



STATEMENT SA8000

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Marelli Bielsko-Biała Poland Sp. z o.o. respects fundamental human rights in all its activities, recognizing them as a non-negotiable core value of its corporate culture and strategy, closely linked to sustainability and governance.

Marelli Bielsko-Biała Poland Sp. z o.o. works to manage and reduce the potential risk of human rights violations in order to avoid adverse impacts on these rights in the international and socially diverse environments in which it operates. The Group's global presence requires the adoption of generally accepted principles in every geographical area where Marelli companies are present.

Marelli Bielsko-Biała Poland Sp. z o.o. promotes respect for all human rights in its business relationships and expects third parties to comply with the same human rights standards, with particular attention to conflict-affected and high-risk contexts.

Aware of our responsibility towards our employees, customers, suppliers with whom we cooperate, and the communities in which we are present, we undertake to comply with the requirements of the SA8000 Social Accountability standard and to continuously improve in this area. This Social Accountability Policy reflects that commitment and sets the framework for our actions.

Marelli Bielsko-Biała Poland Sp. z o.o. defines the guiding values followed by all employees: respect, responsibility and integrity.

We comply with the ethical principles set out in the SA8000 standard, such as the prohibition of child labor, non-involvement in the use of forced labor, non-discrimination, fair disciplinary practices, and we ensure a safe and healthy working environment, fair remuneration, compliance with legal requirements regarding working time, and respect for employees' right to freedom of association. To ensure that the above commitments are consistently fulfilled, we maintain and improve the SA8000 management system on an ongoing basis. We undertake to comply with all applicable legal requirements and other binding regulations that we are obliged to observe.

The Policy is publicly available and known to all employees and interested parties. During the management review, the Policy is assessed and, if necessary, updated.

On behalf of the entire workforce, I declare our commitment to meeting the requirements and continuously improving the effectiveness of the existing Social Accountability system in accordance with the requirements of the SA8000:2014 standard, as well as to allocating the conditions and resources necessary to implement the adopted Policy Statement.

Marelli-Bielsko Biała Poland Sp. z o.o. provides appropriate resources and means to implement the adopted SA8000 standard.

The above Policy is publicly available and communicated to all employees.

Plant Manager

MARELLI BIELSKO-BIAŁA POLAND Sp. z o.o.
DYREKTOR ZAKŁADU


Bartosz Knapczyk

In case of complaints or concerns regarding Marelli Bielsko Biała Poland Sp. z o.o., please contact us via our Integrity Hotline:
<https://secure.ethicspoint.eu/domain/media/en/gui/105365/index.html>
and/or contact SAAS/SAI and/or the certification body.

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