

# Sustainability

## REPORT



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24

# SUSTAINABILITY REPORT 2024

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# LETTER FROM THE CHAIRMAN

*Dear Readers,*  
we are pleased to present the second edition of Industrie Polieco-MPB S.p.A.'s sustainability report. This edition marks an important step: for the first time, we are also including the Group's foreign companies – Polieco Hellas, Polieco Slovakia and Polieco France – to offer a global view of our commitment and the path we share as an international company.

2024 was a year of consolidation and willingness to embrace new perspectives. The focus is on the all-round well-being of workers: health and safety, skills development, inclusion and professional growth. This is the foundation that allows us to face challenges with determination, confident that a strong and cohesive corporate community is our most valuable asset.

At the same time, we are strengthening our ties with local areas. Dialogue with institutions, citizens and local communities remains a priority for us, because we believe that a company's value is also measured by its contribution to the environment and society.

Among our achievements, I would like to mention completion of the new production unit in the Rovato area. This investment allows us to respond more readily to our customers' needs, and to align ourselves with potential emerging markets, while strengthening our competitiveness and ability to innovate in a sustainable manner.

Our strategic direction remains clear: to pursue concrete and measurable ESG goals by improving process efficiency, reducing emissions and consumption, and developing circular solutions in the plastics industry. In this direction, Redfish entered as a new 15% shareholder in 2024, a sign of confidence that brings with it new energy and perspective to support the continuity and solidity of our industrial project.

We look to the coming years with confidence and responsibility, aware that our strength comes from people, the local area and innovation. Every step we take today is geared towards building a more equitable and sustainable future, to be passed on to future generations as a legacy of shared value and growth.

*The Chairman*  
**LUIGI TONELLI**



# NOTE ON METHODOLOGY

(GRI 2-1, GRI 2-2, GRI 2-3, GRI 2-4, GRI 2-5)

Industrie Polieco – M.P.B.’s 2024 Sustainability Report (hereinafter also “Sustainability Report”, “Report” or “SR”), now in its second edition, presents the performance and initiatives of the Group (hereinafter also “Organisation” or “Company”) in relation to the main ESG topics: environment, personnel management, human rights protection and anti-corruption. The aim is to provide stakeholders with a clear, comprehensive and transparent view of the company’s strategies, activities, overall performance and results achieved, within the framework of sustainable economic development.

The Report is prepared on a voluntary basis every year, in accordance with the latest version of the **Sustainability Reporting Standards** published by the **Global Reporting Initiative – GRI 2021**, in force since 1 January 2023, and applying the “in accordance with” reporting option. These standards are currently the most internationally recognised reference for sustainability reporting.

As required by the GRI Standards, to make the document easier to consult, the GRI Content Index is available on pages 102–105, so that the content reported in accordance with the adopted standards can be found easily.

Continuing what was started the previous year, the Group recognised the importance of dialogue with stakeholders during the reporting process, and the value of their opinions with the aim of broadening its disclosure. With this in mind, it initiated a continuous and structured dialogue on ESG topics and took account of input from key stakeholders, both internal and external.

With reference to the stakeholder engagement process described in the “Stakeholder engagement” paragraph, the interaction methods adopted by the Group and the main

communication tools used to effectively involve its stakeholders are illustrated.

The information in this Sustainability Report reflects the principle of materiality (or relevance), a key element of the GRI Standards. The topics reported were identified by analysing the most significant impacts the Group has on the economy, people, human rights and the environment, as described in the “The materiality analysis process” paragraph.

Since Directive 2022/2464/EU (Corporate Sustainability Reporting Directive – CSRD) entered into force, as transposed in Italy by Legislative Decree No. 125/2024, the Group has started a process to align with the European Sustainability Reporting Standards (ESRS) ahead of potential future regulatory obligations, and to strengthen the transparency of its sustainability practices. Subsequently, Directive (EU) 2025/794, known as “Stop the Clock”, postponed the entry into force of certain CSRD obligations, transposed in Italy by Decree-Law No. 118/2025, which amended Legislative Decree 125/2024, postponing application of the regulations for the Group by two years.

The materiality analysis has therefore been extended to include, in addition to the “inside-out” approach (impact materiality), which considers the effects the company has on the environment, the economy and people throughout the value chain, also the “outside-in” approach (financial materiality), which assesses risks and opportunities that can influence economic performance, cash flows and corporate reputation in the short, medium and long term. This integrated approach has made it possible to identify material topics more comprehensively, considering both the impacts that the Group may have on society and the environment, and those that these factors can exert on the organisation’s economic and financial soundness.



## REPORTING PERIOD AND SCOPE

The reporting period of this Sustainability Report is the financial year **2024**, i.e. **1 January to 31 December 2024**. Where available, a comparison with data from the previous two financial years (2023 and 2022) has been included to facilitate comparative analysis and help identify performance trends.

The **organisational scope** of the Report includes the **parent company Industrie Polieco – M.P.B. S.p.A.** with headquarters in via E. Mattei 49, Cazzago San Martino (BS), and its **operational subsidiaries**:

- **Polieco France SA** (France);
- **Polieco Slovakia SRO** (Slovakia);
- **Polieco Hellas AEBE** (Greece).

Compared to the previous Report, the scope was expanded to include the foreign companies listed above.

It should also be noted that the environmental data in this Report does not include the contributions of Polieco France SA, as data for the three-year period under review were not available when it was being prepared. The Group is

committed to integrating this data in the coming financial years to ensure complete reporting in line with the principles of transparency and accuracy required by the GRI standards. Any specific exclusions or limitations are clearly indicated in the document.

## DATA COLLECTION AND VALIDATION

The information was collected by the **company’s ESG Committee**, in cooperation with all the Group’s main operational functions, and with the methodological and technical support of a leading consulting firm. All data reported is of **internal origin**, and can be verified through the documentation kept on file. Where estimates were used, they are based on recognised methodologies and described in the sections related to the corresponding topics.



## GRI STANDARDS

The information in this Sustainability Report reflects the principle of materiality, a key element of the GRI Standards

To date, the Sustainability Report **has not been independently audited**. However, the Group expresses the will to **start an assurance process** involving a third party in the coming financial years.

This Sustainability Report was approved by the Group's Board of Directors on 16 September 2025.

#### REPORTING PRINCIPLES

The following principles were considered when defining and presenting the contents of the sustainability report:

- **Accuracy:** The reported information must be accurate and sufficiently detailed to allow stakeholders to assess the Organisation's impacts;
- **Balance:** The Organisation must report information in an unbiased manner to provide a fair and balanced representation of negative and positive impacts so that a considered assessment of these impacts can be made. The report should avoid selections, omissions or presentation formats that might unduly or improperly influence the decision or judgement of those reading the report;
- **Clarity:** The Organisation must make data available in a way that is comprehensible and accessible to stakeholders, using tools that allow information to be found without excessive effort, and avoiding the use of technical terms or abbreviations without adequate explanation;
- **Comparability:** The Organisation must select, collect and report information consistently. It must be presented in a way that allows stakeholders to analyse the evolution of the Organisation's impacts over time and support possible comparisons with other organisations;
- **Completeness:** The report must address material topics and their scopes in sufficient depth to reflect the corresponding impacts on the economy, environment and people, including human rights, so that stakeholders can assess them during the reporting period;
- **Sustainability context:** The report must clearly present the Organisation's impacts within the broader sustainability scenario, highlighting how it contributes – or intends to contribute in the future – to improving or, conversely, worsening economic, environmental and social conditions, as well as local, regional or global developments and trends;
- **Timeliness:** The Organisation must publish the report periodically, so that the data is available in time for stakeholders to make informed decisions;
- **Verifiability:** The Organisation must collect, record, process, analyse and present the information, together with the processes used to prepare the report, in such a way as to make it verifiable and to ensure that its quality and relevance can be assessed.

#### CONTACTS

For any clarifications or requests for further information regarding this document, contact: [teamesg@polieco.com](mailto:teamesg@polieco.com)





# 01



## 1977

Year of foundation



## 422

Employees



## 6

Production plants:  
locations in Italy, France,  
Greece and Slovakia



## 20+

Destination countries  
of our products

## OUR Company

**Industrie Polieco – M.P.B.** is a European industrial group with a strong identity and a strategic vision geared towards innovation and sustainability. Created from a pioneering intuition related to plastics recycling, the Group has evolved over time to become a benchmark in the design and production of corrugated high-density polyethylene (HDPE) pipes and high-performance polymer compounds.



## 1.1 ABOUT US

Industrie Polieco – M.P.B. is a well-established business in the European industrial landscape, specialising in the design, production and marketing of advanced corrugated high-density polyethylene (hereinafter also HDPE) pipe systems and high-tech polymer compounds. The parent company, Industrie Polieco – M.P.B. was founded in 1977, and plays a strategic role in coordinating and managing an international group with significant production presence in Italy, France, Greece and Slovakia, involving around 400 employees in total.

The structure is divided into two main business areas: the **Pipe Division**, dedicated to civil and industrial infrastructures, and the **Resin Division**, specialising in production of polymer compounds for highly technological sectors. Integrating activities vertically, from formulating the raw materials to manufacturing the finished product, guarantees high quality standards, operational efficiency and responsiveness to market needs.

The Group's growth is based on a responsible entrepreneurial culture, constant commitment to quality, safety and sustainability, and the desire to generate shared value for all stakeholders.

### ITALY



#### POLIECO – M.P.B. S.P.A.

The parent company – Industrie Polieco M.P.B. S.p.A. – serves as the group's main management and operational centre and has production plants in Cazzago San Martino (Brescia) and Conza della Campania (Avellino).

- **Cazzago San Martino** hosts both of the Group's divisions: the Pipe Division, which produces corrugated HDPE pipes and integrated systems for sewerage, drainage and urban infrastructure, and the Resin Division, which produces high-performance polymer compounds;
- **Conza della Campania** focuses exclusively on the Pipe Division, especially production of corrugated pipes and infrastructure systems.

A vertically integrated production system gives Industrie Polieco M.P.B. complete control over the supply chain, from raw material selection to the finished product, ensuring high efficiency, quality and environmental sustainability standards. In 2024, the Italian plants employed around 237 employees and boasted a total production capacity of thousands of metres of corrugated pipes and cable ducts, confirming the importance of the Italian site within the Group's production framework.



### LEADERSHIP

European benchmark for advanced polymer solutions

### FRANCE



#### POLIECO FRANCE

Polieco France SA was founded in 1999 and operates out of two plants located in Feillens and Valserhône, in the Auvergne-Rhône-Alpes region.

- The **Feillens** plant specialises in production of corrugated HDPE pipes and components for sewerage, drainage and telecommunications networks, with a focus on compliance with local regulations and sustainability;
- The **Valserhône** site combines business development with technical assistance, offering customer support for customised and technically advanced solutions.

In 2024, Polieco France employed around 102 people and had an annual production more than 14,000 tonnes of pipes and polymer components, consolidating its position as a major production hub for the Group in the regions it serves.

### GREECE



#### POLIECO HELLAS

Polieco Hellas SA has been in operation since 2006, and is the Group's strategic production and sales hub for South-East Europe. Located near **Serres**, the company is dedicated to manufacturing corrugated pipes, manholes and systems for sewerage networks, with a strong focus on construction, infrastructure and telecommunications applications. Polieco Hellas' geographical location and production capacity allow the Group to penetrate expanding markets with its innovative products and custom services to meet specific local needs. In 2024, Polieco Hellas employed around 54 employees, with a strong growth in specific skills that are strategic for the company and contribute to increasing the Group's overall production volume.

## SLOVAKIA



## POLIECO SLOVAKIA

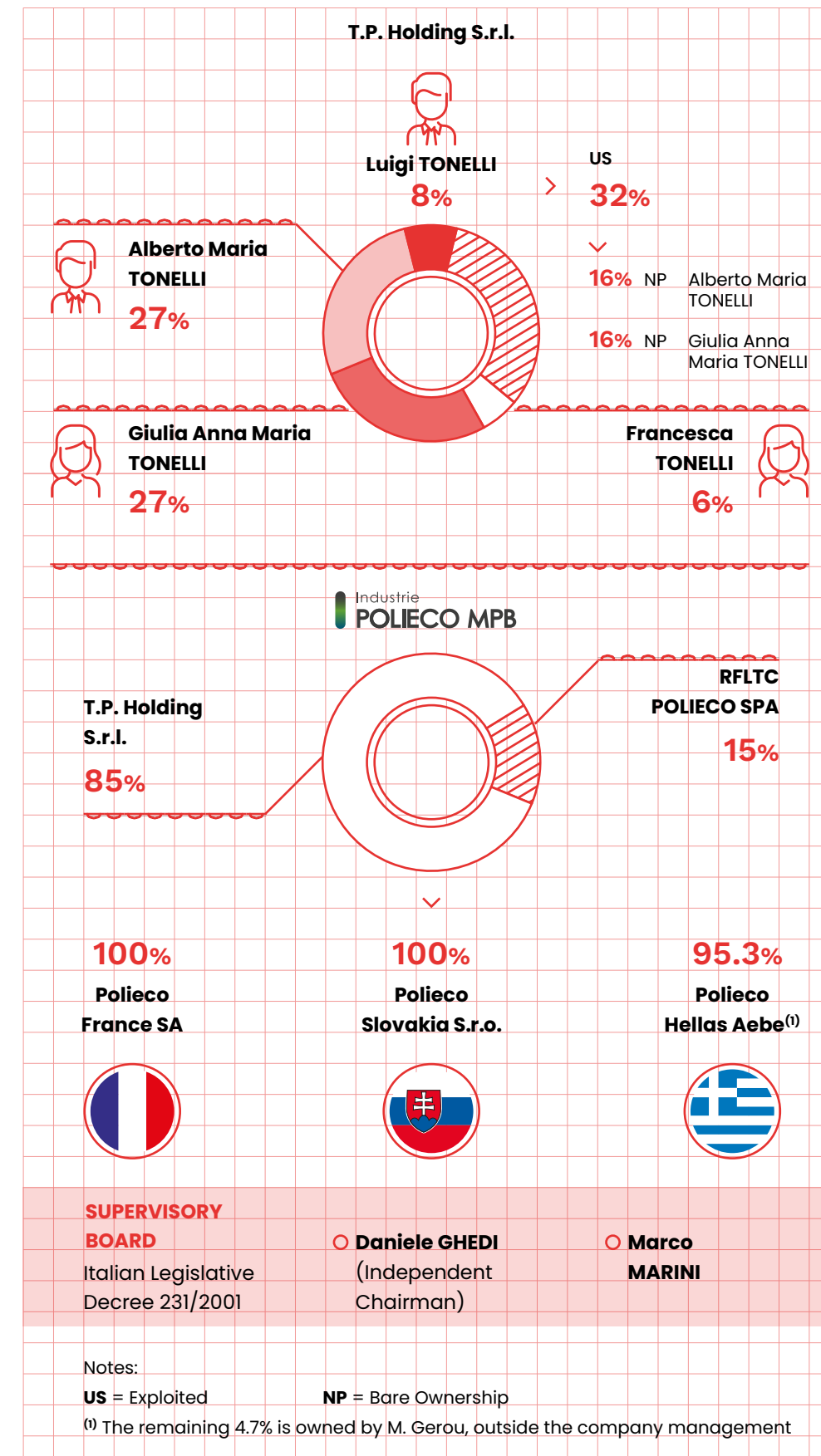
Polieco Slovakia S.r.o. was founded in 2006, and is a logistically strategic production unit for customer service in eastern countries, for development with corrugated sewage and drainage pipes, and conduit systems. Located in **Gbely**, in the heart of Slovakia, the production facility benefits from a strategic geographic location that facilitates access to Central and Eastern European markets. The plant features advanced production processes and a strong focus on energy optimisation and sustainability, which contributes to the Group's internationalisation and competitiveness strategy. In 2024, Polieco Slovakia had around 29 employees, making a significant contribution to diversifying and optimising the Group's production activities.

As a whole, the Group specialises in two main business areas:

- **Pipe Division:** designs and manufactures corrugated pipes, conduits, systems for non-pressurised sewerage networks, drainage and dispersion pipes, fittings, manholes. These products find application in urban infrastructure, construction, telecommunications and utilities;
- **Resin Division:** produces polymer compounds and functionalised polyolefins for various industrial sectors, such as oil & gas, engineered packaging, automotive and construction. Its products include steel pipe coating compounds, multilayer adhesives and composite material compatibilisers.

The Group's strength lies in its ability to vertically integrate the entire production process: from raw material selection and formulation to support both the **Resin Division** and the **Pipe Division**, to production and marketing of polymer compounds and pipe systems, which are also produced at the various production sites. Each Group company contributes specific skills and a strategic local presence to strengthen a synergetic and competitive industrial model.

Moreover, a sustainable approach that exploits recycled raw materials and eco-friendly processes, combined with a focus on research and development, make the Group a benchmark for customers and partners in international markets. Industrie Polieco – M.P.B. continues to exploit his integrated and distributed structure to consolidate its leadership in production of advanced polymer solutions, effectively responding to the technical and environmental challenges of the future.



## 1.2 OUR EVOLUTION

The history of Industrie Polieco – M.P.B. has its roots in **1977**, when **Luigi Tonelli**, the founder and current chairman, created **M.P.B.** with a far-sighted and innovative intuition: to initiate a production model based on **recycling** and **reusing plastic** to contribute tangibly to **waste reduction** long before the principles of the **circular economy** were conceived. In those years, M.P.B. started the production of **regenerated plastic granules**, using materials from packaging such as **Tetrapak**, a pioneering practice in the sector.

The Group's industrial evolution was marked by continuous investments in **advanced technologies, automation** of production processes and **innovation**, with particular attention to quality standards, which have led the M.P.B. division to use of granular raw material originating exclusively from polymerisation processes.

In **1992**, to consolidate and vertically integrate its business, Luigi Tonelli acquired **Polieco**, which specialised in marketing plastic pipes

for the construction industry. This acquisition marked a decisive turning point that expanded the production range and paved the way for significant growth in European markets when production of **corrugated pipes made of high-density polyethylene (HDPE)** started. In the following years, the Group developed into a major **international** player, extending its production and sales presence in Europe with **six plants** strategically located in **Italy, France, Greece** and **Slovakia**. Today it **employs 422** highly specialised employees, with a strong synergy among the different operations. In addition to production of corrugated pipes, fittings, manholes and manhole covers made of composite materials, the Group has expanded its range to include components with high technical content, such as large-diameter pipes and special parts made using injection and rotational moulding technologies. Today, Industrie Polieco – M.P.B. also stands out for development of innovative urban mobility and road safety solutions, placing it as a major player in the field of high-performance composite materials.

## 1.3 ACTIVITIES AND MARKET SECTORS

(GRI 2-6, 2-28, 204-1, 308-1, 414-1)

Industrie Polieco – M.P.B. operates with an integrated business model, divided into two main operational areas: the **Pipe Division** and the **Resin Division**. Each division contributes to creating value for the Group, both in economic terms and in terms of competitiveness and placement in reference markets. The **Pipe Division** specialises in developing and manufacturing high-performance solutions for **civil and industrial infrastructure**, with a full range of polyethylene and composite systems. The main application areas cover underground utility networks, water drainage, sewerage, urban roads and infrastructure safety. The flagship products include:

- **Conduits:** corrugated cable conduits for underground electrical and telephone installations, available with a wide range of complementary accessories;
- **Pipes for sewerage networks:** such as the ECOPAL system, a double-wall co-extruded pipe made of high-density polyethylene or high-modulus polypropylene, designed to ensure durability, ease of laying and resistance under harsh conditions;
- **Manholes and engineered fittings:** moulded or made from corrugated pipes, designed to improve network maintenance and simplify installation work;
- **Drainage and dispersion systems:** such as

the **DRENOPAL, POLIDREN** and **GEODRENOPAL** ranges, used for storm-water management in civil, sports and agricultural applications;

- **Road manhole covers** made of composite materials, such as the **KIO** brand, developed with the proprietary Kinext material: lightweight, robust and anti-theft solutions designed to reduce handling costs, increase safety and improve the efficiency of urban construction sites.

The **Resin Division** plays a strategic role as an independent player in high-tech markets. Industrie Polieco – M.P.B.'s expertise in this area focuses on processing polyolefins and manufacturing **advanced polymer compounds**. The range includes:

- **Steel pipe coatings:** a wide range of polymer compounds and maleic anhydride-grafted adhesives, used for the triple-layer coating of steel pipes used to transport water and liquid and gaseous fuels in the **Oil & Gas** sector. These solutions provide effective, long-lasting corrosion protection;
- **Adhesives for multilayer structures:** maleic anhydride-grafted adhesives used as bonding layers in numerous applications, such as: multilayer films for food and industrial packaging, multilayer pipes for the plumbing sector, cosmetic packaging, chemical containers, multilayer aluminium panels (ACP – Aluminium Composite Panel), and plastic fuel tanks for the automotive sector;
- **Compatibilisers:** functionalised polyolefins used to improve the mechanical performance of polyamide compounds, with particular reference to the automotive industry. They are also used in production of flame retardant compounds (HFFR) for flame-retardant cables, in glass-fibre reinforced plastics and in wood-plastic composites (WPC) for cladding and flooring.

With these solutions, the Resin Division remains a key player in the development of innovative materials that combine **engineering reliability**,

**application versatility and compliance with the most advanced environmental standards.**

Polymer resins are distinguished by their ability to combine **light weight, mechanical strength, chemical stability and application flexibility**, features that have favoured their widespread use in strategic industrial sectors such as Oil & Gas and Packaging.

Industrie Polieco – M.P.B. is **ISO 9001:2015** certified for: extruding polyethylene (PE) and polypropylene (PP) structured pipes for non-pressure sewage and drainage systems, PE corrugated pipes for the electrical and telephone sector, as well as design and production of fittings, special parts, PE manholes and composite tops and covers for pedestrian and vehicular areas. This certification is valid for the Italian sites and Polieco Slovakia S.r.o., and guarantees high quality standards throughout all production stages. Design and manufacture of thermoplastic compounds and adhesive polyolefins.

### UPSTREAM VALUE CHAIN

The upstream supply chain consists of partners specialised in production and distribution of **virgin and recycled plastic raw materials, chemical additives, technical pigments** and **components for industrial plants**. Suppliers are selected according to stringent criteria that include requirements for **quality, reliability, regulatory compliance and observance of environmental standards**. Procurement is continuously monitored through audits, technical checks and regular assessments, which also cover ESG aspects.

One of the Group's distinctive features is its strong **vertical integration**, guaranteed by its centrality in plastics procurement in the European market and beyond, serving both the Resin and Pipe Divisions. This approach improves quality control, reduces procurement costs and increases responsiveness to market demands. Moreover, the Group actively collaborates with **research centres, universities and technological partners** to develop new materials and applications in



line with the circular economy and ecological transition. These players also include **numerous industry associations**, such as:

- **Confindustria Brescia** and **Confindustria Avellino**;
- **Federazione Gomma Plastica** – National Federation of the Rubber, Electrical Cable and Related Industries, and Plastics;
- **UNIPLAST** – National Union of Plastics Processing Industries;
- **Assocompositi** – Italian Association of Composites & Related;
- **CEI** – Italian Electrotechnical Committee;
- **UNI** – Italian Standardization Authority;
- **IPLOCA** – International Pipeline & Offshore Contractors Association.

From a quantitative perspective, **spending with local suppliers**<sup>1</sup> (Italy) shows a constant upward trend, rising from 60% in 2022 to 62% in 2023, and reaching 63% in 2024. This progressive increase demonstrates the Group's concrete commitment to strengthening relations with national production businesses, fostering **local development** and promoting a more resilient and sustainable supply chain model. Opting for local suppliers not only helps reduce the environmental impact of transport, but also supports the circular economy and the Italian business environment, key elements for an effective long-term sustainability strategy.

Although the Group has not yet formalised a structured and systematic supplier screening process based on environmental, social and governance criteria, this represents a strategic, priority commitment for the near future. The aim is to develop and implement an integrated selection and qualification model capable of rigorously assessing not only the quality and reliability, but also the ESG performance of supply chain partners. This system will allow it



## COMPETITIVE ADVANTAGE

Full vertical integration, from resin to finished product

to construct an increasingly responsible and transparent supplier network, capable of aligning itself with the Group's sustainability objectives and responding to stakeholders' growing expectations.

### DOWNSTREAM VALUE CHAIN

Downstream, the Group's value chain extends to a wide and diverse network of customers and stakeholders active in numerous strategic sectors. The Pipe Division's products are mainly used in the **civil and industrial construction, sewerage and water supply, urban mobility, telecommunications and environmental infrastructure** sectors. Regulatory developments, a growing focus on urban resilience and public investment in renovating existing infrastructure foster demand for efficient, durable and environmentally friendly solutions. On the other hand, the Resin Division serves technology-intensive markets characterised by complex and constantly changing requirements, such as: **Oil & Gas, automotive, multilayer packaging, engineering pipes and composite materials**. In these segments, the Group stands out for its ability to develop high-performance functionalised compounds, adhesives and compatibilisers that meet the criteria of **lightness, safety, recyclability and compliance with European directives**.

The business strategy is based on **technical product customisation, supply reliability** and **integrated logistics** in order to serve customers in more than 20 countries.

### TARGET MARKETS

The Group operates in high-potential evolving markets that require **innovation, specialisation and a focus on sustainability**.

The Pipe Division's target markets are driven by public and private investments to improve management of **water resources, urban drainage and infrastructure resilience** in response to climate change. The growing need for smart, sustainable and digitalised infrastructures fuels the demand for lightweight, durable and environmentally friendly solutions such as the ECOPAL and KIO brand products.

The Resin Division, on the other hand, operates in highly technical industrial markets, where **demand is driven by advanced performance**

and an increasing focus on **material recyclability, environmental compatibility and regulatory compliance**. The expansion of applications in sectors such as **engineered packaging, automotive composites and industrial piping** confirms the Group's strategic placement as a supplier of choice for highly innovative polymer solutions.

Overall, the Group's production and sales structure is based on a strategy of integration and specialisation that enhances each stage of the supply chain to ensure efficient, flexible and quality-oriented production, with a positive impact in both economic and environmental terms.

## 1.4 ECONOMIC PERFORMANCE

(GRI 201-1)

In 2024, **Industrie Polieco – M.P.B.** generated a total direct economic value of **€195,872,502**, including revenues of €191,842,603, changes in inventories of €1,934,990 and other revenue and income of €2,094,909.

The **economic value distributed** in 2024 was **€179,711,609**, up from €165,677,983 distributed in 2023 **(+8.5%)**.

This distribution mainly involved:

- **Operating costs:** €132,163,445 in 2024, slightly up from €131,184,633 in 2023;
- **Pay and employee benefits:** €22,739,546, reflecting a growing commitment to human capital;
- **Payments to capital providers:** €17,668,479;
- **Payments to the government:** €7,089,064 (vs. €8,998,156 in 2023, down considerably);

- **Investments in the community:** €51,075 (vs €40,863 in 2023).

The **economic value retained**, i.e. the portion reinvested in the organisation to ensure its future growth and sustainability, stands at **€16,160,893** for 2024, down from €34,150,666 in 2023. This change is primarily related to a greater distribution of value to stakeholders, consistent with the business expansion phase.

Overall, the Group continues to demonstrate a balance between value generation, responsible redistribution and long-term vision, strengthening its positive impact on the economy, people and local areas where it operates.

1. The information provided reflects the Group's performance, but does not include the contributions of Polieco France SA, as data is not available for the three-year period considered. The Group is committed to extending the scope of reporting to cover the entire corporate structure.

TABLE 1  
GRI 201-1: DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

(Values expressed in thousands of €)	2024	2023	2022
<b>Economic value generated from</b>	<b>195,872,502</b>	<b>199,828,649</b>	<b>202,647,071</b>
Revenue	191,842,603	196,855,926	194,539,238
Changes in inventories	1,934,990	-203,441	3,272,260
Other revenue	2,094,909	3,176,134	4,835,573
<b>Economic value distributed by the Group</b>	<b>179,711,609</b>	<b>165,677,983</b>	<b>182,262,585</b>
Operating costs	132,163,445	131,184,633	156,858,186
Remuneration for staff	22,739,546	21,416,857	19,244,661
Remuneration for capital providers	17,668,479	4,037,474	3,549,954
Remuneration for Public Administration	7,089,064	8,998,156	2,568,282
Investments in communities	51,075	40,863	41,502
<b>Economic value retained by the Group</b>	<b>16,160,893</b>	<b>34,150,666</b>	<b>20,384,486</b>

## 1.5 OUR VISION

### BE HERE... IN THE PRESENT TO BUILD THE NEW TOMORROW

Being here in the present to build a better tomorrow: Industrie Polieco – M.P.B.'s vision goes beyond mere corporate "existence". With the "Being Here" concept, the company is committed to ensuring **long-term continuity**, offering **job opportunities and security** to its current and future employees, and protecting their well-being and that of their families. The aim is to



### VISION

Innovation, sustainability,  
people centrality

create **virtuous and inclusive** relationships with stakeholders who share the company's values to promote **environmental protection** and continuous improvement. Industrie Polieco – M.P.B. wishes to be a **role model**, a source of inspiration for the community and other industries by contributing to a sustainable and shared future.

## 1.6 OUR VALUES

The Group recognises a set of **shared values** that define corporate identity and guide day-to-day decisions at all levels of the organisation.

These principles represent a **concrete and transparent commitment to stakeholders**, and underpin the Group's approach to sustainability.

- **Person:** the Group recognises the value, dignity and uniqueness of each individual, and promotes listening, participation and inclusion;
- **Belonging:** it supports entrepreneurial spirit, responsibility and pride in being part of a dynamic and solid reality;
- **Solidarity:** it promotes a culture of mutual support, cooperation and active engagement

with the community and the environment;

- **Work:** it considers work to be a vehicle for personal, professional and social growth. It provides safe, collaborative and stimulating environments. By involving and motivating people, the Group fosters development within a community that works cohesively to achieve shared goals.

Through these values, the Group is committed to high ethical standards and **sustainable governance**, consistent with the GRI principles and European sustainability reporting legislation.

## 1.7 OUR GOALS

(GRI 2-22)

The Group's goals are inspired by an **integrated strategy for sustainable growth** that combines innovation, competitiveness and responsibility. Industrie Polieco – M.P.B. develops its activities with the aim of **reducing environmental impacts, generating shared value** and actively contributing to the transition to a fairer, more resilient and circular economy.

The Group's main areas of commitment are:

1. **Sustainable innovation:** the Group constantly invests in **research and development**, new technologies and improved production processes to offer high-performance solutions that are durable, recyclable and in line with European environmental regulations.
2. **Flexibility and quality:** the Group puts the customer at the centre of its activities, responding **promptly and flexibly** to even the most complex requirements, offering **customised products** that are reliable and quality-certified.

3. **International growth and strategic partnerships:** the Group aims to strengthen its presence in global markets by developing the lasting alliances and partnerships needed to meet future challenges successfully.
4. **Environmental sustainability:** the Group aims to **reduce the environmental impact** of its activities by exploiting energy from renewable sources, the circular economy, increasing energy efficiency and promoting responsible behaviour throughout the value chain.
5. **Culture of safety and valuing the human capital:** the Group believes that people are the real engine of success. That is why it invests in **training, safety, inclusion and well-being** to promote a positive and stimulating working environment.



# 2



**SUSTAINABILITY**  
policy



More  
**ELECTRICITY**  
from renewable sources



Promotion  
of non-compulsory  
**TRAINING**



Supply chain  
**ESG**  
**QUALIFICATION**

## THE sustainable DEVELOPMENT PLAN

The synergy between its **Policy, Targets** and **Sustainability Plan**, confirms Industrie Polieco - M.P.B.'s desire to place sustainability at the heart of its business model. Environmental responsibility, valuing people and transparency towards all stakeholders are the cornerstones of a commitment that looks to the future with determination, awareness and vision.



## 2.1 THE PATH TO SUSTAINABILITY

(GRI 2-25)

In 2023, Industrie Polieco – M.P.B. conducted its first materiality analysis, a strategic step to identify the environmental, social and governance (ESG) topics most relevant to its business and the stakeholders with whom it interacts. This process was a crucial step in structurally orienting its sustainability priorities and defining a strategic path to generate measurable positive impacts.

The path initiated by Industrie Polieco – M.P.B. is based on building a sustainable and successful development plan. Consistent with this approach, the Group launched an initial ESG Assessment, an assessment tool to measure corporate performance in environmental, social and governance terms. The score obtained represents is the basis on which to create a solid, consistent sustainability strategy for future ambitions, step by step.

The European regulatory framework evolved with the introduction of the **Corporate Sustainability Reporting Directive (CSRD)**, requiring an additional step forward in 2024. The Group embarked on an adaptation process aimed at deepening the concept of **double materiality**, which differentiates between:

- **Impact materiality**, which relates to the effects of the company's activities on the environment and society;
- **Financial materiality**, which relates to ESG risks and opportunities that may affect the Group's economic performance and reputation.



### SUSTAINABILITY

The path initiated by Industrie Polieco – M.P.B. is based on building a sustainable development plan.

Although this is currently a voluntary exercise, this approach allows the Group to effectively prepare to apply the **European Sustainability Reporting Standards (ESRS)**, the European framework for sustainability reporting developed by **EFRA** (**European Financial Reporting Advisory Group**) on behalf of the **European Commission** as part of the CSRD, the directive that introduced new reporting requirements for companies operating in the EU.

In line with current regulations and with the aim of ensuring transparent reporting, the Group has chosen to continue to prepare its sustainability report in accordance with the **GRI Sustainability Reporting Standards**, including the risks and opportunities identified downstream of the materiality analysis.

## 2.2 STAKEHOLDER ENGAGEMENT

(GRI 2-29)

Dialogue with stakeholders is a central element of Industrie Polieco – M.P.B.'s sustainability strategy, which recognises the value of actively and constantly listening to all those who, in various ways, are affected or can affect the company's activities.

From 2023, the Group initiated a systematic **stakeholder mapping and engagement** process, developed from a reference list drawn up on the basis of the main industry analyses and subsequently refined to identify the groups most relevant to the corporate context.

Involvement was broken down into:

- **Internal workshops** with management and key corporate functions to gather assessments of the relevance and impacts of ESG topics;
- **Structured questionnaires** sent to selected external stakeholders, including employees, customers, suppliers and financial institutions, with the aim of collecting data, perceptions and qualified opinions on relevant material topics.

This approach provided a comprehensive and structured overview of the sustainability context, which was useful to reinforce the transparency, accountability and sense of community that distinguishes Industrie Polieco – M.P.B.



## 2.3 THE MATERIALITY ANALYSIS PROCESS

(GRI 3-1, 3-2)

The materiality analysis was developed through a structured methodology inspired by the main international standards, which consisted of four basic steps (Figure 2).

- 1. Understanding the organisational context:** in this phase, the Group conducted an in-depth analysis of the corporate activities and industry dynamics, with the aim of understanding the main trends and best sustainability practices in the market. To do this, benchmarking tools were used, ESG ratings were analysed, and various reporting frameworks were examined, including the GRI Standards and the SASB and the UN Sustainable Development Goals. The Group also reviewed the main documents published by the most authoritative international sustainability organisations.
- 2. Identifying potential and actual impacts:** the analysis conducted identified the impacts generated by the Group's activities and those of its value chain, taking account of business relationships, the operating environment and stakeholders' expectations, as well as key emerging regulatory and social trends. On the basis of these assessments, thirty-

six impacts – positive and negative, actual and potential – that the Group has on the economy, the environment and people were identified, including human rights impacts throughout the value chain. This approach enabled the Group to define effective strategies and practices to support a robust sustainability path that is in line with the needs of the market and its stakeholders.

- 3. Assessing the significance of impacts:** the impacts were assessed through surveys, involving both internal and external stakeholders. Every stakeholder was asked to vote on the significance of each impact, considering the severity of the impact and the likelihood of its occurrence. The product of severity and probability was used to identify the significance of each impact.
- 4. Prioritising and defining material topics:** after defining the materiality threshold and gathering feedback from various stakeholder categories, the Group linked material impacts to relevant topics for sustainability reporting.

The results of this analysis enabled the Group to enhance its strengths in ESG, and to compare itself effectively with its main competitors and

the sector. At the same time, the analysis made it possible to identify areas for improvement on which to develop concrete plans and initiatives, with the aim of progressively getting closer to international best practices.

In particular, the following topics were identified in order of priority, which will guide the Group's strategic and operational choices in the coming years:

- **Circular economy:** efficient resource use and sustainable waste management are a crucial challenge for the Group, given the nature of the plastics industry. Reducing waste and adopting innovative recycling processes are key to improving environmental impact and meeting regulatory and market requirements;
- **Climate change:** energy management and mitigation of greenhouse gas emissions are central topics, given the high energy intensity of production activities. It is therefore essential to set clear and measurable decarbonisation goals, with a growing commitment to renewable sources and low-impact technologies;
- **Air pollution:** monitoring and control of pollutant emissions are essential to ensure compliance with regulations and reduce local environmental impacts, particularly in geographical areas involved in manufacturing;
- **Own workforce:** protecting workers' rights, promoting safe and inclusive working conditions, as well as equal treatment and opportunities are core values for the Group, which is committed to strengthening a corporate culture based on personal respect and well-being;
- **Communities concerned:** dialogue with local communities and respect for the economic, social and cultural rights of the people involved in the activities are a key element in building positive and lasting relations, and contributing to the sustainable development of local areas;

- **Business conduct:** preventing corruption, fostering an ethical culture, and responsible management of relationships with suppliers and stakeholders are essential to maintain the company's reputation and ensure business transparency and integrity;
- **Water and marine resources:** sustainable water resources management is a strategic issue for the Group, which recognises the importance of minimising consumption and impact on the aquatic ecosystem through efficiency, recycling and reuse practices.

These topics are material for the Group, not only because of their direct impact on the environment and society, but also because they represent key risk factors and strategic opportunities in the context of an increasingly sustainability-oriented market. The Group's manufacturing nature, its local presence and the complexity of its supply chain require a constant, integrated focus on these aspects to ensure responsible, resilient and competitive growth.

The Group is committed to constantly monitoring these priorities, systematically integrating them into its governance and decision-making processes, and thereby strengthening its ability to anticipate future challenges and generate shared value for all stakeholders.

A detailed analysis of the impacts throughout the value chain is provided below, while the “**GRI Content Index**” paragraph refers to the related reporting requirements for each topic, and indicates the chapters in this report that describe the main initiatives already undertaken or under development.

FIGURE 2  
MATERIALITY  
ANALYSIS  
PROCESS

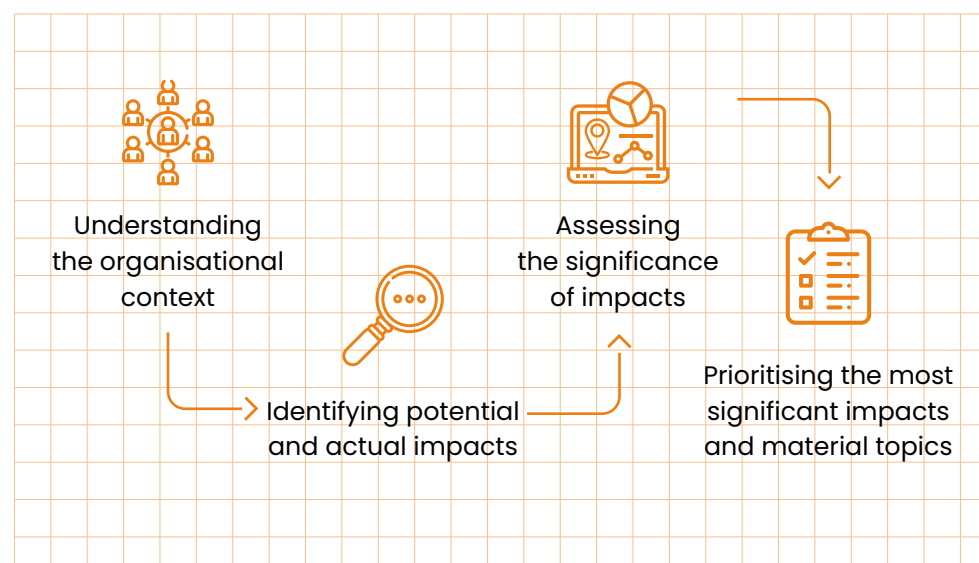


















































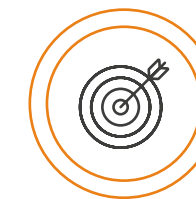


TABLE 2  
IMPACT ASSESSMENT

MATERIAL TOPIC	DESCRIPTION OF THE IMPACT GENERATED BY INDUSTRIE POLIECO – M.P.B.	UN AGENDA 2030 GOALS	TYPE OF IMPACT	TYPE OF EFFECT	TIME HORIZON	VALUE CHAIN		
						Upstream	Own operations	Downstream
Circular economy	Exploitation and pressure on natural resources through use of non-renewable raw materials, such as polyethylene and polypropylene, in production activities.	 	⊖	Actual	Long term	✗	✗	✗
	Implementation of an innovative and sustainable management model for waste treatment, which reduces the amount of waste produced, helping to minimise environmental impact	 	⊕	Actual	Medium term		✗	
Climate change	Contribution to climate change through greenhouse gas (GHG) emissions generated by upstream and downstream activities throughout the value chain, especially in the supply and distribution phases (Scope 3).		⊖	Actual	Medium term	✗		✗
	Contribution to climate change through direct and indirect greenhouse gas (GHG) emissions generated during the production process.	 	⊖	Actual	Medium term		✗	
	Positive impact on reducing CO <sub>2</sub> emissions as a result of strategically locating plants close to major transport infrastructures, which optimises logistics efficiency, reduces costs and contributes to environmental sustainability.	  	⊕	Actual	Short term		✗	
	High energy demand, from both renewable and non-renewable sources, in production processes, with negative impacts on the environment and overall energy efficiency.	  	⊖	Actual	Short term		✗	
	Use of renewable energy and implementation of energy efficiency initiatives to reduce the impact of climate change and promote sustainability.	  	⊕	Actual	Short term		✗	
Pollution	Pollutant emissions into the air (e.g. NOx, SOx and PM10) during upstream activities in the value chain deteriorate air quality and have negative impacts on health and the environment.	  	⊖	Actual	Short term	✗		
	Air pollutant emissions from use of heavy equipment and machinery in downstream activities in the value chain deteriorate air quality and have negative impacts on health and the surrounding environment.	  	⊖	Actual	Short term			✗
Own workforce	Loss or disclosure of sensitive employee data as a result of cyberattacks (cybersecurity), with consequent negative impacts on the privacy of the persons concerned.		⊖	Actual	Short term	✗	✗	✗
	Adoption of company policies to ensure equal opportunities, safe and decent working conditions and fair remuneration.	  	⊕	Actual	Medium term		✗	
	Implementation of corporate welfare policies and initiatives geared towards ensuring an appropriate work-life balance, with the aim of improving employee well-being and satisfaction.	 	⊕	Actual	Short term		✗	
	Positive impact on uptake of an occupational health and safety culture, which is recognised as a fundamental value, through training programmes and social initiatives promoted by the organisation.	 	⊕	Actual	Medium term		✗	
	Implementation of targeted training programmes aimed at supporting employee career development, improve career opportunities, and strengthen the skills of the in-house workforce.	 	⊕	Actual	Medium term		✗	
	Failure to update skills, compounded by rapid technological change, can lead to professional obsolescence with negative repercussions on employees' growth and development paths.	 	⊖	Potential	Medium term		✗	
	Development of policies and initiatives aimed at promoting an inclusive corporate climate that respects diversity to prevent and combat incidents of discrimination and violence.	  	⊕	Actual	Medium term		✗	
Communities concerned	Positive contribution to the local community through social initiatives – such as donations, fundraisers, contributions and events – to strengthen the company's relationship with the local area.	   	⊕	Actual	Short term		✗	
Business conduct	Prevention of incidents of active and passive corruption by adopting targeted corporate policies and training programmes aimed at employees and management to support a culture of integrity and legality.		⊕	Actual	Short term		✗	
	Development of a responsible corporate culture by implementing policies and promoting the principles of ethics and integrity.		⊕	Actual	Medium term		✗	
	Spreading environmental, social and governance (ESG) sustainability principles to suppliers and supply chain partners can foster a shared culture of sustainable development throughout the value chain.		⊕	Potential	Short term	✗		✗
Water	Intensive exploitation of water resources downstream in the value chain, resulting in water stress risks and impacts on the local ecosystem.	  	⊖	Actual	Medium term			✗
	Intensive exploitation of water resources, caused by withdrawing and consuming water for cooling processes in production cycles.	  	⊖	Actual	Medium term		✗	





## ESG GOALS

These are the compass that guide sustainable business evolution in the medium and long term

## 2.4 THE SUSTAINABLE PLAN

### THE SUSTAINABILITY POLICY

In 2024, Industrie Polieco – M.P.B. formalised its **Sustainability Policy**, a strategic document that guides the company's actions towards **conscious** and **responsible growth**, integrating the principles of sustainability across all company activities and processes. This initiative represents a fundamental step on the path towards a business model that is increasingly focused on the environment, people and shared value, and in line with the Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda.

The policy applies to the entire organisation, involving directors, employees, external collaborators and business partners, and is based on a number of core values: **responsibility** as a guide for daily actions, **innovation** as a lever to generate sustainable solutions, and **transparency** as a tool for dialogue and trust with stakeholders.

Industrie Polieco – M.P.B. recognises the importance of promoting sustainable conduct



### RESPONSIBILITY

From environmental protection to valuing people: the Group integrates sustainability into every choice

in all areas of impact, from environmental protection to valuing human resources, from occupational health and safety to ethical integrity. The Group is committed to sharing the actions taken, and the results achieved in a clear and accessible manner to consolidate a culture of reporting and continuous improvement.

Core commitments include defining and updating long-term strategies geared towards creating sustainable value, integrating sustainability management functions, constantly streamlining production processes to reduce environmental impact, and promoting open and constructive dialogue with internal and external stakeholders.

### ESG GOALS 2024–2028

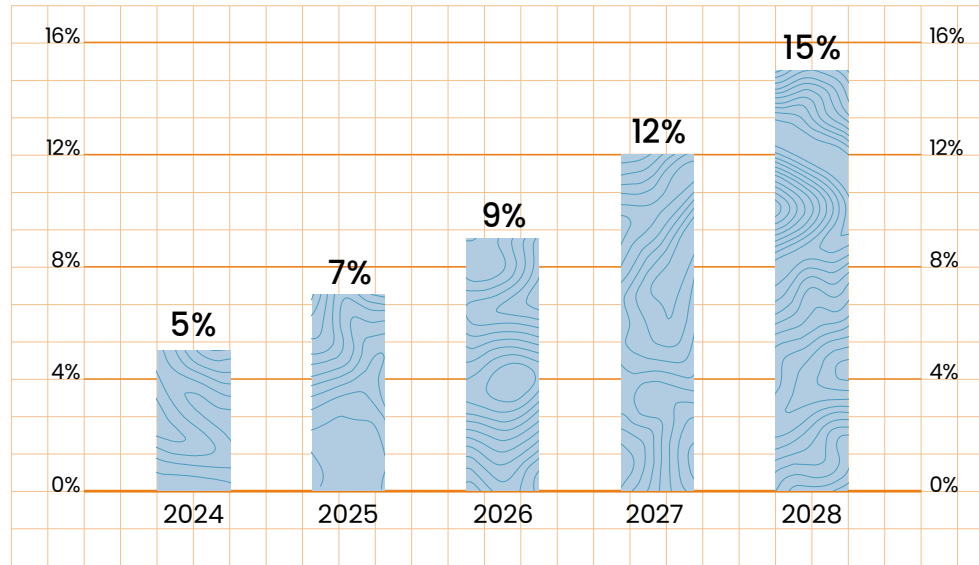
During 2024, the Group defined a structured framework of **ESG goals** (Environmental, Social, Governance) that translate sustainability policy commitments into measurable results. These goals are the compass that guide sustainable business evolution in the medium and long term. In the environmental field, Industrie Polieco – M.P.B. has embarked on a course to **increase the use of electricity from certified renewable sources**. Starting from a baseline of 3.8% in 2023, the aim is to reach a share of 15% by 2028, through a mix of self-generation from photovoltaic plants and purchasing energy with Guarantees of Origin. To ensure gradual progress, annual steps were defined as shown in the graph (Figure 3). At a social level, Industrie Polieco – M.P.B. intends to strengthen employees' **access to non-compulsory training**, considering it a key element for professional growth, individual well-being and development of corporate skills. The aim is to gradually increase the trained employees over six years from 35.2% in 2023 to 50% by 2028 (Figure 4).

Regarding **governance** and the **supply** chain, the Group planned to introduce a structured ESG pre-qualification process for suppliers, which was initiated in 2024. The process involves identifying specific sustainability-related criteria – such as management systems, initiatives, indicators and documentation – to be integrated into existing qualification systems. Suppliers will start to be progressively qualified according to ESG criteria from 2025, with the aim of achieving 50% of purchased value from qualified suppliers by 2028 (Figure 5).

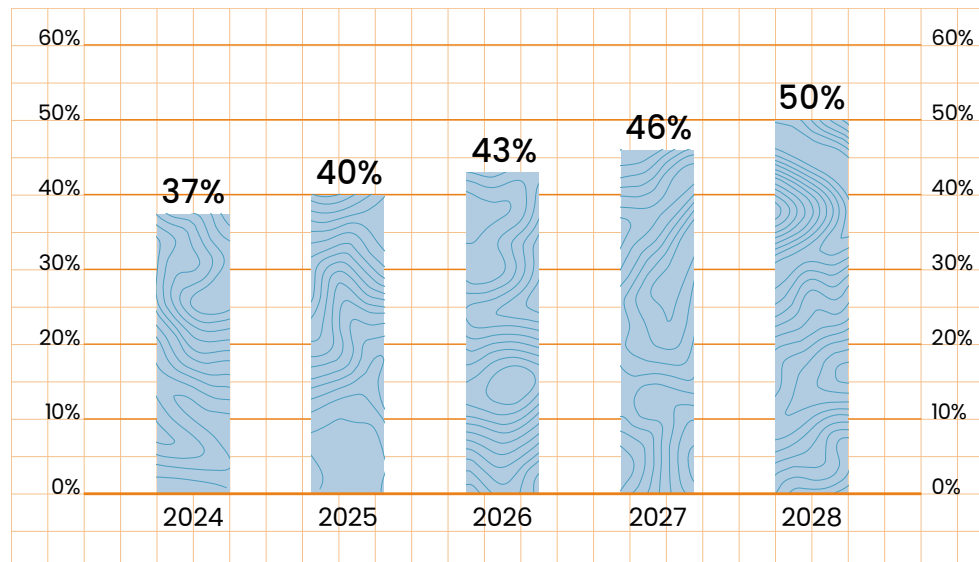
### THE SUSTAINABLE DEVELOPMENT PLAN

To support and complement the Sustainability Policy and ESG Goals, Industrie Polieco – M.P.B. has drawn up the **Sustainable Development Plan**, an operational tool that translates the strategic guidelines into concrete and measurable actions. This plan is a practical expression of the Group's commitment to a sustainable transition, which coherently structures initiatives in a way that can be monitored and that gives verifiable results.

**FIGURE 3**  
**ENERGY FROM RENEWABLE SOURCES**  
+ 11 PERCENT  
IN 6 YEARS



**FIGURE 4**  
**CONTINUOUS TRAINING**  
PERCENTAGE  
OF EMPLOYEES  
TRAINED



**FIGURE 5**  
**SUPPLIERS ALIGNED WITH ESG VALUES**  
PERCENTAGE  
OF QUALIFIED  
SUPPLIERS

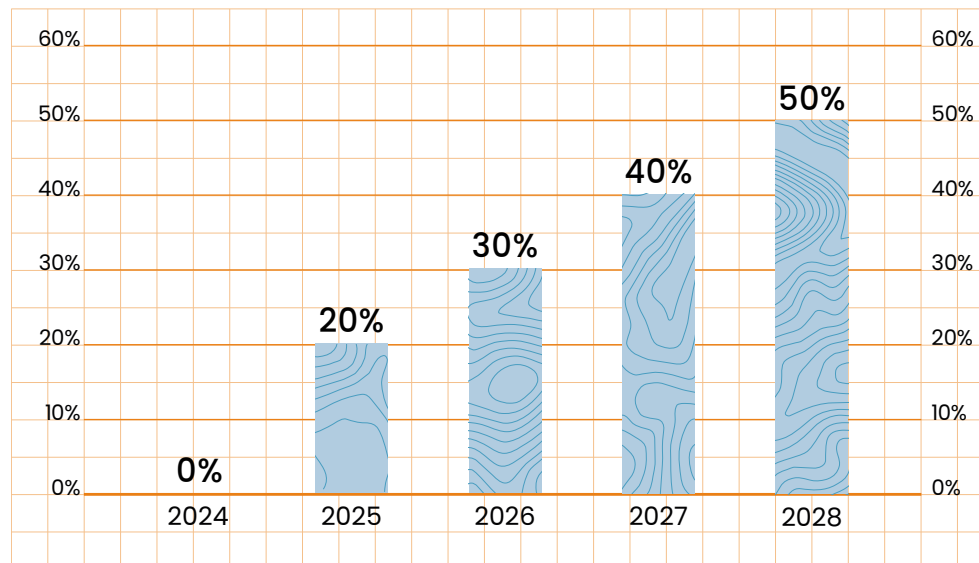




TABLE 3  
GOALS AND TARGETS

MATERIAL TOPIC	AREAS FOR IMPROVEMENT	UN AGENDA 2030 GOALS	PRIORITY	KPI
Circular economy	Define a plan and/or ways to reduce waste and implement circular economy measures and actions.	 	Medium	Total waste (hazardous/non-hazardous) generated and destination Measures taken, including circularity measurements, to prevent waste generation in the organisation's activities
	Prepare a GHG emissions study.	 	High	Scope 1 and 2 emission reporting GHG emission intensity: GHG emissions/turnover or production volumes
Climate change	Define GHG emission reduction and neutralisation plans.	 	Medium	Percentage greenhouse gas (GHG) emission reduction
	Implement a monitoring plan for home-work travel and formally identify the person responsible (Mobility Manager).	 	Medium	Measurement of other GHG emissions
	Establish programmes to raise employee awareness of GHG emission reduction.	 	Low	Number of awareness-raising initiatives/programmes initiated
	Implement an energy consumption monitoring system and define a strategy for reducing energy demand.	  	High	Total energy consumption by source type Energy intensity Consumption in kWh/turnover (Euro) Energy consumption reduction
	Define a human resource skills development plan and an employee appraisal system.	 	High	Average hours of training per year per employee Employee skills refresher programmes
	Prepare periodic surveys to monitor employee satisfaction and define actions to improve well-being at work.		Medium	% employees receiving performance and professional development reviews (2025)
Own workforce	Prepare a plan with defined methods for communicating significant operational changes to employees and their representatives.	 	Medium	Number of direct employee involvement initiatives
	Prepare transition assistance programmes to support employees about to retire.		Low	Minimum notice periods regarding operational changes
		 	Low	Transition assistance programmes to facilitate employability and end-of-employment management at retirement or termination
Communities concerned	Create value in the local area, through actions to involve the local community, membership of sector and trade associations and participation in awareness-raising events on sustainability topics.	 	High	%/No. of operations involving the local community, impact assessments and sustainable development programmes
	Undertake philanthropic actions, through donations and gifts to third sector associations, activating partnerships and strategic assessments such as creating a foundation.	  	Medium	%/No. of operations with significant actual and potential impacts on local communities
Business conduct	Define a training plan for the highest governance body in the field of sustainability and prepare an ESG impact management assessment system.	 	High	Reporting on the measures taken to implement the collective knowledge of the highest governance body regarding sustainable development (e.g. refresher courses, master's degrees, etc.) Role of the highest governance body in monitoring impact management
	Prepare an internal sustainability plan and define an ESG team responsible for integrating sustainability principles into corporate strategy and sharing them with internal stakeholders.	 	High	Delegation of responsibility for managing impacts Role of the highest governance body in sustainability reporting
	Prepare a Sustainability Report.		Medium	N/A
	Define a formalised process for appointing and selecting members of the highest governance body.		High	Define and publicise the minimum requirements for the appointing and selecting the highest governance body
	Define a plan to communicate the sustainability initiatives undertaken (website, social channels, videos, articles, etc.) to inform internal and external stakeholders.		Medium	N/A
	Define a remuneration policy for the highest governance body.		Medium	Rules concerning remuneration (and in particular the correlation between the fixed or variable part and sustainability goals) Procedure for determining remuneration
	Prepare a process for verifying sustainability information shared externally.		Medium	Role of the highest governance body in sustainability reporting
Water	Monitor water consumption and define a strategy for reducing water demand.	  	High	Total water consumption (water withdrawal) Total water discharge Water consumption/production volumes
Customer satisfaction	Prepare a survey tool to collect customer satisfaction data.	 	Low	Stakeholder engagement methods Consumer service Report customer services





## NEW COMPOSITION OF THE BOARD OF DIRECTORS

strengthening gender  
(40% women) and  
generational diversity



## ESG COMMITTEE

supports the Board  
of Directors in defining  
and monitoring  
the sustainability strategy



## SUSTAINABLE GOVERNANCE

Commitment of governing  
bodies to integrating ESG  
topics into the business model



## GUARDIANSHIP OF LEGALITY

no cases of corruption  
found in 2024

# OUR governance

Governance is a central element of Industrie Polieco – M.P.B.'s sustainability model to ensure transparency, accountability and strategic vision guide the company's choices. The administration system is based on a traditional structure and ensures an effective balance between supervision, direction and control. In 2024, the organisation strengthened its approach to sustainable governance by consolidating its supervisory bodies, establishing the ESG Committee and actively promoting the principles of inclusiveness, ethics and regulatory compliance.

3.1 CORPORATE GOVERNANCE

(GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-15, 2-16, 2-17, 2-18, 2-19, 405-1)

Industrie Polieco – M.P.B. adopts an administration and monitoring system based on the traditional model, which includes the following company bodies:

- **Annual General Meeting;**
- **Board of Directors (BoD);**
- **Board of Statutory Auditors.**

The **Annual General Meeting** is composed of the company shareholders and deliberates on matters under current regulations, including approving the financial statements and appointing members of the Board of Directors and the Board of Statutory Auditors.

Following a corporate transaction concluded at the end of 2023, the composition of the Board of Directors was updated during 2024. When this Sustainability Report was prepared, the Board was composed of **5 members**, including the Chairman

– one of the founding members – and the Chief Executive Officer. Two directors are independent, while the executive roles (Chairman and CEO) are assigned to members of the ownership structure.

Industrie Polieco – M.P.B. has also defined specific internal processes to oversee the Board of Directors in order to prevent, monitor and mitigate possible **conflicts of interest**. In particular, there are obligations of transparency and abstention in the event of potentially conflicting situations, as well as decision monitoring and tracing procedures, in line with the principles of good governance and integrity.



INTEGRITY

Tools and rules to protect the Board of Directors, in line with the principles of responsible governance



Luigi Tonelli	Alberto Maria Tonelli	Thomas Avolio	Luisa Franceschetti	Deborah Zani
Chairman Executive	CEO Executive	Member Non-executive	Member Non-executive	Member Non-executive
INDEPENDENT				
No	No	No	Yes	Yes
SENIORITY IN OFFICE				
2 years	2 years	1 year	2 years	1 year

FIGURE 6  
GRI 2-9:  
STRUCTURE AND  
COMPOSITION  
OF THE BOARD  
OF DIRECTORS

Seniority  
of office  
Luigi Tonelli  
for 48 years,  
Alberto Tonelli  
for 30 years

Board members are appointed taking account of the corporate structure, the organisation’s strategic needs, the professional skills of the candidates, and diversity criteria, including gender representation. The **directors’ remuneration** is fixed, with possible annual review linked to the company’s results (Figure 6).

In 2024, the Board saw an improvement in terms of diversity, both gender and generational. The female representation has increased to 40% of the total, up from 20% in 2023. The age composition is heterogeneous: one member is under 30, one is between 30 and 50, and three are over 50.

The Board of Directors is responsible for the ordinary and extraordinary company




management, defines strategic guidelines, assesses the adequacy of the organisational structure, and monitors the company’s performance. As co-founder, the **Chairman** plays a key role in outlining strategic directions, and supports the General Manager in implementing them. The **General Manager** is responsible for continuously monitoring the company’s performance, and submits a report to the Board of Directors on the progress compared to the strategic goals. This process also includes monitoring of policies and goals: the General Manager regularly reports on the progress of ESG indicators, while the Board of Directors assesses the results and, where appropriate, revises or updates the priorities.

TABLE 4  
GRI 405-1: DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

Board Members	2024				2023				2022			
	♂	♀	Total	Age	♂	♀	Total	Age	♂	♀	Total	Age
< 30 years	1	-	1	20%	-	-	-	-	-	-	-	-
30-50 years	-	1	1	20%	1	-	1	20%	1	1	2	40%
> 50 years	2	1	3	60%	3	1	4	80%	3	-	3	60%
TOTAL	3	2	5	100%	4	1	5	100%	4	1	5	100%



FIGURE 7  
GRI 2-9:  
STRUCTURE AND  
COMPOSITION  
OF THE BOARD  
OF STATUTORY  
AUDITORS

		
<b>Federico Venturi</b>	<b>Paolo Pescetto</b>	<b>Gianpietro Capoferri</b>
Chairman	Member	Member
Non-executive	Executive	Non-executive
INDEPENDENT		
Yes	Yes	Yes
SENIORITY IN OFFICE		
28 years	1 year	19 years

Regarding ESG, the operational management of economic, environmental and social impacts is entrusted to the General Manager, who is supported by two people to assess environmental impacts:

- **Kristian Salvoni**, head of the operational units at Cazzago San Martino (BS) and Rovato (BS);
- **Antonella Ciccone**, head of the Conza della Campania (AV) plant.

The General Manager also coordinated the assessment and approval process of the material topics outlined in this document.

The Board of Directors, through the ESG Committee, has the expertise needed to address environmental, social and governance topics.

The Committee provided the Board of Directors with specific sustainability training to strengthen the ability of the highest governance body to contribute to defining ESG strategies in an informed and knowledgeable manner. Currently, there is no formal system for assessing the performance of the Board of Directors.

The **Board of Statutory Auditors** consists of **three full members**, and carries out audits to ensure correct administration and compliance with statutory and legal provisions (Figure 7).

All Group subsidiaries have their own administrative bodies, which report directly to the Board of Directors of Industrie Polieco – M.P.B. S.p.A. The only exception is Polieco Slovakia, which is administered by a Sole Director.

### 3.2 SUSTAINABILITY GOVERNANCE

Industrie Polieco – M.P.B. recognises sustainability as a central element of its corporate strategy, capable of generating lasting value for stakeholders and strengthening the Group’s competitiveness.

To confirm this commitment, the **ESG Committee** was formally established on 29 December 2023 with the aim of overseeing environmental, social and governance topics in a structured and integrated manner.

The Committee is the main internal instrument to support the Board of Directors in guiding and monitoring the sustainability strategy. In addition to promoting a sustainability-oriented corporate culture, the ESG Committee plays an active role in spreading ESG knowledge and expertise. In particular:

- It shares regulatory and scenario updates with the Board of Directors;
- It organises training activities for members of the Council to raise their awareness and preparation on sustainability topics.

The Committee has a multidisciplinary composition, which currently consists of:

- **Thomas Avolio**, representative minority shareholder (also member of the Board of Directors);
- **Kristian Salvoni**, Personnel Manager and Safety and Environment Delegate;
- **Alessandro Mino**, Prevention and Protection Service Manager;

- **Gabriele Castellano**, Environment Manager and Prevention and Protection Service Officer.

The key responsibilities of the ESG Committee include:

- Supporting the Board of Directors in defining, updating and integrating the sustainability strategy within the overall corporate vision;
- Assessing the economic, environmental and social impacts of the Group’s activities, and contributing to identifying key ESG risks and opportunities;
- Defining guidelines for integrating ESG factors into operational and decision-making processes;
- Contribution to drafting and monitoring the industrial plan, with a specific focus on the sustainability actions it covers;
- Promoting a sustainability culture among employees, business partners, customers and external stakeholders;
- Monitoring ESG initiatives initiated by the Group, including by developing relations with specialist institutions, organisations and research centres;





- Analysing regulatory developments and national and international best practices, and proposing possible actions to align with the most advanced standards.

During 2024, the Committee submitted an initial strategic ESG line to the Board of Directors, and conducted an introductory training cycle for the directors to help strengthen the organisation's sustainable governance.

In line with the assigned responsibility for monitoring, **no critical ESG issues were found** by the General Manager. The Committee continues to constantly update, observe and make proposals to ensure that corporate decisions are always consistent with regulatory developments and international best practices in the field of sustainability.

### 3.3 POLICIES AND COMMITMENTS FOR RESPONSIBLE BUSINESS CONDUCT

(GRI 2-23, 2-24, 2-26, 2-27, 205-1, 205-2, 205-3)

Industrie Polieco – M.P.B. bases its operations on the principles of integrity, legality and sustainability, and formalises its commitment to responsible conduct through a detailed set of policies and monitoring systems, which are applied across all business activities and relationships.

The main instruments adopted include:

- The **Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/2001**, approved by the Board of Directors and periodically updated, as a fundamental tool to prevent unlawful conduct, promote a culture of legality, and safeguard transparency in corporate business conduct. The **Code of Ethics**, an integral part of Model 231, defines the ethical and behavioural principles that all those involved in the Group's activities are required to respect. Model 231 is a structured and organic system based on national and international regulatory references, including the **UN principles, International Labour Organisation (ILO)** conventions, and anti-corruption regulations.
- The **whistleblowing procedure**, which complies with Italian Legislative Decree 24/2023, allows employees, collaborators, partners and third

parties to report any unlawful conduct or breaches of company policy. Reports are handled promptly by a dedicated committee, which ensures the utmost confidentiality for whistleblowers and protects them from possible retaliation. The system is supported by a secure digital infrastructure, well-defined procedures, and transparent communication channels.

- The **personal data and information security management system** was developed in line with Regulation (EU) 2016/679 (GDPR) and the highest international standards. It serves to identify and mitigate privacy risks, conduct impact assessments (DPIAs), and protect the privacy and rights of the individuals concerned.

In line with these policies, Industrie Polieco – M.P.B. is actively committed to protecting human rights, including freedom of expression, non-discrimination, the right to decent working conditions, health and safety, and personal data protection. Particular attention is paid to employees, new recruits, vulnerable groups, collaborators in the supply chain, and local communities affected by the company's activities. These policies apply to all Group companies and involve employees, managers, consultants, collaborators and suppliers, as well as business relations, commercial partnerships, and public

and private tenders. Contracts with third parties include specific obligations to comply with Model 231 and the Code of Ethics, including through appropriate penalty or termination clauses in the event of serious non-compliance.

#### INTEGRATION OF POLICIES INTO BUSINESS ACTIVITIES AND RELATIONSHIPS

Integration of policy commitments is ensured by a clear, structured organisational model. The Board of Directors approves the policies and monitors their application, while the 231 Supervisory Board oversees their implementation, handles reports and proposes improvements. The internal member of the SB ensures operational coordination and regular reporting. Specialised managers such as the Prevention and Protection Service Manager, Privacy Officer and the Safety and Environment Officers oversee the relevant regulatory aspects to ensure the company's activities comply fully.

As key elements of the industrial plan and ESG assessment, the policies are fully integrated into industrial strategies, decision-making processes and operational delegations. These policies are supported by operational protocols, periodic monitoring, and impact and risk monitoring systems, including a penalty system that establishes disciplinary penalties and enforcement methods for individuals responsible for breaching the regulations contained therein.

In relations with third parties, policies are the subject of specific contractual agreements that set out the requirement to adhere to corporate principles and the possibility of audits. There are penalties or termination clauses in the event of serious non-compliance.

All policies are publicly accessible via the Group's institutional website and the corporate intranet. When external publication is not possible, e.g. for content that is confidential or in the process of being updated, a specific reason for the exclusion is given. To ensure that these policies are implemented effectively, Industrie Polieco – M.P.B.

promotes an **annual training plan** divided into thematic modules covering crucial topics such as Model 231, the Code of Ethics, whistleblowing, privacy and updated industry regulations. The aim of this training plan is to ensure all employees are fully aware of and share the company policies.

In 2024, the Group made a significant commitment to anti-corruption training, with a total of **45 hours of training** compared to **38 hours** in 2023 and **52 hours** in 2022. This reflects a slight decrease compared to 2022, but an improvement compared to 2023, indicating a growing commitment to raising employee awareness of anti-corruption regulations and procedures.

All members of the **Board of Directors** received training on anti-corruption regulations and procedures, as was the case for 2023 and 2022. This demonstrates the importance top management attaches to governance and compliance. Regarding the **employees**, 57.7% of the total were trained in 2024, up from 54.6% in 2022, but slightly down from 2023.

These figures show an ongoing commitment to promoting a culture of legality within the organisation. In addition, the training plan is supported by monitoring systems to ensure that the training is effective, with periodic assessments and feedback from participants, so that the modules offered can be adapted and improved in response to emerging needs and changing regulations.

TABLE 5  
GRI 205-2: COMMUNICATION AND TRAINING ABOUT ANTI-CORRUPTION POLICIES AND PROCEDURES

Members of the Board of Directors	m.u.	2024	2023	2022
Members of the governance body to whom the organisation's anti-corruption regulations and procedures apply	no.	5	5	5
% of the members of the governance body to whom the organisation's anti-corruption regulations and procedures apply	%	100%	100%	100%

Employee workers	2024		2023		2022	
	no.	%	no.	%	no.	%
Top managers	-	-	-	-	-	-
Middle managers	1	2.7%	1	2.7%	21	55%
White-collar workers	5	3.8%	3	2.1%	64	48.5%
Blue-collar workers	18	7.3%	22	9.7%	133	58.8%
<b>TOTAL</b>	<b>24</b>	<b>5.7%</b>	<b>26</b>	<b>6.3%</b>	<b>220</b>	<b>54.6%</b>

Corporate partners	m.u.	2024	2023	2022
<b>Communication of regulations and anti-corruption procedures</b>				
Corporate partners to which the organisation's anti-corruption regulations and procedures have been communicated,	no.	-	-	-
% of corporate partners to which the organisation's anti-corruption regulations and procedures have been communicated	%	-	-	-

#### MECHANISMS FOR CLARIFICATIONS OR REPORTING

Industrie Polieco – M.P.B. guarantees employees, collaborators and external stakeholders the possibility to request clarifications on the application of policies or to report non-compliant behaviour through secure, confidential channels.

Employees may directly address internal contact persons, including the Prevention and Protection Service Manager, Protection Service Officer, Human Resources Manager or Supervisory Board for clarifications on interpretation or operational support.

Reports, including anonymous ones, can be sent through the whistleblowing system managed by the **Whistleblowing Committee**, which is composed of: Chairman of the Supervisory Board, Personnel Manager and head of the Resin Quality Management System. Active channels include normal mail, the dedicated web platform, or a direct meeting with one of the committee members.

Industrie Polieco – M.P.B. considers these tools essential in promoting an ethical, transparent and compliant working environment that contribute to consolidating a responsible and sustainable business model.



#### MONITORING REGULATORY AND ANTI-CORRUPTION NON-COMPLIANCE

In 2024, Industrie Polieco – M.P.B. did not find any confirmed incidents of corruption. Consequently, no disciplinary measures were taken against personnel, nor were contractual relationships with business partners terminated for reasons linked to corrupt conduct. Similarly, there are no public legal proceedings pending or concluded against the organisation or its employees in connection with corruption.

Regarding regulatory compliance, only one significant case is reported: in Slovakia, following an inspection conducted by the Labour Inspectorate in Trnava in relation to an accident that occurred in February 2023, an administrative fine of €23,000 was issued, and paid in February 2024. The company filed an appeal with the competent judicial authorities.

Constant monitoring of regulatory compliance and transparent management of any non-compliance represent a concrete commitment to integrity and accountability for the Group, which is fully in line with its ethical principles and stakeholders' expectations.



#### INTEGRITY

The Group's commitment to transparent management is concrete and constant



04



7,130

Tonnes of recycled materials used in the circular economy, equivalent to 10% of the total used



98%

Of waste for recovery, an increase of 18% compared to 2023



8,277<sub>GJ</sub>

Self-generated from renewable sources in 2024, contributing to reducing environmental impact



441

Tonnes of CO<sub>2</sub> avoided through self-consumption from photovoltaics

# Environmental RESPONSIBILITY

**Industrie Polieco – M.P.B.** has consolidated its commitment to sustainability in an increasingly challenging global context. Managing natural resources responsibly and adopting circular practices are now strategic priorities to reduce environmental impact and foster sustainable growth. The Group has taken concrete actions in three main areas: **circular economy, energy efficiency and water management.**



## 4.1 INITIATIVES TO PROMOTE ENVIRONMENTAL SUSTAINABILITY

During 2024, Industrie Polieco M.P.B. consolidated its commitment to sustainability by systematically monitoring environmental performance and implementing certified management systems.

### ENVIRONMENTAL MANAGEMENT SYSTEM AND SUSTAINABLE GOVERNANCE

Since 2005, the company has adopted an **ISO 14001:2015** environmental management system, demonstrating the Group's ongoing commitment to continuous improvement in environmental performance and compliance with current regulations. The environmental management system helps reduce the environmental impact of production activities by promoting energy efficiency, responsible resource management, and pollution prevention.

### ENERGY EFFICIENCY AND RENEWABLE SOURCES

While operating internationally, the Group recognises the strategic importance of energy management in all its plants. In particular, the activities carried out in Italy are a concrete example of the path taken towards greater energy efficiency and operational sustainability.

Since 2011, Industrie Polieco - M.P.B. has invested in installing **photovoltaic systems** on the roofs of its Italian plants, making the most of the surface area available to produce energy from renewable sources. In 2023, the total installed capacity at the Cazzago production site reached 1.84 MWp, to which a new 612 kWp plant was added at the Rovato site in 2024 (2.452 MWp in total). Self-generated energy covered about 5.4% of the company's annual energy needs, with an estimated reduction of about 1,145 tonnes of CO<sub>2</sub> avoided compared to a conventional energy mix.

In 2024, the total photovoltaic energy production at Italian sites amounted to 2,285 MWh, broken down as follows: 2,063 MWh at the Cazzago site and 225 MWh at the Conza della Campania operating unit.



### REDUCTION

The environmental management system helps reduce the environmental impact of production activities

Of this energy, **82% was self-consumed** internally. In particular, self-consumed electricity increased by 24% from 1,515,241 kWh in 2023 to 1,874,985 kWh in 2024. Self-generated energy covered about 7% of the annual energy needs of the Italian plants.

To complement these measures, **guarantees of origin** were purchased for a total of 9,000 MWh in 2024, which demonstrates that around 30% of the energy consumed is certified as coming from renewable sources.

In parallel, the Group pursued its **energy efficiency** goals through structured energy management, entrusted to a technical team of specialists, including energy managers, to supervise the entire energy cycle - from procurement to use - and promote redevelopment measures. These include replacing traditional lighting systems with high-efficiency LED technology, which has resulted in up to 60% lower consumption, and numerous actions at production plants.

Revamping of the adhesive bonding agent production line was particularly significant as it led to an annual saving of about 50 TOE, and meant **Energy Efficiency Certificates** could be obtained. A cable production line was revamped, and vacuum pumps were upgraded in the production departments at the Conza della Campania plant in 2024. In support of this approach, the four-year energy audit required by Italian Legislative Decree 102/2014 was finally completed, with the last one conducted in December 2023. The analysis identified further opportunities for efficiency improvements, which will be assessed for implementation in the coming years.

### CIRCULAR ECONOMY AND WASTE MANAGEMENT

Industrie Polieco - M.P.B. has always been committed to the promotion of sustainable practices, and continues to focus on responsible management and recycling of polyethylene waste to exploit the entire life cycle of materials. In 2023, the Group signed an important agreement with Utilitalia to improve the traceability, collection and recovery of polyethylene goods, thus reinforcing its contribution to the circular economy and fostering more effective collaboration throughout the recycling chain.

Looking to the future, Industrie Polieco-MPB plans to extend the product range with **ReMade** certification in 2025, an award that certifies that recycled materials are used and guarantees high quality and environmental sustainability standards. The certification, which currently covers cable ducts produced with at least 40% recycled material, will be extended to Drenopal drainage pipes, underlining the company's concrete commitment to reducing virgin raw material use and exploiting regenerated materials.



### CERTIFICATIONS

ReMade in Italy certification for cable ducts made with 40% recycled material

In 2024, the Group also obtained the **Made Green in Italy** certification based on an assessment of the environmental footprint of products using the PEF (Product Environmental Footprint) methodology, recognised at a European level and incorporated in the Italian national system. This certification is based on the Environmental Product Declaration (EPD), a detailed, independently verified study that analysed the entire life cycle of corrugated polyethylene pipes produced at the Italian plants in Cazzago S. Martino and Conza della Campania. This assessment quantifies the environmental impact so that it can be communicated transparently to promote products with a lower ecological footprint, in line with circular economy principles and European and national environmental strategies.

These awards testify to Industrie Polieco - M.P.B.'s ability to combine technological innovation with sustainability to make its products more competitive and support more responsible and informed production and consumption models.

The Italian initiatives described represent the first stages of Industrie Polieco M.P.B.'s **Sustainable Development Plan**, which was based on an ESG Assessment to define strategic priorities in order to bridge the gap with best practices in the sector by promoting sustainable development throughout the supply chain.



# 4.2 AREAS FOR IMPROVEMENT AND KPI MONITORING

## 4.2.1 Resource use and circular economy

### MATERIALS<sup>2</sup> (GRI 301-1, 301-2)

Throughout 2024, Industrie Polieco-MPB maintained a strong commitment to optimising resource use by integrating circular economy principles into its production system. The company constantly monitors the materials used, with the aim of reducing environmental impact and improving sustainability throughout the value chain.

The materials used fall into two broad categories: **non-renewable** and **renewable**.

“While accounting for the majority of the total, **non-renewable materials** were used more efficiently in 2024, with the increase being mainly related to increased production. These include:

- **Raw materials:** including polymers such as *polyethylene* and *polypropylene* as well as specific *additives*, *isocyanate*, *polyol*, *SMC* (Sheet Moulding Compound) and *glass fibre*. In 2024, raw materials accounted for about 72,653 tonnes, constituting the most significant part of the total non-renewable materials (about 97%) and showing an increase from 69,289 tonnes in 2023.
- **Process materials:** including *oils*, *solvents* and *releasing agents*, *lubricants* for production machinery and filters. These materials account for a limited portion of the total non-renewable materials used. However, they play an essential role in ensuring product process efficiency and safety. In 2024, the consumption of these

materials was around 16 tonnes, a significant reduction from around 17 tonnes in 2023 (–8.9%).

- **Semi-finished products or parts:** including components such as *sleeves*, *draw tape*, *gaskets* and more specific items such as *frames*, *kio rubber mat* and *accessories*. These elements are used in intermediate production stages and contribute to final product assembly. In 2024, semi-finished product consumption was around 550 tonnes.
- **Packaging Materials:** including *metal bands*, *absorbent materials*, *filters*, *cleaning cloths* and *protective clothing*, as well as plastics such as *polypropylene ties*, *polyethylene film rolls*, and *polypropylene and polyethylene bags*. These materials are essential for protecting, transporting and safely storing finished products. In 2024, these materials came to a total of about 332 tonnes, and are essential for protecting, transporting and safely storing finished products.

Overall, the total amount of non-renewable materials used in 2024 was approximately 73,551 tonnes, showing an increase from 70,125 tonnes in 2023 and 66,127 tonnes in 2022. This growth reflects the increase in production and strengthening of industrial activities. Regarding **renewable materials**, the company mainly uses packaging materials such as *wood* and *cardboard*. These materials are used less than non-renewable materials, serve to meet environmental sustainability criteria and promote packaging recycling and biodegradability.

In 2024, renewable material consumption was approximately 973 tonnes, a slight increase from



### SYSTEMS

Closed-circuit cooling in several locations significantly reduces net water consumption

previous years (871 tonnes in 2023 and 944 tonnes in 2022), highlighting an ongoing commitment to sustainable packaging choices. Overall, renewable materials account for about 1.3% of the total materials used by the company, confirming the prevalence of non-renewable materials, while underlining an increasing focus on more environmentally friendly solutions.

TABLE 6  
GRI 301-1: MATERIALS USED IN PRODUCTION PROCESSES

Materials used	m.u.	2024		2023		2022	
		Weight	%	Weight	%	Weight	%
<b>Non-renewable materials</b>	<b>kg</b>	<b>73,550,963</b>	<b>98.69%</b>	<b>70,124,878</b>	<b>98.77%</b>	<b>66,127,016</b>	<b>98.59%</b>
Raw materials	kg	72,653,434	97.49%	69,289,407	97.60%	65,251,276	97.29%
Process materials	kg	15,656	0.02%	17,189	0.02%	11,546	0.02%
Semi-finished products or parts	kg	549,967	0.74%	475,419	0.67%	565,012	0.84%
Packaging materials	kg	331,878	0.45%	342,863	0.48%	299,182	0.45%
<b>Renewable materials</b>	<b>kg</b>	<b>972,971</b>	<b>1.31%</b>	<b>871,248</b>	<b>1.23%</b>	<b>943,704</b>	<b>1.41%</b>
Packaging materials	kg	972,971	1.31%	871,248	1.23%	943,704	1.41%
<b>TOTAL</b>	<b>kg</b>	<b>74,523,907</b>	<b>100%</b>	<b>70,996,126</b>	<b>100%</b>	<b>67,070,720</b>	<b>100%</b>

2. The information provided reflects the Group's performance, but does not include the contributions of Polieco France SA, as data is not available for the three-year period considered. The Group is committed to extending the scope of reporting to cover the entire corporate structure.

Industrie Polieco-MPB also promotes the use of **recycled materials** within its production cycle, in line with circular economy goals. In 2024, a total of 7,135 tonnes of recycled materials were used, equivalent to 10% of the total materials used, remaining stable compared to 2023 and 2022. This percentage remains stable compared to previous years, a sign of continuity

in recycling practices. Most of the recycled material comes from polymer raw materials, with polyethylene and polypropylene accounting for the most significant portion of the recycled content. On the other hand, recycling of process materials is limited, except for aluminium, which is fully recycled, underlining the importance of recovery in this specific category.

TABLE 7  
GRI 301-2: RECYCLED INPUT MATERIALS USED

Materials from recycling	m.u.	2024		2023		2022	
		From recycling out of total	% from recycling	From recycling out of total	% from recycling	From recycling out of total	% from recycling
Non-renewable materials	kg	7,134,667	10%	5,530,558	8%	6,947,420	11%
Raw materials	kg	1,129,887	10%	5,530,378	8%	6,947,000	11%
Process materials	kg	4,780	31%	180	1%	420	4%
Semi-finished products or parts	kg	-	-	-	-	-	-
Packaging materials	kg	-	-	-	-	-	-
Renewable materials	kg	-	-	-	-	-	-
Packaging materials	kg	-	-	-	-	-	-
TOTAL	kg	7,134,667	10%	5,530,558	8%	6,947,420	11%

WASTE<sup>3</sup>  
(GRI 306-1, 306-2, 306-3, 306-4, 306-5)

Waste management within Industrie Polieco – M.P.B. is a key priority to reduce environmental impact and contribute to the **transition to a circular economy**. The Group has adopted very strict waste management policies, which aim to optimise material recovery, reduce waste and promote recycling. All waste is processed through a well-defined internal procedure, which includes collection,

separation and storage in special temporary storage facilities in the various production units. The waste is then delivered to certified external suppliers for recovery and disposal, in line with current environmental regulations.

In 2024, Industrie Polieco – M.P.B. produced 1,596 tonnes of waste in total, a 4% reduction compared to 2023 (1,668 tonnes) and a 9% increase compared to 2022 (1,462 tonnes). This waste consists of **hazardous** and **non-hazardous** waste.

**Non-hazardous waste** is waste from industrial operations that is not hazardous to the environment or human health. In 2024, the total non-hazardous waste generated by the Group amounted to **1,134 tonnes**, which is about **82%** of the total waste generated. This waste was divided into the following categories:

- **Plastic:** plastic waste accounts for a significant portion, about 32% of non-hazardous waste from production processes in the form of non-recoverable processing residues. This waste includes general plastics, composite materials and non-recyclable fibrous materials. In 2024, the amount of plastic waste generated was 423 tonnes, up from 399 tonnes in 2023 and 362 tonnes in 2022.
- **Packaging:** packaging accounts for more than half of the non-hazardous waste, with 681 tonnes generated in 2024, equivalent to 52% of the total in this category. These materials are mainly from raw material packaging, and include paper, plastic, wood and metal, such as plastic bags, polypropylene big bags, and wooden pallets.
- **Absorbent and Filter Materials:** materials used to absorb liquids or filter non-hazardous substances, such as cleaning cloths, filters and protective materials, amount to 53 tonnes in 2024.
- **Metal and Wood Materials:** metal and wood waste, including steel, copper and wood used for packaging, amounted to 29 tonnes in 2024, down from 61 tonnes in 2023 because some of these material were recovered and recycled.
- **General Waste:** general waste that does not fall into other specific categories was 29 tonnes in 2024. These include materials such as discarded tyres, glass, and waste from obsolete equipment.
- **Mixed Waste:** These include a combination of materials that are difficult to separate, such as municipal waste and bulky objects. In 2024, they amounted to 99 tonnes.

**Hazardous waste**, although accounting for a smaller portion of the total, must be handled with special care, in accordance with specific environmental regulations. In 2024, the hazardous waste generated amounted to **281 tonnes** or **18%** of the total waste generated. These include:

- **Hazardous Chemicals and Toners:** printing toners and residues of chemical solutions used for washing equipment amounted to 4 tonnes in 2024.
- **Oils and Lubricants:** used oils and industrial lubricants, which may contain metals or other hazardous substances, amounted to 238 tonnes in 2024.
- **Solvents and Solvent Mixtures:** solvents used to clean equipment or in the production process are also classified as hazardous, but the amount generated in 2024 was less than the previous year.
- **Contaminated Packaging:** packaging containing residues of hazardous chemicals, such as those used for contaminated oils or materials, amounted to 21 tonnes in 2024.
- **Hazardous Batteries and Accumulators:** lead-acid batteries and other accumulators containing heavy metals and acids amounted to 10 tonnes in 2024.
- **Waste from Hazardous Materials:** other hazardous waste includes lead and Ni-Cd batteries, liquid waste containing hazardous substances, and fluorescent lamps containing mercury.



**PRIORITIES**  
Waste management is at the core of the Group's efforts to reduce environmental impact

3. The information provided reflects the Group's performance, but does not include the contributions of Polieco France SA, as data is not available for the three-year period considered. The Group is committed to extending the scope of reporting to cover the entire corporate structure.



TABLE 8  
GRI 306-3: WASTE GENERATED

Waste		m.u.	2024			2023			2022		
			Generated	Recovered	Disposed of	Generated	Recovered	Disposed of	Generated	Recovered	Disposed of
<b>Total Waste - Hazardous</b>	<b>kg</b>		<b>281,389</b>	<b>267,195</b>	<b>14,194</b>	<b>383,369</b>	<b>252,685</b>	<b>130,684</b>	<b>321,018</b>	<b>282,095</b>	<b>38,923</b>
Contaminated packaging	kg		21,159	18,577	2,582	20,264	19,469	795	14,795	13,262	1,533
Waste from hazardous materials	kg		7,390	610	6,780	8,517	577	7,940	662	662	-
Waste from hazardous batteries and accumulators	kg		10,160	10,160	-	16,640	14,766	1,874	10,997	10,997	-
Hazardous chemicals and toners	kg		3,912	50	3,862	120,245	170	120,075	36,912	262	36,650
Solvents and solvent mixtures	kg		970	-	970	-	-	-	1,060	600	460
Oils and lubricants	kg		237,798	237,798	-	217,703	217,703	-	256,312	256,312	-
Contaminated absorbent and filter materials	kg		-	-	-	-	-	-	280	-	280
<b>Total waste - Non-hazardous</b>	<b>kg</b>		<b>1,134,315</b>	<b>1,294,693</b>	<b>19,622</b>	<b>1,284,571</b>	<b>1,251,699</b>	<b>32,872</b>	<b>1,140,883</b>	<b>1,092,123</b>	<b>48,760</b>
Packaging	kg		681,005	672,275	8,730	643,745	633,435	10,310	522,817	504,557	18,260
Plastic	kg		423,238	412,808	10,430	398,820	390,010	8,810	362,047	341,887	20,160
Metal and wood materials	kg		29,110	29,110	-	61,123	58,463	2,660	22,840	22,280	560
Absorbent and filter materials	kg		53,248	52,894	354	69,229	68,879	350	44,829	44,309	520
Mixed waste	kg		98,995	98,995	-	97,622	97,662	-	182,140	174,500	7,640
General waste	kg		28,719	28,611	108	14,032	3,290	10,724	6,210	4,590	1,620
<b>TOTAL</b>	<b>kg</b>		<b>1,595,704</b>	<b>1,561,888</b>	<b>33,816</b>	<b>1,667,940</b>	<b>1,504,384</b>	<b>163,556</b>	<b>1,461,901</b>	<b>1,374,218</b>	<b>87,683</b>

Waste is mainly managed by **qualified external suppliers**, which are entrusted to treat and recover the materials. Waste is handled either directly by suppliers, or through certified intermediaries, which comply with all applicable disposal and recovery regulations. In fact, a significant portion of the waste produced is sent for **recovery**, with the aim of minimising environmental impact and promoting material reuse. In 2024, waste sent for recovery amounted to 1,572 tonnes, equivalent to approximately 98% of the total, an increase of 15% compared to 2022 (1,374 tonnes).

Waste sent for **disposal** amounted to 34 tonnes, about 2% of the total, a significant reduction compared to 2022 (88 tonnes).



TABLE 9

## GRI 306-4: WASTE NOT SENT FOR DISPOSAL

Recovered waste		m.u.	2024			2023			2022		
			On-site	Externally	Total	On-site	Externally	Total	On-site	Externally	Total
<b>Hazardous waste</b>	<b>kg</b>		-	267,145	267,145	-	246,513	246,513	-	281,993	281,993
Preparation for reuse	kg		-	-	-	-	-	-	-	-	-
Recycling	kg		-	233,881	233,881	-	213,249	213,249	-	260,914	260,914
Other recovery methods	kg		-	33,264	33,264	-	33,264	33,264	-	21,079	21,079
<b>Non-hazardous waste</b>	<b>kg</b>		-	1,294,743	1,294,743	-	1,251,794	1,251,794	-	1,092,225	1,092,225
Preparation for reuse	kg		-	-	-	-	-	-	-	-	-
Recycling	kg		-	207,425	207,425	-	168,438	168,438	-	222,980	222,980
Other recovery methods	kg		-	1,087,318	1,087,318	-	1,083,356	1,083,356	-	869,245	869,245
<b>TOTAL WASTE RECOVERED</b>	<b>kg</b>		-	1,561,888	1,561,888	-	1,498,307	1,498,307	-	1,374,218	1,374,218

TABLE 10

## GRI 306-5: WASTE SENT FOR DISPOSAL

Waste disposed of		m.u.	2024			2023			2022		
			On-site	Externally	Total	On-site	Externally	Total	On-site	Externally	Total
<b>Hazardous waste</b>			-	14,194	14,194	-	129,484	129,484	845	38,078	38,923
Incineration (with energy recovery)			-	-	-	-	-	-	-	-	-
Incineration (without energy recovery)			-	-	-	-	-	-	-	-	-
Landfill			-	412	412	-	422	422	845	-	845
Other disposal methods			-	13,782	13,782	-	129,062	129,062	-	38,078	38,078
<b>Non-hazardous waste</b>			-	19,622	19,622	-	34,072	34,072	32,770	15,990	48,760
Incineration (with energy recovery)			-	-	-	-	-	-	-	-	-
Incineration (without energy recovery)			-	-	-	-	-	-	-	-	-
Landfill			-	9,922	9,922	-	14,092	14,092	32,770	-	32,770
Other disposal methods			-	9,700	9,700	-	19,980	19,980	-	15,640	15,640
<b>TOTAL WASTE DISPOSED OF</b>			-	33,816	33,816	-	163,556	163,556	33,615	54,068	87,683

The group continues to **invest in the circular economy**, with the aim of reducing environmental impact and improving resource efficiency. Adopting waste recovery and reuse technologies, combined with a constant reduction of waste

production, is at the core of the company's policies. Thorough waste management and monitoring are crucial to assess the effectiveness of policies and identify critical areas in need of improvement.



## CIRCULAR ECONOMY

Investments to reduce impact and improve resource efficiency



# 4.2.2 Energy and Climate Change

## ENERGY CONSUMPTION<sup>4</sup>

(GRI 302-1, 302-3, 302-4)

Industrie Polieco – M.P.B. has always recognised the crucial importance of **careful and strategic energy consumption management**, especially in a global context marked by growing challenges related to **resource sustainability** and energy market volatility. The current scenario, characterised by tensions over energy supply and the growing impact of **climate change**, has made

it even more necessary to **plan energy resources in a timely and targeted manner**.

Over the last few years, and especially in 2024, Industrie Polieco – M.P.B. has consolidated its **energy monitoring system**, moving from simply measuring consumption to an analytical model based on **specific indicators**. This approach makes it possible to precisely identify **critical production areas** and **action priorities**, thereby optimising resource use and directing actions towards effectively **reducing overall energy requirements**.

TABLE 11

GRI 302-1: ENERGY CONSUMPTION WITHIN THE ORGANISATION

Energy consumption within the organisation by source	m.u.	2024	2023	2022
<b>Total direct energy consumption</b>	<b>GJ</b>	<b>18,817</b>	<b>16,104</b>	<b>15,140</b>
<b>Non-renewable sources</b>	<b>GJ</b>	<b>8,763</b>	<b>7,415</b>	<b>8,172</b>
Natural Gas	GJ	8,086	6,669	7,094
Diesel Fuel	GJ	677	746	1,078
LPG	GJ	-	-	-
<b>From company vehicles</b>	<b>GJ</b>	<b>1,827</b>	<b>1,801</b>	<b>1,829</b>
Petrol	GJ	254	203	70
Diesel Fuel	GJ	1,354	1,330	1,393
LPG	GJ	219	268	365
<b>Renewable resources</b>	<b>GJ</b>	<b>8,227</b>	<b>6,888</b>	<b>5,140</b>
Self-generated solar energy	GJ	8,277	6,888	5,140
Of which self-consumed	GJ	6,750	5,455	4,259
Of which transferred to the grid	GJ	1,477	1,433	881
<b>Total indirect energy consumption</b>	<b>GJ</b>	<b>132,839</b>	<b>131,638</b>	<b>133,882</b>
Purchased electricity	GJ	123,969	122,921	123,636
Purchased thermal energy	GJ	8,870	8,717	10,246
<b>TOTAL ENERGY CONSUMPTION</b>	<b>GJ</b>	<b>151,656</b>	<b>147,742</b>	<b>149,022</b>

4. The information provided reflects the Group's performance, but does not include the contributions of Polieco France SA, as data is not available for the three-year period considered. The Group is committed to extending the scope of reporting to cover the entire corporate structure.

TABLE 12

GRI 302-3: ENERGY INTENSITY

Energy intensity	m.u.	2024	2023	2022
Total energy consumption	GJ	151,656	147,742	149,022
Revenue	€	191,842,603	196,855,926	194,539,238
<b>Energy intensity vs revenue</b>	<b>GJ/€</b>	<b>0.0008</b>	<b>0.0008</b>	<b>0.0008</b>

In 2024, the Group's **total energy consumption** was 151,656 GJ, remaining substantially stable compared to 147,742 GJ in 2023 and 149,022 GJ in 2022. This result is confirmed by the **energy intensity**, expressed as the ratio of energy consumption to turnover, which maintained a constant trend, indicating good efficiency in the ratio of resource use to economic output. In particular, the indicator remained at around 0.0008 kWh/€, in line with the value of 2023 and confirming the slight reduction recorded in the previous two years, which reflects a progressive improvement in energy efficiency.

Particularly important is the contribution of **self-generated energy from renewable sources**, which reached 8,277 GJ in 2024 as a result of the Group's investments that began in 2011 when photovoltaic plants were installed, especially at Italian sites, where capacity has grown in recent years. At a Group level, self-generated renewable energy increased steadily over the three-year period, from 5,140 GJ in 2022 to 6,888 GJ in 2023, and 8,277

GJ in 2024. The self-consumption portion of the self-generated electricity was 82% in 2024. This self-consumption resulted in less electricity being withdrawn from the grid, thus avoiding 441 tonnes of CO<sub>2</sub> in 2024.<sup>5</sup> In 2024, the total consumption of **energy from renewable sources** reached 40,627 GJ, or 27% of the total energy consumption, marking a significant increase from 6,888 GJ in 2023 and 5,140 GJ in 2022. This increase was driven by both expansion of photovoltaic plants at the Italian sites, and purchase of guarantees of origin for a total of 32,400 GJ in 2024, also relating to the Italian sites.

To complement these important achievements in relation to renewable sources, the Group has also launched several initiatives to improve overall energy efficiency. These include replacing obsolete equipment with high-performance technology, and progressively **electrifying the forklift truck fleet**, actions that have contributed to reducing fossil fuel consumption and improving overall environmental impact.

TABLE 13

TOTAL CONSUMPTION OF ENERGY FROM RENEWABLE SOURCES

Total renewable and non-renewable energy consumption	m.u.	2024	2023	2022
<b>Total energy consumption</b>	<b>GJ</b>	<b>151,656</b>	<b>147,742</b>	<b>149,022</b>
Of which renewable	GJ	40,627	6,888	5,140
Of which non-renewable	GJ	111,029	140,854	143,882
<b>RENEWABLE AS A PERCENTAGE OF TOTAL CONSUMPTION</b>	<b>%</b>	<b>27%</b>	<b>5%</b>	<b>3%</b>

5. (emission factor 235.24 gCO<sub>2</sub>/kWh, source AIB – Residual Mixes and European Attribute Mixes of 2024 – Production Mixes IT).

TABLE 14  
GRI 302-4: ENERGY CONSUMPTION REDUCTION

Energy intensity	m.u.	2024	2023	2022
Fuel reduction	GJ	495	510	618
Electricity reduction	GJ	12,974	12,850	13,566
Heating energy reduction	GJ	1,660	813	824
Cooling energy reduction	GJ	274	1,098	823
<b>TOTAL</b>	<b>GJ</b>	<b>15,403</b>	<b>15,271</b>	<b>15,831</b>

These actions have helped reduce fossil fuel consumption and improve overall environmental impact. In 2024, Industrie Polieco – M.P.B. recorded a total energy consumption of 15,403 GJ, which remains substantially stable compared to 15,271 GJ in 2023 and 15,831 GJ in 2022.

**EMISSIONS<sup>6</sup>**  
(GRI 305-1, 305-2, 305-4)

In parallel with monitoring and optimising energy consumption, Industrie Polieco – M.P.B. also achieved significant results in reducing direct greenhouse gas emissions, thanks to specific actions aimed at further improving the environmental sustainability of its activities.

In 2024, **direct (Scope 1) greenhouse gas emissions** were significantly reduced to 813 tCO<sub>2</sub>e, compared to levels of 2,065 tCO<sub>2</sub>e in 2023 and 1,273 tCO<sub>2</sub>e in 2022. This significant improvement is mainly attributable to the drastic reduction in **refrigerant gas emissions** from 1,503 tCO<sub>2</sub>e in 2023 to 173 tCO<sub>2</sub>e in 2024, due to the situation in Greece, where 900 kg of TRANE R407/C was purchased in 2023, a significant amount. This stock continued to be used in 2024, contributing significantly to the current data on refrigerant gas emissions. Moreover, gradually replacing diesel vehicles with electric vehicles

has further contributed to reducing direct fossil emissions from the company's vehicle fleet. Following the significant reduction in direct greenhouse gas emissions (Scope 1), the Group made equally significant progress in indirect (Scope 2) emissions, linked to electricity and heat purchasing.

In 2024, Scope 2 emissions calculated using the **market-based** method were reduced to 11,748 tCO<sub>2</sub>e, compared to 17,954 tCO<sub>2</sub>e in 2023. This method takes account of the emissions related to the energy mix actually purchased by the company, considering in particular the portion of electricity covered by guarantee of origin (GO) certificates. These certificates certify that the purchased energy comes from renewable sources, which are therefore counted as having zero emissions. In 2024, about 32,400 GJ of energy purchased at Italian sites were covered by such guarantees.

In contrast, the **location-based** method calculates emissions based on the average energy mix of the regional electricity grid where the energy is consumed, without taking account of specific certifications or guarantees of origin purchased by the company. This method therefore considers the overall composition of the electricity available from the grid, including both renewable and non-renewable sources, and



assigns a “gross” emission value to the energy consumption.

In 2024, emissions calculated using this method were slightly higher at 11,947 tCO<sub>2</sub>e. Using both methods in combination ensures complete,

transparent reporting, highlighting both the real impact of the sustainable energy supply choices made by the company, and the environmental and infrastructural conditions of the area where it operates.

TABLE 15  
GRI 305-1: DIRECT (SCOPE 1) GHG EMISSIONS<sup>7</sup>

Direct (Scope 1) GHG emissions	m.u.	2024	2023	2022
<b>Non-renewable sources</b>	<b>t. CO<sub>2</sub>e</b>	<b>652</b>	<b>431</b>	<b>479</b>
Natural gas	t. CO <sub>2</sub> e	455	376	398
Diesel Fuel	t. CO <sub>2</sub> e	51	56	81
LPG	t. CO <sub>2</sub> e	-	-	-
Refrigerant gases	t. CO <sub>2</sub> e	173	1,503	661
<b>From company-owned vehicles</b>	<b>t. CO<sub>2</sub>e</b>	<b>134</b>	<b>131</b>	<b>133</b>
Diesel fuel	t. CO <sub>2</sub> e	19	15	5
Diesel Fuel	t. CO <sub>2</sub> e	101	99	105
LPG	t. CO <sub>2</sub> e	14	17	23
<b>Scope 1</b>	<b>t. CO<sub>2</sub>e</b>	<b>813</b>	<b>2,065</b>	<b>1,273</b>

7. To calculate the direct (Scope 1) greenhouse gas emissions for the years 2022, 2023 and 2024, official emission factors from the UK's Department for Environment, Food & Rural Affairs (DEFRA) database were used, as updated for each reporting year.

6. The information provided reflects the Group's performance, but does not include the contributions of Polieco France SA, as data is not available for the three-year period considered. The Group is committed to extending the scope of reporting to cover the entire corporate structure.



TABLE 16  
GRI 305-2: INDIRECT (SCOPE 2) GHG EMISSIONS FROM ENERGY CONSUMPTION<sup>8</sup>

Indirect (Scope 2) GHG emissions	m.u.	2024	2023	2022
<b>Market-based</b>	<b>t. CO<sub>2</sub>e</b>	<b>11,748</b>	<b>17,954</b>	<b>16,787</b>
Purchased electricity	t. CO <sub>2</sub> e	10,834	16,763	15,274
Purchased thermal energy	t. CO <sub>2</sub> e	904	1,191	1,512
<b>Location-based</b>	<b>t. CO<sub>2</sub>e</b>	<b>11,947</b>	<b>11,793</b>	<b>12,059</b>
Purchased electricity	t. CO <sub>2</sub> e	10,892	10,756	10,841
Purchased thermal energy	t. CO <sub>2</sub> e	1,055	1,036	1,218

**Emission intensity**, calculated as tonnes of CO<sub>2</sub> equivalent per Euro of turnover, showed a significant improvement in 2024, falling to 0.00007 tCO<sub>2</sub>e/€ according to the **market-based** method, compared to 0.00010 tCO<sub>2</sub>e/€ in 2023. This result is strongly influenced by the reduction of direct (Scope 1) and indirect (Scope 2) emissions, and indicates how the Group is effectively decarbonising its economic growth to reduce the environmental impact associated with each unit of value generated.

The figure reflects the company's ongoing commitment to improving energy efficiency and encouraging the use of cleaner energy sources, in line with sustainability goals set at a national and international level, such as the Paris Climate Agreement and the European Climate Neutrality Strategy for 2050. The **location-based** analysis confirms this trend, with the emission intensity stable at 0.00007 tCO<sub>2</sub>e/€ in 2024, testifying to the transparency and completeness of the Group's environmental reporting.

TABLE 17  
GRI 305-4: GHG EMISSION INTENSITY

Indirect (Scope 2) GHG emissions	m.u.	2024	2023	2022
<b>Total Scope 1 and Scope 2 emissions – Market Based</b>	<b>t. CO<sub>2</sub>e</b>	<b>12,560</b>	<b>20,019</b>	<b>18,060</b>
Revenue	€	191,842,603	196,855,926	194,539,238
Emission intensity vs revenue	t. CO <sub>2</sub> e/€	0.00007	0.00010	0.00009
<b>Total Scope 1 and Scope 2 emissions – Location Based</b>	<b>t. CO<sub>2</sub>e</b>	<b>12,759</b>	<b>13,858</b>	<b>13,332</b>
Revenue	€	191,842,603	196,855,926	194,539,238
Emission intensity vs revenue	t. CO <sub>2</sub> e/€	0.00007	0.00007	0.00007

8. To calculate the market-based indirect (Scope 2) greenhouse gas emissions for the years 2022, 2023 and 2024, the emission factors provided by the Association of Issuing Bodies (AIB) were used, as updated for each reference year. To calculate the location-based indirect (Scope 2) greenhouse gas emissions, the emission factor of the Italian electricity grid published by TERN in 2019 was adopted.

## 4.2.2 Air Pollution<sup>9</sup>

(GRI 305-7)

During 2024, Industrie Polieco – M.P.B. pursued continuous improvement in managing emissions of significant air pollutants, with a focus on **volatile organic compounds** (VOCs).

Considering the consolidated nature of the sustainability report, it should be noted that the most detailed emissions data comes mainly from the Group's Italian plants, where a rigorous and constant monitoring system is in place. At the sites in Greece and Slovakia, the information available indicates no significant emissions.

Overall, the Group recorded a reduction in VOC emissions to 576 kg in 2024, a significant improvement compared to 1,694 kg in 2023. This was achieved through more careful solvent management and the implementation of more effective monitoring and abatement systems,

which have kept emissions well below regulatory limits.

Regarding the other main atmospheric pollutants – such as nitrogen oxides (NOx), sulphur oxides (SOx), particulate matter and persistent organic pollutants – the Group confirms that, on the whole, emissions remain below the important thresholds, aided by adopting abatement technologies that comply with European regulations, and a rigorous scheduled maintenance policy for the plants.

These results underline the effectiveness of the integrated environmental management model adopted by Industrie Polieco – M.P.B., which is based on technological innovation, continuous monitoring and scheduled maintenance. This helps limit the environmental impact of production activities, and strengthening the Group's overall sustainability at a consolidated level.

TABLE 18  
GRI 305-7: NITROGEN OXIDES (NOX), SULPHUR OXIDES (SOX) AND OTHER SIGNIFICANT EMISSIONS

NOx, SOx, and other significant emissions	m.u.	2024	2023	2022
NOx	kg	-	-	-
SOx	kg	-	-	-
Persistent Organic Pollutants (POPs)	kg	-	-	-
Volatile Organic Compounds (VOCs)	kg	576	1,694	609
Hazardous Air Pollutants (HAPs)	kg	-	-	-
Particulate Matter (PM)	kg	-	-	-
Other standard categories of air emissions identified in relevant regulations	kg	-	-	-
<b>TOTAL EMISSIONS</b>	<b>kg</b>	<b>576</b>	<b>1,694</b>	<b>609</b>

9. The information provided reflects the Group's performance, but does not include the contributions of Polieco France SA, as data is not available for the three-year period considered. The Group is committed to extending the scope of reporting to cover the entire corporate structure.

### 4.2.3 Water withdrawal and discharge<sup>10</sup>

(GRI 303-1, 303-2, 303-3, 303-4, 303-5)

In the current context, which is increasingly marked by the effects of climate change and growing pressure on natural resources, **responsible water management** is a strategic and priority commitment for Industrie Polieco – M.P.B. The Group recognises the importance of water not only as an essential element for life and ecosystems, but also as a fundamental production resource for its production sector, characterised by a **significant water demand** at various stages of the industrial processes.

During 2024, the Group strengthened its water consumption monitoring and control activities, with the aim of improving management efficiency, limiting waste and reducing environmental impact, especially in plants located in areas with **high water stress**. In particular, the Cazzago San Martino plant is located in a high-stress area, while the Conza della Campania plant is located in an area classified as subject to extremely high water stress according to the Water Risk Atlas. Awareness of the environmental context in which it operates has led the Group to adopt differentiated, targeted measures aimed at protecting the resource and reducing pressure on local catchment areas.

The total volume of **water withdrawn** in 2024 was 596 megalitres, up from 457 megalitres in 2023, but still below the 2022 figure of 692 megalitres. On the one hand, this trend reflects production volume variability, and on the other hand, the effectiveness of the technical measures implemented at the various sites. Almost all the withdrawal, 96%, came from underground sources, while a marginal portion was taken from aqueducts or external suppliers. Of particular relevance is the figure for water withdrawals

TABLE 19  
GRI 303-3: WATER WITHDRAWAL

Water withdrawal by source		m.u.	2024		2023		2022	
			All areas	Water-stress areas	All areas	Water-stress areas	All areas	Water-stress areas
Surface water	I	-	-	-	-	-	-	-
of which fresh water	I	-	-	-	-	-	-	-
of which other water	I	-	-	-	-	-	-	-
Groundwater	I	572,465	14,208	434,382	21,900	673,492	14,354	14,354
of which fresh water	I	15,465	14,208	24,382	21,900	15,492	14,354	14,354
of which other water	I	557,000	-	410,000	-	658,000	-	-
Seawater	I	-	-	-	-	-	-	-
of which fresh water	I	-	-	-	-	-	-	-
of which other water	I	-	-	-	-	-	-	-
Produced water	I	320	-	271	-	350	-	-
of which fresh water	I	320	-	271	-	350	-	-
of which other water	I	-	-	-	-	-	-	-
Third-party water resources	I	22,954	22,954	21,928	21,928	18,129	18,129	18,129
of which fresh water	I	22,954	22,954	21,928	21,928	18,129	18,129	18,129
of which other water	I	-	-	-	-	-	-	-
Total water withdrawal	I	595,739	37,162	456,581	43,828	691,971	32,483	32,483
of which fresh water	I	38,739	37,162	46,581	43,838	33,971	32,483	32,483
of which other water	I	557,000	-	410,000	-	658,000	-	-

\* Fresh water (<1,000 mg/L total dissolved solid particles) - Other water (>1,000 mg/L total dissolved solid particles)

in areas with high water stress, which in 2024 amount to about 37 megalitres, highlighting the need for even more careful and responsible management in these vulnerable areas.



### WATER WITHDRAWAL

596 megalitres in 2024, a 30% increase over 2023, but lower than 2022

At the same time, the volume of **water discharged** by the Group stood at 326 megalitres, up from 260 megalitres in 2023 and down slightly from the 400 megalitres recorded in 2022. This result testifies to a significant improvement in the ability to retain and reuse the resource internally, contributing to a progressive reduction in environmental impact. All water discharged by the Group in 2024 was classified as fresh water, since it came from underground or aqueduct sources, and is therefore carefully monitored in accordance with current environmental regulations. Again, some of the discharges – about 6 megalitres – come from factories located in areas subject to high water

stress. In these plants, the Group has adopted technical measures to limit consumption, such as using closed-circuit cooling systems that recycle the water to significantly reduce net withdrawal. In cases where, for technical reasons, open circuit systems are used – as in Unit 49 in Cazzago San Martino, dedicated to resin production – the water used undergoes specific treatments, such as softening, in order to guarantee its quality and protect plant operation.

In 2024, **net water consumption**, calculated as the difference between withdrawn and discharged volumes, was 270 megalitres.

10. The information provided reflects the Group's performance, but does not include the contributions of Polieco France SA, as data is not available for the three-year period considered. The Group is committed to extending the scope of reporting to cover the entire corporate structure.



This figure is up from 197 megalitres in 2023, but down significantly from 292 megalitres in 2022, confirming the virtuous direction taken. The main factors responsible for net consumption include evaporation in cooling systems, water dispersion in the materials produced, and the fact that there is no discharge in closed-circuit systems. In some plants, such as Unit 49 in Cazzago San Martino, there was a water efficiency improvement, measured as the ratio of consumption to tonnes of product, with a reduction of 3.6% compared to the previous year.

Although we have not yet set quantitative water consumption reduction targets at a Group level, specific targets are currently being assessed for inclusion in the environmental strategy in the coming years. In the meantime, numerous operating measures are already in place to minimise consumption and improve performance, including monthly meter monitoring, scheduled equipment maintenance, use of water softeners and use of selected chemicals to optimise water quality. Water sustainability is therefore a key action area for Industrie Polieco - M.P.B., which intends to further strengthen its commitment by integrating more efficient technologies, consolidating responsible resource management, and paying particular attention to production facilities located in areas with greater water vulnerability.



## WATER DISCHARGE REDUCTION

-19% compared to 2022 due to improvements in water use and treatment

TABLE 20

## GRI 303-4: WATER DISCHARGE

Water withdrawal by source		m.u.		2024		2023		2022	
		All areas	Water-stress areas	All areas	Water-stress areas	All areas	Water-stress areas	All areas	Water-stress areas
<b>Surface water</b>	I	-	-	-	-	-	-	-	-
of which fresh water	I	-	-	-	-	-	-	-	-
of which other water	I	-	-	-	-	-	-	-	-
<b>Groundwater</b>	I	325,643	5,620	259,608	9,304	399,613	6,274		
of which fresh water	I	6,864	5,620	11,761	9,304	7,401	6,274		
of which other water	I	318,779	-	247,847	-	392,212	-		
<b>Seawater</b>	I	-	-	-	-	-	-		
of which fresh water	I	-	-	-	-	-	-		
of which other water	I	-	-	-	-	-	-		
<b>Produced water</b>	I	183	-	164	-	209	-		
of which fresh water	I	183	-	164	-	209	-		
of which other water	I	-	-	-	-	-	-		
<b>Third-party water resources</b>	I	139	139	298	298	281	281		
of which fresh water	I	139	139	298	298	281	281		
of which other water	I	-	-	-	-	-	-		
<b>Total water discharge</b>	I	325,965	5,759	260,069	9,602	400,102	6,555		
of which fresh water	I	7,003	5,759	12,059	9,602	7,682	6,555		
of which other water	I	318,779	-	247,847	-	392,212	-		

TABLE 21

## GRI 303-5: WATER CONSUMPTION

Water withdrawal by source		m.u.		2024		2023		2022	
		All areas	Water-stress areas	All areas	Water-stress areas	All areas	Water-stress areas	All areas	Water-stress areas
<b>Total water withdrawal</b>	I	595,739	37,162	456,581	43,828	691,971	32,483		
of which fresh water	I	38,739	37,162	46,581	43,838	33,971	32,483		
of which other water	I	557,000	-	410,000	-	658,000	-		
<b>Total water discharge</b>	I	325,965	5,759	260,069	9,602	400,102	6,555		
of which fresh water	I	7,003	5,759	12,059	9,602	7,682	6,555		
of which other water	I	318,779	-	247,847	-	392,212	-		
<b>Total water consumption</b>	I	269,774	31,403	196,511	34,226	291,869	25,928		
of which fresh water	I	31,533	31,403	34,358	34,226	26,081	25,928		
of which other water	I	238,221	-	162,153	-	265,788	-		

\* Fresh water ( $\leq 1,000$  mg/L total dissolved solid particles) - Other water ( $> 1,000$  mg/L total dissolved solid particles)



05



**422**  
employees  
in 2024



**95%**  
of personnel with  
permanent contracts



**5,658** hours  
of training provided



**27** injuries  
in 2024

## THE WELL-BEING OF OUR **people** AND **communities**

**Industrie Polieco – M.P.B.** places a strong emphasis on managing relations with all stakeholders, recognising that the company's success depends not only on its economic results and environmental impact, but also on the well-being of its people. The company has developed an integrated approach, which considers quality of work, professional growth and safety as key elements in building a healthy and stimulating working environment.



## 5.1 OUR INITIATIVES TO PROMOTE SOCIAL SUSTAINABILITY

The Group is committed to promoting **growth and employment stability** by constantly investing in **continuous training in skills development** and the **health and safety** of its employees. These aspects not only ensure responsible human resources management, but also help consolidate the corporate culture, which is based on **trust, transparency** and **mutual respect**.

In recent years, Industrie Polieco – M.P.B. has implemented numerous initiatives to promote the well-being of its customers, employees, local communities and other stakeholders.

Through constant internal communication, it informs its employees about wellness initiatives, while its social media presence supports transparency and engagement, including as a means of attracting new talent.

The Group promotes initiatives aimed at promoting healthy lifestyles and fostering equal opportunities, beyond mere regulatory compliance.

### WORKPLACE HEALTH PROMOTION (WHP) PROGRAMME

From 2023, Industrie Polieco – M.P.B. joined the **Workplace Health Promotion (WHP)** programme promoted by the Lombardy Region, with the aim of promoting healthy lifestyles in the workplace and contributing to chronic disease prevention.



### A FOCUS ON PEOPLE

Training, safety and growth to strengthen corporate culture

During 2024, around 200 workers were involved in a number of initiatives aimed at promoting health and well-being, including:

- Introducing healthy foods in vending machines, 30% of the total, with defined nutritional values ( $\leq 150$  kcal and  $< 5$  g fat per portion);
- Bi-weekly distribution of fresh seasonal fruit and vegetables;
- A counselling service with the company doctor on nutrition and lifestyles;
- Adopting a company policy to combat risky behaviour such as alcohol consumption, drug use, gambling and smoking;
- Creating a listening desk with an adult educator, which was accessed 106 times by 21 employees in 2024;
- Holding information sessions, in collaboration with ATS Brescia, aimed at discouraging smoking;
- Promoting physical activity with corporate participation in sporting events (*12 March Brescia Art 10 km Marathon*, *08 September E-run Erbusco (BS) 10 km*).

### COMPANY CLIMATE SURVEYS

In December 2024, the first survey to measure the corporate climate was launched, with the aim of gathering employees' views on three key areas: their perception of the growth path undertaken by the company in recent years, their well-being in everyday work, and their level of satisfaction with their job. A dedicated survey application in the personnel management software was used to involve the entire company population, allowing them to express their opinions on the aforementioned topics by answering 16 questions.

The data collected will be analysed at the beginning of 2025, with the aim of defining targeted improvement paths capable of responding concretely to the needs expressed by personnel.

### LISTENING AND ORIENTATION DESK

In spring 2023, an **individual support service** was created to offer employees a confidential, protected space where personal and professional issues can be addressed with a professional adult education specialist, who receives those who wish to share their personal situations by appointment one day a week during working hours, with the aim of promoting psychophysical well-being of personnel. During the reporting year, the desk was accessed 106 times by 21 employees.

### HOURS SOLIDARITY BANK

Pursuant to Italian Legislative Decree 151/2015, Industrie Polieco – M.P.B. established the **"Hours**

**Solidarity Bank"**, which allows employees to voluntarily give up hours of rest or leave in favour of colleagues who are caring for family members with serious health conditions.

### WELFARE PLAN

Introduced in 2022 and confirmed in subsequent years, the Welfare Plan makes a wide range of health, family, education, leisure and mobility goods and services available to employees via a digital platform. In 2024, the per capita amount disbursed was €1,000, with a utilisation rate of 88%.

### SCHOLARSHIPS

For the school year 2023/2024 and the academic year 2024, the company set up a scholarship programme for children of employees with scholastic merit. Six scholarships were awarded in 2024, and handed out at the September ceremony and Christmas company dinner.





## FAMILY DAY

On 26 October 2024, the first company Family Day was held, an afternoon open to all employees' families, aimed at introducing them to the workplace where their parents, wives, husbands and partners spend part of their daily lives. The individual sessions for each group of participants that entered the company at predefined times were opened with an introductory speech in the presence of the chairman and company top management. Each session consisted of:

- Company presentation, organisational structure, finished products made
- On-site visit to the main production departments of the pipe and resin units, showing details of the production processes
- Involvement of different age groups in recreational activities, workshops, games, etc.
- Convivial aperitif

During the workshops, employees' children and adolescents made drawings to represent the company and coined slogans relevant to the company culture and environment. The winning

drawing and slogan judged to best represent the company image are attached. More than 200 participants, including employees and family members, spent part of the day at the company, a sign of a strong sense of belonging to the company, and recognition of the focus on people, which the owners have always considered to be the foundation of the company's values.

The event had a strong positive impact both internally and in the local area, even on those who did not attend, but who, through word of mouth, felt the day's captivating effect.

## FINANCIAL COUNSELLING DESK

In 2024, a monthly financial advisory desk was held in collaboration with an international banking group to support employees with customised solutions for loans, mortgages and financing.

These initiatives testify to the company's continued focus on the overall well-being of its employees and their families, extending its commitment beyond the workplace to support daily needs and the quality of life.





# 5.2 AREAS FOR IMPROVEMENT AND KPI MONITORING

## 5.2.1 People

(GRI 2-7, 2-8, 2-20, 2-21, 202-1, 2-30, 401-1, 401-3, 405-1, 405-2, 406-1)

### EMPLOYMENT STRUCTURE AND GENDER COMPOSITION

During 2024, Industrie Polieco – M.P.B. consolidated a stable employment structure, with a total of **422 employees**, up from 413 in 2023 and 403 in 2022.



### STABILITY

The employment structure of Polieco MPB Industries has proven to be stable and constant over the years



TABLE 22  
EMPLOYEES PER GROUP COMPANY

Employees	m.u.	2024			2023			2022		
		♂	♀	Total	♂	♀	Total	♂	♀	Total
Polieco – M.P.B. S.p.A.	no.	203	34	237	191	35	226	184	34	218
Polieco France	no.	84	18	102	80	23	103	75	20	95
Polieco Hellas	no.	43	11	54	45	9	54	45	11	56
Polieco Slovakia	no.	25	4	29	27	3	30	31	3	34
<b>TOTAL</b>	<b>no.</b>	<b>355</b>	<b>67</b>	<b>422</b>	<b>343</b>	<b>70</b>	<b>413</b>	<b>335</b>	<b>68</b>	<b>403</b>

The breakdown of personnel by individual company shows that most employees are concentrated in the parent company, **Polieco – M.P.B. S.p.A.** with 237 employees, up from 226 in 2023 and 218 in 2022. **Polieco France** is the second-largest company, with 102 employees, while **Polieco Hellas** and **Polieco Slovakia** have 54 and 29 employees respectively. This territorial and organisational split allows the Group to operate effectively in different markets, while maintaining a solid, flexible structure.

The gender composition at a Group level is currently male-dominated, with 84% of personnel being men and 16% women. This distribution

reflects the structural characteristics of the industrial sector in which Industrie Polieco – M.P.B. operates, historically characterised by a high technical and operational component.

Although in line with the trend in the sector, this configuration shows a potential area for evolution. With this in mind, the Group is committed to promoting active inclusion and equal opportunity policies, with the aim of strengthening the share of women, enhancing diversity and contributing to creating a fairer, more inclusive and innovation-oriented working environment.

### TYPE OF CONTRACT AND EMPLOYMENT

In 2024, 95% of the Group's personnel were employed under a **permanent contract** – 402 out of a total of 422 employees – confirming Industrie Polieco – M.P.B.'s strong propensity for employment stability and long-term human resource development. The decision to favour stable contractual forms reflects a desire to ensure production continuity and strengthen a sense of belonging, which are central aspects for an industrial company operating in a competitive environment characterised by complex, continuous processes.

Furthermore, analysing employment trends over the three-year period shows a steady growth in stable employment: permanent contracts increased from 372 in 2022 to 386 in 2023, to the current level of 402 in 2024. At the same time, the number of fixed-term contracts decreased from 31 in 2022 to 27 in 2023 and 20 in 2024. This trend confirms the Group's strategy of consolidating employment relationships and reducing the use of temporary contracts.

TABLE 23  
GRI 2-7: EMPLOYEES BY CONTRACT TYPE

Employees	m.u.	2024			2023			2022		
		♂	♀	Total	♂	♀	Total	♂	♀	Total
Permanent employees	no.	337	65	402	319	67	386	310	62	372
Fixed-term employees	no.	18	2	20	24	3	27	25	6	31
Zero-hours employees	no.	–	–	–	–	–	–	–	–	–
<b>TOTAL</b>	<b>no.</b>	<b>355</b>	<b>67</b>	<b>422</b>	<b>343</b>	<b>70</b>	<b>413</b>	<b>335</b>	<b>68</b>	<b>403</b>

Regarding the employment type, 96% of the Group's personnel are employed **full-time** (405), while only 4% are employed **part-time** (17). This distribution reflects the operational characteristics of the industrial sector in which Industrie Polieco – M.P.B. operates, where production continuity, physical presence and constant hourly commitment are crucial elements to guarantee process efficiency and product quality.

Analysing data from the last three years confirms that this organisational model is substantially stable. The number of full-time employees increased from 384 in 2022 to 393 in 2023, to the current level of 405 in 2024, an overall increase of 21. Over the same period, the number of part-time contracts remained low, fluctuating between 19 and 20 in the previous years, before reaching 17 in 2024.

TABLE 24  
GRI 2-7: EMPLOYEES BY EMPLOYMENT TYPE

Employees	m.u.	2024			2023			2022		
		♂	♀	Total	♂	♀	Total	♂	♀	Total
Full-time employees	no.	352	53	405	338	55	393	331	53	384
Part-time employees	no.	3	14	17	5	15	20	4	15	19
<b>TOTAL</b>	<b>no.</b>	<b>355</b>	<b>67</b>	<b>422</b>	<b>343</b>	<b>70</b>	<b>413</b>	<b>335</b>	<b>68</b>	<b>403</b>

The company has always also exploited the collaboration of **contingent workers** placed through the main employment agencies with fixed-term, open-ended or apprenticeship contracts, in accordance with the regulations in force, the parameters of the national collective labour agreement, the applicable regulations and company provisions. These workers account for about 9% of the total workforce of Industrie Polieco – M.P.B., and are mainly employed in the production departments, where the work is

carried out on 15 or 21 shifts per week, with jobs such as machine and plant operators to support finished product checking and packaging; shipping warehouse workers are also involved to a lesser extent. In 2024, the average number of contingent workers was 39, up from 32 in 2023 and 2022. In particular, the number of agency workers reached 35 in 2024, up from 29 in previous years. The number of interns, employed to receive training and job placement, was 4 in 2024, also up slightly from 3 in previous years.

TABLE 25  
GRI 2-8: CONTINGENT WORKERS

Contingent workers	m.u.	2024	2023	2022
Agency workers	no.	35	29	29
Curricular internships	no.	4	3	3
<b>TOTAL</b>	<b>no.</b>	<b>39</b>	<b>32</b>	<b>32</b>

TABLE 26  
GRI 401-3: PARENTAL LEAVE

Parental leave	m.u.	2024			2023			2022		
		♂	♀	Total	♂	♀	Total	♂	♀	Total
Employees entitled to parental leave	no.	211	36	247	194	35	229	188	36	224
Employees who have taken parental leave	no.	9	2	11	4	-	4	5	2	7
Employees returning to work after the end of parental leave	no.	9	1	10	4	-	4	5	2	7
<b>RETURN TO WORK RATE</b>	<b>%</b>	<b>100%</b>	<b>50%</b>	<b>91%</b>	<b>100%</b>	<b>-</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

This growth confirms the strategic role this way of working together has in ensuring flexibility and operational continuity, especially in production environments characterized by temporary workload changes or specific needs for skills and resources.

#### PARENTAL LEAVE AND WELFARE POLICIES

People are the engine of corporate success. Industrie Polieco – M.P.B. is committed to promoting active participation of all resources to enhance individual skills in a context of respect for dignity, equal opportunities and non-discrimination. In 2024, as in previous years, no cases of employee-related discrimination were recorded, confirming the effectiveness of the company's policies in fostering an inclusive, fair and respectful working environment. In fact, the company pays particular attention to welfare policies and support for a work-life balance. In particular, regarding **parental leave**, 247 employees were entitled to leave in 2024, of whom 211 were men and 36 women, slightly up from 229 in 2023 and 224 in 2022. Of these, 11 employees – 9 men and 2 women – actually took leave in 2024, with a return-to-work rate after leave of 91% – 100% for men and 50% for women. This data shows an increase parental leave uptake compared to previous years, reflecting greater awareness and a corporate culture that favours a work-life balance. The company intends to continue promoting these practices as an integral

part of its social sustainability and organisational well-being strategy.

#### REMUNERATION AND ECONOMIC POLICIES

Industrie Polieco – M.P.B. adopts a structured and responsible approach to defining its pay policies, in line with its values of fairness, transparency and enhancement of merit.

Pay is differentiated by level and country. In Italy, for blue-collar and white-collar workers, it is based on the national collective labour agreement for rubber and plastics workers and the job performed, while for middle and top managers, remuneration is defined by the General Management. In France, salaries follow the national collective agreement and statutory minimums, with final approval by the General Management for top managers. In Greece and Slovakia, pay decisions are managed internally by the respective management, with criteria related to commitment and attendance.

In this context, collective bargaining is a key instrument to ensure uniformity, protection and transparency.

In 2024, 93% of the Group's employees are covered by national collective bargaining agreements (in Italy, Greece and France 100%), a stable figure compared to previous years. This percentage is particularly affected by the situation in Slovakia, where there are no national collective



agreements; there, the company states that it fully respects the local labour code and concludes individual contracts with employees. Regarding Italy, Industrie Polieco - M.P.B. confirms application of the National Collective Labour Agreement for workers in the rubber, electric cables and related industries and in the plastics industry, signed between the Plastic Rubber Federation and the trade unions FILCTEM-CGIL, FEMCA-CISL and UILTEC-UIL. In addition to the provisions of the National Collective Labour Agreement, the company introduced internal measures to improve pay conditions, in particular to curb absenteeism. These conditions are also applied to temporary personnel in a full transparent manner to ensure that pay policies are consistent and inclusive.

In all countries where the Group operates, the average wage is **always higher than the local legal minimum wage**, confirming compliance with current regulations and a commitment to decent remuneration. The initial standard wage is 1.52 times the legal minimum wage, a figure that has remained stable over time.

Regarding the **internal pay distribution**, the total annual remuneration of the highest paid person is **5.28** times the median remuneration of the other employees in 2024, slightly up from previous years - 5.09 in 2023 and 5.04 in 2022. This indicator is constantly monitored, and reflects a

progressive balance between the pay levels of top management and the rest of the workforce, with a view to transparency and consistency with the values of sustainability and internal responsibility. A particularly relevant aspect comes from monitoring the ratio of women's basic remuneration to men's basic remuneration, which is assessed exclusively on the fixed remuneration component, thus excluding bonuses, variable bonuses or other benefits. In 2024, the overall average value was 89%, an improvement compared to 85% in both 2023 and 2022.

The figure for blue-collar workers shows that **equal pay has been achieved** for female workers, which can be attributed to the homogeneous structure of basic contracts and shifts, as well as a transparent application of the National Collective Labour Agreement. The figures for middle managers have improved markedly, and indicate a growing focus on equality in intermediate roles. However, there is still room for improvement in the clerical and management categories, where the company intends to further strengthen its tools for monitoring and promoting equality.

Overall, the pay system adopted by Industrie Polieco - M.P.B. is configured as a strategic tool to value people and promote a fair, meritocratic and sustainable working environment, consistent with the ESG goals and principles of non-financial reporting.

TABLE 27  
GRI 405-2: RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN

Ratio of basic remuneration of women to men	m.u.	2024	2023	2022
Top managers	%	83%	84%	82%
Middle managers	%	95%	72%	76%
White-collar workers	%	84%	87%	91%
Blue-collar workers	%	108%	108%	107%
<b>TOTAL</b>	<b>%</b>	<b>89%</b>	<b>85%</b>	<b>85%</b>

DEMOGRAPHIC ANALYSIS AND TURNOVER

The demographic and role diversity analysis shows a workforce with a relatively **high** average age:

- The **managers**, 8 in total, are evenly distributed between the 30-50 and over 50 age groups, with no top managers under 30. This reflects an organisational model with roles of responsibility entrusted to those with proven experience and recognised leadership.
- A significant portion of **middle managers** and **white-collar workers** are over 50 - 62% for

middle managers and 33% for white-collar workers respectively.

- The **blue-collar workers** category is the most numerous with 246 people, and has a high average age - 48% are over 50 - and are predominantly male, in line with the manufacturing tradition of this sector.

These figures underline how important it is for Industrie Polieco - M.P.B. to adopt skills management strategies and succession plans to ensure continuity and competitiveness in the medium to long term.

TABLE 28  
GRI 405-1: DIVERSITY AMONG EMPLOYEES

Employees	2024				2023				2022			
	♂	♀	Total	Age	♂	♀	Total	Age	♂	♀	Total	Age
<b>Top managers</b>	<b>6</b>	<b>2</b>	<b>8</b>	<b>100%</b>	<b>5</b>	<b>3</b>	<b>8</b>	<b>100%</b>	<b>4</b>	<b>3</b>	<b>7</b>	<b>100%</b>
< 30 years	-	-	-	-	-	-	-	-	-	-	-	-
30-50 years	2	2	4	50%	1	2	3	38%	1	2	3	43
> 50 years	4	0	4	50%	4	1	5	63%	3	1	4	57%
<b>Middle managers</b>	<b>27</b>	<b>10</b>	<b>37</b>	<b>100%</b>	<b>26</b>	<b>10</b>	<b>36</b>	<b>100%</b>	<b>30</b>	<b>8</b>	<b>38</b>	<b>100%</b>
< 30 years	-	-	-	-	-	1	1	3%	-	-	-	-
30-50 years	7	7	14	38%	11	6	17	47%	15	6	21	55%
> 50 years	20	3	23	62%	15	3	18	50%	15	2	17	45%
<b>White-collar workers</b>	<b>79</b>	<b>52</b>	<b>131</b>	<b>100%</b>	<b>95</b>	<b>48</b>	<b>143</b>	<b>100%</b>	<b>80</b>	<b>52</b>	<b>132</b>	<b>100%</b>
< 30 years	4	6	10	8%	6	4	10	7%	6	7	13	10%
30-50 years	45	33	78	60%	47	32	79	55%	43	33	76	58%
> 50 years	30	13	43	33%	42	12	54	38%	31	12	43	33%
<b>Blue-collar workers</b>	<b>243</b>	<b>3</b>	<b>246</b>	<b>100%</b>	<b>217</b>	<b>19</b>	<b>226</b>	<b>100%</b>	<b>221</b>	<b>5</b>	<b>226</b>	<b>100%</b>
< 30 years	23	1	24	10%	17	1	18	8%	16	2	18	8%
30-50 years	103	-	103	42%	96	6	102	45%	100	1	101	45%
> 50 years	117	2	119	48%	104	2	106	47%	105	2	107	47%
<b>TOTAL</b>	<b>355</b>	<b>67</b>	<b>422</b>	<b>100%</b>	<b>343</b>	<b>70</b>	<b>413</b>	<b>100%</b>	<b>335</b>	<b>68</b>	<b>403</b>	<b>100%</b>
< 30 years	27	7	34	8%	23	6	29	7%	22	9	31	8%
30-50 years	157	42	199	47%	155	46	201	49%	159	42	201	50%
> 50 years	171	18	189	45%	165	18	183	44%	154	17	171	42%
<b>% (gender)</b>	<b>84%</b>	<b>16%</b>	<b>100%</b>		<b>83%</b>	<b>17%</b>	<b>100%</b>		<b>83%</b>	<b>17%</b>	<b>100%</b>	

During 2024, the Group recorded **74 new recruitments**, up from 64 in 2023, with a focus on the 30–50 age group, which accounts for the majority of the new recruits – 44 people. The generational change is further supported by recruiting young people **under 30**, who make up 32% of the new recruits – 24 people – demonstrating the Group's commitment to fostering the skills renewal and developing emerging talent. There were a **total of 65 leavers**, a slight increase compared to the previous year, mainly concentrated in the **30–50 year** age group.

The **turnover** rates based on the number of employees reflect a dynamic but controlled picture: in 2024, the **incoming turnover** was **17.5%**, and **outgoing** was **15.4%**, up from 2023 – 15.7% and 12.6% – and in line with 2022. This dynamic indicates a process of **gradual renewal**, which is needed to ensure skills sustainability and business continuity in a sector where workforce quality is a key strategic factor.

TABLE 29  
GRI 401-1: NEW RECRUITMENTS AND TERMINATIONS

New recruitments and terminations		m.u.	2024			2023			2022		
			♂	♀	Total	♂	♀	Total	♂	♀	Total
<b>Recruitment</b>											
< 30 years	no.		20	4	24	20	1	21	12	6	18
30–50 years	no.		41	3	44	27	7	34	27	8	35
> 50 years	no.		6	–	6	9		9	17	1	18
<b>TOTAL</b>	<b>no.</b>		<b>67</b>	<b>7</b>	<b>74</b>	<b>56</b>	<b>8</b>	<b>64</b>	<b>56</b>	<b>15</b>	<b>71</b>
<b>Terminations</b>											
< 30 years	no.		12	–	12	8	3	11	10	2	12
30–50 years	no.		29	9	38	22	2	24	25	9	34
> 50 years	no.		13	2	15	17	–	17	25	–	25
<b>TOTAL</b>	<b>no.</b>		<b>54</b>	<b>11</b>	<b>65</b>	<b>47</b>	<b>5</b>	<b>52</b>	<b>60</b>	<b>11</b>	<b>71</b>

Overall, these figures underline Industrie Polieco – M.P.B.'s ability to maintain a balance between personnel **stability** and **renewal**, key elements for responsible and sustainable human resources management.

However, the ageing workforce and the low representation of women are major challenges that the company intends to address through targeted **inclusion** and **diversity** policies, and human capital development plans.

These measures aim to strengthen social sustainability, promote a **fair** and **inclusive working environment**, and increase future competitiveness in an ever-changing global market.



## BALANCE

A strong sense of belonging to the company is balanced by a flair for welcoming new people



## 5.2.2 Training people

(GRI 404-1, 404-2, 404-3)

### TRAINING AND SKILLS DEVELOPMENT

**Continuous training** is a strategic element for Industrie Polieco – M.P.B., as it allows employees to develop their skills and keep them up-to-date, thus fostering individual and collective growth. Investing in training not only improves **operational performance**, but also promotes a corporate culture geared towards **innovation**, **safety** and **sustainability**. During the reporting period, workers actively participated in

numerous internal and external courses aimed at developing technical and transversal skills, as well as consolidating a corporate culture of cooperation, safety and personal development. Overall, the training provided by the Group increased significantly over the three-year period considered, rising from 2,799 hours in 2022 to 5,658 hours in 2024, an increase of 102%. The total investment in training in 2024 amounted to €57,500, part of which was covered by contributions from sector funds and regional tenders, highlighting careful, optimised management of available resources.

TABLE 30  
GRI 404-1: ANNUAL TRAINING BY EMPLOYEE CATEGORY AND GENDER

Training hours		m.u.	2024			2023			2022		
			♂	♀	Total	♂	♀	Total	♂	♀	Total
Top managers	h.		13	46	59	31	23	53	8	8	16
Middle managers	h.		633	200	833	416	146	562	178	103	281
White-collar workers	h.		1,012	1,174	2,187	1,244	583	1,827	528	249	777
Blue-collar workers	h.		2,599	21	2,579	2,070	7	2,077	1,705	20	1,725
<b>TOTAL</b>	<b>h.</b>		<b>4,217</b>	<b>1,441</b>	<b>5,658</b>	<b>3,761</b>	<b>758</b>	<b>4,519</b>	<b>2,419</b>	<b>380</b>	<b>2,799</b>



On average, each employee received around **30 hours of training** in 2024, with significant differentiation by category: top managers received around 30 hours, middle managers 20, white-collar workers 29 and blue-collar workers 34.

Higher participation of women compared to men highlights Industrie Polieco M.P.B.'s concrete commitment to promoting fairness and equal opportunities, key aspects of an inclusive sustainability strategy.

TABLE 31  
GRI 404-1: AVERAGE HOURS OF TRAINING BY EMPLOYEE CATEGORY AND GENDER

Average hours of training	m.u.	2024			2023			2022		
		♂	♀	Total	♂	♀	Total	♂	♀	Total
Top managers	h.	13	23	30	6	23	9	15	8	8
Middle managers	h.	26	40	20	24	18	22	8	17	11
White-collar workers	h.	36	33	29	20	27	21	9	13	16
Blue-collar workers	h.	29	10	34	20	7	20	18	4	16
TOTAL	h.	30	32	29	20	24	21	16	12	15

Industrie Polieco – M.P.B.'s training is divided into different course types in response to transversal and strategic needs related to organisational well-being, technical and managerial skills development, and developing human capital.

The most substantial training was dedicated to **occupational health and safety**, with 1,844 hours provided in 2024, equivalent to 33% of the total hours of training. Although there was a slight decrease from 1,937 hours in 2023, focussing on this area remains a priority, given its importance in ensuring safe working conditions that comply with the regulations. In 2022, 1,649 hours were dedicated to this topic, confirming a consistently high level of commitment.

**New recruit onboarding and induction** increased markedly from 157 hours in 2022 to 1,055 hours in 2024. This reflects significant strengthening of personnel induction and initial training, crucial to ensuring homogeneous and sustainable growth of human capital, especially in a context of Group

expansion and development. There has also been a notable increase in the hours dedicated to **managerial skills development**, from 210 hours in 2022 to 661 hours in 2024. This increase highlights an increasing focus on strengthening soft skills and strategic leadership, in line with the goals of fostering a sustainable and innovative business culture.

Training in **foreign languages** accelerated significantly, with the number of hours rising from 20 in 2022 to 653 in 2024%. This figure underlines the importance attached to improving language skills to foster internationalisation and effective communication within an increasingly global context.

The other courses, which include various complementary topics, showed an overall upward trend: from 711 hours in 2022 to 1,445 hours in 2024 (+103%), indicating an expansion of the training offered to meet specific and transversal needs.

TABLE 32  
GRI 404-1: HOURS OF TRAINING HOURS BY COURSE TYPE

Hours of training by type	m.u.	2024	2023	2022
Managerial skills development	h.	661	155	210
Languages	h.	653	38	20
Induction of new recruits	h.	1,055	224	157
Health and safety	h.	1,844	1,937	1,649
Anti-corruption	h.	45	38	52
Other	h.	1,445	2,127	711
TOTAL	h.	5,658	4,519	2,799



ASSESSMENT  
AND GROWTH  
PATH

The company pays attention to people, for both their professional and economic growth

Training has also been particularly important for personnel under **apprenticeship contracts** and for new recruits in clerical roles, ensuring a homogeneous and sustainable growth of human capital.

Special focus was given to **coaching** and **psychological support**, which are essential tools for fostering organisational well-being and effectively managing the challenges of change. In Italy, 135 hours of activity were provided through the company's listening and coaching desk service in 2024, up significantly from 85 hours in 2023. These initiatives provide concrete support for personnel well-being and accompany employees in managing their career paths, including the transition to retirement.

With the support of the **Occupational Psychologist**, an expert in corporate organisation, a training course was developed for the **middle**

**management** to improve collaboration and communication among different company areas, which ended with outdoor activity. The **Adult Educator** supported these courses by managing the listening desk and conducting individual and group coaching activities, including workshops for the female population on the issues of change, organised on International Women's Day.

PERFORMANCE REVIEW

Regarding **performance reviews**, 38% of employees participated in periodic reviews in 2024, up from 33% in 2023. The highest participation was among blue-collar workers (42%), followed by white-collar workers (39%) and top and middle managers (both 38%). Assessments are conducted annually by area managers, and aim to identify potential economic incentives and guide professional development. The company has yet to implement a structured performance review system, but is in the process of developing an appropriate model in the near future.

These figures testify to Industrie Polieco – M.P.B.'s ongoing commitment to promoting quality training and participatory performance reviews, which are essential for professional growth and sustainable corporate success.

TABLE 33  
GRI 404-3: REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS

Average hours of training	m.u.	2024			2023			2022		
		♂	♀	Total	♂	♀	Total	♂	♀	Total
Top managers	no.	2	1	3	2	1	3	3	1	4
Middle managers	no.	16	4	20	16	4	20	19	3	22
White-collar workers	no.	30	22	52	26	18	44	30	11	41
Blue-collar workers	no.	85	1	86	69	-	69	66	2	68
<b>TOTAL</b>	<b>no.</b>	<b>132</b>	<b>28</b>	<b>160</b>	<b>113</b>	<b>23</b>	<b>136</b>	<b>118</b>	<b>17</b>	<b>135</b>
Percentage of employees subject to review	%	37%	42%	38%	33%	33%	33%	35%	25%	34%

5.2.3 Personal health and safety

(GRI 403-1, 403-2, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10)

Occupational health and safety is a strategic priority for Industrie Polieco – M.P.B., and is considered an integral part of creating sustainable value. The Group adopts an ISO

**45001:2018** management system, which ensures compliance with current regulations and an ongoing commitment to continuously improving safety performance to ensure safe working environments, fewer accidents and promote the physical and mental well-being of everyone working under its control, regardless of whether they are employees or external workers.

TABLE 34  
GRI 403-8: WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY SYSTEM

Employees and non-employees	2024		2023		2022	
	no.	%	no.	%	no.	%
<b>Employees</b>						
Covered by a health and safety system	339	80%	326	79%	313	77%
Covered by a certified health and safety system	327	56%	226	55%	216	54%
<b>Non-employees</b>						
Covered by a health and safety system	21	60%	19	66%	19	66%
Covered by a certified health and safety system	21	60%	19	66%	19	66%



OCCUPATIONAL HEALTH AND SAFETY

80% of employees are covered by a certified management system

The system involves all locations, activities and worker categories (employees and contingent workers), reaching a coverage of **80% of employees** and **60% of contingent workers** in 2024, with regular internal audits and an increase in **external certifications** (56% of employees certified).

RISK ASSESSMENT AND HAZARD MANAGEMENT

The Group adopts a systemic and dynamic approach to safety management, based on continuously **identifying and assessing risks** in all operating conditions, both routine and extraordinary. Every activity, plant, task and workplace is subject to regular analysis, conducted by qualified internal personnel and external consultants, with the active involvement of workers and safety representatives. Risk management follows the hierarchy of checks to encourage hazard removal or reduction at source, by adopting collective measures, and using PPE only as a last resort. A participatory culture is also promoted to encourage reporting of risk situations through protected channels,

and ensure the right of removal from conditions perceived to be hazardous.

PREVENTION AND CONTINUOUS TRAINING

Training is a key tool to strengthen awareness and prevent accidents. In 2024, specific **training programmes** were held for **all professional categories**, with a focus on new recruits, job changes, introduction of new technologies and external workers. Training courses covered the use of PPE, emergency procedures, fire prevention, and safe driving and machinery operation. Training activities are constantly monitored, updated and documented according to international best practices, in line with the experiences of leading companies in the chemical and plastic sector. At the same time, programmes dedicated to the psychophysical well-being of workers were promoted, with access to supplementary medical services, health insurance and occupational medicine initiatives, in full compliance with privacy regulations and the GDPR.

ACCIDENTS, INJURIES AND WORK-RELATED ILL HEALTH

Systematically monitoring work-related accidents and ill health makes it possible to assess the effectiveness of preventive measures. In the three-year period 2022–2024, there were no deaths at work, neither among employees nor contingent workers.





In 2023, there was only one serious accident with a prognosis of more than 40 days, while in 2024 there were no serious cases, compared with 26 accidents among employees – 23 during work and 3 on the way to work – and 1 among contingent workers. The most frequent causes of injury include blows from objects, muscle pain, crushing, sprains and falls, mainly related to handling loads manually and injuries from sharp objects or materials falling from above. There were six accidents amongst contingent workers over the three-year period, none of them serious.

The accident rate per million hours worked in 2024 was 32.6 for employees, an increase compared to

2023, when it was 25.3, but a decrease compared to 2022, when it was higher at 38.3. The accident rate was 14.7 for contingent workers.

Work-related ill health is declining, with two cases in 2024 among employees – noise-induced hearing loss and musculoskeletal disorders – and no cases among contingent workers. Information campaigns, widespread use of PPE and continuously updating risk assessments support prevention of work-related ill health.

There were six **near miss** reports in 2024, key indicators of a proactive safety culture, a slight decrease compared to previous years, but still indicative of a careful and responsible system.

TABLE 35  
GRI 403-9: WORK-RELATED INJURIES

Work-related injuries		m.u.	2024			2023			2022		
			♂	♀	Total	♂	♀	Total	♂	♀	Total
<b>Employees</b>											
Work-related injuries	no.		25	1	26	19	1	20	26	3	29
of which resulted in serious consequences	no.		-	-	-	1	-	1	-	-	-
Deaths	no.		-	-	-	-	-	-	-	-	-
No. of hours worked	no.		671,063	126,540	797,603	676,954	129,534	792,155	629,145	127,549	756,694
<b>ACCIDENT RATE</b>			<b>37.3</b>	<b>7.9</b>	<b>32.6</b>	<b>31.0</b>	<b>23.2</b>	<b>25.3</b>	<b>41.3</b>	<b>23.5</b>	<b>38.3</b>
<b>Non-employees</b>											
Work-related injuries	no.		1	-	1	4	-	4	1	-	-
of which resulted in serious consequences	no.		-	-	-	-	-	-	-	-	-
Deaths	no.		-	-	-	-	-	-	-	-	-
No. of hours worked	no.		68,028	-	68,028	51,205	-	51,205	51,589	-	51,589
<b>ACCIDENT RATE</b>			<b>14.7</b>	<b>-</b>	<b>14.7</b>	<b>78.1</b>	<b>-</b>	<b>78.1</b>	<b>19.4</b>	<b>-</b>	<b>19.4</b>

TABLE 36  
GRI 403-10: WORK-RELATED ILL HEALTH

Work-related illnesses		m.u.	2024			2023			2022		
			♂	♀	Total	♂	♀	Total	♂	♀	Total
<b>Employees</b>											
Recordable work-related ill health	no.		2	-	2	4	-	4	1	-	1
Deaths	no.		-	-	-	-	-	-	-	-	-
<b>Non-employees</b>											
Recordable work-related ill health	no.		-	-	-	-	-	-	-	-	-
Deaths	no.		-	-	-	-	-	-	-	-	-

### PREVENTION IN RELATIONS WITH THIRD PARTIES

In addition to protecting its employees, the Group is committed to preventing and mitigating health and safety risks arising from **business relationships** with customers, suppliers and other stakeholders. Activities, machinery and tasks are assessed to identify risks associated with interaction with third parties. In particular, safety data sheets and technical support for informed use are provided for products in the Resin Division. Even for products not subject to mandatory labelling, technical support is provided on request.

Industrie Polieco – MPB's health and safety management system is a solid and well-established strategic asset. Adoption of international standards, constant investment in training, sensitivity to emerging risks and active personnel involvement contribute to a significant cultural transformation aimed at continuously improving real and perceived safety. The positive trend over recent years, characterised by a progressive reduction in accidents and increased awareness, confirms the commitment to create value by protecting people, in line with the principles of sustainability and social responsibility.

TABLE 37  
GRI 403-9: WORK-RELATED INJURIES

Near miss		m.u.	2024			2023			2022		
			♂	♀	Total	♂	♀	Total	♂	♀	Total
<b>Near miss</b>											
Near miss	no.		6	-	6	9	-	9	8	-	8

## 5.3 COMMUNITY SUPPORT

(GRI 413-1, 413-2)

Industrie Polieco – M.P.B. confirmed its commitment to the local and national communities in which it operates again in 2024, through an integrated approach combining **donations, strategic partnerships and direct involvement programmes**. Supporting communities is a key cornerstone of the Group's sustainability strategy, aimed at creating shared value and strengthening the social fabric of local areas.

### INITIATIVES AND PARTNERSHIPS 2024

During the year, the Group **supported numerous associations, organisations and environmental and economic social initiatives**, allocating a total of €51,075 to various bodies, up from €40,864 in 2023. Key partners include the *Fondazione Telethon, Frati Minori, Associazione Il Pastello Bianco, Rovato Civil Protection, Carmelitani Scalzi, la Scuola Mestieri di Rovato F. Ricchino and Fondazione Umberto Veronesi*. These partnerships reflect the company's concrete commitment to promoting initiatives that benefit local communities and the wider community.

At the same time, **awareness-raising activities and training** were developed for local schools. The company welcomed visits from secondary school students, with the aim of conveying the principles of the circular economy and the importance of recycling plastics, as well as supporting school orientation projects. In addition, three interns from secondary schools were able to gain training experience in the company's main areas to help young talent make the move towards the industrial world.

In the academic field, Industrie Polieco – M.P.B. supported a **PhD** at the Department of Mechanical and Industrial Engineering of the *University of Brescia*, thus contributing to developing advanced skills in the industrial sector.

### ENVIRONMENTAL AND SOCIAL IMPACT ASSESSMENT AND MONITORING

Industrie Polieco M.P.B. is committed to rigorously managing the environmental impacts of its activities, especially in Italy, through timely assessments when new initiatives are implemented or production processes are changed. The Single Environmental Authorisation document and internal control plans ensure that the **effects on the surrounding environment** are continuously monitored in detail. On a social level, 85% of the Italian personnel come from municipalities within a 15–20 km radius of the production sites, demonstrating a strong link with the local area. This proximity favours **employment stability** and creates a positive impact on local communities, contributing to family livelihoods and social welfare.

In Greece, the path to ISO 14001 certification by February 2026 is under way, while a specific percentage of environmental or social impact assessments has not yet been defined in the other countries. However, from 2025, the Company will initiate **structured stakeholder engagement plans**, with the aim of promoting an **open and collaborative dialogue**. At the same time, more detailed analyses will be carried out on the social and environmental impacts of its activities, with particular attention to the needs of vulnerable groups to promote an increasingly integrated and responsible sustainability model.

In 2024, there were no formal complaints from the local community, a sign of a solid relationship based on trust and transparency. **GEA EDU – Ideas for the future, educating for sustainability.**

### GEA EDU – Ideas for the future, educating for sustainability

If the future is in the hands of the young, it is with them we must start talking about sustainability. With this in mind, Industrie Polieco – M.P.B. decided to support and participate in the second year of GEA EDU – Ideas for the Future, the educational project promoted by Fondazione Articolo 49, in collaboration with WITHUB and GEA – Green Economy Agency, a vertical press agency on the circular economy. Inspired by the UN 2030 Agenda (goals 11, 12, 13), the educational project is intended for secondary school students from all over Italy, and aims to spread the principles of environmental sustainability, ecological transition and active citizenship among the younger generations.

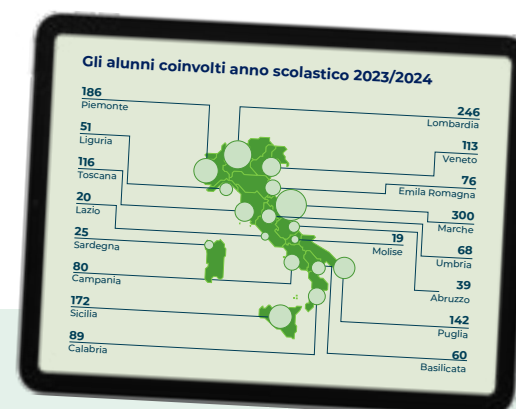
Since its first edition to date, the GEA EDU – Ideas for the Future project has involved 4,791 students, 227 classes and 110 secondary schools in 18 Italian regions, working together with teachers and families. The project is therefore an important opportunity for civic education to promote the correct information as a driver for a more sustainable future.

### GOALS AND IMPACT OF THE PROJECT

The teaching plan of the second year of the GEA EDU – Ideas for the Future project, which took place during the 2023–2024 school year, explored the topics of circular economy, reuse, recycling and waste management. This course stimulated awareness among young people about environmental challenges and the need for a change in daily behaviour to address them. Furthermore, the project actively encouraged students to become directly involved by inviting them to participate in the “Ideas for the Future” competition, in which they were asked to propose creative solutions for a real ecological transition. The winners of the contest were awarded in an institutional setting.

Participation in the GEA EDU – Ideas for the Future project represents added value in terms of social responsibility, as it supports education and training of future generations, promoting sustainability culture that is at the heart of Industrie Polieco – M.P.B.'s corporate vision.

## THE PROJECT IN NUMBERS



49  
institutes



104  
classes



1,860  
pupils



17  
regions



For more information about **GEA EDU – Ideas for the future** scan the QR code







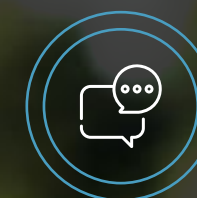
**RESPONSIBLE  
SUPPLY CHAIN  
MANAGEMENT:**  
Consolidation of ESG criteria  
to qualify strategic suppliers



**ASSESSMENT AND  
DEVELOPMENT OF  
HUMAN CAPITAL:**  
Introducing a structured  
performance review system



**ORGANISATIONAL  
WELL-BEING  
AND ENGAGEMENT:**  
Listening, involvement  
and wellness initiatives to further  
improve the corporate climate



**TRANSPARENT  
AND TIMELY  
INTERNAL  
COMMUNICATION:**  
Strengthening information  
channels as a lever for more  
effective communication

## OUR NEXT steps

In a global context that continues to evolve with increasingly complex environmental, social and economic challenges, Industrie Polieco - M.P.B. remains committed to pursuing a sustainable development path that is robust, transparent and in line with stakeholders' expectations and the ambitions of the UN 2030 Agenda.



## 6.1 OUR COMMITMENTS FOR THE FUTURE

The sustainability path undertaken by Industrie Polieco – M.P.B. started when the first Sustainability Report was published in 2023, which was just the beginning of an ongoing and evolving commitment.

Building on this solid foundation, the Group aims to strengthen and expand its path through a series of initiatives:

- **Employee training and awareness-raising:** the company will expand training and awareness-raising programmes to involve all personnel in concrete initiatives to reduce environmental impacts, including promoting sustainable mobility, such as car-sharing and adopting low-impact vehicles. The corporate culture will become increasingly sustainability-oriented, with the active involvement of every resource.
- **Responsible supply chain management:** stricter ESG criteria will be integrated into supplier selection and qualification processes, with timely checks and audits to ensure compliance with sustainability policies throughout the supply chain to promote partnerships with suppliers who share the same values.
- **Energy:** in the short and medium term, the company will consider identifying specific actions to implement the energy generation from renewable sources both within its own properties and through possible external investments. Combined with additional actions to effectively **reduce overall energy requirements**, this will optimise the group's energy use.
- **Organisational well-being and engagement:** the company will strengthen its listening and

engagement initiatives through regular surveys and digital tools to improve the corporate climate and organisational well-being. Retirement accompaniment programmes will also be developed to support employees in the transition to this new phase of their working lives.

- **Transparent and timely internal communication:** the internal communication system will be strengthened with new tools and methods to ensure timely and transparent dissemination of information on operational changes, helping to maintain a stable and participatory organisational climate.
- **Assessment and development of human capital:** a structured performance review system will be introduced in the company to foster the professional growth and well-being of employees. It will include sustainability indicators. Policies will also be adopted to retain and attract new talent, with a focus on diversity, inclusion and continuous development.
- **Greenhouse Gas Emissions (GHG):** the Group will step up the implementation of operational plans to reduce direct and indirect emissions, with a particular focus on extending monitoring to Scope 3 emissions. Clear and measurable interim targets will be set, supported by investments in clean technologies and environmentally friendly production processes, in line with international climate agreements.

With these commitments, Industrie Polieco – M.P.B. aims to meet the challenges of the transition to a sustainable economy with determination, thus consolidating its role of responsible leadership while generating shared value for the entire community.










# Appendix

# ECONOMIC AND GOVERNANCE DATA

## GRI 2-9: STRUCTURE AND COMPOSITION OF THE BOARD OF DIRECTORS

Seniority of office  
Luigi Tonelli for 48 years,  
Alberto Tonelli for 30 years

Luigi Tonelli	Alberto Maria Tonelli	Thomas Avolio	Luisa Franceschetti	Deborah Zani
				
Chairman Executive	CEO Executive	Member Non-executive	Member Non-executive	Member Non-executive
INDEPENDENT				
No	No	No	Yes	Yes
SENIORITY IN OFFICE				
2 years	2 years	1 year	2 years	1 year

## GRI 2-9: STRUCTURE AND COMPOSITION OF THE BOARD OF STATUTORY AUDITORS




Federico Venturi	Paolo Pescetto	Gianpietro Capoferri
		
Chairman Non-executive	Member Executive	Member Non-executive
INDEPENDENT		
Yes	Yes	Yes
SENIORITY IN OFFICE		
28 years	1 year	19 years

TABLE 39

### GRI 201-1: DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

(Values expressed in thousands of €)	2024	2023	2022
<b>Economic value generated from</b>	<b>195,872,502</b>	<b>199,828,649</b>	<b>202,647,071</b>
Revenue	191,842,603	196,855,926	194,539,238
Changes in inventories	1,934,990	-203,441	3,272,260
Other revenue	2,094,909	3,176,134	4,835,573
<b>Economic value distributed by the Group</b>	<b>179,711,609</b>	<b>165,677,983</b>	<b>182,262,585</b>
Operating costs	132,163,445	131,184,633	156,858,186
Remuneration for staff	22,739,546	21,416,857	19,244,661
Remuneration for capital providers	17,668,479	4,037,474	3,549,954
Remuneration for Public Administration	7,089,064	8,998,156	2,568,282
Investments in communities	51,075	40,863	41,502
<b>Economic value retained by the Group</b>	<b>16,160,893</b>	<b>34,150,666</b>	<b>20,384,486</b>

TABLE 40

### GRI 205-2: COMMUNICATION AND TRAINING ABOUT ANTI-CORRUPTION POLICIES AND PROCEDURES

Members of the Board of Directors	m.u.	2024	2023	2022
Members of the governance body to whom the organisation's anti-corruption regulations and procedures apply	no.	5	5	5
% of the members of the governance body to whom the organisation's anti-corruption regulations and procedures apply	%	100%	100%	100%

Employee workers	2024		2023		2022	
	no.	%	no.	%	no.	%
Top managers	-	-	-	-	-	-
Middle managers	1	2.7%	1	2.7%	21	55%
White-collar workers	5	3.8%	3	2.1%	64	48.5%
Blue-collar workers	18	7.3%	22	9.7%	133	58.8%
<b>TOTAL</b>	<b>24</b>	<b>5.7%</b>	<b>26</b>	<b>6.3%</b>	<b>220</b>	<b>54.6%</b>

Corporate partners	m.u.	2024	2023	2022
Corporate partners to which the organisation's anti-corruption regulations and procedures have been communicated,	no.	-	-	-
% of corporate partners to which the organisation's anti-corruption regulations and procedures have been communicated	%	-	-	-



TABLE 41

**GRI 205-3: INCIDENTS OF CORRUPTION VERIFIED AND ACTIONS TAKEN**

Incidents of corruption	m.u.	2024	2023	2022
Total number of incidents of corruption	no.	-	-	-
Total number of confirmed cases	no.	-	-	-
Total amount of penalties for breaches of anti-corruption and anti-fraud laws	€	-	-	-
Number of confirmed incidents in which workers were dismissed or sanctioned	no.	-	-	-
Total number of incidents in which contracts with business partners were terminated or not renewed due to corruption-related breaches	no.	-	-	-

TABLE 42

**GRI 2-27: COMPLIANCE WITH LAWS AND REGULATIONS**

Compliance with laws and regulations	m.u.	2024	2023	2022
Significant cases of non-compliance with laws and regulations during the reporting period	no.	-	-	-
Fines for non-compliance with laws and regulations paid during the reporting period	€	23,000	-	-

# PEOPLE DATA

TABLE 43

**GRI 2-7: EMPLOYEES BY CONTRACT TYPE**

Employees	m.u.	2024			2023			2022		
		♂	♀	Total	♂	♀	Total	♂	♀	Total
Permanent employees	no.	337	65	402	319	67	386	310	62	372
Fixed-term employees	no.	18	2	20	24	3	27	25	6	31
Zero-hours employees	no.	-	-	-	-	-	-	-	-	-
<b>TOTAL</b>	<b>no.</b>	<b>335</b>	<b>67</b>	<b>422</b>	<b>343</b>	<b>70</b>	<b>413</b>	<b>335</b>	<b>68</b>	<b>403</b>

TABLE 44

**GRI 2-7: EMPLOYEES BY EMPLOYMENT TYPE**

Employees	m.u.	2024			2023			2022		
		♂	♀	Total	♂	♀	Total	♂	♀	Total
Full-time employees	no.	352	53	405	338	55	393	331	53	384
Part-time employees	no.	3	14	17	5	15	20	4	15	19
<b>TOTAL</b>	<b>no.</b>	<b>355</b>	<b>67</b>	<b>422</b>	<b>343</b>	<b>70</b>	<b>413</b>	<b>335</b>	<b>68</b>	<b>403</b>

TABLE 45

**GRI 2-8: CONTINGENT WORKERS**

Contingent workers	m.u.	2024	2023	2022
Agency workers	no.	35	29	29
Curricular internships	no.	4	3	3
<b>TOTAL</b>	<b>no.</b>	<b>39</b>	<b>32</b>	<b>32</b>

TABLE 46

## GRI 401-1: NEW RECRUITMENTS AND TERMINATIONS

New recruitments and terminations		m.u.	2024			2023			2022		
			♂	♀	Total	♂	♀	Total	♂	♀	Total
<b>New recruitments</b>											
< 30 years	no.		20	4	24	20	1	21	12	6	18
30–50 years	no.		41	3	44	27	7	34	27	8	35
> 50 years	no.		6	–	6	9	–	9	17	1	18
<b>TOTAL</b>	<b>no.</b>		<b>67</b>	<b>7</b>	<b>74</b>	<b>56</b>	<b>8</b>	<b>64</b>	<b>56</b>	<b>15</b>	<b>71</b>
<b>New leavers</b>											
< 30 years	no.		12	–	12	8	3	11	10	2	12
30–50 years	no.		29	9	38	22	2	24	25	9	34
> 50 years	no.		13	2	15	17	–	17	25	–	25
<b>TOTAL</b>	<b>no.</b>		<b>54</b>	<b>11</b>	<b>65</b>	<b>47</b>	<b>5</b>	<b>52</b>	<b>60</b>	<b>11</b>	<b>71</b>

TABLE 47

## GRI 405-1: DIVERSITY AMONG EMPLOYEES

Employees		2024				2023				2022			
		♂	♀	Total	Age	♂	♀	Total	Age	♂	♀	Total	Age
<b>Top managers</b>													
< 30 years		–	–	–	–	–	–	–	–	–	–	–	–
30–50 years		2	2	4	50%	1	2	3	38%	1	2	3	43
> 50 years		4	0	4	50%	4	1	5	63%	3	1	4	57%
<b>Middle managers</b>		<b>27</b>	<b>10</b>	<b>37</b>	<b>100%</b>	<b>26</b>	<b>10</b>	<b>36</b>	<b>100%</b>	<b>30</b>	<b>8</b>	<b>38</b>	<b>100%</b>
< 30 years		–	–	–	–	–	1	1	3%	–	–	–	–
30–50 years		7	7	14	38%	11	6	17	47%	15	6	21	55%
> 50 years		20	3	23	62%	15	3	18	50%	15	2	17	45%
<b>White-collar workers</b>		<b>79</b>	<b>52</b>	<b>131</b>	<b>100%</b>	<b>95</b>	<b>48</b>	<b>143</b>	<b>100%</b>	<b>80</b>	<b>52</b>	<b>132</b>	<b>100%</b>
< 30 years		4	6	10	8%	6	4	10	7%	6	7	13	10%
30–50 years		45	33	78	60%	47	32	79	55%	43	33	76	58%
> 50 years		30	13	43	33%	42	12	54	38%	31	12	43	33%
<b>Blue-collar workers</b>		<b>243</b>	<b>3</b>	<b>246</b>	<b>100%</b>	<b>217</b>	<b>19</b>	<b>226</b>	<b>100%</b>	<b>221</b>	<b>5</b>	<b>226</b>	<b>100%</b>
< 30 years		23	1	24	10%	17	1	18	8%	16	2	18	8%
30–50 years		103	–	103	42%	96	6	102	45%	100	1	101	45%
> 50 years		117	2	119	48%	104	2	106	47%	105	2	107	47%
<b>TOTAL</b>		<b>355</b>	<b>67</b>	<b>422</b>	<b>100%</b>	<b>343</b>	<b>70</b>	<b>413</b>	<b>100%</b>	<b>335</b>	<b>68</b>	<b>403</b>	<b>100%</b>
< 30 years		27	7	34	8%	23	6	29	7%	22	9	31	8%
30–50 years		157	42	199	47%	155	46	201	49%	159	42	21	50%
> 50 years		171	18	189	45%	165	18	183	44%	154	17	171	42%
<b>% (gender)</b>		<b>84%</b>	<b>16%</b>	<b>100%</b>		<b>83%</b>	<b>17%</b>	<b>100%</b>		<b>83%</b>	<b>17%</b>	<b>100%</b>	

TABLE 48

## GRI 405-2 RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN

Ratio of basic remuneration of women to men	m.u.	2024	2023	2022
Top managers	%	83%	84%	82%
Middle managers	%	95%	72%	76%
White-collar workers	%	84%	87%	91%
Blue-collar workers	%	108%	108%	107%
<b>TOTAL</b>	<b>%</b>	<b>89%</b>	<b>85%</b>	<b>85%</b>

TABLE 49

## GRI 401-3 PARENTAL LEAVE

Parental leave		m.u.	2024			2023			2022		
			♂	♀	Total	♂	♀	Total	♂	♀	Total
Employees entitled to parental leave	no.		211	36	247	194	35	229	188	36	224
Employees who have taken parental leave	no.		9	2	11	4	–	4	5	2	7
Employees returning to work after the end of parental leave	no.		9	1	10	4	–	4	5	2	7
<b>RETURN TO WORK RATE</b>	<b>%</b>		<b>100%</b>	<b>50%</b>	<b>91%</b>	<b>100%</b>	<b>–</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

TABLE 50

## 403-8 WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY SYSTEM

Employees and non-employees		2024		2023		2022	
		no.	%	no.	%	no.	%
<b>Employees</b>							
Covered by a health and safety system		339	80%	326	79%	313	77%
Covered by a certified health and safety system		327	56%	226	55%	216	54%
<b>Non-employees</b>							
Covered by a health and safety system		21	60%	19	66%	19	66%
Covered by a certified health and safety system		21	60%	19	66%	19	66%



TABLE 51

## GRI 403-9 WORK-RELATED INJURIES

Work-related injuries		m.u. 2024			2023			2022		
		♂	♀	Total	♂	♀	Total	♂	♀	Total
<b>Employees</b>										
Work-related injuries	no.	25	1	26	19	1	20	26	3	29
<i>of which resulted in serious consequences</i>	no.	-	-	-	1	-	1	-	-	-
Deaths	no.	-	-	-	-	-	-	-	-	-
No. of hours worked	no.	671,063	126,540	797,603	676,954	129,534	792,155	629,145	127,549	756,694
<b>ACCIDENT RATE</b>		<b>37.3</b>	<b>7.9</b>	<b>32.6</b>	<b>31.0</b>	<b>23.2</b>	<b>25.3</b>	<b>41.3</b>	<b>23.5</b>	<b>38.3</b>
<b>Non-employees</b>										
Work-related injuries	no.	1	-	1	4	-	4	1	-	-
<i>of which resulted in serious consequences</i>	no.	-	-	-	-	-	-	-	-	-
Deaths	no.	-	-	-	-	-	-	-	-	-
No. of hours worked	no.	68,028	-	68,028	51,205	-	51,205	51,589	-	51,589
<b>ACCIDENT RATE</b>		<b>14.7</b>	<b>-</b>	<b>14.7</b>	<b>78.1</b>	<b>-</b>	<b>78.1</b>	<b>19.4</b>	<b>-</b>	<b>19.4</b>
<b>Near miss</b>										
Near miss	no.	6	-	6	9	-	9	8	-	8

TABLE 52

## GRI 403-10 WORK-RELATED ILL HEALTH

Work-related illnesses		m.u. 2024			2023			2022		
		♂	♀	Total	♂	♀	Total	♂	♀	Total
<b>Employees</b>										
Recordable work-related ill health	no.	2	-	2	4	-	4	1	-	1
Deaths	no.	-	-	-	-	-	-	-	-	-
<b>Non-employees</b>										
Recordable work-related ill health	no.	-	-	-	-	-	-	-	-	-
Deaths	no.	-	-	-	-	-	-	-	-	-

TABLE 53

## GRI 404-1 ANNUAL HOURS OF TRAINING BY EMPLOYEE CATEGORY

Training hours		m.u. 2024			2023			2022		
		♂	♀	Total	♂	♀	Total	♂	♀	Total
Top managers	h.	13	46	59	31	23	53	8	8	16
Middle managers	h.	633	200	833	416	146	562	178	103	281
White-collar workers	h.	1,012	1,174	2,187	1,244	583	1,827	528	249	777
Blue-collar workers	h.	2,599	21	2,579	2,070	7	2,077	1,705	20	1,725
<b>TOTAL</b>	<b>h.</b>	<b>4,217</b>	<b>1,441</b>	<b>5,658</b>	<b>3,761</b>	<b>758</b>	<b>4,519</b>	<b>2,419</b>	<b>380</b>	<b>2,799</b>

TABLE 54

## GRI 404-1 AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE

Average hours of training		m.u. 2024			2023			2022		
		♂	♀	Total	♂	♀	Total	♂	♀	Total
Top managers	h.	13	23	30	6	23	9	15	8	8
Middle managers	h.	26	40	20	24	18	22	8	17	11
White-collar workers	h.	36	33	29	20	27	21	9	13	16
Blue-collar workers	h.	29	10	34	20	7	20	18	4	16
<b>TOTAL</b>	<b>h.</b>	<b>30</b>	<b>32</b>	<b>29</b>	<b>20</b>	<b>24</b>	<b>21</b>	<b>16</b>	<b>12</b>	<b>15</b>

TABLE 55

## GRI 404-1 HOURS OF TRAINING HOURS BY COURSE TYPE

Hours of training by type		m.u. 2024			2023			2022		
Managerial skills development	h.	661			155			210		
Languages	h.	653			38			20		
Induction of new recruits	h.	1,055			224			157		
Health and safety	h.	1,844			1,937			1,649		
Anti-corruption	h.	45			38			52		
Other		1,445			2,127			711		
<b>TOTAL</b>	<b>h.</b>	<b>5,658</b>			<b>4,519</b>			<b>2,799</b>		

TABLE 56  
GRI 404-3 REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS

Employees who participated in periodic reviews		2024			2023			2022		
	m.u.	♂	♀	Total	♂	♀	Total	♂	♀	Total
Top managers	no.	2	1	3	2	1	3	3	1	4
Middle managers	no.	16	4	20	16	4	20	19	3	22
White-collar workers	no.	30	22	52	26	18	44	30	11	41
Blue-collar workers	no.	85	1	86	69	-	69	66	2	68
<b>TOTAL</b>	<b>no.</b>	<b>132</b>	<b>28</b>	<b>160</b>	<b>113</b>	<b>23</b>	<b>136</b>	<b>118</b>	<b>17</b>	<b>135</b>
% employees subject to review	%	37%	42%	38%	33%	33%	33%	35%	25%	34%

TABLE 57  
GRI 406-1 INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN

Incidents of discrimination	m.u.	2024	2023	2022
Number of incidents of discrimination reported	no.	-	-	-
Number of incidents reviewed by the company	no.	-	-	-
Number of action plans (recovery plans) implemented	no.	-	-	-
Number of action plans (recovery plans) implemented and results reviewed	no.	-	-	-
Number of incidents no longer subject to action	no.	-	-	-

# ENVIRONMENTAL DATA

TABLE 58  
GRI 302-1 ENERGY CONSUMPTION WITHIN THE ORGANIZATION

Energy consumption within the organisation by source	m.u.	2024	2023	2022
<b>TOTAL DIRECT ENERGY CONSUMPTION</b>	<b>GJ</b>	<b>18,817</b>	<b>16,104</b>	<b>15,140</b>
<b>Non-renewable sources</b>	<b>GJ</b>	<b>8,763</b>	<b>7,415</b>	<b>8,172</b>
Natural Gas	GJ	8,086	6,669	8,172
Diesel Fuel	GJ	677	746	1,078
LPG	GJ	-	-	-
<b>From company vehicles</b>	<b>GJ</b>	<b>1,827</b>	<b>1,801</b>	<b>1,829</b>
Petrol	GJ	254	203	70
Diesel Fuel	GJ	1,354	1,330	1,393
LPG	GJ	219	268	365
<b>Renewable resources</b>	<b>GJ</b>	<b>8,227</b>	<b>6,888</b>	<b>5,140</b>
Self-generated solar energy	GJ	8,277	6,888	5,140
of which self-consumed	GJ	6,750	5,455	4,259
of which transferred to the grid	GJ	1,477	1,433	881
<b>TOTAL INDIRECT ENERGY CONSUMPTION</b>	<b>GJ</b>	<b>132,839</b>	<b>131,638</b>	<b>133,882</b>
Purchased electricity	GJ	123,969	122,921	123,636
Purchased thermal energy	GJ	8,870	8,717	10,246
<b>TOTAL ENERGY CONSUMPTION</b>	<b>GJ</b>	<b>151,656</b>	<b>147,742</b>	<b>149,022</b>

Total renewable and non-renewable energy consumption	m.u.	2024	2023	2022
<b>TOTAL ENERGY CONSUMPTION</b>	<b>GJ</b>	<b>151,656</b>	<b>147,742</b>	<b>149,022</b>
of which renewable	GJ	40,627	6,888	5,140
of which non-renewable	GJ	111,029	140,854	143,882
Renewable as a percentage of total consumption	%	27%	5%	3%

TABLE 59  
GRI 302-3 ENERGY INTENSITY

Energy intensity	m.u.	2024	2023	2022
Total energy consumption	kWh	151,656	147,742	149,022
Revenue	€	191,842,603	196,855,926	194,539,238
<b>Energy intensity vs revenue</b>	<b>kWh/€</b>	<b>0.0008</b>	<b>0.0008</b>	<b>0.0008</b>



TABLE 60

**GRI 302-4 REDUCTION OF ENERGY CONSUMPTION**

Energy consumption reduction	m.u.	2024	2023	2022
Fuel reduction	GJ	495	510	618
Electricity reduction	GJ	12,974	12,850	13,566
Heating energy reduction	GJ	1,660	813	824
Cooling energy reduction	GJ	274	1,098	823
<b>TOTAL</b>	<b>GJ</b>	<b>15,403</b>	<b>15,271</b>	<b>15,831</b>

TABLE 61

**GRI 305-1 DIRECT (SCOPE 1) GHG EMISSIONS**

Direct (Scope 1) GHG emissions	m.u.	2024	2023	2022
<b>Non-renewable sources</b>	<b>t. CO<sub>2</sub>e</b>	<b>652</b>	<b>431</b>	<b>479</b>
Natural gas	t. CO <sub>2</sub> e	455	376	398
Diesel Fuel	t. CO <sub>2</sub> e	51	56	81
LPG	t. CO <sub>2</sub> e			
Refrigerant gases	t. CO <sub>2</sub> e	173	1,503	661
<b>From company-owned vehicles</b>	<b>t. CO<sub>2</sub>e</b>	<b>134</b>	<b>131</b>	<b>133</b>
Diesel fuel	t. CO <sub>2</sub> e	19	15	5
Diesel Fuel	t. CO <sub>2</sub> e	101	99	105
LPG	t. CO <sub>2</sub> e	14	17	23
<b>Scope 1</b>	<b>t. CO<sub>2</sub>e</b>	<b>831</b>	<b>2,065</b>	<b>1,273</b>

TABLE 62

**GRI 305-2 INDIRECT (SCOPE 2) GHG EMISSIONS FROM ENERGY CONSUMPTION**

Indirect (Scope 2) GHG emissions	m.u.	2024	2023	2022
<b>Market-based</b>	<b>t. CO<sub>2</sub>e</b>	<b>11,932</b>	<b>18,297</b>	<b>17,834</b>
Purchased electricity	t. CO <sub>2</sub> e	10,834	16,763	15,274
Purchased thermal energy	t. CO <sub>2</sub> e	904	1,191	1,512
<b>Location-based</b>	<b>t. CO<sub>2</sub>e</b>	<b>11,947</b>	<b>11,793</b>	<b>12,059</b>
Purchased electricity	t. CO <sub>2</sub> e	10,892	11,756	10,841
Purchased thermal energy	t. CO <sub>2</sub> e	1,055	1,036	1,218

TABLE 63

**GRI 305-4 GHG EMISSIONS INTENSITY**

Emission intensity	m.u.	2024	2023	2022
<b>Total Scope 1 and 2 emissions – Market Based</b>	<b>t. CO<sub>2</sub>e</b>	<b>12,560</b>	<b>18,297</b>	<b>17,834</b>
Revenue	€	191,842,603	196,855,926	194,539,238
Emission intensity vs revenue	t. CO <sub>2</sub> e/€	0.00007	0.00007	0.00007
<b>Total Scope 1 and 2 emissions – Location Based</b>	<b>t. CO<sub>2</sub>e</b>	<b>11,759</b>	<b>11,793</b>	<b>12,059</b>
Revenue	€	191,842,603	196,855,926	194,539,238
Emission intensity vs revenue	t. CO <sub>2</sub> e/€	0.00007	0.00007	0.00007

TABLE 64

**GRI 305-7 NITROGEN OXIDES (NOX), SULPHUR OXIDES (SOX) AND OTHER SIGNIFICANT AIR EMISSIONS**

NOx, SOx, and other significant emissions	m.u.	2024	2023	2022
NOx	kg	-	-	-
SOx	kg	-	-	-
Persistent Organic Pollutants (POPs)	kg	-	-	-
Volatile Organic Compounds (VOCs)	kg	576	1,694	609
Hazardous Air Pollutants (HAPs)	kg	-	-	-
Particulate Matter (PM)	kg	-	-	-
Other standard categories of air emissions identified in relevant regulations	kg	-	-	-
<b>TOTAL EMISSIONS</b>	<b>kg</b>	<b>576</b>	<b>1,694</b>	<b>609</b>

TABLE 65  
GRI 303-3 WATER WITHDRAWAL

		m.u.	2024		2023		2022	
Water withdrawal by source			All areas	Water-stress areas	All areas	Water-stress areas	All areas	Water-stress areas
Surface water	m³	-	-	-	-	-	-	-
of which fresh water	m³	-	-	-	-	-	-	-
of which other water	m³	-	-	-	-	-	-	-
Groundwater	m³	572,465	14,208	434,382	21,900	673,492	14,354	
of which fresh water	m³	15,465	14,208	24,382	21,900	15,492	14,354	
of which other water	m³	557,000	-	410,000	-	658,000	-	
Seawater	m³	-	-	-	-	-	-	
of which fresh water	m³	-	-	-	-	-	-	
of which other water	m³	-	-	-	-	-	-	
Produced water	m³	320	-	271	-	350	-	
of which fresh water	m³	320	-	271	-	350	-	
of which other water	m³	-	-	-	-	-	-	
Third-party water resources	m³	22,954	22,954	21,928	21,928	18,129	18,129	
of which fresh water	m³	22,954	22,954	21,928	21,928	18,129	18,129	
of which other water	m³	-	-	-	-	-	-	
Total water withdrawal	m³	595,739	37,162	456,581	43,828	691,971	32,483	
of which fresh water	m³	38,739	37,162	46,581	43,838	33,971	32,483	
of which other water	m³	557,000	-	410,000	-	658,000	-	

\* Fresh water ( $\leq 1,000$  mg/L total dissolved solid particles) - Other water ( $>1,000$  mg/L total dissolved solid particles)

TABLE 66  
GRI 303-4 WATER DISCHARGE

		m.u.	2024		2023		2022	
Water discharge by source			All areas	Water-stress areas	All areas	Water-stress areas	All areas	Water-stress areas
Surface water	m³	-	-	-	-	-	-	-
of which fresh water	m³	-	-	-	-	-	-	-
of which other water	m³	-	-	-	-	-	-	-
Groundwater	m³	325,643	5,620	259,608	9,304	399,613	6,274	
of which fresh water	m³	6,864	5,620	11,761	9,304	7,401	6,274	
of which other water	m³	318,779	-	247,847	-	392,212	-	
Seawater	m³	-	-	-	-	-	-	
of which fresh water	m³	-	-	-	-	-	-	
of which other water	m³	-	-	-	-	-	-	
Produced water	m³	183	-	164	-	209	-	
of which fresh water	m³	183	-	164	-	209	-	
of which other water	m³	-	-	-	-	-	-	
Third-party water resources	m³	139	139	298	298	281	281	
of which fresh water	m³	139	139	298	298	281	281	
of which other water	m³	-	-	-	-	-	-	
Total water discharge	m³	325,965	5,759	260,069	9,602	400,102	6,555	
of which fresh water	m³	7,003	5,759	12,059	9,602	7,682	6,555	
of which other water	m³	318,779	-	247,847	-	392,212	-	

\* Fresh water ( $\leq 1,000$  mg/L total dissolved solid particles) - Other water ( $>1,000$  mg/L total dissolved solid particles)



TABLE 67  
GRI 303-5 WATER CONSUMPTION

Water consumption by source	m.u.	2024		2023		2022	
		All areas	Water-stress areas	All areas	Water-stress areas	All areas	Water-stress areas
Total water withdrawal	m³	595,739	37,162	456,581	43,828	691,971	32,483
of which fresh water	m³	38,739	37,162	46,581	43,838	33,971	32,483
of which other water	m³	557,000	-	410,000	-	658,000	-
Total water discharge	m³	325,965	5,759	260,069	9,602	400,102	6,555
of which fresh water	m³	7,003	5,759	12,059	9,602	7,682	6,555
of which other water	m³	318,779	-	247,847	-	392,212	-
Total water consumption	m³	269,774	31,403	196,511	34,226	291,869	25,928
of which fresh water	m³	31,553	31,403	34,258	34,226	26,081	25,928
of which other water	m³	238,221	-	162,153	-	265,788	-

\* Fresh water (<1,000 mg/L total dissolved solid particles) - Other water (>1,000 mg/L total dissolved solid particles)

TABLE 68  
301-1 MATERIALS USED IN PRODUCTION PROCESSES

Materials used	m.u.	2024		2023		2022	
		Weight	%	Weight	%	Weight	%
Non-renewable materials	kg	73,550,963	98.69%	70,124,878	98.77%	66,127,016	98.59%
Raw materials	kg	72,653,434	97.49%	69,289,407	97.60%	65,251,276	97.29%
Process materials	kg	15,656	0.02%	17,189	0.02%	11,546	0.02%
Semi-finished products	kg	549,967	0.74%	475,419	0.67%	565,012	0.84%
Packaging	kg	331,878	0.45%	342,863	0.48%	299,182	0.45%
Renewable materials	kg	972,971	1.31%	871,248	1.23%	943,704	1.41%
Packaging	kg	972,971	1.31%	871,248	1.23%	943,704	1.41%
TOTAL	kg	74,423,907	100%	70,996,126	100%	67,070,720	100%

TABLE 69  
301-2 RECYCLED INPUT MATERIALS USED

Materials used	m.u.	2024		2023		2022	
		of which from recycling	% from recycling	Total	of which from recycling	Total	of which from recycling
Non-renewable materials	kg	7,134,667	10%	5,530,558	8%	6,947,420	11%
Raw materials	kg	1,129,887	10%	5,530,378	8%	6,947,000	11%
Process materials	kg	4,780	31%	180	1%	420	4%
Semi-finished products	kg	-	-	-	-	-	-
Packaging	kg	-	-	-	-	-	-
Renewable materials	kg	-	-	-	-	-	-
Packaging	kg	-	-	-	-	-	-
TOTAL	kg	7,134,667	10%	5,530,558	8%	6,947,420	11%

TABLE 70  
GRI 306-3 WASTE GENERATED

Waste	m.u.	2024			2023			2022		
		Waste generated	Recovered waste	Waste disposed of	Waste generated	Recovered waste	Waste disposed of	Waste generated	Recovered waste	Waste disposed of
TOTAL HAZARDOUS WASTE	kg	281,389	267,195	14,194	383,369	252,685	130,684	321,018	282,095	38,923
Contaminated packaging	kg	21,159	18,577	2,582	20,264	19,469	795	14,795	13,262	1,533
Waste from hazardous materials	kg	7,390	610	6,780	8,517	577	7,940	662	662	-
Waste from hazardous batteries and accumulators	kg	10,160	10,160	-	16,640	14,766	1,874	10,997	10,997	-
Hazardous chemicals and toners	kg	3,912	50	3,862	120,245	170	120,075	36,912	262	36,650
Solvents and solvent mixtures	kg	970	-	970	-	-	-	1,060	600	460
Oils and lubricants	kg	237,798	237,798	-	217,703	217,703	-	256,312	256,312	-
Contaminated absorbent and filter materials	kg	-	-	-	-	-	-	280	-	280

Waste	m.u.	2024			2023			2022		
		Waste generated	Recovered waste	Waste disposed of	Waste generated	Recovered waste	Waste disposed of	Waste generated	Recovered waste	Waste disposed of
<b>TOTAL NON-HAZARDOUS WASTE</b>	<b>kg</b>	<b>1,134,315</b>	<b>1,294,693</b>	<b>19,622</b>	<b>1,284,571</b>	<b>1,251,699</b>	<b>32,872</b>	<b>1,140,883</b>	<b>1,092,123</b>	<b>48,760</b>
Packaging	kg	681,005	672,275	8,730	643,745	633,435	10,310	522,817	504,557	18,260
Plastic	kg	423,238	412,808	10,430	398,820	390,010	8,810	362,047	341,887	20,160
Metal and wood materials	kg	29,110	29,110	-	61,123	58,463	2,660	22,840	22,280	560
Absorbent and filter materials	kg	53,248	52,894	354	69,229	68,879	350	44,829	44,309	520
Mixed waste	kg	98,995	98,995	-	97,622	97,662	-	182,140	174,500	7,640
General waste	kg	28,719	28,611	108	14,032	3,290	10,724	6,210	4,590	1,620
<b>TOTAL</b>	<b>kg</b>	<b>1,595,704</b>	<b>1,561,888</b>	<b>33,816</b>	<b>1,667,940</b>	<b>1,504,384</b>	<b>163,556</b>	<b>1,461,901</b>	<b>1,374,218</b>	<b>87,683</b>

TABLE 71

## GRI 306-4 WASTE DIVERTED FROM DISPOSAL

Recovered waste	m.u.	2024			2023			2022		
		On-site	Externally	Total	On-site	Externally	Total	On-site	Externally	Total
<b>Hazardous waste</b>	<b>kg</b>	<b>-</b>	<b>267,145</b>	<b>267,145</b>	<b>-</b>	<b>246,513</b>	<b>246,513</b>	<b>-</b>	<b>281,993</b>	<b>281,993</b>
Preparation for reuse	kg	-	-	-	-	-	-	-	-	-
Recycling	kg	-	233,881	233,881	-	213,249	213,249	-	260,914	260,914
Other recovery methods	kg	-	33,264	33,264	-	33,264	33,264	-	21,079	21,079
<b>Non-hazardous waste</b>	<b>kg</b>	<b>-</b>	<b>1,294,743</b>	<b>1,294,743</b>	<b>-</b>	<b>1,251,794</b>	<b>1,251,794</b>	<b>-</b>	<b>1,092,225</b>	<b>1,092,225</b>
Preparation for reuse	kg	-	-	-	-	-	-	-	-	-
Recycling	kg	-	207,425	207,425	-	168,438	168,438	-	222,980	222,980
Other recovery methods	kg	-	1,087,318	1,087,318	-	1,083,356	1,083,356	-	869,245	869,245
<b>TOTAL</b>	<b>kg</b>	<b>-</b>	<b>1,561,888</b>	<b>1,561,888</b>	<b>-</b>	<b>1,498,307</b>	<b>1,498,307</b>	<b>-</b>	<b>1,374,218</b>	<b>1,374,218</b>

TABLE 72

## GRI 306-5 WASTE DIRECTED TO DISPOSAL

Waste disposed of	m.u.	2024			2023			2022		
		On-site	Externally	Total	On-site	Externally	Total	On-site	Externally	Total
<b>Hazardous waste</b>		<b>-</b>	<b>14,194</b>	<b>14,194</b>	<b>-</b>	<b>129,484</b>	<b>129,484</b>	<b>845</b>	<b>38,078</b>	<b>38,923</b>
Incineration (with energy recovery)		-	-	-	-	-	-	-	-	-
Incineration (without energy recovery)		-	-	-	-	-	-	-	-	-
Landfill		-	412	412	-	422	422	845	-	845
Other disposal methods		-	13,782	13,782	-	129,062	129,062	-	38,078	38,078
<b>Non-hazardous waste</b>		<b>-</b>	<b>19,622</b>	<b>119,622</b>	<b>-</b>	<b>34,072</b>	<b>34,072</b>	<b>32,770</b>	<b>15,990</b>	<b>48,760</b>
Incineration (with energy recovery)		-	-	-	-	-	-	-	-	-
Incineration (without energy recovery)		-	-	-	-	-	-	-	-	-
Landfill		-	9,922	9,922	-	14,092	14,092	32,770	-	32,770
Other disposal methods		-	9,700	9,700	-	19,980	19,980	-	15,640	15,640
<b>TOTAL</b>		<b>-</b>	<b>33,816</b>	<b>33,816</b>	<b>-</b>	<b>163,556</b>	<b>163,556</b>	<b>33,615</b>	<b>54,068</b>	<b>87,683</b>



SUPPLY CHAIN DATA

TABLE 73  
GRI 308-1 NEW SUPPLIERS THAT WERE SCREENED USING ENVIRONMENTAL CRITERIA

Suppliers screened using environmental criteria	m.u.	2024	2023	2022
Number of new suppliers during the year	no.	-	-	-
Number of new suppliers that were screened using environmental criteria	no.	1,531	964	1,255
% of new suppliers screened using environmental criteria	%	-	-	-

TABLE 74  
GRI 414-1 NEW SUPPLIERS THAT WERE SCREENED USING SOCIAL CRITERIA

Suppliers screened using social criteria	m.u.	2024	2023	2022
Number of new suppliers during the year	no.	-	-	-
Number of new suppliers that were screened using social criteria	no.	1,531	964	1,255
% of new suppliers screened on the basis of social criteria	%	-	-	-

GRI CONTENT INDEX

STATEMENT OF USE	The Company developed this Document in accordance with the GRI 2021 Standards, with reference to the period 01/01/2024 – 31/12/2024
GRI 1 USED	GRI 1: Foundation 2021
APPLICABLE GRI SECTOR STANDARDS	Not applicable on the date when this document was published

GRI STANDARD	DISCLOSURES	REFERENCE	NOTES
General disclosures			
GRI 2: General disclosures – 2021	2-1	Organisational Details	Note on Methodology
	2-2	Entities included in the organisation's sustainability reporting	Note on Methodology
	2-3	Reporting period, frequency and contact point	Note on Methodology
	2-4	Restatements of information	Note on Methodology
	2-5	External assurance	Note on Methodology
	2-6	Activities, value chain and other business relationships	Activities and market sectors
	2-7	Employees	People
	2-8	Non-employees	People
	2-9	Governance structure and composition	Corporate governance
	2-10	Nomination and selection of the highest governance body	Corporate governance
	2-11	Chair of the highest governance body	Corporate governance
	2-12	Role of the highest governance body in monitoring impact management	Corporate governance
	2-13	Delegation of responsibility for managing impacts	Corporate governance
	2-14	Role of the highest governance body in sustainability reporting	Corporate governance
	2-15	Conflicts of interest	Corporate governance
	2-16	Communication of critical concerns	Corporate governance
	2-17	Collective knowledge of the highest governance body	Corporate governance
	2-18	Evaluation of the performance of the highest governance body	Corporate governance
	2-19	Remuneration policies	Corporate governance
	2-20	Procedure for determining remuneration	People
	2-21	Annual total compensation ratio	People

GRI STANDARD	DISCLOSURES	REFERENCE	NOTES
GRI 2: General disclosures – 2021	2-22 Statement on sustainable development strategy	Letter to Stakeholders The Group's goals	
	2-23 Policy commitment	Policies and commitments for responsible business conduct	
	2-24 Embedding policy commitments	Policies and commitments for responsible business conduct	
	2-25 Processes to remediate negative impacts	Industrie Polieco– MPB's sustainable development plan	
	2-26 Mechanisms for seeking advice and raising concerns	Policies and commitments for responsible business conduct	
	2-27 Compliance with laws and regulations	Policies and commitments for responsible business conduct	
	2-28 Membership associations	Activities and market sectors	
	2-29 Approach to stakeholder engagement	Approach to stakeholder engagement	
	2-30 Collective agreements	People	
GRI 3: Material topics – 2021 version	3-1 Process to determine material topics	The materiality analysis process	
	3-2 List of material topics	The materiality analysis process	
Material Topic	Economic value		
GRI 3-3	Management of material topics		
GRI 201-1	Economic value generated and distributed	Economic performance	
Material Topic	Governance		
GRI 3-3	Management of material topics		
GRI 205-1	Operations assessed for risks related to corruption	Policies and commitments for responsible business conduct	
GRI 205-2	Communication and training about anti-corruption policies and procedures	Policies and commitments for responsible business conduct	
GRI 205-3	Confirmed incidents of corruption and actions taken	Policies and commitments for responsible business conduct	
GRI 204-1	Proportion of spending on local suppliers	Activities and market sectors	Data not available for Polieco France SA
GRI 308-1	New suppliers that were screened using environmental criteria	Activities and market sectors	Data not available for Polieco France SA
GRI 414-1	New suppliers that were screened using social criteria	Activities and market sectors	Data not available for Polieco France SA
Material Topic	Working conditions		
GRI 3-3	Management of material topics		
GRI 401-1	New employee hires and employee turnover	People	

GRI STANDARD	DISCLOSURES	REFERENCE	NOTES
GRI 401-3	Parental leave	People	
GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	People	
Material Topic	Health and safety		
GRI 3-3	Management of material topics		
GRI 403-1	Occupational health and safety management system	Personal health and safety	
GRI 403-2	Hazard identification, risk assessment, and incident investigation	Personal health and safety	
GRI 403-5	Worker training on occupational health and safety	Personal health and safety	
GRI 403-6	Promotion of worker health	Personal health and safety	
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Personal health and safety	
GRI 403-8	Workers covered by an occupational health and safety system	Personal health and safety	
GRI 403-9	Work-related injuries	Personal health and safety	
GRI 403-10	Work-related ill health	Personal health and safety	
Material Topic	Equal treatment and opportunities for all		
GRI 3-3	Management of material topics		
GRI 404-1	Average hours of training per year per employee	Personal training	
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Personal training	
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Personal training	
GRI 405-1	Diversity of governance bodies and employees	Corporate governance People	
GRI 405-2	Ratio of basic salary and remuneration of women to men	People	
GRI 406-1	Incidents of discrimination and corrective actions taken	People	
Material Topic	Local communities		
GRI 3-3	Management of material topics		
GRI 413-1	Operations involving the local community, impact assessments and development programmes	Community Support	
GRI 413-2	Operations with significant actual and potential impacts on local communities	Community Support	
Material Topic	Energy		
GRI 3-3	Management of material topics		
GRI 302-1	Energy consumption within the organisation	Energy and climate change	Data not available for Polieco France SA
GRI 302-3	Energy intensity	Energy and climate change	Data not available for Polieco France SA



GRI STANDARD	DISCLOSURES	REFERENCE	NOTES
GRI 302-4	Energy consumption reduction	Energy and climate change	Data not available for Polieco France SA
Material Topic	Climate change		
GRI 3-3	Management of material topics		
GRI 305-1	Direct (Scope 1) GHG emissions	Energy and climate change	Data not available for Polieco France SA
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Energy and climate change	Data not available for Polieco France SA
GR 305-4	GHG emissions intensity	Energy and climate change	Data not available for Polieco France SA
GRI 305-5	Reduction of GHG emissions	Energy and climate change	Data not available for Polieco France SA
Material Topic	Air pollution		
GRI 3-3	Management of material topics		
GRI 305-7	Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions	Air pollution	Data not available for Polieco France SA
GRI 303-2	Management of water discharge-related impacts	Water withdrawal and discharge	Data not available for Polieco France SA
Material Topic	Water withdrawal and discharge		
GRI 3-3	Management of material topics		
GRI 303-1	Interactions with water as a shared resource	Water withdrawal and discharge	
GRI 303-3	Water withdrawal	Water withdrawal and discharge	Data not available for Polieco France SA
GRI 303-4	Water discharge	Water withdrawal and discharge	Data not available for Polieco France SA
GRI 303-5	Water consumption	Water withdrawal and discharge	Data not available for Polieco France SA
Material Topic	Resource use and circular economy		
GRI 3-3	Management of material topics		
GRI 301-1	Materials used by weight or volume	Resource use and circular economy	Data not available for Polieco France SA
GRI 301-2	Recycled input materials used	Resource use and circular economy	Data not available for Polieco France SA
GRI 306-1	Waste generation and significant waste-related impacts	Resource use and circular economy	
GRI 306-2	Management of significant waste-related impacts	Resource use and circular economy	
GRI 306-3	Waste generated	Resource use and circular economy	Data not available for Polieco France SA
GRI 306-4	Waste diverted from disposal	Resource use and circular economy	Data not available for Polieco France SA
GRI 306-5	Waste directed to disposal	Resource use and circular economy	Data not available for Polieco France SA

## Notes

## Notes





**INDUSTRIE POLIECO – M.P.B. S.p.A.**

Via E. Mattei, 49 Cazzago S. Martino,  
25046 (BS) Italy  
Tel. +39 030 7758911