

United Nations Global Compact Communication on Progress (COP) 2018

Period covered: from January 2018 - to December 2018.

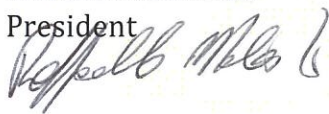
January, 15th 2019

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. We are committed to fulfilling our responsibilities towards future generations and particularly to our stakeholders in economic, environmental and social terms.

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



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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, plants 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.

In 2018 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.

We invested in a new plant, new machinery, racks and handling equipment that guarantee the best security standards and accessibility. The safety protection tools are periodically verified, tested and updated.

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.

Minifaber S.p.a. has 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 2018, the top management team has provided important activities to consolidate "the spirit of Minifaber S.p.a." and to protect the human rights.

Results:

- All the employees have benefited of the rights of association and representation for meetings and trade union permissions for a total of nr.363 hours (+40%).
- Nr.19 employees have profited from the free vaccination service.
- Nr.85 have helped with the free assistance service for the annual taxation statement (+7,6%).
- The 60% of the workers have beneficated from the changes to the lay-out of the company and the purchase of new equipment.
- Training = nr.63 training courses (+31%), which have involved nr.210 workers (+75%), for a total of nr.5.644 training hours (+59,5%).



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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 2018 the number of employees increased by 23%.
- Statistics of employees:
 - 56% are men, while 44% are women (women increased by 5%).
 - The 5,8% belong to protected categories.
 - The 6,8% is foreign.
 - The average age is 41 years old (-2 yo).
 - The average age of service is 9,5 years.
- Annually, the senior management gives its Review and periodical risk analysis.
- In external audits we verify aspects related to the principles of protection of labour and people.
- SMART working application for 24% of the employees dedicated to the data entry and analysis.
- Company Vision based on the health and safety principles with a lot of actions and proposals concerning healthy style life and food education.
- Mitigation of risks thanks to their identification, analysis and improvement actions.
- Constant training of the operational expertise of all employees.
- Public recognition of good behavior and achievements.
- Free massage service for all employees; nr.60 people have benefited (+48%).
- Free fruits service for all employees two times per week.
- Dedicated team of nr.2 employees for the WHP Project management.
- Sponsorship investments in charity and volunteering.

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.

The company has the Environmental System Management conformed and certified to the ISO14001 standards.

In 2018, we replaced few old machines with new “environmental friendly and efficient” ones; in the future we will achieve significant results in terms of a low energy consumption and a better 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 2018 we increased the general consumptions of energy, water and natural gas.

Results:

- We increased the recycling and disposal activities.
- In collaboration with customers and suppliers, we increased the items managed by a stock management electronic system.
- Transports and wastes reductions 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 Italy 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, alerts or issues related to bribes and extortions.



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