

## Introduction

t33 S.r.l. promotes and supports the respect of internationally recognized human and women's rights, considering the protection of integrity, health, rights, and well-being of its human resources as primary and fundamental elements in the execution and development of its activities.

t33 S.r.l. regards its personnel as a valuable and strategic resource and is committed to safeguarding their rights and fostering their professional development.

The social accountability policy is implemented through compliance with the following elements:

### 1. COMPLIANCE WITH THE SA8000:2014 STANDARD

t33 S.r.l. commits to aligning its management system with the requirements of the SA8000:2014 standard, which includes:

- |  |                           |
|--|---------------------------|
| 1. Child Labour  | 6. Disciplinary Practices |
| 2. Forced or Compulsory Labor                                | 7. Working Hours          |
| 3. Health and Safety   | 8. Remuneration           |
| 4. Freedom of Association and Right to Collective Bargaining | 9. Management system      |
| 5. Discrimination  |                           |

#### CHILD LABOUR

t33 does not engage in child labour and exclusively hires workers who are 18 years old or older.

All employees of the company have been informed that if anyone detects a case of child labor or becomes aware of the possible use of child labor within the supply chain, they should report it to the SRS Manager. The Manager, after consulting with the Management, will take action to contact the appropriate institutions (social services) responsible for handling such situations.

#### FORCED OR COMPULSORY LABOUR

t33 does not engage in or support forced or compulsory labour.

#### HEALTH AND SAFETY

t33 guarantees a safe and healthy working environment and has implemented preventive and protective measures to avoid potential accidents and health risks for all workers.

#### FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING

All personnel have the right to form, join, and organize unions of their choice, and to engage in collective bargaining with the company in their own interest.

#### DISCRIMINATION

t33 does not engage in or support discrimination in hiring, compensation, access to training, promotion, termination, or retirement based on race, national or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union affiliation, political opinions, age, or any other condition that may give rise to discrimination.

## DISCIPLINARY PRACTICES

t33 is committed to treating all personnel with dignity and respect. The company does not use or tolerate corporal punishment, mental or physical coercion, or verbal abuse toward its staff. No harsh or inhumane treatment is permitted

## WORKING HOURS

Working hours at the company comply with current laws and the adopted National Collective Labour Agreement (CCNL).

## REMUNERATION

Employee remuneration is aligned with the levels established by the applicable CCNL.

## MANAGEMENT SYSTEM

t33 has defined its Social Accountability System in accordance with the SA8000 standard.

## 2. COMPLIANCE WITH CURRENT LEGISLATION

t33 S.r.l. commits to complying with:

- national laws;
- any other applicable laws;
- the international reference standards listed in the SA8000:2014.

## 3. POLICY REVIEW AND CONTINUOUS IMPROVEMENT

t33 S.r.l. undertakes to annually review its Social Accountability Policy, taking into account changes in legislation and corporate requirements. It also commits to the continuous monitoring and improvement of its Social Accountability Management System by setting improvement objectives and verifying their achievement.

## 4. DOCUMENTATION, IMPLEMENTATION AND DISSEMINATION

The Social Accountability Policy is shared and explained to all staff through meetings and information/training initiatives. The policy is implemented, enforced, and constantly monitored.

This policy is made available for consultation on the company website.

### The Management

Nicola Brignani



## REFERENCES AND CONTACT DETAILS

### t33 S.r.l.

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### SAAS - Social Accountability Accreditation Services

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