



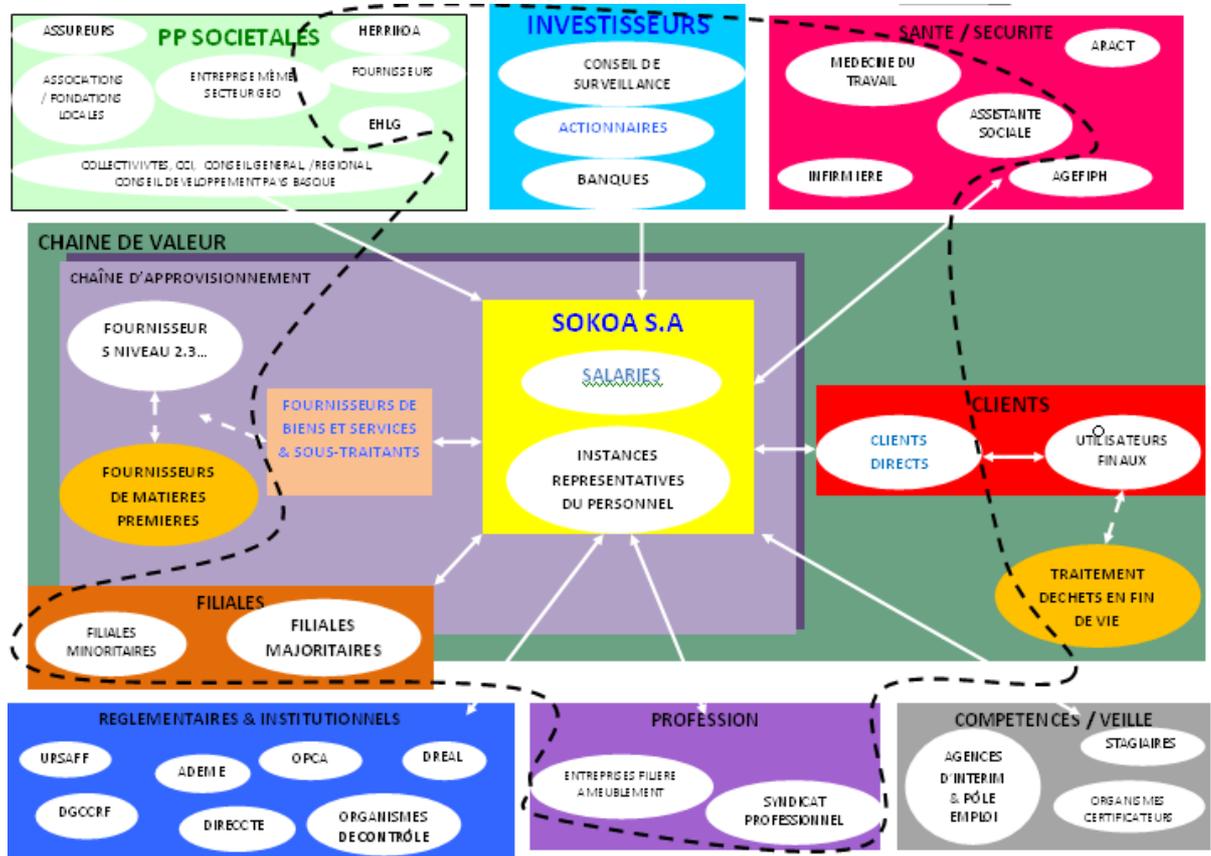
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Annexe n°1 : Sphère d'influence SOKOA





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



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

