

managing

the work

/04

**Our most precious
resource: the people who
work with us every day.**

Experts in sustainability

For us, the most precious resource is contained in the people who work in the company. Our employees and collaborators have enabled us to give concrete value to such concepts as innovation and flexibility, and to share with everyone the precious value of sustainability.

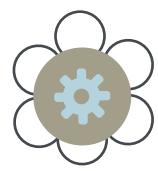
The ECOPEC (ecology of products and environmental communication) function

was created to coordinate all actions for sustainability: it manages the application of regulations, standards and evaluation and quantification tools, as well as the aspects of environmental communication. ECOPEC spreads technical information about products, with reference to compulsory or voluntary schemes, and informs stakeholders both inside and outside the company.

* See more at chapter B, Volume II



CODE OF ETHICS, ORGANIZATION MODELS AND SUSTAINABILITY OBJECTIVES



MANAGEMENT

Definition of objectives concerning the themes of sustainability applied to the company's products and processes



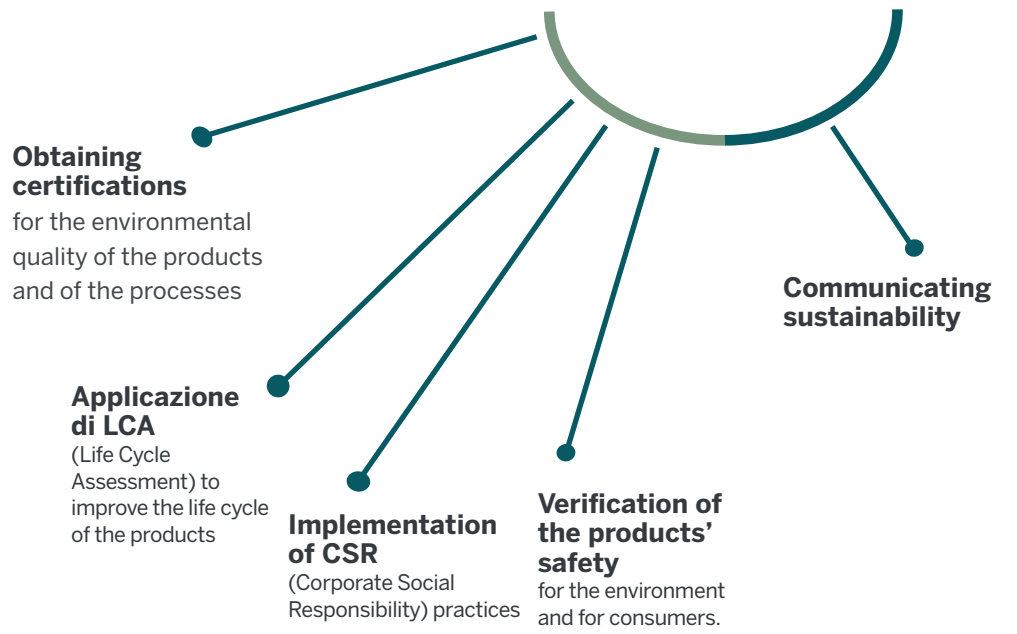
MANAGER RESPONSIBLE

for the "ecology of products and environmental communication" function



TEAM OF COLLABORATORS

with specific skills in the field of sustainability



Obtaining certifications

for the environmental quality of the products and of the processes

Applicazione di LCA

(Life Cycle Assessment) to improve the life cycle of the products

Implementation of CSR

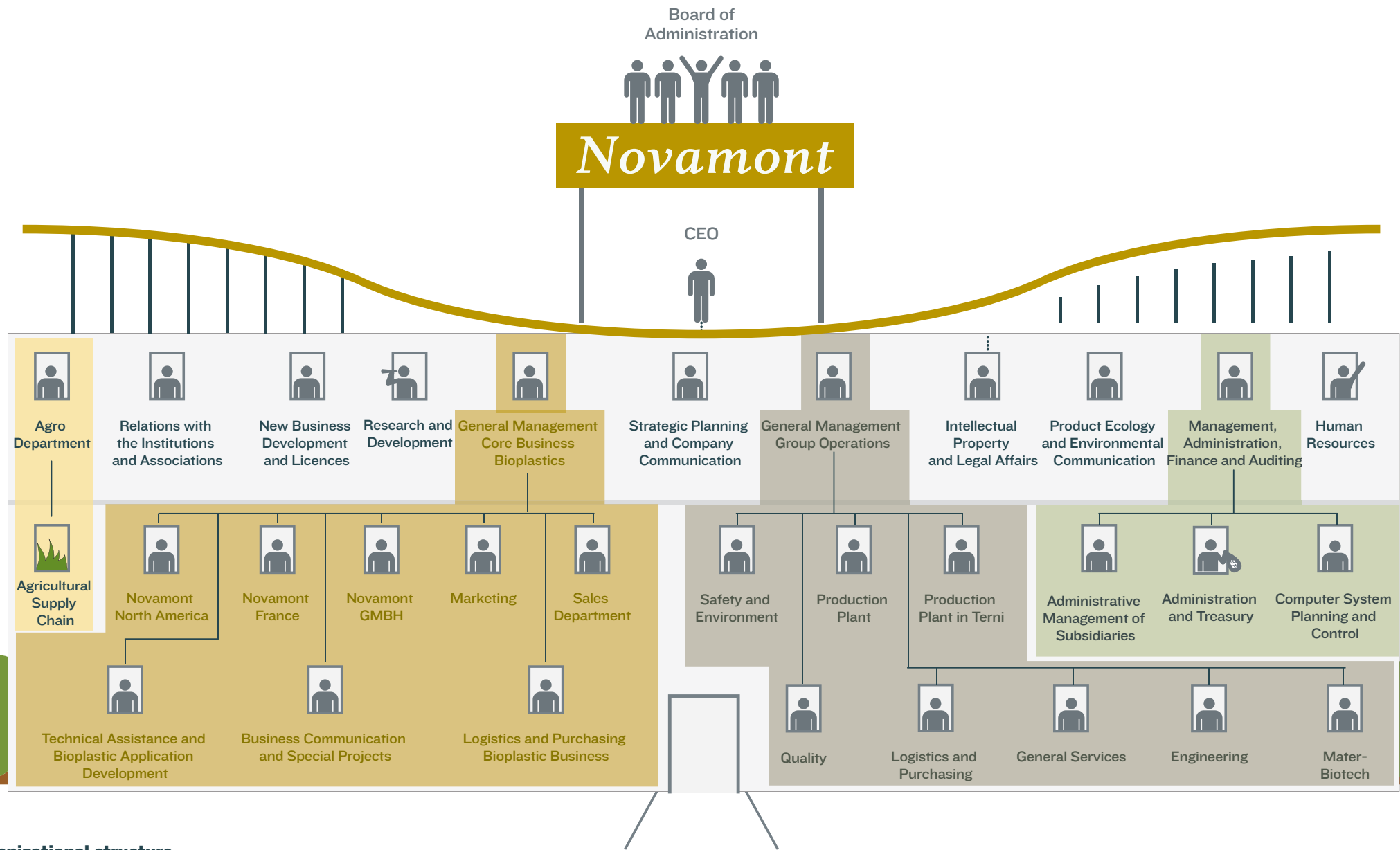
(Corporate Social Responsibility) practices

Verification of the products' safety

for the environment and for consumers.

Communicating sustainability

organogram



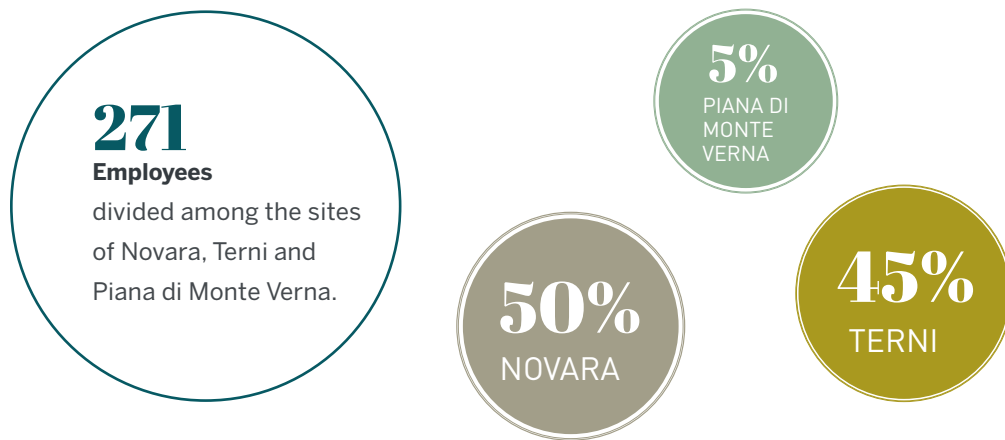
The organizational structure

Our internal organization reflects the significant evolution the company has undergone over the years. The growth in size and complexity has increased following partnerships with the industrial and agricultural worlds, buy-outs, industrial initiatives and technological developments. The numerous interlocutors and situations are reflected in a varied and flexible structure.

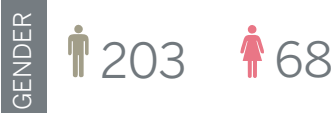
Managing human resources

We are continuously looking for highly specific skills, to grow and enhance in our technical and administrative areas. Thus, our workgroup, which is full of the experience of

professionals who have contributed over the years to growing the company, can count on the continuous contribution made by our human resources.



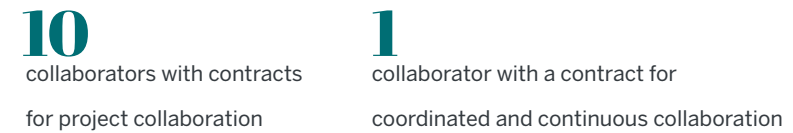
ON THE THREE SITES, NOVARA + TERNI + PIANA DI MONTE VERNA



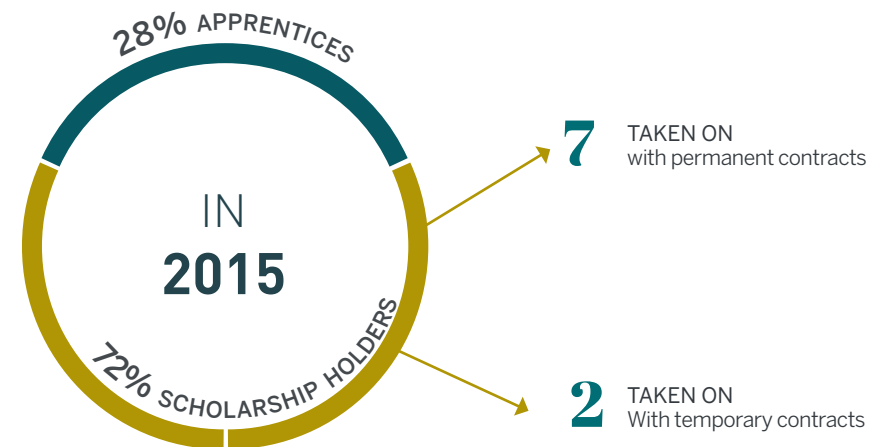
TYPE OF CONTRACT	PERMANENT		CATEGORY	♂	♀	TOTALE
	PERMANENT	PERMANENT PART-TIME				
PERMANENT	53	196	MANUAL WORKERS	0	83	83
PERMANENT PART-TIME	8	2	OFFICE WORKERS	35	45	80
TEMPORARY	6	4	MANAGING CLERKS	15	25	40
APPRENTICESHIP	1	1	MANAGERIAL STAFF	16	35	51
			DIRECTORS	2	15	17
			TOTAL EMPLOYEES	68	203	271

PROJECT COLLABORATORS, SCHOLARSHIP HOLDERS AND APPRENTICES

In 2015, the following collaborated with the company:



In 2015, the following were present in the company:



The governance bodies

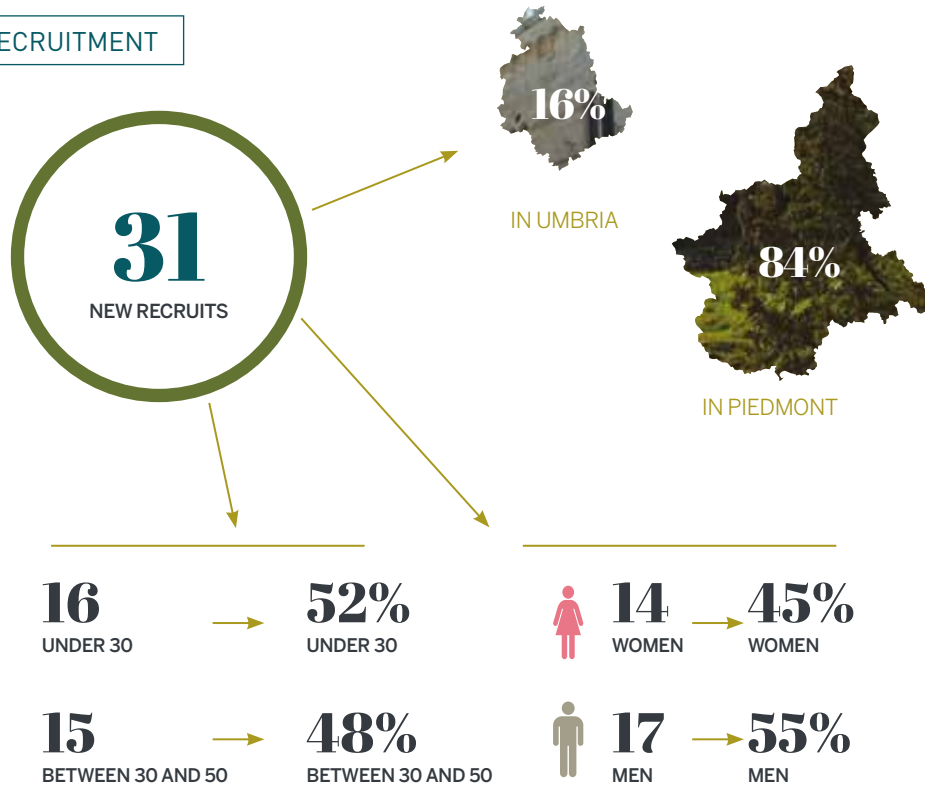
Novamont is managed by a Board of Directors appointed by a meeting of the Partners. On the Board of Directors, there is 1 Chairman and 1 CEO. There are also 10 Board Members who remain in office for

three years during which they produce the company strategies.

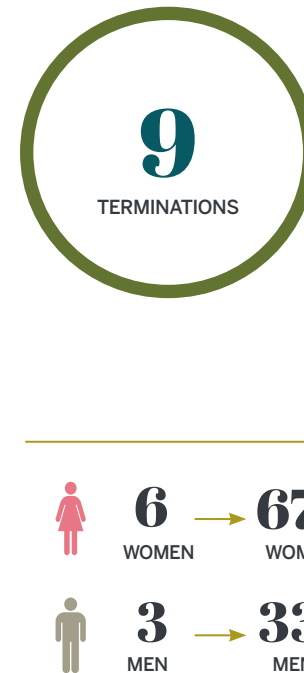
The Board of Directors is audited by the board of auditors and by the Partners.

Employment

RECRUITMENT



TERMINATIONS



of whom 3 as a result of the natural expiry of the contract, 6 as a result of voluntary resignation

TURNOVER

15,30%

overall rate of turnover

entries+exits/average personnel, considering recruitments and terminations, in relation to the average number of people making up the personnel in 2015.

2,68%

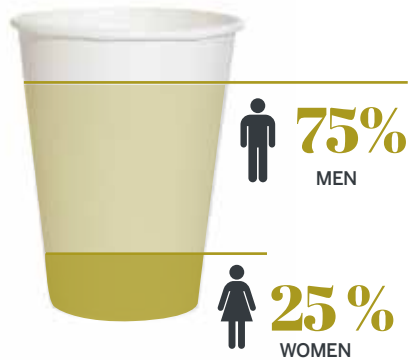
rate of negative turnover

exits/average personnel in the 2015 period

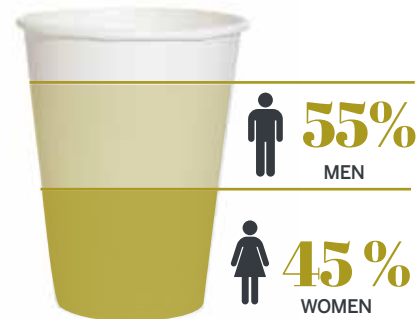
Policies against discrimination

To apply effectively what Italian and international regulations on equality stipulate, our code of ethics actively promotes equality of treatment of all employees, collaborators and external representatives. Our policies are intended to prevent any discrimination and any behaviour that is detrimental to a person, his convictions or his preferences in any field. We are not aware of any practices that discriminate against any person inside or outside the company.

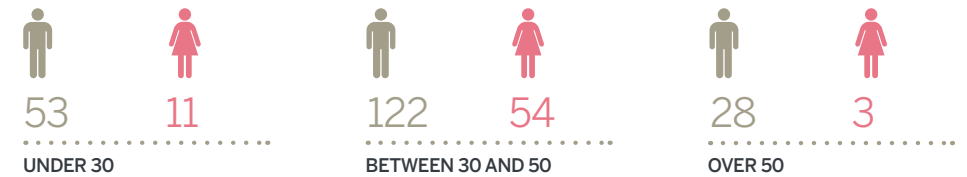
EMPLOYEE TOTAL



EMPLOYEES IN NOVARA

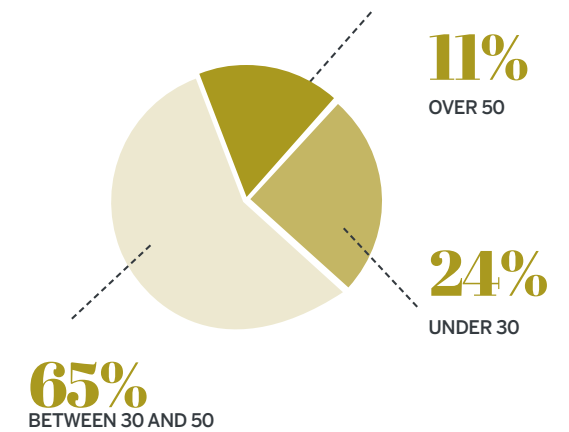


GROUPS BY AGE AND GENDER



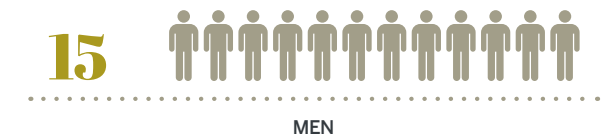
AGE

The chart here, on the right, shows the make-up of the personnel on the basis of three age groups.



PROTECTED CATEGORIES

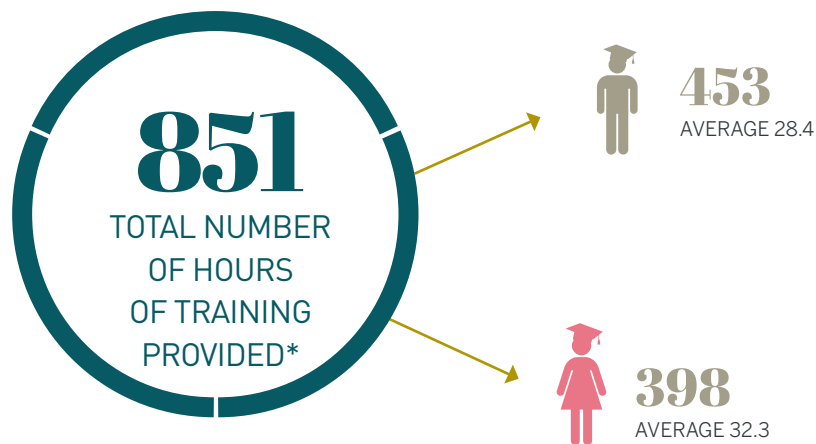
People who belong to protected categories, employed in the company on 31 December 2015.



Freedom of association and collective bargaining

We guarantee the right to carry out trade union activities. The AU (Amalgamated Union) is active, and periodically calls meetings with all employees which are held in rooms made available by the company. There is a notice board that is freely accessible to employees to publicize information and announcements.

Training



Updating skills, learning, developing new professional and personal knowledge: training is one of the cornerstones of our work in the company, because it brings each of us closer to the company's vision, which we have chosen and shared. In addition to more general training programs, every year, there are specific times dedicated to individual functions or areas of interest.

* See more at page 18, Volume II

Policies for safety

Safety at work, both the physical protection of employees and our collaborators as well as the aspects of healthiness and conformity of the environments is essential.

This begins with the choice of raw materials; when a new component is selected, any risks resulting from its processing or from its presence in finished products are taken into account. Following the precautionary principle, the procedure examines the environmental and health and safety aspects. It also assesses the suitability of the raw material for specific sectors of use. Experimental tests are carried out and the safety sheets, technical sheets, statements of conformity to the applicable regulations, such as the REACH regulations and the norms that govern the packaging sector, are examined, to establish whether the substance under examination guarantees an adequate level of safety, or must be excluded.

For the production phases, the activities carried out in the company do not entail a high risk of work-related diseases. All employees receive adequate training, as required by law, and a number of meetings

are organized to cover a greater level of safety than that required by law (Art.35 of Italian Legislative Decree No.81/08), that involve a large number of company functions. In 2015, the Head of Maintenance and a representative of the AU also took part in the meetings.

For years now, the three Novamont sites have held the certification for the international standard OHSAS 18001:2007 Occupational Health and Safety Assessment Series. In particular, the factory in Terni has included the certification in the integrated "quality, safety and environment" management system, which includes specific procedures for assessing risk in the event of making new products or of running new machinery.

* See more at page 16, Volume II

ALL OF THE SITES

BS OHSAS 18001 PERFORMANCE INDICATORS	DESCRIPTION OF INDICATOR	2015
AR (Accident Rate)	$(\text{Total number of accidents} / \text{Total hours worked}) \times 200,000$	1.8
PDR (Professional Disease Rate)	$(\text{Total cases of professional diseases} / \text{Total hours worked}) \times 200,000$	0
SI (Severity Index)	$(\text{Total number of days lost because of accidents and professional diseases} / \text{Total hours worked}) \times 200,000$	22.01
RA (Rate of Absenteeism)	$\frac{\text{Total number of days of absence in the reporting period}}{\text{Total of working days for the workforce in the same period}} \times 200,000$	3.126

The data analysed also includes the less important accidents (which required first aid).
By "days lost", we mean calendar days. The "days lost" were calculated from the day after the accident.
The factor of 200,000 comes from: 50 weeks x 40 hours x 100 employees

TRAINING ON THE HEALTH AND SAFETY OF EMPLOYEES

TRAINING CATEGORY	CATEGORY DETAIL	HOURS OF TRAINING (WHICH MAY DEPEND ON THE POSITION)
Employee	Without safety duties	6
PPS	Prevention & Protection Service	60 APPROXIMATELY
First Aid & First Intervention Teams	-	20 APPROXIMATELY



experience

A form of direct knowledge, personally acquired through the observation, use or practice of a certain aspect of the situation. The experience that has made Novamont a point of reference in the sector is the result of years of common courage and commitment in a single shared direction.
