

CATTINI & FIGLIO S.r.l.

Communication on Progress

for year 2013

to the UN Global Compact

Cattini & Figlio's COP
for year 2013
to the UN Global Compact

- SUMMARY:
- Continuous commitment to the UNGC and its principles.
- 2013 Status.
- 2014 Targets.

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CONTINUOUS COMMITMENT TO THE UNGC AND ITS PRINCIPLES:

- Cattini & Figlio confirms its uninterrupted commitment to the Global Compact's 10 universal principles.
- During FY 2013 Cattini & Figlio launched the new management model according to the legislation act 231 with the scope to prevent the Company being not compliant with the typical business law. First audits are planned on beginning of FY 2014 and will be carried out by a qualified third party audit committee.
- Also, Cattini & Figlio achieved the environmental certification ISO 14001 for its headquarters facility and prepares to certify its second largest facility within FY 2015.
- Finally, FY 2013 is being closed with better results than expected thanks to the uninterrupted order flow coming from our major Customers worldwide; the sense of trust that our Company generates on the market is probably the best acknowledgment that business ethics and leadership can go very well together.

We are really delighted with what we have achieved!

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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.
- 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	2013
Total employees	241
Associated to unions	30

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	2013
from 15 to 20 years	0
from 20 to 35 years	51
from 35 to 50 years	144
from 50 to 60 years	46
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.

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- **ENVIRONMENT STATUS (1):**
- 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 2013 our headquarters facility has been successfully certified according to the ISO 14001 standard and we planned to have our second largest facility certified within FY 2015.
- Actions implemented to reduce our environmental impact, thus improving the sustainability of our business, are the following:
 1. Co2 reduction by 10% vs. FY 2012
 2. Waste reduction by 5% vs. FY 2012
 3. Energy consumption reduction by 3% vs. FY 2012.

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- **ENVIRONMENT STATUS (2):**
- Environmental targets for the next three years are the following:
- Invest in more energy efficient equipment (if used, not older than 10 years) and decommission at least 20% of old machines within FY 2016.
- Reduce the average of CO2 emitted by company vehicles by 20% both by means of reducing unnecessary mileage and by investing in greener cars and trucks.
- Reduce the emissions in air by 20% replacing mineral lubricant with synthetic lubricant with higher stability under heavy duty conditions.

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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.

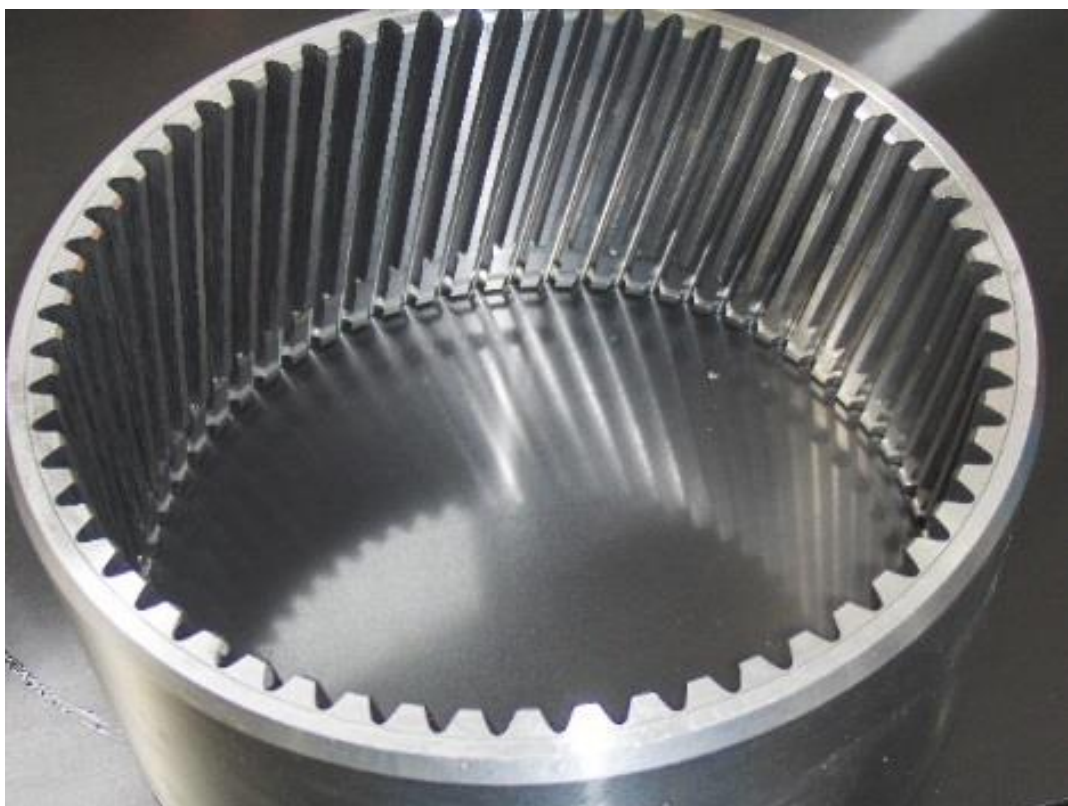
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- **STATUS 2013: WHAT WE HAVE DONE**
1. Completed a training program covering ethical aspects for senior and middle management levels.
 2. Completed review of the Code of Ethics which will be published within January 2014.
 3. Completed a screening about human rights, child/forced labour, anti-corruption on all new Suppliers
 4. Published environmental targets for the next 3 years.

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- **TARGETS FOR 2014:**

1. Implement in full the management model according to the legislation act 231.
2. Preparing the extension of the environmental certification of the second facility for which target remains established in FY 2015.
3. Encouraging the major suppliers to develop a training program about the UNGC's 10 principles.



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END OF COP
for year 2013

***Thank you for your
attention!***