WORKING CONDITIONS POLICY

SAMP is committed to ensuring fair working conditions, a safe workplace, and respect for the dignity of individuals, promoting employee well-being, the enhancement of skills, and the continuous improvement of the working environment.

SAMP is committed to:

• fully complying with applicable legislation and the relevant national collective labour agreement (ncba);
• ensuring regular remuneration in compliance with contractual and legal requirements;
• guaranteeing equal opportunities in treatment and professional growth, while preventing all forms of discrimination, harassment, or inappropriate behavior;
• promoting safe and healthy working conditions through prevention activities, training, and occupational health surveillance;
• encouraging work-life balance through the responsible management of working hours, holidays, and leave;
• respecting the right to disconnect outside working hours and outside formally established on-call periods;
• supporting dialogue and employee involvement through meetings, consultations, and the collection of suggestions;
• investing in skills development through continuous training programs. training and professional development programs are already subject to company monitoring.

OBJECTIVES

• Ensure a positive, inclusive, and respectful working environment.
• Maintain high standards of health and safety.
• Promote employee well-being and job satisfaction.
• Continuously improve working and organizational conditions.

QUANTITATIVE TARGETS

• Ensure that employees are covered by a valid employment contract.
• Carry out at least one annual review of working conditions and organisational wellbeing.

Granarolo dell'Emilia (BO), 05/10/2026

Legal Representative