

	<b>MP 08 01 E</b> <b>Ethical Non conformity/claim report</b>	<b>Edizione 00</b>	<b>Pag. 1 di 1</b>
<b>Revisione 00</b>	<b>Prima emissione</b>	<b>18-01-24</b>	

Dear colleague, you know what the SA 8000 standard is and you know the commitments that CFP has decided to take on through the definition of its POLICY principles and the CODE OF ETHICS.

This form, available to all workers, can be used to report any NON-CONFORMITIES detected with respect to the standards, which CFP has given itself and has given to its suppliers, and, in the case of non-anonymous reporting, it can be delivered to Social Performance Team (SPT) by mail [spt@cfpmo.it](mailto:spt@cfpmo.it), to the President or to the Representative of the Ethics System or to the Workers' Representative for ethics. In the case of anonymous reporting, it is necessary to use the online platform on the website <https://cfpmo.whistletech.online/#/>

The reports that he will report, anonymously or not, will still be appreciated and the President of CFP thanks all those who will commit themselves to sending them to him promptly.

In addition to protecting the confidentiality of the identity of the reporting person and of the subjects mentioned in the report, as well as of its content, there are other forms of protection guaranteed by CFP Soc. Coop.

In fact, protection is guaranteed to the reporting person against any form of retaliation or discrimination that he or she may suffer following and as a result of a report. Retaliation means any act or omission threatened or real, direct or indirect, connected to or resulting from reports of actual or suspected wrongdoing, which causes or may cause physical or psychological harm, damage to a person's reputation, or economic loss.

Within 7 days, the person receiving the report confirms to the reporting person that he/she has taken charge of the report.

Within 3 months from the day of the report, the receiving party communicates to the reporting person feedback regarding the assessment activities carried out to verify the information communicated in the report.

CFP workers, if they deem it appropriate, can send their complaints outside the CFP organization. In particular, the complaint can be sent to the third-party certification body:

• **Bureau Veritas Italia Spa – Divisione Certificazione Att.ne Responsabile CSR Viale Monza, 347, 20126 Milano E-mail: [csr@it.bureauveritas.com](mailto:csr@it.bureauveritas.com)**

or directly to the accreditation and control body

• **Social Accountability Accreditation Services (SAAS) 9 East 37th Street, 10th Floor, New York, NY 10016 Tel: (212) 391-2106 Fax: (212) 684-1515 E-mail: [saas@saasaccreditation.org](mailto:saas@saasaccreditation.org)**

<b>Compiler:</b>	<b>Date</b>
------------------	-------------

<b>NON CONFORMITY/CLAIM DETECTED WITH RESPECT TO:</b>
---

	<b>DESCRIPTION OF NON CONFORMITY/CLAIM</b>
<b>Child labor</b>	
<b>Forced and compulsory labor</b>	
<b>Health &amp; Safety</b>	
<b>Freedom of association &amp; right to collective bargaining</b>	
<b>Discrimination</b>	
<b>Disciplinary procedures</b>	
<b>Working hours</b>	
<b>Remuneration</b>	
<b>System management</b>	