

2018

SOCIAL REPORT

ETERNO IVICA FOR SUSTAINABLE DEVELOPMENT

Guidelines and Principles:
Social Responsibility - Safety - Environment - Quality

eternoivica



ETERNO IVICA SRL
16/07/2018



Summary



-Plastic+
Group



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SOCIAL REPORT 2017-2018



1 Social Report

PLASTIC+ Group wishing to pursue a consistent and transparent dialogue with all the internal and external stakeholders involved, publishes an annual Social Report since 2006, providing information about its policy.

The report refers, in addition to corporate social responsibility, also to the environment in accordance with sustainable development promoted by the Plastic+ Group company policy. It also provides information about the actions involving its stakeholders in compliance with the Integrated Management System: **Quality - Ethics - Safety - Environment**.

Through the **Social Report** we share information about our corporate, commitments, activities and organization, programs and objectives. Everything we do is underpinned by our commitment to operating according to the principles of social responsibility and environmental sustainability

Eterno Ivica is certified by the Certification Body Det Norske Veritas - GL for the rules:



- SA 8000 since 2007,
- ISO 14001 since 2014.

During 2017 it has successfully passed the maintenance audits for ISO 9001, SA8000 and ISO 14001 certifications, and in June 2018 it has achieved the renewal of the certificate with the transition to the new revision of the standard ISO 14001:2015 e ISO 9001:2015

The **PLASTIC+ Group** aims through this path to stand out as a group of companies that pursue socially valuable programs oriented to environmental sustainability and respect for social rights in the whole production process, in compliance with the requirements relating to:

- **Child labour - Forced or compulsory labour - Health and Safety**
- **Freedom of association and the right to collective bargaining - Discrimination**
- **Disciplinary practices - Working hours - Remuneration**

Copy of this document has been provided to the SA8000 Workers' Representative and is available inside the company for consultation by any interested parties. The Social Report has also been published on the company website www.eternoivica.com for consultation by other stakeholders and all the stakeholders have been informed about the new publication by newsletter.

2.1 About Us



Eterno Ivica srl

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Phone 049- 8530101 (RA) 049- 8530102
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Tax code and VAT number: 00339040289
CCIAA 118169 - PD
Reg. Companies in Padua: 00339040289
Data Processing Code PD013928

Eterno Ivica srl, in the construction field since 1973, designs, produces and sells rubber and plastic products for the construction industry and it sells also accessories for the building industry, through a distribution network: raised floor supports, waterproof coverings and water channeling.

It also sells building accessories, using depots for a localized distribution. In recent years, it has expanded its range of products by providing **sound insulation panels and silenced ventilation products**.

Internal design and production processes enable Eterno Ivica to satisfy needs of customers in a dynamic and flexible way.

Thanks to the sister company **Plastic Planet, part of Plastic + Group**, it can rely on 16 injector machines for a total of 550 tons, working 24 hours per day, 6 days per week. The company is then able to satisfy the market requests, depending on the urgency degree.



PRODUCTS ARE DIVIDED INTO THE FOLLOWING NINE LINES:



PEDESTAL



WOODTECH



ETERNO



LIQUID



PHONOLOOK



MASTER



MONDIAL



VENT



ACUSTICA

THE CATALOG IS AVAILABLE ON THE WEBSITE
www.eternoivica.com



2.2 Presentation of PLASTIC+ GROUP

Group news

Moving the Italtronic headquarters at the beginning of 2018 has allowed Eterno Ivica to expand its warehouse and its offices. The reorganization of the Plastic + Group, consisting of **Eterno Ivica srl** and **Plastic Planet srl**, has allowed better coordination, both at logistic and system level.

In particular, the new strategic structure allowed Eterno Ivica to duplicate the extension of the headquarters and interact directly with Plastic Planet production.

Our job is to develop ideas and products for construction market, controlling all the phases, from design and production to marketing, to guarantee quality, assistance, personalized relationship with the customer.

The Plastic+ Group manufacturing site covers a total area of over 10,000 square meters, of which 7,000 are indoor, divided into two production units directly connected one to the other, with testing laboratories and interior design studios. To share ideas and build success.



Since 2003, the Companies belonging to **Plastic+ Group** have moved to Via Austria n. 25, in the new industrial area located in the South of Padua, bordering the municipality of Saonara and Ponte San Nicolò. It is easy to reach the industrial area from the highways A4 MI-VE or the A13 PD-BO exit "Padova Zona Industriale" and following the road signs to the Plastic+ Group.

Today we can thus formalize the Group's mission:

- offering to those working in the construction field our own expertise and experience in the field of plastic products, in order to provide technically excellent products in target market segments, respecting ethical values, the environment and the health and safety of workers.

2.3 Company Policy

The Plastic+ Group, in order to grant a service oriented to customers, workers and all interested parties, while constantly increasing its business results, has set the goal to tenaciously pursue the highest possible quality in all areas and factors influencing the development of the Group:

Employees, Process, Product, Service and Community

The guiding vision of the group's policy

is: **total quality to ensure:**

- full satisfaction of the customer and stakeholders, i.e. active and appropriately understanding their needs
- adequacy of facilities and human resources
- respect for the environment
- respect for human rights
- respect for ethical values and health and safety at work
- constant commitment in the prevention of pollution and continuous improvement of environmental aspects in terms of: saving energy and natural resources, proper waste management and recovery, constant monitoring of emissions into the atmosphere
- personnel trained and equipped to respond quickly to emergencies
- constant risk management for all activities/products and services in order to promptly recognize the problems or opportunities.

The most important elements in order to achieve this policy are:

- **considering all the employees as a valuable resource:**
 - ✓ always respecting the requirements of SA8000 rule relating to: child labour, forced or compulsory labour, health and safety, freedom of association and the right to collective bargaining, discrimination, disciplinary practices, working hours, remuneration, ethical code, together with the Universal Declaration of Human Rights and ILO documents and actions promoting respect for human rights
 - ✓ encouraging workers' professional growth and awareness of their own role and actions through appropriate training processes to teach respect for human and moral rights and for the prevention of accidents and occupational diseases
 - ✓ involving the employees and facilitating their active participation in the application of the policy, through the establishment of committees made up of managers and workers, to assess and propose corrective actions and improvements in social and security system
 - ✓ involving the employees in environmental management to increase awareness of the appropriate behaviours that must be implemented, especially in waste management, paying attention to resource consumption and to the use of hazardous substances in any emergency situation.
- **considering the suppliers as strategic partners working together to achieve:**
 - ✓ the careful choice of materials and technological innovation
 - ✓ the constant improvement of quality of the final product
 - ✓ the compliance with requirements relating to social and ethical issues, safety and environment
 - ✓ the assessment and prevention of risks of a potential non-compliance
- **considering the customers and the community as an incentive for high quality service, constantly seeking their satisfaction in terms of social responsibility and environmental management, providing them with an active and transparent communication of objectives and performances through the publication of the Social Report on the website and supporting initiatives to involve the stakeholders, assuring them:**
 - ✓ the compliance with applicable laws, contracts, agreements and other requirements in the social, ethical and environmental fields
 - ✓ the effective commitment to continuously improving the ethical, social and environmental performance

- ✓ the prevention of workers' health and safety in the workplace and the protection of environment.
- **ensuring the continuous monitoring and improvement of the Integrated Management System, defining measurable improvement objectives and verifying the achievement and effectiveness.**



Mandatory conditions for achieving this goal are:

- clarity of roles
- a high level of professionalism demonstrated by individuals
- a high reliability in materials and equipment
- stimulating climate, i.e. a workplace environment where positive relationships between people encourage working in a comfortable, dynamic and proactive context, that leads to fulfill the seek for high quality of the whole group
- building relationships based upon fundamental principles that refer to the values:
RESPECT, INVOLVEMENT, HUMILITY, AVAILABILITY AND HONESTY
- developing a work philosophy based on the team spirit with the purpose of:
<WORKING TOGETHER FOR SUCCESS AND SATISFACTION>

The General Management is committed to pursuing and maintaining the company policy and constantly encourages the parties involved to follow it.

The Plastic+ Group provides evidence of the application of this policy through documented information in compliance with the rules UNI EN ISO 9001 - SA 8000 - UNI EN ISO 14001 - OHSAS 18001. The Integrated Management System is certified for the rules UNI EN ISO 9001 - SA 8000 - UNI EN ISO 14001.

References	Fax or website	e-mail
Responsible for the Integrated Management System SA8000- ISO14001 and ISO9001 Plastic+ Group Via Austria n. 25/E 35134 Padova - Italy	Reports and complaints + 39 049 8530160 www.eternoivica.com	dir@eternoivica.com
DNV GL - Business Assurance Certification Body Via Bruno Maderna7 5th floor - Torre Eva 30174 Mestre (VE) Italy	+39 041 5060655 https://www.dnvgl.it/contatti/Form-Segnalazioni-Reclami.html	www.dnvgl.it/contatti/Form-Segnalazioni-Reclami.html
SAAS - Accreditation Body SA 15 West 44th Street, 6th Floor New York NY 10036 -	Fax (212) 684-1515 www.saasaccreditation.org	saas@saasaccreditation.org
Accredia - ISO Accreditation Body Via Tonale, 26 - 20125 Milan Italy	Fax. +39 02 21009637 www. accredia.it	milano@accredia.it

General Management
Favero Gabriele



3 Stakeholder

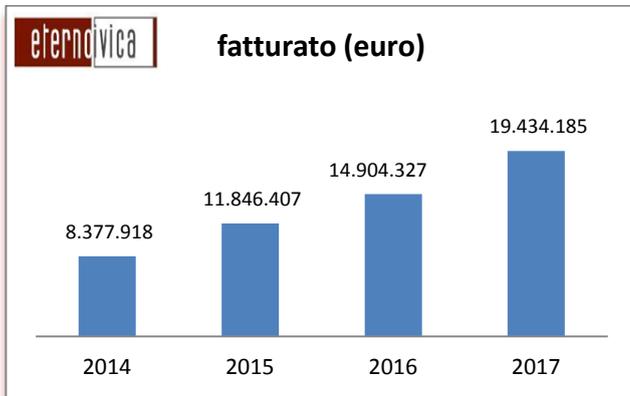
Below we present the stakeholders identified by the Plastic+ Group in order to ensure the capacity to meet all needs and requirements through an open, transparent dialogue based on trust:

Human Resources
Partners
Customers
Suppliers
Financial institutions
Civil community
Public administration
Environment
Means of communication

This Social Report was drawn to meet management systematic review procedures and external communication requirements, and is the result of the participation of social partners to the implementation of the social and environmental responsibility system.



4 Main economic data and Environmental investments



The 2017 results show a **+30,39%** increase in turnover compared to the previous year

The 2017 results show Eterna Ivica's commitment to steady growth.

- in 2016 the **company DANI SYSTEM and of the brand RUMOR BLOCK** have been acquired, which gave rise to the new product line "VENT".



AN INNOVATIVE RANGE OF IDEATED PRODUCTS FOR SILENCED VENTILATION OF HOME ENVIRONMENTS

- and in 2017 the **new launch of the "PHONOLOOK" line** .



INNOVATIVE ACOUSTIC PANELS, WITH AN ELEGANT AND CURED DESIGN, TO SOLVE THE PROBLEM OF REVERB IN CLOSED ENVIRONMENTS.



Our professionals have many years of technical experience in acoustic, shipyard and trade experience, which made it possible to provide new services and new products for sound insulation and sound absorbing systems in civil and industrial buildings.

Eterna Ivica offers the complete support both during the planning phase and during products installation, and for the sound testing of the achieved results, using the certified instruments in compliance with the current regulations.



Environmental investments

Eterno Ivica has always paid particular attention to the eco-sustainable aspect of its products and by adopting the objectives of the Circular Economy it is constantly committed to its application, starting from the design and choice of materials, to the sustainable management of end-of-life products and waste. The goal is to "close the life cycle" of products, encouraging reuse and recycling, bringing benefits both economically and environmentally and therefore able to restore value. **An economic system designed to self-regenerate and make a big difference.**

LEED MAPPING

Since 2013 Eterno Ivica realizes the LEED mapping of the product lines "Pedestal" and "Woodeck." The products of these lines are positively integrated in the housing projects with low environmental impact and provide a contribution to LEED® certification for the building.



RESILIENT UNDERLAY MADE OF CENTRIFUGED SYNTHETIC RUBBER



During 2015 Eterno Ivica has designed the underlay TXT, manufactured using fully recycled materials and recyclable, to reduce impact noise on floors. TXT has been patented. Under screed resilient underlay ECOTEX LIGHT TXT 7 mm thick made from cotton waste of white colored fabrics, obtained from a sanitized and sterilized mixture of filaments of cotton, linen and wool, maintained in plates of dimensions 1.20 m x 2.00 m by means of adhesive polypropylene.

Product derived from recycled raw material and fully recyclable at the end of the life of the building. Impact sound insulation permeable to water vapor, without vapor barrier, especially suitable for dry applications.

REACH CERTIFICATION

In 2017, to guarantee respect for the environment and human health, ETERNO IVICA has certified the REACH conformity of the products of Pedestal and Woodeck Floor System lines through specific laboratory analysis .





5 WORKERS



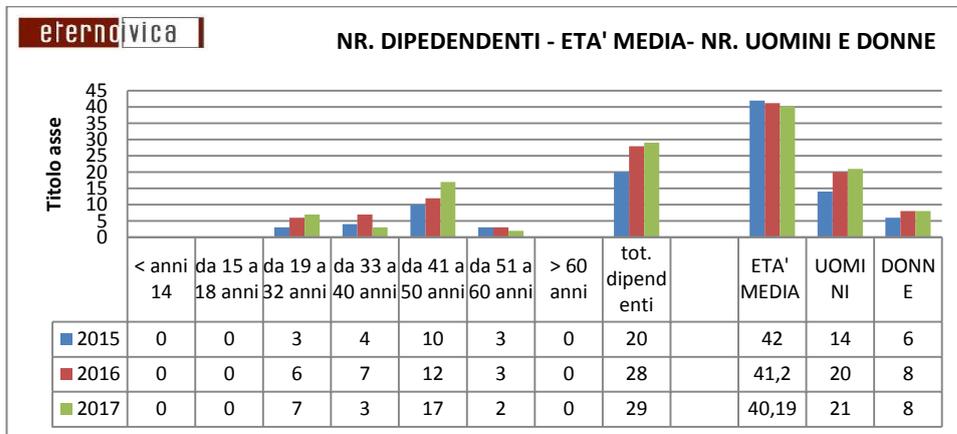
This paragraph is intended to show the situation of the Plastic+ Group in relation to WORKERS and to the fulfilment of all requirements of the SA8000:2014

The review by the General Management has verified the results achieved in 2017 and set targets for improvement related to Social Responsibility to be reached in the year 2018.

CHILD LABOUR

There are neither children working in the Corporate, nor young workers as defined in the standard SA 8000 (from 14 to 18 years).
All employees are adults. The emitted procedure for this topic is applied and respected.

Median age- nr Workers – nr. Men-Women – year 2015-2016-2017



FORCED AND COMPULSORY LABOUR

Workers work voluntarily, no one is victim of threats or other intimidation that force him in any way to work for the company. Workers do not leave to the company amounts of money or personal original documents.

Employees upon recruitment are informed on how to resign, they receive and sign for acceptance all documents required. They are also informed about the Rules of Conduct

HEALTH AND SAFETY

The Group refers to and applies all regulations governing workers' health and safety and an healthy and safe working environment

Each company has an updated risk assessment.

Each workplace is covered by evacuation and fire control plans; in each workplace the emergency procedures are readily accessible on notice boards, and also the names of the workers that for each site have been trained through appropriate courses to handle with emergencies.

The (periodic) health examination offered to employees are carried out according to the sanitary plan made by the competent doctor.

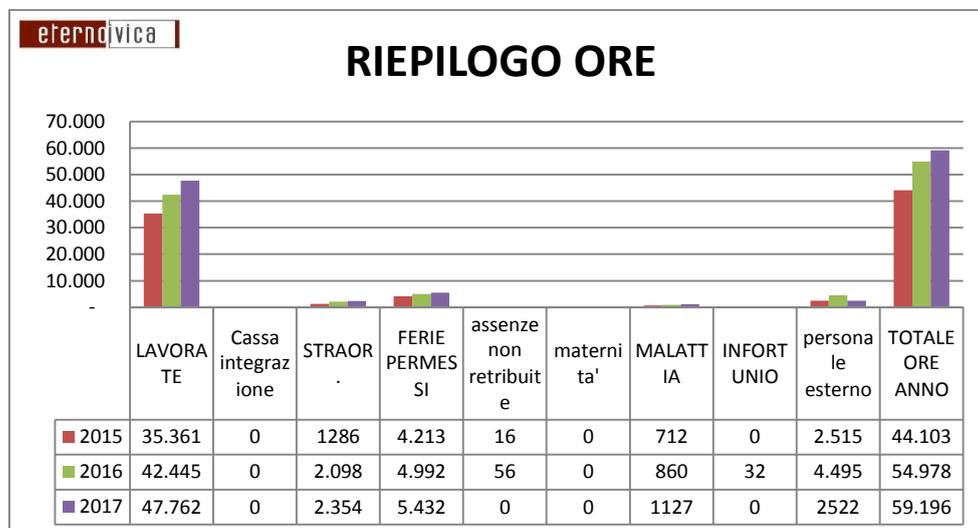
The information is given to workers by delivering to new employees the document "Personal Information Code", a guide illustrating company's policy and describing the characteristics of the labour contract signed, the description of payroll, the internal regulation and rules of conduct, the procedures for the forwarding of complaints or suggestions coming from employees, the standard SA 8000 and the Code of Ethical Behaviour.

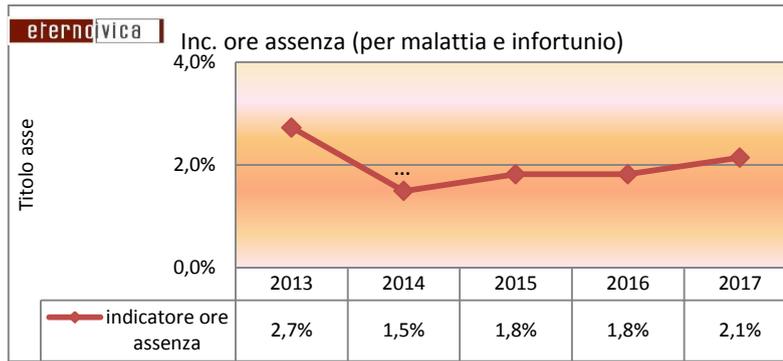
All employees have received the booklet "Working well together" that is meant to be a quick reference guide for employees and employer dealing with the basic rules governing the employment relationship.

The goal for 2018 is to update:

- the "Personal Information Code" with the new rules and the updates of the National Collective Labour Contract

- the Provisions for the use of computer systems





Absences due to illness or injury are constantly monitored for all the companies belonging to the group; such information are of key importance in order to identify the possible causes and eventually undertake the appropriate remedies. **During 2017 no accidents have occurred** and sickness absent hours were not attributable to company work but were due to health problems.

INVESTMENTS FOR WORKERS' SAFETY MADE IN 2017

The number of hours dedicated to safety training in 2017 was **349,00** hours distributed as follows:

Eterno Ivica 162,5 hours
Plastic Planet 186,5 hours



- In 2017 they were disbursed to our staff the following courses:
- evacuation test in case of emergencies with all employees
 - spreading of hazardous substances with emergency teams
 - update training specific alcohol and drugs for all forklift operators
 - training update for firefighters
 - upgrading and RLS
 - use of work equipment: overhead crane for press workers
 - sensitization to work in safety for all forklift operators
 - storage system - use and maintenance of storage equipment for warehouse workers
 - first aid training new employee
 - update first aid workers
 - theoretical / practical training for operators operating self-propelled industrial trucks with new drivers on board

Among the improvement on the safety measures planned for 2017, points highlighted with  have been completed, while others with the symbol  are to be completed and are proposed for 2018.



Results on goals 2017 on Safety at Work

ETERNO IVICA

Security improvements planned and implemented in 2017 are reported :

- Expansion of Eterno Ivica headquarters, after Italtronic's transfer
- Training to forklift trucks to prevent accidents with the forklift truck
- Training on the risks deriving from the consumption of alcohol and drugs to forklift operators
- Spilled test performed
- Install cameras on retractable forklift and new forklift brackets
- Install video surveillance cameras authorized by the Padua Labor Inspectorate

Among programmed and non-executed interventions , notes:

- Draw up an operational instruction on how the goods are handled during the preparation of orders
- To signal pedestrian paths to the ground, after the expansion of the site
- Issue a guide for visitors (issued, pending approval by management)



Results on goals 2017 on Safety at Work

PLASTIC PLANET

Security improvements planned and implemented in 2017 are reported :

- New press and new robot installed
- Performed noise risk assessment and evaluation of PHYSICAL RISKS (noise, vibration, CEM)
- Purchased new clothing for work
- Training on work equipment Carroponte
- Training on the risks deriving from the consumption of alcohol and drugs
- Spilled test performed
- Training on the risks deriving from the consumption of alcohol and drugs to the staff working on the bridge crane and forklifts
- Install video surveillance cameras authorized by the Padua Labor Inspectorate
- At the suggestion of the SA8000 workers' representative, gas cylinders with small, easier to handle and less risky gas cylinders were replaced
- predisposed a caisson for the spillage of the granule from the big bags
- prepared an extension to cut the bags of grain suspended above the body and avoid standing under the big bags

Among programmed and non-executed interventions , notes:

- color walls bathrooms and offices, to be done after the renovation
- signal pedestrian paths to the ground
- prepare a method to inform the Manager of any visits to the department, by customers and / or suppliers, in particular in the Plastic Planet production department (issued Issuing a guide for visitors (issued, pending approval by DIG)



2018 new goals for the workplace safety

The Health and Safety Committee (CSS), jointly with the SPT Committee (Social Performance Team), the Prevention and Protection Manager (RSPP), the doctor and the safety consultant, have assessed all the risks associated with processing and to the plants as set forth in art. 35 paragraph 2 of Legislative Decree 81/08 (reference Report of the periodic meeting on security and review) from which the following improvement actions were proposed for 2018:

ETERNO IVICA

- Complete the activities planned last year and not yet completed
- Reorganization of the warehouse department after expansion of the headquarters
- Reorganize fire load control of new warehouse and emergency plan
- Draw up an operational instruction on how the goods are handled during the preparation of orders
- Perform spreading test
- To signal pedestrian paths to the ground, after the expansion of the site
- Issue a guide for visitors
- Program the General Risk Assessment Document
- Program Document Evaluation PHYSICAL RISKS (noise, vibration, CEM)
- Program a Related Assessment Assessment Document
- Plan RLS elections nominating three years expiring in November 2018
- Improve communication and coordination at all levels of the company
- Evaluate a rewarding / career system for workers
- Evaluate a cooling system for the warehouse
- Issue a company policy on the processing of data collected by the video surveillance system

PLASTIC PLANET

- Complete the activities planned last year and not yet completed
- Improve the production planning by the client, in particular to obtain more space for the stock of the components to be assembled
- Evaluate a software to record production waste
- Evaluate a rewarding / career system for workers
- Evaluate to equip the production of a smartphone to be able to send photos to the client in case of doubts about the quality, also depending on the transfer of Italtronic.
- Issue a company policy on the processing of data collected by the video surveillance system.

FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING

The Company respects the right of workers to form and join trade unions of their choice and the right to collective bargaining, while fully respecting the norms and national agreements.

All employees of the organization are absolutely free to communicate with their trade union members in the workplace, in accordance with the provisions for access and the security of such places.

However, employees of the companies of Plastic+ Group do not join any trade unions.

The Workers' Representatives were informed that, on request, the company makes available the facilities necessary for communication and for carrying out the trade union meetings.

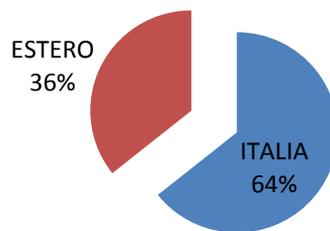
DISCRIMINATION

The Plastic+ Group does not implement any kind of discrimination against its employees, it guarantees equal opportunities to all employees and does not implement or permit interference in their private lives.

In PLASTIC PLANET women are not present due to the particular type of work and 36% of workers are foreigners coming from various countries outside Europe, who are sufficiently integrated with the workplace and are able to understand and express themselves in Italian at an autonomous stage.



NAZIONALITA' PERSONALE



DISCIPLINARY PRACTICES

The Plastic+ Group is inspired by the code of ethical behaviour and does not resort to any form of physical or mental coercion, verbal abuse or any offense against the personal dignity of any employee or collaborator.

Working hours are stated, as per contract, to be 40 hours per week with a maximum of 12 additional hours of overtime

WORKING HOURS



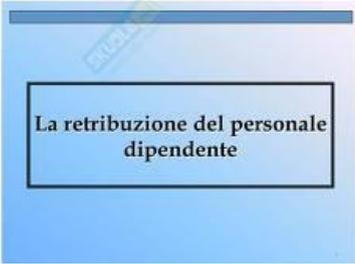
Eterno Ivica works on a one work shift and Plastic Planet works on three work shifts.

Overtime is voluntarily accepted by the employees, based on business needs.

Currently there are no claims or reporting for imposition of overtime and the indicators are continuously monitored

REMUNERATION

The work is paid as set by the National Collective Labour Contract for Industry Rubber and Plastic.



2017 Activities:

- Contractual and salary levels are determined for workers according to their role and position.
- All employees, depending on the operating framework, receive the incentive bonuses for the achievement of the objectives, according to the System of Management by Objectives (MBO)
- During 2017 fuel cards have been given to all employees
- As in last years it has been offered the chance to use a gym inside the workplace.



Type of employment in 2017	Nr.
Full-time indeterminate contract	24
Part-time indeterminate contract	0
Fixed-term contract	6
TOTAL internal human resources	30
Temporary employment contract	3(*)

(*) In the course of 2017, four interim contracts were converted into fixed-term employment contracts.



6 CUSTOMERS



**OUR OBJECTIVE IS TO SPREAD THE QUALITY OF OUR PRODUCTS
TOWARDS A GLOBAL MARKET**

Eterno Ivica has a structure able to supply all the parts of Italy and most of the countries of Europe and the rest of the world.

SALES NET

- In Italy :more than 40 agents
- Worldwide : ... more than 49 distributors and 14 agents

news in the company certification

ETERNO IVICA has aligned itself with the new standard of ISO 9001: 2015 and ISO 14001: 2015 obtaining the certification update in June 2018 with the accredited entity Det Norske Veritas-GL.



2015



news in the products



RUBBER SUPPORT 10 + 6 in recyclable SBS rubber designed and produced in Italy. The material used is particularly resistant to temperature changes, acid solutions and atmospheric agents that make it particularly suitable for outdoor use.

It has a high property in **noise abatement** and its composition is specially formulated to **match the high performance of the "white head"** present in the NM and SE models of the Pedestal line.

New line catalogs:

- **Mondial:** tools and accessories for water drainage
- **Phonolook:** creative solutions to solve the problem of reverberation in closed environments
- **Vent:** products for the acoustic insulation of the front ventilation and ventilation holes.

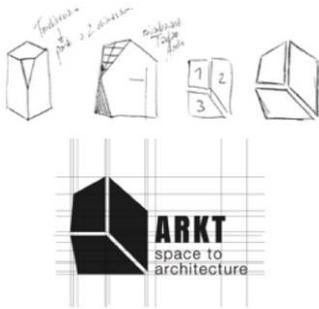




New realization with the **Phonolook Solution SOLID +** panels

news in the communication

IFA changes look and more ...



The quarterly magazine IFA Magazine changes and leaves room for "**ARKT - Space to Architecture**": an ambitious project to create a space entirely dedicated to architecture and design, where **companies producing** solutions for architecture and construction and the **various professional figures** of the design world meet, find the right space for relationships to share ideas, projects and establish important collaborations.

In fact, this is the **spirit** with which Eterno Ivica, the promoter of the idea, offers to all those who are interested in **enhancing synergies and creating bridges of connection**, a space where our, and **your** thoughts and projects come to life and materialize.

magazine

In 2018 the new magazine and the new "**ARKT - space to architecture**" website will be put online. The magazine, which will be delivered both in printed and online editions, will be available for free download on the Eterno Ivica website.

The topics covered are: achievements, including acoustics, case-history and installations expo, fairs, biennial .



fairs

Eterno Ivica is present in all the most important trade shows in the sector



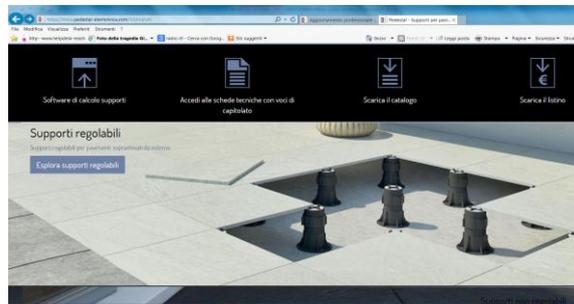


events

through the creation of a new **public relations office**, Eterno Ivica promotes training seminars and conferences in many Italian provinces, aimed at professionals who face problems of acoustics and phono isolation and to present in many Workshops the raised outdoor flooring and new products.

assistance

- Restyling of the website with the insertion of the new VENT and PHONOLOOK lines
- Media calculation software
- Datasheet
- Catalog
- List
- FAQ



NEWS ETERNO IVICA
 ETERNO IVICA
 LANCIA IL NUOVO
 FORM AGENTI

services

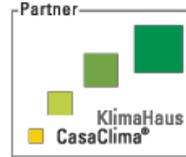
An advanced system of integrated geolocation is active for requesting estimates and information, which allows you to send requests for estimates directly from product pages

traceability

Eterno Ivica is in line with the international **EAN** coding guidelines: all our products are coded worldwide.



Eterno Ivica adheres to producers Association :



and it is the official Partner of the public agency “CasaClima”

Eterno Ivica obtains the Certificate “CasaClima Partner” during Klimahouse Fair 2016





7 COMMUNITY

Social Commitment of PLASTIC+ GROUP with the Project "Building the future together"



Below are listed all the steps of the Project "**Building the future together**" which ended with the construction of two schools in the St. Maximilian school complex of Dar es Salaam in Tanzania.

1st building opened in June 2011 for the Primary School



2nd building opened in July 2013

to host adolescents aged thirteen to eighteen, when they have completed the Primary School.



This is a professional training school, with traditional classrooms and laboratories, which can host about 300 students

CONTRIBUTIONS TO PROJECTS OF SOCIAL RESPONSIBILITY

In 2017, the Plastic + Group continued to support the project "Building the Future, Together" and other projects through the following contributions :

ETERNO IVICA

- ASSOCIATION " IOV" PADOVA € 500
- ASSOCIATION " ALTA VIA " € 500
- S.ANTONIO D'ARCELLA CHOIR € 750
- FRANCISCAN CONVENT IN TANZANIA € 10.000

PLASTIC PLANET

- ASSOCIATION "LIFE PATH" ONLUS € 500
- ASSOCIATION " ALTA VIA " € 500
- S.ANTONIO D'ARCELLA CHOIR € 750



8 ENVIRONMENT



The **Plastic+ Group** policy has always been oriented to environmental protection. Since 2014 **Eterno Ivica and Plastic Planet** have obtained the **ISO 14001 certification with the international certification body Det Norske Veritas-GL** and in June 2018 they obtained the certification for the revision of the standard **ISO14001: 2015**.

The Initial Environmental Analysis has evaluated the position of the Plastic+ Group in relation to the environment in order to take into account all the environmental aspects/impacts and their management.

Through the analysis of the context and the assessment of risks and opportunities has evaluated the position of the Plastic+ Group in relation to the environment in order to take into account all the environmental aspects/impacts and their management.



For each environmental aspect, the impacts have been evaluated considering the conditions Normal, Abnormal and Emergency. In compliance with the principles of environmental policy, an Environmental Programme has been drawn defining for each aspect, considered important for the sustainability of the territory, specific objectives with timing, goals and actions planned according to the logic of continuous improvement.

IS OUR WAY OF WORKING SUSTAINABLE?

This is the question that Plastic+ Group addresses to all environmental aspects/impacts and their management. The three companies of Plastic+ Group, respecting the environment and taking into account the following principles:

- from pollution removal to pollution prevention
- from waste management to waste prevention and reduction
- from increasing the resource use to increasing the resource conservation

are committed to the following environmental program to be developed over five years, with the following objectives:

1st long-term GOAL

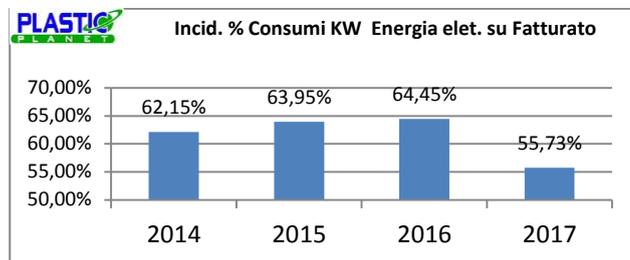
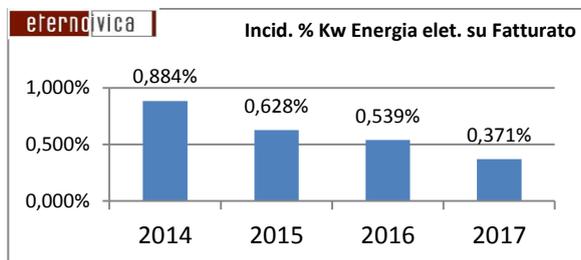
Check and reduce the incidence of electricity consumption on turnover



Result achieved in 2017



incidence % Kw electrical Energy on turnover



In addition to the constant attention to contain the consumption by installing in 2016 LED lamps in the warehouses and production departments of all three companies in the Plastic + group, Plastic+ Group show the positive trend of reducing the incidence of consumption of Electricity on turnover, mainly attributable to the increase in turnover.



2018 goals to reduce electrical consumption

- consider the purchase of photovoltaic panels
- assess the update of the software that keeps track of energy consumption of the presses in PLASTIC PLANET
- consider installing a coat to improve heat insulation structure

2rd GOAL

Control and increase the recycling of non-hazardous waste

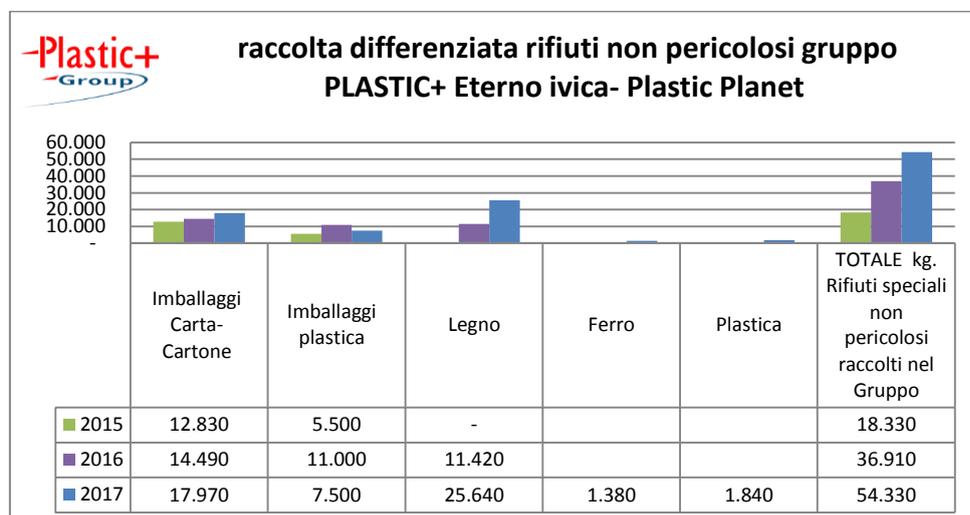


Results achieved in 2017



collecting waste non-hazardous waste PLASTIC+ Group

Paper-cardboard warehouse/ Plastic packaging warehouse/ wood/ iron/ plastic



All companies belonging to the Group pay particular attention to waste management and workers shall apply the **Operating Instruction IG28 "Separate waste collection"** for the collection of **paper / cardboard and plastic packaging**, which then are delivered to a specialised company for their recovery and transformation.



During 2015 all the employees were provided with durable mugs with the Group brand to reduce the use of disposable plastic cups and consequently reduce waste.

3rd GOAL three-year



Promote the saving of natural resources through the

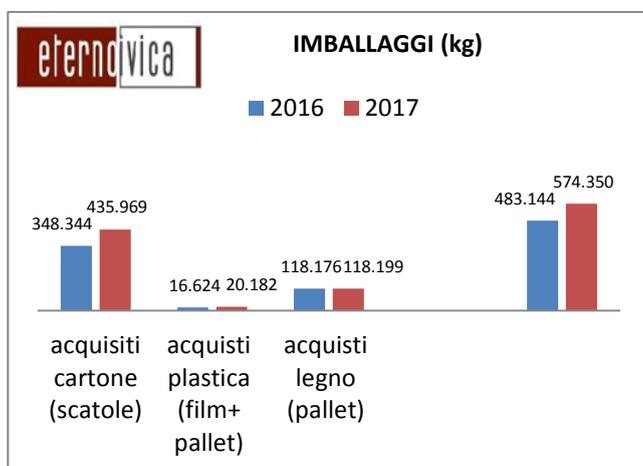
- Reduction in the consumption of plastic packaging (big bags, plastic bags) and paper for the office

To achieve this goal, the following activities are planned:

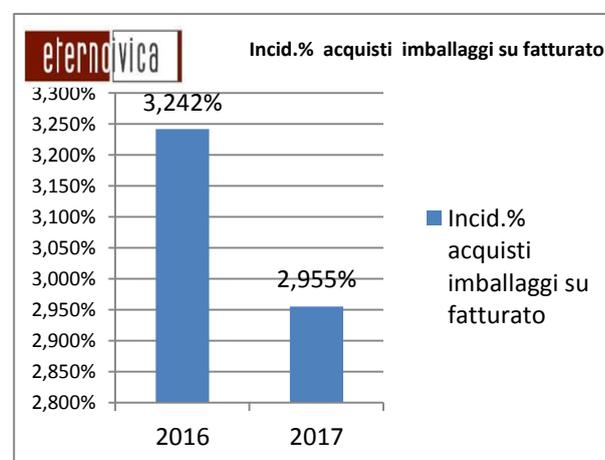
1.  Create new indicators for monitoring the use of paper – cardboard – plastics
2. Consider the purchase of silos for Plastic Planet
3. Consider the replacement of the cardboard boxes with durable containers (iron / plastic cages) for the displacement of goods in internal processes
4.  complete the implementation and organization of software for digitalisation of paper archives

1. New Indicators

Packaging (Kg)



Incidence % of purchases of packaging on turnover





Objectives 2018 to reduce the consumption of plastic packaging

1. Consider the purchase of silos for Plastic Planet
2. Consider the replacement of the cardboard boxes with durable containers (iron / plastic cages) for the displacement of goods in internal processes

4rd GOAL

Consider the possibility of using recycled paper for documents (orders, ddt, invoices ..)



Involve departments on the use of recycled paper for internal documents.

For internal documents staff use recycled paper wherever possible.



5rd long- term GOAL

Ensuring stakeholders about the commitment to respect the environment



Result achieved in 2017 –

The Environmental Management System , certified by Det Norske Veritas-GL for ISO 14001, has successfully passed the inspection in date 29.07.2017 for the renewal of the certificate.

In June 2018 the system was adapted to the ISO 14001: 2015 standard .

CERTIFICAZIONI
ISO 14001



News long- term GOAL

Promote the green economy

Implement a project to obtain certification of conformity of the products to the Minimum Environmental Criteria.





9 INTEGRATED MANAGEMENT SYSTEM

INTEGRATED MANAGEMENT SYSTEM: QUALITY - SOCIAL RESPONSIBILITY –SAFETY – ENVIRONMENT

The Integrated Management System is certified by Det Norske Veritas-GL for ISO 9001 - SA8000 and ISO 14001.

The corporate has passed during 2017:

- the annual surveillance audit for ISO 9001:2008
- THE HALF YEARLY surveillance audits required SA8000:2014
- the audit for the renewal of the certification ISO 14001:2004

In 2017 the group was updated in ISO 9001: 2015 and ISO 14001: 2015 and in June 2018 it passed the verification for the transition to the new rules.

The evolution of the integrated management system has been managed with:

- **updating of the documentation according to the new common structure called High Level Structure (HLS)**
- **understanding and determining the factors of the external and internal context;**
- **identification of stakeholders and their needs and expectations;**
- **assessment of risks and opportunities in relation to the needs of the parties involved and related treatments;**
- **verification of results**
- **definition of the strategies and improvements to be adopted following what emerged in the analysis and evaluation activities;**
- **training for all staff**

Quality and environmental risk assessment was developed with the support of the function managers and the social risk assessment was elaborated with the collaboration of the SPT Committee (Social Performance Team).

The SA8000 workers' Representatives and the Management Representative for SGS participate in the SPT and CSS Committees and were involved in the Periodical Meeting on Safety to discuss issues related to the safety in workplace with the Members of the Prevention and Protection Service (RSPP - Doctor - RLS – Consultant) and have actively participated in the Review of the Social Accountability Management System (SGS SA8000) and Health and Safety (SGS)

A copy of the review has been given to the RLS SA8000 (Representative for Workers' Safety) for communication and consultation of employees.

The Social Reports have been published on the company website and delivered to the Workers' Representatives.

All stakeholders have been informed about the publication of the new Social Report by email newsletter

Responsibility, Safety and Environment.

The Integrated Management System is managed through a structured documentation which includes:

- **the Integrated Management System Manual**, which describes the System, the activities put in place for the implementation of corporate policy and the definition of roles and responsibilities required to be in compliance with relevant regulations;
- **the procedures**, elaborated in order to provide a detailed description and documentation of the activities to be undertaken in compliance with the standards: ISO 9001, SA 8000, OHSAS 18001; ISO 14001; Legislative Decree no. 81/08 art. 30.
- **the instructions**, established in order to provide a more detailed and documented description of the operating procedures applied to undertake particular activities;
- **a register of legislation**, drawn up in order to identify, document and ensure easy access to international and national legal regulations concerning the requirements of the standard references;
- **records** which provide evidence that the system is operating and properly managed.

All workers and new employees recruited, even temporary, have been provided with training programs for the safety update training, with regard to Legislative Decree no. 81/08 and Agreement State-Regions, through internal and external training courses on issues including Health and Safety in the workplace, environment, quality and awareness of SA8000.

Within the Integrated Management System, monitoring and measurement activities, aimed to ensure the suitability of the Management System with the requirements of ISO 9001, SA 8000, OHSAS 18001, ISO14001 are undertaken in Plastic+ Group in order to ensure compliance to requirements.

As regards the monitoring of suppliers, it is constantly granted through the application of a procedure specifically dedicated. The application of this procedure also requires the periodic evaluation of suppliers with particular attention to critical suppliers.

The Management periodically reviews its policy for Quality, Social Responsibility, Safety and Environment, with particular regard to:

- adequacy,
- effectiveness.

The effectiveness of business practices are therefore evaluated, as well as the opportunities for change and improvement of the objectives, the policy and the Integrated Management System, and new goals are set.

Plastic + Group has established, by means of procedures, the procedures for the selection and qualification of suppliers/subcontractors, according to their capacity to respect the environment and the requirements of the SA8000.

By informing them about the path taken by Plastic+ Group in terms of Quality, Social Responsibility, Safety and Environment, the suppliers were asked the commitment to comply with these requirements, completing a self-assessment questionnaire and expressing their willingness to accept audits.

The employees can make complaints or give tips, also anonymously, concerning matters of nonconformities related to the application of the SA8000 standard.

The complaint process has been made available to all employees through a dedicated procedure. Complaints can be made via mailbox to be found in the company, dedicated to the collection of reports/complaints and through the references listed in the company policy at p. 8.

The data and information contained in this Report are widespread in order to raise awareness of the company policy and to request suggestions and comments from the Stakeholders for the continuous improvement of the company's social responsibility and sustainable development.

Settore Emittente Direzione Qualità	Approvato Direzione Generale	Data di emissione	Anno di riferimento
Zanella Alessandra	Favero Gabriele	16/07/2018	2017-2018