



SOCIAL RESPONSIBILITY POLICY

O.P AGRINSIEME recognizes the ethical values of respect for human rights as central to its business strategy.

Citizens and the community, increasingly aware of the need to respect fundamental human values, want to know not only the level of service quality but also how it is delivered and its social cost in terms of ethical, environmental, health and safety factors.

In view of these aspects and the social value of the services provided, O.P AGRINSIEME intends to uphold human values and assume socially responsible behavior, managing its business in a fair manner and attentive to the expectations of all stakeholders. In pursuit of this goal, the commitment is to continuous improvement in all aspects related to social responsibility.

The primary objective of O.P AGRINSIEME is to obtain complete and continuous Customer satisfaction, the only way to business success and development of its activities.

However, this development must take place in a compatible way so that, in addition to maintaining high quality standards and achieving adequate levels of personnel safety, environmental protection must also be taken into consideration.

O.P Agrinsieme has determined to have an SA8000 Management System, in accordance with the standard itself and current legislation, defining and implementing a policy for social responsibility that can be a source of pride and confidence for the women and men who work in the company, so that they can be protagonists of the results with their competence, involvement and passion.

O.P Agrinsieme in consistency with the company's Values, considers it a priority to:

- To improve the quality of life of its employees and the community in which it operates consistent with the concept of sustainable development, taking into consideration, in the definition and implementation of its strategy, the social, environmental and economic impacts resulting from its activities;
- Comply with national and supranational labor protection regulations, the relevant national collective bargaining agreements and the principles of its Code of Ethics.
- To neither resort to, nor give support to, the use of child labor or young workers still in compulsory education. To neither resort to nor give support to the use of forced or compulsory labor, including prison labor, except for reasons of social integration of the disadvantaged.
- To ensure its commitment to social responsibility through the application and dissemination of the principles and contents of the SA8000 standard and the improvement of the working conditions of its employees;

- Constantly act for the involvement, motivation and development of the professionalism of all staff through training, information, awareness raising interventions;
- Activate a system of communication and dialogue with all the company's stakeholders interested in the issues of the SA8000 standard, in order to make them understand the policy and procedures, and to detect legitimate expectations and ensure their fulfillment;
- Make known its commitments and achievements through the annual publication of the Sustainability Report;
- Selecting and evaluating its suppliers taking into consideration their commitment to meeting the requirements of SA8000.

In relation to staff, management is committed to improving its role as an employer:

- Encouraging the expression of the employee/worker's diverse points of view as a key contribution to problem solving. In this regard, Management will allow and promote teamwork so that the same will increase in the individual confidence in his or her role and a sense of responsibility in the pursuit of a business result.
- Employing resources according to their aptitudes and work skills while avoiding any kind of discrimination. Management ensures equal opportunity beyond current regulations by avoiding differential treatment of people of different race, class, national origin, caste, birth, religion, disability, sex, sexual orientation, family responsibilities, marital status, union membership, political opinions, age or any other condition that could result in discrimination.
- Ensuring that employees have a safe and healthy working environment and, as far as the organization and circumstances permit, a pleasant and peaceful one. Workplaces are adequate and will be improved over time; means of control and protection from hazardous materials or situations are adopted in accordance with relevant laws, pursuing the most rigorous and worker-friendly solution.
- By making willingness to cooperate and openness the basis of our relationships with employees in the spirit of involving all staff in solving problems to optimize the results of the organization.
- Ensuring freedom of association and expression for all workers within the broadest respect for individual dignity, while also guaranteeing full compliance with applicable laws and the collective bargaining agreement.

With regard to suppliers:

We reaffirm our willingness and conviction to qualify all suppliers in line with the principles of SA 8000.

- We encourage, as far as our commercial weight allows us, suppliers to promote and invest in their turn in this direction by making them part of the conviction that this is the right path to follow.

O.P Agrinsieme is committed to allocating adequate resources to the realization of the objectives defined in implementation of the SA8000 policy, including through the establishment of a permanent working group with joint participation of management and workers with the task of monitoring compliance with the standard and suggesting to top management actions to address identified risks. O.P Agrinsieme guarantees the freedom of collective bargaining, the prohibition of hiring minors, the protection of young workers, and the absence of discrimination against any employee who provides information regarding issues and non-compliance with the company's SA8000 System.

Management recognizes as a strategic choice the development of a social responsibility management system in accordance with the SA8000 standard, integrated into the management system for Quality, Safety and the Environment, and is involved in the respect and implementation of these commitments by ensuring and periodically verifying that the Policy is documented, made operational, kept active, periodically reviewed, disseminated to all personnel and made available to the public.

GOALS

The Objectives Identified by O.P AGRINSIEME are:

For Quality: the achievement of maximum Customer satisfaction and excellence in all organizational and production processes as the basis for continuous growth.

For the Environment: proper and timely waste management, optimization of energy consumption and natural resources.

For Safety: minimizing the possibility and consequences of accidents in the workplace.

For Social Responsibility: ethically sound personnel management in respect of workers' rights, rejecting discrimination, coercion and exploitation.

The tools and methodologies that the Organization will adopt for the pursuit and achievement of the objectives are:

- Social Responsibility System Management Manual
- Social Responsibility Policy
- Code of Ethics
- Registration Forms.

Company management ensures that the Policy has been communicated to all personnel and external resources involved in company processes (including suppliers, sub-contractors and sub-suppliers), and is available to provide it to all those inside or outside the company who request it.

COMPLAINTS/REPORTS

Complaints and reports, in relation to facts and occurrences having the nature of abuse, offense or illegality occurring in or related to the work environment and contrary to the principles of social responsibility of the SA8000 standard, including failures to comply with this Policy, may be addressed to: or addressed to:

O.P AGRINSIEME Soc. Coop.	O.P AGRINSIEME Via E.L Cerva 98 00143 Roma Tel. 069282113 Fax 0692062116 Att.: Social Performance Team SA8000 E-mail: amministrazione@agrinsieme.com
Certification body	C.I.S.E. Centro per l'Innovazione e lo Sviluppo Economico Lavoro Etico c/o Camera di Commercio I.A.A. Corso della Repubblica, 5 – 47100 Forlì (FC) Tel. 0543-38211 Fax 0543-38219 E-mail: info@ciseonweb.it
Accreditation body	Director of Accreditation, SAAS 220 East 23rd Street, Suite 605, New York, NY 10010 fax: +212-684-1515 E-mail: saas@saasaccreditation.org La procedura per inoltrare reclami al SAAS è consultabile al sito: http://www.saasaccreditation.org/document-library nella sezione "SAAS Complaints/Appeals"

Aprilia, 26 Gennaio 2023

Approvazione

Senior Management

Aurelio Pallavicino – Presidente

Sonia Ricci – Direttore Generale