

4G GHIDINI S.R.L. management recognizes the right to respect human rights as a central value in the company strategy.

The ethical policy constitutes the foundation of its operational and management strategies for the entire company.

4G GHIDINI S.R.L. undertakes to work so that its activities are of advantage to the parties interested in the company in full compliance with the provisions of the law and the provisions of the codes or regulations regarding hygiene, safety and prevention of accidents at work and workers' rights.

4G GHIDINI S.R.L. strives to ensure that the development of its activities is sustainable and compatible with the needs of protection and safety of workers and is oriented towards continuous improvement, therefore the company undertakes in terms of social responsibility to comply with the requirements of the international standard SA 8000: 2014 and specifically:

- In managing the Management System for Social Responsibility, the Management is directly, continuously and permanently involved through the assignment of adequate resources for the implementation of the management system and the achievement of the planned objectives;
- In implementing the Management System for Social Responsibility the company has decided to comply with current legislation relating to the provisions of Labor Law and to the international regulations referred to in the international standard SA 8000:2014, which are kept under control through the updating of industry standards;
- In implementing the Management System for Social Responsibility the company staff at all levels are fully and consciously involved, through the execution of training plans and the formalization of periodic meetings with staff;
- The relationship with suppliers is based on maximum collaboration in order to evaluate compliance with the fundamental worker protection requirements through the periodic evaluation of the results of surveys relating to the level of employee satisfaction;
- The company ensures compliance with the international standard SA 8000:2014 and the mandatory regulations in the safety and workers' rights sector;
- The company makes this policy publicly available, which will be constantly kept active with annual audit on the occasion of the management review, with posting on company premises and dissemination to all employees.

In particular, in relation to the adoption of the ethical management system, the company subscribes to its commitment to:

- Do not use or encourage child labor;
- Do not resort to forced or compulsory labor of any kind;
- Respect the rules and laws regarding worker safety;
- Respect the right of all staff to join trade unions and trade associations;
- Do not carry out any type of discrimination, avoiding different treatments based on race, social class, national origin, birth, religion, disability, sex, sexual orientation, family responsibilities, marital status, trade union membership, political opinions, age or any other condition that could lead to discrimination;
- Do not apply disciplinary sanctions, except those permitted by the collective labor agreement of your sector;
- Comply with the working hours established by the CCNL and any union agreements;
- Respect and encourage compliance with the minimum wage defined by collective labor agreements;
- Qualify and monitor suppliers considering their importance and their compliance with the international standard SA 8000:2014.

To implement this program and to monitor the performance of the ethical management system, the organization annually prepares goals which are evaluated and revised during the Management Review.

All company staff are therefore required to make the maximum commitment to implementing and complying with all the procedures referred to and/or contained in the Social Responsibility Management System, as an essential foundation for the effectiveness of the System itself.

The company management is committed to disseminating and making the Ethical Policy known to all levels of staff and to all interested parties involved.

Top Management
Rinaldo GHIDINI

