



GEOCART S.p.A. aware of its role and responsibilities within the economic and social community, it has decided to equip the Organization with a Social Responsibility Management System, in accordance with the SA 8000:2014 standard, defining and implementing a Social Responsibility policy that takes into account the needs of customers, its workers and all stakeholders.

Geocart is aware that the introduction of a Social Responsibility System that satisfies all the requirements of the SA8000:2014 standard is a decisive element for the continuous improvement of its performance in terms of social responsibility and the safety and health of workers, meets the expectations of progress of the territorial context in which it operates and leads to significant commercial and economic advantages.

The following Objectives are the basis of its Social Responsibility System:

to base its activities on respect for universally affirmed human rights and to consider the protection of the integrity, health, rights and well-being of its employees and the environment as primary and fundamental elements in the exercise and development of its activities;

- activate a system of communication and dialogue with all the social partners of the Organization, which allows easy access to information on the products and services provided and makes known the commitments that the Organization assumes in the social field;
- consider its staff as a valuable and strategic resource, ensuring the protection of their rights and promoting their professional and personal development;
- enhance its suppliers as partners, helping them to grow in terms of product quality and internal processes, and accompanying them in the maturation process that concerns social responsibility;
- to serve its customers, striving with increasing commitment for their satisfaction, both from a qualitative point of view and by meeting the set of requests and expectations that emerge in terms of social responsibility.

To this purpose, the Organization undertakes to:

- ensure constant monitoring and improvement of its management system for social responsibility, defining specific rules and objectives, and measuring the results, through annual audits, as part of the Social Performance Team meetings;
- carry out periodic internal and external audits and checks to ascertain compliance with social, health and safety requirements in the workplace, then adopt any necessary corrective and preventive actions;

- document and communicate to stakeholders the commitment to Corporate Social Responsibility through the annual preparation of the Social Report;
- disseminate the principles of Social Responsibility throughout the supply chain;
- comply with local, national and EU laws and any other agreements signed on labour and health and safety in the workplace;
- Comply with all the requirements of the SA 8000 standard.

The Organization undertakes to guarantee and disseminate the following principles:

- **Proper working conditions** - Geocart promotes a working environment based on trust, dialogue and mutual respect and protects the well-being of its workers and work-life balance, ensuring decent economic conditions and sustainable working hours.
- **Health and safety** - Geocart considers the health and safety of workers to be a fundamental value and takes a proactive role in maintaining a safe and healthy working environment, adopting adequate standards for the prevention, assessment and management of related risks, as well as constantly promoting and disseminating a corporate culture oriented towards health and safety at work.
- **Freedom of association** - Geocart recognizes the right of its workers to freely form trade unions and to bargain collectively and, in this sense, dialogues openly and constructively with recognized union representatives.
- 1. **Non-discrimination** - Geocart contrasts any form of direct or indirect discrimination based on gender, marital status, sexual orientation, religious or political belief, trade union membership, skin color, ethnic origin, nationality, age, background and social status, physical and mental disability and is committed to the prevention of discrimination in all areas of working life.
- **Refusal of child, forced or forced labour** - Geocart rejects all forms of exploitation of workers including child, forced or forced labor, as well as any form of psychological and physical abuse or coercion against both its workers and workers employed along the supply chain and strongly condemns the trafficking and exploitation of human beings in all its forms.
- **Disciplinary practices** - Geocart treats all its workers with dignity and respect, recognizing as permissible disciplinary practices only those that comply with applicable laws and regulations, condemning the use of corporal punishment, mental or physical coercion, verbal abuse, severe or inhuman treatment,



against both its workers and workers employed along the supply chain.

This Policy represents a guide and support for each employee, enabling him or her to pursue the company's mission in the most effective and efficient way. At the same time, for any external party, it is a means of knowledge and in-depth study of the SA8000 certified management aspects.

To this end, the Organization undertakes to share this Policy with its suppliers, overturning the "rules of social responsibility" at all parties with whom it has supply relationships. Suppliers are selected paying the utmost attention to their behaviour: with the same overall assessment, preference is given to those who, by adhering to the social responsibility path undertaken, offer greater guarantees of compliance with the requirements of the SA8000 standard.

The Company Management also undertakes to maintain communication with the staff, with their representative and with any trade unions chosen by the workers and periodically review, with the contribution of the Social Performance Team, the social performance indicators and to publish the results of the application of the social responsibility system in the Social Report.

The consistency of this Policy with current corporate strategies is assessed by the Management and periodically reviewed to verify its congruity with the company's policy. Adequacy is ensured by independent third-party verifications.

In order to ensure natural transparency of the information and any anomalies to be detected, Geocart communicates the right to forward, by means of a written communication, any report regarding the principles set out to the following official addresses:

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Potenza, 12/11/2024

Legale rappresentante
(Ing. Santangelo Raffaele)