

Azienda Federami Dragoni

S.p.A. - Società a socio unico
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Policy for social responsibility

DRAGONI, in keeping with its Corporate Values, considers it a priority to:

- improve the quality of life of its workers and the community in which it operates consistently with the concept of sustainable development, taking into account, in the definition and implementation of its strategy, the social, environmental, and economic impacts resulting from its activities;
- comply with national and international labor and human rights standards, the relevant national collective bargaining agreements and the principles of its Code of Ethics;
- ensure its commitment to social responsibility through the application and dissemination of the principles and contents of the SA8000® standard and the improvement of the working conditions of its workers;
- constantly act for the involvement, motivation and development of the professionalism of all personnel, through information, education and training interventions;
- activate a system of communication and dialogue with all parties interested in the company's social responsibility to make them understand the policy and procedures, detect legitimate expectations, and ensure their fulfillment;
- publicize their commitments and achievements through the dissemination of corporate objectives;
- select and evaluate its suppliers and subcontractors considering their commitment to comply with the requirements of the SA8000® standard and this policy.

In particular, Dragoni has implemented a Due Diligence process in order to evaluate, select suppliers so as to control, reduce the risk of negative events that can cause harmful and serious effects to players along the company's supply chain.

DRAGONI is committed to pursuing and accepting suggestions to comply with ethical requirements.

In the areas of:

- child labor and forced and compulsory labor;
- health and safety conditions;
- freedom of association and collective bargaining;
- discrimination and disciplinary practices;
- working hours and remuneration;
- management system on the SA 8000® standard model (policies and procedures, risk assessment, monitoring, complaint management and resolution, internal involvement and communication, stakeholders and suppliers, corrective and preventive actions).

DRAGONI guarantees the freedom of collective bargaining, respects the prohibition of hiring minors (who have not completed the minimum number of years required by law for compulsory schooling), guarantees the protection of young male and female workers and the absence of discrimination against any person who provides information regarding issues and non-compliance with the ethical requirements of the company.

Top Management recognizes as a strategic choice the development of a social responsibility management system in line with the SA8000® standard, integrated with the management system for Quality, Safety and the Environment, which is involved in the respect and implementation of these commitments by ensuring and periodically verifying that the policy is documented, made operational, kept active, periodically reviewed, and disseminated to all personnel.

Gallarate, February 5, 2024

Azienda Foderami Dragoni S.p.A.

Legal Representative

Maria Rosa Dragoni

