



## INTEGRATED POLICY MOROCOLOR ITALIA SPA

Rev.02

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

Morocolor Italia SPA has decided to develop a Sustainability System, according to standards UNI EN ISO 9001: 2015; UNI EN ISO 14001:2015; FCS® CoC and SA8000:2014.

Morocolor Italia S.p.A. is committed to comply with provisions contained within:

- All the requirements of Standards SA8000:2014; UNI EN ISO 9001:2015; UNI EN ISO 14001:2015; FSC® CoC.
- International Labour Organisation (ILO) conventions
- United Nations Convention on the Rights of the Child
- 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.
- All national and international laws on the same issues, including D.Lgs. 81/2008 and subsequent modifications, regulating labour and safety standards, Regulation EU/679/2016 (GDPR) on privacy and personal data processing and D.Lgs. 152/2006 and subsequent modifications, on the environment.
- Provisions of D.Lgs. 231/2001 on administrative responsibility of companies
- OECD due diligence guidance for responsible supply
- Conduct rules at workplace in the Company Regulation.
- UN AGENDA 2030 Sustainable Development Goals, and codes of Ethics expressed by some international networks and customers.

Following the introduction of a Sustainability System Morocolor Italia S.p.A. sets as its main goals:

- Prevention of violation of human rights
- Increase efficiency of the organizational structure and supply chain
- Diffusion of Sustainability culture through a permanent training process, involvement and responsibility of the staff
- Streamlining of the structure and of standards, through a clear and well-balanced definition of roles and responsibilities
- Definition of policies on work-life balance
- Creation of a positive work environment, challenging, satisfying and leading to professional growth
- Participation and support to social projects and solidarity initiatives
- Commitment to spread the principles of sustainability among all interested parties

- Removal of risks and danger to the safety of people and of the environment, making use of acquired knowledge, or if this is not possible, reduction of harmful impacts, acting on their causes;
- Adoption of a plan to prevent or deal with environmental and security emergencies
- Constant monitoring of our production process and related environmental and security risks and impacts
- Transparent communication of Sustainability to the community and to customers, to gain and increase their confidence in the products and services that we offer
- Rationalize the use of natural and energy resources;
- Commitment in waste disposal, in order to recycling and recovering instead of discharging
- Achieve and increase customer satisfaction and satisfaction of all interested parties. Customers benefit from the long tradition of our company, a name they can trust. We believe that a simple and collaborative structure guarantees a prompt answer to customer's demands. Our core intention is to build long-term relationships that allow us, our customers, suppliers and employees to grow and improve together.
- Systematic monitoring of all company costs and the awareness that the primary goal of the company is to work in an organized way in order to earn profits, to continuously improve and to invest in proper ways to develop its market. The quality and safety of the product has always been our goal, based on continuous improvement. The careful choice of raw materials and the commitment of the R&D laboratory allow us to offer a safe product for children, who can freely express their creativity.
- Provide a reliable product, limiting non-compliance cases and complaints.

The company Management is committed to:

- Providing all necessary resources for the implementation of the defined projects;
- Formalizing and diffusing the contents and the spirit of the Corporate Policy in a clear way;
- Collaborating for the definition and the achievement of the specific sustainability goals, in order to achieve a constant improvement of the integrated management system;
- Maintaining and enhancing the company's policy through a regular review of the Sustainability System, in order to ensure that the Corporate Integrated Policy is fully implemented and effective;
- Communicating the importance of meeting customers' requirements as well as regulatory requirements to the whole organization through meetings and specific trainings;
- Ensuring the availability of necessary resources to support strategic plans for improvement;
- Ensuring the achievement of the plans for improvement as well as the achievement of the established sustainability goals;
- Periodically analyzing the context, the needs of the involved parties and internal and external risks, in order to identify actions for a continuous improvement of the Sustainability System.



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The company is committed to respecting the principles of Corporate Social Responsibility and, in conducting business, requests that employees / co-workers / suppliers respect compulsory standards, in particular regarding:

- Child Labour
- Forced or compulsory Labour
- Health and safety
- Freedom of association and right to collective bargaining
- Discrimination
- Disciplinary practices
- Working hours
- Remuneration

Our dream is to draw a beautiful picture of the world with our paint: clean water, a clear sky, lush vegetation and many beautiful people. This is for us SUSTAINABILITY.

Management:

Campodarsego (PD): 22/03/2024

Marco Moro Anna Maria Moro Francesco Veronese Flavio Falasco

We inform you that **ALERTS, SUGGESTIONS or COMPLAINTS** can be submitted to:

- By e-mail at INAZ System
- Through SA8000: TÜV ITALIA Certification Body at: [tuv.ms@tuvsud.com](mailto:tuv.ms@tuvsud.com) (TÜV Italia srl Viale Fulvio Testi, 280/6 20126 Milano – Italy [Tel: +390224130.1](tel:+3902241301))
- Through Social Accountability Accreditation Service – SAAS – for SA8000: e-mail : [saas@saasaccreditation.org](mailto:saas@saasaccreditation.org) (SAAS: Social Accountability Accreditation Services c/o 9 east 37th Street, 10th Floor New York, NY 10016 United States of America Phone: +1-212-391-2106 ext 223, extension 204)

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

**Alert and /or complaints will be acknowledged by Social Performance Team within 3 days of receipt.**