

**A small company adhering to the  
Global Compact:  
from general principles  
to effective actions**



# THE GLOBAL COMPACT

- The [United Nations Global Compact](#) is a **multi-stakeholder network** which unites governments, companies, United Nations agencies, and union and civil society organisations, with the aim to promote the culture of corporate citizenship on a global scale.
- The initiative was proposed for the first time in January 1999 by the then Secretary-General of the United Nations, Kofi Annan, at his speech to World Economic Forum in Davos. At that time, Kofi Annan invited the leaders of the world economy to initiate a Global Compact in support of nine universal principles regarding [human rights](#), [labour](#) and [environmental protection](#). After June 2004, a tenth principle regarding the [fight against corruption](#) was added to the original nine.



# For a Sustainable Economy

- Starting from its operational launch in July 2000 at the United Nations Headquarters, the Global Compact has developed rapidly and today is presented as the first global forum called to face the most critical elements of globalisation. An increasing number of companies and organisations from all regions of the world participate in it, voluntarily deciding to collaborate to contribute to the realisation of “**a more inclusive and sustainable global economy**” by sharing, implementing and spreading the principles that the initiative promotes.
- In fact, the basic idea of the Global Compact is that if companies have a strategic long-term vision oriented towards social responsibility, innovation and accountability, they can contribute to a new phase of globalisation characterised by sustainability, international co-operation and multi-stakeholder partnerships.

# Sources

- They are universally shared principles derived from:
- [Universal Declaration of Human Rights](#)
- [ILO Declaration](#)
- [Rio Declaration](#)
- [The United Nations Convention against Corruption](#)



# Basic idea and Aims

- In fact, the basic idea of the Global Compact is that if companies have a strategic long-term vision oriented towards social responsibility, innovation and accountability, they can contribute to a new phase of globalisation characterised by sustainability, international co-operation and **multi-stakeholder** partnerships.
- In compliance with this, the initiative pursues two complementary aims:
- [Make the Global Compact and its ten principles an integral part of the strategy and daily operations of the companies that adhere to it ;](#)
- Encourage and facilitate dialogue and cooperation between all prominent stakeholders in support of the ten principles promoted by the initiative and of the wider objectives set by the United Nations, including the [Millennium Development Goals](#).



# Communication on Progress

- The Global Compact is not an evaluation or performance tool. It does not provide a certification or issue performance assessments. In their annual reports or similar reporting documents (for example, sustainability report), the Participants are called to present a description of the methods used in support of the Global Compact and its ten principles. In the context of the Global Compact, this reporting activity is defined as the ***Communication on Progress***.
- The Global Compact believes that this type of openness and transparency between the Office and network members can have a positive effect on the proliferation by the participants themselves of best practices in terms of sustainability and corporate social responsibility. The companies which adhere to the Global Compact are required to annually **prepare** an annual Communication, **share it** with their stakeholders and **publish it** on the Global Compact website.
- If this does not take place, the companies are initially labelled as "**non-communicating**" on the Global Compact site, and after one year they are **delisted**.



# Drawing up the CoP

- Although there is no standard procedure for drawing up annual Communications, the document should always and in any case have three essential elements within its basic structure:
  - 1. An **introductory letter**, a report or a note signed by the Chairman or CEO (or by the equivalent executive director) of the company, which contains a statement renewing the commitment to sustaining the initiative;
  - 2. A description of the **practical actions** that the participants undertook throughout the year to implement the ten principles of the Global Compact;
  - 3. An **evaluation of the results** obtained or those which are expected to be obtained using as much as possible indicators or measurement systems like those developed by the **Global Reporting Initiative (GRI)**, contained in the guidelines for sustainability reporting.

# A drafting method

- Identify the contexts of corporate **responsibility**
- From statements of principle to specific medium- or long-term **objectives**
- **Activities** that we promote to achieve them
- **Reporting**, monitoring and verifying results



## Principle I

### ***Companies should support and respect the protection of universally proclaimed human rights in the context of their spheres of influence***

- R.I. S.p.A. supports workers' human rights and treats them with dignity and respect, as established by the international community. R.I. S.p.A. Uses the universal declaration of human rights as a reference. R.I. guarantees a safe and healthy work place, adopting all necessary measures for preventing accidents and damage to workers' health within its facilities. It undertakes initiatives aimed at identifying, avoiding and preventing potential personal health and safety risks on the job site.
- **Implemented actions:**
- Any bothersome or inhumane treatment is preventively fought, including sexual harassment, sexual abuse, corporal punishment, and mentally or physically coercing or verbally abusing workers; the threat of these behaviours is also opposed.
- The management of disciplinary measures is compliant with the regulations set forth by the adopted national collective labour agreement (CCNL);
- The disciplinary measures are a limited occurrence, and there were none in 2009;
- **Actions that we wish to implement:**
- A company ethical code of conduct shall be prepared, and managers, employees and contractors shall comply with it.
- BoD's commitment to evaluate the adhesion to recognised reporting standards, such as Social Accountability International (SAI), Ethical Trading Initiative (ETI) and the Global Reporting Initiative (GRI) guidelines.



## Principle II

### ***Businesses should make sure they are not complicit in human rights abuses, even indirectly***

- R.I. S.p.A. is committed to favouring integration with the company context and culture, to improving quality of life and safety in the work place and to favouring professional career development. The management is committed to creating a positive company atmosphere by valorising employees and involving them in choices and in setting objectives.
- **Implemented actions:**
- R.I. S.p.A. has always respected its employees' holiday time and required holidays, and has always guaranteed unconditional assistance and support to employees with health problems;
- We have a Prevention and Protection Service Manager (RSPP) and a Workers' Safety Representative (RLS) who have carried out specific training courses and obtained the related certifications;
- Each year, a training plan is prepared dedicated to the various sectors of prevention and workers' safety;
- Maintenance is carried out periodically on machines, plants and equipment located on the company site, in compliance with specific programmes.
- **Actions that we wish to implement:**
- All new hires and employees from external companies who work in our company shall be trained on the relative risks and on company safety;
- R.I. is committed the promoting the GC values to all internal and external stakeholders.



## Principle III

### ***Businesses should uphold the freedom of association and effective recognition of the right to collective bargaining***

- The company policy is based on **direct participation** and transparent communication between workers and managers. R.I. S.p.A. respects the workers' right to freely associate and to be represented in compliance with local laws, and respects the right of all personnel to participate in union organisations and to participate in collective contracts; furthermore, it applies a work schedule that fully respects the laws established by the National Contract applied and by the applicable laws in this regard.
- **Implemented actions:**
- Employee compensation is in line with the collective contract applied and overtime work which is requested is carried out on a voluntary basis and compensated as set forth in the same contract.
- Working hours are controlled through a system of badges, provided to each employee.
- Remuneration is distributed in methods established by each individual employee.
- **Actions that we wish to implement:**
- Workers should openly communicate with the management on issues regarding work conditions without fearing retaliation, intimidation or spite.
- Personnel shall be invited to fill out an anonymous form to evaluate the work environment and to suggest changes or improvements.



## Principle IV

### ***The elimination of all forms of forced and compulsory labour***

- R.I. is committed to not using forced, slave or compulsory labour or any other form of subjection. All work is carried out on a voluntary basis and the workers shall be free to leave after giving a fair notice. Workers are not required to hand in identification documents, passports or work permits as a condition of employment, except within the limits necessary for the company to comply with current legislation.
- **Implemented actions:**
- During the hiring process, information about the job, the type of contract and the position is provided;
- An administrative secretary is always available to personnel to provide information about the contract, pay check, etc.;
- The contract is available to personnel at the Secretary's office where it can be freely consulted.
- **Actions that we wish to implement:**
- Facilitate the work-life balance, evaluating the possibility of offering some specific tools (leave, flexibility, advances for severance indemnity)
- Guarantee a rewarding remunerative policy through the forms of integrative bargaining



## Principle V

### *The effective abolition of child labour*

- R.I. S.p.A. does not use child labour in any production phase. The company also observes this principle in countries which allow, admit or tolerate this practice.
- **Implemented actions:**
- The use of legitimate apprenticeship and internship programmes is supported in compliance with all effective regulations and laws.
- **Actions that we wish to implement:**
- In every country, the company shall promote the fight against child labour, within its own supply chain and with all involved parties.

## Principle VI

### ***The elimination of all forms of discrimination in respect of employment and occupation***

- R.I. S.p.A. **does not tolerate** discrimination in hiring, remuneration, access to training, promotion, dismissal or retirement, based on race, class, nationality, religion, disability, gender, union association, political association or age. **It does not interfere** with exercise of the personnel's right to perform practices or satisfy needs related to class, race, nationality, religion, disability, gender, union association, political association or age. Furthermore, workers or potential workers are not subject to medical/pregnancy tests for purposes which unlawfully discriminate them.
- **Implemented actions:**
  - Career advancements occur according to the rules established by the national collective labour contract adopted;
  - When hiring, the Management assesses the requirements of the individual's ability, experience and instruction;
  - The company develops and supports professional orientation and training courses by promoting internships for European community students; particularly, it signed a convention with the University of Lecce to allow for training internships at its offices.
  - R.I. has hired 2 disabled people in compliance with Italian law 68/99
  - Correct and confidential use of personal information, in compliance with the privacy protection regulation
- **Actions that we wish to implement:**
  - Ensure adequate training for the position filled
  - The company is committed to continuously monitoring the cultural atmosphere of the work place to prevent all types of discrimination and abuse; it is moreover committed to penalising any abuses and/or discriminatory behaviours.



## Principle VII

### ***Business should support a precautionary approach to environmental problems***

- For R.I. S.p.A., respect for the environment is a fundamental reference parameter in choices related to the development of new products, the acquisition of raw materials and the management of the productive structures and cycles.
- At all levels, the group responsibly lives this principle and promotes it as regards customers, suppliers, employees and reference communities.
- **Implemented actions:** To prevent the environmental impact that its business activities cause, R.I. has implemented a management system certified pursuant to the UNI EN ISO 14001:2004 regulation. The aforesaid certification was issued on 10 January 2008 and will expire on 9 January 2011.
- **Actions that we wish to implement:**
  - Preparation of an environmental sustainability report by 2012
  - Partnership with ecological associations to promote the spread of best practices for reducing pollution



## Principle VIII

### ***Undertake initiatives to promote greater environmental responsibility***

- **Implemented actions:**
- In the planning phase, analysis of issues related to the reduction of energy and water consumption and the recycling process
- There is a recycling system in place within our facilities
- Recovery of reusable raw material scraps
- Recovery of reusable packaging
  
- **Actions that we wish to implement:**
- Reduction of CO2 emissions by limiting energy consumption and implementing technologies that have a low environmental impact
- Containment of water consumption
- Substitution of the car fleet with environmentally friendly cars and vehicles by 2015
- 20% reduction in bleached paper used, by 2011
- Collection of toner cartridges to send to an authorised company for recycling and disposal



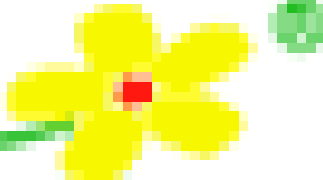
## Principle IX

### ***Encourage the development and diffusion of environmentally friendly technologies***

- R.I.'s designers are committed every day to the research for new operating and product solutions which reduce our manufacturing activity's environmental impact.
- **Implemented actions:**
- They have designed and produced a line of ecological portable toilets called Ecoline, and the company holds the trademark and patent. The ecological toilet does not use any chemical elements for the disposal of sewage and is structured with two containers: one for clear water on top and one to collect sewage under the floor.
- Each prefabricated structure provides for a model equipped with photovoltaic or solar cells to produce clean energy
- **Actions that we wish to implement:**
- We are currently creating the prototype of an ecological house which is completely energetically self-sufficient, able to produce more energy than the residence needs, and to issue this surplus to the grid operators. The roof of the construction is covered with solar panels and photovoltaic cells to fulfil both thermal and electric necessities.
- Some cantilever roofs to cover the cars are being built within the establishment. Photovoltaic panels are mounted on them to produce clean energy.



ECOLINE brand  
registered and patented

*Sealene* 



## Principle X

### ***Companies should work against corruption in all its forms, including extortion and bribery***

- **Implemented actions:**

- R.I. constantly supervises its suppliers and partners to avoid coming into contact with suppliers/customers who are in any way connected to criminal activity or criminal associations. In some cases, we require certifications of pending roles for directors in supplier, customer, private individual and also contractor companies.  
We have carried out public contracts for civil and military bodies, which has allowed us to hand in the Certifying Body Company (SOA) certification for the following categories: OG1 - OG11 - OS18 - OS24. Therefore, we have the anti-mafia certifications required by law.

- **Actions that we wish to implement:**

- Refine the management, organisation and control model according to international (SOX) and national (**Lgs. decree 231/01**) regulations, to prevent acts of corruption
- Identify and list risk areas (for corporate crime and crimes against the Public Administration)
- Create an internal **Supervision Body** with prevention, disciplinary and control authorities
- Approve the **code of conduct** for directors and employees
- Organise days for discussion with employees to explain which behaviours involve the company's administrative responsibility and can damage its interests and reputation
- Consider the possibility of creating an **Internal Audit** office that collects reports (also anonymous) on illegal or harmful behaviours.





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- The company **R.I. (Realizzazioni Industriali)** was founded in 1985 with a dominant "Constructions and Services" business purpose for industry and building. Since 1992, it has worked with the design, construction, installation, maintenance, sale and lease of modular and/or structural metal prefabricated buildings, industrially produced based on specific designs, including internal furnishings and technological facilities, for civil, industrial, logistical, ecological and street furniture uses.
  - In 2009 it became a public limited company, with a share capital of EUR 1,500,000.00.
  - Its main industrial product is 10' - 20' - 40' monobloc and/or flat deck Shelters and ecological portable toilets named Ecoline, for which the company holds the registered trademark and patent.
- Today, R.I. is the first company of this sector in southern Italy. In the last few years, particular attention has been paid to developments in eastern Europe, since the main offices have an extremely favourable location in Salento, in Puglia. There are also secondary offices in Albania, Kosovo, Greece and Lebanon.
- The partners, the Tafuro brothers, directly lead operations, making use of internal and external contractors with notable human and professional qualities.
- Through the *UNI EN ISO 9001:2000* and *UNI EN ISO 14001: 2004* quality certifications, R.I. has perfected business operations through a global and complete approach to business processes, valorising customer satisfaction and improving environmental sustainability.
- The execution of public contracts for civil and military bodies has allowed us to hand in the Certifying Body Company (SOA) certification for the following categories:  
OG1 - OG11 - OS18 - OS24



# Human Resources by type of contract

Permanent contracts	Temporary contracts	Project workers	On-the-job training	Total
32 workers 9 admin.	5	4	2	52 *

# Where the R.I. Product is created



The unified facility located in the industrial area of Trepuzzi extends along the Lecce-Bologna railway line, 6 km from the Surbo goods yard, 2 km from the Lecce-Brindisi dual carriageway and 8 km from Lecce, the province's capital.

This is where all activities related to the business purpose are carried out, except for specialist consultancy, non-standard constructions and worksite logistics.

The facility occupies this surface area:

**Total surface 34,000 sq m**

**Industrial buildings and Canopies 8,000 sq m**

**Asphalted areas 9,000 sq m**

**Green areas 17,000 sq m**

The offices are located along the entire length of the entrance building on the main facade.

All of the employees work within the four industrial buildings.