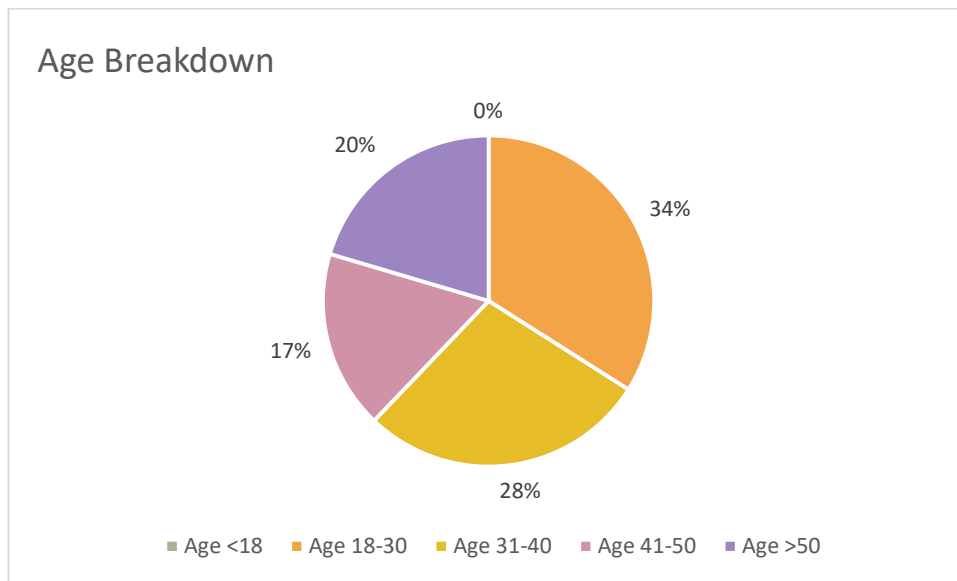


SA8000 Indicators

SCATOLIFICIO E.M.A.R. Srl pursues internally, both in its daily operations and in a strategic perspective, the full realization of the following requirements requested by SA8000 Standard (Social Accountability):

1) Absence of Child Labour:



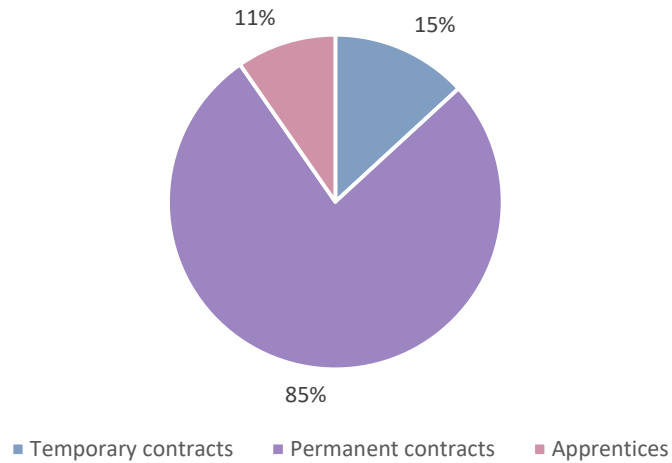
2) Health and Safety:

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Lost time injuries > 30 days	0	0	0	0	1	0	0	0	1 (In itinere)

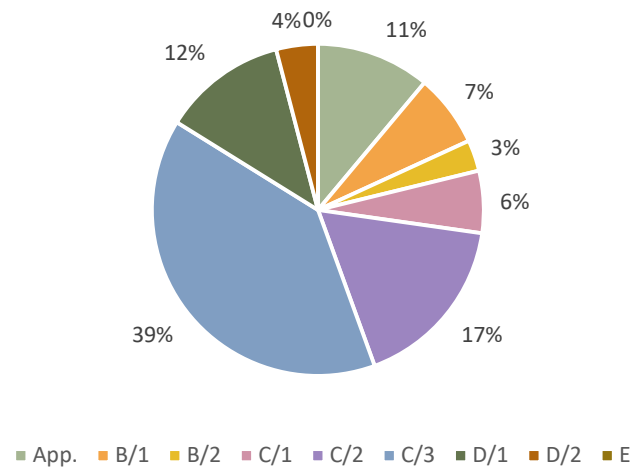
3) Freedom of association and right to collective bargaining:

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Trade union members	0	0	0	0	0	0	0	0	0

Types of Contract



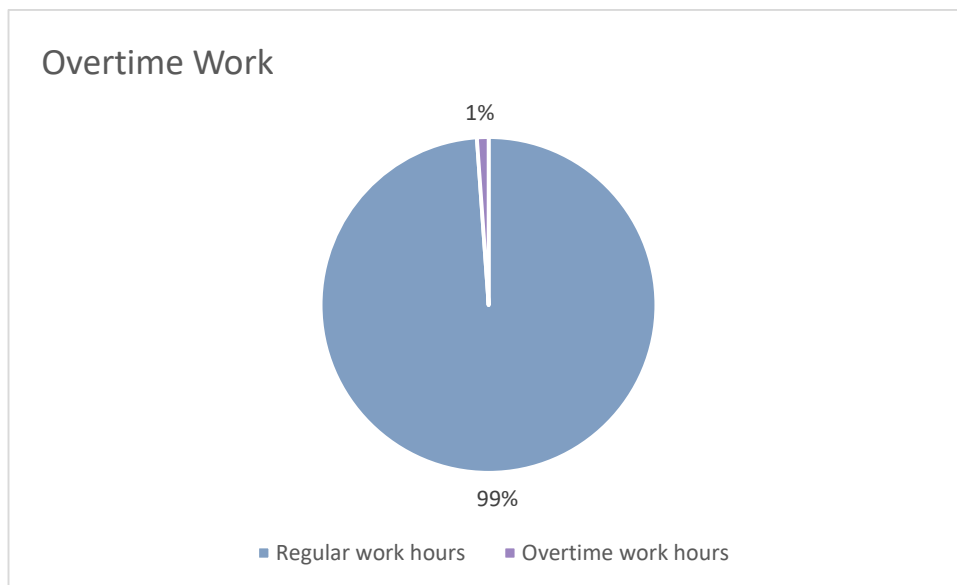
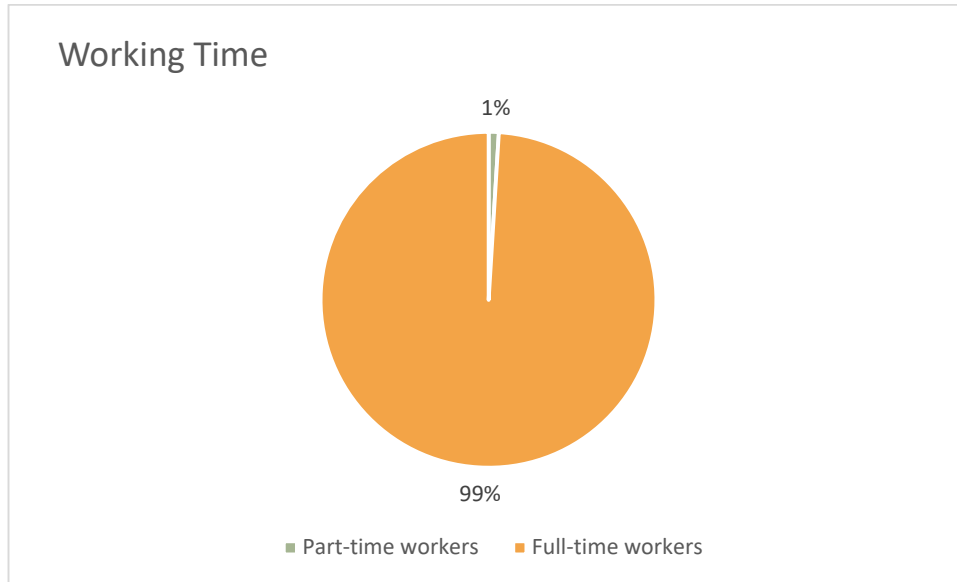
Salary Levels



4) Disciplinary Practices:

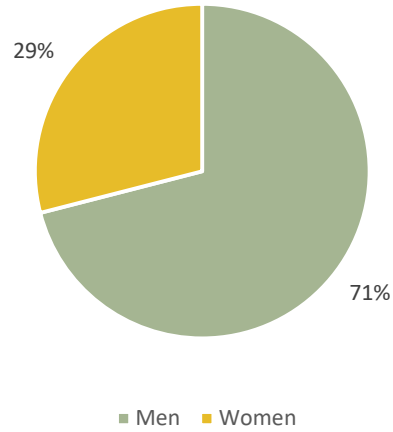
	2015	2016	2017	2018	2019	2020	2021	2022	2023
Written warnings	0	0	0	0	0	3	1	3	7
Disciplinary actions	0	0	0	0	0	0	0	0	1

5) Respect of Working Time:

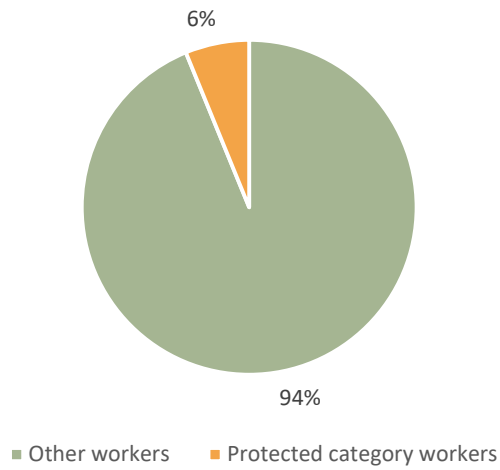


6) Absence of Discrimination:

Gender Breakdown



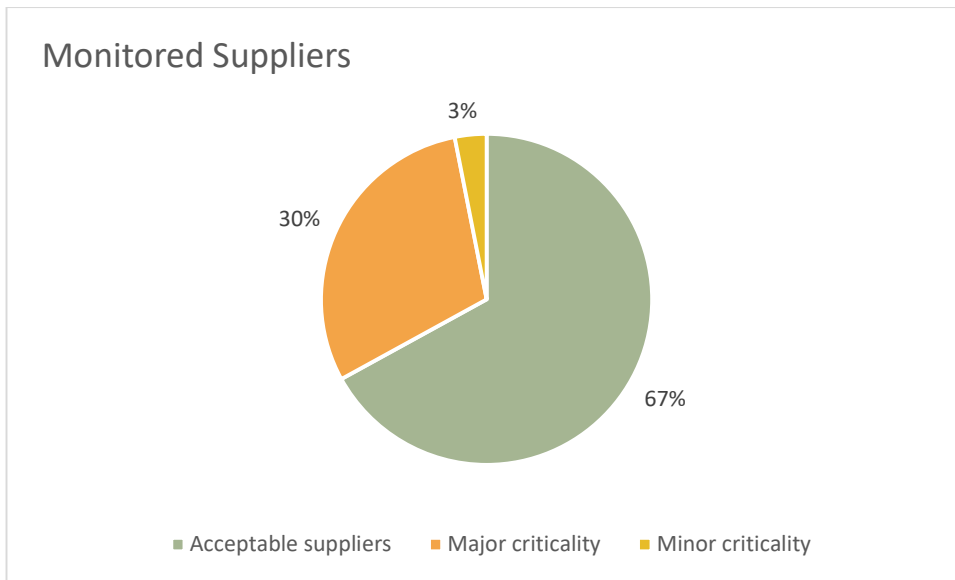
Protected Categories



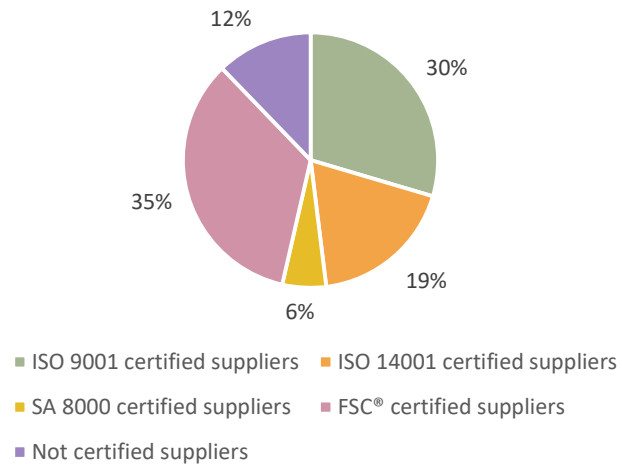


7) Engagement of Stakeholders:

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Internal complaints	0	0	0	0	0	0	0	0	0
External complaints	0	0	0	0	0	0	0	0	0



Certified Suppliers on the total number of monitored suppliers



Serra de' Conti, 27/03/2024

The Management