

## **SOCIAL ACCOUNTABILITY**

Morocolor Italia SPA., a leading company in the production of drawing and painting materials and modelling clay, for school activities, DIY and fun crafts activities, for kids and adults, is inspired by ethical principles in its work and promotes the values of life quality and respect for the human rights and the environment.

Morocolor Italia SPA decided to develop a standard of Corporate Social Responsibility (CSR) according to SA8000:2014 certification standard.

Morocolor Italia SPA commits itself to comply with provisions contained within:

- the requirements of SA8000:2014 Standard
- International Labour Organisation (ILO) conventions
- United Nations Convention on the Rights of the Child (CRC )
- Universal Declaration of Human Rights
- Un Conventions on the elimination of all form of discrimination against women and all forms of racial discrimination
- International Covenant on Civil and Political Rights and International Covenant on Economic, Social and Cultural Rights
- national and international laws on the same issues, including D.Lgs. 81/2008 (regulating labour and safety standards) and 679/2016/UE (GDPR) (General Data Protection Regulation)
- workplace conduct rules in its Company Regulation

The application of SA8000:2014 standard ensures the highest quality of social compliance and aims to

- prevent violation of human rights
- increase the efficiency of the organisational structure and supply chain
- spread the culture of Corporate Social Responsibility by permanent training and participation of the staff
- rationalise the structure and processes, defining roles and responsibilities
- promote family policies through flexible working time
- create a positive work environment, challenging, satisfying and leading to professional growth
- get involved in social projects
- spread the ethical principles and values of CSR among the stakeholders

We commit ourselves to respecting the principles of Corporate Social Responsibility and, in conducting business and creating products, we ask our employees, collaborators and suppliers to respect labor provisions and laws, in particular regarding:

- Child Labor
- Forced or Compulsory Labor
- Health and Safety
- Freedom of Association and Right to Collective Bargaining
- Discrimination
- Disciplinary Practices
- Working hours
- Remuneration

We inform our employees that suggestions or complaints can be submitted:

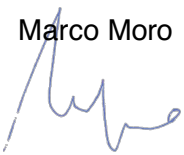
- by e-mail at: [segnalazione@morocolor.it](mailto:segnalazione@morocolor.it) ; [suggerimenti@morocolor.it](mailto:suggerimenti@morocolor.it)
- through SA8000:2014 Certification Body TUV ITALIA all'indirizzo: [tuv.ms@tuv.it](mailto:tuv.ms@tuv.it) (TÜV Italia srl Via Carducci 125 ed 23 I-20099 Sesto San Giovanni (MI) tel: +39 02 24130.1)
- through Social Accountability Accreditation Service (SAAS) Social Accountability Accreditation Service all'indirizzo mail: [saas@saasaccreditation.org](mailto:saas@saasaccreditation.org) ( SAAS: Social Accountability Accreditation Services c/o 15 West 44th Street, 6th Floor – New York – NY 10036 USA tel. +1-212-391-2106 ext 223, extension 204)

Suggestions or complaints will be treated confidentially; on request anonymity will be guaranteed.

The complainants that wish to remain anonymous can use the computer in the company canteen.

Campodarsego (PD),27/07/2018

Marco Moro



Anna Moro

