

The strategic decision by the Management of **M.A.I.O.R. S.r.l.** to implement a Social Responsibility System is rooted in the conviction that **employee satisfaction is a fundamental pillar for ensuring the Company's ethical performance and overall success.**

The entire organization is committed to applying a system aimed at achieving the following objectives:

- **Absolute prohibition of child labor**, with a commitment to take immediate remedial action in any identified case. Relevant policies and procedures are effectively communicated to all stakeholders.
- **Prohibition of all forms of forced or compulsory labor**. The Company does not retain original identity documents of personnel, nor does it require any form of deposit or withhold any portion of wages owed to employees.
- **Guaranteeing safe and healthy working conditions**. Based on risk assessments, the Company implements all necessary measures to reduce risks and ensure a secure working environment.
- **Support for the right to freedom of association and collective bargaining**. Workers are informed of their right to freely form, join, and participate in trade unions, without fear of retaliation or discrimination against union representatives.
- **Respect for the freedom and dignity of all workers**, with a strict ban on coercion and on any verbal or non-verbal conduct that could harm the personal dignity of individuals. Discrimination is prohibited on the basis of ethnicity, gender, social class, national origin, caste, birth, religion, disability, sexual orientation, family responsibilities, marital status, union membership, political beliefs, age, or any other condition. These protections apply throughout the entire employment cycle—from recruitment to retirement.
- **Strict prohibition of disciplinary practices that are not compliant with the applicable National Collective Labor Agreement (CCNL).**
- **Full adherence to national collective labor agreements**, especially regarding working hours, wages, leave, breaks, and overtime. The Company is committed to providing employees with clear and timely information about their pay structure, including wage calculation, incentive systems, bonuses, and entitlements arising from collective and company-level agreements.

Additionally, the organization is committed to:

- **Comply with all applicable national legislation**, as well as with the international instruments referenced in the SA8000 standard.
- **Continuously improve its practices** to ensure the protection and respect of workers' rights.
- **Engage suppliers who fully adhere to the principles and requirements of the SA8000 standard.**

M.A.I.O.R. SRL

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- **Provide ongoing training and awareness activities** for employees on social responsibility and ethical conduct.
- **Promote understanding and application of this policy at all levels of the company**, ensuring widespread dissemination of the SA8000 standard and effective use of the tools provided by the implemented Management System.

To ensure this Policy is understood, implemented, and supported across all levels of the organization—as well as by collaborators and stakeholders—**MAIOR Management is committed to maintaining an active SA8000:2014 Social Responsibility Management System.**

References of the certification and standard bodies:

Certification Body

RINA

Via Corsica, 12 – 16128 Genoa, Italy

E-mail: SA8000@rina.org | Phone: +39 010 5385 703 | Fax: +39 010 5385 895

SAI – Social Accountability International

15 West 44th Street | New York, NY 10036

Phone: +1 (212) 684-1414 | Fax: +1 (212) 684-1515

E-mail: info@sa-intl.org

SAAS – Social Accountability Accreditation Services

15 West 44th Street, 6th Floor | New York, NY 10036

Phone: +1 (212) 391-2106 | Fax: +1 (212) 684-1515

E-mail: saas@saasaccreditation.org

CEO


Lucca, April 30, 2024

M.A.I.O.R. SRL

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