



**VISA S.p.A. - GENERATING SETS  
and POWER SOLUTIONS**

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SAP 125000000289-001-00 – DS520-01  
SOCIAL RESPONSIBILITY AND ETHICS

## **Social Responsibility and Ethics**

Visa S.p.A. is committed to operating in compliance with human rights and the rights and professionalism of its employees in order to ensure a healthy working environment to protect the health and safety of those who work there.

In this light, Visa S.p.A. promotes responsible and ethically correct behaviour in the following respects:

### **Child labour**

Does not employ child labour (i.e. workers under the age of 15) in the production of any product or in the provision of any service.

### **Compulsory labour/illegal labour**

Does not employ non-voluntary personnel (prisoners, persons defaulting in respect of the company), who are subject to non-legal restrictions in their freedom to sever their work engagements (seizure of documents, salaries not paid and kept as a deposit), which are not protected by a form of contract. Does not grant loans to its workers at a higher rate than the average level granted by lenders.

### **Health and Safety**

Ensures a safe and healthy workplace and takes appropriate measures to prevent accidents and damage to health that may occur during or as a result of the work, minimising, as far as is reasonably practicable, the causes of danger that are attributable to the working environment.

Guarantees workers all the PPE necessary for the performance of their duties.

### **Freedom of association and the right to collective bargaining**

Respects the right of all personnel to form and join the trade unions of their choice and the right to collective bargaining;

### **Discrimination**

Does not implement or support discrimination in hiring, remuneration, access to training, promotion, dismissal or retirement, based on race, class, country of origin, religion, disability, gender, sexual orientation, union membership, political affiliation or age; Does not interfere with the exercise of the right of personnel to follow principles or practices, or to meet needs relating to race, class, country of origin, religion, disability, gender, sexual orientation, union membership or political affiliation; Does not allow behaviours, including gestures, language or physical contact, that are sexually coercive, threatening, offensive or aimed at exploitation.

### **Disciplinary Procedures**

Does not use or support the use of corporal punishment, mental or physical coercion or verbal abuse.

### **Working Hours**

Complies with the laws and applicable standards on working hours. Guarantees at least one day off a week. Pays overtime which, except in situations of proven and compelling need, does not exceed 12 hours a week per employee, with the percentage increases due.

### **Remuneration**

Ensures that the paid wage always complies with legal standards or contractual standards and is therefore sufficient to meet the basic needs of the personnel, including a dignified life.

Fontanelle, 20 April 2018

Visa S.p.A.  
Chair of the Board of Directors  
Barro Lorenzo

