

## **SOCIAL ACCOUNTABILITY CORPORATE POLICY**

DigitalPlatforms S.p.A. considers the social aspect of the company and the responsibilities deriving from it to be of great importance.

The intent is also to ensure and pursue the continuous improvement of the quality of products and services that it can offer to its customers. In line with this objective, the management intends to bring the services provided to a continuous organizational and methodological growth, optimizing the management of processes in terms of efficiency and effectiveness and ensuring a constant monitoring of the activities in any way connected with the quality of services. It is also for this reason that the company operates with a view to safeguarding the health and safety of workers and is committed to social responsibility.

DigitalPlatforms S.p.A. pursues internally, both in its daily operations and in a strategic perspective, the full realization of the requisites required by the SA8000 (Social Accountability) standard. Our company firmly believes in the importance of correct and transparent management of its "human assets", as well as raising the awareness of Management, suppliers, employees and external collaborators to respect the principles of Social Responsibility established in the SA8000:2014 standard (Social Accountability), committing itself to:

- Do not use child labour or forced labour;
- Comply with current national legislation, international conventions and recommendations, including the resolutions of international bodies such as the ILO – International Labour Organization – and the UN - United Nations Organization;
- Respect freedom of association and the right to collective bargaining;
- Combat all forms of discrimination and unequal treatment (in hiring, in remuneration, in access to training, in career promotions) based on issues of race, nationality, religion, disability, sex, sexual preferences, trade union membership, political affiliation;
- Condemn all illegal conduct that may conflict with dignity or physical and/or moral integrity;
- Apply the national collective labour agreement to all employees in a complete and impartial manner, paying promptly the established salary and all related social security, welfare and insurance contributions;
- Ensure the protection of maternity and paternity, as well as disadvantaged people;
- Promote and improve the conditions of safety and physical and mental well-being of its collaborators with both preventive and corrective actions;
- Involve all suppliers of goods, activities and services by asking for their commitment to social responsibility and compliance with all the requirements of the reference standard;
- Develop and extend the processes of information, communication, and training and promote dialogue with stakeholders, to ensure an efficient and effective application of the integrated company system.

DIGITALPLATFORMS S.P.A. believes that all this can contribute decisively to improving the general conditions of management and enhancement of human resources. To this end, it undertakes to send to all interested parties (employees, suppliers, customers, public opinion, trade unions, public authorities and NGOs) a strong message aimed at knowing, respecting and applying the requirements of the SA8000 standard.

**The Management**, assisted by the **Social Performance Team**, undertakes to allocate adequate human and financial resources to the full implementation / dissemination of this Policy and to the achievement of the Objectives established from time to time in appropriate Programs.

DigitalPlatforms S.p.A. intends to constantly review its activities / services to maximize the effects generated with a view to continuous improvement, using all the return information, as well as the recommendations of other interested parties. This must be always done with the best available and economically viable technologies.

**The Objectives, Targets and Programs** are established and reviewed during the **Management's Periodic Reviews**.

**Useful references:**

In the event that the previous methods do not meet the needs of representation, confidentiality and protection of the sender complaints and/ or reports may be forwarded to the following subjects:

**Ente di certificazione per la SA8000:**

GCERTI ITALY s.r.l.

S.S. Sannitica KM 8.5 – 80026 Casoria (NA)

Email: [segnalazioni@gcerti.it](mailto:segnalazioni@gcerti.it) – fax: +39 059.788.01.53

**SAI Social Accountability International** – 9 East 37th Street; 10th Floor – New York, NY 10016 –

Tel: +1 (212) 684-1414 – mail: [SA8000@sa-intl.org](mailto:SA8000@sa-intl.org)

**Organismo di Accreditamento:**

SAAS (Social Accountability Accreditation Service) – e-mail: [saas@saasaccreditation.org](mailto:saas@saasaccreditation.org) – Tel. +1 (212)-391-2106

**DigitalPlatforms S.p.A.**

Il Presidente del Consiglio di Amministrazione e

Amministratore Delegato

Ing. Claudio Contini

