



Corporate Social Responsibility Policy 2021

EUROFOOD SRL supports the importance of business ethics values, both for the impact that this has in the social context in which it is inserted, both for the environmental one it generates, and in a purely internal perspective, with " aim to develop a socially responsible environment and to foster professional growth of all employees, in compliance with local and supra-national laws as well as human rights.

It is the will of EUROFOOD SRL that the principles of social responsibility are followed by all institutional bodies and employees, at all levels, as well as by all suppliers involved in the chain of services object of its activity. For this purpose, both the internal work environment and the supply chain must ensure compliance with the following requirements:

Respect for human freedom and dignity

The use of any form of physical, corporal and mental coercion, verbal offenses or any offense against the dignity of any person is prohibited. EUROFOOD SRL guarantees the support, respect and defense of internationally recognized human rights.

Refusal to use child and child labor in general in the production cycle

The use of people under the age of 18 who have not fulfilled their compulsory schooling is prohibited, as work distracts them from attending school or in any case does not allow them to have free time for recreational activities or to play. In the event that the organization finds young workers at work, internally or with its suppliers, it must in any case ensure that they can attend school so that the overall time dedicated to school, work and transfers, does not exceed 10 hours a day. In any case, the use of child labor must not represent a means of economic exploitation, it must not expose minors to risks relating to their health and safety or harm their physical, mental, spiritual, moral and social development.

Refusal to use forced or compulsory labor

It is forbidden to support the employment of personnel against one's will and to resort to any form of work under the threat of punishment. EUROFOOD SRL is committed to developing and maintaining fair procedures for the management of employee complaints and disciplinary practices.

Right to safety and health in the workplace

The organization provides a safe and healthy workplace, with particular reference to careful risk assessment and management and an adequate training program. EUROFOOD SRL appoints a Management Representative who is responsible for health and safety who has the task of supervising the requirements of the risk assessment and the implementation of the requirements established by Legislative Decree 81/2008 and following. mm. and ii .. The workers appoint their Health and Safety Representative, who has the task of representing the workers in terms of health and safety and to detect real or potential risks in the workplace.





Respect for the right to trade union freedom and collective bargaining

EUROFOOD SRL does not hinder the election of union representatives or the registration of its employees in trade union organizations. Trade union representatives are not discriminated in any way and collective bargaining is promoted. EUROFOOD SRL facilitates regular consultations with all employees to address critical issues.

Right to a decent wage and fair working hours

The organization guarantees the recognition of the salary provided for by current legislation, supplemented by corporate collective bargaining, which implements the satisfaction of the primary needs of the staff as well as providing discretionary earnings, thus ensuring a decent life for the whole family. Work must not exceed 48 hours per week, including overtime, which must only be carried out in exceptional cases. In any case, at least one day off per week will be guaranteed.

Right to an equal salary for men and women and absence of discrimination

Any misconduct affecting the right to equal pay between men and women for the same job is prohibited. The right to equal opportunities must also be respected during the recruitment or discharge phase and in the case of promotion and training. Any form of discrimination is prohibited, including exclusion or preference based on race, sex, age, religion, political opinion, nationality or social class.

EUROFOOD SRL ensures that the composition of wages and extra benefits is regularly and clearly detailed and that the compensation is paid in full compliance with the laws in force.

Business ethics

EUROFOOD SRL intends to maintain the highest standards with regard to business ethics and moral integrity, collaborate with national and international authorities and support projects aimed at implementing better ethical standards.

SOCIAL RESPONSIBILITY MANAGEMENT SYSTEM

EUROFOOD SRL undertakes to:

- define and continuously update this "Social Responsibility Policy" and apply and comply with all the requirements of the SA8000 standard, as well as all relevant national and international standards;
- clearly and documentedly define the roles, responsibilities and authorities of its personnel;
- periodically examine the effectiveness of the system and make corrective or preventive actions, if necessary, with a view to continuous improvement;
- document the performance in relation to all the requirements of the standard, through appropriate records and communication of the results both internally and to the other social parties concerned;
- ensure that all staff receive adequate training on the requirements of the standard and a system for monitoring the effectiveness of the system is defined;
- appoint a management representative and encourage the election of a worker representative;
- select and evaluate suppliers also on the basis of their ability to meet the requirements of the standard;





- plan and apply appropriate corrective actions following the identification of non-compliance.

By adhering to the SA8000 standards, Top Management intends to confirm its commitment to the benefit of all those who contribute to the implementation of the projects and the achievement of the institutional goals of EUROFOOD SRL.

PURCHASE POLICY

EUROFOOD SRL, through the employees of the Resources Department, consistent with its SA8000 Social Responsibility Policy, intends to establish collaborative relationships with its suppliers by adopting ethical behavior based on the principles of correctness, reliability and transparency. EUROFOOD SRL has set itself the goal of contributing to the economic growth of supplier companies by fully collaborating in streamlining procedures. EUROFOOD SRL encourages collaborative relationships with suppliers such as to guarantee efficiency and quality of service.

EUROFOOD SRL intends to initiate a series of actions to encourage and share the principles of the Policy related to SA8000 Social Responsibility:

- promote adherence to the principles of Social Responsibility and support companies that intend to adhere;
- start information meetings aimed at businesses to encourage adherence to Social Responsibility;
- launch communication actions that give visibility to companies that have implemented Social Responsibility interventions and that are included in the EUROFOOD SRL supplier register;
- informing, when requested, about Social Responsibility, social report, code of ethics, environmental certifications.

EUROFOOD SRL, aware of the fact that the image in the context of Social Responsibility towards stakeholders can be damaged by incorrect actions taken by partners and suppliers, acts in full transparency.

EUROFOOD SRL, where possible, subordinates the principle of economy by paying particular attention to social needs, as well as the protection of health and the environment and the promotion of sustainable development.

EUROFOOD SRL, in the selection process, takes into account the supplier's adherence to the principles of Social Responsibility and the possession of system certifications.

PERSONNEL POLICY

EUROFOOD SRL complies with local and national laws as well as international standards regarding human and labor rights, in order to enhance and protect the personnel falling within its sphere of control and influence. In compliance with current legislation on labor, in line with the national tourism contract and with its own SA8000 Social Responsibility Policy, EUROFOOD SRL adopts this Personnel Policy characterized by:

- attention to collaborators and commitment to offer them opportunities for personal and professional growth, enhancing skills and abilities as well as developing potential;
- trust in young people of value who are open and eager to succeed, to whom positions of increasing responsibility are also assigned;
- respect for values and protection of rights.

Personnel are hired with a regular employment contract, as no form of irregular work, exploitation, forced, compulsory or child labor is tolerated. Communication with collaborators is based on transparency, clarity and completeness.





EUROFOOD SRL guarantees the correctness and impartiality of the staff selection and hiring process. The remuneration and incentive policies are aimed at guaranteeing remuneration levels with the same position and with the same responsibilities. The overall salary includes various benefits, considered an important factor for loyalty and participation in the organization.

In order to reconcile work commitments with family and personal needs, the employees of EUROFOOD SRL can take advantage of flexible and part-time working hours, in compliance with the contractual provisions, taking into account the service requirements. Workers are entitled to paid absences provided for by laws, national collective agreements and company supplementary contracts for marriage, death of a family member, pregnancy, breastfeeding, maternity / paternity leave, children's illnesses, medical examinations and clinical analyzes, study, assistance to disabled family members and blood donation.

Compatibly with the organizational and production needs of the company, to further modulate flexibility, workers can also be granted paid leave and / or permits with time recovery.

Furthermore, in the case of justified personal or family reasons, periods of leave may be recognized (unpaid absence). A period of unpaid leave is granted for serious reasons relating to the personal situation. Visits by employees' family members to the workplace are allowed, compatibly with compliance with the normal performance of work activities, safety, safety and health at work.

Training, professional updating and the exchange of knowledge are fundamental elements for supporting the strategic and production process, the development of the cultural and organizational system as well as for the technological and legislative evolution of EUROFOOD SRL.

EUROFOOD SRL guarantees its employees and collaborators working conditions that respect individual dignity in healthy, safe, protected workplaces and compliant with current safety and health regulations. Particular attention is paid to pregnant women, mothers and workers with disabilities.

EUROFOOD SRL assesses the risks and identifies the causes that determine work-related stress, to prevent which the following measures are envisaged: training courses, workshops, opinion surveys, dedicated teams, reduction of overtime, flexibility of working hours work and interventions on the headquarters in order to maintain the organization of the workplace adequate to better protect the safety of workers, to make working conditions more comfortable.

EUROFOOD SRL is committed to eliminating the causes of absenteeism due to work stress.

In addition, the company defines and maintains an internal and external communication plan to provide adequate and systematic information on the results of the management of its Social Responsibility System.

The Management also periodically verifies the effectiveness of the Social Responsibility Policy in accordance with SA 8000, through the Management Review, at which all opportunities for improving company performance are assessed and improvement objectives set.

COMPLAINTS

Complaints, in relation to facts and events of the nature of abuse, offense or illegality occurring in the workplace or related to it and in contrast with the principles of social responsibility of the SA 8000 standard, including non-compliance with this Policy, can be addressed to:





COMPANY	EUROFOOD SRL
	Piazza S. Giuseppe, 13 98071 Capo d'Orlando (ME) Tel. 09419522 Att.: Social Performance Team SA8000 E-mail: info@lemonplus.it
CERTIFICATION BODY	DNV GL Business Assurance Italia Srl
	Piazza Cavour, 14 - Palazzo Porto, 95127 Catania Italy Tel: +39 095 370020 E-mail: paolo.tomasello@dnvgl.com
ACCREDITATION BODY	SAAS – Social Accountability Accreditation Services
	9 East 37th Street, 10th Floor, New York, NY 10016 United States of America tel: +1 – (212) – 391 – 2106 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“

The management undertakes to subscribe to what is declared in the Social Responsibility Policy for 2021 and to disclose it to employees, suppliers and all internal and external interested parties (stakeholders).

The company intends to maintain an open and transparent dialogue towards all interested parties in order to guarantee adequate communication and information on the commitment undertaken and to be able to respond, as far as possible, to the needs and requests of each.

It also undertakes to demonstrate the correct application of what is reported in this document, through certifications through audits carried out by accredited bodies.

The General Management

Capo d'Orlando, 21/01/2021

EUROFOOD s.r.l.
Piazza S. Giuseppe, 13
98071 CAPO D'ORLANDO (ME)
Partita IVA 00 524 000 833
Tel. +39 0941957969

