

SA8000 Social Responsibility Report

2022



ROVEDA
1955

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Table of Contents

1 **Presentation of the organisation** 6

1.1	DRAFTING AND DISSEMINATION	12
1.2	STAKEHOLDERS	13
1.3	SOCIAL RESPONSIBILITY POLICY	14
1.4	SOCIAL RESPONSIBILITY MANAGEMENT SYSTEM	18

2 **Corporate performance** 20

2.1	CHILD LABOUR	23
2.2	FORCED AND COMPULSORY LABOUR	25
2.3	HEALTH AND SAFETY	26
2.4	FREEDOM OF ASSOCIATION AND RIGHT TO COLLECTIVE BARGAINING	30
2.5	DISCRIMINATION	32
2.6	DISCIPLINARY PRACTICES	35
2.7	WORKING HOURS	36
2.8	REMUNERATION	37

3 **Management System** 42

3.1	MANAGEMENT REVIEW	48
3.2	SOCIAL PERFORMANCE TEAM	49
3.3	PLANNING AND IMPLEMENTATION	49
3.4	SUPPLY CHAIN MONITORING	50
3.5	ISSUES AND CORRECTIVE ACTIONS	51
3.6	EXTERNAL COMMUNICATION	51

Premise

The aim of the **Social Report** is to disseminate Roveda's policy and achievements in relation to SA8000 standards to all stakeholders, informing them (internally and externally) of the company's Integrated Policy, Management System, results achieved and future targets for improvement.

All this with a view to full transparency and cooperation with employees and other Stakeholders.

Obtaining the ISO14001 certification and the implementation of the Social Responsibility System in accordance with the SA8000 standard derive from the full conviction that company policies must be implemented that are attentive to its employees and the surrounding environment and aim at continuous improvement of the company's activities in full transparency.

A copy of this document is available for inspection at Roveda Srl (hereinafter Roveda) and on the company website.

A copy was also provided to the Workers' Representatives who are members of the Social Performance Team.

Data updated as at 31.12.2022
Villastanza di Parabiago, March 2023

Presentation of the organisation





1.1	DRAFTING AND DISSEMINATION	12
1.2	STAKEHOLDERS	13
1.3	SOCIAL RESPONSIBILITY POLICY	14
1.4	SOCIAL RESPONSIBILITY MANAGEMENT SYSTEM	18

Name	ROVEDA SRL
Legal status	Limited Liability Company
Registered office and headquarters	via Isonzo 9 – 20015 Villastanza di Parabiago (MI)
Website	www.roveda1955.it
Year of establishment	1955
Tax code and VAT number	12197290153
Manager of the Social Responsibility Management System	HR Director

Roveda Srl employs more than 300 people at its Parabiago registered office to develop and produce at an industrial scale elegant women's shoes for Chanel and other luxury sector customers.

The roles and responsibilities are communicated at the time of recruitment in a transparent manner in the employment contract or in any update letters in the case of internal mobility.

Internal communication initiatives have been implemented within the organisation, sharing specific projects aimed at getting to know Roveda's professional figures.

Management has appointed Ms Valentina De Vita as the Management Representative who is responsible for ensuring compliance with the requirements of the SA8000 standard.

The Management Representative is the contact point for internal staff and external stakeholders.

As required by the SA8000 standard, a Social Performance Team (hereafter SPT) has been established within Roveda.









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1.1 DRAFTING AND DISSEMINATION

Roveda drafts the **Social Report (SR)** with the intention of analysing the entire range of relationships it establishes with its stakeholders, monitoring and proving its ethical-social commitment, facilitating the company's growth through the improvement of its social performance, and thus informing, involving and including all stakeholders in the continuous improvement process.



The company's SA8000 Report is drafted annually as a valid support to its corporate social strategy, and its simultaneous disclosure to all stakeholders involved in some way in relations with the company: employees, customers and suppliers, supervisory bodies (e.g., Provincial Labour Directorate - DPL, National Institute for Social Security - INPS, National Institute for Insurance against Labour Accidents - INAIL, Health Protection Agency - ATS), public institutions (Municipalities, Provinces, Region), public opinion, certification institutes and to all those who explicitly request it.

The methods of dissemination of copies of the SA8000 Report can be identified as follows:

- availability of an abridged version on the company website;
- upon request after validation of the purpose of use;
- by post;



1.2 STAKEHOLDERS

Roveda identifies the following categories of internal and external stakeholders.

INTERNAL STAKEHOLDERS

Type	Summary of their expectations
<ul style="list-style-type: none"> • Employees • Trade union representation • 231 Supervisory Board • External figures, professionals forming part of the organisational structure • Manufactures De Mode Italia • Chanel Group 	<ul style="list-style-type: none"> • Preserving an organisation that is responsible, credible, compliant with labour legislation and respectful of human rights • Improving working conditions and the working climate • Improving relations with institutions • Checking the social correctness of their suppliers • Minimising reputational risk

EXTERNAL STAKEHOLDERS

Type	Summary of their expectations
<ul style="list-style-type: none"> • Suppliers • Customers • Region of Lombardy • Metropolitan City • Municipality of Parabiago • Assocalzaturifici • Autonomous Trade Union Confederation • INPS • INAIL • Provincial Labour Directorate • ATS • Regional Agency for Active Labour Policies - ARPAL • Job Centre • Banking and insurance institutions 	<ul style="list-style-type: none"> • Helping to spread a culture of social responsibility • Consolidating and monitoring compliance with worker protection legislation • Participating in initiatives and projects in favour of people in difficulty

1.3 SOCIAL RESPONSIBILITY POLICY

In March 2022, Roveda, in the person of its General Manager and in cooperation with the Human Resources Department, defined the Integrated Policy for Social Responsibility and the Environment, which was further updated in October 2022.

The text of this Policy is reproduced below.

CORPORATE POLICY FOR ENVIRONMENTAL, SOCIAL RESPONSIBILITY AND OCCUPATIONAL SAFETY



Founded in 1955 and acquired by Chanel in 2000, Roveda represents Italian savoir-faire in the manufacture of luxury shoes at a global level. Located a few kilometres from Milan, in the historic shoe-making district of Parabiago, it is now one of the most important companies in the country in this sector and produces for Chanel as well as for other major Italian and foreign brands.

Over 300 people, who skilfully combine craftsmanship, high technology and attention to detail for an excellent quality result, are employed in the company.

Working at Roveda means being placed in a dynamic, positive, inclusive context that is attentive to people's needs and expectations and that allows people to continue to grow and develop their skills. Furthermore, in line with the group's strategies, Roveda is committed to ensuring that the environmental impact of its production is improved, according to a logic of sustainability that helps combat climate change and all forms of pollution.

Attention to the individual and the environment in which he or she lives has for years characterised the company's strategies and codes of conduct, from which ambitious and at the same time concrete objectives are derived each year, enabling further development. It is along these lines that we aim to operate an Integrated Management System for Social Responsibility, Environment and Occupational

Health and Safety as an internationally recognised tool to continuously improve the performance of our organisation.

The management system put in place must enable the company to maintain full compliance, in addition to SA8000, ISO 14001 and ISO 45001, with all international standards, national and local legal provisions, collective bargaining agreements and any other requirements subscribed to, in the areas of social responsibility, the environment, occupational health and safety.

Mandatory requirements must be considered as minimum requirements to be met and the system must be the tool through which the company's business and development objectives are laid down, planned and monitored over time.

Management intends to make known the objectives it intends to pursue to company personnel, to all the operators working on behalf of Roveda and to the stakeholders:

- improving the working conditions of internal staff and, as far as possible, of workers involved in the supply chain over time;*
- not using child labour or forced, compulsory, discriminatory, unsafe labour or otherwise labour outside the protections envisaged by law;*
- guaranteeing and promoting the workers' freedom of association and their right to collective bargaining;*
- providing safe and healthy working conditions for the prevention of occupational accidents and diseases;*
- preventing, controlling and, where possible, reducing the company's environmental impact , through a constant search for optimal and innovative solutions;*
- where possible, eliminating and/or reducing health and safety risks in the workplace;*
- continuing to improve its environmental performance by reducing the use of chemicals that are harmful to the environment, increasing the efficiency of production processes (reduction of the waste of resources, such as raw materials and energy) and optimising the disposal and recovery of waste;*
- communicating and dialoguing with all stakeholders on relevant aspects of social responsibility, the environment, health and safety, as a prerequisite for transparency and effective cooperation;*

- *motivating, involving and developing the personal and professional skills and capabilities of the entire workforce through continuous training, information and awareness-raising;*
- *selecting and monitoring its suppliers so that they, too, ensure compliance with social responsibility, environmental, health and safety requirements;*
- *promoting among its employees a sense of responsibility towards the individual, the environment, health and safety*
- *promoting the involvement and participation of workers in the management of occupational health and safety;*
- *applying a modern approach based on the management of social and environmental risks in order to ensure compliance and improvement of the effectiveness of the management system over time.*

This policy will be reviewed annually at the Management Review, where the corporate objectives for the period, through which the policy is fully implemented, are also defined.

All company personnel and operators working on behalf of the company are called upon to comply with and implement, on a daily basis, the provisions of this Policy, operating procedures and working arrangements communicated by Roveda, so as to ensure the effective operation of the Management System put in place.

The Policy herein shall be disseminated within Roveda and made available to all stakeholders requesting it..

Parabiago, 3 October 2022

Management



1.4 SOCIAL RESPONSIBILITY MANAGEMENT SYSTEM



Roveda has put in place a Social Responsibility system managed through a manual and a series of operating procedures that describe the various company processes, the responsibilities associated with them, and the criteria used to ensure compliance with reference standards.



The organisation has appointed a management representative for social responsibility to oversee the proper functioning of the system, as well as a management representative to involve the business in system monitoring activities.

The workers have designated two representatives for the SA8000 system, one through spontaneous candidature, the other from among the HS Leads appointed by the trade union, who are regularly involved in the system's activities.

The management system is maintained and improved over time through:

- staff training and information updates;
- internal monitoring activities (audits, climate surveys, etc.) to establish whether the system is effectively implemented and whether it complies with the relevant regulations and defined internal specifications;
- monitoring suppliers and subcontractors to ensure that they have significant instruments of social responsibility or that, at the very least, they operate in accordance with the social requirements of the applicable regulations;
- review of documentation, including corporate policy;
- conducting an annual Management Review to assess the efficiency and effectiveness of the management system and the Policy;
- periodic definition and monitoring of improvement targets.

Social performance





2.1	CHILD LABOUR	23
2.2	FORCED AND COMPULSORY LABOUR	25
2.3	HEALTH AND SAFETY	26
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Every year, the management defines the objectives of its integrated management system and constantly monitors them throughout the year.

The Social Report constitutes an essential element of reporting and planning of activities.



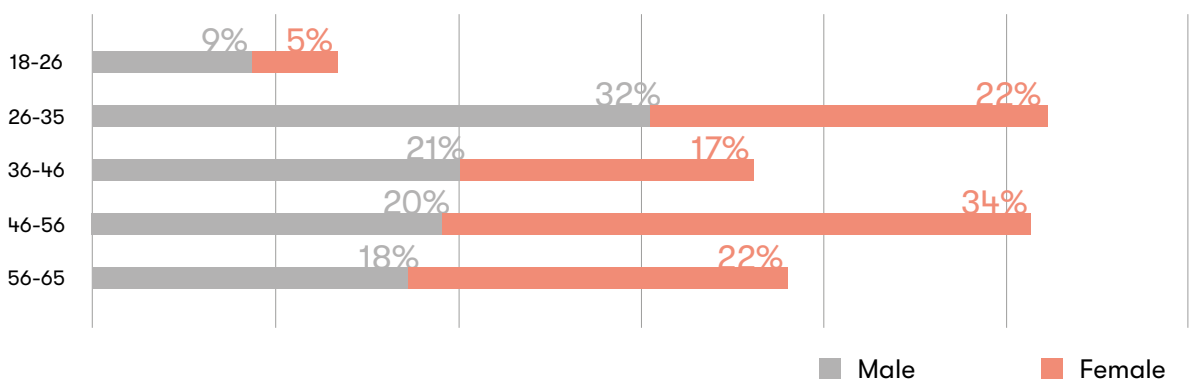
2.1 CHILD LABOUR

Roveda does not use child labour in any way and discourages its use in the supply chain.

No child workers are employed in any way.

Generally, the company does not employ workers between the ages of 16 and 18. Should the company do so, it will protect the young workers as required by law. Roveda supports local educational institutions by being willing to receive students in the framework of work-related learning. Specifically, the company undertakes to assess in advance, at the beginning of any employment relationship, the characteristics for the purposes of social responsibility of the potential supplier company, including the presence of underage workers. To date, the adults working with Roveda are all aged 19 years or older. We report the current composition, by age group, of the workforce. No reports of child labour were received with regard to the supply chain in 2022.

PERSONNEL AGE





2.2 FORCED AND COMPULSORY LABOUR

Roveda, in compliance with the laws in force, does not resort to or support the use of forced labour and does not require staff to leave “deposits” or identity papers at the start of their employment by the company.

All employees perform their work consciously and responsibly. The company is committed to ensuring that all workers are informed of their rights and obligations under their employment contract. To achieve this, Roveda provides information at several points in time:

- **Upon hiring** → each employee is provided with a “**welcome kit**”, detailing the main contractual clauses, the elements of their salary, the Code of Ethics, the Policies, the features of the SA8000 and ISO140001 Certifications. In addition, the first week of work is devoted to an activity known as “**Induction**”.
- **Twice a week** → an “**HR Helpdesk**”, is provided; employees can ask Human Resources for clarification on various (administrative) issues, such as requests related to their pay slip, severance pay, overtime, benefits such as insurance, welfare and all other aspects of their employment contract.

In addition, the company has a Confederation of Autonomous Trade Unions representative, with whom the management actively collaborates to ensure compliance with the National Collective Bargaining Agreement and to continually improve the work climate. In 2022, the company carried out a climate survey, named “Vivere@ Roveda”, the results of which pointed to a positive work climate and a complete absence of indications that could lead to issues of forced or compulsory labour.



OVERTIME

Overtime must always be authorised by managers, who are provided with an up-to-date monthly report on the holiday, leave and overtime situation in order to monitor the balance of each employee.

2.3 HEALTH AND SAFETY

Roveda guarantees a safe and healthy workplace and takes all appropriate measures to prevent accidents and harm to health that may occur during or as a result of work, minimising, as far as is reasonably practicable, the causes of danger arising from the working environment.

Thanks to continuous modernisation, the company provides a healthy and safe workplace, equipping itself with infrastructure and work equipment suitable for the intended use and in line with the latest technological and safety solutions. The company guarantees clean bathrooms and toilets and access to drinking water for the use of all personnel.

Particular attention is paid to updating risk assessments, staff training and the management of maintenance schedules. An evacuation test involving all personnel is carried out regularly.



Roveda has set up the “**Blue Committee**”, whose members are the competent parties (Employer, Health and Safety Officer, HS Leads, company doctor, etc.) and whose task is to supervise the safety of the workplace and the health of employees; it ensures efficacious monitoring of the correct application of legal requirements and the implementation of constant improvements. It also proposes solutions to prevent potential accidents or situations hazardous to workers’ health.

In addition, safety training or refresher courses are regularly scheduled for all workers, which can be conducted in person or online.

In 2002, the company started implementing the ISO45001 management system.

The following employees are involved in **safety training and/or refresher courses**:

year	BLUE-COLLAR WORKERS	MIDDLE MANAGERS	WHITE-COLLAR WORKERS	TOTAL
2019	48	6	22	76
2020	46	14	16	76
2021	45	7	13	65
2022	45	3	12	60



ACCIDENTS AT WORK

Regarding accidents at work, the figures recorded in recent years are as follows:

year	FATAL ACCIDENTS	ACCIDENTS AT WORK	ACCIDENTS EN ROUTE	TREATMENT AT THE INFIRMARY	TOTAL DAYS OF ABSENCE
2019	0	2	7	81	100
2020	0	2	2	83	47
2021	0	1	5	125	137
2022	0	2	1	91	37





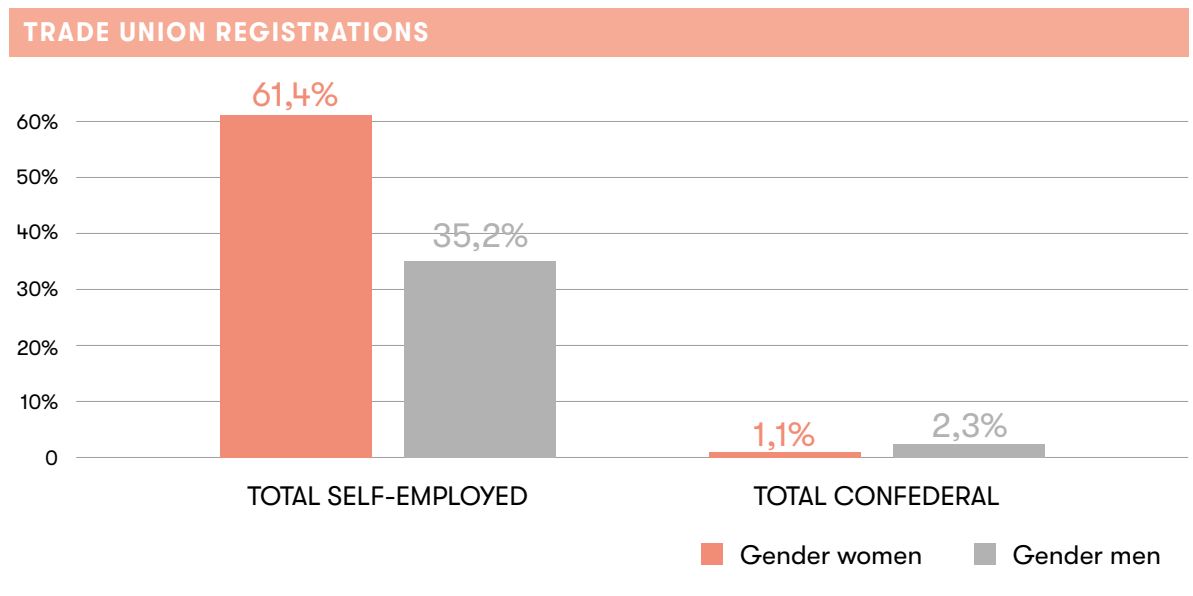
In addition, safety training or refresher courses are regularly scheduled for all workers, which can be conducted in person or online.

2.4 FREEDOM OF ASSOCIATION AND RIGHT TO COLLECTIVE BARGAINING

Roveda respects the right of all personnel to form and join trade unions of their choice and the right to collective bargaining in the manner and within the timeframe defined by law.

There is a Trade Union Representation (RSA) with 6 union representatives in the company, which meets periodically and organises its own assemblies, according to the rules shared with the company. Management does not hinder in any way the desire of workers to join demonstrations, strikes, etc. Management guarantees that any trade union representatives appointed by staff will not be subject to discrimination and that such representatives will be able to communicate with their members in the workplace.

In addition, on 29 October 2021, the company established the Social Performance Team, which includes a member of the RSA and a freely appointed employee.





Since 2009, Roveda has supplemented the National Collective Bargaining Agreement (footwear industry) with a second-level contract, which guarantees better conditions for employees.

The renewal of the second-level company contract was signed on 1 June 2022, which was shared and executed by Roveda, the trade union organisation CUB Textiles and the RSA.

In the second half of 2022, the company supported the trade unions in the renewal of the RSA's structure.

IMPROVEMENT GOALS

Respect and guarantee the right of all staff to join the trade unions of their choice.

Facilitate workers' meetings with trade unions and uphold the right to collective bargaining in the manner and within the timeframe defined by law.

2.5 DISCRIMINATION

Roveda does not engage in or support discrimination in hiring, remuneration, access to training, promotion, dismissal or retirement, on the basis of race, class, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, age.

Internal staff are guaranteed the right to follow principles or practices, or to meet needs related to race, class, national origin, religion, disability, gender, sexual orientation, trade union membership, political affiliation, etc.

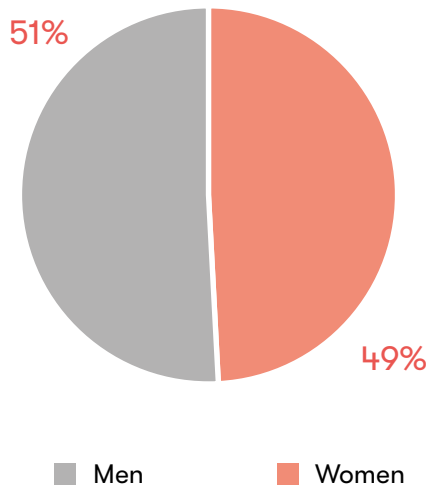
In addition, no conduct, including gestures, language or fixed contact, that is sexually coercive, threatening, offensive or exploitative shall be practised.

Any written reprimands are also based on facts that refer to specific legal provisions or internal procedures defined by the System independently of the perpetrator. All employees are aware of the possibility of lodging a complaint, even anonymously, if they feel that this requirement has been violated.

So far, no complaint has been made in relation to the “discrimination” requirement.

There is a specific policy on “Sexual Harassment” that has been shared with all employees and given to new hires in the welcome kit.

GENDER PERCENTAGE AT ROVEDA



Roveda does not discriminate against **foreign nationals** in terms of classification and/or pay.

As many as 21 countries are represented in the company's workforce.

- **Plenaries** are organised **at least four times a year**. These are meetings open to all employees, at which staff are informed in a transparent manner about the company's progress, current projects (e.g., collaboration with Cambridge University, sustainability, climate survey) and any updates.

IMPROVEMENT
GOALS

Maintaining the current situation of non-discrimination against the company's employees.

Carrying out a climate survey

2.6 DISCIPLINARY PRACTICES

Roveda applies disciplinary measures in compliance with the legislation in force and the National Collective Bargaining Agreement that applies to the company, ensuring that employees are subject to measures that are in any case consistent with their rights and not subjective and arbitrary.

If disciplinary measures are taken, they have no reflect on the mental, emotional and bodily integrity of the workers.

During 2022, 7 disciplinary measures were imposed, resulting in the sanction of an one-day suspension for a total of 6 days.



IMPROVEMENT GOALS

Respect for the means for handling disciplinary measures laid down in the National Collective Bargaining Agreement.

2.7 WORKING HOURS

Roveda complies with the applicable working hours standards.

WORKING ACTIVITY
40 HOURS PER WEEK
8 HOURS PER DAY
<p>8 a.m. to 12 noon 1.30 p.m. to 5.30 p.m.</p> <p>PRODUCTION OF</p>
<p>8.30/9 a.m. to 12.30/1 p.m. 1.30/2 p.m. to 5.30/6 p.m.</p> <p>OFFICES</p>

The duration of work is fixed, as per contractual agreements, at 40 hours per week. Normal working hours are 8 hours per day, Monday to Friday according to the following time slots:

- production workers from 8 a.m. to 12 noon and 1.30 p.m. to 5.30 p.m.
- office workers from 8.30/9 a.m. to 12.30/1 p.m. and from 1.30/2 p.m. to 5.30/6 p.m.

Overtime work is carried out generally on the occasion of tight delivery deadlines, delivery of samples for the runway or advance deliveries requested by customers, however always in compliance with the applicable collective bargaining agreement. Overtime is voluntarily accepted by individual workers on the basis of business needs. There is currently no complaint or report of corporate imposition of overtime work. The increase in overtime hours in 2021 is mainly attributable to a recovery in the fashion industry after a year characterised by the Covid-19 emergency. Overtime mainly affects production staff (e.g., cases of urgent sample preparation). There are no findings of cases where the 12 hours per week of overtime were exceeded.

IMPROVEMENT GOALS

Efficacious monitoring of overtime hours to enable not only compliance with the law but also the fulfilment of workers' demands.

Carrying out a climate survey
No complaints of imposition of overtime.

2.8 REMUNERATION

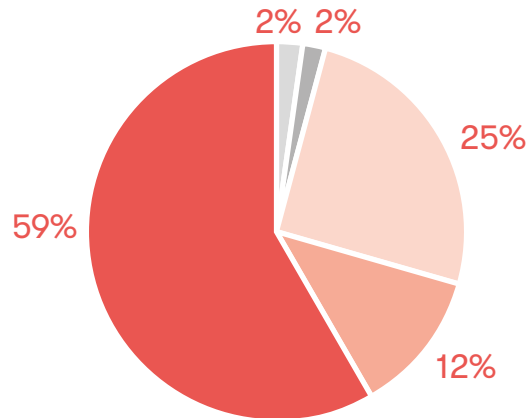
Wages are in line with the national collective bargaining contract for employees in the footwear industry.

A breakdown of contract types and classifications is given below.

TYPES OF CONTRACT	Donne	Uomini
Employee FULL TIME	44,3%	45,3%
Employee PART TIME	6,6%	0,3%
Employee FULL TIME INDEF. CONTR.	1,6%	1,3%
Employee PART TIME FIXED CONTR.	0,0%	0,3%
FREELANCE	0,0%	0,0%
TRAINEES	0,3%	0,0%
HOMEWORKERS	0,0%	0,0%
Total	52,8%	47,2%

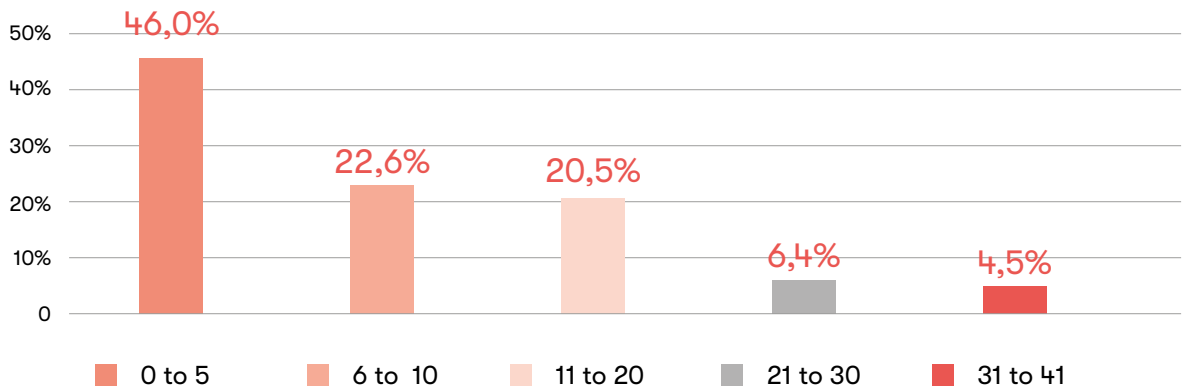


CORPORATE POPULATION

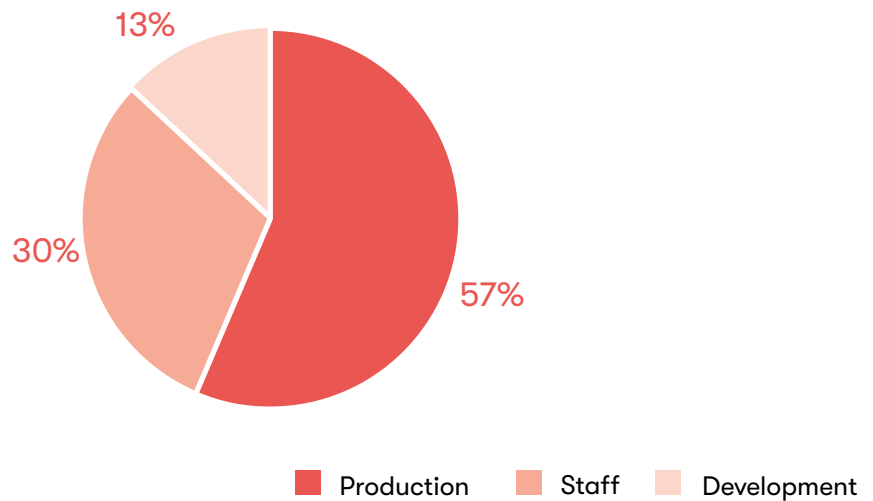


■ Blue-collar worker ■ Middle manager ■ White-collar worker ■ Manager ■ Internship

SENIORITY



ORGANISATION AT ROVEDA



Roveda checks that the minimum wages paid enable basic needs to be met.

In July 2022, an analysis was carried out by an independent FAIR WAGE body that certified Roveda according to the Living Wage principles.

No wages in Roveda are below the reference line for decent wages in Italy and particularly in the Milan/Lombardy area.

In addition to the data provided by the company, employees were also involved in obtaining the Living Wage certification.

One third of the company population (exclusively blue collar and white collar workers without the involvement of supervisors, managers and executives) were involved in the direct and anonymous survey that collected information useful to define their daily expenditure in relation to the total remuneration received, as well as their awareness of their rights and information regarding their employment contracts.

Twelve different aspects have been monitored and evaluated, and an action plan is being defined.



IMPROVEMENT
GOALS

Increasing the level of knowledge of all elements of the pay slip, providing the necessary guidance to workers (see Help Desk initiative).

In addition, assistance is given for payroll applications (EGO) and for time-keeping, hours/days off (KEROS).

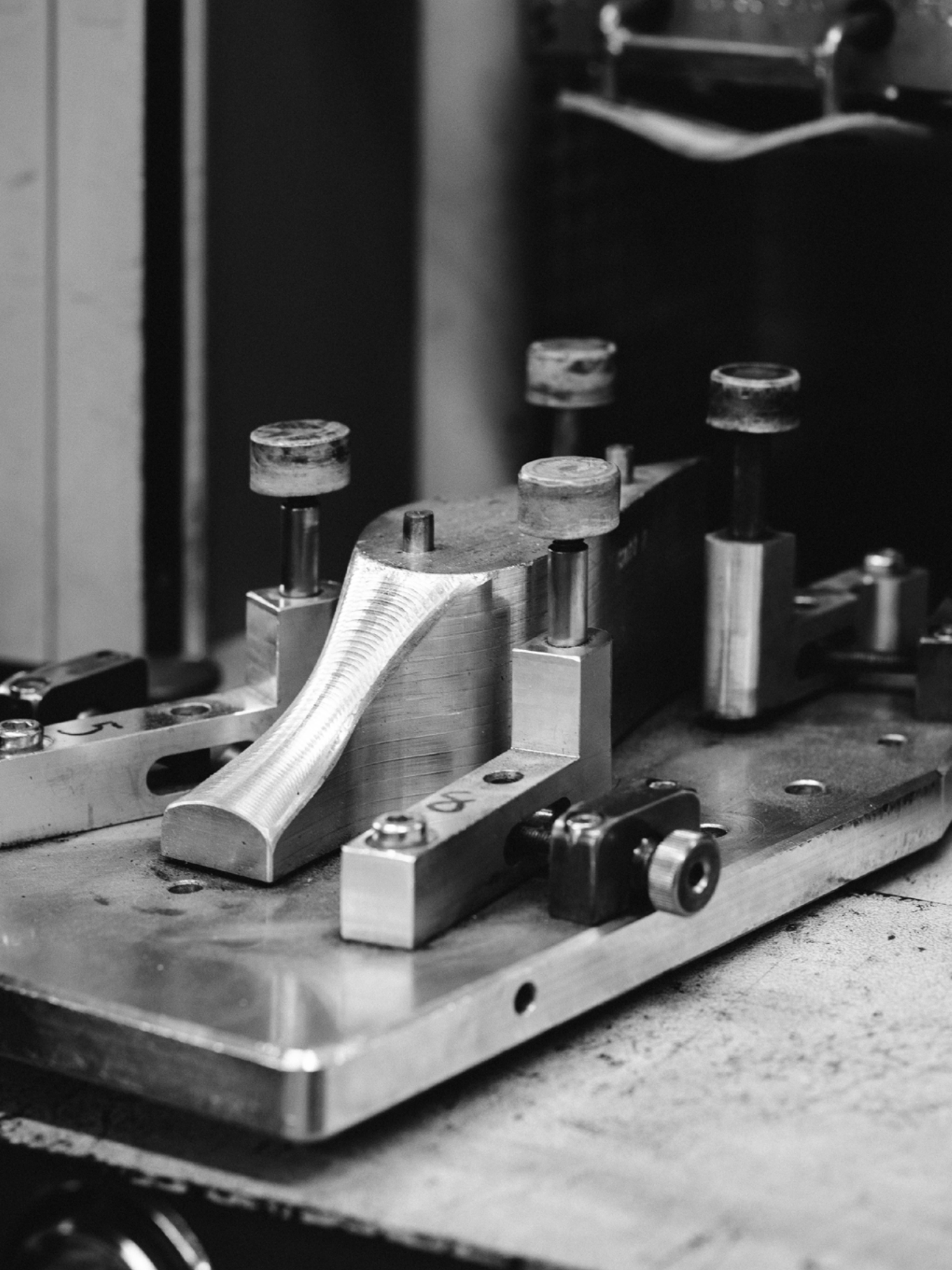


Management System





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In 2022, Roveda obtained SA8000 and ISO14001 certifications following audits by the third-party Bureau Veritas.



All employees at all levels have been included and trained in SA8000 and ISO14001 certification.





3.1 MANAGEMENT REVIEW

Management shall review, at least annually, the Management System in order to verify the adequacy, appropriateness and continuing efficacy of the company's policy, procedures and performance results in compliance with the requirements of the standard and other requirements to which the company subscribes.

To this end, management uses the indicators presented in this document. All system modifications and improvements deemed necessary must be implemented. Please refer to said reports for more details.



3.2 SOCIAL PERFORMANCE TEAM

As required by the SA8000 standard, in 2021 the company set up the aforementioned Working Group which actively monitors the performance of the SA8000 Management System and assesses potential risks of non-compliance, establishing possible improvement actions.

The Working Group meets at least every six months.

3.3 PLANNING AND IMPLEMENTATION

The company ensures that the requirements of SA8000 are understood and implemented at all levels of the organisation by:

- clearly defining roles, responsibilities and authorities as described in the organisational chart, in the Social Resp. Manual (MRS-01) and in the internal job description;
- implementing operating procedures inspired by the principles of the SA8000 standard;
- training newly recruited and/or temporary staff;
- regular training and awareness programmes for existing staff;
- continuous monitoring of activities and results to demonstrate the effectiveness of the implemented system (performance of internal audits, climate surveys, etc.).

3.4 SUPPLY CHAIN MONITORING

In relation to the criticality of social responsibility aspects, Roveda selects, qualifies and monitors its suppliers in accordance with specific system procedures.

The involvement of the supply chain has proved to be one of the most significant and relevant aspects right from the start for the application of the SA8000 principles in practice.

Roveda requires that its suppliers accept the Roveda Code of Ethics.

In addition, periodic audits are carried out depending on the criticality of the supply with respect to the required elements of social responsibility.

Compliance audits on social requirements have been in place since 2021 and a verification plan is being implemented for the years 2023-2024.

The status of the activities as at 31 December 2022 is shown below:

PROCESSING SUPPLIERS	AUDITED SUPPLIERS	SOCIAL COMPLIANCE AUDITS CARRIED OUT 2021-2022	SOCIAL COMPLIANCE AUDITS PLANNED 2023
106	73	50	34

3.5 ISSUES AND CORRECTIVE ACTIONS

If issues arise that are raised by employees and other stakeholders regarding compliance/non-compliance with company policy and the requirements of the standard, the organisation takes action to address them and try to resolve them, through the creation of a tool (matrix) that is updated periodically.

If appropriate, corrective actions are implemented, seeking to deploy the resources most appropriate to the nature and gravity of the situation created.

3.6 EXTERNAL COMMUNICATION

Roveda uses this SA8000 Report as a communication tool with all stakeholders and, in particular, with customers, suppliers, supervisory institutes, the public administration, etc. regarding data and other information concerning the company's performance in relation to the requirements of the SA8000 Standard, including the results of management reviews and monitoring activities.

Other communication tools are the website, mailing activities and direct contacts with stakeholders.



roveda1955.com