

SOCIAL RESPONSIBILITY POLICY

The Management of BIOSEVEN, aware of the role and responsibilities that belong to it, aware of the importance of human resources as an added value to its assets and company performance, has decided to integrate the commitment to social responsibility issues into its corporate strategy.

The choice to adopt an SA8000 management system fits coherently with the path undertaken, representing a further element of strengthening the policies and objectives of social responsibility towards workers and helping to fuel widespread sensitivity towards socially responsible business management.

Customer requests, regarding the quality of products and services, respect for the environment, health and safety at work, and the protection of workers must not only be satisfied, but supported by company management that guarantees full understanding and constant respect, constantly monitoring ethical principles. BIOSEVEN has decided to adhere to the SA 8000:2014 standard with the aim of equipping itself with a tool to:

- increase the company's social responsibility through the assumption of precise commitments aimed at workers;
- guarantee transparency in the management of human resources;
- act in compliance with national, regional, local legislation as well as the ILO Conventions and in compliance with international principles regarding child, forced and compulsory labour, health and safety, freedom of association and the right to collective bargaining, discrimination, disciplinary practices, working hours and remuneration;
- pay further attention to equal opportunities and the valorisation of diversity;
- monitor ethics and social correctness in the supply chain of suppliers and stakeholders.

For this BIOSEVEN:

- considers their collaborators as a precious and strategic resource, guaranteeing the protection of their rights and promoting their professional growth, as well as the possibility of reconciling work and personal needs;
- guarantees its workers a healthy and safe environment, providing them with adequate continuously updated training and always ensuring the most suitable structures and equipment;
- guarantees a transparent system of internal and external communication and dialogue with all the organisation's interlocutors through the dissemination and adoption of the principles of sustainable management from an environmental and worker protection point of view.

BIOSEVEN is committed to:

- condemns all forms and types of child labour and not use or support in any way the work of minors under 18 years of age;
- condemns all forms and types of forced and compulsory labour, nor resort to it nor support it;
- ensures a safe and healthy workplace by taking effective measures to prevent potential accidents, injuries or illnesses that may occur as a result of, in relation to, or during the performance of work;
- respects workers' right to collective bargaining and protect freedom of association;
- does not carry out or support any form of discrimination against collaborators and/or all interested parties;
- treats all staff with dignity and respect by not using or supporting disciplinary practices such as verbal abuse, physical or mental coercion;

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- complies with current laws, industry standards and other agreements in place regarding working hours, rest periods and holidays;
- pays employees in compliance with the relevant national collective labour agreement.
- encourages reporting of any type of complaint by stakeholders relating to elements of the standard and policy not respected;
- defines the annual objective plan

In order to improve its relationship with all the Company's interlocutors, BIOSEVEN wants the principles of the standard to be understood not only by the Organization itself but also by all suppliers and stakeholders involved in the activities provided. The Management is committed to ensuring that the Social Responsibility Policy is disseminated and understood by all staff, who are fully involved in the path undertaken, through periodic meetings, communications and training and information activities. The Company is committed to promoting the dissemination and monitoring compliance of its suppliers with the principles of the Standard, encouraging its commercial partners to take a proactive role in this context.

If complaints remain unheard within the company, you can contact:

GCERTI ITALY

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SAAS

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Cavallirio, October 4th 2023

The Management