

SOCIAL REPORT



31/07/2015

SUSTAINABILITY REPORT 2014-2015

ETERNO IVICA FOR SUSTAINABLE DEVELOPMENT



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SOCIAL REPORT

SUSTAINABILITY REPORT 2014-2015



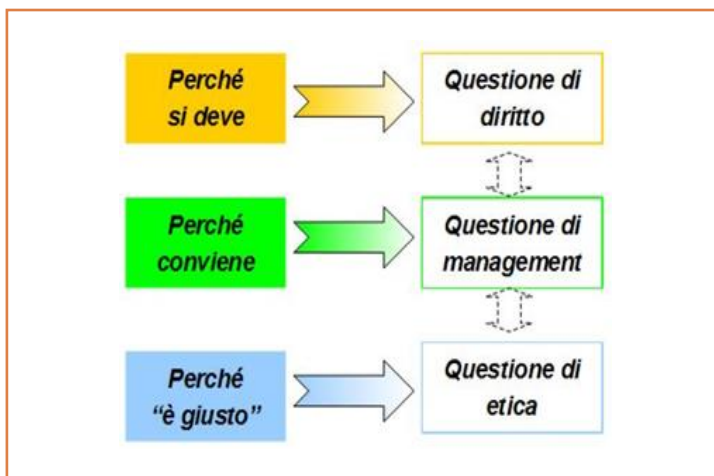
1 Social Report

PLASTIC+ Group wishing to maintain a constant and transparent communication with all of the involved parties, internal and external, every year from 2006 realizes the Social Report, informing about its policy.

This time for the first year the report relates not only with social responsibility, but also with the environment, complying with sustainable development that is promoted by the company policy of the group, and informing of the actions realized for its stakeholders, referring to our **Integrated Management** system: **Quality - Ethics - Safety - Environment**.

The Social Report displays company real life, duties, activities and organization, programs and goals. All of these respecting our willing to operate following the fundamentals of social responsibility and environment sustainability.

Eterno Ivica is certified by "Ente di certificazione Det NorsKe Veritas" for the norms :



- ISO 9001 since 1999,
- SA 8000 since 2007 ,
- ISO 14001 since 29.07.2014:

During 2014, Eterno Ivica overcame the inspection checks to maintain the certification SA8000 and ISO 9001, and, in July **2014**, **Eterno Ivica** got the environment certification **ISO 14001**.

PLASTIC+ Group, following this patch, wants to distinguish as a socially useful group of

companies, observing a policy oriented to the sustainability of the environment and the respect of social rights, regarding the entire production process, conforming to the requisites:

- **Child Labor-Hard and Imposed Labor-Health and Safety**
- **Association freedom and right to collective bargaining-Discrimination**
- **Collective operation-Working time-Salary**

A copy of this document has been given to the Workers' Representative recognized by the norm SA8000, and it is available for consultation by the interested parties inside the company.

Social Report is also published on the website of the company www.eternoivica.com, Eterno Ivica informed other involved parties and all the stakeholders with a newsletter.

2.1 Chi siamo

Eterno Ivica srl, in the construction field 1973, designs, produces and sells products in rubber and plastic for buildings, and also accessories, through a distributon net. - **since July 2013, to expand the production range, it is selling also products for sound isolation.**



Eterno Ivica srl

Via Austria n. 25/E C.A.P. 35127

Zona Industriale - Padova

Telefono 049- 8530101 (RA) 049- 8530102

Fax 049- 8530111

e-mail: eternoivica@eternoivica.com

Codice Fiscale e P. IVA: 00339040289

C.C.I.A.A. 118169 - PD

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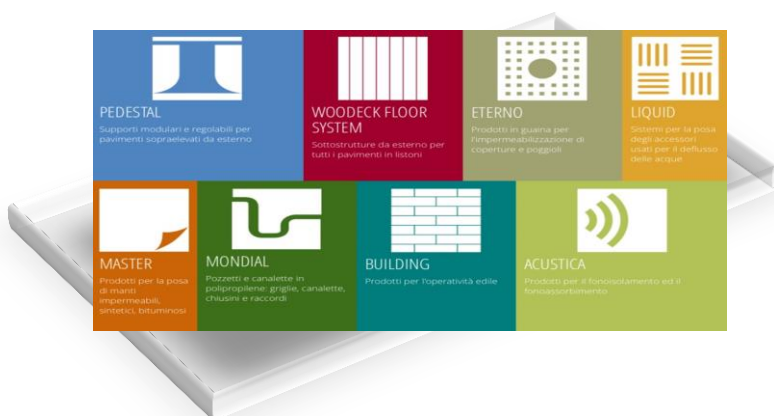
Internal design and production processes enable **Eterno Ivica** to satisfy needs of customers in a dynamic and flexible way. Thanks to the sister company **Plastic Planet, part of Plastic + Group**, it can rely on 13 injector machines for a total of 550 tons, working 24 hours per day, 6 days per week. The company is then able to satisfy the market requests, depending on the urgency degree.



PRODUCTS ARE DIVIDED INTO THE FOLLOWING 8 LINES:



THE
CATALOGUE IS AVAILABLE ON THE
WEBSITE www.eternoivica.com



2 2 PLASTIC+ GROUP introduction

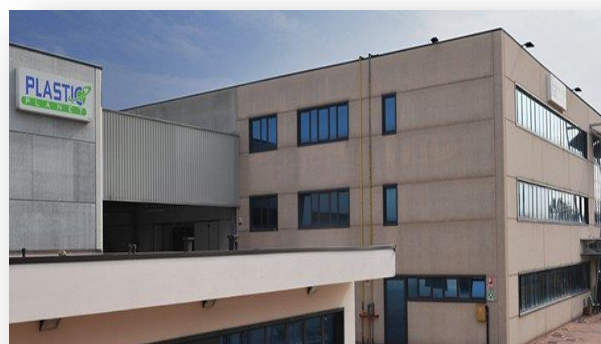


The group "**PLASTIC+ GROUP**" was born in 2001, gathering the brands :

Eterno Ivica srl - Italtronic srl - Plastic Planet srl.

Three dynamic entities with one mission: to develop ideas for the market, checking all of the processed, from design and customization to sale, in a way to ensure quality, assistance, exclusive relationship with the customer.

Production plant of **Plastic+ Group** takes up a total surface of more than 10.000 squared meters, of which 7.000 are indoor, divided into three production units that are interconnected, with laboratories for testing and internal designing areas. This was made to gather ideas together and build success.



S

Ince 2003 the companies of **Plastic+ Group** moved to Via Austria n. 25, in the new industrial area located in the South of Padova. It is easy to access this area thanks to the highways A4 MI-VE and A13 PD-BO exit "Padova Zona Industriale" and following the signs for the **Plastic+ Group**.



Today we can write the company mission in this way:

- give to those who work in the sector of buildings and electronics hos competence and experience collected in the field of plastic materials, in a way to supply products that are technically excellent in their specific market segments, respecting ethic values, the environment and the workers' health and safety.

2.3 Company policy

Plastic+ Group, in order to supply a specific service to workers and all the other involved parties, together with constant increasing of company results, chose the goal to pursuit with strenght the development of the Group, to reach the maximum quality level in all of the areas and factors involved.

Men, Process, Product, Service and Organization

The leader concept of our company policy is:

Company Quality =

- full satisfaction of the customers and the other parties involved, i.e. active understanding of their needs
- adequacy of machineries and human resources available
- respect of environment, ethic values, health and safety at the workplace
- prevention of accidents and diseases
- ensure a constant commitment in the prevention of pollution and in the continuous improvement of environmental factors such as: saving energetic and natural resources, correct wastes collection and recycle, constant monitoring of the emissions in the atmosphere
- guarantee formed and equipped workers, enabled to promptly intervene in case of emergencies such as fire and spills

For this reason the «GRUPPO PLASTIC+» believes in the importance of the concept

Qualiy - Price - Service - Care : of the nvironment, Health and Safety and Human rights.

Quality and reliability of products of «GRUPPO PLASTIC+» are a result of a company process which is controled in each single phase.



The most important elements in order to achieve the above goals are:

a) considering your workers as a precious resource:

- ✓ Stimulating employees' professional growth by training courses, respecting their human and moral value and protecting their health and safety by preventing injuries and work-related diseases;
- ✓ Involving employees so that it is clear that the Health and Safety in the workplace concerns the whole company organization, from the Employer to each worker, each of them in accordance with their tasks and competences.
- ✓ Involving employees in the environmental protection so that they are aware of the correct behavior to be applied in the disposal of waste, in the consumption of resources and in the use of dangerous substances also in emergency situations.

b) Considering suppliers as strategic partners:

- ✓ For the careful choice of materials;
- ✓ For the constant quality improvement of the final product;
- ✓ As concerns the respect of ethical behaviors, health and safety and the environment;

c) Considering customers as a fundamental component for the quality of product and service by constantly seeking their satisfaction also when concerning social accountability and the environment;

d) Considering the Community as an important factor for working properly

- ✓ Respecting the environment
- ✓ Following applicable laws, contracts, agreements and other provisions;
- ✓ Committing to improve socially and protecting the health and safety in the workplace;

e) Guaranteeing constant monitoring and the improvement of the corporate Integrated Management System, defining the targets for improvement and checking their achievement;

f) Guaranteeing compliance with the requirements relevant to child labor, forced or compulsory work, health and safety, freedom of association and the right to collective bargaining, discrimination, disciplinary practices, working hours, pay and ethic code.

The essential conditions to achieve this result are as follows:

- Clear definition of the role of each company department;
- High professionalism of each employee;
- High reliability of materials and equipment;
- "environment", which means positive human relationships that stimulate the employees to carry out their tasks with the aim of satisfying company requirements relevant to quality; Inspiring all relationships to the fundamental principles of **RESPECT – SYMPATHY – HUMBLENESS – FRIENDLINESS – HONESTY**
- Learning a work philosophy based on the concept of working together as a team in order to:
- **<WORKING TOGETHER FOR SUCCESS AND SATISFACTION>**

Plastic+ Group guarantees the documentation, implementation, preservation and efficient communication of the obtained results of its Integrated Company Management System, complying with UNI EN ISO 9001 - SA 8000 - OHSAS 18001-D.Lgs. 81/08- UNI EN ISO 14001 regulations to all their personnel and stakeholders.

The Integrated Management System is certified to the UNI EN ISO 9001 , UNI EN ISO 14001 and SA 8000 regulations.

The corporate policy is focused on protecting the rights of workers and the environment and on implementing and promoting responsibility in all of the company departments for ethical values, the prevention and protection of Health and Safety in the workplace and the Environment.



3 Stakeholders

Following are the stakeholders identified by Plastic+ Group in order to verify the capability to meet the needs and requirements of all of them through an open, transparent dialogue based on mutual trust.

- Human Resources;
- Partners;
- Customers;
- Suppliers;
- Financial Institutes;
- Civil community;
- Public Administration;
- Environment.

This SA8000 social audit is drawn to meet the systemic requirements of the management review and of external communications and it is the result of the participation of social partners to the implementation of the social accountability system.



4 Main Datas

*"net result increased w.r.t.
2013.....
+ 104%"*

CONTO ECONOMICO AGGREGATO

Euro x 1000	2014	2013
Ricavi	8.558	6.507
<i>Variazioni delle rimanenze di prodotti</i>	88	178
Alteri ricavi operativi	13	9
Costi di produzione	6.111	5.097
Costi per il personale	871	740
Proventi e oneri finanziari	6	0,5
Utile Ante Imposte	1.687	857
Utile netto	1.130	554

STATO PATRIMONIALE

Totale Attività	5.591	4.232
Patrimonio netto	3.018	2.068

Despite the economic situation, in particular within the construction sector, the results for 2014 show a commitment to the continuous growth .

Year 2013 was characterized by the aquisition of the brand "**Acustica Sistemi**" which began the acoustic division of Eterno Ivica .



Acustica Sistemi's technical experience, both practical and commercial, of our professionals, made it possible to offer new services and new products for sound isolation.

Eterno Ivica is able to support its customer during the entire process: design phase and building, including the analysis of soud results achieved, using certified instruments requested by the normatives

Environmental Investments .



Eterno Ivica continues to pay attention to the sustainable development aspect of its products, in fact in 2013 it realizes the LEED analysis of "Pedestal" and "Woodeck" product lines. Products of these lines are good to be integrated into low environmental impact projects give a contribution to the certification LEED®.



5 WORKERS



This paragraph describes the situation of **ITALTRONIC** as concerns the application of the requirements of the SA8000 regulation, edition 2008, and specifies the current company situation.



ETERNO IVICA



ITALTRONIC



PLASTIC PLANET

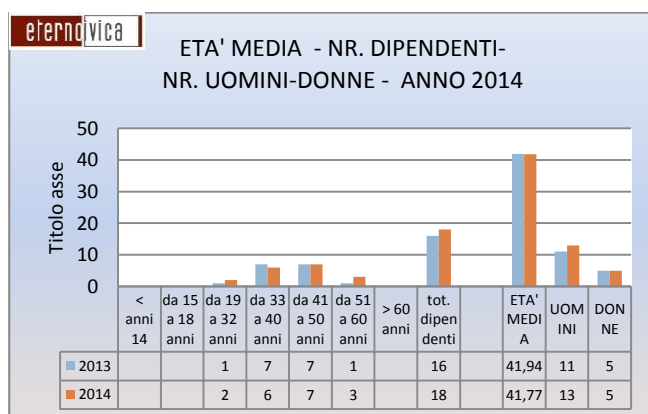


During the Management Review, they checked the 2014 results and defined the objectives for improvement relevant to Social Accountability that would have been achieved in 2015.

CHILD LABOR

There are no children working in the company, neither young workers, applying definitions of SA8000 norm (from 14 to 18 years of age).

All of the employees are older than 18 years of age. Procedure requested by this regulation is respected.



HARD AND IMPOSED LABOR

All of the workers of the company are spontaneously working, none is a threat victim of other intimidations which oblige them to work.

Workers don't have any company deposit of money or personal belongings such as documents.

Workers, when they are hired, are informed how to tender their resignation, and they receive all the documentation that regards behavioral norms.

HEALTH AND SAFETY

The Group respects all of the existing norms on this regard, to take care of health and safety of its workers and cleanliness of the workplace.

All of the companies have an updated risk evaluation chart.

For any workplace there are evacuation plans in case of accident or fire; in every company the norms to follow in case of emergencies are public, together with the names of the workers to be contacted in case of every specific emergency.

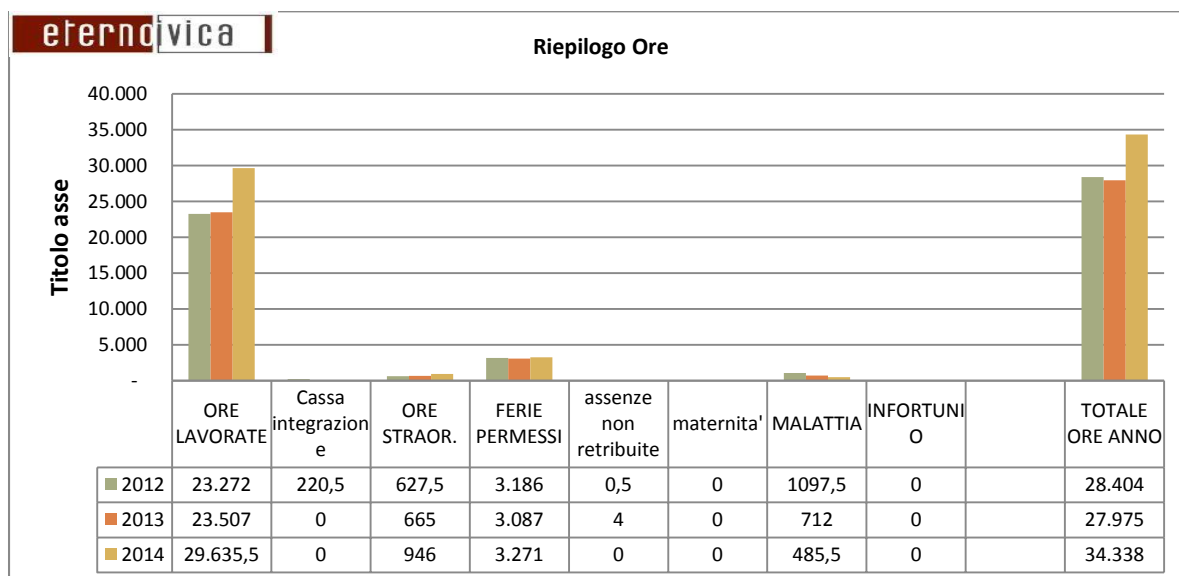
Periodic sanitary checks are made on workers, following the sanitary plan made by the company's doctor.

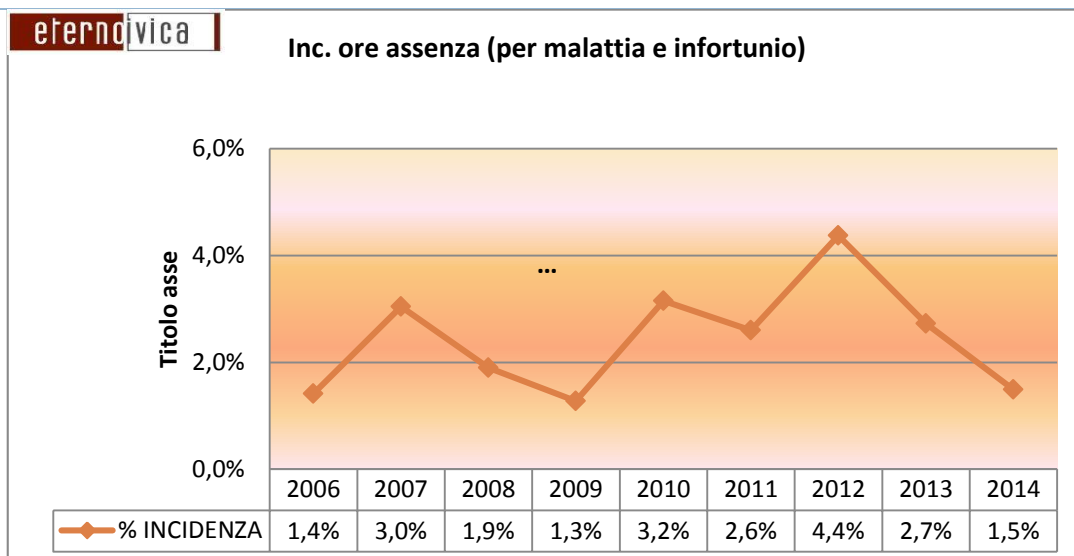
Results and Goals

The information is given through the workers through the document CIP "Codice Informativo Personale", a guide showing company policy and describes characteristics of the business agreement signed description of the paycheck, internal behavior rules, how to make claims or employees' suggestions, SA8000 norm and the "Ethic Behavior Code".

All of the employees received the booklet "Lavorare bene insieme" (i.e. Work well together) which is a n easy to use guide for workers and for the employer, regarding main rules to be used in the employer-employees relationship.

"The aim is to ensure information to all workers through the constant application of norms and monitoring of indicators"





Absences for diseases or injuries are constantly monitored in all of the companies of the Group; these information are crucial to understand the causes and possibly find a solution.

No injuries happen and the hour of absences for diseases are not caused by work, instead they are attributed to health problems.

Total absence hours saw a decrease of 1,2 % with respect to year 2013.

INVESTMENTS MADE FOR WORKERS' SAFETY DURING 2014

During 2014, 369,5 hours were used to train workers regarding health and safety:

- **Plastic Planet** hours 148
- **Italtronic** hours 112,5
- **Eterno ivica** hours 109

During 2014 , they created:

- **the updating of the General document for overall risk assessment.**
The DVR was updated on 06/06/2014 to high risk of fire after presentation of SCIA 05.27.2014 and subsequent release of the new CPI dated 10/24/2014.
- **a risk analysis on work stress.**
The Document of risk assessment related to stress, issued on 15.09.2014 was delivered and explained to the representatives of workers for safety and for SA8000 in the meeting with RSPP on 10.20.2014 (see Minutes of the meeting). The document was on the bulletin board of the company, available to workers for consultation.

2015 GOALS

• PLASTIC PLANET

- Purchase of n. 3 ladders of max. height 1m.
- Purchase of a high ladder with wheels to be used on the mold-bear area in order to open the high level drawers
- Purchase of a microwave to be made available to workers in the coffee area
- Purchase of 2 antispread tanks for antifreeze
- Develop a method to inform the manager of any visits in the department, of customers and / or suppliers, especially in the production department of Plastic Planet.

ETERNO IVICA

- Soundproof bathrooms' walls that are adjacent to offices
- Purchase one fork lift for handling goods
- Purchase an extra gun
- Improve the organization of the sales department
- Consider a system to move the pigeons since they dirty stock areas
- Purchase a new microwave

ITALTRONIC

- Arrange big bags for plastic collection
- Communicate the improvement objectives to stock department
- Soundproof the shredder area
- Purchase or repair the pump of saw's scraps
- evaluate the pump for CNC machines' scraps

ASSOCIATION FREEDOM AND RIGHT TO COLLECTIVE BARGAINING

The company respects the right for workers to apply at a trade union they prefer, and the right to collective bargaining, respecting national norms and agreements.

All employees are free to communicate with other members of the union in the workplace provided that the provisions for the access and safety of these areas are followed.

Anyway, the workers of the three companies don't take part of any trade union.

Employees' representatives have been informed that if they request, the company would offer its rooms and spaces in case they need them to meet with the members of their trade union.

DISCRIMINATION

Plastic+ Group does not discriminate workers and it guarantees equal opportunities to all employees and does not interfere nor permit any interference with their private lives.

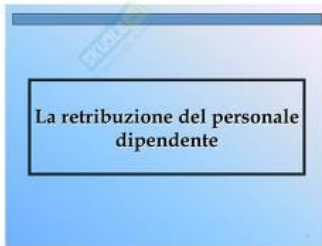
Only in PLASTIC PLANET there are no women employed because of the specific job requested, and 50% of workers' nationalities are from abroad, from many countries out of Europe, who are normally integrated in the environment and can understand and speak Italian language in an autonomously.

CORRECTIVE OPERATION

Il **Gruppo Plastic+** takes inspiration from the EThic Behavioral Code and do not use any kind of duress, neither physic, corporal nor mental, verbal offenses or other forms offending personal dignity of any employee or collaborator.

Lifetime of activities are fixed, as it's written in the contract, at 40 hours on a week bases, with a maximum of 12 hours of overtime.

WORKING TIME



La retribuzione del personale dipendente

Eterno Ivica works on 1 shift, Italtronic on 2 shifts in CNC and tampon printing departments and Plastic Planet on 3 shifts.

Overtime is freely accepted by workers according to the company's needs.

At the moment there are no claims for overtime imposed to workers.

SALARIES

Salaries are in line with the document "Contratto Collettivo Nazionale Metalmeccanici Industria".

2014 Activities:



Workers are rewarded with contractual and remunerative levels that are adequate to their role and position

- All of the workers, depending on their contract, are motivated with bonuses, if they reach their goals, following the Management by Objectives (MbO) system
- During 2014 bonuses for gasoline were given to all of the employees
- As during previous years, there is the possibility for everybody to use the internal gym



Contracts year 2014	Nr.
Open ended contract - full time	15
Open ended contract - part time	1
Fixed term contract	2
Total internal human resources	18
Temporary work contract	1

2015 GOALS

- *Continuously check if the contract level of each worker really corresponds to the tasks done. In case of new hiring, check if the contract level of the new employee corresponds to tasks that he will really do.*
- *MBO method was introduced in 2009 and it is going through a natural improving process year by year. The company decides to continue to use this method to assign bonuses.*



6 CUSTOMERS



OUR OBJECT IS TO SPREAD OUR PRODUCTS' QUALITY TO REACH A GLOBAL MARKET

Eterno Ivica is organized in a way to supply all of Italian areas and most of the industrialized countries of the world.

SALES NET

😊 In Italy : 2 Deposits 3 Distributors 34 agents

😊 Worldwide : + than 30 exclusive Distributors

During 2014 , it a new Eterno Ivica website was created; this website provides customers with a **software** for the calculation of supports and downloads of datasheets with product specifications and the **Declaration of performance (DOP)** of the insulation boards marked **CE**



In the perspective of services and customer support, in 2014 Eterno Ivica created the magazine **IFA Magazine**, whose distribution takes place both in printed and online version, and can be downloaded for free from Eterno Ivica's website.

It is a project born to create an educational bridge between manufacturers of solutions with high technical content and the world of design.

IFA Magazine is a synergistic event wanted to

offer insights and new ideas, because our common denominator is the certainty that buildings deserves guaranteed and functional innovation, in line with the mandatory regulations: the market demands it, our passion and the desire to build responsibly requests it.

Every issue shows interviews, forums, directories and new contributions, always available to everyone. The audience whom the magazine is addressed to, in fact, is very heterogeneous, and tips that are given can be useful to installers, construction companies, retailers, building stores, but also professionals (engineers, architects, surveyors, appraisers, etc.).

Moreover, Eterno Ivica gives the possibility to various manufacturers, partners and customers to present their story and a case history.

eternoe20 a strong commitment to promote business



to promote trainings and conferences

which took place in many provinces of Italy, addressed to professionals who face the problems of acoustics and sound insulation and

to present in several workshops the raised floor external pavement and new products.



7 COMMUNITY

PLASTIC + GROUP social involvement

Project: "Costruire il futuro, insieme"



In 2014 we have been published on company websites every step of the completion of "**Project Building together**" which involved the construction of two schools in the school complex St. Maximilian of Dar es Salaam in Tanzania. "



1st building opened in June 2011
to accommodate the primary school





2nd building opened in July 2013 to accommodate children aged thirteen to eighteen, which will come after finishing primary school

It is a true school of professional training, with traditional classrooms and laboratories, it can accommodate about 300 students



DONATIONS TO ETHICAL PROJECTS

During **2014**, Plastic+ Group participated to different projects, such as:

- € 10.000 as a contribution to the association **"CARITAS S.ANTONIO ONLUS ST. MAXIMILIAN SCHOOL "**
- € 750 as a contribution to the association **"Isola che c'è"** Pediatric Hospice
- € 1.500 as a contribution to the association **"Alta Via"** by Enrico **"Cappellari "**
- € 1.500 as a contribution to the parish choral group **S. Antonio.**
- € 750 as a contribution to the association **"I.O.V." ONCOLOGICAL INSTITUTE OF VENETO**

Also the employees, personally, for the third consecutive year decided to donate € 103.00 to the foundation **"Città della Speranza" of Padova** for the renewal of the research center for pediatric cancer.

MEETING WITH PADOVA BISHOP MONSIGNOR ANTONIO MATTIAZZO

The 30th of April 2014, in occasion of the Workers Day of 1st of May, Plastic + Group was honored to meet Mons. Antonio Mattiazzo .

Mons. Mattiazzo was received by the General Manager Mr. Favero Gabriele and his wife Doc. Falconi Paola.



Monsignor Mattiazzo visited the employers in their workplace.



The Bishop at the end met all the employees in the meeting room and gave them his blessing.



The Bishop underlined that

«Work always has to be embraced with its own dignity and the dignity of people; then we cannot forget about core values of loyalty and respect, because everyone needs to make progresses, regarding the pursuit of commonweal.»



8 ENVIRONMENT

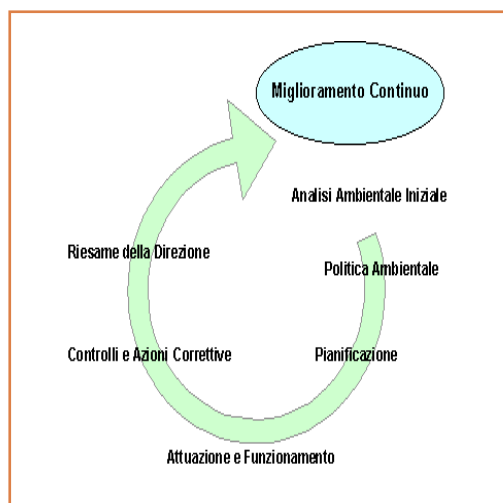


Plastic+ Group policy has always been oriented to attention to the environment, and during 2014 **ETERNO IVICA** and the other companies of the group **obtained the certification ISO 14001** with the agency **Det Norske Veritas**.

Through the initial environmental analysis, the position of the Group with respect to the environment, has been established, in a way to consider all the consequences of our actions on the environment in which we live.



For each of the environmental aspects, different impacts have been evaluated, taking into consideration the three conditions: Normal, Not Normal and Emergency, and following environmental principles, an ENVIRONMENTAL PROGRAM has been established, defining all of the aspects that are important for the sustainability of the territory, goals with their timings, and actions programmed following the logic of continuous improvement.



Is the way we work sustainable?

This is the question that the Group Plastic stands for all environmental aspects / impacts and their management.

The three companies of the Plastic + Group with a view to respecting the environment and along the following lines :

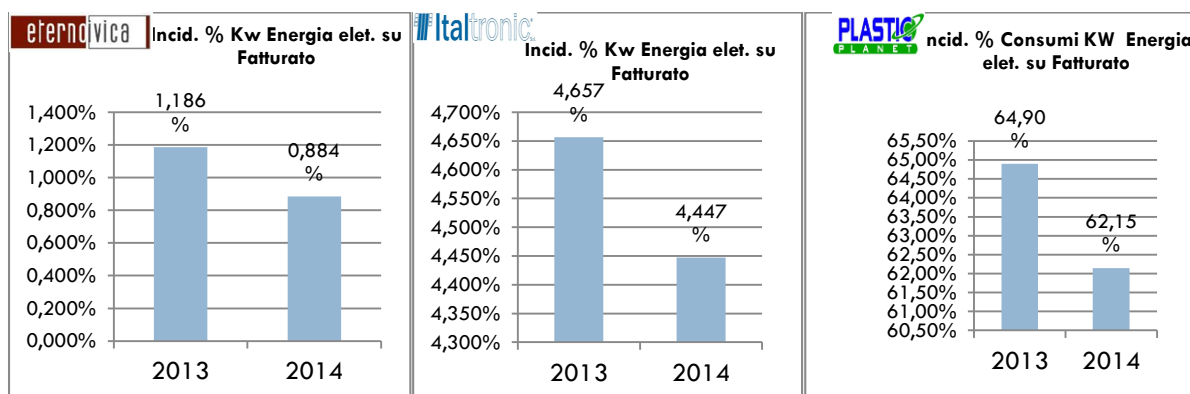
- removal from pollution to pollution prevention
- by placement of waste prevention and waste reduction
- by increasing the use of resources to increase resource conservation

They are committed to the following environmental program to be developed over five years and that on top of the following objectives:



Control and reduce consumption of electricity

Results obtained in 2014 for all companies of the group Plastic with a decreased incidence of % KW consumed turnover.



In 2014 the following actions were carried out to control and improve:

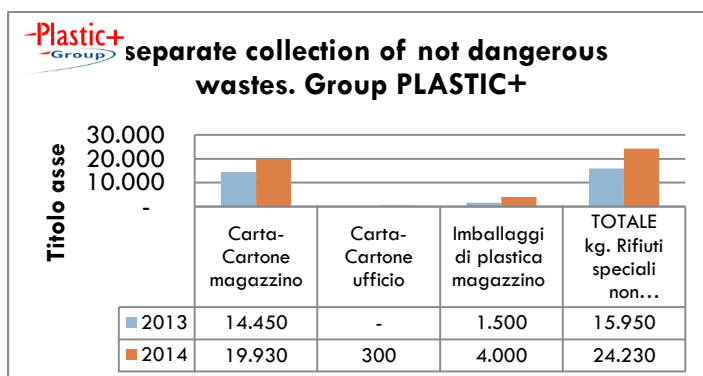
1- energy audit

2- sensitized all staff through proper training with the delivery of the pantry "Good habits to save energy in the office".



Monitor and improve the collection of NOT DANGEROUS WASTES

Result obtained in 2014 for all companies in the group, with an increase in collection of **plastic, paper, cardboard arising from packaging (+ 51.912% compared to 2013)**



All Group companies put high emphasis on collection of waste, which is delivered to a company authorized for recovery and transformation

During 2014 the following actions were carried out to control and improve:

- 1) sensitized operators of the production departments
- 2) purchased baskets for each office to collect paper.
- 3) issued 'Operating Instruction IG28 "Separate collection" with the goal of increasing the collection of paper / cardboard and plastic arising from packaging



Monitor and tidy the area of temporary storage of DANGEROUS WASTE

Results obtained in 2014 for all companies in the group: **remarks or nonconformities regarding the cleaning of temporary storage waste were not found.**

In 2014 the following actions were carried out to control and improve:

1-Run course on hazardous waste

Bought

2-pump: this equipment has facilitated the operations of the spill into the collection tank oil stored in the temporary storage of dangerous waste for the production department.



Check the cleaning of the service area and of the wells

Results obtained in 2014 for all companies in the group:
The results of the monthly monitoring revealed no anomalies

In 2014 the following actions were carried out to control and improve:

1. safety nets have been installed over the manhole covers in the risky areas, to prevent the fall of plastic granules.
2. an analysis has been performed on the waters of the well of the collecting with the drain outside. Analysis of rainwater has failed to comply with the legal requirements

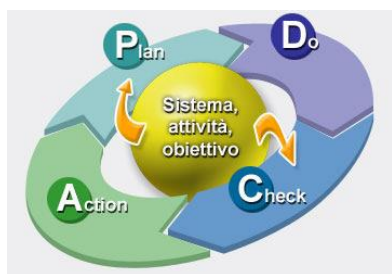
CERTIFICAZIONI
ISO 14001



Ensuring stakeholders the commitment to respect the environment

Results obtained in 2014 for all companies in the group:
ISO14001 certification

The Environmental Management System of Eternal Ivica- Italtronic- Plastic Planet has been certified by Det Norske Veritas-LG to ISO 14001 dated 27/07/2014



9 MANAGEMENT SYSTEM

MANAGEMENT SYSTEM

Il Sistema di Gestione Integrato è certificato dall'ente Det Norske Veritas per le norme ISO 9001, SA8000 e ISO 14001 .

The organization during 2014 achieved the following points :

- maintaining check for ISO 9001;
- semestral checks for SA8000;
- During 2014 the environmental system ISO 14001 was completed for all of the three companies of Plastic+ Group, during July **2014 Plastic+ Group obtained the environmental certification ISO 14001 from the agency DNV.**

The evolution of the integrated management system was done by updating and creating new procedures for safety and for management of wastes.

Workers' representatives for SA8000 and the administration representatives for IL SGS participated to the periodic meeting regarding safety, to talk about problems affecting company's safety, with the members of service and protection: RSPP - Doctor - RLS – Consulting and they actively participated to the analysis of the social responsibility management system (SGSSA8000) and on health and safety (SGS).

A copy of this analysis was given to RLSA8000 to allow workers to read it and use it.

Social reports were published on our website and given also to the representatives of workers.

All of the stakeholders were informed regarding the new release of the social report, via newsletter to their personal email address.

INTEGRATED MANAGEMENT SYSTEM STRUCTURE

The companies of the Group have adopted an Integrated Management System that includes the management of Quality, Social Accountability, Safety and Environment.

The Integrated Management System is managed by a number of documents that include the following:

- the Manual of the Integrated Management System that describes the System, the activities applied for the implementation of company policy and the division of roles and responsibilities in accordance with the reference regulation;

- **procedures**, processed to provide a detailed description of the way that activities should be performed in order to comply with the **ISO 9001, SA 8000, OHSAS 18001, ISO 14001, D.Lgs 81/08 art.30**;
- **instructions**, established to provide a detailed description of the way in which a specific aspect of an activity should be performed;
- a **register of the regulations**, prepared in order to identify, document and guarantee an easy consultation of international and national provisions that concerns the requirements of the reference regulations;
- **the records** that prove that the System is working and managed properly.

Training plans have been provided for upgrading the safety training for all workers with reference to Law nr. 81/08 and the State-Regions Agreement for new employed or temporary staff, through courses conducted both internally and externally on Health and Safety issues in the workplace and awareness to the SA8000.

Within the Social Accountability System, to check that the activities meet the established requirements, **ITALTRONIC** performs monitoring and measuring activities to guarantee that the Management System for Social Accountability complies with the requirements of the **SA8000** regulation.

As concerns monitoring the suppliers, the activity is carried out by applying a specific procedure. The application of this procedure also foresees the periodical assessment of the suppliers with special attention to critical ones.

The Management periodically re-examines the Social Accountability Policy as concerns the following:

- suitability,
- and efficacy.

On the occasion that the efficiency of the Corporate Procedures is assessed, as well as the opportunity of modifying and improving the targets, the Policy of Social Accountability and the Management System and new targets will be defined.

Through procedures, the Company has established the methods for selecting and qualifying suppliers/sub-suppliers on the basis of their capabilities to meet the requirements of the SA8000 regulation.

By informing them about the procedures that the company applies for Social Accountability, suppliers were asked for conforming to these requirements by completing a questionnaire of self-assessment and by being willing to be audited.

Personnel can write complaints or suggestions, even in anonymous form, regarding the causes of non-conformity concerning the application of the SA8000 regulation.

The methods to forward the claims are available to all personnel by applying a proper Procedure.

The data and information contained in this Social Audit SA8000 are diffused with the aim to inform the Stakeholders about the company and to ask for suggestions and comments in order to constantly improve the Company's Social Accountability.

Demand: Quality Management	Approval: General Administration	Date	Year
Zanella Alessandra	Favero Gabriele	31.07.2015	2014-2015