



## CODE OF CONDUCT

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### GENERAL PRINCIPLES, LAWS AND LEGAL REGULATIONS

As general rule our company comply with and observe laws and legal regulations

### TERMS OF EMPLOYMENT

- All employees should have a written employment agreement in accordance with wooden manufacturers industry job contract
- Salaries should be paid on regular basis and on time
- Minimum pay should reach the minimum statutory level standard
- Working hours shall follow industry standards and may not be unreasonable
- The employer shall ensure that the employees have breaks during the working day
- Any other condition should be in accordance with National law and wooden manufacturers industry job contract

### SOCIAL RESPONSIBILITY PRINCIPLES

#### Human rights, compulsory labour, child labour

- Sedex srl respects and supports the observation of internationally recognised human rights
- Sedex srl rejects any form of compulsory labour
- Sedex srl observes the conventions of the United Nations on human rights and children rights
- Sedex srl is especially committed to observing the minimum age convention for employment (convention 138 of the International Labour Organisation) and the convention on the prohibition and immediate action for elimination of the worst forms of child labour (convention 182 of the International Labour Organisation)

#### Anti-discrimination

Sedex srl respects the personal dignity, the privacy and the personal rights of each individual. The company does not tolerate any form of discrimination based on age, gender, sexual identity, race, religion or disability. Personal or sexual harassment and offensive language are prohibited. Any form of violence, the threat of using violence or the use of corporal punishment is absolutely prohibited

#### Protection of workers

All workers are protected by the regulation concerning safety and health in the workplace. All National laws and International standards are applied as well as the company agreements signed with trade union organizations and worker's representative. Sedex supports the search for the continuous improvement of working conditions

#### Freedom of Association

Sedex respects the right of workers regarding freedom of association within the scope of applicable laws and rights

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