



TESEO S.P.A.

TESEO – Tessitura Serica di Olmeda S.p.A.

UFFICI e MAGAZZINO TESSITURA
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IVA / VAT / Registro Imprese COMO: **IT 01848620132** REA 221615 Capitale Sociale €1.500.000 i.v.

Social Responsibility Policy

TESEO (Tessitura Serica di Olmeda, with registered office in via Leopardi 33, Grandate, CO), has always been committed to respecting the main conventions of the International Labor Organization (ILO), national legislation and the conditions provided for by national bargaining in matter of:

- Freedom of association and right to collective bargaining
- Child labor
- Health and Safety
- Prevention of any phenomenon of discrimination and abuse
- Regularity and transparency in employment contracts, registration of working hours, payment of wages due

In particular, the Company undertakes to:

- monitor compliance with social criteria and implement the necessary measures;
- inform the company personnel about the content of the minimum social criteria and any other information relating to them provided by the reference standard (GOTS certification);
- keep records of name, age, hours worked and wages paid for each worker;
- allow company personnel to appoint their own representative for the aspects of Social Responsibility who can discuss with the Management on the state of implementation of the social criteria and compliance with them;
- record and take charge of the complaints of company personnel or third parties relating to the organization's compliance with social criteria and keep records of any corrective action taken;
- 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 Company 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 distributed at all levels and it is everyone's responsibility 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
7.04.2022

Signed & stamped
Adriano Clerici
CEO – TESEO S.p.A.

