



SA8000 Performance Communication

2012

The organisational structure for SA8000 of Villagrow is constituted as follows:

SA 8000 Management Representative

The Management Representative for SA 8000 has the duty of analysing, along with the Employee Representative and the Head of the Social Responsibility Management System, complaints and notifications of non-compliance.

Head of the Social Responsibility Management System

The Head of the Social Responsibility Management System is responsible for internal audits and supplier audits along with completing the internal checklists; he has the duty of ensuring all employees are trained on SA 8000, along with responsibility for managing documentation and updates. In addition, he is responsible for analysing complaints and notifications of non-compliance alongside the Employee Representative and Management Representative for SA 8000.

SA 8000 Employee Representative

The SA8000 Employee Representative is an employee who does not belong to management, elected by the employees, who, in addition to his own duties, is responsible for:

- constituting a point of reference for employees in relation to SA8000 issues;
- encouraging internal communication and interfacing with management and/or its representative for all employee issues relating to the SA8000 standard;
- participating in the periodic review of SA8000;
- collecting employee complaints from the appropriate box;
- participating in resolving complaints/non-compliance with the Management Representative and the Head of the Social Responsibility Management System;
- requesting and organising, if necessary, employee meetings to discuss aspects relating to SA8000.

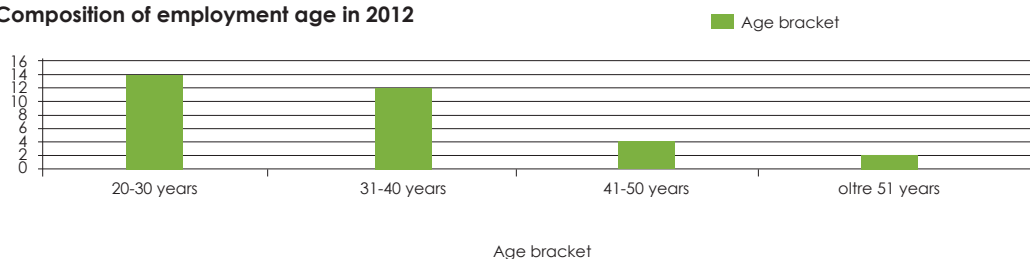


SA 8000 points in Villagrow

Child Labour and Young Workers

Villagrow does not use child labour in its production cycle and provides a remediation procedure for child labour and young workers; in addition, in the event that suppliers use them, it requires corrective action to be applied in order to resolve the non-compliance.

Composition of employment age in 2012



Forced labour

Villagrow categorically excludes any form of forced labour.

For this reason, during the personnel selection phase, employees are informed about their duties, type of contract, positioning within the company and they are informed about their rights and duties through provision of the Internal Company Rules.

Health and Safety

Villagrow guarantees its employees work in the best safety and hygiene conditions.

Its infrastructures comply with the regulations in relation to health and safety.

Employees regularly undergo the specialist medical examinations provided for by law and every point of the existing regulations is considered and fulfilled.

Freedom of Association and Right to Collective Bargaining

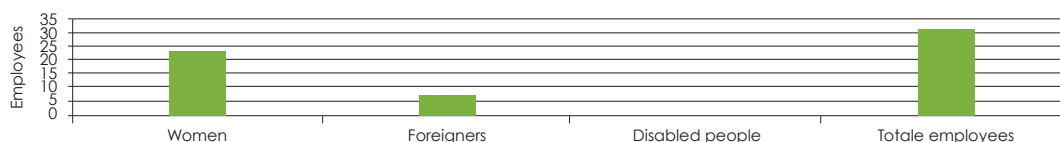
Villagrow complies with the right to freedom of association and collective bargaining and corporate management shows willing to attend any meetings with employees.

Discrimination

In Villagrow there is equality for all employees.

Selections are aimed at people of both sexes and interviews do not take consideration of affiliations with unions, religion, gender, sexual orientation, origin or state of health.

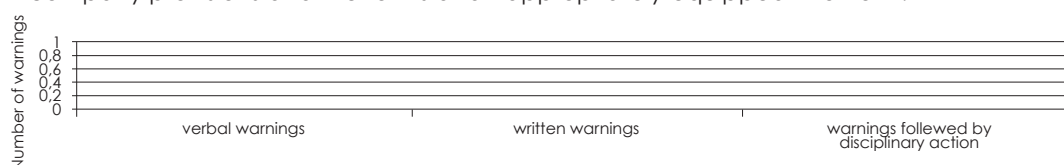
Staff composition in 2012





Disciplinary Practices

Each employee has the opportunity to consult at any time the collective contract, the company provisions and the forms at an appropriately-equipped Info Point.



Working Hours

Villagrow applies working hours that are in line with the law.

Remuneration

Villagrow supports the right to a decent wage and equal pay between men and women performing the same tasks.

Management of Suppliers

All suppliers/sub-suppliers of Villagrow have been involved in the company's social responsibility project. Suppliers are assessed and subdivided based upon a risk scale, and the company has sent information notices and undertakings to its suppliers. A questionnaire has also been created in order to assess suppliers. All our suppliers show willing to be subject to control audits in order to check that they are complying with the requirements.

Obiettivi anno: 2013

Formation for SA8000

- Perform training to new employees
- Perform training to all employees in the case of news related to standards, law, contracts
- Improve communication with employees by posting the laws, rules, instructions

Health and Safety

- Enforce and ensure the ban on smoking in all areas of the company that are not used for such purpose
- Perform at least one test evacuation
- No violation of the legislation on the safety and protection of health and safety at Work
- Update the road markings in the areas of production
- Update maps showing escape routes and meeting points
- Up to date training for those involved in emergency



Politic SA8000

- Finding the best solution in order to easily communicate company performance to stakeholders
- Diffusion and promotion of the module G.r.a.s.p. from suppliers of Spain and Italy, and increase the number of certifications
- Always maintain policy and ensure the proper diffusion and understanding

Discrimination

- Not receive any complaints about discrimination
- Operate transparently at every level to discourage all forms of discrimination

Complaints

- Ensure the management and registration of all reports made by both external and internal stakeholders

Supplier Evaluation

- Provide advice to suppliers who need help to improve their situation in terms of social
- Send detailed questionnaires to suppliers to get a clear picture of the current situation
- Proper management of suppliers through informative, questionnaires and audits where necessary