
Code of conduct

SO.LA.IS.
SOCIETA' LAVORAZIONE ISOLANTI

SO.LA.IS is present on the automotive market since 1979 and had always identified with founding values which are transparency, honesty, innovation and both social and environmental responsibility. Through the years this identity, that was born from the values of its founder, grew stronger and is now a fundamental resource for the corporation. SO.LA.IS wants to define with clarity the sum of these values together with the accountability towards internal and external stakeholders. Key instrument for this path is the «Code of Conduct».

Ethics is a complex mix of social rules and practices that an individual or a group, or a group of individuals, follows in their actions and are able to identify a specific reaction referring to single situations. Ethics is thus both a set of norms and values that regulate human's behavior in relation to others and a criterion that enables humans to judge behaviors, their own and that of others, with respect to the categories of 'good' and 'evil.'

This concept in the corporate sphere is inevitably linked to that of "corporate social responsibility."

Objective of the Code of Conduct

The primary objective of the Code of Ethics is to make the values in which SO.LA.IS recognizes itself common and widespread, at all levels, making sure that everyone, whenever they are called upon to make a decision, are clearly reminded that there are not only their own interest sat stake, but also those of others. In other words, one must be aware that the welfare and respect of all, must always and explicitly be taken into account at every stage of daily action.

SO.LA.IS. commits to complete and absolute compliance and enforcement of the laws of the applicable Legal System

Prohibition of bribery and abuse of office

not tolerate or engage in any form of bribery or abuse of office, including any payment or other form of advantage conferred to a government official or other company in order to influence decision-making.

Respect for the basic human rights of all staff

- To promote at all levels of the company a relationship of trust by inviting the staff to freely express their ideas
- To promote equal opportunity and treatment of employees regardless of color, race, nationality, social background, disability, sexual orientation, political or religious belief, gender or age, respecting (where applicable) minorities and indigenous populations;
- To promote training and professional growth at all company levels and encourage the inclusion of young people using all tools available for the purpose (such as apprenticeship contracts, internships, etc.)
- To refuse to hire or have someone work against their will and to refute modern slavery;
- To respect the personal dignity, privacy and rights of every individual;
- To refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination;

- To prohibit behaviors such as gestures, language, and physical contact that are sexual, coercive, threatening, abusive, or instrumental;
- To provide a fair wage and ensure the applicable national legal minimum wage;
- To comply with the maximum number of working hours required by applicable laws;
- To recognize, to the extent that is legally possible, the right of free association of employees and neither favor nor discriminate against members of employee organizations or unions;
- To apply ethical hiring;
- To ensure the opportunity for all staff to make anonymous or non anonymous reports regarding misconduct, dangerous or risky behavior for the company or its stakeholders (whistle-blowing);
- Not to hire, in any case, private or public security services

Prohibition of Child Labour

To not employ workers under 16 years of age or, in those countries subject to the developing country exception of ILO Convention 138, to not employ workers under 14 years of age;

Health and Safety of the Staff

- To take responsibility for the health and safety of its employees;
- To control hazards and take the best precautionary measures reasonably possible against occupational accidents and diseases;
- To provide training and ensure that employees are educated about health and safety by promoting their awareness and participation to the improvement;
- To establish or use a reasonable occupational health and safety management system.

Preservation of the Environment

- To act in accordance with applicable statutory and international environmental protection standards;
- To minimize environmental pollution and continuously improve environmental protection;
- To use a reasonable environmental management system;
- To carefully use available resources (e.g., electricity, water) by activating consumption improvements and optimizations where possible;
- To pay attention to raw material management by activating the use of environmentally friendly and/or recycled products whenever possible.
- To employ resources in the search for ecologic or recycled materials
- To commit – where applicable and feasible – in the fight for the land rights, over use of forests, water and force eviction;

Stakeholder Relations

Relations with stakeholders, at all levels, must be characterized by absolute fairness, cooperation, loyalty and mutual respect.

SO.LA.IS. considers as stakeholders all internal and external staff (e.g., consultants, external contractors); customers and suppliers; regulatory agencies, institutions and authorities; and the local community.

Resources and information management

- To communicate effectively => honest, clear and effective communication;
- To grant information security (communications with all stakeholders) and protection of company assets through a system that ensures confidentiality and control from outside intrusion;
- To ensure confidentiality, where required, in the handling of sensitive and corporate information
- To protect Company resources: guaranteeing that company resources are used only for their intended purposes;
- To maintain accurate and truthful accounting records in order to meet all legal, tax and regulatory requirements. Every transaction must be properly recorded, authorized, verifiable, legitimate, consistent and congruent. It is the responsibility of each employee to ensure that supporting documentation is easily traceable and ordered according to logical criteria.

Fair trade practices

- To grant diligence and fairness in contract management and operate in a loyal and correct manner in every aspect of the management;
- To not tolerate unfair business practices: bribery, corruption, fraud, money laundering, anti-competitive methods, unfair competition, anti trust etc.;
- To control exports and economical sanctions;
- To ensure all stakeholders are alerted to inappropriate behavior;
- To always decline gifts from customers or suppliers worth the equivalent of 100 euros or more per year and per business partner. Any gifts or donations must be immediately returned to the giver. If it is impossible to return it, the Management must be notified, which will determine how to proceed according to the principles of the Code of Conduct.

Chain of Supply

- To use all reasonable efforts to promote among suppliers compliance with this Code of Conduct;
- To comply with the principles of non-discrimination regarding the selection and treatment of suppliers;
- To ensure that the procurement of goods and services is aligned with business objectives and processes;
- To comply with applicable laws;
- To ensure that purchases are in line with spending authority, corporate approvals and restrictions on types of goods or services allowed;
- To raise awareness and responsibility of environmental, safety and health, fair and responsible business practices, human rights, privacy and security of information, controls on exports and economical sanctions among suppliers, based on the present document

Product Safety

Provide assurance that there is an organized and formal system in place that ensures product integrity, analysis of the data that is obtained from the system, monitoring as well as possible (as our product is a component of an additional item in the car), and handling of recalls.

Support of our Community

Commitment of the company to support, where possible, the community in which it resides.

Relations with Agencies and Institutions

To frame relations with agencies, institutions and supervisory organs with the utmost cooperation and transparency while strictly complying with applicable laws and regulations.

Contacts

For any information or reports regarding the Code of Conduct, you can contact us at the following address:

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