

Management System Certification

Audit Summary Report

announced **unannounced**

Organization:	MASTER ITALIA S.p.A.				
HQ Address:	Via G. La Pira, 19 30027 San Donà di Piave (VE)				
Standard(s):	SA 8000 : 2014		Accreditation Body(s): SAAS		
Representative:	Elisa Pavan				
Site(s) audited:	sede		Date(s) of audit(s):	2 Luglio 2019	
EAC Code:	4, 29a	NACE Code:	17, 51	Macrosector:	1
Effective No. of Personnel:	Total : 29	Permanent Workers	Temporary Workers	Subcontractors	Shifts No: 1
	Women	19			
	Men	10			
	Migrant Women	0			
	Migrant Men	0			
Lead auditor:	Laura Ligi		APSCA Registration Number:	\\	
Additional team member(s):	Marco Zennaro				
Additional Attendees and Roles:	//				
<i>This report is confidential and distribution is limited to the audit team, audit attendees, client representative, the SGS office and may be subject to Accreditation Body, Certification Scheme owners or any other Regulatory Body sampling in line with our online Privacy Statement which can be accessed here</i>					

1. Audit objectives

The objectives of this audit were:

To determine conformity of the management system, or parts of it with audit criteria and its:

- *ability to ensure applicable statutory, regulatory and contractual requirements are met,*
- *effectiveness to ensure the client can reasonably expect to achieve specified objectives, and*
- *ability to identify as applicable areas for potential improvement.*

2. Scope of certification

Progettazione, realizzazione e commercializzazione di cappelli e accessori fashion per il merchandising, private label, grande distribuzione organizzata, moda e promozionale.

Has this scope been amended as a result of this audit? Yes No

This is a multi-site audit and an Appendix listing all relevant sites and/or remote locations has been established (attached) and agreed with the client Yes No

3. Current audit findings and conclusions

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

Job n°:	IT/NO.20140183	Report date:	2.07.2019	Visit Type:	SUR	Visit n°:	5
CONFIDENTIAL	Document:	GP3704A		Issue n°:	5	Page n°:	1 of 10

The structure of the audit was in accordance with the audit plan included as an annexe to this audit summary report.

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 : 0 Critical 0 Major 0 Minor 0 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:

<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

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 :

Commenti da precedente audit gestiti come di seguito indicato:

Si raccomanda di aggiornare tempestivamente il sito internet (sono visibili alcuni documenti per SA8000 superati) → l'organizzazione ha aggiornato il sito web con alcuni documenti aggiornati, ad esempio Bilancio SA8000 del 26/6/2019, politica del 4/3/2019)

Relating to this Audit; including any significant changes (eg: to key personnel, client activities, management system, level of integration, etc.):

Non risultano modifiche significative al Sistema rispetto al precedente audit.

Nell'anno la composizione del Social Performance Team (SPT) si è modificata:

Alessandro Colle Tiz (amministratore)

Elisa Pavan (Resp. SA8000)

Carla Antinucci (RLSA8000)

Riccardo Prosdocimo (RLS)

L'organizzazione ha effettuato un *risk assessment* coerente con l'analisi del contesto aziendale (22/09/2017), per i diversi elementi dello standard SA8000 sono stati identificati e valutati i rischi associati (secondo il modello PxG), rivalutata nel corso dei meeting del SPT in data 26/6/2019. Confermato rischio medio per orario di lavoro (straordinari) e monitoraggio fornitori.

Nel corso del 2018 l'organizzazione ha iniziato un percorso finalizzato a ridefinire un sistema di rendicontazione sui temi della sostenibilità/responsabilità sociale coerente con linee guida internazionali. Ad oggi è stato definito un piano strategico che tiene in considerazione le diverse dimensioni della sostenibilità, con un focus sugli aspetti connessi alla catena di fornitura.

Master Italia S.p.A. è un'azienda a conduzione familiare, nonostante la forma giuridica, nata circa 20 anni fa e attiva nel settore della commercializzazione di cappelli, principalmente nel settore casual e sportivo. Nel tempo è diventata punto di riferimento nel settore, e alla attività di pura commercializzazione di cappelli standard (ad es. monocolori), ha via via affiancato attività di progettazione grafica e di realizzazione del cappello (presso fornitori storici e consolidati, principalmente in Cina) diventando un partner affidabile per i clienti che hanno necessità di personalizzare il prodotto. I clienti sono in Italia (uno dei principali è la VR46 di Valentino Rossi) e all'estero, in più di 54 differenti paesi.

Overview Tour

Have any changes from stage 1 audit/previous audit been identified? If positive leave a description

Yes No

Have potentially hazardous areas of work been identified

Yes No

Have any major structural problems, that are clearly evident, been identified?

Yes No

Job n°:	IT/NO.20140183	Report date:	2.07.2019	Visit Type:	SUR	Visit n°:	5
CONFIDENTIAL		Document:	GP3704A	Issue n°:	5	Page n°:	3 of 10

Is CB and SAAS contact information available and listed in a prominent place at the certified organization ? Pls indicate location	Riferimenti visibili nella politica per la responsabilità sociale esposta in bacheca aziendale e sulla pagina web
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	Nella bacheca aziendale
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	4
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 files been reviewed ? If not a justification shall be provided	<input checked="" type="checkbox"/> Yes How many ? 2
How many workers have been interviewed individually ?	4
How many workers have been interviewed in groups ?	0
How many hours have effectively been spent in interviews	1 circa
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 ? _____
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	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

thoughts and awareness with respect to the implementation of the SA8000 management system been established ?	
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
Have interviews with the members of the SPT been conducted ?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Tutti i componenti SPT (sia management che rappresentanti dei lavoratori) sono stati interpellati e coinvolti in vari momenti dell'audit - <i>Non sono state segnalate criticità</i>
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 management 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 checked="" 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 checked="" 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 checked="" type="checkbox"/> Yes <input type="checkbox"/> No <i>alcuni</i>
---	---

Has Client refused permission to take photographs :	<input type="checkbox"/> Yes <input checked="" 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
Twi-light – 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 and Date	NA
Independent Evaluation (IE) score and Date	3,8 del 2/7/2019

Section A

Verification of the number of personnel covered by the scope. Changes occurred since last audit <i>Numero aumentato a 29 per effetto di alcune assunzioni</i>	<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) Il rappresentante dei lavoratori ha partecipato alla riunione del SPT tenuta in settembre.	<input checked="" type="checkbox"/> Yes <input 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 checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
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 No NC da precedente audit
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 fatalities, any serious accidents, and any potentially hazardous events including fires, spills of toxic chemicals, explosions	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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	<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
Child Labour <i>Requisito non verificato nel presente audit</i>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Forced or compulsory labour <i>Requisito non verificato nel presente audit</i>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Health and safety DVR agg.14/02/2017 Riunione periodica del 11/01/2019 (istituita palestra aziendale) Analisi incidenti : negli ultimi 3 anni pari a 2 eventi (infortunio in itinere causa sinistro stradale nel 2018) ultimo del 04/03/2019 Datore di lavoro Colle Tiz A., RSPP Pavanetto M., Medico competente Dott. Tonel M., RLS Prosdocimo R.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

Job n°:	IT/NO.20140183	Report date:	2.07.2019	Visit Type:	SUR	Visit n°:	5
CONFIDENTIAL		Document:	GP3704A	Issue n°:	5	Page n°:	7 of 10

Visite mediche ultime del 25/06/2019

Vedere osservazioni al §8

Freedom of association & right to collective bargaining

Yes No

Non risultano iscritti al sindacato. Tuttavia dalle interviste ai lavoratori emerge piena libertà di associazione ai sindacati.

Discrimination

Yes No

Non si sono riscontrati palesi casi di discriminazione in nessuna delle situazioni previste dalla SA 8000. L'azienda è in regola con gli adempimenti previsti dalla L. 68/99

Disciplinary practices

Yes No

Il requisito risulta soddisfatto, SRS06 richiama CCNL e statuto lavoratori, estratto art 226 CCNL disponibile in bacheca per lavoratori.
L'azienda sino ad oggi non ha fatto uso di provvedimenti disciplinari.

Working hours

Yes No

Come da CCNL, 40 ore/settimana. SRS06 orario di lavoro – aggiornato il regolamento orario di lavoro a Giugno 2019 in vigore dal 1/7/2019

Gli straordinari sono effettuati soprattutto dal personale del magazzino, e vengono monitorati nell'ambito del sistema SA8000 (monitoraggio trimestrale a cura responsabile HR) per non oltrepassare il limite delle 250 ore/anno previsto dal CCNL. Viene retribuito in accordo a quanto previsto dal CCNL.

Per quanto riguarda ferie, ROL e permessi residui, i valori sono generalmente nella norma, considerando che le ferie annuali sono ancora in fase di pianificazione da parte del personale.

Time and attendance recording:

La rilevazione degli orari viene fatta tramite badge, i dati vengono poi comunicati allo studio esterno per l'elaborazione dei cedolini paga.

Remuneration

Yes No

Le retribuzioni risultano in generale più elevate rispetto a quanto previsto dal contratto nazionale applicato, (la retribuzione minima erogata in azienda è relativa ad un 5° livello). È presente un accordo aziendale per il Premio di Risultato (PdR) basato su obiettivi sia individuali che di gruppo definiti entro il 1° semestre dell'anno – bilancio dei risultati entro il Maggio dell'anno successivo - il lavoratore può scegliere se optare totalmente o parzialmente per la conversione del PdR in servizi di welfare (assistenza socio-sanitaria, servizi a favore dei figli quali libri di testo, rimborso tasse scolastiche, ecc, centri estivi, buoni acquisto, abbonamenti a giornali e riviste, abbonamenti per il TPL, abbonamenti a palestre o centrisportivi-culturali)

Management system :

Yes No

Policies, procedures and records

Bilancio SA8000 del 26/6/2019, pubblicato su sito web aziendale.

Social Performance Team SPT

Yes No

Identification and assessment of risks

Yes No

Secondo procedura SRS 09 rev0 del 15.03.17 "valutazione rischi sociali"

Monitoring

Yes No

Internal involvement and communication

Yes No

Job n°:	IT/NO.20140183	Report date:	2.07.2019	Visit Type:	SUR	Visit n°:	5
CONFIDENTIAL		Document:	GP3704A	Issue n°:	5	Page n°:	8 of 10

Complaint management and resolution		<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Nessuna segnalazione è pervenuta da parte degli SH interni ed esterni. L'organizzazione effettua ogni anno, tra febbraio e giugno, un'analisi di <i>people satisfaction</i> dei collaboratori. I risultati sono analizzati nell'ambito del Bilancio SA8000 del 26/6/2019.		
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

7. Nonconformities

NonConformity	N° ___ of ___	<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** :

- 4 ~~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)~~
- 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 valutazione del rischio Stress Lavoro Correlato (ferma al 2011)
2. Si raccomanda di formalizzare i controlli periodici eseguiti internamente sulle luci di emergenza e sull'allarme anticendio
3. Si raccomanda di eseguire la verifica sull'impianto di messa a terra periodica
4. Risulta necessario aggiornare il nel gestionale per la registrazione della formazione, la formazione effettuata sui nuovi assunti su salute e sicurezza
5. Ad oggi risulta un solo addetto formato per antincendio, sarebbe opportuno provvedere ad individuare un ulteriore addetto, per garantire la copertura anche in assenza dell'incaricato attuale.

Job n°:	IT/NO.20140183	Report date:	2.07.2019	Visit Type:	SUR	Visit n°:	5
CONFIDENTIAL		Document:	GP3704A	Issue n°:	5	Page n°:	10 of 10