

# SMETA Corrective Action Plan Report (CAPR)

Version 7



# Audit content

**(1)** A SMETA audit was conducted which included some or all of labour standards, health and safety, environment and business ethics. The SMETA minimum requirements were applied and the SMETA auditor manual was followed. The scope of workers included all types at the site e.g. direct employees, agency workers, workers employed by service providers and workers provided by other contractors. Any deviations from the SMETA methodology are stated (with reasons for deviation) in the SMETA declaration.

The audit scope includes an assessment of the Workplace Requirements and the Management Systems Assessment against the code areas below.

## 2-pillar audits include:

- Labour standards:
  - 0. Enabling accurate assessment
  - 1. Employment is freely chosen
    - 1.A. Responsible recruitment and entitlement to work
  - 2. Freedom of association and right to collective bargaining are respected
  - 4. Child labour shall not be used
  - 5. Legal wages are paid
    - 5.A. Living wages are paid
  - 6. Working hours are not excessive
  - 7. No discrimination is practiced
  - 8. Regular employment is provided
    - 8.A. Sub-contracting and homeworkers are used responsibly
  - 9. No harsh or inhumane treatment is allowed
- Health and safety:
  - 3. Working conditions are safe and hygienic
- Environment:
  - 10.A. Environment 2-pillar

## 4-pillar audits include, in addition to the above:

- Environment:
  - 10.B. Environment 4-pillar
- Business ethics:
  - 10.C. Business ethics

**(2)** Where appropriate, non-compliances or non-conformances were raised where either local law or the base code were not met, and recorded as non-compliances on both the audit report, CAPR and on the Sedex Platform.

**(3)** Any non-conformance against customer code shall not be uploaded to Sedex, but sent directly to the customer in question.

# Audit details

## Site details

<b>Sedex site reference</b>	ZS406635582	<b>Site name</b>	Sacma
<b>Business name</b>	Sacma	<b>Site address</b>	25030 Via San Pancrazio, 1, Adro, IT

## Audit details

<b>Sedex company reference</b>	ZC406633985	<b>Auditor company name</b>	Intertek Italy	
<b>Audit company address</b>	line 1, Cernusco s/n, IT, 20063			
<b>Date of audit</b>	2025-08-26	<b>Audit conducted by</b>	Eugenio Peluso	
<b>Audit pillars</b>	Labour Standards   Health and safety   Environment 4-Pillar   Business ethics			
<b>Time in and out</b>	Day 1		Day 2	
	In	09:00	In	09:00
	Out	17:00	Out	13:00
<b>Audit type</b>	Periodic			
<b>Was the audit announced?</b>	Announced			
<b>Was the Sedex SAQ available for review?</b>	Yes			
<b>Who signed and agreed CAPR?</b>				

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## Summary of findings

Code area	Workplace requirement	Area of NC	Finding
3. Working conditions are safe and hygienic	3.G Provide sufficient first-aid supplies ons...		GE <a href="#">ZAF-</a>
5. Legal wages are paid	5.A Ensure that all workers (including non-em...		GE <a href="#">ZAF-</a>
10.B. Environment 4-Pillar	10.B.H Record energy use, water use, solid wa...		GE <a href="#">ZAF-</a>

## Findings: non-compliances

No non-compliances

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[Management systems →](#)

# Management systems

	Policies and procedures	Resources	Communication and training	Monitoring
1. Employment is freely chosen				
1.A. Responsible recruitment and entitlement to work				
2. Freedom of association and right to collective bargaining are respected				
3. Working conditions are safe and hygienic				
4. Child labour shall not be used				
5. Legal wages are paid				
6. Working hours are not excessive				
7. No discrimination is practiced				
8. Regular employment is provided				

Not addressed

















Fundamental improvements required


Some improvements recommended


Robust management systems

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	Policies and procedures	Resources	Communication and training	Monitoring
8.A. Sub-contracting and homeworkers are used responsibly				
9. No harsh or inhumane treatment is allowed				
10.A. Environment 2-Pillar				
10.C. Business ethics				

 Not addressed

 Fundamental improvements required

 Some improvements recommended

 Robust management systems