



Social Accountability Policy

medac®
S.r.l.

Medac company is aware of its role and responsibilities within the specific economic and social community in which it operates.

Medac considers:

- Its personnel as a strategic resource, to whom grant fully respect and support the rights, promoting professional and personal development;
- Suppliers are partners, not only for the realization of the products and for the services but also with regard to the social accountability;
- Customer satisfaction can be also reached through actions and commitments in social accountability.

To assure the principles above mentioned, the President of the board has decided to define, maintain, record and carry out a policy in respect of the SA8000 Standard.

Medac is committed to:

- respecting all the requirements of the SA8000 standard,
- continuous improvement of the management system for social accountability,
- the establishment of the Social Performance Team,
- the joint participation of the management and of the workers, aiming at monitoring compliance with the standard,
- the creation of anonymous communication channels with privacy protection of the information transmitted and of the people,
- compliance with national laws, applicable laws and other stipulated requirements,
- the adoption of the Medac Code of Conduct,
- the definition and monitoring of Key Performances Indicators for the implementation of improvement actions relating to Social Accountability,
- compliance with the international standards (convention and recommendations) regarding the rights of men and workers of the International Labor Organization (ILO):
 - Safety and Health at Work,
 - Forced labor / Working hours,
 - Trade union freedom and protection of trade union law,
 - Equal pay / minimum wage,
 - Representatives of workers,
 - Discrimination,
 - Minimum age,
 - Professional and occupational reintegration - protected categories,
 - Maternity Protection

Medac S.r.l.
The President of the Board
(Carlo Mendozzi)