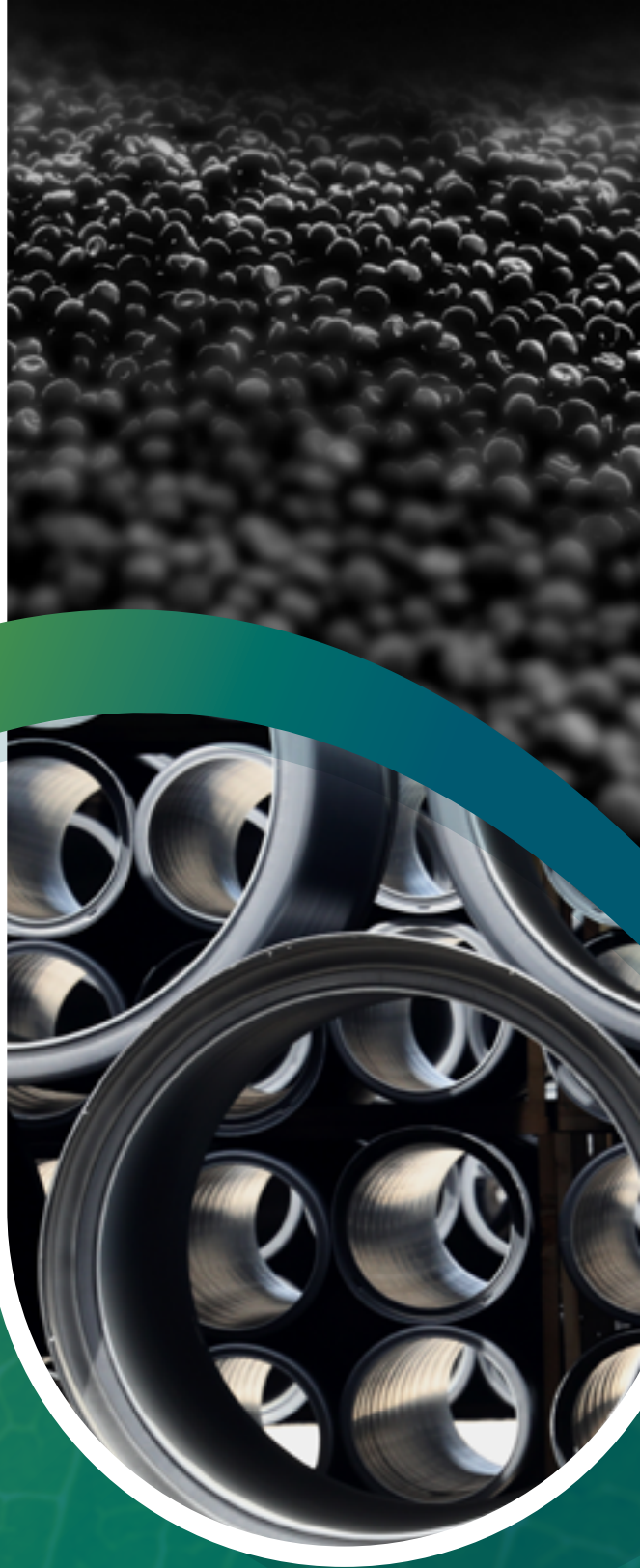


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REPORT
Sustainability



2023
Sustainability
REPORT

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Letter from the Chairman

The current world scenario and the new social phenomena of recent years call for a new approach to the world of work, in which companies are called upon to assess all factors within and outside the organisation and that characterise the context in which they operate.

Today, doing business increasingly requires everyone's commitment to pursue results that must go beyond the economic aspect, planning actions, investments and making decisions with a focus on sustainability with the aim of continually deepening social responsibility.

In this context, with the aim of responding to the needs of the various stakeholders in the environmental, social and organisational areas, in 2023 we considered it essential to integrate our corporate strategy in accordance with the ESG scheme by defining a Sustainable Development Plan and re-assessing our medium- and long-term business plans.

With the publication of our first Sustainability Report, we intend to consolidate our long-term commitment, while enhancing synergies and maintaining the innovative approach that has always distinguished us.

For years, our company has been engaged in developing technical product solutions in the plastics sector, applying the principles of the circular economy as far as possible. Solutions that are able to cover several aspects, including workers' safety, reducing natural resources in production processes, and limiting waste production. This has allowed us to grow continuously, which demonstrates everyone's commitment to ensuring our business continuity for the foreseeable future.

The results prove us right, 2023 ended with a total turnover of €148 million, a slight increment over the previous year.

At 226, the number of people continues to grow slightly, bringing a gradual rejuvenation of the workforce, with 52% under 50 years of age and 15% women. To support growth, new young, professionally prepared resources are joining the company, who, with the support of more experienced figures, will be increasingly involved in the gradual generational turnover.

To be more competitive, we are seizing the opportunities offered by technological progress and access to information, implementing new management systems and processing the large amounts of data collected during production.

We are confident about everything we are developing to meet the challenges of today and tomorrow, with a view to preserving our local area, our people and future generations.

Luigi Tonelli
Chairman







Our company: Industrie Polieco-MPB

Industrie Polieco-MPB is today one of the world's leading players in manufacturing double-wall polyethylene corrugated pipe systems and manufacturing compounds and adhesives for the oil & gas sector, as well as for other industrial applications. The company was founded by Luigi Tonelli, who in 1977 had the intuition to recover polyethylene from Tetrapak and later in 1992 to introduce polyethylene corrugated cable conduits in Italy.

HIGHLIGHTS:



47

YEARS OF HISTORY



226

EMPLOYEES



63,000 t

OF PRODUCT SOLD



€148 mln

OF TURNOVER



1.1 About us

Industrie Polieco-MPB consists of two business units:

- **Pipe Division:** designs and manufactures cable conduits for electrical and telecommunications cables, non-pressurised sewer pipe systems, drainage and dispersion pipes and composite manhole covers
- **Resin Division:** manufactures polymer compounds for coating steel pipes in the oil & gas sector, and adhesives used for multilayer films (packaging), multilayer pipes for the plumbing and sanitary sector and compatibilisers used in a variety of other applications.



STRUCTURE

The company consists of two business units: Pipe and Resin Division

The company has three production sites in Italy: two in Cazzago San Martino (Brescia), where both divisions are present, and one in Conza della Campania (Avellino), where only the Pipe Division operates.

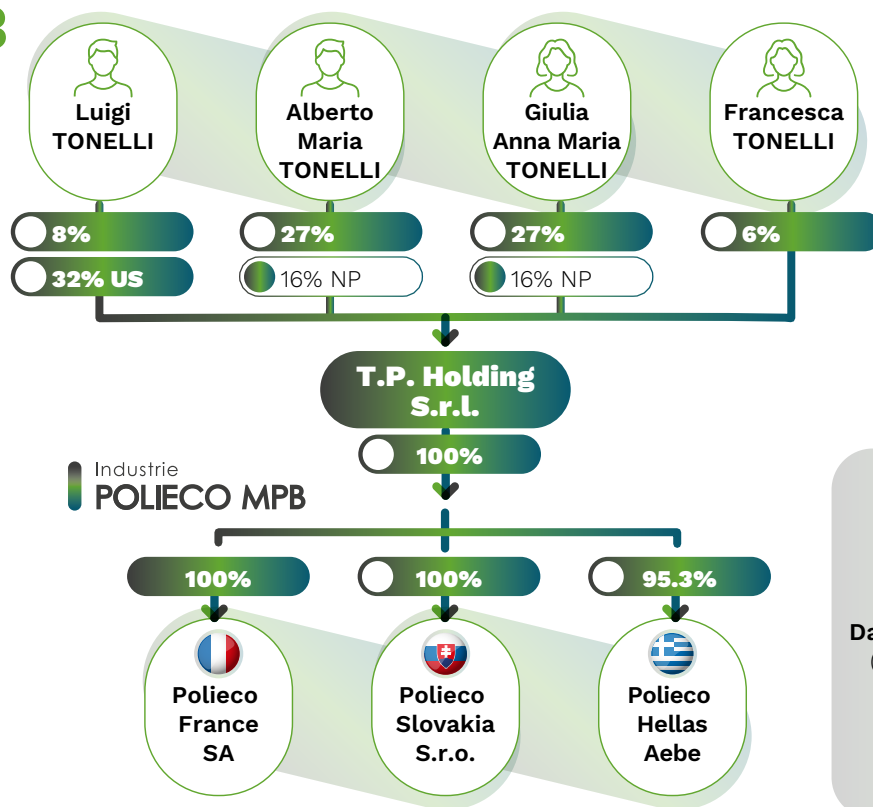
The group now consists of four companies:

- **Industrie Polieco-MPB S.p.A.** - Parent company with registered office in Cazzago S. Martino (BS), which manufactures pipes and polymer resins
- **Polieco France SA** - which manufactures pipes and markets manhole covers in the French and Belgian markets
- **Polieco Hellas Aebe** - which manufactures pipes and covers the South East European market
- **Polieco Slovakia S.r.o.** - which manufactures pipes for the Central and Eastern European market

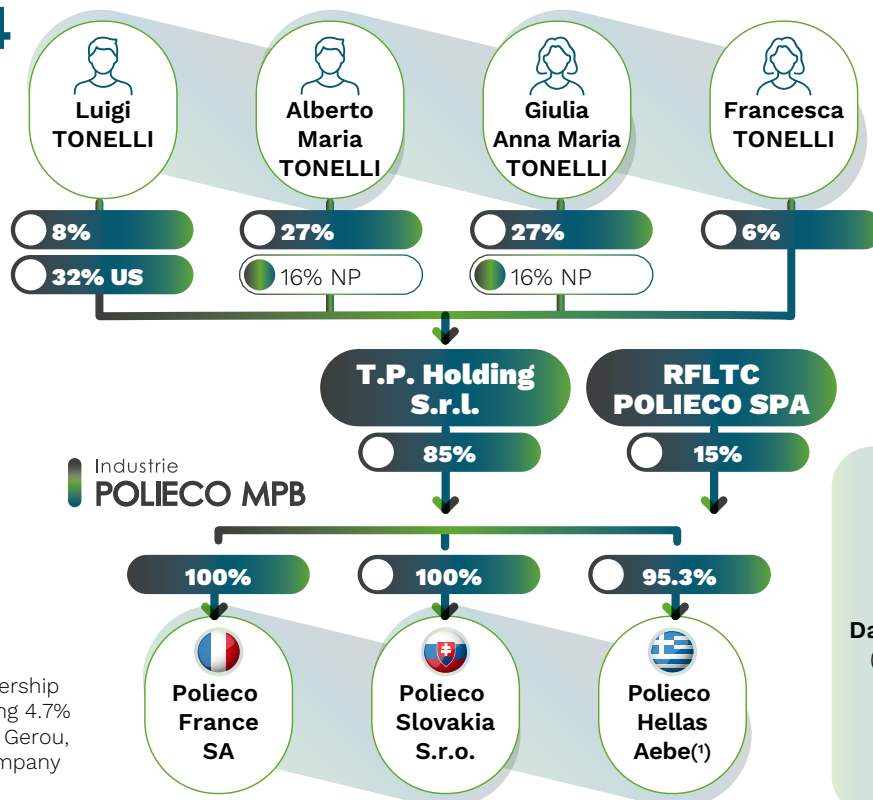
During the last months of 2023, Industrie Polieco-MPB was involved in a corporate transaction, as a result of which T.P. Holding s.r.l. became a shareholder in 2024 with a 85% share, while RFLTC-POLIECO S.p.A. has the remaining 15% share.

Figure 1
GROUP STRUCTURE

2023



2024



Notes:
 US = Usufruct
 NP = Bare ownership
 (*) The remaining 4.7% is owned by M. Gerou, outside the company management

Table 1

AS OF 31/12/2023, THE COMPANY'S WORKFORCE OF 226 EMPLOYEES WAS COMPOSED AS FOLLOWS:

AGE BANDS	MEN	WOMEN
< 30 years	16	1
30 – 50 years	80	21
> 50 years	95	13
Total	191	35

Table 2

THE EMPLOYMENT CONTRACT TYPES ARE AS FOLLOWS:

GENDER	MEN	WOMEN	SUM
Open-ended	183	35	
Fixed-term = < 12 months	2	0	
Fixed-term = 6 months	3	0	
36-month professional apprenticeship	3	0	
Full-time	188	22	
Part-time	3	13	
Total	191	35	226

COLLECTIVE AGREEMENTS

Since it was established, the company has ensured that every worker benefits from all the provisions of the latest renewal agreement of the national collective labour agreement for the sector and category.

Currently, the national collective labour agreement for workers in the rubber cable and related industries and the plastics industry applies, as signed between the Plastic Rubber Federation with the assistance of the General Confederation of Italian Industry and the trade unions FILCTEM-CGIL, FEMCA-CISL and UILTECUIL. The existing agreement was signed on 26 January 2023.

In addition to the provisions of the aforementioned national collective labour agreement, the company has for some time been incorporating a number of internal provisions, in particular related to limiting absenteeism, which further improves pay conditions.

The above conditions are also applied in a fully transparent manner to all temporary personnel employed by the company.

CONTINGENT WORKERS

The company has always availed itself of the collaboration of contingent workers, who are placed through the main employment agencies with fixed-term, open-ended or apprenticeship contracts in accordance with the parameters of the national collective labour agreement, the applicable regulations and company provisions.

The most common type of worker is placed in production departments where work is carried out in 15 or 21 shifts per week. The job is machine and plant operator, mainly supporting the finished product checking and packaging stage.

When needed, some employees in the shipping warehouse areas may carry out these jobs.

During 2023, the average number of contingent personnel was 22.

1.2 Our evolution

The headquarters of Industrie Polieco-MPB is located in the heart of Lombardy, in the beautiful area of Franciacorta, which stretches from the southern shore of Lake Iseo to the northernmost border of the Po Valley, bordered by the city of Brescia to the east and the river Oglio to the west. Approximately 3,000 hectares of vineyards wind through flat land and rolling hills with medieval castles, monasteries and villas, some of which are now converted into world-famous wineries. In addition to its wine-growing vocation, this area is one of the most important industrialised zones in Italy, where the strong will of tireless local entrepreneurs has brought the wealth and prosperity this region enjoys today. It is in this area that our history was born and developed.

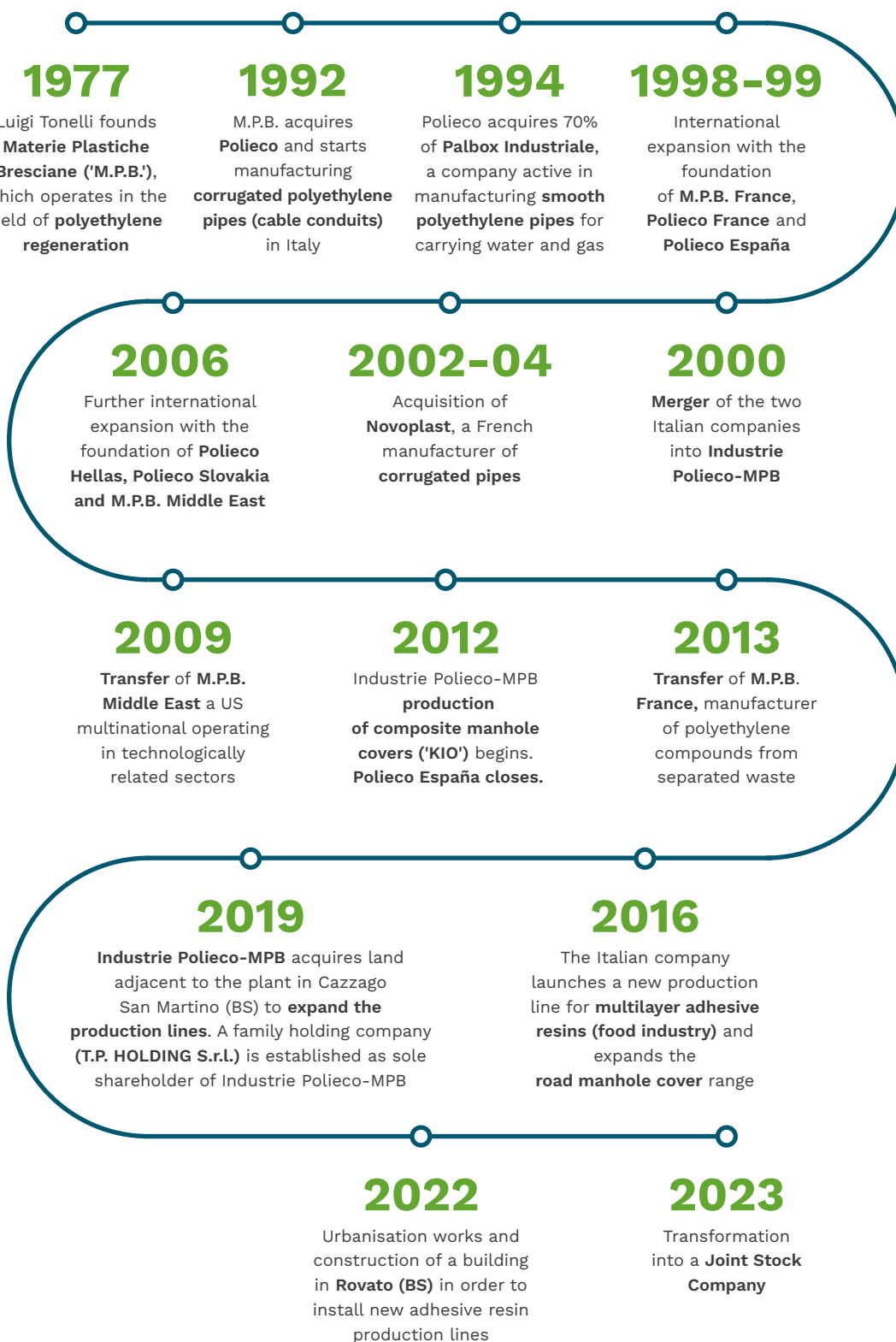


THE AREA

Industrie Polieco-MPB is located in a picturesque area, Franciacorta



Figure 2
OUR HISTORY



1.3 Activities and market sectors

Table 3
PRODUCT PORTFOLIO

DIVISION	PIPES			RESINS	
Company	<ul style="list-style-type: none"> Industrie Polieco-MPB S.p.A. Polieco France SA Polieco Hellas Aebe Polieco Slovakia S.r.o. 			Industrie Polieco-MPB S.p.A.	
Target markets	Construction and Infrastructure			Oil & Gas	Oil & Gas and Packaging
	Building	Sewerage and drainage networks	Manhole covers	Steel pipe coating	Multilayer applications
Products	Cable conduits Pipes for buried electrical and telephone installations outside residential buildings	Ecopal Non-pressurised sewer and drainage systems	KIO Road gully tops and manhole covers	Traditional resins Steel pipe coating for the oil & gas sector	Resins and adhesives for various applications Packaging for the food, cosmetics and pharmaceutical industries

The **Pipe Division** operates in the building and construction sector, offering a range of solutions for constructing urban infrastructure. The range of products offered to the market is divided into:

CABLE CONDUITS: **Corrugated cable glands** are used in buried electrical and telephone installations, where it is important to ensure the materials running through the conduits are conserved perfectly. Various injection-moulded accessories can be combined with **corrugated cable glands**, such as **couplers, caps and electric manholes** made of polyethylene, PVC and polypropylene.

SEWERAGE NETWORKS: **corrugated polyethylene pipes** for different system requirements. A range of **corrugated pipes** made of high-density polyethylene and/or high modulus polypropylene has been created for installation in **non-pressurised sewerage networks**, where they can ensure versatility and consistently high performance in every sewer. Among the top products is **ECOPAL**, the **double-wall, co-extruded pipe** used in underground non-pressurised drain pipes.

MANHOLES: **polyethylene manholes and tee sockets**, which can be used in combination with **ECOPAL corrugated pipes** or other **pipes made of plastics** such as PVC and PEAD. The **manholes** produced are intended to connect **sewers** to the surface to aid inspection and cleaning. Unlike traditional concrete manholes, **polyethylene manholes** have a number of speed and versatility benefits during installation, with lower transport costs because they are easy to handle.



THE RANGE

Many products suitable for every need and environmental condition

SPECIAL PARTS: **special parts** moulded or cut from corrugated pipes to accompany high-density polyethylene sewage pipes. Special parts include **pipe fittings, pipe bends, round pipe couplings, couplings and Firenze traps**. **POL BLOCK**, on the other hand, is an anti-slip joint for corrugated pipes, specifically designed to be an effective **system for reinforcing** normal pipe coupling systems in **non-pressurised sewerage networks**. POL BLOCK is suitable for use in situations where **corrugated pipes** have to be laid in steeply sloping terrain, with the risk of the pipes becoming detached from each other, resulting in the serious danger of a leak.

DRAINAGE AND DISPERSION: a wide range of **products for rainwater drainage and dispersion into the ground**, suitable for every specific need and environmental condition. The **DRENOPAL** range consists of **slotted pipes** manufactured in various stiffness classes, the specific properties of which are suitable for collecting and dispersing rainwater, as well as capturing leachate. **GEODRENOPAL**, on the other hand, is a drain pipe with non-woven geotextile, which prevents soil from entering the pipe.

To enrich its range of **drainage systems** in civil, sports and agricultural works, we have created the **POLIDREN** line, **corrugated high-density polyethylene pipes** supplied in rolls. The company designed the **corrugated drain pipe** to ensure high performance and long-lasting resistance to external agents. There is no shortage of products such as **GEOPOLIDREN**, a system of corrugated slotted pipes in coils, clad with **non-woven geotextile** to prevent particles from entering.

Finally, to **disperse rainwater into the ground**, we also offer **ABSORBING MANHOLES**, i.e. dispersing manholes that can be manufactured in different diameters to suit requirements and combined with various accessories. But not only manholes, **DRENOSEWER** is in fact a drain pipe made from corrugated polyethylene cable conduit in bars.



FOCUS

Composite road manhole covers with high performance and numerous benefits

ROAD MANHOLE COVERS: **KIO manholes** for gas, water, sewer and electricity networks. The **manhole cover** is made of **Kinext**, a composite material that offers many benefits: the **manhole cover** is extremely **solid** and **durable** with about 70% **less weight** compared to a traditional manhole cover, which makes it **easier to handle and install** on construction sites, and considerably **reduces transport costs**. **The choice of plastic** reduces noise when vehicles and pedestrians transit, which also contributes to **reducing noise pollution**. KIO is therefore an ideal **vehicular manhole cover** to be installed in transit, exhibition and pedestrian areas, because **Kinext** does not conduct electricity, **protecting pedestrians from hazardous current leakage**. Unlike traditional manhole covers, composite manhole covers also discourage theft and vandalism. Finally, **composite manhole covers** can be customised with logos and colours. The KIO range is completed with the KIO Concave Grating, which is ideal for **storm and surface water drainage**, and KIO TRENCH, the modular manhole cover designed for installation over concrete channels in service areas, industrial areas, commercial areas, harbours and docks.

Table 4

SALES BY PRODUCT – PIPE DIVISION

PRODUCT TYPE	QUANTITY SOLD (KG)
CABLE CONDUITS	7,992,749
SEWERAGE SYSTEMS	7,260,730
MANHOLE COVERS	904,627

The **Resin Division** operates in the field of plastics processing (polyolefins) to manufacture polymer compounds and functionalised polymers for various sectors.

STEEL PIPE COATING: a wide range of polymer compounds and adhesives grafted with maleic anhydride for triple-layer coating of steel pipelines used to carry water and liquid and gaseous fuel oils (oil & gas sector); applying the coating gives pipelines excellent and long-lasting protection against corrosion.

ADHESIVES FOR MULTILAYER STRUCTURES: maleic anhydride-grafted adhesives used as bonding layers in structures such as: multilayer films for food and industrial packaging, multilayer pipes for the plumbing sector, multilayer pipes for cosmetic packaging, multilayer containers for liquids (i.e. chemicals), multilayer panels with aluminium (ACP, Aluminium Composite Panel), plastic fuel tanks for the automotive sector.

COMPATIBILISERS: Functionalised polyolefins used as impact modifiers for polyamide compounds, mainly for the automotive industry, and as compatibilisers in the manufacture of: Halogen Free Flame Retardant (HFFR) compounds for flame retardant cables; glass-fibre reinforced plastics for various applications, including automotive; Wood Plastic Composites (WPC) for cladding and flooring.

**DURABILITY**

Steel pipe coating with multiple compound layers for increased protection and corrosion resistance

Table 5

SALES BY PRODUCT – RESIN DIVISION

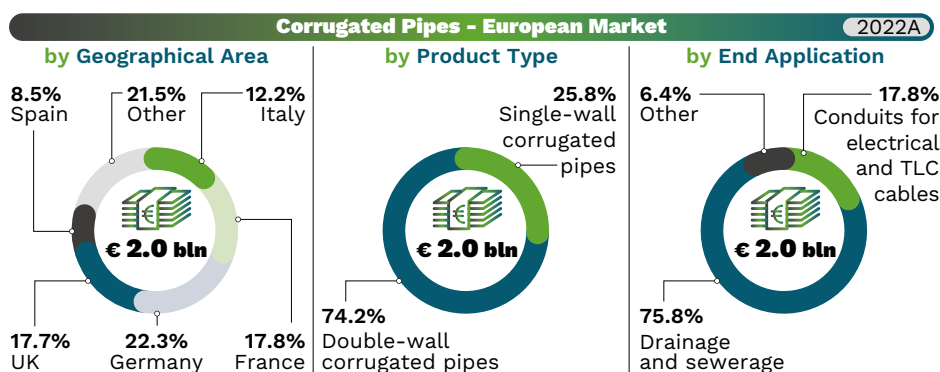
PRODUCT TYPE	QUANTITY SOLD (KG)
RESINS	35,478,610
ADHESIVES	11,020,552

Figure 3

TARGET MARKET - CORRUGATED PIPES

The European market for corrugated plastic pipes can be analysed on the basis of three different perspectives (geographical area, product type and end application), in line with Industrie Polieco-MPB's business and products.

GEOGRAPHICAL AREA	PRODUCT TYPE	END APPLICATION
Italy	Single-wall corrugated pipes	Conduits for electrical and telecommunications cables
France		Drainage and sewerage
Rest of Europe	Double-wall corrugated pipes	Other



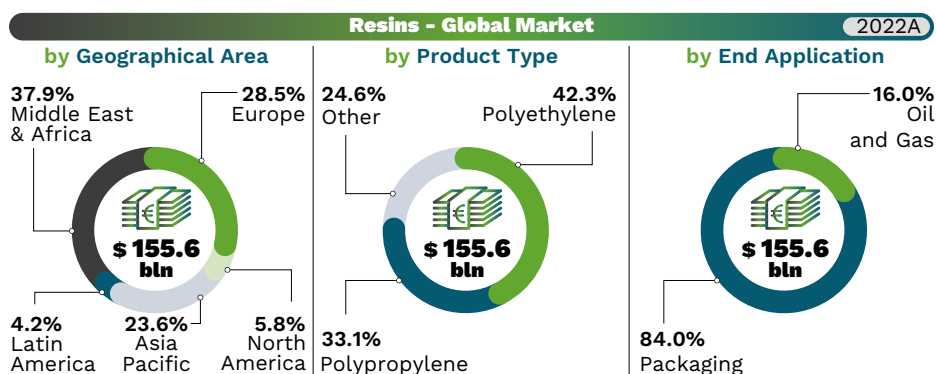
Source: Maia Research, Europe Plastic Corrugated Pipe Industry Market Research Report, 2023.

Figure 4

TARGET MARKET - RESINS

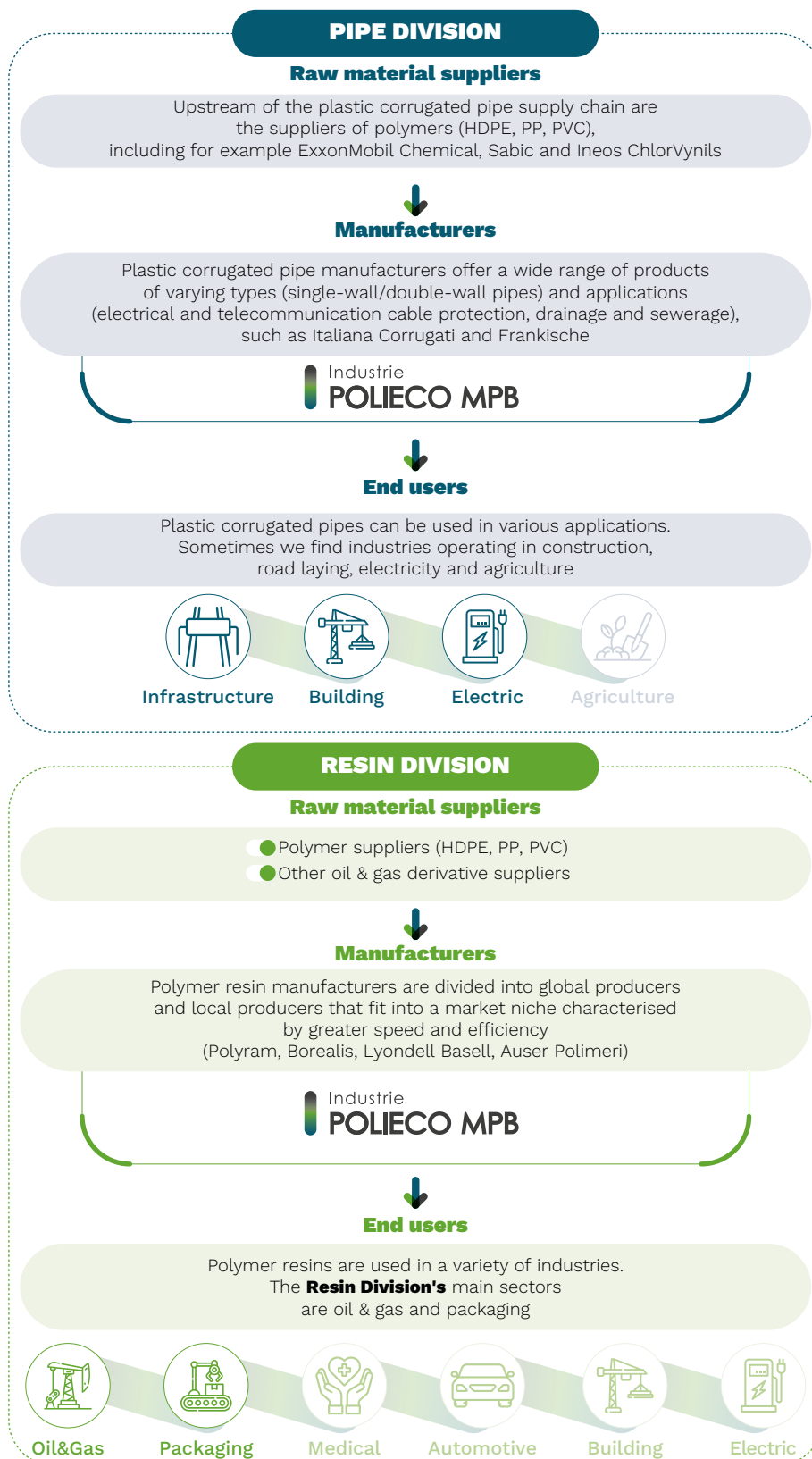
The European market for polymer resins can be analysed on the basis of three different perspectives (geographical area, product type and end application), in line with Industrie Polieco-MPB's business and products.

GEOGRAPHICAL AREA	PRODUCT TYPE	END APPLICATION
Europe	Polyethylene	Oil and Gas
North America		
Asia Pacific	Polypropylene	Packaging
Latin America		
Middle East & Africa	Other	



Source: Market Research Future, Global Polymer Resin for Packaging and Oil&Gas Market Research Report, 2023.

Figure 5
THE SUPPLY CHAIN



Source: Maia Research, Europe Plastic Corrugated Pipe Industry Market Research Report, 2023.
Market Research Future, Global Polymer Resin for Packaging and Oil&Gas Market Research Report, 2023.

1.4 Our economic performance

The direct economic value generated and distributed is summarised below (EVG&D) on an accrual basis.

Table 6

Indicator 201-1

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED (2023)

ITEM	€
ECONOMIC VALUE GENERATED	151,596,098
A. Production value	151,127,061
C.15 Income from participations	21
C.16 Other financial income	469,017
E.20 Extraordinary income	-
DISTRIBUTED ECONOMIC VALUE	127,174,797
Operating costs	100,661,426
B.6 Raw material costs	73,617,679
B.7 Costs for services	23,231,867
B.8 Lease and rental costs	1,409,119
B.11 Changes in inventories of raw materials	1,569,213.17
B.14 Other operating expenses (net of tax)	833,547.75
E.21 Extraordinary expenses	0
B.9 Personnel costs	13,238,819.29
C.17 Interest and other financial charges	888,469.71
22. Taxes (current and deferred) on income	9,017,476.33
B.14 Sundry operating expenses (value of taxes only)	262,274.46
Dividends distributed	3,000,000.00
Value distributed to the community	106,332
Donations	40,863.95
Sponsorships	0
Membership contributions	65,467.86
ECONOMIC VALUE RETAINED	24,421,301
Profit (or loss) for the year (net of dividends)	25,360,020.66
(B.10 + B.12 + B.13 + D.19 + D.18) Depreciation / Provisions / Write-downs / Revaluations	-967,600.99
22. Deferred taxes	28,881.07

1.5 Our vision

BEING HERE... IN THE PRESENT TO BUILD THE NEW TOMORROW.

Ensuring business continuity is our main goal, but the words “Being here” encompasses much more than the common meaning of “Existing.”

The profound meaning we attribute to this is being able to continue to offer job opportunities and security to our future colleagues, and serenity to their families; to surround ourselves with stakeholders who are aligned with our corporate ethics to create a virtuous and inclusive system of relations that promotes personal well-being and environmental respect and protection; to be able to be an inspiration and model for the local area and for other industrial businesses.

1.6 Our values

We are a community of people based on clear, shared principles that identify the company’s soul.

Our values are the foundation needed for future continuity and development.

We believe in **People** who contribute daily to the company’s success through their commitment.

Each **Person** with his or her uniqueness is a valuable asset to the organisation, always worthy of great respect and worth listening and paying attention to.

We strive to ensure that relationships are based on kindness, empathy and trust in colleagues, fostering the well-being of all within a collaborative and peaceful working environment.

We value **Work** as an element of a person's professional growth and an instrument of social cohesion within a healthy, safe and inclusive environment. By involving and motivating people, we foster **Development** within a community that works cohesively to achieve shared goals.

We cultivate a sense of **Belonging** to the company, which was created on the intuition of an individual, and has become a part of the daily life of those who work with generosity and passion, making the most of everyone's contribution.

We promote **Solidarity** as the cornerstone of a group based on mutual co-operation and support even in less favourable situations.

Developing and promoting a culture of listening, caring and support are fundamental for us, and also extends to the local area and community.

1.7 Our goals



FOCUS

*For us,
the future
is about
innovation*

Invest in research and development and in improving our production organisation in order to offer a diverse range of quality products to ever-expanding worldwide markets.

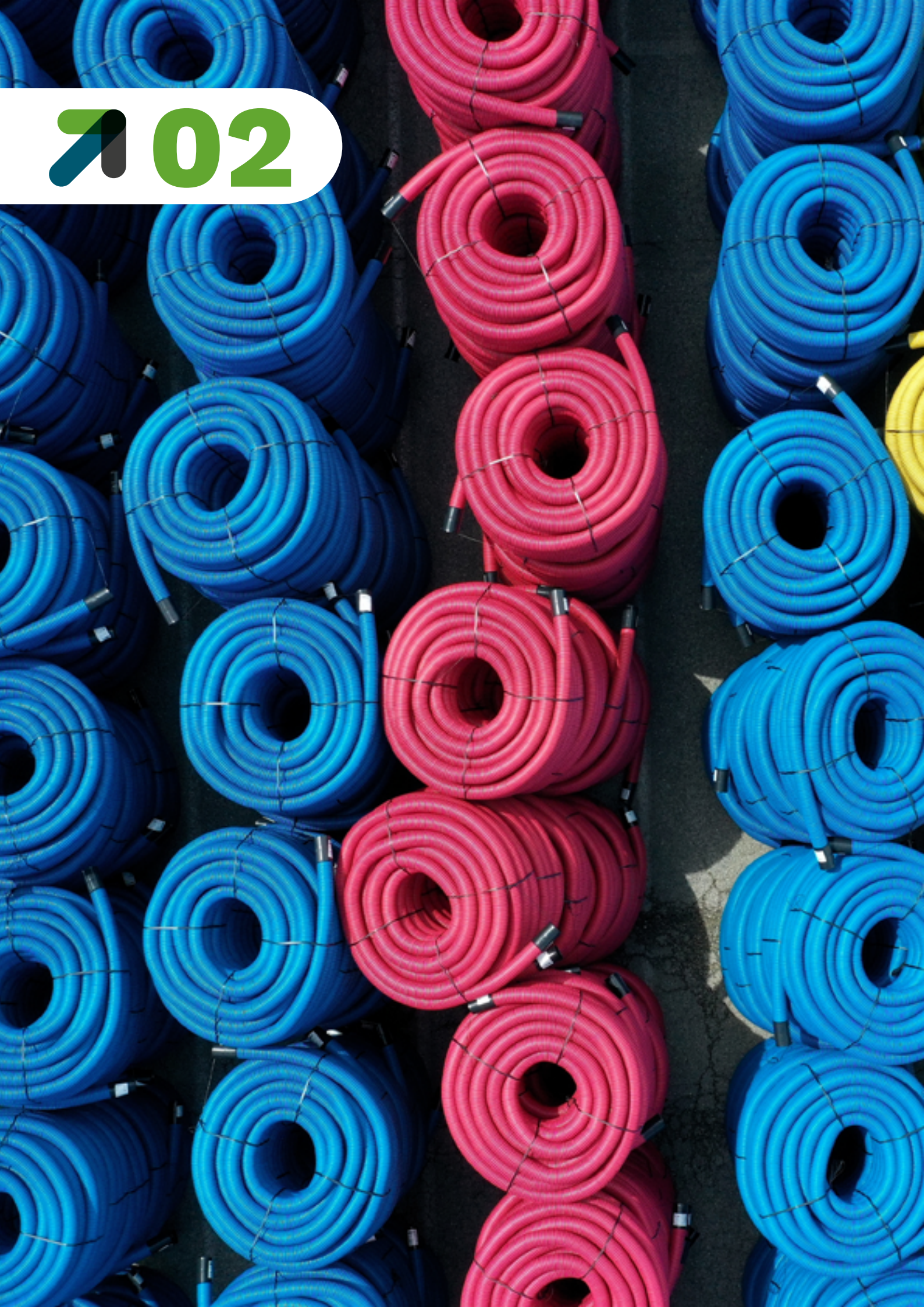
Meet to customers' needs, even the most ambitious ones, with the flexibility and availability that have always been our hallmark.

Cultivate curiosity and dynamism in order not to be a slave to change but to master it by proposing innovative solutions.

Bring our commitment to consolidate the important partnerships that have become essential to our success over time.



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Industrie Polieco-MPB's **sustainable** development plan

The path initiated by Industrie Polieco-MPB is based on building a sustainable and successful development plan. The first step was to conduct an ESG Assessment, an assessment tool that allowed us to measure our performance against environmental, social and governance parameters. The score obtained represents our starting point to create a sustainability strategy for the future, step by step.

HIGHLIGHTS:



54.7/100

ESG PERFORMANCE



14.9/34

ENVIRONMENTAL



21.9/34

SOCIAL



17.9/32

GOVERNANCE

2.1 Letter from the General Manager

Although Industrie Polieco-MPB has always paid particular attention to sustainable development topics, divided into three fundamental areas (environmental, social and governance), we decided to draft our first Sustainability Report in order to inform our stakeholders about the start of a new phase that involves organically integrating ESG factors into our business strategy.

The Company's focus on sustainable development topics is demonstrated by the adoption of systems to manage and monitor risks and impacts on ESG topics that may arise as a result of conducting our business. We are convinced that a systematic approach to environmental management is an element of success, which is why we have an environmental management system that has been **ISO 14001** certified since 2005.

Our focus on customer needs is reflected in the quality of our products: quality is the hallmark of Industrie Polieco-MPB's products. For this reason, we actively participate in national and international **standardisation work groups** because we believe that constantly updating and sharing experience and innovative ideas are the basis for the evolution of our products. We understand the added value of a quality management system, which has been **ISO 9001** certified since 1995 and is continuously improving.

We also recognise the **crucial importance of eliminating hazards and reducing risks** in order to prevent injuries and illnesses, and to ensure healthy and safe working conditions and environments for our employees and collaborators. Adopting an **ISO 45001** certified occupational health and safety management system was and continues to be a strategic decision aimed primarily at improving performance in this area and not just to meet regulatory requirements.

We are convinced that the success of any organisation is strongly linked to the transparency and integrity of its governing bodies and its people, so, since 2019 we adopted our own **Organisation, Management and Control Model** in accordance with Italian Legislative Decree 231/2001 and a **Code of Ethics**.

We consider sustainability to be a strategic lever for continued growth and have therefore initiated, with the support of specialist operators, an ESG Performance Assessment aimed at identifying important topics and understanding our strengths and areas for improvement. To do this, we have also identified an internal ESG Committee, composed of roles with transversal expertise, which is constantly engaged in defining and monitoring our Sustainable Development Plan.

We have a long journey behind us, however, we are ready to invest additional resources and energy to meet future challenges, and consolidate our commitment to ensure sustainable development for the benefit of future generations.

The General Manager
Bettinzoli Antonello



2.2 The analysis results: important topics and main stakeholders

The ESG Performance Assessment carried out by Industrie Polieco-MPB allowed us to measure our organisation's performance against environmental, social and governance parameters.

This activity therefore helped understand the areas requiring action and methods needed to define a sustainable strategy in line with our business and the local area where we operate.

The first part of the ESG Performance Assessment consisted of Industrie Polieco-MPB filling in a questionnaire developed taking the following aspects into account:

- the main important ESG risks and impacts;
- the studies and guidance provided by the main reporting standards such as the SASB and GRI standards;
- analyses of the sustainability performance of the main competitors within the company's sector.

On the basis of the findings of the ESG Performance Assessment, Industrie Polieco-MPB's Sustainable Development Plan was defined, and the related improvement actions were identified for the short, medium and long term.

STAKEHOLDER MAPPING

Stakeholder mapping is the basis for implementing the Stakeholder Engagement process, i.e. the set of activities that every organisation should undertake to create a dialogue and discussion with its stakeholders in order to identify, understand and respond to sustainability topics.

Industrie Polieco-MPB's first step towards stakeholder engagement was mapping the most important stakeholders for our organisation.

Again, the stakeholders were identified and mapped when filling in the ESG Performance Assessment questionnaire.

In particular, from a general list of stakeholders compiled taking into account the findings of the main sectoral studies, we selected the most important stakeholders for the context of our organisation.

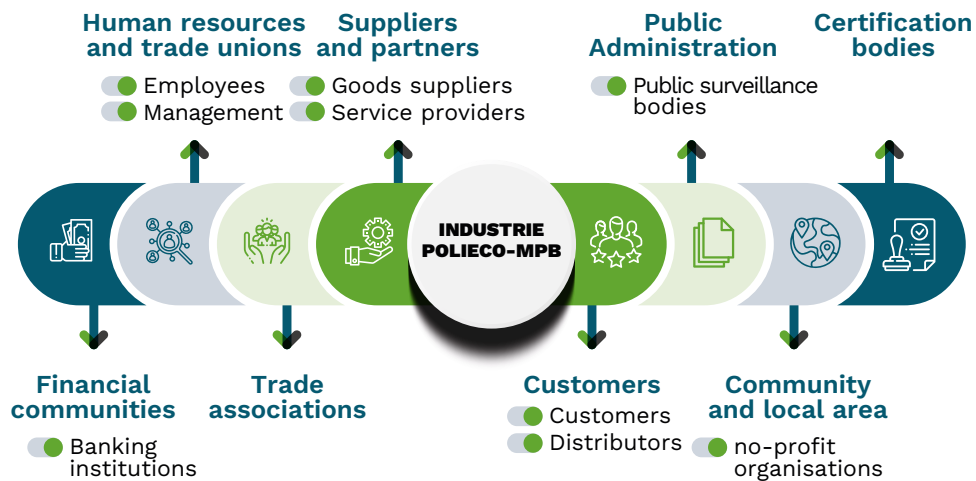
This is an initial step that will allow us to involve our stakeholders directly and organically in the near future, with the methods defined to suit their different needs and with information/assessment requests tailored to the specific needs of each stakeholder category.

Below, we provide the list of stakeholder categories mapped and selected by the company.

Table 7
STAKEHOLDER MAPPING

FINANCIAL COMMUNITIES	SELECTED BY THE COMPANY	PUBLIC ADMINISTRATION	SELECTED BY THE COMPANY
Banking institutions	●	Central/national administrations	
Lenders		Local administrations	
Institutional investors		National insurance and welfare agencies	
Bondholders		European institutions	
Partners/shareholders		Public surveillance bodies	●
HUMAN RESOURCES AND TRADE UNIONS		COMMUNITY AND LOCAL AREA	
Employees	●	Non-profit organisations	●
Contributors		Supranational institutions	
Management	●	Cultural and/or sports associations	
Trade unions		Political groups	
TRADE ASSOCIATIONS		Local communities	
Trade associations	●	ACADEMIA AND THE SCIENTIFIC COMMUNITY	
SUPPLIERS AND PARTNERS		Universities	
Goods suppliers	●	Research centres	
Service providers	●	MEANS OF COMMUNICATION	
External contractors		National/local newspapers	
Business partners		Trade magazines	
Sponsors		TV	
CUSTOMERS		CERTIFICATION BODIES	
Customers	●	Certification bodies	●
Distributors	●		
Retailers			

Figure 6
OUR STAKEHOLDERS



IMPORTANT TOPICS

Important sustainability topics are environmental, social and governance aspects that substantially affect or will affect our organisation's assessments, decisions, actions and performance in the short, medium and/or long term.

Material topics were identified through three different types of analysis:

- **Sustainability scenario analysis:** i.e. analysing the context in which the company operates, highlighting emerging sustainability topics and the state of progress relative to the set targets, thanks to sectoral studies carried out by the main international reporting standards, such as the SASB;
- **Analysis of the findings of the ESG Performance Assessment:** i.e. identification by the company of topics that it considers to be of most interest in relation to its business and the strategic choices being implemented;
- **Competitor analysis:** identifying the important topics for the main national and international players operating in the relevant sector. This analysis was carried out according to the criteria defined by international standards such as the Global Reporting Initiative (GRI) and implicitly takes into account the process that identifies priority topics for the different stakeholders of the companies analysed.

The findings of the different types of analysis provided an explanatory overview of the topics that are important to our organisation, our competitors and our sector.

This overview therefore allowed us, to assess the material topics to be reported in more depth.

With the help of industry professionals, we drew up a list of material topics to be reported from the results of the three analyses described above, which was validated by the ESG Committee.

Below is a list of the important topics for Industrie Polieco-MPB, which contains, among other things, the correlation to the SDGs affected by the specific topic.

Table 8
THE IMPORTANT TOPICS

SCOPE	MATERIAL TOPICS	SDGS
Environmental	Water and water stress	 
	Energy management	   
	Atmospheric emissions and climate change	  
	Waste management	 
Social	Employee development and skills	   
	Relationship with the local area and communities	   
	Occupational health and safety	  
	Welfare and well-being at work	  
Governance	Responsible Governance	   
	Business transparency and integrity	   
	Customer satisfaction	

Identifying the topics defined above allowed our organisation to understand, on the one hand, our strengths in terms of ESG topics compared to our competitors and our sector, and on the other hand, to identify areas for improvement and therefore where we need to take appropriate action to gradually reduce the gap compared to the best practices in the sector.

As far as areas for improvement are concerned, we once again used industry professionals to draw up an action plan to improve the ESG performance of our organisation.

We have therefore identified the following:

- Initiatives with medium/low priority levels, representing the goals that Industrie Polieco-MPB has set itself and that will be dealt with in the relevant chapter of this Sustainability Report;
- High-priority initiatives, i.e. initiatives that were undertaken immediately during the 2023 financial year and that will be detailed in the chapters on Environmental, Social and Governance aspects.

In order to monitor improvements linked to implementation of the identified improvement initiatives/actions, we have defined KPIs for each initiative.

A graphic representation of the action plan adopted by Industrie Polieco-MPB is provided below.

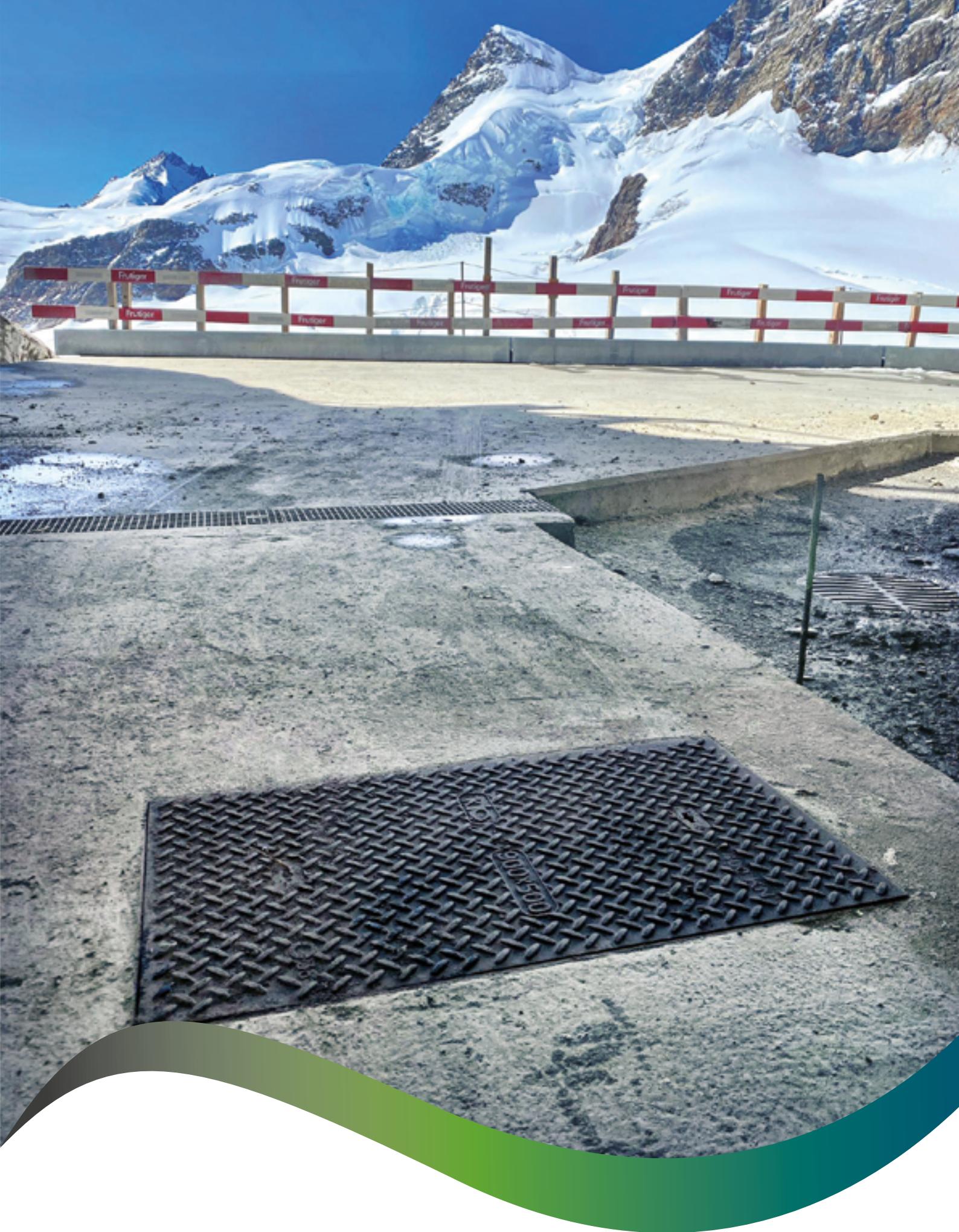


Table 9

REMEDIATION PLAN – ENVIRONMENTAL

SCOPE	MATERIAL TOPICS	AREAS FOR IMPROVEMENT
Environmental Topics	Water and water stress	Monitor water consumption and define a strategy for reducing water demand
	Energy management	Implement an energy consumption monitoring system and define a strategy for reducing energy demand
		Prepare a GHG emissions study
		Define GHG emission reduction and neutralisation plans
	Atmospheric emissions and climate change	Implement a monitoring plan for home-work travel and formally identify the person responsible (Mobility Manager)
		Establish programmes to raise employee awareness of GHG emission reduction
	Waste management	Define a plan and/or ways to reduce waste and implement circular economy measures and actions






PRIORITY	KPI	SDGS
High	<ul style="list-style-type: none"> Total water consumption: total water withdrawal; Total water discharge; Water consumption/production volume 	
High	<ul style="list-style-type: none"> Total energy consumption by source type; Energy intensity: Consumption in kWh/turnover (€); Energy consumption reduction 	  
High	<ul style="list-style-type: none"> Scope 1 and 2 emission reporting; GHG emission intensity: GHG emissions/turnover or production volumes 	 
Medium	<ul style="list-style-type: none"> % greenhouse gas (GHG) emission reduction 	 
Medium	<ul style="list-style-type: none"> Measurement of other GHG emissions 	 
Low	<ul style="list-style-type: none"> No. of awareness-raising initiatives/programmes activated 	 
Medium	<ul style="list-style-type: none"> Total waste (hazardous/non-hazardous) generated and destination; Measures taken, including circularity measurements, to prevent waste generation in the organisation's activities 	 

Table 10

REMEDIATION PLAN – SOCIAL











SCOPE	MATERIAL TOPICS	AREAS FOR IMPROVEMENT
Social Topics	Employee development and skills	Define a human resource skills development plan and an employee appraisal system
	Relationship with the local area and communities	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
		Undertake philanthropic actions, through donations and gifts to third sector associations, activating partnerships and strategic assessments such as creating a foundation
	Welfare and well-being at work	Prepare periodic surveys to monitor employee satisfaction and define actions to improve well-being at work
		Prepare a plan with defined methods for communicating significant operational changes to employees and their representatives
		Prepare transition assistance programmes to support employees about to retire

PRIORITY	KPI	SDGS
High	<ul style="list-style-type: none"> Average number of training hours per year per employee; Employee skills refresher programmes 	  
Medium	<ul style="list-style-type: none"> % employees receiving performance and professional development assessments (2024) 	
High	<ul style="list-style-type: none"> %/No. of operations involving the local community, impact assessments and development programmes 	 
Medium	<ul style="list-style-type: none"> %/No. of operations with significant actual and potential impacts on local communities 	 
Medium	Stakeholder engagement: <ul style="list-style-type: none"> No. of direct employee involvement initiatives 	
Low	<ul style="list-style-type: none"> Minimum notice periods regarding operational changes 	
Low	<ul style="list-style-type: none"> Transition assistance programmes to facilitate employability and end-of-employment management at retirement or termination 	

Table 11

REMEDIATION PLAN – GOVERNANCE

SCOPE	MATERIAL TOPICS	AREAS FOR IMPROVEMENT
Governance Topics	Responsible Governance	Define a training plan for the highest governance body in the field of sustainability and prepare an ESG impact management assessment system
		Prepare an internal sustainability plan and define an ESG team responsible for integrating sustainability principles into corporate strategy and sharing them with internal stakeholders
		Prepare a Sustainability Report
	Business transparency and integrity	Define a formalised process for appointing and selecting members of the highest governance body
		Define a plan for communicating the sustainability initiatives undertaken (website, social channels, videos, articles, etc.) to inform internal and external stakeholders
		Define a remuneration policy for the highest governance body
	Customer satisfaction	Prepare a process for verifying sustainability information shared externally
		Prepare a survey tool to collect customer satisfaction data

PRIORITY	KPI	SDGS
High	<ul style="list-style-type: none"> 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 	
High	<ul style="list-style-type: none"> Delegation of responsibility for the impact management; Role of the highest governance body in sustainability reporting 	
Medium	<ul style="list-style-type: none"> N/A 	   
High	<ul style="list-style-type: none"> Define and publicise the minimum requirements for the appointing and selecting the highest governance body 	
Medium	<ul style="list-style-type: none"> N/A 	
Medium	<ul style="list-style-type: none"> Rules concerning remuneration (and in particular the correlation between the fixed or variable part and sustainability goals); Procedure for determining remuneration 	
Medium	<ul style="list-style-type: none"> Role of the highest governance body in sustainability reporting 	
Low	Stakeholder engagement methods: <ul style="list-style-type: none"> Consumer service; Report customer services 	

Note that our Sustainable Development Plan will be constantly monitored, updated and supplemented, taking into account the evolution of the company's maturity level in relation to sustainability topics.



Our Governance

Our organisation has always strived to define a system of decision-making, management and monitoring processes to ensure that the company is governed correctly, responsibly and efficiently, in the interest of all our stakeholders.

HIGHLIGHTS:



MODEL 231



CODE OF ETHICS



WHISTLEBLOWING



PERSONAL INFORMATION
AND DATA SECURITY

3.1 Corporate Governance

Industrie Polieco-MPB adopts an administration and monitoring system based on the traditional model, which includes:

- Annual General Meeting
- Board of Directors
- Board of Statutory Auditors



BoD

As of 31 December 2023, the Board of Directors is composed of 5 members

The **Annual General Meeting** is composed of the company shareholders and deliberates on matters reserved to it by law, including approving the financial statements and appointing members of the Board of Directors and the Board of Statutory Auditors.

As of 31 December 2023, the **Board of Directors** consists of five members including the Chairman and the Managing Director. The Board of Directors is entrusted with routine and extraordinary management of the company, defines the strategic guidelines, assesses the adequacy of the organisational, administrative and accounting structure, and is responsible for the overall assessment of management performance.

The **Board of Statutory Auditors** consists of three full members and two substitutes. It monitors compliance with the law and the articles of association, compliance with the principles of proper administration and the adequacy of the organisational structure adopted by the company.

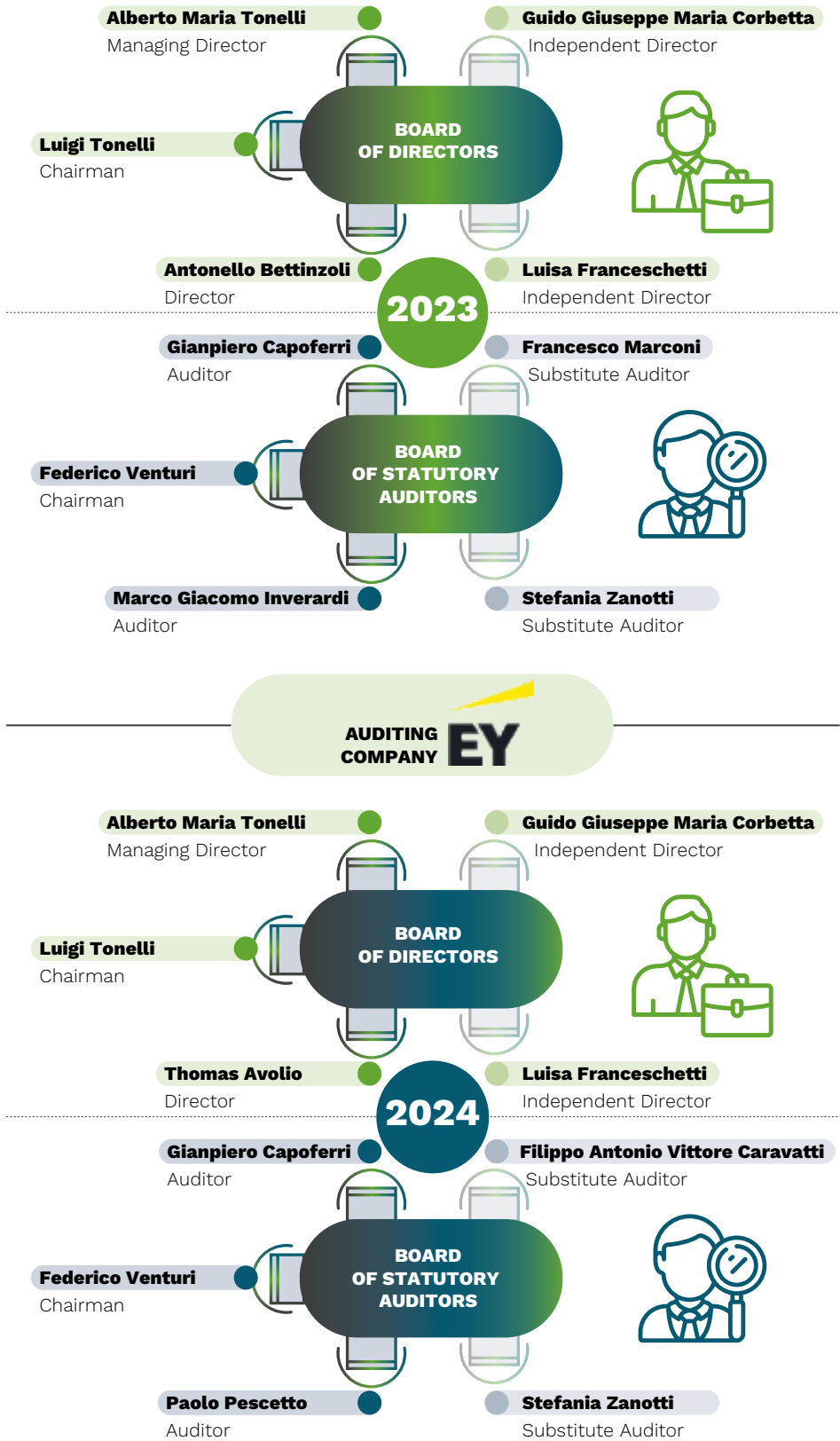
In addition, we have appointed an independent auditing company, registered in the relevant register, to audit and check the accounts.

Table 12
COMPOSITION OF THE BOARD OF DIRECTORS AS OF 31/12/2023

COMPOSITION OF THE BOARD OF DIRECTORS AS OF 31/12/2023	
EXECUTIVES	NON-EXECUTIVES
3	2
>50 YEARS	<50 YEARS
5	0
WOMEN	MEN
1	4

It should be noted that following the corporate transaction involving the company in the last months of 2023, the composition of the Board of Directors underwent some changes in 2024.

Figure 7
CORPORATE GOVERNANCE





3.2 Sustainability governance

Industrie Polieco-MPB identifies sustainability as a characterising lever in the company's business model and, therefore, a parameter that can positively influencing its competitiveness.

For this reason, by resolution of the Board of Directors on 29 December 2023, Industrie Polieco-MPB formally established an ESG Committee in order to better pursue the Sustainable Development Plan defined thereby and, therefore, manage and monitor environmental, social and governance sustainability topics.

The committee is composed of:

- General Manager and Board Member;
- Personnel Manager and Safety and Environment Representative;
- Occupational Health and Safety Manager;
- Occupational Health and Safety Officer.

Table 13

COMPOSITION OF THE ESG COMMITTEE

COMPOSITION OF THE ESG COMMITTEE	
>50 YEARS	<50 YEARS
2	2
WOMEN	MEN
0	4
ROLES	<ul style="list-style-type: none"> • Occupational health and safety • Environment • Personnel management • Finance • Risk management

In particular, the ESG Committee is responsible for the following tasks:

1. making proposals to and advising the Board of Directors on topics related to ESG factors and technological innovation;
2. supporting the Board of Directors in defining the company's sustainability strategy and continuously reviewing and updating it with the aim of ensuring that sustainable value is created over time for all stakeholders.

In particular, the committee:

- a. supports the Board of Directors in assessing the environmental, economic and social impacts of business activities and in identifying the opportunities and risks associated with them;
- b. defines guidelines to be submitted to the Board of Directors in order to integrate sustainability into all business processes;
- c. supports the Board of Directors in analysing topics relevant to the generation of long-term value for the purpose of preparing and approving the business plan, and monitors implementation of the sustainability actions set out in the business plan;
- d. promotes the sustainability culture to employees and collaborators, business partners, customers and, more generally, to the company's stakeholders;
- e. monitors sustainability initiatives and the company's participation in them with the aim of consolidating the company's reputation, including with reference to development of relations with institutions, organisations and research centres with recognised sustainability expertise;
- f. monitors national and international best practices in sustainability governance and innovative corporate governance mechanisms, and makes proposals and suggestions to the Board of Directors or its committees;
- g. monitors the evolution of ESG topics and those of the applicable regulatory framework, taking international guidelines and best practices into account and identifying any adaptation actions that may be appropriate or necessary.

It should be noted that following the corporate transaction involving the company in the last months of 2023, the composition of the ESG Committee underwent some changes in 2024, which will be reported in the next Sustainability Report.

**GOALS**

Creating value through the lever of sustainability

3.3 Model 231/2001 and Code of Ethics



FOCUS

It is essential to share the principles of the model 231 with stakeholders

Industrie Polieco-MPB has always conducted its business according to ethical and legal principles, operating in full compliance with the applicable regulations. Consistent with this approach, by resolution of the Board of Directors on 21/11/2019, it adopted an Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/2001 (hereinafter also referred to as "**Model 231**") and a Code of Ethics, which is an integral and substantial part of Model 231. On the same date, it appointed a Supervisory Board. The Model 231 was also subject to an update adopted by resolution of the Board of Directors on 27/05/2020.

Industrie Polieco-MPB's Model 231 is a structured and organic system of principles, internal rules, operating procedures and monitoring activities that aim to ensure that the company carries out its business diligently and transparently, and to prevent conduct that may constitute offences or unlawful conduct under Italian Legislative Decree 231/2001.

Pursuant to the provisions of Italian Legislative Decree 231/01, the main components of Industrie Polieco-MPB's Model 231 are as follows:

- Code of Ethics;
- Principles of Corporate Governance;
- Monitoring Protocols;
- Penalty System;
- Training and Communication Plan;
- Supervisory Board.

The **Code of Ethics** is intended to promote and disseminate the company's vision and mission by setting out a system of ethical values and rules of conduct aimed at ensuring top management, employees and third parties involved in the company's operations foster a commitment to maintain morally correct conduct and compliance with the regulations in force. Therefore, the Code of Ethics contains:

- the vision, mission, ethical values and principles underlying the corporate culture and management philosophy;
- rules of conduct to be adopted when carrying out their functions and with the company's internal and external stakeholders;
- duties incumbent on each person, whether in top management or not, concerning information and cooperation with the Supervisory Board;
- reference to the penalty system applicable in the event of violation of the rules set out in the Code of Ethics.

The **Principles of Corporate Governance** describe the company organisation.

The **Monitoring Protocols** represent the set of monitoring measures that oversee the activities identified as sensitive in relation to commission of the offences covered in Italian Legislative Decree 231/01, proper application of which helps to prevent commission of such offences.

The **Penalty System** establishes the disciplinary penalties and relevant application methods to be imposed on the persons (top management, employees, managers, external parties) responsible for violating the rules contained in the Code of Ethics and for failing to comply with the provisions set out in the Model 231.

The **Communication and Training Plan** serves to inform all stakeholders of the rules and provisions set out in the Model 231 in order to ensure that they are widely known and shared. The purpose of the Communication and Training Plan is to use targeted training courses to raise the awareness among company employees of the correct implementation of the provisions of the Model 231 and the risk of committing the offences set out in the regulations in force.

The **Supervisory Board** has the task of supervising the application of and compliance with the Model 231 adopted and of ensuring that it is updated in accordance with the organisational changes in the company and the regulations in force.

Furthermore, in relation to the commercial relationships that Industrie Polieco-MPB has with parties external to its organisational structure, when appropriate, the company promotes, within the framework of specific contractual agreements with commercial and financial partners, consultants and suppliers, the stipulation of agreements by virtue of which third parties undertake to comply with the provisions contained in the Model 231 and in the Code of Ethics and, for cases of non-compliance, the provision of appropriate contractual sanctions including specific termination clauses for cases of serious or repeated intentional violations.

It follows that the same persons have to be familiar with the contents of the Model 231 and the Code of Ethics and, in case of doubts, must ask for the appropriate clarifications regarding possible interpretations thereof and that, consequently, Industrie Polieco-MPB will promptly inform them of any amendment and/or update to the Code.

3.4 Whistleblowing

In order to protect the company's integrity and in accordance with the provisions of Italian Legislative Decree 24/2023, the company has set up a system that allows reporting of unlawful conduct under Italian Legislative Decree 231/2001, conduct in violation of the Model 231 and in violation of European Union and/or national law. In order to regulate the process of receiving, analysing and processing reports by the recipients identified in the applicable regulations, the company has adopted a specific procedure, which is supplementary to the Model 231 and is part of the organisational measures de-

fined by the company for prevention of the offences set out in Italian Legislative Decree 231/2001 and violations of European Union and/or national law.

In addition, Industrie Polieco-MPB has set up a Reporting Committee consisting of:

- Chairman of the Supervisory Board;
- Personnel Manager;
- Resin Quality Management System Manager.

In this context, the company makes the following channels available to all those who wish to make a report, in full accordance with the principle of confidentiality:

- notification by ordinary mail;
- by computer, through the web platform set up by the company;
- orally, through a direct meeting with one of the members of the Reporting Committee.



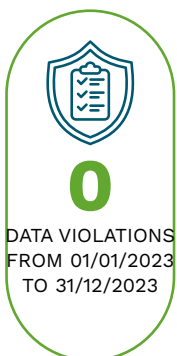
3.5 Personal data and information security management system

Industrie Polieco-MPB implements adequate and effective technical and organisational measures to ensure, and be able to demonstrate, that personal data processing is carried out in accordance with the applicable data protection laws.

To this end, Industrie Polieco-MPB has adopted a system of procedures aimed at defining the rules of conduct and process that those involved in processing personal data, both within and outside the organisation, are required to observe.

Some of the organisational protection measures implemented by Industrie Polieco-MPB include:

- appointment of a corporate privacy contact person to streamline management of data protection issues;
- training activities (including online) for each new employee during induction to raise the level of awareness among the company population;
- processing register pursuant to Article 30 of the GDPR, in order to have an up-to-date overview of the personal data processed by Polieco-MPB Industries;
- appointment of a Personal Data Protection Officer (although not compulsory due to the nature of the data processed), an external role to oversee and verify Industrie Polieco-MPB's full compliance with personal data protection regulations;
- Management of company policies and company queries (users ask questions if new processing is to be performed).







Environmental responsibility

Industrie Polieco-MPB recognises the essential value of protecting and safeguarding the environment and is actively committed to integrating environmental aspects into all its activities, and constantly monitoring its environmental performance in order to undertake appropriate initiatives to gradually reduce the gap compared to the best practices in the sector.

HIGHLIGHTS:



1,913MWh

PHOTOVOLTAIC ENERGY PRODUCED



88%

WASTE TO RECOVERY



507t co_{2eq}

SCOPE 1 EMISSIONS



11,536t co_{2eq}

SCOPE 2 EMISSIONS

The ESG Performance Assessment described in Chapter 2 allowed the organisation to understand its strengths in terms of ESG topics on the one hand, and to identify specific areas for improvement on the other.

In this chapter, we will first outline the initiatives that our organisation put in place prior to the start of the ESG Performance Assessment and which, for this reason, represent Industrie Polieco-MPB's strengths. Then, we will outline the areas for improvement identified as a result of the ESG Performance Assessment and the initiatives taken by our organisation to remedy the impacts resulting from its business so far.

4.1 Our initiatives to promote environmental sustainability



SOLAR

There has been great focus on photovoltaic energy over the years

The analysis carried out to measure our sustainability performance showed that energy management and, in general, adopting an environmental management system, represent our organization's strengths.

But the results of the analysis did not surprise us!

We believe, in fact, that a systemic approach to environmental management is crucial to the long-term success of an organisation.



Inspired by this principle, Industrie Polieco-MPB adopted an environmental management system that has been ISO 14001 certified since 2005.

Looking at the energy aspect, the total surface area of the roofs on our Italian plants has been exploited to install photovoltaic power systems. The first investment of this kind dates back to 2011, when 7 systems were installed for a total capacity of 1.15 MWp, which were completely modernised in 2021. Over the years, we have expanded our total photovoltaic capacity. The most recent installation in 2023 brought the total installed power to 1.84 MWp, with enough capacity to cover about 5.4% of our annual energy needs. In this way, we manage to avoid around 1,000 tonnes/year of carbon dioxide emissions into the atmosphere.

In particular, in 2023, the electricity consumed from the photovoltaic systems installed on the roofs of our Italian plants increased significantly from 1,182,948 kWh in 2022, up 28.1%.

This increase reflects our organisation's efforts to maximise the utilisation of solar energy generated by its photovoltaic systems and testifies to Industrie Polieco-MPB's ongoing commitment to implementing sustainable practices and reducing dependence on non-renewable energy sources.

In fact, self-consumption of photovoltaic energy not only helps reduce the company's energy costs, but also limits greenhouse gas emissions and the overall environmental impact of its business.

Table 14
PHOTOVOLTAIC ELECTRICITY SELF-CONSUMPTION

	2022	2023	VARIATION 22-23
PV SELF-CONSUMPTION	1,182,948 kWh	1,515,241 kWh	+28.1%

Figure 8
PHOTOVOLTAIC ELECTRICITY SELF-CONSUMPTION - BREAKDOWN AMONG DIVISIONS



Source: Energy mix declared by the supplier Edison, preliminary data for 2022.

A further indicator of progress towards a sustainable energy supply is the choice of electricity suppliers that can offer an energy mix with a significant percentage of energy from renewable sources. With reference to the electricity purchased in 2023, the share from renewables was 10,751,134 kWh, equivalent to 37.08 % of the total purchased. If, in addition to the contribution from the supplier's energy mix, self-consumption of on-site photovoltaic energy is taken into account, electricity from renewable sources reaches 12,266,375 kWh, or 40.2% of total energy consumption.

Over the years, we have converted the traditional lighting technology to LED technology in all production departments and offices. This decision was guided by a sensitivity towards a responsible use of energy and has led to a 60% reduction in energy consumption for lighting.

Several investments have been made with a view to process energy efficiency, among them the revamping an entire production line for grafted adhesives, which provides an annual saving of about 50 TOE, recognised with Energy Efficiency Certificates, compared to the previous technology in use up to 2021. Other efficiency enhancements were made during 2023, notably revamping a cable conduit production line in the Conza della Campania plant and modernising vacuum pumps for pipe forming in all production departments.

Another input to energy performance improvement comes from the energy diagnosis pursuant to Italian Legislative Decree 102/2014, which has been carried out every four years since 2015. The last one conducted in December 2023 identified a number of actions to be considered over the next four years.

The initiatives outlined above represent only the starting point of the Sustainable Development Plan undertaken by Industrie Polieco-MPB; a plan that will follow the "path" traced by the ESG Performance Assessment, which has made it possible to identify and prioritise the actions to be taken to close the gap compared to the best practices in the sector and thus contribute, together with the main players in the sector, to achieving sustainable development.

4.2 Areas for improvement and KPI monitoring

4.2.1 Energy management



ENERGY

Increased consumption is offset by improved productivity

Industrie Polieco-MPB recognises the crucial importance of careful energy management, especially in light of the current energy market situation and the impacts of global climate change. The need to manage energy resources has become increasingly critical in a global context in which challenges related to energy source availability and sustainability are constantly increasing.

For this reason, we have identified special initiatives within the action plan to better manage our organisation's energy consumption.

As a first step, we decided to improve our current energy consumption measurement system by switching to a monitoring model aimed at analysing specific energy indicators in order to understand priority areas for action. Identifying priorities for action is of paramount importance to avoid wasting the organization's resources and to identify the areas and production units where we should concentrate our efforts. This initiative will therefore allow us to define a targeted action strategy for reducing our organization's energy needs.

The monitoring outlined above indicates that although we saw a slight increase in total energy consumption compared to the previous year, this increase was offset by an improvement in company productivity.

Indeed, looking at energy intensity data, expressed as "energy consumption/turnover" and "energy consumption/production volume", we can see that the ratio has remained more or less constant over the years 2022 and 2023, with a very slight decrease in 2023 compared to 2022.

In particular, the energy intensity indicator expressed as "energy consumption/turnover" increased from 0.212 kWh/€ in 2022 to 0.206 kWh/€ in 2023. The energy intensity indicator expressed as "energy consumption/production volume" also decreased slightly from 0.502 kWh/kg in 2022 to 0.478 kWh/kg in 2023, a change of -4.58%.

A lower energy intensity indicates greater energy utilization efficiency, contributing to more sustainable resource management and a reduction in the greenhouse gas emissions associated with industrial activities.

Here is a summary of the energy consumption data:

Table 15

ENERGY INDICATORS

PRODUCT	2022	2023
ENERGY CONSUMPTION	30,325,983 kWh	30,509,670 kWh
<i>ENERGY PURCHASED</i>	29,143,035 kWh	28,994,429 kWh
<i>PV SELF-CONSUMPTION</i>	1,182,948 kWh	1,515,241 kWh
TURNOVER	€ 143,267,142	€ 148,294,882
ENERGY INTENSITY (Energy consumption/turnover)	0.212 kWh/€	0.206 kWh/€
PRODUCTION	60,449,204 kg	63,769,027 kg
ENERGY INTENSITY (Energy consumption/production)	0.502 kWh/kg	0.478 kWh/Kg

Industrie Polieco-MPB's energy consumption broken down by production type is provided below. This analysis aims to provide a detailed representation of the distribution of energy consumed. The breakdown shows that the Resin Division constitutes the predominant part of the overall energy consumption.

Figure 9
ENERGY CONSUMPTION - BREAKDOWN AMONG DIVISIONS



4.2.2 Water withdrawal and discharge



WATER

A responsible withdrawal and discharge strategy aimed at better water resource management has been adopted

Responsible management of water resources is a priority challenge in the current context of climate change and growing awareness of the importance of water for life and the ecosystem.

Industrie Polieco-MPB recognises the crucial role of water as a primary resource for the planet, and is committed to monitoring water consumed by its activities in order to define a strategy for reducing water needs.

It is crucial to emphasise that the sector in which the company operates requires considerable use of water resources.

Given the significant volume of water used, constant monitoring of this resource is of paramount importance.

Reducing water consumption is a significant challenge for the industry, requiring constant attention to research and implementation of innovative solutions to optimise processes.

Industrie Polieco-MPB adopts a responsible strategy with a focus on withdrawal and discharge of the water used in its operations.

A detailed analysis is presented below for each plant, Cazzago San Martino and Conza della Campania, with the aim of providing a complete and accurate view of water resource use and the related environmental impact.

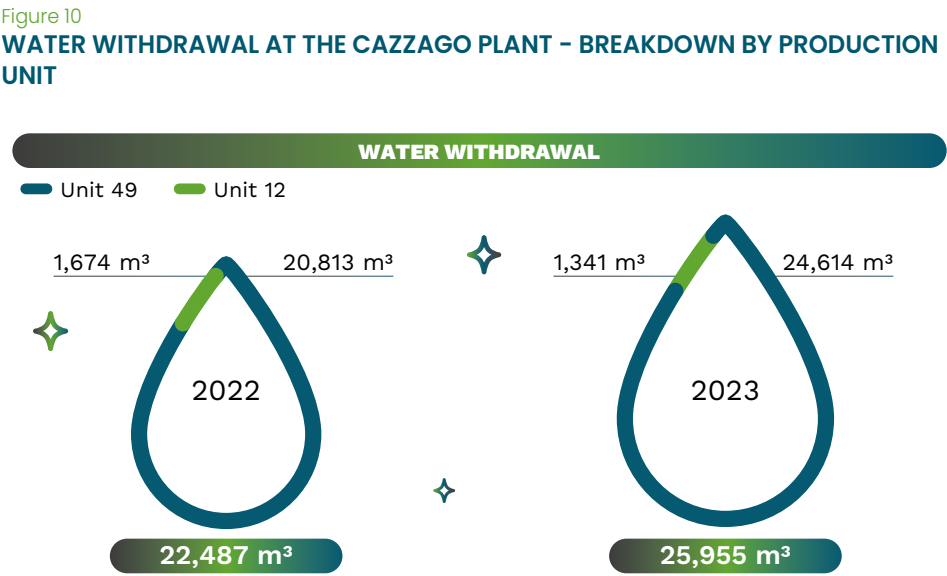
In particular, the plant in **Cazzago San Martino** is divided into two operating units: **Unit 49**, dedicated to the Resins and Adhesives Division, and **Unit 12**, focused on manufacturing Ecopal pipes, cable conduits pipes and manhole covers. The plant in **Conza della Campania**, on the other hand, is dedicated to manufacturing pipes.

CAZZAGO SAN MARTINO

The most impactful production process in terms of water use was found to be production of resins at Unit 49 of the Cazzago San Martino plant. Within Unit 49, water supply and treatment follow a careful process to ensure optimal utilisation of the water resources. The water is drawn from the well, filtered and treated with resins to guarantee its quality, after which it is directed to a storage tank for cooling and a second tank for the fire-protection system. The water destined for industrial processes passes through an automatic softener to reduce its fixed solid content before use.

During 2023, an analysis of the water withdrawal at the Cazzago San Martino plant shows an increase in total water consumption. Water withdrawals totalled 25,955 m3, an increase of 15.4% compared to the previous year.

The change in water withdrawal trends between 2023 and the previous year, 2022, is illustrated below.



The water discharge of Unit 49 amounted to 9,304 cubic metres, compared to 6,274 cubic metres in 2022, representing a growth of 48.3%. This data is included in this Sustainability Report because Unit 49, which focuses on the Resin Division, had the greatest impact on the water consumption calculation. For Unit 49, the consumption, i.e. the difference between water withdrawals and discharges, was 15,310 cubic metres, compared to 14,539 cubic metres in 2022, an increase of 5.3%.

The data indicates an increase in pressure on water resources by Unit 49 at the Cazzago San Martino plant during 2023.

However, it should be noted that this increase was offset by an increase in overall production. A useful indicator to assess this trend is water consumption per production volume; Unit 49 recorded a consumption ratio of 0.324 cubic metres of water per tonne of product, compared to 0.336 cubic metres per tonne in the previous year.

This result underlines a 3.57 % decrease in the water consumption to production ratio.

Here is a summary of water management data at Unit 49:

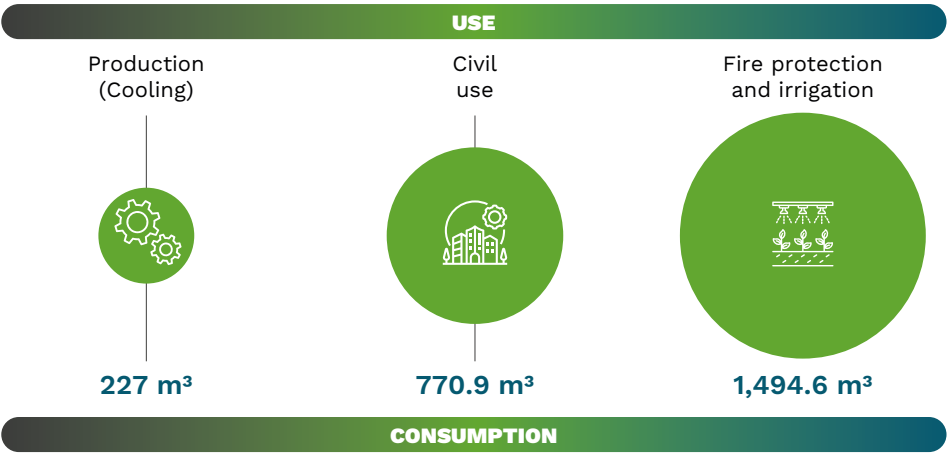
Table 16
WATER CONSUMPTION DATA

UNIT 49	2022	2023
WATER WITHDRAWAL	20,813 m³	24,614 m³
WATER DISCHARGE	6,274 m³	9,304 m³
WATER CONSUMPTION	14,539 m³	15,310 m³
PRODUCTION	43,262 tonnes	47,273 tonnes
WATER CONSUMPTION PER TONNE OF PRODUCT	0.336 m³/ton	0.324 m³/ton

CONZA DELLA CAMPANIA

During 2023, water withdrawals at the plant reached 2,493 m3. The water resource uses are outlined below: the main use is for fire-protection and irrigation, which accounts for 60% of total uses, followed by civil use and finally production, which accounts for the smallest component of total consumption because the cooling system is based on a closed circuit.

Figure 12
WATER USE BREAKDOWN



A total value of 524.80 cubic metres of water was discharged by the Conza della Campania plant, of which 297.80 cubic metres were drained away by the sewerage system. During the year, water consumption was 1,968 cubic metres and the water consumption per production volume ratio was 0.38 m³/ton.

Here is a summary of water management data at the Conza della Campania plant:

Table 17

WATER CONSUMPTION DATA

CONZA	2023
WATER WITHDRAWAL	2,493 m ³
WATER DISCHARGE	524.80 m ³
WATER CONSUMPTION	1,968 m ³
PRODUCTION	5,209 tonnes
WATER CONSUMPTION PER TONNE OF PRODUCT	0.38 m ³ /ton

4.2.3 Waste and the circular economy

Waste management and adopting strategies based on the circular economy have become key priorities on the global agenda to address environmental, economic and social challenges in this historical period. Accurately monitoring these issues is crucial as it allows us to better understand the underlying dynamics and identify critical areas that require immediate action. Furthermore, monitoring waste quantities provides crucial data to assess the effectiveness of policies and strategies intended to promote a circular economy and reduce overall environmental impact. In Industrie Polieco-MPB's context, waste management is of primary importance.

Despite the company's efforts to promote sustainable waste management, there was an overall increase in waste generation during the year.

During 2023, Industrie Polieco-MPB recorded a total waste production of 1,236,149 kg, showing an increase over the previous year, when the waste produced amounted to 912,247 kg.

This increase in waste is closely linked to the company's increase in both total production and turnover over the same period.

The increase in waste is a consequence of the growth of Industrie Polieco-MPB's production activity. Both reference ratios, the waste to total production ratio and the waste to turnover ratio, increased during 2023 compared to 2022. The waste/production ratio rose from 0.015 in 2022 to 0.019 in 2023, while the waste/turnover ratio increased from 0.006 to 0.008 over the same period.

**FOCUS**

Containing production and recovering waste generated in our processes are of primary importance

Table 18
SUMMARY WASTE MANAGEMENT DATA

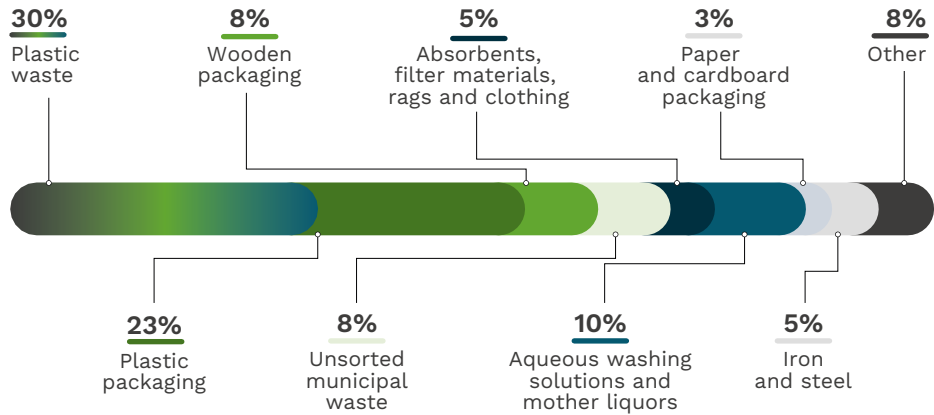
POLIECO	2022	2023
TOTAL WASTE	912,247 kg	1,236,149 kg
PRODUCTION	60,449,204 kg	63,769,027 kg
WASTE TO PRODUCTION RATIO	0.015 kg/kg	0.019 kg/kg
TURNOVER	€ 143,294,882	€ 148,304,946
WASTE TO TURNOVER RATIO	0.006 kg/€	0.008 kg/€

Details on the waste breakdown for 2022-2023 are provided below, which will allow a more in-depth analysis of waste management and promotion of the circular economy.

Table 19
BREAKDOWN OF WASTE TYPES PRODUCED

TYPE	2022	2023
Plastic waste	329,647 kg	373,950 kg
Plastic packaging	209,257 kg	290,444 kg
Wooden packaging	113,850 kg	96,860 kg
Unsorted municipal waste	57,420 kg	97,040 kg
Absorbents, filter materials, rags and clothing	44,449 kg	68,879 kg
Aqueous washing solutions and mother liquors	36,620 kg	118,840 kg
Paper and cardboard packaging	30,590 kg	34,035 kg
Iron and steel	22,280 kg	57,730 kg
Other	68,134 kg	98,371 kg
TOTAL	912,247 kg	1,236,149 kg

Figure 13
WASTE 2023



In the context of waste management, it is crucial to distinguish between different types of materials in order to adopt targeted and effective strategies. Among these categories, plastics stand out as a significant component, accounting for 30% of the total waste. This underlines the importance of focusing efforts on reducing, recycling and reusing plastics in order to mitigate their environmental impact and promote more sustainable resource management.



COLLECTION

It is essential to separate materials in order to give them a second life

The plastic recycling process implemented by Industrie Polieco-MPB consists of a series of defined processes to ensure effective and sustainable material reuse.

Plastic waste is shredded and separated in order to distinguish the different types of plastic and determine the most suitable treatment.

Finally, materials regenerated from waste are reintegrated into the production cycle, helping to reduce waste and promoting environmental sustainability.

This practice encourages more responsible handling of materials to protect the environment.

The waste produced by Industrie Polieco-MPB is managed through various disposal and recovery methods, all of which comply with current regulations. Most of the waste, 1,087,252 kg, was sent for recovery in accordance with method R13. This involves several operations, including using it as fuel to produce energy, recycling organic substances, metals or other inorganic substances, and treating products to reduce pollution.

On the other hand, a significantly smaller amount of waste, 148,897 kg, was destined for disposal in accordance with method D15. This involves several operations, including preliminary storage on or in the ground, biological or physical/chemical treatment, and incineration. Although it represents a smaller portion than the waste for recovery, this category of waste requires proper management and treatment to ensure protection of the environment and public health.

Figure 14
WASTE DESTINATION

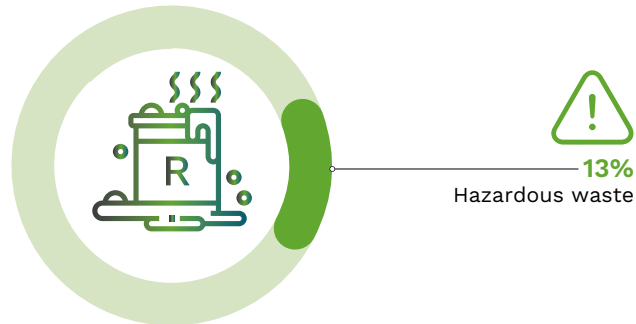


COMMITMENT

A focus on in-house recovery and industrial symbiosis

Finally, regarding production and proper management of hazardous waste, in 2023, this amounted to 166,453 kg, or 13% of the total waste.

Figure 15

HAZARDOUS WASTE**CIRCULAR ECONOMY**

We have long been committed to in-house re-use of processing waste from pipe production: a grinding system allows us to recover offcuts and to reuse them as raw material within the production process.

Where in-house recovery is not possible, we strive to foster industrial symbiosis so that resources continue to generate value throughout a circular supply chain.

Our commitment to using recycled raw materials for some of our products is also part of this vision. The ReMade in Italy certification attests to the recycled content within our cable conduits, which are made with 40% raw materials from separate plastic collection.

Another key aspect of our circular economy policy is managing the packaging of our raw materials:

- polyethylene bags are collected and compacted in-house and then sent to waste treatment plants for material recovery;
- polypropylene bags/big bags are either reused in-house, returned to the supplier for reuse or compacted and sent for recovery;
- cardboard octabins are used several times for in-house granule handling and are FSC-Forest Stewardship Council certified.

The vast majority of the pallets purchased come from reuse, and we are committed to encouraging their reuse for our internal transport.

4.2.4 Carbon footprint

We started preparations for studying the organisation's carbon footprint, which has allowed us to quantify the direct and indirect emissions of our company with reference to the year 2023, as reported below.

Table 20

Industrie Polieco-MPB

CATEGORY	SUBCATEGORY	LOCATION-BASED GHG EMISSIONS (t CO _{2eq})
Category 1: Direct GHG emissions	1.1 Direct emissions from stationary combustion	329.79
	1.2 Direct emissions from mobile combustion	140.76
	1.4 Direct fugitive emissions	36.54
	Total category 1 value	507.09
Category 2: Indirect emissions from imported energy	2.1 Indirect emissions from imported electricity consumption	11,536.33
	Total category 2 value	11,536.33

Table 21

RESIN DIVISION

CATEGORY	SUBCATEGORY	LOCATION-BASED GHG EMISSIONS (t CO _{2eq})
Category 1: Direct GHG emissions	1.1 Direct emissions from stationary combustion	14.55
	1.2 Direct emissions from mobile combustion	35.50
	1.4 Direct fugitive emissions	2.44
	Total category 1 value	52.49
Category 2: Indirect emissions from imported energy	2.1 Indirect emissions from imported electricity consumption	8,116.10
	Total category 2 value	8,116.10

Table 22

PIPE DIVISION

CATEGORY	SUBCATEGORY	LOCATION-BASED GHG EMISSIONS (t CO _{2eq})
Category 1: Direct GHG emissions	1.1 Direct emissions from stationary combustion	315.24
	1.2 Direct emissions from mobile combustion	105.26
	1.4 Direct fugitive emissions	34.10
	Total category 1 value	454.6
Category 2: Indirect emissions from imported energy	2.1 Indirect emissions from imported electricity consumption	3,420.23
	Total category 2 value	3,420.23

05



The well-being of **our people,** **customers** and **communities**

Industrie Polieco-MPB takes the utmost care in its relations with its customers, employees and collaborators.

This translates into a focus not only on economic results and environmental impact, but also on the well-being of the people involved with the company in various ways.

HIGHLIGHTS:



TRAINING



HEALTH PROMOTION



WELFARE



COMMUNITY SUPPORT

5.1 Our initiatives to promote social sustainability

Over the past few years, we have promoted a series of initiatives aimed at making our organisation more than just a production site, but a business that is committed to ensuring the well-being of all those involved in Industrie Polieco-MPB's activities: external and internal customers, the communities affected and all possible stakeholders.

The company is continually looking for new methods and opportunities that can consolidate its people's sense of belonging so that they can increasingly feel an active part of a community that not only takes care of the work aspect, but also that of social responsibility with a view to common growth.



PRIORITIES

The aim is to provide products in line with quality requirements

Through internal communication channels, we offer daily updates on the many activities we work on to promote personal well-being. We also exploit engagement in the world of social media, not only to convey to the outside world how we are and where we are going, but also to attract potential new collaborators. We aim for continuous improvement, and do so through our resources: passion, research and innovation are the key factors that customers recognise in our work!

We believe that quality is the distinguishing feature of Industrie Polieco-MPB's products. We are constantly striving to provide products that meet our customers' quality requirements: to do so, we rely on a chain of checks that starts with the raw materials and ends with the finished product. We select and check incoming raw materials, and regularly test production in our laboratories, using state-of-the-art equipment and qualified personnel.

Constant commitment to the processes of risk assessment, adopting preventive and protective measures and defining improvement actions is an integral part of our business activities. Always attentive to protecting our workers' health and safety, we have provided them with automatic dispensers of personal protective equipment so that they always have the PPE required to face specific risks. Adopting an **ISO 45001** occupational health and safety management system was and continues to be a strategic decision aimed primarily at improving performance in this area and not just to meet regulatory requirements. But the commitment to our people goes beyond implementing a dedicated occupational health and safety management system. Ensuring healthy and safe working environments for our employees and collaborators is now a must-have that every organisation should adopt in order to operate in accordance with the needs of its people. That is why we have decided to do more, not just ensuring healthy and safe working environments, but implementing special initiatives aimed at promoting healthy lifestyles, collective solidarity and equal opportunities.

Table 23
ACCIDENT INDEX 2023

				REGULATORY REFERENCE UNI 7249		
				FI	SI	II
NUMBER OF ACCIDENTS	NUMBER OF ACCIDENTS =< 3 days	NUMBER OF ACCIDENTS > 3 days	WORKING DAYS LOST	FREQUENCY INDEX (no. of accidents * 1000000 / hours worked)	SEVERITY INDEX (no. of days lost * 1000/hours worked)	INCIDENCE INDEX (no. accidents * 1000 / no. of workers)
8	1	7	150	19.8	0.4	32.3

Data refers to employees + temporary personnel

WHP (WORKPLACE HEALTH PROMOTION) PROGRAMME

In 2023, Industrie Polieco-MPB has joined the Lombardy region's WHP (Workplace Health Promotion) programme, which aims to promote healthy lifestyles in the workplace. The programme aims to educate employees on the importance of healthy habits to prevent chronic diseases, focusing on topics such as quitting smoking and addictive behaviour, promoting physical activity and proper nutrition.

Over the next three years, the company has committed to adopting good practices in key topical areas and maintaining them over time.

The goals of the WHP programme for 2023 were successfully achieved, and involved about 200 workers and the following initiatives:

- 30% healthy food (food with a calorie content of no more than 150 Kcal and fat content of no more than 5 g) offered in snack vending machines;
- definition and implementation of a policy to combat addictive behaviour, such as alcohol, drugs, gambling and tobacco smoking;
- minimal advice from the company doctor to all workers on risk factors for chronic non-communicable diseases (NCDs).

Another good practice that was promoted to support the previous ones was providing free fresh fruit and/or vegetables on a bi-weekly basis.



IN 2023

Good practices involve proper nutrition and combating addictive behaviour



LISTENING AND ORIENTATION DESK

Aware of the importance of people's psycho-physical well-being, in spring 2023 we initiated a service that allows people to deal with confidential matters with a professional specialising in human relations management. It is a protected and inclusive space where both work-related and personal issues can be discussed and practical solutions to everyday problems can be sought.

HOURS SOLIDARITY BANK

With the aim of promoting initiatives to support collective solidarity, Industrie Polieco-MPB has adopted specific company regulations to enhance and promote the "Hours Solidarity Bank" institution.

Pursuant to Article 24 of Italian Legislative Decree No. 151 of 14 September 2015, this institution allows employees to transfer unused rest time (reduced working hours/former public holidays/compensatory rest time) and accrued holidays (accrued holiday time in excess of four weeks per year) free of charge to work colleagues so that they can assist under-age children and/or relatives who require constant assistance and care due to particular health conditions.

WELFARE PLAN

Aware of the fact that personal well-being also depends, to a large extent, on the quality of the working environment in which they work, the Chairman of the Board of Directors, Luigi Tonelli, has proposed to the Board of Directors the preparation of a welfare plan for 2023 to implement and support actions in line with the needs of the workers employed at the production units in Cazzago San Martino (Brescia) and Conza della Campania (Avellino). This plan aims to promote measures to meet social needs, with particular reference to achieving a work-life balance, by promoting equal opportunities policies and supporting personal culture and well-being.



WELFARE

The aim is to work on engagement and create a positive climate

SCHOLARSHIPS

For the school year 2022/2023 and academic year 2023, the company has provided "Scholarships" dedicated to employees' children who have demonstrated outstanding scholastic merit. This initiative was promoted with the intention of supporting recipients of the benefit during their studies so that, through training, they can develop valuable knowledge and skills, while cultivating professional aptitudes and aspirations.

The first three scholarships were awarded in September 2023.

WORK-LIFE BALANCE AWARD PROGRAMME

The company confirmed its membership of the Local Balance Alliance again in 2023, in order to allow its workers to access the system of incentives/ vouchers provided under the Lombardy Region's award programme.

The actions of the Local Alliance project include assigning incentives to the workers of companies that are members of the alliance. These are aimed at supporting the needs of families by distributing vouchers to provide care and support services for family caregivers (family care services for the elderly and disabled, excluding integrated home care and home assistance service, or in any case for services not already supported by other regional/ national measures), socio-educational care services for minors aged 3 to 14 years (services provided as part of summer activities, services included in before- and after-school activities, daytime recreational, social, and educational centres, musical and cultural sports activities).

FINANCIAL COUNSELLING DESK

Again in 2023, the company ensured the monthly presence of an advisor on the subject, in close cooperation with a major international banking group that is already a company partner for managing the welfare system platform. Experienced officials are available to support enquiries and/or clarifications on issues related to personal loans, mortgages, and financing, offering the best proposals available on the market.

These initiatives testify to the company's focus on supporting employees and their families, and its recognition of the importance of promoting well-being both within and outside the workplace by offering practical help with personal and family needs.



5.2 Areas for improvement and KPI monitoring

5.2.1 Our people

Our people's commitment is the engine of company success.

Therefore, actively promoting participation of all human resources and creating a working environment that makes the most of individual skills are fundamental goals for our company.

Industrie Polieco-MPB is constantly striving to attract and nurture the best talents, providing them with opportunities for development and growth in a context marked by respect for the principles of personal dignity and equal opportunities, without any form of discrimination.

Training and retraining programmes are a priority to enhance personnel skills.

In recognition of the importance of investing in human resources as a driving factor in achieving the company's goals, the initiatives and policies put in place to promote employee training are examined below.



PEOPLE

*More than
3,000 hours
committed
to developing
the skills of
our people*

Industrie Polieco-MPB workers actively participated in a series of external and internal courses aimed at enhancing their skills and promoting a corporate culture of cooperation, safety and personal development.

A total of 3,168 hours of training were conducted, with a total investment of €93,100, a cost partially borne by participation in the Lombardy Region's sector funding awards.

A large part of the training activity was conducted to fulfil occupational health and safety obligations, with a focus on developing ways of intervening to positively influence people's awareness, beyond mere legislative compliance.

The course on preventing musculoskeletal disorders is an example of this.

The course was given to 35 employees exposed to the risks of manually handling loads, with the aim of reducing the risk of musculoskeletal disorders related to the tasks they perform. This was done through both theoretical lectures and practical free-body exercises.

Training activities were also conducted to maintain employees' qualifications for carrying out activities classified as hazardous risks, as well as for operating the large amount of equipment/machinery available in the company.

Non-compulsory training involved a large proportion of the company's employees (113), amounting to 50% of the company population, for a total of 1313 hours. In particular, specific topics such as composite materials, polymers, ESG logic and Moca criteria were explored through courses designed with the company's technical needs in mind.

With a view to fostering greater efficiency in personal relations, the Organisational Psychologist supporting the company investigated specific issues related to trust and communication within four company areas, with working groups involving roles at different levels in the organisation. Further courses in the plan focus on basic and transversal training for apprentices and English courses for language development, as well as a course on the importance of quality-safety-environmental (QSE) management systems.

Finally, training courses were also offered on topics such as purchase negotiation and marketing, sales communication and customer care, team building leadership, collaboration and teamwork, as well as a basic course on Excel, totalling 240 hours of professional development.

Company management took part in the ESG training project, which was developed with the aim of providing top management positions in our organisation with targeted knowledge on ESG topics and, in particular, covered the following: *the regulatory framework, the three pillars of sustainability: Environmental, Social and Governance, goal and KPI definition, materiality analysis, supply chain management and sustainability reporting.*

Below is a list of the training hours received by Industrie Polieco-MPB employees during the year, broken down by gender:

Table 24
TRAINING HOURS 2023

TRAINING HOURS	PARTICIPANTS	MEN	WOMEN	TRAINING HOURS PER EMPLOYEE
3,168	155	126	29	20.44



TOPICS
Transversal training in soft skills training in addition to compulsory training

5.2.2 Community support



SUPPORT

Several initiatives dedicated to supporting local associations

Through donation and financial support initiatives, our organisation has supported associations, organisations and initiatives working both locally and nationally to tackle social, environmental and economic challenges.

An analysis of the donations made and projects supported shows the company's commitment to building meaningful links and contributing to improving the social fabric of the areas in which it operates.

The company worked in partnership with Parco Natura Viva, the Italian Red Cross, Fondo Ambiente Italiano, Movimento Cristiano Lavoratori, Pro Loco Franciacorta, Gioventù Conzana, the Ronald McDonald Children's Foundation and Una Vita Rara Onlus.

Industrie Polieco-MPB also demonstrated its social commitment through donations, with a total of €40,864 donated to various organisations, compared to €41,502 in 2022.

These donations include a contribution of €500 for the patronal festival in the municipality of Conza della Campania and participation in the FAI Golden Donor programme with a contribution of €3,000 to support Italian art, culture and landscape.

The remainder of the sum was donated to:

Table 25

OUR DONATIONS

ORGANISATION	AMOUNT
ANT Italia Onlus	€ 7,680
Lega del Filo d'Oro	€ 5,000
Aiuto alluvione Emilia-Romagna	€ 5,609
Telethon	€ 5,000
Un sorriso per Matteo ed Ettore	€ 5,000
Associazione Progetto con i Baffi	€ 2,550
La piccola famiglia Onlus	€ 2,000
Una Vita Rara Onlus	€ 2,000
Movimento Cristiano Lavoratori	€ 1,000
Unione Italiana Ipovedenti	€ 1,000
Parrocchia Cazzago San Martino	€ 200
Pro Loco Comunale Cazzago San Martino	€ 200
Parrocchia Santa Maria Assunta	€ 125



A further initiative that was promoted involved local schools, with the aim of sharing with students our commitment to promoting a circular economy and recycling plastics. To this end, at the Cazzago San Martino plant we hosted school groups from the Don Lorenzo Milani primary school in Rovato and from the Giulio Bevilacqua junior secondary school in Cazzago San Martino. These events were a useful opportunity to raise awareness in the local community about the importance of environmental sustainability, while providing a valuable educational opportunity for young students to get a concrete understanding of how industrial practices can contribute positively to environmental protection.



Next Steps

Industrie Polieco-MPB is committed to involving the other group companies in the sustainable development process undertaken here.

The main areas for action have already been identified, such as, electricity, training and ESG qualification of suppliers, for which short-term courses of action have been defined.

The following targets have been set for 2024:

HIGHLIGHTS:



5%

5% ELECTRICITY CONSUMPTION FROM RENEWABLE SOURCES



38%

38% EMPLOYEES WITH ACCESS TO NON-COMPULSORY TRAINING



IMPLEMENTATION OF AN ESG PRE-QUALIFICATION PROCESS FOR SUPPLIERS

6.1 Our commitments for the future

In the context of increasingly critical and demanding global challenges, the work carried out by Industrie Polieco-MPB and described in Chapter 2 has made it possible to outline a clear and transparent roadmap towards a sustainable and responsible future.

In this chapter, we explore the medium- and long-term goals that will guide our actions in the coming years. These initiatives not only reflect a commitment to the challenges of our time, but are also a tangible contribution to the 17 Sustainable Development Goals defined by the UN 2030 Agenda. We want our stakeholders to fully understand the path we have charted and to be able to clearly and objectively assess the effectiveness of our actions.

To this end, we undertake to constantly monitor progress and transparently report the results achieved.

- **Reduce and neutralise GHG emissions and monitoring other unreported emissions**

We are committed to defining and implementing targeted plans to gradually neutralise greenhouse gas emissions by focusing on identifying emission sources within our operations and adopting concrete strategies to minimise them. The aim is to significantly reduce our carbon footprint, thereby contributing to global efforts in the fight against climate change. We are also committed to monitoring and reporting other GHG emissions (Scope 3) in subsequent Sustainability Reports.

- **Implement awareness-raising programmes on GHG emission reduction**

We are convinced of the importance of implementing targeted awareness-raising programmes for our employees in order to promote awareness and adoption of behaviour that reduces greenhouse gas emissions. These programmes will focus on informing and actively involving personnel on the importance of reducing GHG emissions and using alternative means such as car-sharing. We want to create a corporate culture geared towards environmental sustainability, where employees are motivated and supported to adopt more eco-sustainable practices in their daily lives, including mobility.

- **Manage the supply chain**

We define and implement sustainability schemes as part of our supplier selection and qualification process by requiring appropriate guarantees on compliance with our sustainability policy and verifying their commitment by carrying out specific audits.

- **Implement a structured employee performance appraisal system**

We are committed to adopting an employee performance appraisal system aimed at accurately assessing the contribution of each employee through key performance metrics and professional development indicators. The aim is to create a working environment in which employee performance is assessed fairly so that they can clearly understand the company's expectations and goals and receive constructive feedback to continuously improve and contribute to the company's success. At the same time, we will implement a policy focused on new employee attraction and retention to ensure that the company can not only attract quality talent, but also retain and develop its human capital in the long term.

- **Implement direct employee Involvement Initiatives**

We are aware of how crucial employee involvement is to the company's success, which is why we are committed to developing initiatives aimed at directly involving our employees by developing regular surveys to monitor their level of job satisfaction and well-being.

The aim is to ensure constant monitoring of the organisational climate and to define actions aimed at promoting a corporate culture that values and respects the opinions and needs of our employees and to improve employee well-being and engagement in the long term.

- **Implement retirement benefit initiatives**

We are committed to developing and implementing retirement benefit programmes to facilitate employability and help the employees who are about to retire to manage the end of their employment. This goal is part of our desire to improve transition assistance programmes, which offer support and resources to aid the transition to a new professional and personal phase.

These initiatives aim to ensure that employees face this time with serenity and confidence in their future, thus promoting their well-being while contributing to personnel rejuvenation.

- **Draw up a plan to communicate operational changes**

We are committed to developing an effective communication plan to inform employees about operational changes in a timely, transparent manner and with minimum notice periods. The company plans to implement a system to monitor the input areas for internal communications with 13 dedicated monitors to ensure that employees are informed in advance of significant changes to company operations, and to maintain a stable organisational climate.

- **Adopt a sustainability policy**

During 2023, we defined our Sustainable Development Plan. During 2024, we will formally adopt a sustainability policy with the intention, on one hand, of defining the areas in which our commitments will focus and, on the other hand, of ensuring that our people and suppliers act in accordance with this policy.

- **Define the minimum requirements for the appointing and selecting the highest governance body**

We strive to clearly define and disclose the minimum requirements for appointing and selecting members of the company's highest governance body by aiming to establish clear and uniform criteria that candidates must meet in order to be considered for appointment to the company's highest decision-making body. The aim is to ensure effective and accountable governance by providing a clear and transparent framework for selecting members of the highest governance body.

- **Define a remuneration policy for the highest governance body**

We are aware of the importance of establishing a transparent remuneration policy based on clear criteria for the highest governance body of the company. We are committed to formalising rules and procedures concerning remuneration for members of the highest governance body, including the correlation between fixed and variable remuneration and corporate sustainability goals.

- **Develop a stakeholder engagement method**

In order to promote open and transparent communication with stakeholders and identify areas for improvement, we are committed to developing a structured and systematic method to engage stakeholders, with a focus on consumer services and customer relations. We will use a survey system to collect customer satisfaction data and effectively assess the level of satisfaction, better understand the needs and expectations of our stakeholders, and take concrete measures to effectively respond to their needs.

Note on Methodology

The sustainable path undertaken by Industrie Polieco-MPB must be based on reporting that allows us to transparently inform our stakeholders about the environmental and social impact performance of our organisation. For this reason, we are committed to publishing our Sustainability Report on an annual basis.

The document, which is our organisation's first Sustainability Report, was prepared using the GRI guidelines and adopting a GRI-Referenced approach. The detailed list of GRI standards referenced in the text is summarised in the correlation table at the end of the document.

This Sustainability Report contains data and information for the financial year from 1 January 2023 to 31 December 2023. Figures for previous years are shown for comparison purposes.

The information was obtained through the work of the ESG Committee, which directly involved the company roles, and was reported in the Sustainability Report thanks to the collaboration of the firm Pirola Pennuto Zei & Associati. All data contained herein is derived internally and supported by appropriate documentation kept in the company's records.

The interviews the ESG Committee conducted with external consultants were useful to identify the company's material topics and to verify the contribution of the initiatives implemented by our organisation in order to achieve the Sustainable Development Goals (SDGs) defined by the UN 2030 Agenda.

The information and data in this report are for the relevant activities carried out by Industrie Polieco-MPB at its plants in Cazzago San Martino and Conza della Campania.

In particular, the plant in Cazzago San Martino is divided into two operating units: Unit 49, dedicated to the Resins and Adhesives Division, and Unit 12, focused on manufacturing Ecopal pipes, cable conduits pipes and manhole covers. The plant in Conza della Campania, on the other hand, is dedicated to manufacturing pipes.

The degree of detail of the data for the Cazzago San Martino and Conza della Campania plants was assessed on the basis of the impact of resource utilisation within each plant.

Any perimeter exceptions are appropriately described in the relevant sections of the document.

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INDUSTRIE POLIECO – M.P.B. S.p.A.

Via E. Mattei, 49 Cazzago S. Martino, 25046 (BS) Italy

Tel. +39 030 7758911