

THE ETHICAL POLICY

In **Emak** we are convinced that a company can only achieve great results if it is supported by strong and positive values, such as those that spurred our founding members and that we have continued to cherish and foster over time.

In **Emak** the decision to voluntarily adopt a **Management System** compliant with the **SA8000:2008** standard was born out of the will to

establish, disseminate, certify and promote

the ethical thrust with which **Emak** develops its business both within the organisation and beyond it (even in the presence of production process relocation).

Fully aware of **Emak's** role within the social and economic context (both local and global), we effectively believe that undertaking to act as promoters of a responsible company culture is a way of contributing to the creation of value for the benefit of all interested parties.

The **principles** on which Emak's efforts in terms of Social Responsibility are based are:

- ❑ the appreciation of the value of human resources: **Emak views its own employees** as a strategic resource, guarantees full respect for their rights, supports their wellbeing and promotes their professional and personal development;
- ❑ the transparency of its relations with its suppliers, clients, the community and all interested parties: **Emak** promotes an open dialogue with its counterparts, holding their expectations in high regard and communicating in a clear way all choices and commitments the Company undertakes and its achievements in terms of social performance;
- ❑ consistency between values, strategies and practices: **Emak** undertakes to ensure that its Social Responsibility policy is understood and implemented by all personnel and undertakes to review it periodically with the aim of continuous improvement and based on changes to the System; **Emak** further undertakes to verify that this policy is complied with by all suppliers and is distributed to and shared with all levels of the supply chain.

In order to ensure the compliance with the values and commitments the company has taken upon itself, as well as the correct implementation of its policy, **Emak** has introduced the following initiatives, designed to be effective both within and outside the organisation:

- ❑ implementation of a Social Responsibility Management System, compliant with SA8000 regulations;
- ❑ dissemination of the relative policy, commitments and results using all company communication channels (notice boards, Internet, Intranet, newsletters, etc.);
- ❑ specific training of personnel and suppliers;
- ❑ ongoing monitoring of the System and of the personal conduct by means of regular and special audits;
- ❑ drawing up of a report collection procedure (that may ensure employee anonymity) and verification of any violations to the regulation requirements, or to the company values and policies;
- ❑ assessments and visits to the supplier's premises, in order to ensure that the entire supply chain undertakes to observe the regulation requirements and to implement actions over time to ensure continuous improvement.

The Policy and the Management System developed and implemented by **Emak** guarantee – within the company and throughout the entire "supply chain" – the compliance with all the requirements envisaged by the SA8000 regulations, as well as national and international labour laws.

Emak favours those suppliers who commit to complying with this policy and to gradually adapt the management of their own collaborators according to the provisions of the SA 8000 regulations.