	Tender n° TENDER_XXXX Attached n° ANNEX X	Page 1 of 2
DECLARATION OF COMPLIANCE WITH MINIMUM SOCIAL STANDARDS		Rev.0

[●]

The undersigned

born in (), on
the his/her capacity as Legal Representative of the company
with registered office in (),
at address

Post Code Town/City Province

Tax ID , VAT no.

DECLARES

that the goods/services/works governed by this contract will be produced, supplied/installed and performed in compliance with minimum social standards regarding human rights and labour conditions throughout the supply chain (hereinafter “standards”) defined by:

- the Eight Fundamental Conventions of the ILO (International Labour Organization), i.e. Conventions 29, 87, 98, 100, 105, 111, 138 and 182
- ILO Convention no. 155 on occupational health and safety
- ILO Convention no. 131 on minimum wage fixing
- ILO Convention no. 1 on hours of work (industry)
- ILO Convention no. 102 on social security (minimum standards)
- the Universal Declaration of Human Rights¹
- Art. 32 of the UN Convention on the Rights of the Child²
- national legislation applicable in the countries where the individual phases of the supply chain are performed regarding occupational health and safety, as well as labour laws, including those regarding pay, working hours and social security (pensions and welfare).

When the national laws and standards indicated above refer to the same aspects, compliance will be guaranteed with the higher standard.


Fundamental Conventions of the ILO:

Child labour (Art. 32 of the UN Convention on the Rights of the Child; ILO Convention no. 138 on minimum age; ILO Convention no. 182 on worst forms of child labour)

- Children have the right to be protected from economic exploitation through work and from performing any work that may compromise the child's opportunities for development and education
- The minimum age for admission to employment or work shall not be lower than 15 years old (temporarily 14 in certain countries)

¹ Approved by the General Assembly of the United Nations on 10 December 1948.

² Approved by the General Assembly of the United Nations on 20 November 1989, and ratified in Italy with Law no. 176 of 27 May 1991 “Ratification and implementation of the Convention on the Rights of the Child, established in New York on 20 November 1989”.

	Tender n° TENDER_XXXX Attached n° ANNEX X	Page 2 of 2
DECLARATION OF COMPLIANCE WITH MINIMUM SOCIAL STANDARDS		Rev.0

- Minors under the age of 18 years old cannot be admitted to any type of employment or work that may compromise their health, safety or morals
- In cases of child labour, swift corrective actions must be taken. Meanwhile, a system must be in place that allows children to pursue their school career up to the end of mandatory schooling.

Forced labour/slavery (ILO Convention no. 29 on forced labour and ILO Convention no. 105 on the abolition of forced labour)

- All forms of forced labour, performed under the menace of any penalty and not offered by the individual voluntarily is prohibited
- Workers cannot, for example, be requested to pay a deposit or handover their identity documents to their employer. Worker must also be free to terminate their employment relationship with reasonable prior notice.

Discrimination (ILO Convention no. 100 on equal remuneration and ILO Convention no. 111 on discrimination [employment and occupation])

No form of discrimination regarding employment and profession is permitted on the basis of race, colour, ethnicity, gender, religion, political beliefs, social class, age, disability, state of health, sexual orientation or trade-union membership.

Freedom of association and the right to collective bargaining (ILO Convention no. 87 on freedom of association and protection of the right to organise and ILO Convention no. 98 on the right to organise and collective bargaining)

Workers have the right, without distinction and without prior authorisation, to establish organisations of their choosing and to become members and partake in collective bargaining.

Date,

DIGITALLY SIGNED