



PESARESI GIUSEPPE spa

Company Policies



... of a Company made of People, with no boundaries.

Foreword

The business strategy of Pesaresi Giuseppe SpA is divided into the following three points:

Vision: *Our paths meet*

Mission: *Our competence is your safety on the road*

Values: *Proactivity, Reliability, Respect, Continuous Development*



The corporate identity outlined above is embodied in the **Implemented Integrated Management System**, inherent to the **Quality (UNI EN ISO 9001)**, **Environment (UNI EN ISO 14001)**, **Safety (BS OHSAS 18001)**, including that of road traffic (UNI ISO 39001), as well as **Social Responsibility (SA 8000)** and **Administrative Responsibility (Legislative Decree 231/01)**; these are based on the *Policies* below. The System itself forms the outline of the **Concrete Factory Production Control (FPC – M.D. 14/01/08)** and the existing **CE Markings**, relating respectively to **Bituminous Conglomerates (EN 13108-1, EN 13108-5, EN 13108-7)** and **Aggregates (EN 12620, EN 13043, EN 13242)**.

This public document, diffused through the website *www.pesaresi.com*, promulgated to internal staff and interested parties (stakeholders), that is, to all those who have direct or indirect relations with Pesaresi Giuseppe S.p.A, rather than being involved from the various company activities; it is also aimed at anyone who wants to collect information about the company.

The adequacy of the Company Policies set out below is periodically checked during first- and-second part audits.

Quality Policy



Since 1961 - the year of its foundation - Pesaresi Giuseppe S.p.A has built its own structure referring to a series of cornerstones, recognized as essential and essential for its organisation. The importance of being able to obtain the *maximum customer / supplier satisfaction, as well as the concepts of Procedure and Registration* were clear and acquired from the beginning. Subsequently they were formalized in a Quality System, which has grown over time by shaping a culture rooted at every level, which exploits these tools as aids to productivity, without falling into degeneration which sometimes sees them obtusely classified as obstacles capable only of weighing down the operational modalities. This has allowed today to have a strong and credible Quality System, to the benefit not only of the company, but of all: employees, collaborators, both private and public customers, including institutions, suppliers, management, as well as the community in general.

Going into more detail, what was evident to the founders, the brothers Giuseppe and Primo Pesaresi, is summed up in a simple concept: the value given to the Customer / Supplier must be at the basis of any serious commercial initiative. They started from this statement to realise their entrepreneurial vision.

At the same time they felt the importance of having to adopt specific operating procedures, aimed at making the various business sectors effectively productive; even though they were in a period devoid of similar examples, they had the foresight to understand how important it was to provide precise instructions to their collaborators. Initially, clear procedures were defined, disclosed in verbal form, which today we would probably judge as not very detailed: but it could not be otherwise, being the same as the seeds. Certainly, these procedures proved unquestionably adequate, since they contributed to an objective development that was rapid and vertical, for a company formed out of nothing, which could only count on the entrepreneurial skills of the two brothers.

The step towards the adoption of the registration methodology was short, as the concept of procedure soon highlighted the importance of having to keep track of what was performed, in order to allow periodic verification of the effectiveness of the structure.



Customer / Supplier, Procedure, Registration: through a Quality Policy

focused on these three aspects, that *modus operandi* consolidated over time, was formed, handed down and perfectly assimilated by the generation that today inherited that patrimony of cornerstones, which remained at the base of the corporate structure. Policy that made the company find an already operational Quality System when it decided, between 1998 and 2000, to take the road to UNI EN ISO 9001 Certification, the first one in chronological order, which was issued by ICMQ, a Certification Institution and quality mark for products and services for constructions, non-profit, of which several trade



associations of the entire construction chain are members. From this certification, assessed according to the provisions of the Accredia RT 05 Technical Regulation, the Management Systems subsequently implemented, Environment, Safety and Social Responsibility (for which Policies please refer to the continuation of this document), also structured

on the same concepts of *Customer/Supplier, Procedure* and *Registration*.

The Quality Policy above involves every corporate level, starting from the Board of Directors from which it originates. It is pursued with tenacity, facing the inevitable difficulties head-on, by virtue of the postulate that there is no progress if you are unable to measure it. By promoting the centrality of people, we set the high goal to have



employees proud to work for Pesaresi Giuseppe S.p.A.; this allows us to achieve a second goal: to provide products and services characterised by an excellent quality standard, high reliability, responding to the needs and expectations of Customers. This goal was also achieved thanks to continuous investments in staff training, information as well as through the regular renewal of vehicles, equipment and infrastructures.



Environment Policy

Pesaresi Giuseppe S.p.A. was born in an area bordering the riverbed of Marecchia river, where it has developed and still insists; therefore it has always found itself immersed in a verdant, luxuriant area, populated by countless species of native fauna. It would not have been possible the company development that occurred if it had not

been in perfect symbiosis with this habitat; it was possible thanks to the rural origin of the founders, which provided them with innate attention for the environment. The heirs, the current owners, found this congenital patrimony, which they put to good use in various ways: among all the innumerable interventions of consolidation of Marecchia river' banks, which repeated over the decades also in stretches far from the company building, as well as the construction of plants for recovering rubber and milling, which gave an objective value to the term recycle, in times (1998) in which the awareness of these issues was still not widespread.

The concrete and constant entrepreneurial commitment introduced above, concerning environmental issues aimed to preventing, is divided into several specific objectives, detailed below.

Respect for the binding laws on the environment, is first felt rather than imposed; the latter travels hand in hand with the commitment to improve and maintain effective the implemented Environmental Management System, compliant with ISO 14001 Standard, certified by Kiwa Cermet Italia, one of the main certification bodies active in our country, based on the Accredia Technical Regulation RT 09. In this regard, specific responsibilities and procedures have been defined, aimed at ensuring adequate management of direct and indirect environmental aspects related to company activities.

The identification of risks concerning the environment, carried out in order to prevent, eliminate or minimize them, is supported by the company management with the provision of appropriate resources, means, economic investments and adequate skills. The assessments made and what has been prepared accordingly, especially with reference to the risks estimated as significant, is subject to regular revision during periodic audits. The environmental impacts deriving from company activities are



constantly analyzed and monitored: the same are the subject of planned actions, included in the objectives of continuous improvement.

The purchases are made following a careful evaluation of the suppliers and the related products / services that they intend to supply, preferring those who propose themselves with objective environmental commitments; the latter must be verifiable through specific certifications rather than Product Sheets from which to be able to infer the use of eco-compatible or in any case low-polluting substances, where an analogue capable of totally protecting the environment is unavailable on the market.



The concern for environmental aspects requires the unavoidable involvement of workers, which takes place by means of awareness actions aimed at motivating them towards the objectives set. With this in mind, specific training, training and information are carried out on issues relating to the healthiness of the workplace and respect for the environment; such as, for example, the promotion of differentiation in the collection and disposal of waste produced, both inside the plant and on external construction sites. The correct acquisition of the principles disseminated is constantly checked by the Office / Department managers, who also supervise the subordinates in this regard.



Safety Policy

The Company Management of Pesaresi Giuseppe S.p.A has always promoted and supported in the company a *peculiar culture of safety*, aimed at preventing accidents, realising that only management based on "*work = work safe*" and "*work safe can be practicable and lasting, therefore, it can be done*".

The logical consequence of this axiom is that the same *culture of safety* must be known, understood, implemented and supported by management, who can only transmit it at all company levels through specific knowledge and a certain and well-assimilated motivation, involving all staff.

When in 1996 the need arose to comply with the obligations established by Legislative Decree 626/96, the company therefore simply had to integrate and improve the existing work instructions. Similarly, the passage of 2008 to Legislative Decree 81/08 was almost exclusively a bureaucratic practice, having already established consolidated practices capable of satisfying the terms of the Law.

Taking into account the above, behind the belief that security is a resource and an objective to be pursued organically, in 2016 it was decided to endow the company with a precise value

[illegible]

The Policy in question provides for measurable objectives on the medium and long term, aimed at the continuous improvement of the Safety Management System; the same, together with the System itself, are periodically checked by internal staff as well as by external auditors, such as for example the inspectors of the Certification Body. The subsequent update, carried out on the results



on these checks is performed annually – which can be intensified if necessary - by a pool made up of at least one member of the Company's Management, the Head of the Integrated Management System, the SPP and the Competent Doctor; It often happens that Office / Department Managers are involved, or professional external consultants. The results of each individual update are disclosed to the workers concerned, sometimes by means of managers and supervisors, who are directly informed and involved; in certain circumstances, the aforementioned diffusion of the same results is accompanied by training / information.

The entire corporate structure participates in the achievement of the planned safety objectives, according to the specific skills and roles assigned, through a suitable involvement of Managers, Officers, Head of the Integrated Management System and Workers' Safety Representative: these are entrusted with the task of making communication work in a univocal way, since security must not be an issue imposed from above, but rather a common intent that everyone must pursue. This criterion, transmitted by the Company Management, ensures that the organizational aspects, the operating methods, the workplaces and the equipment used, safeguard the health of workers, company assets, third parties and the community with which the company interacts, also offering an aspect of economic efficiency. It also guarantees speed and effectiveness in meeting the needs that may emerge during the course of work activities, promoting cooperation between the various company resources, in order to prevent accidents, injuries and occupational diseases, or to contain their effects where they should, despite everything, happen.

Lastly, an open dialogue is maintained with suppliers, calling them to adopt behaviors consistent with the above policy; in the same vein, collaborative relationships are also developed and promoted with local Authorities and Bodies, as well as with all third parties involved in the various corporate activities.



Road Traffic Safety Policy

The production activities of Pesaresi Giuseppe S.p.A have always required road traffic. Initially it was the material production cycles that required the supply of raw materials; subsequently the activities of the road works were added, which developed further road traffic, generated by the movement of men, equipment and materials to and from construction sites. This inevitably led to make considerations regarding road safety, which were re-evaluated every time

they acquired new information and, above all, new experiences. The latter are the best way to acquire effective skills, capable of suggesting increasingly performing solutions.

The implementation of a Management System aimed at the Safety of Road Traffic (RTS), was therefore the completion of a path started several decades earlier, structured over time; the



development process has received a significant boost from the ISO 39001 standard, exploited as an opportunity for improvement. The procedures adopted have been revised, with updates suggested by the same Standard, especially by its Appendices, full of organizational suggestions and practical indications.

The application took the form of an in-depth analysis of the aspects related to the risk of death or serious injuries deriving from road accidents: objectives desired by the company leadership, which provides the organization with all the tools necessary for their pursuit. In the Risk Assessment Document (DVR), drawn up in compliance with the obligations set out in Legislative Decree 81/08, analyses of this type were already present; the same have been further reviewed, in the light of the Context and Interested Parties analyzes carried out in accordance with Standard 39001. The Risk Analysis was mainly extended to all those third parties - such as suppliers, customers and private users - who travel the roads, and who have direct or indirect interactions with the workings of Pesaresi Giuseppe S.p.A; all by setting measurable objectives, to be reviewed regularly on the occasion of the periodic reviews envisaged by the Management System.

The aforementioned "dynamic" objectives find a first reference in some fixed points, which it was decided to pursue on an ongoing basis; among these there is the scheduled maintenance of the vehicles, often anticipated compared to the times foreseen by the manufacturers, as well as the constant replacement of the company vehicles with new ones having advanced features; all in order to ensure maximum efficiency of the owned vehicles.

This concern is parallel to another pivotal point of the road safety policy: information and training provided to company employees through specific meetings and courses relating to safety behavior and devices, rather than similar information addressed to customers and suppliers, made with signs, e-mails and other documents; among all, the invitation to respect work breaks is mentioned, with particular emphasis on



having meals at refreshment points, tending to avoid packed lunches, in order to break the working rhythm that could generate tiredness. Another aspect that has always been considered concerns the signage of temporary construction sites, planned in advance - often during the tender - with the utmost attention and seriousness, in parallel with assessments on the opportunity to close

entire sections of road or diverting traffic on carriageways not affected by the works; decisions aimed at protecting the workers present on the construction site, but also and above all the vehicular traffic in general, therefore mainly the private individuals who circulate with their own means for purposes that are separate from company work activities.



In the same direction, decisions made to give clear and precise directives to employees and suppliers regarding the use of safety devices (belts, mirrors, etc.) and the avoidance of dangerous behavior such as drinking alcohol or making a phone call while driving; but also to cover the transported materials well rather to ensure the equipment with the utmost care the equipment loaded in order to avoid pressure

drops on road surfaces which would compromise the safety of those traveling along those stretches. Finally in the early 2000s, which saw a substantial intensification of the traffic of the vehicles, there was concern about a problem generated by their leaving the company headquarters: during and after the rains, the truck wheels dirty with mud, inevitably collected during the movements between the storage heaps and the production plants, it sometimes caused the partial contamination of the section of the ss 9 - Via Emilia overlooking the site, making the surface slippery. Basically it was the rain itself that washed the road surface, but it was realized that safety was not guaranteed on an ongoing basis: therefore an automatic self-healing truck wheel washing system was installed, placed before the weigh on the section to be mandatory travel to leave the factory; since then this system has been regularly maintained to ensure its efficiency.

Road Traffic Safety, falling within the company's Integrated Management System, also requires that all planned actions are undertaken and verified; in this specific case, this task is entrusted to Executives and Supervisors, who supervise company activities, taking advantage of the tools required by law, such as tachograph discs, rather than other subsidies decided by the company such as control systems satellite of vehicles.

The foregoing extends the concept of worker health and safety - deriving from Legislative Decree 81/08 and BS OHSAS 18001 - to those who are not workers, worrying about a scourge of our times: the consequences of road accidents. The company has thus collected the indications of the European Community (White Papers of 1992 and 2001, Communication No. 131 of 1997), as well as those of the United Nations General Assembly (2010 Program) and of the Italian State (PNSS of 199 issued by the Italian Ministry of Public Works, endorsed by the Ministry of Transport and Navigation), equipping itself with useful tools for itself and for the community, in harmony with the principles that have always inspired and animated it.





Social Responsibility Policy

The Company Management has identified in the SA 8000 Standard, the reference guideline for making choices and making decisions regarding the *Corporate Social Responsibility*. In particular, through the Management System structured on the Social Accountability model drawn up by the CEPAA (Council of Economic Priorities Accreditation Agency), which was

certified by an Accredia accredited national body, the company has sanctioned the ethical principles to which it refers, officially declaring the decision to repudiate the hiring of children and young workers (under 18 years), the use of forced labor, the use of violent disciplinary practices, as well as any form of discrimination against workers. These principles also include a commitment to guarantee safe and healthy workplaces, freedom of association and the right to collective bargaining, fair and adequate working hours and remuneration. This conduct contributed to the development of the company and the whole territory in which it operates.

The belief in the validity of the model described above, has led to the promotion and dissemination of the principles contained within the same SA 8000 Standard, both inside and outside the organisation, establishing communication channels with all interested parties, aimed at their involvement; this in order to obtain contributions for improvement, which progressively lead the company and the stakeholders themselves to operate always and in any case in compliance with ethics.



recognizing this standard as an instrument for improving its structure, Pesaresi Giuseppe SpA is constantly committed to respecting all local, national and international laws applicable to worker safety and protection, in addition to the prevailing construction sector standards and other requirements. signed with trade unions and various interested parties, as well as the principles of the following international instruments: ILO 1 Convention (Duration of Work - Industry) and Recommendation 116 (Reduction of working hours); ILO Conventions 29 (Forced Labor) and 105 (Abolition of Forced Labor); ILO Convention 87 (Trade union freedom and protection of trade union law); ILO 98 Convention (Right to organize and collective negotiation); Conventions ILO 100 (Equal pay) and 111 (Discrimination - employment and profession); ILO 102 Convention (Social Security - minimum standards); ILO 131 Convention (Definition of the minimum wage); ILO 135 Convention (Workers' Representatives); ILO 138 Convention and Recommendation 146 (Minimum Age); ILO Convention 155 and Recommendation 164 (Safety and Health at Work); ILO 159 Convention (Reintegration



Conclusions

The implementation of the above described has brought several added values, some of which have already been explained previously in this document; others are listed below, not exhaustively, but to highlight the benefits obtained thanks to the contributions provided by the Management



Systems with which the company is equipped. These were added to the peculiarities of the family management of the same, which sees the owners always present and in constant contact with their employees; factor that has determined an enhancement of human relationships, respecting the sensitivity of people. This has led to a structure where verticality is a necessary means of defining roles and responsibilities, essential for the management of business processes, and not the imposition of a cold hierarchy that annihilates respect and dignity. From the point of view of relations, the organization assumes a decidedly horizontal connotation, made up of elements that mutually recognize each other as equal, considering each other as "suppliers / customers" of their colleagues - in full harmony with the ISO 9001 standard - when they must give / receive information, documents, services, etc ... useful for carrying out their duties.

Thanks to this approach and to what is returned by the integrated Management System, which has provided specific tools for the definition and optimization of processes, Leadership and workers of Pesaresi Giuseppe S.p.A are a cohesive group of people who know each other and respect each other. , united by a strong sense of belonging, committed to achieving that continuous improvement - another focal point of the ISO standards implemented - which has led to participation in important tenders, as well as being able to count among its customers importance, such as Autostrade per



l'Italia S.p.A., Hera Group, Marconi Airport of Bologna, Anthea S.r.l., Multiservizi S.p.A., Municipalities and Provinces, etc... The same formula has made it possible to consolidate partnerships with companies that stand out on the national and international scene for excellence, solidity and seriousness, with which regular collaborations have been established which often evolve in

partnership in relevant tenders; among the many mention is made membership of COIR - Consorzio Imprese Romagnole (Companies consortium of Romagna).

These objectives were also achieved thanks to a reorganization of the Tenders and Quotes Office, which was integrated with engineers with proven experience, who made it possible to independently approach all tenders, including economically advantageous ones. The acquired works, including demanding ones such as the construction of bridges, the renovation of tunnels and viaducts,



interventions in racetracks and airports, etc...are managed with due skill by the Technical Office, made up of a large group of engineers and technicians gained mainly thanks to the know-how transferred to them within the company; they manage experienced team leaders and workers, many of whom are specialised, qualified with the

various operating machines and vehicles fleet which make up the company's rich vehicle fleet. The technical structure can also make use of an internal Testing Laboratory capable of designing, analysing and verifying - also for CE marking purposes - bituminous mixtures, aggregates of any size, mixed cemented and concretes, both structural and non-structural, produced by Pesaresi Giuseppe S.p.A or by any external suppliers, used for construction sites whose distance from the site exceeds the maximum radial of supplying. This Testing Laboratory is directed by highly qualified, graduate staff, endowed with the audacity that pushes us to explore new horizons, by virtue of the technological innovation that has always been pursued in the company, which has led to production lines capable of recycling recycled materials such as rubble and milled, otherwise destined for waste. Thanks to the technologies acquired and perfected, these materials are given new life, practically extending their life cycle indefinitely (at each dismantling, they can be reused with the same methodologies).

The corporate structure is completed with: an Administrative Office which carries out the civil and fiscal obligations envisaged by the regulatory framework, as well as management control by means of an advanced business intelligence system; a Personnel Office in charge of human resources, which deals with both the part relating to contracts and frameworks, and with regard to training, information, training and updating courses; a Financial Office in continuous contact with the various important banks, dedicated to ordinary finance and to the analysis/forecast of costs and financial requirements; a Purchasing Department capable of supplying products and services, with the best quality/price ratio, at the required times, paying particular attention



to the polluting and safety aspects, peculiar to what has been purchased; a Materials Production Department that uses three plants dedicated respectively to the packaging of bituminous conglomerates, concretes and aggregates, both virgin and recycled, ordinary and special; a Commercial Office for the sale of the aforementioned materials; a Technological Infrastructure Office capable of keeping the complex technical / IT architecture efficient, ranging from advanced telephony - both fixed and mobile - to a network of computers and printers, connected to servers developed in a virtualized environment on physical machines in the room CED, replicated and backed up in the Disaster Recovery room



located in another building; an Integrated Management System Office that deals with what is already detailed in the introduction of this document.

In summary, the whole structure outlined above is made up of people and resources developed over more than half a century of activity, whose coordination has been optimised with the peculiarities



permeated by the reference Rules whose effectiveness is universally recognised, which have provided the improvement necessary to meet the needs and expectations of the various stakeholders, as desired with the update of 2015 of the UNI EN management standards.





PESARESI GIUSEPPE spa

Politiche Aziendali

PRG 01 – All. 07
Rev. 03 del 21/11/2018
Pagina 1 di 2



PESARESI GIUSEPPE spa

Via Emilia, 190 - 47922 Rimini (RN) - Italy

☐ +39 0541 740 356 - ☐ +39 0541 741 545

www.pesaresi.com - pesaresi@pesaresi.com

opere stradali, edili, aeroportuali, idrauliche e marittime

produzione conglomerati bituminosi e calcestruzzi – vendita

aggregati recupero e lavorazione macerie e fresato - laboratorio ricerca e sviluppo

C.F. e P.IVA 01231130400 - CCIAA Rimini 184870 R.E.A. - Cap. Soc. € 3.468.400 i.v.

Società soggetta all'attività di direzione e coordinamento della Promozioni Industriali s.r.l.

