



SELF-DECLARATION OF ETHICAL TRADING

We submit to your attention our following self-declaration as company allocated in Italy and operating under Italian laws.

1) EMPLOYMENT IS FREELY CHOSEN

- There is no forced, bonded or involuntary labours or workers subjected to verbal abuse;
- Workers are not required to lodge deposits or identity papers and are free to leave employer after reasonable notice.

2) FREEDOM OF ASSOCIATION AND RIGHT TO COLLECTIVE BARGAINING ARE RESPECTED

- Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively;
- The employer adopts a behaviour open to the activities of trade union
- Workers representatives are not discriminated and free access to the representatives functions in the workplace;
- To the worker representatives is recognised the right to provide a good flow of communication and opinions to be discussed between the workers and the management;

3) HEALTH AND SAFETY

- The working environment is safe and hygienic. Adequate steps are taken to prevent accidents or minimize the hazards inherent in the working environment;
- Workers receive regular health and safety training;
- The company assigns the responsibility for health and safety to a senior management representative;
- Worksites are clean and workers have access to clean and hygienic toilets and washing facilities and to potable water;
- There is an adequate number of safe fire exits accessible to workers from each area of the factory or production site;

4) TERMS OF EMPLOYMENT

- There aren't workers younger than 18 years;

5) CONTRACT OF EMPLOYMENT

- All workers have signed a written contract that outlines terms and conditions of employment;
- Standard working hours comply with the limit set by Italian law;

6) WAGE

- Wage complies with Italian law (or in line with industry norms);
- Overtime is paid at an additional rate;
- Wages are paid regularly and on time;
- All workers receive payslips showing how wages are calculated.

7) DISCRIMINATION

- There is no discrimination in promotion or employment conditions on any grounds.

8) ENVIRONMENT

- Factory or worksite does not contravene local and national environmental legislations

9) FACTORY / WORKSITE MANAGEMENT

- Site management is willing to improve on any significant areas of concerns identified and is committed to working towards meeting the standards of the code of conduct.

MEDIA PROFILI SRL
General Manager
Dott. Sandro Montagner