

Social responsibility at Camst





How many times have you heard of Corporate Social Responsibility? But do you know what it is?

Let's try to explain it in a few words. A company that adopts a socially responsible behavior bases its choices and decisions not only on financial factors, but also on the social and environmental impact, that is, on the consequences that its actions will have on people and the environment.

Social Responsibility in Camst is a cornerstone, which is why it has adopted an Integrated Management System, which is a set of standardized rules, activities and procedures that help us improve our products and services while respecting the environment and people.

The Integrated Management System is the result of the integration of specific Management Systems:

- Management System for Quality, Food Safety and Company Traceability (ISO 9001, HACCP, ISO 22000 and ISO 22005)
- Environmental Management System (ISO 14001 and EMAS)
- Energy Management System (ISO 50001)
- Safety Management System (ISO 45001)
- Corporate Social Responsibility Management System (SA8000)

On the basis of periodic checks, accredited and independent certification bodies verify the compliance of the Integrated Management System with respect to mandatory or voluntary standards.

Social Responsibility towards workers is expressed in the requisites required by the SA8000 Management System, the first international standard that measures the ethical degree and social responsibility of a company.



1 | THE CODE OF ETHICS

Camst has adopted the Organization, Management and Control Model, based on the provisions of Legislative Decree 231/2001. This is a tool for managing the business carried out by the company and assessing the risks it may incur.

It provides for a system of rules, correct operating procedures, checks and controls and penalties in the event of violations, aimed at preventing the commission of offenses.

To ensure timely and effective supervision of the functioning and observance of the Organizational Model, in Camst there is a **Supervisory Body (ODV)** : a body consisting of 3 members, equipped with all the necessary powers to be able to carry out internal audits (**organismodivigilanza@camst.it**).

A fundamental element of the Organization, Management and Control Model is the **Code of Ethics** : a **true Constitutional Charter of the company** aimed at all those who enter into a relationship with Camst (workers, cooperative members and sponsors, suppliers, customers, partners in companies, subcontractors, subsidiaries and / or associates, etc.).

The Code of Ethics is a document aimed at identifying the rights, duties and responsibilities of the company which aims to promote or prohibit certain behaviors that, although lawful under the regulatory profile, do not correspond to the ethics and values which the company is inspired by in exercise of its activities .

The Code of Ethics also provides for sanctioning mechanisms aimed at preventing conduct that does not correspond to corporate values and therefore damages its interests from going unnoticed. The Code of Ethics is available on the **Camst.net** corporate portal in the “Social Responsibility” area or on the website www.camstgroup.com .

2 | SA8000: THE REQUIREMENTS OF THE STANDARD

Camst possesses the certification of the Management System for Corporate Social Responsibility according to the provisions of Social Accountability 8000 (SA8000), an international standard that lists the requirements for ethically correct behavior in relations with workers, which is based on 9 requirements:

- 1. Child Labor :** Do not use or encourage the use of child and child labor, promoting the education of children and young workers subject to compulsory education.
- 2. Forced and Compulsory Labor:** Do not take advantage of or encourage the use of forced labor.
- 3. Health and Safety :** To guarantee a safe and healthy workplace, adopting measures for the prevention of accidents and damage to health, both during working hours and as a consequence of it.
- 4. Freedom of Association and Right to Collective Bargaining:** Respect the right of staff to freely join trade unions and the right to collective bargaining, ensuring that staff who join trade unions are not discriminated against and that trade union representatives can freely communicate with their own Associates.
- 5. Discrimination:** Ensure equal opportunities for all workers and the prohibition of all forms of discrimination at the time of hiring, training, remuneration, promotion, dismissal or retirement for reasons of race, sex, religion, sexual orientation , age, trade union membership, political affiliation, family responsibilities, marital status, possible pregnancy and other potentially discriminatory characteristics.
- 6. Disciplinary Procedures:** Treat all personnel with dignity and respect. Do not tolerate actions aimed at harming moral integrity e physics of its staff. Do not use or encourage corporal punishment, mental coercion e physical or verbal abuse.
- 7. Working Hours :** Respect the working hours provided for by current legislation and collective bargaining. Ensure that ordinary work does not exceed 40 hours per week, with at least one day off per week. Ensure that overtime work does not exceed 8 hours per week, whether it is voluntary, or in any case the result of collective bargaining freely negotiated with the workers' organization and with a higher remuneration than ordinary work.
- 8. Remuneration :** Ensuring compliance with statutory minimum wages and ensuring that these meet the essential needs of staff. Ensure that the remuneration is paid regularly and in the most convenient way for the workers according to the procedures already established and consolidated in the company. Ensure that overtime work is paid with a surcharge provided for by current legislation or collective bargaining.
- 9. Management System :** The Management System is the policy defined by the top management of Camst to ensure that the previous requirements are met through a system of procedures.



3 | THE SOCIAL PERFORMANCE TEAM (SPT)

Among the elements of the Social Responsibility management system we must remember the SPT: a group that includes one or more representatives of SA8000 workers and one or more representatives of management, which has the specific task of:

- identify and assess the risks relating to ethics and social responsibility issues related to SA8000;
- verify and evaluate compliance with the SA8000 standard;
- inform the General Management about the progress of the Management System, in order to allow for any timely interventions;
- facilitate the performance of audits, verifying the results and promoting any requests for Corrective and Preventive Actions;
- manage “non-conformities”, promoting and verifying the actions necessary to correct and / or prevent them;
- manage the reports and complaints relating to the Management System, taking care of their communication.

To access the SA8000 e-learning course - Social Responsibility in Camst:

- go to the website www.fad.camst.it (from any device).
- enter your tax code and your date of birth
- select the course

QR CODE IMAGE



4 | THE SA8000 WORKERS REPRESENTATIVE

The SA 8000 worker representative is a worker chosen by the workers or appointed in accordance with the OOSS, to facilitate communications with management in matters related to the SA 8000. This representative is in no way an alternative or substitute for trade union representatives.

The task of the SA8000 Workers Representative is to facilitate communication with management on matters related to SA 8000. This Representative is in no way an alternative or substitute for trade union representatives, but acts as a facilitator of communication with the management in matters related to SA8000.

Camst has provided that employees, or interested parties, can submit reports for any violations of the requirements of the SA8000 standard (Complaints) in the context of Social Responsibility. These reports can be sent in person, by telephone or by e-mail to the following references :

The Management System provides that, for each report received, an investigation is carried out aimed at verify the extent of the problem and implement remedies and corrective actions commensurate with the nature and severity of the report itself. Complaints can be submitted anonymously and in any case the company refrains from any form of discrimination against workers who have made such reports.



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- **SA8000 WORKERS REPRESENTATIVE**

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