



Sustainability Report 2024

Daily commitment and business vision for a
sustainable path



Website
encaplast.com

Inspired by innovation, driven by excellence

Mario Neri - CEO

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Encaplast® Highlights Sustainability 2024

PROFIT



Total Revenue: 20 ML€

Suppliers in Italy: 53%

Foreign Revenue: 31%

PLANET



Water consumption: 1779 MC

Energy consumption: 1,57 GWh

Renewable sources: 46,45%

PEOPLE



Employees: 85

Permanent Employees: 82%

Total Employee Training Hours: 390



Introduction

Encaplast® SpA was founded in the 1980s by the Neri family and is today a recognized reference point in the field of customised packaging solutions for the medical and pharmaceutical industries. Our headquarters, covering an area of 7,500 square meters, is located in Mirandola, within the European Biomedical District in Emilia-Romagna, a region known for its expertise, quality and capacity for innovation. Thanks to the know-how developed over more than forty years of activity, we stand out for the design and production of packaging that meets the highest standards required by the field.

Our journey has always been guided by solid values: responsibility, research, precision and a collaborative approach. Being more than a packaging company has long been a strategic direction for us. Each project represents an opportunity to create value, support essential healthcare supply chains and contribute to the improvement of devices designed to care for people. We look to the coming years with vision and commitment, ready to face new challenges and to support our customers' growth with reliable, safe solutions developed with a focus on sustainable progress.



35 countries

Encaplast® operates in more than 35 countries, reflecting the trust that the international market places in our products.

Letter to Stakeholders

With the publication of the 2024 Sustainability Report, we continue the transparent reporting journey initiated last year, consolidating a business model based on responsibility, consistency and continuous improvement.

2024 was a year of growth and confirmation, marked by milestones that strengthen our commitment to sustainable development and to an increasingly attentive approach to people, quality and the social impact of our activities.



A blue ink signature of Mario Neri.

Mario Neri
[Chief Executive Officer]

A blue ink signature of Valentina Bianchini.

Valentina Bianchini
[General Manager]

The 2023 Report laid the foundations by enabling data collection, priority setting and the development of a shared sustainability vision. The 2024 Report builds on this foundation, offering an evolving view of the results achieved and the actions undertaken to make Encaplast®'s commitment to environmental, social and governance dimensions increasingly tangible.

Among the most significant milestones, we became a DuPont™ Tyvek® Healthcare Packaging Authorized Converter, a recognition that enhances a long-standing collaboration and attests to the quality and reliability of our production processes. The use of Tyvek® represents a strategic element in the development of safe, versatile medical packaging solutions compatible with different sterilisation methods, ensuring maximum protection for medical devices and pharmaceutical products.

During 2024, we also formalised our Code of Ethics, a tool that guides behavior and decision-making in line with our values. At the same time, we launched the EcoVadis assessment, with the aim of measuring ESG performance in a structured way and strengthening our sustainability practices.

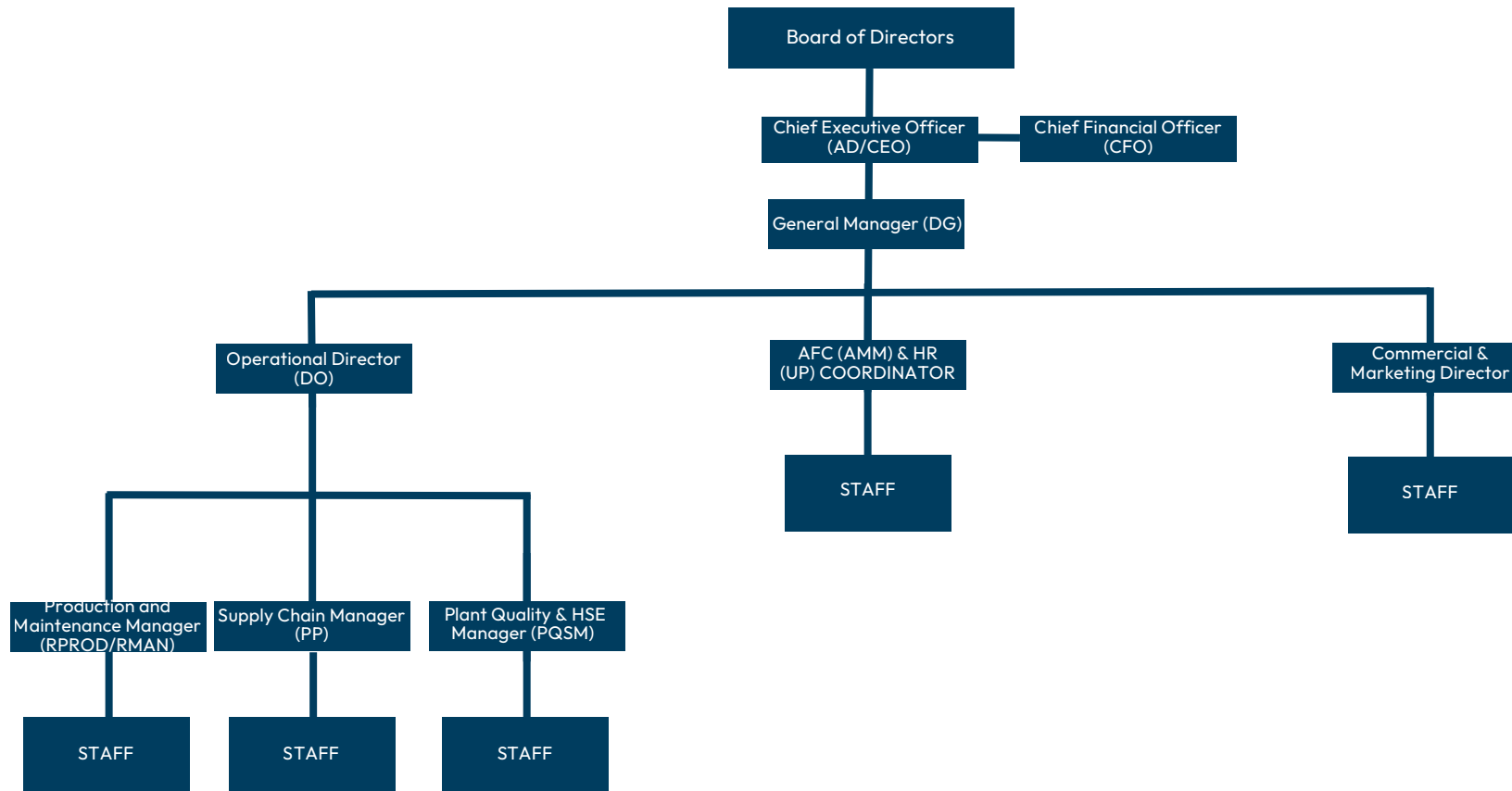
In line with this direction, we are working toward obtaining Carbon Footprint certification, a step that will allow us to measure the environmental impact of our activities more accurately and identify concrete actions to reduce it.

Our commitment extends beyond production activities. Throughout the year, we supported solidarity projects and numerous initiatives together with the intercompany group #WeCare, promoting events focused on prevention, culture and inclusion. We believe that social responsibility begins at the local level and that every company should actively contribute to the well-being of the community in which it operates.

2024 therefore represents an important milestone in our journey: a year of confirmation and new challenges, approached with the awareness that sustainability is a collective process built on consistency, collaboration and vision.

Encaplast® will continue to invest in research, people and relationships to create long-term value, with the goal of delivering reliable and sustainable solutions in support of health and safety.

ORGANIZATIONAL CHART



Encaplast S.p.A. Organizational Chart
Issue date: 18/03/2024 – Rev. 28
Approved by Mario Neri – CEO

.....
The Chief Executive Officer also acts as the Management Representative
Form 102 Rev. A dated 11/06/2021

Mission & Values

Our mission is to develop packaging that is safe, reliable and aligned with the needs of the medical, pharmaceutical, nutraceutical and cosmetic sectors. We believe that packaging is created together with the products it protects: for this reason, we support our customers from the earliest stages, working on material selection, design and compatibility with sterilization processes and usability.

Each solution is designed to support devices from the design phase through to market entry, ensuring protection, compliance and value throughout the entire journey.

COMMITMENT TO SUSTAINABILITY AND INCLUSION

We believe in forward-looking materials and processes developed to generate shared value. We promote inclusion and equal opportunities, because every form of progress gains meaning when it involves people, communities and the territory.

PRODUCT QUALITY AND EXCELLENCE

We design solutions that combine reliable materials with carefully controlled processes. Every detail is developed to respond to real needs, ensuring continuity, reliability and concrete support throughout the collaboration.

SAFETY AND COMPLIANCE

Each packaging solution is developed with the goal of protecting patients and operators. Safety is a guiding principle, supported by strict compliance with industry standards and constant monitoring of reliability at every stage.

TRANSPARENCY AND SOCIAL, ENVIRONMENTAL AND GOVERNANCE RESPONSIBILITY

We operate with responsibility and respect for regulations, adopting principles of sound governance. We value people and relationships with the community, integrating an ethical and sustainable vision into our daily activities.

RESEARCH AND CUSTOMISATION

We invest in material research and technical development to deliver packaging solutions aligned with each customer's specific requirements. Our approach anticipates market needs and makes customization a central element of the design process.



Partnerships & Associations



SBA – STERILE BARRIER ASSOCIATION

Encaplast® is a member of SBA, a prominent European trade association bringing together the leading companies producing raw materials and packaging for the medical and pharmaceutical sectors. Being part of this association highlights the company's importance within the industry.



CONFINDUSTRIA EMILIA AREA CENTRO

Encaplast® is part of Confindustria Emilia Area Centro, an association representing companies in Modena, Bologna, and Ferrara, offering excellent services and promoting a business culture to address the challenges of the global and future markets.



#WeCare

#WeCare is a group born in Mirandola and composed of 17 local companies. The goal of this business network is to create value for the local community, improving the quality of life through projects dedicated to community welfare, such as educational, cultural, and social initiatives that promote inclusive and sustainable growth.



ITS BIOMEDICALE

Encaplast® is a member of ITS Biomedicale, an institute based in our district whose mission is to deliver highly specialised training programmes for young graduates. The courses have a two-year duration and welcome students from across Italy.



Significant long-standing collaboration is with DuPont™, the producer of Tyvek®, a high-quality nonwoven material composed of high-density polyethylene fibers, which combines lightness and strength, offering advanced product protection.

DuPont™'s Tyvek® is an example of material design innovation that promotes sustainability in packaging. This partnership, which has allowed us to be among the few companies certified as an authorized converter of Tyvek® in Italy, continues over time, enhancing our company's prominence.





Our Certifications

We are a company specializing in the medical and pharmaceutical packaging sector, located in the prestigious biomedical district of Mirandola. The application of industry regulations and our quality system are central to our daily activities, ensuring safe, reliable, and efficient products that meet the high standards required by the field.

As Encaplast®, we continue to invest in cutting-edge technologies, lean production, and continuous training for our team, aiming to maintain a high level of performance and consistently exceed customer expectations.

The certifications we have obtained are tangible proof of our commitment to quality and the care we dedicate to every phase of the production process, from design to the final product.

01

UNI CEI EN ISO 13485:2021

Encaplast® S.p.A. has been ISO 13485 certified since 2012, a specific standard for the medical sector that integrates ISO 9001 with requirements for medical devices. This certification demonstrates a commitment to quality and compliance, ensuring safe, reliable packaging solutions in line with the highest industry standards.

02

UNI EN ISO 9001:2015

Encaplast S.p.A.® is ISO 9001 certified, an international standard for quality management. This certification ensures the efficiency of business processes, from commercial areas to production, through a documented organizational system that complies with regulatory requirements and includes continuous performance monitoring.

03

ISO 15378:2017

Encaplast® S.p.A. is ISO 15378:2018 certified, which sets requirements for primary packaging materials in the pharmaceutical sector. Based on ISO 9001, this standard incorporates Good Manufacturing Practices (GMP) to ensure materials comply with regulatory and international requirements. The certification reflects Encaplast®'s commitment to providing safe and efficient packaging solutions, contributing to the quality and safety of medicinal products.

Quality & Regulatory Compliance



We provide medical and pharmaceutical packaging solutions developed through advanced technical expertise and a strong focus on regulatory compliance. Each project is built on attention to detail, the selection of materials suitable for sterilisation processes and the experience of our team, enabling us to deliver reliable, traceable solutions aligned with the most stringent standards required in the medical and pharmaceutical fields.

Our Services

Our services are designed to support companies operating in the medical and pharmaceutical fields at every stage of the packaging process. Research and development, converting, dedicated Customer Service support and production in an ISO 8 Cleanroom ensure reliable, compliant and traceable solutions, developed to meet the requirements of safety, quality and continuity in highly regulated supply chains.



RESEARCH & DEVELOPMENT



Our R&D department is the core of our customised solutions. Expanded over time, it is committed to identifying the most effective solutions for our partners. We work with a rigorous approach to comply with regulations and quality standards, delivering tailored packaging solutions and dedicated customer support.



CONVERTING

Thanks to our highly qualified technical department, we are able to offer customised printing solutions based on specific customer requirements.

CUSTOMER SERVICE



Listening and collaboration with customers have always been a defining feature of Encaplast®. We are committed to ensuring constant involvement and the accurate implementation of all requested specifications.



ISO 8 CLEANROOM

FLEXIBLE AND THERMOFORMED PACKAGING PRODUCTION

Our Cleanroom, covering an area of over 750 sqm, represents a key added value in ensuring safety, quality and traceability, which are essential requirements for the most demanding and highly regulated customers.





PROFIT

2

Profit

Value creation through sustainable innovation

For Encaplast®, 2024 represented a year of consolidation and responsible management of economic resources. In a market context characterised by volatility and change, the company maintained a balanced approach between financial sustainability and growth, confirming its ability to generate long-term value. The direct economic value generated amounted to €20,362,811, demonstrating management continuity and the capacity to support the investments outlined in the industrial plan. This result is accompanied by a fair distribution of value among key stakeholders: employees, suppliers, institutions and local communities. Encaplast® continues to pursue a management approach focused on transparency and ethical reporting, in line with ESG principles, strengthening its role as a responsible industrial organisation.

Key elements:



Economic value generated: continuity in profitability and financial solidity.



Fair distribution: shared benefits for stakeholders and the local community.



Ethical management: transparency as a pillar of economic sustainability.

	2024
Revenue	20.362.811,00 €
Production costs	- 20.005.716,00 €
Financial income and expenses	- 154.081,00 €
Taxes	- 135.750,00 €
Profit	67.264,00 €



Investments in Innovation & Sustainable Research



Innovation represents one of the most effective tools for creating long-term value. In 2024, Encaplast® allocated a significant share of its resources to research and the development of more efficient, low-environmental-impact technologies. Key projects included the replacement of company boilers with higher-efficiency systems, the planning of a photovoltaic system installation and the upgrading of the compressed air system, scheduled for the 2025–2026 period. These initiatives form an integral part of the company's long-term vision, which aims to combine industrial competitiveness with environmental sustainability. Investments focus not only on technology, but also on the enhancement of internal skills, confirming an integrated growth approach that brings together people, processes and innovation.



Energy efficiency: upgrading of systems and reduction of consumption.



Integrated research: strengthening the link between technology and internal expertise.



Sustainable innovation: lower-impact production processes.



Transition towards renewable systems: enhancement of energy infrastructure.



The evolution of production systems goes hand in hand with a vision centred on responsibility and continuity. The commitment to more efficient technologies and more sustainable processes represents a progressive path, designed to generate value over time and to strengthen the resilience of both the company and the supply chain in which it operates.

Supply Chain

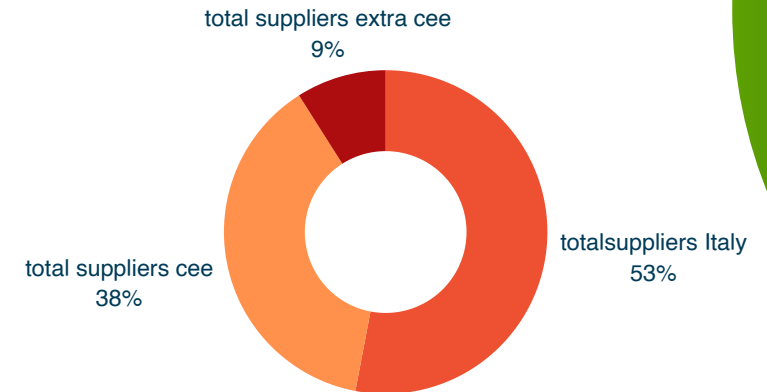


ESG Criteria and Local Sourcing

Encaplast® considers its supply chain an integral part of its sustainability commitment. Supplier selection is based on criteria of quality, transparency and social responsibility, with a strong focus on local sourcing. In 2024, 69% of total expenditure was allocated to Italian suppliers, contributing to the strengthening of the national production network. The objective is to promote long-term partnerships built on trust, regulatory compliance and the sharing of ESG principles. Encaplast® actively works with its partners to improve safety standards, reduce waste and optimise logistics processes, thereby limiting transport-related emissions.

Supply chain guidelines:

- Local suppliers: support for local economies and ethical supply chains.
- ESG criteria: assessment based on environmental and social parameters.
- Continuous collaboration: shared improvement of production processes.



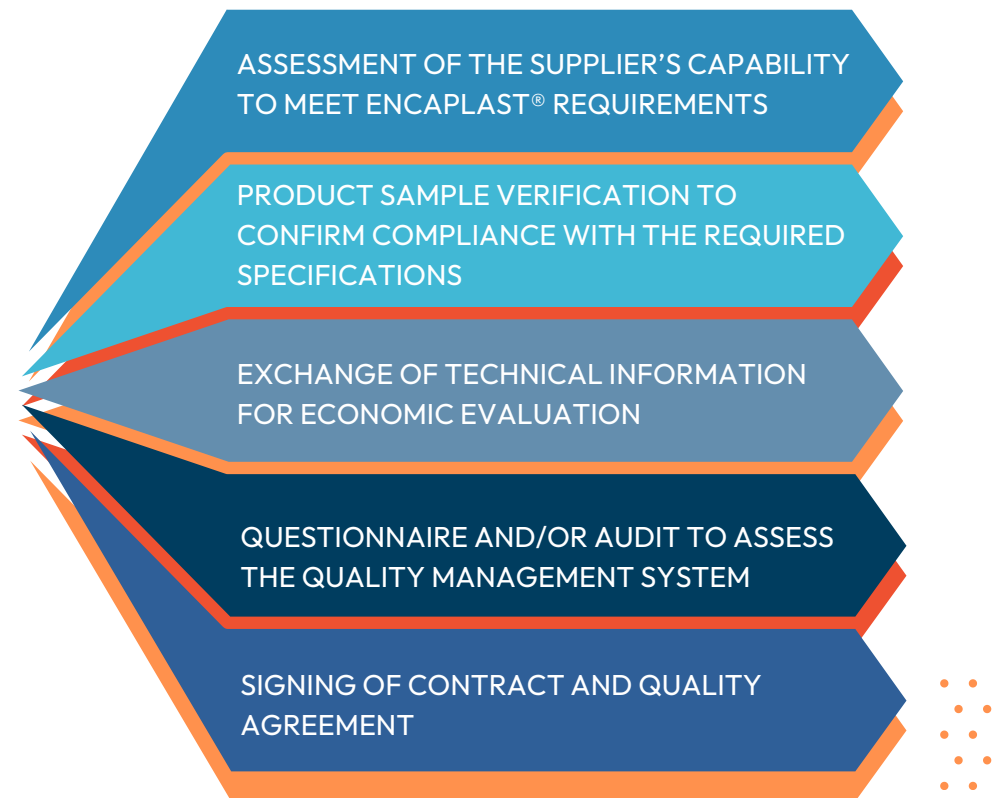
TOTAL SUPPLIERS ITALY	€11.063.005	53%
TOTAL SUPPLIERS CEE	€7.929.364	38%
TOTALE SUPPLIERS extra-CEE	€1.853.149	9%

How we evaluate our suppliers

The qualification of suppliers is a structured process designed to ensure quality, safety and continuity across the entire supply chain. The assessment begins with an evaluation of the supplier's capabilities and ability to meet the required technical specifications. This phase is followed by sample verification, discussion of specifications and alignment of the information necessary for product development. An economic evaluation is then carried out to assess financial soundness and competitiveness.

An integral part of the process is the assessment of the supplier's quality management system, conducted through dedicated questionnaires or in-depth audits. When a supplier is identified as critical*, the collaboration is formalised through the signing of a contract and a Quality Agreement, ensuring compliance with the technical characteristics required for Encaplast® products.

For suppliers involved in maintenance activities or scheduled interventions, the evaluation includes a technical and professional assessment based on documentation updated every six months—such as DURC certification, registration with the Chamber of Commerce, insurance coverage and sector-specific certifications. The cooperation is formalised through a coordination report and the preparation of the DUVRI, ensuring regulatory compliance and integrated risk management.



*A critical supplier is defined as a supplier of products, services or transport activities that has a direct impact on the quality of Encaplast® products. The qualification of these suppliers is carried out through the submission and evaluation of Form 10 "Supplier Evaluation Questionnaire", followed by the execution of a Purchase Specification or a Quality Agreement.



PLANET

3



Towards a responsible environmental transition

A structured environmental vision

Encaplast® is pursuing a path of environmental transition based on targeted investments and long-term planning. The objective is to progressively reduce the impact of industrial activities, improve the energy efficiency of systems and adopt solutions that support a more responsible production model. The initiatives already underway reflect an approach that combines updated technologies, process optimisation and a growing focus on ESG topics.

Towards the EcoVadis medal

Within this framework, Encaplast® is also committed to obtaining the EcoVadis medal by 2025, a milestone that represents a significant step forward in transparency and sustainability reporting. Ongoing activities are aimed at further strengthening social, environmental and governance standards, promoting a management model aligned with international best practices.

Our environmental objectives

- Installation of a photovoltaic system – by 2030
- Revamping of the compressed air system – 2024/2025
- Revamping of the boiler system – 2024/2025

These actions form the core of the company's industrial efficiency strategy. They will enable reduced consumption, more sustainable resource management and greater stability in energy performance.

Innovative materials supporting sustainability

Alongside interventions on production systems, the adoption of high-performance materials continues to contribute to reducing environmental impact across the supply chain. Among these, Tyvek® plays a central role thanks to its durability, recyclability and resistance-features that support waste reduction and the circular economy. The use of advanced, responsibly designed materials is fully integrated into Encaplast®'s approach, combining technical efficiency with environmental sustainability.

Our



Consumption

In 2024, recorded energy consumption amounted to 1,574,086.00 kWh, a figure that fits within the analysis and improvement path initiated in 2023, when consumption totalled 1,664,590 kWh. With the support of an external partner, we carried out an in-depth mapping of the company's energy needs, identifying efficiency improvement areas and opportunities linked to the adoption of more sustainable solutions. This work is contributing to the definition of a strategic plan aimed at making production processes increasingly efficient, with a perspective that also includes the self-generation of energy from renewable sources.

Encaplast®'s production activities require limited water use and are located in an area not affected by water stress conditions. Water is sourced exclusively from the public supply network, and the production cycle does not generate industrial wastewater. The only water discharged into the public sewage system is rainwater, a factor that reduces the environmental impact associated with water management and confirms the company's commitment to responsible resource use.

Company activities do not generate significant direct emissions, with the exception of the periodic monitoring of Total Organic Carbon (TOC) required by ARPAE Emilia-Romagna for the solventless printing process. Indirect emissions mainly derive from the transport of materials and people, waste management and the maintenance of green areas, which generate greenhouse gases through the decomposition of cuttings. Encaplast® continues to work to reduce its impact across the entire value chain by optimising processes and adopting practices aimed at a more sustainable management of its operations.



ELECTRICITY



WATER



GAS



Purchased Energy MIX



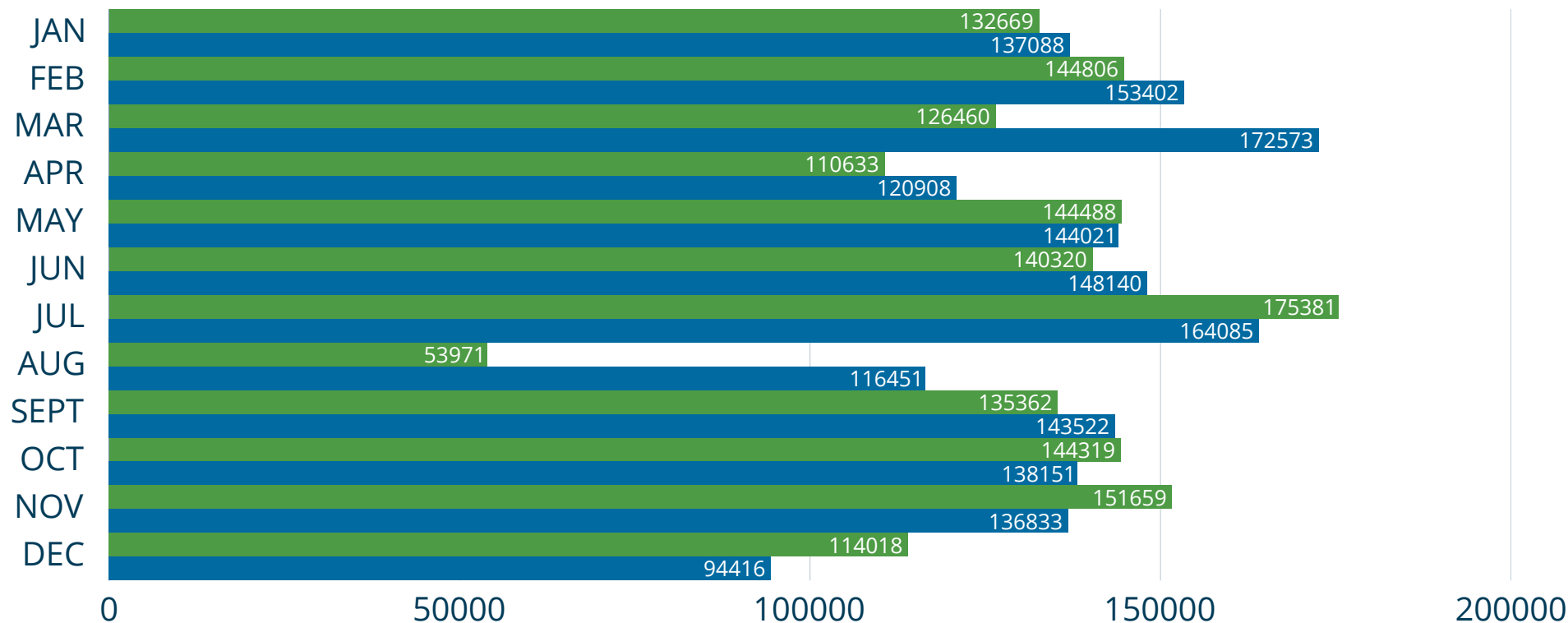
Composition of the energy Mix used for the production of electricity sold by our supplier over two years		
Primary sources used	YEAR 2024	YEAR 2023
Renewable Sources	46,45%	37,97%
Coal	6,92%	12,65%
Natural Gas	38,73%	41,57%
Petroleum Products	0,65%	1,11%
Nuclear	2,93%	1,99%
Other Sources	4,33%	4.70%

Our goal for the coming years is to prioritize suppliers that use a higher percentage of renewable energy sources, in order to reduce the environmental impact associated with emissions generated by energy use.

Energy consumption year 2024

1.574.086,00 kWh

● consumption 2024 (kWh) ● consumption 2023 (kWh)



Starting in 2023, together with an external partner, we began a detailed analysis of our energy consumption, focusing on identifying future actions and objectives for its reduction and assessing alternatives for the self-production of clean and sustainable energy.

Waste Generation and Management

Our finished products consist of packaging solutions for the medical field and other applications. Waste is managed through a collection, recovery and disposal system entrusted to an external provider with verified authorisations. Traceability is ensured through the recording of waste transfer notes in a dedicated Excel file and the updating of the paper-based loading and unloading register validated by the Chamber of Commerce of Modena. Each year, the MUD (Environmental Declaration Form) is prepared with the support of an external consultant.

In 2024, the commitment to reducing environmental impact and enhancing recoverable materials resulted in waste levels consistent with responsible management, structured around the following stages:

- Traceability: full control of the waste management cycle.
- Recovery: valorisation of reusable materials.
- Reduction: strategies to minimise waste generation.

1. PAPER 953 tonnes input
2. PLAST FILMS 1200 tonnes input
3. ALLUMINIUM 12 tonnes input
4. TYVEK® 158 tonnes input

During Encaplast®'s production process, a variety of waste is generated in:

- 150101 PAPER COLLECTION 45 tonnes output
- 150106 Mixed Material Collection 245 tonnes output
- 150102 Plastic Collection 13 tonnes output
- 150105 Composite Material Collection 86 tonnes output

The other types of waste produced by the organization are:

- 080318 TONER - From printer use during the sealing process

- 150103 WOODEN PALLETS - 53 tonnes output, originating from raw material suppliers and not reusable for the shipment of finished products

- 150111 EMPTY SPRAY CANS

- 080312* INK WASTE CONTAINING HAZARDOUS SUBSTANCES (wastewater from cleaning in-line printers - printing system under replacement) 500 kg output

- 080308 AQUEOUS LIQUID WASTE CONTAINING INK (6 tonnes output, derived from washing printing machines).

- 150110* PACKAGING CONTAINING RESIDUAL HAZARDOUS SUBSTANCES OR CONTAMINATED BY SUCH SUBSTANCES (empty drums) 1 tonnes output

- 150202* ABSORBENTS, FILTER MATERIALS (air system filters UTA) 500 kg



PEOPLE

4

People at the centre of the business model

People represent the most valuable resource for Encaplast® and form the foundation of the company's growth and innovation journey. In 2024, this commitment was further strengthened through initiatives focused on health protection, skills development, the promotion of an inclusive working environment and the consolidation of ethical governance based on transparency, responsibility and mutual respect.

The objective is to foster a working context that encourages professional growth, ensures well-being and supports a quality-oriented corporate culture.

Throughout the year, activities related to health and safety continued, with the ongoing update of risk assessments, systematic monitoring of reported events and near misses, the performance of periodic audits and the strengthening of operational procedures.

Internal analyses highlighted a structured management of hazard identification processes, the consolidation of preventive controls and an effective organisation of health surveillance activities, which confirmed the absence of occupational diseases.

All employees took part in training programmes dedicated to safety, technical development and the enhancement of managerial skills, contributing to the creation of an increasingly aware and well-prepared working environment.

2024 also marked the completion of the implementation of the Code of Ethics and the activation of the whistleblowing channel, both key tools for strengthening transparency and trust within the organisation.

The company's commitment to people was further expressed through welfare policies focused on daily well-being, employment stability and the enhancement of diversity, with the aim of supporting a positive and inclusive corporate climate.

The People chapter brings together and presents this evolving path: a management model that invests in the growth of human capital, promotes a culture of responsibility and consolidates long-term relationships with stakeholders, contributing to the sustainable development of the company.



Code of Ethics



whistleblowing

Workplace injuries

Assessment of hazards with serious consequences

Risks associated with each role have been analysed and documented in information sheets prepared by the Health and Safety Service. Each sheet describes the specific risks related to the activity and includes:

- indications on measurable risks, such as noise, vibrations and the use of chemical substances;
- references to applicable regulations and company procedures for the management of hazardous substances and mixtures;
- protection and prevention measures adopted by the company.

The information sheets are provided to each employee at the time of hiring and are signed as confirmation of acknowledgement and understanding.

Actions taken to eliminate hazards and reduce risks

Each incident or hazardous situation is analysed using a dedicated report, which allows actions, timelines and operational responsibilities to be defined.

In the case of the serious injury recorded, the measures adopted included:

- specific training on internal procedures;
- review of material inbound and outbound flows;
- verification of the correct use of the handling equipment involved.

Management of other workplace hazards

For each critical event, an injury analysis report is completed. This tool makes it possible to identify root causes and plan appropriate corrective actions.

Recorded injuries

2

Days of absence

90

These activities confirm Encaplast®'s commitment to continuous monitoring and the adoption of preventive measures aimed at protecting health and safety at work.

Assessment of safety aspects and protection of the final user

Encaplast® ensures products that comply with the most stringent safety standards and international regulations.

Chemical safety

The materials used do not contain CMR, PBT or endocrine-disrupting substances listed in the ECHA SVHC list, in compliance with the REACH Regulation.

European compliance

Products comply with Directive RoHS 2002/95/EC, which restricts the use of hazardous substances in electrical and electronic equipment.

Food contact

Plastic materials intended for food contact comply with Regulation (EU) 10/2011.

Absence of harmful substances

In line with previous years, Encaplast® products do not contain:

- PFA • Bisphenol A (BPA)
- PFOA • MOAH
- PFOS • MOSH



Continuous training and professional development

Encaplast® supports the growth of its people through targeted training programmes designed to update technical skills, strengthen the safety culture and foster professional development.

In 2024, 390 hours of training were delivered, with activities dedicated both to new hires and existing staff.

Training initiatives include safety updates, technical and operational programmes and in-depth sessions aimed at supporting daily activities. Employees are encouraged to engage with Management to define individual needs and objectives, contributing to the development of tailored pathways. The company also makes use of facilitated finance tools to support investments in training.

Although no formal performance evaluation system is in place, Encaplast® promotes continuous and ongoing dialogue to identify training needs and maintain a working environment oriented towards growth and collaboration.



Diversity and inclusion policies

Encaplast® promotes a working environment in which everyone can feel welcomed and an integral part of company life. Attention to diversity guides organisational, training and relational choices that foster respect, listening and collaboration. Initiatives dedicated to people's well-being include training activities, opportunities for dialogue and targeted actions designed to support individual needs.

Care for workplaces and working conditions is an essential part of this commitment: appropriate materials, safe environments and clear processes contribute to protecting health across all departments. Clear definition of roles and responsibilities also provides reliable points of reference, facilitating dialogue, support and operational continuity.



No discrimination incidents were reported in 2024.

Social responsibility and community support

Commitment to the local area is a central element of Encaplast®'s vision. In 2024, the company strengthened its presence within the local community through initiatives promoted directly and through the #WeCare group, a network of companies from the Mirandola district focused on creating shared value. The project supports community welfare activities and initiatives that bring together companies, citizens and institutions, with the aim of contributing to social development and territorial sustainability.

Among the established collaborations is the partnership with the social cooperative La Zerla, which works to support the employment inclusion of people in vulnerable conditions. This collaboration led to two significant initiatives:

- Sustainable material management: the cooperative manages the cleaning and sanitisation of plastic pallets intended for reuse, reducing waste and creating job opportunities for people with disabilities or social disadvantages;
- Preparation of Christmas gifts: during the festive period, La Zerla handled the packaging of gifts for customers and partners, enhancing the contribution of the people involved and strengthening ties with the local community.

These initiatives demonstrate how collaboration between companies and social organisations can promote inclusion, reduce environmental impacts and foster shared growth. Through #WeCare and other local projects, Encaplast® confirms its commitment to concrete social responsibility, placing communities, sustainability and the quality of relationships at the centre.

Actions for social responsibility and community initiatives

Through the #WeCare group, Encaplast® continues to support projects that promote local well-being and strengthen the community's sense of belonging. 2024 was a particularly significant year, marked by **11 projects** delivered and **a total of €57,000** in donations from the entire group, confirming a consistent and shared commitment. The initiatives covered **educational, cultural, sporting and social areas**, with the aim of generating widespread value and supporting local organisations working for the common good.

Main projects carried out in 2024:

- “Adotta una seconda” project
- #WeCare League – intercompany sports tournament with fundraising dedicated to the purchase of publicly accessible defibrillators
- Donation supporting the community ice-skating rink and local recreational activities
- Donation to “Porta Aperta”
- “Trip to Prague” project for ITIS students
- Memoria Festival 2024
- Biomedical Valley
- La Tosca in Medolla
- Support for the “Du Pas al Turaz” running race in aid of Fondazione ANT
- Summer Camp 2024
- Project for English language teaching in nursery schools

As Encaplast®:

- 8 March – support for UDI (Unione Donne Italiane) through the purchase of solidarity mimosa flowers
- September walk with COM – Centro Oncologico Modenese, a collective participation initiative in support of community health and well-being

Through these initiatives, Encaplast® and the #WeCare group contribute to the social and cultural growth of the local area, strengthening dialogue with the community and promoting a more cohesive, inclusive environment oriented towards shared well-being.

11 projects



€ 57.000
total donations from
the entire group

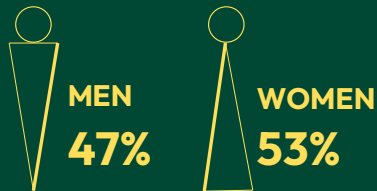
Overview of employees

85 staff as of 31/12/24

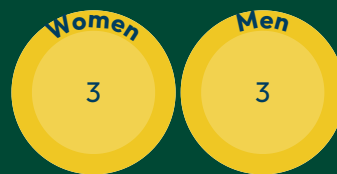
Permanent contracts
82%

Fixed-term contracts
18%

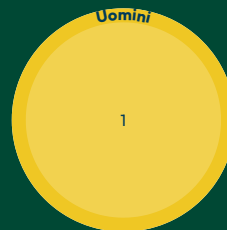
Gender



Managers and Executives aged 30/50

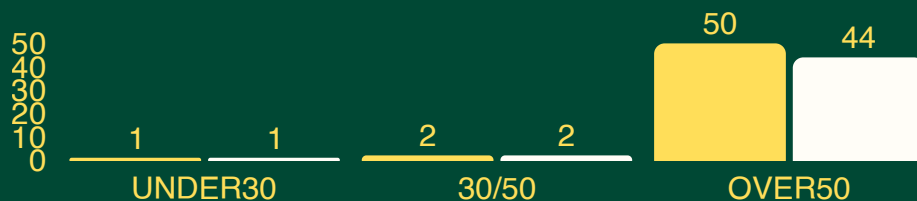


Managers and Executives over 50



Office staff and Workers by gender and age

● WOMEN ● MEN



Welfare

Advance on TFR up to 70%

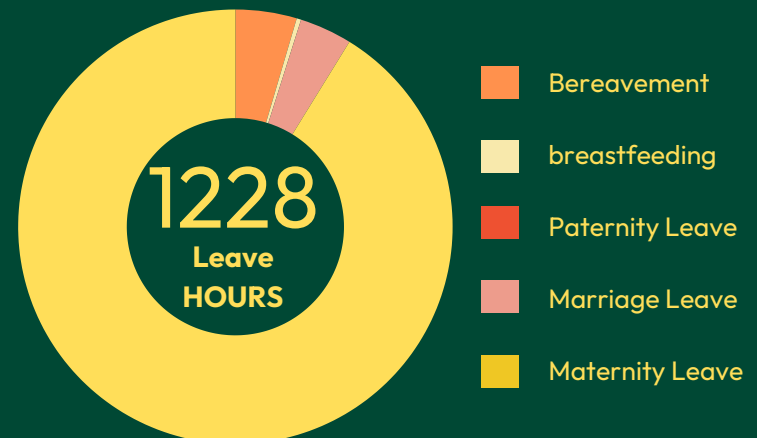
We offer our employees the opportunity to receive up to 70% of their TFR (Severance Pay).

Year-end bonuses

We have corporate welfare policies that support the families of our employees.

Union Relations

100% of our employees are covered by collective bargaining agreements, and Encaplast® supports freedom of association.



Future Objectives

Encaplast® is defining a new phase of its sustainability journey, based on projects involving people, processes and technologies. The objective is to promote a growth model that combines environmental responsibility, organisational well-being and innovation, creating value both for the local area and for the company community.

Plastic reduction and internal awareness initiatives

The company will continue actions aimed at reducing the use of single-use plastics and promoting correct waste separation. Company water bottles and water dispensers represent the first steps in a path that will be expanded through information initiatives addressed to all employees, with the aim of encouraging more sustainable and conscious everyday practices.

Flexibility policies for people's well-being

A flexible working hours policy is being introduced to support a better balance between personal needs and working life. This initiative is intended to foster a more inclusive organisational context, attentive to individual well-being and oriented towards personal responsibility.

New environmental certifications and adoption of the Code of Ethics

In the 2025–2026 period, Encaplast® plans to expand its management system through the achievement of new environmental certifications and the implementation of a company Code of Ethics. These tools will strengthen the commitment to international standards of transparency, responsibility and sustainability, contributing to the development of a solid and shared corporate culture.

Investments in renewable energy and lower-impact technologies

The company is developing an investment plan focused on energy production from renewable sources and the adoption of technological solutions that improve process efficiency. The objective is to reduce the environmental impact of operations and support greater energy autonomy, initiating a transition towards a more sustainable production model.

Resource efficiency and continuous process improvement

The corporate strategy includes the ongoing optimisation of production flows, with targeted actions to reduce waste, improve the use of raw materials and enhance energy efficiency. This approach supports product quality and contributes to reducing the overall impact of operations.

Skills development and continuous training

Encaplast® considers people's growth a key factor in supporting innovation and competitiveness. Training programmes will continue to involve all company functions, with dedicated pathways for technical, managerial and operational development. The objective is to strengthen human capital and promote a working environment that is attentive, stimulating and oriented towards continuous improvement.





The starting point of our sustainability journey

Launch of the sustainability journey

The identification of stakeholders and material topics represented the starting point for building a solid sustainability strategy aligned with the context in which Encaplast® operates. The company initiated this process through a structured approach based on listening and on the analysis of internal and external priorities.

Stakeholder mapping

To develop the stakeholder map, the parties that interact with the organisation, directly or indirectly, were identified:

- customers and suppliers;
- employees and shareholders;
- institutions and competent authorities;
- local communities and associations;
- media and local stakeholders.

The initial engagement involved key internal decision-makers, while in the coming year the dialogue will be extended to external stakeholders in order to include new perspectives and strengthen relationships with the local area.

Identification of material topics

The analysis of material topics was carried out through an internal working group, which examined:

- the SASB guidelines for the Containers and Packaging field;
- the priorities of key stakeholders, in particular those operating in the Medical Equipment & Supplies field;
- pharmaceutical packaging trends, with a focus on innovation, quality, safety and competitiveness.

This assessment made it possible to identify the most relevant areas for the company and for the market in which it operates.

The starting point of our sustainability journey

Application of the double materiality principle

The process was completed in accordance with the double materiality principle set out in the GRI 2021 Guidelines, which requires consideration of:

- the impact of the company on society and the environment;
- the impact of society and the environment on the company.

This analysis highlighted several priority areas, including:

- health and safety of people and facilities;
- responsible waste management and related processes.

Identified priorities

The topics identified represent areas in which Encaplast® can act directly, contributing to value creation for the field, the local area and all stakeholders. This work forms the foundation of a sustainability strategy oriented towards continuous improvement and responsiveness to an ever-evolving market.



Stakeholder Mapping

Stakeholder mapping was carried out through a review of the literature, consultation of external sources, and internal analysis, with the goal of identifying the relevant stakeholder categories for Encaplast®'s activities, their interests, expectations, and influences. This process allowed us to identify the following groups:



Customers:

These include pharmaceutical and medical companies that purchase packaging products from the company.

Customers require:

- Innovative and customized solutions.
- High quality and guaranteed safety.
- Competitive prices.
- An increasing commitment to workplace safety and ethical-environmental compliance.

Suppliers:

These include companies that provide raw materials, components, services, and equipment necessary for production.

Suppliers must ensure:

- Compliance with required quality standards.
- Adherence to safety regulations.
- Adoption of sustainable practices.

Employees:

These are individuals working inside or outside the company, in the following roles:

- Employees
- Workers
- Collaborators
- Third parties

Shareholders:

These are individuals or entities that hold ownership shares in the company.

Shareholders:

- Invest capital in the company.
- Participate in strategic decision-making.
- Expect a financial return and growth in company value.

Authorities:

These are public entities that regulate and oversee company activities, intervening in areas such as:

- Tax regulations
- Environmental, health, and social regulations

Authorities impose:

- Obligations and concessions
- Incentives and penalties

Local Communities:

These represent groups of people who live and work in the areas where the company operates.

Local communities are interested in:

- The company's impact on natural resources and environmental quality.
- Employment opportunities and social development.

Non-Governmental Organizations:

These include associations, foundations, and networks that work for social, environmental, and humanitarian causes.

NGOs can:

- Collaborate with the company on specific projects.
- Apply pressure or raise criticisms.

Media:

These include traditional and digital media that:

- Disseminate information about the company's activities.
- Influence the perception and reputation of Encaplast® among the public.

This mapping represents a key step in better understanding the dynamics with our stakeholders and building strong, transparent relationships.

Stakeholder classification and analysis criteria



Stakeholder mapping made it possible to organise the different groups according to their level of influence on the company and their degree of interest in material topics. This activity was supported by a dedicated matrix, which facilitated the identification of priorities and the understanding of relationships that are key to the sustainability journey.

Identified engagement approaches

The matrix guided the definition of the most appropriate tools to establish effective dialogue with each stakeholder group. The chosen approach aims to:

- promote active and informed participation;
- align stakeholder expectations with Encaplast®’s sustainability objectives;
- foster clear and consistent communication over time.

Activities carried out and next steps

In this initial phase, engagement mainly involved internal stakeholders with decision-making responsibilities, through:

- structured interviews, aimed at collecting in-depth insights;
- questionnaires, to ensure consistent and comparable data collection;
- participatory workshops, dedicated to direct discussion and the sharing of priorities.

During 2024, dialogue was also extended to external stakeholders through:

- surveys, to obtain a broad and representative perspective;
- focus groups, to analyse specific topics in a collaborative way;
- dedicated meetings, to consolidate relationships and develop new forms of cooperation.

Influence	Interest	Stakeholder Group
High	High	Shareholders, customers, authorities
High	Medium	Managers, key function leaders
Medium	High	Employees, local communities, NGOs
Medium	Medium	Suppliers, media

Definition of Encaplast®'s material topics

The definition of material topics was carried out through an analysis of data and information collected from internal stakeholders, the SASB framework and market trends. This work made it possible to identify the following material topics:

Public health and facility safety

This topic concerns the company's ability to ensure safe, controlled and compliant production facilities. Activities include:

- prevention of incidents and emergency situations
- proper management of machinery, raw materials and finished products
- protection of the environment through the control of potential contamination

Effective management strengthens operational continuity, reduces reputational risks and ensures a positive impact on the local area.

Health and safety of workers

The protection of workers represents a priority area. This topic includes:

- measures to prevent injuries, occupational diseases and stress-related situations
- initiatives that improve well-being, motivation and quality of work
- organisational practices that ensure skills availability, continuity and reliability

Careful management of this topic also responds to customer expectations, which are increasingly focused on verifiable social standards across the supply chain.

Responsible waste management

This topic addresses all activities aimed at reducing, recovering or recycling waste generated by production. Encaplast® acts through:

- source reduction practices
- valorisation of reusable materials
- controlled and traceable disposal systems

The positive impact concerns both the environment and business efficiency, thanks to reduced costs and emissions.

Product innovation and quality

This topic reflects the company's commitment to developing packaging solutions capable of ensuring safety, traceability and high performance. Key aspects include:

- integration of technical and regulatory requirements
- attention to the protection of pharmaceuticals and devices
- development of sustainable solutions aligned with customer needs

The result is increased competitiveness and greater market trust.

Competitiveness and profitability

This topic relates to the company's ability to grow in a stable and responsible manner. It includes:

- process efficiency and cost optimisation
- economic soundness and value creation
- availability of resources to support innovation and future development

Balanced economic performance enables Encaplast® to invest in sustainability, people, technologies and quality.



Definition of Encaplast®'s material topics

Material topic	Company impact	Company impact	Risk analysis
Greenhouse gas emissions related to energy consumption	Impact on the environment caused by energy production and consumption	Impact on the company in terms of adaptation to climate change and compliance with current or future regulations	Physical risk: exposure to the effects of climate change, such as extreme weather events, sea level rise, changes in natural resources and similar phenomena. Transition risk: exposure to changes in policies, markets, technologies and consumer preferences linked to the transition towards a low-carbon economy.
Customer satisfaction	Impact on society through value creation for customers and the respect of their rights and needs	Impact on the company in terms of customer loyalty, reputation and competitiveness	Reputational risk: exposure to a loss of trust and credibility among customers due to inadequate quality, innovation or responsibility of the products or services offered. Market risk: exposure to a loss of market share or profitability resulting from reduced demand, increased competition or lower differentiation of the products or services offered.
Employee health and safety	Impact on people through the protection of their health and safety and the promotion of their quality of life	Impact on the company in terms of productivity, absenteeism, turnover and civil liability	Operational risk: exposure to reduced efficiency and effectiveness of operations due to injuries, illnesses, errors, delays and similar events. Legal risk: exposure to sanctions, fines, legal actions or compensation claims resulting from breaches of regulations or contractual obligations related to employee health and safety.

Definition of Encaplast®'s material topics

Material topic	Target	Actions	Reporting
Greenhouse gas Emissions Related to Energy Consumption	2024/2025	• Activation of the photovoltaic system already built and awaiting testing. • Conduct an inventory of the company's direct and indirect emissions using internationally recognized methodologies, such as the GHG Protocol. • Implement energy efficiency measures, use renewable energy, offset residual emissions, and engage in carbon sequestration, both within operations and across the value chain. • Monitor and communicate progress and results achieved, using reporting tools.	Sustainability Report
Customer satisfaction	2025/2026	• Develop innovative, accessible, safe, and sustainable products or services that meet customer needs and trends, considering the social and environmental impacts of their life cycle. • Create communication, support, and complaint channels for customers to listen to their requests, resolve issues, gather feedback, and improve service. • Conduct market research and surveys to understand customer preferences, expectations, and satisfaction, and monitor and communicate progress and results achieved.	Sustainability Report
Employee health and safety	2025/2026	• Conduct a risk and opportunity assessment related to employee health and safety, considering both physical and psychosocial aspects such as stress, burnout, bullying, etc. • Improve and continue to implement prevention measures, training, information, and awareness on health and safety topics, involving employees, union representatives, occupational physicians, and supervisory bodies. • Implement emergency, rescue, and evacuation plans with appropriate equipment, devices, and protocols, and conduct regular drills.	Sustainability Report

Methodological

Note

This document represents the second Sustainability Report of Encaplast® S.p.A. and refers to the year 2024 (1 January – 31 December). Its preparation marks the continuation of a shared journey aimed at making the company increasingly aware of and actively engaged with environmental, social and economic sustainability issues. The work carried out is based on the analysis of risks and opportunities related to ESG topics and on the assessment of their relevance to the market in which we operate.

The report has been developed in accordance with the Global Reporting Initiative Sustainability Reporting Standards (2021 version). For certain specific areas, the most recent versions of the standards were applied:

- GRI 207 – Tax (2019)
- GRI 303 – Water and Effluents (2018)
- GRI 306 – Waste (2020)
- GRI 403 – Occupational Health and Safety (2018)

In the absence of sector-specific standards dedicated to packaging, references from the SASB™ Industry Brief “Containers and Packaging – SICS® CG-BF” were integrated. The analysis was completed by considering the material topics most relevant to stakeholders, in particular those operating in the Medical Equipment & Supplies field. These elements formed the basis of the first internal working group dedicated to sustainability.

For the development of the stakeholder mapping and engagement process, Encaplast® S.p.A. relied on the support of an external professional, adopting the approach set out in the AA1000SES standards of AccountAbility, with the aim of ensuring systematic and ongoing dialogue.

The Sustainability Report is published on an annual basis. The reporting perimeter coincides with that of the Consolidated Financial Statements as at 31 December 2024. To ensure maximum data reliability, the use of estimates was limited and, where applied, based on the most established methodologies available.

For requests or further information regarding this document, please contact: sostenibilita@encaplast.com



Audit PSCI – Pharmaceutical Supply Chain Initiative

What PSCI is and why it is relevant

The Pharmaceutical Supply Chain Initiative (PSCI) is an international non-profit initiative that brings together companies operating in the pharmaceutical and healthcare fields with the aim of promoting responsible ethical, social and environmental practices throughout the entire supply chain. Adherence to PSCI principles enables a structured assessment of supplier compliance with key topics such as ethics, labour, health and safety, environment and management systems.

Encaplast® was involved in the PSCI programme following an invitation from Merck, a customer and active member of the initiative, confirming the importance placed on compliance with internationally recognised and shared standards.

The PSCI audit completed in 2024

During 2024, Encaplast® completed the on-site PSCI audit, concluding the process initiated with the self-assessment phase. The audit involved all main company departments and included:

- interviews with employees,
- document review,
- analysis of organisational and production processes.

The audit covered all areas required by the PSCI programme:

- Ethics and business integrity
- Working conditions and labour rights
- Health and safety
- Environmental protection
- Management systems
- Responsible product management

PSCI Audit – Activities initiated and carried out in 2024

In 2024, Encaplast® completed the PSCI (Pharmaceutical Supply Chain Initiative) audit, launching a structured process to align and strengthen its management systems in the areas of ethics, environment, health and safety, and governance. Based on the evidence identified during the audit, the company initiated and implemented a series of corrective and improvement actions, as outlined below.

Governance, ethics and management systems

During 2024, Encaplast®:

- initiated the implementation of the Code of Ethics, incorporating PSCI principles and sustainability topics relevant to the organisation.

Audit PSCI – Pharmaceutical Supply Chain Initiative

- integrated ethical risk analysis into the materiality assessment process;
- initiated preliminary activities for the definition of a business continuity system, with action planning scheduled for the following period;
- updated the visitor register, including privacy and safety information and preparing dedicated information materials.

Environment

In 2024, the following activities were initiated and completed:

- drafting of the company environmental policy;
- initiation of the definition of environmental objectives and indicators (KPIs), also through the Sustainability Report;
- improvement of the management of the temporary waste storage area, with organisational measures to reduce exposure to weather conditions;
- verification of regulatory compliance related to stormwater discharge, with corrective actions linked to the management of the waste area.

Occupational health and safety

During 2024, Encaplast® implemented several actions in the H&S area, including:

- updating of signage and pedestrian walkways in warehouse areas;
- definition of rules for material storage and stacking, with publication of instructions and verification of compliance;
- definition of a procedure for periodic checks of storage areas, including staff training and scheduling of inspections;
- update of the chemical risk assessment;
- update of risk assessments in line with the improvements introduced;
- initiation of the renewal process for the Fire Prevention Certificate (CPI);
- update of the emergency plan, including revision of fire safety maps and management of emergency equipment;
- planning and updating of evacuation drills and emergency management procedures across the different operational sites.

Why the PSCI audit is useful

The completion of the PSCI audit represents for Encaplast®:

- an independent tool to assess the level of ethical, social and environmental compliance;
- concrete support for the continuous improvement of management systems;
- an element of reliability and transparency for customers in the pharmaceutical and medical sectors;
- a structured basis for dialogue with stakeholders throughout the supply chain.

The PSCI audit therefore strengthens the company's commitment to responsible management, aligned with market expectations and the requirements of its main international partners.

GRI Content Index

DISCLOSURE	GRI #	CONTENTS	REFERENCE	NOTES/OMISSIONS
GRI 2: General Disclosures 2021	2-1	Organizational details	Methodological Note	
	2-2	Entities included in the organization's sustainability reporting	Methodological Note	
	2-3	Reporting period, frequency, and contact point	Methodological Note	
	2-4	Restatements of information		Not applicable, first report
	2-5	External assurance		Not required
	2-6	Activities, value chain, and other business relationships	Company Introduction	
	2-7	Employees	People	
	2-8	Non-employee workers	People	
	2-9	Governance structure and composition	Company Introduction	
	2-10	Nomination and selection of the highest governance body	Company Introduction	
	2-11	Chair of the highest governance body	Company Introduction	
	2-12	Role of the highest governance body in overseeing impacts	Company Introduction	
	2-13	Delegation of responsibility for managing impacts	Company Introduction	
	2-14	Role of the highest governance body in sustainability reporting	Materiality	
	2-15	Conflicts of interest		Not applicable
	2-16	Communication of critical concerns	Company Introduction	
	2-17	Collective knowledge of the highest governance body	Company Introduction	
	2-18	Evaluation of the performance of the highest governance body		Not applicable
	2-19	Remuneration policies		Confidential
	2-20	Process for determining remuneration		Confidential
	2-21	Ratio of annual total compensation		Confidential
	2-22	Statement on sustainable development strategy	Letter to stakeholders	
	2-23	Commitments in policies	Future goals and sustainability commitments	
	2-24	Integration of commitments in policies	Future goals and sustainability commitments	
	2-25	Processes to remediate negative impacts	Future goals and sustainability commitments	
	2-26	Mechanisms for consultation and expression of concerns	Company Introduction	
	2-27	Compliance with laws and regulations	Quality excellence and regulatory compliance in packaging services	
	2-28	Associations	Collaborations and Associations	
	2-29	Approach to stakeholder engagement	Future goals and sustainability commitments	
	2-30	Collective bargaining agreements	Future goals and sustainability commitments	

DISCLOSURE	GRI #	CONTENTS	REFERENCE	NOTES/OMISSIONS
GRI 3: Material Topics 2021	3-1	Process for determining material topics	Future goals and sustainability commitments	
	3-2	List of material topics	Future goals and sustainability commitments	
GRI 201: Economic Performance 2016	3-3	Management approach to material topics	Future goals and sustainability commitments	
	201-1	Direct economic value generated and distributed	Profit	
	201-3	Obligations regarding defined benefit plans and other retirement plans	Profit	
	201-4	Financial assistance received from the government	Profit	
GRI 203: Indirect Economic Impacts 2016	3-3	Management approach to material topics	Profit	
	202-1	Ratio of standard entry-level wage	Profit	
	203-1	Infrastructure investments and services supported		Not material
	203-2	Significant indirect economic impacts		Not material
GRI 204: Procurement Practices 2016	3-3	Management approach to material topics		Not material
	204-1	Proportion of spending on local suppliers	Profit	
GRI 206: Anti-Competitive Behavior 2016	3-3	Management approach to material topics	Profit	
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		No action - not material
GRI 207: Taxes 2019	207-1	Approach to tax	Profit	No action - not material
GRI 301: Materials 2016	3-3	Management approach to material topics	Future goals and sustainability commitments	No action - not material
	302-1	Energy consumption within the organization	Planet	
	302-2	Energy consumption outside the organization	Planet	
	302-3	Energy intensity		Not applicable - not foreseen
	302-4	Reduction of energy consumption	Planet	
GRI 305: Emissions 2016	3-3	Management approach to material topics	Planet	
	305-1	Direct (Scope 1) greenhouse gas (GHG) emissions	Planet	Not material
	305-2	Indirect (Scope 2) GHG emissions from energy consumption	Planet	Not material
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Planet	
	306-2	Management of significant waste-related impacts	Planet	
	306-3	Waste generated	Planet	
	306-4	Waste diverted from disposal	Planet	
	306-5	Waste diverted from disposal	Planet	

DISCLOSURE	GRI #	CONTENT	REFERENCE	NOTES/OMISSIONS
GRI 401: Employment	3-3	Management approach to material topics	Planet	
	401-1	New employee hires and employee turnover	People	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	People	Not applicable -confidentiality reasons
	401-3	Parental leave	People	
GRI 403: Occupational Health and Safety 2018	3-3	Management approach to material topics	People	
	403-1	Occupational health and safety management system	People	
	403-2	Hazard identification, risk assessment, and incident investigation	People	
	403-3	Occupational health services	People	
	403-4	Worker participation, consultation, and communication on occupational health and safety	People	
	403-5	Worker training on occupational health and safety	People	
	403-6	Promotion of worker health	People	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	People	
	403-8	Workers covered by an occupational health and safety management system	People	
	403-9	Work-related injuries	People	
GRI 404: Training and Education 2016	3-3	Management approach to material topics	People	
	404-1	Average hours of training per year per employee	People	
	404-2	Programs for upgrading employee skills and transition assistance programs	People	
	404-3	Percentage of employees receiving regular performance and career development reviews		Not applicable

DISCLOSURE	GRI #	CONTENT	REFERENCE	NOTES/OMISSIONS
GRI 406: Non-Discrimination 2016	406-1	Incidents of discrimination and corrective actions taken		No incidents - not material
GRI 413: Local Communities 2016	3-3	Management approach to material topics		Not material
	413-1	Operations with local community engagement, impact assessments, and development programs.	People	
	413-2	Operations with significant actual and potential impacts on local communities	People	
GRI 416: Customer Health and Safety 2016	3-3	Management approach to material topics	People	
	416-1	Assessment of the health and safety impacts of product and service categories	PSCI Audit	
	416-2	Incidents of non-compliance concerning health and safety impacts of products and services	PSCI Audit	No incidents
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and loss of customer data		No complaints - not material

Agenda for the future

In recent years, Encaplast® has initiated and consolidated concrete actions aimed at strengthening people's wellbeing and corporate responsibility.

The introduction of flexible working arrangements and the adoption of the Code of Ethics represent key milestones in a path designed to create a more attentive, inclusive working environment aligned with the company's values.

These initiatives form the foundation on which the agenda for the coming years is built, with the aim of integrating environmental sustainability, social impact and innovation in an increasingly structured way, supporting the organisation's evolution and ongoing dialogue with the local community and stakeholders.

RESEARCH AND DEVELOPMENT OF LOWER-IMPACT PRODUCTS

Development of packaging solutions oriented towards sustainability, through material selection and design choices that promote efficiency and reduce environmental impacts.

ACHIEVEMENT OF THE ECOVADIS MEDAL

A structured pathway towards the EcoVadis assessment, with the aim of strengthening the measurement and transparency of ESG performance.

NEW ENVIRONMENTAL CERTIFICATIONS

Expansion of the certification framework to further consolidate compliance with environmental standards and reinforce reliability towards stakeholders.

LOCAL WELFARE INITIATIVES

Development and support of local welfare projects, in collaboration with community-based organisations, to generate shared value and positive social impact.

WORK PLACEMENT UNDER ARTICLE 22

Implementation of an agreement pursuant to Article 22 of Italian Law 68/99, involving the work placement of people with disabilities through the social cooperative La Zerla, in support of an inclusive and responsible organisational model.



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