

CHILD LABOUR 1

Personnel by age and gender

● male ● female

Total employees 141

<16 years	0	0	
16/17 years	0	0	
18/30 years	20	4	24
30/50 years	51	14	65
>50 years	31	21	52

Cases of child labour (<16 years) 0

Cases of young labour/SWA (16-18 years/school-work alternation) 0

FORCED OR COMPULSORY LABOUR 2

Voluntary resignation 5 (3.5% of workforce)

Hours of overtime

- TOTAL 2,991.75
- Per month 249.13
- average of 1.87 hours per person

Union agreement on video surveillance systems ✓

August salaries paid in advance 36

Severance indemnity paid in advance 9

Wage-backed loans 1

DISCIPLINARY PRACTICES 6

Disciplinary measures (economic) 0

Disciplinary measures disputed 0

Ongoing disputes/law suits 0

Working Hours 7

- Overtime >250h/year 1
- Average overtime >250h/year 4
- Average overtime >48h/month 0
- Overtime agreements 0
- Holidays and leave 88.96% taken from accrued
- Holidays not take for >18 months 0

DISCRIMINATION 5

Role by gender

● male ● female

Workers	46	22	68
Employees	36	16	52
Middle managers	7	0	7
Top managers	2	0	2
Apprentices	3	1	4
Leased employees	8	0	8

Nationality

- 138 Italians
- 3 foreigners

Terminations

- Resignations 4
- Dismissal 1
- Fixed-term contract 1

Part-time contracts by gender 3

Law 104 leave 1,575 (100% of requested)

Law 68/99 compliance ✓

Hours of study leave 47 (100% of requested)

Hours of breastfeeding leave 117.75 (116.25 for females)

Hours of cross training

- TOTAL 1,646.5
- 1,197.95 hours for males
- 408.55 hours for females

Joint participation committee ✓

HEALTH AND SAFETY 3

No. of accidents and near misses 0* ACCIDENTS IN THE LAST 934 DAYS

Serious accident index 0

Accident frequency index 0

Hours lost due to accidents 136

Hours not worked due to illness 6,182 (average of 43.84 hours per person)

Hours of 81/08 training 445 (312 for males, 133 for females)

% mandatory training 81/08 95%

Health monitoring ✓

Medical examinations

- 77 annual
- 5 pre-employment

FREEDOM OF ASSOCIATION 4

Union members 17

Union agreements

- Video surveillance ✓
- Performance premium ✓
- Conciliatio ✓

Union leave granted 167.50 (100% of requested)

Hours of collective bargaining strikes 248

Amalgamated union composition

- Female 2 (FIM-CISL)
- Male 1 (FIOM-CGL)

Hours of union meetings 6

MANAGEMENT SYSTEM Social Fingerprint

3.7/5 average achieved

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- Average overtime >250h/year 4
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- Holidays and leave 88.96% taken from accrued
- Holidays not take for >18 months 0

REMUNERATION 8

NATIONAL LABOUR COLLECTIVE AGREEMENT FOR THE METWORKING INDUSTRY 141 (132 permanent, 93.62% permanent, 0.71% temporary, 5.67% leased)

Breaks during working hours >15 min

Company canteen contribution 34% employees, 66% company

Correct Metasalute Fund Payment 100%

Cometa Fund Members 49

Timely wage payments 100%

Maximum performance related incentive schemes granted 1,236€

Application of Living Wage calculation ✓

Wage deductions for disciplinary reasons 0

Wage payment delays 0

Contract breaches Apprenticeship contracts 0

Contract breaches Temporary contracts 0

Number SPT reports Social Performance Team 0

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