

The audit team concludes that the organization has has not established and maintained its management system in line with the requirements of the standard and demonstrated the ability of the system to systematically achieve agreed requirements for products or services within the scope and the organization's policy and objectives.

Number of nonconformities identified : ___//___Critical ___//___Major ___//___Minor ___//___TB

Therefore the audit team recommends that, based on the results of this audit and the system's demonstrated state of development and maturity, management system certification be:

Granted / Continued / Withheld / Suspended until satisfactory corrective action is completed.

4. Previous Audit Results

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: le carenze critiche emerse nel corso dello Stage 1 sono state adeguatamente risolte come specificato nella sezione 6.

<input type="checkbox"/>	In case of certification audit, Stage 1 critical audit findings have been appropriately addressed (refer to Section 6 for details)
<input 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.

5. Audit Findings

The audit team conducted a process-based audit focusing on significant aspects/risks/objectives. The audit methods used were interviews, observation of activities and review of documentation and records.

The management system documentation demonstrated conformity with the requirements of the audit standard and provided sufficient structure to support implementation and maintenance of the management system. Yes No

The organization has demonstrated effective implementation and maintenance / improvement of its management system and is capable of achieving its policy objectives. Yes No

The organization has demonstrated the establishment and tracking of appropriate key performance objectives and targets and monitored progress towards their achievement. Yes No

The internal audit program has been fully implemented and demonstrates effectiveness as a tool for maintaining and improving the management system. Yes No

The management review process demonstrated capability to ensure the continuing suitability, adequacy and effectiveness of the management system. Yes No

Throughout the audit process, the management system demonstrated overall conformance with the requirements of the audit standard. Yes No

Certification claims are accurate and in accordance with SGS guidance and the organization is effectively controlling the use of certification documents and marks. N/A Yes No

Job n°:	IT/CS.20140127.0	Report date:	21.02.2018	Visit Type:	Sorveglianza	Visit n°:	2
CONFIDENTIAL		Document:	GP3704A	Issue n°:	3	Page n°:	2 of 10

6. Significant Audit Trails Followed

The specific processes, activities and functions reviewed are detailed in the Audit Planning Matrix and the Audit Plan. In performing the audit, various audit trails and linkages were developed, including the following primary audit trails, followed throughout:

- Relating to Previous Audit Results / ~~Stage 1 Audit~~ :
Nulla segnalato nel precedente audit.
- Relating to this Audit; including any significant changes (eg: to key personnel, client activities, management system, level of integration, etc.): nessun cambiamento di rilievo.

L'azienda "Le Due Valli" è una realtà produttiva di trasformazione del pomodoro attiva dall'anno 2000 nelle tipiche Valli del Mezzano, una vasta area di 18.000 ettari che si estende nei Comuni ferraresi di Ostellato e Comacchio. Essa è dotata al suo interno di un impianto di alta e moderna tecnologia che permette di avere un prodotto sano e genuino adatto sia al mercato italiano che quello estero. LE DUE VALLI s.r.l. ha sede operativa in Strada Argine Mezzano 34, 44020 Ostellato (FE); L'azienda è certificata secondo la UNI EN ISO 9001:2008 e la UNI EN ISO 14001:2004, A queste certificazioni, ha aggiunto anche quella relativa al Sistema di Gestione Sicurezza Conforme alla Norma BS OHSAS 18001:2007. Fiore all'occhiello sono, però le certificazioni relative alla Gestione per la Sicurezza Alimentare conforme alla Norma UNI EN ISO 22000:2005, nonché a quella del Sistema HACCP conforme alla Norma UNI 10854:1999 e allo standard IFS al fine di poter svolgere al meglio la propria gestione. L'azienda ha peculiarità di lavoro stagionale legato alla raccolta del pomodoro, in periodo di campagna raggiunge circa 110 addetti stagionali e nel restante periodo dell'anno invece si attesta a numero di circa 15 addetti con contratto a tempo indeterminato.	
Overview Tour Have any changes from stage 1 audit/previous audit been identified? If positive leave a description	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Have potentially hazardous areas of work been identified?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Have any major structural problems, that are clearly evident, been identified?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Is CB and SAAS contact information available and listed in a prominent place at the certified organization? Pls indicate location	SI NELLA BACHECHA AZIENDALE PRESENTE NEGLI UFFICI E NELL'AREA DI PRODUZIONE.
Have potential candidates for interviews been identified?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
SA8000 Standard The organization has openly displayed a copy of the SA8000 standard? Pls indicate location	SI NELLA BACHECHA AZIENDALE PRESENTE NEGLI UFFICI E NELL'AREA DI PRODUZIONE.
Contact cards Has the Lead Auditor given contact cards randomly to workers during site tour?	<input checked="" type="checkbox"/> Yes
Has the Lead Auditor, during interviews, given to interviewed workers in addition to his/her contact card also information about SAAS contact details for complaints/communications?	<input checked="" type="checkbox"/> Yes
Interviews and relevant Records Number of interviewed workers	5
Have the files of all individual employees interviewed been reviewed in detail? If not a justification shall be provided	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Are the requested additional worker	<input checked="" type="checkbox"/> Yes How many? <u> 1 </u>

files been reviewed ? If not a justification shall be provided	
How many workers have been interviewed individually ?	3
How many workers have been interviewed in groups ?	1 gruppo di 2
How many hours have effectively been spent in interviews?	1 hours
If client based in a highest risk country, have off-site interviews been undertaken (min. 2 max 10 workers) ?	<input type="checkbox"/> Yes How many ? _____ <input checked="" type="checkbox"/> N/A Where ? <u>italy</u>
To ensure that different individuals are interviewed during subsequent audits has a list of interviewees been maintained and included in the audit package?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
During management interviews, have the general thoughts of the personnel with respect to the implementation of the SA8000 management system been established ? Was all information reported in the pre-audit questionnaire (or CDS/SSC) checked to confirm if still current and accurate ?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
During general personnel interviews (including staff and junior managers, first aiders, fireman) have the general thoughts and awareness with respect to the implementation of the SA8000 management system been established ?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
During worker representative(s) interviews, have the thoughts of the workers repr. with respect to the implementation of the SA8000 management system been established? How was/were the worker representative(s) elected? Any Collective Bargaining Agreement in place in the organization ?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <i>Intervistato rappresentante dei lavoratori (membro SPT) che ha dimostrato buona consapevolezza del proprio ruolo e conoscenza dei compiti e responsabilità del SPT. Il CCNL Applicato è disponibile in sede presso l'ufficio del Personale</i>
Have interviews with the members of the SPT been conducted ?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
During on-site subcontract labour and suppliers interviews have the general thoughts and awareness been established? Has the existence of migrant, temporary, contract and homeworker labourers and particular questions on those situations been identified ? Was the understanding of their employer's SA8000 mangement system confirmed ? Were the organizations' working hours verified and corroborating evidence obtained ?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A

Photographs, taken of :	
1. SA8000 Standard(s)	<input type="checkbox"/> Yes <input type="checkbox"/> No
2. Evacuation exits	<input type="checkbox"/> Yes <input type="checkbox"/> No
3. Organization building/premises	<input type="checkbox"/> Yes <input type="checkbox"/> No
4. Evacuation drills or records of the same	<input type="checkbox"/> Yes <input type="checkbox"/> No
5. Work floor(s)	<input type="checkbox"/> Yes <input type="checkbox"/> No
6. Warehouse	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
7. Dormitory	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
8. Supporting facilities (e.g. sewage treatment, boiler, generator)	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
9. Canteen	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
10. Attendance record system	<input type="checkbox"/> Yes <input type="checkbox"/> No
11. Chemical storage area	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
12. Work-in-progress	<input type="checkbox"/> Yes <input type="checkbox"/> No
13. Personal protective equipment	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
14. H&S non compliances (if any)	<input type="checkbox"/> Yes <input type="checkbox"/> No
15. Fire fighting equipment	<input type="checkbox"/> Yes <input type="checkbox"/> No
16. Best practices (if any)	<input type="checkbox"/> Yes <input type="checkbox"/> No
17. All organization's documents reviewed as a part of the management systems	<input type="checkbox"/> Yes <input type="checkbox"/> No
Has Client refused permission to take photographs :	<input type="checkbox"/> Yes <input type="checkbox"/> No

Management Review	
Did last Management Review cover following issues ?	
Policies, procedures and records	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Social Performance Team SPT	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Identification and assessment of risks	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Monitoring	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Internal involvement and communication	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Complaint management and resolution	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
External verification and stakeholder engagement	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Corrective and preventive actions	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Training and capacity building	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Management of suppliers and contractors	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

Shifts, where applicable	
Initial certification shall include the auditing of all shifts; pls indicate applicable shift :	
Morning – to be audited between 09.00 and 17.00	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A

Afternoon – to be audited between 19.00 and 22.00	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A
Night – to be audited between 00.00 and 03.00	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A
Twilight – to be audited between 18.00 and 21.00	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A
Has the auditor daytime hours been shortened to perform the remaining hours for the audit during night shift?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A

SOCIAL FINGERPRINT

Self-Assessment (SA) score	4,2 (07.02.2018)
Independent Evaluation (IE) score	####

Section A

Verification of the number of personnel covered by the scope. Changes occurred since last audit. Azienda con lavorazione stagionale in questo periodo solo 18 addetti	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Changes in the Organization's SA8000 management system	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Changes in the organizational structure	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Any significant activities of the Worker Representative(s) since the previous audit (if any)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Update of the client's SA8000 audit records	<input checked="" type="checkbox"/> Done
A site tour of facilities shall be mandatory on every on-site audit	<input checked="" type="checkbox"/> Done <input type="checkbox"/> Not done

Section B

	Judgement of compliance
Has the Management Review of the SA8000 management system been verified? Have results of internal audits and corrective actions been considered in Management Review?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Has response system to any complaints/grievances received been verified?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A Nessun reclamo ricevuto
Workers training and workers awareness and understanding of the client's SA8000 system in place	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Workers training and workers awareness and understanding of the client's H&S system in place	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Effectiveness of the root cause analysis, corrective and preventive action taken as a result of non-conformities raised during the previous audit(s) by the CB	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Nessuna non conformità da audit precedente.
Progress made against any time-bound non-conformities	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A
Effectiveness of the health and safety management system in place, including number of incidents since the previous audit and analysis of any	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

fatalities, any serious accidents, and any potentially hazardous events including fires, spills of toxic chemicals, explosions	
Analysis of working hours and remuneration (including during high season, if any) since the previous audit	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Comparison between in the CB's calculated current living wage and the process and number that is calculated by the certified organization	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Use of claims made by the client about their SA8000 certified status including the use of CB and SAAS SA8000 mark	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Confirmation that the SA8000 standard is posted prominently in all the required locations	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

Section C

	Judgement of compliance
<p>Child Labour</p> <p>Non è un requisito critico per l'azienda. Il lavoratore più giovane ha 23 anni. E' stata formalizzata la procedura di rimedio al lavoro infantile messa a disposizione in bacheca e pubblicata sul sito aziendale www.leduevalli.com</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<p>Forced or compulsory labour</p> <p>Dalle interviste è emerso un buon clima lavorativo tra i lavoratori e tra questi e il management. Non sono emerse criticità nella gestione documentale degli adempimenti relativi ai lavoratori (normative su riservatezza dei dati), nè in altri comportamenti potenzialmente riconducibili al lavoro forzoso/obbligato (es lavoro straordinario forzato, ecc..)</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<p>Health and safety</p> <p><i>Presente un sistema di gestione conforme all OHSAS 18001, l'organizzazione ha un buon livello di gestione della salute e sicurezza sul posto di lavoro.</i></p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<p>Freedom of association & right to collective bargaining</p> <p>n.2 lavoratori è iscritti ai sindacati; i rapporti con le OOSS risultano buoni e costanti. eletta RSA aziendale</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<p>Discrimination</p> <p>Dalla composizione della forza lavoro non risultano situazioni discriminatori</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

nell'assunzione, inquadramento del personale e neanche le interviste hanno fatto emergere situazioni critiche a riguardo.		
Disciplinary practices		<input type="checkbox"/> Yes <input type="checkbox"/> No
Working hours Gli orari di lavoro risultano conformi al contratto collettivo applicato e sono registrati tramite fogli presenza o rapportini di lavoro. Dalla visione delle buste paga non sono emerse situazioni anomale di straordinario e di residui ferie e permessi.		<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Remuneration <i>La remunerazione viene erogata in completo accordo con i CCNL applicati: CCNL ALIMENTARI INDUSTRIA; I tempi di liquidazione delle retribuzioni sono regolari e l'azienda è in regola con il pagamento dei contributi previdenziali e assicurativi.</i>		<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Management system : Policies, procedures and records L'organizzazione ha predisposto un sistema documentale per SA8000. Il riesame della direzione per SA8000, è stato effettuato in data 26.01.2018. Per Sa8000 gli indicatori attualmente individuati risultano adeguati. Si raccomanda di inserire nella politica i riferimenti di SGS e de SAAS(OSS.1)		<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Social Performance Team SPT <i>SPT che allo stato attuale conta una rappresentanza equilibrata di lavoratori e management.</i>		<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Identification and assessment of risks <i>E' stato redatto un documento di valutazione dei rischi per la SA8000 che risulta coerente con la realtà aziendale . Sarebbe opportuno effettuare un aggiornamento a seguito della riunine del SPT del 26.01.2018 in riferimento al punto 3(OSS.2)</i>		<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Monitoring Il monitoraggio del sistema di gestione viene effettuato dal SPT tramite audit interni, riunioni periodiche e analisi degli indicatori.		<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Internal involvement and communication Trattandosi di una piccola realtà , le comunicazioni risultano per lo più effettuate in modo diretto e continuo.		<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Complaint management and resolution <i>E' stata redatta una specifica procedura per la gestione delle segnalazioni/reclami dei dipendenti e delle parti interessate. La suddetta procedura prevede il coinvolgimento del SPT. E' stata comunicata ai dipendenti tramite affissione in bacheca e alle parti interessate a mezzo e-mail. L'organizzazione dichiara di non aver ricevuto reclami dai lavoratori e dale parti interessate nell'ultimo anno.</i>		<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

External verification and stakeholder engagement L'organizzazione ha redatto internamente un elenco delle parti interessate alle quali ha inviato le comunicazioni in ottica SA8000.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Corrective and preventive actions	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Training and capacity building <i>E' stato redatto piano di formazione per 2017-2018. Effettuate diverse sessioni formative su SA8000.</i>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Management of suppliers and contractors L'organizzazione ha valutato il rischio connesso ai suoi fornitori, classificandoli in critici e non critici. Sono state poste in essere una serie di azioni per il monitoraggio delle performance relative a SA8000 dei fornitori inseriti in elenco tra le quali anche audit di seconda parte già effettuati per il 2017 e programmati per l'anno 2018	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

7. Nonconformities

NonConformity	N° <u> </u> of <u> </u>	<input type="checkbox"/> Critical	<input type="checkbox"/> Major	<input type="checkbox"/> Minor	<input type="checkbox"/> TB
Department / Function:	###	Standard item and description.: ##			
Additional reference to applicable law/regulation/normative document :					
Details of Nonconformity:	####				

Client Proposed Action to Address Minor Non-Conformances Raised at this Audit:
•—####
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

Describe where the Team proposed accepting a deviation from the wages provision of the standard and raised **TB non-conformities** :##

- 1 Corrective actions to address identified critical nonconformities shall be carried out immediately **including a cause analysis**, and SGS notified of the actions taken within 7 days. An SGS auditor will perform a **follow up visit** within 30 days to confirm the actions taken, evaluate their effectiveness, and determine whether certification can be granted or continued.
- 2 Corrective actions to address identified major nonconformities 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 90 days to confirm the actions taken, evaluate their effectiveness, and determine whether certification can be granted or continued.
- 3 Corrective actions to address identified major nonconformities shall be carried out immediately including a cause analysis, and records with supporting evidence sent to the SGS auditor for close-out within 90 days.
- 4 Corrective Actions to address identified minor non-conformities including a cause analysis, shall be documented on a 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 visit (180 days)

Job n°: IT/CS.20140127.0	Report date: 21.02.2018	Visit Type: Sorveglianza	Visit n°: 2
CONFIDENTIAL	Document: GP3704A	Issue n°: 3	Page n°: 9 of 10

- ~~5 Corrective Actions to address identified minor non-conformities including a cause analysis, have been detailed on an action plan and the intended action reviewed by the Auditor, deemed to be satisfactory and will be followed up at the next scheduled visit.~~
- ~~6 Appropriate cause analysis and immediate corrective and preventive action taken in response to each non-conformance as required.~~
- ~~7 Corrective Actions to address identified time bound non-conformities including a cause analysis, shall be documented on a action plan and sent by the client to the auditor within 18 months for review. If the actions are deemed to be satisfactory they will be followed up within 24 months.~~

Note: Initial, Re-certification and Extension audits – recommendation for certification cannot be made unless check box 5 is completed. For re-certification audits the time scales indicated may need to be reduced in order to ensure re-certification prior to expiry of current certification.

Note: At the next scheduled audit visit, the SGS audit team will follow up on *all* identified nonconformities to confirm the effectiveness of the corrective actions taken.

8. General Observations & Opportunities for Improvement

1. Si raccomanda di aggiornare la Politica della Responsabilità Sociale con i riferimenti di SGS e del SAAS.
2. Si raccomanda di aggiornare l'analisi del rischio a seguito della riunione SPT del 26.01.2018 in relazione al punto 3 della norma.

FOTO:

SEDE OPERATIVA DI OSTELLATO(FE) : nessuna variazione dalla verifica di transizione alla nuova norma effettuata ad Agosto 2017

Job n°:	IT/CS.20140127.0	Report date:	21.02.2018	Visit Type:	Sorveglianza	Visit n°:	2
CONFIDENTIAL		Document:	GP3704A	Issue n°:	3	Page n°:	10 of 10