

PRIANO MARCHELLI & C. S.r.l.

Company Policy on Social Responsibility and Working Conditions

PRIANO MARCHELLI have started a project to improve working conditions and staff involvement, including work carried out by suppliers, sub-contractors and sub-suppliers, as well as any worker at home; for this purpose, their organizational and management model is compliant with SA8000 Standard.

Company fundamentals are as follows:

- The leading importance of the human person within the production process;
- Reject of any discriminatory behavior;
- Respect towards freedom of association and representation shown by employees;
- Compliance with laws and regulations concerning Work, as well as principles and interpretations of international documents in terms of work as indicated at paragraph II) of SA8000 Standard and all relevant requirements;
- The constant improvement of working conditions, in order to obtain the highest level of safety and Hygiene at work as well as wellness at work. This means the lack of any obstacle, physical, moral or psychic, which may affect the regular carrying out of activities;
- The improvement of staff's capabilities and skills in order to increase satisfaction at work, as well as social acknowledgment and financial wellness;
- Constant communication between employees and their representative and Trade Unions;
- Cooperation with Company suppliers, sub-contractors and sub-suppliers in order to spread principles and methods related to Social Responsibility and Protection of Work;
- Open and sincere collaboration with control bodies and all parties involved.

To efficiently apply and support by document the Company Policy in terms of Social responsibility and working conditions, PRIANO MARCHELLI Management:

- Ensures that a this document as well as a copy of SA8000 Standard are clearly visible in an appropriate place. These documents shall be visible to any production unit in order to inform all staff;
- Communicates these information to suppliers, sub-contractors and sub-suppliers and asks for adhesion;
- Makes them available to everyone and communicates to other parties upon request;
- Analyses this document periodically, by taking into consideration all changes in regulations and company requirements, for a constant improvement;

PRIANO MARCHELLI Management kindly asks all staff the utmost collaboration and contribution in the achievement of objectives in terms of Social Responsibility and improvement of SA8000 Management System.

Genoa, 1st January 2011

Priano Marchelli Management
Andrea Giachero
Chief Executive Officer

