

Social Accountability



Carimali's social accountability

Not only fulfilling the applicable legal expectations, but also going beyond these by investing more and more in human capital, in the environment and in relations with stakeholders.

For Carimali this is the most profound and concrete meaning of being a socially responsible company.

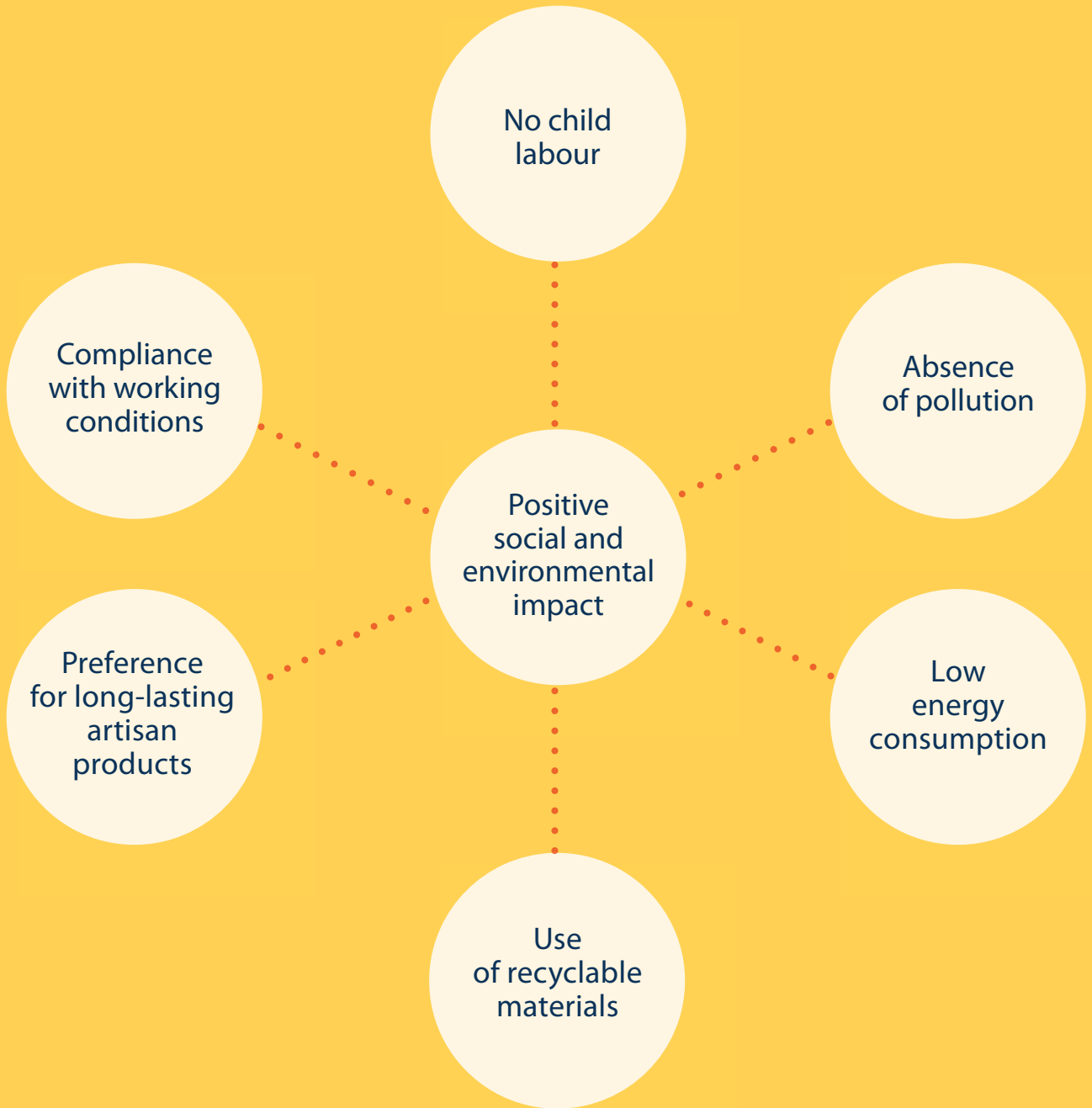
In 2013 the company decided to undertake the ambitious certification path for its Social Responsibility System, according to the reference standard SA 8000, and since then it has adopted socially-responsible practices, monitoring and responding to the economic, environmental and social expectations of all its stakeholders. By obtaining the certification issued by Bureau Veritas, Carimali is able to meet the requirements of its customers in many ways.

In recent years the market that the company is targeting every day has matured, it does not want just the first product offering, it wants to get to know the product and manufacturer in depth, and asks for guarantees. This target market attaches great importance to social and environmental initiatives set up by the company.

This cultural growth has prompted Carimali to consider the consumer market and culture differently and more carefully, increasingly respecting the environment. This "smart" consumption is aware of the environmental and social risks and has driven the company to use resources with greater efficiency and awareness, in order to safeguard nature and the surrounding environment during its work.

You can see how the ethical commitment of Carimali has entered directly into the so-called "value chain", thus putting forward the use of new competitive paths and tools that are consistent with "sustainable development" for the local community. To optimise the benefits of social responsibility, Carimali asks its suppliers to demonstrate their commitment to these standards of practice. The application of a "Supplier Code of Ethics" is ensured in the qualifying process of the supplier, through its commitment to sharing the Carimali Code of Ethics, thereby also contributing to increasing its standards and guaranteeing the sustainable competitiveness of the company.

Social responsibility is an incumbent element for Carimali and therefore it is an integral part of its procurement strategy. In practical terms, this means that in the corporate policies and practices the social, ethical and environmental factors assume as much importance as the economic aspects.



Human Resources

The human capital at Carimali is considered a valuable and fundamental resource for the performance of the company. Being attentive to and protecting physical safety and occupational health are issues that have always been considered of great importance.

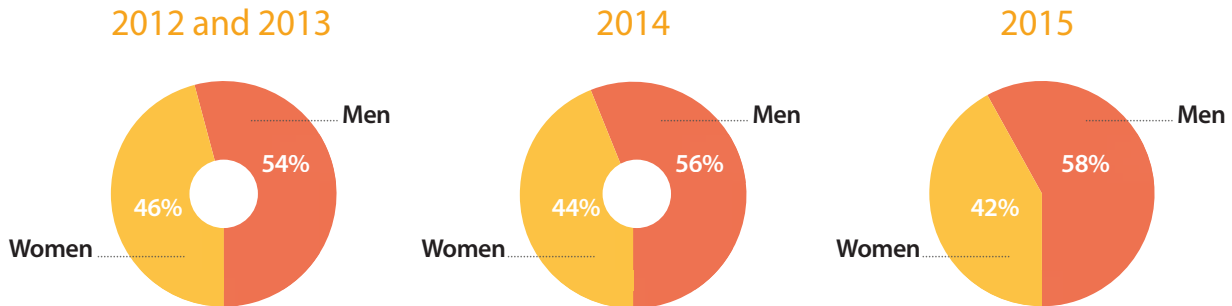
Carimali is committed to ensuring a harmonious working environment, where respect for every single person and every employee is guaranteed. Since 2014 there has been a box in the manufacturing department where all employees can report any problems or complaints in a completely anonymous way.

People are the driving force behind corporate growth: since 2012 there has been an increase in staff, in line with the increase in turnover achieved over recent years. At the end of 2015 there were 88 employees, of which 37 were women and 51 men.

Company employees

	2012	2013	2014	2015
Employees	79	79	87	88
Men	43	43	49	51
Women	36	36	38	37

Composition of staff by gender



One of the fundamental principles within the company is ensuring equal rights and opportunities for men and women in the workplace. The percentage of women in Carimali in 2015 was 42%.

The department that has the largest female presence is the machine assembly department, which employs 10 workers, followed by the warehouse area with 7 employees.

The company rejects any form of discrimination that relates to race, gender, sexual orientation, physical condition and health, disability, age, nationality and religion.

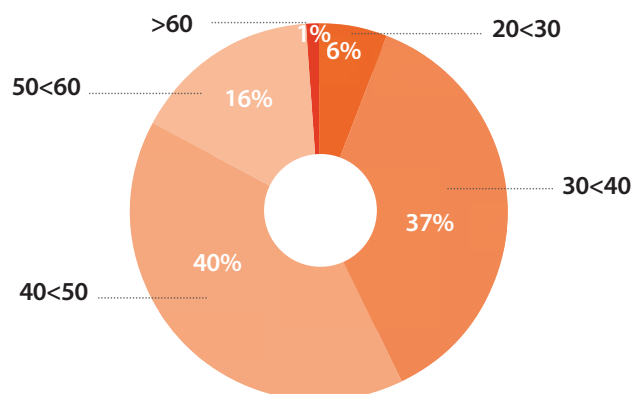
In 2015 there were 4 disabled workers in the company.

Composition of staff by age

Year	18<20	20<30	30<40	40<50	50<60	>60
2015	0	5	33	35	14	1

The age bracket that has the largest concentration of employees is the one between 40 and 50 years, representing 40% of the total workforce, followed by the 30-40 year bracket, which has 33 employees.

In full compliance with the legislation which protects underage workers, the company employs no worker under 18 years of age.





Composition of staff by areas

In 2015, production employed 39 people whereas the offices employed 49 people.

The average age in the company is 41 years old, whereas the average seniority recorded is almost 11 years.

Areas		Average age and seniority	
	2015		2015
Offices	49	Average age	41 years
Production	39	Average seniority	10,80 years

A low turnover shows a very strong sense of company belonging among employees.

The various selection stages for collaborators are followed carefully and professionally.

In general, the staff recruitment is entrusted to external agencies or takes place through posting ads via LinkedIn, where the company has its own corporate profile.

Staff turnover

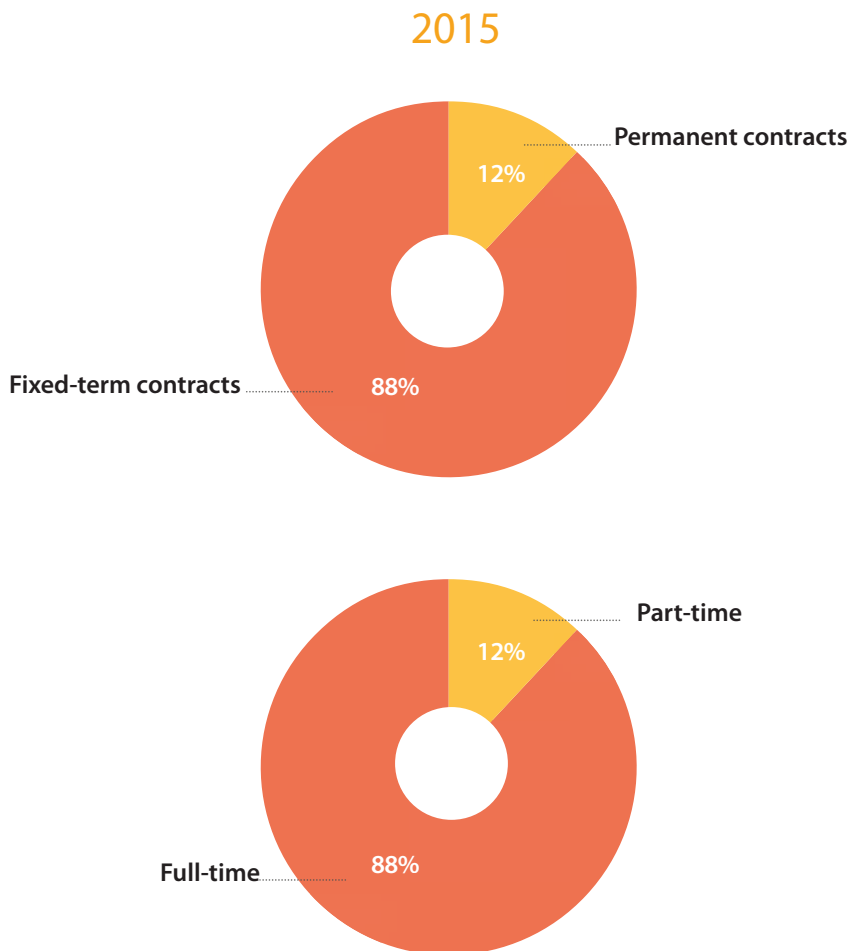
2015	Resignation	Employments
Workers	0	4
Office clerks	1	1
Managers	0	1
Executives	0	0

Employment policies

The employment policies adopted in the company generally require employees to be hired with a fixed-term contract. Subsequently, the company evaluates whether to continue the employment relationship or to terminate the collaboration.

In 2015, 88% of employees were employed in the company with a permanent contract.

Part-time contracts concerned 11 employees and full-time contracts amounted to 77.

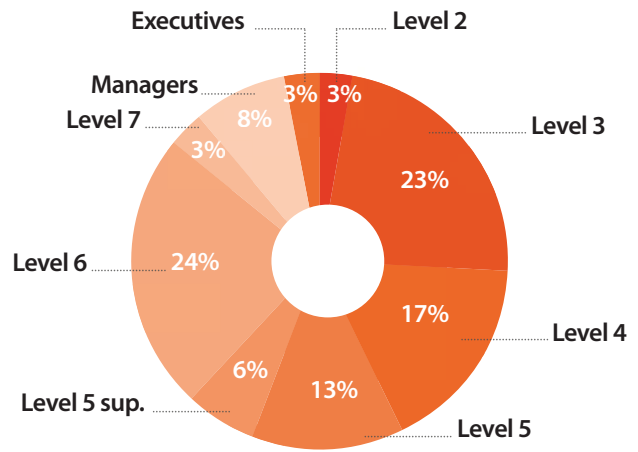


Contractual levels

The contractual level offered to prospective employees at the time of recruitment is in proportion to their experience and their qualifications.

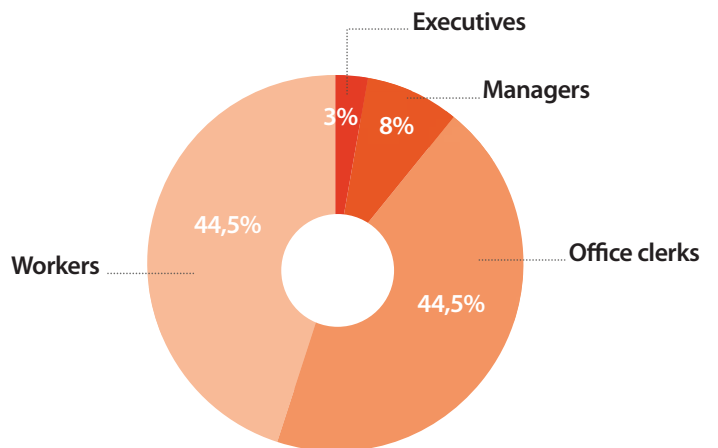
Contractual levels

Livello	2015
Level 2	3
Level 3	20
Level 4	15
Level 5	11
Level 5 sup.	5
Level 6	21
Level 7	3
Managers	7
Executives	3



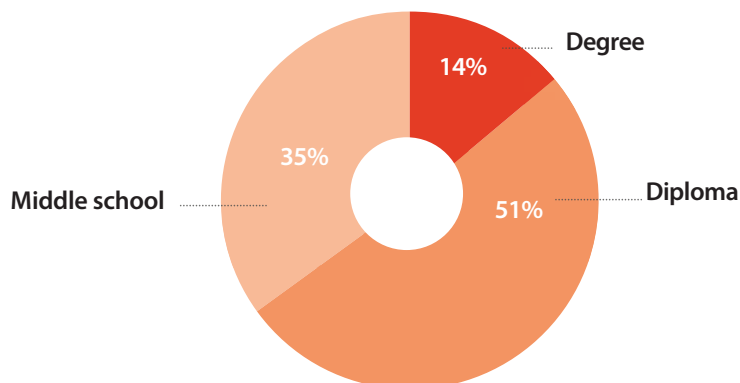
Composition of staff by category

Staff categories	2015	
	Men	Women
Executives	2	1
Managers	7	0
Office clerks	21	18
Workers	21	18



Staff qualifications

65% of employees hold a degree or a high school diploma. The remaining 35% has completed middle school.



Employee benefits

For several years the company has distributed a prepaid card to all employees to be spent in a chain of supermarkets which it has an agreement with. Carimali makes a company cafeteria available to employees and helps to cover part of the daily expenditure of the catering service which is carried out by an external supplier. If their set objectives are achieved during the year, all employees are awarded a company bonus, which is given by the Management and subsequently approved by the Trade Union Representation at the start of the year.

The company contributes to the supplementary health insurance fund provided for metal industry workers by paying a monthly amount to all its

employees who have decided to join the fund. Finally, there are other fringe benefits on an individual basis, such as the use of company cars and phones.

Internal and external communication

In several common areas within the company there are bulletin boards, tools through which the personnel department disseminates general information, where employees can be kept updated. Another tool used for communication is obviously the internal email; all employees in the offices have a personal mailbox; also each manufacturing department is provided with a workstation and a relevant email address. Over the entire area there is a WI-FI network available for employees, which can be accessed during lunch and break times.

Externally, the company communicates with its customers through a newsletter that is sent out to share all kinds of activities, new projects or information related to new products. Carimali is also active and can be followed in the social media networks through its corporate pages.



Working hours

The business hours are from 8 am to 5 pm. The production department does not have any shifts or work that has to be done at night.

	2013	2014	2015
Regular hours	114.001,10	133.929,50	137.991,50
Overtime hours	1.912,00	2.132,00	2.457,00

Accidents

	2013	2014	2015
N° of accidents	1	1	1
N° of working days lost	7	6	15

Attention to safety

The accident rate in the company is almost zero, and this is the result of the implementation of a S.G.S.L. (an occupational security management system) that has defined methods to manage the responsibilities, processes, procedures and resources for the implementation of a corporate policy for prevention and protection in the workplace.

In order to measure its effectiveness also in the event of a potential emergency, evacuation drills are carried out as well as targeted updates to maintain a high level of sensitivity towards this issue. This sensitivity is tangibly expressed through the implementation of safety measures for the entire warehouse with the use of pallet stops, anti-fall protection nets, and shatter-proof corners and beams.

The company is considering new safety features for the future, including the installation of lights projected on the ground on forklifts, and light and sound alerts, along with software that allows you to control access to forklifts in certain areas with the ability to reduce the speed in order to avoid possible accidents.

Disciplinary procedures

No disciplinary actions were issued in 2015. They are usually only issued for extreme situations and always with the intent of raising awareness among staff to comply with the rules laid down by the national labour agreement.

	2013	2014	2015
N° of reprimands	2	2	0
Motivation	<ul style="list-style-type: none"> - Work is not performed in accordance with the instructions received. - Infringement of contract provisions or misconduct that undermines company discipline. 	Infringement of contract provisions or misconduct that undermines company discipline.	