



## CODE OF ETHICS

# ABACO S.p.A.

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## 1. CONTENT

Abaco S.p.a. (henceforth referred to as the "Company") has deemed it appropriate and necessary to adopt and issue a Code of Ethics (henceforth referred to as the "Code"), which explains the values to which all the recipients must conform, accepting responsibilities, structures, roles and rules, the violation of which, although it does not imply any liability for the company towards third parties, makes them personally liable within and outside of the company.

Knowledge of and compliance with the Code of Ethics by all those who work for Abaco S.p.A. are therefore essential for the transparency and reputation of the Company. Abaco S.p.A. is also committed to the dissemination of the Code of Ethics among all those with whom it has business relationships, requiring them to know and comply with the rules contained therein. As part of the internal management and control system, the Code of Ethics is a tool for the management of ethical conduct and an effective element of the company's strategy and organisation. The responsibility for the implementation and updating of the Code of Ethics lies with the directors; the recipients have a duty to report any breaches or failure to apply it, also in accordance with Legislative Decree 231.

The Code of Ethics therefore:

- Sets out all the rights, duties and responsibilities of the Company with respect to all parties with whom it has dealings for the attainment of its company purpose (customers, suppliers, employees and/or co-workers, partners, institutions); it is therefore an instruction whose rules of conduct must be considered in everyday work and that presupposes, first and foremost, compliance with laws and regulations, including those internal to the Company, which are currently in force;
- It proposes a set of reference "standards" which guide ethical behaviour and the decision-making processes and conduct of the Company;
- It requires the management and all the parties it addresses to behave consistently, that is, to act in a manner that is not, even if only in spirit, in contrast with the Company's ethical principles;
- It supports the implementation of the company's social responsibility policy since it involves the consideration that social and environmental issues contribute to minimising exposure to compliance risks and reputation, reinforcing the sense of belonging in the Company's interlocutors.

## **2. IMPLEMENTATION METHODS**

### **2.1. ADOPTION AND UPDATING**

Far from being regarded as unchangeable, the Code that has been adopted must be read as a tool susceptible to subsequent amendments and supplements according to internal and external changes to the Company, as well as the experience gained by the Company over time. All of the above to ensure full consistency between the guiding values adopted as the Company's fundamental guiding principles and the behaviour to adopt as provided for in this Code.

### **2.2. RECIPIENTS**

This Code is binding on the shareholders, members of corporate bodies, senior management and employees, as well as those who are external to the Company but who work, directly or indirectly, for the same. All of the above recipients are therefore required to observe and, for matters within their sphere of activity, to ensure compliance with the principles of the Code of Ethics. Under no circumstances does a claim to be acting in the interests of the Company justify the adoption of conduct contrary to that set forth herein. Compliance with the provisions of the Code must also be considered an essential part of the contractual obligations of the Company's employees pursuant to article 2104 et seq. of the Civil Code.

### **2.3. TRAINING**

The Company will include initiatives in its annual training plan to promote knowledge of the values of the rules of conduct specified in this Code of Ethics. Newly recruited staff will undergo a training programme on the Code of Ethics as part of the Company's placement courses.

### **3. GENERAL PRINCIPLES**

The actions, operations, transactions, and in general all the behavior of the Recipients in the performance of the functions of their competence and responsibility, must be based on the maximum: integrity, honesty, fairness, loyalty, reliability, objectivity, impartiality, transparency, open communication, duty of care, fairness and responsibility for future scientific generations, as well as respect for the person and responsibility in the prudent use of company assets and resources, environmental and social.

Abaco undertakes to comply with the Charter of Fundamental Rights of the European Union and the European Convention on Human Rights (ECHR) of human dignity and integrity and the UN Convention on the Rights of Persons with Disabilities (UN CRPD) to:

- Guaranteeing honesty and transparency with regard to research subjects and in particular obtaining free and informed consent (as well as consent whenever relevant)
- Guaranteeing protection of vulnerable people
- Ensure privacy and confidentiality
- Promoting justice and inclusiveness
- Minimize damage and maximize benefits
- Share the benefits with disadvantaged populations, especially if research is conducted in developing countries
- Maximize animal welfare, in particular by ensuring replacement, reduction and refinement ("3R") in animal research
- Respect and protect the environment and future generations

Each person, within their responsibilities related to the position held, must provide the highest level of professionalism at their disposal to properly meet the needs of customers and internal users. It is necessary for each person to undertake their assigned activities with commitment, contributing in a concrete way to achieve company objectives and compliance with the defined values.

The development of a spirit of belonging to the Company and the improvement of the company's image are common objectives which constantly guide the behaviour of each person.

#### **4. PERSONNEL POLICIES AND WORKING ENVIRONMENT**

Abaco S.p.A. considers it essential that, at work, there is respect for human rights and the protection of individual dignity, prohibiting the company, both in Italy and abroad, from engaging in any form of exploitation of labour and in particular child labour.

The Company therefore commits, regarding child labour, not to hire workers under 15 years of age, pursuant to section 1 of article 2 of the Minimum Age Convention, or, in the developing countries referred to in section 4 of that Article, not to employ workers under 14 years of age.

The respect of these guarantees and the above-mentioned prohibitions are binding on and a requirement of the Company and all its suppliers, whether they operate in Italy or abroad.

##### **4.1. HUMAN RESOURCES: SAFETY AND HEALTH**

Employees and collaborators are considered indispensable for the existence and future development of the Group. The latter undertakes to ensure compliance with the law on prevention and safety at work, ensuring suitable work places and environments in accordance with national and international standards.

The health of employees and collaborators does not only mean the absence of sickness but also psychological, physical and social well-being that can be guaranteed by the following organisational principles:

- minimising risks;
- assessing risks which cannot be eliminated;
- combating risks at source;
- adapting work to the individual, especially regarding the organisation and the design of workplaces, the choice of equipment, methods of work and production. Above all, it is necessary to combat monotonous or repetitive tasks and thus reduce their negative effects on health. If work is monotonous or repetitive, the organisation of workplaces and the choice of equipment, as well as the working and production methods, need to be optimised to relieve workers;
- following technical changes;
- replacing what is dangerous with what is not, or is less so;
- planning the protection of health in such a way that individual, technical, organisational and social aspects and all their interactions are considered in overall terms;
- giving priority to the collective rather than individual nature of health protection;
- educating employees appropriately; this involves education on implementation and monitoring, as well as training at all hierarchical levels.

##### **4.2. ENHANCEMENT OF RESOURCES**

In order for the skills and competencies of each employee to be enhanced so that they can fulfil their potential, the relevant corporate functions must:

- understand the abilities and aptitudes of the candidates in the selection phase and be able to assess whether they are related to business needs;
- apply the criteria of merit and professional competence in respect of employees;
- select, hire, train, pay and manage employees without favouritism, nepotism or discrimination, ensuring that everyone can have fair and equal treatment regardless of sex, age, nationality, religion or ethnicity;
- guarantee each employee equal opportunities.

Employees must be aware of the Code of Ethics and the behaviour prescribed by it; to this end, the Management and the heads of the business units and functions will be reference points within the organisation for any necessary clarification.

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#### **4.3. USE OF COMPANY ASSETS**

Each employee or collaborator must respect, protect and preserve the property and assets they have been entrusted with, avoiding improper use contrary to the interests of the Group and/or which may be a source of damage or reduced efficiency.

It is forbidden to use, if not for the exclusive use of the Group's tools, resources, assets or materials that belong to the same.

Regarding the use of IT tools by Employees or Collaborators, it is a requirement to comply with the Company's Information Security policy adopted in accordance with the principles set out in ISO 27001, delivered and signed by each employee/collaborator at the beginning of their work relationship with Abaco S.p.A. and specific procedures regarding information security, avoiding behaviour or actions that could adversely affect the safety and functionality of the Company's computerised systems.

#### **4.4. THE COMPANY'S INTELLECTUAL PROPERTY RIGHTS**

The results of professional activities (ideas, inventions, programs, fine tuning of processes, improvements, etc.) of each employee and collaborator are the property of the Company for which they work. Therefore, any invention covered by these and future Company activities must be notified in writing to one's immediate superior and in any case to the Management.

#### **4.5. HARASSMENT AND BULLYING IN THE WORKPLACE**

Abaco S.p.A. requires that in internal and external work relationships there is no harassment or attitudes in any way related to practices of bullying or any form of violence or harassment, whether of a sexual nature or based on personal and cultural diversity.

The following are considered as such:

- the creation of an intimidating, hostile, isolating or in any case discriminatory environment for individuals or groups of workers;
- unjustified interference with the execution of the work performed by others;
- the obstruction of other people's individual employment prospects for mere reasons of personal competitiveness or on behalf of other employees;
- any unwanted conduct of a sexual nature, or any other type of discrimination based on sex affecting the dignity of women and men in the workplace, including physical, verbal or non-verbal attitudes.

## **5. CONFLICT OF INTEREST**

There is a relationship of complete trust between the Company and its directors and employees at all levels, in relation to which the main duty of managers and employees is to use the company's assets and their working skills in the interests of the Company, in accordance with the principles established in the Code of Ethics, which represent the values which guide Abaco S.p.A. From this perspective, the directors, employees and collaborators of Abaco S.p.A., in various capacities, must avoid any situation and refrain from any activity that could result in personal interests - direct or indirect – contrary to those of the company or which may interfere with or hinder their ability to assume decisions in the Company's interests in an impartial and objective manner. The occurrence of conflicts of interests, as well as being in contrast with the law and the principles laid down in the Code of Ethics, is detrimental to the Company's image and integrity.

Once they have been made aware of the declaration of absence of conflict of interests, the recipients exclude any possibility of overlapping, by exploiting their position, between any economic activity based on a logic of personal and/or family interests and the positions they hold in the Company.

Any situation of conflict, even potential, must be promptly communicated in detail to the Company as required by Legislative Decree 231/01.

An individual in potential conflict shall refrain from performing or participating in any acts that may prejudice the Company or third parties, or damage their image.

Similarly, consultants and commercial partners must also undertake specific commitments to avoid conflicts of interest, refraining from using, in any manner and for any reason, the activities carried out on behalf of the Company to obtain an illegal benefit for themselves or for others.

## **6. COMPLIANCE WITH CORPORATE PROCEDURES**

The recipients, within their respective competences and functions, are required to strictly comply with company procedures as specified in the quality management model adopted pursuant to ISO 9001: 2008, the information management system pursuant to ISO 27001: 2014 and the environment management system ISO 14001:2015.

The proper implementation of the procedures ensures the possibility of identifying the company's entities/staff responsible for decision making, authorisation and the performance of work activities.

It is also necessary to ensure the traceability of each process regarding corporate activities, so it is always possible to reconstruct ex post the reasons at the base of decisions, the parties in charge and any other data relevant to the assessment of the correctness of operational decisions.

## **7. EXTERNAL RELATIONSHIPS**

### **7.1. RELATIONSHIPS WITH PUBLIC AUTHORITIES**

Relationships pertaining to Company activities with public officials or public service providers - operating on behalf of central or local government public authorities, or legislative bodies, Community institutions, international public organisations and any foreign state - with the judiciary, with public authorities and other independent supervisory authorities, as well as with private partners operating a public service, must be undertaken and managed in a spirit of partnership, in full compliance with laws, regulations and the principles defined in the Code of Ethics, so as not to compromise the integrity and reputation of either party.

Attention and care must be taken in dealing with the above-mentioned parties, in particular in transactions regarding: tenders, contracts, permits, licenses, concessions, applications and/or management of financing in any case from a public source (national or Community), relationships with supervisory authorities or other independent authorities, representatives of the Government or other public authorities, social security institutions, organisations involved in the collection of taxes, bankruptcy bodies, civil, criminal or administrative proceedings, access to and use of computerised or electronic data systems, as well as electronic documents.

In order to avoid any action contrary to the law or that could prejudice the Company's image and integrity, the aforesaid transactions and the related management of financial resources must be undertaken by the specifically authorised company structures in due respect of the laws and principles of the Code of Ethics and in full compliance with the specific procedures.

In its dealings with Italian and foreign institutions, the company is committed to representing its interests and expressing its needs in a fair and transparent manner, in strict compliance with the principles of independence and impartiality of the decisions made by public authorities and not to mislead them in their decisions. In order to ensure maximum clarity in relationships, contacts with international counterparties must be exclusively performed by authorised persons and in such a way as to guarantee fairness and traceability of said contacts.

### **7.2. GIFTS, BENEFITS AND PROMISES OF FAVOURS**

Abaco S.p.A. prohibits all recipients to accept, offer or promise, even indirectly, money, gifts, goods, services, benefits or favours in their relationships with public officials, parties in charge of a public service or private entities, to influence decisions, in view of more favorable treatment or undue performance or for any other purpose.

In relationships with Italian or foreign public authorities, the company will not unduly influence the activities, choices or decisions of the other party, through, for example, the offer of undue benefits consisting in money or other benefits, employment opportunities or assignment of consultancies, to public parties or to their family members or persons (natural or legal) related to the same.

Regarding possible requests of any nature from the judicial authorities and, more generally, any contact with said authorities, Abaco S.p.A. is committed to fully cooperating and to refrain from behaviour that may cause hindrance or prejudice, in absolute compliance with laws and regulations and in accordance with the principles of loyalty, fairness and transparency.

### **7.3. RELATIONSHIPS WITH CONSULTANTS, SUPPLIERS AND COUNTERPARTIES IN NEGOTIATIONS**

In business relationships, Abaco S.p.A. follows principles of loyalty, fairness, transparency, efficiency, respect for the law and values expressed in the Code of Ethics, and the Company requires similar behaviour on the part of all those involved in commercial relationships of any kind, paying special attention to this end in the choice

of negotiating counterparties, suppliers, business partners, consultants, etc., as it does in the choice of its employees.

Abaco S.p.A. must refrain from any relationship of any kind, even if indirect or through intermediaries, with individuals (natural or legal persons) that are known or reasonably suspected to be part of or perform support activities in Italy or abroad in any form in favour of criminal organisations of any kind, including mafia type associations, parties involved in the smuggling of human beings or exploitation of child labour or the trafficking of arms, as well as persons or groups acting for the purposes of terrorism.

Abaco S.p.A. also operates in the context of relationships with external parties, refraining from engaging in behaviour that could in any way compromise the integrity, reliability and security of computerised systems and data.

The selection of negotiations counterparties, commercial and financial partners, consultants and suppliers of goods and providers of services must be based on objective assessment criteria, which is transparent and documented, in accordance with the principles of the Code of Ethics, and the same applies to the selection of employees.

In commercial transactions, particular attention is required and imposed, also in compliance with specific protocols, to the receipt and disbursement of money, goods or other assets, as well as in verifying the effectiveness, fairness and comprehensiveness of the services and benefits.

Consultants and/or intermediaries are required to send reports to the Company in relation to their activities.

The Company reserves the right to conduct audits to verify compliance with contractual obligations.

#### **7.4. GIFTS, DONATIONS AND BENEFITS**

In business dealings with consultants, suppliers, transactions, business and/or financial partners, etc., donations, benefits (both direct and indirect), gifts, acts of courtesy or hospitality are prohibited, unless they are of limited value and do not negatively affect the company's image, and cannot be interpreted as being aimed at obtaining favourable treatment.

## **8. PROTECTION OF THE ENVIRONMENT**

Abaco S.p.A. acknowledges the environment as a primary value to be safeguarded and to this end it plans its activities while seeking a balance between economic initiatives and the essential need to protect the environment.

In this context, the company, in addition to limiting the environmental impact of its activities, also taking into account the development of scientific research on the subject, has decided to adopt an environmental management system according to the ISO14001: 2015 international certification, certified starting from 2018.

## **9. NON-DISCLOSURE OBLIGATION**

In relation to the specificities of the areas of activity the Company is involved in (scientific research, protected technologies, etc.), all recipients are required to maintain strict confidentiality - and must not disclose or unduly request information – regarding documents, know-how, research projects, company transactions and, in general, any information acquired in the performance of their duties. In particular, the following constitute confidential or secret information: information subject to specific rules or regulations since they pertain, for example, to protected technologies or new industrial applications, as well as those contractually declared to be secret.

The following also constitute confidential information: all news acquired while carrying out work activities, or in any case on the occasion of such activities, whose dissemination and use could jeopardise or harm the Company and/or result in an undue profit for an employee.

Breach of confidentiality obligations by the recipients seriously harms the relationship of trust with the company and may result in disciplinary or contractual penalties in relation to both a breach of confidentiality obligations and breach of the Code of Ethics.

## **10. VIOLATIONS OF THE CODE OF ETHICS - SANCTIONS SYSTEM**

With reference to a report regarding a committed, attempted or requested breach of the rules contained in the Code of Ethics, the Company shall ensure that no one, in the workplace, will suffer retaliation, illegal conditioning, hardship or discrimination of any kind for reporting a breach to the management.

Furthermore, as a consequence of sending a report, the Company must promptly arrange the necessary checks and take adequate disciplinary measures.

### **10.1. DISCIPLINARY SYSTEM: GENERAL PRINCIPLES**

The violation of the principles laid down in the Code of Ethics compromise the relationship of trust between Abaco S.p.A. and the recipients.

Violators will be prosecuted immediately and incisively, with the adoption of adequate and proportionate disciplinary measures, regardless of the criminal relevance of the behaviour at issue and/or any criminal proceedings in cases constituting a criminal offence.

The effects of violations of the principles laid down in the above codes must be taken into serious consideration by all recipients: to this end, Abaco S.p.A. shall disseminate the Code of Ethics and disclose the content and information on the penalties provided for in case of breach and the methods and procedures for their implementation.

To protect its image and safeguard its resources, the company does not have relationships of any kind with individuals who do not intend to operate in strict compliance with current regulations, and/or refuse to act in accordance with the values and principles set forth in the Code of Ethics and comply with the Company's procedures.

### **10.2. DIRECTORS AND SHAREHOLDERS**

In case of violation of the Code of Ethics by one or more shareholder members, the Board of Directors Directors will take the following initiatives considering the seriousness of the violation and in accordance with the powers granted by law and/or the articles of association:

- declarations in the minutes of meetings;
- formal warnings;
- revocation of assignments/mandates;
- request or convocation of a shareholders' meeting with the agenda including the adoption of appropriate measures against individuals responsible for a violation, including the exercise of any legal action aimed at the recognition of the responsibility of a director towards the Company and compensation for damages suffered.

### **10.3. SANCTIONS FOR EMPLOYEES**

#### **10.3.1 Top Managers**

In case of violation by top managers of the requirements laid down in the Code of Ethics or behaviour, in the performance of their activities, that does not conform to its requirements, those responsible will be subject to the most appropriate measures in compliance with the provisions of the National Collective Bargaining Agreement for executives of companies producing goods and services. In particular:

- where the violation of one or more provisions of the Code of Ethics is so serious as to undermine the relationship of trust, not allowing the continuation, even temporary, of the employment relationship, the manager shall be **DISMISSED WITHOUT NOTICE**;
- where the infringement is minor but still serious enough to irreparably harm the bond of trust, the manager shall be **DISMISSED WITH NOTICE**.

### 10.3.2 White collar employees and middle managers

Any conduct of employees in violation of any rule of conduct prescribed in the Code of Ethics is defined as a "disciplinary offence."

The sanctions imposed fall within the provisions of the company's disciplinary rules in accordance with the procedure laid down in Article 7 of the Statute of Workers and the applicable collective source of legislation.

In relation to the above, the Code of Ethics refers to the disciplinary framework defined in the collective bargaining agreement.

The abstract categories of breaches describe sanctioned behaviour, identifying the disciplinary action depending on severity.

In particular:

- A **VERBAL WARNING, WRITTEN WARNING, FINE OR SUSPENSION FROM WORK AND PAY** are the measures applicable, depending on the seriousness of the violation, to an employee who violates the internal procedures provided for by the Code of Ethics or behaves, while carrying out activities in areas at risk, in a manner that does not conform to the requirements of the Code, identifying in this behaviour the violation of the employee's duties defined in the national collective bargaining agreement prejudicial to the discipline and morale of the company;
- **DISMISSAL WITH NOTICE** is a measure applicable to a worker who engages in, while carrying out activities in areas at risk, a significant breach in violation of the provisions of the Code of Ethics, identifying in this behaviour the most serious violations among those identified above;
- **DISMISSAL WITHOUT NOTICE** is a measure applicable to a worker who engages in, while carrying out activities in areas at risk, behaviour unequivocally aimed at committing an offense punishable under the Decree or in breach of the Code of Ethics requirements, such as to result in the concrete application of the measures charged to companies provided for by Decree 231/01, identifying in said behaviour a serious violation that results in the Company suffering serious moral and/or material harm.

This document incorporates, for all legal purposes, the disciplinary code adopted by the company and is subject to the charges defined in article 7 of the Workers' Statute.

### 10.3.3 Measures against employees, auditors, consultants, partners, counterparties and other external parties

Any behaviour in relation to a contractual relationship by employees, auditors, consultants, partners, counterparties and other parties outside the company contrary to the guidelines prescribed by the Code of Ethics shall result in the unilateral withdrawal of these contracts.

## 11. SIGNING OF THE DOCUMENT

This document and its Attachments (HEALTH AND SAFETY POLICY and SA8000 STANDARD COMPLIANCE) are subject to regular updating when significant changes occur which may make it out-of-date.

This document was prepared and approved by the Employer with the collaboration of the Prevention Manager and Workers' Safety Representative, each in relation to their own area of competence.

<b>Figures</b>	<b>Signature</b>
Employer	
RSPP	
RLS	

Mantua, on 23/01/2019

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**ATTACHMENT 1  
HEALTH AND SAFETY POLICY**

Since Abaco Spa is an Italian company, we have to refer to the current Italian laws regulating the above mentioned policies.

The main law on workplace health and safety currently in force in Italy is the Italian Legislative Decree 81/08. This decree transposes eight UE directives issued between 1989 and 1990 and has a wide range of application, given that it applies to all firms, private and public, regardless of their number of employees. Moreover, it provides all workers, regardless of the type of employment relationship (open-ended or fixed-term), of the proper health and security guarantees.

The decree 81/08 covers the health and safety of workers in the broad sense.

Prevention is one of the main objectives of decree 81/08, which focuses on the identification and elimination of risk in the workplace.

The objectives of the law include:

- ✓ Organization and establishment of the corporate prevention system and the management of preventative practices (service of prevention and protection);
- ✓ Appointment of the security organization chart with the required roles (RSPP, RLS, fire officers and first aid attendants)
- ✓ Risk assessment with the redaction of the security documentation
- ✓ Planning of preventative and protective measures;
- ✓ Information and training of workers;
- ✓ Consultation and participation;
- ✓ Subcontracting;
- ✓ health surveillance

Among others the Application of Legislative Decree 81/08 requires that workplaces are subject to a certain amount of working environment analysis, performed in order to investigate workers exposure to physical agents (such as electromagnetic radiation, noise and vibration), biological agents, chemical substances and to check the adequacy of illumination, temperature, humidity and ventilation in the work places.

Legislative Decree 81 of 2008 requires also that all workplaces, e.g. offices or industrial buildings, must be subjected to a certain amount of environmental analyses.

According to the Italian Decree-Law 81/08, Abaco has its own "Keynotes on Health and Safety"

## **ATTACHMENT 2 SA8000 STANDARD COMPLIANCE**

Abaco SPA, certified UNI EN ISO 9001, decided to achieve successful certification according to the SA 8000 standard, also known as "Social Responsibility".

The need to establish an integrated management system was established that the quality of the account referenced by the rules of certification ISO 9000 is essentially an economic quality, that aims at meeting the needs and expectations.

The SA8000 is a further step and subsequent guidance from an economic quality to a quality economic and ethical at the same time, being an international code of ethical conduct to which the company must adhere to operate in compliance with human rights we operate.

As expressed in the same standard, the purpose of SA8000 and ... *to provide a baseline to ensure respect for human rights it international and national laws on labour in order to protect and strengthen all il personnel under the control area and influence of a company is producing products that are complimentary services for this company, including both personnel employed by it, as well as those employed by their suppliers sub-contractors, sub-suppliers and home workers "(excerpt from the purpose and sphere of action - social responsibility 8000 - 8000 Social Accountability - SA 8000).*

Through membership and the sharing of this standard verified by a third party in Body, Abaco Spa will provide evidence of continuity with its commitment to comply with national and all other applicable laws, prevailing industry standards, other requirements subscribed by 'business as well as the standard SA 8000. When the above national laws and other laws, prevailing industry standards, other requirements by the undersigned and this standard address the same issue, Abaco Spa has undertaken to apply the law most favourable to workers.

Abaco Spa has pledged to respect in particular the principles of the following documents international

- ✓ ILO Conventions 1 (Hours of Work - Industry) and Recommendation 116 (Reduction of working hours)
- ✓ ILO Conventions 29 and 105 (Forced & Bonded Labour)
- ✓ ILO Convention 87 (Freedom of Association)
- ✓ ILO Convention 98 (Right to Organization and Collective Bargaining)
- ✓ ILO Conventions 100 and 111 (Equal remuneration for work of equal male and female workers; Discrimination)
- ✓ ILO Convention 102 (Minimum Security Standard Social)
- ✓ ILO Convention 131 (Minimum salary if Fix)
- ✓ ILO Convention 135 (Convention of Representatives of labour)
- ✓ ILO Convention 138 and Recommendation 146 (Minimum Age and Recommendation) ILO Convention 155 and Recommendation 164 (Occupational Safety and Health at Work) 11.0 Convention 159 (Vocational Rehabilitation and Employment of Disabled Persons)
- ✓ ILO Convention 169 (Groups Indigeni and Tribel)
- ✓ ILO Convention 177 (Home Work)
- ✓ ILO Convention 182 (Worst Forms of Child Labour)
- ✓ ILO Convention 183 (Maternity Protection)
- ✓ ILO Code of Practice on HIV / AIDS and the World of Work
  
- ✓ Universal Declaration of Human Rights
- ✓ International Convention on Economic, Social and Cultural Rights
- ✓ The text of these documents is found integrated taken the site:  
[www.ilo.org](http://www.ilo.org)
- ✓ Il full text of the SA 8000 standard and traceable took the site:  
[www.sa-intl.org](http://www.sa-intl.org)
- ✓ ([Http: / / milw.sa-intl.org\\_data/n\\_0001/resources/live/2008StdEnglishFinal.pdf](http://www.milw.sa-intl.org/data/n_0001/resources/live/2008StdEnglishFinal.pdf))

To operationalize the commitment to implement a management system consistent with the principles set out in the Social Accountability SA 8000 standard, Abaco Spa has set itself the aim of engaging all its suppliers, which affected part with a key in helping in real 'implementation of this management system.

As a first step Abaco Spa provider, must give their formal consent and commitment to:

- a) Comply with all requirements of the SA 8000 standard is to require the same to their sub-contractors.
- b) Participate in monitoring activities as required by Abaco Spa
- c) Identify causes and implement corrective and preventive actions to promptly resolve any non-compliance identified in accordance with the requirements of the standard SA 8000;
- d) Establishing a continuous flow of communication about compliance with the standard mentioned above.