



CATTINI & FIGLIO S.r.l.

Communication on Progress
for year 2012
to the UN Global Compact

Cattini & Figlio's COP
for year 2012
to the UN Global Compact

- **SUMMARY**
- Continuous commitment to the UNGC and its principles.
- 2012 Status.
- 2013 Targets.

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CONTINUOUS COMMITMENT TO THE UNGC AND ITS PRINCIPLES:

- Cattini & Figlio confirms its uninterrupted commitment and support to the Global Compact's 10 principles which are and will be the base for every future activity of the Company in the future.
- During FY 2012 Cattini & Figlio continued its trip to excellence by creating a corporate model that encompasses all UNGC principles as well as our family's ambitious programs for the future; the pillars of this model are the management system according to Italian Law Act 231 and the development of a leadership model. Both these important steps are made with the support of two valued consultancy firms.
- Also the activities for the environmental certification ISO 14001 are on a good way and certification is expected to be granted by our registrar within the first quarter of 2013.

Casarile, December 12, 2012

Lorenzo A. Cattini - C.e.o.

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- **HUMAN RIGHTS STATUS (1):**
- Cattini & Figlio never tolerated and never will tolerate any kind of abuse in respect with the universal known human rights; the Company will release its update of the code of ethics in FY 2013 after first release in FY 2010.
- There has been no reported case of inobservance of any human rights since the e-mail anonym hotline has been established in 2010.
- Cattini & Figlio will endlessly continue to stress the importance of respect of human rights throughout its entire organization and to all stakeholders including suppliers.

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- **HUMAN RIGHTS STATUS (2):**
- Health and safety issues are covered by periodical meetings between employees and management representatives.
- Employees are represented by three qualified persons.
- Cattini & Figlio has appointed a management representative for health, safety and environment duly empowered to act.
- Plenary health and safety session is held annually.
- The totality of employees is covered by collective bargaining agreements.

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- **LABOUR STATUS (1):**

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

Year	2012
Total employees	243
Associated to unions	45

Above headcount exclude temporary workers.

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- **LABOUR STATUS (2):**
- The use of child and/or forced labour in Cattini & Figlio's plants as well as in our Suppliers facilities has never and will never be tolerated; the minimum age permitted is 15 which is according to the Italian law.

Age employees	2012
from 15 to 20 years	0
from 20 to 35 years	57
from 35 to 50 years	144
from 50 to 60 years	42
above 60 years	0

Above headcount exclude temporary workers.

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- **LABOUR STATUS (3):**

- One of Cattini & 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.
- During selection and recruitment of new personnel, only job specific issues are taken into account to identify the best possible candidates for the position.
- Cattini & Figlio takes into account each person's attitudes and performances only without making any gender, racial or other kind of discrimination.
- During FY 2012 the Company's organization has been strengthened with a new Director of operations who, within his responsibilities, oversees systematically all labour issues and implements the necessary corrective actions.

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Age employees (15-20)	2012
Men	
Women	
White collar male	
White collar female	
Blue collar male	
Blue collar female	
Age employees (20-35)	2012
Men	53
Women	4
White collar male	8
White collar female	4
Blue collar male	45
Blue collar female	0

Above headcount exclude temporary workers.

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Age employees (35-50)	2012
Men	134
Women	10
White collar male	34
White collar female	10
Blue collar male	100
Blue collar female	0

Age employees (50-60)	2012
Men	40
Women	2
White collar male	12
White collar female	2
Blue collar male	28
Blue collar female	0

Above headcount exclude temporary workers.

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- **ENVIRONMENT STATUS:**
- Cattini & 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.
- In FY 2012 a new machine tool has been purchased which requires no cutting lubricant while another machine was also ordered with a lower energy consumption than the old one is going to replace. These actions, together with the revamping of the heating system, are to significantly improve the Company's environmental balance.
- Finally, major works are still in place to put Company's water management system to the highest standards thus ensuring compliance to the local stringent legislation. These works when completed within first quarter 2013 will pave the way for the certification of the environmental management system.

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- **ANTI-CORRUPTION STATUS:**
- Corruption has never and will never be tolerated by Cattini & Figlio: so far, no non compliance to our policy has been reported to the top management of our Company.
- Our Code of Ethics is extremely clear about non-ethical issues: our Company will stop or not enter into business relations with any third parties responsible for such painful acts.

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- **STATUS 2012: WHAT WE HAVE DONE**
 1. The 75% of Cattini & Figlio's major Suppliers have undergone a screening about human rights, child/forced labour, anti-corruption.
 2. The 20% of Cattini & Figlio's major Suppliers have submitted concrete projects to reduce their environmental impact taking into consideration the technical specifications.
 3. Cattini & Figlio has launched the project for development of the Company's corporate culture for the future as well as the leadership development program.

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- **TARGETS FOR 2013:**

1. Carry out a training program with a minimum of two training hours about ethical aspects for both senior and middle management levels.
2. Complete review and update of the Code of Ethics.
3. Carry out a screening about human rights, child/forced labour, anti-corruption on all new Suppliers
4. Publish environmental target for the next 3 years.



Cattini & Figlio

**END OF COP
for year 2012**