



UNIC CODE OF CONDUCT AND SOCIAL ACCOUNTABILITY

INTRODUCTION

The company that voluntarily adheres to the code of conduct and social accountability Unic shall ensure compliance with the applicable mandatory legislation, including National Collective Labor Contract for workers of the tanning sector (cncl), and shall ensure compliance with the minimum requirements contained in this document, excerpted from the most important international Conventions and from the SA8000 and ISO26000 recognized standards concerning “social responsibility” and applied to producers of goods and service providers in the leather sector.

In order to verify the achievement and maintenance of the requirements for the awarding of certification of conformity to the Unic code of conduct and social accountability, with particular regard to labor unions and collective bargaining (§4), health and safety on workplace (§5) and compensation (§7), companies shall submit to periodic controls carried out by a qualified and independent third party (Icec) chosen by Unic. These may also include controls involving suppliers/subcontractors.

For the correct interpretation of the requirements of the code, please refer to the document “guidelines for the adoption and implementation of Unic code of conduct and social accountability”.

HUMAN RIGHTS AND WORKING CONDITIONS

JUVENILE LABOR

1.1 Participating companies shall not employ or do business with those who employ infantile labor.

1.2 Participating companies shall, in particular, protect employable minors from potentially hazardous situations and conditions dangerous to their health and safety, both in the workplace and outside it, and respect the indications contained in the applicable regulations.

FORCED LABOR

2. Participating companies shall not utilize or do business with those who utilize forced labor, nor withhold or require their personnel to leave deposits or original ID documents for conducting a working relationship.

DISCRIMINATION

3. Participating companies shall not discriminate in hiring, compensation, access to training, promotion, dismissal or retirement benefits based on gender, race, national origin, religion, sexual orientation, membership in labor unions, political affiliation, age and all other discriminatory condition.

LABOR UNIONS AND COLLECTIVE BARGAINING

4. Participating companies shall respect the right of all their personnel to establish and adhere to labor unions freely chosen, as well as the right to collective bargaining.

HEALTH AND SAFETY ON WORKPLACE

5.1 Participating companies shall guarantee a safe and healthy workplace and must adopt the adequate measures needed to prevent and manage accidents and health risks.

5.2 Participating companies shall appoint a representative of management to oversee the implementation of health and safety measures in the workplace.

5.3 Participating companies shall ensure that their personnel receives an effective, documented, periodic and specific training in the area of health and safety in the workplace and that said training is repeated for newly hired or transferred personnel.

WORKING HOURS

6. Participating companies shall observe the applicable laws and the provisions of the “national collective labor contract for workers of the tanning sector” (CCNL) in force for employees of tanneries and related sectors with regard to working hours.

COMPENSATION

7.1 Participating companies shall ensure that compensation corresponds to legal standards and the minimum parameters indicated in the CCNL for employees of tanneries and related sectors.

7.2 Participating companies shall ensure that the composition of the compensation and the indemnities are clearly and regularly indicated.

HUMAN RESOURCES ENHANCEMENT

8. Participating companies shall promote the professional valorization of human resources through the development of skills, culture of enterprise and employability, also through continuing education initiatives.

ENVIRONMENT

9. Participating companies shall establish and actively maintain measures and/or operative procedures designed to reduce the environmental impact of their processes and activities.

INVOLVEMENT AND DEVELOPMENT OF THE COMMUNITY AND OF THE CATEGORY

10.1 Participating companies shall promote the development of community through dialogue and cooperation with interested parties also through the representative associations where they adhere.

10.2 Participating companies shall operate in the public and strategic interest of the business category to which they belong.

PROFESSIONALISM

11.1 Participating companies shall adhere to the principles of transparency, correctness and good faith in relationships with institutions, customers, suppliers, competitors, avoiding unfair acts in the market competition that cause damage and violate the principles of this code.

11.2 Participating companies shall ensure the quality of the product and its compliance with law requirements.

POLICY AND MANAGEMENT

12.1 Management must formalize a company policy about social accountability to guarantee:

- a) a commitment to comply with the principles of this Code, to maintain compliance with applicable laws and to comply with the subscribed agreements;
- b) a commitment to continuous improvement, in particular with reference to their organizational system;
- c) to be available in a comprehensible form to all personnel, including the administration and management;
- d) to be available to the interested parties.

The company policy shall be reviewed periodically in order to verify its effectiveness.

12.2 Participating companies shall appoint a representative of management who, independently of other eventual duties, ensures compliance with all the requisites indicated in this document.

12.3 Participating companies shall ensure that their operative personnel select a representative from among their members who is charged with facilitating relations with management concerning the matters indicated in this document.

12.4 Participating companies shall establish and maintain in force procedures designed to evaluate and select suppliers and subcontractors based on their ability to satisfy the requisites indicated in this document and provide the relative documentation.

12.5 Participating companies shall establish and periodically review business objective in relation to the requirements of this Code providing procedures to communicate performances to all stakeholders.

12.6 Participating companies shall ensure internally that all the Code requirements are understood and effectively implemented.

12.7 Participating companies, in case of non-conformity or open disputes on matters covered by this document and with a view to their resolution, shall demonstrate with objective evidence their adequate management through corrective actions.

Participating companies shall also prepare preventive actions to avoid their recurrence.

12.8 Participating companies shall keep adequate documentation demonstrating their compliance with the requisites indicated in this document.

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