



ETHICAL COMMITMENT AND SA8000 POLICY

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 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.

10/10/2022

For AquafilUK Management

A handwritten signature in black ink, appearing to read 'K. Fairbrother', written over a horizontal line.

K. FAIRBROTHER

3d/1d/22