Azienda Agricola
ROSA ANNA E ROSA LUIGIA

WORK POLICY

The ROSA ANNA and ROSA LUIGIA farm relies on ethical principles and promotes values such as quality of life while respecting the environment and people. Through this policy, it states its commitment to:

- Respecting the applicable legislation;
- Avoiding interfering with the staff members' right to follow their principles or practices, or to meet their needs in relation to their race, class, national origin, religion, disability, sex, sexual orientation, trade union membership or political affiliation;
- Avoiding any discrimination among workers (due to sexual, ethnic, religious reasons, etc.);
- Providing fair remuneration ("same work, same remuneration", higher salaries for overtime work, etc.) so that the remuneration (excluding any overtime work) is at least compliant with the legal minimum wage and is always sufficient to satisfy the basic needs of the staff members, besides providing some discretional gain;
- Ensuring adequate and sustainable working hours, with regular rest shifts;
- Avoiding child labour (under 15) and forced labour;
- Avoiding any corporal punishment, mental or physical coercion and verbal abuse;
- Offering workers adequate social security (for ex. in case of illness, disability, pregnancy, pensions, etc.).

Sabbioneta, 16 July 2021

The Management