Social Accountability 8000

Principal activities related to the certification SA8000 until 31st December 2015

We started a process to create a more sustainable business
We know that operating in a responsible way is important to guarantee a sustainable future for our businesses, satisfying our partners, investors, employees and other interested parties.

We have some important goals
We want a better world where our products are created with processes capable of reducing the consumption of natural resources and we want to improve the quality of life of our employees. We want to build a working environment that can guarantee people’s safety, respecting their human value.

We formalized our programme to obtain ISO 14001 and SA 8000 certifications
Sustainability is an important part of our corporate and commercial strategy. We believe we can face some of the challenges coming from the market thanks to the help of a management system that integrates environmental, safety and social responsibility.

We want to communicate with our stakeholders
We want to reach our stakeholders – our partners, clients, shareholders and nearby communities – by sharing with them our programs and our objectives.

The most important milestones were:
September 2014 – Beginning of the project for the implementation of the Integrated Management System
January 2015 – First issue of the Manual of the management system for social responsibility, complete with procedures and references to the required set of forms
February 2015 – Signed contracts with the agency Bureau Veritas for the certification of the various management systems, including the one for social responsibility
May 2015: training course (first levels) on issues of social responsibility
June-July 2015: start collecting information to evaluate suppliers
July 2015: constitution of the team for social responsibility
6-7 July 2015: Bureau Veritas performs the initial audit of the management environmental system ISO 14001
September 2015: promoting awareness in staff members through the distribution of an information brochure
September 2015: conduction of internal audits of the management system with interviews to a representative sample of employees
September 2015 : first team meeting with designation of the coordinator
September 2015: conduct of management reviews
15 September 2015: Bureau Veritas performs the initial audit of the system SA8000
7-9 October 2015: the Bureau Veritas inspectors perform the certification audit for ISO14001. The result of the inspection shows that the system is well managed despite the complexity of the operating environment. Only 2 minor non-conformities emerged
20-21-22 October 2015: Bureau Veritas performs the main audit of the system SA8000.
14 December 2015: the new Responsible for Management Systems is nominated
November-December 2015: activities related to the management and to the continuous improvement of the system.

Output of the Management System

Internal Audit SA8000:
An internal audit has been conducted through the documentation, the observation of activities and the interviews (about 10% of the employees). There were no non-compliances and some recommendations were formulated to improve some aspects of the system through the management of corrective actions.

Management review:
During the review the results of the internal audit were evaluated, the members of the team for Social Responsibility were designated, the policy validated, the personnel training and awareness plan approved, the improvement program for 2015-2016 developed, the point on the control and qualification of suppliers made, the efficacy of communication evaluated and the indicators for social responsibility and related values were identified.
Plan to promote socially valuable activities:

During management review a plan was developed with various activities that may positively contribute to the social development of the area. This was made possible thanks to the involvement of parties identified in new or in already existing projects.

Initial audit SA8000 for certification

The audit gave rise to 7 remarks; as a consequence, 6 corrective actions has been undertaken; all actions were effectively closed, agreed and verified by the team for social responsibility.

Main audit SA8000

During the audit more than 50 people were interviewed. The interviews revealed some areas of improvement, such as the improvement of better communication with the workers. Safety and health in working environments were positively evaluated.

Following marginal remarks, from November 2015 four corrective actions have been undertaken. They relate to the improvement of the procedures of registration of the presences and of fire protections; to the evaluation of the quality of the canteen and to the efficacy of information concerning possible job changes. Those actions are now taken into consideration for closure.

Complaints

Letterboxes are available of all employees to make anonymous complaints. At the moment no non-compliances were detected. 23 warnings were made concerning different areas.

All warnings have been evaluated and have been or will be shared with the Team for social responsibility. At the moment 8 warnings are closed, while suitable activities have been undertaken for others.