

MAGLIERIE MONTEGRAPPA

Via Padova 64
31031 Caerano San Marco (TV)

ETHICS POLICY

The company produces womenswear, menswear and children swear garments in both knitwear and fabric. As for the evolution and improvement of its organisation, the company uses the following code of conduct and ethical policy.

MAGLIERIA MONTEGRAPPA SRL, represented by the figure of the company's CEO, takes the following responsibilities, as part of the way of working of the company:

- to not offer, promote or request bribes and to oppose to the soliciting of bribes, to the request of hiding, dissimulating financial flows and the company resources, or to declare the false regarding tax and fiscal matters as well as to keep transparent and honest relationships with their internal and external collaborators and the public authorities; a contrastare con tutti i mezzi a propria disposizione le pratiche commerciali scorrette e garantire e proteggere la proprietà intellettuale e i brevetti dei propri clienti, dotandosi di strumenti organizzativi e operativi per la difesa del patrimonio;
- the organisation puts effort into not giving any direct or indirect support to criminal organisations and to contrast illegal practices, informing the authorities in case the company would come in contact with them;
- to not to favour, use or support child labour;
- to not to favour, use or support forced labour;
- to respect workers rights to be part of labour unions, promoting collaborative industrial relationships;
- to not do or support any kind of discrimination towards their workers and collaborators based on any condition;
- not to use or support any disciplinary practice or verbal abuse that may affect people's dignity;
- to guarantee the respect of the contractual conditions stated by the CCNL regarding working times, holidays, permissions or any other aspect stated in the contract;
- to guarantee a dignitose salary, following what is stated in the CCNL;
- to put active effort into safeguarding the environment and into preventing any sort of pollution controlling and reducing environmental impacts;
- to prevent injuries and sickness related to jobs, providing with healthy and safe working environments, organised, even considering the dealing of the possible emergencies, with a constantly updated risk assessment, and the following of adequate health and safety measures;
- to use and deal with chemical products following what stated in the current law regarding the topic, as well as for health and safety, preferiti the use of less dangerous products for people and environment, dealing in a proper manner with their storing, handling, use and discard; the workers are informed and educated regarding the correct ways of handling chemical products, and are in possess of the DPI of the risk assessment.

Respecting these commitments, the company declares to comply to the following laws and conventions:

- to the conventions organised by the International Workers Union (ILO);
- to the convention of the UN regarding childrens rights;
- to the declaration of human rights;
- to the UN convention regarding the elimination of any discrimination for towards women and any for of racial discrimination;
- to the International Deal of civil, political rights and economical, social and cultural rights;
- to all the national and communitarian laws regarding the matter, including D.Lgs. 81/2008 and the following updates, regarding health and safety in the workplace;
- to the national and communitarian legislation regarding the environment;
- to the European law 679/2016 regarding the protection of people personal datas, as well as the free circulation of those.