



VALUES: THE 5 Ps OF CEPI

CEPI's Ethics Code is built around the 5 Ps of sustainable development in which the objectives of the 2030 Agenda adopted by the 193 UN member countries are grouped. The 5 Ps reflect the values that have always been implicitly shared in CEPI and that we want to articulate in this Code Ethical:

- > **People** Heart of technology: we didn't choose this tagline at random. Not only are people the driving force of CEPI, they are above all its heart. Giving back is the founding value of our work, and translates into a concrete effort to leave a positive trace in the communities and territories we work with, protecting the dignity, equality and economic well-being of all the people involved and guaranteeing them care, listening and support
- > **Planet** We have been called custodians of raw materials, and it is a title we take quite seriously. We are committed to creating systems that preserve the properties of food with the same care with which we choose the materials useful for our production and with which we protect the resources of our territory, which nourishes all of us and which we intend to nourish in turn. Environmental sustainability has always been a fundamental factor in our choices, and we are committed to implementing all the processes necessary to ensure that our technologies and services protect the planet's natural resources and future generations
- > **Partnership** Lasting relationships for lasting projects. It is not only our machines that have a long life, but also the relationships we establish with employees, customers, suppliers, and all the social partners affected by our work. Our goal is to create strong bonds such as those made daily in our workshop, imbued with mutual trust and transparency, and based on a shared sense of responsibility and the desire to build together
- > **Prosperity or Possibility** To build is our job and it is this knowledge that allows us to imagine a fair and safe future for everyone. It is our deep conviction that this planet is rich in resources and opportunities that must be accessible to all, and that it is our duty to contribute to the equality of human beings regardless of gender, race, color, religion, disability, nationality, sexual orientation, or any other characteristic that gives rise to discriminatory attitudes
- > **Peace** A family-run company, yes, but with an international outlook. The emigration roots that are part of CEPI's history have always naturally prompted us to look beyond national borders, and to create relationships based in collaboration, understanding and mutual growth with the countless partners we have cultivated on the five continents. CEPI wants to continue to promote integration, inclusivity and diversity in the deep conviction that peaceful relationships and mutual respect are key elements not only for the development of our company, but for the future we are all trying to build together

T +39 0543 940514 _ F +39 0543 940534 _ cepi@cepisilos.com _ www.cepisilos.com _        cepisilos

Cepi Spa • Via Selva, 18 • 47122 Forlì FC Italy • Capitale Sociale i.v. € 1.000.000,00
Partita Iva 01746760402 VAT IT 01746760402 • Iscrizione Registro Imprese Forlì-Cesena REA FC 213444

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In the following sections, we will describe the actions we have undertaken to meet such goals, in regards to:

- > Anti discrimination and harassment policy
- > Employee welfare as well as occupational health and safety
- > Legality
- > Community
- > Environment
- > Hygiene and safety of our installations
- > Relationships with suppliers, competitors and the Public Administration
- > Privacy and Transparency

COMMITMENT

To achieve the goal of sustainable development, we are committed to:

- > carry out an in-depth assessment of all our processes regarding governance and compliance, economic performance, circular economy, environmental management, people, employment relationships and diversity, responsibility towards our customers, responsibility towards our suppliers and supply chain, responsibility towards the local community
- > establish strategic objectives for innovation, production, operations, management, economic and financial planning
- > introduce specific procedures and actions to facilitate the implementation of this policy
- > continuously evaluate the performance of our strategy and improve it as needed
- > produce an annual sustainability report that examines our performance
- > keep us updated on all legal requirements and acquire all necessary certifications to support our claims
- > encourage our business partners to implement a CSR policy
- > encourage our staff to pay attention to how their actions in the course of their work affect the environment and society

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COMMUNITY

TRAINING AND WORK PLACEMENT

Working with various no profit organizations operating in our territory, we sponsor training and work placement programs targeted at vulnerable groups.

SCOLARSHIPS, APPRENTICESHIPS AND INTERNSHIPS

A scholarship in the name of Giuseppe Milanesi (one of our earliest partners) is offered to vocational students in the metal sector since 2015.

We have a close relationship with local schools and offer many apprenticeship and internship opportunities.

RESEARCH

CEPI has developed a partnership with the University of Bologna for research and projects on mechanical applications and materials testing.

VULNERABLE GROUPS

We have launched projects with various no profit organizations to provide monetary support as well as opportunities for work to vulnerable groups. We also reserve a budget to make monetary donations that aim to alleviate those in need as well as advance education efforts and promote environmentally friendly practices.

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ENVIRONMENT

TOWARD A CIRCULAR ECONOMY: REDUCING CONSUMPTION OF RAW MATERIALS AND ENERGY

Our installations are designed to optimize energy consumption and we employ high-efficiency motors to save energy and reduce CO2 emissions.

All our technologies are designed to minimize consumptions of raw materials as well as waste. Our storing equipment are designed to allow chronological extraction, which greatly enhances waste efficiency.

Our production chain is as green as can be: we are direct manufacturers of all our equipment and work exclusively in our factory in Italy, with mostly local suppliers.

LONG LIFE: LASTING TECHNOLOGIES AND LASTING COMMUNITIES

All our technologies and components are reliable and resistant over time, with a long life cycle.

They comply with all the requirements of the sector standards, such as ATEX Directive 2014/34/UE, Regulation (EU) 2023/1230 and all international legislation for manufactured articles intended for contact with food.

WASTE MANAGEMENT: REDUCTION, RE-USE, AND RECYCLING

We are committed to minimizing waste production and we practice the principles of reduction, re-use, and recycling in all our operations.

All our waste is traced on register and disposed in compliance to EU Directive 2018/851 with the method that has the least impact on the environment and is most appropriate for the material.

All our metallic waste including steel, iron and copper as well as wood, water washing solutions, electric cables and printer toner is re-used.

Gas cans are safely disposed of according to the relevant legislation.

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We take responsibility for the safe handling and storage of waste at all office and factory locations. We provide appropriate training for staff, suppliers and customers as well as promoting environmental awareness.

GREEN AND SAFE HEADQUARTERS

Our new home has been designed to be green and safe. It is powered and heated by renewable energy, and includes:

- > 430 kw/h solar system
- > radiant floor heating
- > total heat recovery
- > recovery of rainwater for irrigation
- > refills for electric cars
- > all systems operating with high efficiency heat pumps
- > increased insulation
- > high brightness shed
- > curtain walls with low exchange coefficient glazing

Our new headquarters completely safeguard worker safety, with microfiltration against fine dust in the air, welding gas distribution system, lighter-weight roof and swinging hooks.

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HYGIENE AND SAFETY OF OUR INSTALLATIONS

GENERAL

Our equipment is compliant with ATEX directive 2014/34/UE and Regulation (EU) 2023/1230 and other applicable international directives and regulations.

Our equipment is compliant with national and international standards and regulations for articles intended for contact with food.

Our equipment is designed to be easy to clean and allows total emptying.

Stainless steel is employed in machinery and piping.

Our equipment is welded in accordance with the law by licensed and trained operators.

In our fabric silos, we employ antistatic HT Trevira fabric with patented technology to ensure equipotentiality.

Tank washing systems such as CIP or PIG are available.

Our welded carbon steel and austenitic structural components are manufactured in a channeled system certified to international standard UNI EN 1090 up to execution class EXC3.

INTERNATIONAL STANDARDS

We provide multiple systems conform to standards EN ISO 80079-36:2016, EN ISO 80079-37:2016 and EN 15089:2009, ensuring insulation against explosion and fire, including. Safety systems include overpressure valve on silos, CEPATIC system on loading, dispersing valves, magnets, pressure switches, sensors and slide valves to stop the propagation of explosions and flames in the conveying system.

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