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ORION VALVES SPA has decided to implement the SA8000 Management System in accordance with the standard, the SAI Guidance Document for Social Accountability, and current legislation, by defining and implementing a social responsibility policy with the objective of developing a socially responsible environment and fostering professional growth of all employees, while respecting laws and human rights. ORION SPA affirms its commitment to develop a socially responsible work system in conjunction with local and international laws (ILO) and human rights (UN)

Management wants to ensure that the internal work environment and supply chain adhere to the following requirements by adhering to SA 8000:2014:

- Respect for human freedom and dignity;
- No child or forced labor; - Respect for freedom of association and the right to collective bargaining;
- Counter all forms of discrimination and unequal treatment (in hiring, wages, access to training, and career advancement) based on race, nationality, religion, disability, gender, sexual preference, union membership, and political affiliation;
- Condemn all illegal conduct likely to come into conflict with dignity or physical and/or moral integrity;
- Fully and impartially apply the national collective bargaining agreement to all employees, punctually paying the established salary and paying all relevant social security, welfare and insurance contributions;
- Protect maternity and paternity, as well as the disadvantaged;
- Promote and improve the safety and physical and mental well-being of its employees via preventive and corrective actions;
- Involve all suppliers of activities, goods and services, activities, in addition to their commitment to social responsibility by meeting all requirements of the applicable standard;
- Broaden information, communication, education, and training processes, as well as promote dialogue with stakeholders, to ensure the company's integrated system is implemented efficiently and effectively.

In addition to respect for workers' rights and the pursuit of their welfare, the basic principles and values underlying the company's commitment to issues of Social Responsibility include:

- Fairness, transparency, and legality in relationships with suppliers and all parties stakeholders;
- Consistency between values, strategies, and behavior;
- Technological innovation.

This is also supported by the Code of Ethics, which is available on our corporate website at www.orionvalves.com/code-of-ethics/code-of-ethics.

ORION VALVES SPA intends to establish collaborative relationships with its suppliers by adopting ethical behavior based on the principles of fairness, reliability, and transparency, to ensure efficiency and quality of service.

ORION VALVES SPA considers the supplier's adherence to the principles of Social Responsibility and possession of system certifications during the selection process. It also demonstrates its Social Responsibility by encouraging the entrepreneurial spirit and economic development of the host province and region.

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Management is committed to conveying and sharing the Social Responsibility Policy's contents with all personnel, as the contribution of all Human Resources is important to advance along the ethical path identified by ORION VALVES SPA.

ORION VALVES SPA's commitment does not end with its employees; the company intends to identify and implement effective tools to:

- Maintain an open and transparent dialogue with all stakeholders, aimed at ensuring adequate communication and information on the commitment undertaken;
- Succeed in responding, as far as possible, to everyone's needs and requests.

To that end, the PRO SA8000 "Complaint Management" procedure has been developed and made available to all interested parties, both internal and external, which defines the methods for submitting observations and suggestions, both for the purpose of continuous improvement and possible violations of the relevant standards and laws.

Communications can be sent to: sa8000@orionvalves.com

If the interested party does not feel adequately represented and protected by the figures established by the Social Accountability Management System, they may contact directly:

- SAAS - Social Accountability Accreditation at the email address: saas@saasaccreditation.org
- SICERT S.A.G.L. at the email address: reclamisa8000@sicert.net

Moreover, management is committed to verifying the effectiveness of the Social Responsibility Management Policy and System on a regular basis through the System Review, which evaluates all opportunities for improvement in company performance through the definition and verification of specific objectives.

The Vice President
dott. Luca D. Farina

