

# OUR PEOPLE

## CHAPTER 4

“The *well-being* of people lies at the heart of our project. By fostering development, professional growth and work-life balance, each individual contributes to the *good* of the business and to the shared future we are shaping.”



**Daniela Sperotto**  
Human Resources Director

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## 260 TOTAL NUMBER OF EMPLOYEES

(+28% over the three-year period) in the HQ of Colceresa

## 39 YEARS

average age of employees

## +2% PERMANENT CONTRACTS

compared to the previous fiscal year

## +30% FEMALE HIRES

compared to the previous fiscal year

### MATERIAL TOPICS

WORKING PRACTICES

WORKERS' HEALTH AND SAFETY

### SUSTAINABLE DEVELOPMENT GOALS

3 GOOD HEALTH AND WELL-BEING



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



# HIGHLIGHTS

# HUMAN CAPITAL

**People lie at the heart of Pedon’s business growth.** The skills, knowledge, experience and individual qualities of each employee represent a valuable asset that helps define the Company and express its uniqueness.

Responsibility for managing human capital policies lies with the Human Resources Department, in line with the guidelines set by Executive Management and the Board of Directors. All employees of Pedon S.p.A. are hired in accordance with the National

Collective Labour Agreement (CCNL) for the food industry, while employment relationships with executives are governed by the CCNL for Industrial Executives.

**The entire workforce is therefore protected by national collective agreements.**

## WORKFORCE COMPOSITION BY JOB CATEGORY AND GENDER – THREE-YEAR OVERVIEW<sup>1</sup>

	FY2022-2023			FY2023-2024			FY2024-2025		
	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL
DIRECTORS	6	1	7	6	1	7	4	1	5
MANAGERS	8	1	9	8	1	9	8	1	9
OFFICE STAFF	35	35	70	38	33	71	41	36	77
WORKERS	99	18	117	114	22	136	133	36	169
<b>TOTAL</b>	<b>148</b>	<b>55</b>	<b>203</b>	<b>166</b>	<b>57</b>	<b>223</b>	<b>186</b>	<b>74</b>	<b>260</b>

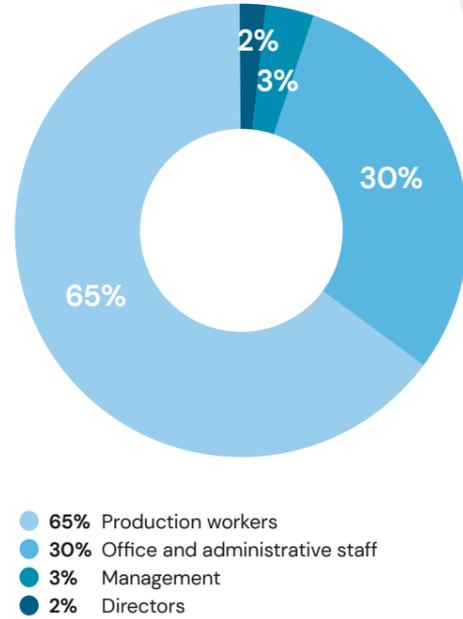
<sup>1</sup> The total number of employees also includes temporary agency workers and refers exclusively to the Colceresa site. The figures shown have been restated compared with the previous report.



**Human capital, dynamic by nature, is enhanced and strengthened through targeted investments in training, health and safety, professional development opportunities and initiatives aimed at promoting work–life balance, in recognition of the strategic role it plays in the Company’s performance.**

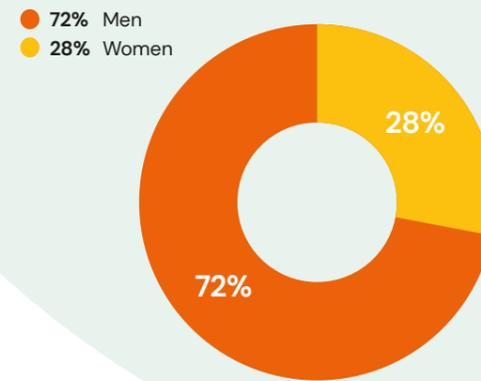
By the end of the 2024–2025 financial year, Pedon employed 260 people. Compared to the previous period, the workforce has grown substantially (from 223 to 260 employees), reflecting the Company’s expansion strategy and sustained investment in human capital (+28% across the three-year period). In line with the Company’s technological and production development, **production workers represent the largest share of the workforce**, accounting for 65% of the total, up by 24% compared with 2023–2024. Office and administrative staff account for 30% of employees, with an 8% increase compared with the previous period. Managers account for 3% of the Company’s workforce, unchanged from the previous year, while Directors represent 2%, reflecting a decrease of 29%. These changes reflect a process of workforce optimisation and growth, aimed at supporting the Company’s organisational and production transformation.

EMPLOYEES BY JOB CATEGORY (%) 2024–2025



With regard to gender composition, the workforce is predominantly male (72%), while **female account for 28% of the total**, evenly distributed between office and production areas. **In the last financial year, female recruitment increased by 30%, exceeding the Company’s average workforce growth (+16%).**

EMPLOYEES BY GENDER (%) 2024–2025



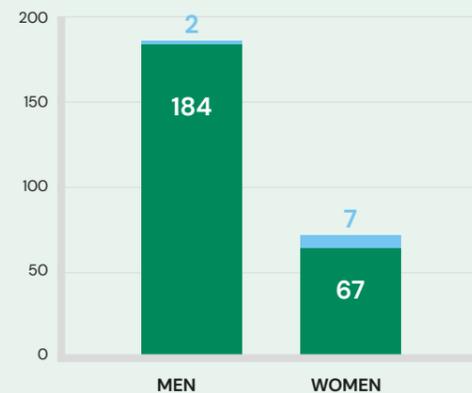
WORKFORCE DISTRIBUTION BY GENDER OVER THE THREE-YEAR PERIOD



The majority of Pedon’s employees are **employed on permanent contracts**, accounting for 82% (+2% compared with the previous financial year), confirming the Company’s commitment to long-term employment. The remaining 18% are employed on fixed-term contracts. With regard to employment type, approximately 3% of employees have opted for **part-time work**, highlighting Pedon’s focus on accommodating different professional requirements.

- Full-time
- Part-time

EMPLOYEES BY TYPE OF EMPLOYMENT 2024–2025

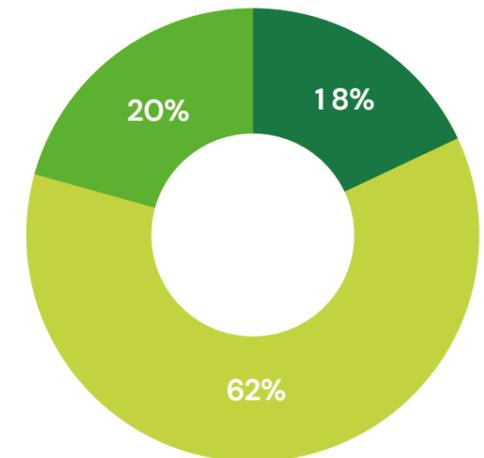


Looking at age distribution, **the 30 to 50 age bracket is the most prevalent among employees**, representing 62%, followed by employees aged over 50 (20%) and under 30 (18%).

These results demonstrate a **balanced age distribution**, encouraging synergy between established expertise and new skills.

- 62% between 30 and 50 years
- 20% > 50 years
- 18% < 30 years

EMPLOYEE AGE (%) 2024–2025



During the 2024–2025 reporting period, **Pedon recruited 88 new employees**, including 59 men and 29 women (+30% year on year), primarily as production workers, with additional hires in office roles. There were 40 terminations, including 28 men and 12 women, all attributable to the expiry of fixed-term

contracts and voluntary resignations. The significant number of workforce movements is also related to the use of agency and temporary employment contracts, utilised by the Company to address production peaks driven by seasonality.

**NEW EMPLOYEES:** new hires by gender and professional category.<sup>2</sup>

	FY2022–2023			FY2023–2024			FY2024–2025		
	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL
DIRECTORS	0	0	0	0	0	0	0	0	0
MANAGERS	0	0	0	0	0	0	0	0	0
OFFICE STAFF	3	7	10	6	5	11	4	8	12
WORKERS	22	16	38	37	14	51	55	21	76
<b>TOTAL</b>	<b>25</b>	<b>23</b>	<b>48</b>	<b>43</b>	<b>19</b>	<b>62</b>	<b>59</b>	<b>29</b>	<b>88</b>

**EXITED EMPLOYEES:** terminations broken down by gender and professional category.<sup>2</sup>

	FY2022–2023			FY2023–2024			FY2024–2025		
	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL
DIRECTORS	0	0	0	0	0	0	2	0	2
MANAGERS	1	1	2	0	0	0	0	0	0
OFFICE STAFF	10	5	15	3	7	10	1	6	7
WORKERS	21	14	35	22	10	32	25	6	31
<b>TOTAL</b>	<b>32</b>	<b>20</b>	<b>52</b>	<b>25</b>	<b>17</b>	<b>42</b>	<b>28</b>	<b>12</b>	<b>40</b>

<sup>2</sup> The figures shown have been restated compared with the previous report.

**TURNOVER RATES<sup>3</sup>**

A useful indicator for understanding the stability of an organisation’s workforce and assessing the effectiveness of its people management policies is the **turnover rate**. Overall, the Company is fostering an increasingly supportive working environment, grounded in effective management policies and practices. This is particularly evidenced by the declining and consistently low negative turnover rate over the three-year period, as well as by the replacement rate, which confirms that new hires are higher than exits.

	FY2021–2022	FY2022–2023	FY2023–2024
<b>POSITIVE</b>	48	62	88
	23.2%	30.5 %	39.5 %
<b>NEGATIVE</b>	52	42	40
	25,1%	20,7 %	17,9 %
<b>OVERALL</b>	100	104	128
	48.8 %	48.8 %	53.0 %
<b>COMPENSATION</b>	92 %	148 %	220 %

<sup>3</sup> Positive turnover rate: employees hired during the period / workforce at the beginning of the period × 100 -  
 Negative turnover rate: employees who left during the period / workforce at the beginning of the period × 100.  
 Total turnover rate: (employees hired and employees who left during the period) / average workforce for the period × 100 -  
 Turnover compensation rate: number of hires / number of leavers during the period × 100.



# SKILLS DEVELOPMENT AND TRAINING



## PROFESSIONAL ROLE DEVELOPMENT

Market volatility, the rapid pace of change in the environment in which the Company operates, and constant competitive pressure encourage the organisation to develop an adaptive mindset, in which each employee can express and enhance their skills and aptitudes.

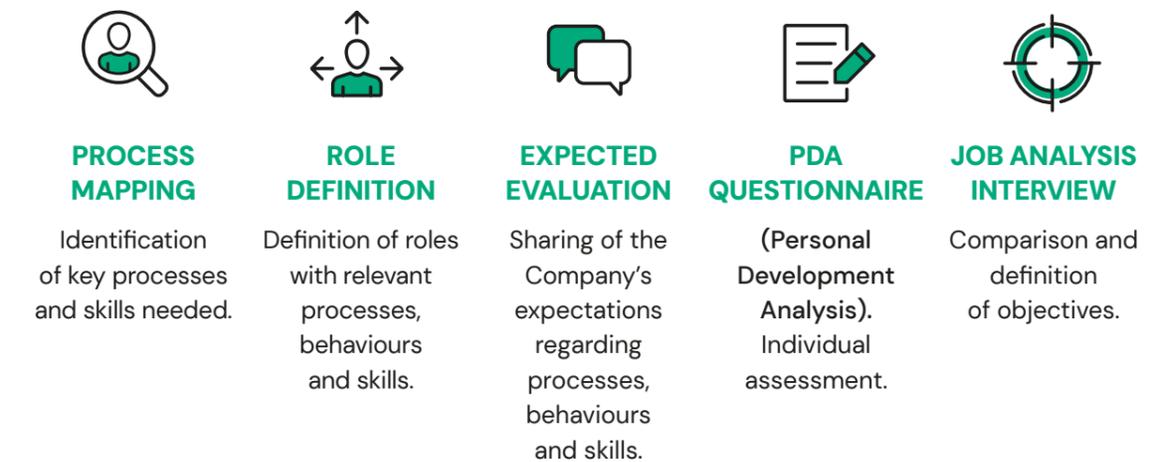
**Pedon is committed to building a dynamic organisation in which each person is aware of their role and of the contribution they can make to the Company's development.**

This is implemented through a **performance and professional development evaluation process**, in which all employees participated during the 2024-2025 financial year. This process, gradually introduced starting from the 2022-2023 period, supports individual personal growth, strengthens skills management and human capital development, and helps enhance employee satisfaction, which is closely linked to the organisation's overall performance.

THE COMPANY USES A SOFTWARE TOOL TO ENSURE COMPREHENSIVE AND STRATEGIC HUMAN RESOURCES MANAGEMENT, ALIGNING EMPLOYEE SKILLS WITH ORGANISATIONAL OBJECTIVES. **PEDON HAS THE FOLLOWING OBJECTIVES:**



MOREOVER, THANKS TO THIS MANAGEMENT TOOL, THE COMPANY DEVELOPS EFFECTIVE PROFESSIONAL PROJECTS THROUGH **A MULTI-STAGE MODEL:**



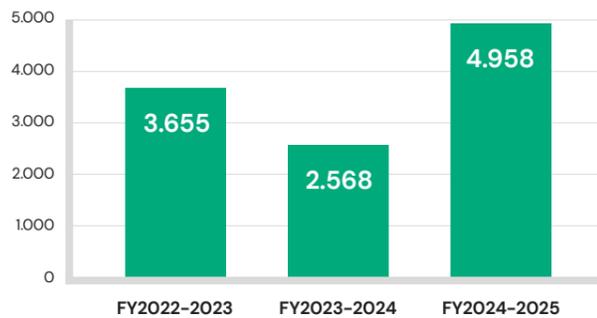
# TRAINING

Training plays a key role for the Company, not only by developing employees' skills but also by driving overall business growth, making the organisation more adaptable.

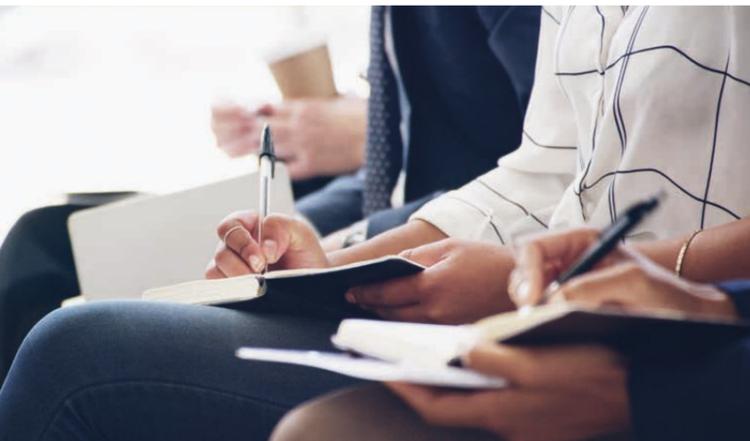
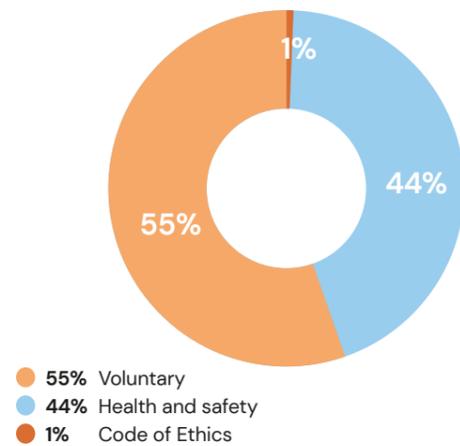
In the 2024–2025 financial year, a total of 4,958 training hours were delivered, marking an increase compared with the 2,568 hours recorded in 2023–2024. Changes recorded across the three-year period are primarily attributable to mandatory health and safety training, together with the introduction in 2024–2025 of on-site quality training for production workers. In addition, in the 2022–2023 period, a new initiative was

introduced the new Code of Ethics, which involved a single, dedicated training programme delivered to all employees. In the 2024–2025 financial year, 55% of training hours were allocated to voluntary training programmes, 44% to health and safety topics, and 1% to training on the Code of Ethics.

TOTAL NUMBER OF TRAINING HOURS OVER THE THREE-YEAR PERIOD



TYPE OF TRAINING (%) 2024–2025



**Pedon recognises training as a strategic element and therefore invests continuously in human capital, considering it as a fundamental driver of long-term success.**

Voluntary training hours in 2024–2025 show a slight decrease compared with 2023–2024 (from 60% to 55%), yet they remain well above the 2021–2022 level (31%). This confirms Pedon's ongoing commitment to promoting the continuous development and upskilling of its workforce.

As part of voluntary training initiatives, the English language training programme was once again offered, provided via e-learning and classroom-based sessions, and targeted at employees whose roles require knowledge of the language.

**AT THE SAME TIME, FURTHER TRAINING COURSES WERE IMPLEMENTED TO DEVELOP TECHNICAL AND MANAGEMENT COMPETENCIES, INCLUDING:**



A course dedicated to **production planning and management** in line with Lean Manufacturing principles, aimed at improving operational efficiency.



A **basic digital** skills course aimed at production workers, with the objective of strengthening essential computer skills.



A specific course on **administrative and tax skills**, aimed at deepening accounting, administrative and regulatory knowledge.



A course aimed at developing **management and interpersonal competencies**, with the objective of reinforcing leadership, communication and team coordination skills.



Refresher courses on topics relevant to the **Quality and R&D departments**.

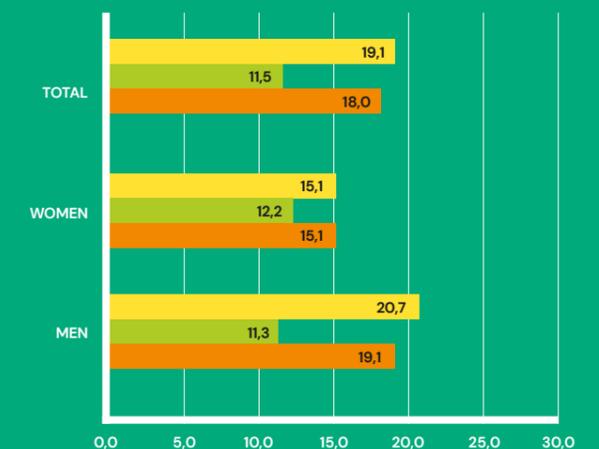
In the financial year 2024–2025, **each employee received an average of 20 hours** of training. Analysing the data by gender, women received an average of 15 hours, while men received around 21 hours each.

By job category, production employees recorded an average of 17 training hours per person, managers 13 hours, office staff 26 hours, and managers 8 hours.

AVERAGE TRAINING HOURS PER EMPLOYEE BY JOB CATEGORY OVER THE THREE-YEAR PERIOD



AVERAGE TRAINING HOURS PER EMPLOYEE BY GENDER OVER THE THREE-YEAR PERIOD



FY2024–2025 FY2023–2024 FY2022–2023

# CORPORATE WELLBEING

Being an inclusive and positive organisation, focused on employee well-being and satisfaction, requires actively listening to employees and giving them a voice.



## CORPORATE WELLBEING

Pedon periodically conducts employee satisfaction surveys, which are effective tools for analysing the relationship between commitment, engagement and organisational and individual factors.



In particular, the surveys were conducted in 2023 and previously in 2018 through an anonymous questionnaire distributed to all employees with at least six months of service. The questionnaire gathers feedback on key areas such as work organisation, internal communication, team cohesion, growth opportunities, autonomy at work and available resources, also assessing how these factors influence workplace behaviour and overall employee satisfaction.

The 2023 survey recorded good participation levels (67%) and satisfactory levels of sense of belonging and engagement in work activities.

To build on existing engagement and recognition programmes and respond to the insights from the survey, Pedon rolled out a series of initiatives to actively involve employees in company life, streamline communication and foster a healthy work-life balance.

## CORPORATE INCENTIVE PROGRAMMES

In the financial year 2024-2025, Pedon invested Euro 233,456 in incentives for the benefit of all employees, an increase of 24% over the previous year (Euro 188,912).

The incentive plan provides for an annual credit of Euro 800 per employee, paid on 1 July 2024 and valid until 31 December 2024. Parents of tax-dependent children are granted an additional Euro 500 credit for expense reimbursements, while working students are entitled to a further Euro 500 for school or university-related reimbursements.

Incentives allowances are proportionate to the months actually worked and to the working hours worked in the case of a part-time relationship.

Credits can be used through Intesa San Paolo's "Welfare Hub" platform, which offers a wide range of services dedicated to home and family, health and wellness, leisure, travel and mobility.

**IN ADDITION, UNDER THE COMPANY SUPPLEMENTARY AGREEMENT, SIGNED BY FAI CISL<sup>4</sup> VICENZA, FURTHER BENEFITS ARE PROVIDED TO ENHANCE THE INCENTIVE PROGRAMME:**



**Extension of special leave**, including leave for employees with elderly parents.



**Additional remuneration** above the national collective agreement for night shifts and overtime work.



**Strengthening of shared leave schemes** in the event of serious personal circumstances, including the provision of additional hours contributed by the Company.



**Incentives for supplementary pension schemes**, with an increase in the Company's contribution compared with that provided for under the national collective labour agreement.

4. Italian Federation for the Agricultural, Food, Environmental and Industrial Sectors

## PARENTAL LEAVE

Parental leave constitutes an essential support measure for employees at significant moments in their lives, within a legislative and social environment that is progressively more focused on fostering work-life balance.

The relevant regulatory framework is Legislative Decree No. 151 of 26 March 2001, known as the Consolidated Act on legislative provisions for the protection and support

of maternity and paternity, subsequently supplemented by Legislative Decree No. 105/2022, which expanded and strengthened the protections provided.

### INFORMATION ON EMPLOYEES' TAKING PARENTAL LEAVE FY2024-2025

	FY2022-2023			FY2023-2024			FY2024-2025		
	Men	Women	TOT	Men	Women	TOT	Men	Women	TOT
EMPLOYEES WHO HAVE TAKEN PARENTAL LEAVE	1	6	7	2	8	10	3	10	13
EMPLOYEES WHO WERE ENTITLED TO PARENTAL LEAVE	10	8	18	10	8	18	12	10	22

	FY2022-2023	FY2023-2024	FY2024-2025
RETURN-TO-WORK RATE <sup>5</sup>	57%	100%	100%
RETENTION RATE <sup>6</sup>	175%	114%	80%

5. Return-to-work rate = Total number of employees who actually returned to work after parental leave / Total number of employees expected to return to work after parental leave × 100.

6. Retention rate = Total number of employees still employed 12 months after returning to work from parental leave / Total number of employees who returned from parental leave in the previous reporting periods × 100.

#### In 2024-2025, 10 women and 3 men took parental leave.

Of the 12 men entitled to the leave, only a minority made use of it, compared with full uptake among women (10 out of 10 eligible). This trend is also confirmed when considering the entire three-year period. The rate of return to work was 100% in both 2023-2024 and 2024-2025, while in 2022-2023 it was 57%. This trend shows a gradual improvement to full reintegration of employees after leave.

Although showing fluctuations over the three-year period (175% in 2022-2023, 114% in 2023-2024 and 80% in 2024-2025), the retention rate overall indicates a good ability on the part of the Company to retain returning employees, even though in the most recent period a share of the workforce (20%) left the organisation. Overall, the data points to a **high rate of post-leave reintegration and a reasonable level of employee loyalty**, while underscoring the need for further progress in work-life balance policies.

## OTHER COMPANY INITIATIVES AIMED AT EMPLOYEE WELL-BEING

### CORPORATE VOLUNTEERING

During June, Pedon reaffirmed its commitment to corporate volunteering, devoting four days to working alongside Banco Alimentare. A leading Italian non-profit organisation dedicated to recovering food surpluses and redistributing them at no cost to charities assisting individuals facing hardship. The initiative enabled our employees to **experience hands-on volunteering**, working alongside Banco Alimentare staff and volunteers in their day-to-day warehouse activities. It was a highly valuable learning and human experience, which made it possible to gain deeper insight into a leading non-profit organisation and to contribute tangibly to the **fight against food waste**. This initiative is a further expression of the well-established partnership between Pedon and Banco Alimentare, based on common values and a shared ambition to create, together, a fairer, more caring and sustainable future.



Pedon is a long-standing partner of Banco Alimentare and, through its iconic "Lenticchia Pedina" helps support families in need by donating over 55,000 portions of pulses and grains as well as providing a financial contribution to cover the costs of food recovery and distribution, equivalent to 125,000 meals nationwide.





**INTER-COMPANY SPORTS TOURNAMENT**

During the last year, Pedon once again participated in an important inter-company sporting event, a tournament that brings together various local companies for friendly matches in football, volleyball, basketball and running. The event provides a unique opportunity to **combine competition, collaboration and social engagement**, fostering cohesion among colleagues and strengthening team spirit.

Starting this year, the tournament was enhanced with a special evening dedicated to *“Win Win senza frontiere”*, featuring four different games designed to involve an even wider range of participants, regardless of age or level of athletic ability. An **inclusive moment of sport and fun**, which strengthens the bonds between people and at the same time helps to support valuable solidarity projects.

**EMPLOYEE CANTEEN – SPAZIO PEDON/OFF**

Operating since January 2021, Spazio Pedon/off was designed to offer employees **healthy, high-quality food**, enhance staff well-being and promote a positive working environment.

In line with the Company’s values and positioning, the service seeks to convey the principles of balanced nutrition in a space that encourages mutual understanding and relationships beyond formal roles.

**CORPORATE COUNSELLING AND NUTRITIONIST SERVICES**

With the aim of providing practical tools for managing work-related stress, improving interpersonal relationships and supporting increased productivity, Pedon offers employees regular sessions with a counsellor and preferential access to individual support programmes. In addition, an agreement has been put in place with a nutritionist, under which the initial consultation is covered by the Company, with subsequent sessions offered at a preferential rate.

**CORPORATE EVENT: 40 YEARS**

In celebration of its first forty years, the Company decided to hold a special day alongside those who made this achievement possible: its employees. The event, set in the city of Verona, guided participants to discover hidden and fascinating places, accompanied by specialised tour guides. Each stop along the journey shared a distinctive story of the city, linked to the core values that characterise the Company: perseverance, curiosity, imagination and generosity.

**A moment to celebrate the past, strengthen a shared identity and look to the future together.**



# WORKERS' HEALTH AND SAFETY

For Pedon, protecting the health and safety of employees is an absolute priority and a core element of business and production management. Ensuring a healthy and safe working environment for its workforce, beyond being a regulatory requirement, is an essential factor for people's well-being and productivity.

## COMPANY MANAGEMENT SYSTEM

The company's occupational health and safety management system complies with the requirements of current legislation, in particular Legislative Decree 81/2008, and is applied in practice through the Risk Assessment Document (DVR) and associated operational procedures. The DVR, aimed at identifying, assessing and managing risks to workers' health and safety, is regularly updated in line with risk levels and the specific operational characteristics of each department.

From an organisational perspective, health and safety activities are managed by an internally appointed **RSPP** and by a **Management Representative for health and safety and prevention**. Emergency response teams are also in place and are continuously trained through a structured training programme.

**The Company promotes the active participation and consultation of employees in the development, implementation and evaluation of the health and safety management system, also through periodic meetings with supervisors (three times a year) and with employee safety representatives (RLS).**

HIGH-LEVEL RISKS	PREVENTION AND PROTECTION MEASURES
<b>FIRE RISK</b>	Development and implementation of emergency plans, periodic evacuation tests, training of emergency personnel.
<b>EXPOSURE TO HAZARDOUS CHEMICALS</b>	Implementation of safety operating procedures, provision of specific PPE, local exhaust ventilation systems, and safe management of containers.
<b>WORK-RELATED STRESS</b>	Optimisation of organisational processes, monitoring of workloads, introduction of ergonomic rest breaks and employee listening services.
<b>HEIGHT-RELATED WORK ACTIVITIES</b>	Mandatory use of harnesses and fall-arrest systems, specific training, and installation of lifelines and guardrails.
<b>EXPOSURE TO HIGH NOISE LEVELS</b>	Periodic noise level measurements, provision of earplugs or noise-reducing earmuffs, and limitation of exposure times.
<b>EXPOSURE TO MECHANICAL VIBRATIONS</b>	Scheduled maintenance of machinery, periodic replacement of equipment, and use of anti-vibration devices.
<b>EXPOSURE TO RADON GAS</b>	Periodic monitoring of gas levels in areas at risk, along with ventilation systems and environmental remediation measures.
<b>EXPOSURE TO LEGIONELLA BACTERIA</b>	Monitoring and maintenance of water and air-conditioning systems, periodic water analysis, and implementation of disinfection procedures.

# OCCUPATIONAL HEALTH SERVICES

As part of its occupational health services, which help identify and reduce risks, the Company undertakes a mapping of job positions associated with specific risks, followed by appropriate health surveillance. Medical examinations are organised directly at the company premises. As a health promotion initiative, extending also to areas not strictly related to work,

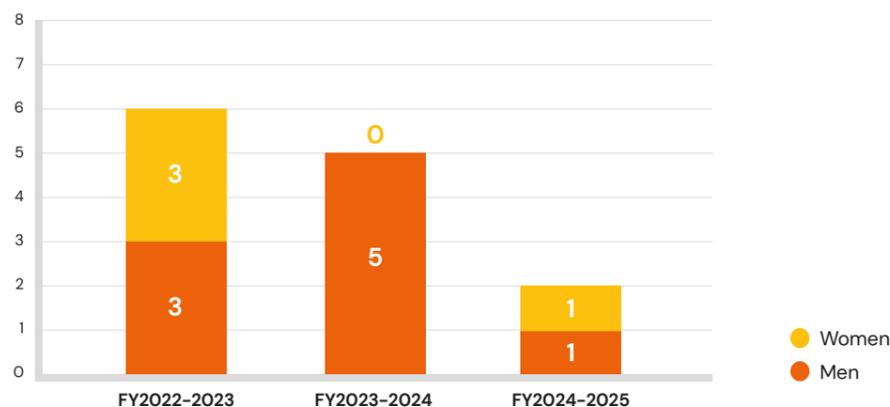
Pedon has launched a smoking awareness and information programme. In particular, two dedicated sessions were organised in FY2022-2023 and FY2023-2024, in partnership with the competent medical practitioner. During the reporting three-year period, there were no reported cases of work-related illnesses among Pedon's workforce.

# ACCIDENTS

During the period 2024-2025, **two accidents** were recorded **among employees**, involving a man and a woman respectively. Compared to 2023-2024, there was a **significant drop in the number of accidents** from 7 (including 2 commuting accidents) to 2. These accidents involved a crushed foot and a knee sprain. At the same time, the **number of reported near misses<sup>7</sup> shows an upward trend**, and, with a view to safeguarding workers' health,

Pedon has launched a **smoking awareness and information programme**. In particular, two dedicated sessions were organised in FY2022-2023 and FY2023-2024, in partnership with the competent medical practitioner. During the reporting three-year period, **there were no reported cases of work-related illnesses** among Pedon's workforce.

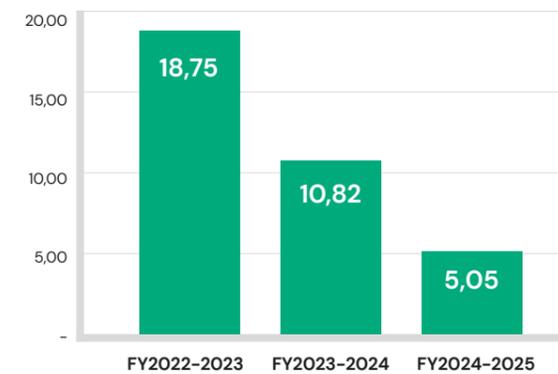
EMPLOYEE ACCIDENTS BY GENDER – THREE-YEAR OVERVIEW



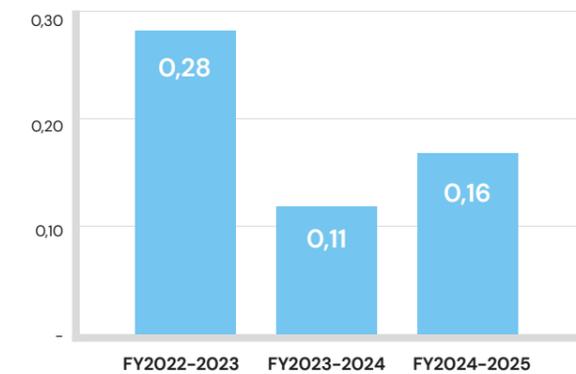
7. In the context of safety, a "near miss" refers to an incident that did not result in harm to people or the environment but had the potential to do so.

**Accident indices<sup>8</sup>** represent a key tool for assessing risk levels and identifying the Company areas, employee groups, operations or working conditions that require greater attention, enabling the definition of priority corrective actions.

ACCIDENT FREQUENCY INDEX OVER THE THREE-YEAR PERIOD



WORKPLACE ACCIDENT SEVERITY INDEX OVER THE THREE-YEAR PERIOD



Over the three-year period analysed, the data show a significant improvement in the accident frequency rate, which declined from 18.75 in FY2022-2023 to 10.82 in FY2023-2024, and further to 5.05 in FY2024-2025, in line with the downward trend in the overall number of accidents.

On the other hand, the **severity index** initially shows a decrease, from 0.28 in FY2022-2023 to 0.11 in FY2023-2024, before settling at 0.16 in FY2024-2025.

Despite a slight increase compared with the previous year, the figure remains **very low**.

Overall, in FY2024-2025 the **accident frequency** (5.05) is **significantly lower than the INAIL sector figure** for the three-year period 2018-2020 (13.40), while the **severity index** (0.16) also **remained** well below the sector average (1.28)<sup>9</sup>.

8. Recordable workplace accident frequency index (Recordable workplace accidents / hours worked) x 1,000,000  
Severity index (total number of days of absence due to accident/total number of hours worked) x 1,000

9. The food industry sector falls within ATECO Section C – Manufacturing activities, which was used as the reference for the INAIL 2018-2020 analysis.  
Data source: INAIL 2023, No. 12 – December, Trends in Occupational Accidents and Occupational Diseases.

# TRAINING AND DEVELOPMENT ACTIVITIES

Pedon is committed to promoting a culture of health and safety, ensuring that these aspects are regarded as priorities in the performance of work activities.



With this in mind, the Company requires all employees and agency workers to have **updated general and role-specific training**, alongside cross-cutting training delivered by the RSPP and quality managers.

Depending on their role, employees also receive **specific training for the use of equipment and systems** such as forklift

trucks, elevating platforms, PES-PAV-PEI systems<sup>10</sup>, X-ray equipment, hoists, boilers, freezer rooms and F-Gas systems.

At the same time, emergency response, first aid and BLSD<sup>11</sup> personnel are periodically certified and refreshed, **to safeguard the overall safety** of the organisation.

10. Electrical work operators: PES (Expert Person); PAV (Instructed Person); PEI (Person authorised to carry out live electrical work).  
11. Early defibrillation (BLS-D – Basic Life Support and Defibrillation).

## PEDON IS CURRENTLY TAKING ACTION ON MULTIPLE FRONTS TO IMPROVE ITS HEALTH AND SAFETY MANAGEMENT SYSTEM FOR EMPLOYEES:



**Renewal of Fire Prevention Certificate (CPI)** covering all areas of the production site.



**Training of new emergency response personnel** (first aid, fire management, use of defibrillators).



**Adaptation of fire-fighting equipment.**



**Updating of the Risk Assessment Document (DVR) and the list of PPE** by job role and department.



**Verification of equipment compliance in accordance with the Machinery Directive 2006/42/EC:** at present, 70% of the production site has been upgraded, with the remaining works in progress.

The improvement of the Company's health and safety management system is also achieved through the adoption of the recommendations and corrective actions identified during the **SMETA audit**<sup>12</sup>.

The latter, based on the ETI Base Code (Ethical Trading Initiative) and applicable legislation, mainly concerned the updating of safety documentation and emergency plans.

In general, the **audit results confirmed a positive assessment of the Company's standards**, including those related to the protection of employee health and safety. In addition, feedback gathered through interviews during the audits indicated employee satisfaction with workplace conditions, with specific recognition of the Company's stability and the company-level agreement with the trade union, which offers enhanced provisions compared with the national collective labour agreement.

12. The SMETA audit (Sedex Members Ethical Trade Audit) is a corporate assessment system used to verify an organisation's labour, health and safety, environmental and ethical standards.