

## SUMMARY

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## 1. PURPOSE AND SCOPE

Corden Pharma Bergamo SpA (hereinafter also CordenPharma) believes that the development of its activities: must be sustainable and compatible with the environment that hosts them, can create opportunities for members, workers and collaborators, is oriented towards a continuous improvement of operational efficiency also to reduce the impact on the use of resources in a broad and general sense. For this reason, the Company intends to undertake, in addition to compliance with current laws, to comply with the requirements of the international standard SA 8000:2014 and specifically to:

- not to use, encourage or support the use of child labour or of young workers still in compulsory schooling.
- not to resort to, or support the use of, forced or compulsory labour, including prison work, except for reasons of social integration of those in recovery.
- ensure a safe and healthy working environment and take effective measures to ensure the health and safety of workers.
- not to resort to or support any form of discrimination against its own workers, applicants and suppliers and associated companies in any form, on the grounds of race, national origin, caste, birth, religion, sexual orientation, marital status, political opinions or any other condition that may give rise to discrimination.
- treat all staff with dignity and respect without using or tolerating corporal punishment, physical or mental coercion, verbal abuse of staff.
- comply with the laws in force and collective bargaining regarding working hours, overtime, weekly rest and holidays.
- respect the right of workers to a decent wage and remuneration in accordance with the provisions of the CCNL of the category.
- define this social policy to inform personnel of the choice to comply with the SA8000:2014 standard, maintain an SA8000 Social Responsibility Management System aimed at continuous improvement, compliance with SA8000 requirements and mandatory requirements and in accordance with the Code of Business Conduct.

## 2. COMMITMENTS TO SOCIAL RESPONSIBILITY ISSUES

CordenPharma confirms its desire to adopt Socially Responsible behaviors in full respect of individuals, the interests of the community without distinction of class, origin, sex, political or personal orientations and religion.

In particular, the Company establishes that, in all areas of its direct and indirect competence, the following principles are affirmed:

### **No to child and child labour**

For the right to play and education of children and young people in developmental age who represent the future of society. CordenPharma repudiates child labor in all its forms and supports initiatives and programs aimed at the protection, health and training of minors and the reduction of child labor in Italy and around the world.

### **No to forced work**

Because everyone has the right to free and voluntary employment relationships. CordenPharma promotes the professional growth of members and workers, constantly informing them about the terms and conditions of their employment relationship and fights all forms of coercion, physical, verbal or psychological, towards members and workers, at all levels.

### **Ensuring Health and Safety in the workplace**

CordenPharma has chosen to guarantee a safe and healthy working environment, in compliance with current legislation, and to promote effective working conditions to prevent, minimize and avoid accidents and health damage caused, associated with or occurring during work activities.

### **Guaranteeing and promoting freedom of association**

CordenPharma defends workers' right to free association and collective bargaining, ensuring that members, workers, and workers' representatives are not subject to discrimination or intimidation.

### **No to discrimination**

CordenPharma is committed to providing its members and workers with equal opportunities as individuals and to promoting their growth by fostering a business climate without constraints and limitations. Everyone has the right to follow principles and practices related to race, sex, personal orientation and religion, as long as they do not harm the rights and freedoms of others.

## **No to indiscriminate punitive methods**

Disciplinary procedures are specified and made known to the employee on the basis of what is governed by the relevant CCNL. CordenPharma promotes respect for the mental, emotional and physical integrity of workers during the performance of work and promotes the prevention of conflicts through objective procedures for evaluating the activities carried out and treating non-compliant behavior.

## **Compliance with regulated working hours and fair remuneration**

CordenPharma is committed to maintaining and developing an effective organization of work and defends the right of workers to rest, respects the right to a decent wage and recognizes workers a fair wage, determined in compliance with the reference CCNL.

## **Encourage spontaneous reporting**

For the topics covered by this policy, for reports, complaints or suggestions, CordenPharma identifies and publicizes the main references to contact for the benefit of workers.

### **3. REFERENCES FOR REPORTS**

The main references to contact available to the worker are:

1. **Social Performance Team – SPT:** Contact the SPT members at the dedicated e-mail: [BER-DL\\_SPT@cordenpharma.com](mailto:BER-DL_SPT@cordenpharma.com)
2. **Certification Body: IQNet Ltd** - Bollwerk 31 - CH-3011 – Berna – CH  
Tel.: +41 31 310 24 42 - Fax: +41 31 310 24 49 - e-mail: [iqnetltd@iqnet.ch](mailto:iqnetltd@iqnet.ch)  
website: [www.iqnet-ltd.com](http://www.iqnet-ltd.com)
3. **SAAS** - Social Accountability Accreditation Services, 15 West 44th Street, New York, NY 10036 tel: (212) 391-2106 fax: (212) 684-1515 – e-mail: [saas@saasaccreditation.org](mailto:saas@saasaccreditation.org)
4. **Whistleblowing system:** [Whiste Blower System | About Us | CordenPharma](#)
5. In addition to what is indicated, the internal reporting channels provided for by the **"HR-SOP Reporting and NC Management"** are available.

Direzione HR