and other applicable laws of our company; as well as with international standards on Human Rights Jobs and Defense and their interpretation. Among them: ILO Conventions (International Labor Organization), Universal Declaration of Human Rights, UN Convention on the Rights of the Child.

Greenchemicals SpA seeks to continuously improve, with the involvement of all staff, suppliers, customers, associations and various stakeholders identified, her human rights activities and pursuing constant action and continuous monitoring of critical situations within our influence, with particular attention to our supply chain.

Greenchemicals SpA in order to achieve all the relevant objectives of its Social Responsibility Policy is committed to:

- Make the policy accessible to the public and to the stakeholders in an effective form and style
- Facilitate communication between workers and management.
- To appoint a management representative, who independent of any other responsibilities, ensures the requirements of this standard and to facilitate that workers can elect a SA8000 representative.
- Promote dialogue within the environment, with all stakeholders, as a key point of social responsibility.

Monza, 7 September 2017

The General Management