



MISSION

Born from the meeting between engineer Piero Ceccarelli and builder Giuseppe Milanesi, CEPI has always sought to be not only a business enterprise but also an idea factory. Giancarlo Riccardi and Marino Montalti, who joined the company a few years later, shared this attention to research and customization, and have shaped the commercial and production departments around it. Flexibility is the root of our growth and a fundamental quality that pervades every aspect of our work.

In this sense, our mission is:

- > **to build** highly customized installations managing the entire production line from storing to dosage
- > **to develop** specialized technologies that meet diverse and ever evolving needs around the planet
- > **to minimize** energy and material consumptions and **preserve** the proprieties and taste of the materials managed in our systems
- > **to valorize** people, ideas, community and territory
- > **to grow** in a sustainable way **innovating** the technologies in our sector

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

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- > **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



CORPORATE RESPONSIBILITY POLICY

Doing good by people and by the planet: CEPI aims to produce sustainable technology that protects the environment and gives back to the community it works with. We want to be a responsible business that meets the highest standards of ethics and professionalism.

This policy describes the values and goals we have embraced and the actions we have undertaken to ensure that our activities positively affect society as a whole, considering human rights as well as the social, economic and environmental impacts of what we do as a business. The policy refers to our responsibility toward our staff, customers, suppliers, community, and environment.

CEPI will pursue sustainable development in alignment with the goals set by five intervention areas corresponding to the 5Ps proposed by the UN Agenda 2030:

- > **PEOPLE:** Fighting poverty and social exclusion and promoting health and well-being to ensure human capital development.
- > **PLANET:** Ensuring sustainable management of natural resources, countering biodiversity loss, and protecting environmental and cultural assets.
- > **PROSPERITY:** Affirming sustainable models of production and consumption, guaranteeing decent employment and training.
- > **PEACE:** Promoting a non-violent and inclusive society without discrimination. Fighting illegality.
- > **PARTNERSHIP:** Taking integrated actions in the several areas involved.

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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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Furthermore, CEPI has always participated in the creation of training and insertion paths, as well as supporting various non-profit organizations operating in our area and building projects in favor of the most vulnerable groups.

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EQUAL TREATMENT

CEPI does not discriminate in employment opportunities or practices on the basis of race, color, religion, disability, national origin, genetic information, sex (including pregnancy), age, sexual orientation, gender (including gender identity and expression), marital status, citizenship status or any other characteristic protected by applicable law.

Our policy of non-discrimination in employment applies to recruitment, hiring, compensation, promotions, transfers, discipline, demotions, terminations, layoffs, access to benefits and training and all other aspects of employment.

Employees with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of their Manager or the Human Resources department. Employees can voice concerns and submit reports without fear of retaliation.

ANTI HARASSMENT, DISCRIMINATION AND MOBBING POLICY

CEPI strictly prohibits any form of discrimination, mobbing (or abuse) and harassment (including sexual harassment) in the workplace and is committed to protecting staff whenever such phenomena occur, including protection from retaliation. CEPI is also committed to providing impartial and confidential reporting channels.

CEPI encourages the reporting of any form of violence.

CEPI also strictly prohibits the use of any form of language that is offensive to the humanity of the person or harmful to their dignity due to their sex or gender, religion, race or ethnicity, sexual orientation, different abilities, age, marital status, political opinions, citizenship status or any other characteristic protected by applicable laws.

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REPORTING CHANNELS

The company has two channels for reporting any harassing, discriminatory or abusive phenomenon:

- > the **Whistleblowing Platform** on the company website cepisilos.com for reporting crimes and irregularities including harassment, discrimination and mobbing. The platform is arranged pursuant to Legislative Decree. n. 24/2023 implementing European Directive No. 1937/2019, and guarantees management of reports by a third-party body that is impartial with respect to the company;
- > **Doctor Enrica Severi**, Psychologist external to the company, who also manages the Psychological Support Desk and guarantees impartial and confidential management of any report. You can contact Doctor Severi at <mailto:enrica.severi@gmail.com>

HUMAN RIGHTS

CEPI is committed to respecting all human rights, rejecting any form of forced, compulsory or child labour as defined by current legislation but in any case not lower than the minimum age established by international conventions. CEPI also refuses to maintain relationships with suppliers who exploit and use forced, compulsory or child labour directly or indirectly.

LEGALITY

We have received a legality rating certifying our ethical behaviour, conformity to legal standards and attention to proper management by the Italian Competition and Market Authority.

We choose our business partners based on legal compliance, always performing due diligence to ensure they fall within required standards.



EMPLOYEE WELFARE

To ensure transparency, full fruition and personalized support, we run our welfare program in partnership with a local operator of the Third Sector. To this end, we have created a welfare desk, where our employees can access information and specialized guidance from welfare managers.

On top of contractual welfare, our program is composite and provides the following resources to all our employees:

- > A wide array of flexible benefits, including healthcare, social care, education and entertainment benefits. All services can be accessed through an online platform. The services are supplied by a network of local partners to facilitate access, build a real net of relationships and support our community
- > Productivity bonus from the second level contract, fully usable in the welfare program
- > Psychological support service
- > Weekly fitness activities
- > Fuel vouchers
- > Daily food stamps



BLU DONNA

We run a parallel program for our female employees to support conciliation between work and personal life, with an acknowledgement of the many barriers to parity they face in and outside of the workplace.

HEALTH AND SAFETY AT WORK

All our processes in the offices and factories have been certified to Occupational Health and Safety standard UNI ISO 45001.

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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 optimise 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, Machinery Directive 2006/42/CE 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 Machinery Directive 2006/42/CE 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 steel and stainless steel structures are manufactured in a channeled system certified to international standard UNI EN 1090-1 and UNI-EN 1090-2.

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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We also design and supply multiple high efficiency dynamic and static filters and other air treatment solutions with filtration class suitable for the food and pharmaceutical industries.

SOME OF OUR CERTIFICATIONS

- > Rotary valve with star rotor (EN ISO 80079-36:2016, EN ISO 80079-37:2016 and EN 15089:2009 standards)
- > Pneumatic slide valve explosions isolation system (certified according to EN ISO 80079-36:2016 and EN 15089:2009 standards)
- > Pneumatic flow diverter LIFT series (certified according to EN ISO 80079-36:2016, EN ISO 80079-37:2016)
- > Explosion insulation system (EN ISO 80079-36:2016 and EN 15089:2009 standards)
- > Steel structural elements (305/2011 EN standard 1090-1:2012 and EN 1090-2:2018)

RELATIONSHIP WITH OUR SUPPLIERS

CEPI commits to maintaining relationships with suppliers based on cooperation, fairness and transparency aimed at preventing misunderstandings or forms of dependence.

CEPI supports the sharing of knowledge and skills to foster mutual growth and value creation.

We guarantee equal opportunities to all suppliers in the pursuit of quality and cost-effectiveness, selecting them through a process based on clarity, impartiality and the safeguard of mutual confidentiality. This process evaluates both the quality of the required service and the respect shown by the supplier towards the environment and the social community in which it operates, with particular attention to compliance with workplace safety regulations.

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RELATIONSHIPS WITH OUR COMPETITORS

CEPI considers legal and fair competition an essential element both for its own growth and innovation and for guaranteeing the interests of customers and consumers. CEPI therefore commits to maintain relations with its competitors that fall fully within the indications of the Competition and Market Authority and the current national and EU Antitrust legislation as well as in any reference jurisdiction.

CEPI avoids all behaviors that could represent abuse of a dominant position, collusive behavior or in any other way harmful to the market.

Advertising communications are truthful and transparent and never aimed at causing damage to competitors.

RELATIONSHIPS WITH PUBLIC ADMINISTRATION

CEPI commits to maintaining relations with the Public Administration based on correctness, independence, impartiality and transparency, which favor the practice of good administration and in compliance with all current regulations.

CEPI operates exclusively within a context of legality and guarantees maximum collaboration in all coordination and supervision activities of public institutions. CEPI provides all the required documentation and communicates effectively, transparently and truthfully with all the competent supervisory and control authorities through the corporate bodies and corporate functions responsible for this. Only authorized subjects can entertain relations with the Public Administration including all its institutions and authorities, Italian and international, their officials or subjects acting on their behalf.

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CEPI prohibits any agreement or pressure aimed at obtaining an illegal or undue advantage or interest or to influence official acts. The documentation required by the Public Administration for access to subsidized funds is true and complete and in no case does CEPI admit the allocation of contributions, grants or loans obtained from the Public Administration for purposes other than those for which they were granted.

CEPI promotes dialogue and collaboration with trade unions representing employees and with associations, social enterprises and other non-profit organizations that support shared ethical and moral values. CEPI makes its resources available in the course of developing and carrying out projects aimed at supporting the most fragile people in our community and protecting the resources of our territory, and in humanitarian and democratic projects that reflect the values described in this document.

PRIVACY AND TRANSPARENCY

The information that CEPI collects in the course of its activities is managed and protected with the utmost respect for the confidentiality and privacy of all interested parties. To this end, CEPI applies procedures aimed at protecting personal data which absolutely prevent their improper or unauthorized use and which have been developed on the basis of an analysis of the risks related to data processing.

The information collected by CEPI cannot be communicated, disclosed or used for purposes other than those for which it is collected.

Only relevant data and data not exceeding the business purposes are collected, and informed consent is obtained whenever necessary. Any investigation into the preferences, ideas and in general private life of employees or collaborators is prohibited.

CEPI allows access to collected information and sensitive data only to duly authorized persons, providing all employees and collaborators with complete and updated information on the processing of both ordinary and sensitive data.



All communications that take place in the context of company activities meet the criteria of clarity, transparency, timeliness and completeness, in compliance with the right to information and to allow everyone to make informed decisions.

The formulation of any contract and work assignment is based on the principles of transparency, completeness of information and correctness and includes clear and understandable definitions of mutual obligations.

Financial, accounting and management information is true, complete, accurate and traceable. In all areas including the media, CEPI communicates information about itself that is truthful, complete and transparent, safeguarding confidential information and industrial secrets.

Under no circumstances may false or biased information, data, comments be disclosed.