

Sede Legale e Stabilimento
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Amministrazione, Logistica, Direzione e Stabilimento
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UNGC - COMMUNICATION ON PROGRESS

H.E. António Guterres
Secretary-General
United Nations
New York, NY 10017
USA

10 June 2020

Dear Sir,

I am pleased to confirm that FARMACEUTICI PROCEMSA SPA supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption.

With this Communication on Progress we reported our activities carried out with the objective of the continuous improvement for the integration of the Global Compact and of its Ten Principles in the strategy, awareness and daily operations of our Company.

We share this information also with our stakeholder through our primary communication channels, renewing our ongoing commitment to the initiative.

Description of practical actions the company has taken:

HUMAN RIGHTS

FARMACEUTICI PROCEMSA SPA develops, manufactures and packages food supplements, cosmetics and medical devices for third parties. It has been founded in 1939 and now it counts on 115 employees. Workers are our main source. Procemsa recognises that different cultures and talents are fundamental values.

Practical actions

Reference to principles of relevant international standards on human rights

Ethical code

Grievance mechanisms that are equitable, transparent, rights-compatible and based on engagement and dialogue

Internal awareness on human rights for management and employees

Smart working

Part time

Plan of welfare for all Employees

Special activities for Covid: Insurance Covid 19 for all employees

FARMACEUTICI PROCEMSA S.p.A. - E-mail: Procemsa@procemsa.it

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Measurement of outcomes

Periodical monitoring by the Senior Management
Internal and external feedback
Monitoring and periodical update of the ethical code

LABOUR

Procemsa refuses all types of discrimination based on age, gender, race, disability, nationality, political and religious opinions.

Practical actions

Respect principles of relevant international labour standards
Not discrimination in the procedures of recruitment, hiring, training, remuneration, awarding, redundancy
Dialogues with the representative organization of workers to regularly review progress made and jointly identify priorities for the future
Promotion of a corporate culture that guarantees suitable healthy and hygienic working conditions.
Commitment to protect the health and safety of workers through the adoption of high health and safety standards according to UNI EN ISO 45001:2016.
Promotion of the development of human capital through the implementation of specific training initiatives aimed at the professional and cultural growth of its employees

Measurement of outcomes

Periodical monitoring by the Senior Management
Periodical internal safety audit
Periodical surveillance audit carried out by external Certification body
Monitoring and periodical training report

ENVIRONMENT

Procemsa is certified ISO 14001:2015; it has always been believed in the importance of taking care of the environment and constantly evaluates all the aspects that could become potential environmental impacts, so workers apply compatible procedures in the mission of a continuous improvement, for the wellness of the community.

Practical actions

Existence of an environmental management system to identify and monitoring the environmental impacts of the Company
Definition of internal roles for the environmental protection
Risk and opportunity assessment

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Definition of specific objectives:

- Reduction of waste per pieces, improving waste management and reducing production wastes
- Circular economy projects (considering internal waste and external waste – other Company in the agriculture or alimentation sector) in order to obtain new “valued” components from waste
- Efficient use of energetic resources, through projects for the control of consumption, the optimization of production, all addressed to the reduction of CO₂ production
- Development of new products for well-being with particular attention to Environment, studying new packaging, formulation with reduced environmental impact
- Implementation of technologies with higher standards in regards to environmental aspects
- Improvement on quality air emissions, through the installation of advanced filtering system

Measurement of outcomes

Periodical monitoring by the Senior Management
Periodical internal audit
Periodical surveillance audit carried out by external Certification body
Monthly monitoring of consumption
Periodical analysis of air emissions
Periodical measurement of the carbon footprint

ANTI-CORRUPTION

For FARMACEUTICI PROCEMSA the Social Accountability is identified in the capability to link the activities of the company with the protection of the interests of all people with whom it relates, in the respect of the values.

Practical Actions

Coherence, transparency and respect are at the base of each decision and behaviour in an environment of reciprocal trust.
Use of independent external assurance of anti-corruption programmes
Internal checks and balances to ensure consistency with the anti-corruption commitment
Management responsibility

Measurement of outcomes

Periodical monitoring by an external independent Body

Sincerely yours,
Farmaceutici Procemsa SPA
CEO
Dr. Alessandro Sertorio



