



Social Responsibility Policy

SOCIAL RESPONSIBILITY POLICY in compliance with the SA8000®: 2014 standard

Top Management has taken upon itself the commitment to operate consistently with the principles of the SA8000 standard through transparent methods and systems aimed to detect and satisfy the expectations of the main stakeholders: Customers, Suppliers and Employees.

The consistency of the Social Responsibility Policy with the Corporate strategies in place is assessed by the Management and periodically reviewed to verify its consistency with the Corporate plans.

The adequacy is guaranteed by the verifications by an independent third party.

With the SA8000 certification, and with the related continuous improvement project, the Management has formally assumed responsibility for the following commitments:

- comply with national, Community and international laws on labor and workers' rights, fulfilling the provisions contained in official documents and their interpretations;
- maintain social responsibility requirements over time and comply with any new requirements that may be required;
- guarantee periodic monitoring and continuous improvement of the implemented management system by defining, within the meetings with relevant roles, specific improvement objectives and verifying their achievement also through a set of significant indicators;
- ensure all personnel adequate training and information on ethics and social responsibility;
- sensitize suppliers to social responsibility principles of the SA8000 standard;
- carry out first-party audits aimed at verify compliance with the social requirements, then taking all necessary corrective and preventive actions;
- document and communicate to stakeholders the commitment regarding Corporate Social Responsibility also through the issuing of the Social Report.

The SA8000 Management Representative is appointed and the Workers' Representatives for SA8000 are elected.

The Social Performance Team has been set up, representing the body responsible for implementing and monitoring the SA8000 Management System.

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The Standard		Company commitment
1. Child labour	It's not possible to engage in or support the use of child labour; procedures for remediation of child labourers shall be established, in particular by providing support to enable such children to attend school; procedures to promote school attendance shall be established; risk situations must be avoided.	Procedures have been established and implemented to ensure that: <ul style="list-style-type: none"> - no employee under the age of 16 is hired; - knowledge of its ethical policy is disseminated to both workers and stakeholders - supplier monitoring is carried out in order not to become accomplices of to become complicit in the exploitation of child labour
2. Compulsory labour	It's not possible to engage in or support the use of forced or compulsory labour; in particular, upon commencing employment, no deposits may be required.	Under any circumstances we require the hired personnel to pay deposit or original identity documents. We do not use cameras or surveillance that implements forms of control over workers in the performance of their duties. We reject any form of coercion against staff.
3. Health and Safety	It is necessary to ensure that the workplace is healthy and safe; a representative of the management for safety and prevention must be appointed; adequate training must be ensured for all personnel; potential health risks must be identified and addressed.	Guaranteeing safety at work is our duty, therefore: <ul style="list-style-type: none"> - we have complied with the obligations imposed by the legislation on safety and health at work; - we have appointed the Head of the Prevention and Protection Service; - we guarantee the possibility for workers to elect the representative (s) of workers for safety; - we provide informative material to new recruitment; - we carry out periodic training to all staff and provide information material; - we have provided and are providing all workers with personal protective equipment free of charge; - we have appointed First Aid Officers; - we have appointed the Fire Prevention Service Officers;

		- we have contracts with qualified companies for maintenance interventions.
4. Freedom of association and right to collective bargaining	Workers have the right to join and form trade unions of their choice; they have the right to collective bargaining; worker representatives cannot be discriminated against in the workplace and must be able to communicate with associates; if the associative rights are restricted under law, they must be facilitated through the use of alternative means.	We guarantee to all workers: - respect for trade union rights; - the prevention of any form of discrimination against union members or representatives.
5. Discrimination	Discrimination can't be implemented in relation to: race, social class, national origin, caste, birth, religion, disability, sex, sexual orientation, family responsibility, marital status, trade union membership, political opinions, age or any other condition that could entail discrimination; behavior, including gestures, language and physical contact, that is threatening, offensive, aimed at exploitation or sexually coercive is not permitted.	Personnel recruitment is made on the basis of competence, experience and education. Salaries are calculated on the basis of the duties carried out in application of the collective bargaining agreement. Education and training are guaranteed to all; career progresses take place according to the skills of individual workers and company organizational needs. Dismissals are carried out only in cases permitted by law.
6. Disciplinary practices	Corporal punishment, mental or physical coercion, verbal abuse of personnel can't be used or tolerated.	We reject all disciplinary practices not provided for by the collective bargaining agreement and the Workers' Statute. If unavoidable, we only apply disciplinary sanctions according to collective bargaining agreement, in order to maintain rules of correct conduct towards customers, colleagues and management.
7. Working hours	The working hours must be in line with current laws and	We apply working hours established by collective bargaining agreement:



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	industry standard; in the case of national legislation is less restrictive than the SA8000 requirement, ordinary work must not exceed 40 hours per week with one day of rest; overtime must not exceed 12 hours per week, must be voluntary and be reimbursed at a premium rate; in the event that collective bargaining is applied, the overtime request must be made in accordance with the agreements.	<ul style="list-style-type: none"> - we reimburse overtime at a premium rate as required by the national collective labor agreement for the category - we guarantee rest days.
8.Remuneration	The minimum legal wages must be guaranteed; the salary must meet basic needs and an additional income must be available; the pay slip must be detailed clearly and regularly; the salary must be paid according to the legal prescriptions and in the most convenient way for the worker; employment contracts that don't grant a job security for workers must not be overextended; no fake apprenticeship contracts should be applied.	<p>We guarantee employees a remuneration corresponding to the national collective bargaining agreement for the sector.</p> <p>We regularly deliver the pay slip with the description of the items making up the salary.</p> <p>We provide support on obtaining family allowances.</p> <p>We guarantee the correct management of all contractual forms used (fixed term, apprenticeship).</p>

The Policy and the SA8000 Standard are set out clearly and visibly, in an appropriate and understandable form, both in the workplace and on the Company website.

The reference for the SA8000 standard is SAI: Social Accountability International 15 West 44th Street | New York, NY 10036 Phone: 212-684-1414 | Fax. 212-684-1515 Email: info@sa-intl.org.

The references for sending any claims are:

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Via A. Volta 20, 24069 Trescore Balneario (BG), Italy
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To the kind attention of: Social Performance Team SA8000
Email: sa8000@steris.com



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- ✓ STERIS Corporate
Free Call (24/7): 800-902-931
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- ✓ SAAS - Social Accountability Accreditation Services: 15 West 44th Street, 6th Floor New York, NY 10036 Ph: (212) 391-2106 fax: (212) 684-1515 saas@saasaccreditation.org

Document Version History:

Version	Change Description	Effective Date
1	First issue (only Italian language)	29-01-2021
2	Updating of reference contacts for sending any claims	01-04-2021