



Policy Statement

**According to the Standard
SA8000:2014**

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References SA8000 Standard

4.9	Management System
4.9.1	Policies, Procedures and Records
4.9.1.1	Senior management shall write a policy statement to inform personnel, in all appropriate languages, that it has chosen to comply with SA8000.
4.9.1.2	This policy statement shall include the organisation's commitment to conform to all requirements of the SA8000 Standard and to respect the international instruments as listed in the previous section on Normative Elements and Their Interpretation. The statement shall also commit the organisation to comply with: national laws, other applicable laws and other requirements to which the organisation subscribes.
4.9.1.3	This policy statement and the SA8000 Standard shall be prominently and conspicuously displayed, in appropriate and comprehensible form, in the workplace and in residences and property provided by the organisation, whether it owns, leases or contracts the residences or property from a service provider.
4.9.1.4	The organisation shall develop policies and procedures to implement the SA8000 Standard.
4.9.1.5	These policies and procedures shall be effectively communicated and made accessible to personnel in all appropriate languages. These communications shall also be clearly shared with customers, suppliers, sub-contractors and sub-suppliers.

4.9.1.6	The organisation shall maintain appropriate records to demonstrate conformance to and implementation of the SA8000 standard, including the Management System requirements contained in this element. Associated records shall be kept and written or oral summaries given to the SA8000 worker representative(s).
4.9.1.7	The organisation shall regularly conduct a management review of its policy statement, policies, procedures implementing this Standard and performance results, in order to continually improve.
4.9.1.8	The organisation shall make its policy statement publicly available in an effective form and manner to interested parties, upon request.

1. Social Responsibility Policy

Meeting Group S.p.A., as the promoter of the values of Social Responsibility, respect and protection towards both its employees and workers employed by suppliers and third-party companies, has decided to undertake a virtuous path for the development of a Management System for Social Responsibility.

To this end, the Management has decided to develop the Management System on the basis of the SA8000 international Standard, in compliance with all the requirements specified by the Standard, with the documents "GUIDANCE DOCUMENT FOR SOCIAL ACCOUNTABILITY 8000 (SA8000®:2014)" and "Performance Indicators Annex SA8000" and with the relevant national and international laws (ILO). Meeting Group S.p.A. in this way, it has set itself the goal of defining and implementing a Social Responsibility Policy to guarantee and disseminate a positive work environment, respectful of human rights (UN) and of personal freedoms, free from any form of discrimination and in line with valid national and international laws.

Therefore, based on the SA8000:2014 Standard, the Management of Meeting Group S.p.A. guarantees compliance with the following requirements:

- Non-adoption of child labor and respect for the rights of young workers.
- The complete exclusion of any form of forced or compulsory labor which may therefore limit and harm the rights and freedoms of individuals.
- The implementation of well-defined and structured practices in terms of health and safety in the workplace.
- Respect for freedom of association and the right to collective bargaining.
- The non-adoption of any form of discrimination in hiring, pay, access to training, promotion, termination of the relationship or retirement, based on race, national, territorial or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, trade union membership, political opinion, or age.
- The abolition and non-use of any incorrect and illegal disciplinary practice.
- Compliance with working hours in keeping with the tasks performed and in line with the provisions of the contractual conditions stipulated with the employees themselves and with the relevant national laws.
- The guarantee of a correct remuneration and in line with the contractual conditions of the sector.

In addition, based on the principles just expressed, Meeting Group S.p.A. undertakes to establish relationships with suppliers and third-party companies, guaranteeing the protection of the health and well-being of all workers. To this end, all suppliers and all third-party companies, selected and hired by Meeting Group S.p.A., comply with all the principles of Social Responsibility, including transparency, respect for personal freedoms and human rights and the adoption of correct and non-discriminatory behavior, in all operational and business phases managed directly by them¹.

¹ The most important suppliers and third-party companies, with which Meeting Group S.p.A. operates, have completed and signed a specific questionnaire as proof of effective compliance with the principles expressed by this Policy.