

Subject: Information and Acceptance Requirements for Social Responsibility (SA8000 Standard)

Dear Supplier,

Robans srl works in accordance with the requirements of SA8000 Standard, also known as “Corporate Social Responsibility”.

Such choice has sprung from a careful assessment of the economic, social and cultural environment within which the Company works, and has been guided by the awareness of the value, impact and social consequences of the activities and actions put in place by the Company itself.

The implementation of a SA8000 management system requires complying with the following Social Responsibility principles:

1. Not utilizing and/or supporting child labor;
2. Not utilizing and/or supporting forced labor;
3. Ensuring a safe and healthy work environment, and establishing effective measures in order to prevent potential workplace accidents or damages to the workers' health;
4. Respect the workers' right of forming, organising or taking part in unions, according to their own will, and of negotiating as a union with the Company;
5. Not putting in place or supporting any type of discrimination;
6. Not utilizing or supporting disciplinary actions, such as corporal punishments, physical and mental duress, verbal abuse;
7. Respecting national and local regulations and agreements in terms of working schedule, vacation, time off and everything else laid down by regulations;
8. Pay employees respecting the National Collective Labor Agreement and the integration contract by the Company, if present;
9. Implementing a management system meeting the requirements of SA8000.

The respect of the above mentioned principles is put into practice by:

- Defining a Company Policy to be coherent with such assumptions;
- Implementing a management system aiming at promoting the development of a collaborative atmosphere within the Company;
- Regularly managing claims and reports by employees, even through their union reps;
- Monitoring social security benefits, in order to ensure their ongoing improvement;
- Monitoring suppliers, especially those considered as more critical, and their sub-suppliers.

In order to facilitate the sharing of these principles, the Company undertakes in collaborating with suppliers and partners, so that they also acquire the same operational mentality, complying with SA8000 standard in terms of Social Responsibility.

To this end, we attach to the current notice:

All. 1 – Corporate Social Responsibility as defined by Roban's Produzione srl All. 2 – Child Labour Policy

All. 3 – Survey form about suppliers.

Being sure of your Company's awareness about the above mentioned principles, and in order to accept and welcome it as a partner sharing the same values, we kindly ask you to fill Attachment 3, “Form for Suppliers”, and to give it back to us within 20 days of receipt of the form itself.

In case of need or should you have any specific request, please do not hesitate to contact our offices.

With this occasion we would give you our best regards.

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