

# Workplace Conditions Assessment Report

Measured Results — Improved Performance



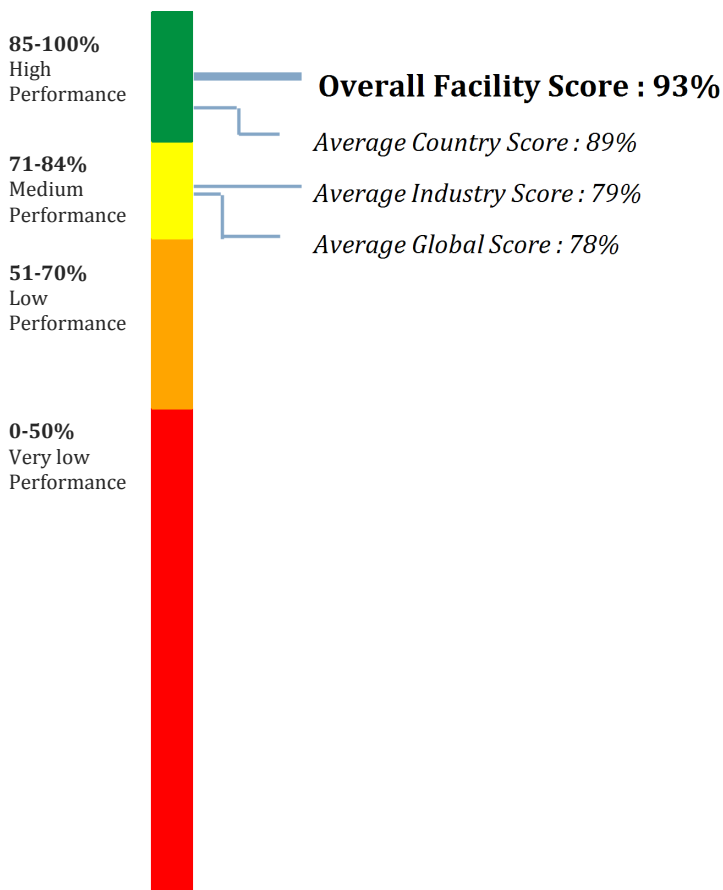
## EUROMARK INDUSTRIES S.R.L.

### GENERAL INFORMATION

Overall Facility Score : **93%**

Report No :	F_IAR_122904	City :	Vigonza
Audit Date :	Feb 26, 2019	Country :	Italy
Last Audit :	NA	Auditors :	Primary: FABRIZIO RINALDINI
Assessment Stage :	Initial		Secondary: None
Schedule Type :	Announced	Service Provider:	Intertek

### WORKPLACE PERFORMANCE INDEX AND SUMMARY Participating facilities: 30112



Assessment area	Score results	Number of non-compliances by rating				
		Zero Tolerance	Major	Moderate	Minor	Notscored
<b>Overall</b>	<b>93%</b>	-	-	2	3	-
Labor	100%	-	-	-	-	-
Wages & Hours	100%	-	-	-	-	-
Health & Safety	95%	-	-	1	-	-
Management Systems	82%	-	-	1	-	-
Environment	74%	-	-	-	3	-

## A. FACILITY PROFILE

### A1. FACILITY INFORMATION

<b>Facility Name:</b>	Euromark Industries S.r.l.	<b>Facility Legal Status:</b>	Privately owned
<b>Facility Legal Name:</b>	Euromark Industries Srl	<b>Year facility began operations:</b>	2007
<b>Audit Location:</b>	Via Venezia 4/a	<b>Located in special economic zone:</b>	No
<b>City:</b>	Vigonza	<b>Person responsible for overall social compliance issues:</b>	None
<b>Country:</b>	Italy	<b>Valid certificate for social compliance certification program:</b>	None
<b>Contact Name:</b>	Cristina Baldan	<b>Vendor Name:</b>	Euromark Industries Srl
<b>Contact Title:</b>	HR Manager	<b>Security systems in place:</b>	<i>Yes perimetral alarm system, privately surveillance, video surveillance</i>
<b>Industry:</b>	Textiles		

**Building Description:** The company is located in two buildings for a total of 3300 square meters on a total area of about 6100 square meters. The head office is located in a structure of 2 floor of approximately 2400 square meters where are performed office and production activities. The second building is a structure of 900 square meters on two floors where are tests laboratory and part of production. The structures are made in reinforced concrete, glass, steel. Average height on 4 meters. There aren't dormitory and canteen.

**Special building type:** *NA*

## A2. PRODUCTION INFORMATION

<b>Products manufactured/ Services provided:</b>	production of labels and tags	<b>Time record system(s) used:</b>	Swipe Card system
<b>Production process/ Service elements:</b>	raw materials control, cutting, printing, finishing, quality control, packaging, shipping	<b>Chemicals or hazardous materials on-site:</b>	Yes <i>inks and solvents</i>
<b>Production capacity a week:</b>	1.000.000 pieces	<b>Current production/ Services for client:</b>	Yes
<b>Total number of machines:</b>	90		
<b>Main machine types:</b>	digital machines, dyeing machines, sewing machines, washing machines, letterpress printing, die-cutting machines, hot stamping machines, dryers, screen printing machines, spreading machines, presses		
<b>Shifts and Operating hours:</b>	The company is works from Monday to Friday: 08:00-12:00 / 14:00-18:00 with 120 minutes of break for lunch		

## A3. EMPLOYEE INFORMATION

<b>Range of total number of employees at the facility:</b>	0-100 employees	<b>Female Employees:</b>	19
<b>Union name:</b>	None	<b>Male Employees:</b>	26
<b>Employs juvenile workers:</b>	None	<b>Mgmt Employees:</b>	0
<b>Hires through employment agent:</b>	NA <i>company doesn't use employment agencies</i>	<b>Production (Non- Management) Employees:</b>	45
<b>Employee nationalities/ provinces:</b>	Italian	<b>Local Employees:</b>	45
		<b>Foreign/Migrant Employees:</b>	0
		<b>Languages spoken in the facility:</b>	Italian
		<b>Management and employees speak same language :</b>	Yes

## A4. SUBCONTRACTOR INFORMATION

<b>Subcontractor# :</b>	<b>1</b>		
<b>SubContractor Name:</b>	TAMAS srl unipersonale	<b>Address:</b>	via Arzignano, 10 - 36070 Trissino (VI)
<b>Contact Name:</b>	//		
<b>Telephone:</b>	0445 491417		
<b>Email Address:</b>	info@tamas.it		
<b>Process Type:</b>	Subcontractor performs other subcontracting functions (i.e. printing, spraying, injection, dyeing, welding, washing, embroidery)		
<b>Process subcontracted:</b>	printing		
<b>Social Audits performed:</b>	No	<b>Type of Social Audits:</b>	No
<b>Private label items:</b>	No		
<b>Subcontractor# :</b>	<b>2</b>		
<b>SubContractor Name:</b>	MIRKO RICAMI srl	<b>Address:</b>	Via Ramon, 70/c, 36028 Rossano Veneto VI
<b>Contact Name:</b>	//		
<b>Telephone:</b>	0424 540386		
<b>Email Address:</b>	info@mirkoricami.it		
<b>Process Type:</b>	Subcontractor performs other subcontracting functions (i.e. printing, spraying, injection, dyeing, welding, washing, embroidery)		
<b>Process subcontracted:</b>	finishing		
<b>Social Audits performed:</b>	No	<b>Type of Social Audits:</b>	No
<b>Private label items:</b>	No		
<b>Subcontractor# :</b>	<b>3</b>		
<b>SubContractor Name:</b>	STICKERY MULLER GMGH	<b>Address:</b>	Stickerei Müller GmbH Bergstraße 17, 91456 Diespeck
<b>Contact Name:</b>	//		
<b>Telephone:</b>	+49 (0) 9161 - 78 30		
<b>Email Address:</b>	info@stickerei-mueller.de		
<b>Process Type:</b>	Subcontractor performs other subcontracting functions (i.e. printing, spraying, injection, dyeing, welding, washing, embroidery)		
<b>Process subcontracted:</b>	finishing		
<b>Social Audits performed:</b>	No	<b>Type of Social Audits:</b>	No
<b>Private label items:</b>	No		

## A5. GENERAL INFORMATION

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The company was founded in the 2007 and is located in an industrial area where are located other companies.

The Owners was co-operative guaranteed the full access both the site tour and the documents review.

The employees did not shown any concern, all of them affirmed that their rights are respected, they also affirmed that there aren't Union Representatives.

The interviewed showed a good environment between the employees and the Management.

All workers are permanent employees.

The company is in good standing with the VAT payments of last 12 months. Verified DURC No.INPS\_13695020 of 08.01.2019 valid until 08.05.2019.

### **Emergency Preparedness Summary**

The facility appeared to be equipped with the necessary equipment required by local Law.

A health and safety walkthrough was conducted with Mr. Giacomo Stecca- H&S Manager. The factory work floors areas were found well lit, clean and properly ventilated. Aisles are clear and free of obstructions. Emergency doors are strategically located, provided with signs and lights above doors. The emergency exits are maintained unlocked and open outwards. Fire extinguishers are mounted on walls, marked and checked every six months as required by the local regulations.

All machineries are provided with emergency buttons shut off and protections on the moving parts.

First aid kit is available and well equipped. Employees are provided with personal protective equipment depending on their position.

No eyewash kit present near chemical handling sections in production area.

Chemicals or materials are stored properly and according to the instructions on the MSDS

The company has achieved of an air extractor system.

All equipment that require inspections are regularly checked according to relevant regulations.

Heating system and chillers are in good conditions and in accordance with local regulations.

The electrical plants were found in good condition and regularly inspected.

## A6. AUDIT PROCESS

### *Audit pay period provided for review*

<b>Records</b>	<b>From</b>	<b>To</b>
12 Months Payroll	01/02/2018	31/01/2019
12 Months Attendance	01/02/2018	31/01/2019

### *Employee interview sampling*

Individual	5
Group	0
Total interviewed	5

### *Payroll and attendance records sampling*

<b>Period</b>	<b>From</b>	<b>To</b>	<b>Peak Season</b>	<b>Records Reviewed</b>
Current Period	01/01/2019	31/01/2019	No	5
Period 1	01/10/2018	30/10/2018	Yes	3
Period 2	01/06/2018	30/06/2018	No	3
<b>Total</b>				11

### *Other records reviewed*

Personnel records

Security log book

Non-Production records

Legal Permits

Employee leave register

Health examination records

Other : Sanitary authorization, Conformity to standard certificate

Machine maintenance records

Production records

Employment contracts

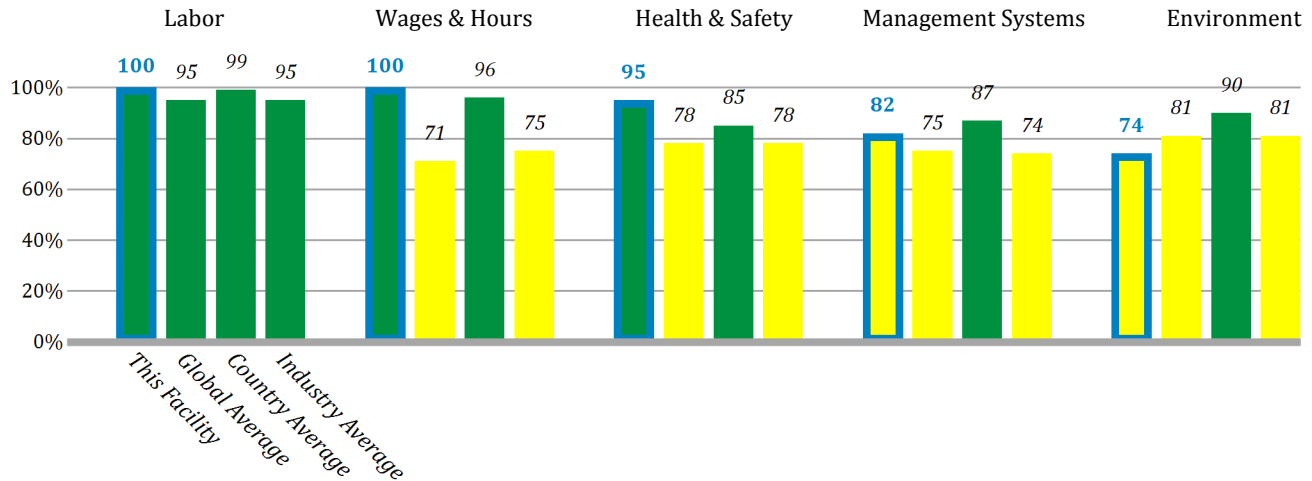
Social insurance documentation

Infirmary logs

## B. KEY PERFORMANCE METRICS

### B1. COMPARISON BENCHMARK

Current performance — Global average, Italy average, Textiles average

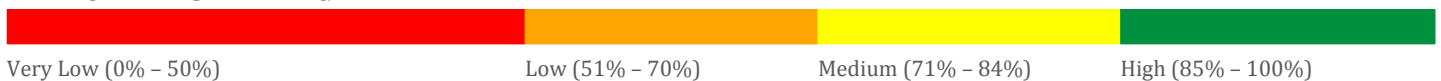


### B2. PERFORMANCE TREND ANALYSIS

Section Name	Current (26-Feb-2019)	Last (Not Applicable)	First (Not Applicable)	Change (Current-Last)	Change (Current-First)
Labor	100	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Wages & Hours	100	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Health & Safety	95	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Management Systems	82	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Environment	74	Not Applicable	Not Applicable	Not Applicable	Not Applicable
<b>Overall Score</b>	<b>93</b>	<b>Not Applicable</b>	<b>Not Applicable</b>	<b>Not Applicable</b>	<b>Not Applicable</b>

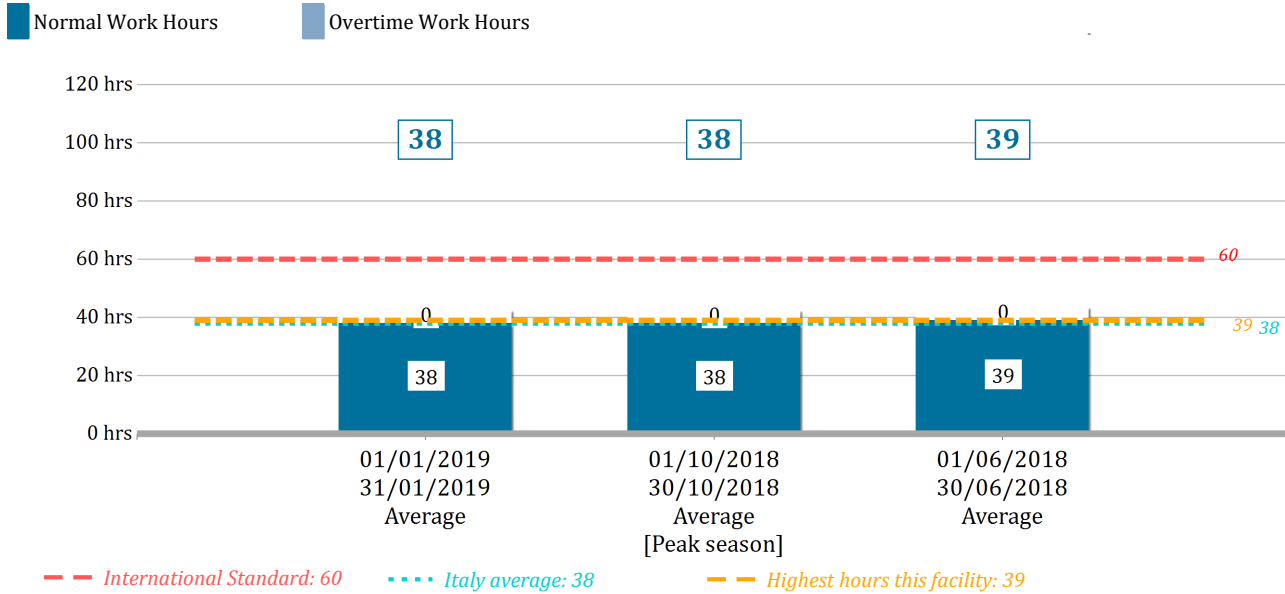
▲ Advancers    ■ Constant    ▼ Decliner

#### PERFORMANCE RATING

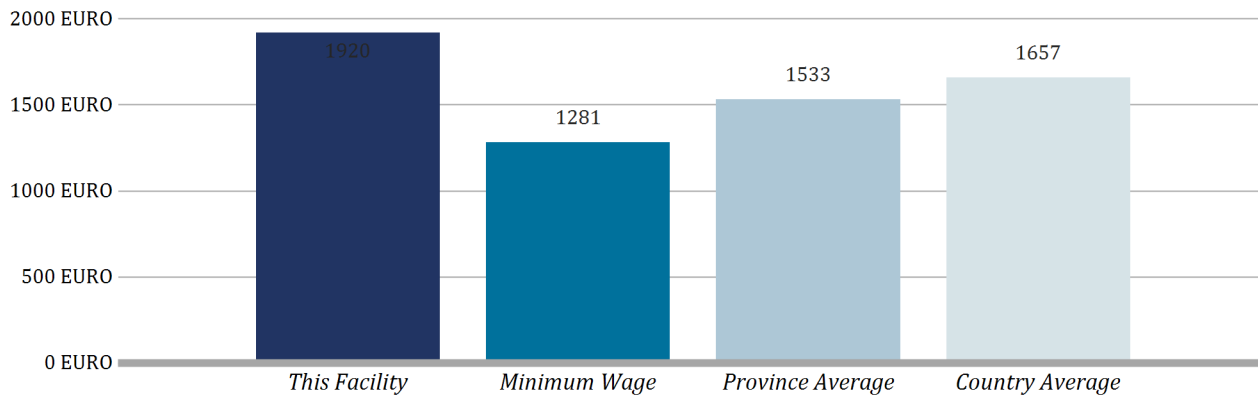


## B3. WORKING HOURS AND WAGES

### Average total hours worked weekly



### Average wages paid in local currency (EURO)



**Special wage circumstances:** range from 1280.93 € gross month for E level to 2443.43 € gross month for Q level

**Wages and hours summary:** The company is in good standing with the VAT payments of last 12 months. Verified DURC No.INPS\_13695020 of 08.01.2019 valid until 08.05.2019. Wages and working hours are in compliance with the establishment of the National Collective Labour Contract. The minima tub provided by the National Collective Labour Contract, match the wages found on the payrolls. The company is works from Monday to Friday. Administrative employees and Production employees 08:00-12:00/14:00-18:00 with 2 hours for lunch. Moreover they have 2 breaks of 10 minutes, one in the morning, and another in the afternoon. The 10 of each month the company pays the salary to employees in relation to hours worked in the previous month. As verified by the electronic bank payment found.

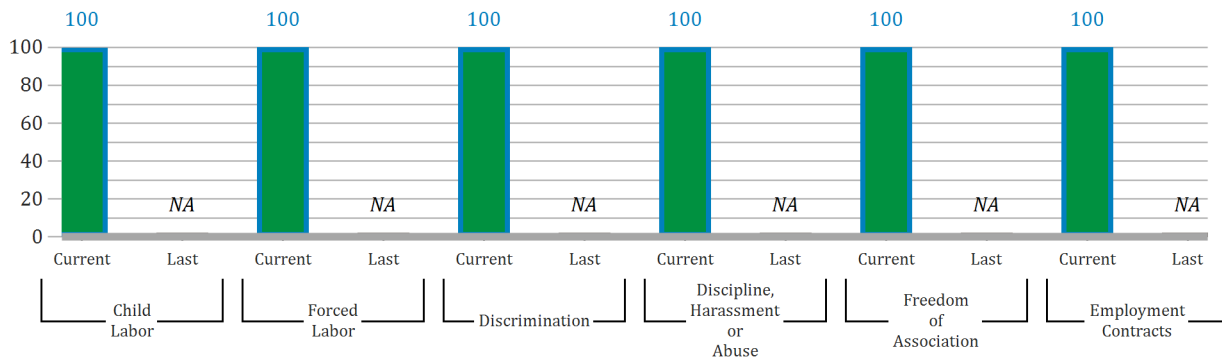


## C. PERFORMANCE DETAILS

Current (26-Feb-2019)

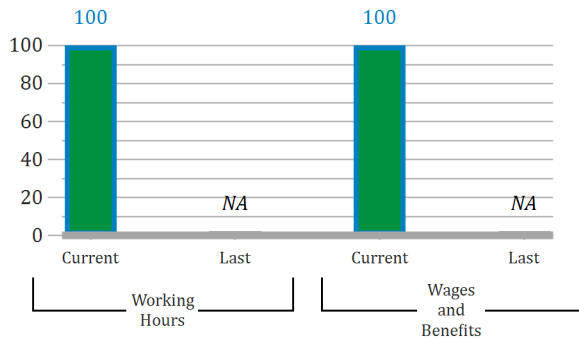
### C1. Labor

100%

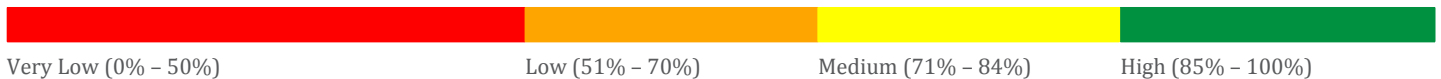


### C2. Wages & Hours

100%

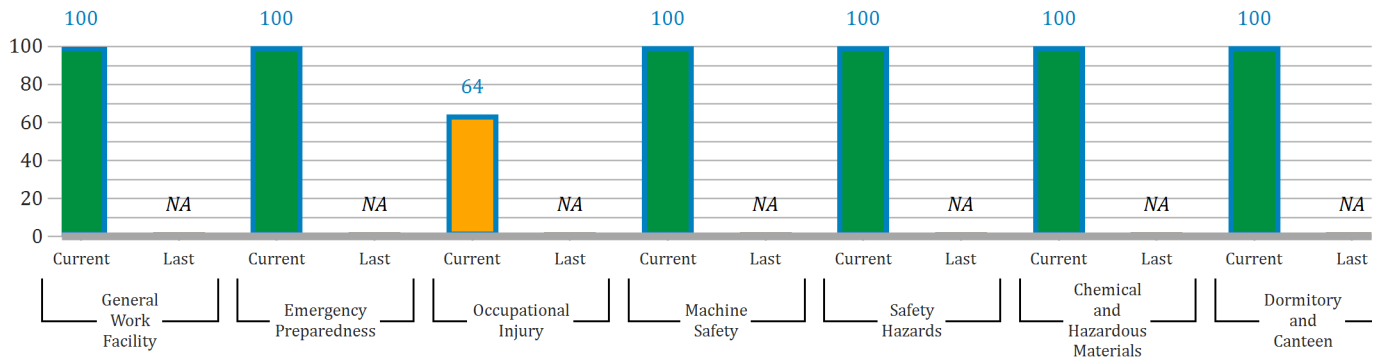


### PERFORMANCE RATING



### C3. Health & Safety

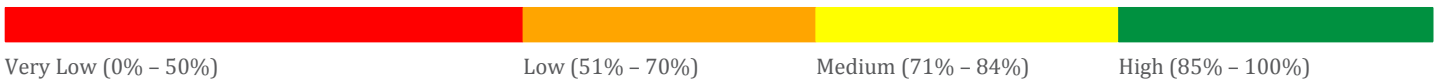
95%



#### Sub Section: Occupational Injury

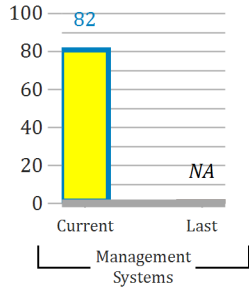
Status	Findings	% Global freq of compliance
● Moderate	<p><b>207.00</b> : Eyewash/shower stations with continuous water flow are not provided at relevant hazardous chemical areas</p> <p><b>Auditor's comment</b> eyewash kit not available near inks and solvents storage room Kit lavaocchi assente nei pressi del magazzino inchiostri e solventi</p> <p><b>Rules regulating Health and Safety D. Lgs. 81/2008 attachment IV art. 2.1.11.1-2</b>            Eyewash/ shower stations with continuous water flow should be provided at corrosive, solvent usage and other relevant hazardous chemical areas with continuous water flow.</p>	83%

#### PERFORMANCE RATING



## C4. Management Systems

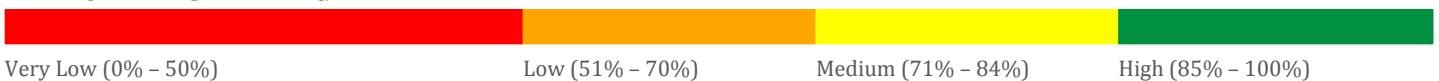
**82%**



### Sub Section: Management Systems

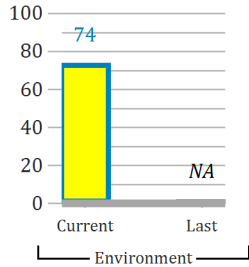
Status	Findings	% Global freq of compliance
● <b>Moderate</b>	<p><b>293.00</b> : The facility does not have a comprehensive written social compliance policy</p> <p><b>Auditor's comment</b> Written social compliance policy missing Non è stata definita una politica sociale aziendale scritta</p> <p><b>Rules regulating Health and Safety D.Lgs 81/2008 art. 15</b></p> <p>The facility should have a written labor and health &amp; safety policy.</p>	81%

### PERFORMANCE RATING



## C5. Environment

74%



### Sub Section: Environment

Status	Findings	% Global freq of compliance
● Minor	<b>320.00</b> : The facility does not have an written environmental policy from top management <i>Auditor's comment</i> The facility has no environmental policy Non è stata redatta una politica ambientale	86%
● Minor	<b>322.00</b> : The facility does not have any environmental management system in place <i>Auditor's comment</i> The organization hasn't implemented an EMS L'azienda non ha implementato un sistema di Gestione ambientale	74%
● Minor	<b>323.00</b> : The facility does not conduct a risk assessment (internal/ external) to evaluate the significant environmental impacts of its sites and processes <i>Auditor's comment</i> There isn't a documented environmental management system. The company adheres to the provisions of the environmental laws in force. the compliance with statutory requirements is followed by external consultants. Non c'è un sistema di gestione ambientale documentato. L'azienda aderisce alle disposizioni delle leggi ambientali in vigore. la conformità ai requisiti di legge è seguito da consulenti esterni	84%

**% Global Frequency of Compliance:** Represents the implementation percentage performance of all suppliers participating in the WCA Community globally for each issue

**Identification numbers:** Represents the finding ID associated with each checklist question

### RECOMMENDATION FOR IMPROVEMENT PLAN TIMELINE

- Minor Take action within 0 ~ 6 months to make necessary improvements.
- Moderate: Take action within 0 ~ 3 months to make necessary improvements.
- Major : Take action within 0 ~ 1 month to make necessary improvements.
- Zero Tolerance: Take immediate action to make necessary improvements.

### PERFORMANCE RATING



## D. STRENGTHS AND CHALLENGES

Facility Strengths: Facility performance ranks in the top percentile of the population and/or has implemented a best practice process	Rating	Global Freq. of Compliance%
Total overtime hours are within allowable limits under applicable law or agreement.	Moderate	47%
The facility provides social security, pensions, healthcare and/ or other insurance to employees as per legal requirement.	Moderate	57%

Challenges: Facility performance ranks in the bottom percentile of the population	Rating	Global Freq. of Compliance%
The facility does not have an written environmental policy from top management	Minor	86%
The facility does not conduct a risk assessment (internal/ external) to evaluate the significant environmental impacts of its sites and processes	Minor	84%
Eyewash/shower stations with continuous water flow are not provided at relevant hazardous chemical areas	Moderate	83%
The facility does not have a comprehensive written social compliance policy	Moderate	81%
The facility does not have any environmental management system in place	Minor	74%

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