Social Accountability Policy

PROECO Srl promotes an ethic and responsible culture within its organization; taking care of our human resources developing their professional skills and supporting their growth in a mutually respected environment. Customers' satisfaction and trust has been achieved over the years in compliance with:

- Local Regulations;
- International Agreements;
- Employment ethic, supporting economical and organizational fair conditions;
- Human Rights, where everyone feels respected and valued, from our employees to our customers;

Furthermore, the company is committed to:

- Do not exploit minors;
- Do not adopt any corporal punishment or verbal abuse;
- Do not discriminate race, nationality, religion, physical condition, political preference, sex etc.
- Do not force overtime;
- Do not support illegal employment
- Respect Trade Unions employee's association
- Guarantee a tidy working environment suitable and safe for the scope of work
- Guarantee working hours in line with the industry standards and applicable law;
- Guarantee fair salaries;
- Recognize Human Resources;
- Recognize each stakeholder as value added for the organization;
- Recognize customers as the result of the continuous development activities
- Promote the herein Policy at any level

PROECO Srl strongly believes the Policy is not only a content list but moreover is a commitment towards the community needs.

Issed and approved th 31st January 2025

Proeco Srl Director

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