



CIMOLAI S.p.A.

SOCIAL RESPONSIBILITY POLICY

Cimolai S.p.A. recognises that the ethical values of respect for human rights play a central role in its corporate strategy.

Citizens and the community, who are increasingly aware of the need to respect fundamental human values, want to know not only the level of quality of the service but also the way in which it is provided and the relative social cost in terms of ethical, environmental, health and safety factors.

In consideration of these aspects and of the social value of the services provided, Cimolai S.p.A. intends to uphold human values and to assume socially responsible behaviour, managing its own activity in a correct manner and attentive to the expectations of all interested parties. In order to pursue this objective, the commitment is aimed at the continuous improvement of all aspects related to social responsibility.

The primary objective of Cimolai S.p.A. is to obtain complete and continuous customer satisfaction, the only way to entrepreneurial success and development of its activities.

This development, however, must take place in a compatible manner, so that, in addition to maintaining high quality standards, achieving adequate levels of safety for personnel and environmental protection, ethical and social responsibility objectives must be pursued.

The Management therefore intends to pursue a modern integrated management of Quality, Environment, Safety and Social Responsibility, aiming at optimising the resources and means employed, in order to guarantee:

- Full customer satisfaction.
- Excellence in terms of efficiency, performance, reliability, price, service and image.
- The continuous improvement of company processes, environmental and safety aspects.
- Constant prevention of pollution.
- Compliance with all applicable regulations on environmental protection, safety in the workplace and workers' rights.
- Compliance with the principles contained in the ILO Conventions, the Universal Declaration of Human Rights, the United Nations Convention on the Rights of the Child and the United Nations Convention to Eliminate Forms of Discrimination against Women.
- The reduction and, if possible, elimination of all activity-related risk factors.
- Absolute equality between the sexes.
- Compliance with collective labour agreements and supplementary company agreements.
- The pursuit of open and collaborative dialogue with the parties concerned in full respect of the spirit of cooperation and human solidarity.

In order to implement the Policy, the Company constantly promotes and develops the following activities:

- Training, awareness-raising, consultation and involvement of all personnel on Environment, Safety, Quality and Social Responsibility.
- Dissemination of information at all levels.
- Implementation and maintenance of an Integrated Quality, Environment, Safety and Social Responsibility Management System compliant with UNI EN ISO 9001, UNI EN ISO 14001, UNI

Sede Legale

00144 – Roma
Viale Pasteur, 49
scala C, piano 4, int. 8

info@cimolai.com
cimolaispa@legalmail.it

Capitale sociale € 16.200.000,00 i.v.
Codice fiscale, Partita Iva e Registro
delle Imprese di Roma n. 01507200937
R.E.A. RM -1574490
Società unipersonale
Soggetta ad attività di direzione e coordinamento
da parte di CIMOLAI HOLDING SpA

Uffici Amministrativi

33080 Porcia (PN)
Corso Lino Zanussi, 26
Tel. +39 0434 5581
Fax +39 0434 361401
amministrazione@cimolai.com



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ISO 45001 and SA8000 standards and its adaptation to the evolution of the market, the legislative framework and internal processes.

- Definition and application of environmental protection policies towards customers, suppliers and other stakeholders.
- Involvement of customers and suppliers in human rights protection policies and continuous monitoring of critical situations.
- Definition of performance indicators related to activities with significant impacts and risks and related objectives and targets.
- Establishment of an open dialogue with stakeholders through the provision of all information necessary to assess and understand aspects of Social Responsibility.
- Assessment of health and safety risks.

The Objectives identified by Cimolai S.p.A. are:

For Quality: the achievement of Customer and stakeholder satisfaction; achieving the best performance of all organisational processes for continuous sustainable growth.

For the Environment: an adequate and timely management of environmental impacts, an optimisation of energy consumption and natural resources.

For Safety: minimising the possibility and consequences of accidents in the workplace.

For Social Responsibility: an ethically correct management of personnel in respect of workers' rights, refusing discrimination, coercion and exploitation.

To achieve these objectives, the Company undertakes to operate in substantial compliance with the standards:

- UNI EN ISO 9001
- UNI EN ISO 14001
- UNI ISO 45001
- SA 8000

and to make available the necessary resources and organisational efforts.

These objectives can only be achieved through the complete, unconditional and continuous commitment of everyone.

Porcia, 2020/08/24

Cimolai S.p.A.

The Executive Board

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POLICY ON CHILD AND MINORS' WORK

CIMOLAI S.p.A.:

- It does not use child labour. It combats the use of child labour by carefully selecting its suppliers and collaborating with them to avoid child labour situations. It also aims to make its commitment visible by sharing it with all its staff and suppliers.
- It does not use underage staff;
- It facilitates and encourages the continuation or resumption of the studies of minors, if they have been interrupted;
- It directly employs the minor's family members in order to ensure financial support for the family if the minor has been forced to work;
- It promotes awareness of its social responsibility policy to workers and other stakeholders;
- It monitors its suppliers so as not to become complicit in the exploitation of child labour.

Porcia, 2020/08/24

CIMOLAI S.p.A.

The corporate management

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