

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

General Management has implemented a management system in accordance with the SA8000 Standard (Social Accountability) and is committed to:

- applying the social accountability management system in compliance with the requirements of the SA8000 Standard
- continuously improving the social accountability management system
- appointing the Social Performance Team
- participating in the monitoring of compliance with the Standard through a joint management and workers' approach
- establishing anonymous communication channels that ensure confidentiality of both the information provided and the individuals involved
- adopting the Medac Code of Ethics
- defining and monitoring measurable objectives for the implementation of improvement actions related to social responsibility topics
- promoting the principles of social responsibility throughout the supply chain, through appropriate criteria for supplier selection, evaluation, and monitoring
- complying with international standards (conventions and recommendations) of the International Labour Organization (ILO) concerning human and labour rights, with particular reference to:
 - Forced Labour
 - Working Hours
 - Freedom of Association and Right to Collective Bargaining
 - Equal Remuneration / Minimum Wage
 - Occupational Health and Safety
 - Workers' Representatives
 - Discrimination
 - Child Labour
 - Professional and Occupational Reintegration – Protected Categories
 - Maternity Protection
 - Private Employment Agencies

Medac General Manager