

## CODE OF CONDUCT

### GENERAL PRINCIPLES, LAWS AND LEGAL REGULATIONS

As a general rule, we comply with and observe laws and legal regulations.

We also observe all of the laws, regulations and standards we are familiar in the countries in which we are active.

### TERMS OF EMPLOYMENT

- All employees should have a written employment agreement in accordance with wooden manufacturers industry job contract.
- Salaries should be paid on a 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.
- Overtime shall be voluntary.
- Employees shall have at least one day off per week.
- 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

- Vermobil Style, SRL respects and supports the observation of internationally recognised human rights.
- Vermobil Style, SRL rejects any form of compulsory labour.
- Vermobil Style, SRL observes the conventions of the United Nations on human rights and children's rights. Vermobil Style, 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 the elimination of the worst forms of child labour (convention 182 of the International Labour Organisation).

### ANTI-DISCRIMINATION

Vermobil Style, SRL respects the personal dignity, privacy and personal rights of all individuals. We do not tolerate discrimination based on age, gender, sexual identity, race, religion or disabilities. Personal or sexual harassment and abusive language are prohibited. It is strictly forbidden to apply violence or to threaten the use of violence or physical punishment.

### **Vermobil Style Srl**

Via Antonio da Migliano, 1  
06055 Marsciano, (PG)

Tel +39 075 874 2662 – Fax +39 075 874 3900

C.F. - P.IVA 03369520543  
Reg.Imp. PG 03369520543  
R.E.A. PG – 284337

www.vermobil.it  
vermobil@vermobil.it  
Cod.SDI : SUBM70N



## PROTECTION OF EMPLOYEES

All employees are protected by standards that concern health and safety in the workplace. National law and international conventions as well as internal corporate agreements with the employee representative organisations are applicable. They are open to all employees. Vermobil Style, SRL supports the continuous improvement of the world of work.

## FREEDOM OF ASSOCIATION

Vermobil Style, SRL respects the right of its employees regarding freedom of association within the framework of the applicable rights and laws

Vermobil Style Srl  
a socio unico

Via Antonio da Migliano, 1  
06055 Marsciano (Pg)  
Tel. +39 075 874 2662  
Fax +39 075 874 3900

---

### **Vermobil Style Srl**

Via Antonio da Migliano, 1  
06055 Marsciano, (PG)

Tel +39 075 874 2662 – Fax +39 075 874 3900

C.F. - P.IVA 03369520543

Reg.Imp. PG 03369520543

R.E.A. PG – 284337

[www.vermobil.it](http://www.vermobil.it)

[vermobil@vermobil.it](mailto:vermobil@vermobil.it)

Cod.SDI : SUBM70N