

SLOVENSKO

IZJAVA O DRUŽBENI ODGOVORNOSTI SA8000

AQUAFIL je mednarodna organizacija, ki je zaradi svojih dejanj postala predstavnica *novega načina poslovanja*, utemeljenega na *trajnosti*.

Trajnost kot temeljno načelo in vrednoto je družba sprejela v vseh oblikah: gospodarski, okoljski in družbeni. Prek niza smernic, zbranih pod imenom »THE ECO PLEDGE – AQUAFIL's path towards full Sustainability« (Eko zaveza – pot družbe Aquafil k trajnosti), smo opredelili številne poslovne usmeritve, ki temeljijo na inovacijah, spoštovanju okolja in posameznikov.

Družba AquafilSLO je na poti k trajnosti prepoznala **mednarodni standard SA8000:2014** kot orodje za poglobljanje svoje zavezanosti varstvu delavcev in človekovih pravic, ustvarjanju dodane vrednosti v celotni vrednostni verigi in izboljšanju odnosov s svojimi deležniki.

Družba namerava z uporabo sistema družbene odgovornosti na podlagi SA8000 razviti proces nenehnega izboljševanja tudi na družbenem področju, tako da si bo prizadevala za:

- *delovanje ob upoštevanju mednarodnih predpisov in konvencij o človekovih pravicah;*
- *skladnost s predpisi, veljavno nacionalno in drugo zakonodajo ter zahtevami glede zaščite delavcev, na katere je prostovoljno pristala;*
- *izpolnjevanje in skladnost z naslednjimi zahtevami standarda SA8000:*
 - ✓ ne omogoča ali podpira dela otrok;
 - ✓ ne uporablja ali podpira prisilnega ali obveznega dela;
 - ✓ zagotavlja varno in zdravo delovno okolje ter izvaja ukrepe, potrebne za preprečevanje nesreč, poškodb in poklicnih bolezni;
 - ✓ spoštuje pravice delavcev, da se pridružijo sindikatom;
 - ✓ ne izvaja, omogoča ali podpira nobene oblike diskriminacije;
 - ✓ ne izvaja in ne omogoča disciplinskih ukrepov, ki so do delavcev ponižujoči ali nespoštljivi;
 - ✓ zagotavlja delovni časa v skladu z veljavno zakonodajo ali kolektivnimi pogodbami;
 - ✓ zaposlenim za delo plačuje skladno z veljavnimi pogodbami;
 - ✓ zagotavlja izvajanje, spremljanje in nenehne izboljšave sistema družbene odgovornosti ob upoštevanju zakonodajnih in organizacijskih sprememb.

V zvezi s tem je družba zavezana tudi širjenju in spodbujanju uporabe načel iz standarda SA8000 na vseh ravneh znotraj organizacije, pa tudi v odnosih z dobavitelji/poddobavitelji v naši dobavni verigi.

ENGLISH

SOCIAL RESPONSIBILITY COMMITMENT SA8000

AQUAFIL is an international organisation that, by our actions, has become a spokesman for a *new way to conduct business* founded on *sustainability*.

Sustainability, understood as a fundamental principle and value, has been adopted by the Company in all its forms: economic, environmental and social. Via a series of guidelines, gathered together as «THE ECO PLEDGE - AQUAFIL's path towards full Sustainability», we have defined a number of business directions based on innovation and respect for the environment and individuals.

In our path towards Sustainability, AQUAFIL has identified **International Standard SA8000:2014** as a tool for deepening our commitment to the protection of workers and human rights, generating value added throughout our value chain and improving relations with our stakeholders.

By applying the SA8000 Social Responsibility System, the Company intends to develop a process for the continuous improvement of performance in the social and other areas, by striving to:

- *operate in compliance with the international regulations and conventions on Human Rights,*
- *comply with the regulations, applicable domestic and other laws and accepted voluntary requirements governing the protection of workers;*
- *implement and comply with the following requirements of Standard SA8000:*
 - ✓ not to facilitate or support the use of child labour;
 - ✓ not to make use of or support the use of forced or slave labour;
 - ✓ to guarantee a safe and healthy working environment and to implement the measures necessary to prevent accidents, injuries and professional diseases;
 - ✓ to respect the right of workers to join trade unions;
 - ✓ not to apply, facilitate or support any form of discrimination;
 - ✓ not to apply or facilitate disciplinary measures that offend the dignity of workers or disrespect them;
 - ✓ to guarantee working hours consistent with the applicable legislation or collective agreements;
 - ✓ to remunerate employees in compliance with the applicable contracts;
 - ✓ to guarantee the implementation, monitoring and continuous improvement of a Social Responsibility Management System that takes account of legislative and organisational changes.

In this context, the Company is also committed to disseminating and promoting application of the principles detailed in SA8000 at every level within our organisation, as well as in relations with the suppliers/sub-suppliers in our procurement chain.