



## **THANK YOU!**

*Dear colleagues*

*the abnormal situation we've been going through for weeks now, with the whole world involved in a serious health alert, is something we've never experienced before.*

*The pandemic has spared no-one, it has touched us on a personal, social and corporate level and some of our colleagues are still recovering or in quarantine.*

*That's why I want to start by thanking all of you for your continued support in dealing with this unprecedented situation.*

*In this second phase of the emergency, there are two fundamental circumstances we must prepare to confront: the company's duty to comply with the new safeguards in terms of organising shifts, access to premises and internal mobility, and raising awareness among staff, who are required to adopt the safe conduct guidelines to be tested during lockdown, including controlled safe distancing, wearing masks as a matter of routine and scrupulous hand hygiene practices.*

*Coronavirus is not a remote phenomenon - it is right here among us, so allow me to update you on what we've been doing these past 70 days.*

*I am proud to inform you that since the beginning of the emergency, Monviso has put the well-being of its employees above everything else and took immediate action against Coronavirus on 22 February when Codogna was declared a red zone. We set up the whole Crisis Unit Committee within two days, established suitable precautionary back-up for all corporate functions and modified our organisational and logistical processes to ensure the production and supply of products could continue, by stocking supplies at different sites in case any site had to close down.*

*We took this action before lockdown even began.*

*The Crisis Unit Committee has managed to steer this extraordinary situation in the best possible way, and by enabling us to immediately set up smart-working procedures through precautionary investments has ensured all corporate functions not necessarily linked to production are kept operational, and all services and customer relations remain open.*

*When the pandemic spread we gave priority to creating a safe, healthy working environment, which is why I can inform you humbly and sincerely that over the last few weeks we have concentrated primarily on setting up procedures for sanitising all areas*



*And introducing all the health and safety measures required by ministerial decrees, and adapted our health and safety protocols and corporate risk assessment document. By making the safety of our staff a priority and taking all possible precautions, I am proud to tell you that all five factories have remained open and fully operational.*

*It is not just because the Monviso company is part of the food chain that it has continued to operate, but also because it has taken action on social issues.*

*From the early days of the pandemic, Monviso has been actively contributing to food donation programmes to counteract the serious consequences that the health crisis is having on many families. We contacted Caritas and the food bank for the provinces where our factories are located, and have been sending them consignments of our products.*

*I am therefore addressing the whole company, because now more than ever I must thank each and every one of you - factory operatives in particular - for standing your ground and carrying on with your work in spite of many personal and social difficulties, which has allowed us to continue producing and distributing our products. This corporate resilience is extraordinary.*

*Phase 2 is now about to start. We are continuously monitoring government and health authority guidelines to ensure the measures we have taken will protect the health and safety of our teams. We will be sure to keep you constantly updated.*

*In the meantime, be cautious and take care of yourselves and your loved ones.*

*I know we can do it.*

*My sincere thanks to you all.*

**CEO Monviso Group srl  
Manfredi A. Cusmano**