

Livorno 14.01.2015

Object: Join requirements Social Accountability standard (SA 8000)

Dear Supplier,

Our Company, Laviosa Chimica Mineraria S.p.A., adopted the Social Accountability Standard (SA 8000).

It is an auditable certification standard that encourages organizations to develop, maintain, and apply socially acceptable practices in the workplace. SA8000 certification is a management systems standard, modelled on ISO standards.

The SA8000 streamlines the complexities of navigating industry and corporate codes to create a common language and standard for measuring social compliance. As it can be applied worldwide to any company in any industry, it is an extremely useful tool in measuring, comparing, and verifying social accountability in the workplace.

It is based on the principles of international human rights norms as described in [International Labour Organisation](#) conventions, the [United Nations Convention on the Rights of the Child](#) and the [Universal Declaration of Human Rights](#). It measures the performance of companies in eight areas important to social accountability in the workplace:

- No use or support child labour,
- No use or support forced labour,
- Attention to health and safety in the workplace,
- Free association for workers and collective bargaining,
- Avoid discrimination based on race, national or social origin, caste, birth, religion, disability, gender, sexual orientation, union membership, political opinions and age,
- Disciplinary practices: treat all personnel with dignity and respect; zero tolerance of corporal punishment, mental or physical abuse of personnel; no harsh or inhumane treatment.
- Working hours: compliance with laws & industry standards,
- Compensation: respect the right of personnel to have a living wage according to national laws and sufficient to meet basic needs.

The respect of the mentioned requirements is implemented through the following items:

- The definition of a company Social Accountability Policy (web site www.laviosa.com);
- The implementation of a management system able to grant the development of a collaborative climate within the company;
- The management of personnel complaints;
- The monitoring of social indicators;
- The monitoring of the commitment of suppliers and sub-suppliers.

LAVIOSA CHIMICA MINERARIA S.p.A.
Società del gruppo Laviosa Minerals S.p.A.

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In order to promote the sharing of these principles our Company is willing to collaborate with suppliers and partners.

It is for this reason that we ask you to kindly fulfil and sign the following statement on your Company head letter and return it to us together with the filled attached questionnaire as well.

We thank you very much and we will take in account your statement in our supplier's evaluation.

For any question or clarification please contact our Quality System Manager (E-mail: annetta.crastan_consultant@laviosa.com).

Very best regards

Laviosa Chimica Mineraria SpA

Attached:

1. Letter of commitment to Social Accountability Standard (SA 8000)

Laviosa Chimica Mineraria SpA
Via L. Da Vinci 21
57123 Livorno - Italia

Object: Letter of Commitment to Social Accountability Standard (SA 8000).

Referring to your request of commitment to the Social Accountability Standard (SA 8000), Mr _____ legal representative of the Company _____ declares to share the social requirements of the above standard with respect to national and international laws and to human rights.

For this reason the Company engages itself to respect and share with its suppliers the SA 8000 requirements and declares that:

- o *No child labour is in use;*
- o *No forced labour is in use;*
- o *A safe and healthy workplace is granted for everyone;*
- o *To respect the right of association of workers to form and join trade unions and bargain collectively*
- o *No discrimination is in use;*
- o *To treat all personnel with dignity and respect with zero tolerance of corporal punishment, mental or physical abuse of any kind;*
- o *To Compliance with laws & industry standards as for the working hours, both for normal work time and overtime;*
- o *To respect the right of personnel to have a remuneration according to the national laws and standards.*

The Company also agrees to be audited by Laviosa Chimica Mineraria SpA according to the standards of SA 8000, timing to be planned together.

Date: ____/____/____

[Stamp] [Signature] _____

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