

## 1 SCOPE

INTERTRADE has chosen to adopt the SA8000 Standard to monitor and improve its social responsibility performance. This Policy is adopted in order to demonstrate Intertrade's Management commitment to the requirements of the Standard and the applicable Legislation. The Policy represents the Values and Commitments of the Management.

## 2 APPLICABILITY

This Policy is upheld by Intertrade and all its employees and Management

## 3 DESCRIPTION

Intertrade, in agreement with its Corporate Values, considers the following to be a priority:

- Respect for National and Transnational Laws, Regulations and Instructions regarding the respect and protection of working conditions and in particular:
  - International Labour Organization (ILO) Conventions
  - The United Nations Declaration of Human Rights
  - The International Convention on the Rights of the Child
  - The International Convention on the Elimination of All Forms of Discrimination against Women, etc.
- To ensure and renew its commitment to Social Responsibility through the implementation of the requirements of the SA8000 Standard in order to continuously improve the working conditions of its employees.
- To act continuously towards the active participation, the creation of motivations and the evolution of its staff, through training and continuous informative actions.
- To activate a system of communication and dialogue with all internal and external stakeholders of Intertrade in relation to SA8000, in order to identify their needs and expectations, to disseminate the Company Policy and to strengthen the awareness in matters of Social Responsibility.
- To improve the quality of life of those directly involved with the company and especially its employees.
- To select and evaluate its suppliers taking into account their compliance with the requirements of SA8000 and the System applied by the company.
- To communicate its commitments and the results of the implementation of the System to all interested parties and by all appropriate means.

Intertrade Management, in compliance with its commitment to comply with SA8000, provides the necessary resources to achieve the objectives set out in this Policy. In order to achieve the above, the Management is supported by the Social Performance Team (SPT) which undertakes, among others, the supervision of the implementation of the System, the compliance with the requirements of the Standard and the submission of proposals for the continuous improvement.

Intertrade, in compliance with the requirements of the SA8000 Standard, is committed to:

- **Do not use Child Labor**  
The company does not use or support child labor, in compliance with its Child Labor Policy, Legislation, ILO Conventions and the International Convention on the Rights of the Child. The Company ensures that this commitment is upheld by its partners.
- **Do not use forced or compulsory labor**  
The company does not adopt or support forced or compulsory labor and condemns all forms of modern-day slavery, prohibiting labor that is not provided voluntarily and that may be the product of threats or debt.
- **Protects the Health and Safety of its employees**  
The company is committed to providing a healthy and safe work environment to its employees and to take measures to avoid accidents.
- **Respects the right to trade union and collective representation and bargaining**  
The company does not prevent or hinder in any way the participation of employees in trade unions and promotes collective bargaining.
- **Respects the right to a decent salary and fair working hours**  
The company ensures at least the basic salary to all its employees and all other legal remuneration and takes measures to improve their earnings. At the same time, it respects the legal holidays and the leave of the employees and does not impose overtime beyond the legal limits.
- **Respects the principles of Dignity, Equality and Non-Discrimination**  
The company does not allow any discrimination on the basis of age, origin, nationality, religion, political views, sexual preferences, gender, physical and mental disabilities and any other personal characteristics not related to the professional traits.
- **Prevents unfair disciplinary practices**  
The company prohibits any form of physical or psychological violence and harassment, including verbal assault and any other disciplinary practice that offends the dignity of the individual.

Intertrade Management recognizes the importance of adopting the SA8000 Standard as a strategic choice, which strengthens the company's competitiveness and its position as a leader in its competitive business environment.

This Policy is approved by the Management and reviewed for its suitability at regular intervals and is available to all staff, stakeholders and the general public.

For Intertrade A.E.

Managing Director

Anyone who comes across actions and situations that are in conflict with the commitments hereof and in general with the Legislation and the requirements of the SA8000 Standard, please contact the company or any other of the interested parties:

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Attention to: Social Performance Team SA8000

**Certification Body****Eurocert S.A.**

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**Accreditation Body****Social Accountability International (SAI)**

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Complaint page:

<https://sa-intl.org/services/assurance/sa8000-complaints-and-feedback/>