



Corporate Social Responsibility Policy

L.M. Gianetti S.r.l. considers as a central element of business development and evolution the satisfaction of the needs and expectations of all those involved in business processes. Continuous improvement is the fundamental element to achieve excellence in combining company growth with high standards of quality and efficiency of the services provided, with social responsibility, respect for the environment and protection of the health and safety of workers.

The work of **L.M. Gianetti S.r.l.** it is therefore based on a **Social Responsibility Policy**, aimed at synergistically improving performance in each of these areas by optimizing time and resources. This Policy represents our company's desire to standardize all processes by creating a model that can be easily reproduced in all areas. This Policy provides for the involvement of all resources, called upon to implement the principles of this policy in their daily activities and in the various areas in which the company operates.

L.M. Gianetti S.r.l. believes that certifications and management systems are indispensable tools to raise standards and guarantee service excellence. With this in mind, the company has prepared and implemented a Quality Management System, integrated with Social Responsibility aspects. The following guiding principles of the Company Policy are the foundation of our improvement process:

- ✓ complying with the indications expressed by *the mandatory regulations* in terms of health, safety, hygiene, environment, and social responsibility, anticipating, where possible, the current laws.
- ✓ Identifying potential risks that may threaten organizational processes in order to safeguard the interests of Interested Parties and business activities, so as to reduce risks and their consequences;
- ✓ disseminating inside and outside the company a vision of service quality, environmental protection, safeguarding health and safety in the workplace and social responsibility;
- ✓ ensuring the protection of the rights, health and safety of workers, committing to respect and ensure that its suppliers respect about
 - the absence of child labour and forced labour,
 - the protection of health and safety at work,
 - freedom of association and the right to collective bargaining,
 - the absence of discrimination,
 - women's rights
 - diversity, equity and inclusion
 - rights of minorities and indigenous people
 - the use of disciplinary practices that respect the dignity of the individual,
 - ensure that pay and working hours comply with the rules in force,
 - to ensure the transparency of the work;
- ✓ developing appropriate control systems to monitor the quality level of products, health and safety risks, negative impacts on the environment and the commitment to corporate social responsibility;
- ✓ orienting business processes towards solutions that are more respectful of the environment, limiting the consumption of energy and natural resources, and adopting appropriate waste management practices;

Codice Documento	Rev	Data	Corporate Social Responsibility/Responsabilità Sociale d'Impresa
CSR-POL	0	28.02.2020	Politica CSR
Tutti i diritti riservati - All rights reserved			1/2
La versione in vigore del presente documento risiede sul server; se non altrimenti specificato, le copie cartacee devono intendersi non controllate.			



- ✓ Developing and extending information and communication processes, promoting dialogue with interested parties, to ensure clarity and transparency of relationships;
- ✓ Promoting the professional growth of its employees, through staff training and qualification programs;
- ✓ Selecting suppliers and contractors, based on their ability to provide goods and services that comply with the requirements of the system;
- ✓ Developing and updating risk assessment criteria and management of improvement measures.

Codice Documento	Rev	Data	Corporate Social Responsibility/Responsabilità Sociale d'Impresa
CSR-POL	0	28.02.2020	Politica CSR
Tutti i diritti riservati - All rights reserved			2/2
La versione in vigore del presente documento risiede sul server; se non altrimenti specificato, le copie cartacee devono intendersi non controllate.			