



MUSSO DOMENICO SRL

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Ethical Code Musso Domenico SRL

Introduction to the ethical code

The society Musso Domenico SRL, decided to adopted their ethical code.

In this document, the society defined the minimum standards non-negotiables that our suppliers and their sub-tier suppliers are expected to comply with.

The ethical code standards set out the expectations regarding the supplier with whom Musso Domenico SRL maintains a commercial relationship, including employees and suppliers and all others with that there are business relationships.

Musso Domenico SRL have the responsibility to diffuse, educate and practice the rules of diligence and to verified the code conformity of their employees, agents and suppliers.

Anyone who has a relationship with the Society, undertakes to respect the principles contained in the Ethical code. Violation of that principles leads to a termination of the trust relationship.

The company Musso Domenico SRL reserves the right to interrupt any relationship with anyone who violates these principles and to take legal action to compensate for any damages.

1. Work is freely chosen

1.1 There aren't any forced work, with restrictions or carried out involuntarily by prisoners

1.2 Workers are not required to deposit money or to leave identity documents and the workers are free to leave their work position.

2. Freedom of association and the right to collective bargaining are respected.

2.1 Workers have the right, without distinction, to join a trade union or to form a trade union and to negotiate collectively .

2.2 The employer adopts an open attitude to the activities of trade unions and to their organizational activities

2.3 The workers representatives aren't discriminate and have the right to do their representative functions on the work site.

2.4 Where the freedom association and right to collectively negotiation are limited by law, the employer take easy to facilitate and not obstruct the development of parallel means for free and independent association and bargaining.

3. Working conditions are safe and hygienic

3.1 The employer provides a working environment without any risk and hygienic and take into account the prevailing knowledge of the industry and any specific risk.

Adequate measures are taken to prevent fire and damage to health that derived from, are connect or occur in the course of work and to reduce the work environment risk causes.

3.2 Workers receive periodical and documented formation of health and safety on the work space. The training will be repeated in the case of new hires and in the case the workers change their work space/job.

3.3 Workers have access to clean sanitation service and potable water and if applicable, sanitation facilities are provided where food can be stored.

3.4 If accommodation is provided, the accommodation is safe and adequate for the workers' basic needs.

3.5 In compliance with the code, the company has assigned responsibility for occupational health and safety to a senior management representative.

4. No child labor will be used

4.1 The Companies develop, adopt and contribute to policies and programs to provide for the transition of children already employed in employment, to put them in a position to attend school and maintain an adequate level of education until they are no longer children.

4.2 Children and young people under the age of 18 are not employed for night shifting or in dangerous conditions

4.3 These political and procedure are conform to ILO standards (International Labour Organisation).

5. You pay enough wages to live on

5.1 The wages and benefits paid for a standard working week correspond, as a minimum, to national statutory standards or industry standards, whichever is greater.

5.2 All workers are provided with clear written information on working conditions regarding pay prior to employment and details of their pay for the relevant period each time they are paid.

5.3 Deductions from payroll will not be permitted as a disciplinary measure without the express consent of the worker concerned. All disciplinary measures must be recorded.

6. Working hours are not excessive

6.1 Working hours are in conformity with the provisions that offer maximum protection to the worker among those dictated by national legislation, collective agreements or by the subsequent clauses 6.2-6.6.

6.2 Working hours, with the exception of overtime, must be defined in the contract and must not exceed 48 hours per week.

6.3 All overtime is voluntary. Overtime will be used responsibly, taking into consideration the following: the entity, frequency and hours worked by individual workers and by the workforce as a whole. It will not be used to replace regular employment. Overtime will always be compensated with a higher wage than the norm which is recommended not to be less than 125% of the normal salary.

6.4 The total number of the working hours mustn't be over the 60 hours in 7 days, with exception of circumstances in clause 6.5.

6.5 Working hours can overcome 60 hours in whatever period of seven days only in exceptional circumstance where all of these requirements are respected:

- is permitted by national law;
- it is permitted by freely negotiated collective agreement with a workers' organization representing a significant position in the workforce;
- appropriate safeguards have been taken for the protection of health and the protection of workers;
- the employer can demonstrate that are exceptional circumstances, such as an unexpected peak in production, accidents or emergencies.

6.6 Workers must receive at least one day off in each seven days period or where it is permitted by Italian law and two free days once a period of 14 days.

7. No discrimination is practiced

7.1 The employer, in the treatment of their workers, is required to act according to the principles of dignity, respect and integrity. It mustn't be any type of discrimination at the moment of assumption and employment based on criteria such as race, color, sex, age, physical ability, nationality, sexual orientation, political affiliation, union membership. It mustn't be tolerate any physical, sexual or verbal violence form, intimidation, threat or harassment.

8. Regular work is provided

8.1 The work carried out must be in accordance with recognized employment relationships established under national law and custom.

8.2 Employees obligations under labor or regular welfare laws arising out of regular employment aren't avoided through the use of employment contracts, subcontracts or home-based work arrangements or apprenticeship without a genuine intention to impart any training or to provide regular employment, neither such obligations be avoided through the excessive use of fixed-term employment contracts.

9. Cruel or inhumane practices are not permitted

9.1 It's forbidden all physical abuse or physical disciplinary measures, the threat of physical abuse, or from another type, verbal abuse and other forms of intimidation are prohibited.

10. Anti-corruption

Offers are never accepted, directly or through intermediaries, in order to obtain or keep a job or other advantage from a public or private third party.

It's forbidden to pay or accepted tangents, organize or accepted gainings or take any action with the purpose of violating or inducing business partners to violate applicable anti-corruption laws and regulations (including the *Foreign Corrupt Practicer Act* in force in the United States and the *Bribery act* in force in the United Kingdom).

11. Environmental sustainability

Musso Domenico SRL asks to all suppliers and clients to respect all the legal requirements in the environmental field and to demonstrate continuous improvement of their performance in favor of the environment.

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Musso Domenico SRL communicates that the official document remains the one in Italian.

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