



# **Company balance sheet Famas System S.p.A**

***Edition 2022***

**Social and environmental balance**

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## Presentation

It is with great pride, my personal and the whole company, that I present this seventh edition of the Social Balance of Famas System Spa.

I interpret it as a tool to make our customers, suppliers, employees and employees aware of the mentality of the Famas System that over the years has always wanted to combine the balance between healthy business growth and attention to the territory, The European Commission has published a report on the European Union's research and development policy in the field of education.

Today more than yesterday it is necessary to summarize in a document how many years the Famas System and its subsidiary company Movalia have achieved for and together with all those subjects that, for various reasons and in different situations, have collaborated with us.

We are living through years of change, in which organizational and production visions are constantly being tested and the results achieved become immediately a new starting point. The Famas System is a company that I believe is capable of continually rethinking itself, first of all by questioning the strategies and style of management, and then by directing its employees towards innovative goals.

Always without forgetting its roots, the historical foundations and pillars on which the company has built its successes, overcoming the difficulties and challenges that have offered us the first years of this new millennium.

The main guide in this renewal process were the traditional values of Famas System: transparency, honesty, reliability, attention to customers and suppliers, valorization of all employees. But also great attention to the Community, in the conviction that it is necessary to exercise a better active social role, after all, even we are guests of our territory.

I would like to conclude with a fitting thank you to the many people who have taken time to prepare this Social Report. I am sure that the effort will not be in vain and that those who want to face the reading will certainly learn to know us better.

Amministratore Delegato  
Mellina Stefano

## The Corporate Balance Sheet

Increasingly, companies are aware of the social dimension of their business, which is linked to and integrated with the financial and competitive economic aspects of management.

At the same time, the community is increasingly expressing needs and expectations that affect the development of companies and their sustainability in the long term.

The social balance wants to be a simple and clear tool that addresses all stakeholders (stakeholders) of Famas System. It is all those subjects that, directly or indirectly, suffer from the company's actions positive or negative effects (customers, employees, partners, institutions, local community, etc.) and of which the Company undertakes to consider the interests and expectations in taking our daily decisions.

This social reporting has been carried out according to defined standards and principles. In particular, for this Financial Report we have taken as reference the guidelines to the Social Responsibility UNI EN ISO 26000:2010 and the guidelines developed by the Study Group for the preparation of the Social Budget (GBS standard 2013). The principles followed, which ensure the quality of the training process and information, are partly borrowed from the civil reporting area of the economic activity of the enterprise (principles of neutrality, period competence, prudence, comparability, clarity and intelligibility, periodicity and recurrence, homogeneity, etc.) and are partly characteristic of social reporting (responsibility, identification of the Company and organizational structure, transparency, inclusion, coherence, integration into management systems and continuous improvement).

The document is divided into four sections:

- **Corporate identity**, where the institutional and organizational structure, mission, ethical reference values, strategies and policies are explained.
- **Social report**, summarising the results obtained in relation to company statements and the effects on individual stakeholders.
- **Production and distribution of the Added Value**, which represents the main link with the annual financial statements and which highlights the economic effect that the activity of the company has produced on the main categories of interested parties.
- **Improvement objectives**, through which the company is committed to meeting the needs and expectations of its stakeholders, consistent with the mission and stated values.

For Famas System this is the seventh experience of drafting a social balance sheet, and in writing we have taken advantage of what emerged from previous editions, trying to provide a picture as representative and comprehensive as possible of the company's reality.



# **PART I**

## **CORPORATE IDENTITY AND CONTEXT**

# Institutional Structure

## Famas System

Famas System, founded in 1994, has become one of the first companies in the Italian landscape in the design and implementation of systems for remote control of territory and traffic.

In the course of the continuous improvement of its performance, over the years it has adopted an articulated management system, taking as a reference the most widely used international certification standards (ISO 9001:2015, ISO 14001:2015, ISO 27001:2013, ISO 45001:2018, ISO 37001:2016, ISO 39001:2012, SA 8000:2014).

the Company also holds the SOA certification in six categories and the Legality Rating with three stars renewed in 2021.

Famas System operates in the national territory with its offices in Bolzano, as well as the commercial and technical offices in Rome, Milan, Bologna, Lecce, Padua and Turin.

It also controls the company Movalia, based in Rovereto (TN).

The main areas of intervention of Famas System are:

- ⇒ **Integrated systems** for monitoring, management and delivery of **sustainable mobility** technology services
- ⇒ **Data collection** systems for the management of **safety, parking and road** and cycle paths
- ⇒ **Systems** for air **quality, weather and road traffic pollution** control

**Famas System** is the first Italian company to have:



Automatic accident and queue detection systems



Early warning systems ice formation



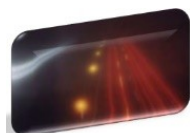
Systems for driving  
Parking facilities available



Non-intrusive automatic detection systems and traffic classification;



Mobility System  
Integrated Eco-friendly



Automatic driving aids with poor visibility



Intelligent speed control systems for increased road safety

The liveability of an urban centre depends on the quality of a number of factors, namely: Related and interlinked, including **mobility, safety and the environment**.

The integrated multimedia platform Famas System by is born from an idea of a smarter city.

The aim is to increase quality of life through the development of more sustainable and eco-friendly **mobility**, allowing people to move freely and safely with a low environmental impact.

The development of strategies for sustainable mobility and safety protection is determined by the development of an urban mobility system based on the concept of a smart city. Smart cities are made possible through the implementation of **Intelligent Traffic Systems (ITS)**, which prefigure a centralized management of data related to the environment, safety, parking and road.

## Storia

<b>1994</b>	Foundation of Famas System S.r.l.
<b>1997</b>	The first city system for dynamic parking address
<b>1999</b>	Certifies its Quality Management System according to UNI EN ISO 9001:2000
<b>2001</b>	It implements the first centralized system for collecting traffic data for statistical purposes at provincial level
<b>2004</b>	Moves its headquarters from Ora (BZ) to its new headquarters in Egna
<b>2002</b>	Obtain a certificate of qualification for the execution of public works (SOA certificate)
<b>2005</b>	Become a Joint Stock Company and enter the share capital of Famas System, ISA Istituto Atesino di Sviluppo S.p.A.
<b>2006</b>	It implements the first centralized regional traffic data collection system for statistical purposes
<b>2007</b>	It implements its first centralized system for collecting meteorological data at the provincial level
<b>2010</b>	Certifies its Quality Management System according to UNI EN ISO 9001:2008
<b>2010</b>	It implements the first centralized system for data collection and traffic monitoring for statistical purposes at national level
<b>2015</b>	It founded Movalia S.r.l. with headquarters in Trento
<b>2015</b>	Certifies its Environmental Management System according to UNI EN ISO 14001:2004 and its Health and Safety Management System according to the standard BS OHSAS 18001:2007
<b>2017</b>	Certifies its information management system according to UNI EN ISO 27001:2013
<b>2018</b>	Recertificates its Management System for Safety and Health of workers according to the standard UNI EN ISO 45001:2018
<b>2018</b>	The European Regulation 679/2016 (GDPR) on the protection of personal data has been introduced and applied
<b>2019</b>	Famas System gets back the attribution of the Legality Rating with three stars
<b>2019</b>	Enters the share capital of Famas System Altea S.p.a. with a share equal to 10.067%
<b>2019</b>	Recertificates its Quality Management System according to UNI EN ISO 9001:2015
<b>2020</b>	Recertificates its Information Management System according to UNI EN ISO



	27001:2013
<b>2021</b>	Change of the shareholding structure with the sale of shares held by the historical partners in favor of Altea S.p.a. which acquires a total of 77.40% of the share capital
<b>2021</b>	Famas System gets back the attribution of the Legality Rating with three stars
<b>2022</b>	Recertificates its Quality Management System according to UNI EN ISO 9001:2015
<b>2023</b>	Recertificates its Information Management System according to UNI EN ISO 27001:2013
<b>2023</b>	Certifies its information management system according to UNI EN ISO 37001:2016
<b>2023</b>	Certifies its information management system according to UNI EN ISO 39001:2012
<b>2023</b>	Certifies its information management system according to SA8000:2014
<b>2023</b>	Famas System gets back the attribution of the Legality Rating with three stars
<b>2023</b>	Change of the shareholding structure with the sale of shares held by the historical partner in favor of Altea S.p.a. who acquires 100% of the share capital

## Corporate governance

Following the acquisition of a majority shareholding by Altea S.p.a., the Board of Directors in office on the date of approval of this balance sheet is as follows:

Consiglio di Amministrazione	Ruolo
Ruscica Andrea	President (Rappresentante dell'impresa)
Mellina Stefano	CEO & Vice-President (Rappresentante dell'impresa)
Cristiano Daolio	Advisor

All the components of the social structure are represented on the Board.

The powers of the Chairman of the Board of Directors are defined by the Company's Articles of Association.

The CEO is given the powers of representation, to be exercised in a single form:

1. Powers of day-to-day management of the company, including specifically the power to operate with credit institutions by moving, both in and out, accounts, deposits and positions held.
2. Powers of extraordinary administration, including specifically the power to sign contracts and subsequent documents required for the constitution and management of the establishment of temporary associations of undertakings for the purpose of participation in tenders and the execution of the works to be awarded, with the exclusion of all other functions reserved to the Council pursuant to art. 2381 C.C., 4 paragraph, of the powers relating to:
  - i. purchase, including by leasing and sale of capital goods, real estate and furniture in a single amount exceeding € 150,000.00;
  - ii. conclusion of contracts of all kinds, but other than those with the typical customers of Famas System S.p.A. and those for the purchase and/or sale of goods to specifically related sites, that individually involve the taking of obligations in excess of € 150,000.00;
  - iii. Acquisition, subscription and sale of shareholdings;
  - iv. Recruitment and financial conditions of the direct labour force;
  - v. the taking of bank loans for amounts individually exceeding € 3,000,000.00, the issuance of guarantees in favour of third parties for amounts individually exceeding € 3,000,000,00 for the typical management of Famas System S.p.A. and the subscription of loans and leases for amounts individually exceeding € 500,000.00.

Stefano Mellina, current CEO, also holds the role of Technical Manager for corporate activities, having obtained knowledge of the professional requirements set by Provincial Law 1/2008.

No further powers, delegations or powers have been conferred on the other members of the Board of Directors.

The CEO is granted as a benefit the use of a company car for a total cost to be borne by the Company of about 12 thousand euros per year.

## 231/2001 SYSTEM

As is known, the D. Lgs. 231/2001 introduced in the Italian law the principle of objective administrative liability of companies, in connection with a series of criminal offences (intentional or culpable) that can be potentially committed by the administrators, their collaborators, and in general by anyone acting on behalf of or for the Company.

To counter the risk of incurring the penalties provided for by the Decree, the same law grants legal entities the possibility of adopting models of organization and management that aim to prevent the commission of the offences envisaged. These are essentially systems for the protection of the business, assets and reputation of the companies and therefore primarily the interests of the members.

Famas System, in line with its company policies, has defined and subsequently implemented a prevention system x D. Lgs. 231/2001, and endeavouring to keep it up-to-date over time, in order to:

- ensure fair and **transparent conditions in the business relations** with its clients and in the management of internal activities;
- **protect members** from the risk of losses arising from the application of penalties provided for by law, as well as the work of its **employees** and the **company's reputation**.

The Model of Organization and Control adopted pursuant to D.lgs. 231/2001 and the Ethical Code was officially approved by the Board of Directors with a resolution of 8 April 2015.

All the members of the Board of Directors have signed the commitment to comply with the provisions of the Code of Ethics adopted by the Company. The current Organisational Model of Control and Management has been considerably revised and updated during 2023, at the same time as the implementation of the standard UNI EN ISO 37001.

### INTERNAL CONTROLS

The Company has appointed a **Board of Statutory** Auditors, whose current composition is as follows.

Board	Role
Somaini Michele	President
Andreatta Claudio	Corporate
Lechner Martin	Corporate
Lorenzon Emilio	Alternate Auditor
Compoj Ludwig	Alternate Auditor

The Board of Statutory Auditors has a general function of control over social activity, with powers of control and intervention governed by legislation.

The audit was assigned to the Audit Firm EY Spa, which in particular:

- a) expresses, by means of a report, an opinion on the annual financial statements;
- b) checks during the financial year that the social accounts are properly kept and that the management facts are correctly recorded in the accounting records.

# Value and Principles

## VISION

***Data for a better life** is the vision of Famas System. Collect, transmit and analyse data on the ecosystem around us to package it into informative packages for those who manage our transport infrastructures, of those who guard and protect the environment and the territory in which we live as well as ourselves in order to improve our lives. A "guide" that accompanies Famas System from the early years of its activity to today and will be a lighthouse in the future.*

## MISSION

***Famas System's main goal** is to improve the lives of all of us, making them safer and easier in a cleaner and more secure environment. To this end, it develops ITS (intelligent transport systems), environmental and meteorological products and solutions based on the latest technologies available on the world market.*

*Famas System is convinced that its objectives can only be achieved with the help of highly skilled and motivated employees; therefore it relies on continuing training, introduces innovative working models, Offers flexible working hours and complements the national employment contract with agricultural services.*

*Famas System is also convinced that its achievements can only be achieved with an open and curious approach to the world around us, which is why it seeks and offers its collaboration to research centres, universities, professionals and specialist companies in the field to grow and improve continuously.*

*Famas System believes that a strong company can only be born from a deep rooted base in its territory and that is why it puts all its experience and know-how at the disposal of local and national stakeholders to build together innovative solutions for export all over the world.*

*Famas System believes that in order to constantly improve its products and solutions, it is essential to invest constantly in research and development activities and this is why it engages 30% of its employees in them and allocates up to 50% annually its operating profit.*

*Famas System believes that every company has a social responsibility and that is why it is committed daily to improving the world and life in the field in which it works.*

As mentioned, Famas System has adopted a Code of Ethics pursuant to D. Lgs 231/2001, which defines the ethical and social responsibility, general principles and rules of conduct towards all the partners of the Company and to which Directors, employees and collaborators in general must take care to protect and preserve, through their own behaviour,

the respectability and image of the Company and the integrity of its economic and human heritage.

- ⇒ We believe in a **partnership idea** that places our customers at the centre of a
- ⇒ We share **solutions, paths and successes** through listening and dialogue, collaboration and mutual trust.
- ⇒ We design **turnkey systems** that include intelligent and consistent assistance at every stage of the project.
- ⇒ We work with the most important scientific and university institutions to maintain high standards of **research**, to establish a technological leadership recognized everywhere.
- ⇒ We follow the line of **constant innovation**, improvement of knowledge and experience to achieve leadership in technologies and in the realization of totally innovative systems and services.
- ⇒ We design Ideal Solutions to achieve important goals: **promote safety**, reduce travel times, reduce economic and social costs, improve the quality of life.
- ⇒ We believe in **teamwork**, in the synergy between information, management and control and we value the integration of the most diverse areas of expertise.
- ⇒ We are committed to making the **close to the customer** an increasingly decisive element in achieving success goals.
- ⇒ We live with our partners the commitment, success and emotions for new challenges. Our goal is **Excellence in Quality** at every stage of design, organization, production, customer service and network management.

## GENERAL PRINCIPLES OF BEHAVIOUR

Below is a summary of the general principles of behavior expressed by the Code of Ethics.

**CENTRALITY AND RESPECT FOR THE PEOPLE** People are essential for creating value and improving internal systems in order to be successful. Therefore, the Company promotes the professional growth of its resources in an environment characterized by meritocracy, fairness and diligence.

The centrality of the person is also evident in listening to the needs of customers and in transparency and fairness of the negotiation with suppliers and in relations with the Public Administration.

**Famas System** is committed to respecting the rights, physical, cultural and moral integrity of all people with whom it relates.

### **FAIRNESS**

**Famas System** is committed to ensuring that administrators and all employees, internal and external, comply with the applicable laws and the Code of Ethics.

*In no case can the pursuit of the interest of the Company justify a dishonest or non-compliant conduct.*

## DISCLOSURE OF FINANCIAL INTERESTS AND CONFLICTS OF INTEREST

**Famas System** Avoid situations where the parties involved appear or are in a conflict of interest. The conflict may concern interests of any nature, including non-property, such as those arising from the intention to want to comply with political pressure, trade union or hierarchical superiors.

The person concerned shall refrain from taking decisions or carrying out activities relating to his duties in situations of conflict of interest, including potential conflicts of interest with personal interests, of his spouse, cohabiting partners, relatives, or.

## PRIVACY

**Famas System** ensures the confidentiality of information in its possession and shall refrain from seeking confidential data, except where expressly authorised and in accordance with applicable legal rules.

Directors, employees and collaborators are required to keep information known to them confidential and not to use it for purposes other than those relating to their own business.

## COMPLETENESS AND TRANSPARENCY OF INFORMATION

Directors, employees and collaborators are required to provide clear, complete, transparent and accurate information so that those who come into contact with the Company can be aware of the expected conditions and consequences of their decisions.

In particular, the formulation of contracts with suppliers Famas System is committed to clearly and comprehensibly explaining the behaviour to be taken in all circumstances.

## FAIR CONTRACT RENEGOTIATION

The Company is committed to always act in good faith and adopt ethically correct rules and practices.

In the management and renegotiation of contractual relationships, Famas System and Colo-ro acting on behalf of and for account, take care not to take advantage of any advantage position, always taking into account the balancing of contractual interests.

## GIFTS, REWARDS AND OTHER BENEFITS

It is expressly forbidden to the Administrators, employees and collaborators of Famas System to accept compensation, gifts, gifts or preferential treatment from any public or private entity.

In any case, regardless of whether the act is a criminal offence, employees are prohibited from offering to public officials or public servants Gifts of any kind exceeding € 150 to perform or have performed an act of their office or in order to benefit from decisions or activities related to the office.

Whoever receives, regardless of his will, gifts or other useful services of any value, shall promptly give written notice thereof to the Supervisory Body established pursuant to D. Lgs. 213/2001.

# strategies and policies

## Scenario

We are living in a time of great transformation, where the traditional paradigms of movement change with speed and breadth as never before.

In the contemporary world, the demand for "connectivity" has exploded and will become increasingly critical and within the next 20 years, exceeding the capacity of current transport systems, with large-scale impacts on productivity, the environment and society at large.

The demand for mobility will change profoundly and therefore require new, more flexible and personalised forms of return. Tackling these challenges with tools and approaches of the past may prove a losing approach. Today, however, this transition can be achieved by using much more innovative approaches.

Intelligent mobility, made possible by technological evolution, allows to intervene on the existing, optimizing it, to respond to immediate needs and, at the same time, allows to change structurally the models of demand and offer in mobility, to accompany the transition in the long term.

In Italy and all the western countries, this innovation shift is becoming increasingly common.

## Industries

The ITS sector is one of the most promising markets worldwide, with high growth rates, especially in emerging and developing countries.

ITS technologies are among the most relied on tools for Smart Cities and Smart Roads projects.

The SMART transport market is very much based on ITS technologies, for the following main factors:

- Excellent cost/benefit ratio and therefore greater economic and **financial sustainability**;
- Greater social and **environmental sustainability**;
- Potential for wide synergies and savings from the **integration of technologies and services**.

## Strategies

ITS technology is a smart way of solving mobility problems.

In contrast to heavy infrastructure work, it offers high benefits with marginal costs and reduced environmental impact. It is now established worldwide that Smart City solutions produce concrete, important and measurable social benefits, including from an economic and environmental point of view.

The European Union intends to promote and finance Smart Cities projects aimed at:

- Eco-sustainability of urban development
- Reduction of energy waste
- Drastic reduction of pollution

An enabling element of the **Smart City** model is the safe, secure and secure exploitation of information and data, including through network systems that allow real-time integra-

tion and processing.

By describing in a simplified way the architecture of an ITS system, the following components are identified:

- Sensor networks for monitoring (wireless detection networks from fixed sensors, from sounding vehicles - floating car data) and implementation technologies (traffic light regulation, variable message panel control, parking management etc.)
- Asset management application solutions for the collection, processing and combination of this information for the purpose of management by system operators (road managers, mobility agencies)
- Application solutions for the processing of Big Data through the combination of "raw" data from wireless sensor networks, location information from social networks (e.g. Twitter), users' geographical locations, digital maps, historical databases etc. and their brief presentation to decision makers and planners of cities and roads (business analytics, "Smart Cities" dashboards")
- Application solutions for the provision of services to end users through digital channels and interfaces (e.g. APP on smartphones, applications on radio/TV channels, information kiosks signage systems)
- 

**Famas System** wants to play a leading role in this development scenario, aiming, compatible with its size, to conquer a significant share of the market for **ITS systems** and **Smart City management**.



# Sistemi di gestione

Famas System has long since developed a set of rules and principles for continuous improvement of the quality and safety of its products and services in an environmental protection perspective to improve the quality of life of its customers and all communities in which it operates, aiming to:

- ✓ To produce and guarantee products of excellent quality and safe in use
- ✓ Promote within the organization the values of customer focus, team spirit and respect for people  
Monitorare costantemente il livello di soddisfazione del cliente
- ✓ Continuously improve business processes
- ✓ Empower, motivate and engage staff
- ✓ Respect the environment and all applicable environmental regulations
- ✓ Ensure the safety and health of all employees
- ✓ Ensure the reliability and security of all information acquired and managed

Rules and principles have been implemented and adopted with reference to internationally recognized management schemes, covering the main areas of company and for which **Famas System** has been certified by independent accredited bodies. These include the following:

- ✓ **UNI EN ISO 9001** - Quality Management Systems
- ✓ **UNI EN ISO 14001** - Sistemi di Gestione Ambientale
- ✓ **UNI EN ISO 45001** - Occupational Health and Safety (Management System for Health and Safety of Workers)
- ✓ **UNI EN ISO 27001** - Information management and security system
- ✓ **UNI EN ISO 39001** - Road traffic management and safety system
- ✓ **UNI EN ISO 37001** - Management system for the prevention of corruption
- ✓ **SA 8000** - Management system for social responsibility

These management systems have been further integrated with the adoption of an Organisational **Model ex D. Lgs. 231/2001** on the administrative responsibility of companies and bodies.

During 2018, the European Regulation 679/2016 (GDPR) on personal data protection was introduced and applied.

The policies guiding the implementation of the **Integrated Management System** of the **Famas System** have been.

## **POLICY FOR QUALITY, INFORMATION SECURITY, ENVIRONMENT, SECURITY, CORRUPTION PREVENTION AND SOCIAL RESPONSIBILITY**

UNI EN ISO 9001 – UNI CEI ISO/IEC 27001 - UNI EN  
ISO 14001 – ISO 45001 – UNI ISO 37001 – SA8000®

### **LIFE VISION**

*Man changes the world to adapt it to his life needs: living, working, moving, creating well-being and development. The territory is becoming an increasingly complex set of technological interfaces that allow us to "feel its pulse" and provide services in real time.*

*A constant dialogue that allows us to know and protect the environment, improve our lives, look for new solutions for the future. Famas System designs and manufactures products and telematic systems for the transmission and processing of data at a distance, making this possibility of contact, planning, informa-*

tion.

Famas System is one of the main Italian and European players in the design and implementation of remote control systems for the territory used for collection, Data transmission and processing in traffic management, meteorological monitoring and environmental monitoring.

In order to ensure the consolidation and continuous growth of the company over time, the Management promotes technological innovation and improvement of the quality of the products and services offered, Providing its customers with effective tools for territorial governance, which help to contain risks to human health and the environment. Customer satisfaction and improved service quality levels are key to achieving strong market leadership.

The organisation aims to meet the needs and requirements of all stakeholders, in particular::

- **customers**, the conformity of products and services with the requirements established;
- **shareholders**, transparency in management and return on investment;
- **employees**, job stability, involvement and motivation, professional recognition, skills development, a safe and healthy working environment, the respect of workers' rights;
- **community and future generations**, actions aimed at the economic, social and cultural development of the territory, protection of the environment;
- **Suppliers and business partners**, a continuous relationship and mutual collaboration;
- **Public Administration**, compliance with legislation.

Famas System also aims to work so that the values of ethical and social responsibility and the fight against corruption, have a central role in its corporate strategy and in relations with all stakeholders. In particular, in line with the requirements of the SA8000® standard, Famas System is committed to:

- **Refuse employment of child labour**  
Do not resort to or support the use of child labour, and combat this form of work if it manifests itself in suppliers/subcontractors and subcontractors, and protect young workers.
- **Refuse to employ forced and compulsory labour**  
Not to resort to or support the use of forced and compulsory labour, condemning any form of modern slavery.
- **Protecting the health and safety of workers**  
Ensure a healthy and safe workplace, taking all appropriate measures to protect the health and safety of workers and prevent accidents and damage to their health during their work in the company.
- **Respect the right to freedom of association and collective bargaining**  
Guarantee the freedom of workers to associate, do not hinder their membership of trade union organisations and promote collective bargaining.
- **Respect the right to a decent wage and fair working hours**  
Comply with applicable laws, industry standards and other agreements in force concerning working hours, rest and holidays, guaranteeing a decent and sufficient wage, fulfilling the contracts concluded.
- **Respect the principles of non-discrimination**  
Not to resort to or support any form of discrimination in recruitment, remuneration, access to training, promotion, termination of employment or retirement on the basis of gender, national, territorial or social origin, religion, disability, sexual orientation or any other personal condition or characteristic not relevant to the professional sphere which could give rise to direct or indirect discrimination.
- **Respect the dignity of workers**  
Treat all staff with dignity and respect, not using or supporting disciplinary practices such as verbal abuse, physical or mental coercion.

To achieve these objectives, an SA8000® Integrated Management System for Quality, Information Security, Environment, Health and Safety, Corruption Prevention and Social Responsibility has been implemented and is maintained; that Famas System is committed to continuous improvement and enables the company to:

- identify and assess the significance of risks inherent in their activities, to • Identify and assess the significance of risks inherent in its activities, products and services provided, and relationships with stakeholders;
- Implement actions to eliminate or minimise identified risks;
- Protect its own information assets and those of its customers;
- Ensure the availability of information to provide continuity in the provision of services;
- To know and keep up-to-date the framework of applicable legislation, voluntary regulations, in-

ternational instruments for the protection of workers referred to in the SA8000® standard, the requirements of international standards to which their IMS certificates refer, and they are committed to comply with them on a continuous basis;

- Monitor and improve customer and other stakeholder satisfaction;
- Continuously improve the performance of products and services, processes and organisation, environmental protection, health and safety, anti-corruption, human rights

Management sets and monitors improvement objectives, taking due account of the significance of the risks and the views of stakeholders.

The Management ensures the consultation and participation of workers, including through the Worker's Safety Representative and the SA8000 Representative, on aspects related to Quality, Environment, Safety and Health at Work, the protection of workers' human rights.

In line with the ethical and legal principles to which it is inspired, Famas System has adopted a "Code of Ethics", which is here referred to in full, and a "Model of organization, management and control ex D.Lgs 231/01" to prevent the commission of certain offences that may result in the Company's administrative liability, including corruption offences. By adopting this Model and the related Code of Ethics, the Management wants to ensure that the behaviour of its employees and the stakeholders with whom it interacts is inspired by principles of honesty, fairness and transparency in relations.

In this context, with specific reference to the commitments for corruption prevention required by ISO 37001, Famas System:

- Prohibits any form of corruption by anyone acting in the name and for the sake of - prohibits any form of corruption by anyone operating in the name and on behalf of Famas System
- requires all stakeholders interacting with Famas System to operate in accordance with the applicable corruption prevention laws
- established the "Compliance Function for Corruption Prevention" with the powers, autonomy and independence to monitor the effective application of ISO 37001 requirements, provide information support to staff and report to the Board of Directors Management of the anti-corruption business system.

Failure to comply with the Code of Ethics and the Anti-Corruption Policy of Famas System activates the system of compliance with its employees in line with the applicable CCNL, or, in the case of suppliers, the process of disqualification and subsequent termination of the contract where permitted by law.

Famas System encourages the conscious use of the following communication channels for sending good faith reports or complaints regarding the indicated issues and related to Famas System. Famas System is committed to treat every report received with confidentiality, confidentiality and without any form of retaliation, subject to the legal obligations.

Alleged or verified acts of corruption

Supervisory 231 of Famas System

[ODV-Famas@alteamet.it](mailto:ODV-Famas@alteamet.it)

Responsabilità sociale SA8000 Comitato Etico SA8000 (Social Performance Team) di Famas System

[sa8000@famassystem.it](mailto:sa8000@famassystem.it)

[feedback.italia@dnv.com](mailto:feedback.italia@dnv.com) ( Det Norske Veritas Italia)


SAAS (Social Accountability Accreditation Service SA8000®)

[saas@saasaccreditation.org](mailto:saas@saasaccreditation.org)

Egna, aprile 20 2023

# Certifications of Famas System

## UNI EN ISO 9001



### CERTIFICATO DI SISTEMA DI GESTIONE

Certificato n.: CERT-04691-09-AG-VEN-SINCERT      Data Prima Emissione: 19 luglio 1999      Validità: 30 ottobre 2022 – 29 ottobre 2025

Si certifica che il sistema di gestione di **FAMAS SYSTEM S.p.A.**  
Via Artigiani Sud, 19 - 39044 Egna (BZ) - Italia

È conforme allo Standard: **ISO 9001:2015**


Questa certificazione è valida per il seguente campo applicativo:  
**Progettazione, produzione mediante le fasi di assemblaggio, commercializzazione, noleggio, installazione e riqualifica, manutenzione di sistemi e prodotti elettronici, di software di telecontrollo e big data analytics per sistemi IoT, per impianti tecnologici di tele rilevamento o di telecontrollo, televisivi a circuito chiuso, nei settori dei trasporti intelligenti (ITS) e della mobilità (impianti di monitoraggio del traffico, del trasporto pubblico e privato, del controllo accessi, del controllo della sosta, per informazione all'utenza e infomobilità, per la classificazione, pesatura e misura della velocità dei flussi di traffico, per la gestione del traffico urbano, extraurbano ed autostradale), per il monitoraggio delle infrastrutture di trasporto, per il monitoraggio ambientale e meteorologico in aree urbane ed extraurbane, di segnaletica a messaggio variabile per applicazioni urbane ed extraurbane ed a bordo dei mezzi di trasporto pubblico e per la sicurezza in ambito stradale ed autostradale.**  
(IAF 19, 28, 33)

Validato secondo le prescrizioni del Regolamento Tecnico RT-05  
La presente certificazione si intende riferita agli aspetti gestionali dell'impresa nel suo complesso ed è utilizzabile ai fini della qualificazione delle imprese di costruzione ai sensi dell'articolo 84 del D.Lgs. 50/2016 e s.m.i. e Linee Guida ANAC applicabili

Lungo e Data: **Vimercate (MB), 29 luglio 2022**



Per l'Organismo di Certificazione:  
**DNV - Business Assurance**  
Via Energy Park, 14 - 20871 Vimercate (MB) - Italy



**Claudia Baroni**  
Management Representative

Il mercato ripete dalle condizioni stabilite nel regolamento di certificazione potrebbe invalidare il certificato.  
UNITA' ACCREDITATA: DNV Business Assurance Italy S.r.l., Via Energy Park, 14 - 20871 Vimercate (MB) - Italy - TEL: +39 036 99 905 - www.dnv.it

## UNI EN ISO 14001



### CERTIFICATO DI SISTEMA DI GESTIONE

Certificato n.: 179114.2015AE-ITA-ACCREDITA      Data Prima Emissione: 04 Maggio 2015      Validità: 04 agosto 2021 – 04 Maggio 2024  
Data di scadenza del futuro ciclo di certificazione: 04 Maggio 2021  
Data dell'ultima ricertificazione: 10 giugno 2021

Si certifica che il sistema di gestione di **FAMAS SYSTEM S.p.A.**  
Via Artigiani Sud, 19 - 39044 Egna (BZ) - Italia  
e i siti come elencati nell'Appendix che accompagna questo certificato

È conforme allo Standard: **ISO 14001:2015**

Questa certificazione è valida per il seguente campo applicativo:  
**Progettazione, produzione attraverso le fasi di assemblaggio, commercializzazione, noleggio, installazione e riqualifica, manutenzione di sistemi e prodotti elettronici, di software di telecontrollo e big data analytics per sistemi IoT, per impianti tecnologici di tele rilevamento o di telecontrollo, televisivi a circuito chiuso, nei settori dei trasporti intelligenti (ITS) e della mobilità (impianti di monitoraggio del traffico, del trasporto pubblico e privato, del controllo accessi, del controllo della sosta, per informazione all'utenza e infomobilità, per la classificazione, pesatura e misura della velocità dei flussi di traffico, per la gestione del traffico urbano, extraurbano ed autostradale) per il monitoraggio delle infrastrutture di trasporto, per il monitoraggio ambientale e meteorologico in aree urbane ed extraurbane, di segnaletica a messaggio variabile per applicazioni urbane ed extraurbane ed a bordo dei mezzi di trasporto pubblico; e per la sicurezza in ambito stradale ed autostradale**  
(IAF 19, 28)

Lungo e Data: **Vimercate (MB), 04 agosto 2021**




Per l'Organismo di Certificazione:  
**DNV - Business Assurance**  
Via Energy Park, 14 - 20871 Vimercate (MB) - Italy



**Laura Felletti**  
Management Representative

Il mercato ripete dalle condizioni stabilite nel regolamento di certificazione potrebbe invalidare il certificato.  
UNITA' ACCREDITATA: DNV Business Assurance Italy S.r.l., Via Energy Park, 14 - 20871 Vimercate (MB) - Italy - TEL: +39 036 99 905 - www.dnv.it

## UNI EN ISO 45001



### CERTIFICATO DI SISTEMA DI GESTIONE


Certificato n.: 183603.2015-AHSO-ITA-ACCREDITA      Data Prima Emissione: 05 agosto 2015      Validità: 05 agosto 2021 – 05 agosto 2024

Si certifica che il sistema di gestione di **FAMAS SYSTEM S.p.A.**  
Via Artigiani Sud, 19 - 39044 Egna (BZ) - Italia  
e i siti come elencati nell'Appendix che accompagna questo certificato


È conforme allo Standard: **ISO 45001:2018**

Questa certificazione è valida per il seguente campo applicativo:  
**Progettazione, produzione attraverso le fasi di assemblaggio, commercializzazione, noleggio, installazione e riqualifica, manutenzione di sistemi e prodotti elettronici, di software di telecontrollo e big data analytics per sistemi IoT, per impianti tecnologici di tele rilevamento o di telecontrollo, televisivi a circuito chiuso, nei settori dei trasporti intelligenti (ITS) e della mobilità (impianti di monitoraggio del traffico, del trasporto pubblico e privato, del controllo accessi, del controllo della sosta, per informazione all'utenza e infomobilità, per la classificazione, pesatura e misura della velocità dei flussi di traffico, per la gestione del traffico urbano, extraurbano ed autostradale) per il monitoraggio delle infrastrutture di trasporto, per il monitoraggio ambientale e meteorologico in aree urbane ed extraurbane, di segnaletica a messaggio variabile per applicazioni urbane ed extraurbane ed a bordo dei mezzi di trasporto pubblico; e per la sicurezza in ambito stradale ed autostradale**  
(IAF 19, 28)

Lungo e Data: **Vimercate (MB), 27 luglio 2021**




Per l'Organismo di Certificazione:  
**DNV - Business Assurance**  
Via Energy Park, 14 - 20871 Vimercate (MB) - Italy



**Laura Felletti**  
Management Representative

Il mercato ripete dalle condizioni stabilite nel regolamento di certificazione potrebbe invalidare il certificato.  
UNITA' ACCREDITATA: DNV Business Assurance Italy S.r.l., Via Energy Park, 14 - 20871 Vimercate (MB) - Italy - TEL: +39 036 99 905 - www.dnv.it

## ISO/IEC 27001



### CERTIFICATO DI SISTEMA DI GESTIONE


Certificato n.: 243073-2017AB-ITA-ACCREDITA      Data Prima Emissione: 20 settembre 2017      Validità: 21 settembre 2023 – 31 ottobre 2025

Si certifica che il sistema di gestione di **FAMAS SYSTEM S.p.A.**  
Via Artigiani Sud, 19 - 39044 Egna (BZ) - Italia


È conforme allo Standard: **ISO/IEC 27001:2013**

Questa certificazione è valida per il seguente campo applicativo:  
**Gestione della sicurezza delle informazioni per l'infrastruttura tecnologica a supporto dell'erogazione dei servizi IT e realizzazione prodotti IT**  
In accordo alla Dichiarazione di Applicabilità del 04 Giugno 2020

Lungo e Data: **Vimercate (MB), 20 giugno 2023**



Per l'Organismo di Certificazione:  
**DNV - Business Assurance**  
Via Energy Park, 14 - 20871 Vimercate (MB) - Italy



**Claudia Baroni**  
Management Representative

Il mercato ripete dalle condizioni stabilite nel regolamento di certificazione potrebbe invalidare il certificato.  
UNITA' ACCREDITATA: DNV Business Assurance Italy S.r.l., Via Energy Park, 14 - 20871 Vimercate (MB) - Italy - TEL: +39 036 99 905 - www.dnv.it

# UNI EN ISO 37001



## CERTIFICATO DI SISTEMA DI GESTIONE

Certificato n.: C597097      Data Prima Emissione: 29 Maggio 2023      Validità: 29 Maggio 2023 - 29 Maggio 2026

Si certifica che il sistema di gestione di **FAMAS SYSTEM S.p.A.**  
Via degli Artigiani Sud, 19 - 39044 Egna (BZ) - Italia

È conforme allo Standard:  
**ISO 37001:2016**

Questa certificazione è valida per il seguente campo applicativo:  
**Progettazione, produzione attraverso le fasi di assemblaggio, commercializzazione, noleggio, installazione e riqualifica, manutenzione di sistemi e prodotti elettronici, di software di telecontrollo e big data analytics per sistemi IoT, per impianti tecnologici di telelievamento o di telecontrollo, televisivi a circuito chiuso, nei settori dei trasporti intelligenti (ITS) e della mobilità (impianti di monitoraggio del traffico, del trasporto pubblico e privato, del controllo accessi, del controllo della sosta, per informazione all'utenza e infomobilità, per la classificazione, pesatura e misura della velocità dei flussi di traffico, per la gestione del traffico urbano, extraurbano ed autostradale) per il monitoraggio delle infrastrutture di trasporto, per il monitoraggio ambientale e meteorologico in aree urbane ed extraurbane, di segnaletica a messaggio variabile per applicazioni urbane ed extraurbane ed a bordo dei mezzi di trasporto pubblico; e per la sicurezza in ambito stradale ed autostradale (IAF: 19, 28)**

Luogo e Data:  
Vimercate (MB), 29 Maggio 2023



Per l'Organismo di Certificazione:  
**DNV - Business Assurance**  
Via Energy Park, 14 - 20871 Vimercate (MB) - Italy  
*Claudia Baranoni*  
Claudia Baranoni  
Management Representative

Il presente rispetto delle condizioni stabilite nel regolamento di certificazione potrebbe invalidare il certificato.  
UNITA ACCREDITATA DNV Business Assurance Italy S.r.l., Via Energy Park, 14 - 20871 Vimercate (MB) - Italy - TEL: +39 06 96 96 905 - www.dnv.it

# SA 8000



## CERTIFICATO DI SISTEMA DI GESTIONE

Certificato n.: C800151      Data Prima Emissione: 26 giugno 2023      Validità: 26 giugno 2023 - 25 giugno 2026

Si certifica che il sistema di gestione di **FAMAS SYSTEM S.p.A.**  
Via Artigiani Sud, 19 - 39044 Egna (BZ) - Italia

e i siti come elencati nell'Appendice che accompagna questo certificato

È conforme ai requisiti della Norma per il Sistema di Gestione della Responsabilità Sociale:  
**SA 8000:2014**

Le attività descritte nello scopo di certificazione del presente certificato si riferiscono alla responsabilizzazione e alla protezione di tutto il personale che realizza prodotti o servizi per tale organizzazione all'indirizzo sopra indicato, inclusi i suoi fornitori, subappaltatori, subfornitori e lavoratori a domicilio.

Questa certificazione è valida per il seguente campo applicativo:  
**Progettazione, produzione attraverso le fasi di assemblaggio, commercializzazione, noleggio, installazione e riqualifica, manutenzione di sistemi e prodotti elettronici, di software di telecontrollo e big data analytics per sistemi IoT, per impianti tecnologici di telelievamento o di telecontrollo, televisivi a circuito chiuso, nei settori dei trasporti intelligenti (ITS) e della mobilità (impianti di monitoraggio del traffico, del trasporto pubblico e privato, del controllo accessi, del controllo della sosta, per informazione all'utenza e infomobilità, per la classificazione, pesatura e misura della velocità dei flussi di traffico, per la gestione del traffico urbano, extraurbano ed autostradale) per il monitoraggio delle infrastrutture di trasporto, per il monitoraggio ambientale e meteorologico in aree urbane ed extraurbane, di segnaletica a messaggio variabile per applicazioni urbane ed extraurbane ed a bordo dei mezzi di trasporto pubblico e per la**

Luogo e Data:  
Barendrecht, 29 giugno 2023



*Erie Koek*  
Erie Koek  
Management Representative

Il presente rispetto delle condizioni stabilite nel regolamento di certificazione potrebbe invalidare il certificato.  
UNITA ACCREDITATA DNV Business Assurance B.V., Zeeburgweg 1, 2004 LB Barendrecht, Netherlands - TEL: +31 102922885 - www.dnv.nl/businessassurance  
Social Accountability International e le altre parti interessate del processo SA8000 riconoscono unicamente i certificati SA8000 emessi da Organismi di Certificazione qualificati ai quali è stato concesso l'accrédito da SAAS e non riconoscono la validità dei certificati SA8000 emessi da organismi non accreditati o accreditati da entità diverse da SAAS. Inoltre, tutti i certificati SA8000 devono contenere l'indirizzo del sito web SAAS dove le parti interessate possono confermare la validità di un certificato SA8000 accreditato. ([www.saasaccreditation.org/en/ifa/faq](http://www.saasaccreditation.org/en/ifa/faq))

# UNI EN ISO 39001



## CERTIFICATO DI SISTEMA DI GESTIONE

Certificato n.: C597138      Data Prima Emissione: 01 luglio 2023      Validità: 01 luglio 2023 - 30 giugno 2026

Si certifica che il sistema di gestione di **FAMAS SYSTEM S.p.A.**  
Via Artigiani Sud, 19 - 39044 Egna (BZ) - Italia

È conforme ai requisiti della norma per il Sistema di Gestione:  
**ISO 39001:2012**

Questa certificazione è valida per il seguente campo applicativo:  
**Trasporto di beni a servizio dell'attività di: installazione, manutenzione, noleggio di sistemi e prodotti elettronici, di software ed impianti tecnologici, di telecontrollo, di automazione e speciali per i Sistemi Intelligenti di Trasporto (ITS) ed il monitoraggio meteorologico e ambientale (IAF: 19, 28)**

Luogo e Data:  
Vimercate (MB), 01 luglio 2023



Per l'Organismo di Certificazione:  
**DNV - Business Assurance**  
Via Energy Park, 14 - 20871 Vimercate (MB) - Italy  
*Claudia Baranoni*  
Claudia Baranoni  
Management Representative

Il presente rispetto delle condizioni stabilite nel regolamento di certificazione potrebbe invalidare il certificato.  
UNITA ACCREDITATA DNV Business Assurance Italy S.r.l., Via Energy Park, 14 - 20871 Vimercate (MB) - Italy - TEL: +39 06 96 96 905 - www.dnv.it

## Organization

**Famas System** has defined its organisational structure in order to optimise the production and delivery of its services. To complete and specialise its offer in 2015, it founded the company Movalia Srl, operating in Trento from July 2015 and moved to Rovereto in Via del Garda, 44/g from October 2021.

The two companies form the basis of a corporate group with a deep vision in the evolution of ITS as a result of competence, innovation and reliability.

## Establishment Plan



The main responsibilities of each of the functions identified in the organizational chart are as follows:

### **Board of Directors**

The Board of Directors has all the most extensive powers for the ordinary and extraordinary management of the Company, with the exception of those reserved by law to the Assembly. The Board has the functions and responsibility for determining strategic and organizational directions for the Company.

### **Supervisory Board ex D. Lgs. 231/2001**

It is responsible for overseeing the operation and compliance with the Organisation, Management and Control Model ex D. Lgs. 231/2001, and to take care of the related.

### **CEO and General Manager**

Ensures the profitability and development of the company in accordance with its mission, coordinates the current management activities, ensuring maximum efficiency and effectiveness. It is the advisory body for strategic decisions. It takes on the role of Representative of the Directorate for Quality, Environment and Safety.

### **Segreteria Generale**

Supports the General Directorate as general secretariat and supports the commercial activities of the Systems Sales Department and the Product Sales Department.

### **Safety Management**

All the figures provided for in D. Lgs 81/2008 are grouped here Implementation of article 1 of the law 3 August 2007, n. 123, on health protection and safety at the workplace *Responsabile del Servizio di Prevenzione e Protezione (RSPP)*

The Head of the Prevention and Protection Service is appointed by the employer and has the appropriate qualifications and skills, as required by current legislation.

Competent doctor

Collaborates with the employer for safety, risk assessment, planning, where necessary, health surveillance, preparation of measures to protect the health and psychophysical integrity of workers; the training and information activities for workers, in terms of responsibility, and the organization of first aid services, taking account of particular types of work and exposure and specific organizational methods of work.

Worker's Safety Representative (RLS)

In accordance with the applicable legislative requirements on health and safety, RLS promotes the development, identification and implementation of preventive measures to protect the health and physical integrity of workers, by actively participating in the implementation of the Safety Management System, making comments and attending the regular safety meeting.

Responsible for safety

Assumes the responsibilities assigned by D. Lgs. 81/2001 to the person responsible.

First aid and fire-fighting personnel

In emergency situations they act within the limits of their training and arrangements and their own capabilities. Report to the Employer or the Manager of the Integrated Management System situations of potential or real danger for workers, including missed accidents.



### ***Integrated System Management***

Ensures the development, management and correct and complete application of the Integrated Quality, Information Security, Environment and Safety Management System using the resources at its disposal.

### ***Information Systems***

Maintains the efficiency and continuous updating of the company's information system to facilitate internal communication and external communication, archiving and record keeping.

### ***Financial Administration Directorate***

Coordinates and controls the general accounting departments, customers and suppliers, ensuring the correct recording of administrative and financial facts as well as the elaboration of the following summaries in compliance with the applicable regulations.

#### ***Accounting office***

Manages the services of general accounting, clients and suppliers, ensuring the correct disclosure of administrative and financial facts, as well as the elaboration of the corresponding summaries in compliance with the regulations in force.

### ***Commercial Systems Directorate***

Defines, in agreement with the General Management, sales policies and targets in terms of turnover, volumes, margins.

#### ***Back-Office Trade***

Supports the activities of the Systems Directorate.

### ***Commercial Products Department***

Defines, in agreement with the General Management, sales policies and targets in terms of turnover, volumes, margins.

#### ***Back-office commercial***

Supports the activities of the Products Sales Department.

### ***Software and Hardware Development Directorate***

Manages and coordinates production on the basis of orders received and ensures the technological development of the company. Manages, for the part of its competence, installations and technical support to the customer.

Through hardware and software designers, he develops programs for the management of computer procedures.

### ***Production Installation Service***

Manages and coordinates production on the basis of orders received and ensures the technological development of the company. It ensures the logistics processes of input for raw and semi-finished materials, storage and handling for them up to the user centers. Manages spare parts stocks. Manages installations for its part. Manages the repair cycle of defective boards and equipment.

### ***Technical Directorate***

The Technical Department is responsible for cost analysis of the basic lists for mechanical design, engineering design, purchasing and production/assembly.

It is the point of reference for the commercial function in the pre-sales phase and specifically for the support in the drafting of offers by the sales representatives.

It is the point of reference for the customer in the post-sale phase. Manages technical as-

sistance requests (excluding HW and SW maintenance contracts, which are respectively the responsibility of the Production and Installation Department and the Software Development Department) and is responsible for the production of documentation technical specification for products/equipment supplied to the customer.

*Technical Office*

The technical design is carried out by the Office.

*Purchasing Office*

The Office is involved in the procurement process, and in particular:

*Warehouse*

Provides operational management of the warehouse (cataloguing electrical boards and electronic components, storage of other materials). Receives the goods with documentary and functional control. Prepares the goods to be shipped with the organization of any shippers.

## Numbers of Famas System

**4.507.886** Euro - Value of production at 31/12/2022

**4.186.537** Euro - Production costs at 31/12/2022

**2.558.811** Euro - investments at 31/12/2022

**1.762.293** Euro - Shareholders' equity at 31/12/2022

**20** Employees al 31.12.2022

**44** Age - Average age of employees

**95%** % Employees with a degree or diploma

**PART II**

**REPORT**

**SOCIO-ENVIRONMENTAL**

# Social Dimension

## Stakeholders

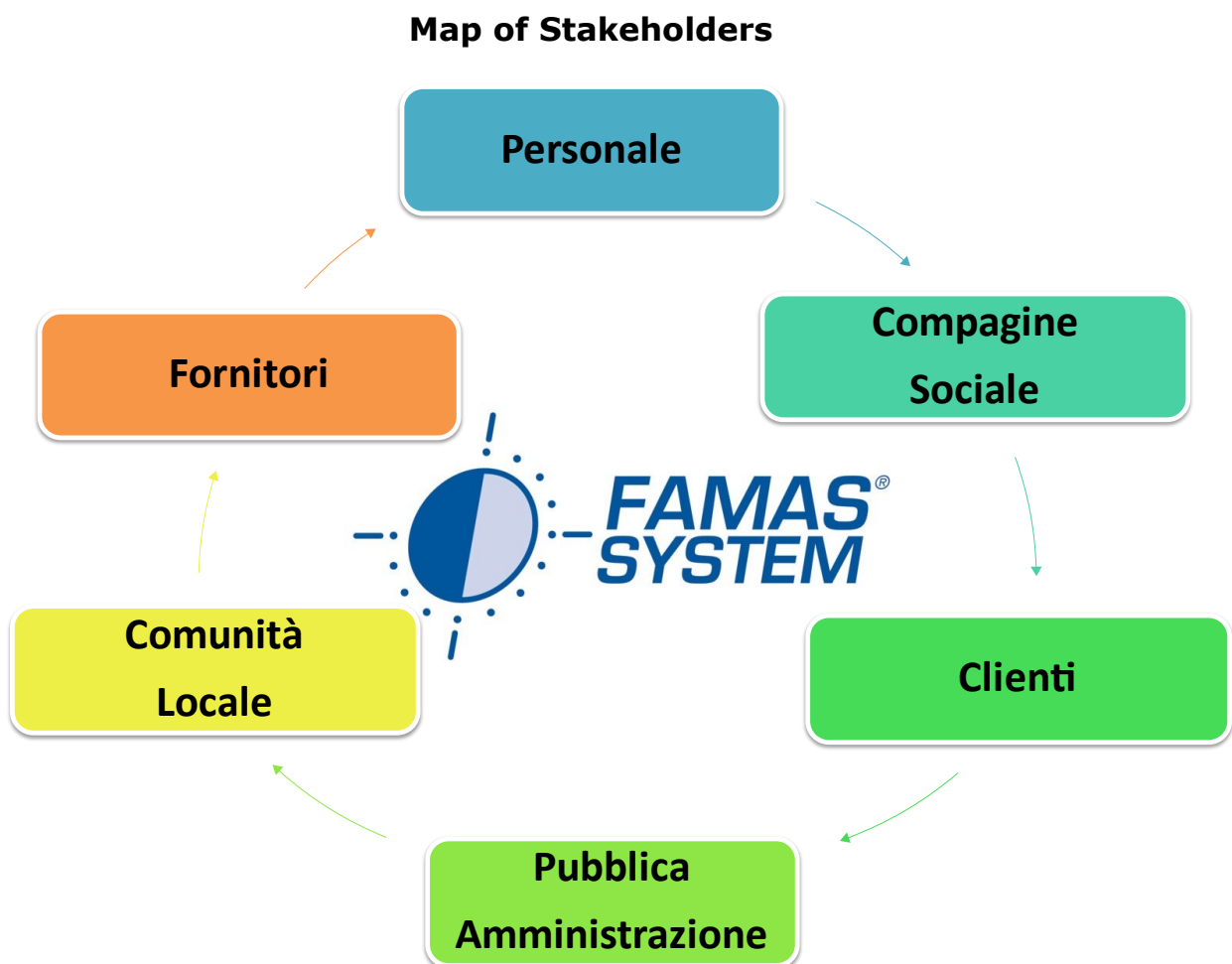
**Stakeholders** are the people, groups and institutions that have an interest in the performance, functioning and success of an organization.

The basis of an organisation's relationship with its stakeholders is an exchange of values. A company that wants to be successful in the medium-long term must know how to redistribute to its partners the value it produces, in a balanced way and according to the legitimate needs and expectations of each **stakeholder**.

**Famas System** manages these relationships by following a set of principles that govern all business activities.

Trust and mutual respect are the basis of relationships with customers, employees and suppliers. These objectives are pursued with a constant focus on transparency, the exploitation of skills and quality assurance in products and services.

The objective of the Social Report is precisely to account for how these principles have been translated into concrete activities and initiatives, so that all parties concerned can appreciate the **social value** generated by the Company.



## Clients

**Famas System** and its subsidiary Movalia are active in the design and implementation of land-use monitoring systems, specialising in traffic monitoring, transport and mobility in general (ITS), and hydrometeorology and air pollution.

Customers particularly appreciate the highly innovative character of the products, which allow both companies to be at the forefront of the national and international market.



### Modello di Business Innovativo

Offriamo soluzioni Software as A Service, riducendo gli investimenti infrastrutturali dei clienti

Among the leading technological solutions developed by Famas System, there are systems and products for automatic detection and classification of traffic flows, pre-warning ice formation on the road surface, Advanced software platforms for data collection and management, as well as specific software for the operational control panels for urban and extra-urban mobility or winter maintenance management of road networks. This includes aids to driving in poor visibility and road safety management.



### Affidabilità

Oltre 20 anni di esperienza nel mercato ITS

In the meteorological sector, Famas System develops and produces sensors for hydro-weather data collection, designs and implements water-weather monitoring networks of prime importance at national level, This sector has already built installations for important hydro-graphic services.

Another area of activity for Famas System is environmental monitoring. In this sector, Famas System has specialized in the design, construction and maintenance of control systems for gases released into the atmosphere by vehicle traffic in urban and extra-urban areas.

Although a small company, Famas System is confronted with many national companies which are not able to offer the same flexibility of technological and functional solutions.



### Integrazione

Offriamo soluzioni chiavi in mano ai nostri clienti

The main customers of the Famas solutions are public administrations and motorway companies, but there are also large private customers.



### Valore condiviso

Le nostre soluzioni offrono sempre un valore aggiunto che viene condiviso con la maggioranza degli stakeholderes.

The company's reference market (ITS market) is currently worth around 1.5 billion euros in Italy and is growing strongly worldwide, with a forecast of over 38 billion dollars.

**The company's typical turnover** (sales and service revenue net of inventory changes) in 2022 was approximately **3.3 million euros**.

The turnover volume generated by Famas System can be segmented according to the following areas:

- **ITS systems**, including traffic management and Infomobilità in extraurbano environment and ITS systems, including traffic management and Infomobilità in extraurbano and urban environment
- **Integrated parking management** and user information systems
- **Integrated weather** and road-weather detection systems (meteorological data tracking and ice warning systems, MDSS for winter road maintenance management)

- **Environment - Air pollution control** (distributed automatic traffic data collection systems)
- **Services** (global service systems, rental, measurement campaigns, support)

## CUSTOMER SATISFACTION

During 2023, a satisfaction survey was carried out using a questionnaire aimed at detecting customer satisfaction using a dedicated platform with telematic sending of the questionnaire.

About 15 customers were interviewed, and asked for their opinions on some aspects of the products (reliability, performance level, availability of spare parts, cost of spare parts) and services (adequacy and timeliness, staff level, service cost, training of personnel, technical documentation provided). For each aspect, it was possible to provide an assessment with values of 1 (poor) and 5 (excellent).

An assessment of the technological and functional adequacy of the products and services provided by Famas System (most advanced, par advanced, less advanced).

The questionnaire response was very low and therefore not statistically significant in qualitative terms.

It will be necessary to improve the usability of the platform or to provide a telephone interview.

## Employees

People are the most important resource for developing innovative solutions and services in an ever-changing market. It is a team of specialized professionals (5% have a degree and 90% are graduates), working towards a shared goal of growth and innovation.



The company promotes the values of solidarity, security and recognition of merit as fundamental ingredients for corporate cohesion. Ensuring the good and equal rights of its people means strengthening the links between team members, promoting transparency and fairness in working relationships and consolidating the foundations of business stability. Rewarding merit, for Famas System, is not only a good purpose, but also a principle in the management of personnel, to guarantee the development of the company. The informality, consistent with the focus on the essentiality and concreteness of results, is also witnessed by the general climate of collaboration and respect among people.

At the same time, Famas System ensures that all employees have equal opportunities in terms of their individual skills and competences, without any discrimination on grounds of religion, race, political belief, trade union membership or gender in all stages of the relationship: selection, integration, Administrative management, professional development, termination of the relationship. Respect the right of employees to join trade union organisations and form workers' associations. It recognizes the right to collective bargaining. It always ensures that the rules on working conditions and hours, safety, fair pay and job protection are respected.

All aspects related to the management of the employment relationship and behaviour are covered in the Company Disciplinary Regulations, which all employees are required to refer to.

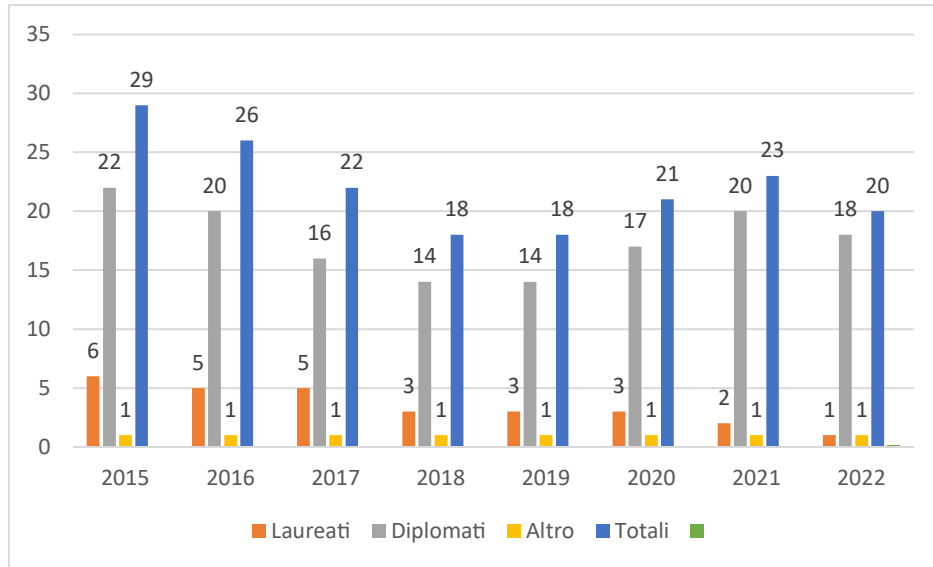
### CHARACTERISTICS OF OUR EMPLOYEES

Compared to the previous year, the number of staff has decreased due to a substantial reduction in field activities using mainly subcontracting rather than temporary work as in the previous year. The male component is clearly more prevalent (about 85%) than the female.

#### **Staff by gender (2016-2022)**

Voce	2016	2017	2018	2019	2020	2021	2022
Male	21	18	14	13	17	20	17
Female	5	4	4	5	4	3	3
<b>Tot.</b>	<b>26</b>	<b>22</b>	<b>18</b>	<b>18</b>	<b>21</b>	<b>23</b>	<b>20</b>

As mentioned, the level of education is relatively high, as can be seen from the following chart.

**Number of staff by qualification (2015-2022)**

The contractual classification as an employee prevails (in 2022 there are 4 managers, 9 employees and 7 workers). 90% of employees (20 in 2022) have a permanent employment relationship and the remaining 10% have a fixed-term employment relationship (2 workers).

**Staff by type of contract (2016-2022)**

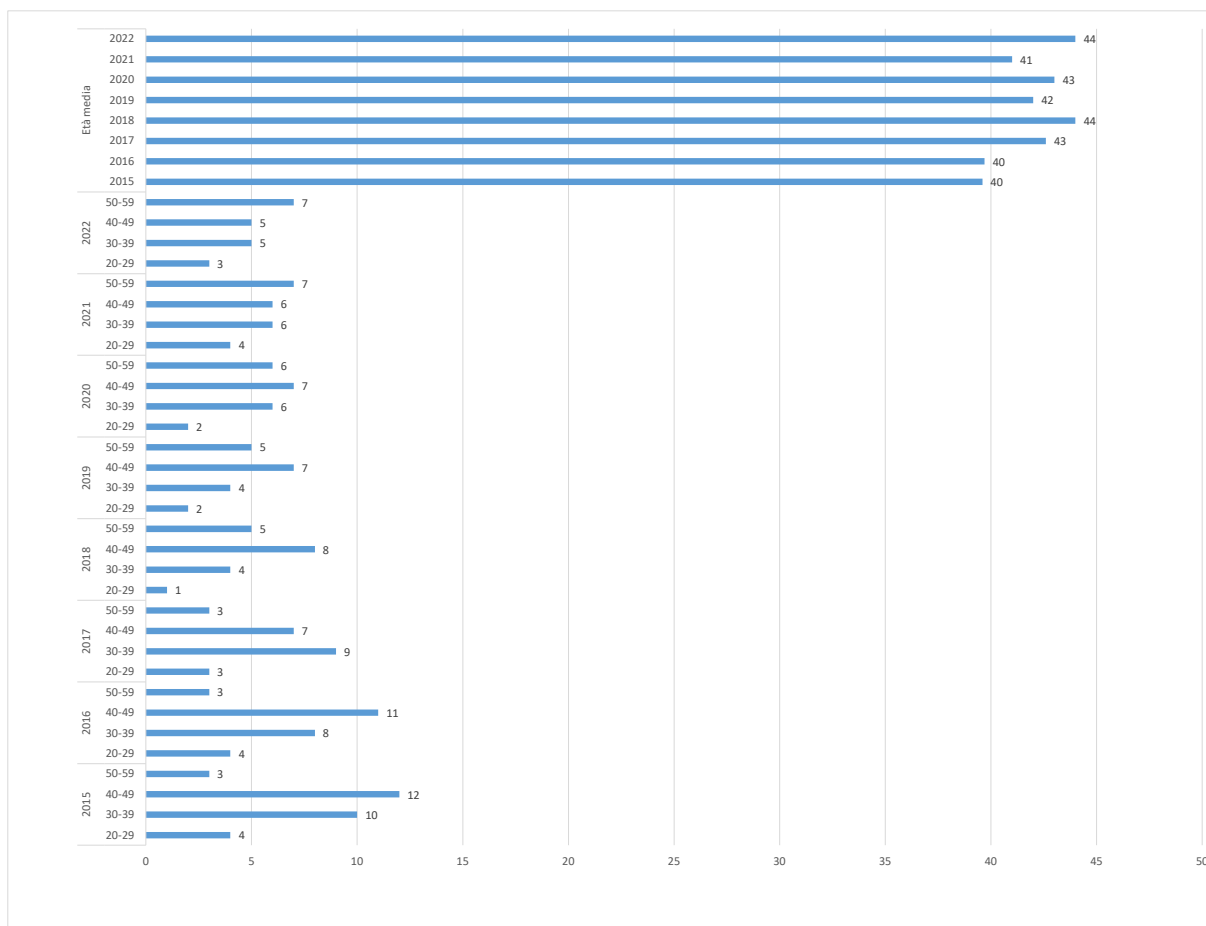
Voce	2016	2017	2018	2019	2020	2021	2022
Executive		3	3	3	3	3	4
Employee	6	4	3	4	4	3	3
Employee Programmer	6	4	4	3	3	3	2
Designer developer	1	1	1	1	1	1	1
Technical Employee	7	5	3	3	3	6	3
Worker	1	1	1	1	3	6	6
Technical Worker	5	4	3	3	1	1	1
<b>Totale</b>	<b>26</b>	<b>22</b>	<b>18</b>	<b>18</b>	<b>21</b>	<b>23</b>	<b>20</b>

**Famas System** is a relatively young company, but not very young.

In 2022 the average age is 44 years and the most represented age group is between 50-59 years (7 people in 2022). This trend has remained stable over the last four years.



## Breakdown of staff by age (2015-2022)



In relation to the duration of the stay on the holding, it is noted that:

10% of the staff have been on the farm for less than two years

40% less than 5 years old

50% less than 10 years

70% from the age of 20

30% of employees are in the company's seniority group over 20 years.

## Breakdown of staff by seniority (2015-2022)

Voce	2015	2016	2017	2018	2019	2020	2020%	2021	2022
<1 anno	2	0	0	0	5	5	24%	3	0
1-2 anni	3	1	4	4	0	2	10%	5	2
2-5 anni	4	5	3	2	2	3	14%	4	6
5-10 anni	11	10	5	3	0	0	0%	1	2
10-20 anni	6	7	8	8	7	7	33%	4	4
>20 anni	3	3	2	1	4	4	19%	6	6
<b>Totale</b>	<b>29</b>	<b>26</b>	<b>22</b>	<b>18</b>	<b>18</b>	<b>21</b>	<b>100%</b>	<b>23</b>	<b>20</b>

## MANAGEMENT OF STAFF

### Recruitment and termination

There were no new hires in 2022, but three staff departures. The number of employees was therefore down from 2021. The following table also shows the turnover rate in the period 2015-2021.

### Company Staff evolution (2015-2022)

Voce	2015	2016	2017	2018	2019	2020	2021	2022
Company Staff al 01/01	30	29	26	22	18	18	21	23
Recruitment	2	0	0	0	5	5	3	0
Cessazioni	3	3	4	4	5	2	1	3
Company Staff al 31/12	29	26	26	18	18	21	23	20
<b>Totale</b>	<b>29</b>	<b>26</b>	<b>22</b>	<b>18</b>	<b>18</b>	<b>21</b>	<b>23</b>	<b>20</b>
<i>Turn-over % (solo incrementi)</i>	10%	10,3%	15,4%	18,2%	27,78%	23,8%	13%	0%

### Job Training

Many of the staff at Famas System are skilled and have a medium to high level of education. This has led the company to identify innovative and original training mechanisms and skills development compared with traditional classroom training. For this reason, self-training, technical meetings with suppliers and group meetings, and the placement of experienced staff are strongly promoted. Project review meetings are also opportunities for training, reflection and skills development.

The majority of classroom training is devoted to meeting regulatory requirements (for example, workplace health and safety training) on aspects of voluntary management systems and specific technical aspects.

During 2022 there was a training intervention for a total of 324 hours of classroom training, equivalent to an average of 16.2 hours per capita.

The following table summarises the classroom training carried out in 2022.

### Classroom training (2022)

Type of training course	Ore	Partecip.
<b>Workplace Safety</b>		
Workers - basic training + specific safety update	66	11
Workers - first aid	36	3
RLS - training refresher	4	1
Workers - risk of falling	16	2
Workers- Elevable mobile work platform	40	4
Workers - fire-fighting staff	40	7
Workers - Road signs	8	1
<b>Tot</b>	<b>210</b>	<b>29</b>
<b>Sistemi di Gestione</b>		
ISO 27001 Information security	38	19
ISO 14001 - Environmental safety management	38	19
D.LGS: 231/01	38	19
<b>Tot</b>	<b>114</b>	<b>57</b>
<b>Tot.</b>	<b>324</b>	<b>86</b>

### **Relations with workers' representatives**

There is no organized representation of employees within the Famas Service and no employee is registered with a trade union.

The Society has always been willing to meet with local trade union representatives. The staff, however, because of serene and constructive relations, prefer to confront directly with those responsible, who in turn tries to combine the best personal needs and use as a method of dialogue and communication. The European Commission has published a report on the.

### **Disciplinary action**

The management has always used the disciplinary instruments provided by the employment contracts sparingly and taking into account the working and family conditions of the employee, seeking, in each situation, solutions based on constructive comparison.

In this sense, it is highlighted that in the last three years there have been no cases of conflict between the Company and its employees and no disciplinary sanctions have been imposed.

### **Safety at the workplace**

The Company pays the utmost attention to the safety of its personnel and adopts procedures, rules and behaviors aimed at eliminating or minimizing health risks and workplace safety in all business activities, including protecting its customers.

**Famas System** considers the health and safety of its personnel in all areas where it operates to be of crucial importance. For this reason, management systems, investment and vocational training are considered essential to minimize the possibility of accidents occurring within offices and during the execution of work contracts. The activities regularly carried out by the Company consist of:

- The identification of types of health and safety hazards associated with the activities carried out by employees is constantly updated
- Proper management, updating and communication of internal policies and procedures for the proper conduct of work activities in terms of accident prevention
- Specific classroom and field training for the prevention of occupational hazards
- Internal and regular audits on the proper implementation of procedures.

The Safety Management System implemented by Famas is fully compliant with current legislation (D.lgs. 81/2008) and was certified in 2015 according to BS OHSAS 18001:2007 and in 2019 it was converted to UNI EN ISO 45001.

Health and safety training is always provided in the terms and conditions laid down by law, taking into account the different working contexts and the specific risks of workers.

It is noted that during 2021, there was only one workplace accident, which has been properly managed and verified what may have been the causes that determined it and evaluated according to internal procedures the appropriate measures by To prevent the same from happening again.

### **Employee Benefits**

**Famas System** ensures its employees a stimulating work environment where they can develop their full potential and skills in a peaceful working atmosphere with reduced stress. We believe that these are the most important benefits which the company gives

to its workers.

*In addition to this, the company ensures all employees a catering service structured in the form of an agreement with some premises adjacent to the workplace. Commercial and technical employees are also provided with the use of the company car with mixed use with private use for a mileage of 15,000/ year.*

## Providers

**Famas System**, in accordance with free market conditions, is committed to fair treatment of its suppliers and to the transparency of contractual terms, including payment. Suppliers to the Group are selected through a qualification process and evaluated on an ongoing basis.

The Group's purchases relate to:

- Acquisition of goods and services, including subcontracting
- Capital goods (mainly hardware and software base and middleware intended for internal use, resale or service provision);
- Telecommunications (mobile and fixed)
- computer services for professionals
- other advice.

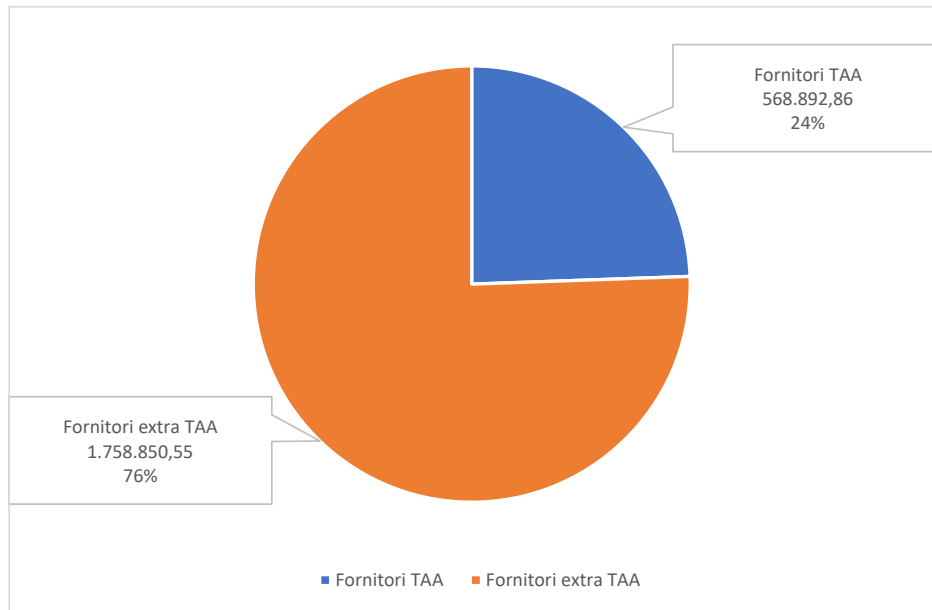
For some types of professional services, the company uses specialized external staff (on a permanent basis, determined or through employment) who, from time to time, collaborate on different projects with the company's employees. All external staff who collaborate in the projects of is committed to the vision and adherence to the principles and values enshrined in the Group's Code of Ethics.

For the execution of subcontracting work, the Company has prepared a contractual framework that provides, among other things, compliance with the Code of Ethics and the rules defined in the Model ex D. Lgs. 231/2001 by the supplier.

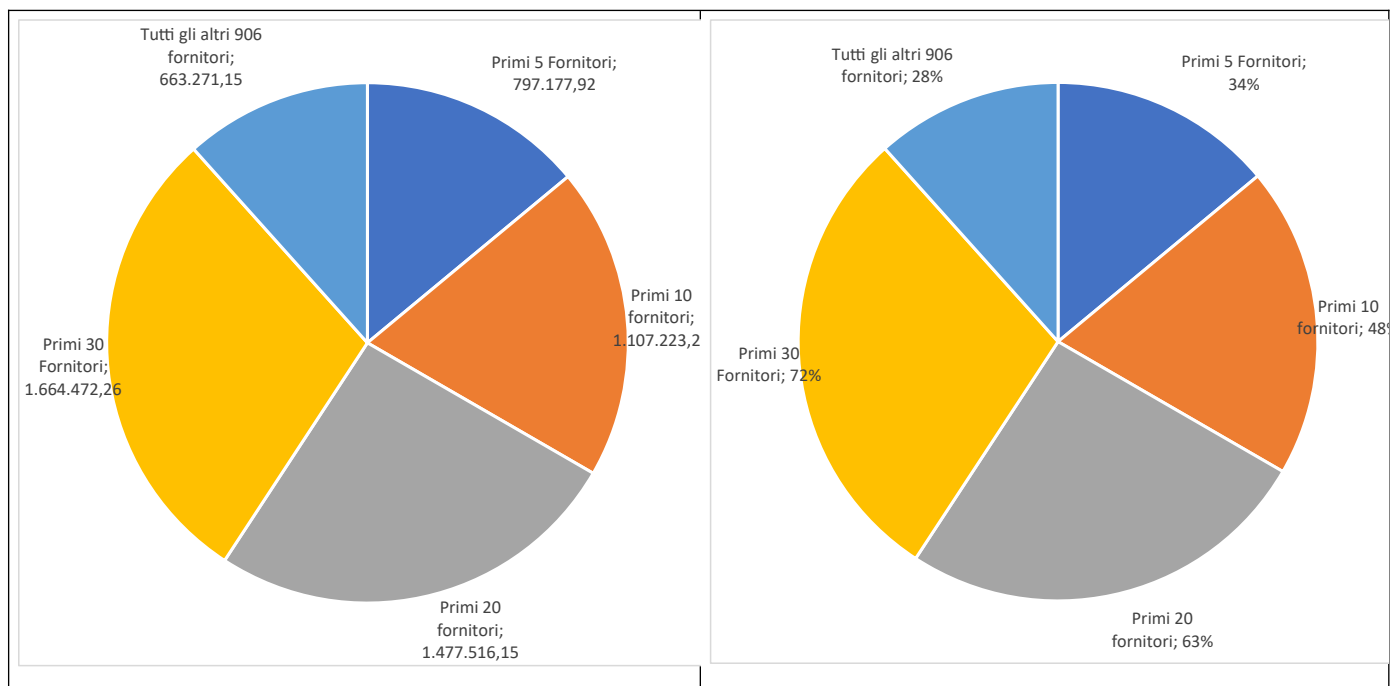
In 2022, expenditure on goods and services amounted to approximately 2.545 million euros.

Famas System uses local suppliers (Trentino Alto Adige) for about 24% of its purchases amounting to € 568,892 and are 160 (out of a total of 936) the suppliers that the Company turned to during 2022.

### Breakdown of 2022 purchases by Geographic Area



### Breakdown by purchase amount (2022)



Purchases are relatively concentrated on a few major suppliers. The graph shows that the top 10 suppliers account for about 48% of the purchase amounts and the top 20 almost 63%.

## Social Structure

The social structure, capable of steering strategies and of assuming a liaison role with the local community, is an element of competitive advantage for **Famas System**.

The directors ensure that they operate the Company in full compliance with laws, not to take measures that could harm shareholders and to ensure that internal audit bodies and external audit authorities have access to all the information necessary for the performance and monitoring of the financial system.

The legal partner has a predominant interest in the economic and financial return of the investment made in the capital of the Company.

The structure of the **Famas System social network is shown in the following table:**

Member	Company Capital	%
Altea S.p.a.	€ 745.000,00	100%

The establishment in 2015 of Movalia Srl, 90% owned by Famas System, aims to strengthen its presence and coverage of the target market, with a medium- to long-term strategic perspective for the establishment of a solid corporate group.



## Public Administration

**Famas System** has good relations with the institutions, in particular with those operating in the area of reference and, at local and national market level, with the structures with which it interacts for the conduct of its activities.

This collaboration relationship is the result of cooperation with the Administrations that are clients of the Company, to play an active and proactive role in their dealings.

**Famas System** wants to establish clear and transparent relations with the institutions, that in the clarity of mutual roles and transparency of legitimate interests can produce situations of mutual growth and proper performance of different tasks. We believe that this is the way to respond in the broadest possible way to the needs of all parties concerned.

**Famas System** believes it can make a great contribution to the modernization of public administration services, also playing a role of promotion and, in some cases, "education" towards their officials, for the benefit of all the community.

In Italy, the implementation of Smart Cities is sometimes hampered by the fragmentation of initiatives and competences, as well as by the organisational structure of the Public Administration, whose systems and procedures are still set up for non-integrated sectors, and often little "technological". This means that the market supply is often far ahead of what the public administration requires.

The misalignment and sometimes the information asymmetry between supply and demand appear common elements in the Italian panorama. The creation of circuits enabling the innovations linked to Smart Cities to reach the citizen is therefore one of the major challenges in working with the public administration for the next few years.

## Community

### MOBILITY

Road & Traffic Management / Public Transportation System  
/ Parking Solution trasporto di cose e persone

The contribution made by Famas System to the community lies mainly in the very purpose of its activity: improving living and environmental conditions

related to the impact of traffic and pollution. The majority of the world's population already lives in cities, and this trend is set to increase in the future. It will therefore be essential to manage critical infrastructure (such as water, electricity, buildings, traffic).

Italy is one of the European countries with the highest density of internal traffic, which is distributed unevenly throughout its transport network, with heavy externalities in terms of congestion, environmental pollution and safety and high levels of safety towards events, even punctual, of an exceptional type.

### SAFETY

sicurezza di cose e persone in movimento

**Intelligent Transport Systems (ITS)** play a crucial role in the more efficient use of infrastructure, vehicles and logistics platforms and in the development of smart mobility in a context of **Smart Cities**.

Smart cities combine environmental protection, energy efficiency and economic sustainability in a single urban model, with the aim of improving the quality of life for people living there and creating new services for public administrations.

In smart cities, transport systems are sustainable, lighting is

The public is efficient, buildings are equipped with sensors and devices to rationalise energy consumption and raise awareness among citizens. In smart cities, transport systems are sustainable, lighting is

The public is efficient, buildings are equipped with sensors and devices to rationalise energy consumption and raise awareness among citizens.

ENVIRONMENT  
condizioni ambientali e

In terms of social impacts, a wider deployment of ITS systems, especially in the urban environment, will generate benefits for society in terms of increased road safety, lower environmental impacts and therefore better quality of life, Making our cities royal.

Famas System works daily to make this possible.

## RELATIONS WITH UNIVERSITIES

In 2106, Famas System, through its subsidiary Movalia, signed an agreement with the Department of Computer Science of the University of Trento to carry out research for the development of value-added **ITS services - "Cyber-mobility"**, co-financed by the Autonomous Province of Trento.

In particular, the research commissioned from the University, which is still ongoing, concerns the following activities::

- Support for the choice of architecture for combined access to structured and non-structured databases, as well as integration of large amounts of data;
- Identification of user content generation techniques, "useful games" in mobility and the techniques and architectures to achieve them;
- Support for the choice of future interactivities with mobility users with oriz-zonte 2018-2022.

In 2022, the company established a partnership and support for R & D activities with the University of Salento.

Specifically, this is funding from the FAMAS to promote and support post-laurem research and development activities for the establishment of a scholarship in favour of two students of the PhD course in Mathematics and Informatics. Training on the following topics:

"Study and definition of a new techno-organisational intelligent model using digital technologies and data to support decision making and improve the development of modern, resilient, sustainable and interconnected urban and extra-urban transport infrastructure networks".



## CLEAN ROADS PROJECT



### **Context**

The project aims to address the problem of environmental pollution caused by the use of de-icing salt in winter road maintenance operations.

The defrosting salt, which is used in winter with real benefits both for preventive treatments to prevent ice (in order to increase the safety of vehicles in transit) and during snowfalls (to reduce the time spent on the road by snow and thus the disruption of movement of people and goods), has a negative impact on the environment and certain negative corrosion phenomena also on infrastructure and vehicles.

### **Environmental aspects**

Studies available in the literature have shown that more than 50% of the salt used for anti-ice operations is typically dispersed through aqueous solutions, both as regards surface water, the deep aquifers through percolation through the soil, with a potential damage that is detectable for several hundred meters from the treated road. A fraction of the salt is also dispersed in solid form, which remains on the road surface or is dispersed on adjacent quays. The salt is dispersed as a fraction of the soil, driven by traffic or wind, detectable in the surrounding vegetation up to 100 metres away.

### **Targets**

- Reduce the environmental impact of winter road maintenance operations while maintaining the same level of road safety
- Tackling the problem of environmental pollution caused by the use of thawing salt in winter road maintenance operations in the Autonomous Province of Trento
- Maximize the efficiency of salt spreading operations to prevent ice and snow build-up on roads
- Ensure current road safety standards for users

### **Sperimentation**

An initial system has been set up to support the maintenance activities of road-side workers, which has enabled them to have at their disposal probabilistic weather forecasts which, 24 hours in advance, informed them about the likelihood of snow and ice formation and to always be informed in real time about the conditions of the monitored roads.

The system has subsequently been enriched with an automatic alarm generation mechanism and a more sophisticated road condition forecasting system, which integrates Meteotrentis probabilistic estimates with short-term quantitative forecasts obtained from heterogeneous forecasting models and techniques.

### **Future**

The objective of the trial is to make a comprehensive evaluation, in a real operational context, of the technological system developed in the CLEAN-ROADS project, by comparing it with the baseline situation to quantify environmental benefits, safety and economic directly observed in the test area. These considerations will be particularly important in assessing the possible future extension of the system.

## Enviromental Dimension

In recent years, Famas System has distinguished itself by the particular attention paid to managing the environmental impact of its production activities.

The company has made a series of improvements aimed at managing its direct and indirect environmental impacts, including through the adoption of an **Environmental Management System** certified according to **UNI EN ISO 14001**.



### Environmental factors, aspects and assessments

#### PRODUCTIVE ACTIVITIES

**Famas System** designs and implements land monitoring systems, mainly for traffic, transport and mobility in general, as well as hydro-meteorology and air pollution.

Among the leading technological solutions developed by the Company, there are systems and products for automatic detection and classification of traffic flows, pre-warning ice formation on the road surface, Advanced software platforms for data collection and management, as well as specific software for central urban and extra-urban mobility operations or the maintenance of road networks. This sector also includes aids for driving in conditions of poor visibility and road safety management. The company also develops and produces sensors for hydro-meteorological data collection, designs and builds hydro-meteorological monitoring networks of primary importance at national level, a sector in which it has already built installations for important hydrographic services. In the field of environmental monitoring, Famas System is specialized in the design, implementation and maintenance of control systems for gases released into the atmosphere by vehicle traffic in urban and extra-urban areas.



The products are manufactured at the Egna site by assembling semi-finished products and raw materials purchased from external suppliers.

The design of products is always carried out with the aim of making the equipment energy-independent (the equipment is therefore equipped with a small photovoltaic panel and battery).

The production activities, that is to say, assembly of raw materials and semi-finished products to obtain the finished equipment are carried out at the Egna site. The assembly is "mechanical" and does not involve the use of machines for cutting, drilling, sawing and other.

Installation and maintenance activities are carried out on construction sites, usually located near roads, motorways and car parks and their associated equipment. Electronic systems/products are installed on appropriate supports and their positioning may include road surface interventions for the installation of electronic coils.

## INDIRECT ENVIRONMENTAL ASPECTS

Installation activities can be carried out directly by the staff of Fa-mas System or entrusted in whole or in part to external suppliers.

The correct management of the site, from the point of view of the conformity of the works carried out with the agreed requirements but also as regards the environmental aspects, is carried out by the Production and Installation Directorate of Famas System, The Commission has a number of proposals for action in this field. Awareness raising activities are carried out among suppliers with whom there is a well-established partnership.

Subcontracting contracts for construction work always contain the following requirements:

- *Compliance with applicable environmental legislation;*
- *Cleanliness and order in the construction site areas;*
- *Management of hazardous substances, with reference to identification (labelling of containers), storage (containers of material and suitable capacity) and modification (adoption of appropriate tools for the materials and quantities of materials to be handled);*
- *Waste management, with particular reference to their identification (including CER code attribution and characterisation where necessary), verification of the enabling data of companies in charge of transport, recovery, disposal, and the correct completion of waste identification forms;*
- *Maintenance status of equipment, vehicles and vehicles, in order to avoid abnormal emissions (discharges and noise) and/or breakages and failures potentially associated with environmental impacts;*
- *Timely notification of environmental emergencies.*

## DIRECT ENVIRONMENTAL ASPECTS

The products offered by Famas System are essentially composed of: electrical boards, plastic housings, assembly and installation materials and semi-finished products, photovoltaic panels.

Printed circuit boards are purchased in compliance with ROHS Directive 2011/65/EU. The choice of plastic housings is made in relation to the type of raw material used (generally ABS or PA), considering the duration over time (products that ensure longer life are preferred) and the cost. In accordance with the requirements of Regulation (EC) No 1907/2006 of the European Parliament and of the Council of 18 December 2006 on the registration, evaluation, authorisation and restriction of chemicals (REACH).



**Famas System** uses water for hygienic purposes only. The supply is ensured by the connection to the municipal water network and the discharges flow into the municipal sewerage system.

The following sources of potential or actual emissions of pollutants were identified for air-condition emissions: emissions from the thermal power plant, potential releases into the atmosphere of greenhouse gases from air-conditioning plantstion, emissions from production processes (cutting, welding and pulping), emissions from road processes (asphalt cutting).

The thermal power plant is periodically checked according to the regulations. For the conditioning of the server room there is a plant containing 0.95 kg of R410A and for the con-

ditioning of the premises a plant containing 6.8 kg of R407C. These plants are certified and regularly checked in accordance with the law, in order to monitor any losses.

The work carried out by the Company in production falls within the scope of mechanical metal working carried out without the use of oil and is therefore considered not to be significant for emissions into the atmosphere and is not subject to regulatory obligations.

During the work on positioning the road traffic detection coils, the asphalt is cut with a special equipment (asphalt cutter), dust extraction system, which is checked after each working.



The situation with regard to waste management is as follows.

At the production site in Egna, the company produces the following types of waste: spent lead batteries generated by work on the construction site (mobile traffic lights, equipment); packaging containing residues

of dangerous substances or contaminated by such substances (bags of cold asphalt, cans contaminated with oil, etc.); used spray cans; plastic, paper and cardboard packaging (empty); spent printer cartridges and toner; waste from office activities. All these types of waste are managed according to the regulations.

On the sites where installation and maintenance activities are carried out, there could be: asphalt dust (conveyed in a special bag supplied with the equipment); empty packaging of liquid asphalt; electrical cable pieces. These materials are brought back to the Egna site where it is determined whether they are reusable or should be treated as waste and therefore disposed of and/or recovered.

Regarding the presence of hazardous substances, it is specified that at the production sites there is no asbestos (in any of its types and/or technological applications), transformers and/or other machines containing oils with polychlorobiphenyls (PCB) presence or polychlorinated terphenyls (PCT). There are substances used for production and installation activities (such as: cold asphalt, spray paints, solvents, etc.). To contain the potential environmental impacts associated with the operation of these products, Famas System has made safety data sheets available in files accessible to staff.

Suitable absorbent material is available at all company sites to be used for containment and cleaning in the event of spreading. There is also an operational instruction on how to deal with emergencies, which is regularly tested by simulation tests.

The analyses carried out have not revealed any activities at the sites that may cause noise pollution or odour to third parties. Construction site activities may be affected by the presence of sensitive receptors (for example, dwellings or facilities frequented by people). In this case the company ensures compliance with the schedules in accordance with the provisions of the municipal regulations.



## ASSESSMENT OF ENVIRONMENTAL IMPACTS

The following environmental impacts were considered significant through the assessments carried out under the Environmental Management System (and the actions implemented by Famas System for their management are also listed in the pages).

Factor	Aspetto	Action
Air	Air emissions, noise and odour from third-party vehicles (transport of suppliers on site and on construction sites)	Awareness raising of suppliers. Environmental clauses in supply contracts
	Emissions from third-party work on construction sites	
	Fires at third-party sites	
	Reduction of air emissions, odour and odour caused by traffic control products produced by Famas System	<b>Environmental benefit for the community</b>
wWaste	Waste generation in assembly, packaging and storage	Compliance with the Community Regulation for the management of urban waste. Specific waste management procedure
	Waste generation at third party sites	Awareness raising of suppliers. Environmental clauses in supply contracts
Dangerous substances	Use of cold asphalt	Awareness raising of suppliers. Environmental clauses in supply contracts

## Environmental Management System



Within its Integrated Management System (IMS), it has specifically defined the objectives that it intends to pursue in the environmental field:

- *Strengthen their ability to eliminate or minimise the environmental impacts of production activities and services provided;*
- *Comply with applicable legislation and other agreements entered into by the Company;*
- *Continuously improve environmental performance.*

In particular, **Famas System** ensures the identification and evaluation of compliance obligations through the preparation of a list of compliance obligations (schedule), the continuous monitoring of new legal requirements issued with the Making the applicability to the activities of the company and the immediate adaptation of the Management System in reference to the identified compliance obligations.

The company ensures control of all production processes and service delivery, identifying and planning operations that are associated with the identified significant environmental aspects, in accordance with its environmental policy, its objectives and targets, specifying in appropriate procedures how the planned controls will be implemented.

## Environmental Indicators

### Methane gas consumption in cubic metres (2014-2022)

	2014	2015	2016	2017	2019	2020	2021	2022
Periodo	Metri cubi	Metri cubi	Metri cubi	Metri cubi	Metri cubi	Metri cubi	Metri cubi	Metri cubi
Gennaio	1.569	1.622	1.439	1.550	1.487	1.661	1.637	1.576
Febbraio	1.256	1.123	1.049	1.625	1.047	1.096	1.259	1.181
Marzo	624	879	803		748	1.018	985	916
Aprile	273	338	127	384	330	310	588	282
Settembre			-	95	-			
Ottobre	71	396	434	398	280	727	458	-
Novembre	648	830	980	978	1.107	1.072	1.132	776
Dicembre	978	1.497	1.396	1.520	1.501	1.468	1.704	1.266
<b>Totali</b>	<b>5.419</b>	<b>6.685</b>	<b>6.228</b>	<b>6.550</b>	<b>6.500</b>	<b>7.352</b>	<b>7.763</b>	<b>5.997</b>

### Consumo di energia elettrica in kW (2014-2022)

	2014	2015	2016	2017	2018	2019	2020	2021	2022
	Totale Kwh	Totale Kwh	Totale Kwh	Totale Kwh	Totale Kwh	Totale Kwh	Totale Kwh	Totale Kwh	Totale Kwh
Gennaio	7.044	5.741	8.565	7.115	7.716	7.083	6.696	5.984	5.862
Febbraio	6.199	5.600	5.849	6.465	6.497	6.239	5.921	5.026	5.723
Marzo	6.174	7.141	6.684	6.316	6.854	6.110	5.329	5.057	5.242
Aprile	5.590	5.921	5.988	5.301	5.930	5.426	4.720	4.975	5.012
Maggio	5.611	5.890	6.023	6.443	6.050	5.363	5.417	4.775	6.876
Giugno	6.390	8.149	6.625	8.130	8.282	8.502	6.861	6.222	8.195
Luglio	7.730	10.860	7.989	8.128	9.340	8.918	8.933	8.096	9.144
Agosto	6.545	8.968	7.738	8.153	9.465	8.877	8.659	6.360	8.076
Settembre	6.627	7.585	7.687	6.533	7.721	6.944	7.788	6.690	6.609
Ottobre	5.719	7.424	6.538	6.826	6.349	6.185	6.185	5.480	5.088
Novembre	5.967	7.497	7.457	7.058	6.777	6.282	6.483	5.872	5.964
Dicembre	5.525	7.007	7.066	7.007	7.105	6.346	6.421	6.455	6.140
<b>Totali</b>	<b>75.121</b>	<b>87.783</b>	<b>84.209</b>	<b>83.475</b>	<b>88.086</b>	<b>82.275</b>	<b>79.413</b>	<b>70.992</b>	<b>77.931</b>
Fotovoltaico			4265	5864	5215	5577	5323	5218	6077
<b>Totale complessivo</b>			<b>88.474</b>	<b>89.339</b>	<b>93.301</b>	<b>87.852</b>	<b>84.736</b>	<b>76.210</b>	<b>84.008</b>

### Waste produced in kg. (2013-2022)

	Anno 2013	Anno 2014	Anno 2015	Anno 2016	Anno 2017	Anno 2018	Anno 2019	Anno 2020	Anno 2021	Anno 2022
CER 160101*	670	0	-	-	-	-	-	-	-	-
CER 160601*	0	722	961	1.470	1.157	3.674	1.006	696	1956	3786
CER 150110*	6 1	160	159	65	73	60	45	50	238	362

	8									
CER 150111	-	-	-	-	8	5	14	15	29	23
CER 160213*	-	-	-	439	-	-	-			

Description	CER	Deposito
<b>Lead-acid batteries</b> generated by the construction site (traffic lights, equipment)	CER 160101*	Waste area in properly identified containers.
<b>Packaging</b> containing residues of dangerous substances or contaminated with such substances: bags of cold asphalt, contaminated with oils etc.	CER 150110*	
<b>Spray cans</b> out of use	CER 150111*	
<b>Plastic packaging (empty)</b>	CER 150102	
<b>Paper and cardboard packaging (empty)</b>	CER 150101	
<b>Used printer and toner cartridges</b>	CER 080318	
<b>Paper, plastic packaging, re-siduated office products</b>	delivered in containers made available for urban collection as laid down by the Regulation for the discipline of qualitative and quantitative criteria for the determination of special non-hazardous waste as similar to municipal waste (approved by the Municipal Council of Egna with resolution no. 41 of 23.10.2012)	

#### **Autovetture e automezzi - consumi in lt. (2015-2022)**

Type of vehicle	2015	2015	2017	2018	2019	2020	2021	2022
Passenger car	21.397	15.393	13.861	13.359	15.863	11.488	13.412	12.903
Truck	27.009	15.523	14.510	10.924	11.548	10.138	11.332	12.309
<b>Tot.</b>	<b>48.406</b>	<b>30.916</b>	<b>28.371</b>	<b>24.823</b>	<b>27.411</b>	<b>21.626</b>	<b>24.744</b>	<b>25.212</b>

# PART III -

## The Economic Value

### Value Added

Value added measures the wealth produced by the holding in the financial year and how it is distributed

The process of determining Value Added reclassifies the data of the profit and loss account in such a way as to highlight the production and subsequent distribution of Value Added to the different stakeholders. The interpretation given to the various items differs in some cases from that of the profit and loss account prepared according to the requirements of the Code. These corrections will be explained as appropriate.

Added Value is represented in two separate tables:

- Value Added Determination, which summarises the reclassification of the profit and loss account, leading to the identification of net global value added;
- Value Added Distribution, which reports how the net global value added has been "distributed" among the different beneficiaries"

### Determination of Added Value

		<b>Esercizi</b>			
		18	21	23	20
Numero collaboratori		18	21	23	20
<b>Prospetto di determinazione del Valore Aggiunto Globale</b>		<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
<b>A)</b>	<b>Valore della Produzione</b>	<b>3.770.957,66</b>	<b>4.180.201,42</b>	<b>4.355.701,52</b>	<b>4.481.906,03</b>
1	Ricavi delle vendite e delle prestazioni	3.206.220,95	3.099.870,54	3.809.958,50	3.245.693,25
2	Variazione delle rimanenze di prodotti e semilavorati	10.290,57	-14.063,74	-211.790,76	624,24
3	Variazioni dei lavori in corso su ordinazione	259.429,89	819.689,89	501.322,43	996.948,03
4	Incrementi di immobilizzazioni per lavori interni	254.486,74	206.220,04	201.474,84	206.997,96
5	Altri Ricavi e Proventi	40.529,51	68.484,69	54.736,51	31.642,55
<b>B)</b>	<b>Costi intermedi della produzione</b>	<b>2.108.661,29</b>	<b>2.141.062,82</b>	<b>2.239.211,55</b>	<b>2.401.486,37</b>
6	Materie prime, sussidiarie, di consumo e di merci	1.426.992,96	1.656.436,89	1.833.371,18	1.676.613,75
7	Servizi	460.700,11	486.288,32	481.439,63	619.817,19
8	Godimenti di beni di terzi	103.982,84	20.707,26	21.048,44	23.221,79
9	Variazione delle rimanenze di materie prime	43.161,84	-104.887,63	-192.574,91	-64.708,57
10	Oneri diversi di gestione	73.823,54	82.517,98	95.927,21	146.542,21
	<b>Valore Aggiunto Caratteristico lordo</b>	<b>1.662.296,37</b>	<b>2.039.138,60</b>	<b>2.116.489,97</b>	<b>2.080.419,66</b>
<b>C1)</b>	<b>Componenti accessori</b>	<b>1,27</b>	<b>3,08</b>	<b>2,08</b>	<b>2,09</b>
11	Proventi finanziari accessori	1,27	3,08	2,08	2,09
12	Oneri finanziari accessori	0,00	0,00	0,00	0,00
<b>C2)</b>	<b>Componenti straordinari</b>	<b>-26.542,82</b>	<b>1.626,29</b>	<b>-84.354,75</b>	<b>-86.549,28</b>
13	Ricavi straordinari	1.858,44	17.397,56	10.608,79	6.333,86
14	Oneri straordinari	-28.401,26	-15.771,27	-94.963,54	-92.883,14
	<b>Valore Aggiunto Globale lordo</b>	<b>1.635.754,82</b>	<b>2.040.767,97</b>	<b>2.032.137,30</b>	<b>1.993.872,47</b>
15	Ammortamenti	-304.107,18	-429.265,10	-428.164,56	-361.815,97
16	Accantonamenti	0,00	-496,79	0,00	0,00
17	Svalutazioni	0,00	0,00	0,00	0,00
18	Leasing	-13.171,37	-471,26	-4.819,60	-6.108,50
	<b>Valore Aggiunto Globale netto</b>	<b>1.318.476,27</b>	<b>1.610.534,82</b>	<b>1.599.153,14</b>	<b>1.625.948,00</b>



The adjustments and adjustments made for the determination of Added Value are as follows.

### **Production Valuea**

The value of the profit and loss account has been adjusted by removing the item "contributions to the balance sheet" which represents a decrease in the amount distributed to the Government.

### **Intermediate costs of production**

The grouping of the profit and loss account "Production costs" has been adjusted as follows:

- The "service costs" are subtracted from the values related to activities for staff (e.g., coordinated collaboration and temporary work costs, training costs, commissions) and directors' compensation (direct and deferred), which are incorporated into the value distributed to staff; in addition, sponsorship and;
- All "personnel costs" is not included in the intermediate production costs as it represents value distributed to staff;
- Under the heading "miscellaneous charges" all taxes and fees representing remuneration for the Public Administration have been excluded.

### **Components**

Financial income was channelled into the ancillary components. Financial charges are a remuneration for the credit system.

### **Extraordinary Comonents**

The extraordinary components are the amounts shown in the "extraordinary income and expenses" item of the profit and loss statement.

### **Ammortization and Depreciation**

Depreciation and amortisation are excluded from the calculation of net global value added because they are interpreted as an allocation to the operating costs.

The net global added value is therefore the value which the company has produced and distributed to its main partners.

Suppliers are not included in this list of beneficiaries for the very concept of added value, which measures precisely the greater value that they buy raw materials and materials as a result of the processing that transforms them into finished products.

***In 2022 the net global Value Added was € 1,625,948 representing 36% of the Value of Production.***

## Distribution of Added Value

		<b>Esercizi</b>			
<b>Prospetto della Distribuzione del Valore Aggiunto Globale Netto</b>		<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
<b>A)</b>	<b>Remunerazione del Personale</b>	<b>1.149.152,14</b>	<b>1.205.885,19</b>	<b>1.312.847,01</b>	<b>1.343.361,42</b>
A1	Personale non dipendente	128.320,24	129.597,16	155.553,62	147.520,82
	Collaborazioni continuative	-	-	-	-
	Compensi agli amministratori	128.320,24	129.597,16	155.553,62	147.520,82
	Prowigioni commerciali	-	-	-	-
	Accantonamenti TFM	0	0	0	0
A2	Personale dipendente	1.020.831,90	1.076.288,03	1.157.293,39	1.195.840,60
	Salari e stipendi	709.610,53	717.252,35	789.643,81	774.929,89
	Oneri sociali	222.834,99	220.430,50	231.441,25	240.223,24
	Trattamento fine rapporto	60.603,96	57.550,35	79.095,58	115.254,30
	Trattamento di quiescenza e simili	0	0	0	0
	Altri costi del personale	26.724,22	28.538,20	15.994,93	22.998,95
	Lavoro interinale	-	47.913,11	34.452,07	34.200,14
	Addestramento e formazione	1.058,20	4.603,52	6.665,75	8.234,08
	Contributi ad associazioni-sindacati	0	0	0	0
<b>B)</b>	<b>Remunerazione della Pubblica Amministrazione</b>	<b>10.123,93</b>	<b>56.535,95</b>	<b>47.498,11</b>	<b>59.920,31</b>
	Imposte sul reddito di esercizio	11.852,00	30.093,00	35.812,00	80.533,00
	Altre imposte e tasse	34.689,00	57.354,00	41.945,00	240,00
	Contributo in conto esercizio	-36.417,07	-30.911,05	-30.258,89	-20.852,69
<b>C)</b>	<b>Remunerazione del Capitale di Credito</b>	<b>71.768,43</b>	<b>91.916,12</b>	<b>109.246,55</b>	<b>116.815,77</b>
<b>D)</b>	<b>Liberalità esterne alla Comunità</b>	<b>0,00</b>	<b>50,00</b>	<b>500,00</b>	<b>500,00</b>
<b>E)</b>	<b>Remunerazione dell'azienda</b>	<b>87.431,77</b>	<b>256.147,56</b>	<b>129.061,47</b>	<b>105.850,50</b>
	<b>Valore Aggiunto Globale netto</b>	<b>1.318.476,27</b>	<b>1.610.484,82</b>	<b>1.598.653,14</b>	<b>1.625.948,00</b>

The net global added value generated by Famas System was distributed for 83% to the employees (staff and non-staff) and the Directors of the Company. The share of employees is almost 74% of the total.

The public administration has been allocated a share of 4% of the value added, where the funds received are less than the amounts paid in the form of taxes paid and set aside.

The remuneration of the credit system, equal to 7% of the Added Value, consists of financial charges (short and long term) and costs incurred for financial services.

The members also contributed to the formation of the value added, in relation to the profit recorded for the year, by about 7% of the total amount of € 105,850.

The Community has directly benefited from a monetary contribution by the Society of € 500.00 in favor of the volunteer patrollers of Egna.

It should be noted that also during 2023 the Society made a liberal grant in favor of the voluntary corps of Egna for an amount of € 500.00.



**€ 1.343.361** (83 %)

**Collaborators**

- Employee (74%)
- Not employees (9%)



**€ 59.920** (4 %)

**Public Administration**



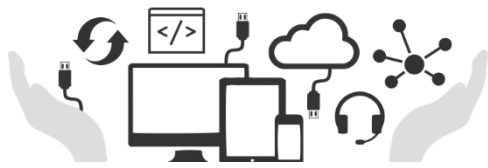
**€ 116.815** (7 %)

**Credit System**



**€ 500** (0 %)

**Local Community**



**€ 105.850** (7 %)  
**Company**

**PARTE IV -**  
**THE IMPROVEMENT**  
**SOCIAL BUDGET**

# Goals

Ccope	Planned activities	Stakeholders
Environmental	Introduce differentiated waste management of the cafeteria	Employees
Improve communication and raise awareness interested	Publish and implement initiatives for the communication of the social budget	All categories
	Send to Customers and all major active Suppliers a general awareness communication, IMS Policy and Code of Ethics	supplier customers
Improving the System Integrated Management	Integrated Quality System Management	All categories
	Improving the Internal Audit Plan	Employees Company
	Improve the way in which customer feedback is collected on the quality of the product and service offered	Customers
Community	Interventions aimed at offering citizens a mobility proposal in implementation of the "Mobility as a Service" paradigm, such as the intervention that plans to equip part of the urban cycle path network with a digital warning infrastructure control radius and information as if they were a "Smart Road" and on this cycling subnet, dubbed "CICLOPOLITANA", is provided for a bike sharing service, with electric bicycles equipped with satellite monitoring	All categories
Employees	Awareness of the company to the opinions of employees through distribution of an ad hoc questionnaire	Employees
Environmental	Install a charging station for electric and hybrid cars available to colleagues and visitors	All categories
Environmental	Increase in the power of the Fo-tovoltaic plant installed on the roof of the company's headquarters from 6 Kwp to 42 Kwp, thus meeting about half of the energy needs of the company	All categories