

Policy for Corporate Social Responsibility

Masterpack S.p.A. considers the social aspect of the company and the responsibilities deriving from it to be fundamental, to this end it undertakes to develop a socially responsible work environment and to promote the professional growth of all employees, in compliance with local and international laws, also safeguarding health and worker safety.

For **Masterpack S.p.A.** the principles of social responsibility must be followed by all suppliers involved in the production process and supply chain object of their activity.

To this end, both internally and in the supply chain, they must ensure compliance with the following requirements, which allow for the enhancement of the person

CHILD LABOR: ILO Convention 138 and Recommendation 146 (Minimum Age), ILO Convention 182 (Worst forms of child labour) - The use of child and child labor is prohibited

FORCED LABOR: ILO Conventions 29 (Forced Labour) and 105 (Abolition of Forced Labour) - The use of forced labor is prohibited; therefore, it is forbidden to employ personnel against one's will and to resort to any form of work under threat.

HEALTH AND SAFETY: ILO Convention 155 and Recommendation 164 (Health and Safety at Work) - The right to safety and health in the workplace is guaranteed (DVR, training, designated...)

FREEDOM OF ASSOCIATION AND RIGHT TO COLLECTIVE BARGAINING: ILO Convention 98 (Right to Organize and Right to Collective Bargaining), ILO Convention 135 (Workers' Representatives), ILO Convention 87 (Freedom of Association) –

Respect for workers' right to join and train trade unions and collective bargaining (full compliance with the provisions of the CCNL for the category and full freedom of association for workers within the company).


EQUAL PAY AND DISCRIMINATION: ILO Conventions 100 (Equal pay) and 111 (Discrimination - Employment and Occupation):

The right to equal pay for men and women for equal work performed is guaranteed. The right to equal opportunities must also be respected during hiring or resignation and in the event of promotion and training. Any form of discrimination is prohibited, including exclusion or preference based on race, sex, age, religion, political opinion, nationality or social class.

The management undertakes to disseminate the social responsibility policy to all personnel and to share its contents with them.

The dissemination of these documents and principles takes place through periodic meetings, exposure on the company bulletin board and publication on the website

Veruno/Monvalle, 27.06.2022


MASTERPACK S.p.A.
Il Presidente