robans

SOCIAL RESPONSIBILITY POLICY (SA8000)

Robans S.r.l. considers social responsibility a strategic element for its sustainable growth and its organizational model, recognizing the value of people and committing to ensuring working conditions that respect human dignity, workers' rights, and the principles established by the **SA8000 standard**, ILO conventions, applicable legislation, and other requirements adopted by the organization.

In particular, Robans S.r.l. is committed to preventing and combating any form of violation related to:

- **child labour**, ensuring compliance with the minimum age requirements established by applicable legislation and promoting protective actions for minors who may be involved in potentially risky situations;
- **forced or compulsory labour,** ensuring that every employment relationship is based on free choice, without coercion, threats, or practices that restrict personal freedom;
- **occupational health and safety**, through accident prevention, risk assessment, continuous training, and the promotion of a shared safety culture;
- **freedom of association and the right to collective bargaining**, ensuring workers' right to representation and participation;
- **discrimination and harassment**, promoting an inclusive working environment based on respect, equal opportunities, and the enhancement of diversity;
- **working hours**, ensuring compliance with the limits established by law and applicable collective agreements, while promoting a proper balance between professional and personal life;
- **remuneration**, ensuring economic treatment compliant with current legislation and adequate to guarantee decent living conditions for workers.

Organization's Commitments

To pursue these principles, Robans S.r.l.:

- promotes a corporate culture based on ethics, respect for people, and social responsibility;
- informs, trains, and raises awareness among workers and collaborators on SA8000 principles;
- identifies and assesses social risks, defining preventive and corrective actions;
- monitors activities and the supply chain to prevent risks related to human rights and working conditions;
- requires suppliers and partners to adopt behaviors consistent with the principles of this policy, promoting transparency and cooperation;
- manages reports, complaints, and suggestions from interested parties, ensuring confidentiality, impartiality, and absence of retaliation;
- defines continuous improvement objectives and verifies the effectiveness of actions through Management Review and monitoring of company indicators.

Communication and Involvement of Interested Parties

Robans S.r.l. undertakes to make its Social Responsibility Policy available to internal and external interested parties, encouraging dialogue and active participation on social responsibility issues.
Any reports, requests for information, or complaints relating to SA8000 requirements may be submitted to the following contacts:

Robans S.r.l.	E-mail: info@robans.com
Certification Body SGS ICS Italia S.p.A.	E-mail: sgs.italy@sgs.com
SAI/SAAS – Social Accountability Accreditation Services	E-mail: saas@saasaccreditation.org

All reports will be managed by **the SA8000 Management Representative** according to criteria of confidentiality, promptness, and impartiality, ensuring, where possible, feedback to the interested party.
The results of assessments, indicators, and improvement actions will be periodically reviewed by Management. The Policy will be periodically updated to ensure its adequacy, effectiveness, and continuous improvement in relation to regulatory, organizational, and social changes.

June 2026

Robans S.r.l.
Management