

The aim of this policy is to establish a framework for the introduction of Corporate Social Responsibility to MER MEC S.p.A.

APPLICABILITY

The present policy defines and regulates the contents of the organizational CSR, created for the benefit of all employees of MER MEC S.p.A.

OFFICERS

It is the duty of the HR department and the CSR committee to guarantee the correct application of this policy and update it as necessary.

DEFINITION OF CORPORATE SOCIAL RESPONSIBILITY

CSR (corporate Social Responsibility), defined in Italian as RSI (Responsabilità Sociale d'Impresa), formally entered into the agenda of the EU during the European Conference of March 2000, in Lisbon, where it was introduced as a strategic tool for rendering a company more competitive and organizationally more cohesive, as well as a means of modernizing and reinforcing European culture and custom.

In the Green Book of the European Commission, written in 2001, Social Responsibility is defined as "the voluntary integration of social & environmental challenges for a company into their own commercial operations and their rapport with those affected by the related issues"

CSR goes beyond adherence to legislation, as it tries to identify ways and customs that a company can voluntarily adopt in the conviction that the results can help it achieve benefits and advantages in its operational context.

CSR POLICY LAYOUT

CSR policy can be divided into two areas

Internal: which comprises the management of human resources, health and safety in the workplace, organizational structure, and the management of natural resources and the effects on the local environment.

External: which covers the local community, economical partners, suppliers, clients, consumers, the upholding of human rights throughout the product lifecycle, and the environmental ramifications in a global context.

IMPLEMENTATION OF CSR WITHIN MER MEC S.P.A.

A committee that will oversee the creation and management of initiatives related to CSR has been assembled within MER MEC S.p.A..

The head of the aforementioned committee will be the manager of the People & Knowledge department. The team, composed of 8 members, will be levied in the following way: 2 employees from HR, 3 employees from the administration staff (Finance, Marketing, and BD), and 3 business operatives. The team, to which participation is voluntary, requires its members to have shown personal interest in being part of this CSR project and have a predisposition towards the company value of solidarity – on which the whole initiative is based on.

All communications regarding company initiatives to which employees can take part in shall be sent via the dedicated 'csr@angelcompany.com' e-mail address. Any employee who has interest in joining the initiatives can show it by responding directly to the relative e-mail from the above-mentioned address.

The initiatives will be on various themes, of which, to name a few: family/personal support to the employee, environmental sustainability, social inclusion policies, and financial/material support to external charities/volunteer organizations.

Monopoli, 13/06/2019

Group HR Director
MERMEC S.p.A.
Dott. Marco Scippa

