

Integrated Environment, Safety and Social Responsibility

Caviro Soc. Coop. Agricola, expresses its wish to operate according to an Integrated Management System comprising Environment, Safety and Social Responsibility, with the aim of achieving the set objectives while aiming at continuous improvement. These values are pivotal primary aspects that favor the sustainable development of the Company.

With a view to progress, Caviro Soc. Coop. Agricola intends to carry out its activities as a conscious company, respecting the requirements of the law, protecting Health and Safety at work, ensuring respect of the dignity of all workers and the least possible impact on the environment, using the scientific knowledge, tools and resources available.

Caviro Soc. Coop. Agricola, intends to maintain its commitment on aspects such as Environment, Health and Safety in the workplace, Social Responsibility, promoting responsible and ethical attitudes, fostering awareness meetings and training courses and any specific training in order to improve the professionalism of its staff and its involvement in corporate objectives.

In particular, the company Management undertakes:

- to comply fully and verifiably with the binding legislation, national and international labor laws, ILO conventions and the requirements defined by the SA8000 standard, working as much as possible at achieving more ambitious objectives than the minimum legal requirements;
- not to use or favor child labor and forced and/or compulsory labor;
- to ensure that the work activities are carried out in healthy workplaces and in conditions of safety;
- to ensure the right to collective bargaining without any impact on staff;
- to reject any form of discrimination based on race, gender, social status, national origin, caste, birth, religion, disability, sexual orientation, family responsibilities, marital status, union membership, political opinions, age or any other condition that could give rise to discrimination;
- to treat anyone, especially its own personnel, with dignity and respect, without resorting to any form of physical or mental coercion;
- to apply national collective labor agreements, with particular reference to working time, pay levels, regulation of holidays and rest breaks as well as overtime;
- to minimize the risk of accidents, understood as a combination of the probability of occurrence and the severity of the effects, given the current state of knowledge and technology;
- to put employees' health and safety before all decisions about the start-up of new projects, new activities, new orders, new plants, buildings, etc., as well as the review of the activities and technologies already underway;
- to improve environmental performance by minimizing the impact that the activities provided have on the environment and trying to pursue continuous improvement;
- to give evidence of the actions that the company undertakes for the protection of the environment, for health and safety and for social responsibility, through internal and external communication;
- to recover waste by extending its useful life where possible and, by favoring separate collection, use disposal as a last resort;

- To avoid waste of energy and non-renewable resources such as water and fossil fuels, recovering process water and installing efficient and low environmental impact plants
- re-use waste, and more generally tartaric matter, to allocate it to other processing cycles
- to reduce the environmental impact of the packaging used (FSC-branded paper, water-based colors, space-saving containers, entirely recyclable material, etc);
- to optimize incoming and outgoing transport through collaborative logistics logics (maximum load, full load trips);
- to favor eco-sustainable projects and collaborations;
- to prevent any form of pollution and repudiate any type of environmental crime;
- to collaborate with the Public Authority and with the institutional and social stakeholders to improve processes and promote activities and initiatives aimed at "educating" to employees' safety with a view to transparency, mutual assistance and respect for the working environment;
- to intervene with maximum speed and efficiency in the event of an emergency;
- to respond promptly and thoroughly to reports;
- to prioritize preventive measures aimed at protecting the environment, health and safety and people, rather than having to take corrective actions;
- to meet the needs and expectations of Employees and of those who collaborate with the Company for various reasons, as a fundamental condition for the promotion of sustainable development, the prevention of risks to health and safety and Social Responsibility;

In addition to that, the Company works **to ensure that the integrated Environment, Safety and Social Responsibility SA8000 policy is understood, implemented and supported by all its collaborators** by:

- guaranteeing adequate human, technical and financial resources, so as to ensure the achievement of the objectives;
- encouraging and nudging in its employees, both direct and indirect, sensitivity and a sense of responsibility, for the environment, Health and Safety and ethics, through suitable training and communication processes;
- implementing appropriate managerial and management tools that comply with the principles defined in the regulations **UNI EN ISO 14001:2015, UNI EN ISO 45001:2018, SA8000:2014** recognized as valid management tools;
- regularly and continuously verify the results and the adequacy of the resources through systematic reviews of the indicators of environmental performance, safety and Social Responsibility;
- implementing measures to ensure that all the interlocutors of Caviro Soc. Coop. Agricola, adopt behaviors, practices and procedures consistent with the principles defined in this policy;
- taking part in the periodic assessment of the implementation status of this document, reviewing it where necessary to adapt it to social needs, technological evolution and the Company's vision and mission;

The Environment is a common Good and it is our commitment to guarantee its preservation for present and future generations.

Security comes first and depends above all on us!

People are the heart of the Company!

Faenza, 25/07/2018

General Manager
Caviro S.c.a.
Simon Pietro Felice