

The ten principles of Global Compact

Human Rights

Principle 1

Businesses should support and respect the universally recognized human rights within their sphere of influence.

Commitment

The existing national law fully guarantees all rights universally recognized and strict enforcement thereof by the IME is a guarantee of absolute adherence to this fundamental statement.

Systems and Actions

The constant attention to compliance with any rule of behavior has allowed so far, and we are sure will allow in the future to monitor and possibly to prevent any form of discrimination or violation of human rights that if detected, would immediately and appropriately be sanctioned and eliminated. It has never been found no violation in this regard and both the Executive Board and the Human Resources Department shall pay special attention to ensure that rights are always guaranteed to anyone. This attention has been paid during the period covered by this communication and no kind of violation was detected.

Principle 2

Companies must be careful not to directly or indirectly complicit in human rights abuses.

Commitment

In addition to the above statement with reference to the principle number 1, IME identifies the guarantee of human rights not only in direct relations with its employees but also with any third party being they customers, suppliers or general public. This guarantee is evident in the ongoing monitoring of business offices in different departments.

Systems and Actions

With reference to employees IME constantly monitors the level of economic and professional supervision of each resource through the internal function responsible for Human Resources, which



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relates immediately and directly to the company management. The specific aim of this internal division is to monitor compliance with the contractual conditions of treatment, the lack of economic inequality and / or professional verification of the personal needs of each employee by periodic meetings and through personal interviews which collect needs, the needs not only economic and expectations of staff. IME's adjustment of national legislation on safety in the workplace can ensure to everyone operating in the company a suitable working environment, above all, safe, by putting the integrity of the individual at the center of every action taken. The DVR (Risk Assessment Document) whose latest version has been updated and approved during May 2012, regular meetings between the various people responsible for the courses of training for employees can ensure an adequate level of emergency safety for anyone working at the company. The attention paid in aiding those who are difficulties, the elimination and / or killing of the possible causes of injury, procedures to secure the individual as well as the entire staff of the company are daily activities of IME's responsible business. One of the key metrics is the number, the type and severity of accidents on which it states as follows:

- Accidents year 2007 nr. 2 under nr. 2 due to causes independent of job performance took place. Total annual average 133 employees.
- Accidents year 2008 nr. 1 in number. 1 due to inexperience in the use of tools during work performance. Total annual average 135 employees.
- Accidents year 2009 nr. 1 in number. 1 due to reasons beyond the performance of work performed. Total annual average 135 employees.
- Accidents year 2010 no injury occurred. Total average period 131 employees.
- Accidents year 2011 nr. 2 accidents occurred: the one due to distraction of the operator and the other occurred in a non-working time to reach the place of work. Total annual average 132 employees.
- Accidents year 2012 - first half - no injury occurred. Total average period of 131 employees.

During the year 2011 the evaluation of work-related stress was included in the Risk Assessment Document. This control procedure was designed to evaluate the degree of stress related to the various work tasks for each individual employee. What emerged was a more than satisfactory result. About the transparency of operational practices, IME makes explicit reference to the Quality Manual and related written procedures, subject to certification of the Quality Management System according to ISO 9000 since 1997 and their subsequent maintenance and continuous adaptation to ISO 9000-2008 to testify and provide how the suppliers are selected according to objective assurance of their work, ensuring compliance with current regulations on certification of supplies. IME's commitment to that effect in the near future will extend to the request sent to the main suppliers to confirm and agree that their work is done in accordance with the principles set out in the handbook of the Global Compact, committing the company to spread itself to that effect where necessary the appreciation and observance of the principles themselves. From the point of view of the relationship with customers, to ensure maximum clarity, IME describes into the sales documents each item needed to make as transparent as possible the commercial transaction. As for its specific production, the same is strictly complies with the applicable technical standards and product with the CE mark in order to protect the physical safety of users. It also lavished large commitment to communicate simply and clearly a correct use of the instruments of production in order to ensure responsible use and safe work.



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Principle 3

Businesses should uphold the freedom of association and recognize the right to collective bargaining.

Commitment

In IME the freedom of association is guaranteed in full compliance with current regulations. The trade unions (Unions) are not only regularly constituted fully recognized, but are also active counterpart in the dynamics of the business.

Systems and operations

The internal function dedicated to Human Resources, in close and direct contact with the company management has a constant interchange of news and information of all kinds with the Trade Unions inside. With the same care it follows the strict application and interpretation of existing provisions of the National Collective Labour; explains and follows all stages of any negotiations; discuss and agree on integrative bargaining agreements through which for years are paid to all employees in addition to the CCNL Metalworkers:- Award weekday, so defined, but in fact corresponds to an additional monthly salary equalized to equal levels for all employees.- Production Premium, parameterised index commonly recognized and agreed to the objectives as an integral and essential part of a supplementary agreement discussed, approved and signed with the Unions and renewable every three years. Representatives from Trade Unions are always guaranteed the opportunity and freedom to spend part of their work to carry on trade union functions both in and outside the same company at their respective membership organizations, is also guaranteed the right of workers to meet periodically in internal meetings as required by the applicable National Collective Bargaining Agreement under which the Executive Board shall refrain from participating in order to be the guarantor of total and complete freedom of expression of individuals. Moreover with the elected representatives of trade unions the Board of the company and the Human Resources monitor the quality of internal service canteen provided daily to all employees; service for which the company directly supports more than 80% of the total cost. Trade Unions representatives are regularly and freely nominated and elected from the audience of workers according to existing rules dictated by the National Collective Work and are therefore fully recognized by officers as representatives of the entire workforce.

Principle 4

Businesses should uphold the elimination of all forms of forced and compulsory labour.

Commitment

IME operates, always in full compliance with existing standards regarding the protection and guarantee of work applying the dictates of national labour agreements and other relevant regulations on safety, accidents, supplementary pensions. Evidently it does not tolerate nor exploit any form of forced or compulsory labour. It tends to properly organize the workload of working hours in "normal" as possible, thus avoiding the use of overtime and grants large spaces and moments of rest and relaxation to all its employees during the workday. With the desire to help and solve the most



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diverse and simple personal needs has been provided to employees free access to Internet network during a scheduled time for business purposes and personal use, while always respecting the internal rules regarding data security and access .

Systems and operations

The Human Resources in accordance with the Board oversee any issues regarding classification of tasks actually performed, timetables and workload for individual employees of the company. It responds promptly to any request is formulated in order to leave of absence, vacation or other suspensions or interruptions of work especially when they are due to particular personal problems of the applicant. Are routinely granted permits for special needs related to family members of employees. Each employee has the option of being paid 1.5 hours every day to be decided, if necessary, for clinical examinations in health facilities.



Principle 5

Businesses should support the effective abolition of child labour



Commitment

IME operates in full compliance with the regulations and where it use services performed outside its plant always places the best care and attention in choosing the suppliers, both italian and foreign, by evaluating during the screening tests visit every aspect that might also indirectly make it complicit in violations against minors.

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Systems and operations

It categorically excludes all forms of exploitation of child labour at it's plants. The average age of staff at the end of June 2012 is reported to be 47 years. On 130 people reported the same day:3 of them appear to have an age between 22 and 30.

20 are aged between 31 and 40 years.

56 are aged between 41 and 50 years.

50 are aged between 51 and 60 years.

1 is older. Even from such figures can be seen as the chronological age can rule out any form of child labour. In the meantime the numbers indicate a "loyalty" business rather felt by employees testifying to the fact that many efforts are made to create, maintain and improve the quality of the work environment, type and method of work, human relations. IME is gratified and at the same time continues with its policy of human know-how preservation.

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Principle 6

Businesses should uphold the elimination of all forms of discrimination in employment and occupation

Commitment

The Human Resources Department in accordance with the Board is charged of selection of personnel and / or its replacement basing its activity on criteria and methodologies lied to the level of professionalism, business needs, and aspirations preferences and personal needs of employees. There are absolutely not distinctions and discrimination referred to sex or other personal

characteristics "sensitive" such as race or ethnicity, religious affiliation, political orientation, the individual's health status.

Systems and operations

A demonstration of what has just set out the total of 130 employees as of June 30, 2012 was composed by 46 women (representing 35.38% of total) while the men were 84 (equal to 64.62%). Among the 84 men, 1 was employed from countries outside the European Union and this is the testimony of the company's elimination of all forms of discrimination and the contribution to integration. With reference to women particular attention is given to the needs of working mothers on the need to take care of their young, giving them the required permits unrestricted. The company also uses in appropriate roles and tasks for them absolutely no harmful or dangerous as some disabled workers (3 men and 1 woman at 30 June 2012) perfectly integrated in the professional environment. To make it even more accessible every office the company has recently installed a further lift in an attempt to break down more and more architectural barriers still exist.



Environment

Principle 7

Businesses should support a precautionary approach to environmental challenges.

Commitment

The value of the environment understood as everything that surrounds us, not only as a natural ecosystem over time has become one of the points of attention by the IME. In this context, the departments responsible for design, production, logistics and quality pay particular attention to environmental issues, taking care to consider the impacts that any new activities can be undertaken on the same.

Systems and operations

IME (even before the birth of the National Packaging Consortium named Conai) performed separate collection of waste typical of its production or product type; was so easy to join later, regardless of the fact that this is not a legal requirement, in the belief that separate collection and subsequent recovery and the related controlled through the proper recycling contribute to the reduction of environmental pollution and waste materials. Accession to the consortium as well as involve the active participation in a policy of reducing waste also has an economic component given by the contribution that the company regularly pays the consortium related to the amount and type of material "packaging" used. The volumes of tons of waste sent to recovery sees a sharp decline in CD "Mixed waste" in favour of an increase of type "packaging paper and cardboard." This testifies to the care taken prior to recycling, which allows recovery of waste with cost savings of differentiation for the entire community. IME, already last year provided for the installation of a new plant certificate to three passes with condensation. Following this he obtained the certificate for another energy major portion of its headquarters, bringing its membership class in the scale of greenhouse gas emissions into the atmosphere at 11.05 Kg/m³a in a range from 0 at 100, then in the middle of "green zones". IME two years ago started a renewal and replacement at its production site in all frames (about 500 MQ) by installing new and modern with a very low transmittance value

(2W/MqK) helping to improve the energy efficiency of buildings , resulting in less emissions into the air and simultaneously increasing the comfort climate of office space, obtaining at the time, a result of annual savings of primary energy sources of about 5.5 kWh / MC - 115,000 kWh These initiatives are also helping to improve the parameters of energy performance certificates for buildings of the company's production site, thereby demonstrating the commitment of the IME to stay the course.

Principle 8

Businesses should undertake initiatives to promote greater environmental responsibility

Commitment

IME recognizes environmental responsibility as one of the challenges of current and near future. In this context IME wants to promote the message of a higher and more sensitive environmental culture among its staff.

Systems and operations

IME has the intention to promulgate a set of guidelines for employees which allows each one to reduce and contain the energy expenditure, improper use of materials, the consumption of water necessary during the daily activity. The whole activity with commitment of reducing impact of business on environment.

Principle 9

Businesses should encourage the development and diffusion of environmentally friendly technologies.

Commitment

IME's commitment is to constantly monitor the adequacy of the manufacturing technologies used in order to minimize the environmental impact of its production.

Systems and operations

Maintainance a fleet of electric and electronic equipment in perfect working order, the renewal of obsolete ones the use of those absolutely necessary, are the daily goals pursued by the Information Technology dept., as well as the encouragement of the use and the development of internal communication systems. This policy gradually reduces the use of traditional tools and media in favour of the most technologically advanced and very low environmental impact systems. In purchasing decisions about car fleet IME has always preferred the "better class pollution" over time by buying the most technologically advanced vehicles and adapted to current environmental regulations. The regular maintenance done directly by the workshops of the manufacturers, ensures reliability and efficiency in the environment. Over the years IME has continued a careful inventory of all materials used in the production process with the aim to find, where required or desired, components or substances less harmful alternatives. It also dedicated a portion of 1, 5% of its annual turnover to the replacement / maintenance of production equipment. IME has also introduced a new document management system that allows all users to consult the relevant corporate documentation in a fast and safe way and, most of all without printing on paper.



Fight against corruption

Principle 10

Businesses should work against corruption in all its forms including extortion and bribery

Commitment

IME has been operating for 66 years in full and complete compliance with very strict codes of ethics and behavior that even if not written in time have become personal property of employees because the company believes that no form of corruption, bribery, extortion should interfere with or proliferate within the corporate structure.

Systems and operations

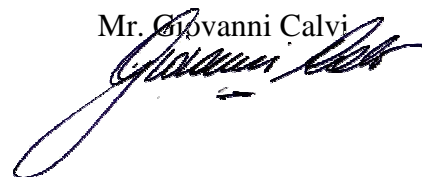
Incidents of corruption, extortion and bribery that may have affected company personnel in the performance of their duties have never been recorded. The system of internal control is managed efficiently and effectively and is subject to legal control, form and substance of an independent outside body which is the Board of Auditors, which has never detected in the course of their regular activities any irregularity or the presence of contrasting episodes with the principles outlined above. The commitment to pursue the above mentioned principles is so well attested by the operational transparency and the wealth of information provided during the preparation of annual accounts and the half yearly reporting of the Board of Directors. The company activity is subject to regular meetings where verbalization is properly reported and signed on Company records. Further evidence of compliance with these principles is the fact that IME was accredited as a provider for organizations, institutions and companies such as Enel SpA, the State Railways, the Military Italian Navy. In such contexts, the selection of the supplier and its suitability for a procedure must pass rigorous scrutiny in terms of anti-mafia legislation and transparency in procurement. IME has also obtained certification conferred with the best rating from Dun & Bradstreet in 2011.

Corsico, July 8, 2012

Istrumenti Misure Elettriche S.p.a.

The Chairman of the Board

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