

Unofficial translation

Modena, 09/10/01

Agreement Protocol

The European Works Council and the Management of the Ceramiche Marazzi S.P.A Group,

- Granted that the protection of workers' health and safety at the workplace and the improvement of working conditions constitute a key objective that is shared by the parties;
- Granted that ensuring a similar level of prevention and protection of all workers in the Ceramiche Marazzi S.P.A Group in the European Union is considered as fundamental;
- Given the renewed European Works Council agreement dated 14 June 1999, which creates a selected working group on hygiene and security issues
- Being understood the duties, the skills and the responsibilities defined in every operation of the Group by law, standards and collective agreements that apply to them

Agree to promote information initiatives, analysis, sharing of experience and proposals at the European level, on health and safety issues.

To this end, the Management undertakes to provide all necessary information to the working group [on hygiene and security issues], such as for example:

- Statistics on accidents and professional diseases in the various European Group operations;
- Evolution and implementation of health and safety legal and contractual regulations in workplaces, in the European countries where the Group is settled;
- Situation analysis of the jobs more exposed and possible or approved technical and organizational solutions;
- Information and training activities on health and safety issues for workers and their representatives.

Issues emerging from the information provided shall be discussed during a special annual meeting between the EWC working group and the Management, by examining proposals and solutions for improvement presented by the working group itself.

This meeting shall also monitor the efficiency and the results achieved through the initiative as they are implemented.

During its annual meeting, the EWC shall be informed and consulted on the work achieved and the outcomes of the Working Group / Management meeting.

In order to implement the above-mentioned principles, the signatories shall agree on appropriate operational support, including the possibility to use external experts, to

be jointly agreed upon by the parties. The company will arrange with the Working Group the necessary requirements to achieve the jointly defined activities.

The Management
UGT

The EWC

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