

# Cattini e Figlio S.p.a.

COMMUNICATION ON PROGRESS FOR YEAR 2022 TO THE  
UNITED NATIONS GLOBAL COMPACT



Cattini e Figlio S.p.a.

SUMMARY:

Continuous  
commitment to the  
UNGC and its  
principles.

2022 Status.

2023 Targets.





## ***CONTINUOUS COMMITMENT TO THE UNGC AND ITS PRINCIPLES:***

We are delighted again to confirm our commitment to the UNGC'S 10 universal principles.

In a world where every year brings more challenges than ever before, it is reassuring taking the evergreen values of the 10 universal principles as the strongest pillars upon which not only our Organization but our entire life is based.

Cattini's commitment to respect each individual, to develop solutions that will bring good fruits for a long time, to reject the use of shortcuts to achieve Company's targets, will make our Organization stronger and at the forefront to maintain an outstanding level of service to all our Customers worldwide.

We are determined to retain this invaluable force and cannot think of a better way to power our way ahead.

Casarile, December 02 2022    Lorenzo A. Cattini – Chairman, C.e.o.



# Cattini e Figlio S.p.a.

## ***HUMAN RIGHTS STATUS (1):***

Cattini e Figlio never tolerated and never will tolerate any kind of abuse in respect with the universal known human rights.

There has been no reported case of inobservance of any human rights since the e-mail anonym hotline has been established in 2010.

Cattini e Figlio will endlessly continue to stress the importance of respect of human rights throughout its entire organization and to all stakeholders including Suppliers.



# Cattini e Figlio S.p.a.

## ***HUMAN RIGHTS STATUS (2):***

Health and safety issues are covered by periodical meetings between employees and management representatives as well as by procedures included in the management model according to legislative decree 231, recognized by the Italian government.

Employees are represented by a serious and competent committee.

Cattini e Figlio has appointed a management representative for health, safety and environment duly empowered to act.

Plenary health and safety session is held annually.

Certification of the health and safety management model is planned within first quarter 2023.

The totality of employees is covered by collective bargaining agreements.



# Cattini e Figlio S.p.a.

## ***LABOUR STATUS (1):***

Cattini e Figlio recognizes the right for all employees to associate to unions and confirms that the unions are not subject to any kind of discrimination.

Year

2022

Total employees

214

Associated to unions

39

Above headcount exclude temporary workers



# Cattini e Figlio S.p.a.

## ***LABOUR STATUS (2):***

The use of child and/or forced labour in Cattini e Figlio's plants as well as in our Suppliers facilities has never and will never be tolerated; no person will be enrolled under the minimum age permitted by the Italian law.

### Age employees

from 19 to 25 years	4
from 26 to 35 years	25
from 36 to 45 years	51
from 46 to 55 years	84
above 56 years	50
Total training hours in 2022	2,310





# Cattini e Figlio S.p.a.

## ***LABOUR STATUS (3):***

One of Cattini e Figlio's major objectives is to take care of its human resources and to endlessly develop their potential through appropriate business climate, training, job rotation and other universally accepted practises.

Selection and recruitment activities for new personnel are performed strictly according to objective evaluations about each candidate potential for the position, without making any gender, racial or other kind of discrimination.





# Cattini e Figlio S.p.a.

## ***ENVIRONMENT STATUS:***

Cattini e Figlio takes care to minimise the impact to the environment as much as possible taking into consideration the inevitable constraints due to the fact that materials and manufacturing methods are specified by its Customers.

## ***ANTI-CORRUPTION STATUS:***

Corruption has never and will never be tolerated by Cattini e Figlio: so far, no non compliance to our policy has been reported to the top management of our Company.

Our Code of Ethics has been updated and published on our website; it is extremely clear about non-ethical issues and our Company will stop or not enter into business relations with any third parties responsible for such painful acts.



## ***STATUS 2022: WHAT WE HAVE DONE***

1. We prepared for ISO 45001 certification for which audit is planned within 1 quarter 2023;
2. We continued to verify the effectiveness of our voluntary management model according to the legislation risk assessment act 231 with excellent results.
3. We continued an important training program throughout our Organization to assure a «Zero Alibi, Zero Defect attitude». for the future.



## ***TARGETS FOR 2023***

1. Continue to spread the UNGC principles throughout our Organization and our Supply chain.
2. Prepare for environmental certification of our heat treatment plant as well as setting up a more comprehensive set of values for our new governance policy.





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END OF COP 2022

THANK YOU FOR YOUR ATTENTION!

