

SOCIAL REPORT

eternoivica



23/08/2016

FINANCIAL SUSTAINABILITY REPORT 2015-2016

ETERNO IVICA FOR SUSTAINABLE DEVELOPMENT



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FINANCIAL SUSTAINABILITY REPORT 2015-2016

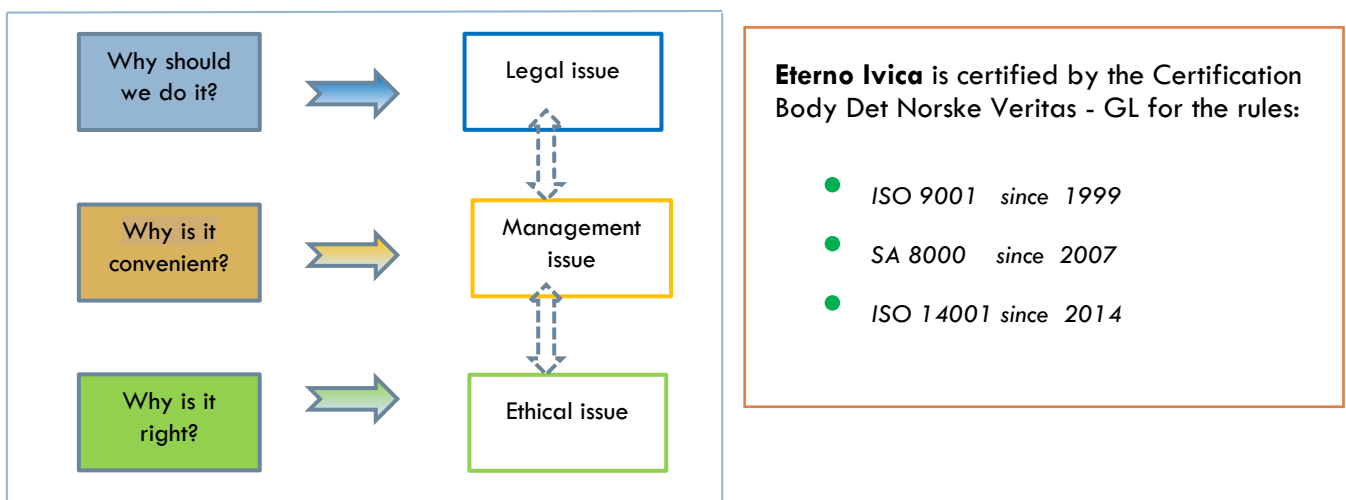


1 Social Report

PLASTIC+ Group wishing to pursue a consistent and transparent dialogue with all the internal and external stakeholders involved, publishes an annual Social Report since 2006, providing information about its policy.

The report refers, in addition to corporate social responsibility, also to the environment in accordance with sustainable development promoted by the Plastic+ Group company policy. It also provides information about the actions involving its stakeholders in compliance with the Integrated Management System: Quality - Ethics - Safety - Environment.

Through the Social Report we share information about our corporate, commitments, activities and organization, programs and objectives. Everything we do is underpinned by our commitment to operating according to the principles of social responsibility and environmental sustainability.



During 2015 it has successfully passed the maintenance audits for SA8000 and ISO 14001 certifications, and in October 2015 it has achieved the renewal of the three-year certificate ISO 9001.

The PLASTIC+ Group aims through this path to stand out as a group of companies that pursue socially valuable programs oriented to environmental sustainability and respect for social rights in the whole production process, in compliance with the requirements relating to:

- Child labour - Forced or compulsory labour - Health and Safety
- Freedom of association and the right to collective bargaining - Discrimination
- Disciplinary practices - Working hours - Remuneration

Copy of this document has been provided to the SA8000 Workers' Representative and is available inside the company for consultation by any interested parties. The Social Report has also been published on the company website www.eternoivica.com for consultation by other stakeholders and all the stakeholders have been informed about the new publication by newsletter.



2.1 About Us

Eterno Ivica srl, in the construction field since 1973, designs, produces and sells rubber and plastic products for the construction industry and it sells also accessories for the building industry, through a distribution network. - **Since July 2013, as a by-production, it has expanded its range of products providing panels for sound insulation in buildings.**

Eterno Ivica srl

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Reg. Imprese Padova: 00339040289

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Eterno Ivica's internal design and production enable the company to satisfy customers' needs and requirements in a dynamic and flexible way. Thanks to the partner company **Plastic Planet, belonging to the Plastic+ Group**, it can rely on 13 injection moulding machines up to 550 tons, working 24 hours a day, six days a week. The company, according to the degree of urgency, can meet the demands of the market.



PRODUCTS ARE DIVIDED INTO THE FOLLOWING EIGHT LINES:



THE CATALOG IS AVAILABLE ON THE WEBSITE

www.eternoivica.com



2. 2 Presentation of PLASTIC+ GROUP



In 2001 the group called "**PLASTIC+ GROUP**" has been founded bringing together the brands:
Eterno Ivica srl - Italtronic srl - Plastic Planet srl.

Three dynamic realities with one mission: to develop ideas and products for the market, controlling all phases, from design and manufacturing to sale, with the aim to ensure quality, assistance, personalized relationship with the customer.



The Plastic+ Group manufacturing site covers a total area of over 10,000 square meters, of which 7,000 are indoor, divided into three production units directly connected one to the other, with testing laboratories and interior design studios. To share ideas and build success.

Since 2003, the Companies belonging to Plastic+ Group have moved to Via Austria n. 25, in the new industrial area located in the South of Padua, bordering the municipality of Saonara and Ponte San Nicolò. It is easy to reach the industrial area from the highways A4 MI-VE or the A13 PD-BO exit “Padova Zona Industriale” and following the road signs to the Plastic+ Group.

Today we can thus formalize the Group's mission:

- offering to those working in the construction field and electronics our own expertise and experience in the field of plastic products, in order to provide technically excellent products in target market segments, respecting ethical values, the environment and the health and safety of workers.

2.3 Company Policy

The Plastic+ Group, in order to grant a service oriented to customers, workers and all interested parties, while constantly increasing its business results, has set the goal to tenaciously pursue the highest possible quality in all areas and factors influencing the development of the Group:

Employees, Process, Product, Service and Community

The guiding vision of the group's policy is:

total quality to ensure:

- full satisfaction of the customer and stakeholders, i.e. active and appropriately understanding their needs
- adequacy of facilities and human resources
- respect for the environment
- respect for human rights
- respect for ethical values and health and safety at work
- constant commitment in the prevention of pollution and continuous improvement of environmental aspects in terms of: saving energy and natural resources, proper waste management and recovery, constant monitoring of emissions into the atmosphere
- personnel trained and equipped to respond quickly to emergencies
- constant risk management for all activities/products and services in order to promptly recognize the problems or opportunities.

The most important elements in order to achieve this policy are:

. considering all the employees as a valuable resource:

- ✓ always respecting the requirements of SA8000 rule relating to: child labour, forced or compulsory labour, health and safety, freedom of association and the right to collective bargaining, discrimination, disciplinary practices, working hours, remuneration, ethical code, together with the Universal Declaration of Human Rights and ILO documents and actions promoting respect for human rights
- ✓ encouraging workers' professional growth and awareness of their own role and actions through appropriate training processes to teach respect for human and moral rights and for the prevention of accidents and occupational diseases
- ✓ involving the employees and facilitating their active participation in the application of the policy, through the establishment of committees made up of managers and workers, to assess and propose corrective actions and improvements in social and security system
- ✓ involving the employees in environmental management to increase awareness of the appropriate behaviours that must be implemented, especially in waste management, paying attention to resource consumption and to the use of hazardous substances in any emergency situation.

- . considering the suppliers as strategic partners working together to achieve:
 - ✓ the careful choice of materials and technological innovation
 - ✓ the constant improvement of quality of the final product
 - ✓ the compliance with requirements relating to social and ethical issues, safety and environment
 - ✓ the assessment and prevention of risks of a potential non-compliance

- . considering the customers and the community as an incentive for high quality service, constantly seeking their satisfaction in terms of social responsibility and environmental management, providing them with an active and transparent communication of objectives and performances through the publication of the Social Report on the website and supporting initiatives to involve the stakeholders, assuring them:
 - ✓ the compliance with applicable laws, contracts, agreements and other requirements in the social, ethical and environmental fields
 - ✓ the effective commitment to continuously improving the ethical, social and environmental performance
 - ✓ the prevention of workers' health and safety in the workplace and the protection of environment.

- . ensuring the continuous monitoring and improvement of the Integrated Management System, defining measurable improvement objectives and verifying the achievement and effectiveness.

STRATEGIC PLANNING AND CONTROL PANEL



Innovation - competitiveness - supply chain - anti-corruption - customer satisfaction - local community and relationships with the third sector organizations - environment - ethical finance - legality - organization model pursuant to Legislative Decree 231/01 - risk assessment - health and safety

Mandatory conditions for achieving this goal are:

- clarity of roles
- a high level of professionalism demonstrated by individuals
- a high reliability in materials and equipment
- stimulating climate, i.e. a workplace environment where positive relationships between people encourage working in a comfortable, dynamic and proactive context, that leads to fulfill the seek for high quality of the whole group
- building relationships based upon fundamental principles that refer to the values:

RESPECT, INVOLVEMENT, HUMILITY, AVAILABILITY AND HONESTY

- developing a work philosophy based on the team spirit with the purpose of:

<WORKING TOGETHER FOR SUCCESS AND SATISFACTION>

The General Management is committed to pursuing and maintaining the company policy and constantly encourages the parties involved to follow it.

The Plastic+ Group provides evidence of the application of this policy through documented information in compliance with the rules UNI EN ISO 9001 - SA 8000 - UNI EN ISO 14001 - OHSAS 18001.

The Integrated Management System is certified for the rules UNI EN ISO 9001 - SA 8000 - UNI EN ISO 14001.

References	Fax or website	e-mail
Responsible for the Integrated Management System SA8000- ISO14001 and ISO9001 Plastic+ Group Via Austria n. 25/E 35134 Padova - Italy	Reports and complaints + 39 049 8530160 www.eternoivica.com	dir@eternoivica.com
DNV GL - Business Assurance Certification Body Via Bruno Maderna7 5th floor - Torre Eva 30174 Mestre (VE) Italy	+39 041 5060655 https://www.dnvgl.it/contatti/Form-Segnalazioni-Reclami.html	www.dnvgl.it/contatti/Form-Segnalazioni-Reclami.html
SAAS - Accreditation Body SA 15 West 44th Street, 6th Floor New York NY 10036 -	Fax (212) 684-1515 www.saasaccreditation.org	saas@saasaccreditation.org
Accredia - ISO Accreditation Body Via Tonale, 26 - 20125 Milan Italy	Fax. +39 02 21009637 www.accredia.it	milano@accredia.it

General Management
Favero Gabriele



3 Stakeholders

Below we present the stakeholders identified by the Plastic+ Group in order to ensure the capacity to meet all needs and requirements through an open, transparent dialogue based on trust.

- Human Resources;
- Partners;
- Customers;
- Suppliers;
- Financial institutions;
- Civil community;
- Public administration;
- Environment;
- Means of communication.

This Social Report was drawn to meet management systematic review procedures and external communication requirements, and is the result of the participation of social partners to the implementation of the social and environmental responsibility system.



4 Main economic data

**"Revenue growth
compared to 2014**

+ 38.27%"

Euro x 1000	2015	2014
Income statement		
Revenues	11.833	8.558
<i>Variation of inventory</i>	-3,5	88
<i>Other operating revenues</i>	17	13
Cost of production	7.741	6.111
Cost of employees	1.050	871
Financial income and expenses	-3	6
Extraordinary income and expenses	-28	2
Profit Before Tax	3.022	1.687
Net income	2.074	1.130
Balance Sheet		
Total activity	8.540	5.591
Net equity	4.792	3.018

The 2015 financial year results show the commitment of Eterno Ivica to constant growth.

The acquisition in 2013 of the brand "**Acustica Sistemi**" led to the creation of a new Acoustic Division inside Eterno Ivica.



Our professionals have many years of technical experience in acoustic, shipyard and trade experience, which made it possible to provide new services and new products for sound insulation and sound absorbing systems in civil and industrial buildings.

Eterno Ivica offers the complete support both during the planning phase and during products installation, and for the sound testing of the achieved results, using the certified instruments in compliance with the current regulations.

Environmental investments.



Eterno Ivica has always paid particular attention to eco-friendly aspect of its products and since 2013 realizes the **LEED** mapping of the product lines "Pedestal" and "Woodeck." The products of these lines are positively integrated in the housing projects with low environmental impact and provide a contribution to LEED certification for the building.

During 2015 Eterno Ivica has designed the underlay TXT, manufactured using fully recycled materials and recyclable, to reduce impact noise on floors. TXT has been patented.



5 WORKERS



ETERNO IVICA



ITALTRONIC



PLASTIC PLANET



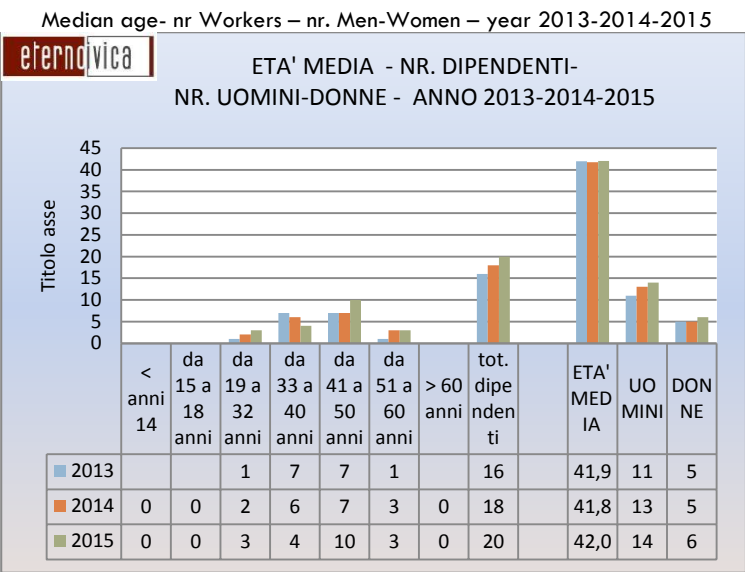
This paragraph is intended to show the situation of the Plastic+ Group in relation to WORKERS and to the fulfilment of all requirements of the SA8000 year 2008.

The review by the General Management has verified the results achieved in 2015 and set targets for improvement related to Social Responsibility to be reached in the year 2016.

CHILD LABOUR

There are neither children working in the Corporate, nor young workers as defined in the standard SA 8000 (from 14 to 18 years).

All employees are adults. The emitted procedure for this topic is applied and respected.



FORCED AND COMPULSORY LABOUR

Workers work voluntarily, no one is victim of threats or other intimidation that force him in any way to work for the company.

Workers do not leave to the company amounts of money or personal original documents.

Employees upon recruitment are informed on how to resign, they receive and sign for acceptance all documents required. They are also informed about the Rules of Conduct

HEALTH AND SAFETY

The Group refers to and applies all regulations governing workers' health and safety and an healthy and safe working environment.

Each company has an updated risk assessment.

Each workplace is covered by evacuation and fire control plans; in each workplace the emergency procedures are readily accessible on notice boards, and also the names of the workers that for each site have been trained through appropriate courses to handle with emergencies.

The (periodic) health examinations offered to employees are carried out according to the sanitary plan made by the competent doctor.

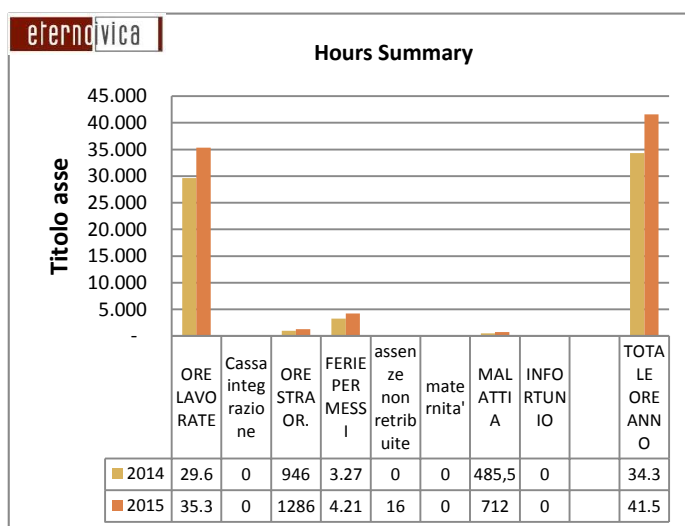
Results and objectives

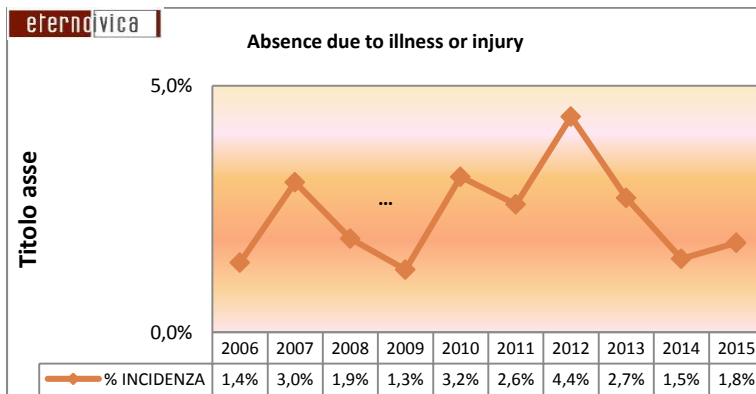
The information is given to workers by delivering to new employees the document "Personal Information Code", a guide illustrating company's policy and describing the characteristics of the labour contract signed, the description of payroll, the internal regulation and rules of conduct, the procedures for the forwarding of complaints or suggestions coming from employees, the standard SA 8000 and the Code of Ethical Behaviour.

All employees have received the booklet "Working well together" that is meant to be a quick reference guide for employees and employer dealing with the basic rules governing the employment relationship

The goal for 2016 is to update:

- the "Personal Information Code" with the new rules and the updates of the National Collective Labour Contract
- The Provisions for the use of computer systems





Absences due to illness or injury are constantly monitored for all the companies belonging to the group; such information are of key importance in order to identify the possible causes and eventually undertake the appropriate remedies. No accidents have occurred and absences due to illness are not attributable to business operations, but are related to health problems.

INVESTMENTS FOR WORKERS' SAFETY MADE IN 2015

The number of hours dedicated to safety training in 2015 was 260.5 hours distributed as follows:

- **Plastic Planet 54.5 hours**
- **Eterno Ivica 111.5 hours**
- **Italtronic 94.5 hours**

During 2015, all employees have been trained for the following number of hours:






- 2-hour update about the specific security plan
- 1/2 hour training for practising evacuations in case of emergencies

Among the improvement on the safety measures planned for 2015, points highlighted with  have been completed, while others with the symbol  are to be completed and are proposed for 2016.









2015 OBJECTIVES AND RESULTS






PLASTIC PLANET

-  -purchase 3 ladders max. 1m high
-  -purchase a high rolling ladder for the moulding area to open the high drawers
-  -purchase a microwave for workers to be installed in the cafe area
-  -purchase 2 drain pans for anti-freeze
-  -organize a system to inform the Head Office about customers and/or suppliers visiting the area, especially in the production area of Plastic Planet.

ETERNO IVICA

-  -soundproof the walls between bathrooms and offices
-  -buy a forklift for goods handling
-  -buy a second gun
-  -improve the sales department organization
-  -installation of a system to deter pigeons soiling the storage areas
-  -purchase a new microwave

ITALTRONIC

-  -prepare big bags for plastic collection
-  -communicate the improvement goals to the warehouse department
-  -soundproof the saw cutting area
-  -buy or repair the swarf vacuum cleaner
-  - consider a suction system for CNC machines

During 2015, the following documents have also been issued and the following new facilities have been installed:

Plastic Planet:

- **new air intake system installed with outdoor fireplace conveying powders from internal shredders**
- **electrical room installed**
- **review and update of the Chemical Risk Evaluation Document**

To evaluate workers' exposure to chemical risk were conducted CHEMICAL ANALYSES TO MONITOR THE STAFF WORKING WITH PRESSES AND CRUSHERS.

Analyses were performed in all departments, using both personal sampling and environmental sampling. Very low quantities have been found, remaining below the limits set by law, so the chemical risk is considered modest.

Eterno Ivica

- **a WMS management system implemented to support the management of warehouse**



2016 new goals for the workplace safety

The Committee on Health and Safety (CSS), in conjunction with the SPT Committee (Social Performance Team), the Prevention and Protection Responsible (RSPP), the doctor and the security consultant, evaluated all the risks associated with manufacturing and installations, in compliance with art. 35, paragraph 2 of Legislative Decree 81/08 (Report of the periodic safety and review meeting), and proposed the following actions for improvement in 2016:

ETERNO IVICA

- Carry out specific evaluation with NIOSH method
- Draw up a code of practice for goods handling procedures during the preparation of orders

ITALTRONIC

- Carry out a chemical risk assessment - pad printing area
- Install dust collection system for dusts that can be released into the workplace by CNC machines (see absolute filter)
- Check the material the door to the pad printing area is made of; provide the door with signs placed at eye level

PLASTIC PLANET

- Carry out noise risk assessment
- PHYSICAL HAZARDS (noise, vibration, EMC) –

FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING

The Company respects the right of workers to form and join trade unions of their choice and the right to collective bargaining, while fully respecting the norms and national agreements.

All employees of the organization are absolutely free to communicate with their trade union members in the workplace, in accordance with the provisions for access and the security of such places.

However, employees of the companies of Plastic+ Group do not join any trade unions.

The Workers' Representatives were informed that, on request, the company makes available the facilities necessary for communication and for carrying out the trade union meetings.

DISCRIMINATION

The Plastic+ Group does not implement any kind of discrimination against its employees, it guarantees equal opportunities to all employees and does not implement or permit interference in their private lives.

There are women working both in ETERNO IVICA and ITALTRONIC, while in PLASTIC PLANET women are not present due to the particular type of work and 50% of workers are foreigners coming from various countries outside Europe, who are sufficiently integrated with the workplace and are able to understand and express themselves in Italian at autonomous stage.

DISCIPLINARY PRACTICES

The Plastic+ Group is inspired by the code of ethical behaviour and does not resort to any form of physical or mental coercion, verbal abuse or any offense against the personal dignity of any employee or collaborator.

Working hours are stated, as per contract, to be 40 hours per week with a maximum of 12 additional hours of overtime.



2016 new goals for staff information

UPDATE:

- the "Personal Information Code" with the new rules and the updates of the National Collective Labour Contract
- the provisions for the use of computer systems

WORKING HOURS

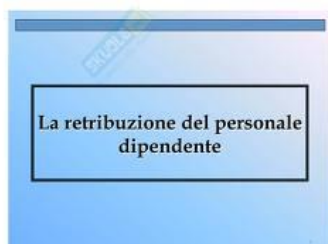


Eterno Ivica works on a one work shift, Italtronic works on two work shifts in the CNC and pad printing departments and Plastic Planet works on three work shifts.

Overtime is voluntarily accepted by the employees, based on business needs.

Currently there are no claims or reporting for imposition of overtime and the indicators are continuously monitored.

REMUNERATION



The work is paid as set by the National Collective Labour Contract for Industry Rubber and Plastic.

2015 Activities:

- Contractual and salary levels are determined for workers according to their role and position.
- All employees, depending on the operating framework, receive the incentive bonuses for the achievement of the objectives, according to the System of Management by Objectives (MBO)
- During 2015 fuel cards have been given to all employees
- As in last years it has been offered the chance to use a gym inside the workplace.



Type of employment in 2015	Nr.
Full-time indeterminate contract	16
Part-time indeterminate contract	1
Fixed-term contract	3
TOTAL internal human resources	20
Temporary work contract	1



6 CUSTOMERS



OUR OBJECTIVE IS TO SPREAD THE QUALITY OF OUR PRODUCTS TOWARDS A GLOBAL MARKET

Eterno Ivica is structured to cover in a widespread and effective network all Italian areas and most of the industrialized countries in the world.

SALES NETWORK

In Italy: more than 40 agents

In the World ... more than 49 distributors and 14 agents



Eterno Ivica new website provides customers with a **software for the calculation of supports, download of the technical data sheets with product specifications and download of the Declaration of Performance (DoP) of CE marked insulating panels.**

Aiming to the development of services, information and assistance for customers, Eterno Ivica during 2015 **has continued the publication of the magazine IFA Magazine, which is delivered both in print and online editions and is available for free download on the website.**

This project aims to create an educational bridge between companies producing highly technical solutions and the world of design.

IFA Magazine is a synergistic opportunity to offer insights and new ideas, because our common objective is the awareness that the building field needs guaranteed and functional innovation, in line with the mandatory regulations: this is what market seeks, and what our passion and willingness to build responsibly inspire us to do".



eterno e20 together to learn

Each edition contains interviews, forums, articles and new contributions, always available to everyone. The target audience is very heterogeneous and the tips given can be helpful for installers, builders, retailers, building stores, but also for professionals (engineers, architects, surveyors, appraisers, etc.).

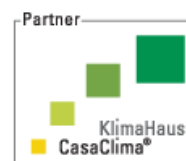
Eterno Ivica also gives to manufacturers, partners and customers the chance to present their history and a case- history.

eterno e20 through the creation of a new office for public relations, Eterno Ivica promotes training Seminars and Conferences in many Italian provinces, targeting all the professionals dealing with sound insulation, with the aim to present through various workshops the outdoor raised floor system and other new products.

Eterno Ivica adheres to producers Association



is the official Partner of the public agency



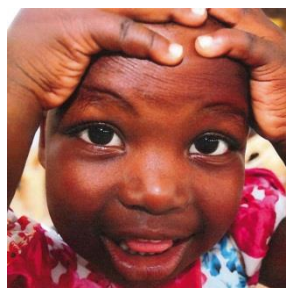
Eterno Ivica obtains the Certificate "CasaClima Partner" during Klimahouse Fair 2016





7 COMMUNITY

Social Commitment of PLASTIC+ GROUP with the Project "Building the future together"



On the company web site are published all the steps of the **"Project Building together"** which ended with the construction of two schools in St. Maximilian school area in Dar es Salaam in Tanzania.

1st building opened in June 2011 for the Primary School;





2nd building opened in July 2013 to host adolescents aged thirteen to eighteen, when they have completed the Primary School.

This is a professional training school, with traditional classrooms and laboratories, which can host about 300 students



CONTRIBUTIONS TO PROJECTS OF SOCIAL RESPONSIBILITY

The Plastic+ Group participated during 2015 in several projects, including:

- Contribution of € 2,000 to the Association "Alta Via" by Enrico Cappellari
- Contribution of € 1,500 to the Choral Group S. Antonio
- Contribution of € 1,500 to the Association "IOV" VENETO ONCOLOGICAL INSTITUTE
- Contribution of € 200 to Città della Speranza
- Contribution of € 2,000 to the Project "Pedaliamo per la vita"
- Donation Ivailo € 1,000

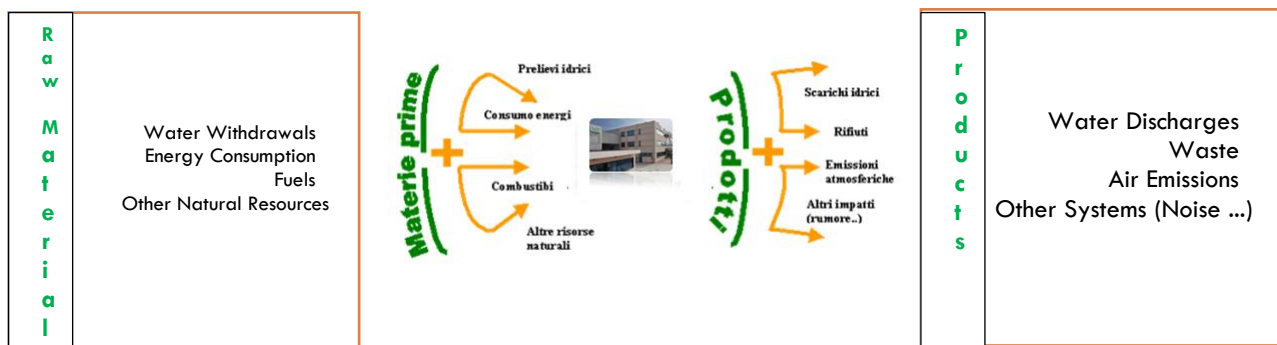


8 ENVIRONMENT



The **Plastic+ Group** policy has always been oriented to environmental protection. Since 2014 **Eterno Ivica** and all the companies belonging to the Group **have obtained the ISO 14001 certification with the international certification body Det Norske Veritas-GL.**

The Initial Environmental Analysis has evaluated the position of the Plastic+ Group in relation to the environment in order to take into account all the environmental aspects/impacts and their management.



For each environmental aspect, the impacts have been evaluated considering the conditions Normal, Abnormal and Emergency. In compliance with the principles of environmental policy, an Environmental Programme has been drawn defining for each aspect, considered important for the sustainability of the territory, specific objectives with timing, goals and actions planned according to the logic of continuous improvement.

IS OUR WAY OF WORKING SUSTAINABLE?

This is the question that Plastic+ Group addresses to all environmental aspects/impacts and their management. The three companies of Plastic+ Group, respecting the environment and taking into account the following principles:

- from pollution removal to pollution prevention
- from waste management to waste prevention and reduction
- from increasing the resource use to increasing the resource conservation

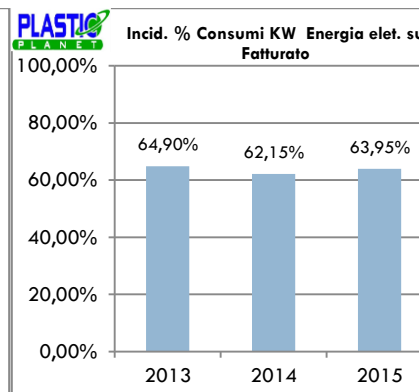
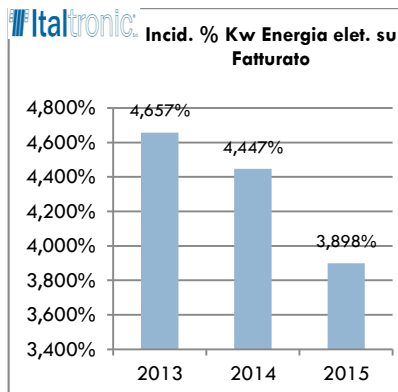
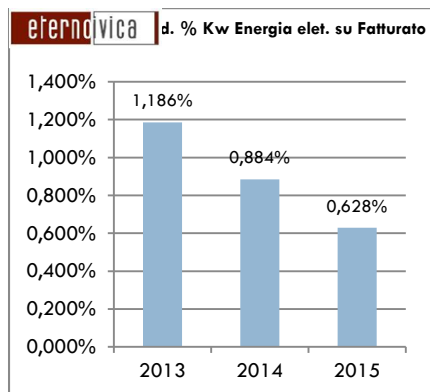
are committed to the following environmental program to be developed over five years, with the following objectives:

1st long-term GOAL**Control and reduce electrical consumption**

Result achieved in 2015



incidence % Kw electrical Energy on revenue



In 2015 the reduction in the incidence of KW consumption on revenue of Plastic Planet has not been in line with expectations, because of the delay to October 2015 in the completion of the power factor correction of the electrical system connected to the medium voltage cabin installed in 2015.

**2016 new goals to reduce electrical consumption**

- consider the purchase of LED ceiling lights and photovoltaic panels
- assess the update of the software that keeps track of energy consumption of the presses in PP

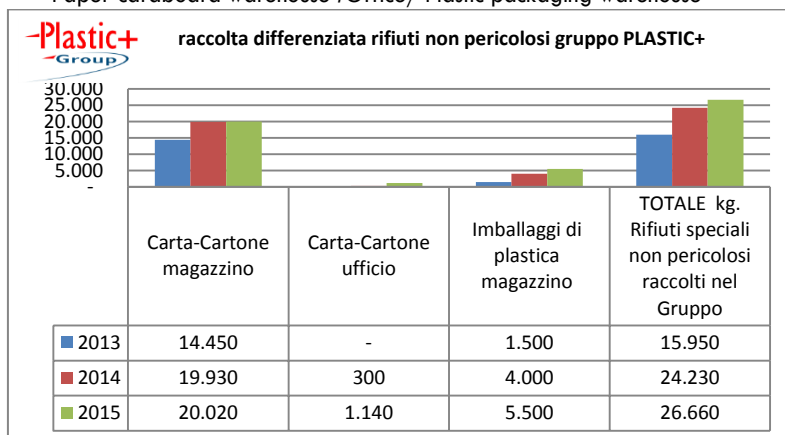
2nd GOAL**Control and increase the recycling of non-hazardous waste**

Results achieved in 2015



collecting waste non-hazardous waste PLASTIC+ Group

Paper-cardboard warehouse /Office/ Plastic packaging warehouse



social report

All companies belonging to the Group pay particular attention to waste management. Wastes are given to a specialised company for their recovery and transformation

During 2015, the following control measures and improvements were made:

- 1) raised awareness among the operators of the production departments
- 2) purchased baskets for each office for paper collection.
- 3) applied the Operating Instruction IG28 "Separate waste collection" for the collection of paper / cardboard and plastic packaging



During 2015 all the employees were provided with durable mugs with the Group brand to reduce the use of disposable plastic cups and consequently reduce waste.

3rd GOAL

Control and keep in order the temporary storage area for hazardous waste

Result achieved in 2015 –

There were no comments regarding the cleaning of the temporary storage area for hazardous waste



4rd GOAL

Control the cleaning of the square and the wells

Result achieved in 2015 –

The monthly monitoring results revealed no anomalies



5rd long- term GOAL

Ensuring stakeholders about the commitment to respect the environment

Result achieved in 2015 –

The Environmental Management System of Eterno Ivica- Italtronic- Plastic Planet has been certified by Det Norske Veritas-GL for ISO 14001 on the 27/07/2014 and has successfully passed the inspection for the DNV-GL during 2015.

CERTIFICAZIONI
ISO 14001

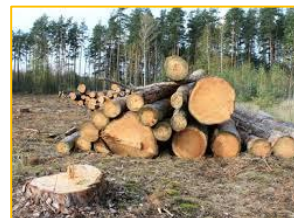




2016 new goals for the environmental commitment

Promoting the conservation of natural resources

- Consider using recycled paper for documents (orders , DDT, invoice)
- Create new waste indicators for monitoring the use of paper – cardboard - plastics
- Consider the purchase of silos for Plastic Planet to reduce the production of packaging waste
- Consider the replacement of the cardboard boxes with durable containers (iron / plastic cages) for the displacement of goods in internal processes
- Consider the digitization of paper archives



9 INTEGRATED MANAGEMENT SYSTEM

INTEGRATED MANAGEMENT SYSTEM: QUALITY - SOCIAL RESPONSIBILITY –SAFETY – ENVIRONMENT

The Integrated Management System is certified by Det Norske Veritas-GL for ISO 9001 - SA8000 and ISO 14001.

The corporate has passed during 2015:

- the audit for the renewal of the three-year certification ISO 9001
- the semi-annual surveillance audits required for SA8000
- the annual surveillance audit for ISO 14001

The integrated management system has been implemented with the update and development of new procedures for safety, waste management and recycling.

The SA8000 workers' Representatives and the Management Representative for SGS were involved in the Periodical Meeting on Safety to discuss issues related to the safety in workplace with the Members of the Prevention and Protection Service: RSPP - Doctor - RLS - Consultant and have actively participated in the Review of the Social Accountability Management System (SGS SA8000) and Health and Safety (SGS)

A copy of the review has been given to the RLS SA8000 (Representative for Workers' Safety) for communication and consultation of employees.

The Social Reports have been published on the company website and delivered to the Workers' Representatives.

All stakeholders have been informed about the publication of the new Social Report by email newsletter



2016 New goal for certifications

Certify the management system of social responsibility of Plastic+ Group to the new review of the **SA8000: 2014**, through:

- the update of the system documentation
- the creation of the committees Social Performance Team (SPT) and Health and Safety Committee (CSS)
- the training for all staff members
- the social risks assessment made by the SPT Committee
- the self-assessment with the Social Fingerprint program created by SAI

STRUCTURE OF THE INTEGRATED MANAGEMENT SYSTEM

The Group companies apply an Integrated Management System which combines the management of **Quality, Social Responsibility, Safety and Environment**.

The Integrated Management System is managed through a structured documentation which includes:

- **the Integrated Management System Manual**, which describes the System, the activities put in place for the implementation of corporate policy and the definition of roles and responsibilities required to be in compliance with relevant regulations;
- **the procedures**, elaborated in order to provide a detailed description and documentation of the activities to be undertaken in compliance with the standards: ISO 9001, SA 8000, OHSAS 18001; ISO 14001; Legislative Decree no. 81/08 art. 30.
- **the instructions**, established in order to provide a more detailed and documented description of the operating procedures applied to undertake particular activities;
- **a register of legislation**, drawn up in order to identify, document and ensure easy access to international and national legal regulations concerning the requirements of the standard references;
- **records** which provide evidence that the system is operating and properly managed.

All workers and new employees recruited, even temporary, have been provided with training programs for the safety update training, with regard to Legislative Decree no. 81/08 and Agreement State-Regions, through internal and external training courses on issues including Health and Safety in the workplace, environment, quality and awareness of SA8000.

Within the Integrated Management System, monitoring and measurement activities, aimed to ensure the suitability of the Management System with the requirements of ISO 9001, SA 8000, OHSAS 18001, ISO14001 are undertaken in Plastic+ Group in order to ensure compliance to requirements.

As regards the monitoring of suppliers, it is constantly granted through the application of a procedure specifically dedicated. The application of this procedure also requires the periodic evaluation of suppliers with particular attention to critical suppliers.

The Management periodically reviews its policy for Quality, Social Responsibility, Safety and Environment, with particular regard to:

- adequacy,
- effectiveness.

The effectiveness of business practices are therefore evaluated, as well as the opportunities for change and improvement of the objectives, the policy and the Integrated Management System, and new goals are set.

Plastic + Group has established, by means of procedures, the procedures for the selection and qualification of suppliers/subcontractors, according to their capacity to respect the environment and the requirements of the SA8000.

By informing them about the path taken by Plastic+ Group in terms of Quality, Social Responsibility, Safety and Environment, the suppliers were asked the commitment to comply with these requirements, completing a self-assessment questionnaire and expressing their willingness to accept audits.

The employees can make complaints or give tips, also anonymously, concerning matters of nonconformities related to the application of the SA8000 standard.

The complaint process has been made available to all employees through a dedicated procedure.

Complaints can be made via mailbox to be found in the company, dedicated to the collection of reports/complaints and through the references listed in the company policy at p. 7.

The data and information contained in this Report are widespread in order to raise awareness of the company policy and to request suggestions and comments from the Stakeholders for the continuous improvement of the company's social responsibility and sustainable development.

Issued by Quality Management	Approved General direction	<i>Date of issue</i>	<i>Reference year</i>
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