

SUSTAINABILITY
REPORT
2022

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ITALIAN  GASKET
technical rubber items

Letter to Stakeholders

Since several years we are in the middle of a global and continuous change that puts us in front of new challenges towards a new integration regarding environmental, social and economic awareness, aimed at a better future for next generations.

Since ever, one of the core values of Italian Gasket is the continuous improvement of its processes with the aim to ensure and increase the excellent safety and wellness level of people and to steadily reduce the environmental impact and energy consumption.

The renewed focus on such important topics inside our company has deep roots, as it is the extension of a path taken more than 20 years ago with the achievement of our first management certification on Health and Safety at workplace and pursued until the certification on Energy Management System, that is an important goal for Italian Gasket, first company in its business area conforming to this standard.

To honour our values, the undertaken commitments and the continuation of our growth, we decided to give our policies and corporate control a wider structure in terms of sustainability in order to reach a bigger and bigger environmental and social awareness in the next years.

We are very well aware that the path is long and full of important goals, but still we want give proof of our determination in creating a bigger wellbeing to people and in encouraging the development of local communities, as well as the continuous adoption of new technologies allowing the reduction of consumption and the assurance of a smaller impact on environment.

It is with great pleasure that we want to introduce the first Sustainability Report of Italian Gasket, through which we want to tell you our path toward social, environmental and governance sustainability and responsibility that belong ever more to our company, and aimed at making clear our commitment toward the ESG topics.

We want to be the actors of a real change, we have done a lot so far and much else there is to do, but challenges are part of our history and every day we start from this in order to build the future.

Marco Marchesi
CEO



Methodology note

This document is the first Sustainability Report (afterwards referred to as “Report”) of Italian Gasket S.p.A., (hereinafter also referred to as “Italian Gasket” or “Company”), and it was written according to the “Global Reporting Initiative Sustainability Reporting Standards” (hereinafter referred to as “GRI Standards”) established by the Global Reporting Initiative (GRI), as shown in the “GRI Content Index” table, at the end of this Report, allowing to highlight the GRI index covering associated to each topic of sustainability reported in this document.

The information of this Report, which is written on an annual basis, refer to 2022 (from January 1st, 2022 to December 31st, 2022). Italian Gasket applied all principles of accuracy, balance, transparency, comparison, integrity, context of sustainability, responsiveness and monitorability, according to the GRI Standards and in consideration of the impact of Italian Gasket on the widest context re the sustainable development.

The definition of the material topics was made through the first material analysis of the Italian Gasket, that required the direct involvement of the Company, as explained in Chapter 3, “Sustainability Programme”. A de-

scription of the main stakeholders of the Company is reported within the same chapter.

The data and information boundary reported in this document is restricted to the Company Italian Gasket S.p.A. up to December 31st, 2022. Any exception to the boundary of this Report shall be noted accordingly in the Report. No changes are reported regarding the dimensions, supply chain and the ownership structure of the Company all over the year.

As far as possible and in order to guarantee the data reliability, the use of estimates (if any) has been limited, which are based on the best approach and methodology available and appropriately noted in the text.

On July 21st, 2023 the board of director of Italian Gasket took notice of this Sustainability Report.

This Sustainability Report is also available to the public on the Company website www.italiangasket.com

For any further information regarding this document, please contact sustainability@italiangasket.com.

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**Our
IDENTITY**

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1.1 Our History

Italian Gasket S.p.A. is a company owned by Bergomi family, that has been working in the production and sales of elastomers since February 1st 1984.

The Company is located in Paratico, in the district of Brescia and has three ideally located plants that supply the global market. The main Countries in which the Company trades are Germany, Czech Republic, France, Italy Slovakia, Spain, Portugal, Romania, China, Mexico, United States and Singapore.

We estimate that 95% of the production is destined to foreign markets.

Italian Gasket is the story of a family-run business starring during important historical events connected to the progress of technology and science.

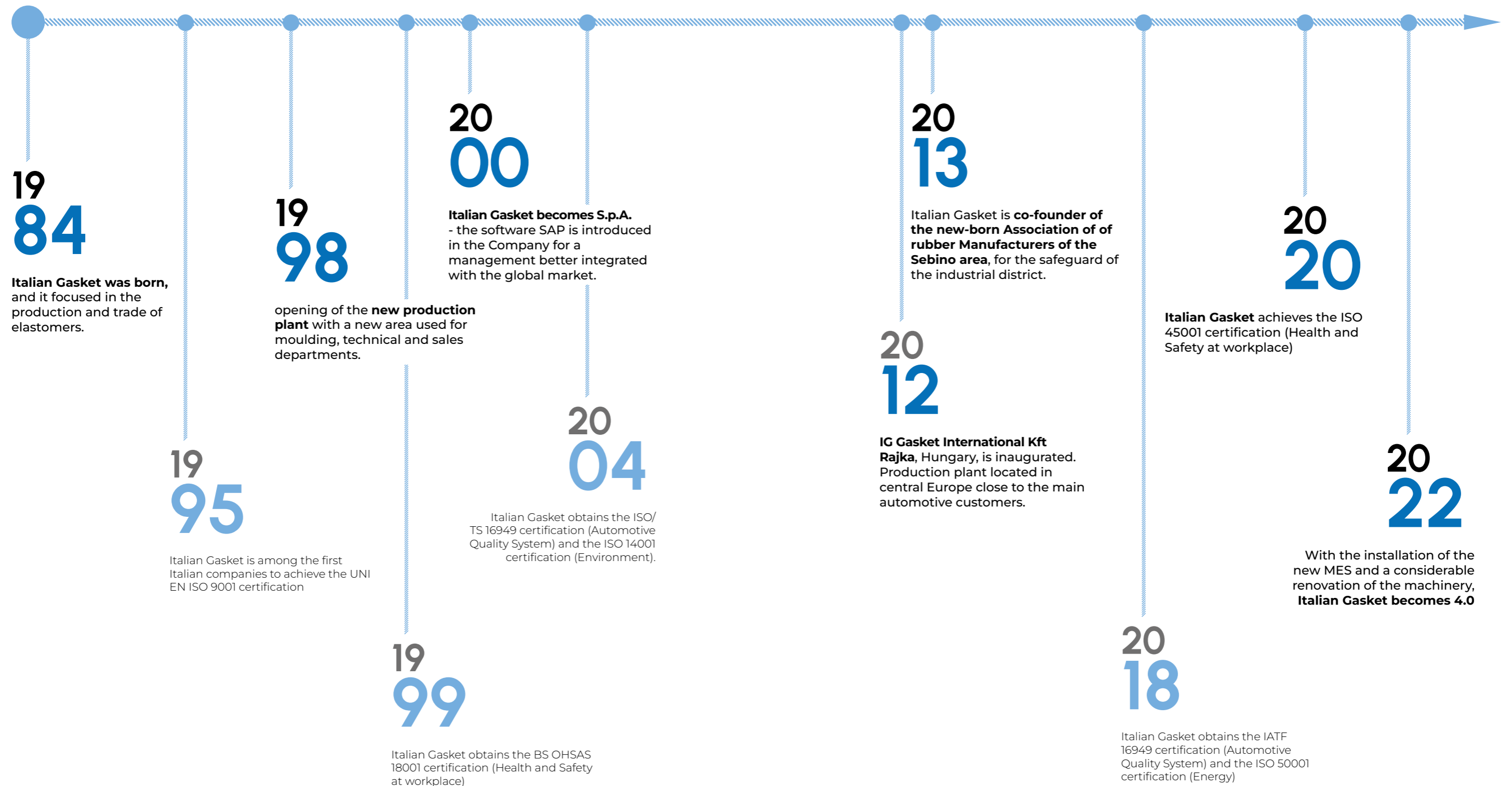


"We ensure quality in absolute terms with respect for environment and our ethic values, focusing on training, research, development and technology, in order to be our customers' reference partner".

Italian Gasket vision

Time

line



1.2 Process and products

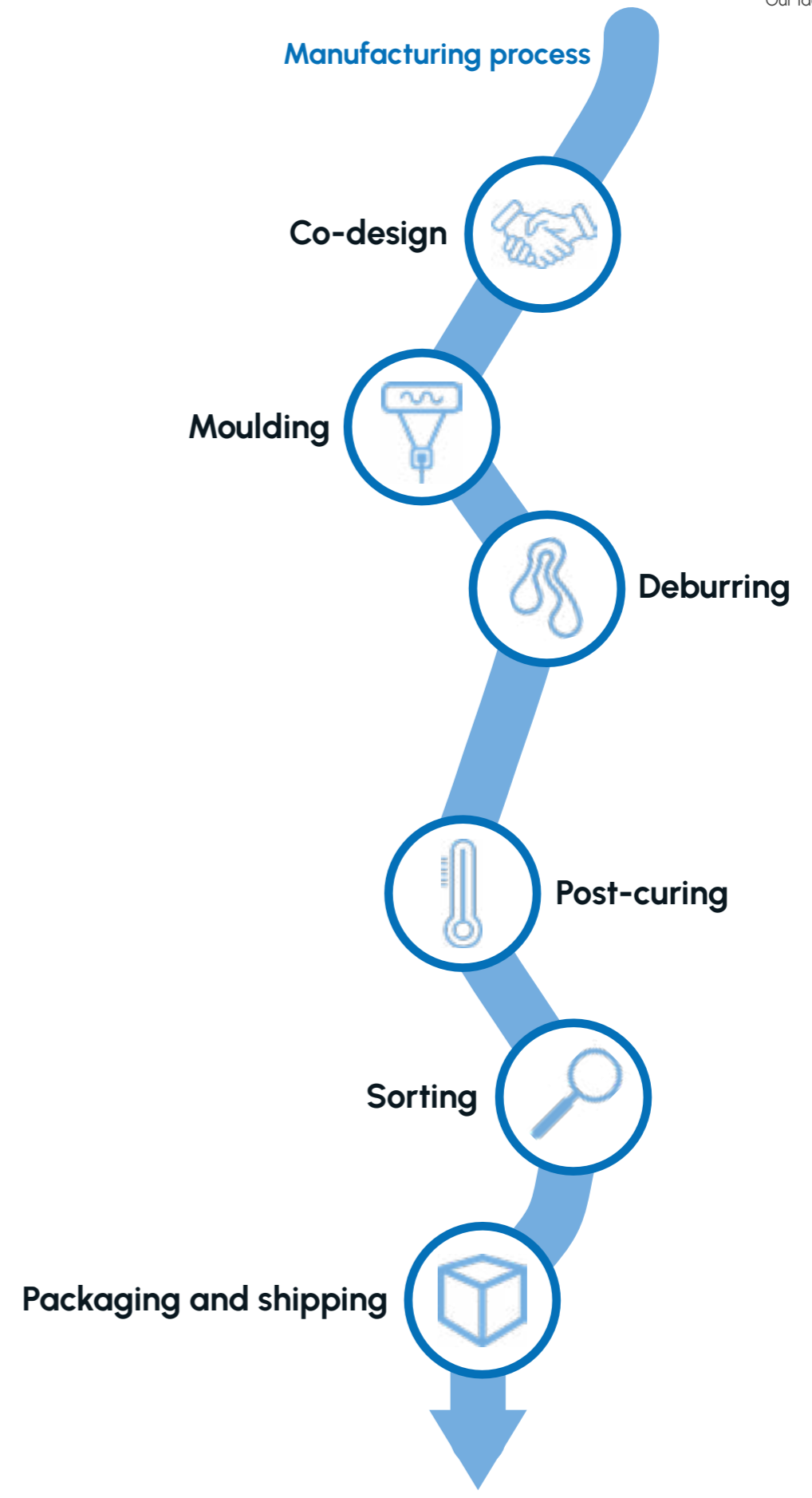
Italian Gasket is a major company in the field of the production of technical rubber items, and it works and operates on a national and international level, and with a firmly global scale.

The company manufactures different kinds of products, for a total of 13.000 different items, all produced with more than 500 compounds.

The main products are seal gaskets, rubber frames, bellows, plugs, gaskets for cars interiors, diaphragms and technical o-rings.



**"We sell more than
a simple product
or process....
We offer a
solution"**



1.3 Product responsibility

The main reference market is the automotive, with the following areas of application: transmission, car safety, air and cooling, car electronics, car body.

Moreover, Italian Gasket manufactures in the fields of home appliances, electronics, automation, oil & gas, pneumatics, medical industry, mechanical tools and lighting industry.



Manufacturing areas

Automotive

75%

Company Profile

25%

- Oil & gas
- General industry
- Furnishing
- Aeronautical industry
- Medical industry
- Lighting
- Heating
- Fluid control

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**GOVERNANCE
and VALUES**

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2.1 Corporate Governance

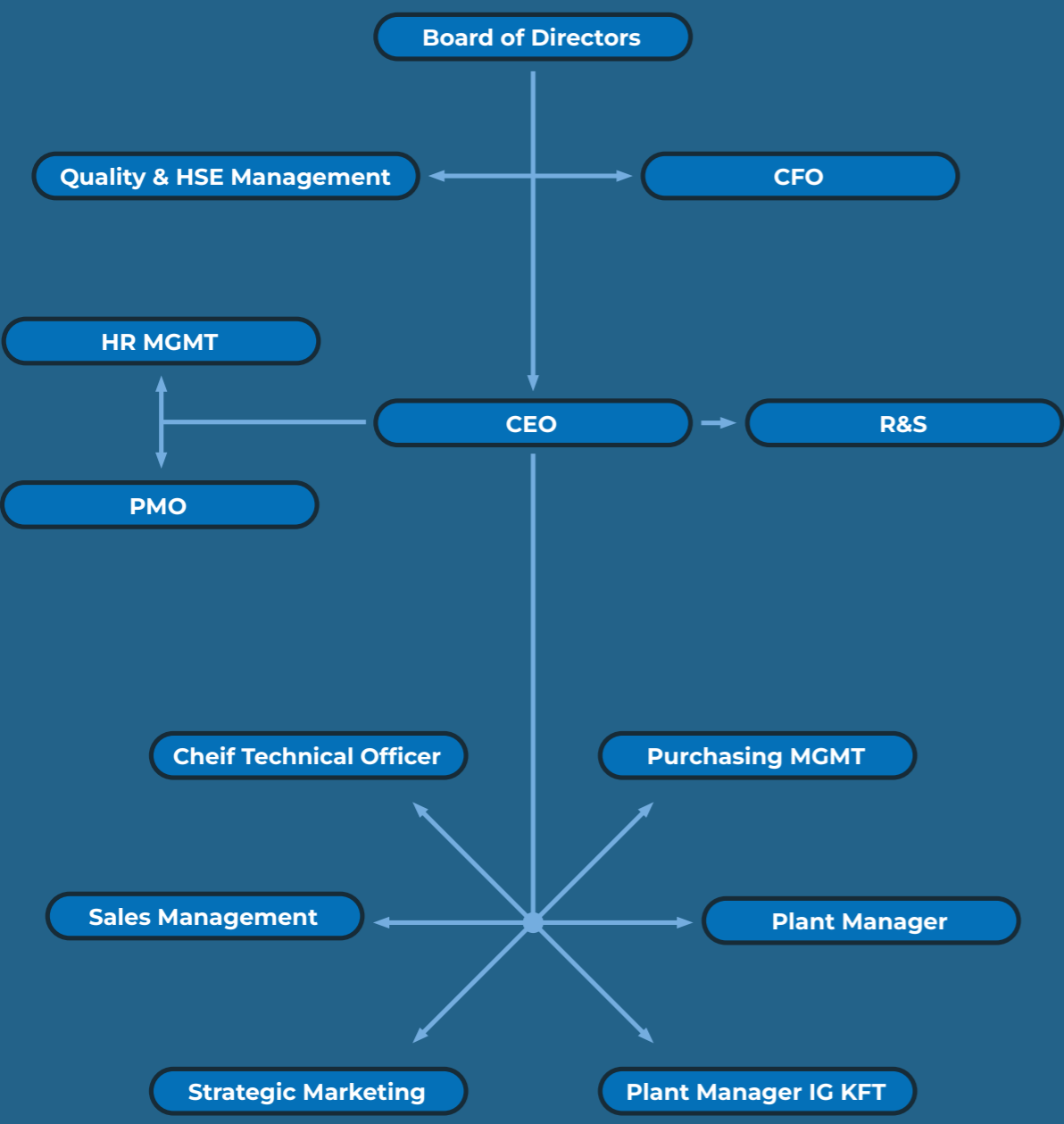
the Company management and control on the accounting administration are carried out through a traditional corporate system having up to December 31st 2022, the following board of Directors and board of Auditors:

NAME	POSITION
Gian Marco Bergomi	Chairman of the board of Directors
Germana Bergomi	Board Member
Marco Marchesi	CEO
Gianluca Bergomi	Board Member
Basilio Saleri	Advisor

The board of Directors consists of four men and a woman, one member is aged below 30, two are aged between 30 and 50 and two are over 50.



ORGANIGRAMMA



2.2 Ethic, Integrity and Compliance

Italian Gasket adopted a Management and Control Organizational Model according to the Law Decree no.231 of June 8, 2001 through approval by the board of Directors on June 24th, 2010; this model is suitable for the setting of a structured, organic system based on organizational and controlling principles and routines, in order to avoid committing any kind of offence provided by the existing law. And this is also for this reason that the Company has formalized its ethic principles and conduct rules in a specific Code of Ethics which represent the ethic profile of the Company it self.

The Model consists of the following core interrelated elements:

- Code of Ethics and Conduct;
- Procedure and Prevention System for the risk of offence;
- Supervisory Board, having the task to monitor the respect and the functioning of the Model in its whole and to look after its updating;
- Disciplinary system related to the violation of the Model.

In order to guarantee the effectiveness level required by law a deep preliminary analysis was done on the business context on whi-

ch the Model is structured, aiming at the clarification of responsible profiles for the prevention of offences, referring to both the relations and the internal operating structure of the Company, and to the relations and contacts evolved with any third party.

To guarantee the effective application of the model, the Supervisory Board (hereinafter also referred to as "SB") regularly checks and releases every year a statement regarding the progress of Italian Gasket business activities, informing also the company governance bodies on any critical issues occurred and any identified corrective measures. The SB is also the appointed consignee of a whistleblowing system, that is a an anonymous reporting channel on any infringement of the model, that can be communicated to the email address odv@italiangasket.com.

During the two-year period of 2021-2022 the Company didn't receive any penalty for non-conformity with laws and/or rules in the social, economic and environment fields; no episode of corruption or legal action was register for anti-competitive, antitrust and monopoly conduct, and lastly there wasn't any charge regarding customers privacy violation nor for the loss of their data.

2.3 Values and core principles

The core values of Italian Gasket are summed up in the Code of Ethics: such document is subject to review by the Board of Directors and considers both the regulatory evolutions and the most successful international practice, as well as the acquired experience in the application of the Code itself.

The principles written in the Code were created all over the company story and they are the result of passion and dedication invested toward the Company employees, customers, suppliers and all those working in the name and on behalf the Company. Italian Gasket puts people at first place – employees and customers –, taking into consideration their personal satisfaction as well as their way to success.

Italian Gasket commits to operate with respect of the law and of the ethic principles, being firmly sure that their respect is one condition for the Company success. The Code of Ethics is brought to attention by the internal and external interested parties through specific communication

and spread activities, by posting the document on the bulletin board of the company and in particular through its website.

Italian Gasket also promotes the continuous improvement of the health and safety conditions at workplace and outside it in order to safeguard its employees and partners.

The task to monitor the functioning and observance of the Code is assigned to the SB. For the ensuring of the effectiveness of the Code, Italian Gasket has specific information channels, thanks to which all those getting to know any kind of misconduct inside the Company can report it freely, anonymously and directly to the SB. Any violation of the principles and dispositions held in the Code of Ethics must be promptly reported to the SB by using its e-mail address. As a result of the notifications received, the SB will carry out the relevant investigations, also relying on the reference company functions if necessary, and it will inform the competent bodies for the imposition of disciplinary measures.



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**SUSTAINABILITY
PROGRAM**

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3.1 Italian Gasket Stakeholders

In 2022 Italian Gasket started its program of sustainability that lead the Company to the setting up of its first Sustainability Report. In this programme many analysis and activities have been carried out for the preparation of the Report. First of all, the layout of the reference stakeholders and the analysis of material aimed at the identification of sustainability topics being significant to the Company.

Considering the importance of the stakeholders' expectations and needs for the definition of the sustainability strategy of the

Company, a benchmark analysis was done as initial activity, analysing the main peers of the field and of the context in which the Company operates, taking in consideration also the main international standards and best practices of the sector: SASB, SDGs, the decree 254/2016 and the S&P Sustainability Yearbook. This study resulted in the identification of the stakeholders categories in Italian Gasket, that later have been submitted to voting by the top management of the Company during a workshop.

Italian Gaskets' Stakeholders

EMPLOYEES

Company Intranet, Web Site, e-mail, Company bulletin boards, company celebration events such as: general meeting on Sept.23, 2022 for the sharing and review of the business strategy and the KPI; company celebration event on Dec.22, 2022 at Golf Club Franciacorta with end of the 2022 KPI and presentation of the future strategies.



CUSTOMERS

Vendor rating, events (i.e. exhibitions), contact centers, customers satisfaction surveys.



SUPPLIERS

e-mail, self-assessment questionnaire.



INSTITUTIONS

Visits by the institutions (i.e. Arpa), discussion of the regulatory developments



INVESTORS

Donations and sponsorships, door opening to schools and students, rotation school/work, trainees.



TERRITORY AND COMMUNITY

Tailor-made presentations, committees, meeting occasions.



3.2 Materiality Analysis

The materiality analysis aims at the identification of the most important fields for the development of the company business and its stakeholders. Such study was carried out in compliance with the report guidelines on sustainability established by the Global Reporting Initiative (GRI) (updated up to 2021), based on which Italian Gasket identified the sustainability aspects on those having a considerable economic, environmental and social impact, that could significantly affect the assessments and decisions of its stakeholders. During this process all main steps of the Company's value chain have been considered, as well as the most important impacts (real and eventual), including those on human rights.

So to identify the most significant subjects, a bench analysis was made taking in consi-

deration a group of best-practice organizations in this sector, as well as the SASB and SDGs international standards, the decree 254/2016 and the S&P Sustainability Book.

The potentially-important topics on sustainability have been spotted both by the benchmark analysis and a context analysis regarding the possible impacts created by the Group as concerns ESG. The definitions of such topics and its corresponding impacts occurred through the vote by the management during a workshop. The assessment lead to a list of ten topics being important to Italian Gasket (that will be shown hereinafter), approved by the top management and listed hereinafter by order of priority.

RESPONSIBILITY



- Waste and water-resource management
- Climate change, energy consumption and GHG emissions
- Management of materials

- Management, development and wellbeing of employees
- Community and human rights
- Employees, safety and health
- sustainable value chain
- equal rights, diversity and integration

- quality, safety and product innovation
- governance, business ethics and anticorruption

3.3 Environmental issues and related impacts

The detail on the mapped impacts for each of these topics is referred to in paragraph “Environmental issues and related impacts”. During the workshop, all participants were asked to evaluate the importance of the subjects and the corresponding impacts created by the Company on environment, society and economy. Here below the list of the most significant impacts divided by area of responsibility:

Important topic	Description of the impacts created	Layout of general impacts	Category
Quality, safety and product innovation	industrial progress	contribution to the industrial progress and product innovation through research and development activities	+
	safe and high-quality product	manufacturing of high-quality and safety products thanks to the monitoring during the various stages of the manufacturing process	+
Management, development and wellbeing of employees	development of employees' skills	improvement of the employees' skills thanks to the provision of training courses	+
	improvement of employees' working performances	improvement of the working performances of the employees thanks to a bigger attention to their body and mind wellbeing (i.e. benefits parental leave, welfare, job flexibility)	+
	loss of know-how	loss of important know-how inside the Company due to a high staff turnover	-
Governance, business ethics and anticorruption and waste	Withholding of the company regulations and ethics	possible non-conformities, fines, violation of the workers fundamental rights, economic and reputational risk due to the withholding of the regulations and of the ethical conduct	-
	anti-competitive conduct, antitrust and monopoly practice	Misconduct aimed at increasing the performance in the company resulting from the absence of a regulation and of an ethical culture shared on all company levels.	-

Important topic	Description of the impacts created	Layout of general impacts	Category
Material management	use of recycled materials	reduction of the virgin raw materials resulting from the use of recycled materials	+
	creation of a circular economy	recycle and management of the waste from the production cycle resulting from the promotion of operations, initiatives and waste retrieval researches	+
	Use of non-renewable raw materials	High environmental impact deriving from a non-sustainable supply of raw materials (i.e. use of virgin raw materials coming from conflict areas).	-
Management of waste and water resources	encouragement of waste recycling	encouragement of waste recovery from the dispatch until the disposal, as the preparation for the reuse, recycling and other recovery actions.	+
	Ground contamination	ground contamination due to an improper management of waste and materials.	-
	Water contamination	the pollution of water resources due to a wrong disposal of waste water.	-
Climate change, energy consumption and GHG emissions	environmental impacts deriving from the product	environmental impact caused by the product due to an inefficient managing of the product lifecycle itself.	-
	Impacts on the quality of the air	the reduction of the air quality due to some company processes	-
	high rate of emissions	negative impact in terms of direct emissions cause by the company processes	-
Community and human rights	employment of workers of the local community	employment of workers of the local community through business engagement practice	+
	support to the local development	creation of positive economical impacts thanks to some charity donations and contributions to assist the local community.	+
	Creation of local economic value	Creation of positive economical impacts thanks to the selection of local trading partners.	+
Health and safety of employees	reductions of injuries and illnesses at workplace	improvement of health and safety of employees thanks to mitigation and prevention activities	+
responsible value chain	high environmental and social impact	damages toward the environment and the community due to the violation by the suppliers of the regulations on sustainability.	-
equal rights, diversity and integration	ethical and integrated workplace	creation of an integrated workplace through activities and measures against discrimination and spreading the company ethics.	+

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**ECONOMIC
RESPONSIBILITY**

4.1 Economic Stability

2022 was a difficult year in terms of national and global economy. During the post-pandemic recovery phase in which some economic indicators were positive and seemed to predict a strong growth, the geopolitical crisis linked to the Russia-Ukraine conflict has once again complicated the international scenery. And just right in the automotive sector, 2022 represented the all-time low registered in the last years. In the last three years the market lost 1.6 million vehicles compared to 2019, which was the year before the pandemic.

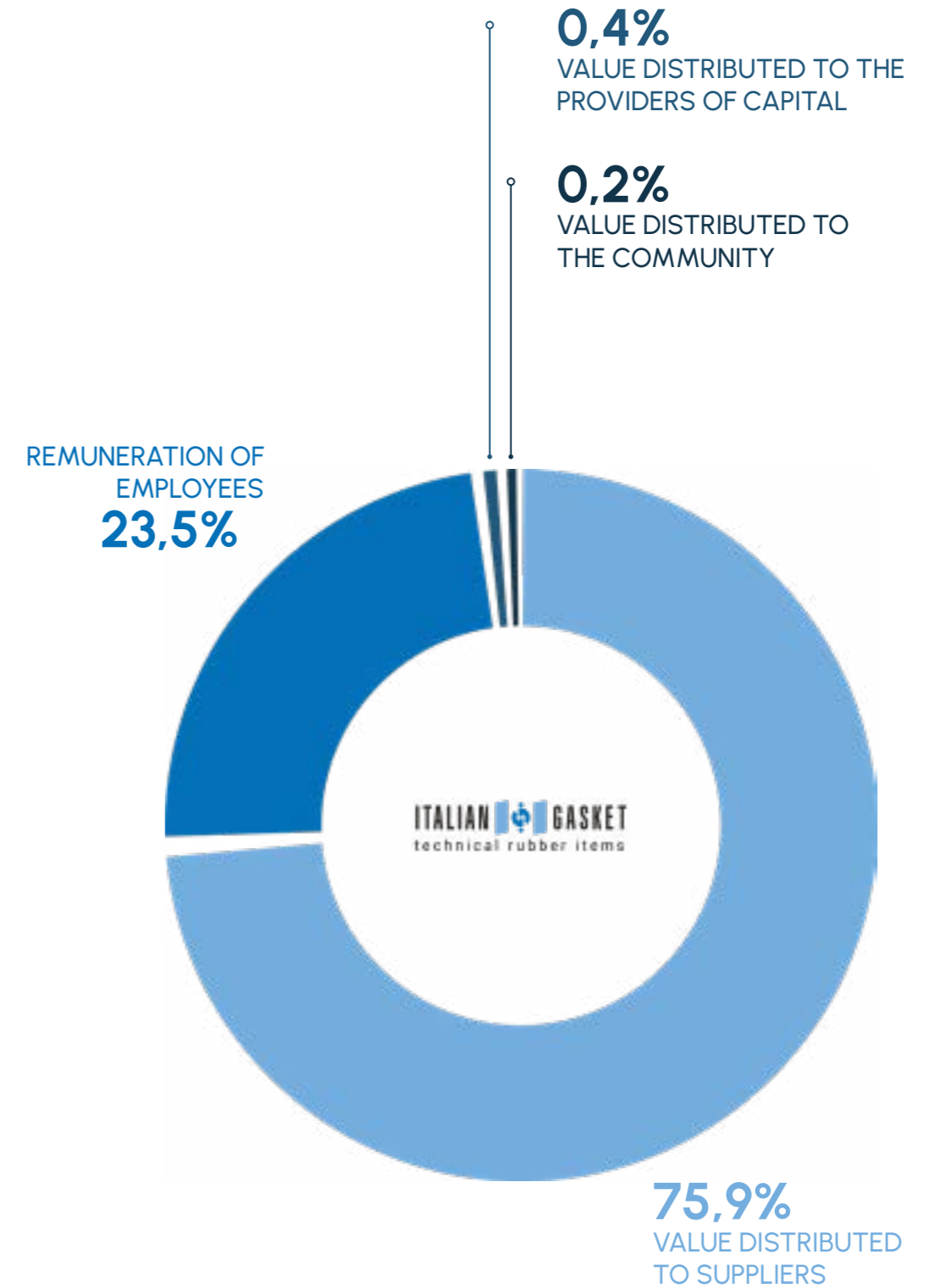
Nevertheless, in this climate of uncertainty, Italian Gasket confirmed the excellent trend of 2021, as the incomes of 2022 were aligned with those of the previous year, re-

cord year in the history of the Company, although the raw materials and energy cost increases caused a margin decrease.

As regards the financial aspects of the financial year, 2022 was full of significant investments. The fields in which the company operates turned out to be still healthy, that allow and ensure not only the good financial condition and cash flow the Company itself, but they also are mitigating elements of any eventual financial risk.

The directly created economical value up to December 31st, 2022 amounts to over 29 million Euros, with proportions distributed as shown in the following chart:

Created and distributed economical value as of 31.12.2022



4.2 Corporate strategy

The selection of the raw material, the planning and the manufacturing process represent the key points of Italian Gasket corporate strategy to support customers in the development of the final applications.

The activity of the Company is mainly addressed to an established client base referring to which the Company has become, all over the years, a most reliable business partner, both for its ability to meet the manufacturing needs and for its experience and skills. The level

of skills and technologies of the Company at present allows it to meet the more and more complicated manufacturing needs, as well as to offer a complete service, starting from the development of a new product's design, up to the manufacture of the final product.

In accordance with its position in the market, the Company is constantly in contact with its customers, with whom it shares and plans growth strategies and business development plans, both referring to well-established manufacturing processes and to new ones. Right for this reason, Italian Gasket considers the offering of services as essential, and not only simple products, by focusing on a co-design kind of business with the customer and putting the know-how at disposal of its researchers and developers.

The release of the first sustainability report has the essential task to disclose the importance for the Company of not only the economical and financial performances but also the environmental and social ones that were achieved in the financial years of reference, focusing more and more on its stakeholders. Such approach is aligned with the idea of shared value and of the definition of a new economic and sustainable model for future generations.

In 2022, in accordance with the Company's growth plans, the relationships with customers were strengthened and new ones were born. The Management is working so that the production volumes can be efficiently managed through a differentiation of the production itself and with the introduction of new technologies.



4.3 Positive partnerships

To keep a positive partnership, interpret and apply the new regulations in a proper way and to share its own experiences, activities and projects, Italian Gasket is an active member of some associations of the field with the goal to encourage, together with the other members, a concrete and detailed action in their sectors and to promote the interests of the various stakeholders. Here below the main associations of active partnership of Italian Gasket:



Anfia (Associazione Nazionale Filiera Industria Automobilistica – National Association of the Automotive Sector) – Italian Gasket is associate member since 2019 of one of the most important Italian associations of its sector, with the purpose to represent the interests of the associates in front of both public and private institutions, as well as the national and international ones, and to provide the study and the resolution of technical, economic, fiscal, law, statistics and quality issues of the automotive.



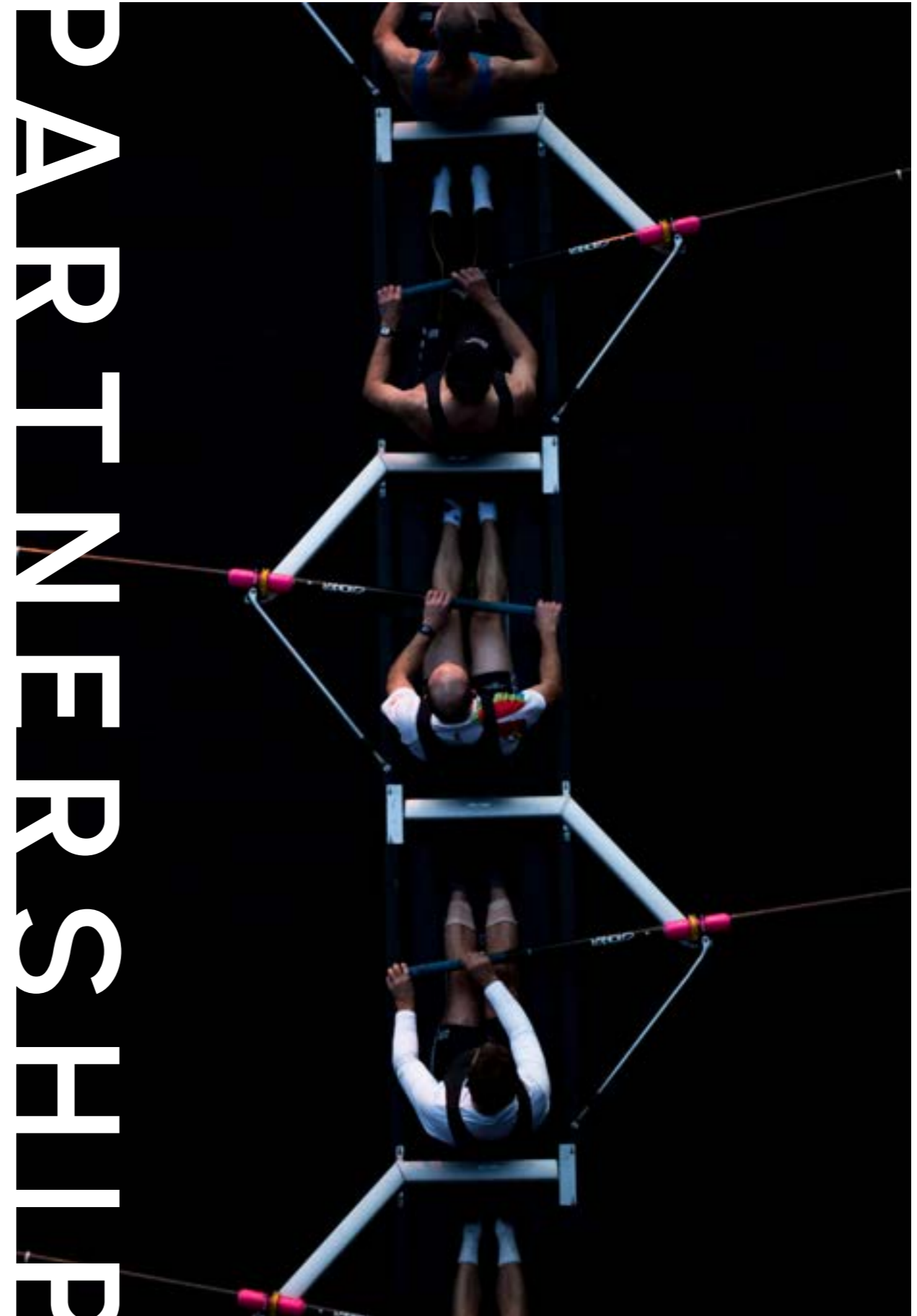
Confindustria Brescia: Italia Gasket is member of one of the oldest industrial associations in Italy, representing and safeguarding the entrepreneurs and enterprises in the territory of Brescia, giving an external widespread representative and an integrated system of partnerships with the stakeholders of the area.



Confindustria Giovani Imprenditori: Since 2010 the Company is part of the Young entrepreneurs Move, which has around 13.000 associate members aged between 18 and 40. This move shares values and goals: the free market, the equity of opportunities, innovation and transparency.



Associazione Produttori Guarnizioni del Sebino: since 2013 Italian Gasket is the co-founder of this association of gaskets manufacturers of the Sebino area, which is a reference point for the rubber/PTFE production in the Sebino, counting on about 40 companies linked by a common vision aimed at the creation of a sustainable development for the economy of the territory.



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**SOCIAL
RESPONSIBILITY**

5.1 Our manpower

Italian Gasket places the enhancement and the respect of people at the centre of its job. All over the years it wrote a human resources managing procedure and provided development plans for its people. This human resources managing procedure aims at defining different processes, starting from the selection, the qualification and the training of new employees or of permanent employees relocated in the company; moreover, it aims at the training, instruction and monitoring of its internal employees, as well as their motivation and resource empowerment. The entire employed manpower of Italian Gasket is covered by collective contracts agreements attributable to CCNL, National Collective Con-

tract for Work, Rubber, Plastic and Industry, which witnesses the importance given by the company as regards the workers safety.

As to December 31st, 2022 Italian Gasket counts on a workforce of 134 employees, with a percentage of women equal to 40%. Most employees are attributable to the category of professional workers (more than 60% of the total employees of the Company). The manpower suffered from a slight reduction, from 139 in 2021 down to 134 employees in 2022. The percentages of allocation by employees' gender and age remained stable during the two-year time 2021-2022.

134
EMPLOYEES

OF WHICH

+

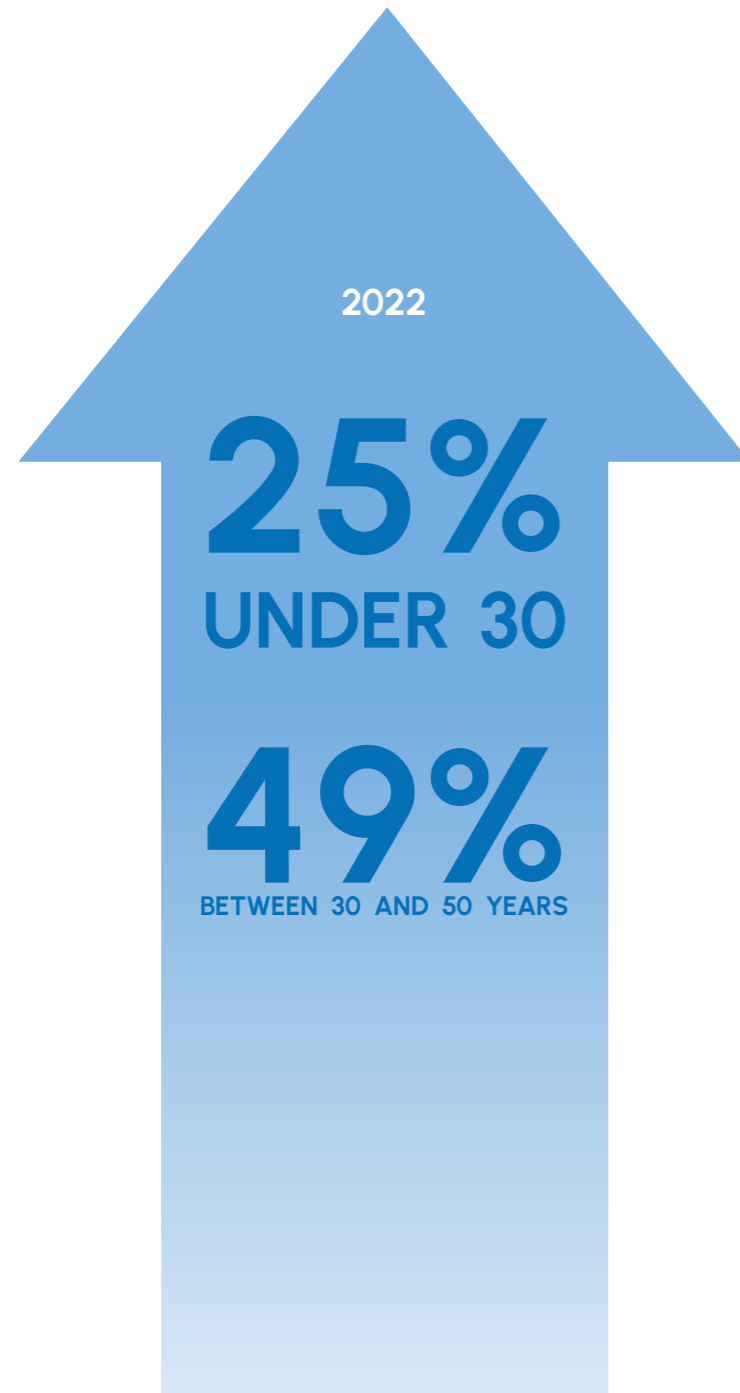
40%
WOMEN

Employees allocation by grading and gender

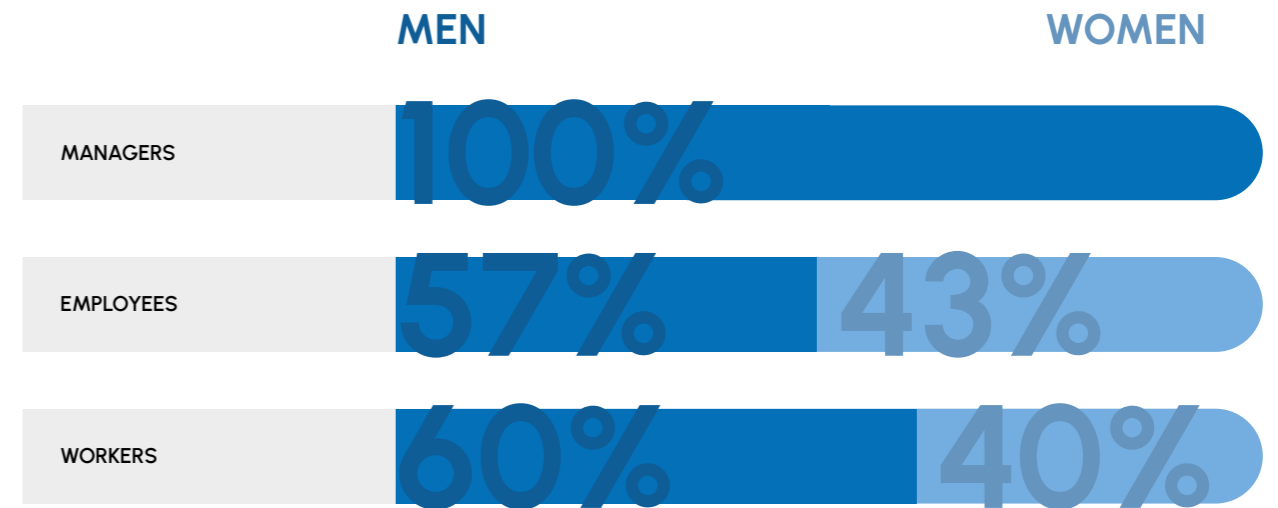
no. of people	as of 31-12-2021		as of 31-12-2022	
	men	women	man	women
managers	100%	0%	100%	0%
employees	55%	45%	57%	43%
workers	63%	37%	60%	40%
Total	61%	39%	60%	40%

Employees allocation by grading and gender

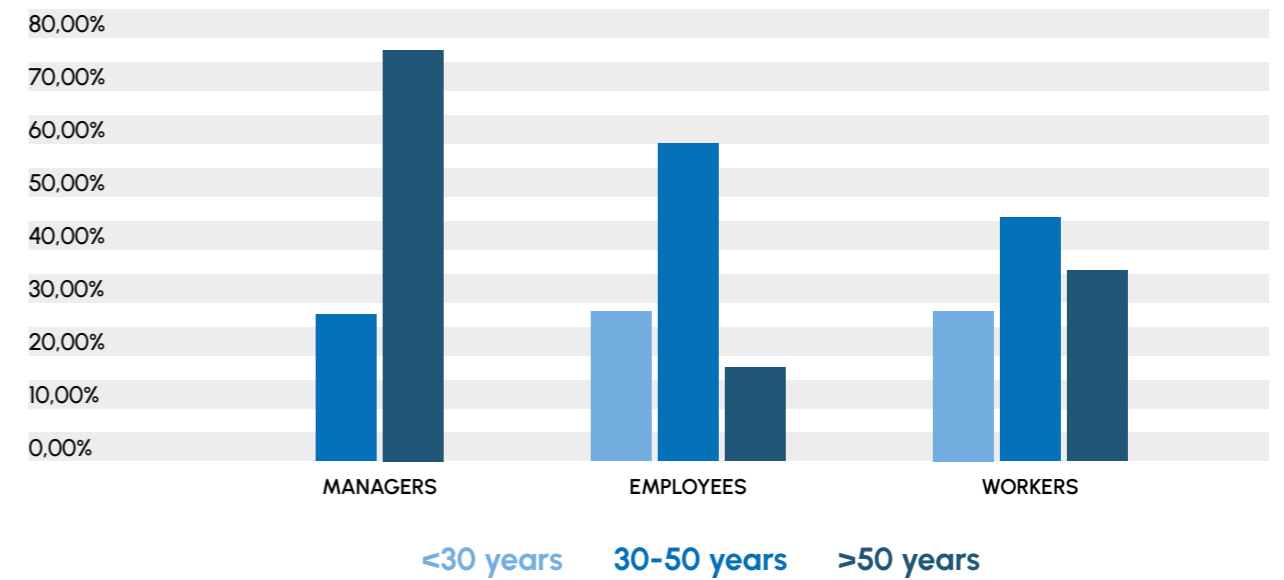
no. of people	as of 31-12-2021				as of 31-12-2022			
	<30	30-50	50>	total	<30	30-50	50>	total
managers	0%	25%	75%	3%	0%	25%	75%	3%
employees	22%	63%	14%	35%	26%	60%	15%	35%
workers	24%	41%	35%	62%	25%	43%	31%	62%
Total	23%	48%	29%	100%	23%	48%	29%	100%



Employees by grading and gender (31-12-2022)



Employees by grading and gender (31-12-2022)



In its manpower, the Company includes also employees and workers belonging to a minority group, that represent the 6% of the total number of employees. This datum remained stable all over 2021 and 2022. The reduction, corresponding to 1 employee, between 2021 and 2022 is due to the retirement of the same.

As shown in the table here below, the income rate remained stable, going from 10% in 2021 to 9% in 2022. In the same period, the outcome rate went from 10% in 2021 up to 13% in 2022; the slight increase was determined by the increase of women gone out in 2022, as reported in the table concerning the outgoing turnover.

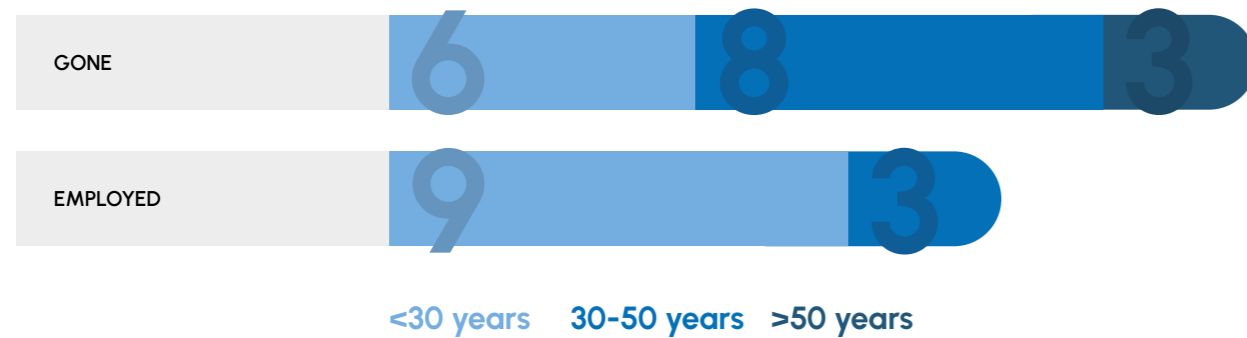
New employees

no. of people	2021					2022				
	<30	30-50	50>	total	rate	<30	30-50	50>	total	rate
men	8	2	0	10	12%	4	1	0	5	6%
women	3	1	0	4	7%	5	2	0	7	13%
Total	11	3	-	14	10%	9	3	-	12	9%
Rate	34%	4%	0%	10%		27%	5%	0%	9%	

Outgoing turnover

no. of people	2021					2022				
	<30	30-50	50>	total	rate	<30	30-50	50>	total	rate
men	5	5	1	11	13%	3	5	1	9	11%
women	1	2	0	3	6%	3	3	2	8	15%
Total	6	7	1	14	10%	6	8	3	17	13%
Rate	19%	10%	3%	10%		18%	12%	8%	13%	

New employees and turnover by 31-12-2022



Almost all of Italian Gasket's employees are employed under permanent and full-time contract. Less than 1% are employed under a temporary contract and 7% with a part-time contract.

Employees allocation by type of contract

no. of people	2021			2022		
	men	women	total	men	women	total
men	1	-	1	-	1	1
women	84	54	138	81	52	133
Total	85	54	139	81	53	134

Employees allocation by job kind

no. of people	2021			2022		
	men	women	total	men	women	total
Full time	83	47	130	79	46	125
part time	2	7	9	2	7	9
Total	85	54	139	81	53	134

Italian Gasket also has some external workers for some specific activities, most of which are outsourced workers, followed respectively by self-employers and internship contracts.

Total number of external workers divided by contract kind

no. of people	2021			2022		
	men	women	total	men	women	total
outsourced workers	4	1	5	7	1	8
self-employers	1	-	1	1	-	1
Stage	-	1	1	1	-	1
Total	5	2	7	9	1	10



99%
**PERMANENT-WORK
CONTRACTS**

5.2 Social support

Still in the field of social sustainability, Italian Gasket is involved since ever in the active support of its local community thanks to liberal donations and sponsorships to associations on the territory.

Compared to the previous year, **2022 had an increase of 35%** in sponsorships to sport teams, music associations and to local events, and in liberal donations to non-profit associations and projects for the research, recovery and support of people.

In the margins of the current reporting, we are proud to state that during Covid-19 in 2020, Italian Gasket put its know-how and its manufacturing structure at disposal together with other partners, so to create **Your Italian Mask**, a silicone mask with interchangeable filters created to be a safe, ergonomic, reusable and easy-to-sanitize device, placed in the market just when traditional masks were not easy to find.

+35%
COMPARED TO 2021

**LIBERAL
DONATIONS
TO SUPPORT
THE COMMUNITY**





5.3 Attraction, development and retention of talents

As previously reported, Italian Gasket created a specific procedure regarding the managing of human resources that has the goal (among other activities) to define also specific growth and development plans of the staff, so to give a clear orientation with regard to one's position and tasks and also to have a shared assignment of possible bonus connected to the achieved results.

The managing of the staff training includes the scheduling, implementation, registering, monitoring and the checking of the effectiveness of specific activities addressed to all employees performing tasks that directly or indirectly affect the quality of products and of the offered services. In these terms, the person in charge of human resources has the task to define and record a specific working plan which all employees have to stick to. The document used is the one-to-one Training Plan that contains all the training activities to be carried out.

To analyse the skills of its staff, Italian Gasket relies on a system based on the mapping of the training activities, the so-called skills matrix, being the main way to represent and analyse the training and independent grade of the staff, on all levels, during the performing of its jobs. Such matrix aims at defining the skills of each employee basing on 4 levels:

basic, average, good and excellent knowledge. The training is monitored and assessed regularly through tests and/or assessments by the trainer or the office manager. Besides the training plans established for the employees, the Company makes use of one-to-one interviews for the improvement of its people, aimed at the following three goals:

- guide the people concerning their jobs and tasks;
- assess the performance of each people;
- give goals and award prizes basing on the achievement of specific fixed targets;

Right concerning this last point, all the employees having a permanent contract are awarded the Performance Bonus of the Company, which can be converted into welfare. The employees can access a rewarding system with clear retention goals and that provides the issue of a gross and changeable bonus connected to fixed targets (MBO). The targets, both KPI and MBO, are monitored monthly. KPI are reported to all employees during the office meetings through the regular monitoring of the indicators and the control of the effectiveness of the undertaken actions, with the possibility to direct the activities toward the achievement of the targets. The office meetings are also a chance for all staff to proactively provide solutions and suggestions aimed at improvement.

5.4 Training courses

All over 2022 the Company granted a total of 2.860 training hours, recording a reduction of 49% compared to the hours granted in 2021. Such decrease can be attributed to the high number of training hours with higher technological content given in 2021, for the introduction of new computer systems, such as the training through MES, which is a system for the live monitoring of the production that collects the process data during all production stages (from moulding to final test).

Furthermore, 2022 had an increase of training courses on sustainable topics, such as the training on the Product Lifecycle Management, the management on the lifecycle of the product (PLM), and the training on the Exergy system for the monitoring of energy consumption (energy, gas and water).

In addition, still in the reporting year, the Company started an Academy project for

the internal staff aimed at the growth of their specific skills in the company processes. Some of the courses provided in the Academy were: knowledge of rubber; flaws, solutions and classification of rubber; moulding stages; molds and temperature controllers; a course focused on the Sales Area.

Finally, the Company started a Talent Garden course: Training of Junior Managers, carried out by 5 people, 3 men and 2 women, and aimed at the training of new managers through a growth programme, by involving new employees in new responsibility tasks. The special feature of this activity concerns the active comparison among all participants, trainers and the customized coaching activities, focusing on specific and important trends of the company situation, involving also the managers for review.

2.860
TRAINING
HOURS

Average training hours

	2021	2022
managers	89,6	4,5
employees	48,4	48,2
workers	33,5	6,9
Total	40,4	21,3

average training hours

	2021	2022
Men	89,6	4,5
Women	48,4	48,2
Total	40,4	21,3

5.5 Equal rights, diversity and integration

At the centre of its values, Italian Gasket has integration, professional growth and the total absence of any sort of discrimination. Such commitment is written in the Code of Ethics that establishes the principles and values of the Company, that all stakeholders have to respect, who will have to place the following principles at the centre of their focus: respect, dignity and values of any single person, avoiding any sort of discrimination based on gender, racial and ethnic origin, religion, political opinions and so on.

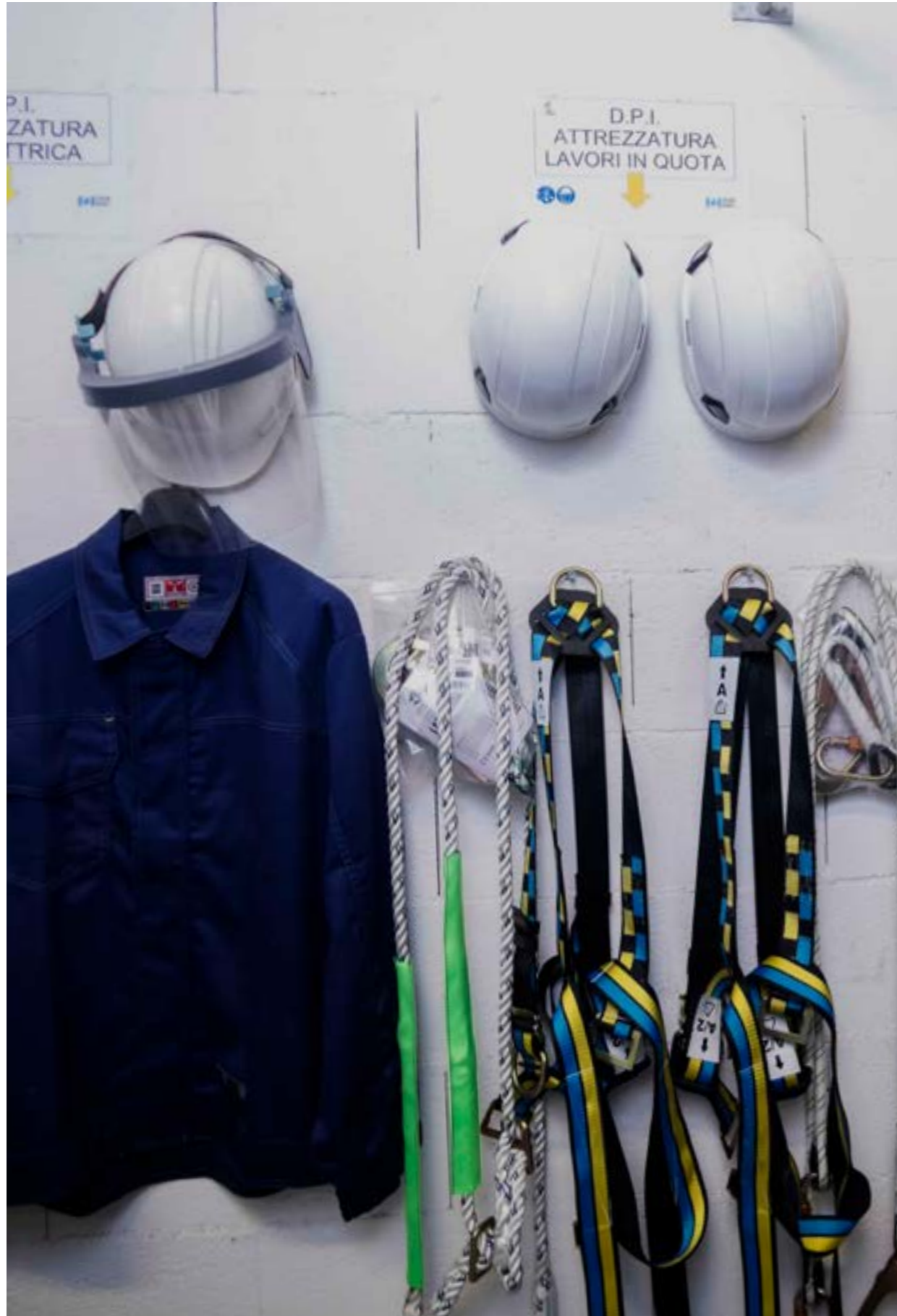
Staff research and selection is carried out in accordance with the principles listed in the Code of Ethics, the internal procedures, the equal rights and without any sort of discrimination, so that the people employed match with necessary profiles required by the Company, avoiding favours and benefits of any kind.

During the reporting period Italian Gasket did not record any act of discrimination.

Furthermore, the Company stated that the remuneration system on all levels, both by money and by benefits, has to be structured exclusively basing on assessments regarding training, professionalism and the acquired experience, on the dedication shown and on the achievement of the given targets.

In order to monitor the effectiveness of the undertaken actions regarding equal rights and non-discrimination, every three months the Company shares with the Monitoring system the list of selected and involved people in the research and selection process, with details regarding qualifications, previous experiences and results after selection interviews.





5.6 Health and safety at workplace

Italian Gasket commits to ensure its regular engagement for the achievement of the performances improvement concerning health and safety through a mission statement composed of different points:

- put suitable human, instrumental and economical resources at disposal of the employees;
- ensure training, information and continuous awareness of the management and all workers so to put them in the best conditions to do their tasks completely safe;
- ensure planning and implementation of organizational models and manufacturing processes able to avoid any accident, to safeguard the health and safety of stakeholders and workers, using to this end the best techniques available in the market in accordance with the regular assets operation;
- use organizational processes and models useful also for the traceability of everyone responsibilities;
- enact specific actions aimed at the promotion of health, to be extended outside the working place;
- establish targeted goals and that can be measured in order to decrease injuries and accidents to parity of given performances;
- promote the participation of all employees to the risk-prevention and health and safety process as regard their colleagues and any third party;
- activation of a discussion system based on the idea of cooperation with all interested parties (stakeholders) so to make the company programme clear in terms of health and safety of workers.

Italian Gasket actively engages for the respect of the law in force regarding workers health and safety so to avoid accidents at workplace and in order to continually improve in these terms.

Since 2000 Italian Gasket implemented deliberately the Health and Safety at workplace Managing System complying with the **ISO 45001 regulation** (former OHSAS 18001). Such managing integrated system regards all the workers, both employed and pseudo self-employed people and trainees.

In accordance with the law decree no.81/2008, the Company selected the reference people for health and safety. It chose a person as manager in charge of the Prevention and Safeguard Service (RSPP), while employees chose a Workers Representative for Safety (RLS), in charge of the collection and discussion with the employer and the RSPP of requests by the staff on safety topics. Finally, also a competent and expert doctor was chosen, who regularly visits the workers in accordance to the job they do.

In order to develop and monitor the respect of the Health and Safety management, the Company has a system based on **the Document of Risks Evaluation (DVR)**, entirely shared, regularly updated and certified by third independent parties.

Moreover, Italian Gasket regularly has a sanitary report and safety files of the substances used. The assessment of Risks Evaluation is held in the corresponding DVR and is first of all based on the law, the national

and international regulations that govern the evaluation process of risks and the detection and identification of dangers at workplace and/or in the work methods.

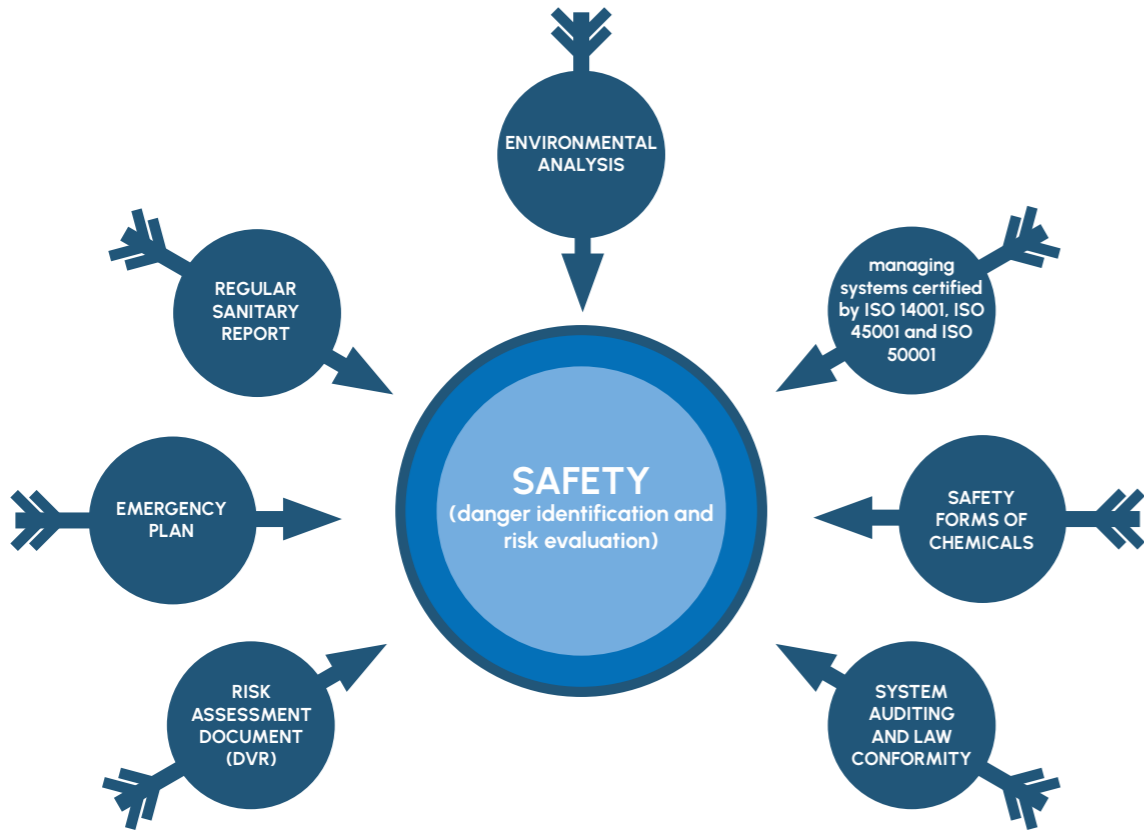
The current regulation doesn't impose a calculatory method or risk determination; Therefore, Italian Gasket has identified, all over the years, a method through which it defines the risk level as a combination of the "chance factor" and the "damage-severity factor" resulting from the exposition to dangers.

All employees, cooperators and third parties have to carefully respect all the measures required by the procedures and by the internal rules as regards Health and Safety at workplace, created and updated in accordance with the current law. In particular, everyone is asked to report to his/her own manager any note regarding malfunction or improvement. The Workers Representative for the Safety (RLS) is always available for any reporting and he/she participates regularly at meetings (every three months) on the analysis of accidents and in the occasion of the discussion on the sanitary report.

Italian Gasket has a procedure for the emergency handling and it selected internal emergency teams that can be contacted through exclusive numbers that are exposed in all bulletin walls of every office/department; it also carries out regular emergency simulations in order to prevent situations that may cause injuries or professional illnesses.



Danger identification, risk evaluation and investigation on accidents



In order to look for possible professional injuries, the Company uses the accident and near miss managing procedures, the analysis reports (i.e. emissions coming from water discharges) and the regular sanitary report. Other instruments in addition to the listed ones to identify the presence of possible damages at work and to consider all risks systematically and non-systemically are: the Emergency Plan, the Environmental Analysis, a detailed analysis of the chemical Safety forms, internal system audits, law conformity audits and system certification audits by a third party (DEKRA).

There is also an occupational health service operating through a surveillance plan created after a company inspection and an analysis of risk evaluations. The survey plan includes prevention visits before starting the work activity, regular visits based on any specific role and visits when coming back to work after missing due to an illness or upon request. An inspection and

a meeting are also carried out every year to discuss the annexed results of the medical checks. The occupational health service, with its doctor in charge, takes also care of the filing of the health records; the test and visit results are sent by e-mail to all workers, or sometimes they are sent via paper in a closed envelope to those who don't have a personal e-mail address.

Each worker, either employed, outsourced or trainee, at the moment of employment gets the compulsory training as provided by the Law decree 81/08, basing on the specific risks identified for his/her job, such as: general and specific safety, fire marshal, first aid officer, forklift driver, PAV/PES. A training plan is created every year in which the necessary regular updates are inserted. The workers are furthermore informed and trained on the integrated system regarding the managing of safety, quality, environment and energy in Italian Gasket.

5.7 Injuries

All over 2022 there were 2 injuries for the company's employees, unlike the previous year when there hadn't any. None of the injuries had severe consequences nor caused death. **During 2021-2022 there were no injuries for outside workers.**

Injuries at workplace – Employees

	2021	2022
total number of recordable injuries	0	2 ¹
other injuries	0	2
frequency rate ²	0	1,89
worked hours	218.223,00	211.738,00

In order to monitor the effectiveness of its actions and mitigate continuously the injury risks at workplace, Italian Gasket defined and monitors specific indicators on the level of injuries in the KPI HSEE prospect; for instance, a maximum number was given (that is 1) of non-conformities after inspections. **Up to date, the recorded non conformities are 0.**

ZERO
RECORDED
non-conformities

¹Injuries at workplace are attributable to the following injury kinds: finger crushing and bug bite.

²the frequency rate is calculated with the following formula: total number of recordable injuries at workplace/number of worked hours*200.000

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**ENVIRONMENTAL
RESPONSIBILITY**

6.1 Environment

Italian Gasket commits to ensure a durable improvement in the managing of the important impacts on environment, basing on prevention, minimization and sustainability as follows:

- targets fixing for the environmental and stakeholders safeguard all over fixed periods of time;
- sustainable managing of the manufacturing processes , paying particular attention to the reduction of waste, the rational use of resources and by maintaining the quality of air, water and soil, and biodiversity;
- planning and conduction of the manufacturing processes and the activities with suitable criteria to prevent pollution, reducing environmental impacts, emissions (GHG emissions) and noise,

preventing possible accidents, by using to this purpose the best techniques available in the market and by checking their reliability during the conduction and maintenance of implants;

- responsibly managing the chemicals used in the production processes;
- ensuring a responsible managing for the supply of raw materials;
- use of suitable control instruments and monitoring systems on the environmental aspects created by the ITALIAN GASKET activities and on the adopted improvement programmes, identifying appropriate performance indicators able to give effective trend signs;
- favouring, where possible, the re-use and recycle of used materials and managing waste in the respect of the law in force;

As integral part of the Environment and Energy Safety System of Italian Gasket, the Company provides every year an Environmental Analysis on its processes. The goal is to re-examine and assess the carried-out management all over the year regarding the direct environmental aspects linked to the activities carried out by the Company and to report the considerations and the activities of the organization to keep under control the indirect aspects of the activities by third parties on which it has an impact, starting from the ones identified in the previous written Environmental Analysis.









Regarding the achieved results, the effectiveness of the environmental managing integrated with the safety and energy managing and the pollution prevention, in the prevention of dangers and/or environmental emergencies and the change

of the importance of the company environmental aspects are assessed, on which the company itself defines improvement targets and programmes for the next year, in order to reduce, minimize and monitor its significant impacts on environment.

Italian Gaskets studies every year the law prescriptions and the regulations applicable to the identified environmental aspects and, basing on the taken **adjustment as to ISO 14001**, the assessment of the corresponding conformity of the company processes is started: the carrying out of company practice and procedures is checked, procedures defined for the managing of the company direct and indirect environmental aspects; finally, the preparation regarding the managing of environmental, safety and energy emergencies is also checked.



The environmental aspects considered every year are the ones detected in the first environmental analysis originally written in 2016, as the processes, the implants and the facilities of the company stayed the same, and they completed the upstream and the downstream aspects of the process and the outsourcing aspects, that is:

-  **Atmosphere emissions;**
-  **Water discharge;**
-  **Recycling, reusing, waste transportation and disposal;**
-  **Soil use and contamination;**
-  **Use of natural resources and raw materials;**
-  **Local issues such as noise, vibrations, smells, visual impact, light pollution, traffic and so on;**
-  **Risk of environmental accidents and impacts on environment due or possibly due to emergency events;**
-  **Impacts of energy and consumption costs;**

In addition to the **system certification ISO 14001** released by the third party DEKRA, Italian Gasket regularly submits to a scheduled audit carried out by external auditors in order to assess the compliance with the environmental regulation applicable to the company situation (Law Conformity test), achieving in 2022 a score of 98,5 out of 100, so no corrective or improving action was necessary. In its whole, the test highlighted the respect of the environmental regulation and of the corresponding legal prescriptions.

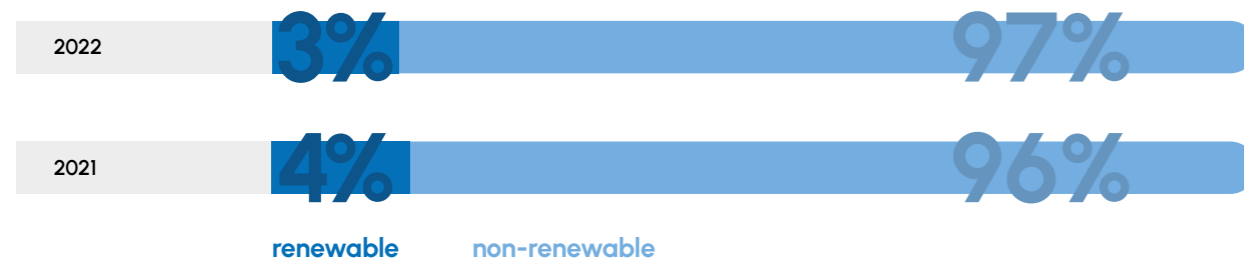


6.2 Material management

Management of raw materials

weight of the use materials (t)	2021		2022	
	non-renewable	renewable	non-renewable	renewable
Paper	0	63	0	63
Wood	0	57	0	47
Plastic	13	0	12	0
rubber, raw materials	1.008	0	1.002	0
Oils	1.699	0	2.047	0
Total	2.720	120	3.061	109

Percentages of renewable and non-renewable raw materials in 2021 and 2022 were



The used raw materials consist of rubber compound, preparation for the molds cleaning and maintenance, oils for injection machines and tooling, and of liquid nitrogen and energy.

2022 recorded an increase of 16% in the used non-renewable materials compared to 2021. In particular, the most significant change concerns the use of oils (20%). **this change is due to the revamping functioning of some injection machines done from the second half of 2022.** The carried extraordinary maintenance provided indeed the complete de-

pletion of all oil containers of the involved machines and the oil replacement.

As regards wood, exclusively employed in the pallets used to move the goods, **in 2021 the company recycled 32,5%**. Nevertheless, in 2022 such material diminished as it was progressively replaced by plastic pallets for internal moves of the goods. The choice was done after a detailed analysis that pointed out that wood pallets are less resistant and generate more waste, while plastic pallets are recyclable and last longer.



6.3 Management of natural resources and circular economy

Italian Gasket monitors its water consumption and waste through a regular analysis, as stated in the Unique Environmental Authorization of 2015. To monitor the effectiveness of actions, the Company uses the specific KPI on water consumption.

The Company mainly uses water for its manufacturing processes and for the items washing. Water is discharged in a specifically authorized point and in the cooling system (closed circuit).

In 2022 the Company took water from local suppliers for a total quantity of **3,8 megalitres of sweet water, diminishing datum of 8%** compared to the 4,2 megalitres taken the previous year. Such decrease is linked to an improvement in the manufacturing process and to a bigger care to consumption, so in 2022 the Company managed to use a lower quantity of water.

On the other hand, regarding the water discharges the Company discharged in **2022 3,8 megalitres of produced water, datum diminishing of 19%** compared to the 4,7 megalitres of 2021.

Such decrease is due to improvement actions at the water system in order to fix the regular water leaks noticed in 2021. Therefore, in 2022 Italian Gasket analysed and fixed the tubes with the leaks, implementing a water meter at the entrance of the assembly system, so to quantify immediately any other leak.

The company commits to analyse the water discharges every six months, thanks to external laboratories. **In 2022 and 2021 there wasn't any case of non-conformity**, years in which Italian Gasket got an unexpected inspection by Acque Bresciane with a sam-

pling of the water discharges, and any irregularity wasn't found. Moreover, Italian Gasket monitors on a yearly base the consumption in litres of used water in the moulding process, recording in the last year a **decrease of 7% compared to 2021**.

As regards waste, all waste produced by Italian Gasket in the manufacturing system of Paratico are recognized and divided in categories. For each kind of known waste the following is reported: CER code (European Catalogue of Waste), waste description, kind, production department, destination (disposal or recovery), yearly produced quantities and stocking. In addition, the Waste Register has to be filled in (cod. MSGA10.02), in which all danger codes and their corresponding danger features are recognised, and if possible associated to any kind of listed waste and identified through CER code.

In compliance with the dispositions of the law decree as regards waste, the Company fills in as follows: the section dedicated to the "register of the paper loading and downloading", the waste Form before sending it, the Unique Statement Model (MUD) on the managing of waste concerning the previous calendar year and, finally, it writes and updates all documents concerning the packaging required by the CONAI subscription.

In 2022 Italian Gasket recorder a total of 217 tons of produced waste (66% of which was part of the category "rubber waste and trimming"). Such datum **is clearly diminishing compared to the 381 tons of produced waste of 2021 (-43%)**. This decrease is due to the extraordinary production in 2021 of 157 tons of mixed waste of the building and demolishing activities, not anymore available in 2022.

Percentages of dangerous and non-dangerous waste in 2021 and 2022 were



In 2022 93% of produced waste was discharged in a rubbish dump, 82% of which was non-dangerous waste. Such datum is diminishing compared to the 98% of 2021; the remaining 7% of 2022 concerns the non-dangerous waste "metal and steel", sent and retrieved through a reuse at an external facility **(131% more compared to the previous year)**.



6.4 Energy consumption and emissions

Italian Gasket commits to:

- manage in sustainable way the energy necessary to its purposes by increasing and favouring the activities if energy effectiveness and, where possible, the use of energy produced by renewable resources;
- define measurable goals for the reduction of consumption to parity of given performance;
- put the resources necessary to their achievement available, for the yearly test of the general energetic situation and the prompt test of the progression status of the adopted improvement programmes;
- plan and implement the manufacturing processes and any support activity in accordance with the criteria aimed at achieving the minimum energy consumption, as much as possible, by using to this end the best techniques available in the market;
- use suitable monitoring tools and systems on the main energy consequences created by Italian Gasket S.p.a. activities and on the adopted improvement programmes, risks and safeguard with regards to the colleagues and any third party;

Regarding energy consumption and emissions, in addition to its quality, safety, environmental and energy policy, Italian Gasket is certified with the management **systems of ISO 50001 and ISO 140001**.

The regular monitoring and reporting on energy consumption is essential for the identification of possible intervention areas in the field of energy effectiveness. Here below the list of energy consumption:

Consumed energy		
energy (GJ)	2021	2022
Energy from non-renewable sources	4.236	3.828
Natural gas	3.727	2.944
Diesel	509	844
Power energy	14.746	13.510
Purchased power energy	14.746	13.510
Total	18.982	17.338

2022 had a decrease of 10% of the energy consumption; specifically, all over 2022 there was a reduction of 21% in natural gas consumption thanks to the installation of windbreak glass; nevertheless, there was an increase of diesel consumption, up to 74% compared to 2021, as the datum of the previous year is normalized while the 2022 datum refers to the effective consumption. **As regards the power energy consumption, it decreased of 8,4% in 2022.** All over this year the energy efficiency actions continued in the plant of Paratico; such actions concerned the replacement of light neon lamps with Led lights and the creation of a procedure in order to

reduce the energy consumption inside the plant. This led to a saving of almost 9000 kwh all over 2021-2022. Furthermore, the software installation for the control of Exergy aimed at the regular monitoring of power energy, gas and water consumption allowed to identify the activities that used to consume energy uselessly and to maximize its use.

Other efficiency interventions are in progress, such as the creation of a solar power system and other actions aimed at raising awareness to all employees in order to achieve more and more power energy saving.

Software installation for the monitoring of energy consumption



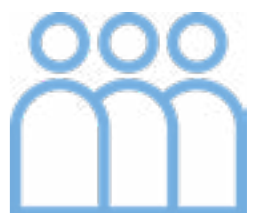
replacement of neon lightswith LED lights



creation of a solar power system (in progress)



activities for the staff awareness



In terms of energy intensity, defined as the necessary energy consumed by the organization for each activity unit or any other specific size, in 2022 Italian Gasket recorder a reduction of around -11% in the consumed energy used for the income units compared to 2021, going from 0,702 GJ/kEur down to 0,623 GJ/kEur. The indicator is indeed calculated by dividing the energy absolute consumption (considering power, natural gas and diesel) with a specific size, that in the case of Italian Gasket is the turnover.

Consumed energy

Emissions (ton CO ₂ eq)	2021	2022
Total of direct emissions (scope 1) ³	246	228
Total of indirect emissions (scope 2) -location-based ⁴	1.290	1.182
Total of indirect emissions (scope 2) - Market-Based ⁵	1.880	1.715
Total of emissions scope1 and scope 2 (Location-Based)	1.536	1.410
Total of emissions scope 1 and scope 2 (Market-Based)	2.126	1.943

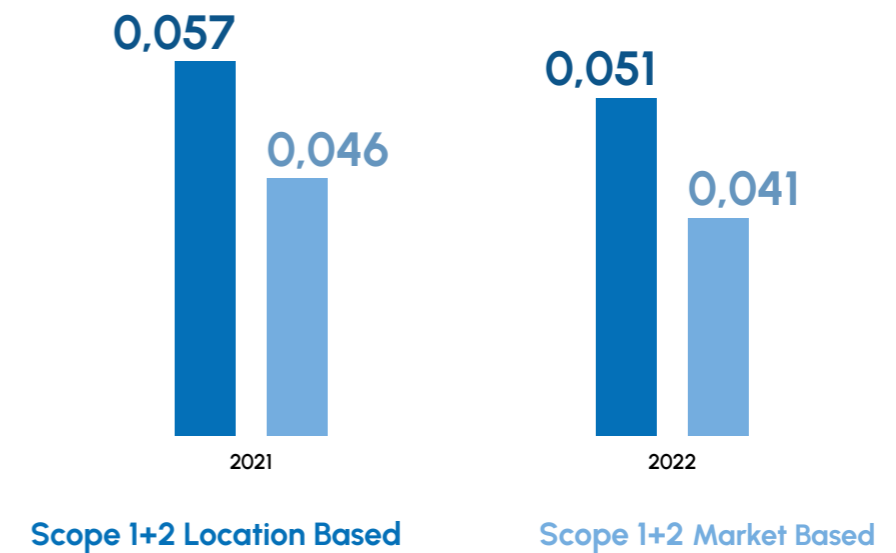
GHG Emissions (tCO₂eq) 2021-2022 Scope 1 and 2 (location based)



Total of direct emissions (scope1)
Total of indirect emission (scope2)/ location based

The intensity of GHG emissions is calculated by using the same principle applied to the energy intensity, and it is classified as GHG emissions for activity, production and any other specific unit for the organization. The intensity is calculated by dividing the absolute emissions (numerator) by a specific metrics that for Italian Gasket is the turnover. In 2022, comparing to 2021, the intensity of GHG emissions of the Company had a contraction, considering both **the location-based (-10,8%) approach and the Market-based (-11,2%) one.**

Intensity of emissions (CO₂/Keur)



For the calculation of emissions of scope1 of the financial years 2021 and 2022, the emission factors published by DEFRA, UK Government GHG Conversion Factors for Company Reporting (2022) were used.
For calculation of emissions of scope 2-location-based the emission factors published by Tema Confronti internazionali (2018-2019) were used.
For the calculation of emissions of scope 2 market-based the emission factors published by the Association of Issuing Bodies (AIB) European Residual Mixes (2020) were used.

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**PRODUCT
RESPONSIBILITY**

7.1 Responsible value retail

Choosing the suppliers is a serious successful element, in a manufacturing situation such as the Italian Gasket's. This importance lead to the formalising of an operational procedure regarding selection, development and qualification of suppliers. Such document was created in order to certify the compliance of the products and/or services of Italian Gasket with the standards defined by the company, so to:

- -select all suppliers able to ensure better services;
- -help in the creation of a cooperative relation with the suppliers;
- -assess all performances aiming at a continuous improvement;
- -development a shared mentality on the

quality of safety , the environmental safeguard and the energy efficiency.

In addition, Italian Gasket is committing to the definition of qualification criteria for the suppliers selection. In most cases of new products development, the Company interacts with existing suppliers without selecting new ones. But in the event it needs to choose a new supplier, the names of potential new ones, identified by the Purchase Department, are submitted to the priority qualification procedure. This evaluation is carried out through fixed methods in the system procedures. In 2022 no new supplier was selected nor evaluated basing on environmental and social criteria.



Italian Gasket's supply chain can be attributed mainly to Italian companies (99% of suppliers on the total purchases). Here below the detailed proportion of expense toward local and foreign suppliers is reported:

Proportion of expense toward local suppliers⁶

	2021	2022
Local	98,1%	98,9%
Foreign	1,8%	1,1%
Total expense for suppliers	100%	100%

As regards the supply of raw materials, that is rubber, Italian Gasket generally uses both Italian and foreign suppliers; on the other hand, for the supply of semifinished products (outsourcing) it uses external Italian suppliers.

As regards customers, they are mainly international groups of the above-mentioned markets.

99%
LOCAL
SUPPLIERS

⁶local suppliers refer to the suppliers being located within 15 kms from Italian Gasket (around 99%). The non-local suppliers are based in Germany.

7.2 Quality, safety and product innovation

Establishing improvement goals and targets that can be seen after specific fixed time periods:

- develop and enhance specific services addressed to customers, improving the ability of the company to meet efficiently their needs and expectations, by paying up most attention to the control and the analysis of given and received product quality;
- identify and adopt processes, technologies, survey and control systems and up-to-date manufacturing systems, able to reduce the risks for the product quality, for the operators, the customers and stakeholders; to manufacture products that meet the more and more growing customers' needs;
- achieve the development and the innovation of the product and the processes in order to widen the market prospects;
- consider the suppliers as partners, by working together to the achievement of goals that satisfy both and ensure a mutual growth;
- encourage the staff involvement, motivation, expertise and awareness in the achievement of the targets for the quality and in improving their performance through a suitable training programme;
- place the necessary resources at disposal in order to ensure the development and improvement of the quality managing system.

Italian Gasket commits to ensure high process standards, by guaranteeing quality and safety during all working processes and stages of the offered products, and by monitoring regularly and keeping updated in accordance with the evolution of the rules.

Quality is monitored during all manufacturing stages and it is granted by the Quality Managing Integrated System certified in accordance with **the ISO 9001 and IATF 16949 regulation (for the automotive sector)** that ensure the control on the entire manufacturing process and service as well as through internal audits provided by the managing processes of the certification body in order to have a continuous improvement.

By adopting a **high-quality and process-oriented approach**, the achievement of this target allowed to increase the customer satisfaction, ensuring in this way the respect of

the requirements of the customers themselves and of the law dispositions.

In 2022 no case of non-conformity with the rules and self-regulation was recorded in terms of impacts on health and safety of the offered products and services. 100% of the products and services were considered concerning their impacts on consumers health and safety; such rate is in accordance with the products evaluations done during 2021. **In addition, during the two-year time 2021-2022, Italian Gasket didn't receive any notice regarding products non-conformity.**

In case of claims, Italian Gasket refers to an internal product managing procedure. The non-conformity notices are e-mailed by customers and/or by using the web site through an automatic e-mail sending. **Both in 2021 and 2022 the Company didn't get any claim for the customers' privacy violation.**

ZERO

Non conformities
self-regulating rules

Non conformities
Products legal

Claims
Privacy Violation

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GRI CONTENT INDEX

GRI Content Index

Declaration of use Italian Gasket reported all mentioned information in this index of GRI contents for the period from January 1st, 2021 to December 31st, 2022, referring to the GRI standards.

Used GRI 1 GRII – essential principles – 2021 version

GRI Standards	Notice	Pages	Notes
GRI 2: General notice (2021)			
The organization and its reporting processes			
2-1	organizational details	12-13	
2-2	entities included in the reporting of sustainability	8-9	
2-3	reporting period, frequency and contact point	9	
Activities and workers			
2-6	activities, value chain and other business relation	16-21 / 86-87	
2-7	Employees	50-54	
2-8	self-employed workers	54	
Governance			
2-9	governance structure and composition	25-26	
strategy, policies and processes			
2-27	compliances with law and regulations	27	
2-28	membership of associations	44	
stakeholders involvement			
2-29	approach to the stakeholders involvement	32-33	
2-30	collective contracts	50	

Declaration of use Italian Gasket reported all mentioned information in this index of GRI contents for the period from January 1st, 2021 to December 31st, 2022, referring to the GRI standards.

Used GRI 1 GRII – essential principles – 2021 version

GRI Standards	Notice	Pages	Notes
GR3: MATERIAL TOPICS (2021)			
Disclosure on material topics			
3-1	establishing process of material topics	34-35	
3-2	List of material topics	36-37	
Waste and water resources managing			
GRI3: Material topic (2021)			
3-3	material topic managing	78-79	
GRI 303 Water and streams 2018			
303-3	water withdrawal	78	
303-4	water discharge	78	
303-5	water consumption	78	
GRI 306 waste 2020			
306-3	generated waste	78-79	
306-4	waste not given to the dumping ground	78-79	
306-5	waste given to the dumping ground	78-79	

Declaration of use Italian Gasket reported all mentioned information in this index of GRI contents for the period from January 1st, 2021 to December 31st, 2022, referring to the GRI standards.

Used GRI 1 GRII – essential principles – 2021 version

GRI Standards	Notice	Pages	Notes
Climate change: energy consumption and GHG emissions			
GRI 3: material topics (2021)			
3-3	material topics managing	80-81	
GRI 302 Energy 2016			
302-1	consumed energy inside the organization	82	
302-3	energy intensity	82	
302-4	reduction of energy consumption	82	
GRI 305 Energy 2016			
305-1	direct emissions of GHG (scope 1)	82-83	
305-2	indirect emissions of GHG and energy consumption (scope 2)	82-83	
305-4	intensity of GHG emissions	83	
Material managing			
GRI 3 material topics (2021)			
3-3	material topics managing	70	
GRI 301 Materials 2016			
301-1	materials used depending on weight or volume	70	
301-2	entry used or recycled materials	78-79	

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GRI Standards	Notice	Pages	Notes
Management, development and workers wellbeing			
GRI 3: material topics (2021)			
3-3	Managing of material topics	49 - 59 - 61	
GRI 401 employment 2016			
401-1	new employments and turnover	52	
GRI 404 training and education 2016			
404-1	average of yearly training hours for each employee	61	
Community and human rights			
GRI 3 material topics (2021)			
3-3	managing of material topics	56	
Health and safety of workers			
GRI 3 material topics (2021)			
3-3	managing of material topics	65-69	
GRI 403: Health and safety at workplace 2018			
403-1	managing system on health and safety at workplace	65-68	
403-2	danger identification, risk evaluation and investigation on injuries	66-68	
403-3	services for professional health	66	
403-4	participation and consulting of the workers regarding health and safety programmes and corresponding notice	66	
403-5	workers training on health and safety at workplace	68	
403-9	work injuries	69	

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GRI Standards	Notice	Pages	Notes
Responsible value retail			
GRI3: Material topics (2021)			
3-3	managing of material topics	86	
GRI204 supply process 2016			
204-1	1 proportion of the expense done toward local suppliers	86-87	
GRI 308: environmental evaluation of suppliers			
308-1	new suppliers that have been chosen by using environmental criteria	86	
414-1	new suppliers that have been chosen by using social criteria	86	
Equal rights, diversity and integration			
GRI 3 material topics (2021)			
3-3	Managing of material topics	62	
GRI 405: Diversity and equal rights 2016			
405-1	Diversities in the governance members and among employees	25-27 / 49-51	
GRI 406: Non-discrimination 2016			
406-1	acts of discriminations and taken corrective measures	62	

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GRI Standards	Notice	Pages	Notes
Quality, safety and products innovation			
GRI3: Material topics (2021)			
3-3	managing of material topics	88-89	
GRI 416: customers health and safety 2016			
416-1	evaluation of the impacts on health and safety by category of product and service	88-89	
416-2	Non-conformity cases concerning the impacts on the health and safety of products and services	89	
GRI 418 Customers privacy 2016			
418-1	justified claims regarding privacy violation of customers and loss of their data	89	
Governance, business ethics and anti-corruption			
GRI3: material topics (2021)			
3-3	Managing of material topics	27-40	
GRI 201: Economical performance 2016			
201-1	direct economic value created and distributed	40-41	
GRI 205: anti-corruption 2016			
205-3	confirmed corruption acts and taken actions	27-28	
GRI 206: non-competitive conduct 2016			
206-1	legal actions regarding anti-competitive conduct, trust activities and monopoly praxis	28	

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