



SA8000 - Social Accountability

KPI 2020 - data as on 31/12/2020



www.maddalena.it/en

CHILD LABOUR 1

Personnel by age and gender

- male
- female

Total employees **142**

<16 years	0
16/17 years	0
18/30 years	21 (male), 4 (female), 25 (total)
30/50 years	47 (male), 14 (female), 61 (total)
>50 years	33 (male), 23 (female), 56 (total)

Cases of child labour (<16 years): 0

Cases of young labour/SWA (16-18 years/school-work alternation): 1 (0.70% of workforce)

FORCED OR COMPULSORY LABOUR 2

Voluntary resignation: 4 (2.8% of workforce)

Hours of overtime: average of 2.17 hours per person

- TOTAL: 3,470.75
- Per month: 289

Union agreement on video surveillance systems:

August salaries paid in advance: 30

Severance indemnity paid in advance: 3

Wage-backed loans: 2

DISCIPLINARY PRACTICES 6

Disciplinary measures (economic): 0

Disciplinary measures disputed: 0

Ongoing disputes/law suits: 0

Management System Social Fingerprint: 3,6/5 average achieved

Management System components: Management of suppliers and contractors, Training and capacity building, Corrective and preventive actions, External verification and stakeholder engagement, Complaint management and resolution, Internal involvement and communication, Monitoring, Identification and assessment of risks, Social Performance Team, Policies, procedures and records.

DISCRIMINATION 5

Role by gender

Workers	47 (male), 24 (female), 71 (total)
Employees	29 (male), 16 (female), 45 (total)
Managers	9
Apprentices	7 (male), 1 (female), 8 (total)
Leased employees	9

Nationality: 139 Italians, 3 foreigners (2 EU)

Terminations: Resignations (1), Fixed-term contract (1)

Law 104 leave: 1,800 (100% of requested)

Law 68/99 compliance:

Hours of study leave: 14 (100% of requested)

Hours of breastfeeding leave: 159,50

Part-time contracts by gender: 3

Hours of cross training: TOTAL 1,006 (7.23 average hours for males, 8.3 average hours for females)

Joint participation committee:

HEALTH AND SAFETY 3

No. of accidents and near misses: 0 ACCIDENTS IN 569 DAYS

Accident frequency index

Serious accident index

Hours lost due to accidents

Hours not worked due to illness: TOTAL 8,461.02 (average of 63.61 hours per person)

Hours of 81/08 training: TOTAL 1,750 (13.30 average hours for males, 12.83 average hours for females)

% mandatory training 81/08: 78.50%

Health monitoring:

Medical examinations: 78 annual, 9 pre-employment

FREEDOM OF ASSOCIATION 4

Union members: 17

Union agreements: Video surveillance, Performance premium

Union leave granted: 138.75 (100% of requested)

Hours of collective bargaining strikes: 35

Amalgamated union composition: 1 FIM-CISL, 2 FIOM-CGL

Hours of union meetings: 8

WORKING HOURS 7

Overtime >250h/year: 1

Average overtime >250h/year: 30

Average overtime >48h/month: 0

Overtime agreements:

Holidays and leave: 111.34% taken from accrued

Holidays not take for >18 months: 0

Homeworking hours (Covid-19): 54 employees (average of 211.5 hours per person)

Hours of social safety nets (Covid-19): 133 employees (not including leased employees) (average of 137.13 hours per person)

REMUNERATION 8

NATIONAL LABOUR COLLECTIVE AGREEMENT FOR THE METWORKING INDUSTRY: 142 (130 permanent: 91.5% permanent, 2.11% temporary, 6.33% leased)

Breaks during working hours: >15 min

Company canteen contribution: 34% employees, 66% company

Correct Metasalute Fund Payment: 100%

Cometa Fund Members: 46

Wage payment promptness: 100%

Performance premium incentive systems: from €580 to €1,737

Application of Living Wage calculation:

Wage deductions for disciplinary reasons: 0

Contract breaches Apprenticeship contracts: 0

Wage payment delays

Contract breaches Temporary contracts

Work in pro 2021

Monitoring SPT reports Social Performance Team

All those who wish to submit a report, complaint or suggestion on topics related to RSI SA8000 can choose from the following methods and write to:

- Workers' representatives of the SA8000 Social Performance Team, who can be contacted either anonymously or not via the Google Form https://bit.ly/SA8000Maddalena_spt
- CISE Certification Body by email to info@lavoroetico.org
- SAAS (Social Accountability Accreditation Service) via email to saas@saasaccreditation.org