

Social accountability policy SA8000

Fully aware that the Company's greatest resource is its human capital, Pellegrini S.p.A, as part of the action to consolidate its position in the catering services industry, has decided to adopt and implement a social accountability management system in line with the SA8000 standard. As a result, the Company undertakes:

- not to use or support the use of child labour;
- not to use or support the use of forced and compulsory labour;
- to ensure that all employees have a safe and healthy workplace;
- to respect the right of workers to join and form a trade union;
- not to practise discriminations of any kind;
- not to use or support the use of corporal punishment, mental, physical or verbal abuse;
- to set working hours in compliance with the law and with the applicable national labour contract;
- to comply with the minimum legal wage;
- to implement and sustain a social accountability management system;
- to work towards gradually involving its suppliers in the social accountability management system put in place, in order to make them partners also in the area of social responsibility;
- to provide employees with personal growth and advancement possibilities;
- to ensure ongoing involvement of its personnel by means of continuous internal communication and training activities, with the aim of creating better working conditions for all operators, more effective operative units and hence more efficient service delivery to end-customers;
- to raise awareness of the importance of safety at work, with activities that directly involve personnel and through measures to control the work environment;
- to raise awareness and monitor continually the behaviour of suppliers and sub-suppliers, identifying areas in which collaboration can impact supplier service quality, safeguard worker rights and enhance compliance with environmental regulations;
- to monitor and assess environmental conditions within the Company.

Pellegrini S.p.A. repudiates all practices that violate human rights in general and workers' right in particular, in full compliance with current national and Community legislation, and international conventions and recommendations, among which the resolutions of international organizations like the ILO International Labour Organisation (ILO standards: Conventions 29 and 105; forced and compulsory labour; Convention 87: freedom of association; C98: the right to form an association and to collective bargaining; Convention 100 and 111: equal pay for equal work for male and female workers; non discrimination, Convention 135: workers' representatives; Convention 138 and Recommendation 146: minimum age and recommendation; Convention 155 and Recommendation 164: health and safety at work; Convention 159: vocational rehabilitation and employment of disabled persons; Convention 177: homework; Convention 182: the worst forms of child labour; the Universal Declaration of Human Rights; the United Nations' Convention on the Rights of the Child); the Declaration on the Elimination of Discrimination against Women.

Pellegrini S.p.A. undertakes to pursue, comply with, sustain and disseminate this policy of social accountability.

Pellegrini S.p.A. undertakes to ensure that relations with its constituents, namely, customers, employees, suppliers, and institutions comply with SA8000 standards.

It is the task of all employees of the organization to translate the above-mentioned principles into concrete actions so that such principles may be shared and become an integral part of everyday working practice.

Pellegrini S.p.A.'s policy in this regard is accessible and available to all interested parties.

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