



Dental Art S.p.A., being certified according to the law DIN ISO 9001 since 1993, which was updated as UNI EN ISO 9001:2000 in 2004, started the course in order to get the SA8000:2001 certification during the year 2006 .

The law SA8000 (abbreviation of Social Accountability 8000) represents internationally the first standard by which a company is ensured to be socially responsible, as it commits itself to respecting the laws on work ethics, and refusing openly any working conditions characterized by inhumanity, by exploitation, by unjust pay and by unhealthiness in the workplace as well. That law, referring to what is stated by the International Labour Organization (ILO), to the Universal Declaration on human rights, to the UN Convention on children's rights and to the UN Convention aiming at abolishing any forms of discrimination against women, states a series of rules that any company socially responsible has to follow.

In particular, the rule SA8000 the accomplishment of eight social requirements referring to:

**1 Child Labour:** any work made by children being younger than 15 years is forbidden and in case the company has availed itself of child labour in the past, it has to commit itself to making a remedy for that by granting those children to take part in recovery programs.

**2 Forced labour** it too is forbidden and workers cannot be required to give their documents or to pay for an amount of money as a condition to work.

**3 Health and safety** at work the company must respect the minimum standards for a safe and healthy work environments (law 626/94), it must try to prevent accidents or diseases during work or which may be provoked by it, reducing where it is possible, the causes of dangers in the work environment.

**4 Freedom of association** and right to collective agreement: the right to make or to join a trade union by choice and to ask for a collective agreement must be granted, without causing any retorts or intimidations towards the workers.

**5 Discrimination:** no discriminations due to race, caste, nationality, religion, disability, age, sex, sexual preferences , political or trade union membership have to occur.

**6 Disciplinary measures:** any corporal punishments, physical or mental coercions and any injury towards workers are forbidden.



**7 Working hours:** the working hours must be according to the law in force. Extra working hours, if they are provided for, cannot be more than 12 per week, and they must be paid by a special fee.

**8 Pay:** pays must respect the minimum amounts provided for by the law.

Therefore a System of Social Responsibility is a managing instrument based on rules and proceedings that a company chooses to adopt in order to ensure that its products and services have been accomplished in the respect of workers, according to the criteria referring to no-employment of child labour nor forced labour, maintaining the health and safety conditions, of the freedom of association, of the absence of discrimination measures, coercions or violence and of scheduled working hours and of a right pay.

Moreover, that system is generally aimed at improving the work conditions by the means of: development, the valuation, education and professional increase of persons, the respect for workers' health and safety, the respect of the law requirements duly controlled and tested along the whole supplying chain, the managing of the company profile.

Dental Art S.p.A. has faced the whole above-mentioned path being aware that a company is not an entity on its own but it lives in a social environment including different subjects; therefore, not only does it answer for its behaviour towards its subjects but for the increasing demand of responsibility, transparency and correctness by the civic society too.

The above-mentioned requirements have always been part of Dental Art company policy and they might be taken for granted, but it is by the SA8000 certification that we wanted to show out the force of those principles governing our company life.

In order to grant the company management and any parts involved too the chance to improve the managing System for Social Responsibility and to start a negotiation in order to define plans and goals mutually agreed, Dental Art S.p.A. has worked out a communication system to manage the notices referring to the enforcement of the law SA8000.

mail ([etica@dental-art.it](mailto:etica@dental-art.it)) or by a written message to be sent by fax (0445-802080) for the attention of the Directors.

Any notices, provided that they are signed and contain objective references, will be registered and analysed in order to accomplish, if possible, a repairing action (of each case) or a corrective one, (to avoid that it occurs again), and then testing its result.



Hereinafter we suggest some links for anyone who wants further information on the law SA8000:

- [www.sa-intl.org](http://www.sa-intl.org) SAI (Social Accountability International) – since the year 2000 it is the new name of CEPAA (Council on Economic Priorities Accreditation Agency) – it is a no-profit organisation located in the USA aiming at analyzing and developing a standard for social responsibility to companies. The web-site contains the text of the law , the list of the SA8000 certified organisations and the list of the accredited certifying organisations as well.
- [Www.ilo.org](http://www.ilo.org) ILO (International Labour Organization) it is the world labour organization established in 1919 and become the first UN agency in 1946. In the web site there are the texts of the Conventions and Recommendations, statistics and other information.
- [Www.un.org](http://Www.un.org) the UN official web site, where you can know the structure of that organization, the various specialized agencies, the scheduled events and conferences; tests and news on human rights, economics, peace, international law.