



## **SA8000 Social Responsibility Policy**

The company LUX Srl, and specifically the undersigned Sole Administrator, is aware that its entrepreneurial action, aimed at satisfying customer needs, can have important impacts on the interregional territory in which it operates. The company has always considered essential the well-being and satisfaction of its employees and the community in general.

For this reason, Lux Srl wanted to provide a management system capable of ensuring internal social responsibility conditions.

It was decided to choose a Management System for Social Responsibility (SGRS) certified by external and impartial bodies and in compliance with the international SA 8000 standard.

The Sole Administrator of LUX Srl undertakes to comply with all the requirements of the SA8000 standard listed below:

- Do not use and do not support the use of child labor as defined by the law (also undertaking to apply remedial actions written in the procedure in case the existence of child labor in the company should occur);
- Do not resort to forced, forced labor, including work in prisons, and do not support their use;
- To guarantee workers a safe and healthy workplace, adopting appropriate prevention measures, carrying out a careful assessment and risk management and developing a periodic and effective training program, in compliance with current legislation, providing adequate personal protection devices;
- Do not implement or support discrimination in respect of recruitment, remuneration, access to training, promotion, dismissal or retirement, based on race, class, national origin, religion, disability, sex, sexual orientation, union membership, political affiliation, age and family responsibility, territorial origin;
- Do not use or support the use of corporal punishment, mental or physical coercion, verbal abuse, applying disciplinary procedures as required by law;
- Respect the laws and standards applicable to working time, in terms of work week, overtime and weekly rest;
- Ensure that the salary is not less than the minimum wage established by the National Collective Labor Contract and that it is paid on time.

The company LUX Srl also undertakes to:

- Share this Policy with its suppliers, contractors and sub-suppliers that will be selected and checked in terms of Social Responsibility;
- Take actions of continuous improvement of the SGRS;
- Activate a balanced social performance team (SPT) between management representatives and employee representatives;

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Capitale Sociale € 50.000,00 i.v. - Registro delle Imprese di Chieti REA 71732

C.F./P.IVA 00323050690

Azienda con Sistemi di Qualità Certificati ISO 9001:2008 – ISO 14001:2004 – SA 8000:2008 - OHSAS 18001:2007  
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- Identify, measure risks related to social performance and take subsequent actions to manage them;
  - Define internal rules and objectives that, in the context of Corporate Social Responsibility, trigger the lever of continuous improvement;
  - Respect all the legislation at local, national and EU level, any other agreement signed in the field of work.
- This policy is periodically updated and made known and shared with staff and all other stakeholders (partners, customers, suppliers).

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THE DIRECTION

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