



***streparava® s.p.a.***

**SUSTAINABILITY  
REPORT  
2017**

“WE’VE BEEN A FAMILY  
SINCE 1951

GRAPHIC DESIGN

The first time brings with it the difficulty of overcoming the impact of the blank page, the fear of not having content and things to say; the second time, there comes the difficulty of not repeating yourself, but always finding interesting topics to talk about. This year, we decided to start our report with a sentence taken from our mission statement, namely: “We’ve been a family since 1951”. We want to talk about what we do, our day-to-day commitment, our strategic choices, through the faces of our people. Portraits collected from our everyday life, which say something about us, our way of working, our way of knowing how to make things happen.

Sustainability Committee

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**PIER LUIGI STREPARAVA**  
President

“ Sharing our achievements and future challenges with our people will help us to feel part of the same family and work together in the best possible way.

## LETTER FROM THE PRESIDENT

### Enthusiasm, passion, commitment.

We are at the second edition of our “Sustainability Report”. As we have already mentioned, the “Report” is the most appropriate tool to give visibility to the demands for information and transparency, considering that we believe we have begun a certification process for an ethical profile. With this second edition, we confirm our commitment to the principles mentioned.

You will be able to appreciate the new graphics and new content, precisely in relation to the ongoing improvement/ updating of our company “data”, and you will also have the opportunity to check out the new activities that are in the pipeline to ensure we are increasingly effective when it comes to sustainability.

We therefore hope that we have come even closer to the goal of maximum transparency that we have set ourselves.

**PIER LUIGI STREPARAVA**  
President





Streparava S.p.A. is 100% owned by  
**Streparava Holding Spa.**  
The Board consists of 6 partners:  
Pier Luigi, Paolo, Marco, Erminia Streparava,  
Enrico e Roberto Deltratti.

Independent external members also sit on the  
company's Board of Directors.





PAOLO STREPARAVA  
CEO

“ No company can be excellent without excellent people, and this must be our commitment, to improve every day.

## STRATEGY

A solid company, capable of lasting over time, thanks to its adaptability to evolving internal and external conditions.

A medium-sized internationalised group, today commonly referred to as a “pocket-sized multinational”. Like much larger structures, it needs to focus on priorities and find a moment of strategic synthesis in the medium-long term shared by the management, which can represent a real tool of governance.

We often ruin our journey because we have not reflected enough on where we want to go and how we can get there.

This is due to continuous changes of direction, misunderstandings, unnecessary effort and stress to reach our destinations. We want to avoid all this, to work better and to help Streparava people grow, along with the company as a whole, in a compact and cohesive way in a common, shared direction.

With aligned goals and a structured working method. This is why the strategic project came about, and it resulted in the creation of the company's first **Hoshin Kanri**.

Developing a strategy according to the Hoshin Kanri

logic means drawing up a veritable multi-year strategic plan which, starting from the company vision, mission statement and values, is able to set out the drivers for growth and improvement, by identifying a set of medium- and short-term actions which, through predefined KPIs, are monitored during their evolution.

This led to the “**STRATEGIC PROJECT**” , developed and supported by the company Steering Committee and various collaborators.

All this takes the name of Hoshin Kanri: the word “HOSHIN” is divided into “HO” which means direction and “SHIN” which instead means needle, therefore needle of direction: COMPASS; while KANRI is divided into “KAN” which means control and “RI” which means reason or direction.

This is our way of making things happen. We work every day with skill, passion and the awareness of having taken the right direction on the quest for continuous improvement.

PAOLO STREPARAVA  
CEO

STREPARAVA  
GROUP  
2018

STREPARAVA  
HOLDING S.P.A.

Share capital  
€12,500,000 - paid-up

President and CEO  
Pier Luigi Streparava

Managing Director  
Erminia Streparava

Managing Director  
Paolo Streparava

Director  
Marco Streparava

Director  
Giuseppe Covone

STREPARAVA S.P.A.

Share capital €15,000,000 - paid-up 100%

President and CEO  
Pier Luigi Streparava

General Manager  
Paolo Streparava

Managing Director  
Enrico Deltratti

Director  
Roberto Deltratti

STREPARAVA IBERICA S.L.U.

Share capital €1,700,000 - paid-up 100%

MAKTRA B.V.

Share capital € 18,000 - paid-up 100%

SIB PARTECIPACOES  
EMPREENDIMENTOS LTDA

Share capital € 18,000 - paid-up 99,99%

STREPARAVA INDIA PVT LTD

Share capital 41.710.000 rupees - paid-up 99,99%

MAPE POWERTRAIN SRL

Share capital € 100,000 - paid-up 100%

LAB ID SRL

Share capital € 1,027,836 - paid-up 34%

BANCA SANTAGIULIA S.P.A.

Share capital € 30,000,000 - paid-up 3,66%

C.S.M.T. GESTIONE S.C.A.R.L.

Share capital € 5,600,000 - paid-up 0,27%

AQM S.R.L.

Share capital €4,000,000 - paid-up: 1,67%

SUPERPARTES I.C. SPA

Share capital € 331,383 - paid-up 4,76%

BPT BORRONI POWERTRAIN

Share capital € 300,000 - paid-up 100%

STREPARAVA COMPONENTES  
AUTOMOTIVOS LTDA

Share capital 26,410,000 reals  
paid-up 50%

GOVERNANCE

The Group’s administration and control system is “traditional” with a Board of Directors and a Board of Statutory Auditors.

The control body is represented by the **Streparava Holding Spa**, Board of Directors, which is appointed by the Shareholders’ Meeting. It is the body vested with powers for management and the definition of company management. It evaluates the adequacy of the organisational structure and general progress.

The reference value model guarantees transparency and competence.  
The Board of Statutory Auditors supervises compliance with the law and observance of the principles of fairness.

Streparava Holding S.p.A. and Streparava S.p.A. have an **Organisational Model in accordance with Italian Legislative Decree 231/2001**.  
The whole Group has a Code of Ethics that defines rules

and procedures to prevent employees from committing offences.  
To ensure the effectiveness of the control system outlined in the 231 Organisational Model, the Company has appointed a Supervisory Body, composed of two members, whose task is to verify the adequacy of the application of the model, as well as full compliance by everyone.  
  
Since 2013, the Steering Committee has been in place. This is an inter-functional group whose job is to draw up the strategic plan, Hoshin Kanri and to coordinate and monitor the resulting projects. It evaluates sustainability risks.

GOVERNANCE

	NUMBER OF MEETINGS	
	2016	2017
STEERING COMMITTEE	6	10
SUPERVISORY BODY	5	5





**STEERING COMMITTEE**

Andrea Ferrari  
Antonio Nicolis  
Davide Ferrario

Enrico Deltratti  
Fabio Faustini  
Ivano Astori

Marco Rubagotti  
Paolo Streparava  
Pier Luigi Streparava

Raffaella Bianchi  
Renato Cottipiccinelli  
Roberto Deltratti

Roberto Zerbini  
Rossella Lazzaroni  
Sara Doveri

Sergio Monte  
Stefano Guerra





**NUNZIO**  
Maintenance Engineer and Civil Protection

“The Streparava ethic is: professionalism, conscientiousness and a scrupulous attitude towards everything and everyone.”

# 1. ETHICAL SUSTAINABILITY



## 1.1 IDENTITY AND KEY NUMBERS

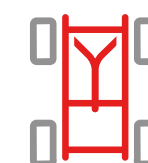
Set up in Cologne in 1951, in a small deconsecrated church, today Streparava is an industry leader.

The Group is a partner of the most important manufacturers in the automotive sector for powertrain and driveline components and systems, suspensions and engine systems.

It has 6 production sites (3 in Italy and 3 abroad). Every

year, its plants produce suspensions and engines for major car manufacturers.

In order to meet the needs of the market and consolidate the strengthening process, the company focuses on three major areas:



CHASSIS



POWERTRAIN



TESTING  
AND PROTOTYPES



OUR VISION

Passionate, inspired, sustainable.  
A global professional team recognised as a supplier of  
key innovative solutions for the mobility of the future.

OUR MISSION STATEMENT

We provide high-impact solutions worldwide, through  
the design, validation and production of driveline,  
chassis and powertrain components and systems.

Our people are committed to the safety, continuous  
improvement, reliability and wellbeing of all today's and  
tomorrow's stakeholders on a daily basis. We've been  
a family since 1951.  
Ready for the challenges of the future.

STREPARAVA S.P.A AT 31 DICEMBER 2017

	2016	2017
Net Worth (x €1,000)	35,196	39,590
Profit/loss for the year (€1,000)	6,486	8,311
Turnover (x €1,000)	144,006	151,895
Suspensions Produced	80,976	81,094
Number of Engines Produced (x €1,000)	41	43
EBITDA (%)	9.15	9.54
Employment at the end of the period (employees)	315	308
Training Hours Delivered	5,990	8,427
Streparava sustainability program expenses (x 1.000€)	189	64



ABDUL  
Manual worker





## 1.2 OUR VALUES

Ethics, correctness, reliability, pride to belong, people-focused.

These are the five values that make up the ethical heritage of our Group and the guidelines for running our business and managing relationships with our stakeholders.





## 1.3 PRESENCE IN THE WORLD

With 6 plants around the world, Streparava produces high-precision powertrain and chassis components, supplied to major OEMs for motorcycles, cars, buses and commercial and industrial vehicles.

### ITALY

Streparava S.p.A. Headquarters  
Adro (BS)

Borroni Powertrain S.r.l.  
Varese

SPT S.r.l.  
Bologna

### SPAIN

Streparava Iberica S.l.u.  
Valladolid

### INDIA

Streparava India Pvt  
Bommasandra, Jigani Bangalore

### BRAZIL

Streparava  
Componentes  
Automotivos Ltda  
Sete Lagoas (MG)



**6**  
PLANTS



**920**  
EMPLOYEES



**WCM**  
S WORLD CLASS  
MANUFACTURING  
SINCE 2012



More Than  
**600**  
CN MACHINE  
TOOLS



More Than  
**2,000,000**  
POWERTRAIN  
COMPONENTS  
produced  
SINCE 1996



More Than  
**2,000**  
ENGINES  
PER DAY EQUIPPED  
with our components



More Than  
**3,000,000**  
INDEPENDENT  
FRONT SUSPENSION  
PRODUCED  
SINCE 1978



1.4 CERTIFICATION

Streparava pays particular attention to identifying the implicit and explicit needs of its customers as these represent the present and the future of its business.



CERTIFICATION

IATF 16949:2016	Quality Management Systems - fundamentals and vocabulary
UNI EN ISO 9000:2015	Quality Management Systems - fundamentals and vocabulary
UNI EN ISO 9001:2015	Quality Management Systems - requirements
UNI EN ISO 9004:2018	Guidance to achieve sustained success
UNI EN ISO 19011:2012	Guidelines for auditing management systems
ISO/IEC 17025:2005	General requirements for the competence of testing and calibration laboratories
UNI EN ISO 14001:2015	Environmental management system - Requirements with guidance for use
OHSAS 18001:2007	Occupational Health and Safety Management System achieved in 2018
Reference manuals	ANFIA and AIAG operating manuals

QUALITY POLICY

Exceeding customer expectations by improving company efficiency.

TESTING CENTER  
POLICY

The Testing Center must act according to the principle that the Quality of services stems from management processes and that prevention therefore has precedence over the identification of defects and drawbacks.

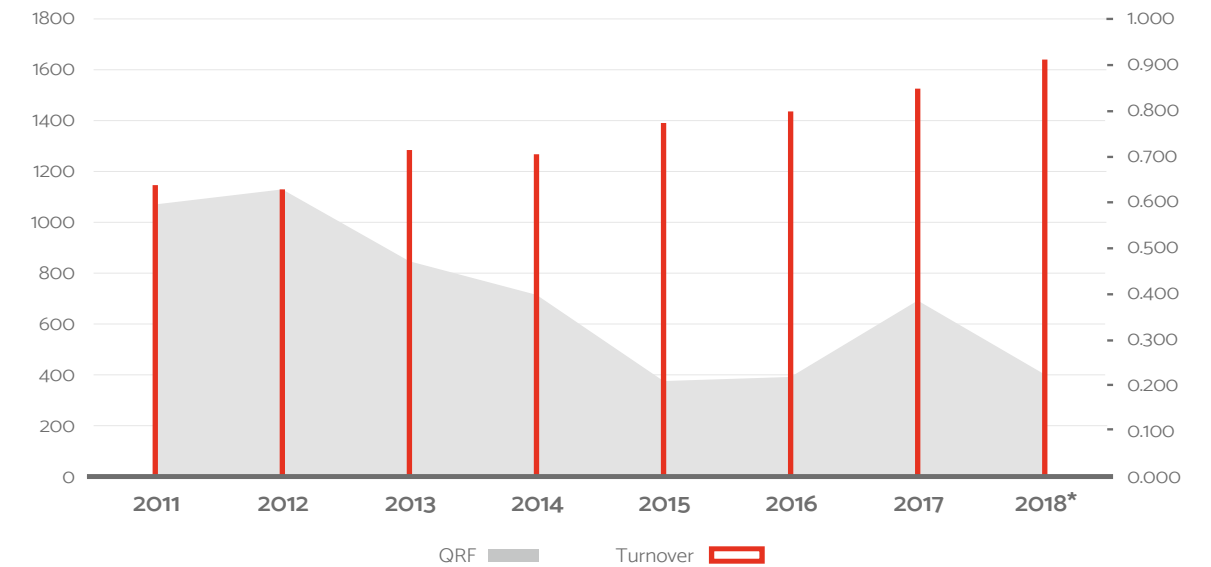
ENVIRONMENTAL POLICY

Serving the customer, respecting the environment.

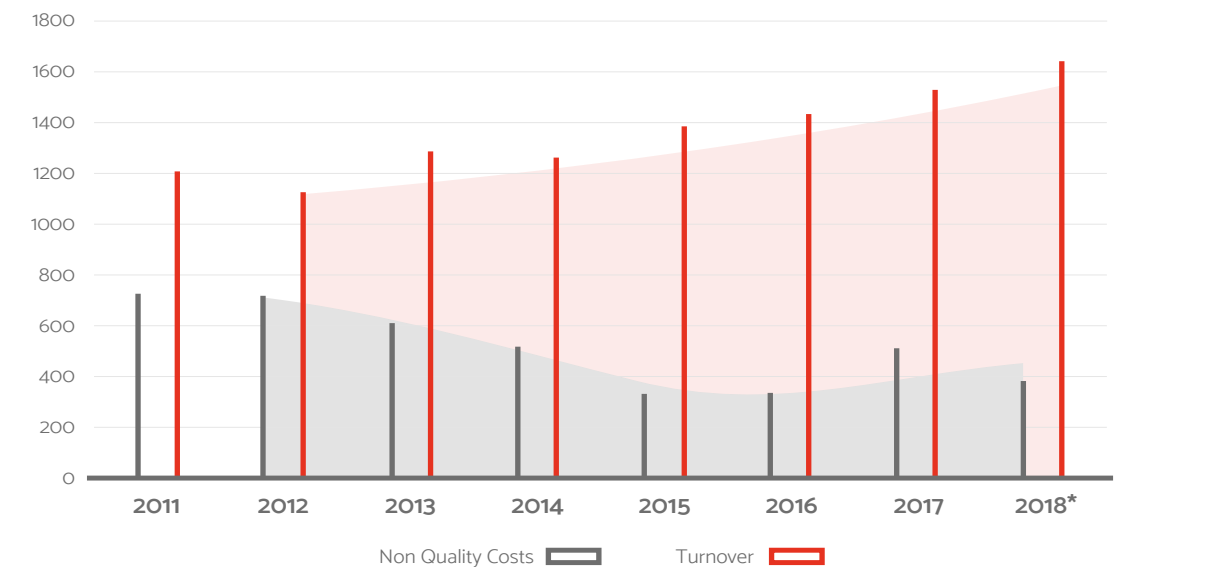
SAFETY POLICY  
(OHSAS 18001 NEW FOR 2018)

This takes its inspiration from the principles of safeguarding the safety and dignity of people.

QRF VS TURNOVER



TURNOVER VS NON QUALITY COSTS



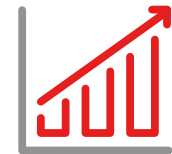




**ROBERTA**  
Administration

“ A reliable company is the one to which employees, suppliers and customers look with confidence, it is a symbol of seriousness, validity, responsiveness to expectations and economic stability.

## 2. ECONOMIC SUSTAINABILITY



### 2.1 SOCIAL VALUE

We can only turn our company dream into reality via people.

For us, sustainability is inspired by our mission statement and vision, a structured approach that must be able to create long-term value for all stakeholders, embracing opportunities and managing the risks that result from social, economic and environmental developments and interactions.

Our commitment is to maintain and improve competitiveness, reducing waste and non-value,

while fully respecting our values, the community and the environment in which we find ourselves.

Our strategy aims to achieve the best level of competitiveness, enhancing the potential of all our plants, putting them at the service of our customers.



STRATEGIC POINTS

1. ONLY ONE WAY TO DO BUSINESS

To have an SBS (Streparava Business System) method. Tools, processes, people.

2. WINNING IN THE MARKET

- Growing in the market through new markets, products and organic growth.

3. PURSUING CONTINUOUS IMPROVEMENT

Improving competitiveness via increasing levels of productivity and effectiveness.

- Investing in organisation and digitisation.

4. PURSUING CONTINUOUS IMPROVEMENT

- Being passionate, inspired
- Experiencing Streparava values in an authentic way

2.2 GROUP CUSTOMERS

GROUP CUSTOMERS

With 6 plants around the world, Streparava produces high-precision powertrain and chassis components, supplied to major OEMs for motorcycles, cars, buses and commercial and industrial vehicles.

CUSTOMER ANALYSIS

GEOGRAPHIC AREA	TURNOVER
Italy	81,846,920 €
Abroad	70,047,808 €
TOTAL	151,894,728 €

OUR CUSTOMERS

PASSENGER CAR



COMMERCIAL VEHICLES - TRUCK - BUS



MOTORBIKE



AGRICULTURE AND CONSTRUCTION



POWERTRAIN PRODUCTS



ROCKER ARM ASSEMBLIES



CRANKSHAFT Series and Racing



CAMSHAFT Series and Racing



CON ROD



FUEL INJECTION PUMP



ROCKER ARMS

CHASSIS COMPONENTS



IFS-CV



IFS-CV



IFS-AG



IFS-SUV



IFS-SUV



CHASSIS BUS

GEOGRAPHIC BUSINESS AREAS

GEOGRAPHIC AREA	NUMERICAL VALUES	
	2016	2017
Italy	55%	53%
Europe (excluding Italy)	40%	41%
America	4%	5%
Other countries	1%	1%
Total	100%	100%

BUSINESS AREAS

BUSINESS	NUMERICAL VALUES	
	2016	2017
Chassis turnover (x €1,000)	114,688	119,393
Powertrain turnover (x €1,000)	28,331	31,431
Testing Center Turnover (x €1,000)	1,046	1,070





2.3 SUPPLY CHAIN

A selection of suppliers based on objective criteria that take into account the value of quality in the broadest sense of the term.

Streparava frequently revises its selection processes for new suppliers and the management of active suppliers, in order to increase the awareness of its supply chain regarding environmental issues and international standards in the fields of occupational safety, working rights and the protection of health.

The new supplier entry phase in fact includes the sharing of the code of ethics; each supplier undertakes to respect the principles and values considered essential by Streparava S.p.A. for a lasting partnership based on loyalty, transparency and correctness.

Each new supplier must pass a preliminary assessment phase, in which the information collected and verified on site is analysed.

During the partnership, Streparava ensures continuous monitoring of its supply chain through audits, visits and performance evaluation processes, taking into account socially responsible behaviour and the protection of health.

GEOGRAPHIC DISTRIBUTION OF PURCHASES

GEOGRAPHIC AREA	NUMERICAL VALUES
	2017
Italy	70%
Europe (excluding Italy)	28%
India	1%
Other countries	1%
Total	100%

TYPES OF PURCHASES

TYPE OF PURCHASES	NUMERICAL VALUES
	2017
Material for outsourcing	8%
Finished and semi-finished products	91%
Packaging, auxiliary products, services	1%
Total	100%

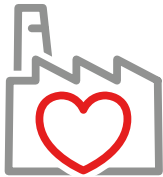




**LUCIANO**  
Manual worker

“ 23 years of company history,  
a commitment balancing work and family

### 3. SOCIAL SUSTAINABILITY



#### 3.1 MAP OF STAKEHOLDERS

Streparava considers interaction with our stakeholders essential, drawing up a sustainable path over time.

The Group has decided to become an organisation in which all individuals are aware of the need to act in the collective interest and not for their own.

Streparava can evaluate to what extent it is able to understand and meet the expectations and interests

of its stakeholders and identify areas for improvement. In order to consolidate lasting, satisfactory dialogue for both parties, it is necessary to identify the key stakeholders with which to promote periodic interaction initiatives.

#### STAKEHOLDERS

	INTERFACE TOOLS	EXPECTATIONS AND OPPORTUNITIES
Personnel	Internal climate surveys Relationships and discussion with managers Reports to the supervisory body Proposals for continuous improvement Sustainability program Internal communication (house organ) External communication (website, social media, newspapers)	Development and greater employability plan Safe working environment and health protection and organisational wellbeing Enabling whistleblowing e-mail notification Opportunities for professional internal growth Refresher and training courses Involvement of company objectives Sustainability program
Shareholders	Shareholders' meeting	International development and greater employability plan Recognisability of the brand Transparency on aspects of governance, strategy and on long-term objectives Philanthropic action
Customers	Day-to-day activities and relationships Satisfaction questionnaires Service channels	Product reliability and safety Reliability of processes and compliance with established delivery times Code of ethics and sustainability report Product innovation, improvement of performance for environmental protection
Suppliers	Day-to-day activities and relationships of the procurement department Supplier quality check list	Compliance with contractual conditions Improvement programs Supplier sustainability Continuity in the supply request
Trade union	Trade union round tables Active involvement in strategic projects concerning personnel	Sustainability program
Community	Social support actions Activities for the orientation and involvement of students Internships and work experience Factory in the family Student company visits Visibility through press and social media channels	Growth of the external context Recognition of brand integrity Support for the school world Partnerships with universities and research centres Streparava participation and support for cultural development and social support projects



3.2 STREPARAVA PEOPLE

Streparava’s strategy is to be a company that focuses on helping people achieve their maximum potential.

For us, **people are our core asset** and the first form of planning and developing things is to seek out protection that we are committed to ensuring is the success for all, “**our way is your success**”.

PERSONNEL COMPOSITION

Human relations are a strategic factor in our group. Working with people means giving each one the opportunity to improve and develop their skills, to be able to express themselves in the best possible way. Our focus is on not missing the point of view of our people.

GROUP PROFILE - 2017

EMPLOYEES BY QUALIFICATION

Manual workers	Office workers	Executives	Senior executives	Total
232	69	3	4	308

DIPENDENTI PER DIVISIONE

Chassis	Powertrain	Testing	Services	Total
171	64	4	69	308
56%	21%	1%	22%	100%



SERGIO  
Quality officer





PRECRUITMENT POLICY

For new recruits, we have structured an induction process which is enforced throughout the company and whose aim is to welcome employees as quickly and effectively as possible and to provide a handbook on arrival in which they can find all the necessary information.

All this with the strength of face-to-face training, where each department manager accompanies the new recruit: company history, guidelines, code of ethics, welfare program, business model, organisation.

Induction plan and professionalisation process for all new recruits.

7 recruitments for 602 hours of training

Opportunities for young people

Opportunities for the children of our employees to enter Group companies.

22% of our employees are related to someone within the company.

PRIDE TO BELONG

This is one of our key values. People enter the Group and spend a large part and/or all of their working life here.

EMPLOYEES BY TURNOVER

2017	INCOMING	OUTGOING	OF WHICH OUTGOING DUE TO RETIREMENT
Manual workers	6	19	18
Office workers	7	4	4
Executives	1	0	0
Senior executives	0	2	1
Total	14	25	23

EMPLOYEES BY AGE

AVERAGE AGE: 46

2017	20-30	31-40	41-50	OVER 51	TOTAL
no.	19	61	127	101	308
%	6%	20%	41%	33%	100%



EMPLOYEES BY LENGTH OF SERVICE

AVERAGE LENGTH OF SERVICE: 17 YEARS

2017	5 YEARS	6-10 YEARS	11-20 YEARS	21-30 YEARS	OVER 31 YEARS	TOTAL
no.	38	76	78	91	25	308

EMPLOYEES BY SEX

2017	MANUAL WORKERS	OFFICE WORKERS	EXECUTIVES	SENIOR EXECUTIVES	TOTAL	%
Male	224	53	2	4	283	92%
Female	8	16	1	0	25	8%
Total					308	100%

EMPLOYEES BY EDUCATIONAL QUALIFICATION

2017	MANUAL WORKERS	OFFICE WORKERS	EXECUTIVES	SENIOR EXECUTIVES	TOTAL	TOTAL PERCENTAGE
Primary school	13	0	0	0	13	4%
Middle school	165	3	0	0	168	55%
High school - technical licence	24	10	0	0	34	11%
High school - administrative licence	1	4	0	0	5	2%
High school - technical diploma	25	16	0	1	42	14%
High school - administrative diploma	4	10	0	0	14	5%
Bachelor's degree	0	1	0	0	1	0%
Master's Degree - Technical Subject	0	20	1	3	24	8%
Master's Degree - Humanities Subject	0	5	2	0	7	2%
Total	232	69	3	4	308	100%



**MUSTAPHA**  
Manual worker





**DANIEL**  
Supervisor

**TRAINING AND ACHIEVING POTENTIAL**

Once again in 2017 we confirmed our commitment to helping people achieve their potential, promoting numerous training programs: projects focusing on organisational change, strategy, leadership and team building, in addition to traditional technical courses and those related to certification.

**TRAINING**

	HOURS IN 2016	HOURS IN 2017
Safety_Environment	433	553
Operation	1665	3408
Lean_WCM	149	932
Organisation	1854	1597
Foreign languages	1440	900
Services	449	1037
<b>Total</b>	<b>5990</b>	<b>8427</b>

**TRADE UNION RELATIONS**

The trade union is one of our stakeholders, a strategic representative with which interaction is needed in order to help our organisation grow. The chosen path is that of partnership, in order to move together towards improving the wellbeing and working conditions of our employees.



## STREPARAVA FOR PEOPLE

In recent years, our focus on people has led us to design increasingly targeted initiatives:

### Workplace Health Promotion (WHP)

Company promoted by the Lombardy Region for the annual program focusing on the wellbeing of employees.

### Diet

- Take away available every day i
- Themed menu: presentation of 5 Italian regions

### Exercise

- Discounts offered at gyms and swimming pools
- Runners Team, enrolled in the main competitions for charitable purposes in the local area (E-Run, Di Corsa verso l'Altro)
- On-site yoga course

### Smoking and alcohol

- Information and training sessions with a cardiologist on the damage caused by smoking, alcohol and drugs (145 participants, 290 hours of training)

### Road safety

- Informative and training sessions with a former Formula 3 driver on correct driving behaviour (90 participants, 180 hours of training)
- Information Campaign on accidents in progress

### Wellbeing and conciliation

- Discounts offered at water parks, theme parks and spas
- Subsidised loans with Banca Santa Giulia (4 people €20,000)
- Palazzolo S/O Conciliation Network, a commitment in the local area to helping our employees achieve a work-life balance.

## AWARDS



## LEAN LIFESTYLE

Once again this year, the company management, with the involvement of the first line, continued implementing Lean Lifestyle logics.

The aim of the annual project was to focus on the phase of expansion to middle management.

Alternating training, coaching and mentoring sessions, pilot projects were identified aimed at:

- Improving the effectiveness of managerial action by developing Lean leadership skills;
- Recognising and eliminating waste from day-to-day activities;
- Increasing the ability to generate physical, emotional and mental energy at individual and team level;
- Learning to lead employees, helping them grow and become more responsible, through daily support aimed at achieving results and building a common vision that guides and stimulates people within the company.

## SOME FIGURES

- 15 first level managers with lean training
- 24 strategic projects
- 40 second level managers in the classroom
- 2,560 hours of classroom training
- 6 participants in the Executive Master's
- 100 active accesses to the Lean Academy, as an e-learning training portal

**Our commitment: popularising the lean culture at group level and training Streparava Lean Leaders according to a 10-rule handbook, written and shared by the steering committee.**





## FOCUS DAY

Since 2014, the whole of the Group's first line, both in Italy and abroad, meets once a year for two days to work both on identifying the strategic Hoshin Kanri projects and improving the quality of relationships through team building experiences.

Last year's theme was:

2017: **"Developing new skills to take on future challenges"**.

Through the metaphor of the text of Sun Tzu, The Art of War, we applied military strategy to company strategy.

The team building event saw us take part in a airsoft team challenge in which, by simulating military action, we were able to test our ability to adapt to different conditions, even extreme ones, cooperating, negotiating, role playing, managing the unexpected, choosing the winning strategy, challenging ourselves and others.

## INTERNAL AND EXTERNAL COMMUNICATION

Internal communication is one of the key points of company organisation and development and employees are the main actors.

By using the right tools and sharing goals, it is really possible to convey effective messages and help employees better understand company values and strategy. For this reason, after having carried out a survey on the level of satisfaction of our employees as regards the circulation of information, we have created a company magazine, "On the Road", which has improved the level of internal communication.

Through a transparent, effective communication channel, we have obtained more active participation, more information and greater alignment.

- 3 annual issues
- 1,110 copies published

Other tools adopted:

- More visuals inside the workshop
- More digital communication
- More use of video

External company communication, on the other hand, contributes to building the perception that the outside world has of the company, the perception of the image, of the brand:

- Use of social media channels
- Participation at events and fairs
- Organisation of internal events, such as Impact Innovation, which saw us take part in an event dedicated to innovation on 14 September.
- In collaboration with Lenovys and under the



patronage of UciMu, we hosted 140 entrepreneurs and managers. An important event to talk about innovation and change.

- Participation in the radio broadcast on RTL 102.5 "Il Post in Fabbrica", high visibility to search for talented individuals throughout Italy.
- Conferences and talks at universities.

## REWARDING IDEAS

Streparava values the contribution of all workers for the development of **continuous improvement**. Through involvement and accountability, operators present their ideas, which are then rewarded for their ability to make improvements in terms of safety, quality, product and process innovation and organisational changes.

The collaborators present their proposal through the **Quick Kaizen**, a tool which, thanks to the logic of problem solving, allows improvement plans to be presented and resolved quickly.

**216**  
QKs PRESENTE  
**3.400 €**  
PRIZE VALUE

**41**  
PEOPLE  
REWARDED  
**2,1**  
B/C



### 3.3 COMMUNITY

Focusing on and supporting the areas in which we operate.  
This is the challenge in which we want to take on a leading role.

#### STREPARAVA FOR YOUNG PEOPLE

€23,400  
2,850 hours of internships  
300 visitors

#### STREPARAVA FOR SOCIAL SUSTAINABILITY

€31,886

#### STREPARAVA FOR YOUNG PEOPLE

Streparava's focus on the new generation has always been one of the fundamental points of its mission statement: **"passionate, inspired, sustainable"**. Three words that sum up our commitment to young people. **Helping them develop a passion** for the world of work, **inspiring them** in their choice of "what will I do when I grow up"; **supporting them** through their studies, teaching them the principle of effort and meritocracy.

- Scholarships for our employees' children (16 beneficiaries, €13,100)
- Scholarships for young people at the Brescia University of Engineering dedicated to the founder Gino Streparava, through the Rotary Club (3 scholarships, €4,500)
- A Good Company for a Good School

The children of our employees, as well as other young people, carry out their period of work experience with us, observing, listening, planning. Also this year, we were awarded the title of Friend of Schools by Confindustria as part of the "Orientagiovani 2017" Awards.  
**1,240 hours of work experience for school students**  
**11 students on work experience**  
**280 visiting students**

#### A RESPONSIBLE COMPANY

Company recognised by the Lombardy Region for its commitment to civil society and the local area.

#### Istituto Falcone Palazzolo S/O Law Awareness Project

A fruitful collaboration with schools, discovering the figures of Giovanni Falcone and Paolo Borsellino, to prepare the citizens of the future.

**Project €300**

#### Smart Future Academy

This is a training project aimed at students in the first three years of high school which aims to help them to better understand what they would like to be when they grow up, thanks to listening and interacting with brilliant professionals who are asked to explain their work and the studies that led them to success.

We talk about arts and professions, trades and occupations.

**Project - 4 scholarships, €1,000**

#### Partnerships with universities

The partnerships between the Streparava company and universities started out with the sponsorship of the UniBS Motorsport team, as part of the Brixia 1 project, a



racing single-seater that took part in the Formula Student event in Varano in 2014.

The **formula student** is an international event, where teams made up of students from all universities compete in a race with single-seaters. The single-seaters are entirely designed by the students following a set of rules, and are evaluated both in static tests (evaluation of the technical level, presentation of a business plan) and in dynamic tests (timed challenges, acceleration and an endurance race).

FS is a very important event for large companies in the automotive sector, as the students' projects may be brimming with technological innovations, but it is also an opportunity to look for new engineers to join the workforce. Many of the large automotive companies support the teams.

Since 2014, Streparava has offered financial support for this project (Gold sponsor for the 2014/2015/2016 seasons).

In 2017, in addition to sponsorship (Platinum sponsor), it made its know-how and machines available for the production of components such as aluminium alloy (Ergal) wheel hubs, and also offered its test benches for carrying out characterisation tests and other forms of testing.

#### University students

**2 university students on internships**  
**1523 hours of university internships**

#### Fondazione Itis Castelli Brescia

We support the school in the modernisation of the laboratories in which students can gain experience.  
**Project - €5,000**

#### Fondazione Its Lombardia Meccatronica

Students are offered a two-year program, inspired by the dual system, alongside the school path, an important business experience.  
**Project - Scholarships - €1,000**





## STREPARAVA FOR SOCIAL SUSTAINABILITY

During the year, we made donations to various associations, such as: **Fondazione Comunità Bresciana Airc, FAI, Lega del Filo d'oro, Suore Canossiane di Adro, support for earthquake victims, Anastasis, Polisportiva Adrense for a total of €31,886.**

### Gino and Adele Streparava Fund

The Gino and Adele Streparava Foundation, with an open-end fund at the Comunità Bresciana Foundation, continues the philanthropic tradition carried out in great secrecy by Gino Streparava, awarded the Italian Order for Merit for Labour.

Set up in 2010 with the aim of supporting the most varied needs of the Province of Brescia with a particular focus on the education and training of young generations.

€13,000 was donated in 2017.

The main beneficiaries included: Ambulanza Soccorso Rovato, Fondo Castelli, Soccorso Adro.

## STREPARAVA FOR BEAUTY

### Art Design Impresa Soncino

Often when we think about the world of work, the idea that stands out in people's heads is that work means doing, producing something that others will then buy. But in this experience through ArtDesignImpresa, which we decided to promote, the opportunity was to experience work as a moment of creativity.

Thinking is living. Being able to keep our imagination and our ability to look at the world with different eyes alive is the real key to interpretation that allows us to "stay alive" on a day-to-day basis.

Doing different things, experimenting with seemingly dissonant links, crossing such distant worlds as those related to automotive and art, offers technology the possibility to express itself.

This is the event organised by the municipality of Soncino, which also in its second edition managed to overcome the challenge of combining creativity and work and transforming "normal things" into veritable works of art.

The work produced by the students of the Brera Academy, for Streparava, is called **"transparent safety"** and represents the concepts of safety and wellbeing on which our company is based.

It highlights the relationship that is created between man and machine.

Through an internal vision, proposed in the form of radiography, the concepts of safety and quality in our products and processes have been highlighted and reinterpreted with an artistic/technological slant.

The work represents the ideology of the machine itself in a much wider way: the wellbeing and the safety of those at work are the source that feeds the creation of a quality product in which we can find the essence and the knowledge that characterise our "way of doing things".







**ALBERTO**  
Head of Health and Safety  
and the Environmental  
Management System

“ Safety is not made up of laws, it is not made up of text  
but rather of people

### 3.4 HEALTH AND SAFETY

The involvement of all operational personnel, the collection of suggestions and the dissemination of information regarding health and safety are essential elements for the continuous improvement for Streparava.

“Our way is your success” is our motto that is also applied to the world of safety i.e. ensuring that all Streparava workers and those working on behalf of it are adequately informed and trained on the contents of our Safety Policy so that everyone works to the respect the rules with a view to continuous improvement.

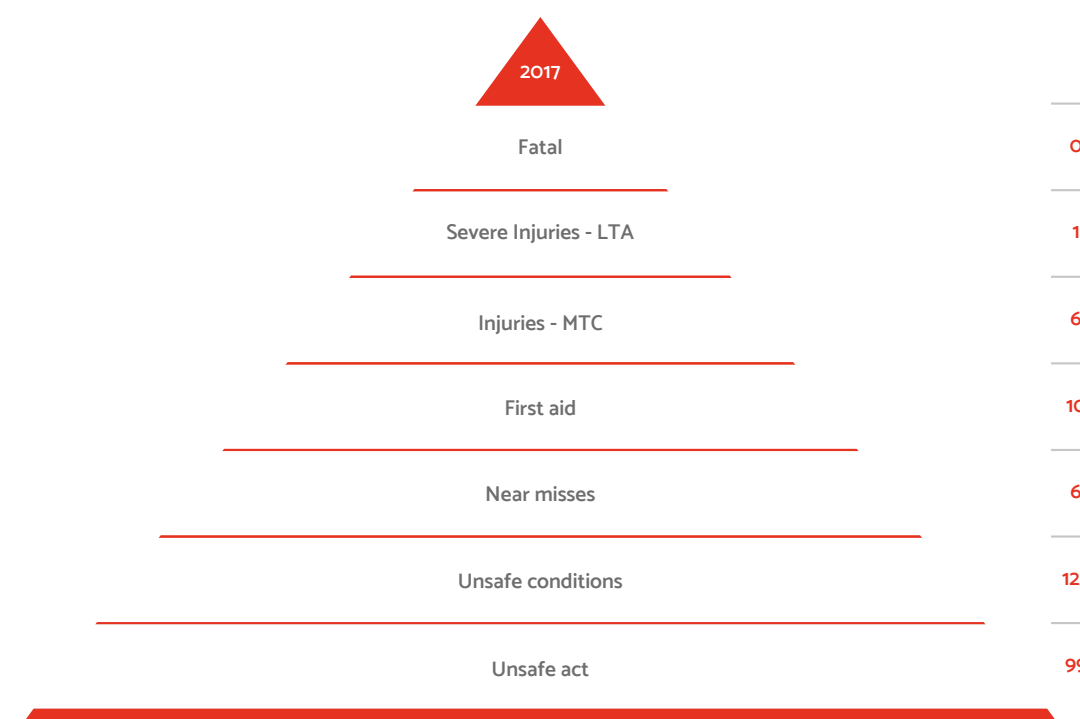
In 2018, Streparava S.p.A. obtained the **OHSAS 18001:2007**, certification, another important milestone for our organisation.

The company makes use of the entire organisational structure in order to implement what has been declared in its Safety Policy:

- Define and implement methods to identify hazards
- Respect legislative requirements
- Ensure training and information for all those who come into contact with the company
- Adopt all possible technologies to minimise risks
- Cooperate with external, trade union and employer confederation bodies
- Search for suppliers that share the same safety policy
- Perform an annual performance review regarding safety and the environment

For the past four years we have been monitoring and analysing unsafe medications, conditions and actions in order to have preventive warning.

#### HEINRICH PLANT PYRAMID





**SAFETY**

	2016	2017
First aid	11	10
Injuries <40 days	3	6
Injuries >40 days	0	1
Frequency index (number of injuries per 100,000 hours)	1.6	2.53
Severity index (number of injuries per 1,000 hours)	0.1	0.31

**PERPETUATING THE CULTURE OF SAFETY**

In recent years, we have changed our approach to safety training, focusing more on the actual workplace, defining homogeneous groups of workers based on risk assessments and site analysis.

We have strengthened the internal communication channel, interacting through the pages of our magazine, with a section dedicated to health and safety, in which we explain our activities:

- 3 AED devices installed, with 25 employees trained to use the defibrillator.
- 5 TWIG safety phone devices for operators working alone during the shift.
- Health monitoring plan and collaboration with the company doctor.
- “Infortunio in itinere” awareness-raising campaign, with a focus on unsafe driving habits.

**WORLD CLASS MANUFACTURING: SAFETY PILLAR**

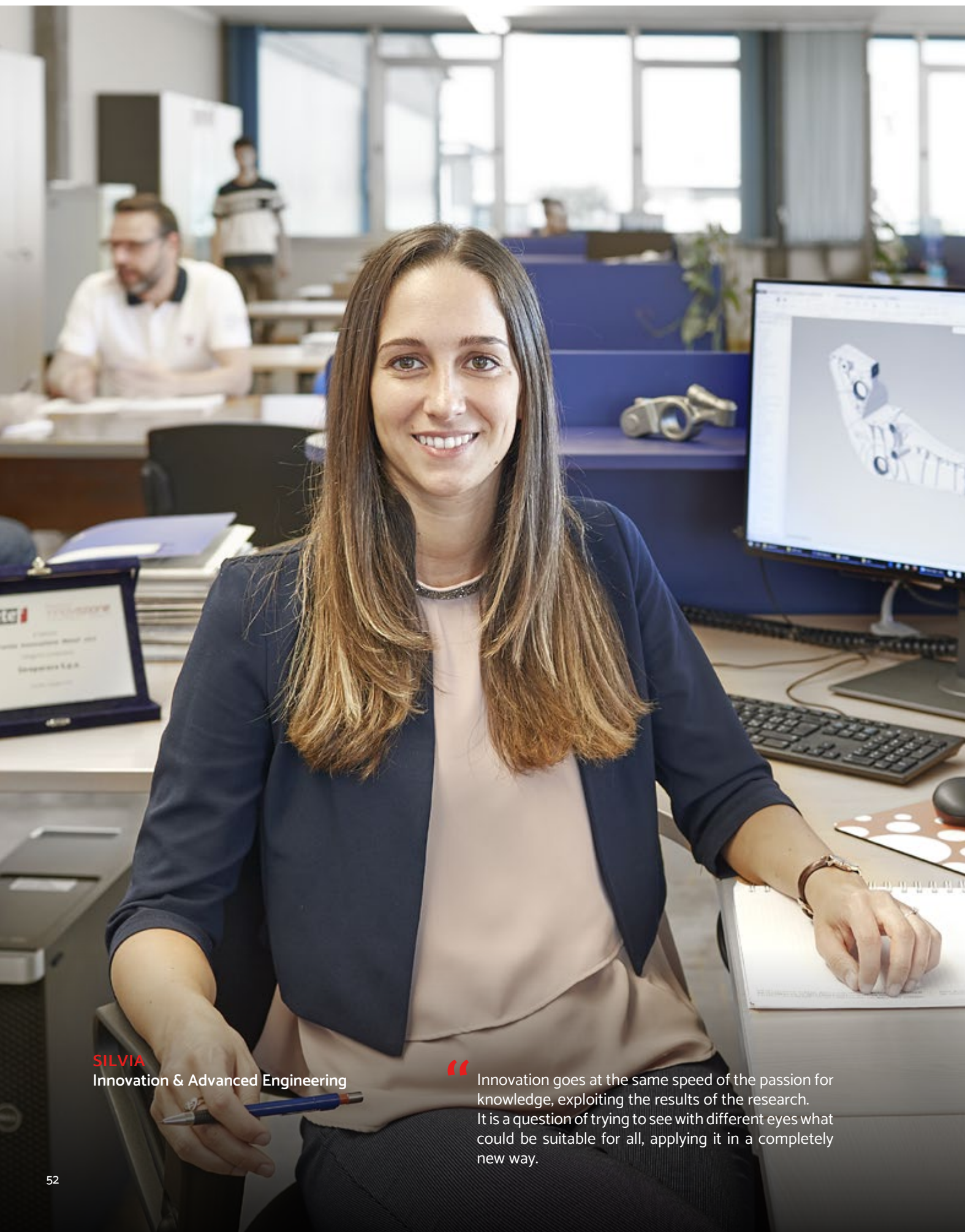
Within the WCM program, we have intensified the frequency of field audits to prevent potential unsafe actions/conditions.

The campaign to raise awareness of and disseminate culture continues, aimed at collecting suggestions. During 2017, 42 suggestions were received from workers regarding improvements in the field of health and safety, in 2016 there were 26.



**FABIO**  
Manual worker





**SILVIA**  
Innovation & Advanced Engineering

“Innovation goes at the same speed of the passion for knowledge, exploiting the results of the research. It is a question of trying to see with different eyes what could be suitable for all, applying it in a completely new way.

## 4. ENVIRONMENTAL SUSTAINABILITY



### 4.1 ENVIRONMENTAL POLICY

Engagement and environment protection is essential part of our policy.

It is indiscriminately applied both to the company internal organization, through a daily awareness of its own employers and to third parties that cooperate with the Group. The main direct impact of the Group activities is connected to the use of energy and natural resources in the factories, offices and logistic centres. Our target is to reach an always increasing grade of efficiency in the use of energy and constantly search for new opportunities to reduce wasting.

The companies that have achieved ISO 14001 environmental certifications are:

- Streparava Spa, Italy, achievement year 2005
- Streparava India Pvt Ltd, achievement year 2016
- Streparava Componentes Automotivos Ltda, achievement year 2009

Streparava environmental Policy inspires to the principles of environment protection, intended as local working place and people and community local life and as

global context for the health of our planet. Our action is aimed at the constant improvement, pollution prevention and, generally, environment risk reduction; in this process, the Environmental Management Certification according to the Standard UNI EN ISO 14001 is a basic requirement. In the course of a systematic process, the impacts of our activity on the environment are constantly monitored and reduced; our attention is mainly focused, but not only, to:

- energy consumption
- atmosphere emissions
- water discharges
- sound emissions, by monitoring in the course of time the conformity conditions and the prevention from possible offence risks.

We promote to our suppliers and contractors our same respect to the environment; we put first those who commit themselves actively to reach these goals.



4.2 REDUCTION IN ENERGY CONSUMPTION

REDUCTION IN ENERGY CONSUMPTION

Thanks to the introduction of new technologies of led lightening and inverter systems applied on energy consuming plants, we have managed to reach important reduction on energy consumption.

OUTDOOR LED LAMPS

Purchase and assembly investment

**32.363** EURO

Yearly saving

**18.311** EURO



WAREHOUSE LAMPS

Purchase and assembly investment

**100.523** EURO

Yearly saving

**50.559** EURO



INVERTER INSTALLATION ON DLA CENTRALIZED EXTRACTOR FAN: DRYER

Purchase and assembly investment

**12.000** EURO

Yearly saving

**16.500** EURO



INVERTER NEW DRYER COMPRESSED AIR

Purchase and assembly investment

**23.040** EURO

Yearly saving

**23.500** EURO



**EMILIANO**  
Project Manager





**AUGUSTA**  
Addetta Reception

4.3 WATER: A PRECIOUS RESOURCE

Thanks to the introduction of automatic systems on the water dispensing units of sanitary services, as well as to the diffusion of the culture of energy saving, we have significantly improved the consumptions of drinking water. The introduction of new machineries has

instead involved a remarkable increase of the consumption related to the use of water in the industrial processes. The organization has under development studies for the minimization and the recovery of the water used for machining processes.

ENVIRONMENT

	2016	2017
Produced hours	248.563	274.195
Energy consumption: energy (in kWh)	11.522.726	12.090.000
Energy consumption: methane (in Mc)	698.401	740.962
Drinking water consumption (human use per cubic metres)	8.718	8.311
Reservoir water consumption (industrial use per cubic metres)	13.435	19.648
Packaging reduction (kg)	83.000	67.000

4.4 CARBON DISCLOSURE PROJECT

EMISSIONS IN THE ATMOSPHERE

The environmental policy established by Streparava to reduce its own impact on climatic changes and on energy consumption is the guide line in our investment choices.  
In order to guarantee **transparency** and prompt **information** to our customers, since 2015 we have taken part in the initiatives promoted by Carbon Disclosure

Project, an independent organization that promotes synergies between the financial community and the business world.  
The target is to monitor and enhance the commitment in the worldwide restrain of Co2 production.

CARBON DISCLOSURE PROJECT

	2016	2017
Scope 1 (Co <sup>2</sup> Tons)	1.372	1.452
Scope 2 (Co <sup>2</sup> Tons)	3.535	3.990
Scope 3 (Co <sup>2</sup> Tons)	149	102
Produced hours (x 1.000)	249	274
Energy performance indicator (energy consumption in comparison to produced hours) *energy data in comparison to 2010 -7% -7%	-7%	-7%









## 4.4 VEHICLE LIGHTWEIGHT PROJECT

The reduction of pollution in the transport sector is a primary matter in order to pursue a better world-wide environmental sustainability. For this purpose, the lightweight of automotive components is one of the more efficient solutions to reduce emissions. In particular, a reduction of weight in transport involves an increase of the vehicle performance and it is strictly connected to the reduction of emission and fuel consumption.

These observations explain why in the last years there has been a quick increase in the replacement of conventional alloys (i.e. steel and cast iron) with low density materials (i.e. aluminium alloys). Despite this general trend, the use of steel and cast iron is still today relevant in the production of safety components, in particular for commercial vehicles and buses where high loads during the vehicle life cycle are of primary importance. In this context, we have promoted a Ph.D. study, with the purpose of overcoming the present state-of-art, improving and deepening the knowledge of some important themes, related to the lightweighting of materials (i.e. heat treatments, corrosion, welding, environmental benefit etc.); assessing diligently the extension of their application to more important applications (i.e. commercial vehicles and busses).

The complete Ph.D. activity is the result of a strict cooperation between Streparava Spa and the Department of Mechanical and Industrial Engineering (DIMI) of Brescia University.

In details, the analysis has started with a study on the predisposition of the different materials to be used for the production of structural components and the potential reduction of weight that decide on the component and the relative cost. At a later time, the activities

have continued focusing on selected materials and technologies, strongly integrated with an important optimization of the design and with the use of advanced production processes. This approach can involve a significant reduction of weight together with the preserving of the safety levels and performances required by the directives for commercial vehicles.

An important aspect of this research has been the opportunity of working on the development of real components. As a matter of fact, different solutions for the lightweight of an independent front suspension beam of a commercial vehicle have been developed and the best proposal has been produced and tested.

At the event “**Metef 2017 Innovation International Award**”, in the category “Components” we have been awarded for the re-engineering of the aluminium beam. On the occasion of the award ceremony, it has been underlined the aspect of the re-engineering of the component aimed at the weight reduction and, consequently, the emissions in a challenging sector such as the one of light vehicles (high loads involved) that makes the application innovative.

The motivation: “**the accurate work of research and structural** engineering that has made possible the realization of a front suspension beam for light commercial vehicles in die-cast aluminium that allows a reduction of weight by 47% in comparison to the traditional production in steel plate, with consequent benefits to the environment”.



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ROCKER ARM - MACHINING

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**STREPARAVA SPA**  
**Headquarter**

Legal Office  
Via Zocco 13  
25030 Adro (BS) Italy  
T +39 030 74591  
F +39 030 7356113  
[contact@streparava.com](mailto:contact@streparava.com)

[www.streparava.com](http://www.streparava.com)