

2019

# SOCIAL REPORT

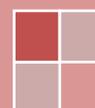
ETERNO IVICA FOR SUSTAINABLE DEVELOPMENT

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

eternoivica



ETERNO IVICA SRL  
30/09/2019



## Summary



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## SOCIAL REPORT 2018 - 2019



### 1 Social report

**Eterno Ivica** 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 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 standards:**



- **ISO 9001** since **1999**
- **SA 8000** since **2007**
- **ISO 14001** since **2014**

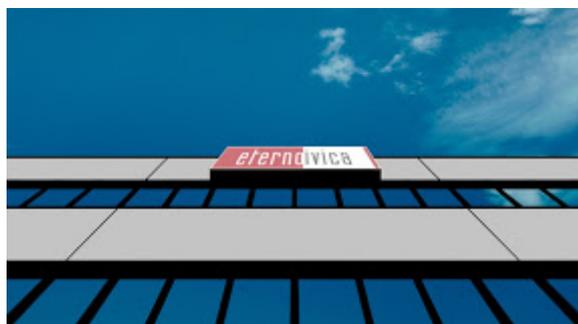
During 2018 it has successfully passed the maintenance audits for ISO 9001, SA8000 and ISO 14001 certifications, and in June 2018 it has achieved the renewal of the certificate with the transition to the new revision of the standard ISO 14001:2015 e ISO 9001:2015

**Eterno Ivica** aims through this path to stand out as a Company 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](http://www.eternoivica.com) for consultation by other stakeholders and all the stakeholders have been informed about the new publication by newsletter.

**eternoivica** | 2 **About us**



**Eterno Ivica srl**

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 Data Processing Code: PD013928

**Eterno Ivica**, 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.**

**Eterno Ivica** has different injection presses from 50 to 512 tons of different characteristics that can guarantee a production capacity able to satisfy a wide range of commercial requests. All the presses are equipped with steering units which ensure absolute control of the process in a simple and immediate manner. The presses are equipped with numerically controlled robots, auxiliary exsiccation systems, dehumidification, automatic granule transport, waste recover on the machine through shredders for material recycling. At the end of processing, the testing and the setup of the equipment are carried out. All the molds are tested internally in order to verify the perfect functioning through the production.



**PRODUCTS ARE DIVIDED INTO THE FOLLOWING TEN LINES:**



THE CATALOG IS AVAILABLE ON THE WEBSITE

[www.eternoivica.com](http://www.eternoivica.com)



## Company news

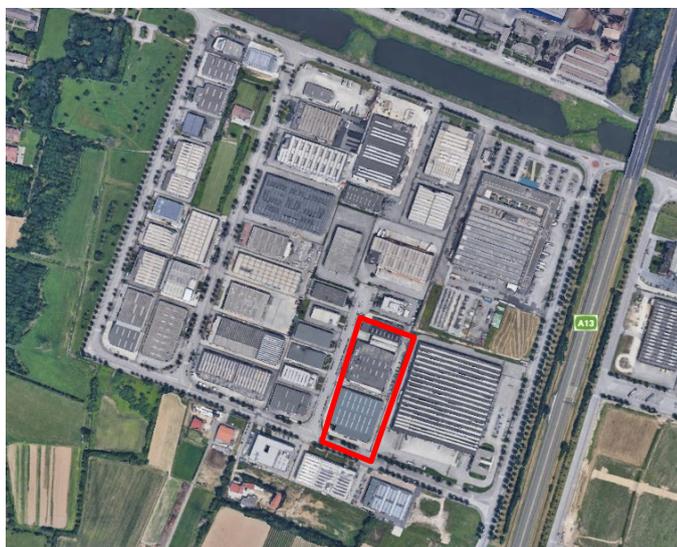
From December 2018 Eterno Ivica renews the organizational structure by acquiring, through a merger by incorporation, the Plastic Planet molding company.

Furthermore, moving the Italtronic headquarters at the beginning of 2018 has allowed **Eterno Ivica** to expand its warehouse and its offices.

This reorganization has allowed a better coordination both at the logistic level and at the production level; in particular, the new strategic structure has allowed **Eterno Ivica** to duplicate the extension of the headquarters and to interact directly with the plastic molding production department.

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 **Eterno Ivica** 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, **Eterno Ivica** 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 Eterno Ivica.

**Today we can thus formalize the Eterno Ivica 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.



## 3 Company Policy

**Eterno Ivica**, 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 Company:

### Community, Leadership, Employees, Process, Product and Service

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>**

## SOCIAL REPORT

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

**Eterno Ivica** 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 - UNI ISO 45001 - Linee Guida Inail per un sistema di gestione della salute sicurezza sul lavoro (SGSL).

**The Integrated Management System is certified for the rules UNI EN ISO 9001 - SA 8000 - UNI EN ISO 14001.**

Riferimenti	Fax o sito internet	e.mail
Responsible for the Integrated Management System SA8000- ISO14001 and ISO9001 Eterno Ivica Via Austria n. 25/E 35127 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 <a href="https://www.dnvgl.it/contatti/Form-Segnalazioni-Reclami.html">https://www.dnvgl.it/contatti/Form-Segnalazioni-Reclami.html</a>	<a href="http://www.dnvgl.it/contatti/Form-Segnalazioni-Reclami.html">www.dnvgl.it/contatti/Form-Segnalazioni-Reclami.html</a>
SAAS - Accreditation Body SA 15 West 44th Street, 6th Floor New York NY 10036 -	Fax (212) 684-1515 ww.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**



## 4 Stakeholder

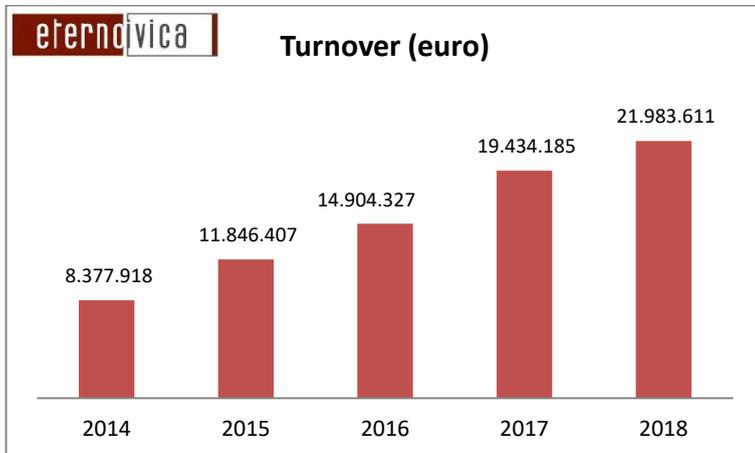
Below we present the stakeholders identified by **Eterno Ivica** in order to ensure the capacity to meet all needs and requirements through an open, transparent dialogue based on trust:

**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.



## 5 Main economic data and Environmental investments



The 2018 results show a +13,12% increase in turnover compared to the previous year

The 2018 results show **Eterno 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**

- In **2017** the new launch of the "**PHONOLOOK**" line. 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.

**Eterno 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.



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



- **from december 2018 Eterno Ivica acquires, through a merger by incorporation, the molding company Plastic Planet.**

Furthermore, the relocation of the headquarters and the sale of the Italtronic business allowed Eterno Ivica to expand its warehouse and its offices.

The new strategic structure has allowed **Eterno Ivica** to:

- duplicate the extension of the warehouse area allowing for better organization and coordination at the logistic level;
- interacting directly with the plastic molding department, reorganizing the internal layout of the injector machines and making new investments in the robotization of the packaging process.

## 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.



## UNDER SCREED RESILIENT UNDERLAY



During 2015 **Eterno Ivica** has designed and patented the underlay **TXT**.

Under screed resilient underlay **ECOTEX TXT** 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 by means of adhesive polypropylene.

**Product derived from recycled raw material and fully recyclable at the end of the life of the building.**

## 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.



## STARTING CAM (Minimum Environmental Criteria) CERTIFICATION ACTIVITIES



During **2018** Eterno Ivica started the activities to certify **the CAM conformity**.

The systematic and homogeneous application of the CAM will make it possible to spread environmental technologies and environmentally preferable products and will produce a leverage effect on the market, inducing the less virtuous economic operators to adapt to the new environmental demands to which, more and more frequently, the market is tending.



## 6 Employees



This paragraph is intended to show the situation of **Eterno Ivica** in relation to WORKERS and to the fulfilment of all requirements of the SA8000:2014

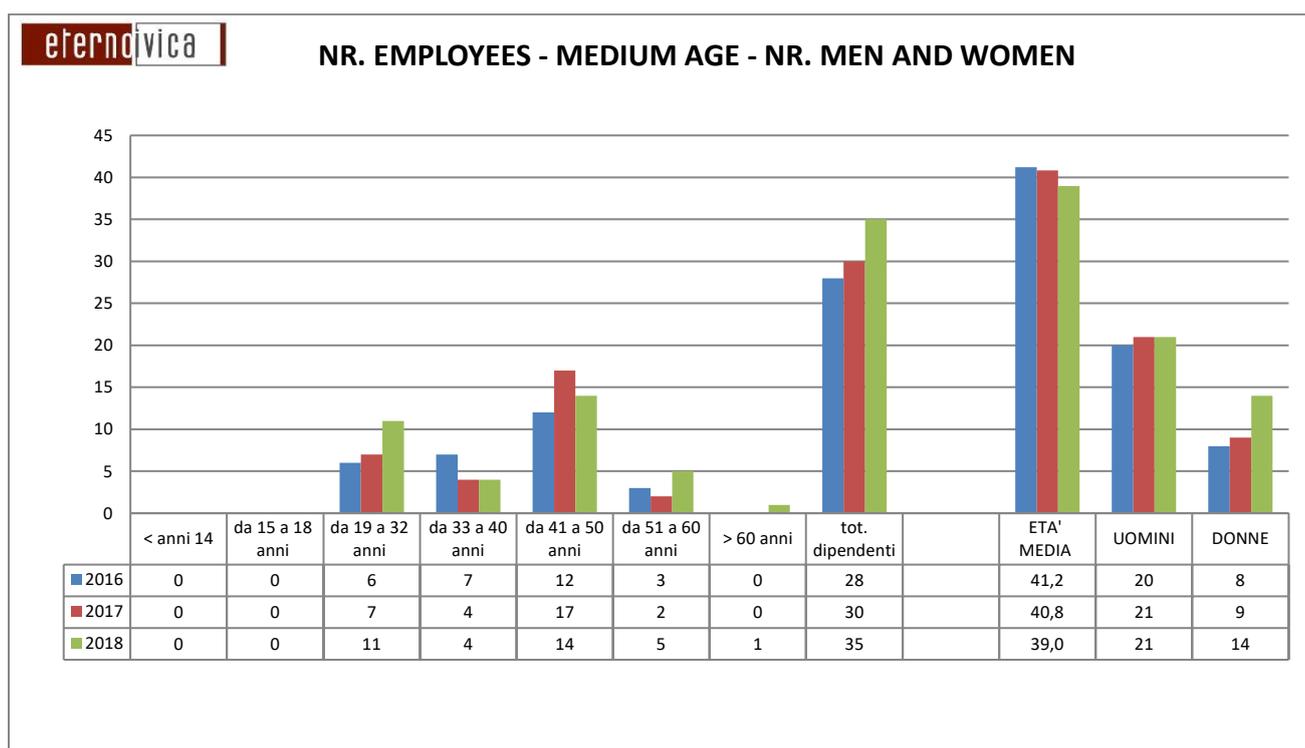
**At the end of 2018, to protect workers rights, all Plastic Planet employees were hired by Eterno Ivica following the merger by incorporation.**

The review by the General Management has verified the results achieved in 2018 and set targets for improvement related to Social Responsibility to be reached in the year 2019.

### 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.



**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 Company refers to and applies all regulations governing workers' health and safety and an healthy and safe working environment.

**Eterno Ivica** has an updated risk assessment, 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.

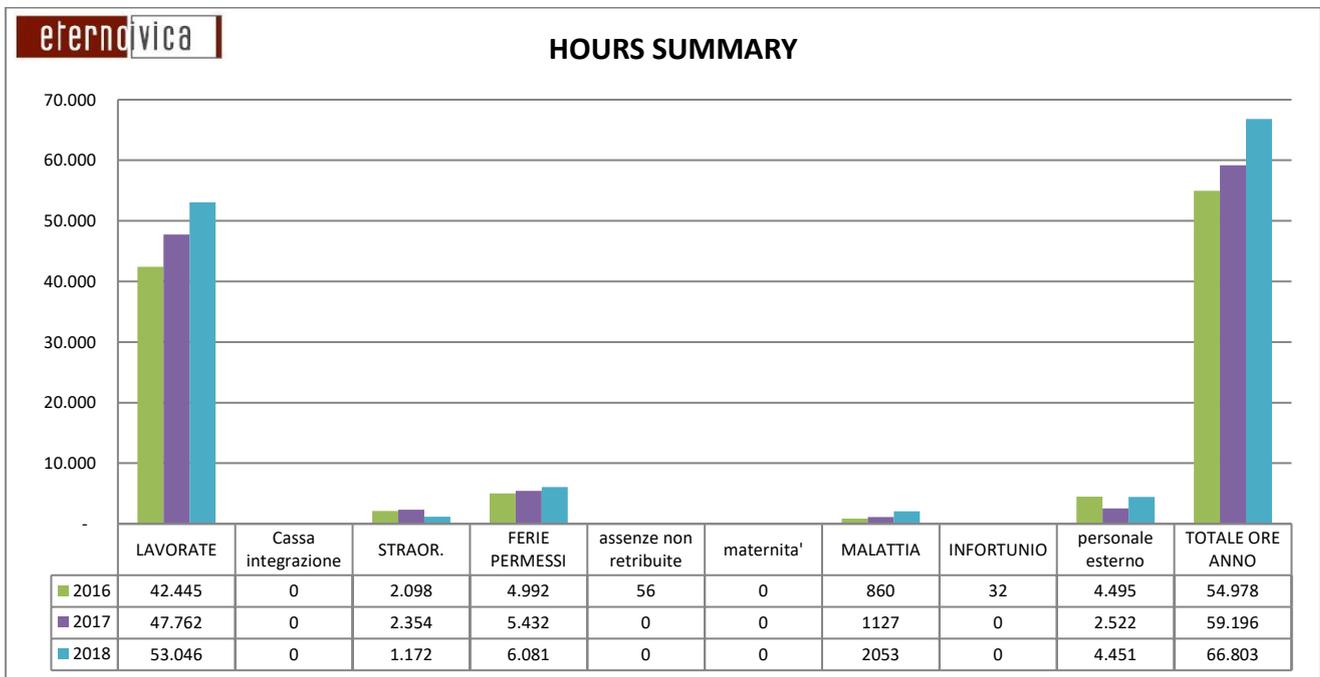
The (periodic) health examination offered to employees are carried out according to the sanitary plan made by the competent doctor.

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.

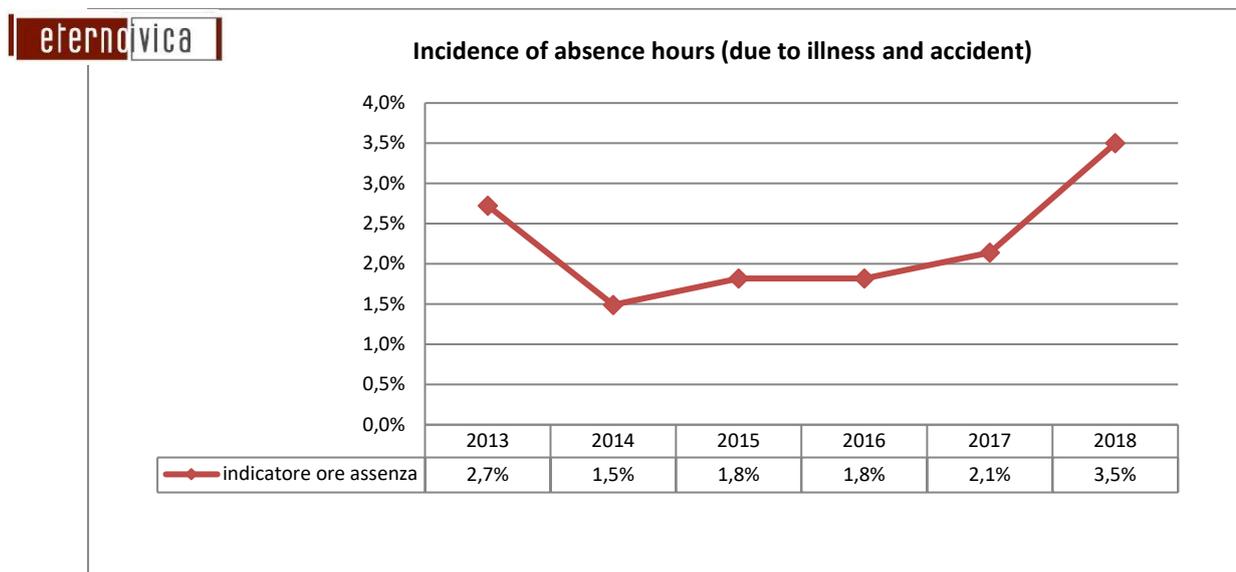
All employees have received the booklet "Working well together" that is meant to be a quick reference guide for employees and employer dealing with the basic rules governing the employment relationship.

The goal for 2019 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 2018 **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 2018

The number of hours dedicated to safety training in 2019 was 209,5 hours..



In 2018 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



### Results on goals 2018 on Safety at Work

Security improvements planned and implemented in 2018  are reported:

- Draw up an operational instruction on how the goods are handled during the preparation of orders
- Reorganize fire control of new the warehouse and emergency plan.
- Perform spreading of hazardous substances simulation;
- Update General Risk Assessment Document.
- Update Evaluation PHYSICAL RISKS Document (noise, vibration, EMC).
- Update Correlated Stress Evaluation Document.
- Plan RLS elections nominating three years expiring in November 2018.
- Issue a company policy on the processing of data collected by the video surveillance system.
- draw pedestrian paths on the ground in the plastic molding department.



### 2019 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) and planned all the security adjustment and improvement activities that emerged during the periodic meeting.

## 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.

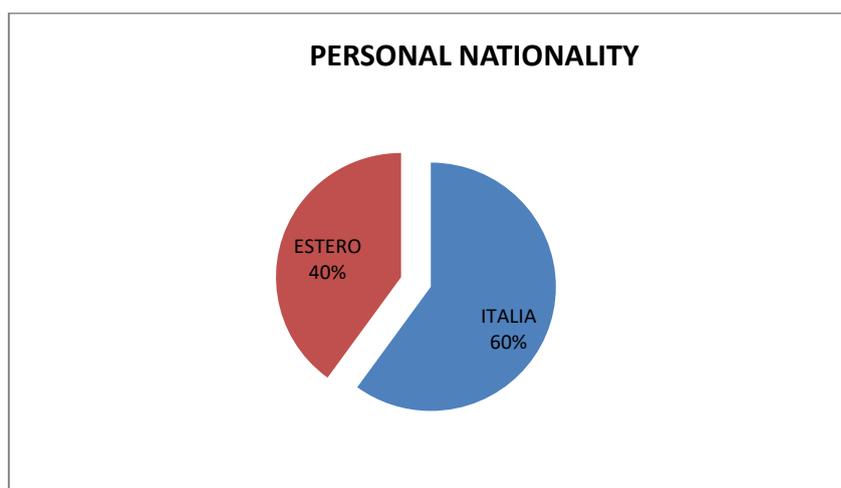
However, employees of the companies of **Eterno Ivica** do not join any trade unions.

**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

**Eterno Ivica** 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 **Eterno Ivica** the 40% 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 autonomous stage.



## DISCIPLINARY PRACTICES

**Eterno Ivica** 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

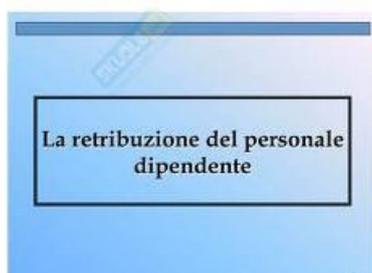


**Eterno Ivica** employees of the office and warehouse area works on a one work shift, while the operators of the plastic molding department works on three work shifts.

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.

### 2018 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.
- During 2018 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 2018 <b>ETERNO IVICA</b>	Nr.
Full-time indeterminate contract	27
Part-time indeterminate contract	0
Fixed-term contract	8
<b>TOTAL internal human resources</b>	<b>35</b>
Temporary employment contract	10 (*)

(\*) In the course of 2018, two interim contracts were converted into fixed-term employment contracts.



**7 Customers**



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

**Eterno Ivica** has injection presses from 50 to 512 tons of different characteristics that guarantee a production capacity able to satisfy a wide range of commercial requests.

It is equipped with a radiofrequency system that allows at any time to trace the batch of raw material processed and a quality control system that can effectively monitor all production processes.

**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**

### Our customers appreciate

- ✓ Flexibility of special requests.
- ✓ Maintenance of the commitments undertaken.
- ✓ Product quality.
- ✓ Production process versatility.
- ✓ Technical capacity.

### 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



The new **Windproof System** is gaining great success among Eterno Ivica customers

The windproof system is designed to solve the problem of plate lifting caused by the wind in a safe, permanent and economical way. The system is ideal because it firmly attaches the supports and plates to each other. In this way the flooring becomes one with the system and the plates linked to one another, imposing more resistance towards the winds' sucking power.

**The new catalogue**, revisited and studied accurately, has a completely **innovative graphic** look. In fact, it is presented as a more technical volume but **simpler, more legible and manageable** for those who use it. Indeed, the presentation and description of the products is shown in a clearer and more linear way compared to previous versions.

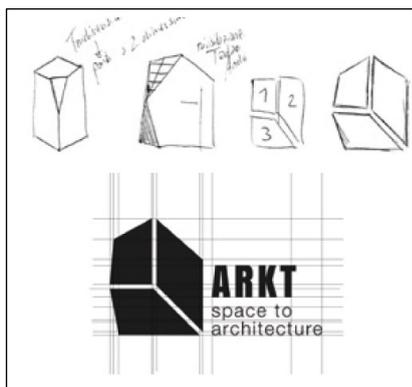
Another important difference compared to the past is that **it has combined the Pedestal and the Woodeck lines in one volume**, making the research for products faster and more immediate.



In a time of blooming recovery and restructuring, the Acoustics Division of Eterno Ivica, in collaboration with Lespace Paris, participates in the acoustic treatment of a former school in the north of Paris.

**Eterno Ivica** has been involved in this repurposing acoustic project, from the point of view of the reverberation. It is a large space of approximately 140 square meters. A composition of 24 "phonolook" panels has been applied to the ceiling.

## 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.

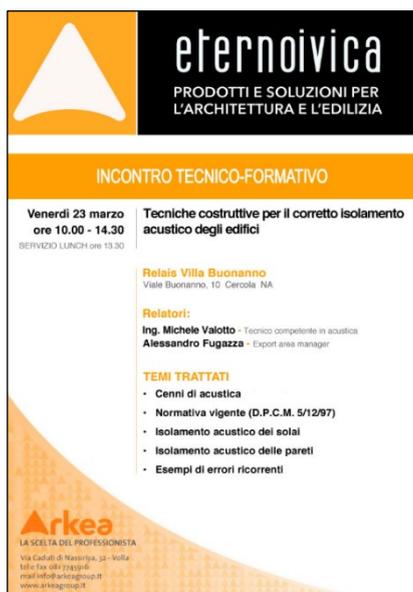
The topics covered are: achievements, including acoustics, case-history and installations expo, fairs, biennial .

## 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

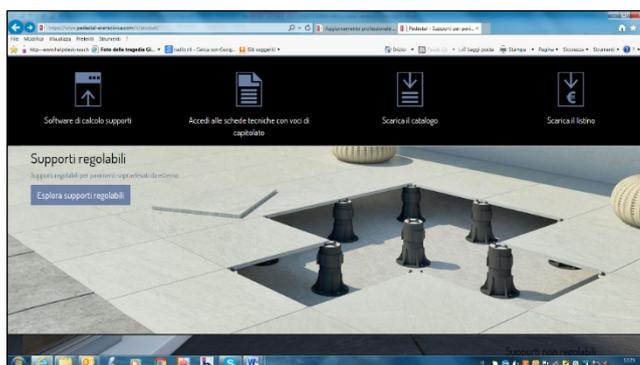
Media calculation software

Datasheet

Catalog

List

FAQ



## Services



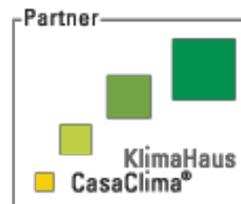
An advanced system of integrated geolocation is active for requesting estimates and information, which allows you to send requests for estimates directly from product pages

## Traceability

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



## Eterno Ivica adheres to producers Association





## 8 Community

### Social Commitment of Eterno Ivica 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 2018, **Eterno Ivica** continued to support the project "Building the Future, Together" and other projects through the following contributions:

ASSOCIATION IOV PD	500,00 €
ASSOCIATION ISOLA CHE NON C'È	500,00 €
S.ANTONIO D'ARCELLA CHOIR	1.000,00 €
FRANCISCAN CONVENT IN TANZANIA	8.000,00 €
CUSTOMER MICHEAL FALK PROJECT CONTRIBUTION	200,00 €



## 9 Environment



The **Eterno Ivica** policy has always been oriented to environmental protection. **Since 2014 Eterno Ivica 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.**

Through the analysis of the context and the assessment of risks and opportunities has evaluated the position of the **Eterno Ivica** 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?

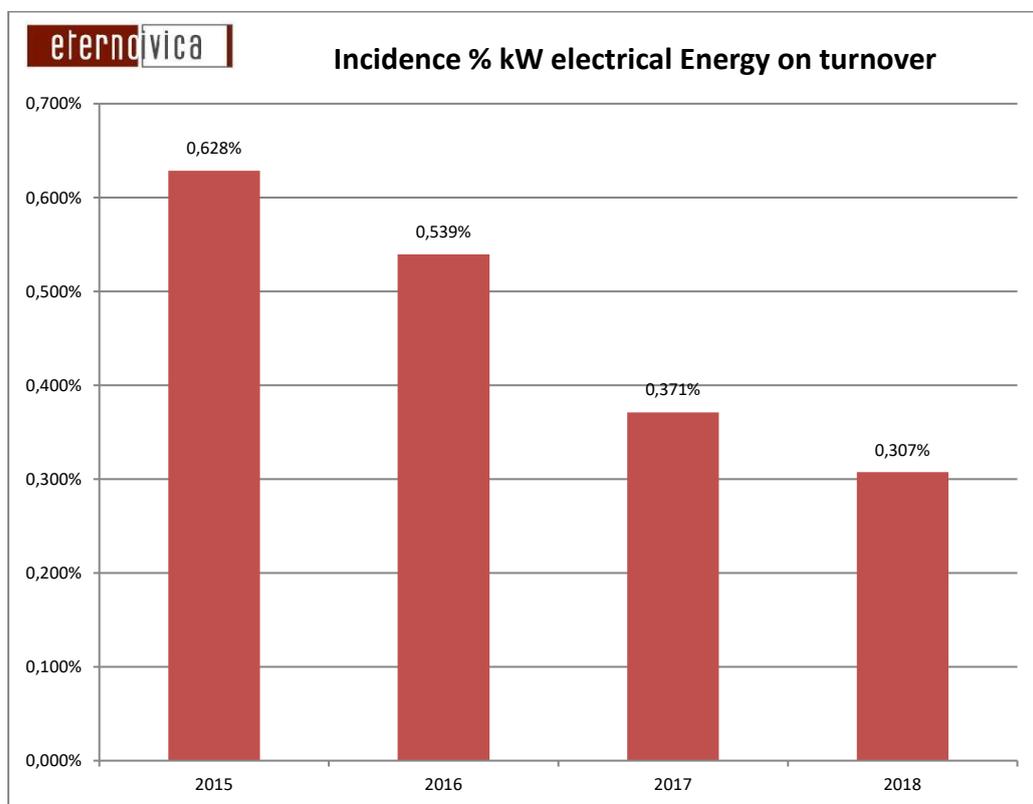
This is the question that **Eterno Ivica** addresses to all environmental aspects/impacts and their management. The Company, respecting the environment and taking into account the following principles:

- 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 2018 

In addition to the constant attention to contain the consumption, **Eterno Ivica** show the positive trend of reducing the incidence of consumption of Electricity on turnover, mainly attributable to the increase in turnover.



## 2019 goals to reduce electrical consumption

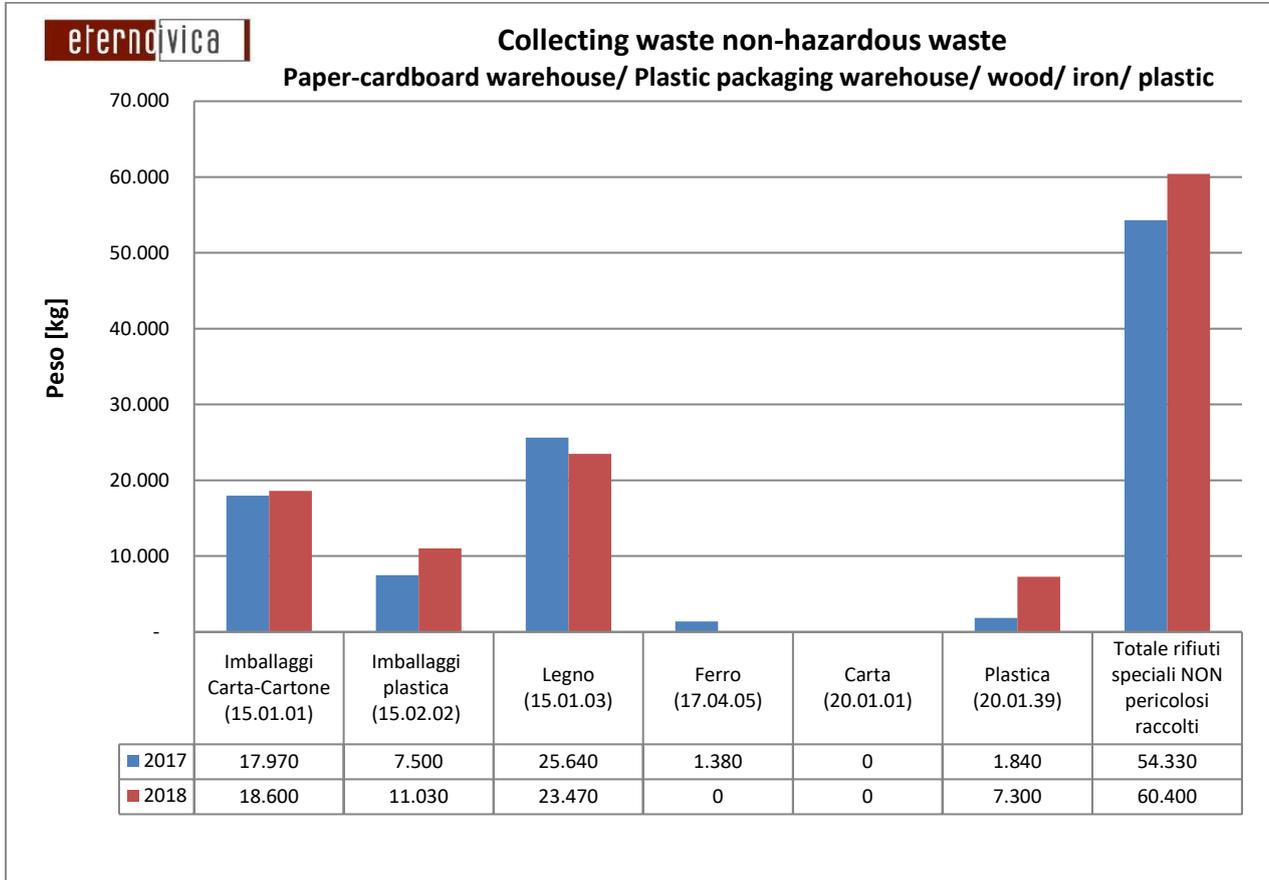
- assess opportunities for energy savings.

2nd GOAL

Control and increase the recycling of non-hazardous waste



Result achieved in 2018



**Eterno Ivica** pone particolare attenzione nella raccolta differenziata dei rifiuti e opera la raccolta differenziata di carta/cartone e plastica derivante dagli imballaggi, che vengono poi conferiti ad una società autorizzata per il loro recupero e trasformazione.

**Eterno Ivica** pay particular attention to waste management and workers shall apply separate waste 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 to reduce the use of disposable plastic cups and consequently reduce waste.



**3rd GOAL three-year**

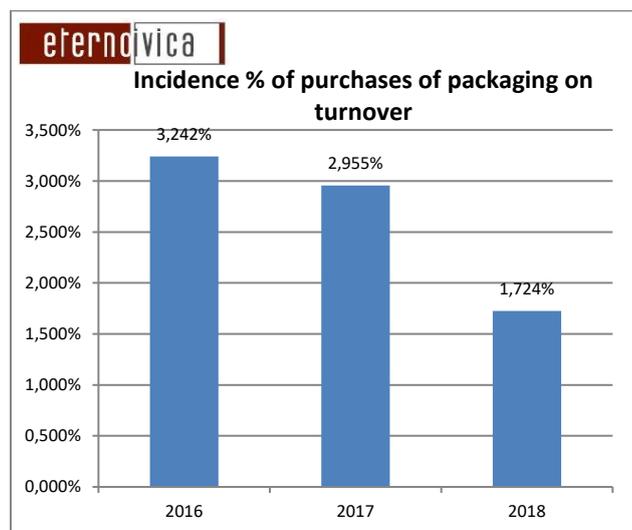
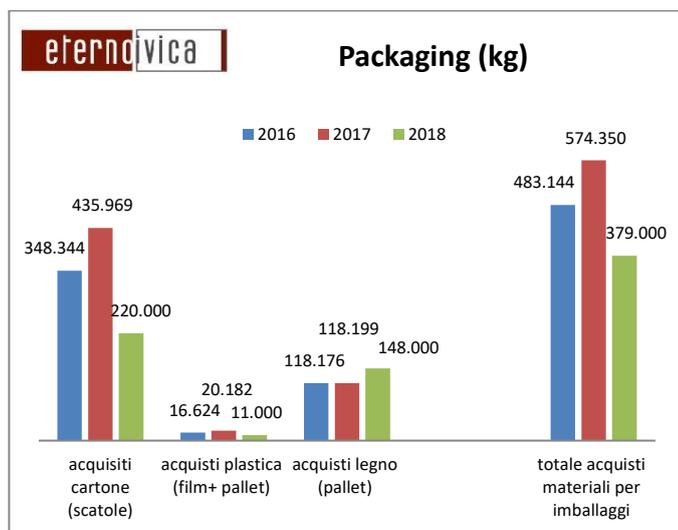
Promote the saving of natural resources through the **Reduction in the consumption of plastic packaging (big bags, plastic bags) and paper for the office**



To achieve this goal, the following activities are planned:

1.  **Create new indicators for monitoring the use of paper – cardboard – plastics**
2.  **Complete the implementation and organization of software for digitalisation of paper archives i**

1) New indicators



Objectives 2019 to reduce the consumption of plastic packaging

- Evaluate a strategy to reduce plastic consumption in production processes

**4th 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.



**5th long- term GOAL**

**Ensuring stakeholders about the commitment to respect the environment**

CERTIFICAZIONI  
ISO 14001



Result achieved in 2018

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 .

**6th long- term GOAL**

**Promote the green economy**

**Complete the project to obtain certification of conformity of the products to the Minimum Environmental Criteria.**





## 10 Integrated management system

### Integrated Management System: Quality - Social Responsibility - Safety - Environment

The Integrated Management System is certified by Det Norske Veritas-GL for the standards:

- UNI EN ISO 9001:2015
- UNI EN ISO 14001:2015
- SA8000:2004

The corporate has passed during 2018:

- the annual surveillance audit for ISO 9001;
- the half yearly surveillance audits required SA8000;
- the audit for the renewal of the certification ISO 14001.

In 2018 **Eterno Ivica** 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 ( RSP - 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

## Structure of the integrated management system

**Eterno Ivica** applica un Sistema di Gestione Integrato che include la gestione della **Qualità, della Responsabilità Sociale, della Sicurezza e dell'Ambiente**.

**A seguito della fusione per incorporazione della Ditta Plastic Planet, Eterno Ivica ha rielaborato e riemesso la documentazione del proprio Sistema di Gestione Integrato includendo i nuovi processi dell'area stampaggio.**

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, ISO 45001, 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, ISO 45001, ISO 14001 are undertaken in **Eterno Ivica** 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** and **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.

**Eterno Ivica** 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 **Eterno Ivica** 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.**

**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	30/09/2019	2018-2019