



POLICY ON SOCIAL ACCOUNTABILITY AND THE ADOPTION OF STANDARD SA8000

PROCEDURE_SA8000

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1. INTRODUCTION

YOOX S.p.A., through this “Policy on Social Accountability and the Adoption of Standard “SA8000” promises to comply with the principles and requirements prescribed by international standard SA8000: 2014.

2. SCOPE AND FIELD OF APPLICATION

The Company promises to implement a social accountability management system that is able to demonstrate the effective compliance with the requirements of standard SA8000, to guarantee the monitoring and ongoing improvement of it, including by implementing any corrective actions.

For YOOX S.p.A., the SA8000 management system represents an operative map thanks to which the organization is able to ensure that its “social performance” fully and sustainably complies with SA8000.

The policy is documented in paper form and filed by the Social Performance Team and HR Department. It is available on the corporate intranet (in the “Corporate Governance” section) so that it can be consulted and accessed by all interested stakeholders.

2.1. CORPORATE FUNCTIONS INVOLVED

Below is a list of the functions involved in the SA8000 management system:

- HR Department
- CSR Department
- Corporate Services Department – RSPP and Risk Manager
- SPT: Social Performance Team, comprised of SA8000 representatives for workers and management.

3. LEGISLATIVE AND DOCUMENTARY REFERENCES

- Code of Ethics of the YOOX Group
- Policy on Social Accountability and the Adoption of Standard SA8000
- International Standard on Social Accountability SA8000:2014
- ILO (International Labour Organization) Convention
- Universal Declaration on Human Rights
- UN Convention on the Rights of the Child
- Global Compact



4. OPERATIVE PROCEDURES

YOOX is aware that the Group's greatest resources are its human resources, which is why it has decided to adopt and apply a social accountability management system in accordance with standard SA8000. With the aim of guaranteeing the ethics of its managerial process, it formed the Social Performance Team (SPT), which consists of worker and management representatives. There is an internal body in charge of implementing the SA8000 management system, which is also responsible for pursuing and maintaining the certification.

YOOX S.p.A.'s implementation of this social accountability process in short means:

- Neither promoting nor maintaining the use of child workers;
- Neither promoting nor maintaining forced labour;
- Guaranteeing adequate, safe and healthful workplaces;
- Respecting workers' rights to join unions and category-specific associations;
- Not engaging in any type of discrimination towards personnel, avoiding differential treatment based on race, political, spiritual or sexual orientation;
- Neither using nor maintaining disciplinary practices such as corporal punishment, physical or mental coercion, or verbal abuse;
- Adjusting to and complying with the work hours prescribed by law, the national and local agreements and national collective employment agreements (C.C.N.L.) applied;
- Paying employees in accordance with the terms of the national C.C.N.L. to which they belong, as well as with the comprehensive corporate agreements;
- With respect to Suppliers: implementing a qualification and monitoring process which also takes compliance with the requirements of SA8000 into consideration.
To the extent possible for YOOX S.p.A., to encourage and guide suppliers to promote and invest in a socially responsible direction;
- To ensure adequate training in standard SA8000 to all personnel.

To render the commitment to comply with the requirements of SA8000 fully effective, YOOX S.p.A. has prepared and disseminated the following benchmark procedures at the Company:

- Procedure SA8000_ Remedy for child and minor labour;
- Procedure SA8000_Management of indications.

5. FILING

All of the documentation produced within the context of the activities regulated within this procedure, including any electronic communications, are kept for each representative, under its own authority. This documentation is also provided, upon request, to the Internal Audit & CSR function and to the supervisory and corporate control bodies.