

EUROPEAN CONVENTION ON HEALTH AND SAFETY

Recitals

With this Convention, together and integrated with the purposes and goals set out in the European Works Council operating agreement dated 10/06/2015, the signatory Parties intend to state and define the fundamental principles of Health and Safety in the workplace within Barilla Group Companies.

This Health and Safety in the Workplace protocol is inspired by the goals and purposes of the Group mission, set out in the "Buono per Te, Buono per il Pianeta, Buono per la Comunità" strategy, by the policies promoted by EFFAT and its affiliated organisations on a European level, by compliance with Group level agreements, EU regulations and those of the individual member states.

Protecting health and safety in the workplace is a priority for the Barilla Group, which sees protecting and supporting the corporate community as a fundamental factor of the Group's success, sustainable and long-term growth.

Objectives

The Barilla Group undertakes to protect the physical and psychological wellbeing of all their employees, seeking to achieve a "zero accidents" objective in all activities and work.

The Parties understand that the quality of health and safety in the workplace can influence and drive the Group's financial performance.

This convention was developed on a European level by Barilla Group management, EFFAT (representing its affiliated organisations), and the Barilla European Works Council (EWC). Its primary objective is to set out the guidelines for encouraging and promoting, in all Group companies and sites, ways to improve and extend preventive measures relating to aspects of health and safety. This also includes:

- social dialogue and discussion with trade unions and other worker representation bodies;
- full involvement by all the different levels of information and consultation, including on a European level, through the EWC and EFFAT.

Framework of reference and commitment

This convention was signed in full compliance with national and European legislation, with particular reference to the EU Framework Directive 89/391 (which guarantees prevention and protection of the health and safety of workers in the EU) and to the overall framework built up over the years within the EU, with particular reference to the European Framework Agreement on stress in the workplace 8.10.2004, and social dialogue with the respective individual countries.

The Barilla Group, with its various structures and geographic or organisational responsibilities, with particular reference to employee health and safety issues, undertakes to:

- consult workers and/or their representatives on issues relating to health and safety, guaranteeing and promoting their active participation;
- assess risks linked to working activities, including psycho-social risks and stress in the workplace, introducing appropriate prevention and protection measures;
- take a preventive approach in terms of objectives and methods, using risk assessment as the basis for prevention;
- keep records of risk assessments and accidents in the workplace;
- inform employees and/or their representatives about potential risks and the prevention measures introduced;
- provide specific professional training on health and safety;

- create a role for safety representatives, including specific training.

Barilla Group employees undertake to comply with the rules and regulations on health and safety in the workplace, and to engage with the relevant corporate figures for all situations linked to health and safety in the workplace.

The Parties' roles

The Parties acknowledge that aspects relating to the health and safety of people and workplaces are a central and priority element in the Company's culture and organisation.

The Parties understand that in order to make health and safety measures effective for people and workplaces, it is fundamental to follow, constantly and with perseverance, suitable prevention measures.

The Parties, while supporting the fundamental nature of the knowledge of, compliance with and application of the relevant legislation and the binding regulations established by the Group, confirm the importance of an approach to safety that is based on prevention, training, employee engagement and social dialogue.

In order to constantly improve a shared culture of health and safety, at all corporate levels and in an integrated manner within the Company, the Parties underline the importance and the need to develop and promote occasions for dialogue and discussion, as well as specific information and training plans.

The Parties undertake to introduce suitable and effective measures to ensure each person within the Company, regardless of their role or type of relation with the Company itself (e.g. outsources, suppliers and contractors), can benefit from the best possible health and safety protection.

The Parties believe that providing training and information for employees plays an essential role in allowing them, when at work, to show maximum care and diligence to aspects related to their own health and safety and that of others.

The Parties undertake to develop a participatory system of constant and constructive dialogue between Barilla management, trade unions and other worker representation bodies, in order to implement, while bearing in mind the organisational nature of the Company's work, measures capable of improving the quality of the workplace and the psychological and physical conditions of work, intervening (in primis) to prevent and/or correct any factors or behaviours that could represent a risk, either physical (e.g. plants, ergonomics, layout), organisational (e.g. workflow, processes) or psychosocial (e.g. work related stress).

The Parties, while confirming the need to develop a participatory approach aiming for constant improvement, acknowledge the importance of all the figures that, based on legal or contractual requirements, hold roles with specific responsibilities and duties in the field of health and safety in the workplace either in a corporate or trade union context.

By drafting this protocol, the Company intends to confirm our commitment to promoting full engagement by worker representatives in achieving the "zero accidents" goal and promoting the evolution and improvement of health and safety in the workplace, including the application and development of management systems inspired by the highest international standards.

The EWC's role

The Parties believe that in order to follow up this convention, it is important to create a constructive environment for discussion and dialogue, establishing the different areas of competency and responsibility on a European and national level.

Within the context of European-level discussion, and with particular reference to the role of the EWC and EFFAT, we would like to establish the following.

Barilla Group top management, EFFAT and the members of the Barilla EWC, during the annual EWC sessions, undertake to:

- make employee health and safety a permanent addition to the agenda;
- organise courses and opportunities for training, information and raising awareness, including the involvement and support of experts and specialists in the subject;
- schedule opportunities for providing detailed information and discussion about the situation in the various countries and sites;
- management undertakes to provide up-to-date information and data on health and safety in the Group's various European sites;
- find a common approach between the Parties, by sharing the best solutions, experiences and practices matured in the various countries and sites, as well as in other corporate environments;
- identify the sites and operating situations for priority intervention in order to improve health and safety indicators;
- propose transversal prevention plans linked to quantitative and qualitative targets;
- introduce follow-up policies on a national and local level;
- monitor, analyse and discuss the various actions taken or planned in each country during the plenary session of the EWC.

Conclusions

This Protocol applies to all Barilla Group companies and direct subsidiaries as defined by article 3 of Legislative Decree no. 113 dated 22.6.2012, based in countries within the European Economic Area (EEA).

This Protocol may be modified by agreement in writing between the stipulating Parties.

This Protocol may be changed, signed by the stipulating Parties, in response to significant regulatory developments.

Company management shall send this protocol, translated in the language of the country of reference, to Barilla EWC representatives.

EFFAT shall ensure that this convention is sent out to all affiliated trade union organisations represented in Barilla Group companies.

The Parties undertake to monitor the implementation of this agreement annually during the EWC meeting.

The Italian language text of this Protocol shall take precedence.

Parma, 1.6.2017

Read, approved and signed

Barilla Group

Umberto Panizzi

Evi Hatzioannou

Giorgio Grandi

European Federation of Food, Agriculture and Tourism Trade Unions (EFFAT), representing its affiliated organisations.

Enrico Somaglia

Members of the EWC representing the respective Trade Unions

- Mauro Macchiesi
(EWC representative, representing Flai-CGIL, Fai-CISL, Uila-UIL)
- Federica Gandini (FLAI-CGIL)
- Paolo Fanni (Flai-CGIL)
- Rocco Coviello (Uila-UIL)
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- Ileana Marinucci (Fai-CISL)
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- Christophe Livernette (CGT)
- Nadia Chalah El Gezair (CGT)
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- Thomas Eggers (NGG)
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