

Valter srl, whose products are completely made in Italy, he has always worked by applying the values of ethics in its behavior. In order to enhance their work, the company has decided to undertake a certification process for its management system according to the SA8000 standard.

The purpose of this standard is to meet the increased expectations of consumers and all social partners in relation to corporate social responsibility.

Valter srl intends to obtain and maintain the SA8000 certification and for that it should not be compliance the requirements just inside the company, but invites all its stakeholders to help it to meet the standard.

This first communication is done to comply the regulatory requirement that establishes regularly feedback to all parties concerned data and other information regarding compliance of the requirements of the SA8000 (see in the attach).

The next communications that we'll send also cover the results of our management system in order to take part of our social responsibility path.

We thanks in advance for your cooperation and we'll remain available for any explanations.

Yours sincerely

Attached – requirements of SA8000 standard

Principles of Social Responsibility for SA8000

1. Child labour

The organization undertakes not to use or promote the use of child labour, promoting the education of children and young workers and avoiding dangerous, insecure and harmful working situations.

2. Forced labour

The organization undertakes not to use or favor the use of forced labour, without requiring deposits to employees and preventing any situation of constriction or threat to work.

3. Health and Safety

The organization is committed to ensuring a safe and healthy workplace, ensuring prevention and training and ensuring hygiene, safety and cleanliness.

4. Freedom of Association and Right to Collective Bargaining

The organization undertakes to respect the right of association, facilitating collective bargaining and ensuring representation and communication.

5. Discrimination

The organization is committed to preventing any form of discrimination, without interfering with the personal right to follow principles or practices and by not allowing coercive behavior.

6. Disciplinary practices

The organization undertakes not to use or promote any action of violence, respecting the moral, emotional and physical integrity of workers and ensuring the adoption of correct and non-arbitrary disciplinary procedures.

7. Working hours

The organization undertakes to adjust to the timetable provided by sectoral laws and standards, respecting the weekly timetable and rest periods for both ordinary and extraordinary work, and ensuring compliance with fair pay for work extraordinary.

8. Compensation

The organization is committed to ensuring that minimum wages are paid to all workers by ensuring that remuneration is paid in the most cost-effective manner to workers and avoids unwarranted remuneration at the disadvantage of the worker.

9. Management System

The organization is committed to defining and maintaining actively a social responsibility management system that ensures compliance with these requirements over time, involving management and staff in improving overall social performance.