



**MIDAC S.p.A.**

# **Social Report**

*Year 2025*

17	03/2026	Updated years 2024 and 2025	Leonardo Perin	Anna Valdemarca Matteo Bogoni	Filippo Girardi
Rev.	Date	Description	Prepared by	Verified by	Approved by

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## OUR COMMITMENT TOWARDS SOCIAL RESPONSIBILITY

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

- Child labour
- Forced labour
- Health and safety
- Workers' freedom of association and right to organise
- Discrimination
- Disciplinary procedures
- Working hours
- Remuneration – salaries
- Management system.

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

### MANAGEMENT OF SOCIAL RESPONSIBILITY COMPLAINTS AND REPORTS

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

*For **internal reports**, employees can use the **in-person employee assistance desk**, managed by the HR Office, which was reinstated after the end of the COVID-19 health emergency. The desk is available every Tuesday and Thursday from 1:30 pm to 2:30 pm, providing assistance to the employees across two work shifts, in addition to the daily shift. All reports received through the assistance desk are managed by the HR Office and the Top Management, with possible support from the RSU (Union of Representatives).*

*As an alternative to the desk, employees can complete the **complaint form** (DCPN0102) and post it in the appropriate box. The form is then assessed by the Integrated Management System Team, which ensures that all complaints are responded to, and brought to the attention of the Top Management and the RSU (Union of Representatives) for appropriate processing.*

*For **external reports**, 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.*

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

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

indicating in the "Subject" field: CORPORATE SOCIAL RESPONSIBILITY COMPLAINT.

The information provided will be evaluated as soon as possible by the *Integrated Management System Team* who, having evaluated the contents and consulted the appropriate company functions, will provide an answer by giving the following information: date of receipt of the communication, complaint assessment result, corrective actions and other communications if necessary.

As an alternative to the e-mail, complaints and reports can be sent by **ordinary mail** to the following address:

**MIDAC S.p.A.**  
**Via Alessandro Volta, 2 - Z.I., 37038 - Soave (VR) - ITALY**

The letter must be addressed to the *Integrated Management System Team*.

External party must always provide an address for receiving replies.

## OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT

The process of occupational health and safety management focuses mainly on the following points:

- analysis of the employee **working conditions**;
- analysis of **injuries** and **accidents**;
- improvement of the **safety level of machines and equipment**;
- update of the **risk assessment** document;
- **compliance** to standards;
- *continuous education and training of employees*;
- training of the **emergency response** team and simulations.

*Health and safety is a major issue in work management to guarantee all employees or whoever is involved in company activities, a **safe and healthy workplace**.*

Many measures have been adopted to avoid accidents, injuries and other hazards, including:

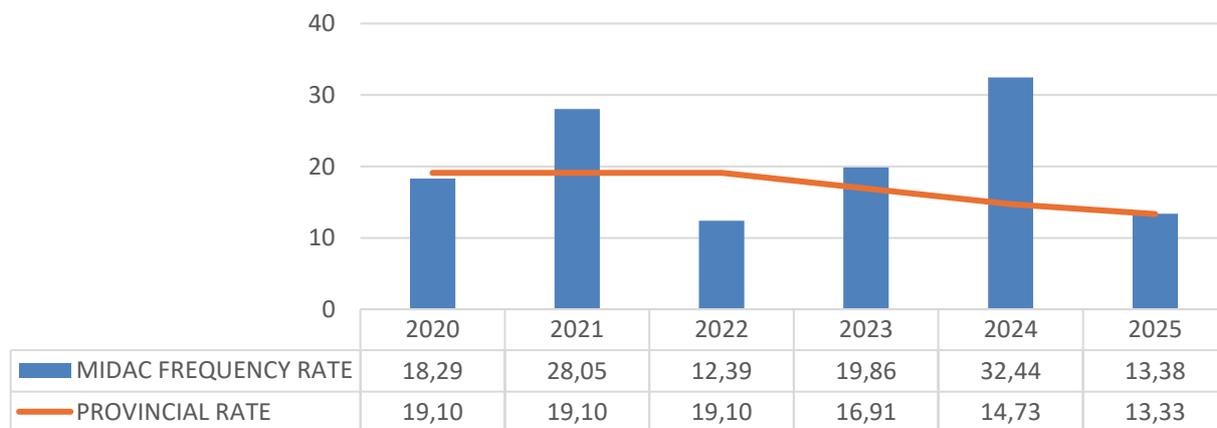
- **employee Health and Safety Officers** have been nominated, who are involved in many of the various processes in safety management (monitoring risks, identifying measures, training);
- ongoing **monitoring of machines and equipment** to ensure and verify their suitability and safety, as well as the emission of toxic substances and 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 **emergency plans** for 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:

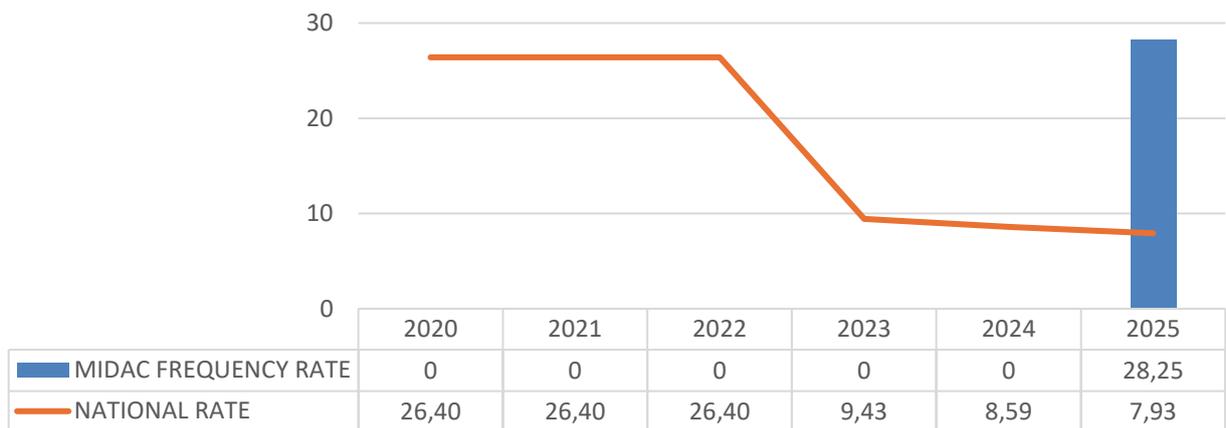


CREMONA:





## BRANCHES:



**NOTE:** The frequency and severity rates are extracted from the national statistical database (INAIL) for the specific manufacturing sector and are calculated as follows:

- Frequency rate = (number of accidents / number of worked hours) x 1.000.000
- Severity rate = (number of accident days / number of worked hours) x 1.000

## CORPORATE SOCIAL RESPONSIBILITY MANAGEMENT PROCESS

MIDAC S.p.A. has adopted the cardinal principles of social responsibility laid down by the SA8000 standard and adopted an Organisation and Management Model pursuant to Italian Legislative Decree No. 231/2001 and a [Code of Ethics](#), to guarantee good behaviour, loyalty, transparency and fairness.

The social responsibility management process is aligned with the requirements of the SA8000 standard, namely:

- child labour;
- forced labour;
- occupational health and safety;
- 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

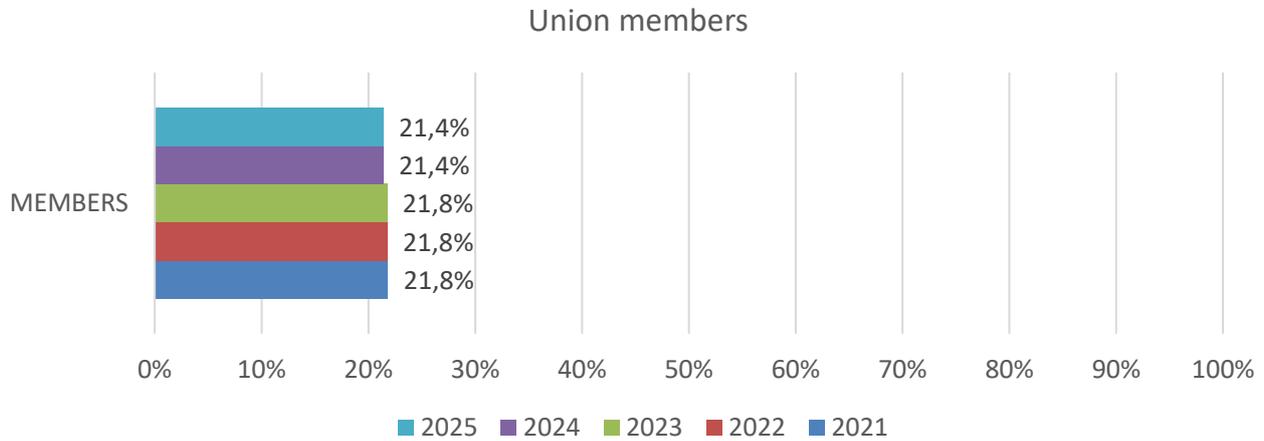
All our employees voluntarily agree to work.

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.

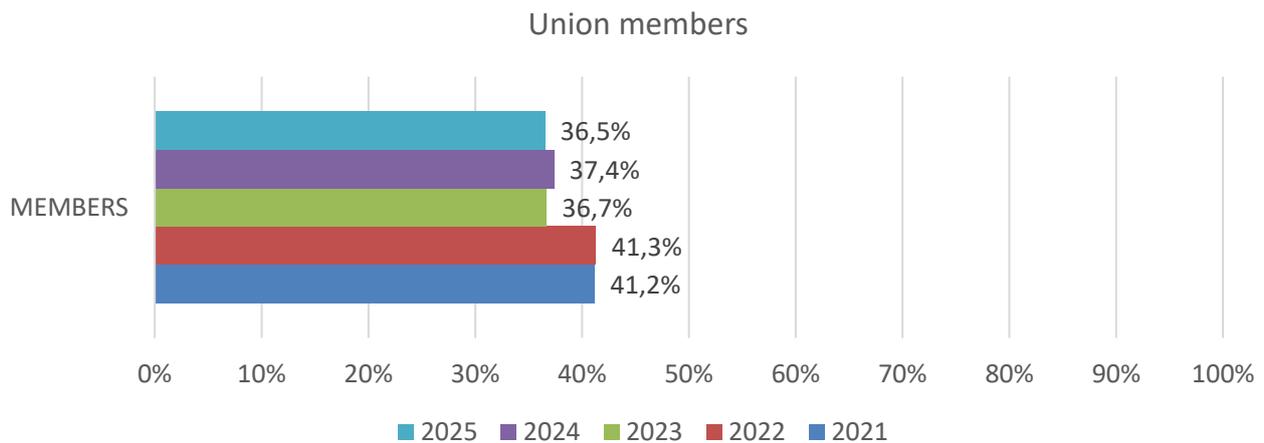
None of our workers has ever deposited money or copies of original documents with the company. The company intends to inform all current and future employees on social responsibility and requisites.

## WORKERS' FREEDOM OF ASSOCIATION AND RIGHT TO ORGANISE

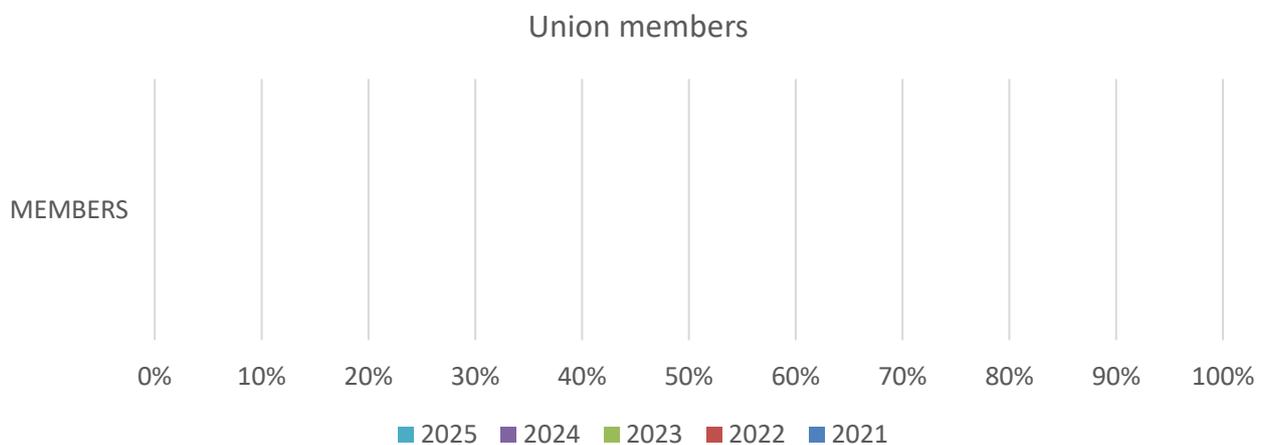
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BRANCHES:



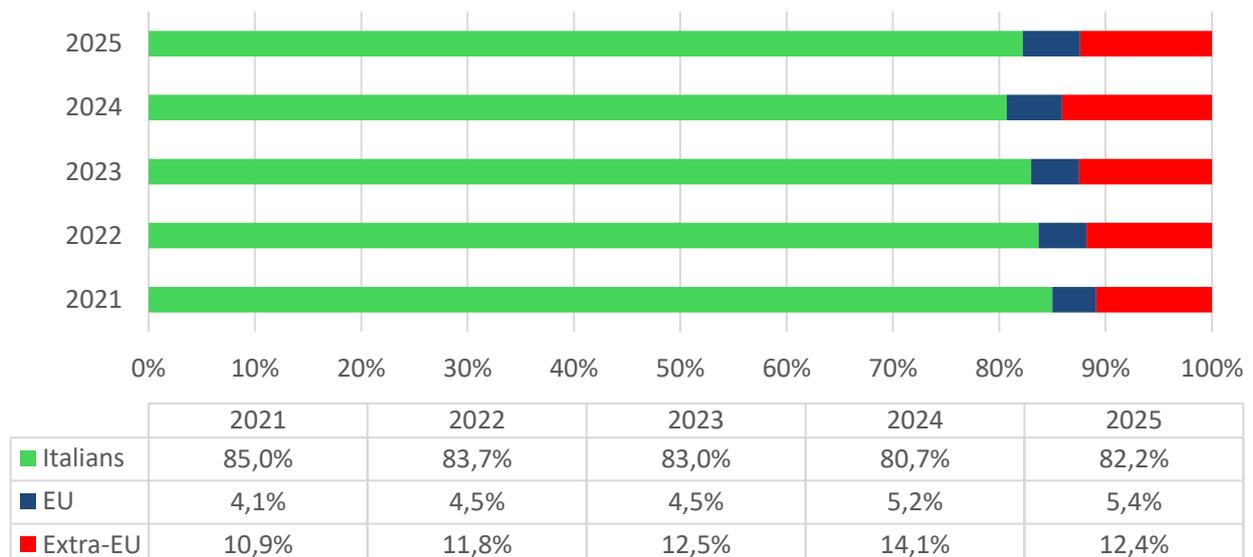
## PREVENTION OF ANY FORM OF DISCRIMINATION

SOAVE:

Presence of males and females

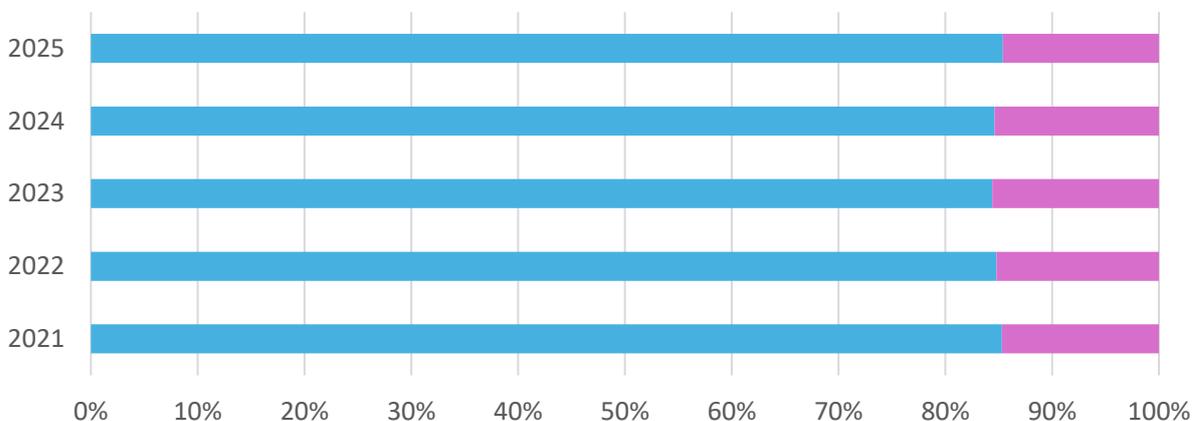


Workers' origin



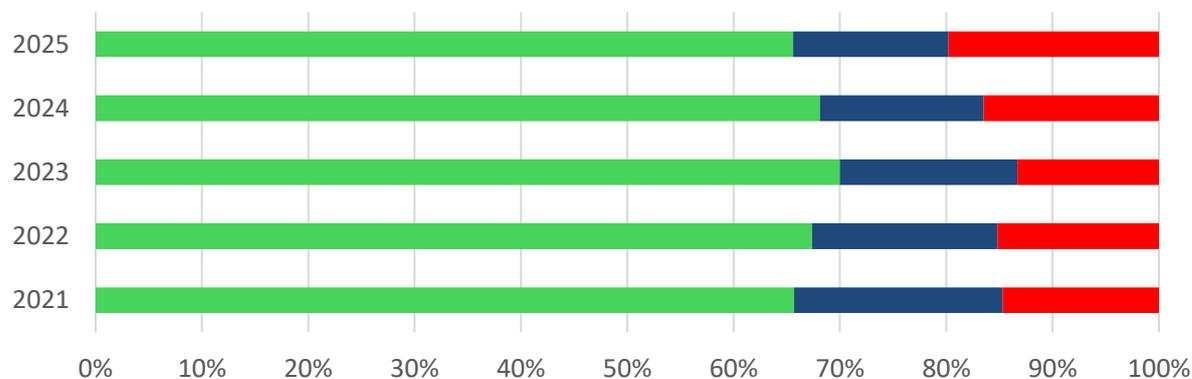
CREMONA:

Presence of males and females



	2021	2022	2023	2024	2025
■ Males	85,3%	84,8%	84,4%	84,6%	85,4%
■ Females	14,7%	15,2%	15,6%	15,4%	14,6%

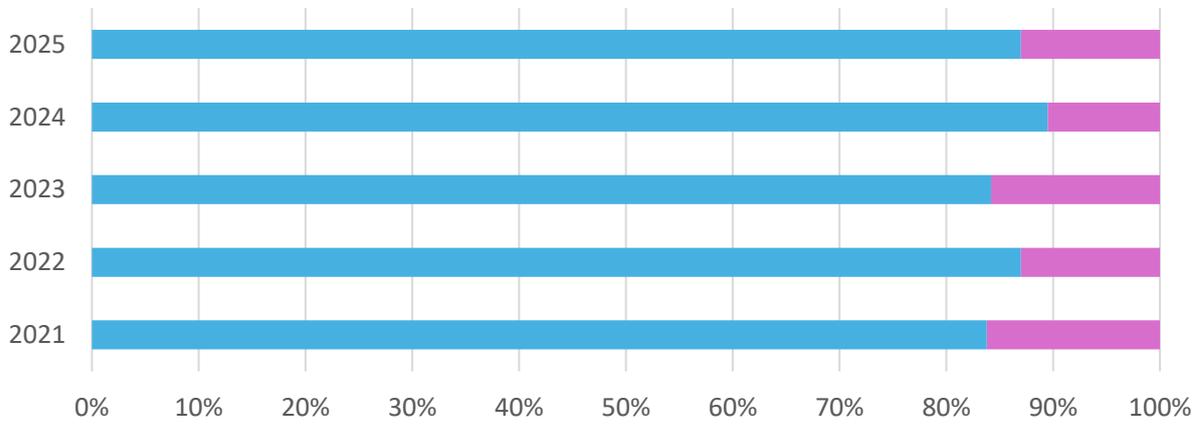
Workers' origin



	2021	2022	2023	2024	2025
■ Italians	65,7%	67,4%	70,0%	68,1%	65,6%
■ EU	19,6%	17,4%	16,7%	15,4%	14,6%
■ Extra-EU	14,7%	15,2%	13,3%	16,5%	19,8%

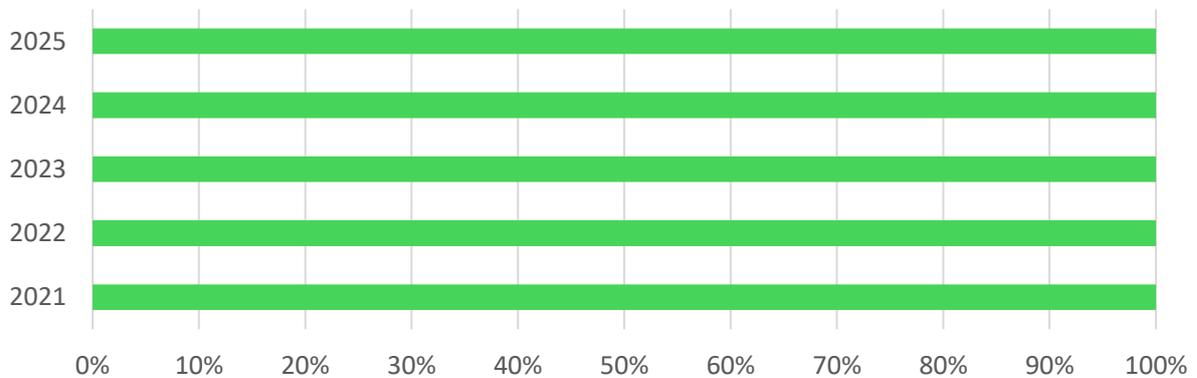
BRANCHES:

Presence of males and females



	2021	2022	2023	2024	2025
■ Males	83,8%	87,0%	84,2%	89,5%	87,0%
■ Females	16,2%	13,0%	15,8%	10,5%	13,0%

Workers' origin

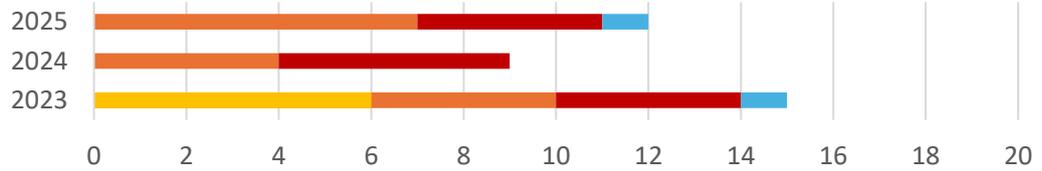


	2021	2022	2023	2024	2025
■ Italians	100,0%	100,0%	100,0%	100,0%	100,0%
■ EU	0,0%	0,0%	0,0%	0,0%	0,0%
■ Extra-EU	0,0%	0,0%	0,0%	0,0%	0,0%

## DISCIPLINARY PRACTICES

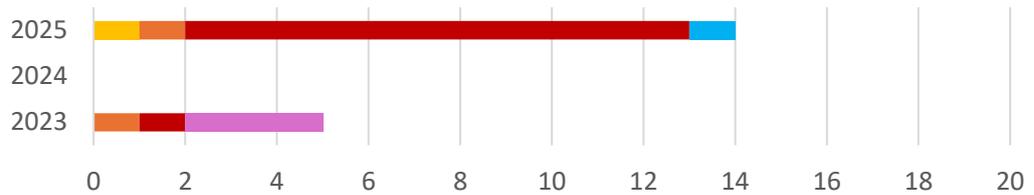
The company applies the disciplinary code provided for by the sector National Collective Employment Contract and promotes respect and spirit of collaboration between workers.

SOAVE:



	2023	2024	2025
Verbal warning	6	0	0
Written warning	4	4	7
Fine	4	5	4
Suspension from work	0	0	0
Dismissal	1	0	1

CREMONA:



	2023	2024	2025
Verbal warning	0	0	1
Written warning	1	0	1
Fine	1	0	11
Suspension from work	3	0	0
Dismissal	0	0	1

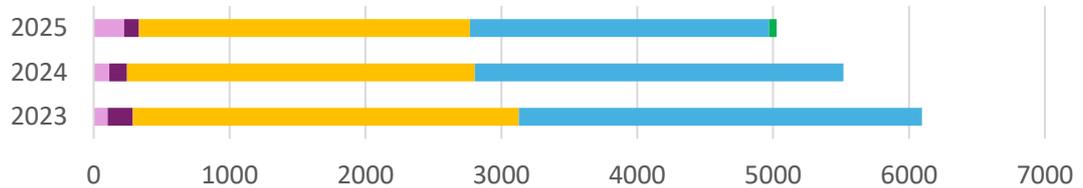
BRANCHES:



	2023	2024	2025
Verbal warning	0	0	0
Written warning	0	0	1
Fine	0	0	0
Suspension from work	0	0	0
Dismissal	0	0	0

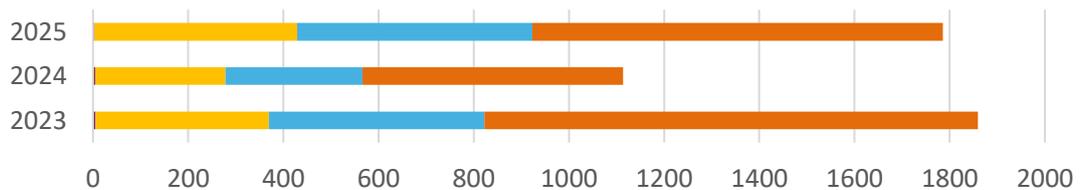
## TRAINING HOURS BY PROFESSIONAL CATEGORY

SOAVE:



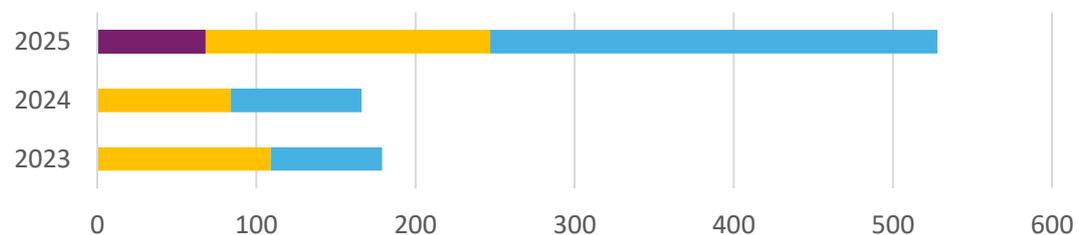
	2023	2024	2025
Director	102,0	114,0	222,5
Manager	184,8	130,0	110,5
Office worker	2841,5	2561,3	2436,0
Factory worker	2963,8	2712,5	2202,0
Specialized worker	1,5	0,0	53,3

CREMONA:



	2023	2024	2025
Director	0,0	0,0	0,0
Manager	5,5	4,5	3,5
Office worker	364,0	273,5	425,8
Factory worker	453,0	288,5	494,0
Temporary worker	1037,0	547,5	862,5

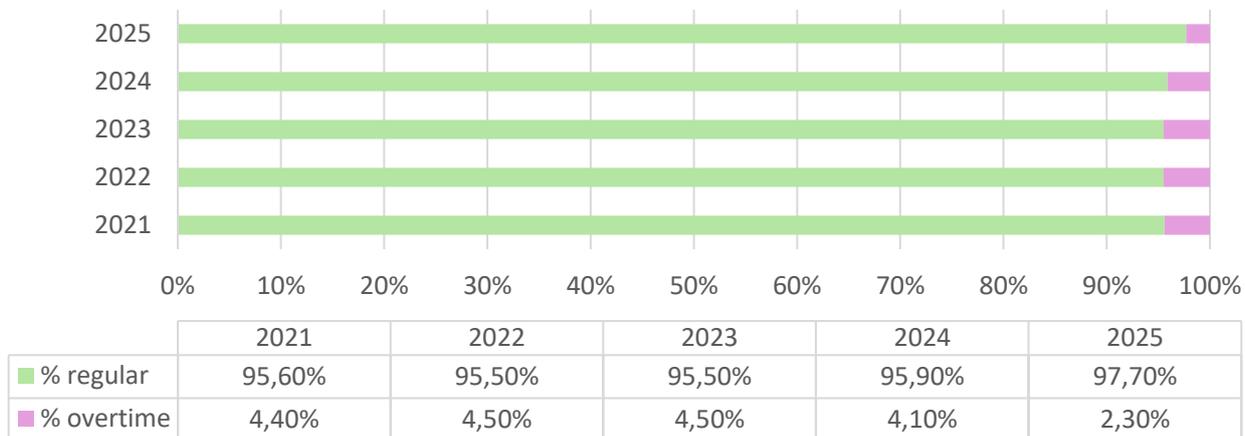
BRANCHES:



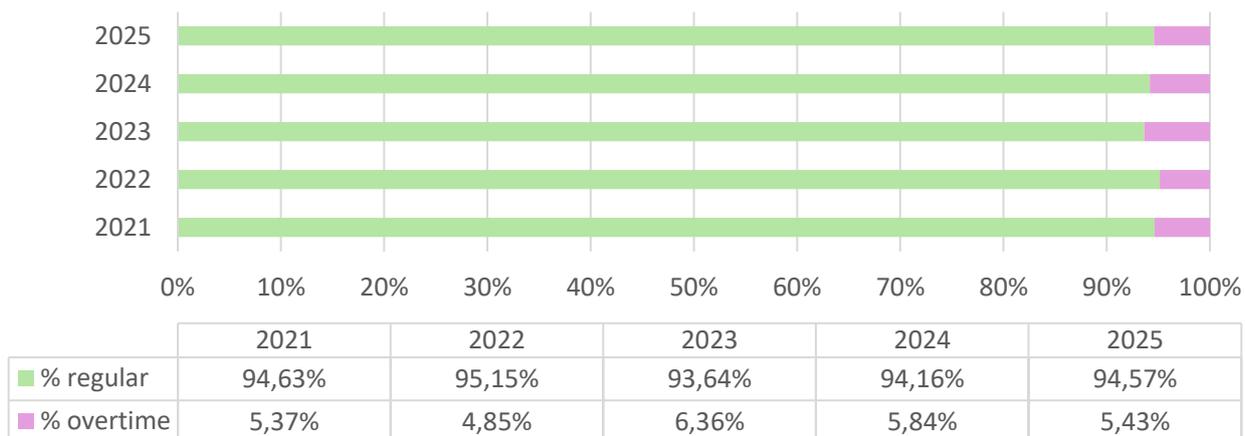
	2023	2024	2025
Director	0,0	0,0	0,0
Manager	0,0	0,0	68,0
Office worker	109,0	84,0	179,0
Factory worker	70,0	82,0	281,0

## WORKING HOURS

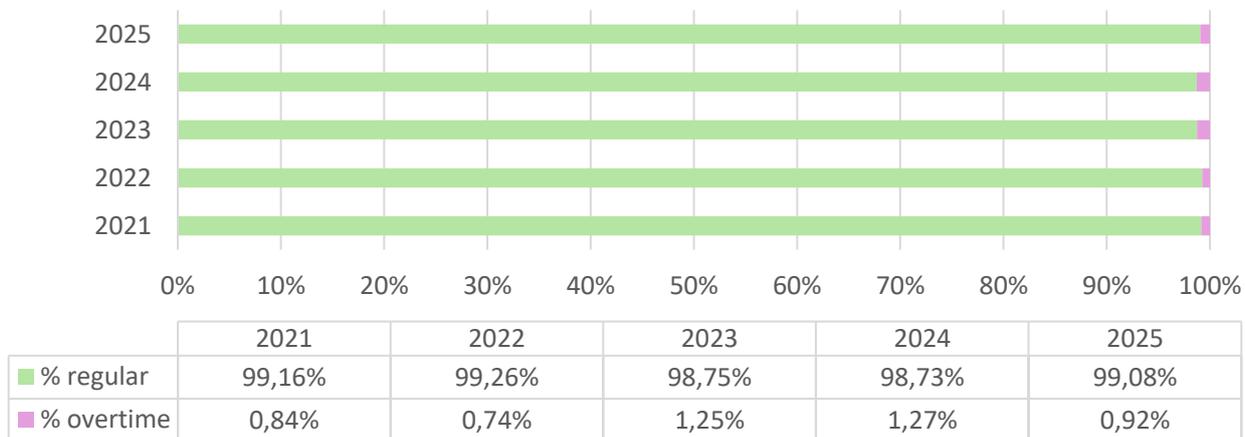
SOAVE:



CREMONA:



BRANCHES:



## REMUNERATION

The company pays its employees a salary **higher than the minimum** defined in the sector National Collective Employment Contract, 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 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

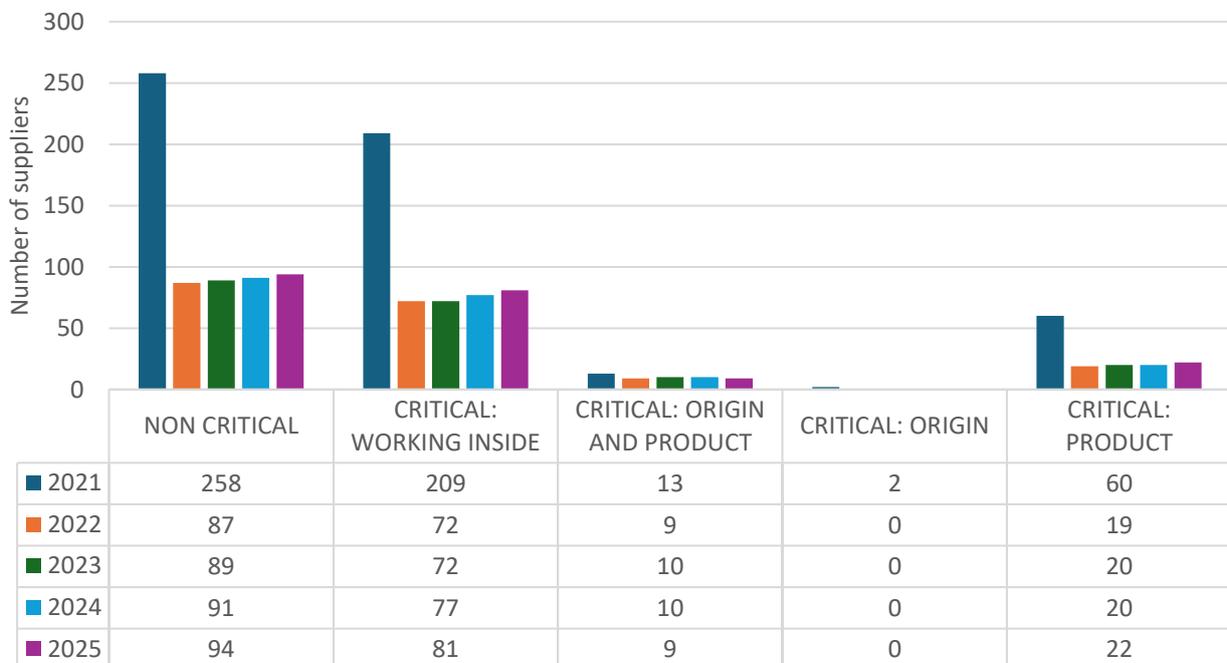
MIDAC S.p.A. puts particular attention to the ability of suppliers, subcontractors and sub suppliers to respond positively to social responsibility requirements.

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 the SA8000 standard principles**, 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.

Classified suppliers: type of criticality



Classified suppliers: origin

