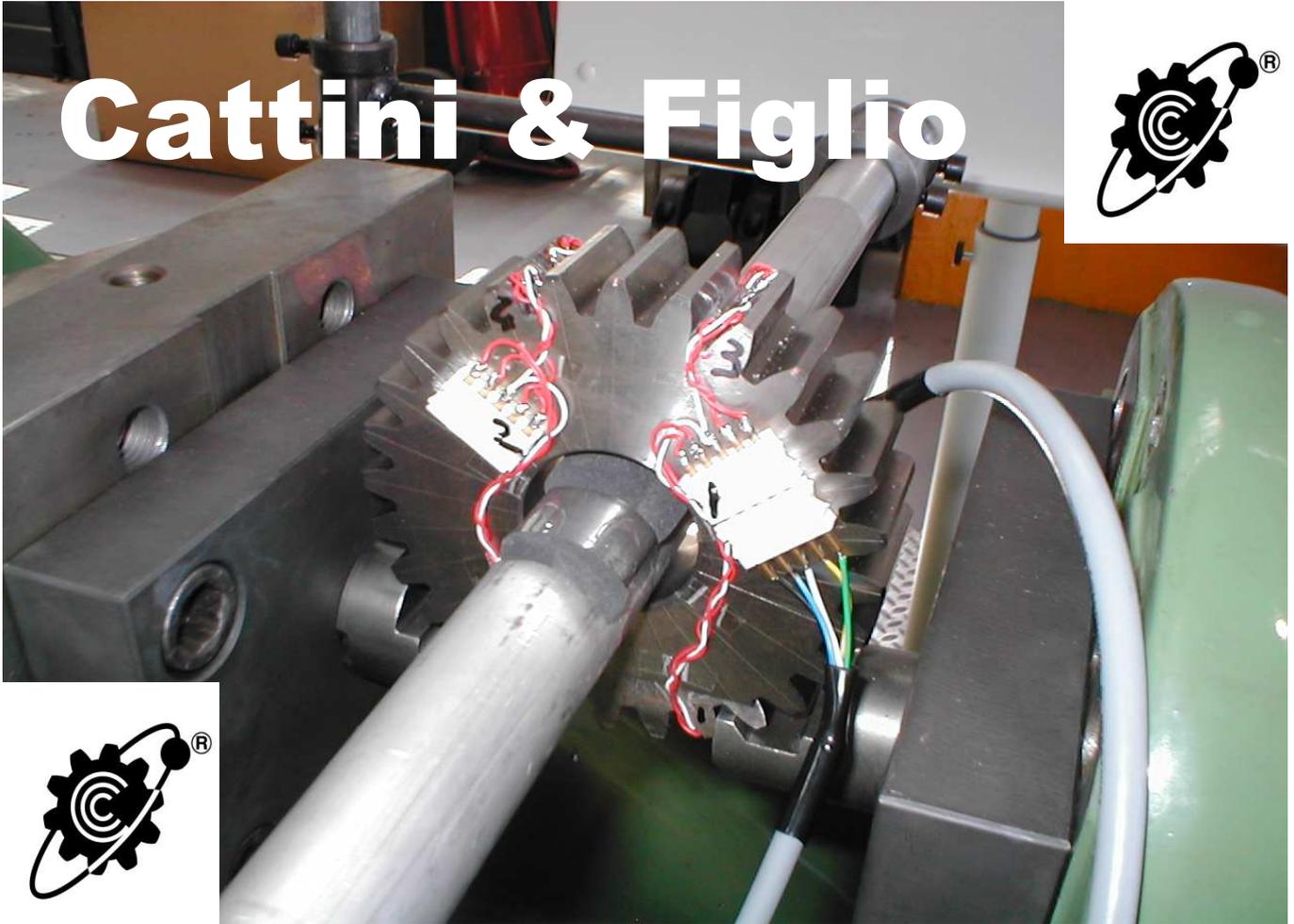


Cattini & Figlio



Communication on Progress
for year 2011
to the UN Global Compact



ITALY: YOUR VALUE.

Cattini & Figlio's COP
for year 2011
to the UN Global Compact

- **SUMMARY**
- Continuous commitment to the UNGC and its principles.
- 2011 Status.
- 2012 Targets.

Cattini & Figlio's COP for year 2011 to the UN Global Compact

CONTINUOUS COMMITMENT TO THE UNGC AND ITS PRINCIPLES:

- Cattini & Figlio confirms its uninterrupted commitment and support to the Global Compact's 10 principles which are and will be the base for every future activity of the Company in the future.
- Completed the second year in the Global Compact, our Company is proud to disclose how well our participation in the Program has been received by our business partners as well as by our stakeholders as a further evidence of our way to conduct a business under the highest ethical standards.
- Emerging from the global recession of FY 2009, our Company has been very busy during 2011; hence, not all activities planned in 2010 could be completed but all of them have been initiated and are on a good development path.
- The management and all employees are happy for this strong and positive feeling and look forward to new exciting developments in the future.

Casarile, December 07, 2011

Lorenzo A. Cattini - C.e.o.

Cattini & Figlio's COP
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- **HUMAN RIGHTS STATUS (1):**
- Cattini & Figlio, started and grown upon the strong positive values of a tipycal family-owned Company, never tolerated and never will tolerate any kind of abuse in respect with the universal known human rights; on September 20, 2010, the Company released its first code of ethics after approval by the Management board and distributed it throughout the Organization.
- Despite a small/medium enterprise by International standards, Cattini & Figlio hosts multi-ethnical workers in its plants who receive the same treatment, wages and training as their domestic workmates.

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- **HUMAN RIGHTS STATUS (2):**
- Health and safety issues are covered by periodical meetings between employees and management representatives.
- Employees are represented by three qualified persons.
- Cattini & Figlio has appointed a management representative for health, safety and environment duly empowered to act.
- Plenary health and safety session is held annually.
- The totality of employees is covered by collective bargaining agreements.
- To communicate violations or possible breaks to the human rights, Cattini & Figlio has implemented a specific e-mail address which reports data directly to the top management, thus assuring an equitable treatment to all reports and/or concerns about human rights.

Cattini & Figlio's COP
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- **LABOUR STATUS (1):**
- Cattini & Figlio recognizes the right for all employees to associate to unions and confirms that the unions are not to be subject to any kind of discrimination.

Year	2009	2010	2011
Total employees	252	238	240
Associated to unions	38	41	29

Above headcount exclude temporary workers.

Cattini & Figlio's COP for year 2011 to the UN Global Compact

- **LABOUR STATUS (2):**
- The use of child and/or forced labour in Cattini & Figlio's plants as well as in our Suppliers facilities has never and will never be tolerated; the minimum age permitted is 15 which is according to the Italian law.

Age employees	2009	2010	2011
from 15 to 20 years	0	0	0
from 20 to 35 years	67	57	58
from 35 to 50 years	151	147	150
from 50 to 60 years	34	34	32
above 60 years	0	0	0

Above headcount exclude temporary workers.

**Cattini & Figlio's COP
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- **LABOUR STATUS (3):**
- One of Cattini & Figlio's major objectives is to take care of its human resources and to endlessly develop their potential through appropriate business climate, training, job rotation and other universally accepted practises.
- During selection and recruitment of new personnel, only job specific issues are taken into account to identify the best possible candidates for the position.
- Cattini & Figlio takes into account each person's attitudes and performances only without making any gender, racial or other kind of discrimination.

Cattini & Figlio's COP for year 2011 to the UN Global Compact

Age employees (15-20)	2009	2010	2011
Men			
Women			
White collar male			
White collar female			
Blue collar male			
Blue collar female			

Age employees (20-35)	2009	2010	2011
Men	63	53	54
Women	4	4	4
White collar male	10	7	7
White collar female	4	4	4
Blue collar male	53	46	47
Blue collar female	0	0	0

Above headcount exclude temporary workers.

Cattini & Figlio's COP for year 2011 to the UN Global Compact

Age employees (35-50)	2009	2010	2011
Men	140	136	139
Women	11	11	11
White collar male	35	37	35
White collar female	11	11	11
Blue collar male	105	99	104
Blue collar female	0	0	0

Age employees (50-60)	2009	2010	2011
Men	33	33	31
Women	1	1	1
White collar male	10	11	9
White collar female	1	1	1
Blue collar male	23	22	22
Blue collar female	0	0	0

Above headcount exclude temporary workers.

Cattini & Figlio's COP
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- **ENVIRONMENT STATUS:**
- Cattini & Figlio takes care to minimise the impact to the environment as much as possible taking into consideration the inevitable constraints due to the fact that materials and manufacturing methods are specified by its Customers.
- Activities focused to Company's environmental certification have been taken including major underground works necessary because of the relative ancient site in Casarile needs to be implemented to the newest standards. ISO 14001 Certification is now planned within year end 2012.

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- **ANTI-CORRUPTION STATUS:**
- Corruption has never and will never be tolerated by Cattini & Figlio: so far, no non compliance to our policy has been reported to the top management of our Company.
- Our Code of Ethics is extremely clear about non-ethical issues: our Company will stop or not enter into business relations with any third parties responsible for such painful acts.

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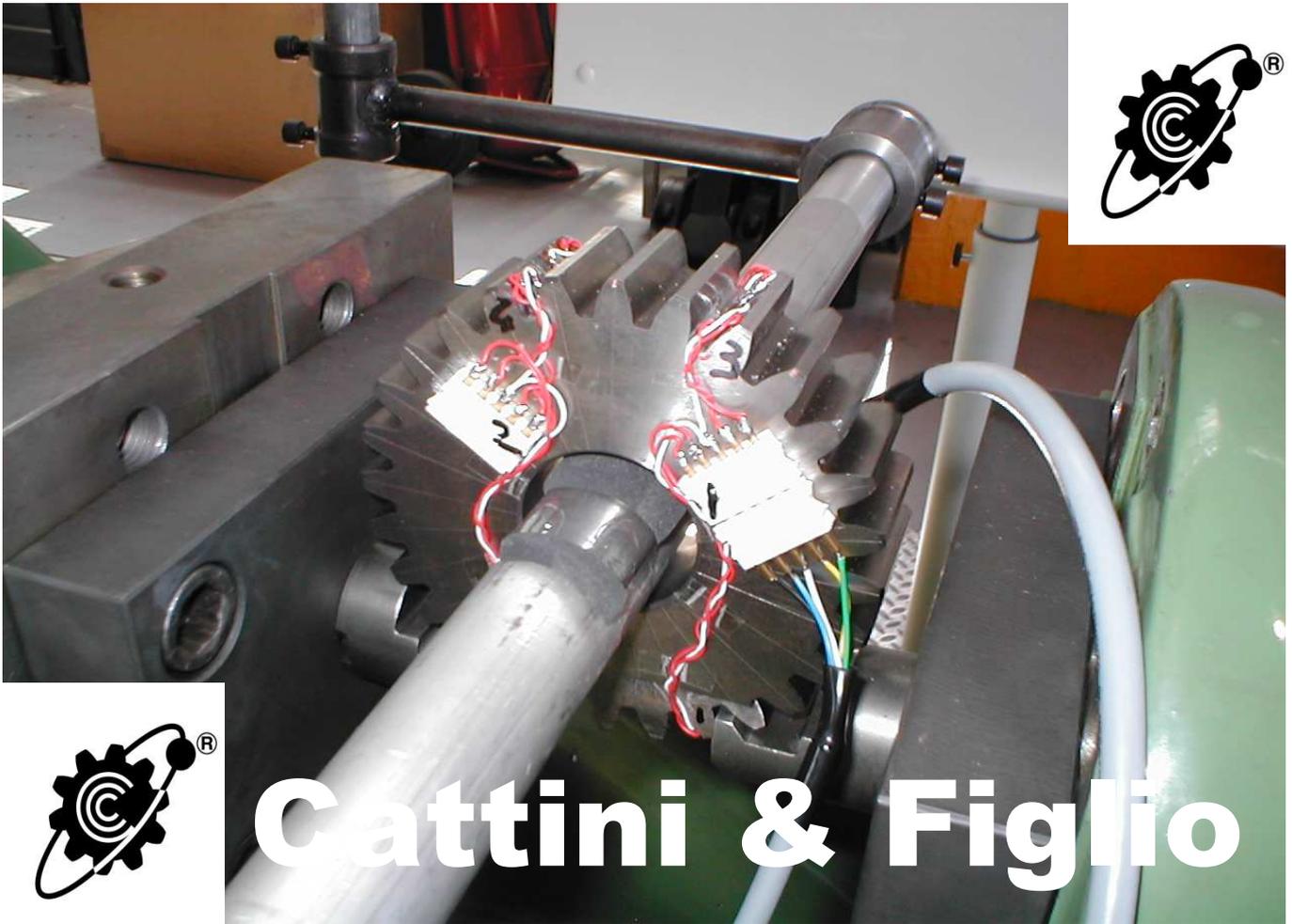
- **STATUS 2011: WHAT WE HAVE DONE**

1. 50% of Cattini & Figlio's major Suppliers have undergone a screening about human rights, child/forced labour, anti-corruption.
2. 20% of Cattini & Figlio's major Suppliers have submitted projects to reduce their environmental impact taking into consideration the technical specifications.
3. The totality of all major investments and/or industrial projects have undergone a screening about human rights, child/forced labour, orientation to environment and anti-corruption.

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- **TARGETS FOR 2012:**

1. The totality of Cattini & Figlio's major Suppliers as well as all new Suppliers shall undergo a screening about human rights, child/forced labour, anti-corruption.
2. Minimum 30% of Cattini & Figlio's major Suppliers shall submit concrete projects to reduce their environmental impact taking into consideration the technical specifications.
3. Cattini & Figlio shall publish environmental indicators reflecting the efforts done in the past 3 years.



**END OF COP
for year 2011**