



SOCIAL RESPONSIBILITY POLICY

Raphael, guided by its values of transparency and respect, aware of the importance of its people for achieving company results, for growth and continuous improvement, is committed to respecting the main conventions of the International Labor Organization (ILO), of the Current national legislation and the conditions envisaged by national collective bargaining regarding:

- 1. Freedom of association and right to collective bargaining** - Raphael allows company personnel to appoint their own representative for the aspects of Social Responsibility who can discuss with the Management on the state of implementation of the social criteria and compliance with them;
- 2. Child and child labor** - Raphael undertakes not to employ child labor (under 16 years of age) and not to employ any person under the age of 18 in dangerous or heavy work;
- 3. Forced and compulsory labor** - Raphael does not implement forms of forced and compulsory labor and guarantees regularity and transparency in employment contracts, registration of working hours, payment of wages due, retention of the employment contract, registration of name, age, hours worked ordinary and extraordinary, holidays and permits, payment of contributions, and salary paid for each worker;
- 4. Health and Safety** - Raphael complies with the health and safety regulations in force, Legislative Decree 81/2008;
- 5. Prevention of any phenomenon of discrimination and abuse** - Raphael rejects all forms of discrimination and abuse, detailing the contrasting measures within the Company Policy on Equal Opportunities, Diversity and Inclusion;

In particular, the organization undertakes to:

- appoint a person responsible for the aspects of Social Responsibility and provide the technical, economic and professional resources necessary so that the objectives of the Social Responsibility Policy, defined in this document, are monitored and fully achieved, implementing any necessary measures;
- inform the company staff, in the local language, about the content of the minimum social criteria and any other information relating to them provided by the reference standard and the subscribed standards (GOTS / GRS / FSC);

This policy, together with the company's Code of Ethics, Environmental Policies, and Procedures is a point of reference for all those who work in Raphael; Raphael guarantees the continuous improvement of the effectiveness of these Policies through a system of immediate corrective actions in case of violation of the same.

Pray, 12 Gennaio 2022

RAPHAEL S.R.L.

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