

Social Policy

The undersigned LUCA FONTANA, legal representative of the MONTECOLINO spa company, with headquarter in Provaglio d'Iseo (BS) via Stazione vecchia 110, undertakes to respect the policy drafted by the eight Fundamental Conventions of the International Labor Organization and the United Nations Guiding Principles on Business and Human Rights, as well as the International Bill of Human Rights, national legislation and conditions provided for by the national bargaining agreement. Where national law and these international human rights standards differ, the applicant must follow the higher standard; where they are in conflict, the applicant must seek to respect internationally recognized human rights to the greatest extent possible, on :

- Freedom of association and right to collective bargaining (The National Labor Contract allows any worker to be part of any association, moreover the Company signed a second level contract (it's an additional sub-contract where the company ensure best working conditions)
- Child labour and forced labour (compliance with national Contract that forbids any forced and child labor)
- Health and Safety:
 - i. Access to water, sanitation, and hygiene (WASH);
 - ii. Emergency preparation and response;
 - iii. Hazardous materials handling procedures;
 - iv. Management systems that address health and safety risks ;
 - v. Appropriate building construction, electrical, and fire safety,All these topics are treated in our TU 81 (Italian mandatory standards for health and safety) and in SPP working through DVR (risk valuation document - safety)
- Prevention of all forms of discrimination and abuse (pages 7-8 / 10-11 of our Management System 231) (pages 12 of our Management System 231)
- Regularity and transparency in employment contracts, registration of working hours, payment of wages due (Montecolino is compliance with national labour contract)
- Fair and ethical business practices, including anti-corruption/bribery (Management System 231)

Corporate human rights expectations concern the company itself, the supply chain, communities, potentially affected groups and other relevant stakeholders.

In particular, the organization undertakes to (as detailed in the Code of Conduct Montecolino “System 231”):

- Legal minimum wage and all legally mandated benefits: . Montecolino spa complies with the National Contract, moreover the 90% of workers benefit on an extra amount related to their own skills.



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- Fair and ethical business practices: (pages from 29 to 40 of our Management System 231)
- monitor compliance with social criteria and implement the necessary measures ;
- inform the company staff, in the local language, about the content of the minimum social criteria and any other information relating to them provided by the reference standard (GRS- Ethical code “Sistema 231” - sent by email and available on our website);
- keep records of name, age, hours worked and wages paid for each worker;
- record and handle the complaints of company staff or third parties relating to the organization's compliance with social criteria and keep records of any corrective action taken;
- reporting procedure: the department manager or the person in charge shall report the non-compliance to the responsible for safety. The responsible sends an mail explaining what happened to the personnel office, which opens verbal or written dispute to the worker (as provided by national bargaining agreement). The procedure follows the regulation 300/70 until the conclusion of the same, keeping traced the justifications of the worker, the company and the final corrective actions;
- create a hotline directly with the odv (odvmontecolino@gmail.com) available to employees to report any human rights violations;
- create an email to receive and manage reports from all stakeholders regarding potential risks to human rights at various levels of the supply chain (Whistleblowing, link on the website www.montecolino.it)
- refrain from using disciplinary measures, termination of the employment relationship or other forms of discrimination against workers who provide information relating to compliance with social criteria.

The organization also undertakes to provide the technical, economic and professional resources necessary for the objectives of the Social Responsibility Policy, defined in this document, to be fully achieved.

This Social Responsibility Policy is disseminated at all levels and it is the responsibility of everyone to actively collaborate, as far as they are concerned, in improving the aspects of Social Responsibility.

The organization guarantees, through subsequent verification activities that this policy is understood and implemented and that the stated objectives are pursued.

Date

1/7/2024

Stamp and Signature ESG

Montecolino – Nico

Fontana



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