



# SAMUEL®

accoppiatura sartoriale

Milano

## COMPANY POLICY

ACCOPPIATURA SAMUEL has been operating since 1980 in the field of design and processing applied to leather and fabrics, which are subjected to coupling using innovative solutions and techniques.

The company is capable of producing water-repellent fabrics, stretch leather, faux fur, anti-fray fabrics, totally breathable fabrics, adhesive and thermo-adhesive fabrics, and waxed materials for the manufacture of shoes, bags, accessories, clothing, and furniture.

ACCOPPIATURA SAMUEL wants to be a flexible, efficient, and trustworthy partner for each of its clients by pursuing objectives and following strategies consistent to the statements included in the company policy.

In addition to management certifications, in this document the company makes commitments that turn into procedures, targets, and system indicators. The company is committed to:

- comply with Italian and international laws as well as the recommendations issued by ILO and ONU in matters of working age by objecting to child labour and managing a number of actions for the rehabilitation of any possible child living under conditions which fall within the definition of "child labour", enabling education and social integration;
- avoid all forms of compulsory or forced labour;
- ensure that the workplace is healthy, safe, and environmentally friendly by involving the company's personnel and ensuring all the necessary training;
- ensure freedom of association and recognize the right to collective bargaining;
- contrast any kind of discrimination in relation to race, social status, national origin, religion, ability, gender, age, sexual orientation, trade union membership, political affiliation, etc;
- forbid any kind of corporal punishment as well as physical, mental, and verbal abuse against workers;
- adhere to all working hour regulations provided for by law and the National Bargaining Agreement applied to each worker;
- ensure compliance with the legal minimum contribution as well as a salary that meets all essential needs;

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Accoppiatura Samuel s.r.l.

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E-mail: [info@accoppiaturasamuel.com](mailto:info@accoppiaturasamuel.com) | Capitale Sociale € 178.297,00 i.v.

Partita IVA n. 01428750440 | Codice Fiscale n. 01081400432 | Iscritta al n. 127158 R.E.A. (FM)





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- build relationships with suppliers by enabling effective actions for improvement and involving them in a gradual compliance with the requirements of ISO 9001, ISO 14001, and ISO 45001 standards as well as with our ethical and social responsibility;
- systematically monitor the compliance with contractual terms, statutory requirements, and economic and financial targets defined internally;
- maintain a dynamic organizational structure able to empower, engage, and motivate all personnel;
- manage ongoing professional development by carefully planning training actions aimed at increasing skills and professional growth;
- be willing to plan and implement actions aimed at improving the performances related to products, environment, health, safety, and social responsibility development;
- assess the environmental impact of all company activities in order to monitor their level of alteration;
- plan detail objectives specific to individual activities and company processes;
- safeguard the environment and prevent pollution;
- protect workers by constantly engaging and consulting them in order to prevent risks;
- ensure full compliance with regulatory obligations;
- continuously improve health, safety, and environment performance through a structural framework;
- specifically commit to reduce accidents, injuries, and occupational illnesses;
- keep this policy adequate to environmental risk as well as workers' health and safety;
- communicate this policy to all the company's stakeholders including its own employees;
- periodically revise this policy;

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- work with motivated and trained personnel well-informed on the entire management system;
- use recycled materials in place of virgin materials when needed;
- take advantage of internal audit not only to monitor the company's compliance to management rules, but also to spread the company's principles;
- review company results at least annually;
- ensure profitability to the enterprise with the aim to obtain the funds necessary to the continuous improvement of the company and to the associates' remuneration.

Sant'Elpidio a Mare, 09/06/2023

General Management  
Samuele Morresi

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