



UN GLOBAL COMPACT COMMUNICATION ON PROGRESS **2019**

**irritec**  
*don't wait for rain*®



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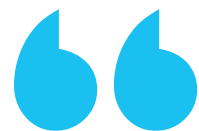
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This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.





WE MAKE LIFE EASIER FOR  
THOSE WHO TAKE CARE OF THE  
PLANTS, FOR WORK AND FOR  
PASSION.  
WE WORK TO ENSURE THAT  
EVERY DROP IS USED AS WELL  
AS POSSIBLE, AVOIDING  
THE WASTE OF RESOURCES.



*Capo d'Orlando, April 1st 2020*

I am glad to introduce this Communication on Progress, through which we confirm that Irritec supports the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

Our company was incorporated in 1974 in Capo d'Orlando (in Messina, Sicily), my hometown. I got into plastic technology working with my father and my uncle. They had bought a machine for the manufacturing of window blinds and I came up with the idea, or maybe intuition, that my family and I could do something to irrigate our thirsty land. We started to produce irrigation pipes and to develop irrigation systems that could convey the water exactly where the plants needed it. That is where and how our commitment to sustainability began.

Today we are an international family business group, playing a major role in conveying agriculture water to over 120 countries in the world

through efficient irrigation solutions, transferring the tools and know-how for the implementation of sustainable agriculture practices.

We do believe that by continuing to invest in the research and development of innovative solutions we can contribute to enhance access to food, water and work in line with the Sustainable Development Goals.

In this document, we report our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and operations.

We also commit to sharing this information with our stakeholders using our primary channels of communication because we believe that only working together with our customers, suppliers and the other stakeholders, "drop by drop", we can face the global challenges, improve our life and protect our planet.

Sincerely yours,  
**Carmelo Giuffrè**  
Founder and Administrator of Irritec S.p.A.





**The Giuffrè family**

From left to right: Vincenza, Giulia, Carmelo and Mauro Giuffrè



## WHO WE ARE

**Sustainable  
irrigation top player  
founded in 1974  
in Sicily - Italy**

**Patented production  
technology**

The Irritec® group, founded in Sicily in 1974, is one of the world's smart irrigation leaders. We design, produce and distribute complete irrigation products and systems for open fields, greenhouses and landscaping providing assistance and the training to the farmers all over the world, while promoting water saving awareness. With over 700 staff members, 12 manufacturing/commercial branches in Italy, Spain, Mexico, Brazil, the USA, Germany, Algeria and Chile, we work every day to develop increasingly efficient irrigation solutions and raise the water saving awareness.

**+700 experts  
all over the world**

**+6000 products  
the widest range  
for irrigation  
solutions**

**irritec**<sup>®</sup>  
*don't wait for rain*<sup>®</sup>





## Our manufacturing/commercial branches



## OUR MISSION

IRRITEC designs, develops, manufactures and distributes highly-technological and reliable irrigation systems all over the world that guarantee the maximum efficiency with the least environmental impact and at reasonable prices.

Specialized in drip irrigation systems, the Company constantly invests in perfecting the manufacturing processes of extrusion and injection molding, thus ensuring the excellent quality standards that have made Irritec an international leading brand.

The constant research of innovative materials and solutions allows for the increasing efficiency of agriculture and gardening products.

Thanks also to the collaboration with remarkable partners, Irritec offers a comprehensive range of products and services for all irrigation requirements and applications, including construction, water supply, heating and plumbing. Through the direct presence and a diffused international sales network, Irritec closely follows farmers in the whole world to assist them in the selection, design, installation and use of the irrigation systems that best suit their needs.

Constant customer care to provide effective and sustainable solutions with a punctual and efficient service.



**12 international production/commercial branches**

**+120 export countries**

**+15.000 international expert network**



## OUR VALUES

**Innovation  
for development**

**Competence**

**Responsibility and  
commitment to  
the environment**

**Homeland bond**

**Work ethics**

**Integrity**

• **Innovation for development:** spreading technological progress for the protection of our planet and the improvement of life quality for farmers and those who take care of the plants. Constantly innovating the product catalogue and implementing the continuous perfecting of the manufacturing processes.

• **Competence:** offering the most appropriate and effective solutions, guaranteeing reliable products over their whole life, providing customized assistance.

• **Responsibility and commitment to the environment:** realizing increasingly efficient irrigation solutions in terms of optimization of the available resources (water, electricity and fertilizers), optimizing the manufacturing processes in order to reduce their environmental impact (noise, air emissions, waste water, waste)

• **Homeland bond:** enhancing local expertise contributing to development.

• **Work ethics:** acting with responsibility, enhancing human resources and encouraging teamwork, investing in personnel training.

• **Integrity:** acting honestly and fairly in the pursuit of the objectives and in line with the corporate values.







# OUR VALUE CHAIN

## RESEARCH & DEVELOPMENT

We have a dedicated R&D department, who realize innovative irrigation solutions that improve the life of farmers, so that they can save time, water, fertilizers and energy while experiencing yield improvement in terms of both quality and quantity.

## PROCUREMENT

Our suppliers are very important for the whole value chain, because they contribute to the realization of quality products and services. We are committed to selecting suppliers that share the principles of our Ethical Code.

## OPERATIONS

Our manufacturing experts transfer know-how from the mother company to the branches of our group, generating skills. Our headquarters are

equipped with solar panels supplying the machinery by a percentage rate that is going to increase according to our sustainability programme. We apply a "Zero Waste" policy in the production process as well as an increasing percentage of recycled raw material each year.

## LOGISTICS AND DISTRIBUTION

Our direct investments have been focused on getting closer to our customers, which also led to a reduction of CO2 emissions generated by transportation. Irritec is assessing the opportunity for further direct investments in the coming years.

## MARKETING AND SALES

We have a dedicated department identifying the market and sales opportunities. We sell our products/systems and provide the necessary service,

i.e. assistance to our customers that contributes to keep the product working effectively.

## SOCIAL VALUE

Our experts work every day to teach our customers how to optimize the water resources and maximize the benefits while fully respecting the environment, thus raising environmental awareness. Through training and assistance, we generate skills and trust in technology, contributing to sustainable agriculture and life improvement.





# HUMAN RIGHTS

**IRRITEC** is focused on protecting human rights, both within its organization and beyond. As specified in our company **Ethical Code**, Irritec is committed to comply with all applicable laws and respect internationally recognized human rights (the Universal Declaration of Human Rights), wherever the company operates. Irritec upholds the protection and promotion of human rights, according to the principles of equality, solidarity and repudiation of war.

According to our **Whistleblower** policy set out in our Ethical Code, everyone at Irritec is invited to report any violation of the code itself without being dismissed for having made such a report. We do believe that each and every person has the **right to an adequate standard of living**, which comes with the right to education and to work, as

well as with a comfortable environment with no discrimination based on race, sex, nationality, language or any other status.

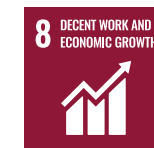
In order to pursue the fundamental and constant aim of **developing and guaranteeing a comfortable environment in the respect of human rights**, Irritec has been carrying out several activities that are part of everyday business.

Irritec managers work daily to make sure that their employees are provided **safe, suitable and sanitary work facilities** in the headquarters as well as in each subsidiary.

Everyone at Irritec is invited to write a **monthly report to share their achievements and their satisfaction** level with the corporate managers. This interaction between each employee and their

direct supervisor makes the first have their say and contributes to the improvement of processes and procedures in the company. In other words, Irritec established an **“open-door policy”** where each employee is free to express their opinion and ideas by approaching their managers, who are receptive to their suggestions, thus enhancing a **“family feeling”** within the organization.

Interaction is also fostered between members of the different subsidiaries through visits and remote meetings which support multicultural cooperation and sharing of experience and ideas, as well as by a dedicated annual party called **“Family day”** of all Irritec employees where everyone meets each other’s families outside the company facilities, having a meal together, playing and competing for the “cake challenge”.





# IRRITEC FAMILY DAYS

The cultivation of positive relationships within Irritec staff members is easily reflected in the relationship with their stakeholders outside the company. More specifically, Irritec **“family feeling”** is conveyed from its employees to its customers. Through projects around the world, Irritec experts get in touch with farmers, who tell their story, express their needs and goals, troubles and achievements. **Irritec experts become a reference for the farmers, and the farmers become an essential resource for the development of new solutions. This dialogue and appreciation of human resources** is confirmed by **customer loyalty**.

*“Frost & Sullivan’s global team of analysts and consultants continuously research a wide range of markets across multiple sectors and geographies. As part of this ongoing research, we identify companies that consistently deepen customer relationships by offering superior products and services that deliver a clear, demonstrable ROI. This involves extensive primary and secondary research across the entire value chain of specific products. Against the backdrop of this research, Frost & Sullivan is pleased to recognize Irritec as the Customer Value Leader in the Micro Irrigation industry.”*



**Irritec**  
staff and customers in Oporto



In Developing Countries, through training, Irritec experts contribute to the development of **skilled local workers**, which contributes to achieving a better standard of living, mainly because efficient irrigation technology increases production, thus helping farmers achieving food self-sufficiency (**right to water and food**) and switching from agriculture self-sufficiency to agriculture as a source of income (**right to work**).

What is more, mainly in Developing Countries,

**women** are of vital importance to rural economies. Their labour burden exceeds that of men, considering that women are not only responsible for agriculture, but also for household activities, collecting water, taking care of children. Irritec teaches women how to make the most from efficient irrigation, so that their labour burden is reduced. In this way, their work in the field is faster, less hard and more productive and they can spend more time with their children. In this regard, Irritec activity contributes to **gender equality**.

Our social commitment also makes us strong supporters of the battle **against violence against women**, for which we support the **Pink Running Sicily marathon**, and of foundations for the protection of the life of **underprivileged children like Onlus LAD**, aimed at improving the quality of hospital life of the children affected by oncological diseases and their families, to whom we donated the irrigation system for the hospital’s educational gardens.

Irritec is working to strengthening its mission in the **Developing Countries**, firmly believing that efficient agriculture technology can make an important contribution towards cultural freedom.







# ENVIRONMENT

## Irritec circular model



**Product disposal after use**



**Sustainable irrigation**



**Smart plastic**

*use of recycled raw material, high quality/reduced plastic product design*



**Efficient production**

*no waste of raw material, reuse of water, renewable energy*

As stated in our principles and confirmed by our mission, policy and **value proposition**, at Irritec we acknowledge the importance of sustainable development and are committed to protecting the environment and our planet Earth as a whole. By developing and providing increasingly **efficient irrigation solutions**, we allow each farmer the **optimization of the available resources**. On the other hand, we constantly **assess the environmental impact** of our business and improve our practices to reduce it by implementing a series of actions, measures and initiatives, both locally and globally.

While performing our business activity and training, we **raise the environmental responsibility of customers and stakeholders**.





# VALUE PROPOSITION: SUSTAINABLE IRRIGATION

We know that agriculture is the sector using the highest amount of water, which is why farmers must adopt sustainable practices to save it. Through our drip irrigation systems we allow the farmers to efficiently and rationally use the resources required, which results in saving water, fertilizers (preserving the quality and quantity of groundwater) and energy while getting higher and better yields.

Drip irrigation benefits	Approx. average compared to flood irrigation
Water saving	50-70 %
Fertilizer saving	30%
Energy saving	80%
Production increase	20-25%

The reason for the efficiency of microirrigation is that it allows the distribution of water and of the nutrient solution in small quantities and more frequently to keep the ideal moisture level of the root zone to precisely irrigate any type of crop. Water (irrigation) and nutrients (fertigation) are conveyed according to the crop's actual needs with up

to 95% efficiency. Plants grow quickly when they are watered uniformly. Also, more than one crop cycle is permitted each year on the same area. The foliage is kept dry, thus **reducing the incidence of plant diseases** that occur in damp conditions.

Also, drip irrigation systems **reduce pumping costs**, due to lower pressure requirements. Drip irrigation can be advantageous in **using poor quality waters high in saline content** without affecting the yield.

Last but not least, drip irrigation systems require **less human labour** than traditional irrigation systems. Once the system is installed, the farmer just needs to open/close the valves in the case of manual operation. In the case of automatic irrigation/fertigation, everything can be managed remotely.

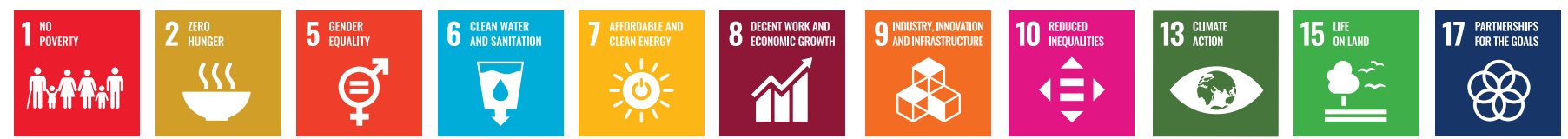
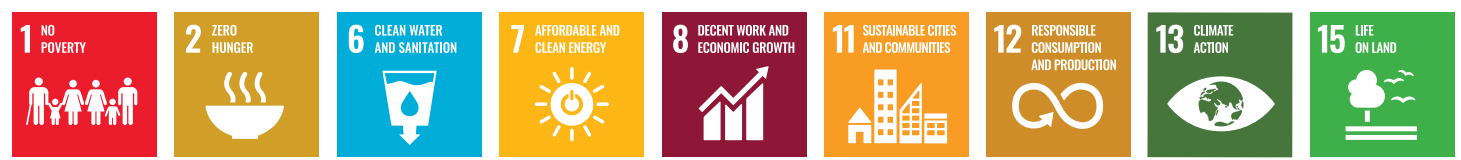
**All of this contributes to the above mentioned resource savings and yield quality/quantity improvements.**

# TRAINING FOR LIFE IMPROVEMENT BY SUSTAINABLE TECHNOLOGY

Our team works every day to spread environmental awareness by trying to involve the farmers, students and other stakeholders in pursuing the sustainable development goals. Our agronomists teach them how to optimize water resources and benefits while fully respecting the environment. This is mainly done through:

**Complete irrigation projects.** After analysing the particular solution according to the soil, the crops and the available water source, we design the irrigation system that best meets the needs of the farmer. After supplying the goods, we provide installation assistance and training by ourselves or through our partners.

While assisting and training the farmers, our agronomists teach them how to use, maintain and get most from efficient irrigation systems, transferring know-how, trust in technology and environmental awareness. Following a gradual approach, they start from the basics until they learn how to manage automatic remote-control irrigation systems. Training leads to the generation of skilled irrigation professionals in the countries where the system is installed.





**SOME OF  
OUR IRRIGATION  
PROJECT STORIES**



**55 HA hazelnuts - radio system**



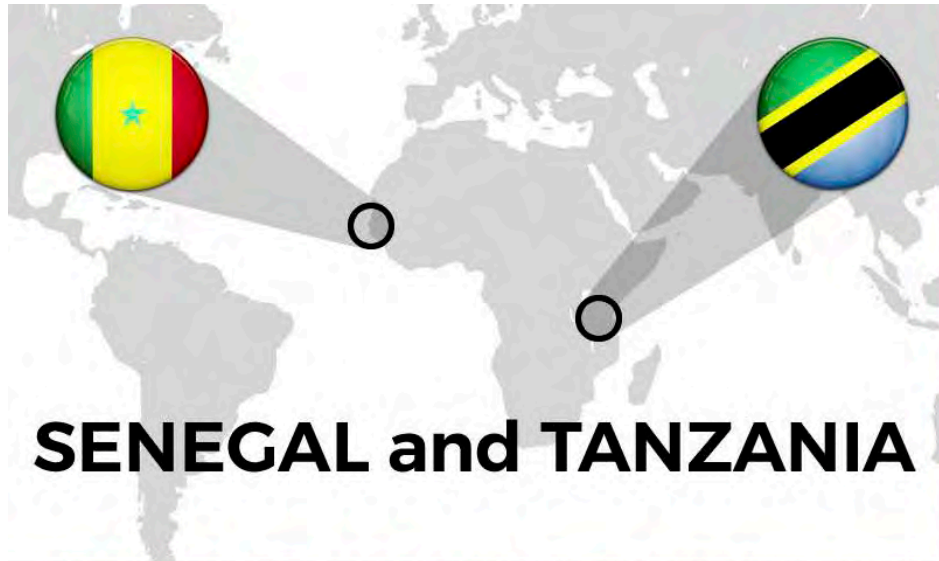




40 HA almonds







## SENEGAL and TANZANIA



Vegetables  
1000 HA



## ZAMBIA

Women in Zambia learn how  
to use efficient irrigation systems







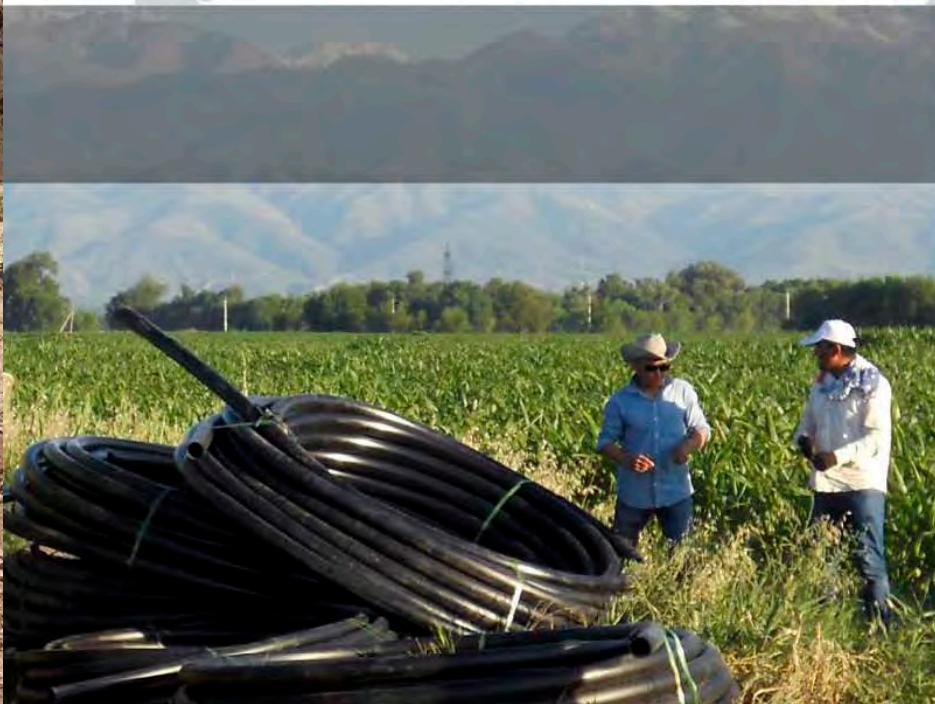
# ARMENIA



**Vegetables**  
**247 HA**



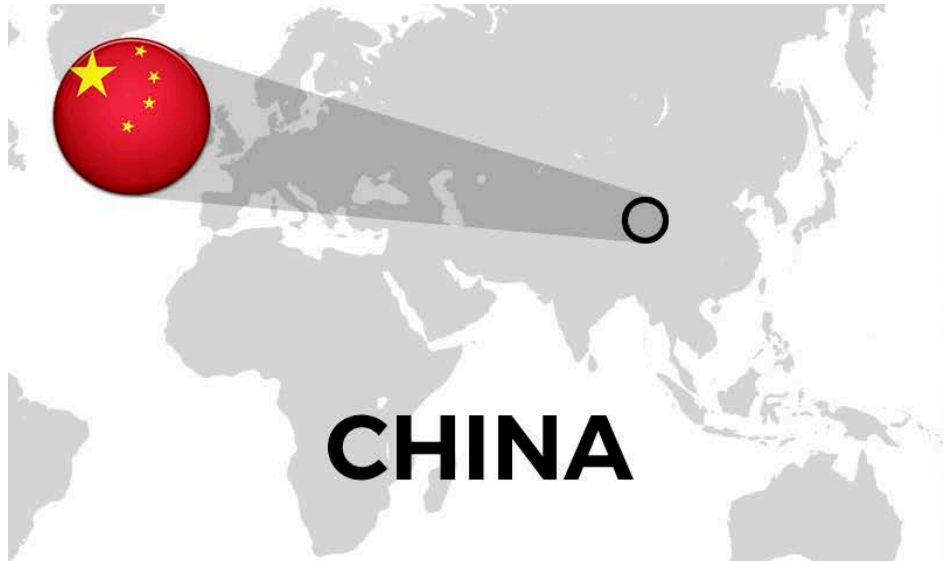
# KAZAKHSTAN



**Corn**  
**510 HA**











**CAMERUN**



**BRAZIL**



**AMERICA**



**ETHIOPIA**

**EMPLOY PROJECT**

20.000 farmers of 100 villages from the region of Woilata, Ethiopia, will improve their standard of living thanks to the Employ Project, supported by Ministry of the Interior with the help of Institutions and Associations, through the implementation of installations that facilitate agricultural capacity, soil fertility, improving an environmentally friendly production and optimizing food safety and farmers' income.

Irritec, in collaboration with CEFA, designed and provided material and assistance for drip irrigation system to cultivate different kinds of vegetables.





Our programme for the future includes an increased focus on developing countries to contribute firstly to the achievement of **food security** and to the switch from agriculture as a source of self-sufficiency to agriculture as a source of income.

Through **"Irritec Academy"** <https://www.irritec.com/irritec-academy/>, our education dedicated programme consisting of a series of free periodical seminars and conferences carried out by our experts in universities, research centers and institutes aimed at sharing the sustainable irrigation practices and experiences at business, education and institutional level.

**Irritec Academy**  
seminar on tropical fruit in Sicily



### Raising awareness initiatives and activities

**"Orti in condotta"**, the project agreed by Irritec and Slow Food in 2015 with the purpose of improving the food habits of Italian children and their families, as well as their relationship with the environment. Irritec contribution included the donation of the irrigation kit to Italian schools to show the children and their teachers how to benefit from the advantages of drip irrigation.



### The protection and development of green urban areas

After having created the drip irrigation system of the Biodiversity Park at **EXPO 2015**, in the same year we sponsored and actively participated in the **"Green City"** project promoted by the Municipality of Milan, carrying out the design and supply of the irrigation system of the Lea Garofalo garden, named after an Italian woman who was murdered due to her fight against organized crime.







Moreover, Irritec irrigates the rare Susan Daniel roses blooming in the flowerbeds of **Piazza Scala in Milan**.

**R&D investments in innovation for sustainability**

We have always focused on the innovation of products aimed at introducing increasingly efficient irrigation techniques, with particular attention to the environment and nature, the main benefit of microirrigation being water saving. Our Research and Development activities are focused on the **innovation and upgrade of our manufacturing processes and products**, aiming to increase their efficiency and reduce their environmental impact.

**Manufacturing processes**

We constantly invest in perfecting our manufacturing processes in order to improve their performance while reducing the environmental impact. In pursuing our business goals, we:

- generate no “product waste” in production: any production waste is appropriately reincluded in the production cycle

- generate no water waste in our manufacturing process
- use energy and resources sparingly and recycle materials wherever possible
- carry out the necessary operations to minimize the environmental damage
- ensure emergency procedures to prevent and address any accidents affecting the environment and human health
- minimize the use and ensure safe handling and storage of chemical and other dangerous substances

**Energy management**

Energy management is a fundamental topic to Irritec. For this reason, in 2018 we appointed a dedicated **Energy Manager**, who has the task to monitor the energy efficiency performance of our facilities and implement the necessary measures to improve it in line with the sustainability goals. The following actions have been carried out for the pursuit of the energy efficiency sustainability goal:

- performance of energy audits
- development and implementation of energy-saving strategies
- projects for further improvement

Thanks to **energy audits**, our Energy Manager is able to better identify the areas where energy consumption can be reduced or optimized, analysing utility usage for the development of conservation projects. The **energy-saving investments and measures** already implemented in our facilities mainly include:

- **installation of solar panels:** supplying 4% of the energy consumption of our manufacturing machinery
- **energy requalification of our buildings** by the replacement of window glass and frames to optimize the energy balance of the building and the work environment
- **energy requalification of our manufacturing machinery:**

over the last three years we replaced 18% of our hydraulic moulding machines with fully electric ones, whose energy consumption is one third compared to hydraulic moulding machines. Also, the new machines generate a reduced consumption of water and industrial oil

- **improvement of the energy efficiency of our manufacturing machinery in terms of kwh consumption/produced kg:** as shown in the diagram below, we achieved a re-

duction of the energy consumption of our production machinery, namely -7,795 from 2017 to 2018 and -9,906% from 2017 to 2019.

**MANUFACTURING ENERGY-EFFICIENCY INDEX:**  
REDUCTION OF ENERGY CONSUMPTION IN 2017-2018-2019 FOR THE PROCESSING OF 1 KG. OF PLASTIC MATERIAL

YEAR	REDUCTION OF ENERGY CONSUMPTION FOR THE PROCESSING OF 1 KG. OF PLASTIC MATERIAL
2017	-
2018	-7.795%
2019	-9,906%

- **installation of detection lighting**, saving energy in spaces that are not permanently in use
- **replacement of our printing devices** with more energy-efficient machinery.

Moreover, we are currently assessing the following opportunity for future projects including, among others:

- The **realization of an energy recovery unit** for the recovery of heat energy in production allowing 90000 kwh, i.e. 17 TEP saving per year.
- The **replacement of our lighting fixture** with more energy-saving devices.





## Waste management

As stated in our vision, we are committed to minimizing the waste of the resources and the ecological footprint. This necessarily includes the constant improvement of our waste management processes as one of our priorities.

Our waste management strategy incorporates the 3 R's principle: **reduce, reuse and recycle**.

Apart from encouraging our staff to recycle all possible materials with **dedicated recycling bins in our facilities**, we work to implement the waste hierarchy principles in the whole value chain.

**Our research & development activities** are aimed at designing increasingly innovative irrigation products with the lowest environmental impact, with a special focus on the increasing development of multi-seasonal products, longer product life, lower product weight. This results in increasing product efficiency while **reducing the quantity of plastics required**, indirectly contributing to **reducing CO2 emissions** generated by the production of raw material.

In line with the “reuse” principle, we apply a “zero waste” policy in our facilities by appropriately



**re-including the production scraps in the manufacturing process.**

Moreover, our production process includes an increasing percentage of recycled raw material. Over the last two years we experienced **over 6% increase** in the **use of recycled raw material** in production and we are working for further pro-

gress in such trend, thanks to our dedicated Raw Material Department, which is committed to identifying the raw material which best meets the quality requirements that are essential for guaranteeing the performances of our products.

Last but not least, over 65% of our **cardboard packaging** is made of recycled material.

## GREEN FIELDS project: making a resource out of waste

One of the main components of a drip irrigation system is the seasonal dripline, made of recyclable plastic material.

Through the “Green Fields” project, that we launched in Italy in 2015 and extended to **Mexico**, we encourage and promote the disposal of the irrigation plastic materials after use in line with the environment and applicable regulations. The farmers who join the initiative become Green Fields ambassadors, receiving the Irritec “Certificate of Excellence in Sustainable Irrigation” and are awarded a voucher for their future purchase of sustainable irrigation products. At the end of the process, Irritec purchases high quality recycled raw material to produce new irrigation products.

The project promotes the correct disposal of irrigation materials from any brand and it involves various stakeholders, raising the environmental awareness among Irritec personnel itself, the companies specialized in waste collection and recycling, dealers and farmers, with a membership increase by 61% in the 2018-feb 2020 period, compared to the 2015-2017 period, and an increasing project loyalty index in the 2015-2017 period compared to the 2018-present period.

Thanks to the collaboration of the above partners and stakeholders, developing environmental responsibility, the quantity of plastic material collected from the field has been increasing year by year, in particular:

- in 2019 there was a 24% increase compared to 2018 in Italy, 23% in Mexico.





# THE PROJECT STAGES



**Green Fields**

**Green Fields**

**Reciclar es Cinta**  
trae GRANDES BENEFICIOS

SOLICITA  
EVALUA  
PROGRAMA  
RECOLECTA  
DISFRUTA

Comuníquese con nosotros...

**irritec** **irritec**

**LO SON REALMENTE POR LA TIERRA EN LA QUE FUERON CULTIVADAS.**

EIRS® nos otorga el premio al **NUEVO PRODUCTO INNOVADOR 2018** por nuestro programa

**NUEVO PRODUCTO INNOVADOR 2018**

**Green Fields**

Expo Internacional de Riego  
**EIRS® Sustentable**

**Green Fields project dedicated website**  
<https://greenfields.irritec.com/>

And video  
<https://www.youtube.com/watch?v=kCLH5SPIMx0>

**Green Fields has been awarded the innovative product prize in 2018 in Mexico**  
We are working to integrate the recycling activity within our facilities in Mexico in accordance with the applicable local regulations. This investment will allow a better control of the recycled material. Moreover, we are planning to extend the scope of the programme by including other products to further reduce the plastic carbon footprint.





# LABOUR

Our team includes **over 700 people** from different countries and backgrounds working for a common goal: spreading the technology of efficient irrigation in the world.

As stated in the first section of our Ethical code, all sorts of discrimination, corruption, **forced labour or child labour are repudiated**. Particular consideration is given to safeguarding and recognizing dignity, freedom and equality of human beings, the protection of labour, freedom of trade unions, health and safety.

In this regard, Irritec operates within the framework of the United Nations Universal Declaration of Human Rights, the fundamental Conventions of the ILO - International Labour Organization - and the OECD Guidelines.

All Irritec people, without distinctions or exceptions, conform their actions and behaviours to the

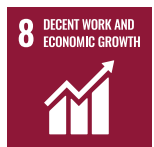
principles and contents of the Ethical Code within their functions and responsibilities, in the awareness that **compliance with the Code is an essential part of the quality of the work performance**.

As declared in our Ethical Code, all Irritec employees, at all levels, must act respecting the principles of **honesty, fairness, collaboration, loyalty and mutual respect**.

We are aware that developing an increasingly comfortable working environment is not only fair and imperative, but it contributes to the company's success. Our dedicated **HR Management department** periodically monitor the employee's satisfaction and assess opportunities for further improvement of the personnel's well-being in the workplace. In other words, we work daily to guarantee not just **decent working conditions** but also a **comfortable and welcoming environ-**

**ment** where our employees are involved and their **skills, talents and potentials** are appreciated and developed. In order for the Management to better monitor the personnel's activity and **satisfaction level**, each employee is asked to submit a **monthly report**. Apart from **complying with minimum wage standards**, we annually award our employees according to the achievement of the company's targets.

In the last four years we have invested in the development of a "**welfare award system**" which gives each employee who has been awarded such "bonus" the opportunity to redeem it by purchasing welfare services and thus benefiting from the tax relief set by law. The available welfare services include, among others, school refunds, study holidays, language courses etc. for the employee and his/her family.







**Costa d'Orlando**  
Basket Team

What is more, special attention is reserved to **Irritec mothers**. Irritec women are assigned a special parking during pregnancy and after childbirth they can ask for adjustment of their working hours according to the baby's requirements.

All Irritec employees and their families can benefit from **special rates** agreed upon by Irritec and a given list of selected product/service providers such as restaurants, shops and gyms.

This is also a way to encourage **sport** activities among our employees, since we believe that exercising can help everyone to relieve from physical and emotional stress. In order to promote sport among our stakeholders, we also support **basketball** and **cycling initiatives** in Italy and abroad, like the "Costa d'Orlando Basket S.s. D a r.l." Sicilian Basketball team, the "Costa Academy" basketball project for children, the cycling competition **CIRCUITO PROVINCIAL SEVILLA CARRETERA** as well as the recent European tour experience of a young cyclist called "Tour in bici sulle strade d'Europa".



**Irritec Iberia – Carmona de Sevilla**  
The European Tour Cycling Experience of Comin Untrece

## SAFETY AND TRAINING

We are committed to guaranteeing an increasingly safe and comfortable work environment for our employees. As specified in our Ethical Code, **alcohol and drugs are prohibited. Smoking is not allowed** in the company.

Our dedicated department works daily to **prevent and reduce the risks to the workers' health and safety** while motivating workers to develop a sense of responsibility towards their own and their colleagues' health and safety, encouraging the continuous improvement of the individual skills of each employee. Each employee is required to undergo periodical medical examination and to attend a series of **safety courses**.

### IRRITEC SPA INJURY INDEX

The average injury **severity and frequency index of average injuries** of the last 6 years is below the national average (Italy) (**data source INAIL ref. 2008-2010 for the manufacturing industries for rubber and plastic processing**).

The consistency and implementation of our safety and responsibility-raising measures has proved to be successful, with a positive trend in the "**number of worked hours vs. total working hours**" in Irritec group, 96.38% in our headquarters in Italy in 2018. Work is underway to increase the awareness of each employee regarding safety at work through **meetings and training and information sessions** on diverse topics based on the information collected with the adoption of a sourcing system of accidents and "near-miss".

### Skills development

**Diversity and inclusion** in our team are essential for our activity, making a remarkable contribution for the valuable relationship built over years of experience with our customers, partners and community stakeholders from all over the world. Our HR department is committed to make employment-related decisions based on relevant, objective and inclusive criteria. Our workforce namely includes local human resources (in line with our home-land bond principle), international as well as vulnerable staff members. In terms of relevance, there is **95% consistency**



between the level of **education** and the type of **employment** of our workforce.

We invest in **the development of the skills** of our employees because we firmly believe that training gives our employees the learning opportunities they need to keep **moving forward** in their career, in the interaction with each other and with our stakeholders.

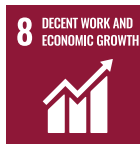
In order to **foster the communication and integration with our stakeholders**, we have invested in communication training programmes including, among others, **foreign language courses** as well as **public speaking seminars**. Periodic visits by the employees of the subsidiaries at the headquarters (and viceversa) encourage **teamwork**.



## INTERACTION WITH SCHOOLS AND UNIVERSITIES

From the bond with the territory and the desire to offer a tangible contribution to the enhancement of professionalism and the integration of young people into the labour market comes a series of activities we carry out. To name a few:

**Our Founder Carmelo Giuffrè**  
*tells Irritec story at the University Residence of Alcantara, Catania (Sicily).*



- creation of a partnership with the **local industrial technical education institutes** through **school-work alternation** projects, aimed at developing in-depth knowledge of basic technical skills

- creation of **events addressed to teachers**, to establish a dialogue and comparison on the skills required by the companies and those developed by the students through current study programs

- **meetings and conferences with teachers and students** to encourage training aimed at job placement

- **participation of our Management in various events organized by local schools** in order to tell his entrepreneurial experience and the importance of skills and knowledge to access the labour market

- **activation of curricular internships with university students** to facilitate professional choices through direct knowledge of the labour market.



# OUR EMPLOYEES

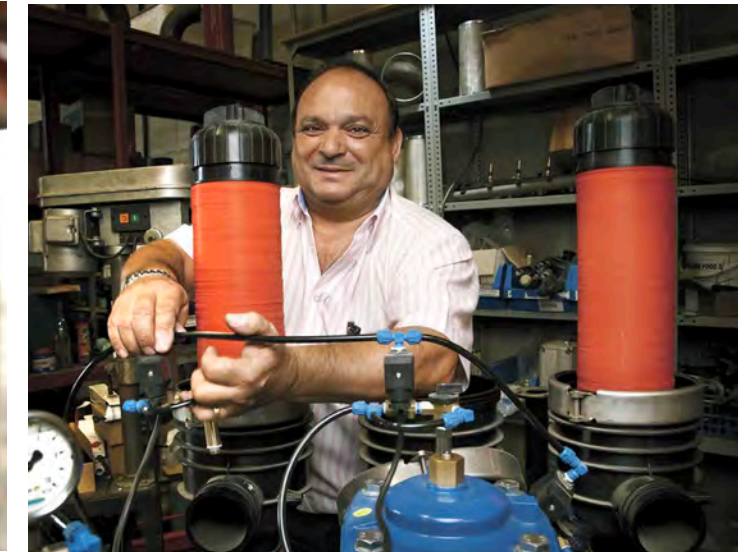
With over 700 employees worldwide (over 2,5% increase compared to 2017), the number of employees at **Irritec S.p.A.** increased by 2.43% in 2018 and by 2.53% in 2019.

Year	N°	Variation	%
2018	425,57	10,34	2,43%
2019	436,61	11,04	2,53%

**Over 85%** of our employees are hired through a **permanent contract** and the number of permanent employees is going to increase. Part of our employees have been loyal to our company for over 20 years now.

## Employees by gender

Irritec S.p.A. is a manufacturing company where a good percentage of employees is hired for the production department. Women generally apply for administrative positions, accounting for over 10 % of the total employees in our headquarters in 2019 and for a higher percentage in our affiliated companies.



**IRRITEC IS A TOP JOB COMPANY**

*Irritec is among the "300 top job companies in Italy", according to the independent study carried out by the German Institute of Quality and Finance, published in «La Repubblica Affari & Finanza» on 2 December 2019.*



Irritec employees receiving the "20 year gift"





# ANTI-CORRUPTION

Irritec business is inspired by and based on the respect of the **company's values, legal compliance, fairness and transparency** towards all the stakeholders, without distinction of importance of the deal.

For this reason, our Ethical Code is focused on **rejecting any form of corruption** both internally and externally, starting from the assumption that in no way can the conviction of acting for the benefit or in the interest of Irritec justify, even in part, the adoption of behaviours that conflict with the principles and contents of the Code itself.

Corruption practices, **illegitimate favours**, collusive behaviours, direct or indirect actions aimed at obtaining personal and career advantages for oneself or for others are strictly prohibited.

Without prejudice to compliance with applicable legislation, the business objectives, projects, investments and actions must all be aimed at creating value and **well-being for all stakeholders**.

**Improper payments**, bribes, gratuities, material benefits and other advantages of any entity to third parties, representatives of governments, public officials and public or private employees as such are prohibited.

**Gifts and forms of hospitality** are permitted only if they are of modest value and in any case such as not to compromise the integrity or reputation of the parties. In any case, this type of expenses must always be authorized by internal procedures.

All employees are required to **report any breach**

as well as any offer received which could be in contrast with Irritec anti-corruption commitment.

Irritec is committed to adequately inform third parties about the commitments and obligations imposed by the Ethical Code, requires them to comply with the principles that directly concern their business and adopts the appropriate internal and, if within their competence, external initiatives in the event of non-fulfilment by third parties.







Photo by Maarten van den Heuvel on Unsplash



# FUTURE PROGRAMMES FOR SUSTAINABILITY DEVELOPMENT



**Giulia Giuffrè**  
Irritec Group Marketing Director  
and Sustainability Ambassador

## SUSTAINABILITY REPORTING

In line with our transparency principle, we are assessing the possibility to draft a sustainability reporting as opportunity for a deeper analysis of our sustainability impacts and performance at each level of our organization.

## CARBON NEUTRALITY

Recognizing the urgency of the climate challenge, we are working to set the parameters which will help us to calculate the carbon footprint generated by our operations together with our “carbon neutrality” actions and initiatives in order to improve our contribution to limit temperature increase to 1.5°C.

*“We’ve become a reference for smart irrigation, but will accomplish our sustainability mission when everyone looking at a tomato in a supermarket will ask how much water was used to irrigate it”*



# PRIZES AND ACKNOWLEDGEMENTS

Sustainability		Customer value leadership
<p>Best performance Award (Bocconi), 2018</p>	<p>Circular Economy (Symbola + Enel), 2018</p>	<p>Best Practices Award, 2017</p>
Management and Performance		
<p>Best Managed Company 2018 and 2019</p>	<p>Intesa San Paolo 2019</p>	
Innovation		
<p>EIRS - Innovative product prize, 2019</p>	<p>MACRFUT - Innovation prize, 2018</p>	<p>Le Fonti Awards, 2016</p>

# IRRITEC IS AN ELITE COMPANY

Elite is the program launched by Borsa Italiana within London Stock Exchange Group for the organizational and managerial development of the best Italian companies.



<https://it.elite-growth.com/en/companies/irritec>



## COP DISTRIBUTION AND CONTACTS

This report will be made available to Irritec employees and stakeholders mainly through the UN Global Compact website and Irritec website [www.irritec.com](http://www.irritec.com)

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