



BUREAU
VERITAS

Bureau Veritas Certification

LAURIERI SRL

Zona Industriale La Martella, snc – Frazione La Martella -75100 MATERA (MT) - ITALY

Operative Site

Zona Industriale La Martella, snc – Frazione La Martella -75100 MATERA (MT) - ITALY

GS1 GLN(s): 8015565000008

Sanitary legal authorisation number: 014MT00707

COID: 15252

Bureau Veritas Italia S.p.A. being an ISO/IEC 17065 accredited certification body for IFS certification and having signed an agreement with the IFS Management GmbH, confirms that the processing activities of the above organisation meet the requirements set out in the standard

IFS Food

Version 7, October 2020

and other associated normative documents

at Higher Level

with a score of 98,28%

for the Assessment scope:

Product Scope: 6- Grain products, cereals, industrial bakery and pastry, confectionary, snacks
Tech Scope: D,F

Production (mixing moulding baking) of savory snacks (rustic crackers, baked snacks, breadsticks) and sweet biscuits (mixing, extrusion, baking) packed in laminated polypropylene and/or metallized PP and PET film

Exclusions: none

Assessment Date: 13-14.04.2023

Date of the last unannounced Assessment: 14.04.2023

Certificate issue date: 06.06.2023

Date of expiration of the certificate: 04/09/2024

Next assessment to be performed within the time period: between 16.05.2024 - 25.07.2024 in case of announced Assessment and between 21.03.2024 - 25.07.2024 in case of unannounced Assessment




GIORGIO LANZA FAME – Local Technical Manager



PRD N° 009B

Membro degli Accordi di Mutual Recognition EA, IAF e ILAC
Signatory of EA, IAF and ILAC mutual Recognition Agreements

Milan, 06.06.2023

Certificate - Register number: **IT308469**

Managing Office:

Bureau Veritas Italia S.p.A - Viale Monza 347 - 20126 Milano – ITALIA

To check this certificate validity you may contact Bureau Veritas Italia SpA. Further clarifications regarding the scope of this certificate and the applicability may be obtained by consulting the organisation





BUREAU
VERITAS

Bureau Veritas Certification

Bureau Veritas Certification Holding SAS - UK Branch
certify that having conducted an audit

At
LAURIERI SRL

BRCGS site code: 5165280

Audit site address:

Zona Industriale La Martella, snc - 75100 MATERA (MT) - Italy

For the Scope of activities: Production (mixing moulding baking) of savory snacks (rustic crackers, baked snacks, breadsticks) and sweet biscuits (mixing, extrusion, baking)packed in laminated polypropylene and/or metallized PP and PET film

Exclusion from scope: None

Product Categories: 14 - Bakery

Has achieved Grade: AA+

Meets the requirement set out in the

GLOBAL STANDARD for FOOD SAFETY
Issue 9: August 2022

| | | | |
|--------------------------|------------------------|-------------------------|---------------|
| Audit Programme: | Unannounced | | |
| Audit Start date: | 08-April-2024 | Audit Finish Date: | 10-April-2024 |
| Auditor number: | 21239 | | |
| Re-audit due date: | From: 27-February-2025 | To: 27-June-2025 | |
| Certificate Expiry Date: | 08-August-2025 | | |
| Certificate No.: | IT332393 - 1 | Certificate Issue date: | 24-May-2024 |



Gloria Tortola

Signed on behalf of BVCH SAS UK Branch



Certification Body Address: Bureau Veritas Certification Holding SAS - UK Branch Fifth Floor, 66
Prescot Street, London E1 8HG, United Kingdom

Managing Office: Bureau Veritas Italia S.p.A. - Viale Monza, 347 - 20126 Milano, Italia

This certificate remains the property of Bureau Veritas Certification Holding SAS - UK Branch

If you would like to feedback comments on the BRCGS Standard or the audit process directly to
BRCGS, please contact enquiries@brcgs.com or use the BRCGS reporting system at
<https://tellusbrcgs.whistleblownetwork.net>

To verify certificate validity, please visit <https://directory.brcgs.com>

BRCGS Food Safety 9 Certificate Template UKAS rev 1



December 13, 2022





BUREAU
VERITAS

Bureau Veritas Certification

LAURIERI SRL

Zona Industriale La Martella, snc - 75100 MATERA (MT) - Italy

Certified site:

Zona Industriale La Martella, snc - 75100 MATERA (MT) - Italy

Bureau Veritas Italia S.p.A. certifies that the Management System of the above organization has been audited and found to be in accordance with the requirements of the management system standards detailed below

ISO 9001:2015

Scope of certification

Development, production and packing of sweet and savoury bakery products.

IAF: 03

| | |
|---|-----------------|
| Original Cycle Start Date: | 15-October-2018 |
| Expiry date of previous cycle: | 30-July-2023 |
| Certification / Recertification Audit date: | 15-April-2023 |
| Certification/Recertification Cycle Start date: | 06-June-2023 |
| Subject to the continued satisfactory operation of the organization's Management System, this certificate expires on: | 30-July-2026 |

Certificate No. IT323586

Version: 1

Revision date: 06-June-2023

GIORGIO LANZAFAME - Local Technical Manager



SGQ N° 009A

Member degli Accordi di Mutual Riconoscimento EA, IAF e ILAC
Signatory of EA, IAF and ILAC mutual Recognition Agreements

Certification Body Address:

Bureau Veritas Italia S.p.A., Viale Monza, 347 - 20126 Milan, Italy

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organization.

To check the validity of this certificate please double click or scan QR CODE



Protocollo: 2017/ 6174 RU

Potenza,02/08/2017

Rif.: Vs.

Alla Società Laurieri s.r.l.
Via G. Agnelli snc
75100 MATERA (MT)

Allegati: 1

e- mail del punto di contatto:
admin@laurieri.com

OGGETTO: Operatore Economico Autorizzato Società LAURIERI S.R.L.–
Cod. EORI: IT 01068250776.
**Autorizzazione AEOC numero: IT AEOC 17 1333, con
decorrenza dal 06/08/2017.**

Trasmissione logo.

Con riferimento al certificato AEOC in oggetto, si trasmette, in allegato alla presente, il logo utilizzabile per tutta la documentazione aziendale da parte di Codesta Spettabile Società.

Al contempo si rappresenta che **tutti i diritti del Logo AEO sono riservati all'Unione Europea che ne possiede il diritto di proprietà. Il logo può essere utilizzato per fini commerciali esclusivamente da parte di Codesta Società ed è strettamente connesso alla certificazione rilasciata ed alla sua validità. Il logo non può essere fatto utilizzare da soggetti terzi. Ogni illecito utilizzo del logo è perseguito per le vie legali presso le competenti sedi giudiziarie europee.**

Distinti saluti

*Il funzionario delegato dell'Ufficio**
f.to dott. Rocco Ferrara

*firma autografa sostituita a mezzo stampa
ai sensi dell'art. 3, comma 2, del D. Lgs. 39/93*

* per atto di delega del Direttore dell'Ufficio di Potenza *ad interim*, dott. Leonardo Di Stefano, prot. 130/RI del 28 gennaio 2016 e 1648/RI del 28 dicembre 2016, conferita ai sensi dell'art. 4bis, comma 2, del D.L. n.78/2015.



Halal Quality Control

شهادة حلال



Scan to verify

HALAL CERTIFICATE

Awarded to:

Laurieri Srl

Zona Ind. La Martella, Via G. Agnelli snc, 75100 Matera, Italy

Halal Quality Control BV Netherlands hereby awards this Halal Certificate to the above mentioned company which has been found in compliance with the following criteria:

Reference Halal Standards:

GSO 2055-1:2015

MS 1500:2019

SNI 99004:2021

Scope of Certification:

Manufacturing of pastry

Product Category:

C

For the Products:

See the Annex for the approved products

This Halal Certificate is the sole property of the Halal approved company and is not to be shared with unauthorized parties.

Chief Executive Officer:

Dr. A.M. ALCHAMAN



Control Office of Halal Slaughtering and Halal Quality Control B.V.
Laan van Meerdervoort 53d | 2517 AE Den Haag | The Hague |
Netherlands
Tel or WhatsApp: +31 70 3469795 | info@halalqualitycontrol.com |
www.halalqualitycontrol.com
Legal Registration Nr: 85104019 | VAT Nr: NL863510486B01

| | |
|---------------------|---------------|
| Client ID: | AT10110106178 |
| Issue Date: | 26/03/2024 |
| Expiry Date: | 26/03/2025 |
| Cert. No: | AT10110100320 |



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Control Office Of Halal Slaughtering and Halal Quality Control BV Netherlands

Annex to Halal Certificate: AT10110100320

Halal Quality Control confirms that the below mentioned items fully meet the Halal Requirements criteria of the Halal Standards to which it is applied for:

| Nr | Product name |
|----|--|
| 1 | SCROCCHI- SCROCCHIETTE CRACKERS SALE |
| 2 | SCROCCHI- SCROCCHIETTE CRACKERS OLIVE |
| 3 | SCROCCHI- CRACKERS SEMI DI SESAMO E PAPAVERO |
| 4 | SCROCCHI- CRACKERS AL TARTUFO |
| 5 | SCROCCHI- SCROCCHIETTE CRACKERS ROSMARINO |
| 6 | SCROCCHI CRACKERS FARRO |
| 7 | SCROCCHI-SCROCCHIETTE CRACKERS PIZZA |
| 8 | SCROCCHI-SCROCCHIETTE CRACKERS SESAMO |
| 9 | SCROCCHI-SCROCCHIETTE CRACKERS AGLIO |
| 10 | GRISSOTTI-GRISSINETTI-WAVE-PICOS- SQUIGGLES-MINIBREADSTICKS SESAMO |
| 11 | GRISSOTTI-GRISSINETTI- PICOS-MINIBREADSTICKS- WAVE- SQUIGGLES SALE |
| 12 | BRUSCHETTE OLIO |
| 13 | BRUSCHETTE PIZZA |
| 14 | BRUSCHETTE ROSMARINO |
| 15 | BRUSCHETTE SPINACI E FORMAGGIO |
| 16 | BRUSCHETTE POMODORO E OLIVE |
| 17 | BRUSCHETTE AGLIO |
| 18 | BRUSCHETTE PESTO |
| 19 | BRUSCHETTE ORIGANO |
| 20 | GRISSOTTI-GRISSINETTI-WAVE- PICOS- SQUIGGLES- BREADSTICKS PIZZA |
| 21 | TARALLI- BREADRINGS OLIO/TRADIZIONALI |
| 22 | TARALLI- BREADRINGS ROSMARINO |
| 23 | TARALLI- BREADRINGS PEPPERONCINO |
| 24 | TARALLI- BREADRINGS FINOCCHIO |
| 25 | SCROCCHI- CRACKERS CRANBERRY, SESAMO E PAPAVERO |
| 26 | SCROCCHI- CRACKERS MIX |



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Control Office Of Halal Slaughtering and Halal Quality Control BV Netherlands

| Nr | Product name |
|----|---|
| 27 | GRISSOTTI- MINIBREADSTICKS- WAVE- SQUIGGLES- PICOS- ROSMARINO |
| 28 | TARALLI- BREADRINGS PIZZAIOLA |
| 29 | TAPIS OLIVE |
| 30 | TAPIS OLIO |
| 31 | NIBBLES OLIO |
| 32 | NIBBLES OLIVE |
| 33 | NIBBLES TARTUFO |
| 34 | CANTUCCI- BISCUITS MANDORLE |
| 35 | CANTUCCI-BISCUITS CIOCCOLATO |
| 36 | CANTUCCI- BISCUITS MANDORLE E CACAO |
| 37 | CANTUCCI-BISCUITS LIMONCELLO |
| 38 | CIOKKINI |
| 39 | NOCCIOLATO |
| 40 | LIMONCELLI |
| 41 | TONDINI-BISCUITS COCCO |
| 42 | RONDO'- BISCUITS PANNA |
| 43 | FROLLETTI-QUADROTTI BISCUITS ARANCIA |
| 44 | FROLLETTI-QUADROTTI BISCUITS COCCO |
| 45 | FROLLETTI - QUADROTTI BISCUITS LIMONE |
| 46 | FROLLETTI-QUADROTTI BISCUITS CACAO |
| 47 | FROLLETTI - QUADROTTI BISCUITS CRANBERRY |
| 48 | FROLLETTI-QUADROTTI BISCUITS CIOCCOLATO |
| 49 | FROLLINO TRADIZIONALE |
| 50 | FROLLINO MIELE |
| 51 | FROLLINO CRANBERRY E SESAMO |
| 52 | FROLLINO CACAO E NOCCIOLE |
| 53 | RITELLE- MINIRITELLE LIMONE |
| 54 | RITELLE- MINIRITELLE ARANCIA |



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Control Office Of Halal Slaughtering and Halal Quality Control BV Netherlands

| Nr | Product name |
|----|---|
| 55 | RITELLE- MINIRITELLE PANNA |
| 56 | RITELLE- MINIRITELLE CACAO |
| 57 | BISCOTTO DOLCE |
| 58 | BISCOTTO CRACKER |
| 59 | CANTUCCI- BISCUITS CRANBERRY |
| 60 | AMARETTI |
| 61 | SCROCCHI CRACKERS POMODORO E BASILICO |
| 62 | SCROCCHI CRACKERS POMODORO E ORIGANO |
| 63 | GRISSOTTI- MINIBREADSTICKS- WAVE- SQUIGGLES- PICOS- AGLIO |
| 64 | TARALLI- BREADRINGS PIZZA |
| 65 | TARALLI- BREADRINGS SESAMO |
| 66 | SCROCCHI- CRACKERS SEMI DI SESAMO E CRANBERRY |
| 67 | FROLLINO INTEGRALE |
| 68 | MANDORLATO |
| 69 | TAPIS TARTUFO |
| 70 | SCROCCHI- CRACKERS POMODORO |
| 71 | SCROCCHI- CRACKERS ORIGANO |
| 72 | BRUSCHETTE SALE |
| 73 | BRUSCHETTE POMODORO |
| 74 | BRUSCHETTE FORMAGGIO |
| 75 | CANTUCCI LIMONE |
| 76 | GRISSINI- CRESPINI- BREADSTICKS SALE |
| 77 | GRISSINI- CRESPINI- BREADSTICKS AGLIO |
| 78 | GRISSINI- CRESPINI- BREADSTICKS ROSMARINO |
| 79 | GRISSINI- CRESPINI- BREADSTICKS SESAMO |
| 80 | GRISSINI- CRESPINI- BREADSTICKS AGLIO E ROSMARINO |
| 81 | GRISSINI- CRESPINI- BREADSTICKS PIZZA |
| 82 | GRISSINI- CRESPINI- BREADSTICKS OLIVE |



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Control Office Of Halal Slaughtering and Halal Quality Control BV Netherlands

| Nr | Product name |
|-----|--|
| 83 | GRISSINI- CRESPINI- BREADSTICKS CIPOLLA |
| 84 | FROLLETTI - QUADROTTI BISCUITS ZENZERO |
| 85 | FROLLETTI - QUADROTTI BISCUITS ZENZERO E CANNELLA |
| 86 | SCROCCHI- CRACKERS LIME E CHIA |
| 87 | SCROCCHI- CRACKERS MAIS |
| 88 | GRISSINETTI- PICOS-WAVE- SQUIGGLES- BREADSTICKS ORIGANO |
| 89 | NIBBLES FORMAGGIO |
| 90 | SCROCCHI- CRACKERS PEPERONCINO |
| 91 | SCROCCHI- CRACKERS POMODORI SECCHI |
| 92 | SCROCCHI- CRACKERS INTEGRALI |
| 93 | FROLLINI-CIAMBELLINE COCCO E CIOCCOLATO |
| 94 | SCROCCHI- CRACKERS KUMMEL |
| 95 | CRESPINI KUMMEL |
| 96 | FROLLINO GOCCE DI CIOCCOLATO |
| 97 | FROLLINO-CIAMBELLINE CACAO E CIOCCOLATO |
| 98 | SCROCCHI LINO E SESAMO |
| 99 | SCROCCHI- SCROCCHIETTE - GALLETTINE CRACKERS OLIO |
| 100 | SCROCCHI-SCROCCHIETTE CRACKERS-GALLETTINE CRANBERRY, SESAMO E PAPAVERO |
| 101 | GRISSINETTI - PICOS-WAVE- SQUIGGLES- MINIBREADSTICKS-PICOS PESTO |
| 102 | MINIRITELLE- RITELLE- CIAMBELLINE- FROLLINI ZENZERO E CANNELLA |
| 103 | MINIRITELLE- RITELLE- CIAMBELLINE- FROLLINI CRANBERRY E SESAMO |

Certificate No: AT10110100320

Date of Issue: 26/03/2024

Date of Expiry: 26/03/2025

Annex number: 01

Revision number: 1.0

Revision date: 26/03/2024

Signature of the Chief Executive Officer and Stamp:

Dr. A.M. ALCHAMAN



Control Office of Halal Slaughtering and Halal Quality Control B.V.
Laan van Meerdervoort 53d | 2517 AE Den Haag | The Hague | Netherlands
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Legal Registration Nr: 85104019 | VAT Nr: NL863510486B01
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ORTHODOX UNION

LETTER OF KOSHER CERTIFICATION

ב' ס' ד'

UNION OF ORTHODOX JEWISH CONGREGATIONS OF AMERICA איחוד קהילות האורתודוקסים באמריקה
 FORTY RECTOR STREET / NEW YORK, NY 10006 / 212-613-8241 / KOSHERLETTER@OU.ORG / OUKOSHER.ORG

June 25, 2024

This is to certify that the following product(s) prepared by

Laurieri s.r.l., Via G. Agnelli snc - Zona Industriale La Martella, Matera, - 75100 ITALY

are under the supervision of the Kashruth Division of the Orthodox Union and are kosher as indicated below.

| Product Name | UKD-ID | Status | Certification Requirements |
|--|--------------|--------|----------------------------|
| Brand: Borgo Venusio | | | |
| • BBGV12GS_150 PICOS SALE | OUV3-WIBUCRP | Pareve | Ⓢ Symbol required. |
| • BBGV12GS_150 PICOS TARTUFO | OUV3-6X5GGS6 | Pareve | Ⓢ Symbol required. |
| • BBGV20M_200 Scrocchi sale | OUV3-061CSQU | Pareve | Ⓢ Symbol required. |
| • BBGV44GS_150 PICOS AGLIO | OUV3-NGIOBDF | Pareve | Ⓢ Symbol required. |
| • ETIBGV20M_200FR SCROCCHI SALE BORGIO VENUSIO | OUV3-PS9CMXT | Pareve | Ⓢ Symbol required. |
| • Frollini al miele - Cookies with honey | OUV3-AVDQUR3 | Pareve | Ⓢ Symbol required. |
| • Frollini cacao e nocciola- Cookies with hazelnuts and cocoa | OUV3-R1OQDV9 | Pareve | Ⓢ Symbol required. |
| • Frollini sesamo e cranberry- Cookies with cranberries and sesame seeds | OUV3-YMWKP9M | Pareve | Ⓢ Symbol required. |
| • Frollini tradizionali - Traditional cookies | OUV3-5AGVOFF | Pareve | Ⓢ Symbol required. |
| • MINI TORINESI | OUV3-BGR0WI6 | Pareve | Ⓢ Symbol required. |

Brand: Ciao Italia

Use of the OU trademark must comply with the terms set forth in a written agreement with the Orthodox Union. Any other use of the OU trademark is not authorized.

Rabbi Menachem Genack, *Rabbinic Administrator, CEO*

This certification is valid through 6/30/2025

Page 1 of 14



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LETTER OF KOSHER CERTIFICATION

בס"ד

UNION OF ORTHODOX JEWISH CONGREGATIONS OF AMERICA איחוד קהילות האורתודוקסים באמריקה
 FORTY RECTOR STREET / NEW YORK, NY 10006 / 212-613-8241 / KOSHERLETTER@OU.ORG / OUKOSHER.ORG

June 25, 2024

Laurieri s.r.l. (continued)

This is to certify that the following product(s) prepared by this company are under the supervision of the Kashruth Division of the Orthodox Union and are kosher as indicated below.

| Product Name | UKD-ID | Status | Certification Requirements |
|---|--------------|--------|----------------------------|
| Brand: Ciao Italia (continued) | | | |
| • Breadsticks sea salt | OUV3-L3LSHWK | Pareve | Ⓢ Symbol required. |
| • Bruschette Aglio-Bruschette With Garlic | OUV3-YHSUAOD | Pareve | Ⓢ Symbol required. |
| • Bruschette Origano-Bruschette With Oregano | OUV3-CULMH9P | Pareve | Ⓢ Symbol required. |
| • Bruschette with tomato and herbs | OUV3-KVG3D5F | Pareve | Ⓢ Symbol required. |
| • Cantucci cioccolato-Chocolate biscuits | OUV3-6KN2IEZ | Pareve | Ⓢ Symbol required. |
| • Cantucci mandorle- Almond biscuits | OUV3-GGBH79T | Pareve | Ⓢ Symbol required. |
| • Crespini Rosmarino- Breadsticks With Rosemary | OUV3-QU5RRND | Pareve | Ⓢ Symbol required. |
| • Frolletti cocco- Cookies with coconut | OUV3-75BETVF | Pareve | Ⓢ Symbol required. |
| • Frolletti cranberry- Cookies with cranberry | OUV3-LMXMGCK | Pareve | Ⓢ Symbol required. |
| • GRISSINETTI Mini Breadsticks | OUV3-R7X3Y7P | Pareve | Ⓢ Symbol required. |
| • Grissinetti Pizza-Mini Breadsticks Pizza | OUV3-86HSQ2B | Pareve | Ⓢ Symbol required. |
| • Grissinetti Sale-Mini Breadsticks With Sea Salt | OUV3-OAPD4A2 | Pareve | Ⓢ Symbol required. |
| • PICOS spelt minibreadsticks | OUV3-WGJYBIC | Pareve | Ⓢ Symbol required. |

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Rabbi Menachem Genack, *Rabbinic Administrator, CEO*

This certification is valid through 6/30/2025



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June 25, 2024

Laurieri s.r.l. (continued)

This is to certify that the following product(s) prepared by this company are under the supervision of the Kashruth Division of the Orthodox Union and are kosher as indicated below.

| Product Name | UKD-ID | Status | Certification Requirements |
|---|--------------|--------|----------------------------|
| Brand: Ciao Italia (continued) | | | |
| • Quadrotti cacao- Cookies with cocoa | OUV3-1LOC1SO | Pareve | Ⓢ Symbol required. |
| • QUADROTTI Con Cioccolato / With Chocolate | OUV3-C8NAKWH | Pareve | Ⓢ Symbol required. |
| • Scrocchi Con Olive- Olive Crackers | OUV3-ENASFER | Pareve | Ⓢ Symbol required. |
| • Scrocchi Con Rosmarino-Rosemary Crackers | OUV3-8FDY3NF | Pareve | Ⓢ Symbol required. |
| • Scrocchi Con Sale- Sea Salt Crackers | OUV3-NAIKXTL | Pareve | Ⓢ Symbol required. |
| • SCROCCHI Con Sesamo E Semi Di Papavero/ With Sesame And Poppy Seeds | OUV3-A8EZ1RN | Pareve | Ⓢ Symbol required. |
| • Scrocchi pizza- Pizza flavoured crackers | OUV3-ULVH7DJ | Pareve | Ⓢ Symbol required. |
| • Scrocchi tartufo-truffle crackers | OUV3-I1KDYM3 | Pareve | Ⓢ Symbol required. |
| • TAPIS con olive- Olives snack | OUV3-510KUBB | Pareve | Ⓢ Symbol required. |
| • Truffle nibbles- (Tapis tartufo) | OUV3-ISZZJ3W | Pareve | Ⓢ Symbol required. |
| Brand: Dolcezza & Sapori | | | |
| • Cantucci Limoncello-Lemon Biscotti | OUV3-PVEKTDK | Pareve | Ⓢ Symbol required. |

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Rabbi Menachem Genack, *Rabbinic Administrator, CEO*

This certification is valid through 6/30/2025



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June 25, 2024

Laurieri s.r.l. (continued)

This is to certify that the following product(s) prepared by this company are under the supervision of the Kashruth Division of the Orthodox Union and are kosher as indicated below.

| Product Name | UKD-ID | Status | Certification Requirements |
|--|--------------|--------|----------------------------|
| Brand: Dolcezza & Saponi (continued) | | | |
| • Crespini Breadstick with Sea Salt | OUV3-42428E3 | Pareve | Ⓢ Symbol required. |
| • Crespini olive- Breadsticks with olives | OUV3-GCWIQA9 | Pareve | Ⓢ Symbol required. |
| • Crespini pizza- Breadsticks pizza flavoured | OUV3-ROUI2M4 | Pareve | Ⓢ Symbol required. |
| • Crespini sesamo- Breadsticks with sesame seeds | OUV3-YZO824D | Pareve | Ⓢ Symbol required. |
| • DS01_120 Amaretti Almond Cookies | OUV3-87DEBB5 | Pareve | Ⓢ Symbol required. |
| • DS10_120 Froletti Lemon Cookies | OUV3-C0B0919 | Pareve | Ⓢ Symbol required. |
| • DS12GRIS Grissini Breadsticks Sea Salt | OUV3-B98012D | Pareve | Ⓢ Symbol required. |
| • DS17_120 Cantucci Biscotti Almond | OUV3-0904EF4 | Pareve | Ⓢ Symbol required. |
| • DS18_120 Nocciolato Hazelnut Cookies | OUV3-4D4FC93 | Pareve | Ⓢ Symbol required. |
| • DS19_120 Frolletti Coconut Cookies | OUV3-693993C | Pareve | Ⓢ Symbol required. |
| • DS22*16 Scrocchi Rustic Crackers with Olives | OUV3-0E6ED35 | Pareve | Ⓢ Symbol required. |
| • DS24*16 Scrocchi Rustic Crackers with Sea Salt | OUV3-18A55F7 | Pareve | Ⓢ Symbol required. |
| • DS46_120 Cantucci Biscotti Chocolate Chip | OUV3-5CA20EF | Pareve | Ⓢ Symbol required. |

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Rabbi Menachem Genack, *Rabbinic Administrator, CEO*

This certification is valid through 6/30/2025

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ORTHODOX UNION

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UNION OF ORTHODOX JEWISH CONGREGATIONS OF AMERICA איחוד קהילות האורתודוקסים באמריקה
 FORTY RECTOR STREET / NEW YORK, NY 10006 / 212-613-8241 / KOSHERLETTER@OU.ORG / OUKOSHER.ORG

June 25, 2024

Laurieri s.r.l. (continued)

This is to certify that the following product(s) prepared by this company are under the supervision of the Kashruth Division of the Orthodox Union and are kosher as indicated below.

| Product Name | UKD-ID | Status | Certification Requirements |
|--|---------------|--------|----------------------------|
| Brand: Dolcezza & Saponi (continued) | | | |
| • DS48*16 Scrocchi Rustic Crackers with Garlic | OUV3-EA78820 | Pareve | Ⓢ Symbol required. |
| • DS50_120 Cantucci Biscotti Chocolate | OUV3-0E43E46 | Pareve | Ⓢ Symbol required. |
| • Frolletti cranberry cookies | OUV3-2BSCRDO | Pareve | Ⓢ Symbol required. |
| • Frollini Cacao and Hazelnut | OUV3-84DD6U2 | Pareve | Ⓢ Symbol required. |
| • Frollini Cocco E Cioccolato | OUV3-6ZDLV7W | Pareve | Ⓢ Symbol required. |
| • Frollini Cranberry and Sesame Seeds | OUV3-4TN2GQ3 | Pareve | Ⓢ Symbol required. |
| • QUADROTTI al cacao- Cocoa biscuits | OUV3-CQOO100 | Pareve | Ⓢ Symbol required. |
| • QUADROTTI:zenzero e cannella-ginger and cinnamon biscuits | OUV3-PXMM4XS | Pareve | Ⓢ Symbol required. |
| • Ritelle/Miniritelle limone- Lemon biscuits | OUV3-IMPAYNE | Pareve | Ⓢ Symbol required. |
| • Ritelle/Miniritelle: Cranberry e Sesame biscuits | OUV3-A0A3MY Y | Pareve | Ⓢ Symbol required. |
| • Rondò/Ciambelline | OUV3-ROCBMBF | Pareve | Ⓢ Symbol required. |
| • Scrocchi Galletas Con Aceitunas Thin Crackers With Olives 150G | OUV3-6CBSASX | Pareve | Ⓢ Symbol required. |
| • Scrocchi Galletas Con Trufa Truffle Thin Crackers 150G | OUV3-QJIPGJ7 | Pareve | Ⓢ Symbol required. |

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Rabbi Menachem Genack, *Rabbinic Administrator, CEO*

This certification is valid through 6/30/2025



ORTHODOX UNION

LETTER OF KOSHER CERTIFICATION

בס"ד

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June 25, 2024

Laurieri s.r.l. (continued)

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| Product Name | UKD-ID | Status | Certification Requirements |
|--|--------------|--------|----------------------------|
| Brand: Dolcezza & Sapori (continued) | | | |
| • Scrocchi sesamo e papavero-Sesame and poppy crackers | OUV3-OOZWCK1 | Pareve | Ⓢ Symbol required. |
| • Scrocchi Tomatoes and herbs | OUV3-3QCOEMM | Pareve | Ⓢ Symbol required. |
| • Scrocchiette with rosemary | OUV3-DYN1KMB | Pareve | Ⓢ Symbol required. |
| • Scrocchiette with sesame | OUV3-IONG6CX | Pareve | Ⓢ Symbol required. |
| • Taralli: con olio di oliva- with olive oil | OUV3-8IEXPJM | Pareve | Ⓢ Symbol required. |
| • Taralli: gusto pizza-pizza flavoured (with tomato & herbs) | OUV3-N9AWCJR | Pareve | Ⓢ Symbol required. |
| • Tondini Cocco-Coconut cookies | OUV3-PIX7TN4 | Pareve | Ⓢ Symbol required. |
| Brand: Fratelli Laurieri | | | |
| • Amaretti Almond Cookies (Lelo Chashash Chadash) | OUV3-030AD97 | Pareve | Ⓢ Symbol required. |
| • BRUSCHETTE spinaci e formaggio-Spinach and cheese toasts | OUV3-I7B84CL | Pareve | Ⓢ Symbol required. |
| • Cantucci ai mirtilli rossi - Cranberry Cookies | OUV3-NQY5IFA | Pareve | Ⓢ Symbol required. |
| • CANTUCCI Almond and chocolate | OUV3-I1NVKUY | Pareve | Ⓢ Symbol required. |
| <i>Certified with Lot# 19-112, Lot # 20-022</i> | | | |

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Laurieri s.r.l. (continued)

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| Product Name | UKD-ID | Status | Certification Requirements |
|---|--------------|--------|----------------------------|
| Brand: Fratelli Laurieri (continued) | | | |
| • Cantucci Biscotti Almond (Lelo Chashash Chadash) | OUV3-AF3AA9A | Pareve | Ⓢ Symbol required. |
| • Cantucci Biscotti Chocolate <i>Pas yisroel with Lot # 20-022</i> | OUV3-B47031C | Pareve | Ⓢ Symbol required. |
| • Cantucci Biscotti Chocolate Chip (Lelo Chashash Chadash) | OUV3-224E97F | Pareve | Ⓢ Symbol required. |
| • Cantucci Biscotti Lemon | OUV3-17896E2 | Pareve | Ⓢ Symbol required. |
| • Chocolate Chip Cookies (Frolletti Gocce di Cioccolato) | OUV3-B25889C | Pareve | Ⓢ Symbol required. |
| • Ciokkini Hazelnut & Chocolate Cookies | OUV3-2E05BDA | Pareve | Ⓢ Symbol required. |
| • Classic Toasts (Bruschette Tradizionali) | OUV3-012CCF5 | Pareve | Ⓢ Symbol required. |
| • Classic Toasts (Bruschette Tradizionali) <i>Certified with Lot# 19-112</i> | OUV3-AV1FSLB | Pareve | Ⓢ Symbol required. |
| • Crespini Ribbed Breadsticks | OUV3-2E2755F | Pareve | Ⓢ Symbol required. |
| • Crespini Ribbed Breadsticks with Garlic | OUV3-9655627 | Pareve | Ⓢ Symbol required. |
| • Crespini Ribbed Breadsticks with Rosemary | OUV3-5EB5F10 | Pareve | Ⓢ Symbol required. |

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Laurieri s.r.l. (continued)

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| Product Name | UKD-ID | Status | Certification Requirements |
|--|--------------|--------|----------------------------|
| Brand: Fratelli Laurieri (continued) | | | |
| • Crespini Ribbed Breadsticks with Sesame | OUV3-9B1A92F | Pareve | Ⓢ Symbol required. |
| • Froletti Lemon Cookies | OUV3-F542A92 | Pareve | Ⓢ Symbol required. |
| • Froletti Lemon Cookies <i>Certified with Lot# 19-112</i> | OUV3-HDTQDG4 | Pareve | Ⓢ Symbol required. |
| • Frolletti Cocoa Cookies (Cacao) | OUV3-3264B63 | Pareve | Ⓢ Symbol required. |
| • Frolletti Coconut Cookies (Cocco) | OUV3-3EFFDE2 | Pareve | Ⓢ Symbol required. |
| • Frolletti Cranberry cookies (Lelo Chashash Chadash) | OUV3-BTAWFQT | Pareve | Ⓢ Symbol required. |
| • Frollino Cranberry and Sesame (Lelo Chashash Chadash) | OUV3-QYURICK | Pareve | Ⓢ Symbol required. |
| • Frollino Hazlenut and Cacao <i>Certified with Lot# 19-112</i> | OUV3-7IWYGSG | Pareve | Ⓢ Symbol required. |
| • Frollino Hazlenut and Cacao | OUV3-BJV1YWG | Pareve | Ⓢ Symbol required. |
| • Frollino Honey - Froletti Miele (Lelo Chashash Chadash) | OUV3-SRB75OJ | Pareve | Ⓢ Symbol required. |
| • Frollino Traditional recioe | OUV3-HTOUJWH | Pareve | Ⓢ Symbol required. |

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Laurieri s.r.l. (continued)

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| Product Name | UKD-ID | Status | Certification Requirements |
|--|--------------|--------|----------------------------|
| Brand: Fratelli Laurieri (continued) | | | |
| • Garlic Toasts (Bruschette Aglio) (Lelo Chashash Chadash) | OUV3-36EEBF2 | Pareve | Ⓢ Symbol required. |
| • Grissinetti Mini Breadsticks Picos Garlic | OUV3-3174EC3 | Pareve | Ⓢ Symbol required. |
| • Grissinetti Mini Breadsticks Picos Rosemary | OUV3-764B313 | Pareve | Ⓢ Symbol required. |
| • Grissinetti Mini Breadsticks Picos Sesame | OUV3-FB78753 | Pareve | Ⓢ Symbol required. |
| • Grissinetti Mini Breadsticks Squiggles Garlic | OUV3-F9BB128 | Pareve | Ⓢ Symbol required. |
| • Grissinetti Mini Breadsticks Squiggles Olive Oil | OUV3-F2505A4 | Pareve | Ⓢ Symbol required. |
| • Grissinetti Mini Breadsticks Squiggles Rosemary | OUV3-E36A206 | Pareve | Ⓢ Symbol required. |
| • Grissinetti Mini Breadsticks Squiggles Sesame | OUV3-EA62D7B | Pareve | Ⓢ Symbol required. |
| • Grissinetti Mini Breadsticks with Sea Salt | OUV3-661B5FB | Pareve | Ⓢ Symbol required. |
| • Grissinetti Mini Breadsticks-Picos/Grissotti Rosemary | OUV3-W1NTONU | Pareve | Ⓢ Symbol required. |
| • Grissinetti Mini Breadsticks-Picos/Grissotti Sesame | OUV3-LYL2MIU | Pareve | Ⓢ Symbol required. |
| • Grissinetti Minibreadsticks-Picos Pizza | OUV3-02BFAD5 | Pareve | Ⓢ Symbol required. |
| • Limoncelli Lemon Cookies | OUV3-D6D7E0E | Pareve | Ⓢ Symbol required. |

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Laurieri s.r.l. (continued)

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| Product Name | UKD-ID | Status | Certification Requirements |
|---|--------------|--------|----------------------------|
| Brand: Fratelli Laurieri (continued) | | | |
| • Nocciolato Hazelnut Cookies | OUV3-0C5C393 | Pareve | Ⓢ Symbol required. |
| • Orange Cookies (Frolletti Arancia) | OUV3-2C371C2 | Pareve | Ⓢ Symbol required. |
| • Oregano Toasts (Bruschette Oregano) | OUV3-624A5AC | Pareve | Ⓢ Symbol required. |
| • Pesto Flavoured Toasts (Bruschette Pesto) | OUV3-1C1E1BE | Pareve | Ⓢ Symbol required. |
| • QUADROTTI al cacao- Cocoa biscuits | OUV3-EWEAV9K | Pareve | Ⓢ Symbol required. |
| • QUADROTTI gocce di cioccolato-Chocolate cookies | OUV3-VHI6U8X | Pareve | Ⓢ Symbol required. |
| • RITELLE/MINIRITELLE CACAO- Cocoa Cookies | OUV3-WBX8C48 | Pareve | Ⓢ Symbol required. |
| • RITELLE/MINIRITELLE Cranberry & Sesame | OUV3-ZUPGUXL | Pareve | Ⓢ Symbol required. |
| • RITELLE/MINIRITELLE LIMONE-Lemon cookies | OUV3-LCTPA75 | Pareve | Ⓢ Symbol required. |
| • RITELLE/MINIRITELLE PANNA- Cream cookies | OUV3-PUCKHZI | Pareve | Ⓢ Symbol required. |
| • RITELLE/MINIRITELLE Zenzero- Ginger cookies | OUV3-OXYM0XF | Pareve | Ⓢ Symbol required. |
| • Rocket Toast - Bruschette/Crostini - Rucola | OUV3-DBS1MRQ | Pareve | Ⓢ Symbol required. |
| • Rosemary Toasts (Bruschette Rosmarino) | OUV3-65C866E | Pareve | Ⓢ Symbol required. |

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Laurieri s.r.l. (continued)

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| Product Name | UKD-ID | Status | Certification Requirements |
|--|--------------|--------|----------------------------|
| Brand: Fratelli Laurieri (continued) | | | |
| • Scrocchi and Poppy seeds | OUV3-VME4BHH | Pareve | Ⓢ Symbol required. |
| • Scrocchi Cranberry Sesame and poppy seeds | OUV3-EMYR2NO | Pareve | Ⓢ Symbol required. |
| • SCROCCHI Lime e Semi di Chia- Lime and Chia Seed Crackers | OUV3-NSUR3GH | Pareve | Ⓢ Symbol required. |
| • Scrocchi Mix | OUV3-FDB8YHJ | Pareve | Ⓢ Symbol required. |
| • Scrocchi Pizza - Pizzette (Lelo Chashash Chadash) | OUV3-NJMZJDB | Pareve | Ⓢ Symbol required. |
| • Scrocchi Pomodoro Secco - Crackers with Sundried Tomatoes | OUV3-BMW9CO6 | Pareve | Ⓢ Symbol required. |
| • Scrocchi Rustic Crackers with Garlic | OUV3-26E81AB | Pareve | Ⓢ Symbol required. |
| • Scrocchi Rustic Crackers with Hot Pepper | OUV3-F4C811A | Pareve | Ⓢ Symbol required. |
| • Scrocchi Rustic Crackers with Olives (Lelo Chashash Chadash) | OUV3-53505CC | Pareve | Ⓢ Symbol required. |
| • Scrocchi Rustic Crackers with Rosemary | OUV3-35C2BAA | Pareve | Ⓢ Symbol required. |
| • Scrocchi Rustic Crackers with Sea Salt | OUV3-B0956DC | Pareve | Ⓢ Symbol required. |
| • Scrocchi Rustic Crackers with Sesame and Poppy Seeds | OUV3-3522F4C | Pareve | Ⓢ Symbol required. |

Certified with Lot# 19-112 & 19-194

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Laurieri s.r.l. (continued)

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| Product Name | UKD-ID | Status | Certification Requirements |
|---|--------------|--------|----------------------------|
| Brand: Fratelli Laurieri (continued) | | | |
| • Scrocchi Rustic Crackers with Spelt <i>Certified with Lot# 19-112 & 19-194</i> | OUV3-D3E8DCA | Pareve | Ⓢ Symbol required. |
| • Scrocchi Rustic Crackers with Tomato & Basil | OUV3-3BF4E0E | Pareve | Ⓢ Symbol required. |
| • Scrocchi Tartufo - Truffle Crackers (Lelo Chashash Chadash) | OUV3-DEVM2DC | Pareve | Ⓢ Symbol required. |
| • Scrocchi Tomato & Oregano | OUV3-5DBB335 | Pareve | Ⓢ Symbol required. |
| • Scrocchi with Spelt - Scrocchi al Farro | OUV3-EFDAD96 | Pareve | Ⓢ Symbol required. |
| • Sesame Crackers (Scrocchi Sesame) | OUV3-55A5179 | Pareve | Ⓢ Symbol required. |
| • TAPIS con olive / Crunchies with olive | OUV3-W3ZWGLU | Pareve | Ⓢ Symbol required. |
| • Taralli Savoury Rings Finocchio with Fennel | OUV3-DD86BAA | Pareve | Ⓢ Symbol required. |
| • Taralli Savoury Rings Peperoncino with Hot Pepper | OUV3-F5BBE89 | Pareve | Ⓢ Symbol required. |
| • Taralli Savoury Rings Pizzaiola with Italian Herbs | OUV3-EA977E0 | Pareve | Ⓢ Symbol required. |
| • Taralli Savoury Rings Roemarinio with Rosemary | OUV3-26AF538 | Pareve | Ⓢ Symbol required. |
| • Taralli Savoury Rings Traditional Recipe | OUV3-0D239BE | Pareve | Ⓢ Symbol required. |

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Laurieri s.r.l. (continued)

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| Product Name | UKD-ID | Status | Certification Requirements |
|--|--------------|--------|----------------------------|
| Brand: Fratelli Laurieri (continued) | | | |
| • Toasts Pizza Flavored - Bruschette Pizza (Lelo Chashash Chadash) | OUV3-91A1WU6 | Pareve | Ⓢ Symbol required. |
| • Tomato and Olives Toasts - Bruschette Pomodoro e Olive | OUV3-ACB7BDE | Pareve | Ⓢ Symbol required. |
| Brand: Il panettiere | | | |
| • Amarettini- Almond Cookies | OUV3-SRVMHGA | Pareve | Ⓢ Symbol required. |
| • Classic Breadsticks | OUV3-UYA6J8J | Pareve | Ⓢ Symbol required. |
| Brand: La Spiga | | | |
| • CIOKKINI- Cocoa and hazelnut cookies | OUV3-A5AEXIG | Pareve | Ⓢ Symbol required. |
| • Ciokkini-Cocoa and Hazelnut Cookies | OUV3-PBLSIG3 | Pareve | Ⓢ Symbol required. |
| • Frolletti Lemon Cookies | OUV3-WFNM341 | Pareve | Ⓢ Symbol required. |
| Brand: Laurieri | | | |
| • Frollini Cacao and Hazelnut | OUV3-2LUVMBI | Pareve | Ⓢ Symbol required. |
| • Frollini Cocco E Cioccolato | OUV3-ASBOKOY | Pareve | Ⓢ Symbol required. |
| • Frollini Cranberry and Sesame Seeds | OUV3-MIHWE0D | Pareve | Ⓢ Symbol required. |

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Laurieri s.r.l. (continued)

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| Product Name | UKD-ID | Status | Certification Requirements |
|--|--------------|--------|----------------------------|
| Brand: Laurieri (continued) | | | |
| • SCROCCHI SEMI DI SESAMO E LINO | OUV3-YALPIDR | Pareve | Ⓢ Symbol required. |
| • Wholewheat Frollini FROLLINI INTEGRALI | OUV3-Q08ZRDO | Pareve | Ⓢ Symbol required. |
| Brand: PANEARTE | | | |
| • LIMONCELLI-Lemon flavored cookie | OUV3-EGQOG6M | Pareve | Ⓢ Symbol required. |
| • Limoncelli-Lemon Flavoured Cookies | OUV3-ADRY5B1 | Pareve | Ⓢ Symbol required. |
| • Scrocchi Rosemary crackers | OUV3-QC8QFMX | Pareve | Ⓢ Symbol required. |
| Brand: Sfizioetto | | | |
| • Grissini- Breadsticks | OUV3-WMP9DQY | Pareve | Ⓢ Symbol required. |

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This certification is valid through 6/30/2025

Page 14 of 14



Sedex Members Ethical Trade Audit Report

Version 6.1



| Audit Details | | | |
|---|---|---|--|
| Sedex Company Reference: <i>(only available on Sedex System)</i> | ZC357027435 | Sedex Site Reference: <i>(only available on Sedex System)</i> | ZS357030820 |
| Business name (Company name): | LAURIERI SRL | | |
| Site name: | Laurieri srl | | |
| Site address: | Via G. Agnelli, snc zona Industriale La Martella Matera 75100 IT | Country: | IT |
| Site contact and job title: | Gianni Laurieri / Partner and sales manager | | |
| Site phone: | 0835 302809 | Site e-mail: | info@laurieri.com |
| SMETA Audit Pillars: | <input checked="" type="checkbox"/> Labour Standards | <input checked="" type="checkbox"/> Health and Safety (plus Environment 2-Pillar) | <input checked="" type="checkbox"/> Environment 4-pillar <input checked="" type="checkbox"/> Business Ethics |
| Date of Audit: | 2024-02-02 | | |

| Audit Company Name: |
|---------------------|
| SGS Italy |

| Audit Conducted By | | | | | |
|-------------------------|-------------------------------------|--|--------------------------|-------------|--------------------------|
| Affiliate Audit Company | <input checked="" type="checkbox"/> | Purchaser | <input type="checkbox"/> | Retailer | <input type="checkbox"/> |
| Brand owner | <input type="checkbox"/> | NGO | <input type="checkbox"/> | Trade Union | <input type="checkbox"/> |
| Multi-stakeholder | <input type="checkbox"/> | Combined Audit (select all that apply) | | | |

Audit Content:

(1) A SMETA audit was conducted which included some or all of Labour Standards, Health & Safety, Environment and Business Ethics. The SMETA Best Practice Version 6.1 (March 2019) was applied. The scope of workers included all types at the site e.g. direct employees, agency workers, workers employed by service providers and workers provided by other contractors. Any deviations from the SMETA Methodology are stated (with reasons for deviation) in the SMETA Declaration.

(2) The audit scope was against the following reference documents

2-Pillar SMETA Audit

- ETI Base Code
- SMETA Additions
 - Universal rights covering UNGP
 - Management systems and code implementation,
 - Responsible Recruitment
 - Entitlement to Work & Immigration,
 - Sub-Contracting and Home working,

4-Pillar SMETA

- 2-Pillar requirements plus
- Additional Pillar assessment of Environment
- Additional Pillar assessment of Business Ethics
- The Customer's Supplier Code (Appendix 1)

(3) Where appropriate non-compliances were raised against the ETI code / SMETA Additions & local law and recorded as non-compliances on both the audit report, CAPR and on Sedex.

(4) Any Non-Compliance against customer code shall not be uploaded to Sedex. However, in the CAPR these 'Variances in compliance between ETI code / SMETA Additions/ local law and customer code' shall be noted in the observations section of the CAPR.

SMETA Declaration

I declare that the audit underpinning the following report was conducted in accordance with SMETA Best Practice Guidance and SMETA Measurement Criteria.

- (1) Where appropriate non-compliances were raised against the ETI code / SMETA Additions & local law and recorded as non-compliances on both the audit report, CAPR and on Sedex.
- (2) Any Non-Compliance against customer code alone shall not be uploaded to Sedex. However, in the CAPR these 'Variances in compliance between ETI code / SMETA Additions/ local law and customer code' shall be noted in the observations section of the CAPR.

| Auditor Team | | | |
|----------------------|-----------------|---------------|----------|
| Lead Auditor: | Nicolo Cristoni | APSCA Number: | 21702224 |
| Additional Auditors: | Marco Mauriello | | 21703365 |
| Date of declaration: | 2024-02-03 | | |

Note: The focus of this ethical audit is on the ETI Base Code and local law. The additional elements will not be audited in such depth or scope, but the audit process will still highlight any specific issues.

| Site Representation | |
|----------------------|--|
| Full Name: | Gianni Laurieri |
| Title: | Partner and sales manager |
| Date of declaration: | 2024-02-03 |
| Comments: | <p><i>Any exceptions to this must be recorded here (e.g. different sample size):</i> <i>Sampled wage records from the past 5 months were provided for review (5 months only since the operation for digital thermometer just started last Sep 2020).</i> <i>The audit took 2.0 man-days (9AM-6PM per day). Audit time was extended until 8PM due to the extent of documentation; this was agreed upon with the factory representatives</i></p> |

Summary of Findings

| Issue <i>(please click on the issue title to go direct to the appropriate audit results by clause)</i> | Area of Non-Conformity | | Number of issues | | | Findings |
|---|------------------------|-----------|------------------|-----|----|-------------------|
| | ETI | Local Law | NC | Obs | GE | |
| 0A - Universal rights covering UNGP | | | 0 | 0 | 0 | |
| 0B - Management systems and code implementation | | | 0 | 0 | 1 | GE - ZAF600415159 |
| 1 - Freely chosen employment | | | 0 | 0 | 0 | |
| 2 - Freedom of association and right to collective bargaining are respected | | | 0 | 0 | 0 | |
| 3 - Working conditions are safe and hygienic | | | 0 | 0 | 0 | |
| 4 - Child labour shall not be used | | | 0 | 0 | 0 | |
| 5 - Living wages are paid | | | 0 | 0 | 0 | |
| 6 - Working hours are not excessive | | | 0 | 0 | 0 | |
| 7 - No discrimination is practiced | | | 0 | 0 | 0 | |
| 8 - Regular employment is provided | | | 0 | 0 | 0 | |
| 8A - Subcontracting and homeworking | | | 0 | 0 | 0 | |
| 9 - No harsh or inhumane treatment is allowed | | | 0 | 0 | 0 | |
| 10A - Entitlement to work and immigration | | | 0 | 0 | 0 | |
| 10B2 - Environment 2-pillar | | | 0 | 0 | 0 | |
| 10B4 - Environment 4-pillar | | | 0 | 0 | 0 | |
| 10C - Business ethics 4-pillar | | | 0 | 0 | 0 | |

Site Details

| Site Details | | | |
|--|---|--|----------|
| Company Name | LAURIERI SRL | | |
| Site Name | Laurieri srl | | |
| GPS location (if available) | GPS Address: | Via G. Agnelli, snc - Zona industriale La Martella - 75100, Matera (Italy) | |
| | Coordinates: | 40.6768192 N ; 16.5424755 E | |
| Applicable business and other legally required licence numbers and documents, for example, business license number, liability insurance, any other required government inspections | Tax number 01068250776; Registration of Chamber of Commerce of Matera REA: MT-70129 Sanitary Certification for Export Authorization 34/02 since 23rd July 2002 | | |
| Products/Activities at site, for example, garment manufacture, electricals, toys, grower, cutting, sewing, packing etc | Savory snacks and sweet biscuits | | |
| Site description: (Include size, location, and age of site. Also, include structure and number of buildings) | Company works from a state-of-the-art production facility, built purposely in 2007 and in 2019 has made renewal and has expanded the production and warehouse area Company is located in draft area of Matera. Four full-scale production and packaging lines fill the 4000 sqm of the upper floor. The lower floor is used for warehousing purpose with a capacity of over 1200 pallet spaces and 5 silos for storing flour and other ingredients. No peak season in place | | |
| Structure and number of buildings | Building Name: | Building 1 | |
| | Floor | Description | Remark |
| | 1 | Manufacturing and packaging | 5725 sqm |
| | 1 | Offices | 500 sqm |
| 0 | Warehouse | 5567 sqm | |
| Visible structural integrity issues (large cracks) observed? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: Not observed in facility tour | | |
| Does the site have a structural engineer evaluation? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Engineer Francesco Maniconi, 19/11/2020 | | |
| Site function | <input type="checkbox"/> Agent <input checked="" type="checkbox"/> Factory Processing/Manufacturer <input type="checkbox"/> Finished Product Supplier <input type="checkbox"/> Grower <input type="checkbox"/> Homeworker <input type="checkbox"/> Labour Provider <input type="checkbox"/> Pack house <input type="checkbox"/> Primary Producer <input type="checkbox"/> Service Provider <input type="checkbox"/> Sub-contractor | | |
| Months of peak season | Select a month to Select a month | | |

| | |
|---|--|
| Process overview | Production lines: The factory is currently equipped with 4 production lines fully automated. Main activities: -Raw material stocking -Kneading in bath mixer to produce snacks or biscuits -Extrusion and drawing and placing on towels -Drying -Packing -Storage in finished products warehouse |
| What form of worker representation is there on site? | <input type="checkbox"/> Union <input checked="" type="checkbox"/> Worker Committee <input type="checkbox"/> Other <input type="checkbox"/> None |
| Please give details: | Rafal Laczkowski (H&S workers' representative) |
| Is there any night production work at the site? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Are there any on site provided worker accommodation buildings | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: |
| Are there any off site provided worker accommodation buildings | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: |
| Were all site provided accommodation buildings included in this audit | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: |

| Audit Parameters | | | | |
|---|---|-------|-------|-------|
| Time in and time out | Day 1 | | Day 2 | |
| | In | 14:30 | In | 09:00 |
| | Out | 18:30 | Out | 13:00 |
| Audit type: | PERIODIC | | | |
| Was the audit announced? | ANNOUNCED | | | |
| Was the Sedex SAQ available for review? | Yes | | | |
| Any conflicting information SAQ/Pre-Audit Info to Audit findings? | No | | | |
| Who signed and agreed CAPR | Gianni Laurieri / Partner and sales manager | | | |
| Is further information available | No | | | |

| Audit attendance | Management | Worker Representatives | |
|--|--------------------------------------|----------------------------------|-----------------------|
| | Senior management | Worker Committee representatives | Union representatives |
| A: Present at the opening meeting? | Yes | Yes | No |
| B: Present at the audit? | Yes | Yes | No |
| C: Present at the closing meeting? | Yes | Yes | No |
| <i>Reason for absence at the opening meeting</i> | Union representative is not in force | | |
| <i>Reason for absence during the audit</i> | Union representative is not in force | | |
| <i>Reason for absence at the closing meeting</i> | Union representative is not in force | | |

Worker Analysis

The term "migrant worker" refers to a person who is engaged or has been engaged in a remunerated activity in a country of which they are not a national or permanent resident or has purposely migrated on a temporary basis to another in-country region to seek and engage in a remunerated activity.

| Worker Analysis | | | | | | | | |
|--|-----------|-----------|--------|-----------|-----------|--------|--------------|-------|
| | Local | | | Migrant* | | | Home workers | Total |
| | Permanent | Temporary | Agency | Permanent | Temporary | Agency | | |
| Worker numbers - male | 45 | 15 | 0 | 3 | 0 | 0 | 0 | 63 |
| Worker numbers - female | 10 | 1 | 0 | 1 | 0 | 0 | 0 | 12 |
| Total | 55 | 16 | 0 | 4 | 0 | 0 | 0 | 75 |
| Number of Workers interviewed - male | 4 | 1 | 0 | 2 | 0 | 0 | 0 | 7 |
| Number of Workers interviewed - female | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Total - interviewed sample size | 7 | 1 | 0 | 2 | 0 | 0 | 0 | 10 |

| Nationalities Structure | | | | | | | | | | |
|--|--|------------------------|-----------|-----|-----------------------|-----------|-----|----------------------------|-----------|----|
| Nationality of Management | Italian | | | | | | | | | |
| Please list the nationalities of all workers, with the three most common nationalities listed first. | <table border="0"> <tr> <td>Nationality 1: Italian</td> <td>approx %:</td> <td>80%</td> </tr> <tr> <td>Nationality 2: Polish</td> <td>approx %:</td> <td>15%</td> </tr> <tr> <td>Nationality 3: Bangladeshi</td> <td>approx %:</td> <td>5%</td> </tr> </table> | Nationality 1: Italian | approx %: | 80% | Nationality 2: Polish | approx %: | 15% | Nationality 3: Bangladeshi | approx %: | 5% |
| Nationality 1: Italian | approx %: | 80% | | | | | | | | |
| Nationality 2: Polish | approx %: | 15% | | | | | | | | |
| Nationality 3: Bangladeshi | approx %: | 5% | | | | | | | | |
| Was this list completed during peak season? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: | | | | | | | | | |
| Worker remuneration | Workers on piece rate: 0% | | | | | | | | | |
| | Paid hourly: 0% | | | | | | | | | |
| | Salaried: 100% | | | | | | | | | |
| Payment cycle | Paid daily: 0% | | | | | | | | | |
| | Paid weekly: 0% | | | | | | | | | |
| | Paid monthly: 100% | | | | | | | | | |
| | Other: 0% | | | | | | | | | |
| | Details for other: No other payment cycle | | | | | | | | | |

| Worker Interview Summary | |
|---|--|
| Were workers aware of the audit? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Were workers aware of the code? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Number of group interviews: | 6 (2 group od 3 workers each) |
| Number of individual interviews: | Male: 3 Female: 1 |
| All groups of workers are included in the scope of this audit such as; Direct employees, Casual and agency workers, Workers employed by service providers such as security and catering staff as well as workers supplied by other contractors. | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: |
| Interviews were done in private and the confidentiality of the interview process was communicated to the workers? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| In general, what was the attitude of the workers towards their workplace? | <input checked="" type="checkbox"/> Favorable <input type="checkbox"/> Non-favourable <input type="checkbox"/> Indifferent |
| What was the most common worker complaint? | No complaints emerged |
| What did the workers like the most about working at this site? | Workers highly value the company's focus on occupational health and safety and the regularity of payments |
| Any additional comment(s) regarding interviews: | No comments more |
| Attitude of workers to hours worked: | They would be favoreable to work sometimes overtime |
| Is there any worker survey information available? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: |

| |
|---|
| Attitude of workers: |
| The factory management agreed that SGS auditor to conduct confidential interview with workers who are selected freely by the auditor. The selection was made by auditor, without any influence from the factory management. Interviews are conducted in an independent room. For interviews, 10 workers were selected. During the interviews, workers show a confident attitude, without fear and evidence were collected regarding child labour and workers representation, working conditions including health and safety and fire protection, working time and OT, discrimination and forced labour. The workers stated that they are generally satisfied with the management and with working conditions. The workers declared that: - There is no child/young worker employment, - There is no forced, bounded or involuntary prison labour; they are freely to use the toilets anytime they need, to leave the factory after the end of the shift. - There are not union representatives, well known by the workers - The wage is calculated based on worked hours. - Pay slips are provided and the workers declared that the wage is correct calculated. - Workers are paid based on hourly salary. Payment performed in time. Annual leave is 26 days. - They receive adequate training for health and safety. - Medical check-up is received by each worker every year, according to planning. They receive treatment any time they need without obstruction. - In the factory, there is no discrimination. They can solve their problems by addressing to workers representative or directly to management and can find settlement of their problems. Communication with management is good and no harsh or inhuman treatment occurred |
| Attitude of worker's committee/union reps: |
| H&S worker's representative reported good relationship with the management. They said to be free to talk with workers |
| Attitude of managers: |
| Managers agreed to the examination of company records. They had an open attitude, so that audit was completed in the allocated time. All requested documents were presented without any reserve from management. No inconsistencies found. Worker documentation was available for all sampled employees |

0A - Universal Rights covering UNGP
[Summary of Findings]

0A: Compliance Requirements

0.A.1 Businesses should have a policy, endorsed at the highest level, covering human rights impacts and issues, and ensure it is communicated to all appropriate parties, including its own suppliers.
 0.A.2 Businesses should have a designated person responsible for implementing standards concerning Human rights
 0.A.3 Businesses shall identify their stakeholders and salient issues.
 0.A.4 Businesses shall measure their direct, indirect, and potential impacts on stakeholders (rights holders) human rights.
 0.A.5 Where businesses have an adverse impact on human rights within any of their stakeholders, they shall address these issues and enable effective remediation.
 0.A.6 Businesses shall have a transparent system in place for confidentially reporting, and dealing with human rights impacts without fear of reprisals towards the reporter. Note for auditors and readers. This is not a full Human Rights Assessment, but instead a check on the business's implementation of processes to meet their Universal rights covering UNGP responsibilities.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is /are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current Systems:

Laurieri Srl publishes a human rights statement on their notice board and performs formal training to any employees on the need to protect human rights. The terms and conditions for employees are stated in the employee handbook and some workers are trained in the grievance procedure

Evidence examined:

Web site with human rights statement, and employee handbook, some anonymous grievance material from the confidential e mail
 Ethical code, rev 2, 9/9/2023
 Codice comportamento fornitori P07, rev 2, 9/9/2023
 Analisi del contesto aziendale
 Sustainability balance 2022

Any other comments:

No comments more

| | |
|--|--|
| Policy statement that expresses commitment to respect human rights? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Ethical code, rev 2, 9/9/2023 |
| Are the policies included in workers' manuals? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Confirmed by workers interviewed, too |
| Does the business have a designated person responsible for implementing standards concerning Human Rights? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Graziana Cornacchia, quality manager |
| Does the business have a transparent system in place for confidentially reporting, and dealing with human rights impacts without fear of reprisals towards the reporter? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Whistleblowing mechanism |

| | |
|---|--|
| Does the grievance mechanism meet UNGP expectations? (Legitimate, Accessible, Predictable, Equitable, Transparent, Rights-compatible, a source of continuous learning and based on stakeholder engagement) | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Does the business demonstrate effective data privacy procedures for workers' information, which is implemented? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: All employee information and staff files are handled according to Italian and European laws on privacy (legislative decree 196/2003, DGPR 2016/679) |
| Measuring Workplace Impact | |
| Annual worker turnover(Number of workers leaving in last 12 months as a % of average total number of workers on site over the year (annual worker turnover)) | Last year 2.0% |
| | This year 0.0% |
| Current % quarterly (90 days) turnover(Number of workers leaving from the first of the 90 day period through to the last day of the 90 day period / [(number of employees on the 1st day of 90 day period + number of employees on the last day of the 90 day period) / 2]) | 0.0% |
| Annual % absenteeism(Number of days lost through job absence in the year / [(number of employees on 1st day of the year + number employees on the last day of the year) / 2] * number available workdays in the year) | Last year 4.0% |
| | This year 2.0% |
| Quarterly (90 days) % absenteeism(Number of days lost through job absence in the period / [(Number of employees on 1st of the period + Number of employees on the last day of the period) / 2] * Number of available workdays in the month) | 2.0% |
| Are accidents recorded? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Electronic accident register |
| Annual Number of work related accidents and injuries per 100 workers((Number of work related accidents and injuries * 100) / Number of total workers) | Last year 2.0% |
| | This year 0.0% |
| Quarterly (90 days) number of work related accidents and injuries per 100 workers((Number of work related accidents and injuries * 100) / Number of total workers) | 1.0% |

| | | |
|--|-----------|------|
| Lost day work cases per 100 workers($[(\text{Number of lost days due to work accidents and work related injuries} * 100) / \text{Number of total workers}]$) | Last year | 1.0% |
| | This year | 0.0% |
| % of workers that work on average more than 48 standard hours / week in the last 6 / 12 months | 6 month | 0.0% |
| | 12 month | 0.0% |
| % of workers that work on average more than 60 total hours / week in the last 6 / 12 months | 6 month | 0.0% |
| | 12 month | 0.0% |

OB - Management Systems and code Implementation
[Summary of Findings]

OB: Compliance Requirements

- 0.B.1 Suppliers are expected to implement and maintain systems for delivering compliance to this Code.
- 0.B.2 Suppliers shall appoint a senior member of management who shall be responsible for compliance with the Code.
- 0.B.3 Suppliers are expected to communicate this Code to all employees.
- 0.B.4 Suppliers are expected to be operating legally in premises with the correct business licenses and permissions and to have systems to ensure that all relevant land rights have been complied with.
- 0.B.5 Suppliers should communicate this code to their own suppliers and, where reasonably practicable, extend the principles of this Ethical Code through their supply chain.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is /are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current Systems:

Responsibility for meeting the legal and client code requirements is shared between the HR Manager and the quality manager, Grazia Cornacchia. Together they are responsible to the factory manager for ensuring the standards are met.

Overall responsibility for meeting the standards is taken by the Mrs. Anna Rita Sacco.

There is an internal audit team for quality who in addition take on the role for internal audit of the social standards of the factory and they report to the HR and Health & Safety manager jointly to report their findings.

There are the following System certifications at the site: ISO 9000, BRC and IFS.

Evidence examined:

- Ethical code, rev 2, 9/9/2023
- Codice comportamento fornitori P07, rev 2, 9/9/2023
- Analisi del contesto aziendale (Context analysis)
- Sustainability balance 2022
- Whistleblower software, inside company website
- Iso 9001:2015 certificate, number IT323586, 6/6/2023, Bureau Veritas, expiring 30/6/2026

Any other comments:

No comments more

Management Systems

| | |
|--|--|
| In the last 12 months, has the site been subject to any fines/prosecutions for non-compliance to any regulations? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: Not emerged in interview with site manager nor in documents reviewed |
| Do policies and/or procedures exist that reduce the risk of forced labour, child labour, discrimination, harassment & abuse? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Inside Ethical code, rev 2, 9/9/2023 |
| If Yes, is there evidence (an indication) of effective implementation? Please give details. | The code of ethics is posted on the bulletin board and training is provided to all new employees. Training on upgrading is ongoing at this time through the company intranet |

| | |
|---|---|
| Have managers and workers received training in the standards for forced labour, child labour, discrimination, harassment & abuse? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Confirmed by workers interviewed |
| If Yes, is there evidence (an indication) that training has been effective e.g. training records etc.? Please give details | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Viewed last training of worker just hired (December 2023) |
| Does the site have any internationally recognised system certifications e.g. ISO 9000, 14000, OHSAS 18000, SA8000 (or other social audits)? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Iso 9001:2015 certificate, number IT323586, 6/6/2023, Bureau Veritas, expiring 30/6/2026 |
| Is there a Human Resources manager/department? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Mrs Mariateresa Mazzafrà, as HR manager |
| Is there a senior person /manager responsible for implementation of the code? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Grazia Cornacchia, Quality manager |
| Is there a policy to ensure all worker information is confidential? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: According Wistleblowing system |
| Is there an effective procedure to ensure confidential information is kept confidential? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Wistleblower software guarantees such confidentiality |
| Are risk assessments conducted to evaluate policy and procedure effectiveness? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Risk Assessment Document (DVR Rev. 4 on 31/5/2021) and Ethical code, rev 2, 9/9/2023 |
| Does the facility have a process to address issues found when conducting risk assessments, including implementation of controls to reduce identified risks? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Issues are communicated to the Compliance Officer, which assesses the need to update the code of conduct |
| Does the facility have a policy/code which require labour standards of its own suppliers? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Inside Codice comportamento fornitori P07, rev 2, 9/9/2023 |
| Land Rights | |

| | |
|--|---|
| <p>Does the site have all required land rights licenses and permissions (see SMETA Measurement Criteria)?</p> | <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Please give details:</p> <p>Tax number: 01068250776; Registration of Chamber of Commerce REA: MT-70129 Sanitary Certification for Export Authorization 34/02 since 23rd July 2002 Environmental authorization AUA (D.D. n°368 del 10.03.2022 issued by the Province of Matera</p> |
| <p>Does the site have systems in place to conduct legal due diligence to recognize and apply national laws and practices relating to land title?</p> | <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Please give details:</p> <p>These are performed by the group company's legal staff.</p> |
| <p>Does the site have a written policy and procedures specific to land rights?</p> | <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Please give details:</p> <p>Ethical code, rev 2, 9/9/2023</p> |
| <p>Is there evidence that facility/site compensated the owner/lessor for the land prior to the facility being built or expanded?</p> | <p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>Please give details:</p> <p>No such compensation emerged</p> |
| <p>Does the facility demonstrate that alternatives to a specific land acquisition were considered to avoid or minimize adverse impacts?</p> | <p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>Please give details:</p> <p>Not emerged</p> |
| <p>Is there any evidence of illegal appropriation of land for facility building or expansion of footprint?</p> | <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Please give details:</p> <p>Not emerged in documents checked</p> |

| Good Example | | Evidence |
|--|---|----------|
| [Back to findings summary] | | |
| Good Example | | |
| Status | OPEN | |
| Reference | ZAF600415159 | |
| Clause | 0B - Management Systems and code Implementation | |
| Issue Title | 25 - Certifications in place with sub-suppliers / labour brokers e.g. ISO 9000, FSC, SA 8000, ISO 14001, etc. | |
| Subcategory | Site's Management systems & Monitoring | |
| New or carried over? | <input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over | |
| Explanation to the good example | Company quality management system is certified as conform to Iso 9001:2015 | |
| Evidence | Certificate, number IT323586, 6/6/2023, Bureau Veritas, expiring 30/6/2026 | |

1 - Freely chosen Employment
[Summary of Findings]

1: Compliance Requirements

1.1 There is no forced, bonded or involuntary prison labour.

1.2 Workers are not required to lodge "deposits" or their identity papers with their employer and are free to leave their employer after reasonable notice.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is /are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current Systems:

The copy of the documents is stored at the headquarter HR office
Company knows the Italian law disposition in regard of forced labour.
Copy of CBA food industry,
The facility has a written policy on this item.
Worker's interviews confirm that all employees are present voluntarily at the facility.
All employees have a copy labour contract.
All workers could leave the factory when sick or for maternity
No evidence of forced, bonded or involuntary prison labour.
Hiring letters contain all elements required by law

Evidence examined:

Site tour and workers' interviews
Hiring letter of worker M.P., 10/11/2023

Any other comments:

No comments more

| | |
|---|---|
| Is there any evidence of retention of original documents, e.g. passports/ID' (If yes, please give details and category of workers affected) | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: |
| Is there any evidence of a loan scheme in operation (If yes, please give details and category of workers affected) | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: |
| Is there any evidence of retention of wages / deposits (If yes, please give details and category of workers affected) | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: |
| Are there any restrictions on workers' freedom to terminate employment? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: Not emerged in facility tour nor in workers' interview |
| If any part of the business is UK based or registered there & has a turnover over £36m, is there a published a 'modern day slavery statement? | <input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Not Applicable Please give details: Not applicable |
| Is there evidence of any restrictions on workers' freedoms to leave the site at the end of the work day? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: Not emerged in facility tour nor in workers' interview |

| | |
|--|---|
| <p>Does the site understand the risks of forced / trafficked / bonded labour in its supply chain</p> | <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not Applicable</p> <p>Please give details: Such awareness emerged in interviews with employer and with site manager</p> |
| <p>Is the site taking any steps taking to reduce the risk of forced / trafficked labour?</p> | <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Please give details: Both manager and workers are trained about it</p> |

2 - Freedom of Association and Right to Collective Bargaining are Respected
[Summary of Findings]

2: Compliance Requirements

- 2.1 Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.
- 2.2 The employer adopts an open attitude towards the activities of trade unions and their organisational activities.
- 2.3 Workers' representatives are not discriminated against and have access to carry out their representative functions in the workplace.
- 2.4 Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates, and does not hinder, the development of parallel means for independent and free association and bargaining.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is /are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current Systems:

No workers join Unions
Company knows the Italian law disposition in regard of trade union and freedom of association.
Copy of CBA food industry is available.
From interviews with workers and management resulted that there was not any obstruction by management on workers joining a trade union if they wished.

Evidence examined:

Workers and management interviews

Any other comments:

Nothing

| | |
|---|---|
| What form of worker representation/union is there on site? (Please add the name of the union or committee in the textbox) | <input type="checkbox"/> Union <input type="checkbox"/> Other <input checked="" type="checkbox"/> Worker Committee <input type="checkbox"/> None |
| Other details: | H&S workers' representative, Laczkowski Rafal Tadeusz |
| Is it a legal requirement to have a union? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| Is it a legal requirement to have a worker's committee? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Is there any other form of effective worker/management communication channel? (Other than union/worker committee e.g. H&S, sexual harassment) | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Whistleblowing system |
| Is there evidence of free elections? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Does the supplier provide adequate facilities to allow the Union or committee to conduct related business? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: H&S workers' representatives have a meeting room available for holding meetings with the workers |
| Name of union and union representative, if applicable: | Not applicable (no union in place) |
| Is there evidence of free elections? | <input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Not Applicable |

| | |
|---|--|
| If there is no union, is there a parallel means of consultation with workers e.g. worker committees? | There is H&S workers' representative, Laczkowski Rafal Tadeusz |
| Is there evidence of free elections? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not Applicable |
| Are all workers aware of who their representatives are? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Emergued in interviews with workers |
| Were worker representatives freely elected? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Date of last election: | 2015-07-11 |
| Do workers know what topics can be raised with their representatives? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Were worker representatives/union representatives interviewed? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| If Yes, please state how many: | 1.0 |
| Please describe any evidence that union/worker's committee is effective? Specify date of last meeting; topics covered; how minutes were communicated etc. | Last meeting of H&S Prevention and Protection commette in which workers ' representative took part (19/11/2023 |
| Are any workers covered by Collective Bargaining Agreement (CBA)? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| If Yes, what percentage by trade Union/worker representation | 100% workers covered by Union CBA. 0% workers covered by worker rep CBA. |
| If Yes, does the Collective Bargaining Agreement (CBA) include rates of pay? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |

3 - Working Conditions are Safe and Hygienic
[Summary of Findings]

3: Compliance Requirements

- 3.1 A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.
- 3.2 Workers shall receive regular and recorded Health & Safety training, and such training shall be repeated for new or reassigned workers.
- 3.3 Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage shall be provided.
- 3.4 Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.
- 3.5 The company observing the code shall assign responsibility for Health & Safety to a senior management representative.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is /are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current Systems:

Mr Francesco Laurieri, managing director, is the employer of the factory;
Mr. Giovanni Laurieri, appointed on July 31st, 2017, as Health & Safety Manager for the site (RSPP).
WORKERS REPRESENTATIVE: Laczkowski Rafal Tadeusz elected on July 2015. Training base Nov 2015
Potable water was freely available in all areas and test certificates were up-to-date
Sufficient clean toilets segregated by gender were available at all times to workers
Ventilation, temperature and lighting were adequate for the production processes.
Minutes of meetings show that there are regularly meetings between the H&S workers' representatives and the H&S manager, and each point is acted on.
Company is fully compliant with Italian law (d. lgs. 81/08), the risk assessment document analysed all risk and identifies the significant risk (last assessment 31/5/2021)). The specific hazards are managed and the organization takes adequate steps to prevent accidents and injury to health. The PPE are adequate and distributed to all workers.
Workers receive regular and recovered health and safety training (checked safety training registrations December 2023)
There were at least 2 exits from each work area and these were clearly marked
Fire-fighting equipment was adequate and checks were up-to-date
Evacuation diagrams were posted in all areas and understood by all workers interviewed
Fire drills were organised and recorded every 12 months
Training had been given by the local fire department and fire marshals had been specially selected for extra training.
All electrical equipment was maintained in good condition such as sockets, plugs, switches and main fuse boards.
There were competent electricians at the site and their training certificates were available for review.
All chemicals were correctly labelled.
Material Safety Data Sheets were available and there were hazard diagrams on any chemicals which needed careful handling.
Workers in the chemical store confirmed that they had been trained on correct handling procedures as well as what to do in an emergency.
There were adequate first aid kits in each production area and they were well stocked.
There were 15 first aiders and when a selection was interviewed, they confirmed they had been trained at a local hospital. These first aiders were identified by blue 'cross' armbands.
There are 8 fire fighters
There was 1 accident in 2023 (12 days lost)

Evidence examined:

Risk Assessment Document (DVR Rev. 4 on 31/5/2021)
 Certification of fire prevention number . 12739 valid Until 24.03.2020 renewed on 3/11/2020, expiring date 2/11/2025
 Accident Register: In Use "Cruscotto Infortuni" on website (1 accidents in 2016 and 1 in 2017)
 FIRE SAFETY REGISTER update 3/11/2024 – Fire-extinguishers: no. 70 by dust; 9 hydrants UNI 45, 2 hydrants UNI 70, 21 emergency doors, 1 electro-pump. Last check: 17/11/2023, Centro Sud Antincendio
 Last check on electric and ground system, number 322023, 3/5/2023, Sidelmed
 Last check of elevator, number 47384, 16/5/2023, Ente Certificazioni spa
 Last training for first aiders, 14/12/2021
 Last training for fire fighters (for instance C.D.L., 11/3/2020, Ebilav)
 Last training of H&S worker representative, 22/12/2023
 Last training of forklift drivers (for instance F.M.), 8/1/2024, Ebilav
 Evacuation drill performed 9/3/2023
 Company doctor: Dr. Rodolfo Leo appointed on Jan 3rd 2017, expired date Dec. 31st, 2017. Last tour in workplace and last periodic meeting (art. 35) carried out on 19/11/2023.
 Last medical checks: 30/11/2023
 Piano di emergenza rev. 7, 31/7/2021

Any other comments:

No comments more

| | |
|--|--|
| <p>Does the facility have general and occupational Health & Safety policies and procedures that are fit for purpose and are these communicated to workers?</p> | <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Health and safety policy inside risk Assessment Document (DVR Rev. 4 on 31/5/2021)</p> |
| <p>Are the policies included in workers' manuals?</p> | <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Include in manuals</p> |
| <p>Are there any structural additions without required permits/inspections (e.g. floors added)?</p> | <p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: No such addition</p> |
| <p>Are visitors to the site informed on H&S and provided with personal protective equipment?</p> | <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Auditor was informed about that</p> |
| <p>Is a medical room or medical facility provided for workers?(This section is to list evidence to support system description (Documents examined & relevant comments. Include renewal/expiry date where appropriate))</p> | <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Checked in facility tour</p> |
| <p>Is there a doctor or nurse on site or there is easy access to first aider/ trained medical aid?</p> | <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: There are 15 first aiders, all trained</p> |
| <p>Where the facility provides worker transport – is it fit for purpose, safe, maintained and operated by competent persons e.g. buses and other vehicles?</p> | <p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: No trasport provided</p> |

| | |
|--|---|
| <p>Is secure personal storage space provided for workers in their living space and is fit for purpose?</p> | <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Checked in facility tour</p> |
| <p>Are H&S Risk assessments are conducted (including evaluating the arrangements for workers doing overtime e.g. driving after a long shift) and are there controls to reduce identified risk?</p> | <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Risk Assessment Document (DVR Rev. 4 on 31/5/2021)</p> |
| <p>Is the site meeting its legal obligations on environmental requirements including required permits for use and disposal of natural resources?</p> | <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: It is in place unique enviromental authorization number AUA (D.D. n°368 del 10.03.2022 issued by the Province of Matera</p> |
| <p>Is the site meeting its customer requirements on environmental standards, including the use of banned chemicals?</p> | <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: According environmental system</p> |

4 - Child Labour Shall Not Be Used
[Summary of Findings]

4: Compliance Requirements

- 4.1 There shall be no new recruitment of child labour.
- 4.2 Companies shall develop or participate in and contribute to policies and programmes which provide for the transition of any child found to be performing child labour to enable her or him to attend and remain in quality education until no longer a child.
- 4.3 Children and young persons under 18 shall not be employed at night or in hazardous conditions.
- 4.4 These policies and procedures shall conform to the provisions of the relevant ILO Standards.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is /are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current Systems:

No evidence of child labour at this site. There is an informal procedure for checking ages of workers at application stage, and this includes checking ID's, however, this is not written down, and there are no formal checks of validity of ID's. Once workers have joined their original ID's are copied and given back to them whilst copies only are kept in their personnel file. Checks of all worker's files showed that the youngest worker present was age 19 yrs (G.F. 4/11/2004 hired on 30/8/2023) There are no workers at the site between the ages of 16-18 yrs. (young workers).

Evidence examined:

Workers' files.
ID documents of all workers.
Youngest worker A.R, born on 21/01/2004
Worker and Management interview

Any other comments:

Nothing

| | |
|--|---|
| Legal age of employment: | 16 |
| Age of youngest worker found: | 19 |
| Are there children present on the work floor but not working at the time of audit? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| Percentage of under 18's at this site (of total workers) | 0.0% |
| Are workers under 18 subject to hazardous work assignments? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: Not applicable (no young workers in place) |

5 - Living Wages are Paid
[Summary of Findings]

5: Compliance Requirements

5.1 Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income.

5.2 All workers shall be provided with written and understandable information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.

5.3 Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned. All disciplinary measures should be recorded.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is /are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current Systems:

Wages are paid according to the applicable CBA. The food small industry CBA minimum wage is 1387.62 as gross wage/month (level 6). Lowest wage paid in the company is 1387.62. The minimum gross wage (base salary) is ensured for all employees.

No deductions applied for disciplinary purposes.

Wages paid every 10th working day of the month by bank transfer and each worker was given a pay slip providing all information related to salary calculation and legal deductions.

Workers are not charged for PPE. No fees for recruitment or employment. Interviews confirmed that no criticalities ever occurred

Evidence examined:

Document review

Worker interview

Payrolls record from January 2023 to December 2023

Evidence of regular payment of social securities, Durc INAIL_41602194, 30/11/2023, expiring date 29/3/2024

Any other comments:

Nothing

Summary Information

| Criteria | Local Law | Actual at the Site | Is this part of a Collective Bargaining Agreement? |
|---|--|---|--|
| Standard/Contracted work hours: (Maximum legal and actual required working hours excluding overtime, please state if possible per day, week, and month) | Legal Maximum Per Day: 8.0 Per Week: 40.0 Per Month: 173.0 | Actual Per Day: 8.0 Per Week: 40.0 Per Month: 173.0 | YES |
| Overtime hours: (Maximum legal and actual overtime hours, please state if possible per day, week, and month) | Legal Maximum Per Day: null Per Week: null Per Month: null | Actual Per Day: 4.0 Per Week: 16.0 Per Month: 45.0 | YES |
| Wage for standard/contracted hours: (Minimum legal and actual minimum wage at site, please state if possible per hr, day, week, and month) | Legal Maximum Per Day: 63.0 Per Week: 315.0 Per Month: 1388.0 | Actual Per Day: 63.0 Per Week: 315.0 Per Month: 1388.0 | YES |

| | | | |
|---|---|---|-----|
| Overtime wage: (Minimum legal and actual minimum overtime wage at site, please state if possible per hr, day, week, and month) | Legal Maximum Per Day: null Per Week: null Per Month: null | Actual Per Day: 0.0 Per Week: 0.0 Per Month: 0.0 | YES |
| Wages Analysis: | | | |
| Were accurate records shown at the first request? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No | | |
| Sample Size Checked (State number of worker records checked and from which weeks/months – should be current, peak, and random/low. Please see SMETA Best Practice Guidance and Measurement Criteria) | Payrolls of 3 months (10 payrolls for each month: March 2023, July 2023, November 2023) | | |
| Are there different legal minimum wage grades? If Yes, please specify all. | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Generic worker, 6th level (for instance A.D.A) gets 1387.62 month (63,07/day; 315/week, 8,02/h) LOWEST WAGE Specialized worker, 5th level (for instance M.P.) gets 1499,15/ month (71,38/day; 356/week, 8,66/h) Specialized worker, 5th level (for instance M.P.) gets 1499,15/ month (71,38/day; 356/week, 8,66/h) Shift coordinator, 4th level (for instance A.L.), gets 1590,06 /month (75,71/day; 378/week, 9,19/h) Administrative employee, 3rd level (for instance A.S), gets 1822,03/ month (86,76/day; 433/week, 10,53/h) Packaging leader, 2nd level (for instance C.D.L), gets 1963,11/ month (93,48/day; 467,40/week, 11,34/h) Finance manager , 1st level (for instance A.F.) gets 2153,63/month gets 1822,03 month (102,55/day; 512,76/week, 12,44/h) | | |
| If there are different legal minimum grades, are all workers graded and paid correctly? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not Applicable Please give details: | | |
| For the lowest paid production workers, are wages paid for standard/contracted hours (excluding overtime) below or above the legal minimum? | <input type="checkbox"/> Below legal min <input checked="" type="checkbox"/> Meet <input checked="" type="checkbox"/> Above | | |
| Lowest actual wages found: Note: full time employees and please state hour / week / month etc. | 1387,62 as gross wage/month | | |
| Please indicate the breakdown of workforce per earnings | 0.0% of workforce earning under minimum wage 10.0% of workforce earning minimum wage 90.0% of workforce earning above minimum wage | | |
| Bonus Scheme found: Please specify details: | Bonus Scheme found: No bonus granted Note: type of employee (e.g. full time, temp, etc.) and please state which units e.g. /hour /week /month etc. | | |
| What deductions are required by law e.g. social insurance? Please state all types: | Tax and social securities | | |
| Have these deductions been made? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No | | |
| Please list all deductions that have been made. | Tax and social securities | | |
| Please list all deductions that have not been made. | Nothing | | |
| Were appropriate records available to verify hours of work and wages? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No | | |

| | |
|---|---|
| Were any inconsistencies found? (if yes describe nature) | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| Do records reflect all time worked? (For instance, are workers asked to attend meetings before or after work but not paid for their time) | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Reflec all time worked |
| Is there a defined living wage: This is not normally minimum legal wage. If answered yes, please state amount and source of info: Please see SMETA Best Practice Guidance and Measurement Criteria. | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: |
| If yes, what was the calculation method used. | <input type="checkbox"/> ISEAL/Anker Benchmarks <input type="checkbox"/> Asia Floor Wage <input type="checkbox"/> Figures provided by Unions <input type="checkbox"/> Living Wage Foundation UK <input type="checkbox"/> Fair Wear Wage Ladder <input type="checkbox"/> Fairtrade Foundation <input type="checkbox"/> Other – please give details: |
| Are there periodic reviews of wages? If Yes give details (include whether there is consideration to basic needs of workers plus discretionary income). | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: According renewal of CBA applied |
| Are workers paid in a timely manner in line with local law? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Is there evidence that equal rates are being paid for equal work: | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Emerged in payroll checked (of equal work an tasks workers) |
| How are workers paid: | <input type="checkbox"/> Cash <input type="checkbox"/> Cheque <input checked="" type="checkbox"/> Bank Transfer <input type="checkbox"/> Other |

6 - Working Hours are not Excessive
[Summary of Findings]

6: Compliance Requirements

6.1 Working hours must comply with national laws, collective agreements, and the provisions of 6.2 to 6.6 below, whichever affords the greater protection for workers. Sub-clauses 6.2 to 6.6 are based on international labour standards.

6.2 Working hours, excluding overtime, shall be defined by contract, and shall not exceed 48 hours per week.

6.3 All overtime shall be voluntary. Overtime shall be used responsibly, taking into account all the following: the extent, frequency and hours worked by individual workers and the workforce as a whole. It shall not be used to replace regular employment. Overtime shall always be compensated at a premium rate, which is recommended to be not less than 125% of the regular rate of pay.

6.4 The total hours worked in any 7-day period shall not exceed 60 hours, except where covered by clause 6.5 below.

6.5 Working hours may exceed 60 hours in any 7-day period only in exceptional circumstances where all of the following are met:

6.6 Workers shall be provided with at least one day off in every 7-day period or, where allowed by national law, 2 days off in every 14-day period.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is /are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current Systems:

All employees have at least 1 day off in 7 days.
 Production is on 3 shifts (06:00-14:00 and 14:00-22:00 and from 22:00 to 06:00).
 Administrative workers: 09:00-18:00 (1-hour lunch break) from Monday to Friday.
 Through employees' interview, overtime is voluntary.
 The factory provided hours and wages records for one year.
 Company has in place monitoring internal system about overtime worked (weekly, monthly and yearly).
 Peak of overtime has made of 45 hours /month (maximum 16 h in the 4th week, 4 maximum a day)
 Working times are detected by a magnetic badge for all the workers.
 Interviews with employees confirmed that working hours are correctly recorded and paid.

Evidence examined:

Management interview
 National laws
 Pay slips
 12 months' hours records to establish highest and lowest hours over all employees

Any other comments:

No comments more

Working hours' analysis

Systems & Processes

| | |
|---|---|
| What timekeeping systems are used? | Budge machine |
| Is sample size same as in wages section? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: |
| Are standard/contracted working hours defined in all contracts/employment agreements? (If no, please give details including % and which type of workers do NOT have standard hours defined in contracts/employment agreements.) | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |

| | |
|--|---|
| Are there any other types of contracts/employment agreements used? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| Do any standard/contracted working hours defined in contracts/employment agreements exceed 48 hours per week? (If yes, please detail hours, %, types of workers affected and frequency.) | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| Are workers provided with at least 1 day off in every 7-day-period, or 2 in 14-day-period? | <input checked="" type="checkbox"/> 1 in 7 days <input type="checkbox"/> 2 in 14 days <input type="checkbox"/> No (please explain) |
| Is this allowed by local law? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Maximum number of days worked without a day off (in sample): | 6 |
| Standard/Contracted Hours worked | |
| Were standard working hours over 48 hours per week found? (If yes, % of workers & frequency) | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No % of workers: null% Frequency: |
| Any local waivers/local law or permissions which allow averaging/annualised hours for this site? (If yes, please give details.) | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| Overtime Hours worked | |
| Actual overtime hours worked in sample (State per day/week/month) | 45 hour in the month of October 2023 (worker M.M), max 16 hour /week (in the last week), max 4 h/day |
| Combined hours (standard or contracted + overtime hours = total) over 60 found? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: Never over 60 hous |
| Approximate percentage of total workers on highest overtime hours: | 15.0% |
| Is overtime voluntary? (Please detail evidence e.g. Wording of contract / employment agreement / handbook / worker interviews / refusal arrangements) | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Conflicting Information Please give details: Emerged in interviews with workers |
| Overtime premium | |
| Are the correct legal overtime premiums paid? (Please give details of normal day overtime premium as a % of standard wages) | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A - there is no legal requirement to OT premium Please give details: According premium rate established by CBA |
| Is overtime paid at a premium? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No 135% as established by CBA |

| | |
|--|---|
| <p>If the site pays less than 125% OT premium and this is allowed under local law, are there other considerations? Please complete the boxes where relevant.</p> | <p><input type="checkbox"/> No <input type="checkbox"/> Consolidated pay <input type="checkbox"/> Collective Bargaining agreements</p> <p><input checked="" type="checkbox"/> Other</p> |
| <p>Please give details</p> | <p>Not applicable</p> |
| <p>If more than 60 total hours per week and this is legally allowed, are there other considerations? Please complete the boxes where relevant. (Please explain any checked boxes above e.g. detail of consolidated pay / CBA or Other)</p> | <p><input type="checkbox"/> Overtime is voluntary <input type="checkbox"/> Onsite Collective bargaining allows 60+ hours/week is voluntary <input type="checkbox"/> Safeguards are in place to protect worker's health and safety</p> <p><input type="checkbox"/> Site can demonstrate exceptional circumstances <input checked="" type="checkbox"/> Other reasons (please specify)</p> |
| <p>Please give details</p> | <p>Not applicable</p> |
| <p>Please explain any checked boxes above e.g. detail of consolidated pay / CBA or other</p> | <p>Not applicable</p> |
| <p>Is there evidence that overtime hours are being used for extended periods to make up for labour shortages or increased order volumes?</p> | <p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> |
| <p>If sufficient workers cannot be hired, are new working time arrangements explored to ensure that overtime is the exception rather than the rule?</p> | <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> |

7 - No Discrimination is Practiced
[Summary of Findings]

7: Compliance Requirements

7.1 There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is /are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current Systems:

Interviews with workers confirmed that no discriminatory practices are used (no pregnancy testing, no religious discrimination, no gender-based discrimination). Equal salaries are paid for the same job. A recruitment procedure is implemented.
There are 2 workers with disability and 4 non italian worker

Evidence examined:

Hiring letter of workers
Payrolls
Attendance records
Training records

Any other comments:

Nothing

| | | |
|--|---|--|
| Gender breakdown of Management + Supervisors (Include as one combined group) | Male: 75.0% | Female: 25.0% |
| Number of women who are in skilled or technical roles (e.g. where specific qualifications are needed i.e. machine engineer / laboratory analyst) | 1 (quality manager) | |
| Is there any evidence of discrimination based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation? | <input type="checkbox"/> Hiring <input type="checkbox"/> Promotion | <input type="checkbox"/> Compensation <input type="checkbox"/> Termination or retirement <input checked="" type="checkbox"/> No evidence of discrimination found |
| Please give details | No such discrimination emerged | |
| Professional Development | | |
| What type of training and development are available for workers? | HACCP/Quality/safety/English/continuous improvement, Technical (machines and process) | |
| Are HR decisions e.g. promotion, training, compensation based on objective, transparent criteria? (If no, please provide details) | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No | |

8 - Regular Employment Is Provided
[Summary of Findings]

8: Compliance Requirements

8.1 To every extent possible work performed must be on the basis of recognised employment relationship established through national law and practice.

8.2 Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting, sub-contracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.

Additional Elements: Responsible Recruitment

8.3 Suppliers have full understanding of the entire recruitment process and assess all labour recruiters and intermediaries against legal and/or ethical requirements.

8.4 There are effective management systems in place to identify and monitor the hiring and management of all migrant workers, contract workers, agency workers, temporary or casual labour. The supplier shall implement processes to enable adequate control over agencies with regards the above points and related legislation.

8.5 Employment agencies must only supply workers registered with them.

8.6 Workers pay no recruitment fee at any stage of the recruitment process.

8.7 Worker contracts accurately reflect the agreed payment and terms in the recruitment process and are understood and signed by workers.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is /are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current Systems:

All workers have regular employment contracts as requested by Italian laws and CBA. All employer's obligations are fulfilled.

Generally, employees were recruited by the factory directly.

Management declared that no subcontractors or home workers were used by the company

All workers had received a signed labour contract.

No agencies are used for migrant workers

Evidence examined:

Contract with worker M.P., 10/11/2023
The hiring and termination practises
Personal files
Payroll records were provided for review

Any other comments:

Nothing

Responsible Recruitment

All Workers

Were all workers presented with terms of employment at the time of recruitment, did they understand them and are they same as current conditions?

- | | |
|--|---|
| <input checked="" type="checkbox"/> Terms & Conditions presented | <input checked="" type="checkbox"/> Understood by workers |
| <input checked="" type="checkbox"/> Same as actual conditions | |

Did workers pay any fees, taxes, deposits or bonds for the purpose of recruitment/placement? (If yes, please describe details and specific category(ies) of workers affected)

- Yes No

Migrant Workers

| | |
|---|---|
| Type of work undertaken by migrant workers: | Manufacturing department |
| Please give details about recruitment agencies for migrant workers: | Number of (in country) recruitment agencies used: 0 Number of (outside of local country) recruitment agencies used: 0 |
| Are migrant workers' voluntary deductions (such as for remittances) confirmed in writing by the worker and is evidence of the transaction supplied by the facility to the worker? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: No deductions made on migrants (except tax and social securities made for all workers) |
| Is there any observation on this finding? | No observation |
| Are any migrant workers in skilled, technical or management roles? (This should include all migrant workers including permanent workers, temporary and/or seasonal workers) | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| Non-employee workers | |
| Recruitment Fees | |
| Are there any fees? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| Agency Workers (if applicable) (Workers sourced from a local agent who are not directly paid by the site, but paid by the agency. Usually the agencies are paid by the site and the wages of the individual workers are paid by the agency.) | |
| Number of agencies used (average): | 0 |
| Please provide the names of agencies if applicable | 0 (not applicable) |
| Were agency workers' age / pay / hours included within the scope of this audit? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Were sufficient documents for agency workers available for review? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Is there a legal contract agreement with all agencies? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: No agencies used |
| Does the site have a system for checking labour standards of agencies? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: No agencies used |
| Contractors (Contractors in this context are generally individuals who supply several workers to a site. Usually the contractors are paid by the site and the wages of the workers are paid by the contractor. Common terms include, gang bosses, labor provider.) | |
| Any contractors on site? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: No contractors used |
| Do all contractor workers understand their terms of employment? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: Not applicable (no contractors used) |

8A - Sub-Contracting and Homeworking
[Summary of Findings]

8A: Compliance Requirements

8.A.1 There should be no sub-contracting unless previously agreed with the main client.

8.A.2 Systems and processes should be in place to manage sub-contracting, homeworking and external processing.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is /are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current Systems:

Company does not use subcontractors and no home working

Evidence examined:

Facility tour
Interviews with manager and with workers

Any other comments:

Nothing

Summary of sub-contracting – if applicable

Is there any sub-contracting at this site? Yes No

Summary of homeworking – if applicable

Is homeworking used at this site? Yes No

9 - No Harsh or Inhumane Treatment is Allowed
[Summary of Findings]

9: Compliance Requirements

9.1 Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.

9.2 companies should provide access to a confidential grievance mechanism for all workers

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is /are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current Systems:

According to the Italian law, the factory management follows the disciplinary rules of L. 300/70 for workers' misbehaviour which included oral warning, written warning, fine, suspension and finally termination. Worker interview confirmed that workers were aware of the disciplinary procedure. As per management interview, document review and workers interview, there was a policy on Harsh Treatment.

There is an internal process for grievance, which is an anonymous box, where workers can report any grievances (harassment, bullying, discrimination etc.); any received complaint will be handled by management, without any reprisal for the worker in question.

In recent months, company has established a whistleblowing system, too, in order to manage complaints from workers

Worker interview confirmed that workers were aware of the disciplinary procedure

Evidence examined:

The relevant policy on prevention of harassment and abuse
Internal grievance procedure documentation
Workers & management interview
Disciplinary code
Disciplinary against worker G.F., 31/10/2023

Any other comments:

Nothing

| | |
|--|--|
| Are there published, anonymous and/or open channels available for reporting any violations of Labour standards and H&S or any other grievances to a 3rd party? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Whistleblowing system |
| If yes, are workers aware of these channels and have access? Please give details. | Emerged in interviews with them |
| If yes, what type of mechanism is used e.g. hotline, whistle blowing mechanism, comment box etc. Please give details. | Whistleblowing system (through company website) |
| Which of the following groups is there a grievance mechanism in place for? | <input checked="" type="checkbox"/> Worker <input checked="" type="checkbox"/> Communities <input checked="" type="checkbox"/> Suppliers <input type="checkbox"/> Other |
| Please provide grievance mechanism details | All stakeholder can have access to Whistleblowing system |
| Are there any open disputes? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: |

| | |
|--|--|
| <p>Does the site encourage its business partners (e.g. suppliers) to provide individuals and communities with access to effective grievance mechanisms (e.g. helplines or whistle blowing mechanism)</p> | <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details:</p> |
| <p>Is there a published and transparent disciplinary procedure?</p> | <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details:</p> |
| <p>If yes, are workers aware of these the disciplinary procedure?</p> | <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details:</p> |
| <p>Does the disciplinary procedure allow for deductions from wages (fines) for disciplinary purposes (see wages section)?</p> | <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: As allowed by nation law</p> |

10A - Entitlement to Work and Immigration
[Summary of Findings]

10A: Compliance Requirements

10.A.1 Only workers with a legal right to work shall be employed or used by the supplier.
10.A.2 All workers, including employment agency staff, must be validated by the supplier for their legal right to work by reviewing original documentation.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is /are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current Systems:

For migrant workers factory verifies that they had the necessary documents and permits according to national laws.
All workers had the proper legal rights to work in Italy.
4 migrant workers are in force.

Evidence examined:

Permission of stay worker S.S (from Bangladesh) number EA0433694, 15/4/2019, expiring date 14/4/2024
Hiring letter of workers
Workers and management interview

Any other comments:

No comments more

10B4 - Environment 4–Pillar
[Summary of Findings]

10B4: Compliance Requirements

10.B4.1 Businesses as a minimum must meet the requirements of local and national laws related to environmental standards.

10.B4.2 Where it is a legal requirement, businesses must be able to demonstrate that they have the relevant valid permits including for use and disposal of resources e.g. water, waste etc.

10.B4.3 Businesses shall be aware of their end client’s environmental standards/code requirements

10.B4.4 Suppliers should have an environmental policy, covering their environmental impact, which is communicated to all appropriate parties, including its own suppliers.

10.B4.5 Suppliers shall be aware of the significant environmental impact of their site and its processes.

10.B4.6 The site should measure its impacts, including continuous recording and regular reviews of use and discharge of natural resources e.g. energy use, water use (see 4–pillar audit report and audit checks for details).

10.B4.7 Businesses shall make continuous improvements in their environmental performance.

10.B4.8 Businesses shall have available for review any environmental certifications or any environmental management systems documentation

10.B4.9 Businesses should have a nominated individual responsible for co-ordinating the site’s efforts to improve environmental performance.

10B4: Guidance for Observations

10.B4.10 Suppliers should have completed the appropriate section of the SAQ and made it available to the auditor.

10.B4.11 Has the site recently been subject to (or pending) any fines/prosecutions for noncompliance to environmental regulations.

Note for auditors and readers. This environment section is intended to take not more than 0.25 auditor days. It is an assessment only and the main requirement is to establish whether a site is meeting applicable environmental laws and/or has any certifications or environmental management systems in place. Following this assessment the client/supplier may decide a full environmental audit is required (see also best practice guidance/environment and guidance for auditor)

Current Systems and Evidence Examined

To complete ‘current systems’ Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is /are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current Systems:

The factory management maintained all legally required environmental documents in place which proved that the production of the factory was in compliance with the related environmental regulations. All legally required certificates are included in AUA (Unique Environmental Authorization): the annual monitoring report for waste air and water showed the pollutant discharging was compliance with environmental law (ARPAC). Based on observation on site, wastes were classified and collected on site. Based on worker’s interview, they were trained on environmental protection.

Evidence examined:

AUA no. D.D. n°368 del 10.03.2022 by Prov. of Matera.
Energy bills
Water bill
Textile waste transfer documentation
Renewal energy specification
Worker and management interview
Last check on air emission number 23092102, 21/9/2023, Dott. Tartaglione
Declaration of waste produced MUD 2022-MT-00125-0001, 6/7/2023
Environmental Policy – Environmental Policy P04 in rev. 0 of 07/03/2017

Any other comments:

No comments more

| Environmental Analysis | |
|--|--|
| Is there a manager responsible for Environmental issues (Name and Position): | Giovanni Laurieri |
| Has the site conducted a risk assessment on the environmental impact of the site, including implementation of controls to reduce identified risks? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: The company is subject to the AUA (D.D. n°368 del 10.03.2022 issued by the Province of Matera) |
| Does the site have a recognised environmental system certification such as ISO 14000 or equivalent? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: No such certification in place |
| Does the site have an Environmental policy? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| If yes, is it publicly available? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| If yes, does it address the key impacts from their operations and their commitment to improvement? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: According Environmental management system and Policy – Environmental Policy P04 in rev. 0 of 07/03/2017 on the company bulletin board For istace improvements have been regarding emissions to the atmosphere, including greenhouse gases, water pollution and acoustic impact |
| Does the site have a Biodiversity policy? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| Is there any other sustainability systems present such as Chain of Custody, Forest Stewardship Council (FSC), Marine Stewardship Council (MSC) etc.? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: No such system |
| Have all legally required permits been shown? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: AUA (Unique Environmental Authorization) number D.D. n°368 del 10.03.2022 issued by the Province of Matera) |
| Is there a documentation process to record hazardous chemicals used in the manufacturing process? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not Applicable Please give details: The company has prepared an operational instruction for the management of chemical products IO 05 rev. 3 of 21/06/2022. The list of chemicals is attached to the operating instructions and includes: products used for cleaning and sanitation and lubricating oils for maintenance. |
| Is there a system for managing client's requirements and legislation in the destination countries regarding environmental and chemical issues? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: No such requirements |

| | |
|--|--|
| Facility has reduction targets in place for environmental aspects e.g. water consumption and discharge, waste, energy and green-house gas emissions: | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: In 2015, the company installed a photovoltaic system to reduce energy consumption. Every year it sets targets for the reduction of environmental aspects. |
| Facility has evidence of waste recycling and is monitoring volume of waste that is recycled. | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: No such recycling |
| Does the facility have a system in place for accurately measuring and monitoring consumption of key utilities of water, energy and natural resources that follows recognised protocols or standards? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: The company is subject to AUA. Every year it monitors atmospheric emissions and communicates them to the competent bodies. The company measures and monitors the consumption of services through meters and bills (water, electricity and gas) |
| Has the facility checked that any Sub-Contracting agencies or business partners operating on the premises have the appropriate permits and licences and are conducting business in line with environmental expectations of the facility? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: No such control in place |

| Usage/Discharge analysis | | |
|---|-----------------------|-----------------------|
| Criteria | Previous year: 2023 | Current year: 2024 |
| Electricity Usage: Kw/hrs | 795794 | 0 |
| Renewable Energy Usage: Kw/hrs | 266997 | 0 |
| Gas Energy Usage: Kw/hrs | 424359 | 0 |
| Has site completed any carbon Footprint Analysis? | No | No |
| If Yes, please state result | | |
| Water Sources | Local water authority | Local water authority |
| Water Volume Used | 3373 | 0 |
| Water Discharged | Public sewing | Public sewing |
| Water Volume Discharged | 0 | 0 |
| Water Volume Recycled | 0 | 0 |
| Total waste produced | 42770 | 0 |
| Total hazardous waste produced | 0 | 0 |
| Waste to recycling | 42770 | 0 |
| Waste to landfill | 0 | 0 |
| Waste to other | 0 | 0 |
| Total Product Produced | 4240674 | 0 |

10C - Business Ethics – 4-Pillar Audit
[Summary of Findings]

10C: Compliance Requirements

- 10.C.1 Businesses shall conduct their business ethically without bribery, corruption, or any type of fraudulent Business Practice.
 - 10.C.2 Businesses as a minimum must meet the requirements of local and national laws related to bribery, corruption, or any type of fraudulent Business Practices.
 - 10.C.3 Where it is a legal requirement, businesses must be able to demonstrate that they comply with all fiscal legislative requirements.
 - 10.C.4 Businesses shall have access to a transparent system in place for confidentially reporting, and dealing with unethical Business Ethics without fear of reprisals towards the reporter.
 - 10.C.5 Businesses should have a Business Ethics policy, covering bribery, corruption, or any type of fraudulent Business Practice,
 - 10.C.6 Businesses should have a designated person responsible for implementing standards concerning Business Ethics
 - 10.C.7 Suppliers should ensure that the staff whose job roles carry a higher level of risk in the area of ethical Business Practice e.g. sales, purchasing, logistics are trained on what action to take in the event of an issue arising in their area.
- 10C: Guidance for Observations**
- 10.C.8 Businesses should communicate their Business Ethics policy, covering bribery, corruption, or any type of fraudulent Business Practice to all appropriate parties, including its own suppliers.
 - 10.C.9 Has the site recently been subject to (or pending) any fines/prosecutions for non-compliance to Business Ethics regulations. If so is there evidence that sustainable corrective actions have been implemented

Note for auditors and readers. This Business Ethics section is intended to take not more than 0.25 auditor days. It is an assessment not an audit.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is /are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current Systems:

Quality manager is the designated person responsible for implementing standards concerning Business Ethics, and that site practices were conducted without any corruption and/or bribery.
The company established a business ethics policy which was communicated to workers through posters and training.
The site had received and read the Business Ethics policy of the auditor/audit company.
There is an internal grievance process, which is an anonymous box for suggestions and a whistleblowing system (accessible on company website)

Evidence examined:

Ethical code, rev 2, 9/9/2023
Whistleblowing system on company website

Any other comments:

No comments more

Does the facility have a Business Ethics Policy and is the policy communicated and applied internally, externally or both, as appropriate?

- Internal Policy
- Policy for third parties including suppliers

Please give details:

Ethical code, rev 2, 9/9/2023, Codice comportamento fornitori P07, rev 2, 9/9/2023

| | |
|--|--|
| <p>Does the site give training to relevant personnel (e.g. sales and logistics) on business ethics issues?</p> | <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Please give details: Emerged in interviews with workers</p> |
| <p>Is the policy updated on a regular (as needed) basis?</p> | <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Please give details: Every year ethic code is cheked and updated, if necessary</p> |
| <p>Does the site require third parties including suppliers to complete their own business ethics training</p> | <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Please give details: Codice comportamento fornitori is communicated to suppliers</p> |

Attachments



foto.pdf



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Your feedback on your experience of the SMETA audit you have observed is extremely valuable. It will help to make improvements to future versions.

You can leave feedback by following the appropriate link to our questionnaire:

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[Click here for Supplier \(B\) members:](https://www.surveymonkey.com/s.aspx?sm=d3vYsCe48fre69DRgIY_2brg_3d_3d)

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