

Dal Ben S.p.A., counted among the best engineering companies in the design and construction of mechanical assemblies, has distinguished itself in the international market as, from its foundation to today, it has:

- Continuously invested in the quality of its product and customer service, always guaranteeing customer satisfaction.
- Increased the in-house production process and is now able to fully manage every stage of the company's production.
- Certified and implemented their own Management Systems and obtained important product certifications.

The Management of DAL BEN S.p.A. In order to enhance the culture of Social Responsibility and to ensure respect for workers' rights, improve workplace conditions and protect all internal and external staff within its sphere of influence, DAL BEN S.p.A. Management considers it appropriate to establish and pursue within its Organisation, with particular reference to the Universal Declaration of Human Rights and the ILO-International Labour Organisation and United Nations conventions, an adequate Social Responsibility Policy, which develops and promotes the application of a Management System in accordance with the SAI SA8000 International Standard:2014 to complement the Quality, OSH, Environment and Gender Equality Management Systems already adopted and certified.

To this end, the Management-DIR allocates the necessary economic resources and in cooperation and with the assistance of the Social Performance Team-SPT, a new internal body, representing in a balanced manner a representation of the Workers and the Management, is committed to the application, monitoring and continuous improvement of the Management System adopted to achieve 'Social Performance'.

The Management System applied must consider and adopt the criteria established by the SA8000 standard to meet the Social Accountability requirements associated with the following issues:

1-Child **labour**

2-Forced or compulsory **labour**

**3-Health** and Safety

**4-Freedom** of association and the right to collective bargaining

5-Discrimination

6-Disciplinary **practices**

7-Working **hours**

**8-Retribution.**

Every person in the organisation, at all levels, will be involved in this project and will be able to give their contribution, even anonymously, to report non-compliant-risk situations and/or express their opinions and/or suggestions for the improvement of the Social Accountability Management System adopted and the achievement of "Social Performance".

This Social Accountability Policy, the procedures adopted, and the results achieved will be subject to annual review by the DIR, in cooperation and with the assistance of the SPT, for the continuous improvement of the Social Accountability Management System adopted.

The Management