



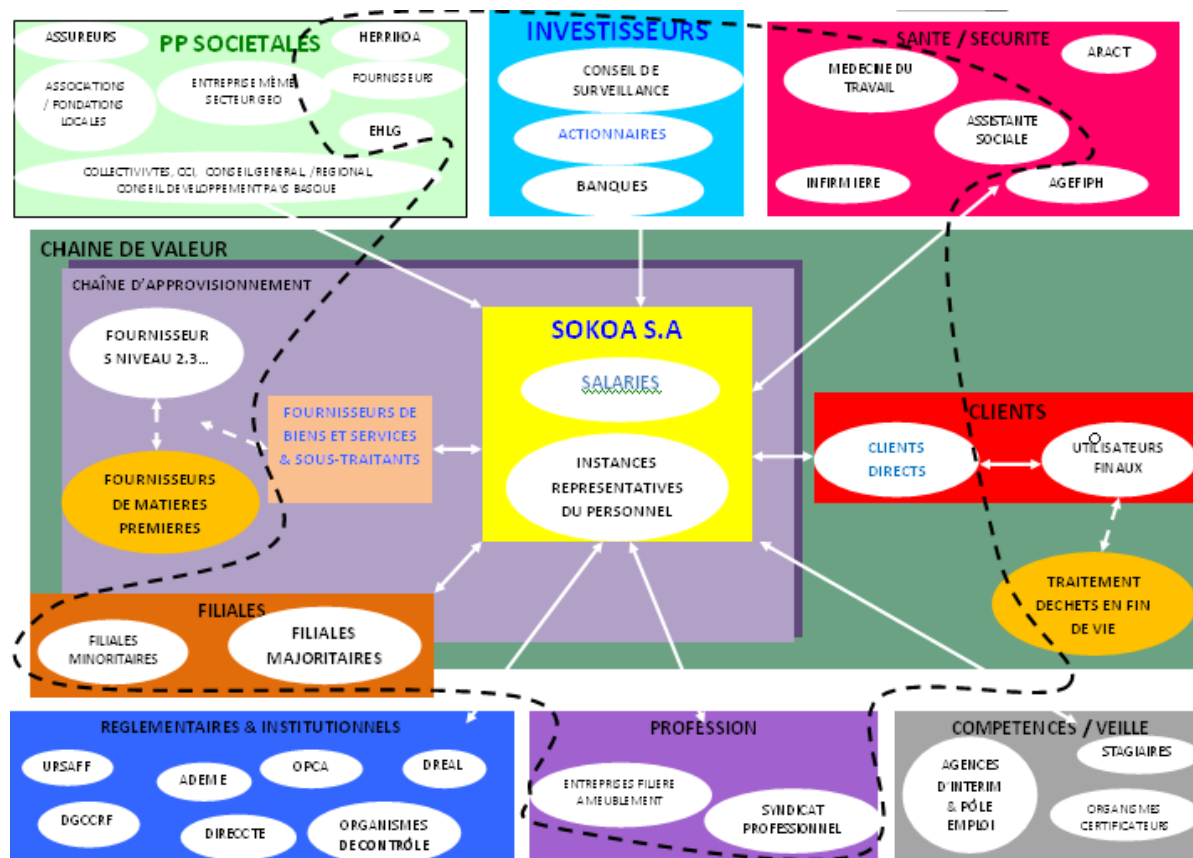
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SA à directoire et conseil de surveillance
au capital de 14 074 470 €
RC 712 720 374 B Bayonne
APE 3101 Z

Annexe n°1 : Sphère d'influence SOKOA





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Annexe 2 : Initiative Clause Sociale

08 ICS AUDIT QUESTIONNAIRE • QUESTIONNAIRE D'AUDIT ICS

INITIATIVE CLAUSE SOCIALE 1998/2008

■ Child labour

Travail des enfants

N° Critical questions

Evidence / explanations • Yes = D = critical violation / No = B

1.1 Does the audit highlight current use of children below the legal minimum age?

Explain circumstances + provide evidences (confidential sources must be respected):

☐ Yes ☐ No Rating

■ Forced labour

Travail forcé

N° Critical questions

Evidence / explanations • Yes = D = critical violation / No = B

2.1 Does the audit highlight forced labour?

Specify violation i.e. financial bondage, retention of original documents of employees etc.

☐ Yes ☐ No Rating

■ Discrimination

Discrimination

N° Critical questions

Evidence / explanations • Yes = D = critical violation / No = B

3.1 Does the audit highlight systematic discrimination beyond local culture described above?

Specify circumstances of such violation:

☐ Yes ☐ No Rating



■ Working hours and overtime

Heures de travail et heures supplémentaires

N° Critical questions

Evidence / explanations • Yes = D = critical violation / No = B

6.1 Is there evidence that max. **regular working** hours are systematically exceeded?

Specify details of hours, frequency + reasons of excessive working hours:

☐ Yes ☐ No Rating

6.2 Is there evidence that **max.overtime** is systematically exceeded?

Specify details of hours, frequency + circumstances of excessive overtime:

☐ Yes ☐ No Rating

■ Remuneration and benefits

Rémunération et avantages

N° Critical questions

Evidence / explanations • Yes = D = critical violation / No = B

7.1 Is there any evidence that the **legal minimum** wage is not paid for regular working hours?

Specify details of critical violations:

☐ Yes ☐ No Rating

7.2 Is there any evidence that overtime hours are not paid at all?

Provide documented evidence:

☐ Yes ☐ No Rating

■ Health and safety

Santé et sécurité

N° Critical questions

Evidence / explanations • Yes = D = critical violation / No = B

8.1 Is there evidence of critical safety hazards on the manufacturing site?

Specify details of critical violations with supporting documents + photos:

☐ Yes ☐ No Rating

RAPPORT ANNUEL 2008



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Annexe 3 : Principes de la RS selon l'ISO 26000

