



MIDAC S.p.A.

Corporate Social Responsibility

for 2023

16	02/2024	Updated	Giorgio Chemello	Giorgio Chemello	Filippo Girardi
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7	03/2013	Updated	Giorgio Chemello	Stefano Bovo	Filippo Girardi
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OUR COMMITMENT TOWARD SOCIAL RESPONSIBILITY

Midac S.p.A. adheres to the principles of social responsibility and related requirements, such as:

1. Child labour.
2. Forced labour
3. Health and safety
4. Workers' freedom of association and right to organise
5. Discrimination
6. Disciplinary procedures
7. Working hours
8. Remuneration – salaries
9. Management system

Midac S.p.A. is committed to ensuring that the requirements for social responsibility are respected and controlled, creating or improving internal professional figures able to perceive them, putting into practice and improving.

PROCEDURE FOR COMPLAINTS RELATED TO THE SOCIAL RESPONSIBILITY REQUISITES

Midac S.p.A. has provided for the involvement of all interested parties, so that any complaint or suggestion regarding the social responsibility requirements is accepted by the person in charge and managed according to the established procedure, allowing for the appropriate corrections and their communication to all interested parties.

Any external party is free to inform the company on acts or facts which do not conform to the management system policy, and in particular concerning corporate social responsibility requisites.

The interested parties may also present their personal comments on how they see the company's commitment by providing, for example, useful suggestions concerning communication tools or procedures.

The communication channel is the company's e-mail address:

[**midac@midacbatteries.com**](mailto:midac@midacbatteries.com)

indicating in the "subject" field:

"COMPLAINT (OR SUGGESTIONS) RELATED TO CORPORATE SOCIAL RESPONSIBILITY"

The information provided will be evaluated as soon as possible by the Quality & EHS Manager who, having evaluated the contents and consulted the appropriate company functions, will provide an answer by giving the information below:

- date of receipt of the communication;
- complaint assessment result;
- established preventive and corrective actions;
- other communications if necessary;

You may also send your complaints and / or suggestions by post to the following address:

**MIDAC SPA
Via Alessandro Volta, 2
37038 – Soave (VR)
ITALY**

Address your letter to the Quality & EHS Manager.

External party must always provide an address for receiving replies.

OCCUPATIONAL HEALTH AND SAFETY AT WORK

The process of our Occupational Health and Safety Management system (OHSMS) is focused mainly on the following points:

- analysing working conditions of the employee;
- analysing information on injuries and accidents;
- improving the level of safety of machines and equipment;
- updating risk assessment document;
- compliance to standards;
- training the emergency response team and organising simulations.

Safety has become a major issue in work management to guarantee all employees or whoever is involved in company activities on company premises, a safe and healthy workplace.

Many measures have been adopted to avoid accidents, injuries and other hazards; the main are:

- the employee union representatives are involved in many of the various processes in safety management (monitoring risks, identifying measures, training);
- employee Health and Safety Officers have been nominated;
- ongoing monitoring of machines and equipment to ensure and verify their suitability and safety, as well as monitoring the emission of toxic substances and controlling noise levels;
- responsibility, procedures, operational instructions have been provided to help and inform employees about their daily duties, responsibilities and how they should behave at work;
- evacuation and firefighting plans have been defined, including a number of emergency plans for dealing with hazardous and critical situations;
- a health surveillance plan for employees has been established, consisting of specific medical visits (laboratory and instrument tests) for each single job role;
- every year the company organises and runs health and safety training courses for all employees.

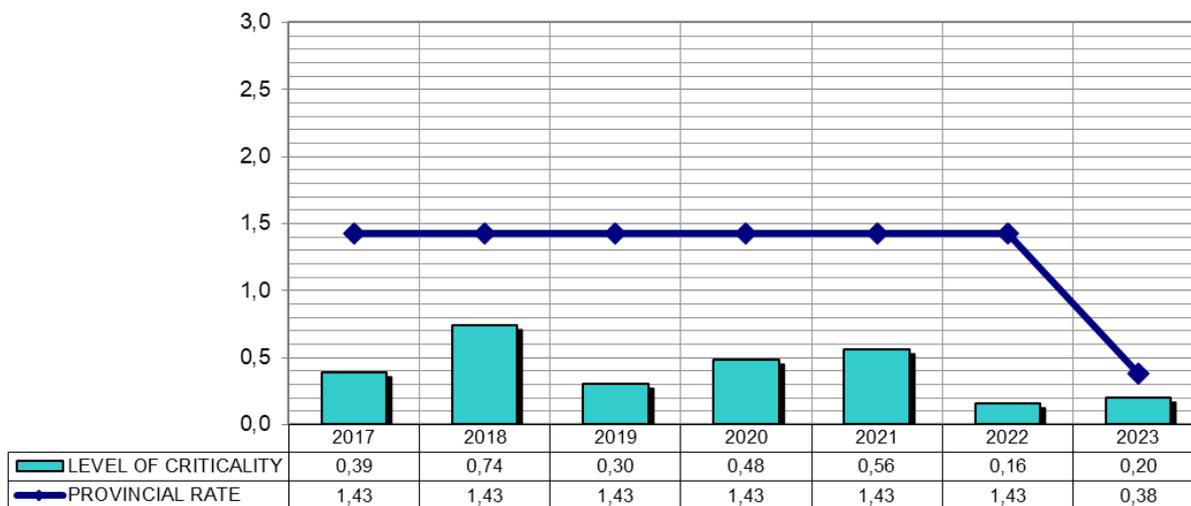
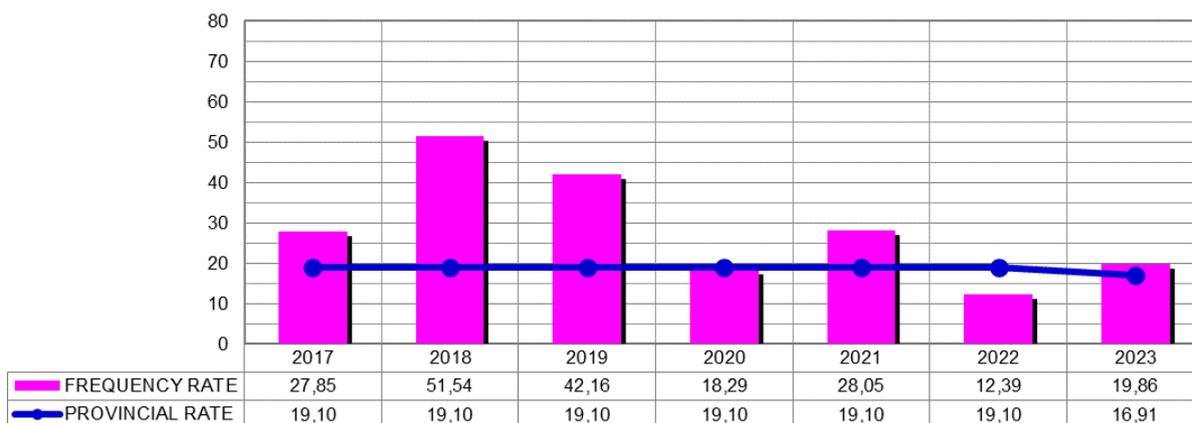
INJURIES AND ACCIDENTS

SOAVE:





CREMONA:



BRANCHES:



CORPORATE SOCIAL RESPONSIBILITY MANAGEMENT PROCESS

The corporate social responsibility management process is aligned with the requirements of the SA8000 standard and includes:

- child labour:
- forced labour
- health and safety at work
- workers' freedom of association and right to organise;
- discrimination;
- disciplinary procedures;
- working hours
- remuneration – salaries:
- management system, more specifically monitoring:
 - employee satisfaction;
 - training and information;
 - suppliers and supplier criticality.

PREVENTION OF CHILD LABOUR

The company does not use and does not intend to use or promote child labour.

PREVENTION OF FORCED LABOUR

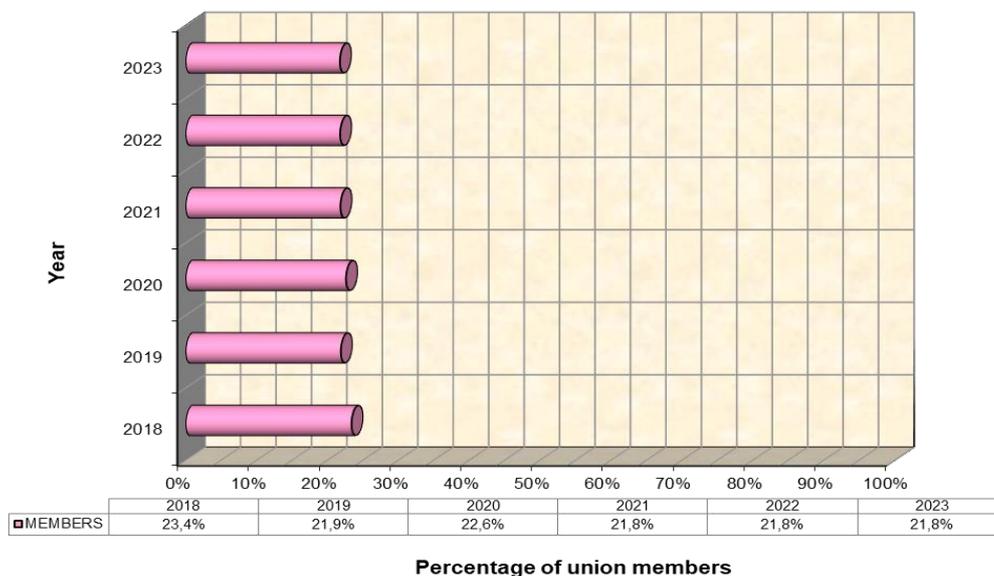
All our employees voluntarily agree to work.

To ensure that workers voluntarily agree to offer their services, the company guarantees that all workers are informed and understand in full their rights and duties under their employment contract.

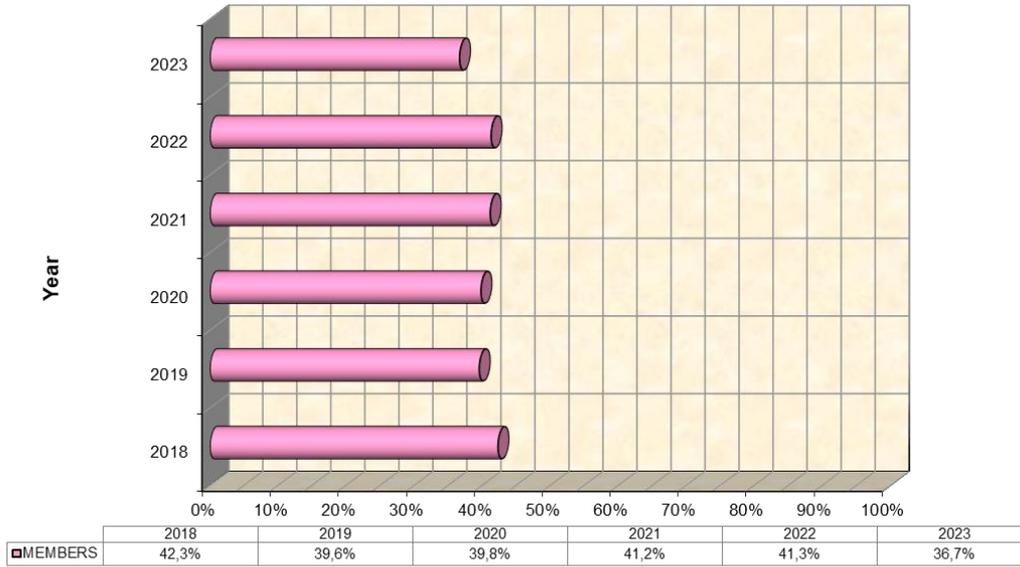
None of our workers has ever deposited money or copies of original documents with the company. The company intends to inform all current and future employees on social responsibility and requisites.

WORKERS' FREEDOM OF ASSOCIATION AND RIGHT TO ORGANISE

SOAVE:

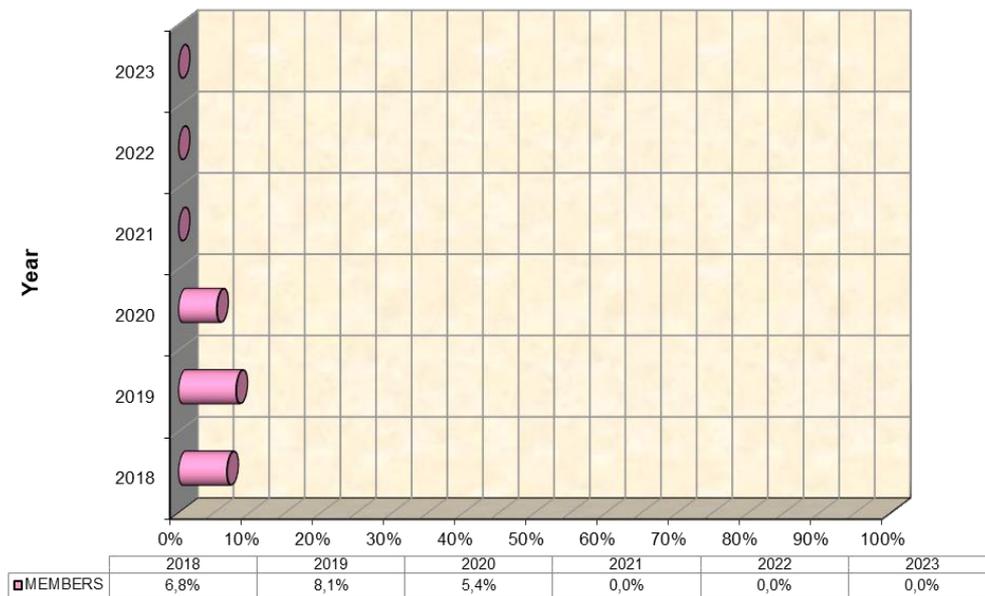


CREMONA:



Percentage of union members

BRANCHES:



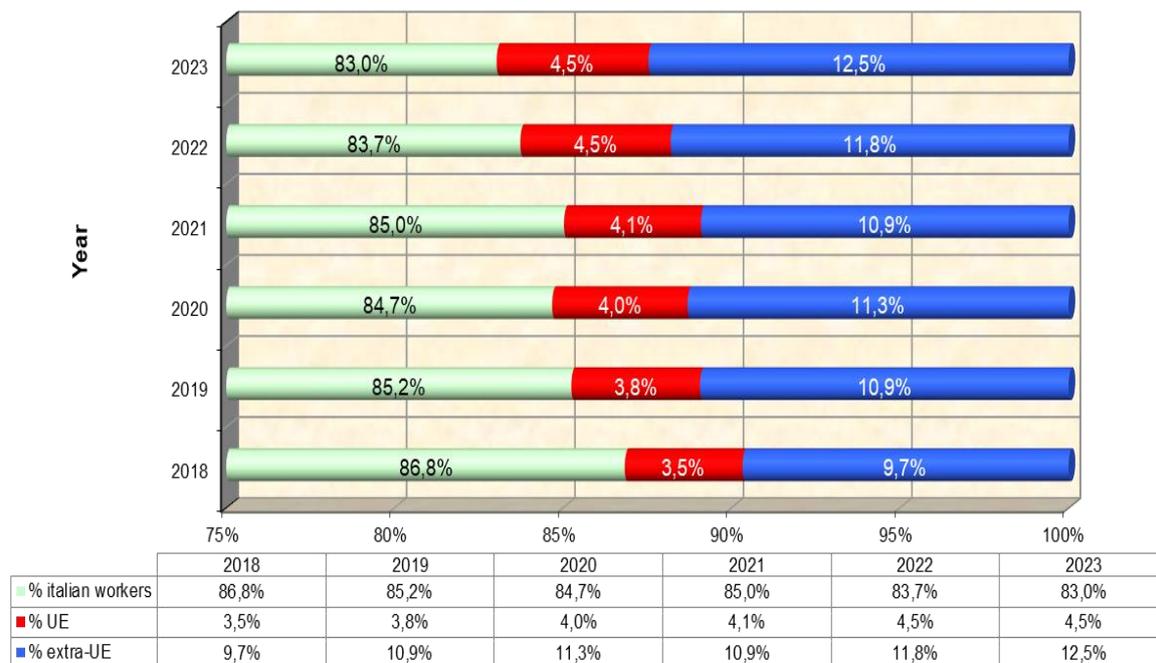
Percentage of union members

PREVENTION OF ANY FORM OF DISCRIMINATION

SOAVE:



% males and % females



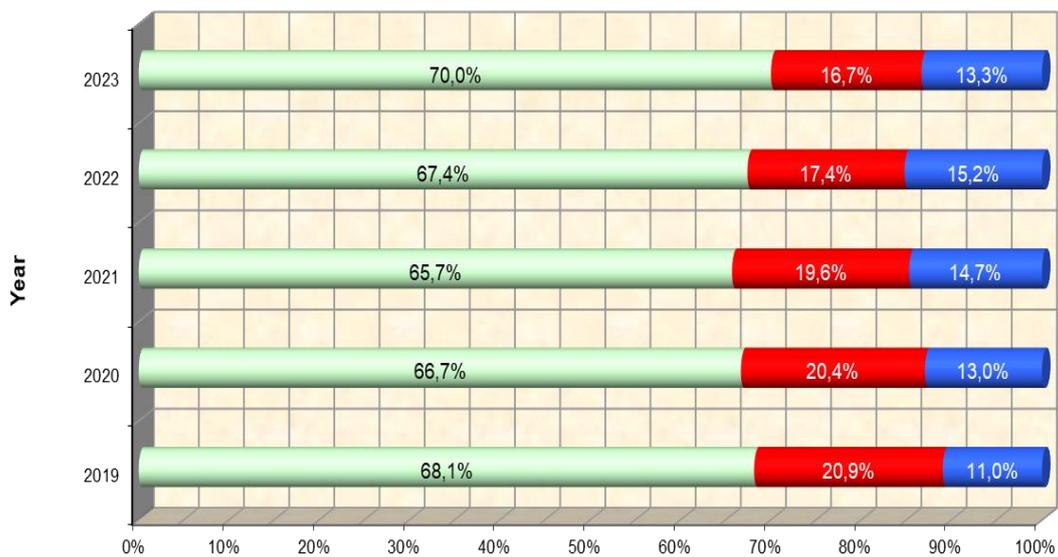
Provenance workers

CREMONA:



	2019	2020	2021	2022	2023
% Males	83,5%	86,1%	85,3%	84,8%	84,4%
% Females	16,5%	13,9%	14,7%	15,2%	15,6%

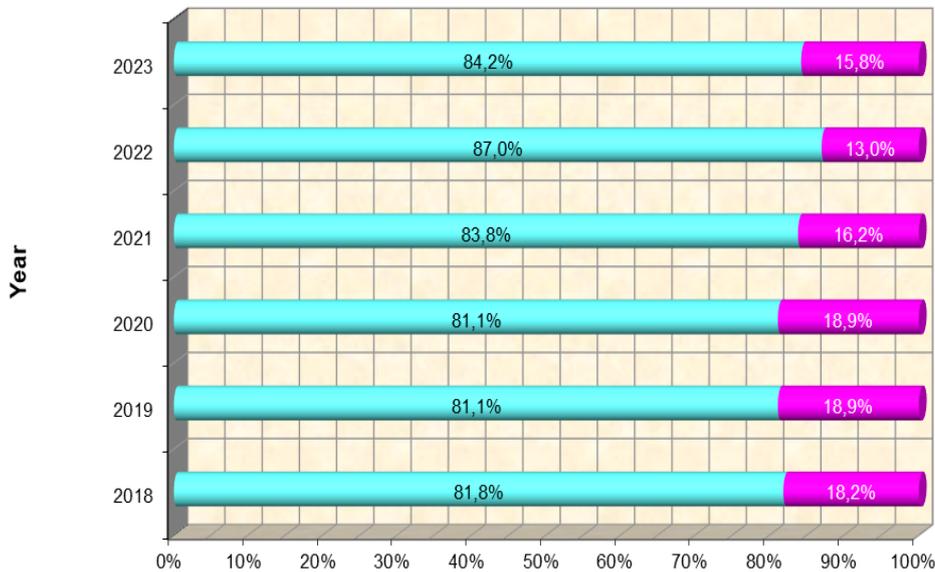
% males and % females



	2019	2020	2021	2022	2023
% Italian workers	68,1%	66,7%	65,7%	67,4%	70,0%
% UE	20,9%	20,4%	19,6%	17,4%	16,7%
% extra-UE	11,0%	13,0%	14,7%	15,2%	13,3%

Provenance workers

BRANCHES:



	2018	2019	2020	2021	2022	2023
% Males	81,8%	81,1%	81,1%	83,8%	87,0%	84,2%
% Females	18,2%	18,9%	18,9%	16,2%	13,0%	15,8%

% males and % females



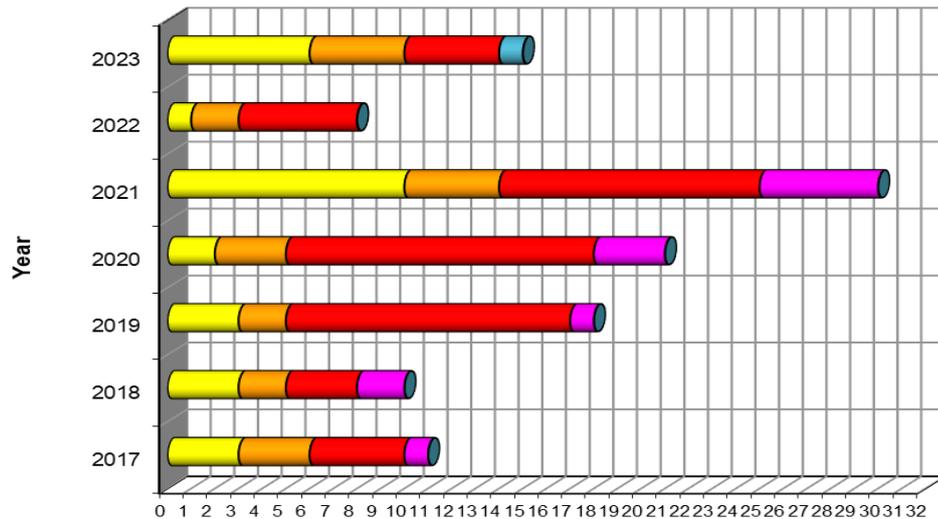
	2018	2019	2020	2021	2022	2023
% Italian workers	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%
% UE						
% extra-UE						

Provenance workers

CONTROLLING DISCIPLINARY PRACTICES

The company applies the disciplinary code provided for by the National Collective Employment Contract for the industry in question, and promotes respect and spirit of collaboration between workers.

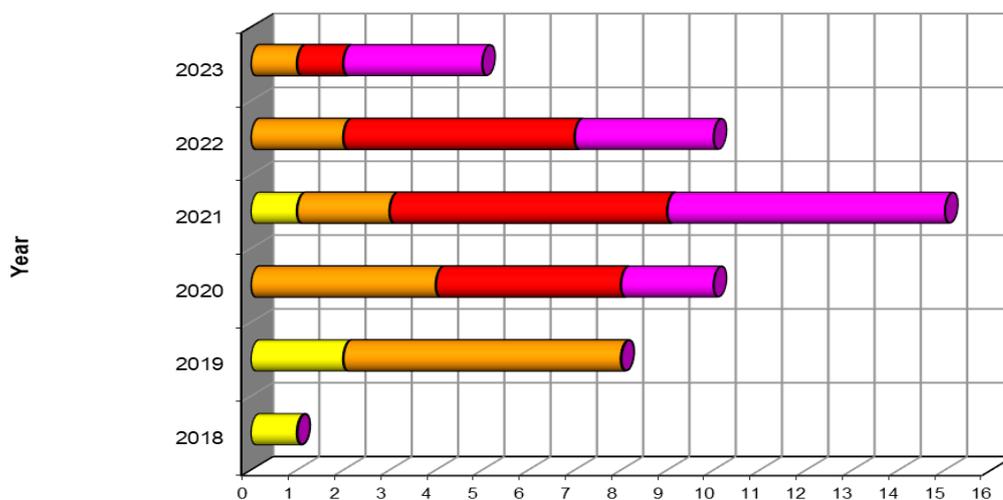
SOAVE:



	2017	2018	2019	2020	2021	2022	2023
Verbal warning	3	3	3	2	10	1	6
Written warning	3	2	2	3	4	2	4
Fine	4	3	12	13	11	5	4
Suspension from work	1	2	1	3	5	0	0
Dismissal	0	0	0	0	0	0	1

N. of Disciplinary Practices

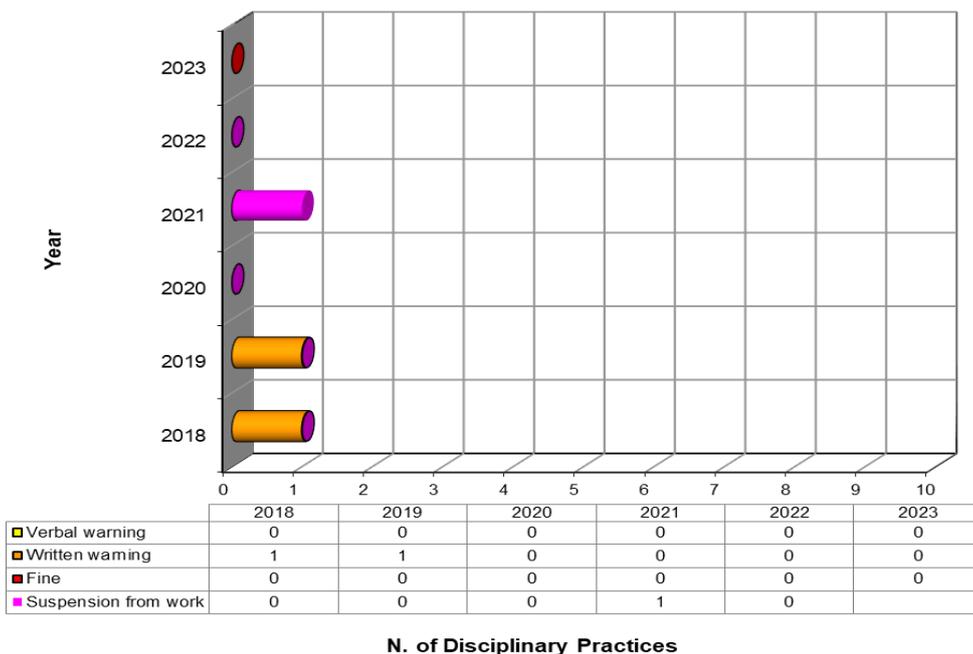
CREMONA:



	2018	2019	2020	2021	2022	2023
Verbal warning	1	2	0	1	0	0
Written warning	0	6	4	2	2	1
Fine	0	0	4	6	5	1
Suspension from work	0	0	2	6	3	3

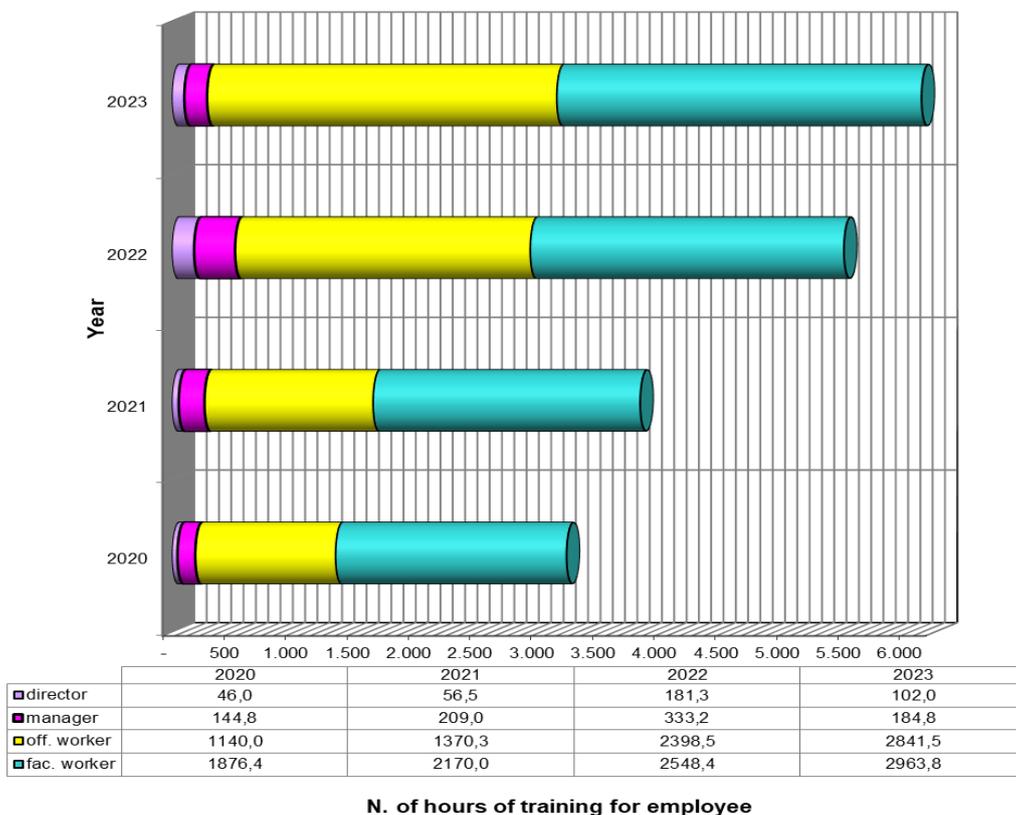
N. of Disciplinary Practices

BRANCHES:

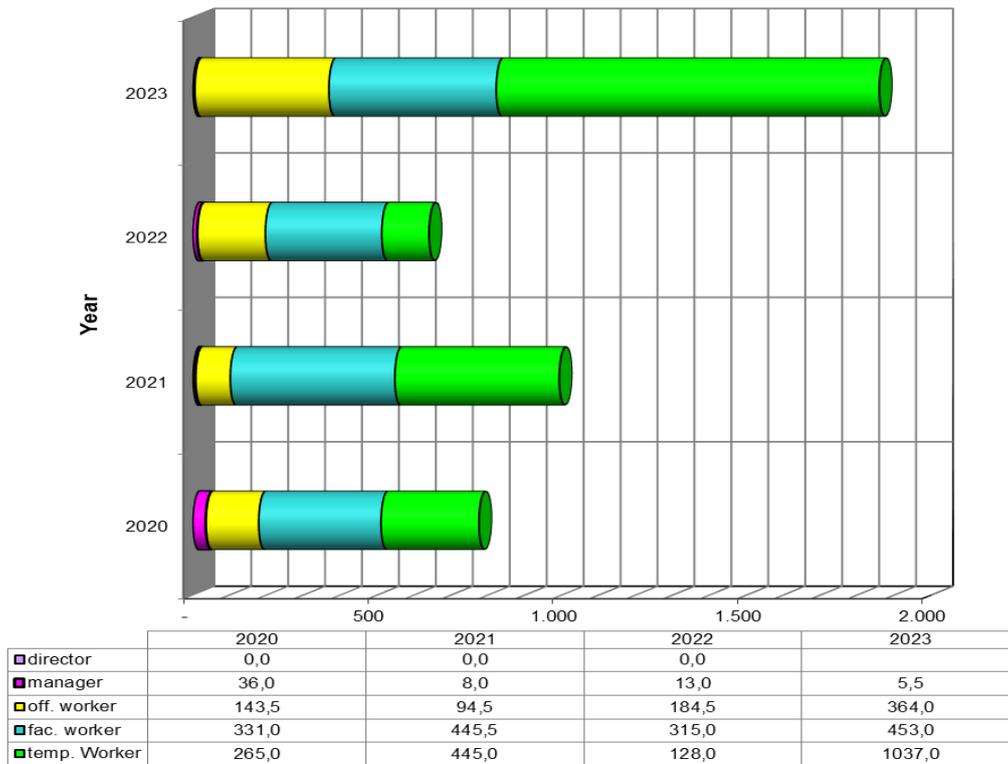


TRAINING

SOAVE:

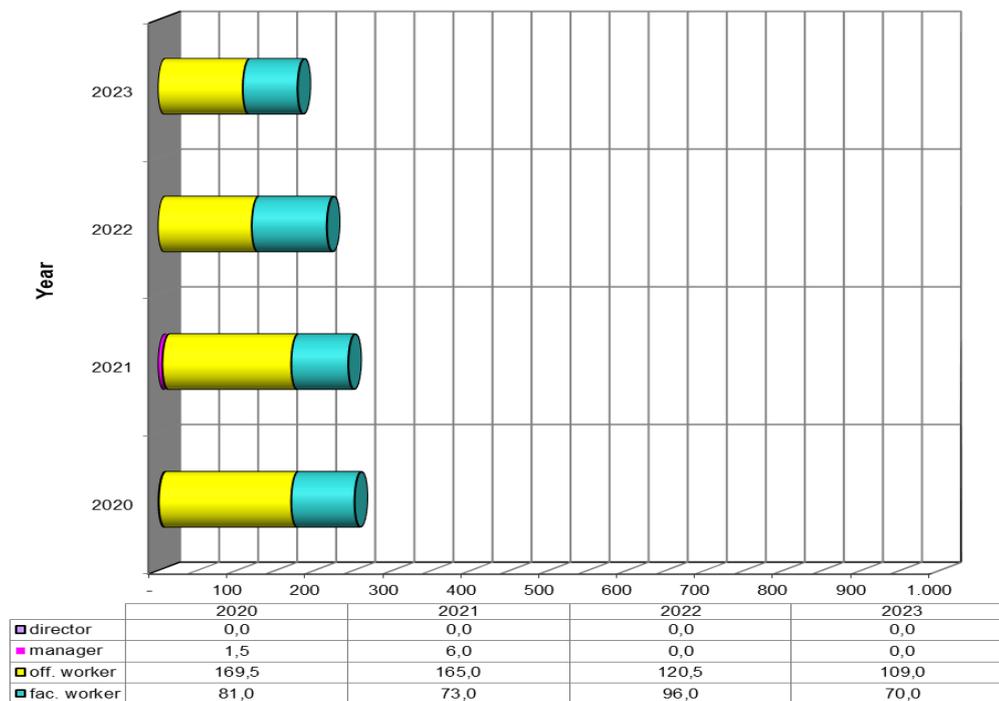


CREMONA:



N. of hours of training for employee

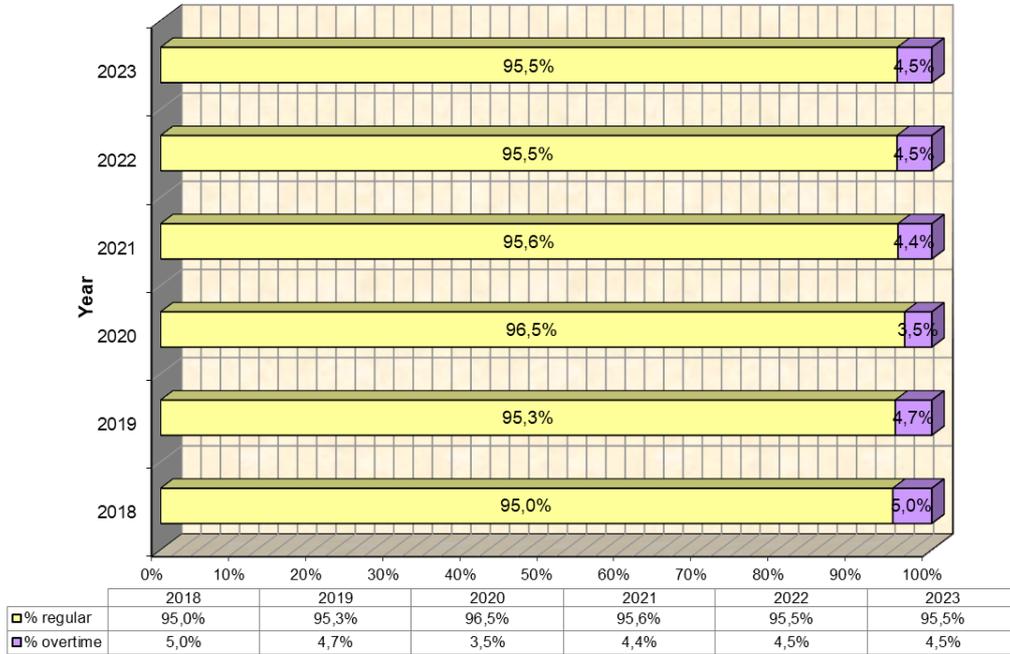
BRANCHES:



N. of hours of training for employee

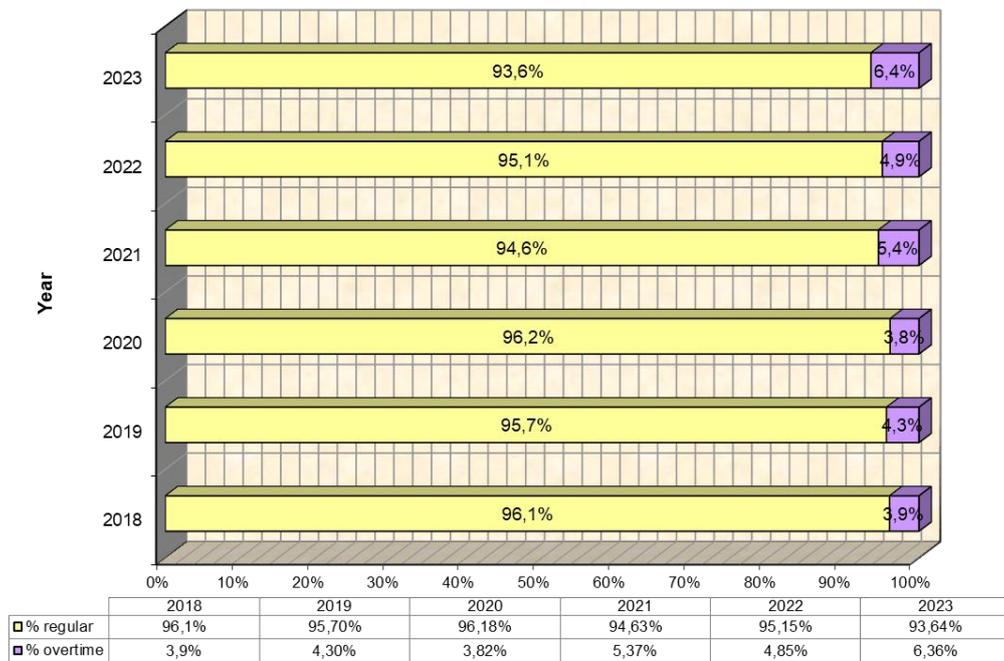
CONTROLLING WORKING HOURS

SOAVE:



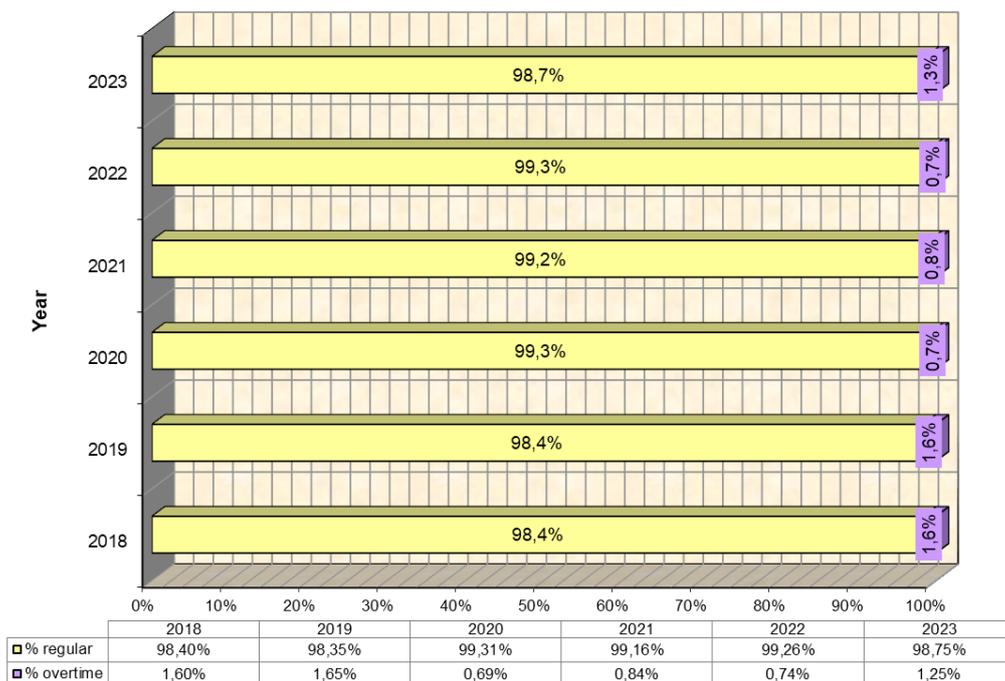
Trend of total working hours

CREMONA:



Trend of total working hours

BRANCHES:



Trend of total working hours

CONTROLLING REMUNERATION

The company pays its employees a salary higher than the minimum defined in the National Collective Employment Contract for the industry sector in question, as agreed upon with the Trade Unions in the employment contract addendum.

As ongoing company policy, the company also pays production bonuses when the production objectives defined and established on a yearly basis by company management are achieved.

The payslip provides information on gross pay and the various deductions. The company does not withhold pay as a disciplinary practice or action.

The employment contracts are:

- permanent employment contract;
- temporary employment contract.

The permanent employment contract is the most utilised contract in the company, whereas temporary employments contracts are less frequent.

SOCIAL RESPONSIBILITY REQUIREMENTS FOR SUPPLIERS

MIDAC S.p.A. puts particular attention to the ability of suppliers, subcontractors and sub suppliers to respond positively to social responsibility requirements.

Therefore, a suppliers monitoring plan is in place, based on their criticality regarding social issues.

The target of Midac S.p.A. is to promote the adherence of suppliers to these principles, inspired by the SA8000 standard, considering their sharing important.

When deciding supply contracts, companies that satisfy the requirements of social responsibility and demonstrate their willingness to improve their management system are therefore privileged.

