



## 4. SOCIAL AREA

## 4.1 EMPLOYMENT STRUCTURE AND DIVERSITY

Elcoman employed a total of 52 people, distributed across four main categories: executives, office staff, production workers, and other operational support roles.

The gender distribution shows a male prevalence (typical of manufacturing environments), with a more balanced representation among office staff, where women account for 50%. The Board of Directors also includes a female member, representing one quarter of total board positions.

**EMPLOYEES:**   
50% WOMEN

**BOARD OF DIRECTORS:**   
25% WOMEN

These figures confirm that the company has a solid and diversified organizational base, with gender balance to be further strengthened particularly in technical areas.

Beyond gender and role distribution, a particularly significant indicator is employee retention: **over the past ten years, the company has recorded only one personnel change**, a clear sign of strong loyalty and a positive, inclusive corporate climate.



## 4.2 WORKING RIGHTS AND WELFARE



### RIGHTS AND WORKING CONDITIONS

All employees work under regulated contracts governed by national collective labor agreements. The company strictly prohibits any form of exploitation or unfair practice and fully recognizes union and collective bargaining rights.



### HEALTH AND SAFETY

The protection of people is an absolute priority. Elcoman maintains up-to-date risk assessment tools, organizes periodic medical check-ups, and conducts safety training sessions, including practical drills. All employees are provided with appropriate personal protective equipment (PPE), and any accidents or near misses are monitored and analyzed to strengthen prevention measures.



### WELFARE AND QUALITY OF LIFE

The company has developed a welfare system that includes meal vouchers and shopping vouchers, providing concrete support to household income. In addition, the option to adjust starting times has been extended to all employees, in line with production needs.



**ELCOMAN PROMOTES THE WELL-BEING OF ITS EMPLOYEES AND RECOGNIZES THE IMPORTANCE OF BALANCING PROFESSIONAL AND PERSONAL LIFE.**



**This approach strengthens a corporate culture based on trust, inclusion, and shared responsibility, placing people's well-being at the core of the company's social strategy.**

## 4.3 COMMITMENT TO THE COMMUNITY

Elcoman demonstrates its commitment to the community through social responsibility initiatives that support schools, institutions, and local organizations, but not only that: its focus on education and inclusion also extends beyond national borders.



### SUPPORT FOR THE LOCAL COMMUNITY

- Supplies provided to several Carabinieri stations (Cesano Maderno, Desio, and Varedo).
- Financial contribution to the renovation of the parish theatre “La Campanella” in Bovisio Masciago.



### SUPPORT FOR EDUCATION

- Support to the Collegio Ballerini in Seregno to promote a culture of data protection.
- Donation of shredders to a school in New Jersey to support the job placement of students with disabilities.



### SUPPORT FOR SOCIAL INITIATIVES

Partnership with a company in Merate that employs people with disabilities, contributing to various production processes and component supplies — combining social inclusion with support for the local economy.

# 4.4 CERTIFICATIONS AND RECOGNITIONS

As evidence of its ongoing commitment to quality, safety, and sustainability, Elcoman operates in compliance with several international standards and certifications



## QUALITY MANAGEMENT SYSTEMS (ISO 9001:2015)

A globally recognized standard confirming the implementation of a quality management system focused on **continuous improvement and customer satisfaction**.

## NSA APPROVAL

A highly selective certification issued by the U.S. Department of Defense's **National Security Agency** for products meeting the most rigorous standards for secure destruction of classified information, recognized by government and intelligence agencies such as the FBI and CIA.



## TECHNICAL COMPLIANCE AND ELECTRICAL SAFETY

- **CE Marking:** confirms compliance with European health and safety directives.
- **ETL Certification:** issued by Intertek, certifying conformity to North American electrical safety standards.
- **CB Scheme:** an international system facilitating mutual recognition of electrical safety certifications in over 50 countries.

## SUSTAINABILITY AND ENVIRONMENTAL SAFETY

- The **FSC® certification** Certification ensuring that all wood materials come from responsibly managed forests.
- The **environmental and product standards ambientali** include the **REACH** (safe use of chemicals); the **ISPM15 FAO** (treatment of wood for packaging); the **C/ PAP 20** (paper and cardboard recycling); the use of fully recycled **LDPE**.



# 4.5 CONTRIBUTION TO UN GOALS AND FUTURE GOALS

Elcoman's social initiatives are fully aligned with the United Nations Sustainable Development Goals, demonstrating how the company's strategy is integrated into a broader vision of sustainable progress.

