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1. INTRODUCTION

SEINGIM is a company made up of people who strongly believe in creating a business model that is compatible with environmental and social sustainability.

Today, it is our mission to offer quality services that are also environmentally friendly and ethically sustainable. It is with this in mind that, in 2022, we decided to implement a CSR (Corporate Social Responsibility) management model aimed at defining our commitments and operating methods when it comes to the environment, social issues, and ensuring workers' health and safety.

Special importance is given to protecting the rights of the workers employed by our company and by our supply chain. This commitment of ours is clearly stated in this report and is certified in accordance with the SA8000 (Social Accountability) international standard.

The purpose of this document is to inform all SEINGIM's stakeholders about the company's commitment to Social Responsibility, which entails the following:

- An integrated corporate policy for Social Responsibility and for other certified management systems.
- Report on the company's "social" performance and its continuous improvement.
- CSR initiatives that the company is involved in.

The contents of this report can be verified at all times through a process based on objective evidence.

SEINGIM regards the input that will be provided by those who will analyse this document as a "value", and will therefore examine it and take it into account in order to continuously improve its approach to the issues concerned.



2. CORPORATE SOCIAL RESPONSIBILITY POLICY

The Corporate Social Responsibility Policy upholds the following principles:

- Promoting and improving the safety and physical and psychological well-being of all workers through preventive and corrective actions.
- Complying with applicable national legislation and with international labour and social responsibility conventions and recommendations.
- Avoiding discrimination in personnel selection and hiring processes, career advancement and in managing termination of employment.
- Strictly complying with applicable regulations on remuneration, working hours, disciplinary practices and freedom of association for workers.
- Completely rejecting forced or compulsory labour and refusing to employ minors, undertaking to take suitable remedial action should such situations arise.
- Freedom of association and right to collective bargaining for all workers.
- Getting suppliers to comply with the principles of social responsibility that the company abides by.
- Measuring indicators and conducting internal audits in order to monitor and improve the management system in terms of social responsibility.
- Being responsive, through dedicated communication channels, to reports made by anyone experiencing problems and to requests for information on the topics listed above, always striving to provide adequate feedback.
- Developing and extending information, communication, training and coaching processes, as well as promoting dialogue with stakeholders so as to ensure that the integrated corporate system is implemented efficiently and effectively.

3. DATA AND INDICATORS

Listed below, grouped by SA8000 themes, are the data and indicators that show the company's efforts and strategic choices made to ensure its commitment to Social Responsibility.

Age groups	No. of workers
Personnel under the age of 16	0
Personnel aged 16-17	0
Personnel aged 18-25	6
Personnel aged 26-55	158
Personnel over the age of 55	9

Total number of employees	173
Fixed-term / open-ended contracts ratio	16.9% 25/148
Part-time contracts	10
Average length of service in years	3.6
Average age of personnel	38 years old
No. of new hires	96
No. of voluntary resignations	17
No. of retirements	1
No. of dismissals	1*
Positive balance	+77

*Referring to failure to complete the trial period.



No. of people with disabilities	7
No. of maternity leaves	4
Beneficiaries of benefits under Law 104	6
No. of wage assignments (one-fifth of salary)	3
Standard collective bargaining agreement	2
Trade union memberships	1



4. CHILD LABOUR

When it comes to managing reports about child labour, which, however, are highly unlikely, the company has implemented a procedure for taking remedial action.

5. FORCED – COMPULSORY LABOUR

SEINGIM strives to ensure that its employees are aware of their rights and obligations. In order to do so, it provides the National Collective Bargaining Agreement and copies of the company's internal regulations. All personnel employed by the company work on a voluntary basis, and nobody is subjected to threats or other forms of intimidation such as being forced to work for the company in any way.

The company does not arbitrarily withhold amounts from employees' paychecks unless required by law or for voluntary reasons indicated by the employee (e.g. trade union deductions, pension schemes, etc.).

The administration department asks the worker to provide the necessary documents to carry out formalities (identity card, tax code, family status, residence permit, bank account details, tax deduction form, severance pay request form) and keeps a copy of such documents.

Upon hiring, personnel are given the company's regulations, which, among other things, include information about the various ways in which dismissals are to be carried out.

In the event that loans are granted to personnel, and this only applies in exceptional and one-off cases, the company commits itself to handling all transitions and agreements made with the worker as transparently as possible and in accordance with applicable laws.

No. of overtime hours	7,232	Average hours per person per month:	3.8
Overtime (more than 250 hours a year)	0		
No. of missed days off	0		
Recognised occupational diseases	0		



6. FREEDOM OF ASSOCIATION

The company respects the right of all its personnel to join trade unions freely, as well as the right to collective bargaining. Dedicated areas are provided on company notice boards for affixing notices, communications, etc.

The company makes suitable facilities available for meetings held between workers and their trade union representatives. The company has made agreements with the aim of improving the salary position of its employees and, more generally, to pursue shared policies that can improve the relationship between the company and its workers.

No. of hours of granted trade union leave	Equal to 100% of requests	0
No. of signed trade union agreements		2
No. of hours of trade union meetings		0
No. of trade union members		1
No. of RSA (company trade union representations)		0
No. of RSU (single trade union representations)		1
No. of hours of strikes (collective bargaining)		0



7. DISCIPLINARY PRACTICES

SEINGIM applies the measures set out in the National Collective Bargaining Agreement (verbal or written reprimand, fine, suspension, dismissal). Disciplinary actions are carried out in a transparent way, as specified in the company regulations and the disciplinary code, and without coercive measures of any kind. The company does not practise corporal punishment or engage in verbal abuse.

For the purpose of ensuring complete transparency, homogeneity and fairness in managing the disciplinary process, it has been centralised in one office and placed under the supervision of the Personnel Department.

Measure	No.
Written reprimands	0
Fines	0
Suspensions	0
Transfers	0
Dismissals	0

8. DISCRIMINATION

SEINGIM does not discriminate against its workers in any way, ensures equal opportunities for all employees, and does not interfere or allow interference with their private life, religious beliefs or any other condition that may result in discrimination. The company does not interfere with the freedom of workers to follow and express their principles. The company does not tolerate offensive or threatening behaviour between workers or between workers and the company, as well as between employees and subcontracted workers. As with all aspects related to SA8000 requirements, employees are always encouraged to report any cases of perceived discrimination via the designated channels (mailbox or by directly informing their contact persons).

Personnel are only selected based on their skills and by submitting applications to the company.

To demonstrate that no forms of discrimination occur during the hiring process, SEINGIM undertakes to keep track of the CVs it views for each position and to provide an explanation as to why one candidate was preferred over another.

Below is a classification of the workforce, broken down by task and gender.

Classification	Total	No. - % Men	N. - % Women
Employees	157	112 - 77.7%	35 - 22.3%
Middle managers	15	14 - 93.3%	1 - 6.7%
Executives	1	1 - 100%	0 - 0%



9. REMUNERATION

The minimum wages applied by the company comply with the requirements of the National Collective Bargaining Agreement. The company implements an incentive policy in order to grant production bonuses as stipulated in the supplementary bargaining agreement.

The company undertakes to monitor and ensure minimum wages in accordance with the living wage. Salaries are regularly paid via wire transfer on a monthly basis. The company makes the staff of the administrative department available to help employees understand pay slips.

Members of Fondoest - Employee fund	132
Quas – Health insurance fund for middle managers	15
Fasi – Supplementary health care fund for executives	1
Correct payment of Fondoest benefits	100%
Employees enrolled in a pension scheme	23



10. WORKING HOURS

The company constantly strives to ensure compliance with the contract terms stipulated for each worker with regard to normal working hours and overtime work.

Total number of hours worked	263,286
Hours worked from home	33,859
No. of working hours under the terms of the Wages Guarantee Fund	0
Percentage of days off taken out of days off accrued	76.9%
No. of missed days off	0



11. HEALTH AND SAFETY

One of SEINGIM's main goals is to ensure the health and safety of its workers. The company is constantly committed to:

- Assessing and managing all risks for workers' health and safety
- Implementing the most appropriate system for delegating tasks and responsibilities to the company and complying with the legal requirements set out in Legislative Decree 81/08.
- Ensuring that mandatory Health and Safety training is provided for all workers at the correct time and within deadlines.
- Implementing the Health Surveillance Scheme in line with risk assessment and strictly complying with the health certificates issued by the company doctor.
- Building greater awareness of injury prevention, including the reporting and management of "near misses".
- Properly managing compliance with preventive measures and simulating emergency situations.

The company has implemented a safety management system, which is certified to the ISO 45001 standard.

NUMBER OF INJURIES (including commuting accidents)

3

NUMBER OF INJURIES (excluding commuting accidents)

0

INJURY DURATION IN DAYS (including commuting accidents)

13

Below is a calculation of the injury rates for the year 2021.

SEVERITY INDEX (No. of total injury days x 1,000 / No. of hours worked)

0.05

FREQUENCY INDEX (No. of injuries x 1,000,000 / No. of hours worked)

8.1



No. of injuries exceeding 40 days to begin with	0
No. of occupational diseases found	0
No. of training hours provided pursuant to Leg. Decree 81/08	792
Percentage of workers who have completed mandatory training pursuant to Leg. Decree 81/08	100%
Total No. of medical examinations performed	210
No. of (annual) medical check-ups performed	115
No. of (pre-employment) medical check-ups performed	95
Percentage of workers in compliance with health surveillance	100%



12. MANAGEMENT SYSTEM

SEINGIM has implemented and received the following certifications from accredited bodies:

Management System	Regulatory reference	Certificate	Body
Quality	UNI EN ISO 9001:2015	No. 6074	Certiquality S.r.l.
Environmental	UNI EN ISO 14001:2015	No. 25065	Certiquality S.r.l.
Safety	UNI ISO 45001:2018	No. 29216	Certiquality S.r.l.
Energy	UNI EN ISO 50001:2018	No. 26487	Certiquality S.r.l.
BIM	UNI/PdR 74:2019	No. 5010016654	TÜV Italia S.r.l.

Management systems are properly maintained and the following is carried out on a regular basis:

- Management reviews (with final evaluations of previous periods, setting goals and defining initiatives for improvement going forward).
- Internal audits, which are aimed at monitoring compliance with company procedures and identifying opportunities for improvement.
- Analysing the context, monitoring stakeholder requirements and promoting initiatives in order to more adequately address needs.
- Analysing opportunities and the risks that the company faces, and defining actions to mitigate them.
- Measuring company performance; setting targets, analysing the data gathered as part of a continuous improvement process.
- Planning and carrying out training activities, involving as many members of staff as possible, with a “hands-on” approach that is relevant to SEINGIM’s business to ensure that training always produces practical benefits for the provision of services.
- Implementing and managing projects aimed at improving the company, either promoted by the Management or by accepting proposals made by in-house personnel or other stakeholders.



Below is a “self-assessment” of the status of implementation of the SA8000 requirements relating to the management system.

Topic	Evaluation **
Managing suppliers and contractors	2
Policies, Procedures and Registrations	3.5
Social Performance Team	3
Identifying and assessing risks	4
Monitoring	4
Internal engagement and communication	4
Managing and resolving complaints	3
External audit and stakeholder engagement	3.5
Corrective and preventive actions	2
Training and capacity building	2

** On a numerical scale from 1 to 5 (1=Basic; 5=Excellent)

Average 3.1



13. "CSR" INITIATIVES

Local agreements with secondary schools in order to help develop the skills of students participating in co-operative education experiences, as well as with universities to allow students to do internships and work on dissertations and research projects.

Local development and growth, selecting and recruiting personnel from the local communities in which our offices are based.

Ongoing commitment to safeguarding the health of employees during health emergencies (e.g. epidemic/pandemic), in particular the COVID-19 health emergency, ensuring compliance with legal provisions, guaranteeing employment levels and minimising the impact of delays in delivering projects to customers.

To conclude, sponsoring cultural and sports activities supported by the company management, both financially and by devoting the necessary amount of time:



GOAL 1

Helping to support events and initiatives that establish a solid and strategic connection between the worlds of business and culture, which set themselves apart for their values such as transparency, independence and ethics by participating in the cultural initiatives organised by Confindustria Veneto.

NATURE / TYPE

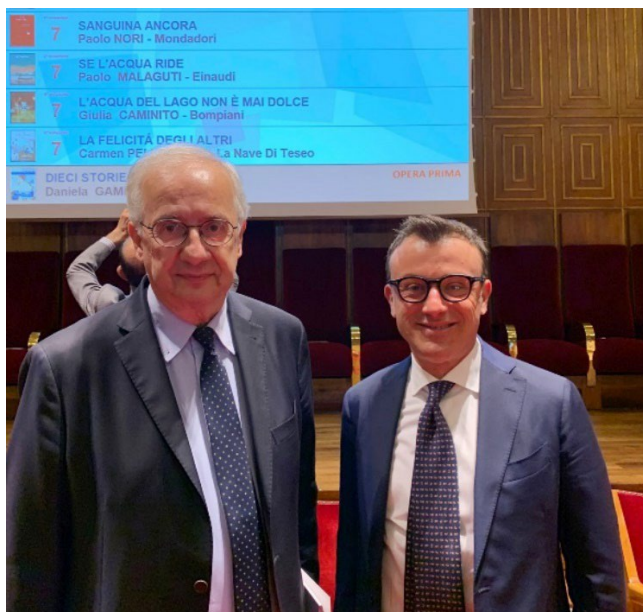
Sponsoring cultural events of national importance.

PROJECT / ACTIVITY

Helping to support events linked to the Premio Campiello Literary Prize ^[1] in order to promote the culture of reading, reflection and creativity.

DESIRED OUTCOME

Since 2017, Seingim has been supporting events linked to the Premio Campiello prize, since it firmly believes it can help achieve a high level of synergy between corporate growth and, specifically, the cultural growth of the area in which this event takes place, building relationships with other companies, supporting players participating in the initiative (authors) and culture in general, while promoting corporate values both within and outside of Seingim, making the company a shining example in this field.



¹ The Premio Campiello Literary Prize introduced in 1962 by the association Industriali del Veneto has gained recognition as one of Italy's leading literary competitions. The Premio Campiello prize has demonstrated that the cultural choices it makes are valid; in fact, it brings many authors and novels that shaped the history of Italian literature to the attention of the general public.

GOAL 2

Helping to support events and initiatives that provide food for thought and opportunities to openly discuss cultural, religious, political and artistic issues by organising a series of meetings, debates, exhibitions, and music, literary and sporting events.

NATURE / TYPE

Active and proactive involvement, in terms of attendance, providing assistance in preparing content and sponsoring events focusing on a respectful dialogue between people with different cultural and religious backgrounds who are united by a common desire to achieve harmony in everyday life through tolerance, mediation and the avoidance of conflict.

PROJECT / ACTIVITY

Actively participating in annual initiatives in connection with the Meeting for friendship among peoples, also known as the “Rimini Meeting” in order to share opportunities for discussion and reflection, drawing the attention of other stakeholders to issues and principles shared with Seingim personnel.

DESIRED OUTCOME

Seingim has been actively involved in the Rimini Meeting since 2019, since it believes that this close collaboration can help to establish balanced relationships between people and that it will enable the company to sustainably develop part of its activities, promote its core values both within and outside of the company, and to grow by building relationships with other companies that also take part in the Rimini Meeting experience.



GOAL 3

Helping, through sponsorship, to support sports clubs that contribute to promoting the values they believe in such as loyalty, sense of responsibility, respect for opponents, spirit of sacrifice, altruism, friendship, commitment, teamwork, determination and courage as a way of reacting to the ongoing value crisis in modern societies as there is a chance that by promoting the above-mentioned principles such values can be passed on to those who start practising a sport.

NATURE / TYPE

Sponsoring one or more sports clubs that share the same values.

PROJECT / ACTIVITY

Helping to support professional and amateur sports clubs in the local area:

- Rugby San Donà
(competes in the B league)
- Rugby San Stino di Livenza
- Basket Reyer Venezia
(competes in the A league)
- A.S.D. Pedale DOC Ceggia

DESIRED OUTCOME

Promoting Seingim's culture and activities in both national and local contexts so as to make Seingim and its values better known. Such values are closely linked to those of the sports clubs which, also because of these values, have significantly grown over time and in some cases have even achieved key goals and milestones.



GOAL 4

Supporting local social and cultural initiatives to maintain and continuously strengthen their connection with the local area.

NATURE / TYPE

Help to develop the main initiatives implemented in the area in which the company was founded, showing its support through sponsorships and by contributing to initiatives and various types of association, as well as presenting the company's plans for development and culture to the local population.

PROJECT / ACTIVITY

Making a contribution to related initiatives promoted and/or benefiting:

- Carnevale di Ceggia
- Amici in Bici Ceggia,
- Bocciofila Ceggia.

DESIRED OUTCOME

Continuously strengthening the connection with the area to which it belongs and disseminating its values and the spirit of being rooted in the local area.



GOAL 5

Promoting the culture of solidarity, subsidiarity and co-operation both nationally and internationally, which Seingim disseminates by making its employees aware of the work done by organisations that are involved in humanitarian initiatives.

NATURE / TYPE

Forging relations with the nonprofit organisation Emmaus, which provides aid, support and creates inclusive hubs in order to promote together the culture of solidarity and emphasise the importance of social integration among young people.

PROJECT / ACTIVITY

Hosting, as part of the Presidency's corporate communication events, a space dedicated to presenting the initiatives and activities of Emmaus, which helps young people with disabilities or those leaving orphanages and boarding schools to find their vocation, dealing with situations also beyond national borders.

DESIRED OUTCOME

Promoting Seingim's activities both nationally and internationally in settings that reflect the growth, values and vision of the company, which invests in the professional and personal growth of its employees.



GOAL 6

Making communication easier, fostering creativity, rewarding leadership, teaching to delegate and to work towards goals, developing empathy and the ability to listen, communicating the company's vision, mission and values, and evaluating the potential and aptitudes of each participant.

NATURE / TYPE

Seingim's annual party, during which its employees can enjoy fun moments, an opportunity to socialise and gather.

PROJECT / ACTIVITY

Organising an annual gathering, an opportunity for all Seingim personnel to interact and have fun in a venue that is large enough for all employees to get together.

DESIRED OUTCOME

Enhancing awareness and team spirit within Seingim, providing an opportunity to meet or meet again and strengthen collaborative relations between people. Finding new inspiration in everyday life and in interaction with others. Increasing teamwork and dialogue skills.



GOAL 7

Building a competitive business that is able to combine and establish a symbiotic relationship between ownership and/or management and the worker(s), combining their expectations so as to create a friendly work environment that is accepting of everyone as unique individuals.

NATURE / TYPE

Engaging in a participatory consultation process in order to get input from employees as to what their vision of the company is, and how it can best meet the professional and personal ambitions of each and every member of staff.

PROJECT / ACTIVITY


Starting the “my ideal company” project in order to turn the company into a workplace centred on acceptance, inclusiveness and modernisation, which balances a bottom-up – not top-down - approach with production requirements and the personal needs of employees.

DESIRED OUTCOME

Initiating a change that will turn the company into a stimulating and interesting work environment for employees, which will make them want to choose the company every day, also attracting the interest of employees from other companies, of numerous stakeholders in the market, and that will identify with a brand that stands out as one of the leading engineering companies both nationally and internationally.

The ideal company

Our manifesto

01  Family	02  Harmony in the workplace	03  Sharing	04  Seingim academy training	05  Sports and leisure
06  Financial well-being	07  Career	08  Business	09  Safeguarding the environment	10  Volunteering, social work and local area
11  Trips	12  Friendship	13  Innovation	14  Stability	15  Happiness





engineering made human



91%

seingim.it

