



Corporate Social Responsibility

Rev.01

21/09/2022

Dear Supplier,

As part of our vision Capsol S.p.A. integrates principles of Corporate Social Responsibility (CSR).

This is why we have established a code of ethics connected to labor , human rights and the environment.

Capsol S.p.A. wishes to associate all its existing and future partnerships, with this commitment.

Outlined below are the principles defined by Capsol's Corporate Social Responsibility, that must be considered as pillars on which we will develop all our activities.

By accepting the following we undertake that our staff suppliers, employees and subcontractors ensure that all existing and future agreements and business relationships with Company are subject to the provisions outlined herein.

- *Social commitment*

Capsol S.p.A. commits to carry out its commercial activities in full compliance with all applicable laws and to be guided by the highest ethical standards, integrity and honesty.

Capsol S.p.A. aims to meet the requirements of applicable environmental , health and safety laws and regulations.

Capsol S.p.A. has a zero tolerance standpoint on corruption.

All employees must take maximum care to preserve the image and reputation of the company in all their professional activities.

- *Fundamental rights*

Everyone who makes up the company is committed in all activities to respect the fundamental rights of individuals.

The Company does not permit discrimination for reasons of marital status, race, social condition, gender identity and expression , religion, political beliefs, age, sexual orientation, etc...

Child labor (any person below the minimum age allowed by applicable national or local law)is strictly prohibited.

Forced labor and any kind of coercive methods with the work force are strictly prohibited.

Capsol S.p.A. guarantees its employees the rights to freedom of association and bargaining in compliance with all applicable national or local laws.



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- *Health and Safety*

Capsol S.p.A. undertakes to guarantee employees a safe and healthy work environment to guarantee the prevention of accidents and illness, in compliance with international standards and national

laws.

All employees are obliged to comply with all rules related to accident prevention at work and are encouraged to promote the improvement of safety and health conditions at work.

It is essential to keep the work place clean and tidy , with a hygienic and appropriate use of personal and common areas.

- *Environment*

Capsol S.p.A. undertakes the commitments to achieve the greatest respect for the environment in the development of its activities. Our business partners are also required to protect and comply with all environmental regulations towards the prevention of adverse effects on the thing we all have in common: the world where we live.

- *Personnel of Capsol S.p.A*

All workers are required to receive the necessary information, training and practice before being assigned to a particular job that may be deemed potentially dangerous for the health and safety of inexperienced workers.

Capsol S.p.A. will ensure that all of its employees work in compliance with all applicable laws and mandatory industry standards related to the number of hours worked.

Employees are not forced to work overtime and all overtime paid is based on legal rates.

Capsol S.p.A. remunerates its employees with at minimum, the statutory minimum wage and benefits that comply with applicable laws and binding collective agreements , including those relating to overtime and other premium payment agreements.

People belonging to the Group will not be allowed to carry out practices of offering or accepting gifts or blackmail.

	Corporate Social Responsibility	Rev.01
		21/09/2022

- *Customers and Suppliers*

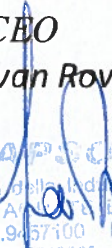
All Customer and Suppliers will be treated respectfully, fairly, honestly in accordance with the vision of the group .

Relations should correspond to a framework of mutual collaboration in accordance with a peer to peer treatment and within a current legal framework.

Capsol S.p.A. reserves the right to terminate an agreement with any supplier/customer that does not comply with the aforementioned CSR.

CEO

Ivan Rovelli


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For acceptance , Company Name: _____

Signature / Stamp: _____

Compiler name : _____

Position held: _____

Date: _____