

**SELF-ASSESSMENT QUESTIONNAIRE
SA8000**

Please fill out, sign and attach this questionnaire to the communication of "Adherence to the requirements of Social Responsibility (standard SA8000)".

Corporate name : _____

Supply : _____

Headquarters : _____

Registered Office : _____

Legal representative : _____

CCNL applied : _____

Staff Company: **Employees:**_____ **Temporary:**_____ **Other:**_____

CHILD LABOR:

1. Do you have structures out of the European community?

- No
 Yes

Only in case the previous answer is affirmative:

At these structures, do you have workers that have under the age of the one of completion of compulsory school, or in any case less than fifteen years?

- No
 Yes

Only in case the previous answer is affirmative:

You have carried out procedure to subtract workers aged under 15 years to the various forms of child labor?

- No
 Yes

Only in case the previous answer is affirmative:

You have prepared policies and procedures needed to ensure their rehabilitation and social integration?

- No
 Yes

OBLIGED WORK:

2. Do you have structures out of the European community?

- No
 Yes

Only in case the previous answer is affirmative:

At these structures, is forced labor used, defined as any work or service exacted from any person under menace of any penalty and for which the person did not offered himself voluntarily?

- No
 Yes

Only in case the previous answer is affirmative: In the structures outside the European community, is the forced labor used as measure of coercion or political education or as a punishment in respect of persons who have or expresses certain political opinions or manifest their ideological opposition to the political, social and economic constituted?

- No
- Yes

Only in case the previous answer is affirmative: In the structures outside the European community, is forced labor used as a measure of racial, social, national or religious?

- No
- Yes

SAFETY AND HEALTH

3. The Company is in compliance with the requirements by national and international governing prevention and protection of workers (Risk Assessment Document, use of personal protective equipment, emergency plan, provision of drinking water and housing, training and information for workers in relation to the specific risk of the job description, etc.)?

- No
- Yes

FREEDOM OF ASSOCIATION AND DIRECT TO COLLECTIVE BARGAINING.

4. Is the right guaranteed to workers, without distinction and without prior authorization, to establish union organizations of their choice and become a member?

- No
- Yes

5. Workers are guaranteed of a proper protection against all acts that are intended to make the employment of a worker on condition that he does not belong to a union or to stop being part of a union?

- No
- Yes

DISCRIMINATION

6. Have you systems to prevent all forms of discrimination, intended as "any distinction, exclusion or preference based on race, color, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation "and to ensure that there is sexually coercive behavior or abuse?

- No
- Yes

7. Have you systems to manage any reports relating to incidents of discrimination and / or sexual molestation?

- No
- Yes

8. Are barriers which could hinder access to people with disabilities?

- No
- Yes

Only in case the previous answer is affirmative: Coordinated action was taken in order to eliminate any architectural barriers?

- No
- Yes

DISCIPLINARY PRACTICES

9. Have you a system to regulate the possible application of disciplinary measures and the procedure to appeal against these last?

- No
- Yes

WORKING TIME

10. The working week of an employee exceeds 48 hours per week?

- No
- Yes, composed by the following hours: _____

11. Is there at least one day off a week?

- No
- Yes

SALARY

12. To workers is guaranteed: the salary, which "includes the ordinary wage or salary, basic or minimum, and all other fees, paid directly or indirectly, [...], by the employer to the worker in respect of this 'last', and equal pay without discrimination of sex?

- No
- Yes

MANAGEMENT SYSTEMS

13. The Organization has defined a policy and a program for Social Responsibility?

- No
- Yes

Only in case the previous answer is affirmative: The policy of the Organization for SA8000 is easy to locate and access, it is subject to regular review the adequacy, suitability and continuing effectiveness, it has been prepared on a formation program, they have been identified as responsible officers to ensure compliance with the requirements of the specific SA8000?

- No
- Yes

Only in case the previous answer is affirmative: The organization has systems to communicate data regarding the performance of the system, in reference to the specific SA8000, stakeholders, providing them with access to information necessary to verify the system's compliance with the requirements of company specific SA8000?

- No
- Yes

Only in case the previous answer is affirmative: Organization analyzes, considers and responds to complaints submitted by the public and by workers, compared to non compliance with the requirements SA8000?

- No
- Yes



Only in case the previous answer is affirmative: The Company has treated the non conformities found and started corrective actions?

- No
 Yes

Only in case the previous answer is affirmative: The Company preserves appropriate records to show compliance with the requirement of the specific SA8000?

- No
 Yes

SUPPLIERS

14. Have you suppliers outside of the European community?

- No
 Yes

Only in case the previous answer is affirmative: In particular with regard to the suppliers located in countries in the developing world, are control actions carried out on existence and application, at the supplier, of policies in respect of the ILO conventions and International?

- No
 Yes

15. Are there procedures to evaluate and select suppliers based on the requirements of the Program for Social Responsibility?

- No
 Yes

_____, dated _____

*Stamp and signature of the
company*