



Transnational Conference Athens - Friday 10 January 2020

Gruppo San Benedetto

Relatore: Ermanno Bonaldo





San Benedetto has over 2.000 employees, divided into the various production sites, which the company currently has in Italy and abroad.

The diversification of sources has made it possible to create new employment opportunities in the plants, in which the company has decided to invest.

The company markets in over 100 countries. It is present abroad with plants in Spain, Hungary and Poland



The company has a system for Professional Enhancement

The company has been working for years for the enhancement of workers' professional skills. To do this it has equipped itself with specific skills-mapping systems, which it uses for certain departments in order to assess the level of preparation and performance of workers, to establish any training courses and to recognize the level of professionalism achieved by each worker and award him/her most the appropriate salary. These systems are constantly evolving and the company works constantly to extend the system to all areas.

II Welfare in San Benedetto

In addition to the provisions of the CCNL, specific Commissions (for Training, Equal Opportunities...) have been introduced over the years, made up of workers and aimed at overseeing certain areas of welfare; Furthermore, Flexible Benefits mechanisms have been set up to amplify employee benefits related to issues such as Health, Wellness, Leisure, Family.

These are combined with the various benefits paid to the employee: annual VSO (variable salary for objectives), company product distribution, reimbursements for school expenses, life / accident insurance, bonuses (25 years, marriage).

To confirm this, Panorama magazine in 2018 placed San Benedetto in the 5th place in the ranking of Food Companies where one works better in Italy.

The Company supports autonomous employee training initiatives

In addition to the provisions of the CCNL in terms of study permits, San Benedetto rewards with reimbursement of expenses and awards, following the achievement of study, employees who wish to be trained outside the company, provided that it is on topics consistent with the skills needed in the company.

NUMBERS IN ITALY AND IN THE WORLD

100 COUNTRIES, IN WHICH THE SAN BENEDETTO GROUP IS
COMMERCIALY ACTIVE

10 PLANTS IN THE WORLD

7 FACTORIES IN ITALY

€ 824.013.000 MILLION EURO GROUP CONSOLIDATED TURNOVER IN
2019 (Year 2019 € 764.393.000 - diff. + 59.620.000)

2296 EMPLOYEES IN THE WORLD



NEWCHALLENGES



This project is funded by the DG Employment, Social Affairs & Inclusion of the European Union

4.6 BILLION BOTTLES PER YEAR

800 CHECKS PERFORMED PER DAY

NUMBERS REGARDING THE ENVIRONMENT

8.3 GR OF PLASTIC IN A 0.5 LT BOTTLE OF NATURAL WATER

- 2.1 CO₂EQ EMISSIONS. *

ON THE PRODUCTION OF SAN BENEDETTO ITALIA MINERAL WATER
FROM 2016 TO 2018.

* DATA ON A LITER BASIS, PRODUCTIONS CARRIED OUT IN THE
SITES OF SCORZÈ, POPOLI, VIGGIANELLO, DONATO AND ATELLA.
CSQA VALIDATION CERTIFICATE N ° 56273 OF 31/05/2019



SAN BENEDETTO IN 100 COUNTRIES

Today the group has a worldwide presence in 5 continents, to which it directly manages exports, covering 100 products, firstly the water products and secondly the tea. This is a good percentage of San Benedetto's work: exports in fact make up about 6% of its produced volumes and 7% with a value equal to 43.8 million euros in turnover.

The main reference markets, in addition to Western Europe (Austria, Germany, Switzerland, France and the United Kingdom) and the area of Eastern Europe (Hungary, the Czech Republic, Bulgaria and Romania) are: the USA, Canada, the Japan, Australia, Israel and, in Southeast Asia, Singapore, Malaysia and Thailand.

Plants in Italy and number of employees:

Acqua Minerale San Benedetto SPA production site in Scorze '(VE)

1016 employees

Country Production Site (TV) n ° 98 employees

Gran Guizza SPA of Popoli (PE) - San Benedetto n ° 198 employees

Alpe Guizza SPA of Biella (Bli) - San Benedetto n ° of employees 49

Acqua di Nepi SPA of Viterbo (VT) - San Benedetto (VT) No. of employees
54

Fonte Cutolo Rionero SPA of Rionero In Vulture (PZ) No. 25 employees

Viggianello Fonte del Pollino SPA of Viggianello (PZ) No. 30 employees

Total plants in Italy No. 7

Total employees Italy No. 1470

Total turnover Italy:

Year 2018

€ 623,625,000 2018

Year 2019

€ 674,783,000 diff. + 51.158.000

Other plants in the world

Poland 153 employees

Hungary 123 employees

Spain Valencia 237 employees

Spain Loja 90 employees

Total foreign plants 4

Tot. Foreign employees 603

Investments

Year 2018 € 55.915.000

Year 2019 € 47,898,000 – Joint trade union representation RSU is involved in the renewal of technology and training.

The Kaizen system is adopted. Kaizen is composed by two Japanese terms, KAI (change, improvement) and ZEN (good, better), and it means changing for the better, continuous improvement. Provincial Secretaries are also involved and informed in this training system.

The request to participate in the Kaizen system was made in agreement with the RSU.

The company accepted because the Kaizen system provides for the active participation of all workers and therefore it could not exclude trade unions and workers' representatives in this matter.

For training, San Benedetto normally turns to internal managers and only in some cases it does make use of external consultancy.

FAI-CISL ASSOCIATED WORKERS

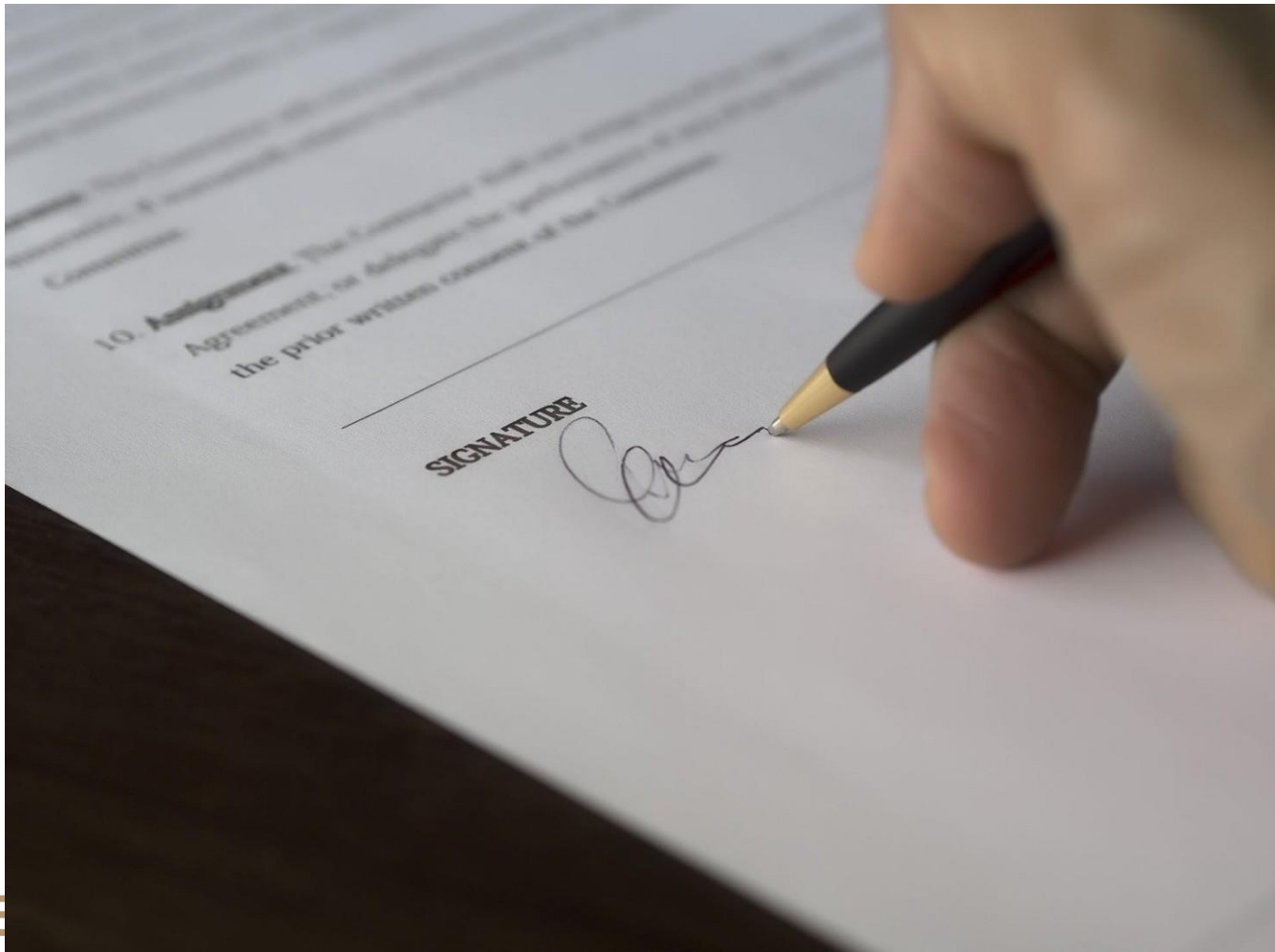
Fai Cisl is the most representative trade union and it is present in all plants in Italy.

In the Scorzè plant, FAI CISL is present with 340 members out of 1114 workers and the FLAI CGIL has about 115 members. While in the Country Plant (TV) FAI CISL has 63 members out of 98 workers and the FLAI CGIL has about 15 workers registered.

Second level bargaining is carried out in each Italian plant and it is diversified.

Second-level bargaining is unique only for the Scorze 'plant (Ve) and Paese (TV).

In 2018 the company collective agreement of Scorze 'and Country was signed.





Relationships and bargaining were not easy.

For the bargaining, San Benedetto does not make use of external consultancy.

It starts with the creation of the corporate platform with the requests to be obtained, such as: the improvement of working conditions and the economic part connected to the Result Bonus and corporate welfare.

The construction of the platform took place in several meetings with the FAI CISL and FLAI CGIL RSUs and with the Provincial Secretaries and was approved by the workers at the assembly before being presented to the Company.

The San Benedetto company contract is a reference of second level bargaining in the national context.

Some important points of the bargaining:

Extension of an hour of assembly more than what is provided by the branch collective agreement for the Food Industry, established for company information and issues concerning the welfare. Furthermore, the assembly hours are not counted if divided by department.

On safety in the Scorze plant, it is agreed that the effective RLS are 6 and not 3 as required by law.

To improve the working conditions and the environment in which we operate, the "Reasonable Accommodation" system provided for by INAL has also been adopted.

Work administered:

It is signed that workers of subcontractors cannot make more than 6 months in San Benedetto even if they are not continuous, in the case of renewal they must be hired with a San Benedetto contract.

In addition, all apprentices in administration - staff-leasing at the end of the period it is mandatory that they must be hired in San Benedetto.

Agreement for solidarity holidays.

Important economic objectives achieved by result bonus:

2018 € 2350 - 2019 € 2400 - 2020 € 2450 - 2021 € 2500

For those who transform 50% of the premium into corporate welfare, they receive an additional € 40 and for those who transform 100% of the premium into welfare, they receive an additional € 80.

In addition, a fixed Welfare premium of € 250 for 2018/2019 and € 300 for 2020/2021 was established.

Difficulties:

The Fai Cisl of Venice in particular comes out of a period of complicated relationships with the Company. Fai-Cisl intervened for anti-union activities by winning the case against the Company in defense of a Fai-Cisl representative.

Specifically, it won a lawsuit filed by a company executive against the Fai-Cisl of Venice.

In October 2019, the text of the agreement for the functioning of the EWC of the San Benedetto Group was renewed.



Summary of the introductory part of the text

With the European Works Council of San Benedetto, we want to strengthen the social cohesion within the group in its European dimension through the exercise of a constructive dialogue based on collaboration.

The EWC members will be both periodically and occasionally informed and consulted in an effective and timely manner on transnational issues that affect their interests. The European Works Council is based on a spirit of openness, mutual trust and respect, and it is precisely in this constructive spirit that it will work.

The work of the EWC will contribute to the shared objective of helping the Group to develop its business by involving employees in the decision-making process and, at the same time, meeting the economic, social and environmental challenges. The Parties confirm that the EWC is intended to complement the work of other national structures of Employees' representation without in any way questioning or replacing them.

Participants in the EWC 2019 for the San Benedetto Group Workers:

San Benedetto Mineral Water, Scorzè VE Italy: Marchiori Manuela,
Cagnin Romano; headquarters of Paese TV Italia: Carraro Diego;
Gran Guizza, Popoli Pescara Italy: Giangiulio Vittorio;
Acqua di Nepi, Nepi Viterbo Italy: Pifferi Andrea;
Alpe Guizza, Donato Biella Italy: Camaltel Gianni;
Sources of Pollino, Viggianello Potenza Italy: Oliveto Antonio;
Agua Min. San Benedetto, Valencia Spain: Perez Francisco;
Agua Min. San Benedetto, Loja Spain: Armero Miguel;
Coordinator: Zanin Andrea - Effat.

Summary of the results relating to the Survey among the workers of the San Benedetto plants in Italy and Spain "On the perception of the risks and the state of health, safety and psychosocial well-being present in the workplace

(Source: SINDNOVA - Istituto per lo studio dell'Innovazione, delle trasformazioni produttive e del lavoro)

In the San Benedetto group, the impression is that, in the opinion of the workers' representatives, no factory is in the condition of being considered "absenteeist" - therefore the overall situation can be defined as "good".

There are some plants, the Italian one in Scorzè and both the Spanish ones in Granada and Valencia, in which the situation seems to be more critical. In the factories of Paese and Nepi, on the other hand, it seems to be grasping a situation that can be defined as "corporate", which therefore requires a reflection of the representatives on their role, on the conditions of viability foreseen for the representatives in those contexts and on a more active participation to improve health and safety.

In accordance with the conclusions of the ESENER2 research, also with reference to the San Benedetto Group, it can be said that the overall perception is of a greater relative difficulty in facing openly the psychosocial risks, with particular reference to the relationship with the "intermediate managers". This criticality has been found in multiple organizational contexts also following the change in the organization of work and the anthropological horizon in which we move today.

Occupational health and safety training is another aspect that emerges as problematic. What is found is common to many other company contexts: the need to give continuity and greater systematic training to workers including to reinforce that "on the job" (training). It is necessary that the training carried out by the company integrates and is consistent with practices in the production departments.

Finally, in all the factories, there is a lack of knowledge of the role and function of the European Works Council, although the agreement establishing the body dates back to April 19, 2011. On this side, it is necessary to do more, both in terms of information and training. It is essential that the dissemination phase of the issues addressed in the EWC is taken care of and good practices are collected. In addition, the completion of the Committee must be started by including the workers' representatives of Poland and Hungary, as already provided for by the EWC agreement in place, and that a medium and long-term programme for the implementation of all activities should be designed.

AZIENDA	dipendenti azienda teste medie 2017	CITTÀ	PROVINCIA E SEGRETARIO FAI CISL RESPONSABILE	PAESE UE	DELEGATO	SIGLA SINDACALE
COORDINATORE EUROPEO					Andrea Zanin	Fai- CISL
San Benedetto Spa	1085	SCORZÈ	VENEZIA (STOCCO STEFANO)	ITALIA	Manuela Marchiori	Fai- CISL
San Benedetto Spa	*	SCORZÈ	VENEZIA (STOCCO STEFANO)	ITALIA	Romano Cagnin	Fai- CISL
San Benedetto Spa	*	SCORZÈ	VENEZIA (STOCCO STEFANO)	ITALIA	Roberto Cercato	Fiai- CGIL
San Benedetto Spa	*	PAESE	TREVISO (STOCCO STEFANO)	ITALIA	Carraro Diego	Fai- CISL
Agua Mineral	210	REQUENA	VALENCIA	SPAGNA	Francisco Perez	UGT
Agua Mineral	50	LOJA	GRANADA	SPAGNA	NEW	
Gran Guizza	172	POPOLI	PESCARA (PESCARA FRANCO)	ITALIA	Vittorio Giangiulio	Fai- CISL
Acqua di Nepi	49	NEPI	VITERBO (TOMARELLI CLAUDIO)	ITALIA	Andrea Piferi	Fai- CISL
Alpe Guizza	42	BIELLA	BIELLA (CAPACCHIONE EMILIO)	ITALIA	Gianni Camatel	Fiai- CGIL
Fonti del Pollino	20	VIGGIANELLO	POTENZA (ROMANO GIUSEPPE)	ITALIA	Antonio Oliveto	Fai- CISL
Magyarviz	115	LAJOSMIZSE		UNGHERIA		
Polska Woda	160	OZORKOW		POLONIA		



Fai Cisl is present with its representatives in many European works councils (EWCs) within which they represent workers, as required by European Directive 94/45 / EC, for the purpose of information and transnational consultation of workers in companies and in community sized groups.

EWCs can consist of companies or groups present in several European countries, with more than a thousand employees in at least one country in the Community and at least one hundred and fifty employees in at least two of these countries.

<http://www.effat-ewc.org/home>

<https://www.effat.org/>



The EWCs have as their main objective the exchange of information between workers within multinational groups in order to avoid incorrect or harmful behavior towards workers depending on the country in which the company operates. The objective of the legislator is to induce companies to a general realignment and rebalancing within companies to avoid national distortions or unfair competition between groups of workers. To this end, EWCs are expected to contribute to:

- facilitate the exchange of information between workers' representatives;
- Identify information omissions from company management;
- Facilitate the exchange of ideas for the solution of common problems;
- Allow the use of all information, wherever available (even outside national borders), useful for bargaining;
- Prevent discrimination between workers from one country and those of another;
- Facilitate common initiatives.



EFFAT

CISL