

AR Carton Social Audit execution

Scope of Audit

FUNDAMENTAL SOCIAL PRINCIPLES

Child Labour

Forced Labour

Discrimination

Freedom of association and right to collective bargaining

Health care & safety at work

Working hours

Pay

Environmental protection

Labour Code compliance (placing in a job, contracts)

Audit Preparation Difficulties

SUPPLIERS and SUB-CONTRACTORS ability to meet the social requirements

- No internal or external control of suppliers
- Non qualified job used from Sub-contractors

OVERTIME because of seasonality effect

- voluntary basis
- wage rates for overtime are in all cases higher than for normal hours

Health care and safety at work

- alarm for instruction (to be done)

Audit Process Difficulties

Environmental

- Update legal documentation

Interview with workers

- Big quantity of people are involved

Audit Results

Section\rating	Acceptable	Medium	Unaccept able	Alert notification
Child Labour	<i>x</i>			
Forced Labour	<i>x</i>			
Discrimination	<i>x</i>			
Freedom of association and right to collective bargaining	<i>x</i>			
Health care & safety at work		<i>x</i>		
Working hours	<i>x</i>			
Pay	<i>x</i>			

Audit Benefits

For personnel

- Respect and taking care of employees
- Control and Improvement of working space

For customers

- Stability of supplier

For company

- Attractive Social level for employees
- Competitiveness & Image on the international market

Thank you!