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Solaris Italia Srl undertakes to:


- define and update this "social responsibility policy" continuously and apply all the requirements of the SA8000 standard, as well as all the national and international relevant rules;
- define the roles, responsibilities and authorities of one's staff in a clear and documented way;
- periodically examine the effectiveness of the system and bring corrective or preventive actions, if necessary, with a view to continuous improvement;
- document the services relating to all the requirements of the standard, through appropriate registrations and communication of the results both within and to the other social partners concerned;
- ensure that all staff receives adequate training on the requirements of the standard and a system of monitoring the effectiveness of the system SA 8000 is defined;
- appoint a representative of the Management and encourage the election of a workers' representative for the SA 8000;
- select and evaluate suppliers on the basis of their ability to meet the requirements of the standard;
- respect the dignity of employees and the rights insured to them by legislation;
- prohibit the use of any form of physical, corporal and mental coercion, verbal offenses or any offense against personal dignity of any employee or collaborator;
- make available all the necessary resources in order to guarantee a safe work environment and adopt all possible prevention and protection measures to eliminate or reduce the risks to which the workers are exposed;
- Plan and apply adequate corrective actions following the identification of non-compliance.
- strictly excluding the use of childhood or juvenile work, as it would represent a serious threat to the healthy and balanced training of the minor, inevitably distorted by school, playful and recreational activities
- prohibit any possible form of forced or obliged work, obtained through retaliation or violation of human rights
- Promote the culture of social and ethics in doing business concretely to its suppliers
- Leave room for the right of collective bargaining and union representation in the company, without penalizing workers who spontaneously decide to enroll in a trade union organization and in it to make their own contribution
- commit to paying all workers a dignified remuneration, in line with the legislative provisions in force, such as to guarantee the satisfaction of primary needs
- Respect the terms of the CCNL on working hours, disciplinary measures, holidays, permits and any other employees' rights
- fight against any form of discrimination, towards different religions, political beliefs, sex, geographical origin, social class, including the commitment to activate in the event of the onset of any phenomenon can be assimilated to mobbing;
- Promote equality of salary between men and women, for the same hierarchy and professional qualification

In order to ensure that this policy is understood, implemented and supported at all corporate levels and by all the collaborators of the organization, the company management has implemented the following initiatives:

- exposure in viewing to all the staff of a copy of this policy;
- meetings between company direction, social performance team and workers manager for the SA 8000;
- staff training.

The directives through which Solaris Italia pursues the purposes are:

- a) earn the trust of its customers through the daily proposition of acts and practices oriented to the reliability, seriousness and commitment made in order to meet their needs;
- b) earn the trust of their suppliers to honor the commitments made and recognizing their contribution and value transferred to Solaris Italia in various capacities;
- c) support the needs of belonging to the company of its employees;
- d) guarantee freedom of association and interaction with the ownership of the company;
- e) protect the right to safety and health of all employees;

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- f) promote participation and consultation in the company on topics of corporate interest;
- g) favor meritocracy as a lever for assignment of liability in the company and implementation of reward policy.

The final purpose declared is to place themselves positively in the market in order to guarantee economic success and reputation in the sector of belonging. Solaris Italia wants to pursue the aforementioned purpose ensuring sustainable development or in compliance with human rights and values that constitute the basis for a civil society.


To this end, he adopted a business management system in accordance with the following certification standards:

- ISO 9001 Quality
- ISO 14001 Environment
- Sa 8000 Social Responsibility Sai 2014 - Certified by GCERTI Italy Assessment & Certification S.r.l. www.gcerti.it - Accredited Saas (in accordance with the requirements: audit requirements for accredited certification bodies for the sa8000 program " - V4.2 - 2020).
- mail: reports@gcerti.it - <https://www.gcerti.it/modulo-segnalazioni/>
- Sai Social Accountability International - 9 East 37th Street; 10th Floor - New York, NY 10016 - Tel: +1 (212) 684-1414 - mail: sa8000@sa-pintl.org
- Saas (Social Accountability Accreditation Service) - - 9 East 37th Street; 10th Floor - New York, NY 10016 - E-mail: Saas@saasaccredital.org - tel. +1 (212) -391-2106.
- UNI ISO 37001 Corruption prevention
- PDR 125: 2022 / ISO 30415 - gender equality - diversity & inclusion

SOLARIS ITALIA SRL

Chief Executive Officer

Mr. Javier Iriarte Ibanez



Date 2023 06 20