



## SOCIAL RESPONSIBILITY POLICY

Revision 0  
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Vico S.r.l. has decided, by structuring a Management System, to give visibility to its stakeholders of the company's desire to operate in an ethical and socially responsible manner.

To do so, it chose the SA8000:2014 standard as its reference.

Vico S.r.l. is therefore committed to constant compliance with the requirements expressed herein and all international documents referred to therein.

The company is also committed to ongoing compliance with existing national and local legislation on social responsibility and labour ethics, international conventions and recommendations, including the resolutions of international bodies such as the ILO - International Labour Organisation and the UN.

In addition to this, the company considers it necessary to pursue continuous improvement through concrete actions such as:

- constant monitoring of compliance with the requirements of the SA 8000 Standard
- the pursuit of the contents of the 'Recruitment Policy', which is the natural and necessary complement of this document
- constant work to disseminate the culture of social responsibility within Vico S.r.l. and among its main clients
- the careful involvement of its suppliers, subcontractors and, whenever possible, sub-suppliers, through targeted and continuous actions
- the concrete support of Bodies and Organisations operating in the territory for the affirmation of the ethical values in which the company identifies itself

All this in the certainty of the full cooperation of both internal and external stakeholders to whom this document is circulated.

Cairo Montenotte (SV), on 02/01/2023

The Management

A handwritten signature in blue ink, appearing to read "A. Ch..." and "S. Ch...", written over a faint circular stamp.