

# INTEGRATED CORPORATE POLICY

REV.0 OF 01 SEPTEMBER 2021

Mori 2A, aware of the social role it plays and the impact it generates on the territory, has chosen to base its corporate culture on the three classic pillars of Corporate Social Responsibility and on the concept of shared value, and consequently

## UNDERTAKES TO ADHERE TO AND COMPLY WITH

- All the requirements of the SA8000:2014 standard
- The Conventions of the International Labour Organisation (ILO)
- The United Nations Convention on the Rights of the Child
- The Universal Declaration of Human Rights
- The United Nations Convention on the Elimination of All Forms of Discrimination against Women and All Forms of Racial Discrimination
- The International Covenant on Civil and Political Rights and on Economic, Social and Cultural Rights
- All relevant national and international laws, including Legislative Decree 81/2008 and subsequent amendments, relating to health and safety in the workplace and European Regulation 679/2016 on confidentiality and processing of personal data
- The CCNL metalmechanical sector
- All the rules of conduct included in its own Company Regulations
- All the requirements of the UNI EN ISO 50001:2018 standard

## AND HAS THE FOLLOWING GENERAL OBJECTIVES

- The prevention of situations harmful to personal rights
- The dissemination of a culture of social responsibility through a permanent process of training, involvement and empowerment of personnel
- Rationalisation of the structure and procedures with a clear and balanced definition of tasks and responsibilities
- The promotion of a stimulating and rewarding corporate climate for the professional growth of staff
- Participation and contribution to solidarity/social/cultural initiatives
- The commitment to disseminate ethical principles to all stakeholders
- The continuous improvement of energy performance, energy efficiency, energy saving and reduction of CO2 emissions related to the activities carried out within the production site
- The commitment to design energy efficient processes and services
- The commitment to purchase and use in its production process products and services that minimise energy impacts
- The identification of the activities and/or areas responsible for energy consumption, in order to identify potential interventions to improve energy efficiency
- The implementation and maintenance of an energy management system in accordance with the requirements of UNI EN ISO 50001 aimed at the continuous improvement of energy performance of the plant
- Improving employee awareness of the rational use of energy through training and information activities
- Communicating the results achieved through the Energy Management System to interested parties and involving them in the continuous improvement process

The company is committed to complying with the principles of the Social Responsibility System and in carrying out its activities, therefore it also requires its employees/collaborators/suppliers to comply with the regulatory requirements on:

- Child and juvenile labour (not employing children in the company and managing children between 16 and 18 years of age in compliance with the law, avoiding making them perform dangerous work or work that is harmful to their morality and night work)
- Voluntary and not forced or compulsory employment (do not encourage human trafficking, do not force workers to deposit original identity documents or sums of money in the company, do not allow workers to leave the company at the end of working hours)
- Health and safety (comply with mandatory Italian regulations such as T.U. 81/2008 in its entirety)
- Freedom of association and the right to collective bargaining (allow, without conditions, membership of trade unions if workers feel the need)
- Discrimination (absence of discrimination of any kind and for any reason whatsoever and in all company spheres and activities)
- Disciplinary practices (use of a principle of gradualness in compliance with what is dictated by mandatory regulations)
- Working hours (a maximum of 40 hours of ordinary work and compliance with the daily, weekly and annual amount of overtime provided for by each CCNL, guaranteeing 4 weeks' holiday per year)
- Remuneration (compliance with the minimum wage laid down in the national employment contract applied)

ALVISE MORI  
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For reports and/or complaints please contact:

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