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The **SA 8000 Social Accountability 8000**, or Social Responsibility, refers to a voluntary international law that sets out many requirements to which an Organization must respond to be recognized as **socially responsible** because of a proper behavior from a point Ethical and social view.

The SA8000 standard is based on principles dictated by international human rights and workers' references, and in particular refers to the concepts of the Universal Declaration of Human Rights, the ILO (International Labor Organization) Conventions, the United Nations Conventions on Rights of the Child and to Eliminate All Forms of Discrimination Against Women.

In particular, the social responsibility requirements that the management commits to respect are:

- **NO INFANT WORK** - The use of school-age workers as provided for by current legislation is prohibited.
- **NO OBLIGATORY WORK** - It is forbidden to get a work performance under threat of any nature.
- **YES SAFE WORKING PLACES AND SALUBRIES** - All measures necessary to prevent accidents and health damage must be taken.
- **YES ON THE ASSOCIATION FREEDOM AND THE COLLECTIVE CONTRACT LAW** - The right to freedom of association, membership of a trade union, is guaranteed, without any discrimination.
- **NO TO PHYSICAL, CULTURAL AND SOCIAL DISCRIMINATIONS** - A worker for race, gender, age, sexual orientation, social status, nationality, religious belief, disability, union or political affiliation is prohibited from favoring or penalizing professionally.
- **NO TO PHYSICAL OR PSYCHOLOGICAL PUNITIONS** - Any form of corporal punishment, mental or physical coercion, verbal violence is prohibited.
- **YES TO REGULATED WORKING TIMES** - Compliance with ordinary and extraordinary hours of work and rest periods according to the agreements contained in the CCNL is guaranteed.
- **YES TO GOOD RETRIBUTION ISSUES** - Wage agreements stipulated by the CCNL are guaranteed.

COOPERATIVA SOLIDARIETÀ has decided to certify on the basis of this standard to give maximum transparency to its way of working towards employees, suppliers, customers and all the institutions and people with whom it relies and to engage in improving more and more the context in which it operates.



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For COOPERATIVA SOLIDARIETÀ be "**SOcially RESPONSible**" means:
"Go beyond compliance with existing legislation by integrating SOCIAL, ENVIRONMENTAL and SAFETY issues into your daily strategy."
The goals that our organization seeks are:

- **Improvement of internal relations:** based on the correctness of relationships and the clarity of roles.
- **Personnel motivation and loyalty:** on the climate of transparency and collaboration, on the pride of belonging to an organization oriented towards ethical goals, on continuous improvement of working standards, on fair and structured training, on clear organizational structure and responsibility.
- **Relationships between staff:** based on the ability to communicate directly or through appropriate representatives.
- **Improving the business climate:** workers feel protected by the organization they work in and more involved.

The staff member, associate and employee, has elected his own Representative of Workers for Social Responsibility (RLSA8000) with the task of facilitating communication between Workers and Management on aspects of Social Responsibility; in particular SA8000 representatives are:

- DISCARDI RUDI
- DAL CORSO ELISABETTA
- NADORI FAHD

It is recalled the right of employees to use the special form (MR E08) made available at each site for the submission of any complaints to report, even in anonymous form, any inconsistencies with the SA8000 principles listed above.

A working group called the Social Performance Team (SPT) has been set up which operates within the company by monitoring the compliance of the SA8000 management system with the standard itself.

This group consists of a Senior Manager (group coordinator) and a balanced representation of RLSA8000 (Worker Representatives for the SA8000 system) and management. The SPT will have to meet at least once every 6 months.

The Social Performance Team has the following tasks:

1. periodically conduct a written risk assessment to identify and prioritize areas of actual or potential non-compliance with the Standard;
2. suggest improvement actions to Management to address the identified risks;
3. monitor the implementation status and effectiveness of the actions taken to manage the identified risks;



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4. facilitate the conduct of periodic internal audits and prepare reports for Senior Management on the performance and benefits of the actions undertaken;
5. facilitate communication between workers and Management as it includes their representatives who therefore play the role of direct spokesperson.
6. evaluate all complaints received relating to the SA8000 system;
7. elaborate, plan, coordinate, document and formalize proposals, programs, for the information and training of workers with respect to SA8000.

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