

Minifaber S.p.A.

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Cap. Soc. € 2.000.000 i.v.
Reg. Impr. 01777830165
C.C.I.A.A. BG 236177
Cod. Id. CEE: IT 01777830165
Cod. Mecc. BG 038548



Azienda con Sistema di Gestione per la Qualità certificato secondo



UNI EN ISO 9001:2015 Certificato n° 50 100 1371

United Nations Global Compact, Communication on Progress (COP) 2016

Period covered: from January 2016 - to December 2016.

January, 16th 2017

To our stakeholders:

I am pleased to confirm that Minifaber S.p.a. reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely yours,
Raffaello Melocchi
President

A handwritten signature in blue ink, appearing to read 'Raffaello Melocchi'.

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Human Rights Principles

Business should support and respect the protection of internationally proclaimed human rights; and make sure that they are not complicit in human rights abuses.

Respect for human rights and apprehension for individuals have always been key principles for Minifaber S.p.a. For these reasons, the company is strongly engaged in structured activities such as the protection of workers safety; the verification and consequent adjustment of structures, procedures, plant and machinery; the risks reduction; the personal and professional growth of the employees.

Through dedicated spaces, the employees are free to report any problem could possible arise. Thanks to this, the management has the possibility to maintain a constant verification of the absence of abuses, conflicts or any kind of problems.

Also in 2016, the company has completed the full course of preventive medical examinations and provided useful free services to employees such as vaccinations and assistance for annual taxation statement. Unfortunately, in the last year there was an increase in absences due to injuries and illnesses related to personal specific problems for some people.

We doubled a production line with new machinery, racks and handling equipment that guarantee the best security standards and accessibility.

The top management has made a complete and detailed risk analysis and with specific simulations and exercises, the entire corporate population was made aware and trained about the risks and rules to be followed in case of fire.

It has established a company legal affairs department to which even the employees can turn to. The dialogue with the internal and external trade unions is constant, open and proficient.

Also for 2016, the top management team has provided important activities to consolidate "the spirit of Minifaber S.p.a." and to protect the human rights.

Results:

- Rights of association and representation = total employees have benefited from the 29,68% hours more for meetings and trade union permissions.
- Nr.23 employees have profited from the free vaccination service.
- Nr.66 have helped with the free assistance service for the annual taxation statement.
- The 84% of the workers have beneficiated from the changes to the lay-out of the company and the purchase of new equipment.
- Training = nr.34 training courses (+10%), which have involved nr.109 workers (+9%), for a total of nr.2.345 training hours (+6%).

A handwritten signature in blue ink, appearing to read 'Roberto M...'.

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Labour principles

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced and compulsory labour; the effective abolition of child labour; and the elimination of discrimination in respect of employment and occupation.

Since its creation, Minifaber S.p.a. ensures its support for freedom of association and the right to bargain through dialogue between the parties and the opening, comparison and availability in the peaceful resolution of any issues that might arise.

There are periodic internal meetings with all staff or few delegates to ensure the diffusion of information, awareness and participation of all activities. Employees are free to write down their propositions and to "make their voice heard" in dedicated plant or office spaces.

Minifaber S.p.a. has always been extraneous concerning the practices related to forced and child labour and any form of discrimination, through the active commitment of the management and the continuous employees' education.

The company aims high standards in the motivation and participation of workers through continuous verification of results and the elimination of internal difficulties.

Results:

- In 2016 the number of employees increased by 18%.
- Statistics of employees:
 - 66% are men, while 34% are women.
 - The 5% belong to protected categories.
 - The 6% is foreign.
 - The average age is 42 years old.
 - The average age of service is 10 years.
- Annually, the senior management gives its Review.
- In external audits we also take into account aspects related to the principles of protection of labour and people.
- No cases of disputes or conflicts.
- SMART working application for many people.
- New company Vision made by the Management Board based on the health and safety principles.
- Mitigation of risks thanks to their depth identification and analysis, the constant training and improvement of the sensitivity and operational expertise of all employees.
- Public recognition of good behavior and achievements.

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Environmental Principles

Businesses should support a precautionary approach to environmental challenges; undertake initiatives to promote greater environmental responsibility; and encourage the development and diffusion of environmentally friendly technology.

Minifaber S.p.a. makes its activities respecting and protecting the environment. The risks related to the environmental aspects are carefully evaluated and appropriate actions are taken to contain the adverse effects and take advantage of opportunities for improvement.

With the aim of encouraging the development and diffusion of environmental friendly technologies, every year, high economic investments have turned to plant in equipment to reduce the consumption of resources and to improve the environmental impact.

In 2016, we installed a new "environmental friendly" washing system and, thanks to the replacement of skylights, we have achieved significant results in terms of reduced energy consumption and quality of workplace.

Waste management is strictly regulated and managed by specialized companies.

Discharges and emissions are regularly checked and maintained under control.

The whole internal business structure, the customers and the suppliers are constantly involved and become an active part within the rules and protecting the environment.

Due to the increase of production activities and number of employees, in 2016 increased the general consumptions.

In the beginning of 2017, we will obtain the Environmental System certification conforming to the ISO14001 standard.

Results:

- We doubled the recycling and disposal activities.
- 18% reduction of natural gas consumption.
- In collaboration with customers and suppliers, we have been implemented an electronic management system for different deliveries.
- Transports and wastes reduction through staff detachment and suppliers' collaboration.
- Dedicated projects for the replacement of carton boxes with plastic reusable boxes.
- Company participation in the WHP project (Workplace Health Promotion) of Regione Lombardia to raise awareness and safeguard the health of employees through promotion of an healthy diet, the physical activities, the personal and social welfare, for road safety and sustainable mobility and combating against addictions (smoking, alcohol, drugs and gambling).

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Anti-Corruption Principles

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

Minifaber S.p.a. has always been extraneous and rejects all forms of bribery and extortion and is committed to promoting, internally and with its customers and suppliers, the culture of compliance and honesty.

All staff at all levels is aware of and attentive to prevent events or activities which may have, even indirectly, corruptive, immoral or dishonest consequences.

As internal company policy, the free gifts that suppliers offer to employees on several occasions are destined to the corporate community.

In accordance with the customers, the company does not deliver gifts but spend large sum of money for charity and solidarity initiatives.

Results:

There are no disputes, reports or issues related to bribes and extortions.