



Corporate Social Responsibility 2023

EUROFOOD SRL supports the importance of business ethics values, both for the impact it has on the social context in which it operates and for the environmental effects it generates, as well as from an internal perspective, with the aim of developing a socially responsible environment and promoting professional growth for all employees, in compliance with local and supranational laws and human rights.

It is the intention of EUROFOOD SRL that the principles of social responsibility are followed by all institutional bodies and employees at every level, as well as by all suppliers involved in the service chain related to its activities. To this end, both the internal work environment and the supply chain must ensure compliance with the following requirements:

Respect for freedom and dignity of individuals

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

Rejection of child and underage labor in the production cycle

The employment of individuals under the age of 18 who have not fulfilled their compulsory education is prohibited, as work distracts them from attending school or does not allow them to have free time for recreational activities or play. In the event that the organization discovers young workers within its workforce or among its suppliers, it must ensure that they are given the opportunity to attend school in such a way that the total time dedicated to school, work, and commuting does not exceed 10 hours per day. The employment of child labor must not represent a means of economic exploitation and must not expose minors to risks related to their health and safety, nor hinder their physical, mental, spiritual, moral, and social development.

Rejection of forced or coerced labor

Supporting the employment of personnel against their will and resorting to any form of work under the threat of punishment is prohibited. EUROFOOD SRL is committed to developing and maintaining fair procedures for managing employee complaints and disciplinary practices.

Right to safety and health in the workplace

The organization provides a safe and healthy work environment, with particular attention to the careful assessment and management of risks and an appropriate training program. EUROFOOD SRL appoints a Management Representative responsible for health and safety, who is tasked with overseeing the requirements outlined in the risk assessment and the implementation of the provisions established by legislative decree 81/2008 and subsequent amendments. Workers appoint their Health and Safety Representative, who is responsible for representing workers on health and safety matters and identifying actual or potential risks in the work environment.





Respect for freedom of association and collective bargaining rights

EUROFOOD SRL does not hinder the election of union representatives or the membership of employees in trade unions. Union representatives are not discriminated against in any way, and collective bargaining is promoted. EUROFOOD SRL facilitates regular consultations with all employees to address critical issues.

Right to a dignified wage and proper working hours

The organization ensures the recognition of the salary provided by current legislation, supplemented by company-level collective bargaining, which meets the basic needs of the staff and provides discretionary earnings, thereby ensuring a decent standard of living for their families. Working hours should not exceed 48 hours per week, including overtime, which should only be performed in exceptional cases. In any case, at least one day off per week will be guaranteed.

Right to equal pay between men and women and absence of discrimination

Any unfairness that prejudices the right to equal pay for equal work between men and women is prohibited. The right to equal opportunities must also be respected in recruitment or dismissal, as well as in promotions and training. Any form of discrimination, including exclusion or preference based on race, gender, age, religion, political opinion, nationality, or social class, is prohibited. EUROFOOD SRL ensures that the composition of wages and benefits is regularly and clearly detailed, and that compensation is paid in full compliance with applicable laws.

Business Ethics

The EUROFOOD SRL aims to maintain the highest standards of 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 is committed to:

Continuously define and update this "Social Responsibility Policy" and apply and comply with all requirements of the SA8000 standard, as well as all relevant national and international standards.

Clearly and document roles, responsibilities, and authorities of its personnel.

Periodically review the effectiveness of the system and take corrective or preventive actions as necessary for continuous improvement.

Document performance regarding all requirements of the standard through appropriate records and communicate the results both internally and to other stakeholders.

Ensure that all personnel receive adequate training on the requirements of the standard and establish a system to monitor the effectiveness of the system.

Appoint a management representative and promote the election of a workers' representative.

Select and evaluate suppliers based on their ability to meet the requirements of the standard.

Plan and implement appropriate corrective actions following the identification of non-conformities.





By adhering to the SA8000 standard, the Top Management intends to reaffirm its commitment to the benefit of all those who contribute to the realization of projects and the achievement of the institutional objectives of EUROFOOD SRL.

PURCHASING POLICY

EUROFOOD SRL, through the collaborators of the Resource Department, in line with its SA8000 Social Responsibility Policy, aims to establish collaborative relationships with its suppliers based on ethical principles of fairness, reliability, and transparency. EUROFOOD SRL aims to contribute to the economic growth of supplier companies by fully cooperating in streamlining procedures. EUROFOOD SRL encourages collaborative relationships with suppliers to ensure efficiency and service quality.

EUROFOOD SRL intends to undertake a series of actions to promote and share the principles of the Social Responsibility SA8000 Policy:

Promote adherence to Social Responsibility principles and support companies that intend to join.

Organize informative meetings for companies to facilitate their adherence to Social Responsibility.

Implement communication actions to provide visibility to companies that have implemented Social Responsibility interventions and are included in the EUROFOOD SRL suppliers register.

Provide information, when requested, on Social Responsibility, social balance, ethical code, and environmental certifications.

EUROFOOD SRL, aware that its image in terms of Social Responsibility towards stakeholders can be damaged by unethical actions adopted by partners and suppliers, acts with full transparency.

Where possible, EUROFOOD SRL prioritizes the principle of cost-effectiveness while paying particular attention to social needs, as well as the protection of health and the environment and the promotion of sustainable development.

In the selection process, EUROFOOD SRL considers the supplier's adherence to Social Responsibility principles and possession of system certifications.

PERSONNEL POLICY

EUROFOOD SRL respects local and national laws as well as international standards regarding human and labor rights to enhance and protect the personnel falling within its sphere of control and influence. In compliance with current labor regulations, consistent with the national collective bargaining agreement of the Food Industry and its SA8000 Social Responsibility Policy, EUROFOOD SRL adopts the following Personnel Policy characterized by:

Attention to employees and commitment to offering them opportunities for personal and professional growth, valuing their skills and abilities, and developing their potential.

Trust in young talents who are open and eager to excel, to whom increasing responsibilities are assigned.

Respect for values and protection of rights.





Personnel is hired with regular employment contracts, and any form of irregular work, exploitation, forced labor, compulsory labor, or child labor is not tolerated. Communication with employees is based on transparency, clarity, and completeness.

EUROFOOD SRL ensures the fairness and impartiality of the personnel selection and hiring process. Compensation and incentive policies aim to guarantee equitable remuneration levels for equivalent positions and responsibilities. The overall compensation package includes various benefits considered important for employee loyalty and engagement.

In order to reconcile work commitments with family and personal needs, EUROFOOD SRL employees can benefit from flexible working hours and part-time arrangements, in compliance with contractual regulations and considering service needs. Workers are entitled to paid absences as provided by laws, national collective bargaining agreements, and company supplementary agreements for marriage, the death of a family member, pregnancy, breastfeeding, maternity/paternity leave, children's illnesses, medical check-ups and tests, study, care for disabled family members, and blood donation.

Subject to organizational and production needs, and to further enhance flexibility, employees may also be granted paid leave and/or time off in lieu of overtime hours. Moreover, periods of leave of absence (unpaid absence) may be granted for justified personal or family reasons. A period of unpaid leave is recognized for serious personal reasons. Visits by employees' family members to the workplace are allowed, as long as they respect the normal course of work activities and ensure the safety and health at work.

Training, professional development, and knowledge sharing are fundamental elements to support the strategic and production process, the development of the cultural and organizational system, as well as technological and legislative advancements within EUROFOOD SRL.

EUROFOOD SRL ensures that its employees and collaborators work in conditions that respect individual dignity, in healthy, safe, protected workplaces that comply with current safety and health regulations. Special attention is given to pregnant women, mothers, and workers with disabilities.

EUROFOOD SRL assesses risks and identifies the causes of work-related stress to prevent it. The following measures are implemented: training courses, workshops, opinion surveys, dedicated teams, reduction of overtime, flexibility in working hours, and interventions in the workplace to maintain a suitable organization that best protects workers' safety and improves working conditions.

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

Furthermore, the company establishes and maintains an internal and external communication plan to provide adequate and systematic information on the results of managing its Social Responsibility System.

The management periodically reviews the effectiveness of the Social Responsibility Policy in accordance with SA 8000 through Management Review, during which all opportunities for improving company performance are evaluated and improvement objectives are established.

CLAIMS

Claims related to incidents or occurrences of abuse, offense, or illegality that have taken place within or are connected to the workplace and are in contrast with the social responsibility principles 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 AUTHORITY	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 AUTHORITY	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 The procedure to submit claims to SAAS can be found at: http://www.saasaccreditation.org/document-library In the section “SAAS Complaints/Appeals”

The management commits to endorsing and adhering to the Social Responsibility Policy for 2023 and disseminating it to employees, suppliers, and all internal and external stakeholders. Towards all interested parties, the company intends to maintain an open and transparent dialogue to ensure adequate communication and provide information about the undertaken commitment, while striving to respond to the needs and requests of each party as much as possible.

Furthermore, the company pledges to demonstrate the proper implementation of the provisions stated in this document through certifications obtained via audits conducted by accredited entities.

Capo d'Orlando, January 24th, 2023

General Manager

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