

**FARAM**

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

Giavera del Montello, 26th November 2020

SUBJECT: Communication on Progress (COP) – year 2020

I am pleased to confirm that the Company I represent reaffirms its support to the ten principles of the Global Compact of the United Nations on human rights, labour, environment and anti-corruption.

We work, in fact, with the will to increasingly improve the integration of these principles in business strategy, in culture and in our everyday activities.

We are also committed to sharing these inspiring values with our stakeholders through primary communication channels.

In particular:

Human rights and labour

The Company:

- does not use nor supports child labour
- does not use nor supports forced labour
- ensures the occupational Health and Safety of all Workers
- respects the right of the Workers to form and subscribe to trade unions of their choice and the right to collective bargaining
- does not use nor supports discrimination on grounds of gender, age, origin or any other condition that may cause it (e.g. social class, religion, political opinions), and also does not use nor favours coercive disciplinary procedures
- respects the applicable provisions on working time
- guarantees an adequate salary for the personnel according to their responsibilities and in line with the dictates of the National Collective Agreement, to guarantee the Workers a decent life
- guarantees that decisions related to employment are based on relevant and objective criteria

To prove the corporate commitment in this direction, the Company has been certified for years according to the standards:

- ISO 45001 “Occupational Health and Safety Management Systems”
- SA8000 “Social Accountability 8000”

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Soggetta all'attività di direzione e
coordinamento di
Aliante Equity Tre Spa



Environment

The Company:

- adopts an approach based on responsible management of the resources and aiming at improving the environmental conditions of the planet
- organises a management of materials and processes that has a minimal impact on the natural ecosystem
- monitors, in conformity with applicable Law, its environmental impact, that is:
 - air emissions
 - waste
 - dangerous substances
 - use of natural resources
 - discharges to soil and water
 - energy consumption

To prove the corporate commitment in this direction, the Company has been certified for years according to the standards:

- ISO 14001 “Environmental Management System”
- ISO 50001 “Energy Management System”

Anti-corruption

The Company:

- works in conformity with applicable anti-corruption laws
- does not have any pending charge for corruption-related crimes
- has adopted a Code of Ethics, shared and respected by all parties concerned

For each of the above-mentioned points, the Company has identified specific KPIs to measure its performance and to ensure the continuous improvement.

In particular:

- work-related sickness and accidents and absenteeism rate
- demography of personnel by factors of diversity (e.g. gender, ethnic group, age, etc.)
- percentage of recycled materials
- consumption of the various energy sources
- amounts of sorted waste
- training hours per year per employee

Best regards

Massimiliano Giacomelli
CEO Faram 1957 S.p.A.