

ALCAR CODE OF ETHICS

Adopted by Alcar Board of Directors
with resolution 4th of June, 2012

Organizational, Management and
Control Company Model under Law 231/2001



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PREFACE

After a difficult moment gone-by during 2009, Alcar is now going through a period of intense growth both economic and commercial which is bringing the Company to face new business opportunities and challenges.

This evolution is necessarily determining a series of consequences in business model strategy and organization having reference in particular to the increase of management complexity, growing of internationalization rate and amplification of Alcar activities impact onto social, economic and environmental aspects of the community where Alcar operates, both directly with its facilities and indirectly with its supply chain, from supplying to sale markets.

In this context, Alcar has decided to adopt its own Code of Ethics (“Code” or “Code of Ethics”) that, in line with principles of fairness, propriety, honesty, legality and transparency - already shared and recognized by Alcar - is aimed to regulate Alcar business activities by rules of conduct. Compliance with the Code by Alcar’s directors, statutory auditors, management and employees as well as by all those who operate in Italy and abroad for achieving Alcar’s objectives (“Alcar’s People”), each within their own functions and responsibilities, is of paramount importance – also pursuant to legal and contractual provisions governing the relationship with Alcar – for Alcar’s efficiency, reliability and reputation, which are all crucial factors for its success and for improving the social situation in which Alcar operates.

Alcar firmly believes that good reputation is a fundamental intangible asset in building a sustainable and durable value creation process. Good reputation foster attraction of the best human resources, customer loyalty and creation of trust relationship with company creditors.

The Code aims to recognize juridical relevance and compulsory effectiveness of ethic principles and standard of conduct here asserted, as well in the perspective of prevention of business offences.

Alcar Code of Ethics is, among other things, a very important step forward in the process of adoption of an Organizational, Management and Control Model according to the Italian provisions on the “*administrative liability of legal entities deriving from offences*” contained in Legislative Decree no. 231 of June 8, 2001, and, also, a compulsory general principle of the Model.

The Code addresses to an ideal of cooperation under the auspice of a mutual advantage of the parties involved, each within their own role.

Alcar therefore requires every stakeholder to act towards the Company in compliance with principles and rules inspired to the same idea of ethic conduct.

Alcar wishes that directors, all employees and all the addressees of the Code may contribute in improving and enriching the content of the document, by comments, suggestions and observations aimed to increase its effectiveness and consistency with the evolution of the organizational and governance Company model.

Respect of the Code’s rules is an essential part of the contractual obligations of all Alcar’s People pursuant to and in accordance with applicable law. Any

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violation of the Code's principles and contents may be considered as a violation of primary obligations under labour relations or of the rules of discipline and can entail the consequences provided for by law, including termination of the work contract and compensation for damages arising out of any violation.

Alcar Managers and Directors have the responsibility to communicate and demonstrate the content and the spirit of the Code and to guarantee the creation of propitious conditions to stimulate and to encourage all the workers to report any non-compliant behaviors.

Express or implicit approval of questionable behaviors will not be tolerated.

Any possible Code violation may be reported confidentially and anonymously. Alcar expresses its commitment in order to preserve the anonymity of the persons who report a Code violation in good faith and to defend them from intimidations and retaliations.

Alcar guarantees the broadest diffusion of the Code and each of Alcar's People is expected to know and to observe its principles and contents. Compatibly with its own individual possibilities each of Alcar's People is expected to promote the knowledge of the document towards new recruits as well as towards interested third parties they get in contact with in the execution of its offices.

In any case Alcar closely monitors the observance of the Code establishing tools and procedures dealing with information, prevention, internal control and assurance of operations and behaviors transparency, and if requested, with corrective actions and disciplinary measures towards the violators.

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1. CODE OF ETHICS SCOPE OF APPLICATION AND ADDRESSEES

Alcar s.r.l. pursues its social object and operates its business activity with continuous respect to the present Code of Ethics by which Alcar aims to represent formally its commitment and ethic responsibility in business conduct.

Each member of company bodies, of management or employee have to comply with the Code, both in internal relationship and with third parties, in relation with their respective area of expertise, position and role in the company organization.

Alcar is aware about the influence of its activities on the conditions and the well-being of the community. For this reason Alcar pursue a company model aimed to conciliate its own interest with the interest of the community, choosing, where applicable, projects and activities act to foster economic, social and cultural development of the territory.

The Code is in line with generally accepted and recognized standards aimed to promote the role and the relevance of social and environmental responsibility of business activities.

The Code set out rules of conduct and ethic principles act to prevent offenses provided under Legislative Decree no. 231 of June 8, 2001 as well as acts, decisions, actions and behaviors in contrast with values Alcar aims to promote.

Alcar represent its commitment to ensure that:

- working conditions in Alcar's supply chain are compliant with all needed requirements in order to guarantee workers health and safety;
- the workers are treated with respect and dignity;
- manufacturing processes are environmentally sustainable.

Therefore the Code of Ethics addresses to Alcar's employees as well as to the other categories of stakeholders – suppliers, contractors, subcontractors, customers, advisors, brokers, lending institutions – to whom is specifically requested to adopt a conduct compliant with laws, rules and regulations of the countries where they operate and to respect, to share and to foster the principles and the content of the present Code, with limitation to their respective sphere of influence and field of action and compatibly with their organizational structure.

Noncompliance with the Code may underlie contractual breach and legitimate Alcar to adopt sanctions in proportion with the disposition violated, and in case of graveness and recidivism, may result in a contractual cancellation and in Alcar's claim for damages eventually suffered or to be suffered.

1.1. Relationships with suppliers

The process of research, selection and early qualification of potential Alcar's suppliers as well as the periodical assessment review is based on the verification of the respect of the principles and rules of conduct settled in the present Code.

Following the spirit of the Code, Alcar requires that its suppliers may adopt the principles settled in Alcar's Code or similar principles.

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Suppliers of raw materials, equipments, services or other consumption materials play a vital role in engineering, development and production of Alcar's products.

Thus, all Alcar's suppliers have to be aware about Alcar's Code of Ethics and internal procedures, with expressed reference to the following aspects:

- compliance with laws and regulations of the countries where the suppliers operate (in case of deficiencies of laws or regulations principles of fairness, propriety, honesty, legality and transparency have to represent the conduct guidelines);
- consciousness that principles described in Alcar's Code only represent the lowest level of conduct to be adopted with workers, other market operators and all stakeholder categories;
- responsibility towards their respective sub-suppliers for diffusion and promotion of the principles of the Code in the supply chain;
- institution and maintaining of an open and continuous dialogue with respect to the obtained results, trends and possible areas of improvement in the field of Corporate Social Responsibility;
- adoption of a management system able to verify the compliance with the principles settled in the Code of Ethics;
- willingness to undergo audit activities performed by Alcar, in order to verify the compliance of their management system with the dispositions settled in the Code about working safety, environmental sustainability, safeguard of labor conditions and human rights.

2. GUIDELINE PRINCIPLES IN BUSINESS CONDUCT

Alcar firmly believes that unethical behaviours in business conduct may damage trust relationship between Alcar and its stakeholders. All behaviours performed by a single person or by an organization are unethical and foster hostile attitudes towards the firm where aimed to get benefits by others cooperation, taking advantage by a strength position.

2.1. Compliance with laws and regulations

In reference with its business activities, Alcar is compliant with laws and regulations of the countries where it operates, both directly with its operations and indirectly with reference to supply and sales processes and activities.

In case of lack of the law, Alcar complies with fairness, propriety, honesty, legality and transparency principles settled out in the present document. Where those principles are in conflict with a disposition of law, Alcar's conduct complies with the disposition of law.

2.2. Business relationships

Alcar relationship with all of its business partners must be inspired by propriety and fairness principles.

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Alcar strongly condemns all practices aimed to achieve improper advantage, to engage in collusion, corruption or embezzlement conducts, solicitations aimed to get both directly and indirectly personal career advantages for itself or others, and any behavior aimed to influence impartiality of the parties involved in the evaluation process concerning with business decisions.

Alcar strictly prohibits every form of offer, gift, promise of money, goods or others benefits, able to compromise integrity and reputation of one of the parties involved or nowhere near to exceed normal courtesy business practices or oriented to get preferential treatment in any Alcar business activities. Only gifts, homages or donation (goods or other benefits) of modest and appropriate value and nature are accepted, where in compliance with normal business and social practices and in any case in conformity with all the applicable laws and regulations. As interpretational reference to this disposition, Alcar consider as reasonable value limit a maximum of one hundred euros per year.

2.3. Relationships with public authorities or institutions dealing with activities or services of public interest

In relations with public authorities or institutions dealing with activities or services of public interest, Alcar strictly complies with all applicable laws both domestic and internationals and with business procedures and regulations.

Negotiations, engagements and execution of operations with public authorities or institutions dealing with activities or services of public interest are exclusively assigned to Alcar authorized departments.

In relations with public authorities or institutions dealing with activities or services of public interest, in any case and in any way Alcar and its employees, collaborators or advisors may seek to influence improperly the decision of the interested institution in order to obtain acts non-compliant or conflicting with their respective office duties, offering or promising, both directly and indirectly, any kind of gifts, presents, favours or benefits.

The employee or the collaborator who should receive indications to operate in violation of the rules indicated above is bound to give a prompt information.

2.4. Ethics and financial transparency

All the financial transactions performed by Alcar have to be reported in compliance with dispositions of Italian Civil Law, domestic and international accounting standards, where applicable, and generally accepted and recognized accounting practices; accounting entries must represent and describe the nature of the transactions in a correct and transparent way.

Alcar is committed to a transparent, true, accurate, relevant, comprehensible and timely disclosure of its own economic and financial data, in order to guarantee all the interlocutors to make a decision in condition of autonomy and awareness about all the concerned interests, options and relevant consequences.

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2.5. Conflicts of interest

Conflicts of interest are determined when anyone addressee of the present Code follows a different interest from Alcar's mission or performs activities which may interfere with their ability to make impartial decisions in the exclusive interest of Alcar or takes personal advantage from exploiting of their role in the Company or personally exploiting business opportunities offered by Alcar.

In running their own activities and with reference to their respective sphere of competence, influence and responsibility, all Alcar's employees, managers and members of company bodies are expected to conduct their own private activities or others external activities and to manage their financial interests avoiding any kind of conflicts with Alcar's interests.

Any situation that may constitute or give rise to a conflict of interest shall be immediately reported to one's superior within management, or to the body one belongs to, and to the Audit Internal Committee.

2.6. Political Engagement

With respect to political parties and candidates Alcar assumes a position of neutrality. Neither the name, nor Alcar's activities have to be used to promote the interests of political parties and candidates.

2.7. Communication with Stakeholders

Alcar firmly believes that creation, maintaining and development of high quality standard relationships with stakeholders, both internal and external, are a fundamental element to foster a sustainable development of the company activities. By a continuous involvement of all different categories of stakeholders, a better comprehension of the respective expectations, the research of the most effective way to integrate them in respective business models and the creation of trustworthy relations may be pursued.

Thus, Alcar is committed to fostering and encouraging a continuous and direct dialogue with all different categories of stakeholders.

2.8. Social Commitment

Alcar is aware about the influence of its activities on the conditions and the well-being of the community. For this reason Alcar pursue a company model aimed to conciliate its own interest with the interest of the community, choosing, where applicable, projects and activities aimed to foster economic, social and cultural development of the territory.

2.9. Intellectual property protection

Alcar is committed to respecting intellectual property rights, to safeguard the informations acquired in relations with customers and suppliers; knowledge and know-how transfer takes place in a way aimed to protect intellectual property rights.

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3. ENVIRONMENT PROTECTION

Alcar complies with environmental laws and regulations in force and contributes to the sustainable development of the territory, adopting the best technologies available, constantly monitoring all business processes and detecting industrial solutions with the minimum environmental impact in life cycle product engineering, realization of production processes, choice of materials and resources, energy consumption, packaging, distribution, use and handling of products, waste emission and disposal.

Alcar environmental policy is specifically focused on the following aspects:

- act in compliance with laws, rules and regulations in force identifying both in the domestic and international scenery all the reference fulfillments the organization has to be compliance with, demonstrating the right application and constantly monitoring the compliance;
- constantly keep under control its own environmental aspects (emissions in the atmosphere, resources consumption, waste handling, discharges);
- preliminary assessment about environmental effects of new activities performed in the plants (plan of development of production processes, laws and regulations up-date, implementation of necessary adaptations both structural and organizational/administrative);
- inform and form all the employees and collaborators about a responsible conduct in performing their respective activities and the potential effect of conduct and behaviors non-compliant with the commitment stated by the organization about defense and respect of the environment;
- institution, up-date and communication of its environmental policy to all the workers, collaborators, customers, suppliers and all the stakeholders in order to show with transparency its own on-going commitment towards defense, safeguard and awareness about environment aspects;
- privilege the Suppliers who demonstrate the integration of specific environmental measures and policies in their organization;
- make available to the Authorities and other third parties (citizens, municipalities, neighboring activities) its own environmental policy using a transparent communication system;
- verify the opportunity to introduce process or product innovations able to improve the environmental performances of the organization (continuous improvement);
- set on a yearly basis environmental programs aimed to achieve targets defined and measurable and environmental improvement goals.

3.1. Hazardous Substance Management and Restrictions

Alcar complies with any applicable laws and regulations prohibiting or restricting specific substances.

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To ensure safe handling, movement, storage, recycling, reuse and disposal, Alcar identifies and manages substances that pose a hazard if released to the environment.

3.2. Wastewater and Solid Waste Emissions

Wastewater and solid waste generated from operations, industrial processes and sanitation facilities are monitored, controlled and treated as required by applicable laws and regulations before discharge.

3.3. Air Emissions

Air emissions of volatile organic chemicals, particulates and combustion by-products generated from operations are characterized, monitored, controlled and treated by Alcar as required by applicable laws and regulations before discharge.

3.4. Pollution Prevention and Resource Reduction

Alcar endeavours to reduce or eliminate waste of all types, including water and energy, by implementing appropriate conservation measures in its facilities, in its maintenance and production processes, and by recycling, re-using or substituting materials.

4. LABOR AND HUMAN RIGHTS

Alcar is committed to sustaining and defending workers human rights and to ensuring that workers are treated with respect and dignity, having knowledge that value creation and development processes of the Company are first based on the quality of the working environment, on the sharing and mutual respect and on the capacity of the Company to fostering a full involvement of the human resources, at any level.

In the research, detection and selection of the workers Alcar acts with absolute impartiality, autonomy and independence of judgement, fully complying with laws and regulations in force and with internal procedures.

Alcar is committed to a workplace free of harassment both in internal and external relations, with reference to:

- the creation of a workplace free of intimidations, hostility and social isolation both with individual and group of workers;
- the unjustified interference with the execution of other's working performances;
- hamper other's workers perspectives and expectations because of mere private competitiveness.

Alcar prevents, as possible, and however persecutes mobbing and any kind of individual harassment.

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4.1. Prevention of discriminatory behaviors

Alcar reserves a special attention to creating and maintaining equal opportunity conditions in the workplace and strongly refuses any kind of discrimination against workers based on sex, race, color, age, gender, sexual orientation, ethnicity, disability, religion, national origin or provenance, political affiliation, union membership or marital status in hiring and employment practices such as application for employment, promotions, rewards, access to training, job assignments, wages, benefits, discipline and termination.

4.2. Fair treatment

Alcar is constantly committed to a workplace free of harassment and persecutory treatments. Alcar assures and monitors that workers are not threaten with or subject to harsh or inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental coercion, physical coercion, verbal abuse or unreasonable restrictions on entering or exiting company provided facilities.

4.3. Prevention of Involuntary Labor

Alcar do not use any form of forced, bounded, indentured, or prison labor. All works are voluntary and workers are free to leave work or terminate their employment with reasonable notice, in conformity with modalities and terms stated by laws and category contractual agreements.

Under no circumstances workers are required to surrender any government-issued identification, passports, or work permits as a condition of employment.

Alcar ensures that third party labor agencies providing workers are compliant with the provisions of the Code and sending country and receiving country laws, whichever is more stringent in its protection of workers. Alcar ensures that contract for both direct and contract workers clearly convey the conditions of employment in a language understood by the worker.

4.4. Prevention of Under Age Labor

Child labor is strictly prohibited. The minimum age for employment or work shall be 16 years of age (the minimum age for employment stated by law in the Italian case).

This Code does not prohibit participation in legitimate workplace apprenticeship programs that are consistent with Article 6 of ILO Minimum Age Convention No. 138 or light work consistent with Article 7 of the same Convention.

4.5. Juvenile Labor

Alcar may employ juveniles who are older than the applicable legal minimum age for employment (stated as above) than 18 years of age, provided they do not perform work likely to jeopardize their health, safety, or morals, consistent with ILO Minimum Age Convention No. 138.

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4.6. Working Hours

Except in Emergency or Unusual Situations, a workweek has to be limited to the maximum number of hours provided for the national applicable contract; the same has to be for overtime. Workers shall be allowed at least one day off every seven-days and overtime shall be voluntary. Under no circumstances will workweeks exceed the maximum permitted under applicable laws and regulations.

Alcar offers vacation time, leave periods, and holidays consistent with applicable laws and regulations.

4.7. Wages and Benefits

Alcar pays all the workers at least the minimum wage required by applicable laws and regulations and is committed to providing all the workers the wage required by applicable laws and regulations and eventually by additional agreements. In addition to their compensation for regular hours of work, workers are compensate for overtime hours at the premium rate required by applicable laws and regulations or by additional 2nd level agreements or individual negotiation, whichever is more favorable for workers.

4.8. Freedom of association

Alcar respects the right of workers to associate freely, form and join workers organizations of their own choosing, seek representation, and bargain collectively, as permitted by and in accordance with applicable laws and regulations. Alcar do not discriminate a worker with respect to employment based on union membership and, in particular, do not make employment subject to the condition that the worker relinquish union membership or agree not to join a union or cause the dismissal of or otherwise prejudice a worker by reason of union membership or participation in union activities outside working hours (or within working hours if Alcar has consented to such activities or if required by applicable law or regulation).

4.9. Abuse of alcohol or drugs

All Alcar's People addresses of this Code shall personally contribute to promoting and maintaining in the workplace a climate respectful of the feelings of others.

During the performance of their work activities and in the workplace, it is strictly prohibited:

- to work under the effect of alcohol or drugs, or substances with similar effect;
- to hold, consume, offer or give for whatever reason, drugs or substances with similar effect.

Referring to the prescriptions mentioned above, Alcar complies with dispositions required by law 81/2008 concerning with compulsory sanitary surveillance.

Alcar reserves to undertaking every action allowed by laws and regulations in force in order to persecute any behavior in contrast with those prescriptions.

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4.10. Smoking

Within the law in force, it is strictly forbidden smoking in the workplace. Alcar identifies and offers areas specifically reserved to smokers.

5. HEALTH AND SAFETY

Alcar is committed to pursuing as priority the health and safety of the workers in any business activity, thus the Company enact continuous improvement projects aimed to reduce and prevent the risks related to working activities.

Alcar's People, within their respective tasks, take active part to the process of prevention of the risks related with health and safety towards themselves, their colleagues and third parties.

5.1. Occupational Injury Prevention

Alcar is committed, where possible, to eliminating physical hazards in working place. Where physical hazards cannot be eliminated, Alcar provides appropriate engineering controls such as physical guards, interlocks, and barriers.

Where appropriate engineering controls are not possible, Alcar establishes and enacts measures aimed to prevent non-compliant behaviors which may cause prejudice to worker's health and safety, institutes standard operating procedures dealing with technical and organizational aspects, forming, informing and training the workers with respect of those prescriptions and providing them personal protective equipment suitable to the activity performed and to the related risk.

The workers are expected to be constantly compliant with those procedures and to use personal protective equipment required to perform their activities in safe conditions; Alcar reserves to enforce appropriate disciplinary measures in case of non compliance of the prescription required by laws and internal regulations in force.

The workers are aware about the right to refuse unsafe working conditions without fear of reprisal until management adequately addresses their concerns.

5.2. Prevention of Chemical Exposure

Alcar constantly identifies, evaluates and controls worker exposure to hazardous chemical, biological, and physical agents which may damage worker's health.

Where possible, Alcar makes very effort to eliminate chemical hazards related with the exposure to those agents. Where chemical hazards cannot be eliminated, Alcar provides appropriate prevention and protection systems and engineering controls such as closed systems and ventilations, or workers appropriate personal protective equipment and safe work operating procedures dealing with technical and organizational aspects.

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5.3. Emergency Prevention, Preparedness, and Response

Alcar anticipates, identifies and assess emergency situations and events and minimize their impact by implementing emergency plans and response procedures, including emergency reporting, worker notification and evacuation procedures, worker training and drills, appropriate first-aid supplies, appropriate fire detection and suppression equipment, adequate exit facilities and recovery plans.

5.4. Occupational Safety Procedures and Systems

Alcar establishes procedures and systems to manage, track and report occupational injury and illness. Such procedures and systems should encourage worker reporting, classify and report injury and illness cases, investigate cases and implement corrective actions to eliminate their causes, provide necessary medical treatment, and facilitate the worker's return to work.

5.5. Ergonomics

Alcar identifies, evaluates and controls worker exposure to physically demanding tasks, including manual material handling, heavy lifting, prolonged standing, and highly repetitive or forceful assembly tasks.

In order to eliminate or reduce negative consequences related with performing such activities, Alcar is committed, where possible, to providing the Company structure with aid and support equipments and instruments, adopting at the same time safe work operating procedures dealing with technical and organizational aspects and training plans aimed to inform personnel about operations and risks related with non-compliance with specific indications.

5.6. Communication

In order to foster a safe and healthy work environment, Alcar ensures that workers receive appropriate workplace health and safety information and training, including written warnings in a language understood by the worker.



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