

Codice Etico

Code Of Ethics



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Corporate Social Responsibility (in the Anglo-Saxon literature corporate social responsibility, CSR) is, in economic and financial jargon, the area concerning the implications of an ethical nature within the strategic vision of a business: it is a manifestation of the will of large companies, small and medium-sized enterprises to effectively manage the problems of social and ethical impact within them and in the areas of activity. [Wikipedia]

ISAF BUS COMPONENTS is committed to creating value for all its stakeholders. The principles of sustainable development (value creation, sustainable environmental performance and corporate social responsibility) are an integral part of our business strategy.

Our approach to sustainable development also includes the collaboration relationship with our suppliers

ETHICAL CODE

A. ISAF BUS COMPONENTS undertakes to observe the fundamental rights of workers recognized internationally. The contents of this code represent the policy of ISAF BUS COMPONENTS on the subject of social responsibility. Full compliance with the Code by Suppliers is the essential requirement for the establishment, consolidation and continuation of business relationships with ISAF BUS COMPONENTS

B. ISAF BUS COMPONENTS undertakes itself to respect the principles expressed in this Code of Ethics and expects the Organization to share them equally. ISAF BUS COMPONENTS requires the Organization subject to this Code of Ethics to ensure that in turn the subcontractors comply with the provisions of this Code. This Code of Ethics is therefore available to all our suppliers, in order to strengthen mutual understanding of how sustainability can be put into practice in everyday activities.

C. ISAF BUS COMPONENTS in order to assess the compliance of the Organization with this Code of Ethics and applicable laws, may request any information suitable for the purpose, also reserves the right to carry out inspections by ISAF BUS COMPONENTS personnel or companies of independent auditors, appointed by ISAF BUS COMPONENTS to act on their own behalf. The inspection staff must have free access to the premises and plants, as well as being able to have confidential interviews with the workers at their own discretion.

D. ISAF BUS COMPONENTS will distribute a copy of this Code of Ethics in Italian to the Organization. The Organization is required that this Code of Ethics, translated into the local language, be disclosed to all workers, who must be aware and aware of this Code of Ethics.

E. This Code of Ethics will be governed and interpreted according to Italian law.

F. To meet its social responsibilities, the Organization is required to conduct its activities in an ethically correct manner and to act with integrity. The ethical requirements include the following aspects

1. Child Labor

1.1. The Organization must not use or support the use of child labor: no person under the age established by the National Law for the completion of compulsory school education (and in any case no person under 16 years of age) must be hired by any Organization. If the national legislation provides for a minimum age of 14 in accordance with the exceptions provided for developing countries that adhere to the ILO 138 Convention, the age of 16 still applies.

1.2. Forced / forced labor and disciplinary practices

1.3. The Organization must not favor or use forced / forced / slavery labor practices in any way.

1.4. The Organization must not resort to any form of slavery.

1.5. No worker employed by any Organization must be subjected to corporal disciplinary measures, mental or physical coercion, verbal abuse.

1.6. The Organization is committed to maintaining an open and constructive dialogue with its employees and union representatives. In accordance with the laws in force, the Organization undertakes to respect the rights of its employees to freely associate, join the union, have representatives, join the workers' councils and participate in collective bargaining. The Organization undertakes not to disadvantage

employees who act as workers' representatives.

2. Salaries, benefits and working hours

2.1. All wage levels of all categories of workers employed by the Organization will not be lower than the minimums prescribed by the National Law and by the Collective Agreements signed by the Organization with the trade unions representing their workers.

2.2. The overtime of workers employed by the Organization must be voluntary, must not exceed the maximum limits established by the National Law and must be paid according to percentages that are not lower than the percentages established by the National Law and by the Collective Agreements signed by the Organization with the trade union provisions representing their workers.

2.3. The working hours of the Organization's employees cannot exceed the maximum limit indicated by the laws in force. The remuneration paid to employees must comply with current national laws on wages and must ensure an adequate standard of living. Unless otherwise specified by local law, it is not permitted to apply deductions from base pay as a disciplinary measure (this does not exclude the right to claim Damages on a contractual or legal basis). The employees of the Organization must be paid on time. The Organization is recommended to provide its employees with adequate training and educational opportunities.

2.4. Workers employed by the Organization must be allowed to take rest periods as established by the National Regulations.

2.5. Workers employed by the Organization must be allowed to take annual leave, sick leave, maternity leave and any other form of leave provided for by the National Legislation and, if more advantageous for the workers, by individual employment contracts and / or by Contracts. Collectives signed by the Organization with trade unions representing their workers.

3. Health and safety

3.1. The workers employed by the Organization must operate in a safe and hygienic work environment according to the parameters set by the National Regulations.

3.2. All services and equipment for safety and health in all premises used by workers throughout the Organization must comply with the parameters set by the National Regulations and workers must be trained in their correct use.

3.3. The safety systems of machinery must be introduced and used by the Organization and must comply with the parameters set by the National Regulations and workers must be trained in their correct use.

3.4. The Organization must reserve one or more areas suitable for its workers for meals and breaks. These environments must comply with the National Regulations.

3.5. All the premises used by the workers of the Organization must comply with the regulations for the prevention of fires and equipped with adequate and well-identified emergency exits; they must be ventilated, illuminated and have toilets compliant, without exception, with the National Regulations.

3.6. The workers of the Organization must be made available medical assistance in case of emergencies and the workers responsible for providing such medical assistance must be trained in first aid procedures.

3.7. An emergency evacuation program must be drawn up and must be periodically tested in all the premises used by the Organization.

3.8. For all hazardous substances, the Organization will make material safety data sheets available, containing all the necessary and relevant information on safety.

3.9. The Organization is required to adopt safety programs to manage and maintain all production and service delivery processes in compliance with applicable safety standards. The Organization is required to deal with issues related to products and their potential impact during all stages of the production process. For dangerous plants, the supplier undertakes to carry out specific risk analyzes and to implement measures that prevent the occurrence of accidents, such as leaks of chemical substances into the environment and / or explosions.

4 Discrimination

4.1. No worker employed by the Organization must be subject to discrimination for any reason relating to race, class, age, national origin, ethnicity, sex, disability, language, religion, trade union membership.

5. Unions

5.1. Workers employed by the Organization have the freedom to form trade union associations that are recognized by the National Regulations and participate in them. The appointed representatives of these trade unions have the freedom to present negotiating proposals on issues relating to the rights and working conditions of workers, in the manner and to the extent provided for by the National Law.

5.2. Trade unions, which are recognized by the national legislation, have the freedom to enter into collective agreements on behalf of the workers they represent, in accordance with the national legislation.

6. Environment

6.1. The Organization must operate in compliance with any defined contractual conditions of environmental relevance.

6.2. The Organization must operate in compliance with national environmental legislation; in particular, as regards the aspects: emissions, water discharges, waste, soil and subsoil, refrigerant gases, the management must comply with the applicable national legislation. In any case, the company's activities must be such as not to create environmental damage.

6.3. In the production cycle, substances that are considered extremely dangerous (e.g. carcinogenic, mutagenic, toxic for reproduction) must not be used, or if they are used, adequate precautions must be taken which comply with the requirements of national environmental legislation.

6.4. The products supplied by the Organization must comply with the applicable national and international legislation, in particular the European regulation no. 1907/2006 (REACH) and subsequent amendments and additions.

6.5. The Organization must have assessed the environmental emergencies that may occur (eg fire, spillage of substances with the possibility of soil or water pollution, etc.) and has defined appropriate emergency procedures to manage these risks.

6.6. The Organization must have assessed its greenhouse gas emissions and, if these are relevant, must have adopted systems and programs aimed at containing them.

6.7. The Organization is required to ensure that the handling, storage, recycling, reuse of materials or the management of waste, emissions into the atmosphere and wastewater take place safely. All activities of this type that have potential adverse effects on the health of people or the environment must be appropriately managed, measured, controlled and treated before the release of any substance into the environment. The Organization is required to set up systems for the prevention or containment of accidental spills and release of substances into the environment.

This Code of Ethics applies to all interested parties having relations with ISAF BUS COMPONENTS and is communicated to existing and potential organizations. As part of the qualification process, it is necessary to ensure that the new Organizations comply with the provisions contained in this document.

ISAF BUS COMPONENTS can verify the presence of risks through self-assessments, fact-checks or audits, as dictated by the Quality functions or by local or head office representatives. ISAF BUS COMPONENTS delivers information to the Organization on how to meet its expectations and informs it on how to evaluate.

If an organization does not meet our requirements, within a set deadline (which will depend on the seriousness of the matter) it will have to adopt corrective plans and ISAF BUS COMPONENTS will monitor their progress.

ISAF BUS COMPONENTS can support the Organization in developing their potential and improving their performance.

ISAF BUS COMPONENTS has the right to terminate a working relationship with the Organization that repeatedly and knowingly violate this Code of Ethics and refuse to adopt improvement plans. During the tender phase, ISAF BUS COMPONENTS reserves the right to exclude Organizations that do not comply with local, national or international regulations or provisions.

ISAF BUS COMPONENTS is committed to transparency and dialogue with stakeholders. We follow and record the results of our sustainable purchasing process using a methodology that applies to all purchasing functions within the Group. In their supply chain, the Organization is required to communicate and promote the application of the same principles set out in this document.

If you suspect a violation of this code or are not sure how to behave, apply the provisions of the WHISTLE BLOWING POLICY present in the ISAF BUS COMPONENTS code of conduct.

Fonti esterne:

United Nations Global Compact

<http://www.unglobalcompact.org>

Dichiarazione Universale dei Diritti Umani

<http://www.un.org/Overview/rights.html>

Standard Internazionali del Lavoro (ILO)

<http://www.ilo.org/public/english/standards/norm/whatare/fundam/index.htm.ilo.org>

Responsible Care Global Charter

www.responsiblecare.org

Linee guida OCSE per le Multinazionali

<http://www.oecd.org>

OECD Guiding Principles for Chemical Accident, Prevention, Preparedness and Response

http://www.oecd.org/document/61/0,3343,en_2649_34369_2789821_1_1_1_1,00.html

