

# CHARTER OF VALUES



**Rev. 02**



## PALLADIO GROUP CHARTER OF VALUES

This Charter is a document that reflects the corporate culture of Palladio Group and applies to all the employees and all the assets managed by the company.

Palladio Group, consistently with its role as a Socially Responsible Company, confirms its commitment to promote new development opportunities by ensuring the protection and compatible and ethical use of natural and human resources.

In line with the commitments made and pursued over the years to foster the quality, the environment and the health and safety at work, the Company aims to make of sustainability a core element of all business processes that contribute to the making of the product supplied to the market in which it operates.

The beliefs of our Company in this regard can be summed up in the idea that sustainable development is the only form of development for a society that does not jeopardize the ability of future generations to continue developing, preserving the quality and the amount of natural heritage and reserves. The objective of the whole Palladio Group group is to pursue an economic development compatible with social equity and ecosystems, operating in favour of the environmental balance. This means that the economic, social and environmental aspects are closely related.

Respect for and protection of Health and Safety at Work, of the Environment and of Human Rights are the basis for the operational strategies of the Company and concern the entire Organization in relation to the relevant activities/processes planned and carried out on the "Design and production of packaging materials for the pharmaceutical and cosmetics industry."

In accordance with the regulations in force in the countries where it operates and with the principles set out in its Code of Ethics, Palladio Group SpA is committed to respecting and promoting actions for the management of forest resources consistently with the respect for ethical and environmental values and with the orientation to continuous improvement.

In particular, the organization is committed to foster the main concerns of our time: sustainable development, respect for the Universal Declaration of Human Rights and adherence to international standards, as defined by the OECD and the UN, such as the Global Compact.



## VALUES

### RESPONSABILITY

We are aware that our entrepreneurial action should be in line with the interests of society, the safety of people, the careful management of resources and the respect for the environment.

### HEALTH AND SAFETY

The enforcement of OHSAS 18001 and ISO 14001 standards results in high levels of safety and compliance with the regulations in force and in view of a constant surveillance in the environmental field.

### TRANSPARENCY AND TRUST

Transparency, frank communication and an open dialogue are the hallmarks of our communication programs. Our goal is to provide reliable and relevant information to enable an objective assessment of our environmental and financial management and corporate and social performances.

### PROFITABILITY

We act and make decisions aiming at profitability to ensure growth and financial autonomy. It is our duty to achieve and maintain a high performance for our shareholders, our employees and all our stakeholders.

### INTEGRITY

All our decisions are based on honesty, integrity and fairness, in strict compliance with all applicable laws and regulations of the countries in which we operate.

### CUSTOMER SATISFACTION

Our growth and sustainability, and therefore our ability to meet our commitments vis-à-vis our stakeholders, are influenced by customer satisfaction.

### PARTNERSHIP

Palladio Group tries to build frank and constructive relations with all Stakeholders. To meet their needs, we cultivate a spirit of partnership based on mutual responsibility, dialogue and interest.

### CUSTOMERS

The goal of Palladio Group is to offer products, services and expertise meeting the expected requirements and trying, at the same time, to anticipate and meet the customers' needs. The data and know-how that our customers and partners entrust us with are processed with the utmost confidentiality, protection and compliance with laws and regulations in force.



## **PRINCIPLES OF SOCIAL RESPONSIBILITY, HEALTH, SAFETY AND ENVIRONMENT**

Palladio Group pursues its economic goals by giving priority to social factors, health and environmental protection in the knowledge that our entrepreneurial action should be in line with the interests of the society.

### **HUMAN RIGHTS**

We abide by and support the internationally recognized human rights, particularly those of our employees and our business partners.

### **EQUAL OPPORTUNITIES**

The labour force of Palladio Group is made without regard to race, colour, religion, age, gender, sexual orientation, disability, political opinion, national origin, and social background. We respect the political and religious beliefs of our employees as long as they are based on democratic principles and tolerance towards different opinions.

Each employee can make his/her complaints to his/her supervisor or to the management if he/she should feel treated in an unfair or unequal manner with regard to his/her working conditions. Employees will not suffer any disadvantage because of their grievances.

We reject any kind of forced labour and respect the principle of a freely chosen work.

### **RELATIONS WITH THE UNIONS**

We recognize the fundamental right of all employees to join trade unions according to their own free will. Employees will not be either advantaged or disadvantaged because of their membership in trade unions. The company is open to dialogue with them and the unions that represent them.

### **QUALIFICATION**

On top of encouraging our employees to get some training to develop their skills, knowledge and professionalism, the company is committed to maintain and increase the know-how of its employees through specific training programs.

### **FAIR WORKING CONDITIONS**

The salary/wages and social benefits of our employees are at least consistent with national or local legal standards, the provisions or the respective agreements.

Over 70% of our employees enjoy a superminimum against the legal minimum wage.

We abide by the national regulations on working time and holidays.



## INTEGRATION OF DISABLED PEOPLE

In our vision, people with disabilities have the same rights as members of the society and of the professional life. Supporting their integration in the company and work with them in an atmosphere of cooperation are essential principles of our corporate culture.

## CHILD LABOUR

We condemn child labour and we respect the rights of children.

## PROTECTION OF WORK AND HEALTH

Safety in the workplace and the physical safety of our employees are our top priorities. Group Palladio meets the national standards for a safe and hygienic working environment and takes appropriate measures in this area to ensure health and safety at work to its employees so as to guarantee that working conditions are not harmful to health. Palladio Group is OHSAS 18001 certified.

## ENVIRONMENT

Palladio Group is actively committed in favour of environmental preservation and protection.

Our ISO 14001, FSC and PFSC certifications reflect our responsibility towards the environment.

These principles are included in the various Manuals for the management of quality, environment, safety, FSC and PEFC, as well as in the relevant policies.

## SUPPLIERS

Palladio Group, through a process governed by specific quality, environmental, and safety procedures, is constantly seeking long term partnerships with its suppliers.

In this process, Palladio Group must ensure that its suppliers perform their tasks in line with the present Charter, the contract specifications and in compliance with the environmental and safety procedures.

## SHAREHOLDERS

Palladio Group is guided by the principles of corporate governance, in particular in the search for returns and in the growth of capital invested by its shareholders.

## THE PLANET

Palladio Group, through its policies (Quality, Environment, Safety and Forest Sustainability) and managing programs is committed to preserving natural resources by reducing the environmental impact of its activities.

## CORRUPTION

There is no tolerance for corruption.



The relationship between employees and customers, suppliers, partners, and public services are managed with integrity and objectivity. Any kind of agreement or covenant which relate to the acquisition of benefits or advantages for individuals through procurement, allocation, delivery, execution and payment of tasks, is forbidden.

## **THE TEN PRINCIPLES OF THE U.N. GLOBAL COMPACT**

The ten universally shared principles of the Global Compact on human rights, labour and the environment are as follows:

### **HUMAN RIGHTS**

#### **Principle 1**

Businesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence and

#### **Principle 2**

make sure that they are not complicit, even indirectly, in human rights abuses.

### **WORK**

#### **Principle 3**

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

#### **Principle 4**

the elimination of all forms of forced and compulsory labour;

#### **Principle 5**

the effective abolition of child labour;

#### **Principle 6**

the elimination of all forms of discrimination in respect of employment and occupation.

### **ENVIRONMENT**

#### **Principle 7**

Businesses should support a precautionary approach to environmental challenges,

#### **Principle 8**

undertake initiatives to promote greater environmental responsibility, and

#### **Principle 9**

encourage the development and diffusion of environmentally friendly technologies.

### **ANTI-CORRUPTION**

#### **Principle 10**

Businesses should work against corruption in all its forms, including extortion and bribery.