



SOCIAL BALANCE SA8000
Year 2015 - 2016



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INTRODUCTION

The Company RE-2 S.n.c. has decided to make evident its commitment to ethical and social fields, applying the SA8000.

The Social Accountability 8000 is a voluntary standard, verifiable through third-party audits, which defines the requirements that must be satisfied by the organizations, in order to recognize for the recognition and improvement of workers' rights and working conditions, with reference to the following themes:

- child labor;
- forced or compulsory labor;
- health and safety;
- association freedom and right to collective bargaining;
- discrimination;
- disciplinary practices;
- working hours;
- salary.
- The management system realized on the specifications of social responsibility from the SA8000 conforms priority to:
 - Conventions ILO;
 - Universal Declaration of Human Rights;
 - Conventions ONU on rights of child and elimination of All Racial Discrimination forms and against women;
 - International and national rules regarding the protection and safety of workers, as well as of the work relationship in all its forms.

To maintain these requirements and the improvement of the organizations performance in the time, a Quality Management System for Social Responsibility must be established (SGRS), which provides special procedures,

implementation that should be assigned to the organization figures with appropriate requirements and powers.

L'SGRS is applied to the company's head office and to all the activities of their workers.

COMPANY PRESENTATION

RE-2 S.n.c. is an Italian company founded in 1970 and affirmed also internationally in the supply of spare parts, equipment and technical assistance for naval and land laundries.

Our headquarter over 500 square meters is located in the industrial area of Pisa. We have a wide stock of spare parts for many machines of the major national and international companies.

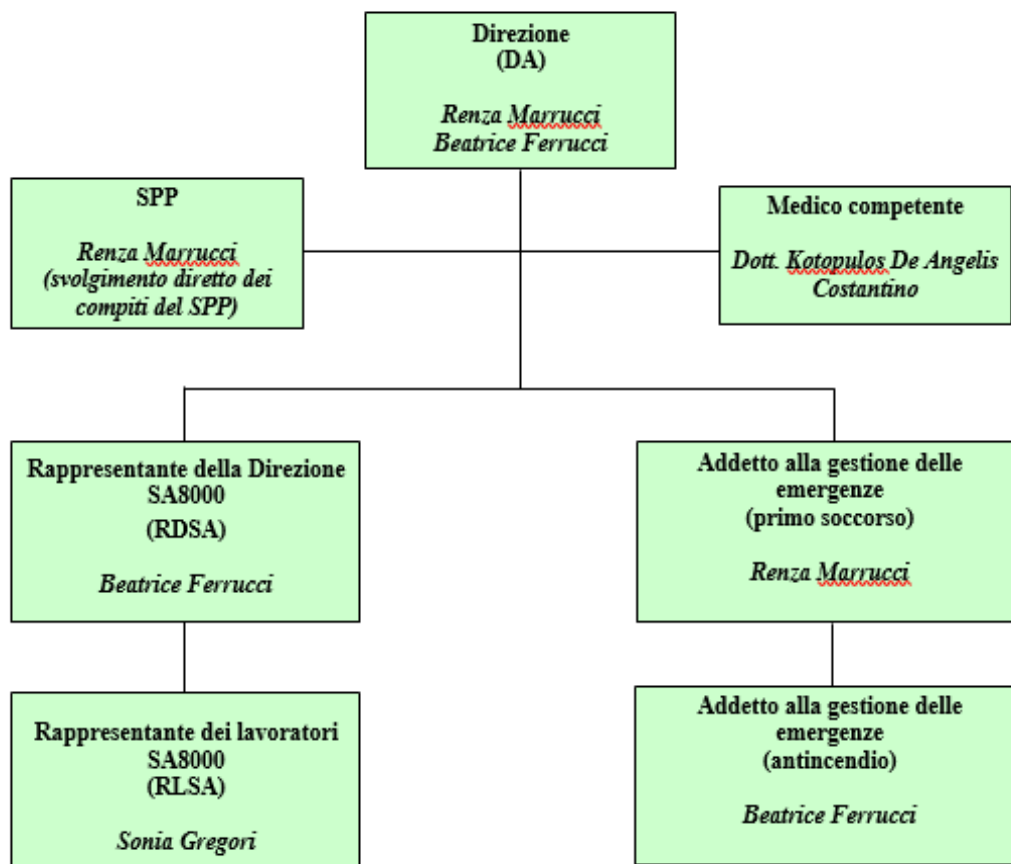
We have internal and external highly specialized technicians and professionals such as turners, carpenters, galvanizers, etc. to satisfy any requirement of our customers.

RE-2 S.n.c. has always placed much attention not only to the quality of service provided to its clients also to the human resources involved in the productive process, attention that has been expressed by obtaining the ethical certification SA8000.

> List 1 – Staff typology distribution

<i>INDICATORI</i>	<i>2015</i>	<i>2016</i>
Number of members	2	2
Number of member workers	2	2
Number of not members worker	1	1
Total workers	3	3

Organization



STAKEHOLDERS IDENTIFICATION AND THEIR EXPECTATIONS

The identification of the interested parts (stakeholders) is a critical step, as it allows the Company to better modulate its activity, with attention, not only on winning business decisions, but also on different stakeholders expectations.

The Company's stakeholders were identified by reference to two main categories:

- internal stakeholder.
- external stakeholder.

Internal stakeholder

Internal interested parties who operate in name and behalf of the Company, particular members and workers.

For them, the Company is committed to apply in a transparent way the social responsibility obligations.

Internal stakeholders will be progressively involved in the process followed by the company for reaching SA8000 certification, through meetings with the consultants and staff who worked on the setting of the system and through training sessions that have been completed and which are also expected in relation to new employees.

External Stakeholder

External stakeholders are suppliers and subsuppliers of goods and services (included consultants, banks and e la Public Administration), the Company's action takes place depending on the relationship through:

- the gradual implementation of a qualification system and supplier evaluation by the formal declaration of accession, to the social responsibility principles, as well as the availability to an audit plan;
- the sensitization to SA8000 through the dissemination of information material.

To all the stakeholders, the Company is committed to maintain a continuous communication on the implementation of its Policy.

SOCIAL RESPONSIBILITY POLICY

The company has decided to make evident the ethical and social commitment, applying the norm SA8000.

- The management system realized on the specifications of social responsibility from the SA8000 conforms priority to:
- Conventions ILO,
- Universal Declaration of Human Rights;
- Conventions ONU on rights of child and elimination of All Racial Discrimination forms and against women;
- International and national rules regarding the protection and safety of workers, as well as of the work relationship in all its forms.

The principles of social responsibility to which RE-2 s.n.c. It has complied with are those reported below.

- *Do not use or give support to child labor*
- *Do not use or give support to forced labor and obliged.*
- *Prevent accidents and health damage that may occur during or as a result of the employment services to them.*
- *Respect the right of all employees to join trade union chosen.*
- *Do not engage or provide support to negative forms of discrimination.*
- *Treat the staff with humanity and respect.*
- *Respect the laws in force and collective agreements regarding working hours.*
- *Distribute salaries and contributions according to the requirements of current legislation and collective bargaining ensuring staff with a reasonable standard of living*

SOCIAL ACCOUNTABILITY REQUIREMENTS

The Company has chosen to engage to compliance with social responsibility requirements defined by the SA8000 Standard, as described below. To ensure compliance with the requirements, specific procedures are defined, as the attached manual.

Child labor

The company's primary commitment, in order to don't give support to child labor, is to verify the age at assumption, as per specific procedure. They are not workers employed under the age of 16 years.

They can, in the context of school-work projects, be temporarily housed young workers under the age of 18 years, as agreed upon with the former Educational institutions (Stage or traineeships). In the case of the occurrence of such event, it is entered into formal contract for the definition of the manner of these Stage or traineeships, and are put in place all the safeguards provided by law, in order to ensure an adequate security environment and health, relation to age.

Is shown in Table 2 the division per age group of staff.

List 2 – Distribution of staff by age

<i>AGE GROUP</i>	<i>2015</i>	<i>2016</i>
0÷15	0	0
15÷18	0	0
19÷30	0	0
31÷50	2	2
Over 51	1	1
Total	3	3

Forced and obliged work

The Company recognizes the work commitment role as a fundamental element of the harmonious development of human personality and believes that, on the contrary, forced stay in a workplace in which there is a pleasure to stay, not only violates the principles of responsibility social, but it is also counterproductive to the whole working environment. For this reason, strongly it promotes the full freedom of workers to choose whether to operate or not to the company itself, by refusing to apply procedures aimed to retain workers against their will, as a gain in the original identity documents or other documents required the free movement of persons, retain part of the salary or other sums of money owed to workers.

Si possono presentare, in quanto previste dalla normativa vigente e finalizzate ad agevolare il lavoratore, situazioni quali:

- Salary advanced or TFR;
- 1/5 payment of salary to guarantee the payment of debts incurred by workers.

In both cases, whether the conditions of law, the Company pays what is required by the worker. Moreover, it is assured the right of workers to leave their place of work after hours expire defined, to enjoy holidays and leaves, to decide freely whether or not to work overtime.

Health and safety

The Company takes very seriously the commitment to guarantee adequate security conditions and healthy work environments, by applying current legislation and implementing a careful policy to prevent all the possible security implications and health activities.

Although the Employer performs in first person the tasks of prevention and protection, having acquired the requirements and keeping them with update activity for his own formation, he has chosen to use the support of an external consultant, expert in regard, for identification and risk assessment to workers.

Following the evaluation, preventive and protective measures to be applied are defined, including all quotes requirements start to the job (information, education, training, health surveillance, etc.), for which a specific procedure has been defined.

List 3 – Number of accidents

<i>YEAR</i>	<i>2015</i>	<i>2016</i>
<i>NUMBER OF ACCIDENTS</i>	0	0
Total	0	0

In order to reduce the risks related activity carried out, the Company has put in place, the following actions:

- firefighters and first aid staff nomination
- nomination of Competent Doctor, responsible for the implement of health surveillance of workers;
- preparation of the Risk Document for Evaluation under Legislative Decree no. 81/08, which identifies all the risks associated with the activities of RE-2 and the actions that it is committed to prevent them
- Delivery of Personal Protective Equipment in the standards.

Additionally, RE-2 continues to invest in staff training in security field, through training that information. Table 4 reports the hours of training carried out in the period 2015-2016.

Table 4 – Training hours on safety and health at work

<i>YEAR</i>	<i>2015</i>	<i>2016</i>
<i>TRAINING HOURS</i>	32	4

The company did not receive any sanction from external organizations about irregularities detected after inspections on safety and health at work

Freedom of association and right to collective contracting

In the respect as provided by Law 300/70 (Workers statute), the company guarantees

The Company guarantees every individual the right to form trade unions, to join it and to carry out trade union activities. Workers are free to join or not to trade union organizations, without incurring any discrimination.

The Company also guarantees application of the sector CCNL, supported for technical aspects of experienced consultants in the field.

List 5 – Labor union subscribers

YEAR	2015	2016
<i>Labor union subscribers</i>	0	0

List 6 – Strike hours effected by workers

YEAR	2015	2016
<i>STRIKE HOURS</i>	0	0

Discrimination

The company guarantees equal opportunities to all the people who work there and do not accept any form of discrimination. In particular:

- new staff is employed based on of objective parameters in terms of training, experience and skills in relation to the functions to be covered;
- the work is paid according to the instructions contained in the National Collective Labor Agreements of belonging sector and in supplementary agreements reached at company level with trade unions. The same sources of law governing promotions, layoffs and retirements.
- access to education is guaranteed, taking into account business needs. For all workers, regardless of their assigned tasks, they have organized training courses on health and safety and social responsibility;
- the integrity of the workers are protected and are not allowed offensive behavior to their personal sphere.

Any information in relation to the different physical and mental abilities, may have to be requested in the event of selection for the recruitment of persons included in the protected categories.

Even in career prospects and remuneration resulting discrimination it is not implemented based on:

- race,
- social class,
- national origin,
- caste,
- birth,
- religion,

- disability,
- sex,
- sexual orientation,
- family responsibilities,
- marital status,
- trade union,
- political opinions,
- age.

In order to detect early any threatening or offensive behavior, however unlikely in light of the company's history, the business climate is monitored.

List 6 – Distribution of staff by sex

<i>YEAR</i>	<i>2015</i>	<i>2016</i>
<i>NUMBER MEN</i>	0	0
<i>NUMBER WOMEN</i>	3	3
<i>TOTAL</i>	3	3

List 7 – Distribution of staff by nationality

<i>YEAR</i>	<i>2015</i>	<i>2016</i>
<i>NUMBER OF ITALIAN WORKERS</i>	3	3
<i>NUMBER OF FOREIGN WORKERS</i>	0	0
<i>TOTAL</i>	3	3

We have not noted any contentious in the years 2015 and 2016.

disciplinary procedures

The Company treats the personnel with dignity and respect. They do not use or even tolerate, corporal punishment, mental or physical coercion and abuse. During the reference years there have been disciplinary measures.

Working hours

The Company respects the rules on working hours, holidays and rest periods. The normal work week, not including overtime, is 40 hours a week. As a rule, they are not required overtime and, in any case, membership of workers is strictly voluntary and paid as provided by the National Collective Bargaining Agreement.

Vacation and required permits are always granted if that were to happen, work needs to be delayed, was not necessary to satisfy any request, we will identify, in accordance with the worker concerned, the best way to reconcile the company's needs and those of the worker.

List 7 – Number of overtime hours

<i>YEAR</i>	<i>2015</i>	<i>2016</i>
<i>NUMBER OF OVERTIME HOURS</i>	0	0

List 8 – Hour time required

<i>YEAR</i>	<i>2015</i>	<i>2016</i>
<i>REQUIRED HOUR TIME</i>	0	1
<i>HOUR TIME VARIATION GRANTED</i>	0	1
<i>PERCENTAGE VARIATION TIME HOUR GRANTED</i>	/	100%

List 9 – Percentage of allowed / agreed permits and vacation than required

<i>YEAR</i>	<i>2015</i>	<i>2016</i>
<i>PERCENTAGE OF PERMITS/VACATION AGREED ON REQUIRED</i>	100%	100%

Salary

The Company respects the right of workers a decent pay, which allows workers to satisfy the primary needs, and guarantees a salary at least equal to the minimum standards of the industry. The salary of workers are detailed clearly in writing for each pay period. Any additional work is remunerated at a premium, as defined by applicable regulations.

Salary are higher than minimum established in the national collective bargaining agreement.

INVOLVEMENT OF SUPPLIERS AND SUBCONTRACTORS

The full implementation of social responsibility principles, is also promoted at suppliers and subcontractors. The steps performed to ensure, when fully implemented, a qualification of suppliers based on their effective commitment to the principles of Social Responsibility, described below.

1. Communication of adherence to the principles of Social Responsibility

We communicate to the company's desire to make clear their adherence to the principles of Social Responsibility, taking the process to arrive at the Management System Certification. In this way, even suppliers that are not dell'SA8000 knowledge will be encouraged to inform themselves on the subject.

2. Request for adherence to the principles of Social Responsibility

We give suppliers the opportunity to deepen their knowledge of the subject, the next step is to require a formal commitment to the principles, acquiring at the same time the basic information on their application at suppliers themselves, by filling in a questionnaire.

3. Supplier classification

Based on the rapidity and quality of the replies received, we will proceed to make a classification of suppliers.

4. Monitoring actions and further sensitization

- a. For critical suppliers, on which the Company has a high control, direct monitoring through the audits will be made.
- b. For critical suppliers, on which the Company has a or low control, will proceed to a further awareness-raising action. In absence of results, the feasibility study of a replacement strategy.
- c. For not critical suppliers, on which the Company has a high control, monitoring will be carried out aimed at verifying the maintenance of the characteristics of non-critical (for example, reached by a supplier of Certification System SA applicant). The reclassification of suppliers will be screened again within two years of their first classification.
- d. For suppliers not critical, on which the Company has a bargaining power and / or low control, we will proceed to a further awareness-raising.

In the reporting period the activities listed in the table 10 were made.

List10 – Supplier involvement activities

<i>ACTIVITY</i>	<i>SUPPLIERS</i>
Send communications membership requirements of Social Responsibility	62 Active italian suppliers 11 Active foreign suppliers
Send self-assessment questionnaire SA8000	62 Active italian suppliers 11 Active foreign suppliers
Returning communication membership requirements of Social Responsibility	51 Active italian suppliers 7 Active foreign suppliers
Return self-assessment questionnaire SA8000	

PROBLEMS AND CORRECTIVE ACTIONS

Reports of discrepancies with respect to the contents of SA 8000 and any improvement proposals that RE-2 receives, are covered by registration and constant monitoring by the Company.

Stakeholders can submit reports directly contact the following company:

“Re-2” S.n.c.

Via di Tegulaia, 4 56121 PISA

Tel. 050-981393

Fax. 050-981215

Email: amministrazione@re2snc.com to the kind attention of Beatrice Ferrucci

Employees can submit reports and suggestions anonymously or by indicating your name in order to receive a personalized response.

EXTERNAL COMMUNICATION AND INVOLVEMENT OF INTERESTED PARTIES

Re-2, in order to foster dialogue with all stakeholders in a transparent and unequivocal way, diffuses through the site www.re2snc.com its SA policy 8000 and Social Balance SA 8000.

REGISTRAZIONI

RE-2 has developed a system that allows the registration of all documents (review reports, training, audit and suppliers, etc.) relative to the functioning and progress of the Social Responsibility System.

Pisa, 23rd September 2016