



Fincons Group Policy

# CORPORATE SOCIAL RESPONSIBILITY POLICY



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The SA8000 Standard on Social Accountability was published in 1997 by SAI (Social Accountability International), a non-governmental organization that promotes human rights and it is committed to the share all over the world the concept of decent working conditions.

The standard, based on ILO Conventions principles and the Universal Declaration of Human Rights, sets the requirements for implementing a working social responsibility management system.



# Our Commitment

For this reason, Fincons is committed to fully respecting workers' rights through integrated human resources management, in line with the assumptions of the Code of Ethics, a founding pillar of the company's activities.

Adhering to SA8000 standard means reinforcing the social responsibility principles in order to create value across all the value chain; in particular through all stakeholders, customers, employees, partners and communities.

The implementation of a third-party certified management system offers further guarantees of Fincons' commitment towards human rights principles.

On the abovementioned basis, Fincons has drafted this document.

Based on this policy, Fincons is committed to comply with the international principles with ethical and social background described by the SA8000 standard (Universal Declaration on Human Rights adopted by the United Nations General Assembly and ILO Conventions), the relevant Collective Agreement and other applicable laws.

# The International Principles

- To not resort, nor support the use of child labor by applying specific protections to young workers;
- To not resort, nor support the use of forced, compulsory labor or human trafficking, ensuring full voluntariness of work performance, ordinary and overtime;
- To not operate improper withholdings to the detriment of workers, or in general actions that may restrict their freedom;
- To ensure a healthy and safe workplace in order to prevent--including an appropriate training--potential accidents, injuries or occupational diseases, with special attention to workers who have recently given birth, are pregnant and breastfeeding;
- To Respect freedom of association and the right to collective bargaining;
- To not carry out or support any kind of discrimination, upholding an inclusive culture geared toward valuing diversity, treating all staff with dignity and respect, not resorting or tolerating the use of any form of physical, verbal or digital abuse;
- To ensure compliance with current regulations on working hours, rest, holidays, and overtime work;
- To recognize wages that are commensurate with the quantity and quality of work, paid on a regular basis, and that can guarantee a decent standard of living for all workers.

## Conclusion

Fincons is also committed to implementing a management system to actively and constantly monitor the above principles, including through appointment of the Social Performance Team, and ensuring the application of these principles throughout its supply chain.

Furthermore, Fincons is committed to ensuring the continuous improvement of its social responsibility performance through periodic evaluation analysis and monitoring its social risks, maintaining a transparent and collaborative approach to stakeholders.

Fincons, through the application of this policy, is generating positive impacts on its employees and stakeholders.

This SA8000 Policy is applicable to all Fincons workers and it defines how Fincons engages relationships with suppliers and other stakeholders.



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