



22/08/2017

FINANCIAL SUSTAINABILITY REPORT 2016-2017

## ETERNO IVICA FOR SUSTAINABLE DEVELOPMENT



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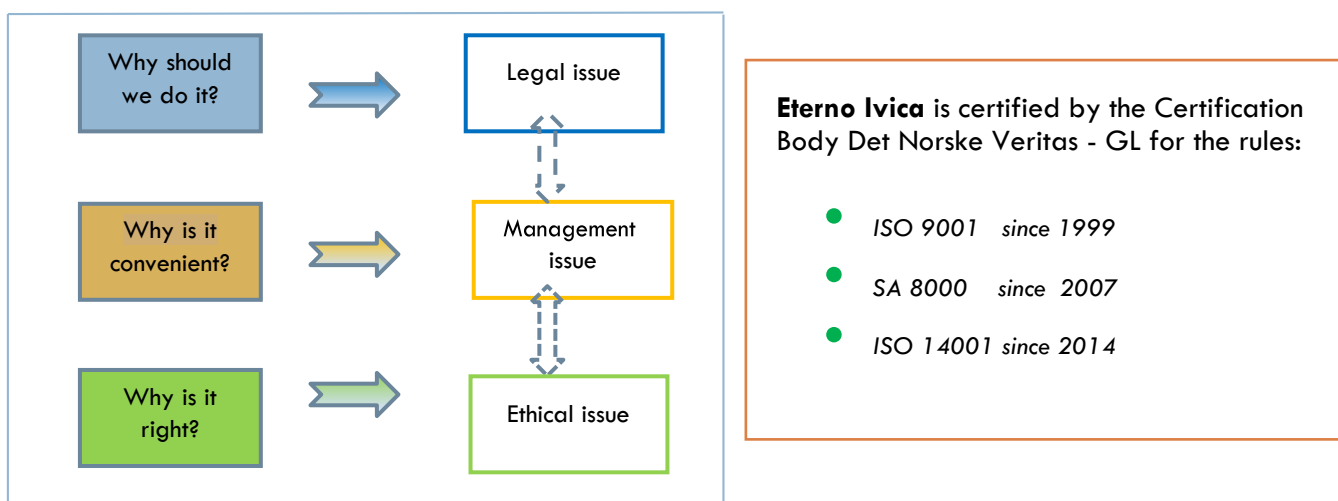


# 1 Social Report

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.



**During 2016 it has successfully passed the maintenance audits for ISO 9001 and ISO 14001 certifications, and in November 2016 it has achieved the renewal of the three-year certificate with the transition to the new revision of the standard SA8000 : 2014.**

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](http://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**, 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

### **Eterno Ivica srl**

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Reg. Imprese Padova: 00339040289

Numero Meccanografico PD013928

**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 14 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.



I PRODOTTI SI DIVIDONO NELLE SEGUENTI NOVE LINEE:



THE CATALOG IS AVAILABLE ON THE  
WEBSITE [www.eternoivica.com](http://www.eternoivica.com)





## 2. 2 Presentation of PLASTIC+ GROUP



In 2001 the group called "**PLASTIC+ GROUP**" has been founded bringing together the brands:

**Eterno Ivica srl - Italtronic srl - Plastic Planet srl**

Three dynamic realities with one mission: to develop ideas and products for the market, controlling all

phases, from design and manufacturing to sale, with the aim to ensure 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 three 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 and electronics 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.

#### STRATEGIC PLANNING AND CONTROL PANEL



Innovation - competitiveness - supply chain - anti-corruption - customer satisfaction - local community and relationships with the third sector organizations - environment - ethical finance - legality - organization model pursuant to Legislative Decree 231/01 - risk assessment - health and safety

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 <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 <a href="http://www.saasaccreditation.org">www.saasaccreditation.org</a>	saas@saasaccreditation.org
Accredia - ISO Accreditation Body Via Tonale, 26 - 20125 Milan Italy	Fax. +39 02 21009637 <a href="http://www.accredia.it">www.accredia.it</a>	milano@accredia.it

General Management  
Favero Gabriele





### 3 Stakeholders

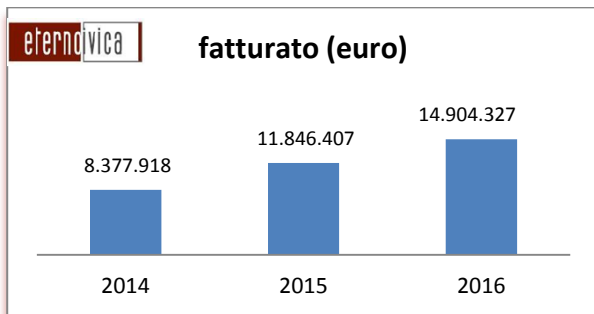
Below we present the stakeholders identified by the Plastic+ Group in order to ensure the capacity to meet all needs and requirements through an open, transparent dialogue based on trust.

- 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



The 2016 results show a **+25.81%** increase in turnover compared to the previous year.

The 2016 results show Eternal 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.

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.

## Environmental investments.

Eterno Ivica has always paid particular attention to eco-friendly aspect of its products and **since 2013 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.

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.





## 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 2016 and set targets for improvement related to Social Responsibility to be reached in the year 2017.

### ETERNO IVICA



### 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).

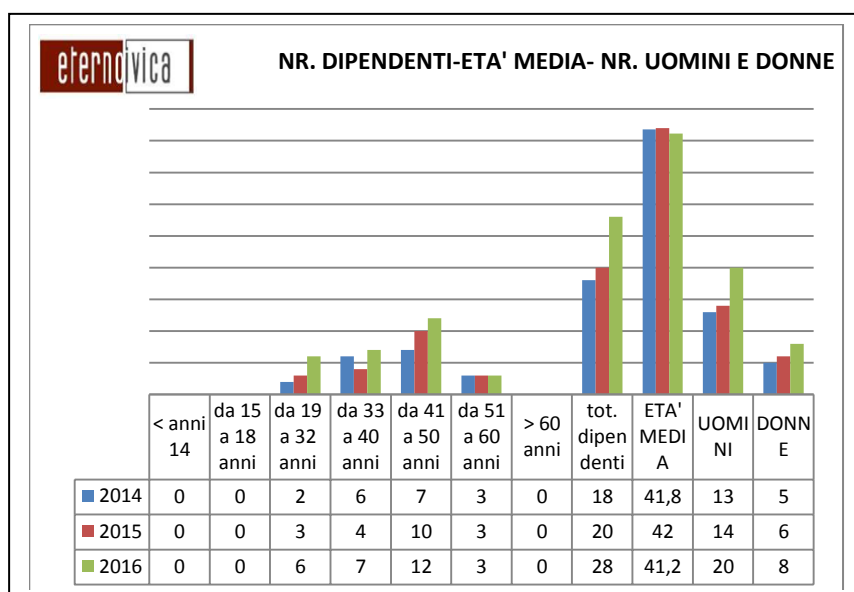
All employees are adults. The emitted procedure for this topic is applied and respected.

Median age- nr Workers – nr. Men-Women – year 2014-2015-2016

### ITALTRONIC



### PLASTIC PLANET



## 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

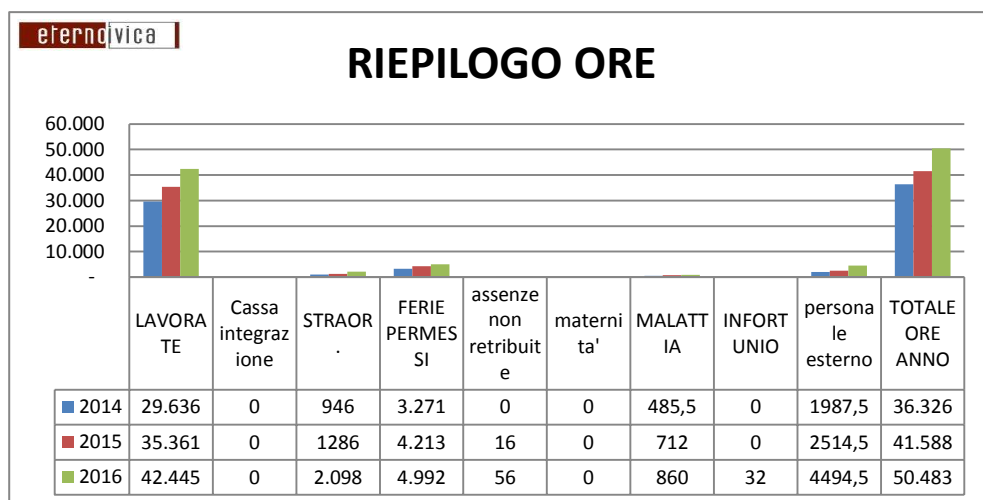
The Group refers to and applies all regulations governing workers' health and safety and an healthy and safe working environment.

### Results and objectives

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 2017 is to update:**

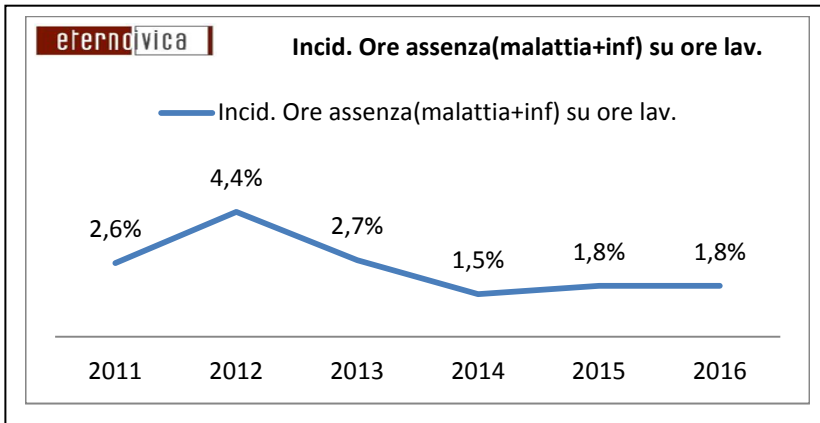
- the "Personal Information Code" with the new rules and the updates of the National Collective Labour Contract
- The Provisions for the use of computer systems



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.



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 2016 there was a slight accident and sickness absent hours were not attributable to company work but were due to health problems

## INVESTMENTS FOR WORKERS' SAFETY MADE IN 2016

The number of hours dedicated to safety training in 2016 was 352.45 hours distributed as follows:

- Plastic Planet 97.4 hours
- Eterno Ivica 168.75 hours
- Italtronic 86.3 hours

During 2016, all employees have been trained for the following number of hours:

- update about the specific security plan
- training for practising evacuations in case of emergencies

Among the improvement on the safety measures planned for 2016, points highlighted with  have been completed, while others with the symbol  are to be completed and are proposed for 2017.



## Results on goals 2016 on Safety at Work

### ETERNO IVICA

Security improvements planned and implemented in 2016  are reported

- Purchase New Microwave, in addition to microwave, was purchased a new fridge and a new kitchen for the coffee room.
- The NIOSH method was used to assess the specific material handling risk
- Self-justification for PHYSICAL RISKS (noise, CEM vibration due to unchanged conditions compared to the previous assessment)
- Verification of the protection of the structure from the atmospheric discharge

In addition, during 2016 the following interventions have been carried out:

- Installed mirror in warehouse to improve visibility
- organize a system to inform the Head Office about customers and/or suppliers visiting the area, especially in the production area of Plastic Planet. (issuing instruction "guide to visitors")
- the purchase of a device "Man Down" for risk prevention from "solitary work", accompanied by appropriate training for staff with the delivery of specific instructions for use.

*It is noted that the investment has contributed to the formation of credit for the reduction of the INAIL premium.*

Among programmed and non-executed interventions,  note :


- Creating an operating instruction on how to move the goods during preparation of orders
- Soundproofing the walls of the bathrooms bordering the plasterboard walls of the offices.





## Results on goals 2016 on Safety at Work

### PLASTIC PLANET

Security improvements planned and implemented in 2016  are reported

- organize a system to inform the Head Office about customers and/or suppliers visiting the area, especially in the production area of Plastic Planet. (issuing instruction "guide to visitors")
- The NIOSH method was used to assess the specific material handling risk
- Verification of the protection of the structure from the atmospheric discharge
- Self-justification for PHYSICAL RISKS (noise, CEM vibration due to unchanged conditions compared to the previous assessment)

In addition, during 2016 the following interventions have been carried out:

- Upgrading the Emergency Team with the new appointment of a First Aid Attendant for night shift
- two new molding racks and a new crane have been installed

Among programmed and non-executed interventions,  note :

- According to RSPP, the risk assessment of physical hazards (noise, CEM vibration) will be updated in 2017 after the installation of new machinery.
- For the purchase of a microwave to be made available to workers in the cafe area, the repres. of the workers SA8000 were delegated




## Results on goals 2016 on Safety at Work

### ITALTRONIC

Security improvements planned and implemented in 2016  are reported

- The NIOSH method was used to assess the specific material handling risk
- Self-justification for PHYSICAL RISKS (noise, CEM vibration due to unchanged conditions compared to the previous assessment)

Among programmed and non-executed interventions,  note :

- Verification of the protection of the structure from the atmospheric discharge
- Chemical Risk Assessment – Tampon Printing Area
- The soundproofing of the cutter area, evaluating a less costly project
- The search for an aspirator for the thin powders of CNC machines

In accordance with the Health and Safety Committee, the activities have been postponed to the new headquarters in Corso Stati Uniti, whose moving is scheduled for 2017.



### 2017 new goals for the workplace safety

The Committee on Health and Safety (CSS), in conjunction with the SPT Committee (Social Performance Team), the Prevention and Protection Responsible (RSPP), the doctor and the security consultant, evaluated all the risks associated with manufacturing and installations, in compliance with art. 35, paragraph 2 of Legislative Decree 81/08 (Report of the periodic safety and review meeting), and proposed the following actions for improvement in 2017:

#### ETERNO IVICA

- Expansion of seat after Italtronic's moving
- Draw up a code of practice for goods handling procedures during the preparation of orders
- Training for forklift driver to prevent accidents with the forklift
- Training for forklift drivers about the risks of alcohol and drug intake
- make proof of spreading

#### PLASTIC PLANET

- Installation of a new press (14 °) and a new robot .
- Evaluate PHYSICAL RISKS (noise, CEM vibration) after the installation of new machinery.
- Purchase of clothing for work
- Training on work equipment crane
- Training about the risks of alcohol and drug intake
- make proof of spreading
- Training for forklift and crane drivers about the risks of alcohol and drug intake

#### ITALTRONIC

- Expansion of seat with moving to Corso Stati Uniti
- Chemical Risk Assessment – Tampon Printing Area in the new seat
- The soundproofing of the cutter area in the new seat
- The search for an aspirator for the thin powders of CNC machines, with an environmental permission request for a new fireplace for the release into the atmosphere
- Training for forklift drivers about the risks of alcohol and drug intake
- make proof of spreading

## 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.

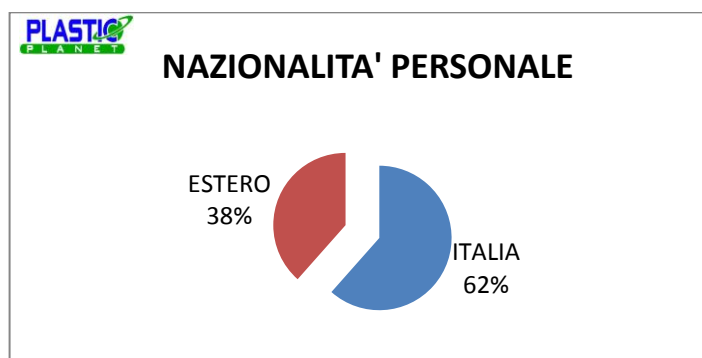
However, employees of the companies of Plastic+ Group do not join any trade unions.

**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.

There are women working both in ETERNO IVICA and ITALTRONIC, while in PLASTIC PLANET women are not present due to the particular type of work and 38% 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

**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



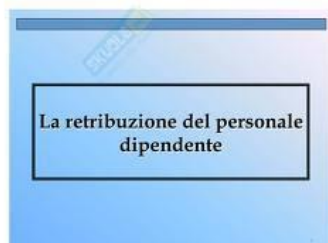
Working hours are stated, as per contract, to be 40 hours per week with a maximum of 12 additional hours of overtime.

Eterno Ivica works on a one work shift, **Italtronic** works on two work shifts in the CNC and pad printing departments 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..

**2016 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 2016 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 2016	Nr.
Full-time indeterminate contract	21
Part-time indeterminate contract	0
Fixed-term contract	7
TOTAL internal human resources	28
Temporary employment contract	4(*)

(\*) In the course of 2016, four interim contracts were converted into fixed-term employment contracts.



6 CUSTOMERS



## THE GOAL TO SPREAD INTERNATIONALLY THE QUALITY OF OUR PRODUCTS PUSHES US TO 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



Eterno Ivica new website provides customers with a **software for the calculation of supports, download of the technical data sheets with product specifications and download of the Declaration of Performance (DoP) of CE marked insulating panels.**

**The objective of 2017 is to restyling Eterno Ivica's website with the inclusion of new VENT and PHONOLOOK product lines.**

Aiming to the development of services, information and assistance for customers, Eterno Ivica during 2016 **has continued the publication of the magazine IFA Magazine, which is delivered both in print and online editions and is available for free download on the website.**

This project aims to create an educational bridge between companies producing highly technical solutions and the world of design.

**IFA Magazine** is a synergistic opportunity to offer insights and new ideas, because our common objective is the awareness that the building field needs guaranteed and functional innovation, in line with the mandatory regulations: this is what market seeks, and what our passion and willingness to build responsibly inspire us to do".





## eternoE20 together to learn

Each edition contains interviews, forums, articles and new contributions, always available to everyone. The target audience is very heterogeneous and the tips given can be helpful for installers, builders, retailers, building stores, but also for professionals (engineers, architects, surveyors, appraisers, etc.).

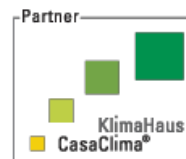
Eterno Ivica also gives to manufacturers, partners and customers the chance to present their history and a case-history.

eternoE20 ..... through the creation of a new office for public relations, Eterno Ivica promotes training Seminars and Conferences in many Italian provinces, targeting all the professionals dealing with sound insulation, with the aim to present through various workshops the outdoor raised floor system and other new products.

Eterno Ivica adheres to producers Association



is the official Partner of the public agency

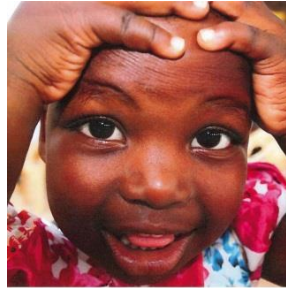


**Eterno Ivica obtains the Certificate "CasaClima Partner" during Klimahouse Fair 2016**



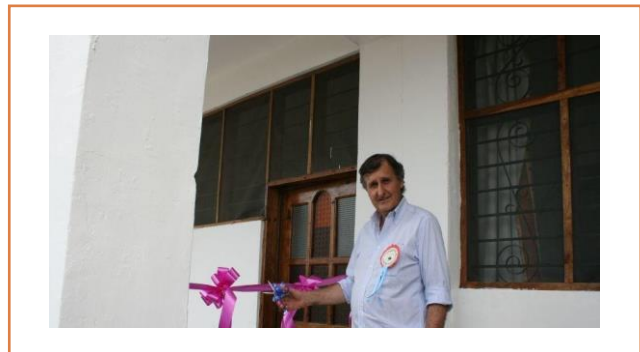
## 7 COMMUNITY

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



On the company web site are published all the steps of the "**Project Building together**" which ended with the construction of two schools in St. Maximilian school area in 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 2016, the Plastic + Group continued to support the project "Building the Future, Together" and other projects through the following contributions :

- FRANCISCAN CONVENT IN TANZANIA                      € 25.000
- ASSOCIATION “ ALTA VIA “                                      € 1.500
- S.ANTONIO D’ARCELLA CHOIR                                      € 1.500

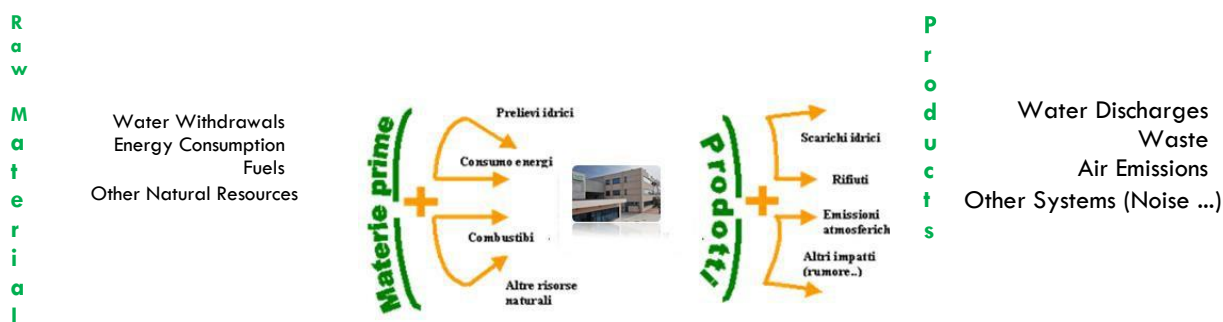


## 8 ENVIRONMENT



The **Plastic+ Group** policy has always been oriented to environmental protection. Since 2014 **Eterno Ivica** and all the companies belonging to the Group **have obtained the ISO 14001 certification with the international certification body Det Norske Veritas-GL.**

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.



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

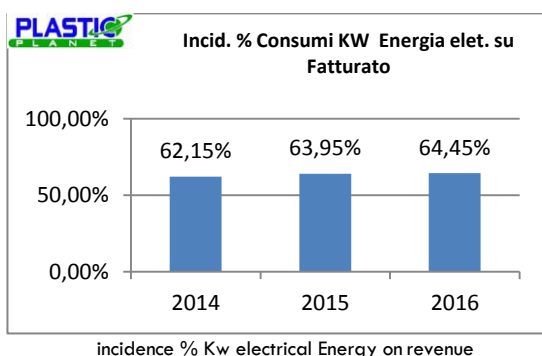
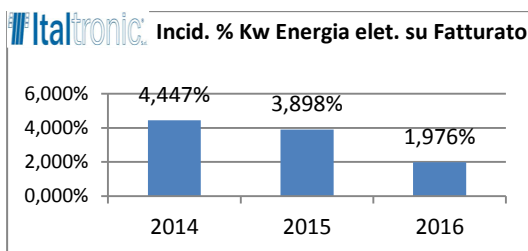
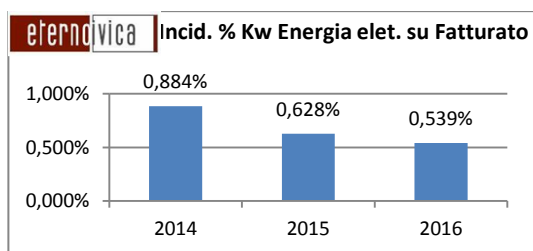


Check and reduce the incidence of electricity consumption on turnover

Result achieved in 2016



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**, Eternal Ivica and Italtronic show the positive trend of reducing the incidence of consumption of Electricity on turnover, mainly attributable to the increase in turnover.

For Plastic Planet there is a slight increase, less than 1%.

The increase in the incidence of KW's consumption on Plastic Planet's sales is mainly attributable to the installation of new equipment, in particular the new refrigerating unit.




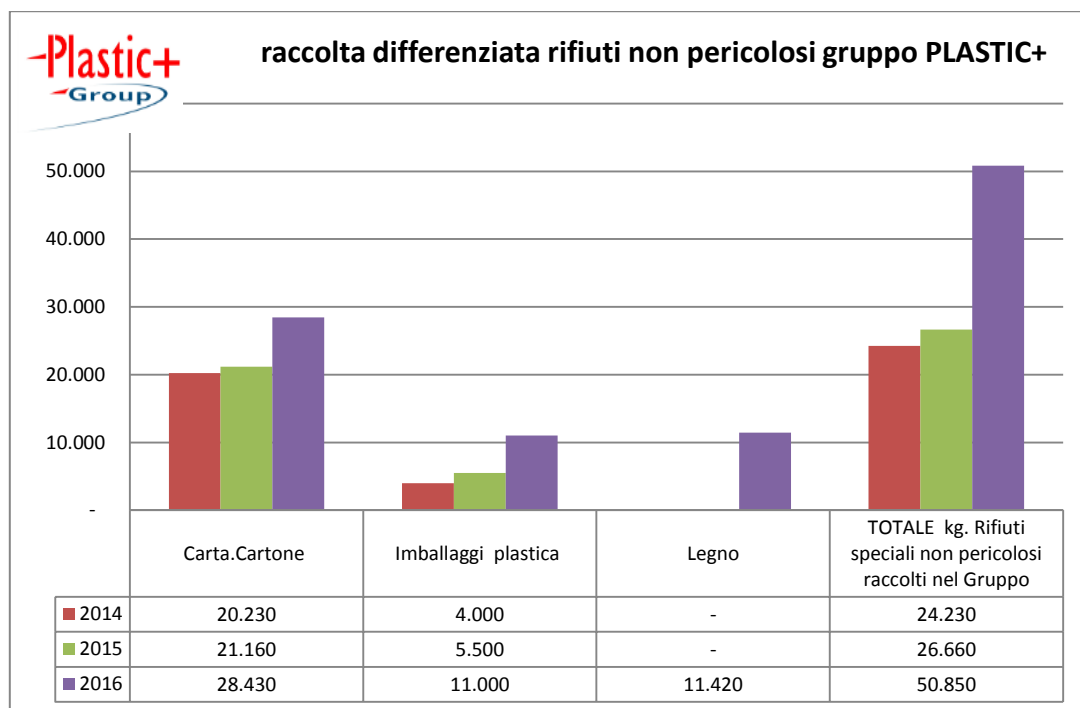
2017 new goals to reduce electrical consumption

- consider the purchase of LED ceiling lights and photovoltaic panels
- assess the update of the software that keeps track of energy consumption of the presses in PLASTIC PLANET



**2nd GOAL****Control and increase the recycling of non-hazardous waste**

Results achieved in 2016  collecting waste non-hazardous waste PLASTIC+ Group  
Paper-cardboard warehouse /Office/ Plastic packaging warehouse



All companies belonging to the Group pay particular attention to waste management. Wastes are given to a specialised company for their recovery and transformation

During 2016, the following control measures and improvements were made:

- 1) raised awareness among the operators of the production departments
- 2) purchased baskets for each office for paper collection.
- 3) applied the Operating Instruction IG28 "Separate waste collection" for the collection of paper / cardboard and plastic packaging



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

**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



**5rd long- term GOAL**

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

Result achieved in 2016 – 

The Environmental Management System of Eterno Ivica- Italtronic- Plastic Planet has been certified by Det Norske Veritas-GL for ISO 14001 on the 27/07/2014 and has successfully passed the inspection for the DNV- GL during 2016 and the three-year renewal of the certificate on the 29/06/2017.





## 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 2016:

- the audit for the renewal of the certification with the transition to the SA8000:2014
- the annual surveillance audits required for ISO 14001:2004
- the annual surveillance audit for ISO 9001:2008

In addition, in June 2017, the Plastic + group has passed the verification for the renewal of the ISO 14001 certificate.

The integrated management system has been implemented with:

- the update of system documentation
- the creation of the Social Performance Team (SPT) committee and the Health and Safety Committee (CSS)
- the training for all staff
- the assessment of social risks made by the SPT Committee
- the self-assessment with the Social Fingerprint program created by SAI

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

The Group companies apply an Integrated Management System which combines the management of **Quality, Social 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;

## SOCIAL REPORT

- **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, ISO 14001 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. 7.**

**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.**

Issued by Quality Management	Approved General direction	<i>Date of issue</i>	<i>Reference year</i>
Zanella Alessandra	Favero Gabriele	22.08.2017	2016-2017