

DAL BEN S.p.A.



**CAMERA DI COMMERCIO
ITALIANA IN BULGARIA**

**ИТАЛИАНСКА ТЪРГОВСКА
КАМАРА В БЪЛГАРИЯ**

COMPANY PRESENTATION

WHO WE ARE

Founded in **1987**, Dal Ben S.p.A. now boasts a team of approximately **120 employees**. It operates across **6 production units** and anticipates achieving a turnover of **€32 million** in 2023.

WHAT WE DO

Production and design of turnkey complete systems for various sectors (steel, hydroelectric, astrophysics, nuclear, and research).

HOW WE DO IT

Our internal **management of the entire production process** enables us to deliver **customized products** characterized by a **high-quality standard**.

HUMAN CAPITAL

Our success is driven by our **human capital**. We pay special attention to people's **well-being** through the **implementation of innovative welfare policies**.

STEEL INDUSTRY SECTOR

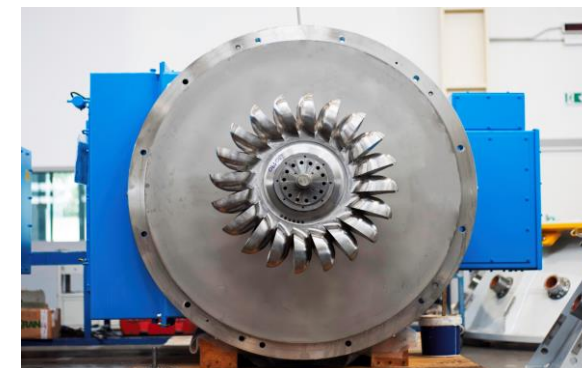
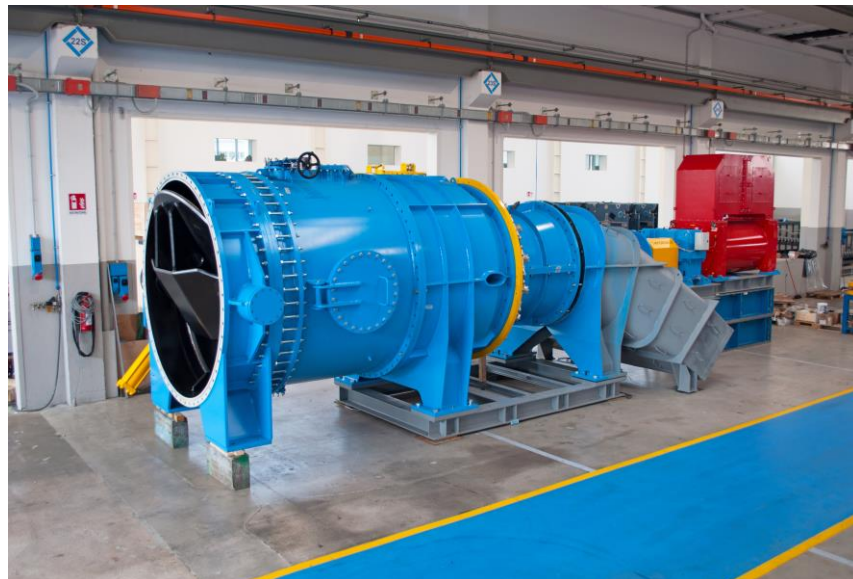


We specialize in "turnkey" systems for the steel industry. Our machineries are used throughout the entire steel production process, from raw material melting to rolling of the finished products



HYDROELECTRIC INDUSTRY

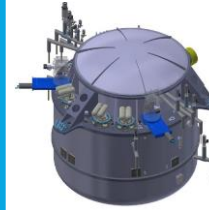
We design and construct the core components of hydroelectric plants. We specialize in the production of turbines (Kaplan, Francis, and Pelton), dismantling joints, and interception valves.



SCIENTIFIC RESEARCH



Realization of **6 telescopes** for the **CTA (Cherenkov Telescope Array)** project in Las Palmas, Canary Islands. This telescope network will facilitate the observation of high-energy gamma-ray emissions which originate from astrophysical phenomena



Production of **one vacuum chamber** for installation in the **world's largest telescope, the Extremely Large Telescope (ELT)**. The **ELT**, constructed in Chile, will enable the study of a wide range of celestial objects with the **goal of understanding the evolution of the Universe**



Production of **12 spheres** with anchors for the **KM3NeT project**. This entails an **underwater telescope** comprising an array of detectors situated at a depth of **3.5 kilometers**, enabling the **detection of high-energy neutrinos**



Manufacturing of many **vacuum chambers** for the **FAIR (Facility for Antiproton and Ion Research)** project: one of the **world's most extensive and sophisticated** particle accelerators, dedicated to **high-energy physics research**

CORPORATE WELFARE

Welfare Platform

Every year, we **allocate funds to each employee** through the **welfare platform**. For instance, in 2023, **we granted 3.000 € to each employee**. The **bonus is equal for all employees**, regardless of their position, as we recognize everyone's contribution to the company's success. Below are the **areas where employees can spend these funds**:

Travel & Holiday

Health

Sport

Culture & Entertainment

Education for the worker

Pay-tv and digital content

Social security

Insurance policies

Childcare services

Public transport

Education for family members

Assistance for family members

Shopping vouchers

Meal vouchers

Food vouchers



CORPORATE WELFARE

Accommodations

We provide **accommodations near the company** for employees coming from overseas

Company Cafeteria

Our company provides **access to the company cafeteria** for those who need it

Work Flexibility and Smart Working

We provide employees with the opportunity to engage in “**smart working**” and to have **flexibility** in their working hours

Laundry Service

We provide a **complimentary laundry service** for all employees twice a week to ensure that everyone always has clean **company clothing** available without the need to machine wash them at home

Strengthening Teamwork

We foster **informal moments of bonding and connection** among employees, allowing them to **build relationships and create strong teamwork**. This results in increased collaboration and unity in the workplace

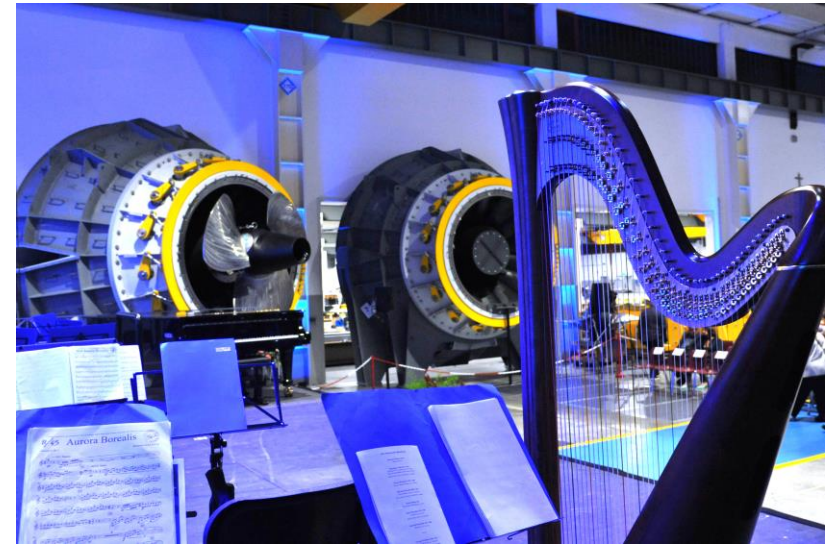
Charging Stations

We have installed **electric vehicle charging stations**. This initiative allow to **reduce the environmental impact**. We offer free vehicle charging for the distances each employee travels between home and the workplace

COMMUNITY WELFARE

In 2022, we organized a concert at our production facility, an event we called **“Synergies of Talents”**: a remarkable blend of two contrasting realms – music and industry. For one enchanting evening, **Dal Ben S.p.A. was transformed into an alluring theater.**

Our aim: To pay homage to the value of Human Capital, emphasizing how **passion, education, and unwavering dedication** are the cornerstones for **creating value within businesses.**



Highlights from the “Synergies of Talents” Musical Event – 7th October 2022

COMMUNITY WELFARE



Sponsorship at the Ceggia Carnival



WelfareCare project - breast cancer prevention



Sponsorship at the sports association "Pedale DOC"



Sponsorship at the elementary school sports festival



Sponsorship at the "ColorAVIS" project



Sponsorship at the sports association "Ginn'Art Ceggia"



Confindustria Young Entrepreneurs' assembly



HUMAN CAPITAL DEVELOPMENT

We continuously invest in **internal training** to ensure a **high-quality standard** and encourage our staff to **acquire new knowledge**.

We actively **support** and believe in the **younger generations**, helping local educational institutions



New mechanical workshop - Mattei school institute



New mechanical workshop - Mattei school institute



Students visiting our facilities



Students visiting our facilities



Students visiting our facilities

GENDER EQUALITY

RINA CISQ is a member of IQNET

CERTIFICATO N. UNI/PdR 125:2022-7/22
CERTIFICATE No.

SI CERTIFICA CHE IL SISTEMA DI GESTIONE PER LA PARITÀ DI GENERE DI
 IT IS HEREBY CERTIFIED THAT THE GENDER EQUALITY MANAGEMENT SYSTEM OF

DAL BEN S.P.A.

VIA G. DI VITTORIO 12 30029 SAN STINO DI LIVENZA (VE) ITALIA

NELLE SEGUENTI SEDI OPERATIVE / IN THE FOLLOWING OPERATIONAL UNITS
 VIA G. DI VITTORIO 12 30029 San Stino Di Livenza (VE) ITALIA

E UNITÀ OPERATIVE INDICATE NELLE PAGINE SUCCESSIVE / AND OPERATIONAL UNITS IN THE FOLLOWING PAGES
 E' CONFORME ALLA NORMA / IS IN COMPLIANCE WITH THE STANDARD

UNI/PdR 125:2022

ED APPLICA MISURE PER GARANTIRE LA PARITÀ DI GENERE NEL CONTESTO LAVORATIVO RELATIVO AI SEGUENTI CAMPI DI ATTIVITÀ
 AND APPLIES MEASURES TO ENSURE GENDER EQUALITY IN THE WORKING CONTEXT RELATING TO THE FOLLOWING FIELDS OF ACTIVITY

PROGETTAZIONE, COSTRUZIONE E MONTAGGIO DI GRUPPI, MACCHINE ED IMPIANTI MEDIANTE LE FASI DI ASSEMBLATURA E RELATIVI COLLAUDI. COSTRUZIONE DI CARPENTERIA MEDIANTE LE FASI DI SALDATURA IN ACCIAIO AL CARBONIO, ACCIAIO LEGATO, ACCIAIO INOSSIDABILE E RIPORTI DI SALDATURA, LAVORAZIONI MECCANICHE DI PRECISIONE CON MACCHINE UTENSILI.

DESIGN, CONSTRUCTION AND ASSEMBLY OF GROUPS, MACHINES AND PLANTS THROUGH THE ASSEMBLY AND RELATIVE TESTING PHASES. CONSTRUCTION OF CARPENTRY BY WELDING PHASES IN CARBON STEEL, STAINLESS STEEL, ALLOY STEEL AND WELDING FINISHES. PRECISION MACHINING WITH MACHINE TOOLS.

La validità del presente certificato è subordinata a sorveglianza periodica annuale / semestrale ed al riesame completo del sistema di gestione con periodicità triennale
 The validity of this certificate is dependent on an annual / six monthly audit and on a complete review, every three years, of the management system

L'uso e la validità del presente certificato sono soggetti al rispetto del documento RINA. Regolamento Generale per la Certificazione di Sistemi di Gestione
 The use and validity of this certificate are subject to compliance with the RINA document. General Rules for the Certification of Management Systems

Prima emissione First Issue	19.10.2022
Data scadenza Expiry Date	18.10.2025
Data revisione Revision date	19.10.2022

Paolo Tadda
 Venice & Verona Management
 System Certification, Head

RINA Services S.p.A.
 Via Corsica 12 - 16128 Genova Italy
 www.rina.org

ACCREDIA **UNI** **CISQ**

SGQ N° 002 A
 Membro degli Accordi di Riconoscimento EA, IAF e ILAC
 Member of EA, IAF and ILAC Mutual Recognition Agreements

Per informazioni sulla validità del certificato, visitare il sito www.rina.org
 For information concerning validity of the certificate, you can visit the site www.rina.org

Fourth in Italy to achieve **certification on Gender Equality (UNI/PdR 125:2022)**

We pay attention to gender equality, understood as equity between men and women, and respect for diverse cultures, religions, and political inclinations. These values enhance productivity in our workplace, and they are spread in the surrounding community



Photo of the event at H-Farm: Certification on Gender Equality and Workplace Inclusion

WELFARE – FUTURE DEVELOPMENTS

SHORT TERM GOALS

Due to Italy's demographic decline, we plan to launch a **family support project in 2024**. This project involves providing an **annual bonus of 1.000€ to employees with children aged 0 to 3 years**. This totals **3.000€ distributed over three years**



LONG TERM GOALS

We intend to establish a **company daycare center** capable of accommodating the children of **workers in the industrial area of San Stino di Livenza (Italy)**



Do not hesitate to invest in your employees,
they are your most valuable asset.
Do not fear investing in the younger generations,
they bring innovation and contribute to the
country's growth.

Investing in welfare benefits you, your company,
people and the entire community.

Thanks for your attention!





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