

**Social Accountability Policy
(SA8000®:2014)**

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 General Manager has decided to define, maintain, record and carry out a policy according to the SA8000 Standard.

Medac is committed to:

- respect all the requirements of the SA8000 standard,
- continuously improve the management system for social accountability,
- establish the Social Performance Team,
- joint participation of the management and of the workers, aiming at monitoring compliance with the standard,
- create anonymous communication channels with privacy protection of the information transmitted and of the people,
- comply with national laws, applicable laws and other stipulated requirements,
- adopt the Medac Code of Conduct,
- define and monitor the Key Performances Indicators for the implementation of improvement actions relating to Social Accountability,
- comply 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 General Manager