


SOCIAL BUDGET

Prepared in accordance with the Standard

SA 8000:2014 – Management System for Social Accountability

REVISIONS AND/OR UPDATES			
REV.	DATE	DESCRIPTION	APPROVED
01	03.01.2021	First issue for adaptation to the SA 8000 standard	
02	08.03.2021	Reissue due to document layout change and data update for the second half of 2021	
03	26.01.2022	Reissue for updating of data relating to the second half of 2021	
04	01.08.2022	Reissue for updating of data relating to the first half of 2022	
05	09.01.2023	Reissue for updating of data relating to the second half of 2022	
06	11.08.2023	Reissue for updating of data relating to the first half of 2023	

Summary

1. COMPANY PRESENTATION	4
1.1. Definitions	4
1.2. Organization chart	7
2. COMPANY POLICY	8
2.1. Mission	8
2.2. Social Responsibility Policy	8
2.3. Social Responsibility Requirements	10
2.3.1. Child labor	10
2.3.2. Forced or compulsory labor	10
2.3.3. Health and safety	11
2.3.4. Freedom of association and right to bargain	12
2.3.5. Discrimination	13
2.3.6. Disciplinary practices	13
2.3.7. Working hours	13
2.3.8. Salary	14
2.3.9. Management System	15
2.3.9.1. Policies, Procedures and Records	15
2.3.9.2. Social performance team	15
2.3.9.3. Risk identification and assessment	16
2.3.9.4. Monitoring	16
2.3.9.5. Internal involvement and communication	17
2.3.9.6. Handling and resolution of complaints	17
2.3.9.7. External verification and stakeholder engagement	17

2.3.9.8.	<i>Corrective actions</i>	17
2.3.9.9.	<i>Training and capacity building (Capacity Building)</i>	18
2.3.9.10.	<i>Management of suppliers and contractors</i>	18
2.3.10.	<i>Commitment of Rispoli Luigi & C. srl</i>	19
3.	STAKEHOLDER IDENTIFICATION	20
4.	EMPLOYEES	21
5.	SUPPLIERS	21
6.	SYSTEM MANAGEMENT	22
7.	REQUIREMENTS OF THE STANDARD SA 8000	23
7.1.	Child labor	23
7.2.	Forced labor	26
7.3.	Health and Safety	27
7.4.	Accidents and illnesses	28
7.5.	Freedom of association and right to collective bargaining	29
7.6.	Discriminations	30
7.7.	Female presence	31
7.8.	Disciplinary practices	32
7.9.	Worker hours	33
7.10.	Salary	34
7.11.	Communication plan	34

1. COMPANY PRESENTATION

The “**Rispoli Luigi & C srl** .” took its first steps in 1969 in the form of a family-run business. In the beginning, the company had only one shed available and subsequently, with the affirmation of the commercial activity, new structures and premises were built.

The company was established in 1983, with operations starting the following year, with the purchase of the buildings of the former tobacco factory.

The “**Rispoli Luigi & C srl**” is located in the Sele Valley in Borgo Carillia di Altavilla Silentina and currently operates on an area of approximately 70,000 square meters, of which 20,000 are used as the square, the purification plant, the access road, the residential buildings of the property and to the covered rooms in which the transformation activity is carried out.

There “**Rispoli Luigi & C srl**” deals with the transformation of tomatoes for peeled, concentrated, purée and tomato pulp. For some years now, the Organization has decided to try its hand at the legume market as well.

The tomatoes come from fields located mainly in the regions of Puglia and Basilicata, and only in small quantities from areas adjacent to the processing site in the province of Salerno. The transformation of fresh tomatoes is about 155,000 quintals and takes place in about 45 days, between August and September. In this period the workforce increases exponentially reaching about 80 seasonal units who work alongside the 17 permanent resources.

All the production is obtained exclusively with fresh natural tomatoes, without the addition of preservatives or antioxidants that could alter the properties and characteristics of the raw material.

As for the legume line, however, it is small in size and produced only on commission.

The “**Rispoli Luigi & C srl**” has a strong calling for the foreign market which absorbs 90% of the company's production. The products are marketed both through direct sales and through external import-export companies and are mainly destined for the BENELUX and USA markets. The remaining 10% of the company's production is instead sold in our country.

1.1. Definitions

The definitions given according to the voluntary standards ISO 9001 Ed. 2015, ISO 22005 Ed. 2008, the BRC IFS technical standards, SA 8000:2014 standard, BIO production and Kosher and Halal religious certifications are valid.

Company : the whole of any organization and economic body responsible for implementing the requirements of the SA 8000 standard, including all personnel employed by the company.

Personnel : all individuals, men and women, directly employed as employees or under other types of contracts by the company, including directors, executives, managers, supervisors and workers.

Worker: all non-executive personnel.

Supplier/sub-contractor : an economic entity that supplies the company with finished or semi-finished goods and/or services which are used for the production of the company's goods and/or services.

Sub-supplier : an economic entity in the supply chain which, directly or indirectly, provides the supplier with finished or semi-finished goods and/or services which are used for the production of the goods and/or services of the suppliers or of the company.

Remedial Action : Action taken to remedy a worker or former employee's violation of a worker's right covered by SA 8000.

Interested party (stakeholder) : individual or group interested in, or influencing, the social action of the company.

Child : any person under 16 years of age, except where local minimum age laws establish a higher age to perform work or attend compulsory schooling, in which case the age of reference is the one applied in the locality.

Young worker : any worker over the age of a child as defined above and under 18;

Child labor : any work performed by a child below the age specified in the definition of child above, except as provided for in ilo recommendation 146;

Forced/compulsory labour : any work or service that a person has not volunteered to perform and is performed under threat of punishment or retaliation, or is required as a form of payment of a debt.

Human trafficking : the recruitment, transfer, harboring or reception of people, through systems that use threat, force or other forms of coercion or deception for the purpose of exploitation.

Remedial action for children means all forms of support and action necessary to ensure the safety, health, education and development of children who are subjected to child labour, as defined above, who are subsequently removed from such work

Homeworker : a person who carries out, on behalf of an organisation, under direct or indirect contract, outside the organisation's premises, for remuneration, work the result of which is a good or service, as specified by the organisation. , regardless of who supplies the means, materials and/or other elements used; there are no home workers in the company.


SA 8000 balance sheet : document drawn up in order to propose clear and significant indicators of compliance, in company management, with the requirements of the SA 8000:2014 standard, the compliance of which is certified by a third party body.

SA 8000 Workers Representative: A worker chosen to facilitate communication with management in SA 8000 matters, appointed by the recognized trade union(s) in unionized companies and, elsewhere, by a worker elected for this purpose by non-union staff. manager.

Management Representative: a member of management appointed by the company to ensure compliance with the requirements of the standard;

Workers' organisation: a voluntary association of workers organized on an ongoing basis for the purpose of maintaining and improving conditions in the employment relationship and working environment;

Collective agreement: an employment contract negotiated between an employer or group of employers and one or more workers' organisations, specifying the terms and conditions of employment.

	<p>SA 8000 SOCIAL REPORT</p>
---	-------------------------------------

1.2. Organization chart

SEE ANNEX

2. COMPANY POLICY

2.1. Mission

The company " **Rispoli Luigi & C srl** " is committed to the continuous improvement of the working conditions of its internal customers (collaborators, employees, consultants), in the awareness that resources are the "heart" of a company and represent its greatest wealth great.

Management has established a written policy in all appropriate languages to inform staff that they have chosen to comply with the SA 8000 Standard.

The Policy includes the organization's commitment to comply with all requirements of the SA 8000 Standard and comply with international instruments as listed in the previous section on regulatory elements and their interpretation. This Policy commits us to comply with: national laws, other applicable laws and other subscribed requirements.

The policy was defined by senior management.

The utmost attention is paid to aspects relating to the working environment, to the instruments, to the quality of the activity carried out and, above all, to the involvement of all resources with a view to sharing corporate objectives and strategies.

2.2. Social Responsibility Policy

At "**Rispoli Luigi & C srl**" we are aware that a company **cannot and must not** find the reasons for its existence in the sole objective of creating profit, we therefore consider it essential to carry out our business in the strictest respect of the regulations and principles in matters of workers' rights and labor relations.

This commitment takes concrete form by demonstrating the compliance and correspondence of our company management system with the international certification standard SA 8000 (Social Accountability) drawn up by the CEPAA (Council of Economical Priorities Accreditation Agency) and aimed at certifying certain aspects of company management relating to corporate social. These aspects concern:

- respect for human rights;
- Respect for workers' rights;
- Protection against the exploitation of minors ;
- guarantees of safety and health in the workplace .

“Rispoli Luigi & C srl” complies with local, national and other applicable laws, the prevailing sector standards, the other requirements to which the organization adheres, as well as the SA 8000 standard. When such laws, standards or other requirements to which the organization adheres and the Standard concern the same subject, the provision which is more favorable to the workers must be applied.

The organization also respects the principles of the following international instruments:

- ILO Convention 1 (Duration of Work - Industry) and Recommendation 116 (Reduction of working hours);
- ILO Conventions 29 (Forced labour) and 105 (Abolition of forced labour);
- ILO Convention 87 (Freedom of association and protection of the right to organize);
- ILO Convention 98 (Right to organize and collective bargaining);
- ILO Conventions 100 (Equal pay) and 111 (Discrimination - employment and profession);
- ILO Convention 102 (Social Security - minimum standards);
- ILO Convention 131 (Definition of the minimum wage);
- ILO Convention 135 (Workers' Representatives);
- ILO Convention 138 and Recommendation 146 (Minimum age);
- ILO Convention 155 and Recommendation 164 (Safety and Health at Work);
- ILO Convention 159 (Professional and occupational reintegration - disabled people);
- ILO Convention 169 (Indigenous and Tribal Peoples);
- ILO Convention 177 (Home working);
- ILO Convention 181 (Private Employment Agencies);
- ILO Convention 182 (Worst Forms of Child Labour);
- ILO Convention 183 (Protection of Maternity);
- ILO Code of Conduct on HIV/AIDS and the World of Work;
- Universal Declaration of Human Rights;
- International Covenant on Economic, Social and Cultural Rights;
- International Covenant on Civil and Political Rights;
- United Nations Convention on the Rights of the Child;
- United Nations Convention on the Elimination of All Forms of Discrimination Against Women;
- United Nations Convention on the Elimination of All Forms of Racial Discrimination ;

- United Nations Guiding Principles on Business and Human Rights.

In this regard, the Company, internally, makes use of the figure of the **SA 8000 Representative**, elected by the workers themselves, who actively collaborates in the creation of system documents, self-assessment and improvement proposals, trying to receive and elaborate insights from the workers themselves. In particular, "**Rispoli Luigi & C srl**" undertakes to guarantee the continuous improvement of the organizational system, the monitoring of suppliers, the training and involvement of personnel and the solution of any reports of inadequacy of the system, the monitoring of our stakeholders internal through a dialogue aimed at basing the system on a participatory, flexible and sharing model.

The company's workers are constantly involved in the implementation of the social responsibility system through meetings, planned in accordance with production needs, and aimed at making workers aware of the principles mentioned above.

2.3. Social Responsibility Requirements

2.3.1. Child labor

The organization does not resort to or support the use of child labour, as defined above.

The organization establishes, documents, maintains, and effectively communicates to staff and other interested parties, written policies and procedures for remediating child labor situations, and provides adequate financial and other support to enable affected children to attend school and stay there until they no longer fall under the definition of a child.

The organization may employ young workers, but where such young workers are subject to compulsory education, they must only work outside school hours. Under no circumstances should the total time spent between school, work and travel exceed 10 hours a day, and under no circumstances should young workers work more than 8 hours a day. They are not allowed to work at night.

The organization does not expose children or young workers to risky or harmful situations for their physical and mental health and for their development, both inside and outside the workplace.

2.3.2. Forced or compulsory labour

The organization does not use or support the use of forced or compulsory labour, including prison work, as defined by ILO Convention 29, does not retain original identification documents and does not require staff to pay "deposits" to beginning of the employment relationship.

Neither the organization nor any other entity that employs the organization retains any portion of the wages, salary allowances, property or records of the personnel in order to compel them to continue working for the organization.

The organization ensures that there will be no fees or costs related to the full or partial employment of workers.

Personnel have the right to leave the workplace at the end of the standard working day, and are free to terminate the employment relationship, giving reasonable notice to the employer.

Neither the organization nor any other entity that provides manpower to the organization resorts to or supports trafficking in human beings.

2.3.3. Health & Safety

The organization ensures a safe and healthy working environment and takes effective measures to prevent potential accidents, injuries or illnesses that may occur as a result of, in connection with, or during the performance of the work. Reduces or eliminates, as far as reasonably possible, the causes of all risks present in the workplace, bearing in mind the prevailing knowledge of the sector and each specific risk.

The organization assesses all workplace risks to new, pregnant and nursing workers, including those related to their job function, to ensure that all reasonable steps are taken to eliminate or reduce any risk to their Health & Safety.

Where the organization is unable to effectively reduce or eliminate the causes of any risk in the workplace, it shall provide personnel, as needed, with appropriate personal protective equipment at its own expense. In the event of an accident at work, the organization provides first aid and assists the worker in receiving the consequent medical treatment.

The organization appoints a senior management representative who is responsible for ensuring a safe and healthy working environment for all personnel and for applying the health and safety requirements set out in this Standard.

A Health and Safety Committee is created and maintained, composed in a balanced way of representatives of management and workers. Furthermore, the involvement of the competent doctor cannot be omitted from the Committee. Unless otherwise required by law, members representing workers must include at least one member of the recognized trade union(s), if the member(s) choose(s) to fill that role. In cases where the trade union(s) do not indicate(s) a representative or the organization is not unionised, the workers must appoint a representative(s) that they deem appropriate. Committee decisions are effectively communicated to all staff. The Committee is trained

and periodically updated in order to be competently involved in the continuous improvement of health and safety conditions in the workplace. It conducts regular and formal risk assessments to identify and address actual and potential health and safety risks. Records of these assessments and the related corrective and preventive actions taken are kept.

The organization ensures regular and effective health and safety training for all personnel, including workplace instruction and, where necessary, specific instructions for the job being performed. This training is repeated for new personnel or personnel assigned to new duties, as well as in the event of accidents and when technological changes and/or the introduction of new machinery present new risks to personnel health and safety.

The organization has established documented procedures to identify, prevent, reduce, eliminate or ultimately address potential risks to personnel health and safety. The organization maintains written records of all incidents occurring in the workplace and in all accommodation and facilities provided by the organisation, whether such premises are owned, leased, contracted out or owned of the service provider.

The organization guarantees all personnel free access to: clean toilets, drinking water, suitable places for eating meals, and, where applicable, hygienically suitable rooms for storing food.

The organization ensures that any dormitory it may make available to staff is clean, safe and adequate for basic needs, whether such premises are owned, rented, contracted out or owned by the service provider.

All personnel have the right to leave work in the event of imminent and serious danger, without asking permission from the organization.

2.3.4. Freedom of association and right to bargain

All personnel have the right to form, join and organize trade unions of their choice, and to bargain collectively with the organisation. The organization undertakes to respect this right, and to effectively inform the staff of the fact that they can freely join any workers' organization of their choice, without this having any negative consequences or provoking retaliation from the organisation.

The organization does not interfere in any way in the formation, operation or management of the aforementioned workers' organizations or in the collective bargaining process.

In cases where the right to freedom of association and collective bargaining is restricted by law, the organization allows workers to freely elect their representatives.

The organization shall ensure that union members, workers' representatives and staff involved in organizing workers are not subject to discrimination, harassment, intimidation or retaliation for

being members of the union, or workers' representatives, or being engaged in organizing workers, and ensures that these representatives can have contact with their members in the workplace.

2.3.5. Discrimination

The organization does not engage in or support any form of discrimination in hiring, compensation, access to training, promotion, termination or retirement, based on race, national, territorial or social origin, caste, birth, religion, disability gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age, or any other condition that could give rise to discrimination.

The organization does not interfere with the exercise of personnel rights to follow principles or practices, or to satisfy needs, related to race, national or social origin, religion, disability, gender, sexual orientation, family responsibilities, trade union membership, political opinions or any other condition that could give rise to discrimination.

The organization does not permit any behavior that is threatening, abusive, exploitative or sexually coercive, including gestures, language and physical contact, in the workplace and in all accommodation and other facilities provided by the organization, regardless of whether such premises are owned, leased, contracted out or owned by the service provider.

The organization in no case subjects the staff to pregnancy or virginity tests.

2.3.6. disciplinary practices

The organization treats all personnel with dignity and respect. Does not use or tolerate the use of corporal punishment, physical or mental coercion, verbal abuse towards personnel. Harsh or inhumane treatment is not permitted.

2.3.7. Working Hours

The organization complies with applicable laws, collective bargaining (where applicable) and industry standards regarding working hours, rest periods and public holidays. The normal working week; excluding overtime, it must be that established by law, but in any case it does not exceed 48 hours.

Staff receive at least one day off after six consecutive days of work.

Exceptions to this rule only apply when both of the following conditions are met:

- a) National law permits working hours that exceed this limit; And

- b) A freely negotiated collective agreement is in place which allows working time to be calculated on an average basis, including adequate rest periods.

All overtime is voluntary, except as provided for in the following point, it must not exceed 12 hours per week, nor must it be requested regularly.

In cases where overtime is necessary to meet short-term market demand and the organization is party to a collective agreement, freely negotiated by representatives of a significant proportion of its workforce, it may request overtime in accordance with that agreement. Any such agreement complies with the other requirements of the Working Hours element.

2.3.8. Salary

The organization respects the right of its staff to a living wage, and ensure that the wages paid for a normal working week, excluding overtime, always correspond at least to legal standards or minimum industry standards, or collective agreements (where applicable). Wages are sufficient to meet the basic needs of the staff, as well as provide some discretionary income.

The organization does not apply salary deductions for disciplinary reasons.

Exceptions to this rule only apply when both of the following conditions are met:

- a) National law allows deductions from wages for disciplinary reasons; And
- b) There is a freely negotiated collective agreement in place that allows this method.

The organization ensures that the composition of workers' wages and benefits are detailed clearly and regularly in writing for each pay period. The organization also ensures that wages and benefits are paid in accordance with the law and in a manner convenient for workers, but under no circumstances delayed or limited by methods such as vouchers, coupons or promissory notes.

All overtime work is paid with a surcharge, as defined by national law or collective bargaining. In countries where overtime surcharges are not regulated by law or collective bargaining, the organization must compensate workers by applying the higher of the surcharge defined by the organization itself or that established by prevailing industry standards.

The organization does not use “labour-only” contractual arrangements, consecutive short-term contracts and/or false apprenticeship schemes or other schemes, aimed at avoiding the fulfillment of obligations towards personnel under applicable legislation and regulations employment and social security.

2.3.9. Management System

2.3.9.1. Policies, Procedures and Records

Senior management establishes a written policy in all appropriate languages to inform personnel that they have chosen to comply with the SA 8000 Standard.

The policy includes a commitment by the organization to comply with all requirements of the SA 8000 Standard and to comply with international instruments as listed in the previous section on Regulatory Elements and Their Interpretation. It also commits the organization to comply with: national laws, other applicable laws and other subscribed requirements.

The policy and the SA 8000 Standard are displayed clearly and prominently, in an appropriate and understandable form, in the workplace, living quarters and other facilities made available by the organization, whether such premises are owned, leased contracted or owned by the service provider.

The organization develops policies and procedures to enforce the SA 8000 Standard.

These policies and procedures are effectively communicated and made available to personnel in all appropriate languages. The same information is also shared transparently with customers, suppliers, subcontractors and sub-suppliers.

The organization maintains appropriate records to demonstrate compliance with and application of the SA 8000 Standard, including the management system requirements contained in this element. The related records are kept and summarized in written or verbal form to the SA 8000 worker representative(s).

The organization regularly conducts a management review of its social responsibility policy, of the other policies and procedures adopted to apply the Standard and of the performance results, with a view to continuous improvement

The organization, upon request, make its policy public, in a manner and form that is effective for the interested parties.

2.3.9.2. Social Performance Team

A Social Performance Team (SPT) is established to implement all elements of SA 8000. The team should include a balanced representation of:

- a) SA 8000 workers representative(s);
- b) management

Responsibility for compliance with the Standard rests solely with Senior Management.

At unionized sites, employee representation in the SPT is assumed by one or more members of the recognized trade union(s) if the latter(s) choose(s) to fill that role.

In cases where the union(s) does not identify(identify) a representative or the organization is not unionized, the workers may freely elect among themselves one or more SA 8000 representatives for this purpose. Under no circumstances will the(i) SA 8000 employee representative(s) must(s) be seen as a substitute(s) for trade union representation.

2.3.9.3. Risk identification and assessment

The SPT periodically conducts and records in written form risk assessments to identify and prioritize areas of actual or potential non-compliance with the Standard. The SPT also suggests actions to Senior Management to address the identified risks. These actions are prioritized based on the severity of the risks or whether a delay might make resolution of the problem impossible.

The SPT conducts these assessments based on the information in its possession and on that obtained through data collection techniques and meaningful consultation with interested parties.

2.3.9.4. Monitoring

The SPT effectively monitors activities in the workplace to control:

- a) compliance with the Standard;
- b) the implementation of actions planned to address the risks identified by the SPT;
- c) the effectiveness of the methods adopted to meet the organization's policies and the requirements of the Standard.

It has the authority to collect information from stakeholders, or involve them in monitoring activities. It also collaborates with other areas of the organization to review, define, analyze and/or resolve any possible non-compliance with the SA 8000 Standard.

The SPT is also responsible for facilitating the conduct of periodic internal audits and preparing reports for Senior Management on the performance and benefits of actions taken to meet the requirements of the SA 8000 Standard, including a record of identified corrective actions.

Lastly, the SPT organizes periodic meetings to review the progress made and identify any actions to make the application of the Standard more effective.

2.3.9.5. Internal engagement and communication

The organization is committed to demonstrating that personnel truly understand the requirements of SA 8000 and must regularly communicate information on the requirements of SA 8000 through periodic communications.

2.3.9.6. Management and resolution of complaints

The organization establishes a written grievance procedure that is confidential, impartial, non-retaliatory and accessible and available to personnel and interested parties for them to make comments, recommendations, concerns or complaints regarding the workplace and/or non-compliance to the SA 8000 Standard.

The organization has procedures in place to investigate, manage and communicate the results of workplace complaints and/or non-compliance with the Standard or related policies and procedures in place. These results are made fully available to staff and, upon request, to interested parties.

The organization does not discipline, fire, or in any way discriminate against personnel or affected parties who have provided SA 8000 compliance information or made workplace complaints.

2.3.9.7. External verification and stakeholder engagement

In the case of announced or unannounced audits performed to certify compliance with the requirements of the Standard, the organization cooperates fully with external auditors to define the severity and frequency of each problem encountered in compliance with the SA 8000 Standard.

The organization participates in stakeholder engagement to achieve sustainable compliance with the SA 8000 Standard.

2.3.9.8. Corrective actions

The organization defines policies and procedures for the timely implementation of corrective and preventive actions, allocating adequate resources. The SPT ensures that these actions are actually implemented.

The SPT maintains and archives records that include the timeline and listing, at a minimum, of SA 8000-related nonconformances, their causes, corrective and preventive actions taken, and results achieved.

2.3.9.9. Training and capacity building (Capacity Building)

The organization implements a training plan for all personnel, for effective application of the SA 8000 Standard, based on the results of risk assessments. The organization periodically evaluates the effectiveness of the training activities carried out and keeps records of their type and frequency.

2.3.9.10. Management of suppliers and contractors

The organization applies due diligence to verify compliance with the SA 8000 Standard of its suppliers/subcontractors, private employment agencies and subcontractors. The same approach is applied when selecting new suppliers/subcontractors, private employment agencies and subcontractors. The minimum activities that the organization undertakes to meet this requirement, and of which it maintains records, include:

- a) effectively communicate the requirements of the Standard to supplier/subcontractor management, private employment agencies and subcontractors;
- b) assess the significant risks of non-compliance by suppliers/subcontractors, private employment agencies and sub-contractors. (Note: an explanation of "significant risk" is available in the guidance document);
- c) make reasonable documented efforts to ensure that these significant risks are adequately addressed by suppliers/subcontractors, private employment agencies, sub-contractors and the organization itself, where and when appropriate, setting priorities according to their possibilities and resources to influence these individuals;
- d) establish monitoring activities and track the performance of suppliers/subcontractors, private employment agencies and sub-contractors to ensure that risks are effectively addressed.

Where the organization receives, moves or markets goods and/or services of suppliers/subcontractors or sub-suppliers classified as home workers, it takes effective actions to guarantee them a level of protection substantially equivalent to that guaranteed to other workers of the organization in based on the requirements of the Standard.

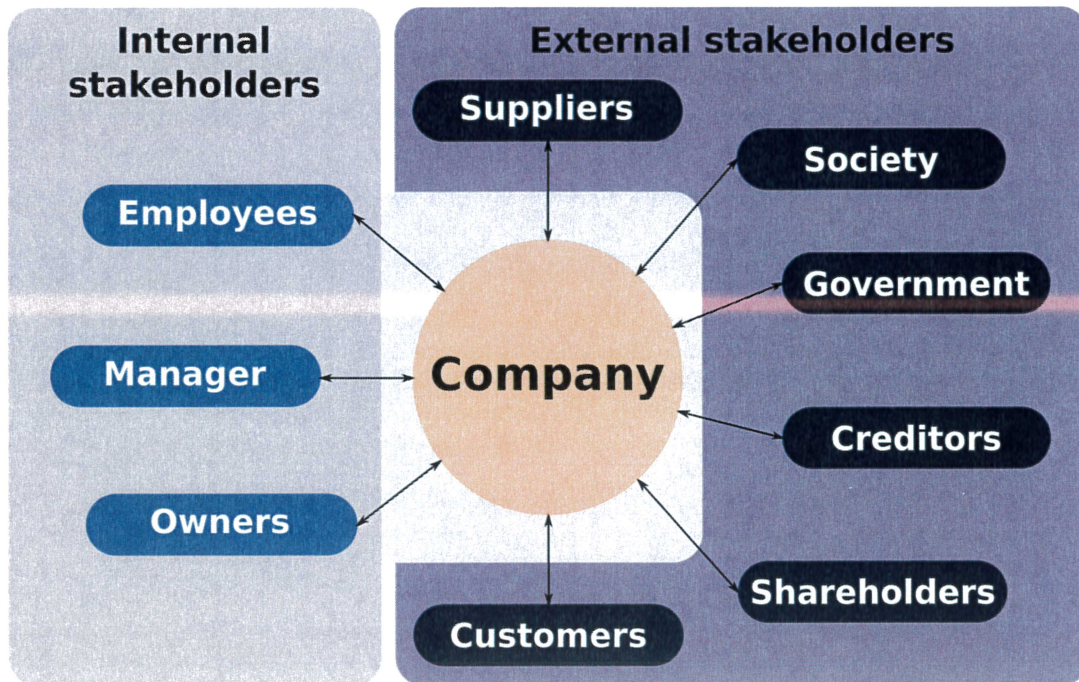
2.3.10. Commitment of Rispoli Luigi & C. srl

Furthermore, “ **Rispoli Luigi & C srl .** ” undertakes to:

- Define the implementation methods of the **Management Review** as a tool for periodically verifying the compliance of the implemented system with the requirements of the standard, assessing its effectiveness and appropriateness;
- Draw up the **SA 8000 Social Report** to identify the current situation and the improvement objectives that the company sets itself and as a tool for external communication. This document is shared and approved by the Legal Representative of the company and by the RLRS/Resp. SA 8000;
- Inform the workers of the possibility for each of them to present a complaint to the **RLRS/Resp. SA 8000** , to the certification body or to **SAAS** (Social Accountability Accreditation Services), in the event that company actions or behaviors do not comply with the SA 8000 standard are found:
 - Anonymous via complaint box in the company (which can only be opened by the RLRS/Resp. SA 8000);
 - RINA Service Spa certification body:
 - Email : SA8000@rina.org
 - SAAS website (Social Accountability Accreditation Services) :
 - Website: <http://www.saasaccreditation.org/>
 - Email : saas@saasaccreditation.org

The “ **Rispoli Luigi & C srl** ” implements the protection of the data security of third parties, pursuant to Legislative Decree 196/2003 “Code regarding the processing of personal data” and subsequent amendments and Regulation (EU) 679/2016 - GDPR.

3. STAKEHOLDER IDENTIFICATION



The **expectations expected** as a result of the adoption of the SA 8000:2014 standard can be summarized as follows:

INTERNAL STAKEHOLDERS:

- Preserve the credibility and reputation of the company, in order to give objective evidence of respect for the human rights of workers, through a social responsibility management system, with the aim of confirming the respectability of the company;
- Generate greater trust from users and social organizations, demonstrating respect for ethical and social principles;
- Improve relations with the institutions by facilitating relations with the Bodies responsible for monitoring specific obligations (social security, assistance, safety control);
- Check the social correctness of its suppliers;
- Improving the corporate climate through greater protection of workers and their involvement in achieving the objectives of improving working conditions.

EXTERNAL STAKEHOLDERS:

- Awareness of interacting with a company whose attention to social responsibility is demonstrated, certified by independent bodies and continuously demonstrated through this SA 8000 Report.

4. EMPLOYEES

The company " **Rispoli Luigi & C srl** " has defined a plan for the involvement of its employees with respect to social issues, through the following actions:

- Training of staff on issues of social responsibility and the relevant National Collective Labor Agreement;
- Distribution of information material to all staff;
- Dissemination of company policy on social responsibility issues.

During the year, as per the " *Annual ethics training plan* ", training sessions were scheduled. These trainings are aimed at both the company management level and at the employee level. In addition, two working groups were formed:

- the Social Performance Team (SPT);
- the Health and Safety Committee.

Precisely for this reason, training sessions aimed at the aforementioned groups were carried out.

5. PROVIDERS

In the process of adapting to the SA 8000 standard, particular attention was paid to the ability of suppliers and sub-suppliers to respond to the requirements of the standard, not only because it is expressly required by the standard, but due to the concrete possibility, involving in the first instance the direct suppliers extend respect for internationally recognized fundamental principles.

The number and type of company suppliers are defined in the annex "List of Qualified Suppliers". Suppliers are divided into raw material and packaging suppliers and service providers.

In the event that a clearly non-compliant supply occurs, the Management, based on the seriousness of the event and the qualification of the supplier, informs the same by written communication (directly or through an agent), urging him to send a better quality material . If the supply, in subsequent times, is non-compliant, the supplier will be excluded from the List of Qualified suppliers.

The excluded suppliers can be readmitted only following a new qualification process that gives a positive outcome.

By service providers we mean those companies that offer works and services inside and outside the company, in particular they are supplier companies:

- Waste transport and disposal company;
- Companies that deal with the periodic review of fire extinguishers;
- Companies that provide portorage services;
- Analysis laboratories;

- Companies that provide consultancy services.

These companies must comply with the legislative and company accident prevention regulations and all the national, local and company legislative regulations relating to environmental protection and compliance with health and safety requirements in the workplace.

To ensure this, the Management:

- verifies together with the requesting departments the suitability of the companies, the possession of the necessary authorisations;

As far as the ethical aspect is concerned, it was decided to include a further evaluation element called the “ ***Declaration of Commitment*** ” in the list of qualified suppliers. It was decided to operate as follows:

- we started from the separate “ ***Qualified Supplier List*** ” for supplies of raw materials and packaging and supplies of services;
- the aforementioned suppliers were sent the Declaration of Commitment and the Company's Social Policy;
- suppliers must read , complete, sign and share the Declaration of Commitment in order to maintain qualified supplier status. The Declaration can be sent to the company " **Rispoli Luigi & C. srl**" by mail or delivered to the **RLRS/Resp. SA 8000** directly.

6. SYSTEM MANAGEMENT

In compliance with the requirements of the SA 8000 standard, the company elects the figure of the **RLRS/Resp. SA 8000** , which has the task of acting as an intermediary between the employees and the company management. The election is carried out by involving all company employees in order to obtain a result that is perfectly in line with their needs and preferences.

Furthermore, two working groups are defined, as required by SA 8000:

- The ***Social Performance Team*** (SPT): made up of Management, the System Manager, the RSPP, the **RLRS/Resp. SA 8000** and by trade union representatives. This team will have the following tasks:
 - periodically conduct written risk assessments to identify and prioritize areas of actual or potential non-compliance with the Standard;
 - suggest improvement actions to Senior Management to address the identified risks;
 - effectively monitor the activities in the workplace to monitor compliance with the Standard, the implementation of planned actions and the effectiveness of the methods adopted;
 - collaborate with other areas of the organization to review, define, analyze and/or resolve any possible non-compliance with the Standard;

- facilitate the conduct of periodic internal audits and prepare reports for Senior Management on the performance and benefits of the actions taken;
- organize periodic meetings to review the progress made and identify any actions to make the application of the Standard more effective.
- The **Health and Safety Committee** : made up of Management, the System Manager, the RSPP, the RLS, the RLRS/Resp. SA 8000 and by trade union representatives. The team will have the following tasks:
 - be trained and periodically updated in order to be competently involved in the continuous improvement of health and safety conditions in the workplace;
 - conduct periodic and formal risk assessments to identify and address actual and potential risks to health and safety;
 - keep records of these assessments and the related corrective and preventive actions taken.

At least once a year, a Review of the Ethics Management System is carried out on the basis of information deriving from investigations conducted by the SPT and the Health and Safety Committee on the following aspects:

- customer satisfaction;
- employee satisfaction;
- trend of the main parameters kept under appropriate monitoring and control.

The objective of the annual review is to verify the adequacy, good maintenance of the system, correct application of the reference standards and identification of opportunities for improvement.

7. REQUIREMENTS OF THE SA 8000 STANDARD

This paragraph aims to show the situation of the company " **Rispoli Luigi & C srl** " in relation to the application of the individual requirements of the SA 8000:2014 standard, thus explaining the current company situation and the objectives relating to social responsibility to be achieved in the year.

7.1. Child labor

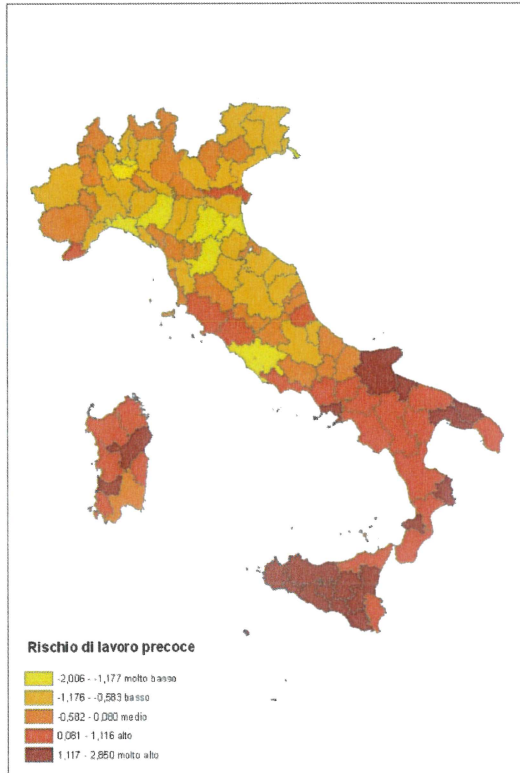
OBJECTIVE 2023 : *Maintenance of the current situation of non-use of child and child labour.*

INTRODUCTION

There are no child workers or young workers in the company, understood as defined by the SA 8000 standard (from 14 to 18 years).

The organization also undertakes to intervene concretely, with recovery actions, in the event that situations of exploitation of child labor are found among suppliers and sub-suppliers. For this purpose, a " **PE Minor Remedy Plan** " Procedure has been drawn up to be implemented in these cases.

In order to better monitor the geographical areas, suppliers and types of activities most at risk, we have collected the data that emerged from an analysis by Save The Children Italy in 2013. These results materialize through a mapping of our country on the risk of early work in the Italian provinces:

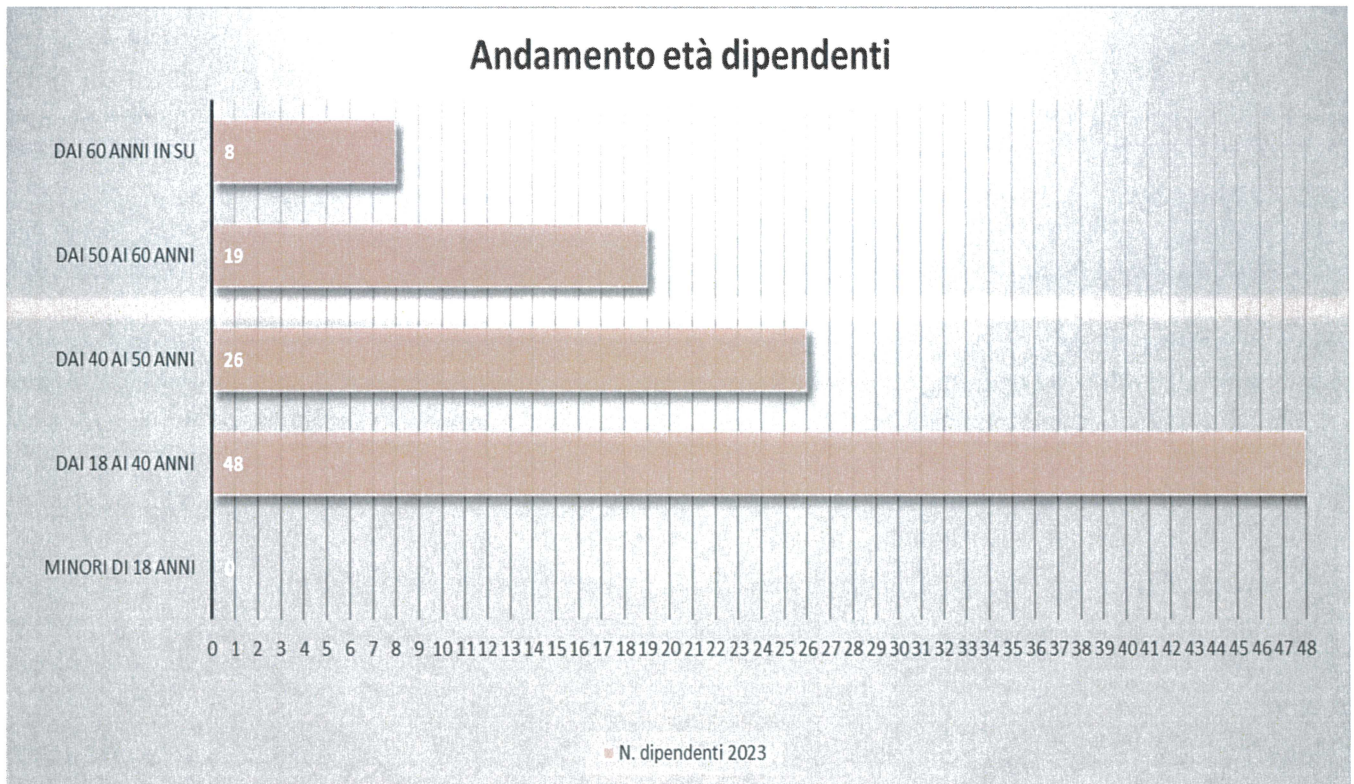


In addition to the international one, the company respects the Italian legislation on the subject during the personnel selection and recruitment phase.

Currently there are no young workers employed in the company or who carry out occasional activities.

In any case, “ **Rispoli Luigi & C srl** ” undertakes, for future cases, to ensure a safe and healthy working environment.

We report the composition of the workforce by age group in the various company sectors:



GOAL 2023	ACTION	TIME	RESPONSIBLE	INDICATOR	TARGETS
Maintaining the current situation of non-utilisation of minors and supporting awareness initiatives against child labour	Keep the information regarding territorial and sector critical issues updated, also for the monitoring of our suppliers	Continues	SP extension	Use of child labor Personal awareness through ethics training	= 0 As per PaF ethical

7.2. Forced labor

GOAL 2023 : *Continue to avoid any form of forced labour .*

INTRODUCTION

The work carried out by all the personnel present in the company is absolutely voluntary, no one is the victim of threats or other intimidations which force them in any way to work for the company.

Deposits

The workers of the company “ **Rispoli Luigi & C srl** ” do not leave money or original personal documents on deposit with the company.

Employment guide

The staff of the company " **Rispoli Luigi & C srl** " at the time of hiring is informed on how to resign, notions relating to the most significant reforms, reading pay slips and information on the contractual institutions that characterize the sector of interest and receives and signs all the documentation on the rules of conduct.

Salary advances

The company “ **Rispoli Luigi & C srl** ” has never granted loans to its employees.

TARGET 2023	ACTION	TIME	RESPONSIBLE	INDICATOR	TARGETS
Avoid the use of forced labour	Compulsory work absence monitoring	When hiring new staff	SP extension	Number of complaints due to the presence of forced labor in the company	= 0

The objective linked to the absence of forced labor in the company can be considered completely achieved. In particular, to date, the complaint management system implemented by the corporate organization has not given evidence of any complaint of this nature.

Obviously, it is the organization's intention to continue monitoring the trend of this parameter in order to highlight, if deemed necessary, any suggestions for improvement.

Staff satisfaction

An analysis aimed at assessing information on SA 8000 by company employees was carried out; this analysis was carried out by completing an ad hoc questionnaire distributed to the workers and collected through a special box placed near the company warehouse where the products are stored.

The results of the analysis performed are shown in the attachment to this document.

7.3. Health & Safety

OBJECTIVE 2023 : *Improvement of the management of the legislative requirement "Health and Safety at work".*

INTRODUCTION

The company " **Rispoli Luigi & C srl** " has adopted suitable procedures to identify and apply all the regulations governing the health and safety of workers.

With reference to the legislative obligations in force at national level (Legislative Decree 81/2008 and subsequent amendments and additions) it has drawn up and keeps it updated the risk assessment document.

In relation to what has been said, " **Rispoli Luigi & C srl** "

- identified the responsibilities , resources and procedures for the management and continuous improvement of the protection and prevention activity in accordance with Legislative Decree 81/2008;
- has carried out an analysis of all the work activities carried out within its workplaces, identifying the risks and danger factors for the safety and health of the personnel and identifying the preventive and protective measures for the safety and health of the workers and the corrective actions to be carried out with a program of prevention and protection interventions providing for specific responsibilities and times: all of this has been formalized in the Risk Assessment Document.
- appointed Mr. Giovanni Rispoli as Head of the Prevention and Protection Service , with the task of controlling all those risk factors for the health and safety of workers in the workplace.
- proceeded with the election of the RLS (Workers' Safety Representative);
- provided for the formation of the Workers ' Health and Safety Committee.

Furthermore:

- has identified , purchased and provided free of charge to all workers, partners and employees, the **Personal Protective Equipment necessary** for carrying out their work in health and safety;
- carries out **periodic training** at all levels on risks and dangers, on protective measures and on emergency procedures ;

In general we can say that all employees and collaborators are aware of the risks and methods of prevention also thanks to the training/information activities carried out periodically and with the execution of appropriate local evacuation drills.

TARGET 2023	ACTION	TIME	RESPONSIBLE	INDICATOR	TARGETS
Training update on the points relating to the health and safety of workers	Execution of training sessions with supervisors and workers	As per the annual training plan	H&S committee	Training Minutes	As per the annual training plan

The annual training and information of all employees on occupational health and safety issues will be carried out as per the annual training plan; furthermore, according to what was planned in the risk assessment document, further training sessions were arranged regarding the manual handling of loads and the correct use of PPE.

All the activities relating to the aspect of health and safety in the workplace, envisaged by current legislation, have been planned: annual coordination meeting, appointment of the RSPP, appointment of the RLS, training for safety officers, etc.

7.4. Accidents and illnesses

The company registers and monitors all the accidents and occupational diseases of its workers.

In order to deepen the knowledge of workers' perception of safety in the workplace, an internal survey was carried out.

The survey, aimed at highlighting aspects of the corporate climate also linked to the perception of the appropriateness of the disciplinary practices in force and the voluntary nature of work, was carried out by completing an ad hoc questionnaire distributed to the workers.

YEAR	HOURS WORKED	NO. OF INJURIES	INJURY DAYS	OCCUPATIONAL ILLNESS DAYS	FREQUENCY INDEX	SEVERITY INDEX
2021	45804	4	185 (about 1480 hours)	0	87.32	4.04
2022	45977	0	0	0	0	0
2023 (to 11.08.2023)	14824	0	0	0	0	0

1) **Frequency index** : the frequency indexes envisaged by the UNI standard have the accidents that occurred in a year as the numerator and the hours worked in the same year as the denominator. In order to make the result more readable, this ratio is then multiplied by 1,000,000. The index therefore provides the number of accidents that occurred every million hours worked

$$FI = (\text{No. of injuries} / \text{hours worked}) \times 1,000,000$$

2) **Severity index**: the Uni 7249 standard, "Statistics of accidents at work", provides for the severity indexes as the main measure of accident damage (i.e. the seriousness of the consequences of accidents at work). They are calculated with the following formula.

$$SI = (\text{total injury g} / \text{hours worked} \times 1,000$$

YEAR	HOURS OF OCCUPATIONAL DISEASE / HOURS WORKED
2021	32.31
2022	-
2023	- *

* for the first half of 2023 there were no hours of illness or injury

The results demonstrate a controlled and effective management of the aspects related to safety and health, starting from the planning of risk assessments, continuing with training, health surveillance, the availability of the required PPE, the management of injuries up to the development and achievement of improvement goals.

7.5. Freedom of association and right to collective bargaining

OBJECTIVE 2023 : *Maintaining the company policy of freedom of association and the right to collective bargaining.*

INTRODUCTION

To date there is no trade union association.

The company allows full availability of its staff to join trade union associations and to delegate the management of collective bargaining to its trade union representatives, according to what is defined by the laws and by category agreements.

Union representatives enjoy all the rights established by current legislation: union permits, meeting rooms, spaces in which to post announcements of union interest.

TARGET 2023	ACTION	TIME	RESPONSIBLE	INDICATOR	TARGETS
Continue to allow the exercise of the freedom of association and the right to collective bargaining	Monitoring of the absence of limitations on the freedom of association and the right to collective bargaining	Continuous	SP extension	No. of complaints or complaints about limitations and failure to exercise the freedom of association and the right to collective bargaining	= 0

7.6. Discriminations

OBJECTIVE 2023 : *Maintenance of the current situation of total absence of discrimination*

INTRODUCTION

The company “ **Rispoli Luigi & C srl** ” does not discriminate against its workers in any way, guarantees equal opportunities to all employees and does not implement or permit interference in their private life.

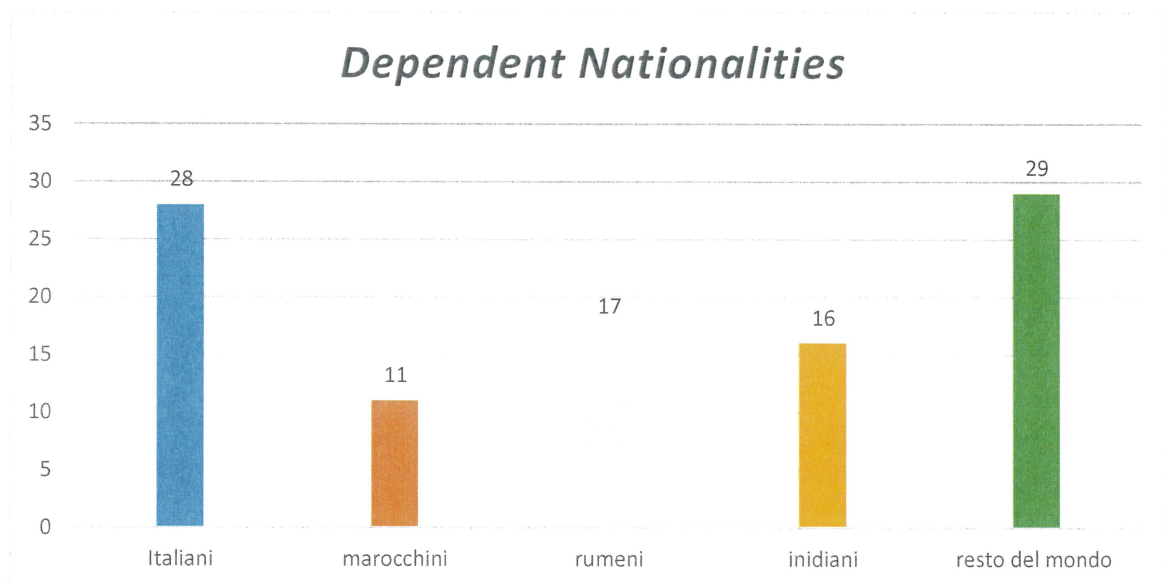
Equal opportunities are guaranteed for all resources who work in the company and no form of discrimination is allowed:

- The remuneration of resources takes into account what is defined in the national collective labor agreement for companies operating in the food industry sector;
- and skills of each profile have been defined ;
- For each worker, training/information and updating meetings on health and safety and on the integrated system implemented by “ **Rispoli Luigi & C srl** ” are ensured;
- There is no interference with each worker's freedom to follow their own principles;

- The integrity of workers is safeguarded and offensive behavior towards their personal sphere is not permitted;

As a guarantee of everyone's right to defend themselves and report the discrimination suffered, a mechanism has been introduced for the presentation of anonymous complaints.

The workforce employed by “ **Rispoli Luigi & C srl** ” is multi-ethnic, demonstrating the fact that the management is strongly oriented towards the principles of equality. The workers involved in carrying out company activities for the first half of 2023 belong to the following nationalities:

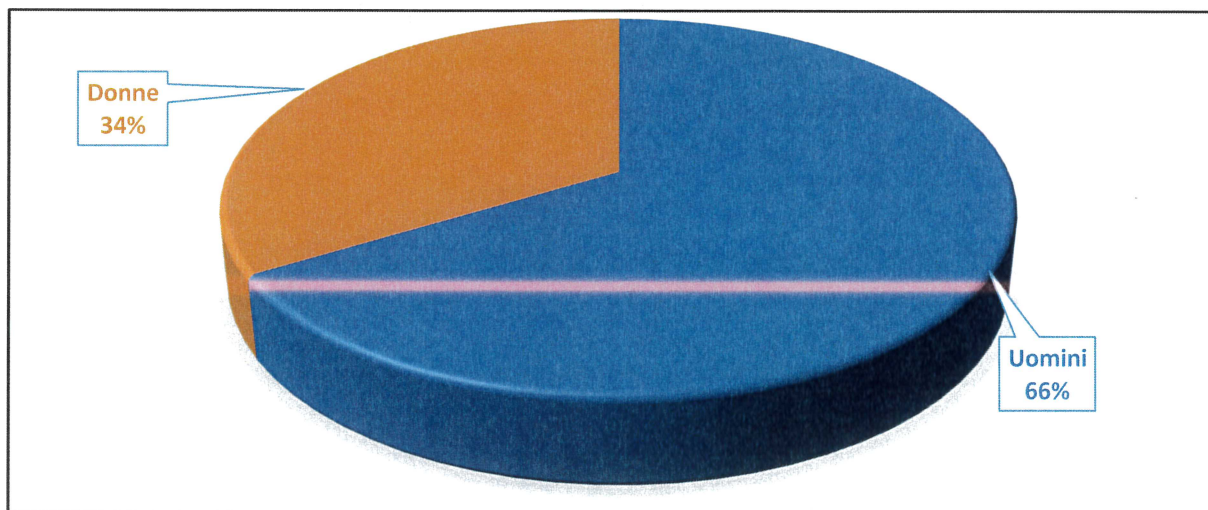


7.7. Female presence

The female presence in the company is in the minority compared to the male one, precisely because of the type of company and the typical production. The main function of these types of companies has historically been entrusted to women.

The presence and employment data of female and male workers for the first half of the year 2023 are graphically represented below:

Personal distribution according to gender



TARGET 2023	ACTION	TIME	RESPONSIBLE	INDICATOR	TARGETS
Maintenance of the current situation of total absence of discrimination	Monitoring by the SPT of the total absence of any form of discrimination in the company	Continuous	SP extension	No. of complaints or complaints relating to the detection of forms of discrimination in the company	0

7.8. disciplinary practices

OBJECTIVE 2023 : *Maintain the number of disciplinary measures and practices equal to 0.*

The “ **Rispoli Luigi & C srl** ” incorporates the disciplinary code referred to in the national collective labor agreement applied.

This code describes the existing disciplinary practices and aims, in respect of personal integrity, to foster the spirit of collaboration among employees.

The company has never applied disciplinary proceedings against its employees and will continue to avoid this method for solving organizational problems.

GOAL 2023	ACTION	TIME	RESPONSIBLE	INDICATOR	TARGETS
Keep the number of disciplinary measures and practices equal to 0	Continue to maintain a continuous relational system with employees	continuous	SP extension	No. of complaints presence of disciplinary practices	0

7.9. Worker hours

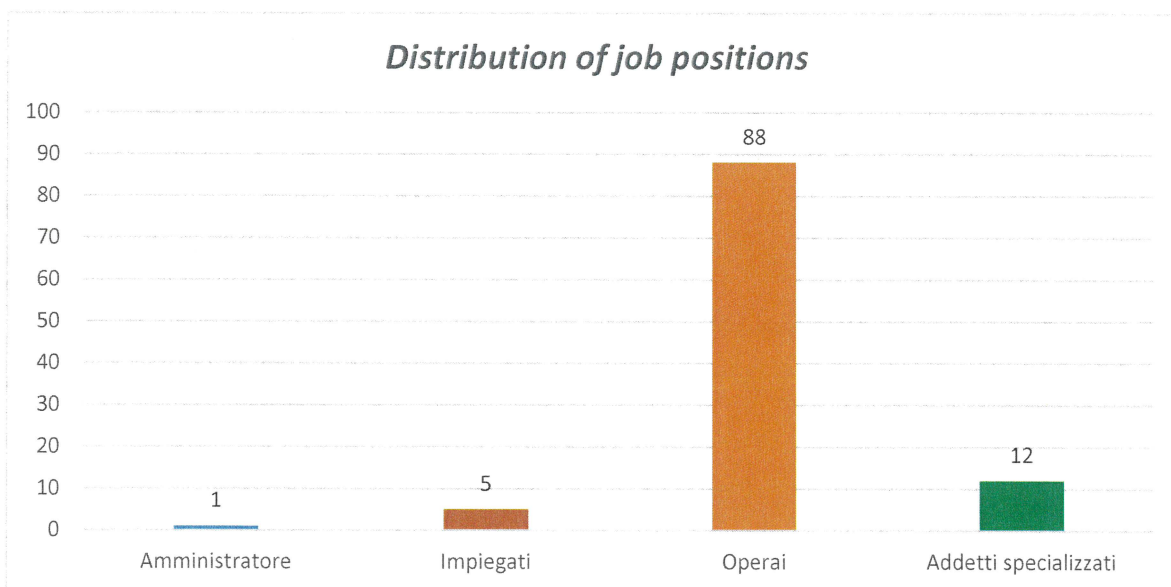
OBJECTIVE 2023 : *maintenance of the current situation*

In collaboration with the personnel consultant of " **Rispoli Luigi & C. srl** " an accounting was carried out of the overtime hours worked by the company's personnel during the first half of 2023

From January to 07.31.2023, 120 hours of overtime were provided.

Obviously, it is in the organization's interest to continuously monitor this data in order to clearly and substantially highlight any deviations in the average number of hours provided.

The workforce involved is divided into the following roles:



GOAL 2023	ACTION	TIME	RESPONSIBLE	INDICATOR	TARGETS
Monitor overtime hours worked by each employee	Monitor overtime hours paid	continuous	SP extension	Total number of monthly overtime hours	< 2500

7.10. Salary

OBJECTIVE 2023 : *Constant information to workers on the functioning of the employment relationship and on rules of conduct.*

Each worker receives a remuneration proportionate to the quantity and quality of his work and, in any case, sufficient to ensure a dignified existence for himself and his family.

Wages are in line with the provisions of the CCNL for the Food Industry Sector.

TARGET 2023	ACTION	TIME	RESPONSIBLE	INDICATOR	TARGETS
Constant information to workers on the functioning of the employment relationship and on rules of conduct .	At the time of hiring and on the occasion of targeted meetings with workers	continuous	SP extension	Carrying out targeted meetings with employees	As per Paf
Pay, where necessary, wage increases to employees who work overtime	Preparation of suitable payslips	continuous	SP extension	No. of employees who benefit from salary increases/ No. of employees who work overtime	100%

Overtime work is commensurate with the seasonality of tomato processing.

7.11. Communication plan

The company " **Rispoli Luigi & C srl** " provides that procedures are established and maintained to regularly communicate, to all interested parties, the data and other information regarding the company performance in relation to the requirements of the SA 8000 standard, including also the results of the review of management and monitoring activities.

The Plan will be drawn up on the basis of a strategy which envisages:

- Internal communication;
- External communication.

INTERNAL COMMUNICATION

Internal communication is implemented so that the requirements in SA 8000 and the implementation of the social accountability system are understandable at all levels.

It will be carried out through training sessions with the company management and staff and by posting the Social Policy on the company bulletin boards.

EXTERNAL COMMUNICATION

External communication is implemented so that the requirements present in SA 8000 and the implementation of the social responsibility system are understandable to all company stakeholders (customers, suppliers, mass media, public bodies, etc.).

It is carried out by sending the Social Policy and the Supplier's Declaration of Commitment by fax or email.