

CADICA	SA 8000 (Social Accountability) GRIEVANCE MECHANISM	IO SA9.6	
		ED1 REV 2	01/08/24

Workers, whether employees or collaborators, may make reports and/or complaints regarding facts contrary to the provisions of the SA 8000 standard and/or the principles expressed in Cadicagroup's Social Responsibility Policy, through one of the following methods:

- Verbal communication to the SA 8000 Workers' Representative;
- through the special “report box” located in the 3 main areas of the company, through signed paper communication or anonymously;
- using the mailbox for the exclusive use of the Social Performance Team: spt@cadica.com;
- using the online form soon available at [Certifications - CADICA](#) with the option to leave your contact information or fill in anonymously;
- By sending letter to the regular mail address to:

Social Performance Team

c/o Cadicagroup S.r.l. – Viale Agricoltura, 51/C,41012
Carpi (MO)

Through the certification body SGS Italia S.p.A.

Email address: **SA8000@sgs.com**

Postal mail address: via Caldera, 21 -20153 Milano

telephone: + 39 02 73931

- Through the SA 8000 Accreditation Body (SAAS Social Accountability Accreditation Services)

15 West 44th Street, 6th Floor - New York - NY 10036 tel:

+212-684-1414

fax: +212-684-1515

indirizzo mail saas@saasaccreditation.org.

Anyone who makes a report/complaint has the right to anonymity. Cadicagroup Ltd. guarantees the worker protection from any form of retaliation.

The SPT body undertakes to forward reports, within 3 days of receipt, to the departments in charge, which will have one week to take up the report and identify the most appropriate solution. The boxes are scheduled to be opened weekly.