

	SA8000 POLICY	Codice:	POL.01
		Data:	12.10.2022
		Rev.:	01

BEYONDSHAPE considers to be essential the development of a socially responsible work environment in the company and promote the professional growth of all workers, in compliance with regional and national laws, international human rights standards (UN Declarations and Recommendations, ILO Conventions, etc.) as well as the SA 8000: 2014 standard.

It is the will of the Management that the principles of social responsibility are followed by all suppliers, national and international, through a continuous and constant involvement of all the subjects involved in the supply chain. In this regard, it intends to offer utmost collaboration to suppliers who share its social commitment but who, in some cases, may have difficulty in complying with the provisions of the aforementioned international standard. This form of collaboration is considered essential for building long-term relationships with business partners who promote socially correct behavior and, therefore, to ensure the ethics of their production cycle.

BEYONDSHAPE publicizes this policy to all workers and other interested parties (customers, consumers, suppliers, associations, etc.) with suitable means of communication and information, so that the company's will to create products that ensure compliance with the requirements set out in the international standard SA 8000 (Social Accountability SA 8000 version 2014) is public and transparent.

In compliance with the eight requirements of the international standard, the Management of BEYONDSHAPE guarantees:

Prohibition of the use of child labor in its production cycle through careful control during the selection phase by the functions in charge, in order to hire personnel who have reached the age of 16, and checks on its suppliers to ascertain their compliance with the applicable national and international regulations on the minimum age for access to work. In the event of situations of non-compliance by its suppliers, the Management of BEYONDSHAPE commits to initiate suitable actions and remedies for the protection of children. BEYONDSHAPE is also committed to supporting initiatives to protect children who could be involved into child labor situations.

Prohibition of forced labor: the Management undertakes to hinder any form of work that may fall within the definition of forced labor and is committed to never ask its workers original identity documents or to leave deposits when the collaboration begins.

Respect for the principles of health and safety in the workplace ensuring a safe and healthy workplace, with particular reference to a careful risk assessment and management and an adequate training program for all workers. In this regard, it has commissioned and appointed suitable professional figures in order to ensure compliance with these principles and to verify their application by all workers.

Respect for the freedom and dignity of its workers by prohibiting the use of any form of physical and mental coercion, including verbal offenses, threats of punishment or lack of respect for the personal dignity of any employee or colleague.

Discrimination: any form of discrimination against workers in the hiring process, remuneration, access to training, promotion, termination or retirement on the basis of ethnic and national belonging, sex, class, religion, disability, sexual orientation, trade union membership, political affiliation and age is prohibited.

Freedom of association and right to collective bargaining: The Management undertakes to facilitate the free association of workers with trade unions and possible election of representatives by the workers, by making available spaces, company notice boards or other deemed necessary for the fulfillment of this right. Any trade union representatives will not be discriminated in any way and will enjoy all the rights provided for by the applicable CCNL and by the regulations in force.

Working hours and remuneration: The management undertakes to guarantee the recognition of remuneration and working hours in compliance with the CCNL and the regulations in force.

In order to ensure maximum compliance with the aforementioned principles and to verify their application also by its suppliers and sub-suppliers, the Management undertakes to apply a management system as required by the SA8000: 2008 standard which guarantees careful monitoring of social responsibility requirements and the continuous improvement of its performance in the areas indicated above.

In this regard, the Management undertakes to:

- keep this social responsibility policy active and apply all the requirements of the SA 8000;

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- ensure an adequate periodic monitoring system of the activities and results of the Social Responsibility System that demonstrates its effectiveness in relation to the principles stated in this policy and the requirements of the SA 8000 standard;
- implement corrective and improvement actions, as well as to prepare adequate resources in relation to the extent of the non-compliance or problems detected;
- document company performances in relation to all the requirements of the standard through appropriate records and communicate data and other information regarding the performance of the Social Responsibility System to all interested parties;
- ensure that all personnel receive adequate training on the requirements of the standard and that a worker representative on the subject of social responsibility is elected with the task of facilitating relations with management in matters related to the aforementioned standard;
- appoint a Management representative who ensures compliance with the requirements indicated above and more widely referred to the SA 8000 standard;
- select and evaluate suppliers on the basis of their ability to meet the requirements of the SA 8000 standard;
- collaborate with suppliers who intend to comply with the requirements of the SA 8000 standard so that appropriate corrective actions are applied following the identification of non-conformities in their system.

To ensure that this Policy is understood, implemented and supported at all company levels and by all employees of the organization, the Company Management has implemented the following initiatives:

- Display a copy of this Policy to all personnel;
- publication on the company website (in Italian and English) to facilitate the acknowledgment by all interested parties;
- training and meetings with all the staff in relation to social responsibility.

Periodically, at least biannually, the Management assesses the constant suitability and adequacy of this social responsibility policy and verifies the achievement of the improvement goals issued for the application of the principles stated above.

The Management

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