

Management System Certification Remote Follow-up activity Report

Organization:	F.LLI FEGATILLI SRL		
Standard(s):	SA8000:2014		
Lead auditor:	Daniel Rocca	APSCA n°:	Date: 25.01.2024

1. Objectives

The objective of this remote follow-up activity is to evaluate that the Organization continues to monitor and improve its performance, in accordance with clauses 3.5, 9.4, 9.6 & 9.8 of SA8000:2014 Standard.

2. Review

<p>➤ Is there any change of Organization name that is different from the name reported in their current SA8000 certificate? If YES, please describe in detail: <i>(always check Organization web-site, if they have one. Ask to review Client's Business Licence)</i></p>	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No																																				
<p>➤ Is there any change of Organization address and/or operation site? If YES, please describe in detail: <i>(e.g. new buildings, new dormitory, canteen, etc.)</i></p>	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No																																				
<p>➤ Is there any change of product/service that is different from the current certification scope? If YES, please describe in detail: <i>(if any significant change on production flow or new products/services, please indicate the production flow and the critical hazard work area)</i></p>	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No																																				
<p>➤ What is the current number of employees declared by the Organization? <i>(consider direct employees + exclusive sub-contractors & supplier personnel + workers from employment agencies/cooperatives if any)</i></p> <table border="1" style="width: 100%; border-collapse: collapse; margin: 5px 0;"> <thead> <tr> <th style="text-align: left;">CONTRACT</th> <th style="text-align: center;">M</th> <th style="text-align: center;">F</th> <th style="text-align: center;">TOTALE</th> </tr> </thead> <tbody> <tr> <td>DIRECT</td> <td style="text-align: center;">45</td> <td style="text-align: center;">1</td> <td style="text-align: center;">46</td> </tr> <tr> <td>AGENCY</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> </tr> <tr> <td>SUBCONTRACTOR</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> </tr> <tr> <td>PERMANENT</td> <td style="text-align: center;">32</td> <td style="text-align: center;">1</td> <td style="text-align: center;">33</td> </tr> <tr> <td>TEMPORARY</td> <td style="text-align: center;">13</td> <td style="text-align: center;">0</td> <td style="text-align: center;">13</td> </tr> <tr> <td>DOMICILIO</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> </tr> <tr> <td>MIGRANT</td> <td style="text-align: center;">4</td> <td style="text-align: center;">0</td> <td style="text-align: center;">4</td> </tr> <tr> <td>TOTALE</td> <td style="text-align: center;">45</td> <td style="text-align: center;">1</td> <td style="text-align: center;">46</td> </tr> </tbody> </table> <p>Lavoratori somministrati: nessuno Nessun licenziamento</p>	CONTRACT	M	F	TOTALE	DIRECT	45	1	46	AGENCY	0	0	0	SUBCONTRACTOR	0	0	0	PERMANENT	32	1	33	TEMPORARY	13	0	13	DOMICILIO	0	0	0	MIGRANT	4	0	4	TOTALE	45	1	46		
CONTRACT	M	F	TOTALE																																			
DIRECT	45	1	46																																			
AGENCY	0	0	0																																			
SUBCONTRACTOR	0	0	0																																			
PERMANENT	32	1	33																																			
TEMPORARY	13	0	13																																			
DOMICILIO	0	0	0																																			
MIGRANT	4	0	4																																			
TOTALE	45	1	46																																			

Job n°:	ITSA 20200088	Report date:	25.01.2024	Visit Type:	OFR	Visit n°:	2.3
CONFIDENTIAL	Document:	GP3743	Issue n°:	1	Page n°:	1 of 4	

<p>➤ How many shifts are currently operating? Shift: 1, Wokers: 08.00-12.00 e 13.00-17.00 Employees: 09.00-13.00; 15.00-19.00 Rest days: Saturdays and Sundays.</p>		
<p>➤ Open Critical, Major and Minor nonconformities raised by SGS Auditor since last audit If YES, pls indicate for each NC progresses / status of CAP implementation</p> <p>In previous audit 2 non conformities:</p> <p>1. Le figure presenti attualmente nel SPT non permettono una rappresentazione adeguata della composizione demografica dei lavoratori (sono presenti tre membri con incarichi direzionali e un rappresentante dei lavoratori).</p> <p>I lavoratori hanno scelto un altro rappresentante, Tristan Oscar Torrissi, il 06.09.2023. Nelle prossime settimane sarà scelto un terzo rappresentante.</p> <p>2. L'azienda ha adottato le azioni correttive per fare fronte alle non conformità rilevate da precedenti audit. In un caso non è stata monitorata l'efficacia della stessa.</p> <p>L'azienda ha definito un piano di godimento ferie per il 2024. Tale piano sarà integrato con ulteriori giorni di ferie per garantire la riduzione di quelle residue.</p> <p>Respect previous observations:</p> <ul style="list-style-type: none"> - In occasione del SPT verrà verificata l'adeguatezza dei livelli di inquadramento rispetto alla mansione svolta. - Sono stati sistemati gli spogliatoi. - Sarà valutata l'opportunità di utilizzare un metodo formale per verificare l'efficacia della formazione SA8000. 	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
<p>➤ Presence of time-bound nonconformities TBNC If YES, pls indicate progresses made for implementation of the proposed CAP (within the time frame agreed by SGS)</p>	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
<p>➤ Date of last H&S Committee meeting: Riunione del Comitato Salute e Sicurezza del 12.12.2022 (la riunione periodica annuale era fissata a dicembre 2023, ma a causa di un'improvvisa indisponibilità del Medico Competente è stata rinviata al 05.02.2024). Pls indicate main relevant findings: report already verified the previous audit</p> <p>Any incident since last SGS Audit? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>If YES, pls detail incident investigation by H&S Committee: Nessun infortunio dall'ultimo audit.</p>		
<p>➤ When did last SPT meeting take place? Pls describe progresses of actions identified by the SPT Ultima riunione del SPT del 13.12.2023, con analisi di tutti I requisiti dello standard SA8000.</p>		

Job n°:	ITSA 20200088	Report date:	25.01.2024	Visit Type:	OFR	Visit n°:	2.3
CONFIDENTIAL	Document:	GP3743	Issue n°:	1	Page n°:	2 of 4	

<p>➤ Last internal audit date: Pls detail main relevant findings (NCs, Observations, OFIs, etc.): Data dell'ultimo audit interni SA8000: 15.05.2023, già verificato durante l'audit precedente, nel qual sono state rilevate due osservazioni relative al riesame della Direzione e alla definizione di obiettivi sociali.</p>		
<p>➤ For closed complaints has the Organization evidences to ensure that complaint has been resolved? Has the Organization any complaint under investigation? If YES, pls detail object of complaint and steps undertaken</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> Yes	<input type="checkbox"/> No <input checked="" type="checkbox"/> No

The results of the last audit of this system have been reviewed, in particular to assure appropriate correction and corrective action has been implemented to address any nonconformity identified. This review has concluded that:

<input type="checkbox"/>	In case of certification audit, Stage 1 Risk of non-conformances have been appropriately addressed (refer to Section 6 for details)
<input checked="" type="checkbox"/>	Any nonconformity identified during previous audits has been corrected and the corrective action continues to be effective. (Refer to Section 6 for details)
<input type="checkbox"/>	The management system has not adequately addressed nonconformity identified during previous audit activities and the specific issue has been re-defined in the nonconformity section of this report.

3. Non Conformities

NonConformity	N° ___ of ___	<input type="checkbox"/> Major	<input type="checkbox"/> Minor
Standard item and description: Inadequate demonstration of commitment to management systems principles within the organization's SA8000 Policy (SA8000 9.1.2)			
Details of Nonconformity:			

Client Proposed Action to address Non-Conformances Raised at this remote follow up review Audit: *[please make reference to CAR form GS0401 if used, or to Client's Corrective Action Plan]*

Nonconformities detailed here shall be addressed through the organization's corrective action process, in accordance with the relevant corrective action requirements of the audit standard and shall include actions to analyse the cause of the nonconformity and prevent recurrence, and complete records maintained.

1	<input type="checkbox"/>	Corrective actions to address identified <u>major nonconformities</u> shall be carried out immediately including a cause analysis , and SGS notified of the actions taken within 30 days . An SGS auditor will perform a follow up visit within 60 days to confirm the actions taken, evaluate their effectiveness, and determine whether certification can be continued.
2	<input type="checkbox"/>	Corrective Actions to address identified <u>minor non conformities</u> including a cause analysis , shall be documented in an action plan and sent by the client to the auditor within 60 days for review. If the actions are deemed to be satisfactory they will be followed up at the next scheduled audit visit (180 days)

Job n°:	ITSA 20200088	Report date:	25.01.2024	Visit Type:	OFR	Visit n°:	2.3
CONFIDENTIAL	Document:	GP3743	Issue n°:	1	Page n°:	3 of 4	

3 <input type="checkbox"/>	Corrective Actions to address identified <u>minor non-conformities</u> including a cause analysis , have been detailed in an action plan and the intended action reviewed by the Auditor, deemed to be satisfactory and will be followed up at the next scheduled audit visit .
4 <input type="checkbox"/>	Appropriate cause analysis and immediate corrective and preventive action taken in response to each non-conformance as required.

4. Conclusions

The auditor recommends that, based on the results of this documentary follow-up review and the system's demonstrated state of development and maturity, management system certification be:

<input checked="" type="checkbox"/> Continued <input type="checkbox"/> Suspended until satisfactory corrective action is completed.
