

# Sedex Members Ethical Trade Audit (SMETA) Report

Audit company: Bureau Veritas Report reference: 10161261368 Date: 13/05/2016

Version 5.0 Dec 2014, 2/4 Pillar Audit; replaces version 4.0 May 2012

Supplier name:	Viola Calzificio SpA	
Site country:	Italy	
Site name:	Viola Calzificio SpA	
Parent Company name (of the site):	nil	
SMETA Audit Type:	<input checked="" type="checkbox"/> 2-Pillar	<input type="checkbox"/> 4-Pillar
Date of Audit	13/05/2016	

## Summary of Findings

Summary of main findings: (positive and negative)  
(Please give a short summary of the main findings per clause)

The facility was found clean, tidy and maintained a comfortable temperature.  
The electrical plant (certified as per law) has been found in good condition and regularly maintained. All switches in the electrical control panels were suitably labelled.  
There are a fire alarm (sounding/flashing), fire detection system and an emergency lighting plant, both regularly checked by entrusted external companies. A suitable number of fire escapes are available for each premise. Fire fighting equipment is provided through the various premises and external perimeter. The equipment is marked, accessible, operable and half yearly checked by an external specialized company with a contract in place with the facility.  
The machines viewed are well maintained and equipped with the necessary safety devices.  
A sufficient number of first aid kits, stocked with necessary supplies, are provided in the factory.  
There is a First Aid Team and an Emergency & Fire Fighting Team covering all departments.  
The HSE Officer is currently reviewing the Risk Assessment Document. All risks in the factory were analysed; results were communicated to employees through dedicated training sessions at hiring and through periodical refreshing meetings. Residual risks (e.g. noise) appeared well managed.  
Suitable PPE is provided for free to and used by employees.  
Injuries are recorded on a specific register updated when necessary.  
The factory entrusted Labour Doctor can visit the workers following his health surveillance protocol.  
In the facility there is a sufficient number of toilets segregated per gender and stocked with basic supplies such as: paper, soap and drying system.  
Lockers rooms were clean and tidy. Drinking water is available to all workers without cost. Employees are compensated by monthly salary and paid by direct bank deposit.  
All employees receive wages meeting the minima salaries as regulated by the National Collective Labour Contract for the industry sector.  
Working hours are recorded by a swipe card system. The payroll journals were provided for a full payroll review.  
Each worker signed a regular contract based on the CCNL (National Collective Labor Contract).  
Working hours are not excessive and in compliance with applicable regulation. OT may be worked occasionally, always on voluntary bases. Maximum weekly working hours found was 44 hours in a week (OT included).  
All the 10 interviewed workers declared to be satisfied to work for the company and to be treated fairly.  
No observation was noted.  
No findings from previous Audit performed on 14<sup>th</sup> April 2009.  
No negative finding was noted during this audit, no good example was noted too.

