

## SA8000 POLICY

PharmaNutra S.p.A. and Junia Pharma S.r.l. align their corporate objectives with their ethical principles, aware that social responsibility represents an added value for organizational development.

PharmaNutra S.p.A. and Junia Pharma S.r.l. certified, on a voluntary basis, for the SA8000 standard adhere to a participatory business management model, in which dialogue between company leadership and staff is encouraged, favoring a climate of collaboration within the organization and supporting communication between the company and its external stakeholders with a view to transparency.

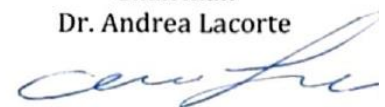
Aware of the importance of developing a socially responsible work environment and promoting the professional growth of all employees, in compliance with national and supranational laws and human rights, PharmaNutra S.p.A. and Junia Pharma S.r.l. undertake to ensure compliance with the following requirements regarding SA8000:

- Avoiding and/or discouraging child labour
- Avoid and/or discourage forced or forced labour
- Monitor and ensure the health and safety of workers in the workplace
- Ensuring freedom of association and the right to collective bargaining
- Avoid or/or discourage discriminatory practices
- Monitor the correct and fair application of disciplinary practices
- Guarantee a working time appropriate to what is defined by current regulations
- Monitor that the remuneration complies with the contracts stipulated and the regulations in force
- Promote the organization and growth of the Company Management System

The Management is committed to ensuring that the Social Responsibility Policy is disseminated and understood by all staff, fully involved in the path undertaken by PharmaNutra S.p.A. and Junia Pharma S.r.l.

Date: 18/10/2021

Chairman  
Dr. Andrea Lacorte





Questa è la traduzione del certificato IT19/0878.

Il sistema di gestione di

# PHARMANUTRA S.p.A.

Sede Legale ed Operativa:  
Via delle Lenze, 216/B - 56122 PISA - Italia

è stato verificato ed è risultato conforme ai requisiti di

## SA 8000:2014

per le seguenti attività

### Sviluppo e produzione di integratori alimentari e creme ad uso topico.

Questo certificato è valido dal 27/08/2019 fino al 27/08/2022.  
La validità è subordinata all'esito soddisfacente dell'attività di sorveglianza periodica.

Ricertificazione da eseguirsi entro il 26/07/2022.

Rev. 1. Certificata dal 25/07/2007 da altro organismo di certificazione.

Data inizio audit: 25/07/2019.

Data scadenza certificato precedente: 25/07/2019.

La certificazione è estesa ai siti riportati nell'allegato 1  
al presente certificato costituito da 2 pagine.

Autorizzato da  
Paola Santarelli



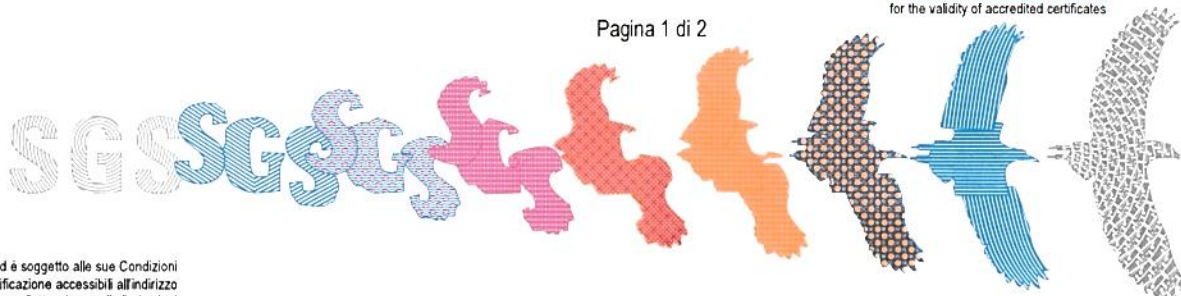
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Allegato 1 al Certificato IT19/0878.

**PHARMANUTRA S.p.A.**

**SA 8000:2014**



**Emissione 1**

JUNIA PHARMA S.r.l.  
Via delle Lenze, 216/B - 56122 PISA - Italia

PHARMANUTRA S.p.A.  
Via delle Lenze, 216/B - 56122 PISA - Italia



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