

Ambro-Sol S.r.l. SB operates with the aim of generating shared value for its stakeholders, seeking to combine its economic development with an improvement in the well-being of people and local communities. Its legal status as a Benefit Corporation (Società Benefit) certifies the company's formal commitment to promoting positive impacts and mitigating or preventing negative ones on people, the environment and the community. Ambro-Sol S.r.l. SB pays particular attention to the health and well-being of all its employees and requires the sharing of these same principles and values by all economic actors with whom it maintains commercial relationships. Through this Social Responsibility Policy, Ambro-Sol S.r.l. SB commits to pursuing socially correct and responsible behavior in accordance with the principles contained in the UN Declaration of Human Rights and the ILO Conventions and Recommendations, with particular reference to the protection of the rights of the vulnerable groups.

In particular, Ambro-Sol S.r.l. SB commits to complying with:

- ILO Convention 1 (Hours of Work - Industry) and Recommendation 116 (Reduction of Hours of Work)
- ILO Conventions 29 (Forced Labour) and 105 (Abolition of Forced Labour)
- ILO Convention 87 (Freedom of Association and Protection of the Right to Organise)
- ILO Convention 98 (Right to Organise and Collective Bargaining)
- ILO Conventions 100 (Equal Remuneration) and 111 (Discrimination - Employment and Occupation)
- ILO Convention 102 (Social Security - Minimum Standards)
- ILO Convention 131 (Minimum Wage Fixing)
- ILO Convention 135 (Workers' Representatives)
- ILO Convention 138 and Recommendation 146 (Minimum Age)
- ILO Convention 155 and Recommendation 164 (Occupational Safety and Health)
- ILO Convention 159 (Vocational Rehabilitation and Employment - Disabled Persons)
- ILO Convention 169 (Indigenous and Tribal Peoples)
- ILO Convention 177 (Home Work)
- ILO Convention 181 (Private Employment Agencies)
- ILO Convention 182 (Worst Forms of Child Labour)
- ILO Convention 183 (Maternity Protection)
- ILO Code of Practice on HIV/AIDS and the World of Work
- Universal Declaration of Human Rights
- International Covenant on Economic, Social and Cultural Rights
- International Covenant on Civil and Political Rights
- United Nations Convention on the Rights of the Child
- United Nations Convention on the Elimination of All Forms of Discrimination against Women
- United Nations Convention on the Elimination of All Forms of Racial Discrimination
- United Nations Guiding Principles on Business and Human Rights

Ambro-Sol S.r.l. SB therefore commits to implementing a management system in accordance with the requirements of the Social Accountability 8000:2014 standard and ensuring its continuous improvement. As required by the aforementioned standard, Ambro-Sol S.r.l. SB:

- Does not use or support child labour in any way and commits to managing any young workers employed within its structures in compliance with the requirements of the standard
- Does not use or support forced or compulsory labour in any way

- Commits to ensuring a healthy and safe workplace by providing workers with Personal Protective Equipment (PPE) appropriate to their specific tasks; safety training is provided to every worker in accordance with the law
- Commits to guaranteeing freedom of association and the right to collective bargaining:
Ambro-Sol S.r.l. SB commits not to obstruct the formation, participation, and organization of trade unions, nor to engage in discrimination or retaliation against participating workers
- Does not use or support any discriminatory practices throughout the entire life cycle of human resources within the organization: the company selects its collaborators and offers them equal opportunities based on their skills and abilities, while other traits such as physical characteristics, ethnicity, religion, social class, or political opinions are considered irrelevant to the organization
- Prohibits any violent behavior or action, whether verbal or physical, that harms the personal dignity of any individual
- Commits to complying with legal requirements, National Collective Labour Agreements, and the SA 8000 standard regarding working hours
- Commits to paying every worker a living wage that allows them to meet their basic needs and other discretionary requirements.

Ambro-Sol commits to the verification and constant monitoring of compliance with the aforementioned principles among value chain actors with whom commercial relationships are maintained, such as suppliers, sub-suppliers, and labor providers.

Ambro-Sol S.r.l. SB commits to the implementation and maintenance of the Social Responsibility Management System and to the appointment of a Social Performance Team to assess corporate risks related to the areas indicated by the standard and identify actions to be implemented.

Ambro-Sol S.r.l. SB also commits to ensuring training and awareness on SA 8000 issues for all personnel and to promptly informing its stakeholders. All stakeholders, including male and female workers, are invited to participate actively as a fundamental element for maintaining the Management System.

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1. Contact **International Associates** immediately at enquiry@ia-uk.com or call us +44(0)1413282928 or login <https://www.ia-uk.com/whistleblowing> and we will objectively investigate your complaint.
 2. Report the issue to SAAS at: **Social Accountability Accreditation Services**, 15 West 44th Street, 6th Floor New York, NY 10036; Tel: +1 (212) 391-2106 / fax: +1 (212) 684-1515 / email: saas@saasaccreditation.org

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The Management

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da parte di ClioSol Holding srl

