



## SA 8000 Handbook Attached A Social Responsibility Policy

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**Piacenza, May 2, 2017**

**Data Storage Security s.r.l.** believes that the recognition of its ongoing commitment to social responsibility, namely, its attention to the ethical principles in the stages of implementation and service delivery, is of fundamental importance, identifying in the adoption of the SA8000:2014 the necessary tool for commitment and continuous improvement of management system for corporate social responsibility.

With the adoption of that system, the Company agrees to comply with all requirements laid down by the SA8000 standard, with national laws and regulations applicable to its own field of activity and its own operational, and with provisions of international instruments explicitly stated by the standard in addition to other standards that DSS intend to fulfill.

Therefore **Data Storage Security s.r.l.** identifies as priorities the following:

1. The fulfillment of the rights of stakeholders;
2. The respect of defined ethical requirements described in the SA 8000 standard and in ILO conventions, and in particular:
  - not to use child labor for its activities and purposes, and ensure that in its Supply Chain there aren't such activities;
  - not to expose children and young workers to dangerous situations, hazardous or harmful to health, both within and outside the workplace;
  - ensure that staff work voluntarily and without constraints;
  - provide a safe and healthy workplace, with particular reference to a careful assessment and risk management and an appropriate training program in accordance with applicable laws relating to health and safety;
  - respect the right of all staff to join professional associations and the right to collective bargaining;
3. Ensure equal treatment for all workers; Data Storage Security hiring is based on established company needs (required professional) and candidates' compliance with them. Careers are made trying to make the best use of professional employees' qualities and bearing in mind their merits. In case of job classification or economic or career progression, Data Storage Security doesn't use any consideration relative to conditions that could lead to discrimination.

4. *Ensure respect for the physical, moral and emotional integrity of the employee and, for this reason, do not permit either internally or in the Supply Chain, disciplinary practices contrary to fundamental human rights;*

5. *Comply with applicable laws and industry standards, by applying the CCNL of trade, ensuring all employees the respect of remunerative conditions laid down by the CCNL. Overwork and shifts are voluntarily agreed between employees and department heads within the limits prescribed by law related to weekly hours maximum allowed, rest days, public holidays work or night shifts. Data Storage Security doesn't take advantage from contracts which don't allow employees' regular contributions or from irregular contracts and contemplate the transition to indefinite duration employment at the end of fixed-term employment.*

6. *The quality and ethics of the relationship with our employees, considered as a primary resource and a wealth for the organization, through:*

- *the application of the international and national standards relative to human resource management and of SA8000;*
- *the constant comparison with the Health and Safety Committee (which was created in compliance with new SA8000:2014 Standard and formed by RLS and Senior management), the competent doctor, RSPP in order to perform a continuous action for the improvement of health and safety conditions on workplace;*
- *the Social Performance Team (which was created in accordance with the new SA8000:2014 Standard) for the implementation of SA8000 requirement, including the compliance to the Standard, the identification and assessment of Risks, the Monitoring of the performance indicators and the adoption and recording of corrective and preventive Actions; The Team is composed by a balanced representations of workers (elected by workers DSS on a voluntary basis) and management representatives.*

7. *The attention in the choice of our Supply Chain, in order to extend the philosophy of the employees' respect through:*

- *the request for adherence to the principles of the standard SA8000;*
- *the control of its application in the supply chain;*
- *the diffusion of the culture of the Social Responsibility to the suppliers;*
- *the attention to the qualitative level of the Supplies.*



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*Data Storage Security engaged itself to diffuse the social responsibility rules to its suppliers, favoring those who, equally assessed, joining the social responsibility path taken by Data Storage Security, offer more guarantees of compliance with the requirements of SA8000 standard.*

*The choice to certify the System of Social Responsibility is founded on the conviction that ensure and maintain service quality for a virtuous and sustainable growth means ensure at the same time company system quality, and also work and service quality, through human resources valorisation and focus on customers, acquiring so a proactive role in the community to which Data Storage Security belongs, in respect and achievement of social goals.*

*In order to diffuse and value in the company the aims and the contents of this policy, these are shared through the integration with the management system for quality, corporate e-mail, info points and employees training; outside the company, this policy is diffused through the company website (it's available for any stakeholder on demand).*

*The pursuit of this social compatible policy becomes then one of the main targets when all subjects potentially interested by the execution of an activity must be protected and involved in the decisional processes, thereby contributing to affirm its success and the good reputation of the organization.*

*Senior Management reserves to periodically review the Social Responsibility Policy in order to achieve continuous improvement.*

**Data Storage Security s.r.l.**

Alessandra Allegri

A handwritten signature in black ink, appearing to read "Alessandra Allegri", written over a horizontal line.