



SOCIAL RESPONSIBILITY POLICY

Q&T's Management declares its commitment to voluntarily adopt an Integrated Social Responsibility System in accordance with the SA 8000 standard and to continuously improve it. This standard concerns the respecting of national and international working laws and ILO Conventions.

Q&T S.p.A wants to maintain an open and transparent dialogue with all the concerned parts in order to secure an adequate communication and information as regards its commitment and to answer, where possible, to all requests and needs.

For those reasons, our Management is engaged in order to promote the diffusion of the Social Responsibility Policy to all involved parts and its comprehension by the employees.

The Company is also engaged to verify the efficiency of the Social Responsibility Policy through a periodical re-examination of the System with the support of the Integrated Management System Responsible and of all the Social Performance Team

Both the internal working environment and the supply chain must secure the compliance to those requirements:

Child Labour: Refusal of child labour in the Company and in all the supply chain.

Forced Labour: Refusal of forced or compulsory work and of any kind of working activity under threat.

Workers's Safety and Health: Right of an healthy and safe workplace. Q&T S.p.A. provides a safe working environment and pays particular attention to the risks evaluation and to the employee's training.

Freedom of Association: Respect of the trade union freedom and collective bargaining right.

Discrimination: Refusal of each kind of discrimination based on race, social class, nationality, caste, birth, religion, handicap, gender, sexual orientation, family responsibilities, trade union affiliation, political opinions.

Disciplinary Procedures: Refusal of any kind of physical or mental coercion, verbal offence or any kind of offence of each worker's dignity.

Working Time: Right of an adequate working time. The working time must not be superior to 48 h. per week, overtime included. Overtime can be accepted only in especial cases.

Salary: Right of an adequate salary based on contractual levels, functions and role of each employee in accordance with the National Collective Contract.

**Executive Director
Michele Russo**



Q&T S.p.A.

Via San Francesco d'Assisi, 47/T - 20090 Opera (MI) - Italia

Codice Fiscale e Partita Iva: IT07391950156

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Tel. +39 02 57 60 59 78 - Fax. +39 02 53 03 02 24 - www.qtcorporate.com

info@qtcorporate.com; PEC: qt@pec.it