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	SA8000 Performance Communication	rev. no. 2 dated 26.04.12

YEAR 2019

The organisational structure for SA8000 of Villafrut S.r.l. is constituted as follows:

SA 8000 Management Representative

The Management Representative for SA 8000 has the duty of analysing, along with the Employee Representative and the Head of the Social Responsibility Management System, complaints and notifications of non-compliance.

Head of the Social Responsibility Management System

The Head of the Social Responsibility Management System is responsible for internal audits and supplier audits along with completing the internal checklists; he has the duty of ensuring all employees are trained on SA 8000, along with responsibility for managing documentation and updates. In addition, he is responsible for analysing complaints and notifications of non-compliance alongside the Employee Representative and Management Representative for SA 8000.

SA 8000 Employee Representative

The SA8000 Employee Representative is an employee who does not belong to management, elected by the employees, who, in addition to his own duties, is responsible for:

- constituting a point of reference for employees in relation to SA8000 issues;
- encouraging internal communication and interfacing with management and/or its representative for all employee issues relating to the SA8000 standard;
- participating in the periodic review of SA8000;
- collecting employee complaints from the appropriate box;
- participating in resolving complaints/non-compliance with the Management Representative and the Head of the Social Responsibility Management System;
- requesting and organising, if necessary, employee meetings to discuss aspects relating to SA8000.

Social Performance Team (SPT)

Composed by the system management Head for social accountability, complaint handling Manager, Administration Manager and Employee representatives

SPT tasks:

Implement all the elements of the SA8000

SPT should monitor activities by:

- a) verify compliance with the standard
- b) implement actions to reduce the risks identified by SPT;
- c) increase the efficiency of the system.

SPT must have the authority to gather information from stakeholders or include them in the monitoring activities. It must interface with other corporate departments to define, analyse and solve any non-compliance with SA8000. SPT must also organize periodic meetings to review progress and identify actions to enhance the implementation of the standard.

SPT must ensure that corrective and preventive actions established by the organization are implemented.

SPT should handle non-compliance related to SA8000

He should recommend action to the Senior Management to reduce the risk. Actions to address these risks should be prioritized considering their severity.

SPT meets regularly-every six months.

Drafted by RGSRS

Approved by DIR

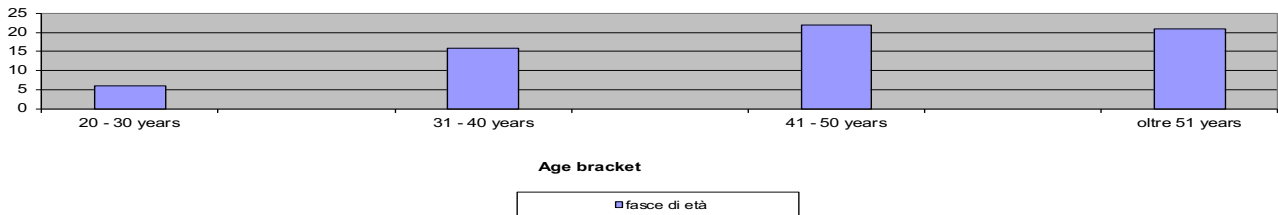


SA 8000 points in Villafrut S.r.l.

Child Labour and Young Workers

Villafrut S.r.l. does not use child labour in its production cycle and provides a remediation procedure for child labour and young workers; in addition, in the event that suppliers use them, it requires corrective action to be applied in order to resolve the non-compliance.

Composition of employment age in 2019



Forced labour

Villafrut S.r.l. categorically excludes any form of forced labour. For this reason, during the personnel selection phase, employees are informed about their duties, type of contract, positioning within the company and they are informed about their rights and duties through provision of the Internal Company Rules.

Health and Safety

Villafrut S.r.l. guarantees its employees work in the best safety and hygiene conditions.

Its infrastructures comply with the regulations in relation to health and safety. Employees regularly undergo the specialist medical examinations provided for by law and every point of the existing regulations is considered and fulfilled.

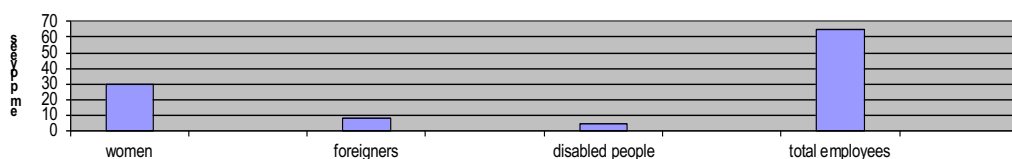
Freedom of Association and Right to Collective Bargaining

Villafrut S.r.l. complies with the right to freedom of association and collective bargaining and corporate management shows willing to attend any meetings with employees.

Discrimination

In Villafrut S.r.l. there is equality for all employees. Selections are aimed at people of both sexes and interviews do not take consideration of affiliations with unions, religion, gender, sexual orientation, origin or state of

Staff composition in 2019

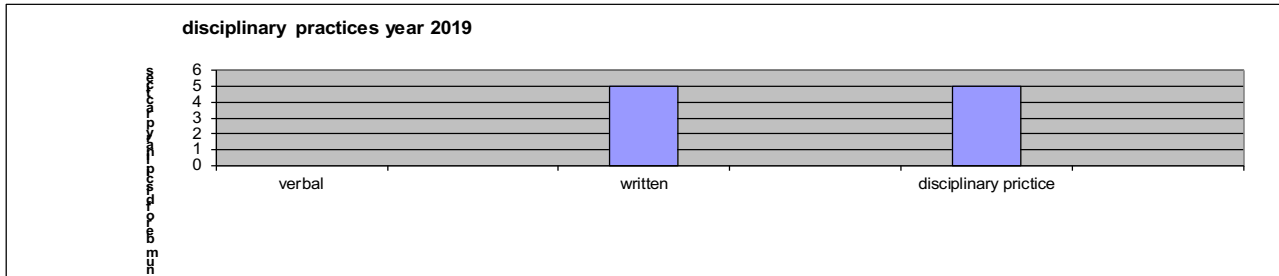


health.



Disciplinary Practices

Each employee has the opportunity to consult at any time the collective contract, the company provisions and the forms at an appropriately-equipped Info Point.



Working Hours

Villafrut S.r.l. applies working hours that are in line with the law.

Remuneration

Villafrut S.r.l. supports the right to a decent wage and equal pay between men and women performing the same tasks.

Management of Suppliers

All suppliers/sub-suppliers of Villafrut S.r.l. have been involved in the company's social responsibility project. Suppliers are assessed and subdivided based upon a risk scale, and the company has sent information notices and undertakings to its suppliers. A questionnaire has also been created in order to assess suppliers. All our suppliers show willing to be subject to control audits in order to check that they are complying with the requirements.