

LIU·JO



Better Together

Corporate  
Accountability Policy



# LIU JO places the ethical values of respect for human rights and sustainability at the centre of its corporate strategy

## The Management's commitment

LIU JO places the ethical values of respect for human rights at the centre of its corporate strategy.

Now more than ever, employees, customers and the community want to identify not only with product quality standards but also with the ways they are achieved and want to be informed about their social cost, in terms of ethical, environmental, health and safety factors.

Aware of the importance of a socially responsible behaviour, and with the company's growth and promotion in mind, LIU JO is willing to support human values and develop a socially responsible behaviour by managing its business in an increasingly sustainable way that is mindful of all stakeholders' expectations.

In the light of this, in addition to adhering to the SA 8000:2014 standard for Social Accountability, LIU JO has developed a strategic sustainability plan that involves multiple projects in the areas of environmental sustainability (Planet) and social sustainability (People).

This document sums up LIU JO's corporate sustainability **policy**, in terms of goals and purposes.

LIU JO is committed to sharing this document with all internal and external stakeholders (first and foremost its employees) and providing them with the widest possible access to it.

## Sustainability

In line with its corporate mission and with the SA8000 certification, LIU JO wants all the corporate processes to be managed according to the rules of a sustainability management system that is built around the following principles:

- Promoting and complying with universally-recognised human rights within the relevant sphere of influence;
- Making sure it is not abetting any human rights violation, either directly or indirectly;
- Supporting the employees' freedom of association and acknowledging the right to collective bargaining;
- Eradicating any form of discrimination in any job or profession;
- Making sure Italian and international laws as well as collective bargaining rights are complied with, in terms of working hours, overtime, days off and wages;
- Supporting a preventative approach to environmental challenges;
- Taking initiatives that promote greater environmental responsibility for the products;
- Encouraging the development and advancement of environment-friendly technology.

## Listening and Responsibility

LIU JO believes in a mindful, critical listening to all the inputs that come from the stakeholders, i.e. customers, employees, consultants, suppliers and third parties. Listening is crucially important to build and achieve customer satisfaction (for internal and/or external customers).

The employees' loyalty and the company's accountability in the workplace are a rewarding factor that helps achieve the company's strategic goals.

Shared and pursued, such principles are instrumental to improving the processes and increasing their effectiveness and efficiency, in the attempt to meet the customers' and the stakeholders' needs.

*With this in mind, everyone shall:*

- Be committed to pursuing effectiveness and efficiency in the products and services;
- Take care of the quality of their work;
- Foster a culture and awareness of environmental sustainability, health and safety, information security, data protection, especially confidentiality, among all the employees, consultants, partners and any third party, depending on their roles and responsibilities;
- Constantly and carefully implement “safe” practices and behaviours that adhere to all the rules and instructions, intended to protect not only their own and other people’s safety but also the corporate assets, information security, data protection and intellectual property;
- Be mindful of their own health and safety as well as of the health and safety of the people they share space with;
- Be respectful of the environment and therefore adhere to the sustainable methods developed by the company to reduce their impact;
- Save water and energy, and reduce waste;
- Make all employees take part in the management system to make them aware of environmental issues and proactively involve them in the company’s decisions about the environment;
- Take all the measures required to conserve natural resources by adopting environment-friendly technology;
- Promote the monitoring of the energy footprint of the company’s operations;
- Provide the staff with training in their risks and tasks, while encouraging them to continuously improve workplace safety;

The Company Management is willing to listen to and appreciate everyone’s needs.

With this in mind, it encourages dialogue with the workers’ unions and representatives to tap into their needs and ideas for improvement and innovation; partly with the aid of the SA8000 “reporting” mechanism, to deal with and respond to the problems/suggestions put forward by the employees and other stakeholders regarding any potential noncompliance with the corporate policy or the social accountability requirements.

This policy also applies to LIU JO’s supply chain that systematically monitors its own suppliers to make sure they meet social accountability requirements too, as well as promoting the greatest attention to and interest in human rights, health, safety and workplace issues.

## Reports/Complaints

Please note that, in extreme situations, complaints about episodes of abuse, insults or offences that may have taken place at or in connection with the workplace and that are inconsistent with the social accountability principles of the SA8000 standard, including any breach of this Policy, may also be addressed to:

### **LIU JO**

Viale John Ambrose Fleming, 17

41012 Carpi MO – Tel. 059 7362111

For the attention of: Social Performance Team SA98000

E-mail: [segnalazionisa8000@liujo.it](mailto:segnalazionisa8000@liujo.it)

## Certification Board

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Carpi, 15/06/2022

Marco Marchi

Sole Director

