

The Acerbis logo is displayed on the upper left portion of a modern building's facade. The building features large glass windows and a grid-like architectural pattern. The logo itself is in a stylized, bold, sans-serif font.

ACERBIS SOUL & PASSION

values and behaviors that we recognize, share and promote



SUMMARY

OUR MISSION

- About us
- Business ethics
- Leadership and values

SUSTAINABILITY

- Health and safety
- Environment
- Quality
- Certifications
- Best practice

HUMAN RESOURCES

- Social and human policies
- Welfare
- Best practice

THE MARKET AND OUR PARTNERS

- The protection of Know-How
- Customers
- Suppliers

PRIVACY



ABOUT US

Intuition, courage, the ability to innovate while remaining faithful to oneself, with feet firmly planted in one's own land, but with one's head in the world, have always been Acerbis' creed.

The origins of the name are contained in its roots, those of the homonymous family from Bergamo when Franco, the current president, back in 1973, began his entrepreneurial adventure.

The founder is animated by a creative spirit, "artistic" by his own admission (after all Albino, where the heart of the Group beats, is the land of the great painter Moroni...), but also industrial and commercial flair: to put them to good use, he just needs a garage, under his house, in which to give life to the first tanks and mudguards, while at the same time starting an import business of plastic components from the USA.

It is the dream of a boy, passionate about motorcycles, coming true.

With the simple desire to seek the extraordinary in the "ordinary", in the years that followed, Acerbis developed a global brand, capable of continually innovating, while maintaining the uniqueness of its positioning on the market.

The motorcycle has always been Acerbis' world and the world becomes its home: in addition to the historic plastics, the business expands with the production of helmets, boots, protections and technical clothing. And we still like to think how our products continue to accompany the victories of the great champions as the daily passion of thousands of two-wheel enthusiasts.

Over time, the culture of research, experimentation and ease of use have become the cornerstones, the pillars of the growth strategy and of an evolutionary process which, making use of the constant and passionate contribution of Franco's children, Guido, now CEO, Michela, head of communication, and of the renewed management of Acerbis, young, passionate and competent, has allowed the company to diversify the product range.

Acerbis, in fact, has implemented an expansion into product categories and complementary sports products - in disciplines ranging from football to rugby to basketball - aiming at a creative project and a new business model. The creations see the coexistence under the same "roof" of different interpretations and visions of the brand which, in a synergistic way, continue to generate new creative energy, always remaining faithful to the uniqueness of the brand.

Over time, the company has thus become a laboratory of technological, as well as stylistic, innovation for a consumer who is attentive to performance, as well as to design and innovation.



ABOUT US

The expansion of the business was also accompanied by that of production which today sees two active plants, one in Vall'Alta, a few kilometers from the Albino headquarters and the other in the Czech Republic, in addition to the two international branches, one in the US, precisely in Idaho, and the other in Luton, near London in England.

320 employees work and produce, including 180 in Italy, who share passion and enthusiasm in what they do. With their collaboration, Acerbis is strengthening its commitment to sustainable and responsible long-term development, integrated and aligned with the founding values of the company to meet the expectations of stakeholders with a view to creating shared value.

Looking, planning and thinking beyond tomorrow is one of the founding values of Acerbis. A horizon that sees us engaged in increasingly challenging objectives, animated by the energy that the warmth of human relationships infuses us and, above all, by the awareness that every action has an impact on society and the environment where we think and produce.



ACERBIS CORPORATE



BUSINESS ETHICS

The Personnel and persons who carry out activities in the interest of Acerbis Italia Spa (hereinafter also referred to as the Company) must establish the relationships with suppliers, contractors, subcontractors, contractual third parties in general with the utmost correctness and transparency, in compliance with laws and regulations in force, this document, as well as internal procedures and, in particular, those in reference to relations with customers and those relating to purchases and selection of suppliers.

The Company prohibits its employees and persons who carry out activities in the interest of the Company from offering, promising and giving, even indirectly, money, gifts, goods, services, performances or favors (also in terms of employment opportunities or by means of activities - including commercial ones - directly or indirectly attributable to the employee) to Public Officials, Public Service Officers and/or private subjects to influence their decisions, in view of more favorable treatments or undue services or for any other purpose, including the fulfillment of acts of their office.

Likewise, it is forbidden to accept money or other benefits, whether economic or of any other nature, for the Company and / or for themselves and/or third parties, if this is aimed at influencing the completion (or even the omission) of acts in violation of their professional obligations.

The giving of gifts and/or gratuities that are of modest value and fall within the ordinary practices and customs is permitted only for private individuals who have commercial and/or entrepreneurial relationships with the Company, in compliance with internal procedures.

In any case, anyone who works in the name and on behalf of the Company must refrain from practices that are not permitted by law, commercial usage or ethical codes - if known - of public and/or private interlocutors with whom they have relationships.

In choosing its suppliers, contractors and subcontractors and third parties in general, the Company operates with the aim of achieving the maximum competitive advantage, by adopting non-discriminatory behavior.

In choosing its suppliers, contractors or subcontractors and third parties in general, the Company takes into account - in addition to the economic convenience - also the technical / economic capacity of its contractors, globally evaluating their reliability with reference to the specificity of the services to be rendered, in full compliance with current legislation.

Relations with suppliers, contractors and subcontractors and third parties in general are always governed by specific contracts, aimed at achieving maximum clarity in the discipline of the relationship.



LEADERSHIP AND VALUES



THE VISION **OF** ACERBIS

We want to be everywhere in the world listening to and inspiring our partners daily towards innovative thinking, to improve mutual effectiveness and performance.



PURPOSE DEFINITION

Increase results through constant and sustainable growth.



THE STRATEGY

- Accessibility: Making accessible and quality products
- Globality: Think of the world as our market
- Networking: Connect with our Stakeholders
- Branding: Identify our capabilities with our brand
- Sharing: Sharing our skills and experiences

THE ACERBIS VALUES



- ❖ **INTEGRITY**
- ❖ **RESPONSIBILITY**
- ❖ **SIMPLICITY**
- ❖ **EVOLUTION**
- ❖ **TEAMWORK**

➤ INTEGRITY

We base our professional activity on shared moral values such as: Honesty, Consistency, Confidentiality and Respect.

We believe that customers, colleagues, suppliers and all our interlocutors deserve clear and transparent communication, we believe in loyal behavior, we believe that words must be followed by actions, we believe that confidentiality is a right to be guaranteed, we believe that all people are important regardless of their role.

➤ RESPONSIBILITY

We act responsibly in the knowledge that our actions affect results. We are aware that the quality of our work affects our results and those of others. We work to the best of our abilities and possibilities to achieve company objectives and meet the needs of the customer, cultivating a relationship of mutual trust and respect.

➤ SIMPLICITY

The search for simplicity characterizes our work. We believe that simple words help communication, we believe that simple actions facilitate our work, we believe that simple concepts facilitate understanding, we believe that sober behaviors represent our style.

➤ EVOLUTION

Our curiosity opens us to innovation and change. We love to know, we participate in change, we are passionate about improving, we are attracted by the new and always on the move.

➤ TEAMWORK

Union and relationship are our strength. We respect roles by recognizing the importance of each, we share goals and difficulties, we see solutions, we collaborate.

MISSION

Satisfy our customers.

Create and bring to the world products born every day from the passion and knowledge acquired over the course of our company history.

POLITICA PER LA SALUTE E SICUREZZA

La Direzione Acerbis, preso atto dei fattori connaturati allo svolgimento delle attività delle Business Unit, dei prodotti e dei servizi aziendali e considerati i rischi da questi derivati, ha formulato e si impegna a promuovere la propria politica per la salute e sicurezza, volta a favorire azioni finalizzate a proteggere i propri lavoratori che contribuiscono quotidianamente al successo dell'intera Organizzazione e a definire il quadro di riferimento per gli obiettivi per la salute e sicurezza dei lavoratori.

La Direzione di Acerbis Italia pertanto si impegna a:

- Provvedere affinché tutti i luoghi di lavoro siano sicuri, salubri e conformi alle leggi e alle normative applicabili
- Migliorare l'igiene industriale osservando le attività previste sia dalle leggi, sia dalle regole, sia dal protocollo sanitario
- Garantire la sicurezza dei dipendenti nei luoghi di lavoro, eliminando i rischi sin dal momento in cui si pensano e
- Sviluppare la consapevolezza e le giuste attitudini del personale a tutti i livelli, con l'aiuto di training, procedure e istruzioni
- Prevenire e correggere qualsiasi situazione pericolosa, implementando l'analisi delle cause e dei possibili rimedi, anche di incidenti di scarsa rilevanza al fine di ridurre i rischi
- Sensibilizzare il personale a tutti i livelli per garantire il rispetto delle regole e dei valori di Acerbis, al fine di poter valutare situazioni di pericolo e possibili incidenti, e per poter misurare eventuali perdite o danni economici
- Effettuare riunioni periodiche sulla sicurezza, monitorando continuamente le non conformità, le azioni correttive e i piani di miglioramento attuati, coinvolgendo i lavoratori ed i loro rappresentanti
- Comunicare a tutto il personale di Acerbis ed alle aziende fornitrici la presente politica
- Garantire il continuo miglioramento del sistema di gestione
- Verificare ed aggiornare, nel corso del Riesame della Direzione, le Politiche aziendali in materia di salute e sicurezza.

Albino, 31/08/2018

Guido Acerbis


POLITICA PER L'AMBIENTE

La Direzione Generale di Acerbis, preso atto dei fattori connaturati allo svolgimento delle attività, dei prodotti e dei servizi aziendali e considerati gli impatti da questi derivati, ha formulato e si impegna a promuovere la propria politica ambientale, volta a favorire azioni finalizzate a proteggere e prevenire l'inquinamento, in modo da far sì che tutti i prodotti realizzati, i servizi erogati e le lavorazioni accessorie non presentino rischi significativi per l'ecosistema.

Gli impegni generali connaturati alle politiche ambientali di Acerbis sono i seguenti:

- Fissare gli obiettivi ambientali, sulla base dell'analisi del contesto e dei contenuti della presente politica
- Applicare sistematicamente le normative ambientali e rispettare i relativi requisiti e gli obblighi di conformità, in riferimento al quadro legislativo e normativo vigente e applicabile
- Monitorare gli aspetti ambientali significativi, identificare e valutare periodicamente i loro impatti riguardo alle attività svolte e ai processi coinvolti e adottare procedure di gestione che garantiscano la migliore salvaguardia possibile dell'ambiente, compresa la prevenzione dell'inquinamento;
- Implementare gli aggiornamenti rispetto alle novità tecnologiche del settore, compresa la progettazione, in modo da poter proporre sempre il meglio alla clientela, nel rispetto degli obiettivi prefissati riguardanti il contenimento degli impatti ambientali;
- Eliminare, per quanto tecnicamente possibile, o ridurre al minimo le emissioni, gli scarichi e i rifiuti e tutte le possibili fonti di inquinamento;
- Non sprecare energia e materie prime, ma salvaguardare il risparmio energetico e di materiali mediante piani annuali gestiti e monitorati e una progettazione attenta agli impatti ambientali;
- Tutelare l'ambiente anche per quanto riguarda gli aspetti non direttamente dipendenti dall'azienda, ma sui quali Acerbis può avere influenza, coinvolgendo fornitori, clienti e appaltatori in una gestione consapevole dei rispettivi aspetti ambientali significativi;
- Erogare formazioni e addestramenti a tutti i dipendenti per rendere il personale consapevole dell'importanza delle proprie mansioni nei confronti della prevenzione dell'inquinamento e della salvaguardia dell'ambiente.

Ogni anno, a partire da queste politiche generali, verranno analizzati i dati relativi alle prestazioni ambientali e, sulla base di questi, saranno formulati piani e obiettivi specifici per ciascun settore aziendale, finalizzati al miglioramento continuo delle stesse e alla prevenzione dell'inquinamento, sia da impatti diretti, sia, per quanto possibile, da impatti indiretti.

I piani e gli obiettivi saranno condivisi con tutti i Responsabili funzionali, distribuite a tutto il personale che lavora per conto di Acerbis e saranno disponibili per le parti interessate coinvolte che ne facciano esplicita richiesta.

Albino, 21/06/2018

Guido Acerbis



SUBJECT OF THE CHECK	DESCRIPTION	FREQUENCY
Spring	Analysis of the water softener wastewater in the stream	2 times / year
	Report of the water withdrawn (derived waters) sent to the province and to Uniacque with respective analysis	1 time / year
Industrial water drain	Analysis of industrial wastewater in public sewerage, sampling of the test tanks and manholes in front of the blast chiller	2 times / year
	Report of the wastewater discharge sent to the province and Uniacque with respective analysis	1 time / year
Emissions in the atmosphere	Analysis of emissions from: fume scrubber, hoods on casting areas, aspirations from cooling, aspirations on workbenches, aspirations in the workshop	1 time / year
	Report of emissions into the atmosphere with the sending of the analysis to ARPA	1 time / year
Air conditioners and foamer refrigeration unit (not in operation now)	F-Gas leak check	2 times / year
	Report of F-Gas emissions	1 time / year
	Glycol filter cleaning	1 time / year

ENVIRONMENT – the checks

SUBJECT OF THE CHECK	DESCRIPTION	FREQUENCY
Legionella	Withdrawals of samples in showers, sinks, boilers, air conditioning cells, AHUs	1 time / year
	Replacement of shower heads	2 times / year
AHU in FGL finish	Filter replacement or cleaning and sanitation	2 times / year
	Cleaning the air contact in cloth	1 time / 2 years
AHU in NRT department	Filter replacement or cleaning and sanitation	1 time / year
Office heating hydronic boxes	Cleaning and sanitation	1 time / year
Unit heaters in the mold warehouse, department P5 air conditioning cell, Belotti and FGL finishing, workshop, warehouse	Cleaning and sanitation	1 time / year
Heating towers in production	Cleaning and sanitation	1 time / year
Fancoil heating canteen and reception	Cleaning and sanitation	1 time / year
Split heating quality laboratories	Cleaning and sanitation	1 time / year
Thermal power stations (n°2)	Check burner efficiency and cleaning	1 time / year
Smoke scrubber	System washing with a mixture of water and acetic acid	1 time / 3 months
Washing water collection tank	Disposal of water used for washing machinery	Based on the water level
Biological pits	Emptying	1 time / year

Quality Policy

L'attivazione e il mantenimento di un Sistema di Gestione per la Qualità conforme alla norma

UNI EN ISO 9001:2015

è una scelta strategica della Direzione atta a garantire una conduzione efficace ed efficiente delle aziende e delle Business Unit presenti all'interno del Gruppo.

E' convinzione della Direzione che il successo dell'intera Organizzazione sia strettamente correlato ad una gestione "integrata" dei processi necessari al raggiungimento completo dei requisiti del Cliente ed al rispetto dei requisiti cogenti applicabili ai prodotti, sia in termini di conformità dei prodotti che in termini di servizio offerto.

Le linee guida strategiche sulle quali si basa il Sistema di Gestione per la Qualità sono:

- Innovazione e miglioramento continuo
- Orientamento al servizio
- Orientamento alla Qualità Totale

Tali impegni, affrontati con un approccio basato sulla gestione del rischio, vanno perseguiti mantenendo attivi in azienda i seguenti valori:

• INTEGRITÀ

Basiamo la nostra attività professionale sui valori morali condivisi quali: Onestà, Coerenza, Riservatezza e Rispetto.

Crediamo che Clienti, Colleghi, Fornitori e tutti i nostri interlocutori meritino una comunicazione chiara e trasparente, crediamo nei comportamenti leali, crediamo che alle parole debbano seguire le azioni, crediamo che la riservatezza sia un diritto da garantire, crediamo che tutte le persone siano importanti indipendentemente dal loro ruolo.

• RESPONSABILITÀ

Agiamo responsabilmente nella consapevolezza che le nostre azioni influenzano i risultati. Siamo consapevoli che la qualità del nostro operato condiziona i nostri risultati e quelli degli altri. Lavoriamo al meglio delle nostre capacità e possibilità per raggiungere gli obiettivi aziendali e soddisfare le esigenze del Cliente, coltivano un rapporto di reciproca fiducia e rispetto.

• SEMPLICITÀ

La ricerca della semplicità caratterizza il nostro operato.

Crediamo che le parole semplici aiutino la comunicazione, crediamo che azioni semplici agevolino il nostro lavoro, crediamo che i concetti semplici facilitino la comprensione, crediamo che comportamenti sobri rappresentino il nostro stile.

• EVOLUZIONE

La nostra curiosità ci apre all'innovazione e al cambiamento. Amiamo conoscere, partecipiamo al cambiamento, migliorare ci appassiona, attratti dal nuovo e da sempre in movimento.

• SQUADRA

Unione e relazione sono la nostra forza.

Rispettiamo i ruoli riconoscendo l'importanza di ciascuno, condividiamo obiettivi e difficoltà, vediamo soluzioni, collaboriamo.

Quanto espresso nella presente Politica per la Qualità viene concretizzato in un piano annuale di obiettivi (raggiungibili e misurabili) assegnati per ogni processo aziendale individuato ai vari livelli dell'Organizzazione.

La Direzione, per garantire il perseguimento degli obiettivi di cui sopra, si impegna a rendere disponibili le risorse necessarie e ne monitora costantemente la coerenza e l'adeguatezza.

La Direzione assegna a Assicurazione Qualità la responsabilità dell'attuazione e del miglioramento del Sistema di Gestione per la Qualità in funzione degli obiettivi prefissati.

Con cadenza regolare vengono effettuati, da parte di Assicurazione Qualità, audit sul Sistema di Gestione per Qualità, al fine di verificarne il mantenimento, l'attuazione e l'efficacia nel raggiungere gli obiettivi previsti.

La politica aziendale viene divulgata all'interno delle Business Unit del gruppo, affinché ogni dipendente possa chiaramente comprendere gli obiettivi della Direzione. E' inoltre disponibile alle parti interessate rilevanti che lo richiedano.

Infine, è oggetto di riesame periodico, almeno annuale, da parte della Direzione, per assicurare la sua idoneità e l'adeguatezza alle dimensioni e agli scopi aziendali ed a eventuali esigenze o aspettative future.

Albino, 06/10/2017

Guido Acerbis
[Signature]

CERTIFICATO DI REGISTRAZIONE

Il presente certifica che il Sistema di Gestione per la Qualità di:

ACERBIS ITALIA S.p.A.

Sede principale: Via Serio, 37 – 24021, Albino (BG)/Italia

è stato riconosciuto da Intertek conforme ai requisiti della norma:

UNI EN ISO 9001:2015

Il Sistema di Gestione per la Qualità è applicabile a:

Progettazione e fabbricazione di particolari plastici con assemblaggio di componenti su specifica del cliente per il settore automotive e industriale. Progettazione, fabbricazione e commercializzazione accessori moto ed abbigliamento tecnico sportivo.

IAF: 14 - 04

La validità del presente certificato è subordinata a sorveglianza periodica annuale

Questo certificato include 2 allegati per Sedi Secondarie, indirizzi e scopi dell'Organizzazione multisito.

Numero di registrazione:
0006550

Data di Prima Emissione:
29 agosto 2007

Data di Decisione di Certificazione:
26 settembre 2019

Data di Emissione corrente: (*)
21 gennaio 2021

Data di Scadenza:
06 ottobre 2022

(*) riemesso per aggiornamento anagrafica



SGQ N° 044A
Membro degli Accordi di Mutuo Riconoscimento EA, IAF e ILAC
Signatory of EA, IAF and ILAC Mutual Recognition Agreements

Intertek

Calin Moldovean

Calin Moldovean
Presidente, Business Assurance

Intertek Italia S.p.A.
Via Miglioli, 2/A
20063 Cernusco sul Naviglio (MI)
ITALIA



Intertek Italia S.p.A. è un Organismo di Certificazione accreditato da ACCREDIA per SGQ con numero di registrazione 044A. Nel rilascio del presente certificato, Intertek non si assume alcuna responsabilità nei confronti di terzi se non nei confronti del Cliente e solo in conformità con il convenuto Accordo di Certificazione. La validità del presente certificato è subordinata al mantenimento della conformità ai requisiti Intertek per i Sistemi di Gestione. Informazioni puntuali e aggiornate circa la validità ed eventuali variazioni intervenute nello stato della certificazione di cui al presente certificato possono essere verificate via e-mail al seguente indirizzo: certificates.validation@intertek.com o contattando il n° telefonico 02 36766350. Il Certificato è di proprietà di Intertek Italia S.p.A. alla quale deve essere restituito su richiesta.



CERTIFICATO DI REGISTRAZIONE

Il presente certifica che il Sistema di Gestione di:

ACERBIS ITALIA S.p.A.

Sede principale: Via Serio, 37 – 24021, Albino (BG)/Italia

è stato riconosciuto da Intertek conforme ai requisiti della norma:

ISO 14001:2015

e valutato secondo le prescrizioni del Regolamento Tecnico RT-09.

Il Sistema di Gestione è applicabile a:

Progettazione e fabbricazione di particolari plastici con assemblaggio di componenti su specifica del cliente per il settore automotive e industriale. Progettazione, fabbricazione e commercializzazione accessori moto ed abbigliamento tecnico sportivo.

IAF: 14 - 04

La validità del presente certificato è subordinata a sorveglianza periodica annuale

Questo certificato include 2 allegati per Sedi Secondarie, indirizzi e scopi dell'Organizzazione multisito.

Numero di registrazione:
2116783

Data di Prima Emissione:
12 luglio 2019

Data di Decisione di Certificazione:
12 luglio 2019

Data di Emissione corrente: (*)
19 novembre 2020

Data di Scadenza:
11 luglio 2022

(*) modifica per cambio accreditamento



SGA N° 067D
Membro degli Accordi di Mutuo Riconoscimento EA, IAF e ILAC
Signatory of EA, IAF and ILAC Mutual Recognition Agreements

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Intertek Italia S.p.A. è un Organismo di Certificazione accreditato da ACCREDIA per SGQ con numero di registrazione 067D. Nel rilascio del presente certificato, Intertek non si assume alcuna responsabilità nei confronti di terzi se non nei confronti del Cliente e solo in conformità con il convenuto Accordo di Certificazione. La validità del presente certificato è subordinata al mantenimento della conformità ai requisiti Intertek per i Sistemi di Gestione. Informazioni puntuali e aggiornate circa la validità ed eventuali variazioni intervenute nello stato della certificazione di cui al presente certificato possono essere verificate via e-mail al seguente indirizzo: certificates.validation@intertek.com o contattando il n° telefonico 02 36766350. Il Certificato è di proprietà di Intertek Italia S.p.A. alla quale deve essere restituito su richiesta.



CERTIFICATO DI REGISTRAZIONE

Il presente certifica che il Sistema di Gestione di:

ACERBIS ITALIA S.p.A

Sede principale: Via Serio, 37 – 24021, Albino (BG)/Italia

è stato riconosciuto da Intertek conforme ai requisiti della norma:

ISO 45001:2018

Il Sistema di Gestione è applicabile a:

Progettazione e fabbricazione di particolari plastici con assemblaggio di componenti su specifica del cliente per il settore automotive e industriale. Progettazione, fabbricazione e commercializzazione accessori moto ed abbigliamento tecnico sportivo.

IAF: 14 - 04

La validità del presente certificato è subordinata a sorveglianza periodica annuale

Questo certificato include 2 allegati per Sedi Secondarie, indirizzi e scopi dell'Organizzazione multisito.

Numero di registrazione:

2116782

Data di Prima Emissione:

12 luglio 2019

Data di Decisione di Certificazione:

12 luglio 2019

Data di Emissione corrente: (*)

19 novembre 2020

Data di Scadenza:

11 luglio 2022

(*) modifica per cambio accreditamento



Intertek

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ITALIA



SCR N° 042F

Membro degli Accordi di Mutuo Riconoscimento EA, IAF e ILAC

Signatory of EA, IAF and ILAC Mutual Recognition Agreements



Intertek Italia SpA è un Organismo di Certificazione accreditato da ACCREDITA per SCR con numero di registrazione 042F

Nel rilascio del presente certificato, Intertek non assume alcuna responsabilità nei confronti di terzi se non nei confronti del Cliente e solo in conformità con il convenuto Accordo di Certificazione. La validità del presente certificato è subordinata al mantenimento della conformità ai requisiti intertek per i Sistemi di Gestione. Informazioni puntuali e aggiornate circa la validità ed eventuali variazioni intervenute nello stato della certificazione di cui al presente certificato possono essere verificate via email al seguente indirizzo: certificates.validation@intertek.com o contattando il n° telefonico 02 39.756930. Il Certificato è di proprietà di Intertek Italia S.p.A. e la quale deve essere restituito su richiesta.



BEST PRACTICE

PILLS OF...

ACERBIS



SAFETY

Acerbis wishes to raise awareness of good practices for the safe use of tools and machinery but also more generally for the safe performance of daily work activities.

This is why the "Safety Pills" were introduced.

Short periodic meetings involving production operators and/or clerical staff with the aim of focusing attention on specific health and safety topics.

Here are some examples of topics covered:

- Use of PPE and company rules
- Models of reporting deficiencies and near-accidents
- Accidents and near-accidents analysis
- The role of the Supervisor
- Healthy lifestyle



AWARENESS

Awareness is the necessary condition for any change. How can you think of changing/improving a situation if you are not able to correctly perceive what the current state is?

The purpose of the Awareness Pills is to produce information with the aim of increasing the ability of our collaborators to: make informed and intelligent decisions, maintain a positive emotional state regardless of the circumstances and focus on important things.

Here are some examples of topics covered:

- The integrated management system
- The 8D report
- 20 moves to help the environment
- The importance of corrective actions



SOCIAL AND HUMAN POLICIES

DISCRIMINATION AND HARASSMENT



The attention towards people by Acerbis Italia Spa takes the concrete form, on a daily basis, in the creation of a positive work environment, within which everyone can develop and increase their skills and competences and is remunerated on the basis of a meritocratic policy.

The evaluation of human resources, right from the selection stage and for the entire duration of the employment relationship, must be based on company needs and on the capacity, experience, professionalism and attitude of human resources, in full compliance with the law and equal job opportunities.

Promotions, assignments, roles, responsibilities, as well as employee salary levels, are determined exclusively on the basis of results and work performance, favoring the creation of a corporate climate aimed at tolerance and respect for human dignity.

Acerbis Italia Spa does not tolerate any form of discrimination based on race, religion, political and trade union ideas, sex, sexuality, disabilities or the age of the resources themselves and the dignity and respect of people and their work are due regardless of the qualifications held and/or the functions performed.

Equal opportunities and equal treatment are guaranteed regardless of ethnic origin, skin color, sex, religion, nationality, sexual orientation, social background and political orientation, respecting democratic principles and ideas and different ideologies.

During the exercise of their duties all employees are prohibited from;

- maintain behavior that could create an intimidating or offensive climate towards colleagues or collaborators;
- engage in behavior that may harm the sensitivity of others, including sexual attitudes (such as unwanted physical contacts, gestures and statements with sexual connotations and ostentation even of images);
- retaliate against any employee who in good faith opposes or reports any cases of discrimination, harassment or offense.

POLICY FOR THE TRAFFICKING OF HUMAN BEINGS AND SLAVERY



Acerbis Italia Spa is committed to creating a work environment free from any form of trafficking in human beings and slavery, a term which for the purposes of this Policy includes forced labor and illegal child labor. Acerbis Italia Spa does not tolerate or permit human trafficking or slavery in any part of its global organization.

This Policy is consistent with Acerbis Italia Spa's Code of Ethics and Business Conduct, as well as with our founding values for the protection and improvement of human dignity and human rights in our global business practices. The employees, contractors, subcontractors, sellers, suppliers and partners of Acerbis Italia Spa, as well as other subjects through which Acerbis Italia Spa carries out commercial activities, must not be complicit in any act that constitutes trafficking of human beings or slavery.

SCOPE OF APPLICATION

This Policy applies to all personnel employed by Acerbis Italia Spa or hired by the company to provide services, including but not limited to employees, officers, temporary employees, contract workers (including those through agencies), the occasional staff and independent contractors of Acerbis Italia Spa (collectively referred to in this Policy, for simplicity of reference, with the term "employees").

Each Acerbis Italia Spa employee is responsible for reading, understanding and respecting this Policy.

Acerbis Italia Spa managers must ensure that the employees who report to them, directly or indirectly, comply with this Policy and complete the required certifications and training.

DEFINITION OF THE POLICY

Acerbis Italia Spa prohibits human trafficking and slavery. Acerbis Italia Spa employees, contractors, subcontractors, vendors, suppliers and partners, as well as other subjects through which Acerbis Italia Spa carries out commercial activities, must not take any action that constitutes trafficking of human beings or slavery. This includes, but is not limited to, the following activities:

- involvement in any form of human trafficking;
- aiding, abetting and exploitation of prostitution;
- use of forced labor for the performance of any job;
- destruction, concealment, confiscation or other denial of access to a person's identity or immigration documents, such as a passport or driving license, regardless of the authority that issued them;
- use of misleading or fraudulent practices when recruiting candidates or in offering employment/contract work, such as failing to provide basic information in a format and language accessible to the prospective candidate, or misrepresentation during recruitment of applicants with respect to key terms and conditions such as salary and perks, location of work, living conditions, accommodation and associated costs, any significant costs to be borne by the candidate and, if applicable, the dangerous nature of the job in question;
- use of recruiters who do not comply with local labor laws in force in the country where the recruitment takes place;
- imposing recruitment costs on candidates;
- failure to deliver an employment contract, a recruitment agreement or other necessary work document in writing, if such a document is required by law or by the contract.

Acerbis Italia Spa:

- has taken steps to eliminate human trafficking and slavery from its supply chain and is implementing and improving its systems and processes in this regard. Acerbis Italia Spa requires its suppliers in the chain to comply with all applicable laws and to carry out commercial activities in an ethical and responsible manner.
 - has adopted a “Code of Conduct” which prohibits the use of forced, bonded, contracted or compulsory prison labor.
 - continues to verify, assess and manage the risks associated with forced labor and human trafficking in its supply chain, promoting awareness of these issues.
- The following are examples of the actions taken.

Acerbis Italia Spa has initiated a supplier certification process which requires suppliers in the supply chain to guarantee, to the best of their knowledge, that the materials used in the products have been generated in compliance with the relevant laws against slavery and human trafficking.

Violations of this Policy may give rise to disciplinary actions that can go as far as dismissal, subject to the terms of the law in force. The violation of the laws in force can also give rise to prosecution against the responsible persons.



WELFARE

Integrity, responsibility, simplicity, evolution and teamwork; these have always been the values in which we recognize ourselves and the drivers of our way of operating. Acerbis' reputation and image are based on the full ability to align with these principles. The people who work with us are our most important asset: their future is the future of Acerbis and our commitment is aimed at encouraging their growth, in the awareness that collaborators with different training, experiences and socio-cultural heritage, allow us to better grasp the challenges of an increasingly global and borderless market. For this reason, we have joined the Beatrice Corporate Territorial Welfare project.

Acerbis Italia is an active part of the CORPORATE TERRITORIAL WELFARE project, a project of the Albino Territorial Area - Seriana Valley - Services to People- In collaboration with the Clusone Area, Upper Seriana Valley and Val di Scalve



The BEATRICE il Welfare sul Serio project sees the involvement of 42 municipalities in the Seriana Valley and Val di Scalve, aimed at local companies and structured on local services to people.

Beatrice is the dream of a better tomorrow to inspire us and judge our results by the way we have achieved them. We look to the challenges of sustainability always oriented towards the future, continuing to look for solutions where they have not yet been found. This is why we have decided to add "Beatrice" to the well-being-conciliation initiatives we have undertaken in recent years. As the etymology of the name chosen for this welfare project states, Beatrice is the one who "Brings well-being and happiness", in a territorial dimension that represents a plus, because our roots are here. A project that is able to generate a virtuous circle of values, opportunities and exchanges between our company and the territory in which it operates. This is "Beatrice" for us, a real opportunity that fits into our reality, supporting a work environment where each person can best express their skills and talent.

WELFARE

The "Workplaces Promoting Health - WHP Lombardy Network" Program is based on the model promoted by WHO and has as a priority objective to promote organizational changes in workplaces in order to make them environments conducive to the conscious adoption and dissemination of healthy lifestyles, contributing to the prevention of chronic diseases.

By joining the program, Acerbis undertakes to build, through a participatory process and with a view to social responsibility, a context that favors the adoption of behaviors and choices that are positive for health.



To this end, it will activate an improvement path, based on a context analysis that allows the emergence of critical issues and the definition of priorities, which provides for the implementation of effective and sustainable interventions aimed at supporting healthy choices (eating habits, active lifestyle) and counteract risk factors (smoking, incorrect alcohol consumption), as well as promoting actions related to the fight against pathological addictions, promoting home-work conciliation. The program is activated and coordinated locally by the Health Protection Agencies - ATS

BEST PRACTICE

PERFORMANCE REVIEW

it is a process by which we:

OBSERVE, INTERPRET, EXPRESS

an opinion on the contribution of the members of the organization in relation to PRESET and EXPLICIT CRITERIA.



PERFORMANCE REVIEW

It's important to:

- RECOGNIZE THE RESULTS
- DRIVE PROGRESS
- IMPROVE PERFORMANCE
- ASSIGN GOALS
- CLARIFY EXPECTATIONS
- IDENTIFY PROBLEMS
- DISCUSS GROWTH OPTIONS

ONGOING FEEDBACK (weekly - 5 minutes)

- Give positive feedback
- Make people think about activities/behaviors to improve and provide advice on how and where to improve

In the scheduled interim PITSTOPS

- Discuss the contribution of the individual to the assigned priorities
- Define new priorities or adjust those already assigned
- Discuss areas of strength and improvement

THE COLLABORATOR AT THE CENTER OF THE REVIEW

The performance evaluation review is a moment of dialogue and mutual listening.

It is a privileged moment that must be a source of personal and collective improvement, a moment in which to express oneself in total serenity and transparency, with the awareness that the company grows thanks to the contribution of each of us!

Precisely for this reason the collaborator is at the center of the review and the manager assumes the role of coach with the aim of listening to the exposure of the successes and strengths as well as the criticalities experienced, and to advise the collaborator to grow professionally in the role and develop its potential.

BEST PRACTICE

ENTRY JOB PROGRAM

This is intended to describe the management methods of the training plan for the insertion of the new resources hired in Acerbis.

AREAS OF INTEREST

- Human resources office
- Business Unit Managers
- Department Managers
- RSPP
- Quality Assurance
- IT Services

RESPONSIBILITY

It is the responsibility of the Human Resources Manager to keep this instruction updated.

FIELD OF APPLICATION

This instruction applies to all new resources hired by an Acerbis, including temporary staff and trainees. With regard to interns (eg school-work alternation) it is not necessary to provide any type of specific training, the one already provided by the school of origin is considered valid.

OPERATIVE MODE

During the initial reception phase of the new resource, it is the Human Resources Department's responsibility to fill in the dedicated registration forms with the data relating to:

- Name and surname
- Task
- Date of insertion

Each of the functions involved is responsible for a part of the Entry Job Program.

Below are the details to be addressed for each individual function:

Human Resources

- Organization chart
- General rules of conduct (attendance/absences).
- Remuneration and reimbursements

BEST PRACTICE

ENTRY JOB PROGRAM

RSPP

- Introduction to the Safety Vademecum
- Possible delivery of PPE

Business Unit Director

- Company organizational structure
- Organization chart
- General flow of operations

Production manager

- Presentation of products and main production processes

Quality Assurance

- Presentation of management systems adopted by the company
- Duties and responsibilities
- Documents retrieval

Informative system

- Structuring of the company IT system.
- PW and prevalences
- General rules of conduct for data security
- IT preparation of the workplace

In the event that, based on the peculiarities of the position entered, further contacts are required, it will be the task of the Human Resources Department to communicate the need for the meeting in time to the manager.

PIANIFICATION

It is the task of the Human Resources Department to communicate the needs of meeting new resources to individual managers in good time. The Human Resources Department will define, from time to time, the method of planning the meetings.

TRAINING CERTIFICATION

Each manager involved in the EJP is required to certify the successful training of the new resource by affixing dates and signing the reference model.

At the end of the EJP, the Human Resources Manager is responsible for certifying the closure of the EJP process, by filling in the last section of the reference model.

ARCHIVING

The filing of the dedicated form is the responsibility of the Human Resources Department within the dossier relating to the employee. The filing methods can be in both paper and electronic format (clearly to be understood as scanning the form with original signatures). The choice of archiving methods are at the discretion of the Human Resources Department.

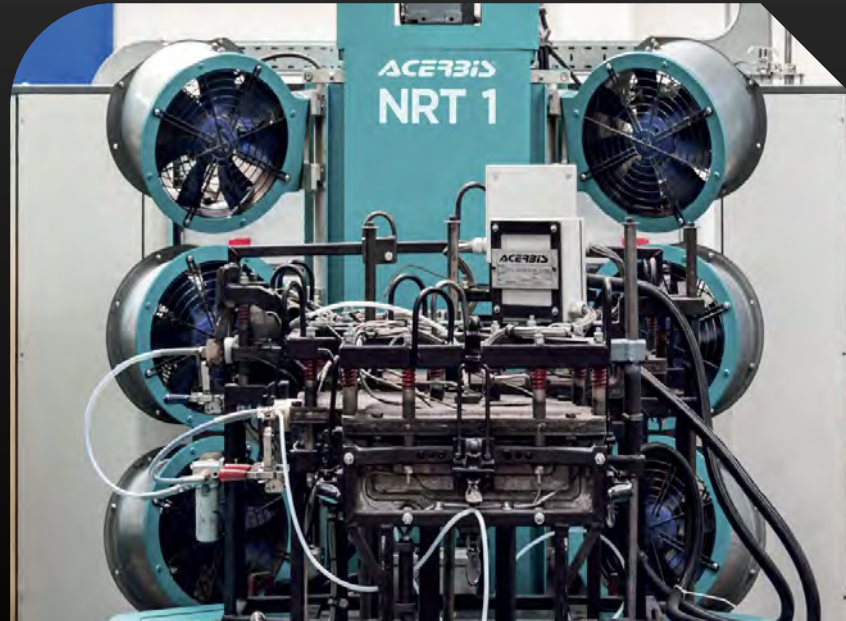
BEST PRACTICE

ACERBIS ACADEMY



This is a training course aimed at preparing competent production operators, with adequate professionalism and suitable for inclusion within our staff.

- The project is divided into two modules:
Theoretical module 32 hours - Practical module 48 hours
- The teachers are professionals in the sector and technical experts for the part dedicated to practical tests
- The practical module will take place directly within our production department
- At the end of the course, participants will be able to correctly perform the molding operations by operating in industrial and artisanal environments.



THE MARKET OF OUR PARTNERS

THE PROTECTION OF THE KNOW - HOW OF THE INTELLECTUAL PROPERTY OF ACERBIS ITALIA S.P.A. AND OUR PARTNERS

The main commercial objective of Acerbis Italia Spa is the satisfaction of its customers.

To this end, Acerbis Italia Spa makes available its many years of experience, and its technical skills, to create products that fully meet the expectations of its customers with whom it necessarily exchanges information, for feasibility studies or development of commercial projects, which may be confidential.

Acerbis Italia Spa is fully aware that the company knowledge developed constitutes an inestimable asset that must be protected. In fact, we believe that the confidential information owned by Acerbis Italia Spa and its partners represent a strategic component of the company assets and, as such, must be protected and managed with the necessary caution. In the event of improper disclosure of such information, Acerbis Italia Spa and its partners could suffer damage to both image and property of incalculable value.

To protect the intellectual property of our partners, Acerbis Italia Spa has a legal department that analyzes confidentiality contracts, raising awareness and explaining to our employees the extent of the commitments undertaken with our customers in order to prevent and avoid any unauthorized disclosure.

Our legal department has also prepared ad hoc confidentiality agreements to be signed by our suppliers to also bind third parties to respect confidential information.

In addition to the above, each of our employees, upon hiring, signs a commitment to the confidentiality of confidential information, owned by Acerbis Italia Spa and/or our partners, with which they are obliged to:

- confidentiality, not to disclose to third parties and use the information outside the purposes for which it became aware both during and after the termination of the employment relationship;
- always take all necessary precautions to prevent the disclosure of confidential information: this also means making sure not to leave such information in sight on your desk, in your work area or at the copier where anyone could have access and steal it unduly and make sure that after the business meetings all the documentation and any other sensitive material have been adequately collected and, if necessary, correctly disposed of, transmit the confidential information within Acerbis Italia Spa only if expressly authorized by its manager;
- keep confidential information in locked physical archives and/or in suitably protected IT archives;
- not leave your PC and any other IT support unattended (mobile device, USB sticks, CDs, etc.) and store them in a locked cabinet/chest of drawers;
- lock the accesses to your workstation when you leave it (end of day, lunch break, meeting);
- treat confidential matters with the utmost discretion, particularly in public or even in the workplace, if in the presence of unauthorized personnel to access such information;
- if possible on the basis of the NDA signed with customers, require external recipients of confidential information to respect its confidential nature by signing a specific NDA.

Upon expiry, and in the event of termination for any reason, of the employment contract, each employee undertakes to:

- deliver the originals and all copies of the documents on any created media in his possession;
- cancel or destroy any registration, made on any medium, of such information, data and knowledge.

Each employee, based on their area of activity, has limited permissions to access the data contained in the company server, thus protecting the confidentiality of information from unauthorized access.

CUSTOMERS - CODE OF CONDUCT

Acerbis Italia Spa is aware that in order to ensure transparency in relations with its customers, rules of conduct are required to govern the work and relations of its employees with the employees of its customers.

To this end, Acerbis Italia Spa has prohibited its employees who manage commercial relations with customers from:

1. offer or make donations of money or other benefits (hospitality, entertainment, etc.) to customer referents for the fulfillment (or even omission) of acts of their office, in violation of the duties of loyalty, with the aim of receiving an advantage of any kind for Acerbis Italia Spa and / or for itself, regardless of whether this act is then performed. In all cases, gifts or gratuities or courtesy expenses must be documented in an appropriate manner to allow for verification by the Company;
2. grant, directly or indirectly, advantages of any nature in favor of customer contacts made in such a way as to constitute a violation of the principles set out in this document;
3. perform services and pay compensation in favor of customers who are not adequately justified in the context of the contractual relationship established with them. Furthermore, for the purposes of implementing the aforementioned conduct, the contracts between Acerbis Italia Spa and customers must be defined in writing in all their terms and conditions.

SUPPLIERS - CODE OF CONDUCT

The Acerbis Group and all the companies directly or indirectly controlled by Acerbis Italia Spa are committed to promoting and respecting human rights and the environment which, in our opinion, must be based on practices of fairness, equity and reciprocity.

Through the implementation of the Code of Conduct we want to put into practice the most relevant international regulations, with particular reference to the Guidelines on Business and Human Rights of the United Nations, of June 2011, and to the Communication of the European Commission for a Renewed Strategy on Social Responsibility of Business, of October 2011. These imply full compliance with all applicable laws and regulations relating to fundamental rights at work as contained in the International Labor Organization (ILO) Conventions and the ILO Declaration on Principles and fundamental rights at work of 1998, the rules on environmental protection and the right to a healthy and safe environment, the legislation on health and safety.

This Code of Conduct applies to all suppliers and subcontractors, which are required to share these commitments, undertaking to comply with this Code of Conduct which includes international standards in work, environmental provisions, health, safety and provisions on supply chain management.

The minimum requirements defined by this Code are indicated below:

1. CHILD LABOR

The Supplier shall not employ persons under the age of 15 or 14, if national laws allow it.

All legal restrictions on the use of workers under the age of 18 must be applied, with particular reference to the minimum age for admission to work in dangerous activities.

2. COMPULSORY/FORCED LABOR AND DISCIPLINARY PRACTICES

Suppliers must not resort to compulsory/forced labor or support it.

Suppliers must not resort to any form of slavery.

No worker employed by any Supplier must be subjected to corporal disciplinary measures, mental or physical coercion, verbal abuse.

3. WAGES, BENEFITS AND WORKING HOURS

All wage levels of all categories of workers employed by Suppliers will not be lower than the minimums prescribed by National Law and by the Collective Agreements signed by Suppliers with trade unions representing their workers.

The overtime work of workers employed by the Suppliers must be voluntary, must not exceed the maximum limits established by the National Law and must be paid according to percentages that are not lower than the percentages established by the National Law and by the Collective Agreements signed by the Suppliers with the trade unions that represent their workers.

The maximum number of working hours for workers employed by Suppliers must not exceed that established by the National Regulations.

Workers employed by Suppliers must be allowed to take rest periods as established by the National Regulations.

Workers employed by Suppliers must be allowed to take annual leave, sick leave, maternity leave and any other form of leave provided for by National Law and, if more advantageous for workers, by individual employment contracts and / or by collective agreements signed by the Suppliers with the trade unions representing their workers.

4. HEALTH & SAFETY

The workers employed by the Suppliers must operate in a safe and hygienic working environment according to the parameters set by the National Regulations. All the services and equipment for safety and health in all the premises used by the workers of all the Suppliers must comply with the parameters set by the National Regulations and the workers must be trained in their correct use. The safety systems of the machinery must be introduced and used by the Suppliers respecting the parameters set by the National Regulations and the workers must be trained in their correct use. Suppliers must reserve one or more suitable areas for their workers for meals and breaks. These environments must comply with the National Regulations. All the premises used by the workers of the Suppliers must comply with the regulations for the prevention of fires and equipped with adequate and well-identified emergency exits; they must be ventilated, illuminated and have toilets compliant, without exception, with the National Regulations. All the premises used by the workers of the Suppliers must comply with the National Regulations relating to the protection of the environment. The workers of the Suppliers must have available medical assistance in case of emergencies and the workers assigned to provide such medical assistance must be trained in first aid procedures. An emergency evacuation program must be drawn up and must be regularly tested in all the premises used by the Suppliers.

5. DISCRIMINATION

The Supplier must ban all forms of discrimination in the practices of hiring, remuneration, access to training, promotion, termination of work or retirement. This principle applies to all forms of discrimination, including those based on race, caste, trade union participation, color, gender, sexual orientation, disease or disability, pregnancy, religion, age, political opinion, social origin and/or ethnicity, nationality.

6. ASSOCIATION

The Supplier must guarantee the freedom of association, organization and collective bargaining in a peaceful manner and in compliance with the law. All workers have the right to form or join trade unions or other workers' organizations of free choice and have the right to bargain collectively. The Acerbis Group does not accept disciplinary or discriminatory actions by those who collaborate with the group, against workers who choose to organize themselves or join associations in a peaceful manner and in compliance with the law.

7. ENVIRONMENT

A healthy environment is essential for the entire human race. Anyone who enters into business relations with the Acerbis Group must comply with all applicable environmental laws and regulations, as well as industrial standards if more restrictive. The company must operate in compliance with national environmental legislation; in particular, as regards the aspects: emissions, water discharges, waste, soil and subsoil, refrigerant gases, the management must comply with the applicable national legislation. In any case, the company's activities must be such as not to create environmental damage. In the production cycle, substances that are considered extremely dangerous (e.g. carcinogenic, mutagenic, toxic for reproduction) must not be used, or if they are used, adequate precautions must be taken which comply with the requirements of national environmental legislation. The company must have assessed the environmental emergencies that could occur (eg fire, spillage of substances with the possibility of polluting the soil or water, etc.) and has defined adequate emergency procedures to manage these risks; the procedures are periodically tested through exercises. The company must have assessed its greenhouse gas emissions and, if these are relevant, must have adopted systems and programs aimed at containing them.

8. SUPPLY CHAIN

The Supplier will not use subcontractors for the realization (or for part of the realization) of the Group's products without the written consent, previously received, from the Group itself.

The Supplier shall ensure that subcontractors abide by this Code of Conduct and sign a copy thereof.

9. MONITORING AND COMPLIANCE PROCEDURES

At the request of the Acerbis Group, the Supplier will allow checks to verify the compliance of the activities with this Code of Conduct and will provide (free of charge) all the necessary assistance to the Group and to third parties appointed by it in order to facilitate unlimited access to all its own structures and the structures of its subcontractors and / or all relevant documents.

This includes, but is not limited to, unannounced on-site inspections, document and correspondence inspections, private interviews with workers.

The Supplier is obliged to keep the latter informed, at all times, of the place where each product is made, including the use of subcontractors and home work.

The relevant documentation will be kept in the appropriate manner in order to guarantee the controls set by the Group.

Any breach of this Code or the refusal by a Supplier to apply any request for corrective action made by Acerbis constitutes and will be considered a fundamental breach of contract by the Supplier.

AFRICA

- Congo
- Etiopia
- Ile de la Reunion
- Isole vergini Madagascar
- Kenia
- Namibia
- Sudafrica
- Zambia

AMERICA

- Argentina
- Bolivia
- Brasile
- Canada
- Cile
- Colombia
- Costa Rica
- Ecuador
- El Salvador
- Guatemala
- Honduras
- Messico
- Nicaragua
- Panama
- Paraguay
- Perù
- U.s.a.
- Venezuela

EUROPA

- Andorra
- Albania
- Armenia
- Austria
- Belgio
- Bielorussia
- Bulgaria
- Danimarca
- Estonia
- Finlandia
- Francia
- Germania
- Grecia
- Islanda
- Italia
- Lituania
- Lettonia
- Lussemburgo
- Kosovo
- Malta
- Moldavia
- Montenegro
- Norvegia
- Olanda
- Polonia
- Portogallo
- Regno Unito
- Rep. Ceca
- Rep. Slovacca
- Romania
- San Marino
- Serbia
- Slovacchia
- Slovenia
- Spagna
- Svezia
- Svizzera
- Ucraina
- Ungheria

ASIA

- Cambogia
- Cina
- Cipro
- Corea del sud
- Dubai
- Emirati Arabi
- Filippine
- Giappone
- Hong Kong
- India
- Indonesia
- Israele
- Libano
- Kazakistan
- Kuwait
- Malesia
- Mongolia
- Nepal
- Quatar
- Russia
- Singapore
- Taiwan
- Thailandia
- Turchia

OCEANIA

- Australia
- Nuova Zelanda
- Polinesia

Congo
Ethiopia
Ile de la Reunion
Isole vergini Madagascar
Kenia
Namibia
Sudafrica
Zambia

Argentina	Nicaragua
Bolivia	Panama
Brasil	Paraguay
Canada	Perú
Cile	U.s.a.
Colombia	Venezuela
Costa Rica	
Ecuador	
El Salvador	
Guatemala	
Honduras	
Mexico	

Andorra	Islanda	Regno Unito
Albania	Italia	Rep. Ceca
Armenia	Lituania	Rep. Slovacca
Austria	Lettonia	Romania
Belgio	Lussemburgo	San Marino
Bielorussia	Kosovo	Serbia
Bulgaria	Malta	Slovacchia
Danimarca	Moldavia	Slovenia
Estonia	Montenegro	Spagna
Finlandia	Norvegia	Svezia
Francia	Olanda	Svizzera
Germania	Polonia	Ucraina
Grecia	Portogallo	Ungheria

Cambogia	Kazakistan
Cina	Kuwait
Cipro	Malesia
Corea del sud	Mongolia
Dubai	Nepal
Emirati Arabi	Quatar
Filippine	Russia
Giappone	Singapore
Hong Kong	Taiwan
India	Thailandia
Indonesia	Turchia
Israele	
Libano	

Australia
Nuova Zelanda
Polinesia



PRIVACY

Acerbis Italia Spa has always been aware of the importance of protecting personal data collected in carrying out its business activities. Since the introduction of Legislative Decree 196/2003, the Company, in addition to having created the Security Planning Document (DPS) which, published on the company notice boards, has been updated annually, adapting it to changing technological and regulatory developments, had prepared a system of internal appointments (eg. system manager) and external aimed at educating its employees to prevent and avoid any violation of the privacy of the personal data collected.

Following the entry into force of EU Regulation 2016/679, in compliance with the changed regulatory discipline, Acerbis Italia Spa has maintained its attention to the protection of privacy by preparing a Privacy impact assessment (PIA) model in which are described all the measures and the procedures adopted to guarantee the security of personal data.

Special contracts have been signed with external collaborators for the appointment of external privacy managers who establish the security measures required of our suppliers for the management of personal data collected by Acerbis Italia Spa.

At the time of hiring, each employee received express written instructions for the processing of personal data and training courses were carried out following which each employee is aware of:

- Being able to collect data only in the cases provided for by law,
- Having to exercise the utmost diligence in the collection of personal data and in their conservation,
- Not being authorized to communicate or in any way disclose personal data to unauthorized third parties.

Some offices that handle more sensitive data (eg personnel department) have also received specific instructions and training courses.

Considering that the violation of privacy can also be a consequence of the violation of IT systems, Acerbis Italia Spa has attached great importance to security in the selection, definition and use of IT procedures, intended for the processing of personal data and confidential information to protect fundamental rights and freedoms and the dignity of the person concerned.

To this end, an EDP office is present in Acerbis Italia Spa which is responsible for ensuring the maintenance and security of the IT systems and each employee has received written instructions for the correct use of IT resources through the management of authentication credentials (username and password) and computer programs to prevent and avoid any violation of the system by unauthorized third parties. The Company has also prepared a specific company regulation for the correct use of IT systems (eg. Pc, tablet, smartphone, e-mail) posted on company notice boards and published on the company intranet available to its employees.

Upon entering the Company, information relating to the processing of personal data was displayed so that each of our visitors can understand how the data is used.

On our website there is a special section relating to the processing of personal data acquired during navigation by users.