



Corporate social & environmental responsibility charter

To face the present ethical, social and environmental challenges, OLIVO is committed, in its activities and environment, to respecting and promoting the principles defined in this document.

This charter formalizes the procedures set out by OLIVO in the fields of social responsibility, transparency and ethics.

SER CHARTER



ECO DESIGN

Quality commitment

Controlled temperature transport is a critical phase of the cold chain. This is why it is subject to technical obligations defined by the ATP agreement.

We do respect ATP rules, within the context of our will to continuously improve and commit to quality.

At OLIVO, commitment to quality is a state of mind. Enhancing the functionality of our product and manufacture insulated containers that meet environmental issues is our goal.

Design for durability

For our products, we have chosen a design mode which ensures reinforced insulation, long life and high recycling potential.

By choosing OLIVO containers, the users are sure to avoid breakage in the cold chain. They get better temperature quality, the safety of carried goods improves, they contribute to getting vehicles off the roads, and above all to making the global power consumption decrease by optimising the logistic fill rate.

OLIVO products have been developed with common-sense and in respect of environmental standards. Their ecological footprint is consequently lower on the market.

Thermal good-sense

Refrigeration systems for temperature control have been developed in a similar spirit. The cold inside the container consumes very little power thanks to the natural physical phenomenon of convection.

Carbon dioxide systems use only second-hand CO₂ with no intermediate transformation.

These cold systems perfectly fit in the environment. As they use simple natural and physical laws, they allow cost savings and power efficiency.

The refrigerated containers can be transported in a straight truck: fuel consumption and pollution are thus limited.

Research & Development

Improve the functionality of the product and manufacture high quality insulated containers is our commitment.

More than ever, the R&D team priorities are eco-design, research and choice of sustainable and 100% recyclable material.

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The recycling chain

In 2008, we have implemented the end of life treatment service of our marketed products: dismantling of the container, recovery and recycling of the material. Polyethylene from the walls and metal components are totally recycled. The insulation material is valued through incineration. Take into consideration the whole product life from conception to recycling is our responsibility.

Selection of partners and suppliers

Working with partners means sharing ethical and environmental commitments. It is essential to us to support and be supported by companies who are committed to the same values. We have identified companies with similar societal policies for a long term collaboration.

Moreover, we attach great importance to the geographical location of our suppliers. Local and regional actors are preferred.

Our daily routine is also...

In the administrative premises as well as in the production plant, all employees routinely practice the sorting of recyclables.

Production wastes follow our dismantling process for end of life products.

Cardboard packaging from products received is reused for shipments.

Paper, glass, steel, are sorted and sent to local recycling plants.

Offices are equipped with timer controlled lights in the passageways and we aim at zero paper archiving for the documents.

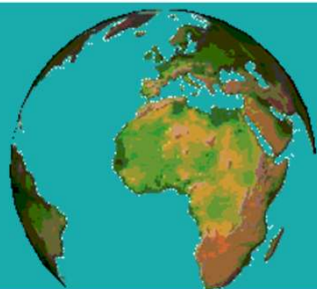
New amenities are equipped with low energy consumption diodes.

Internally, power savings are encouraged by the outreach of each employee.

Everyone is responsible for actions such as turning the lights out when leaving, print only when necessary, car-sharing for business travel.

Exchanges with partners, suppliers and prospect customers: leaflets and other documents are no longer sent by post but by e-mail.

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SOCIAL POLICY

Diversity: for equality of opportunity

A few years ago we have implemented a proactive policy for recruitment, integration and development of career for people with disabilities. We are thus beyond the mandatory quota and this will be maintained.

We regularly work with sheltered workshop staff under availability contract.

Professional insertion is also promoted through the recruitment of staff after a training period via Employment Initiative Contracts.

We will never use child labour. We will always fight against social and racial discrimination and corruption and we respect everyone's culture.

Training: for sustainable jobs

Employees training is a key factor to ensure a high level of quality for our products and services.

The training of new collaborators on their workstation as well as concerning safety instructions is ensured by their colleagues all along the first days.

We also encourage external training in order to meet the needs of everyone and guarantee a constant development of competences. In this context, we pay voluntary deposits to our sponsoring organism to constitute a budget which allow us to make our training plan work.

We regularly integrate young trainees –through work-study contracts or internship- in order to help young people enter their working life. We give them the opportunity to develop their professional skills and become active.

Confidence in the management

We create a climate of trust as a driving force for our management.

We respect our commitments, support our staff members and partners, encourage risk-taking and initiative.

We also maintain between men and women a total equity in remuneration and career development.

Employees well-being

We have a strong social policy concerning wages and bonuses and material is made available for our employees' private events.

In the interests of equal treatment, a unique fixed financial participation has been set for their supplementary health insurance.

We have taken care to arrange, restore and keep the working premises clean as well as conceive friendly spaces for our employees' breaks.

We take into account the balance between private life and working hours. We want to stay flexible thus remain attentive and be able to help employees who might experience difficulties, as part of a collective effort.

And also...

We take part in cultural events of our geographical area by sponsoring them and make material available.

We support charitable organizations for food distribution with donations of equipment.



COLD LOGISTICS

LEADER IN INSULATED CONTAINERS

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