





# Letter to our stakeholders

Dear Readers,

Like every year, we're pleased to present our Sustainability Report through these brief introductory remarks. We increasingly consider this report to be an invaluable tool for transparency and to update you on the numerous sustainability initiatives that our continues to implement.

To introduce the third edition of our Annual Report this year, I'd like to begin with gratitude. With sincere appreciation, I want to thank all our employees, partners, collaborators, customers, and those who contribute daily to shape the Sirmax Group into what it is: A strong, global company that continues to innovate, remains creatively inclined, and is able to adapt to the increasingly competitive challenges of the market.

These skill of Sirmax individuals have been – and still are – the real secret and driving force that has propelled us steadily along the path of comprehensive sustainability. In an ever-evolving market, the Sirmax Group has successfully overcome the challenges posed by these shifts, thanks to its people, who play pivotal roles in all facets of sustainability. This ranges from product supply, direct customer support, and service provision to the meticulous supervision of our suppliers. This remarkable endeavor places us at every juncture of the production chain, from inception to completion.

Without our employees' daily dedication, none of the accomplishments detailed in the next few pages would have been possible. That is why we view our focus on people as foundational. It is not just an act of sustainability, but a fundamental act of responsibility. These efforts have been widely recognized, and I am proud to mention achievements such as the highly sought-after Great Place to Work 2022® and Best Workplaces for Blue Collar 2023® certifications. Following staff surveys, these distinctions are awarded to the companies people love working at, and our commitment to fostering a great work environment has been recognized.

In 2022, we achieved all the goals we set for ourselves. We made considerable effort to advance our circular economy products and enhance our production processes. We fine-tuned processes and formulations that lead to the reduction of CO2 emissions while simultaneously delivering more value for our clients. Our commitment extended to the regions where we operate, marked by significant investments in the improvement of our physical spaces, including expanded production facilities. Furthermore, we initiated a range of non-corporate endeavors involving local schools, universities, and training institutions. We also intensified our focus on virtual enhancements,

emphasizing agile practices, organizational efficiency, and cybersecurity procedures.

Building on the strength of these achievements, the time has come to focus on the future.

The time we find ourselves in is undeniably unique and demands an even greater sense of responsibility and practicality.

The uncertainties of this historical moment, stemming from global conflicts and geopolitical tensions in various regions, present new and significant challenges. However, it is during such challenging times that we must display our resilience, holding on to our most cherished principles and values. Even in moments like these, the Sirmax Group has consistently demonstrated its ability to adapt, evolve, and maintain its unwavering pursuit of excellence.

What is needed now is to systematize, join forces, and unwaveringly pursue our next objectives, using our values as a compass in increasingly turbulent waters. I am confident that the Sirmax Group and its entire community will rise to the challenge. This report is not just a summary of our activities, but also a demonstration of what can be achieved through dedication, responsibility, and vision. My hope is that we continue our journey with this level of awareness and commitment.

**Massimo Pavin**

Sirmax Group President and CEO

# Table of contents

## 1 Sustainable Ideas

1.1	The future is made of sustainable ideas	p 08
-----	---	------

1.2	Sustainability at Sirmax	p 16
-----	--------------------------	------

1.3	Responsible management tools	p 22
-----	------------------------------	------

## 2 The Team

2.1	A global team	p 31
-----	---------------	------

2.2	Continuous growth	p 42
-----	-------------------	------

2.3	Protecting health and well-being	p 46
-----	----------------------------------	------

## 3 Environmental footprint

3.1	Responsible resource management	p 52
-----	---------------------------------	------

3.2	Reducing our impact	p 62
-----	---------------------	------

3.3	The Life Cycle Assessment of our products	p 69
-----	---	------

## 4 Sirmax community

4.1	The value chain	p 74
-----	-----------------	------

4.2	A global community	p 78
-----	--------------------	------

### Appendix

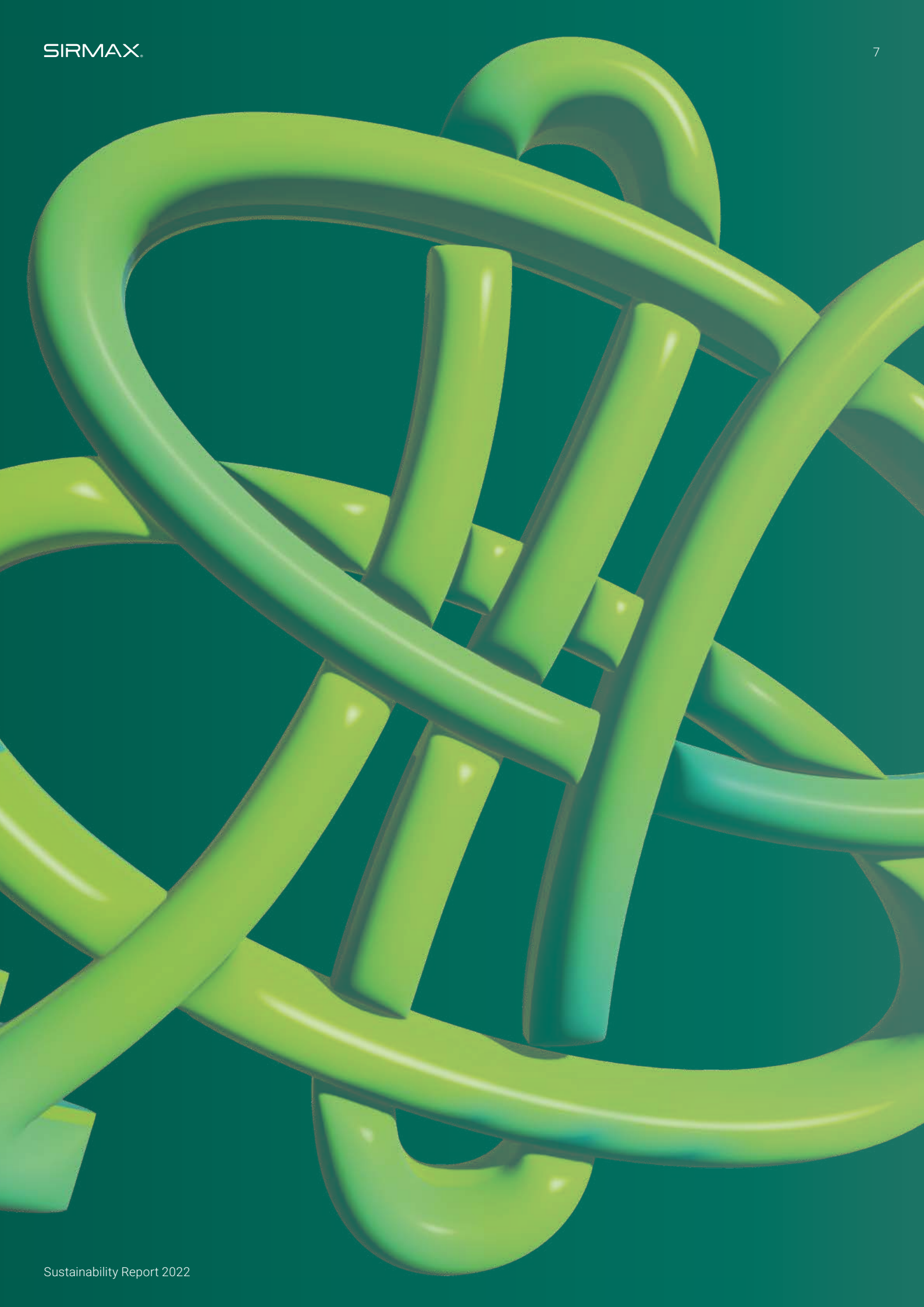
Methodological note	p 86
GRI Content Index	p 88

# 1. Sustainable Ideas

Sirmax means  
compound evolution







# 1.1

## The future is made of sustainable ideas

Sirmax S.p.A. (hereinafter also referred to as Sirmax) is the parent company of a global leading Group that produces plastics for a wide range of sectors, with a **particular focus on automotive and appliance**.

The Group is formed by six majority-owned subsidiaries, which manage the activities of eleven plants (six in Italy, two in Poland, two in the USA and one in Brazil) and four commercial companies that operate for the development of distribution activities in the main European markets.

In addition, the Group participates in two joint-ventures: the first one was created with Autotech Polymers India to promote the distribution of Sirmax compounds in the East, while the second one is a research spin-off of the University of Padua dedicated to product design.

In its third year of non-financial reporting, the Group reaffirms its reporting scope, which encompasses all fully consolidated companies while excluding joint ventures, in line with the previously established approach.

**"Sirmax is the parent company of a leading global plastics manufacturing Group operating in a wide range of different industries, particularly automotive and appliance."**





## % of ownership

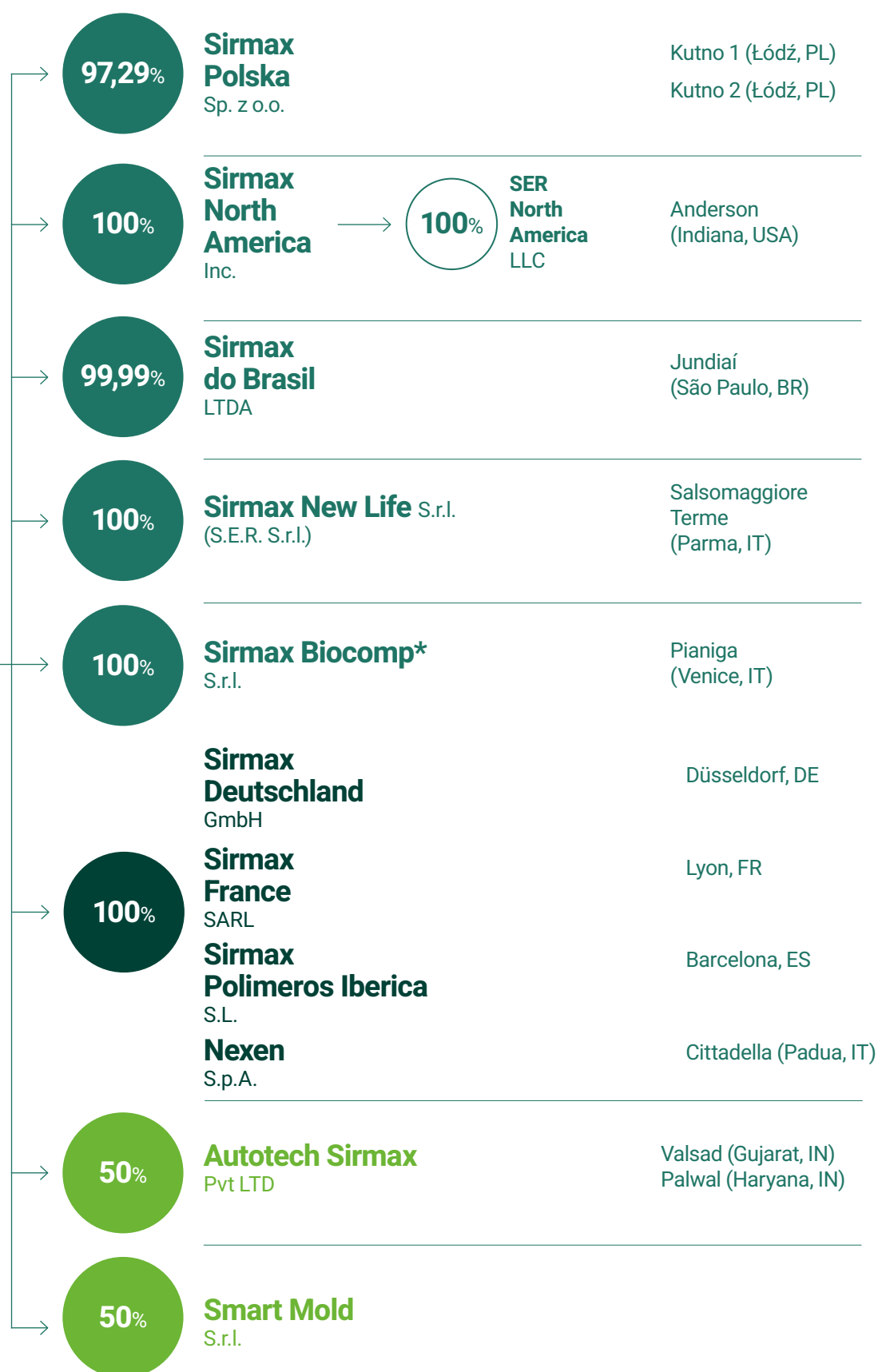
## Plants

## Sirmax S.p.A.



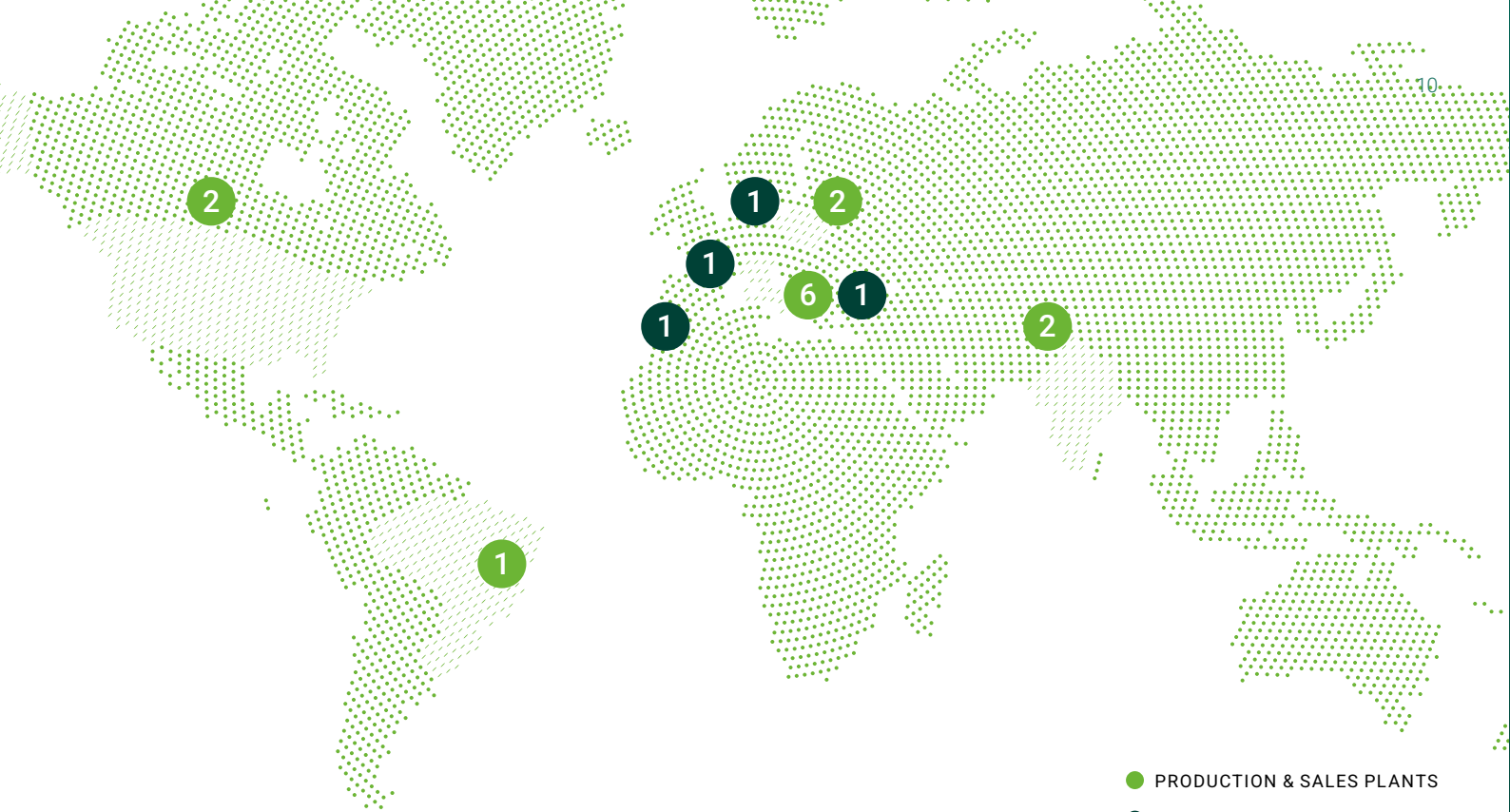
## Offices and Plants

- Cittadella (HEADQUARTERS)
- Tombolo
- Isola Vicentina
- San Vito al Tagliamento



\* On 11 July 2022, the Parent Company acquired a 30% stake in the share capital of Sirmax Biocomp S.r.l., which was already 70% owned, arriving at a total shareholding. On 12 July 2022, Sirmax North America Inc. acquired a 40% stake in the share capital of its subsidiary S.E.R. North America LLC, which was already 60% owned, arriving at a 100% stake.

- PRODUCTION PLANTS
- COMMERCIAL COMPANIES
- JOINT VENTURE



With great flexibility and almost sixty years of experience in the plastics sector, Sirmax is resolutely pursuing the multi-country and **multi-product strategy** that has consolidated its image among the top independent compounders in the world. This strategy has led to a dynamic growth in the Group's partnership and co-design relationship with the market, in which Sirmax recognizes its mission to shape an intelligent and sustainable future.

Sirmax also acknowledges the signals coming from the community and from the market. This is why, in the last few years, the Group has been working with a view to consolidating a circular economy. This was initially done by taking over S.E.R. (an Italian leader in the regeneration of post-consumer plastics, which was later renamed Sirmax New Life) and expanding its market to North America, and later by acquiring Microtec, today renamed Sirmax Biocomp, a company that produces biopolymers.

Microtec's experience, acquired over years of processing virgin raw materials, was leveraged in order to develop additional product lines to add to its traditional range, including both recycled plastics (Sertene®PP and Sertene®PE, respectively recycled polypropylene and recycled polyethylene) and plant-derived bioplastics (BioComp®).

## Mission

Sirmax is a leading manufacturer of thermoplastic compounds with a deep knowledge of raw materials and a wide range of products to meet all customer needs.

Sirmax is committed to building a sustainable future through innovative co - design solutions that help your ideas come true.


## Vision


# To play a leading role in the green revolution

by providing innovative, high performance and sustainable materials for the most challenging projects. Close to your ideas, close to the environment.


## Highlights 2022\*


232k  tons of product

11  factories for a total surface area of 525k m<sup>2</sup>

649  employees (89% on permanent contracts)

58  production lines  
and 13 R&D labs

46  countries where customers are based

6  research and development centers  
and 13 quality control labs

6  linked universities

>500 mln  million Euro turnover

+10%  new employees

\* The above figures do not include those of the Indian JV Autotech-Sirmax, which are not included in the findings of this report.

## The history of Sirmax

Sirmax's roots go back to 1964, the year Sirte – Industria e commercio termoplastici Spa was founded in Isola Vicentina. The company specialized in the distribution of thermoplastic resins and in the production of polyolefin compounds: polyethylene (PE), polypropylene (PP), and styrenics (ABS). In 1992, Maxplast was founded in Cittadella. The company specialized in auxiliary activities for the production of polypropylene compounds. The merger between the two companies, which took place in **1999**, created **Sirmax**: an industrial conglomerate able to cover both the production and distribution of a wide range of thermoplastic resins.

The structural expansion of the Group began in 2004 with the launch of the new plant in Tombolo (Padua), followed by the opening of sales offices in France (Sirmax France, in Lyon), Spain (Sirmax Polimeros Iberica, in Barcelona), and Germany (Sirmax Deutschland, in Düsseldorf). In 2006, the first overseas plant was opened in Kutno (Poland), specializing in polypropylene compound production. Since 2014, plants have been opened in Brazil (Sirmax do Brasil in Jundiaí, São Paulo), in the USA (Sirmax North America, in Anderson, Indiana) in 2016. The Joint Venture with India Autotech Polymers, which has plants in Mumbai and Delhi, opened the door to the Far East in 2017. A second Kutno plant was inaugurated in 2019, and the acquisition of Microtec (today

Sirmax Biocomp) and S.E.R. (to day Sirmax New Life) the two companies that respectively introduced Sirmax to the biopolymer and recycling sectors, also took place in 2019. Two operations that mark a fundamental step in the Group's sustainability strategy.

A second US plant was opened in Anderson, Indiana, in 2020, allowing Sirmax to consolidate and expand its production of recycled compounds. In the same year, Sirmax acquired a 50% stake in Smart Mold, a spin-off company of the University of Padua specializing in process consultancy, CAD, and CAE simulation. This move allowed Sirmax to offer its clients tailor-made services in mold design and product manufacturing.

In 2021, Sirmax took significant steps to bolster its sustainability efforts with the first Sustainability Report.

In 2022, Sirmax took action to reduce its environmental footprint across the entire value chain. This endeavor began with the quantification of indirect greenhouse gas emissions associated with the procurement of goods and services. The company also formulated a well-defined short, medium, and long-term strategy aimed at achieving specific environmental targets.



In terms of operations, as of 2022, the Group has successfully developed and integrated a total of 58 production lines. This growth has been facilitated in part by strategic acquisitions of third-party companies such as Maxplast, Nord Color, S.E.R., and Microtec. These acquisitions introduced new technical expertise, enabling Sirmax to diversify and expand its core business. The Group's remarkable **60-year journey** is best summarized by its impressive statistics, including a total plant surface area of more than 500,000 square meters and an annual production capacity exceeding 350,000 tons of plastic material.

Concurrently with the Group's growth, Sirmax has steadily broadened its product range and market presence. Our primary focus remains centered on the production of enhanced polyolefin (PP) compounds enriched with additives, colors, fillers, and reinforcements. Additionally, we offer a diverse range of engineering polymers, such as polycarbonate (PC), styrenic materials (ABS and PS), polybutylene terephthalate (PBT), and polyamide (PA) compounds, tailored to meet rigorous thermo-mechanical property standards.

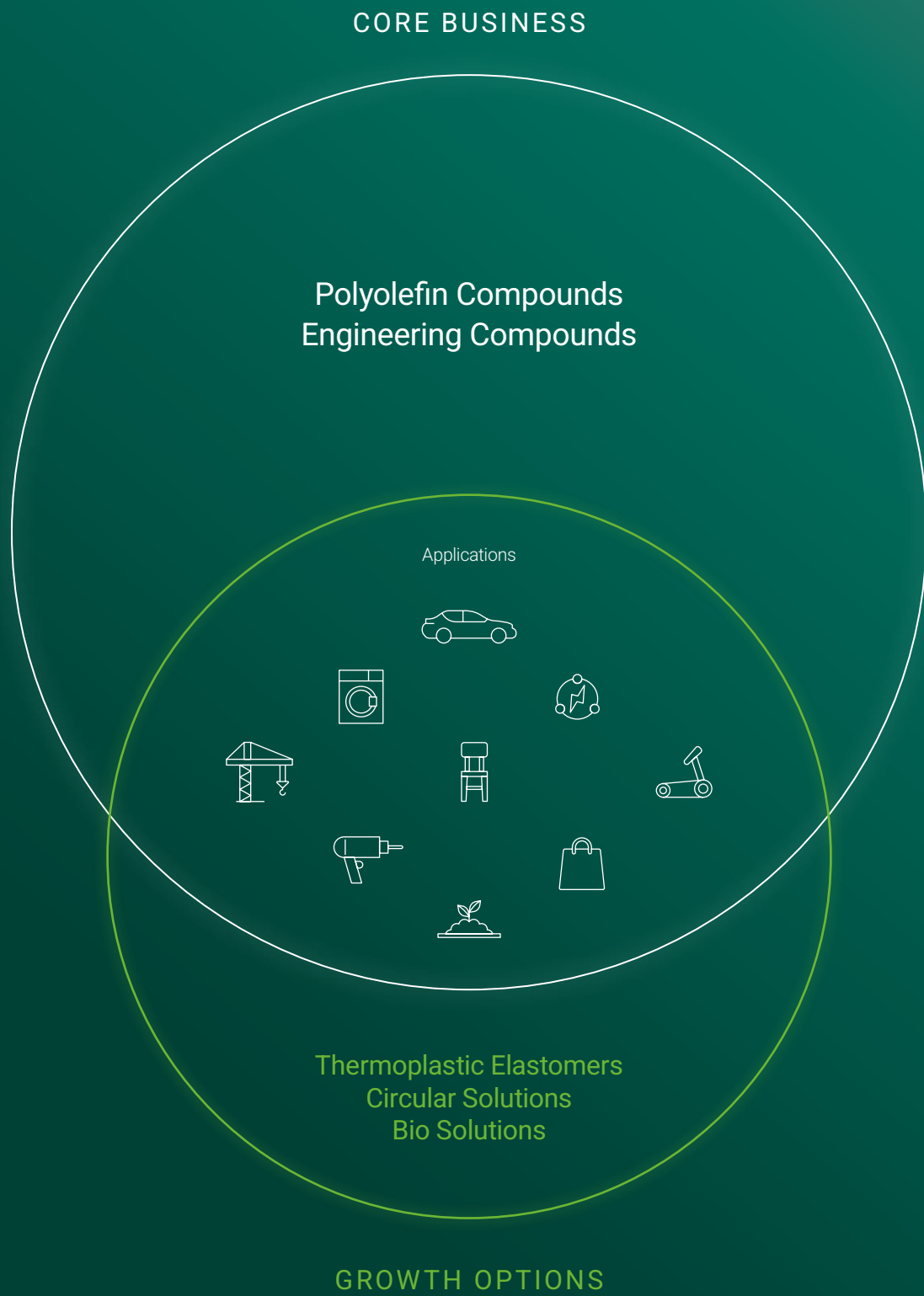
Our compounds are tailored to meet the unique requirements of each customer, aligning with their specific end-use applications, that span a wide array of sectors, with automotive and appliance industries taking the lead, while also en-

compassing power tools, furniture, sports equipment, construction materials, and packaging solutions. We develop over 500 new formulations each year.

Alongside the historical core-business, Sirmax's product range is expanding to include a series of solutions with a lower environmental impact, on which most of the Group's efforts in terms of research and development are focused.

Today, through Sirmax new Life, Sirmax offers **circular compound solutions** created by mechanically recycling post-consumer plastics, resulting in a high-quality material with unique chemical, mechanical, and thermal characteristics. A second product range centers around **bio solutions** – compostable materials obtained from a blend of materials with a high-recycled content and certified as compostable according to standard EN 123432. These materials maintain exceptional mechanical properties and are produced at Sirmax Biocomp.

Furthermore, our portfolio is evolving to meet the needs of industries that require elasticity and resilience. We are increasing our production of **thermoplastic elastomers (TPE)**, which serve as natural alternatives to vulcanized rubber, with the difference that products crafted from these materials can be recycled easily.





# 1.2

## Sustainability at Sirmax

Sirmax has always been committed to achieving high quality standards, paying attention to the environment and to the areas that host the Group's factories, and establishing transparent and lasting relations with its stakeholders. Sirmax has also been paying close attention to environmental concerns expressed by local communities. This has led to the Group placing the development and promotion of circular solutions (polymers obtained from the mechanical recycling of plastic waste) and organic plastic alternatives from renewable sources (biopolymers) at the center of its research activities.

In 2020, Sirmax initiated its sustainability journey by taking the crucial step of drafting the Group's first Sustainability Report, adhering to the Global Reporting Initiative (also known as GRI Sustainability Reporting Standards), recognized as the latest and most globally accepted non-financial reporting standards.

In 2021, however, Sirmax formulated its own sustainability plan, structuring the Group's journey towards sustainability around four key priority areas. Specific actions and initiatives are outlined for each of the identified areas. These measures, implemented over varying timeframes and through different methodologies, will allow the Group to meet its sustainability objectives over the medium term.

Specifically, in the context of action to combat climate change, the effort will initially be directed towards structuring efficiency solutions such as the purchase of certificates of origin, and more in-depth calculation of the impacts produced by Sirmax along its value chain in terms of CO<sub>2</sub> emissions. In addition, the certifications that are in the pipeline will go a long way toward giving concreteness and solidity to the actions taken.

The Group's actions will have to go hand in hand with improving the impacts generated by the entire industry along the value chain in order to be more effective. To this end, the Group's ambition is to search the market for low-impact or recycled raw materials. In this area, expanding the production of circular compounds is an essential step and one that has been pursued with great commitment and investment. Simultaneously, a series of initiatives aimed at reducing production waste are also being pursued.

The most recent endeavor undertaken by the Group to assess its impact on the environment, particularly concerning emissions contributing to climate change, involves quantifying the indirect emissions, often referred to as Scope 3 emissions. These emissions are linked to the acquisition of goods and services from sources outside the company's immediate boundaries.

Finally, an indispensable cornerstone of the Group's development and growth is the constant focus on the people who make up Sirmax's knowledge and expertise. The commitment to the Group's workforce is therefore geared towards each employee's professional growth while also achieving a balance that can reconcile work requirements with personal well-being.

## THE PILLARS OF SIRMAX'S SUSTAINABILITY PLAN



### **The fight against climate change**

**(TAKE CARE OF THE PLANET)**

Sirmax believes that collective action and a heightened sense of urgency are needed to tackle the global challenge of climate change. Its commitment lies in developing solutions that can drive the entire industry toward a carbon-neutral developmental model, starting with increasing the efficiency of its production sites.



### **Circular materials**

**(RETHINK THE PRODUCT)**

Sirmax's aspiration is to play a pivotal role in advancing the realization of a circular plastics production model. This is why Sirmax is committed to developing circular product families utilizing raw materials with a reduced environmental impact. It is also continuously refining our production processes with the goal of achieving zero material waste within our operations.



### **Sustainability along the value chain**

**(PURCHASING SUSTAINABLY)**

Sirmax's dedication to sustainability also requires actively engaging our suppliers on sustainability matters.



### **Our people**

**(TAKE CARE OF PEOPLE)**

Sirmax believes that people are the driving force behind the company. This is achievable only by enriching their experience in terms of culture and well-being.

## 1.2.1 The Group's Stakeholders

As a first step in this process, Sirmax has mapped the stakeholder categories that most influence or are influenced by the Group's activities. Stakeholders were identified based on business activities, the value chain, and the network of relationships

that exist around the Group. **8 stakeholder categories** have been identified, as well as the main tools of dialogue used by the company to establish and maintain transparent and lasting relationships with each one.



Stakeholder categories	Main channels of engagement	Stakeholder categories	Main channels of engagement
Shareholders and investors	Members meeting Annual and bi-annual budget Social Network	Government and Public Administration	Document exchanges Site visits Social Network
Employees	Corporate intranet Company policies Dedicated meetings Direct communications Newsletters Social Network	Local communities	Corporate website Press releases Donations and gifts Social Network
Customers	Corporate website Dedicated documents Direct relations and collaborations Customer service Trade shows Social Network	Trade unions and trade associations	Dedicated meetings Document exchange Social Network
Suppliers	Audit activities Direct reports Corporate website Social Network	Universities and research centers	Research projects Internships Career Day Participations

## Materiality assessment

The selection of economic, social, and environmental aspects included in the Sustainability Report was guided by a materiality assessment, which is a valuable tool enabling the precise and comprehensive identification of the significant issues to be reported.

In accordance with the latest GRI Standards for 2021, an organization's material issues are determined through an **analysis of the impacts** it currently has or could potentially generate. This encompasses the effects on the economy, the environment, and the well-being of individuals, and includes aspects like the respect for human rights and the contribution to sustainable development.

Moreover, these standards mandate a comprehensive assessment of impacts extending beyond the organization's immediate activities and encompassing both upstream and downstream elements. In line with these requirements, we conducted a thorough analysis of the **value chain of the entire Sirmax Group**, which can be exemplified through the following macro-phases:

- **Raw material extraction and refining (upstream):** After the extraction of predominantly fossil-based raw materials, these materials are transformed into the building blocks of Sirmax's production processes. These components fall into three main categories:
  - Polymers: This category comprises the bulk of our purchased materials, usually sourced from major players in the global petrochemical sector, with a worldwide reach.
  - Fillers: These materials, like talc, calcium carbonate, and glass fiber are used to enhance product properties.
  - Additives and coloring agents, used to a lesser extent and sourced mainly from China and India.
- **Production of compounds and semi-finished products (direct):** Achieved through mixing and extrusion processes utilizing raw materials. These compounds are further processed into semi-finished products.

### LOGISTICS



- **Plastic recycling (direct):** At Sirmax New Life, plastic waste sourced primarily from urban waste collections is purchased (mainly from CORE-PLA, the national packaging consortium). After several processing steps, the resulting material is either sold as-is or repurposed as a circular raw material for the production of compounds and polyolefins.
- **Commercial and administrative activities (direct):** Raw materials, compounds and semi-finished products are sold to other companies through our global network of commercial offices. Our administrative offices that ensure the functioning of our operations.
- **Secondary processing and product transformation (downstream):** Sirmax's customers undertake transform plastic materials to craft various component types that are subsequently employed in the assembly of finished products such as cars, household appliances, and more.
- **Logistics:** Serving as a pivotal cross-cutting phase across all others, it includes inbound logistics for the procurement of raw materials, where we prioritize local suppliers whenever feasible to enhance cost-efficiency and minimize the environmental impact of transportation; intercompany logistics for the movement of materials and waste within our organization; and outbound logistics to ship our products to customers.

Once the Sirmax Group's value chain had been identified, the process of updating the materiality assessment was divided into several phases.





The materiality analysis process commenced with a **comprehensive examination of the business landscape in which the Group operates**. This included a study of industry trends, legal obligations, and pertinent internal documentation. Subsequently, **potential impacts that could affect the Group were identified** and categorized as either actual or potential, while also eval-

uating their positive or negative contributions to the sustainable well-being of individuals, the community, and the environment.

Following the identification of potential impacts, their **significance** was estimated through an assessment of factors such as severity, persistence along the value chain, likelihood of occurrence, and irreparability. These elements were then compared to facilitate a **prioritization** exercise, which led to the classification of each impact as either **significant** or **negligible**.










The final outcome of the materiality assessment yielded a list of impacts, which were amalgamated into a list of **material issues** for the Sirmax Group. This list underwent validation and approval from the Marketing & Sustainability department, which endorsed the activities during a workshop. The Marketing & Sustainability department operates under direct delegation of the Board of Directors to oversee and report on the Group's ESG impacts.

Below is the presentation of Sirmax Group's prioritization exercise of **positive impacts**:

Material issue	Material impact	Material impact description	SDG
<b>Very significant impact</b>			
<b>Product sustainability and innovation</b>	Developing new innovative and sustainable products	Sirmax's commitment to research and development, along with substantial investments, enables the exploration of new input materials derived from recycling plastic waste or bio-based resources. This, in turn, facilitates the development of compounds and semi-finished products that exhibit significantly improved environmental performance compared to existing products. Additionally, Sirmax has established an in-house committee dedicated to product innovation, with the goal of anticipating market demands.	
<b>Significant impact</b>			
<b>Valuing employees</b>	Safeguarding and promoting employee wellbeing	Promoting the well-being of our employees, including through welfare initiatives, plays a crucial role in fostering a healthy and positive work environment. This, in turn, contributes to higher employee loyalty within the company. Sirmax has recently introduced a comprehensive welfare plan for its employees, encompassing support, training, and opportunities for professional development.	
<b>Supporting the local community</b>	Creating economic and social value for the community	Companies in the plastics sector tend to use misleading communication in order to present their products as more sustainable to end consumers. In contrast, Sirmax is committed to conveying its sustainability efforts with clarity and transparency. To ensure the accuracy of the information disseminated, we obtain environmental certifications as a testament to the truthfulness of our communication.	
<b>Negligible impact</b>			
<b>Valuing employees</b>	Developing the professional skills of employees through training activities	Conducting training sessions is instrumental in improving both employees' soft skills and technical expertise, thereby fostering a more engaging and appealing work environment, both within and beyond the company. Training holds a strategic significance at Sirmax, as we offer customized training programs tailored to the individual skills and requirements of each employee.	



Below is the presentation of Sirmax Group's prioritization exercise of **negative impacts**:

Material issue	Material impact	Material impact description	SDG
<b>Very significant impact</b>			
<b>Fight against climate change</b>	Contribution to climate change due to greenhouse gas emissions	Sirmax's upstream and downstream activities in the value chain generate direct and indirect greenhouse gas emissions. Specifically, the extraction of fossil raw materials, the energy consumption associated with the production process and the processing of plastics, and the transportation of incoming raw materials and finished products all contribute to the release of greenhouse gases (GHG) in the atmosphere, contributing to climate change.	<b>13</b> CLIMATE ACTION 
<b>Workplace health and safety</b>	Negative impact on the economic system due to unfair business practices	Failure to adhere to health and safety regulations can result in a higher incidence of workplace accidents associated with both the company's direct and indirect operations. To address and mitigate this issue, Sirmax maintains a certified Health, Safety, and Labor Management System in accordance with UNI ISO 45001:2018 standards.	<b>3</b> GOOD HEALTH AND WELL-BEING 
<b>Significant impact</b>			
<b>Circularity and efficient use of resources</b>	Overconsumption of raw materials	The utilization of non-renewable raw materials, including resins, fillers, and fiberglass in the production of compounds and semi-finished products, results in a depletion of available virgin raw materials. Sirmax is committed to increasing the use of recycled raw materials in its manufacturing process with the aim of actively contributing to the implementation of a circular economy.	<b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION 
	Environmental damage caused by improper disposal of waste generated by the company	The production of plastic products leads to the creation of hazardous and non-hazardous waste – especially packaging and residual liquids – along the entire value chain. Such waste is a source of pollution for society and the environment. Sirmax has always managed the waste it produces in full compliance with current legislation and actively promotes the recycling of plastics with the aim of enhancing plastic waste and giving it a second life.	
<b>Polluting emissions</b>	Damage to the environment and human health caused by the release of pollutants	The production of plastics involves the dispersion of pollutants into the atmosphere, such as volatile organic compounds (VOCs). These substances have a negative impact on human health and the surrounding environment. Sirmax regularly monitors and verifies compliance with the limits imposed by the reference regulations, as defined within the Policy and the management system in force.	<b>3</b> GOOD HEALTH AND WELL-BEING 
<b>Supply management chain</b>	Violation of human rights and failure to control the supply chain	An internationally dispersed supply chain could potentially result in human rights violations, affecting human capital negatively. Furthermore, neglecting the monitoring of the environmental and social performance of our suppliers may have adverse effects on Sirmax's sustainability Key Performance Indicators (KPIs). Hence, Sirmax has instituted periodic, tailored monitoring policies covering all participants in the supply chain.	<b>8</b> DECENT WORK AND ECONOMIC GROWTH 
<b>Moderate impact</b>			
<b>Responsible management of water resources</b>	High consumption and depletion of water resources due to production activity	During the production of compounds and semi-finished products, particularly those made from recycled materials, Sirmax utilizes significant quantities of water for cooling extruders and plastic components. Excessive water consumption, especially in regions facing high water stress, has the potential to result in water availability challenges for both ecosystems and communities. To address this issue, Sirmax has implemented advanced cooling technologies in its facilities that do not rely on water, thereby reducing water consumption. Additionally, the company has introduced a closed-loop purification system to minimize water resource utilization during the cleaning of post-consumer waste materials.	<b>6</b> CLEAN WATER AND SANITATION 
<b>Valuing employees</b>	Discrimination and disrespect due to a non-inclusive working environment	Neglecting to uphold diversity and equal opportunities concerning factors like gender, sexual orientation, religion, ethnicity, and language can lead to negative consequences, including wage disparities and inequalities in managerial roles. Sirmax is committed to eradicating any form of discrimination and inequality through dedicated internal policies.	<b>10</b> REDUCED INEQUALITIES 
<b>Business ethics</b>	Negative impact on the economic system due to unfair business practices	A lack of sufficient controls and procedures to prevent instances of corruption and anti-competitive behavior can jeopardize the company's reputation, leading to adverse repercussions for the market and stakeholders. To address this concern, Sirmax has implemented a Group-wide Code of Ethics, which governs the business activities of all subsidiary companies, establishing clear rules of conduct.	<b>16</b> PEACE, JUSTICE AND STRONG INSTITUTIONS 
<b>Negligible impact</b>			
<b>Biodiversity protection</b>	Loss of biodiversity due to land consumption for corporate assets and extraction of fossil raw materials	Oil extraction and refining operations, situated upstream in Sirmax's value chain, along with the transformation of natural lands into industrial areas, result in the degradation of natural habitats, thereby contributing to the loss of biodiversity. This impact negatively affects both the beneficial aspects of biodiversity and its inherent value as a crucial resource for ecosystems.	<b>15</b> LIFE ON LAND 

# 1.3

## Responsible management tools

Over the last few decades, Sirmax Group has recorded continuous growth in terms of production capacity and market shares, establishing itself as an internationally recognized company.

This position rests on the foundations of an internal governance structure capable of conferring the solidity, compactness, transparency, and organizational rigor that guarantee its responsible management.

At Sirmax, responsible management means constantly searching for the best solutions to harmonize value creation and sustainable development, pursuing the objectives of environmental protection, social cohesion, consistent communication, and the development of a human-friendly working relationship.

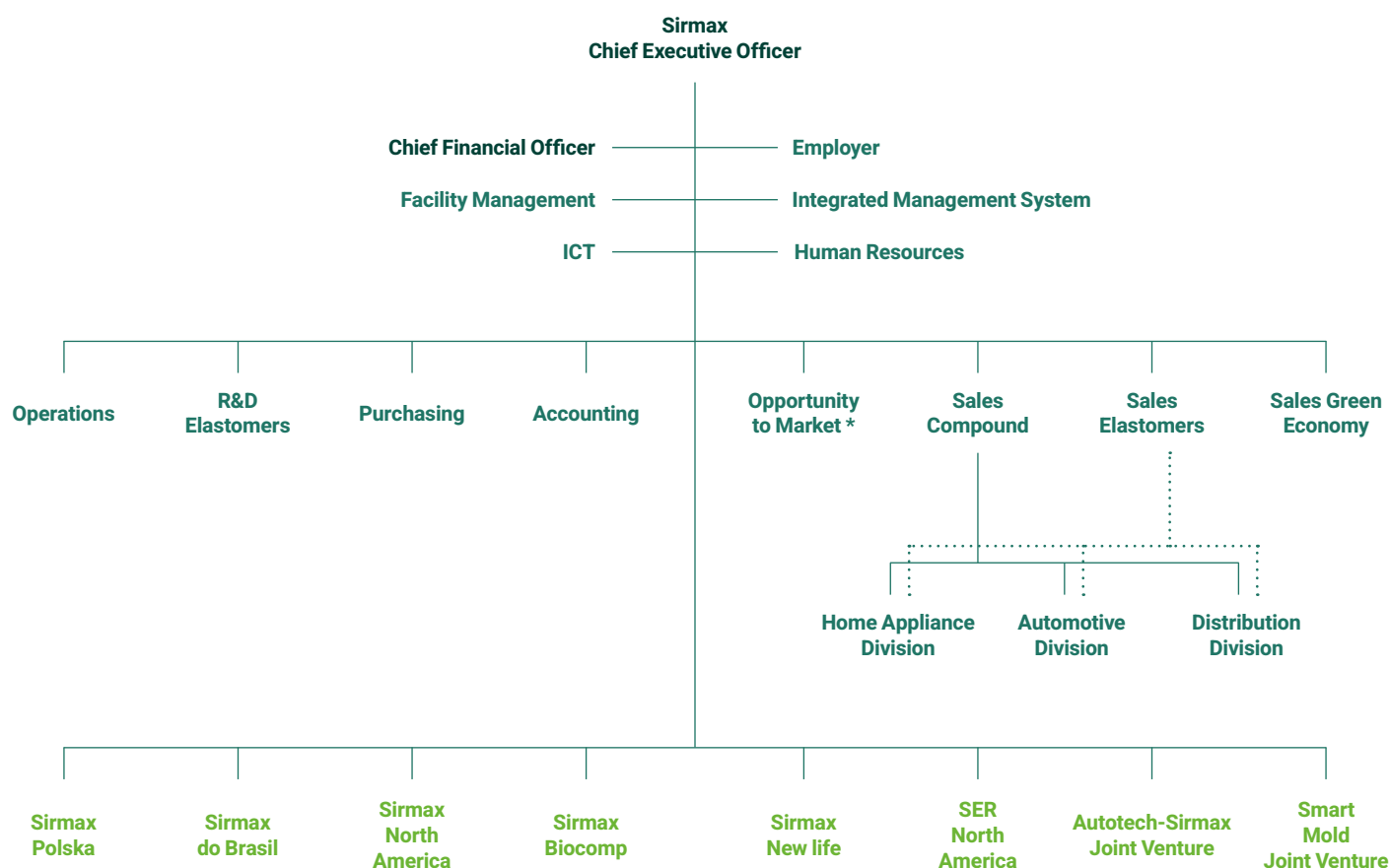




## Company organization

Sirmax has developed an organizational structure which reports to a Board of Directors at the top. The BoD is responsible for managing the company and is appointed by the Shareholders' Meeting. In addition, for the areas of safety and environment, this system provides for formal delegations to designated functions.

The organizational structure is divided into various functions, each of which reports hierarchically to the Managing Director and is managed by a designated function manager. The parent company's Board of Directors is made up of two members: Massimo and Roberto Pavin. Massimo serves as the Chief Executive Officer, while Roberto holds the position of Chief Financial Officer.



Each Group company is also headed by a Board of Directors, with the exception of Sirmax New Life, which has a Sole Director, that oversees compliance with the company's mission, strategic decisions, corporate policies, and the setting of social objectives.

In order to select the best company representatives, the Group adopts a policy that favors a breadth of experience and expertise among managers and owners in order to promote the widest, most useful dialogue.

Moreover, all Italian companies within the Group have appointed Boards of Statutory Auditors (or single auditors as the case may be), with the exception of Smart Mold, that carry out the tasks assigned to them by law and implement the Articles of Association and applicable regulations, making use of the internal audit structures and functions of the individual Group companies to perform the necessary checks and inspections.

\* Opportunity to Market comprende Marketing e R&D (Compound Poliolefinici, Tecnopolimeri, Stirenici, Soluzioni Circolari e Soluzioni Bio)

## Governance tools

The Group's main governance tool is its Code of Ethics. Published in 2021, it defines how the Group conducts its business activities and undertakes its responsibilities and communicates it to all relevant stakeholders. The Code is applied to all subsidiaries and is the sole reference for all processes, policies, guidelines, and contractual relationships adopted by the Group. All persons working with the Group and on its behalf – mainly directors, employees, collaborators, business partners, consultants, and representatives – are required to comply with the Code of Ethics and its principles.

The Code contains the principles that inform how Sirmax conducts its daily activities. It focuses on conduct based on good faith, so as to transmit the credibility, solidity and humanity of its actions to all stakeholders, and in order to build a shared sense of belonging and way of working both inside and outside the Group. For Sirmax, sharing these principles is the key to establishing lasting relationships with clients and suppliers, creating transparent relations with third parties and fairly recognizing the work of its employees.

To further safeguard the principles of the Code, Sirmax Spa has also set up an Ethics Committee. A point of reference at Group level, it is made up of 3 members who are responsible for defining, amending, updating and distributing the ethical principles in force, as well as checking compliance and monitoring how they are perceived outside and inside the company. A whistleblowing procedure that guarantees anonymity is also in place to report any wrongdoings or suspected violations of the Code.

Another crucial element to ensure the effectiveness of the company's organizational framework is the establishment of an internal Supervisory Board, which began in 2022 and is set to commence its operations in 2023. This institution not only serves as a valuable tool for guaranteeing compliance with regulations related to Legislative Decree 231/01, but is also responsible for transforming these

### Values that inspire the Code of Ethics

## Respect

Respecting others means protecting and preserving the environment in which they live and work. With a view to sustainable business development, Sirmax constantly promotes a culture based on sharing of ethical and sustainability principles which are expressed in the company's health, safety and environmental protection policies.

## Integrity

Sirmax is committed to guaranteeing the integrity of the company's assets and will continue to work to reduce the environmental impact of its activities.

## Innovation

The Group adopts innovative behavioral models aimed at anticipating changes and new market needs. When looking for targeted, flexible solutions, we consider the skills of our individuals, the quality of our processes and any technological factors to be key tools for continuous improvement and for the development of new strategies.

regulatory obligations into opportunities for the company's continuous improvement.

Particular attention is paid to the integrity of relations with external parties, especially when it comes to preventing crimes such as conflict of interest, money laundering and breaching competition law.

When it comes to relationships with the Public Administration, the Group takes a position of absolute intransigence against any form of corruption, including improper payments to promote or favor the interests of the Group. Furthermore, the Group punishes any behavior that may influence prices or terms and conditions of trade, hindering free, full, and honest competition.

The foundation of Sirmax's governance for the operational activities within the Group's plants is the Integrated Quality, Environment and Safety Policy, updated in 2020. This document underpins the Group's corporate strategy and objective planning in the areas of quality, environment and workplace health and safety. The Policy, which reflects the Group's commitment to compliance with contractual requirements, client expectations and applicable legislation, is implemented through the manual and through the procedures outlined in the Integrated Management System, which is regularly audited.

With regard to quality, the management system for the design, development and production of thermoplastic resins in the Cittadella, San Vito al Tagliamento, Tombolo and Kutno plants is certified according to automotive sector standards UNI EN ISO 9001:2015 and IATF 16949:2016.

Moreover, in addition to certifying its management systems for health and safety in the workplace pursuant to UNI/ISO 45001:2018, Sirmax has prepared and consistently updated the risk assessment document for health and safety in the workplace pursuant to Legislative Decree 81/2008 and subsequent amendments and additions, in compliance with Italian industry regulations. This system makes it possible to comply with the regulations in force, but, above all, to implement the policies, processes and checks needed to guarantee the best possible working conditions within the company, ensuring the health and safety of employees and contractors. The management system is also UNI EN ISO 14001:2015 certified with regard to the environmental management of the Cittadella, San Vito al Tagliamento, Tombolo, Isola Vicentina, Salsomaggiore Terme and Kutno 1 plants.

Lastly, with reference to the selection and management of partners and suppliers, in 2021, Sirmax achieved the ISCC Plus sustainable supply chain

certification for the Cittadella and Salsomaggiore Terme plants. This certification was renewed in 2022.

In 2021, the Sirmax New Life facility located in Salsomaggiore Terme, specializing in plastic processing and regeneration from post-consumer waste, achieved two significant certifications in the field of plastic recycling. These certifications include the Eu-CertPlast certification, which recognizes plastic recyclers meeting high-quality standards, and the Plastica Seconda Vita product certification, which establishes the traceability of materials and products made from plastic waste. These certifications remain in effect today, representing an added value for our customers.

The effectiveness of the Group's governance structure and tools, combined with scrupulous compliance monitoring, has contributed to achieving a complete absence of cases of non-compliance with environmental, social and economic laws and regulations during the two-year reporting period. Similarly, there have been no ascertained episodes of corruption or legal action for anti-competitive conduct involving Group companies.

Finally, in all corporate operations, no cases of discrimination occurred in the entire three-year reporting period.

Plant	ISO 9001	ISO 14001	ISO 45001	IATF 16949
Cittadella	✓	✓	✓	✓
Pianiga	✓			
San Vito al Tagliamento	✓	✓	✓	✓
Tombolo	✓	✓	✓	✓
Isola Vicentina	✓	✓	✓	
Lainate	✓		✓	
Salsomaggiore Terme	✓	✓		
Kutno 1	✓	✓		✓
Kutno 2	✓			
Anderson*	✓			✓
Jundiaí	✓			✓

\* Sirmax North America

## Value creation and distribution

The soundness of the governance tools adopted is reflected in the economic and production results recorded by the Group. Following the health emergency caused by the Covid-19 pandemic, international markets faced another challenge in terms of risk management due to the uncertainty arising from the Russian-Ukrainian conflict. 2022 was marked by increased inflation, particularly in energy and petroleum product costs, which led to a slowdown in the economic recovery that had been gaining momentum in the previous year.

The major challenges were primarily encountered during the latter half of 2022, leading to a notable downturn that directly impacted the household appliance market. Despite these challenges, the Group's financial resilience, in conjunction with strategic decisions made in recent years, enabled it to navigate through this historic period of crisis and uncertainty. In particular, the ongoing **transformation process** initiated in previous years and accelerated in more recent times has proven successful.

This transformation allowed the Group to diversify its business, both in terms of product offerings (including elastomers, recycled polymers, and biopolymers) and in terms of

target markets (including the United States, India, and Brazil). Importantly, these diversifications did not compromise the performance of its core business, which has always been centered around the production and distribution of polypropylene compounds and engineering polymers.

Furthermore, significant investments in new technology and digitalization and the increasing focus on research and development are the reasons that have increased the level of efficiency of the Group's activities. Technological innovation, investments, widespread presence in world markets and proximity to stakeholders will continue to be Sirmax's main drivers for the creation of value, with the goal of actively contributing to an intelligent, even greener and more sustainable future.

This business management approach resulted in an 8% increase in turnover in 2022 compared to the previous year. The economic value generated and distributed by Sirmax in 2022 is detailed below.

The primary expense for the group is related to **supplier** costs, predominantly for the acquisition of raw materials and various services. Other significant expenses are attributed to

personnel-related costs. The retained value has been allocated to reinforce the company's assets, including retained earnings, provisions, depreciation, and amortization.

One of the notable annual achievements is the success in Brazil, where the expansion in the automotive sector and the addition of a third shift resulted in a remarkable 50% growth in sales.

Looking ahead to the Group's strategy, a new three-year industrial plan is set to be launched in 2023. This plan will outline fresh investments in production lines, advancements in product and process innovation, and further research and development initiatives.

## Economic value in 2022 (€/1000)

<b>Economic value generated</b>	<b>505.999</b>
Value of production	505.893
Income from equity investments	-
Other financial income	106
<b>Economic value distributed</b>	<b>481.058</b>
<b>Operating costs</b>	<b>445.947</b>
Raw material costs	388.976
Costs for services	47.517
Costs for the use of third-party assets	1.269
Changes in inventories of raw materials	6.010
Overhead costs	2.175
<b>Value distributed to employees</b>	<b>29.968</b>
Personnel costs	29.968
<b>Value distributed to capital providers</b>	<b>4.345</b>
Interest and other financial charges	4.345
<b>Value distributed to the P.A.</b>	<b>798</b>
Taxes (current and deferred) on income	798
Other taxes	-
<b>Economic value withheld</b>	<b>24.941</b>
Profit (or loss) for the year	6.695
Depreciation / Provisions / Write-downs / Revaluations.	18.246

# 2. The Team

Caring for people  
means growing together





### Our numbers in 2022

649  total employees, of which

404  in Italy

245  between Poland, the USA, and Brazil

88,6%  hired with permanent contracts

+30,2%  hiring rate in 2022, which translates to

+196  new entries in 2022

# 2.1

## A global team

In a continuously expanding Group, **people** are a central aspect. Their collective experience and mutual trust stand as the organization's most valuable asset.

Sirmax is committed to the comprehensive development and well-being of its staff, with a strong emphasis on addressing individual employees' needs. This approach recognizes that each person's uniqueness plays a vital role in contributing to the Group's success.

The management of personnel within Sirmax is centralized and falls under the purview of the Human Resources office. To strengthen this function, an additional resource was introduced in the current year. The principles guiding the office's processes and activities are rooted in the Code of Ethics, emphasizing values such as integrity, the protection of individuals, fairness in professional relationships, and

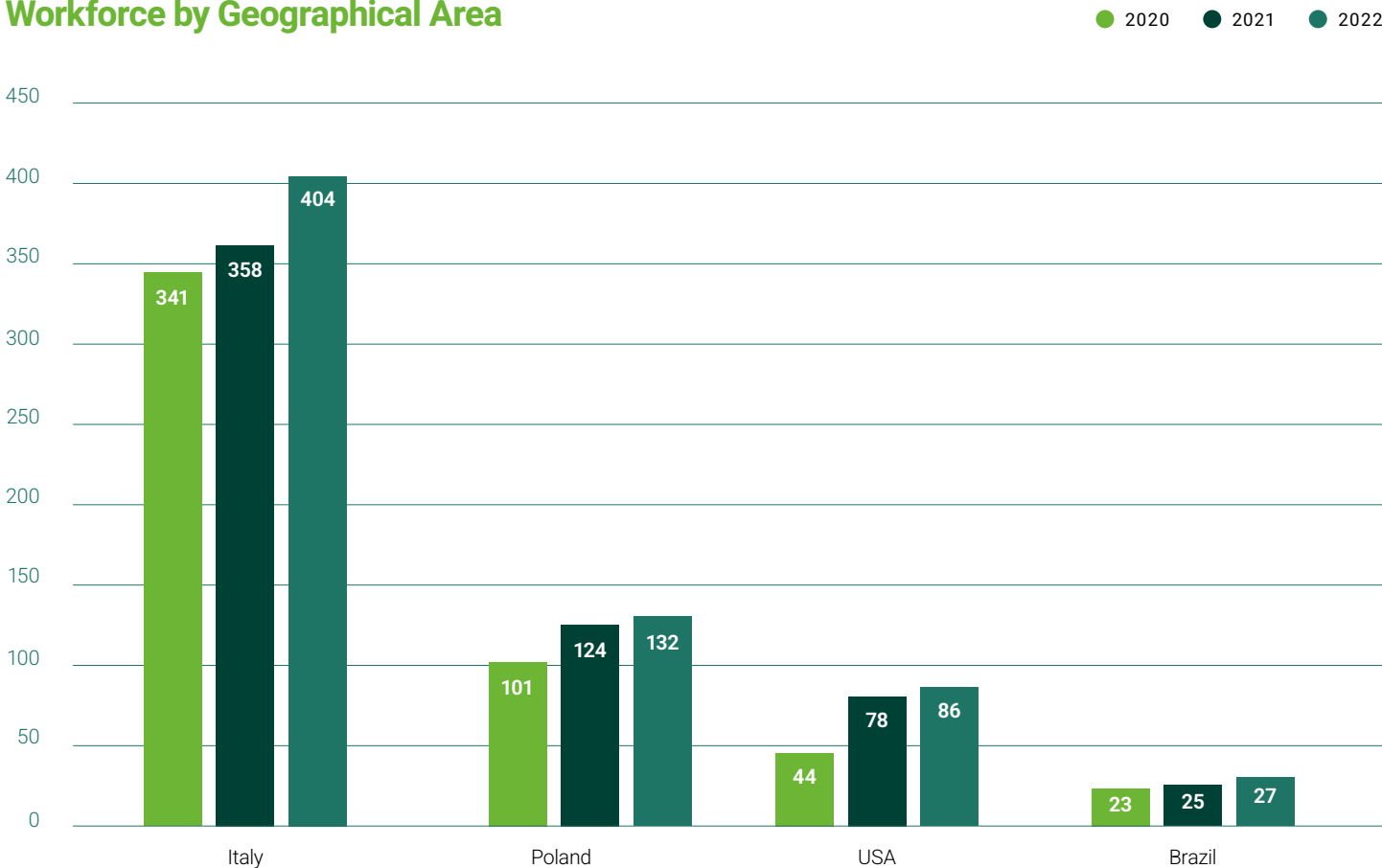
a steadfast commitment to non-discrimination. The overarching goal of the Group is to foster a **serene and motivating work environment** that encourages the motivation and support necessary for both professional and personal growth.

As of December 31, 2022, the Group employed a total of **649 individuals**, reflecting an 11% increase from the previous reporting year. The majority of these employees work in Italy (62%), with the primary office located in Cittadella hosting the largest number (163 individuals). Smaller groups are based in San Vito al Tagliamento (82), Tombolo (47), the warehouse in Isola Vicentina (8), and the offices in Lainate (7).

Since 2019, the Group has been joined by employees from Sirmax Biocomp S.r.l. and Sirmax New Life S.r.l., two companies that have experienced consistent growth,

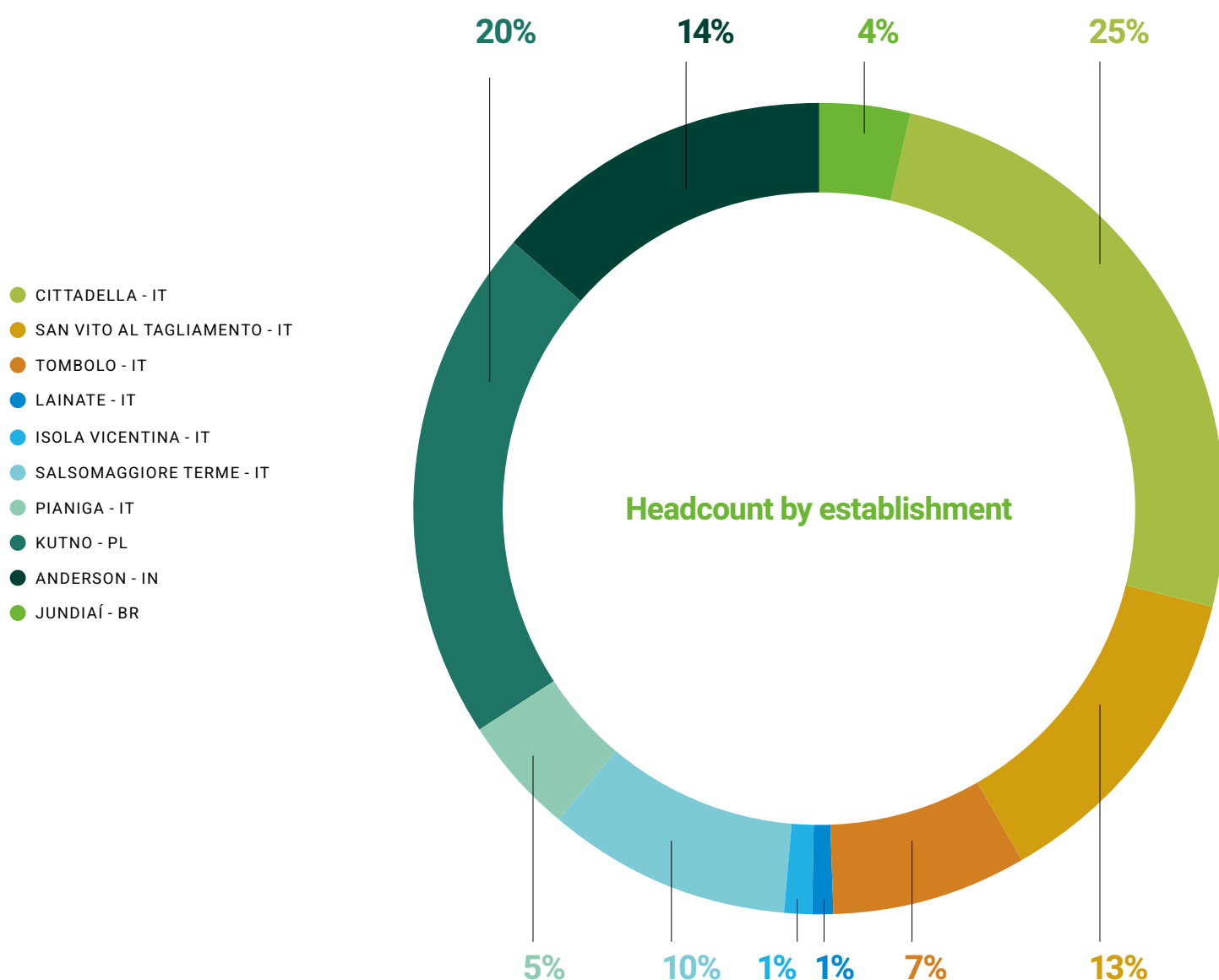
including in terms of staff numbers, reaching a total of 32 and 65 resources in 2022, respectively. In the international offices, the majority of the workforce is situated in the Kutno plants in Poland (132 individuals in total), followed by the United States (86) and Brazil (27). While the expansion of the workforce has been relatively uniform across all countries where the Group operates, the most significant increase in percentage terms occurred in Italy, with a growth of 13%. This positive result was primarily driven by the Sirmax New Life S.r.l. plant, where the number of employees increased from 35 to 65 during the year, representing an 85% growth. In the United States, favorable market dynamics contributed to a 10% increase in personnel, resulting in 8 additional resources.

### Workforce by Geographical Area



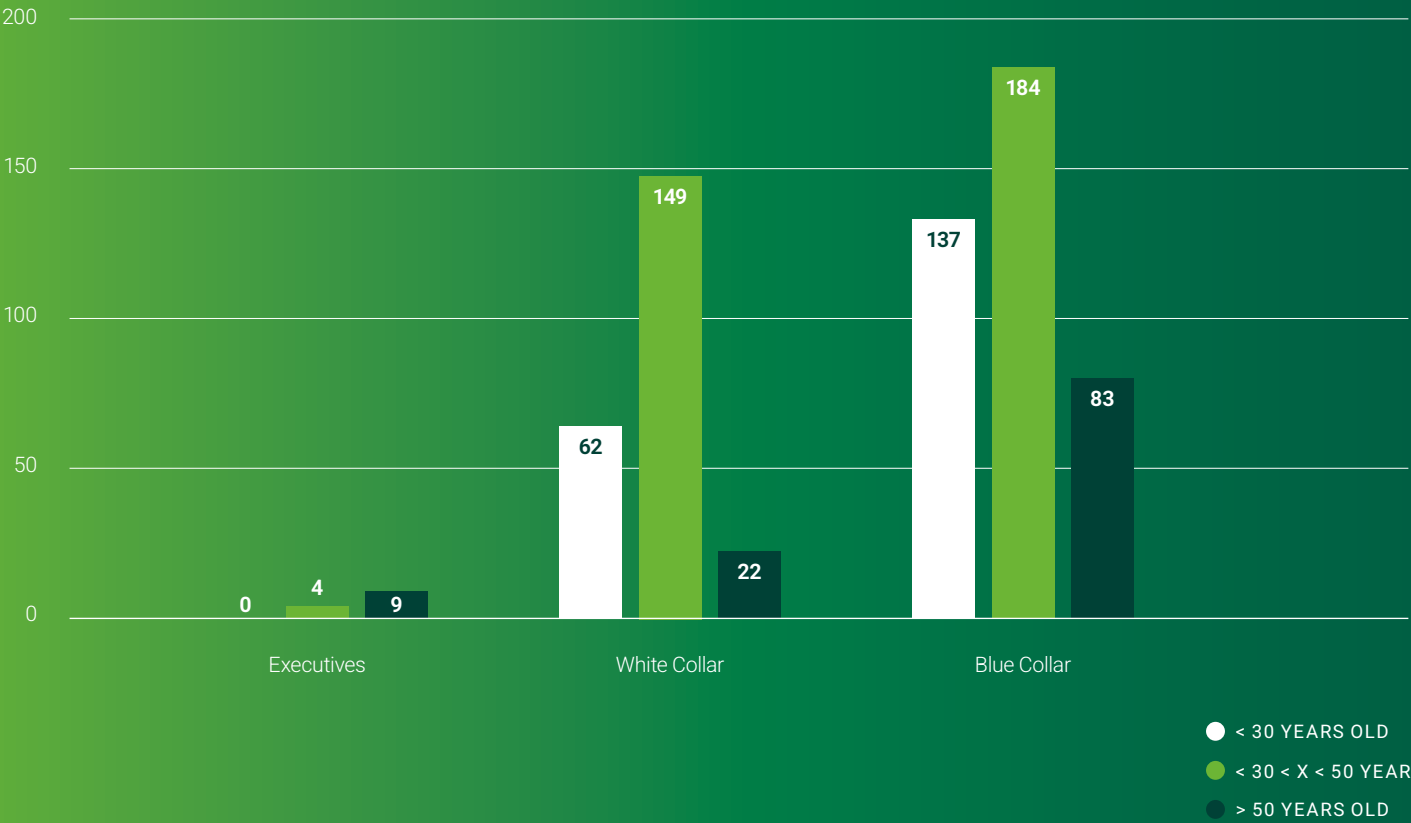
The Group recognizes the significance of cultivating strong and enduring relationships with its employees. As a result, it relies minimally on non-employee workers, most of whom are primarily engaged during peak production periods to ensure that clients consistently experience the high quality standards synonymous with Sirmax products. This approach is evident in the statistics: in 2021, a year marked by substantial demand, 43

temporary workers were added to the workforce. However, in 2022, the utilization of temporary employees decreased significantly, with a 67% reduction from the previous year. This was primarily due to the stable production levels during the year. It is worth noting that the absence of interns in 2022 is attributed to the fact that many of them were hired as full-time employees within the Group.

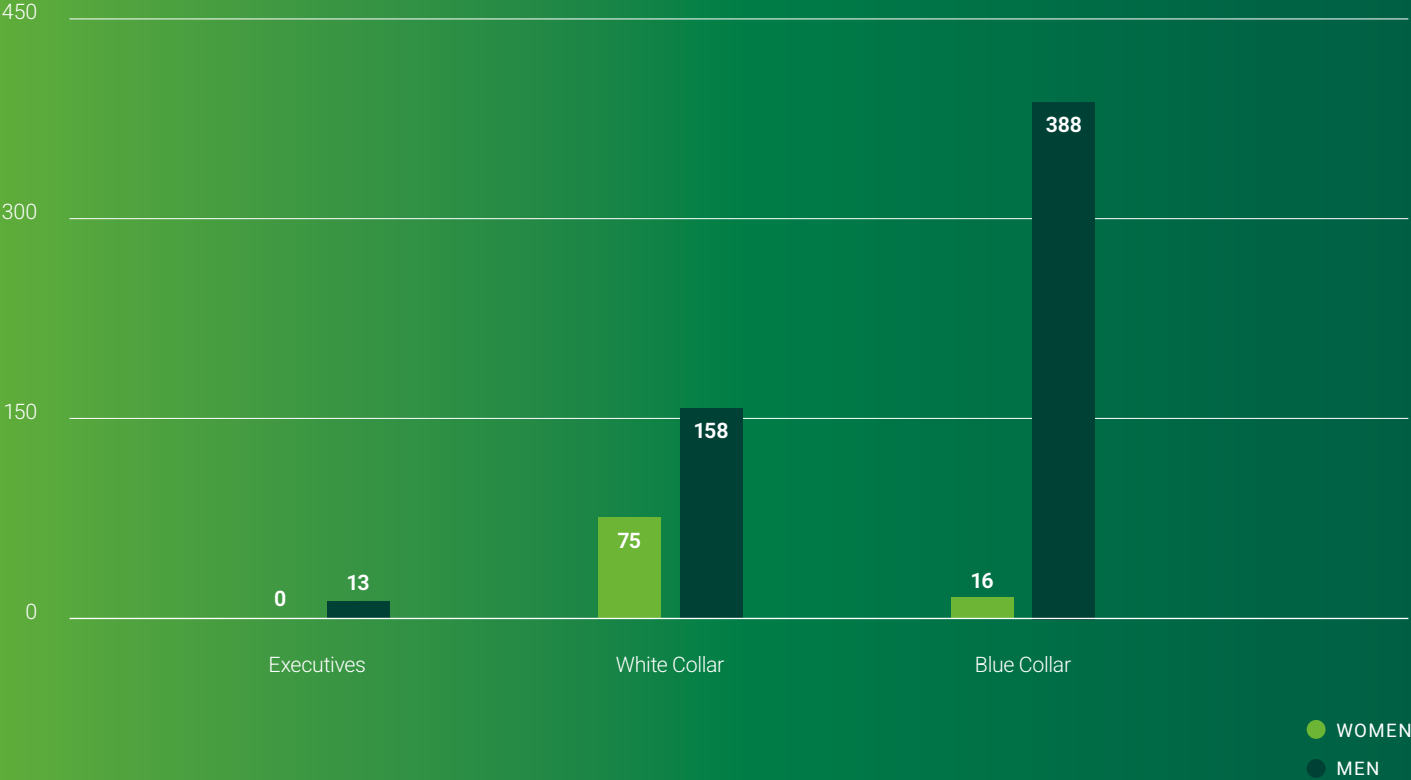


	2020	2021	2022
Interns	3	5	0
Temporary workers	25	43	14
Self-employed workers	3	1	0

Occupational categories by age group (2022)



Occupational categories by gender (2022)



The Group's workforce can be divided into 3 occupational groups: blue collars, consisting of production process workers; white collars; and executives, which include corporate management. The largest age group is between 30 and 50 (accounting for 53% of employees), followed by the under-30 age group, primarily represented by the blue collar workforce. In terms of gender distribution across various professional categories, a common pattern in many industrial settings is observed, with the majority of the workforce being male. This trend is closely linked to the specific skill requirements for certain tasks on the production line, which may involve repeated physical exertion and the handling of heavy loads.

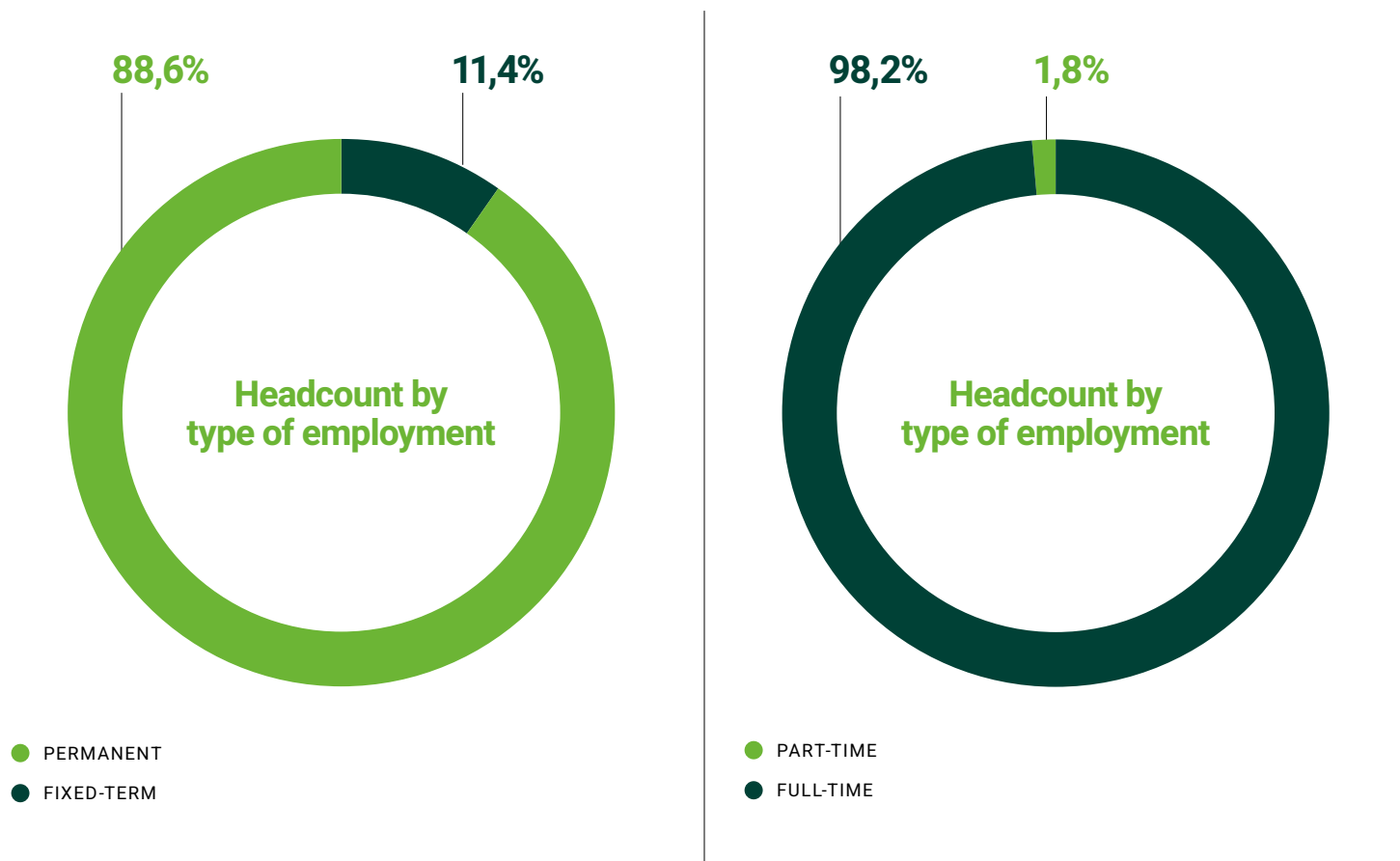
Another crucial aspect of personnel management revolves around building **enduring relationships** that offer stability for both employees and the Group as an employer. Consequently, fixed-term contracts are only offered in specific situations. Approximately 90% of employees across the Group have permanent contracts.

To support the well-being of employees and offer greater flexibility in balancing work commitments with personal and family needs, the adoption of **part-time contracts** is being considered. In 2021, this type of contract applied to less than 1% of the staff, but by 2022, it has doubled and now encompasses 1.8% of the total employees.

Furthermore, to ensure equitable and stable working conditions, the majority of the company's workforce is covered by a national collective agreement (65.5%). This figure is consistent with the previous year, where it stood at 6% . Notably, in the Italian and Brazilian plants, almost all workers are employed under relevant national collective agreements. Conversely, in Poland, there are no such contractual arrangements, and in America, they are employed to a limited extent. However, for Group employees who are not covered by national collective agreements, working conditions and terms of employment are determined based on the collective agreements that apply to other employees.

In this regard, both in the offices located within Italy and abroad, there is a continuous focus on cultivating strong relationships with the primary trade unions. This is achieved through cooperation and transparency evident in various instances of dialogue, as demonstrated by the absence of any strike incidents throughout the three-year reporting period.

<sup>1</sup> The percentage of employees under collective bargaining agreements for 2021 has been adjusted from that published in the Sustainability Report 2021, following an update of the methodology used to measure this indicator.



2020								
	Italy		Poland		USA		Brazil	
	M	F	M	F	M	F	M	F
Permanent	290	44	53	9	38	6	21	1
Fixed-term	2	5	33	6	0	0	1	0

2021								
	Italy		Poland		USA		Brazil	
	M	F	M	F	M	F	M	F
Permanent	296	58	52	11	70	8	22	3
Fixed-term	4	0	55	6	0	0	0	0

2022								
	Italy		Poland		USA		Brazil	
	M	F	M	F	M	F	M	F
Permanent	332	59	58	13	76	10	23	4
Fixed-term	10	3	56	5	0	0	0	0

As the Group prepares for significant investments aimed at improving the well-being and development of its employees, a **retention policy** has been formulated to curtail termination rates and uphold a high level of engagement among professionals in the various companies.

This approach is guided by some of the principles of the Code of Ethics, which, when applied, make it possible to create a stimulating work environment that respects the needs of each employee.

For this reason, in 2022, a **business climate analysis** was conducted with the active participation of all employees at every plant, encompassing both the Group's Italian and foreign locations.

The objective of the questionnaire served a dual purpose: to assess the current level of motivation and engagement among the corporate population, and to provide employees with the opportunity to express their satisfaction levels regarding professional skill development activities, the work environment, and compensation structures.

Based on the results obtained, the HR department has taken proactive steps to address employees' needs. Notably, new e-learning platforms have been introduced, providing a diverse array of individual and professional training courses tailored to the specific requirements of each employee. Additionally, **new welfare measures** have been implemented, which encompass the distribution of spendable checks through a dedicated platform and the option to avail of life insurance, with the Group contributing by covering half of the premium. These enhancements complement the existing welfare policy, which includes performance bonuses, meal vouchers, and support for the flu vaccination campaign.

The analysis of the company climate highlighted the importance of improving **work-life balance**. As a response, in 2022, Sirmax implemented a significant initiative for employees in the Italian offices. They were given the flexibility to choose their starting time at the company from three different hourly profiles divided into bands. This initiative was designed to cater to the specific needs of various business functions and, overall, to extend the presence of key personnel within the company throughout the working day.

To foster the dissemination of the corporate culture among new employees and sustain engagement across the entire corporate population, the "My Sirmax" **corporate intranet** was introduced in 2021. This initiative was initiated alongside the "My.Sirmax Meetings," a series of quarterly gatherings where white-collar employees from all around the world can hear the CEO speak and receive updates on the company's projects and developments. These events have played a pivotal role in breaking down barriers between operational roles and company management, facilitating direct communication to address mutual needs and requests.

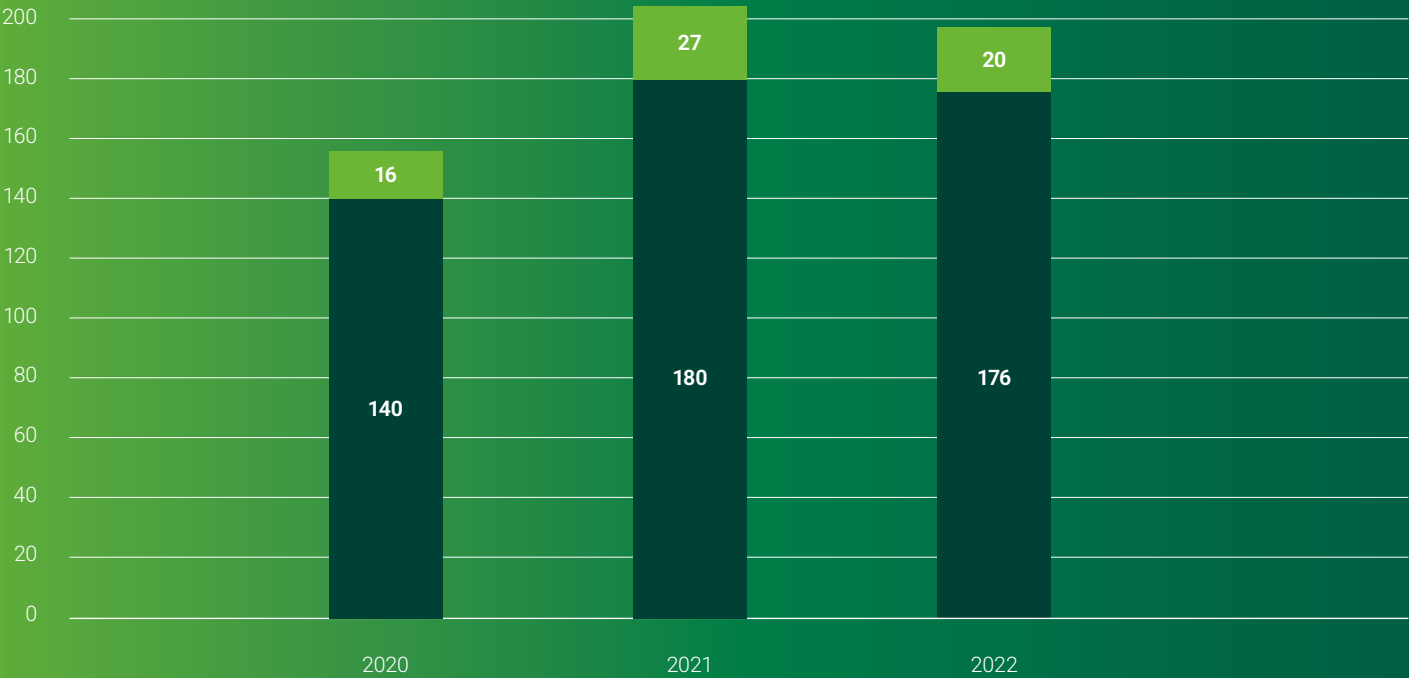
During 2022, the platform was made available to all employees, including workers. They are also sent the **monthly newsletter**, introduced in 2019. The My.Sirmax Intranet and newsletter offer updates on key Sirmax and industry news, as well as contain interviews with the various company functions and news about available training courses.

#### Hiring and termination rates by gender

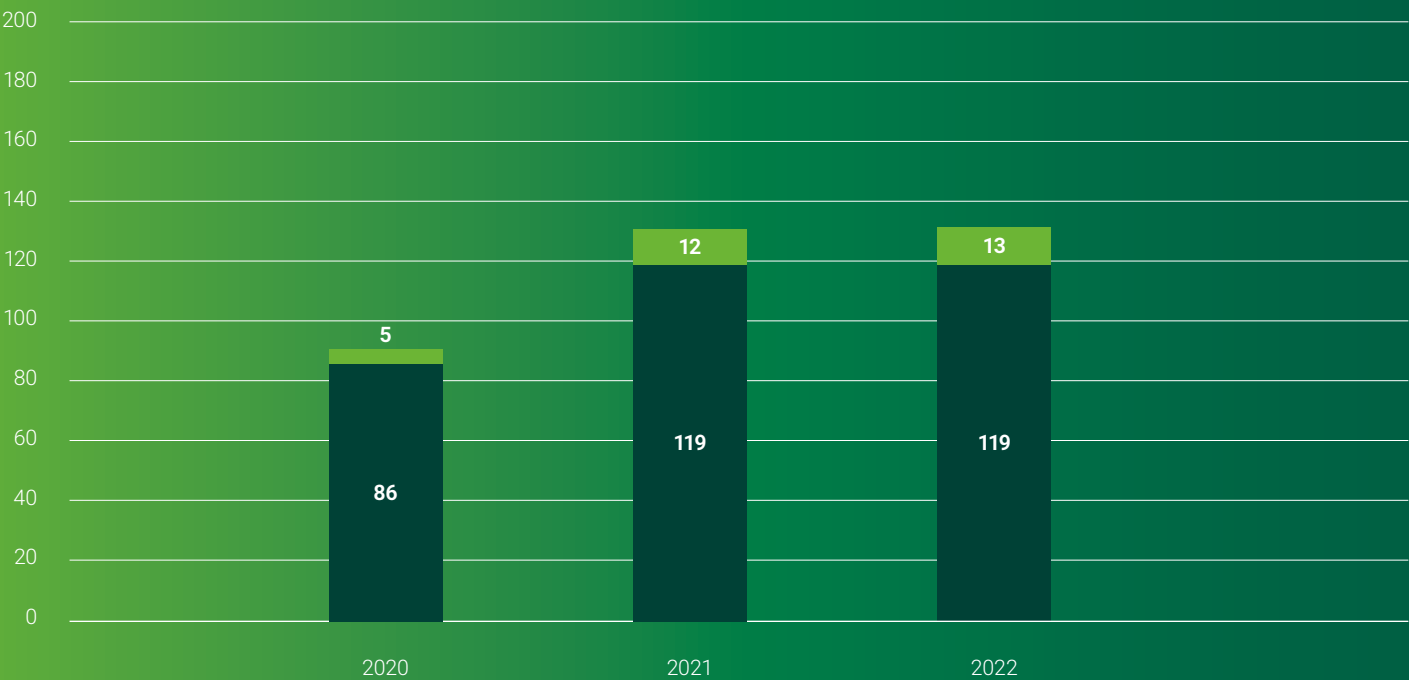
	2020	2021	2022
<b>Hirings</b>	<b>30,6%</b>	<b>35,4%</b>	<b>30,2%</b>
Women	10,3%	13%	10,2%
Men	89,7%	87%	89,8%
<b>Terminations</b>	<b>17,9%</b>	<b>22,4%</b>	<b>20,2%</b>
Women	5,5%	9,2%	9,2%
Men	94,5%	90,8%	90,8%



Hires by gender



Terminations by gender



Regarding hiring trends throughout the three-year reporting period, 2021 stood out as a year marked by elevated production levels, necessitating the consolidation of the company's workforce.

The hiring rate in 2021<sup>2</sup> was 35.4%, surpassing both 2020 (30.6%) and 2022 (30.2%). In 2022, market uncertainty influenced a more conservative approach.

However, concerning terminations, the rate decreased from 22.4 percent in 2021 to 20.2 percent in 2022 compared to the previous year, indicating the effectiveness of Sirmax's retention measures.

In terms of the gender breakdown, it is evident that the majority of new hires are primarily male, which mirrors the composition of the existing workforce, as detailed earlier.

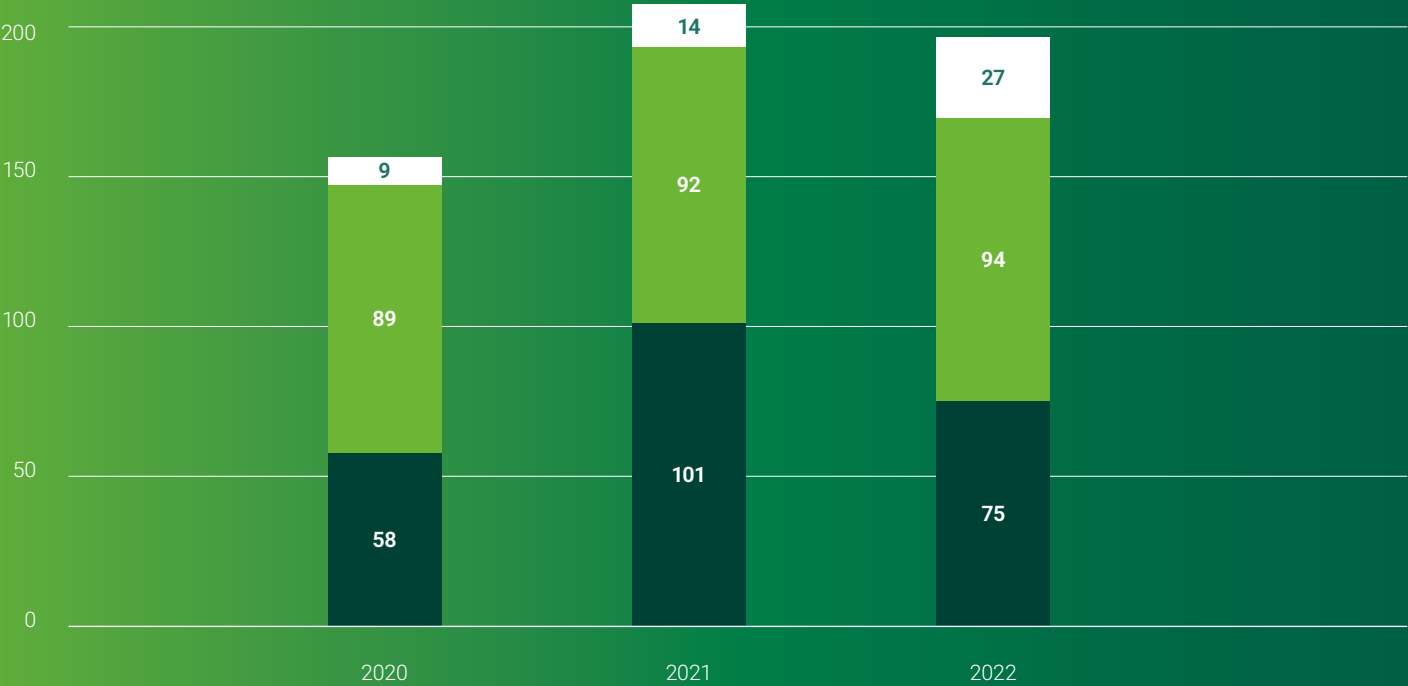
To facilitate Sirmax's growth and expansion across diverse markets, it is crucial for the Group to establish effective strategies for attracting new talent that aligns with the company's culture and skill requirements, with a particular emphasis on recruiting junior professionals.

In this context, Sirmax is investing in enhancing its digital presence on social platforms, including LinkedIn and Instagram. The company is also strengthening its engagement with academia and local communities in proximity to its locations. This is achieved through participation in industry association conferences, career fairs at universities, and orientation events for schools.

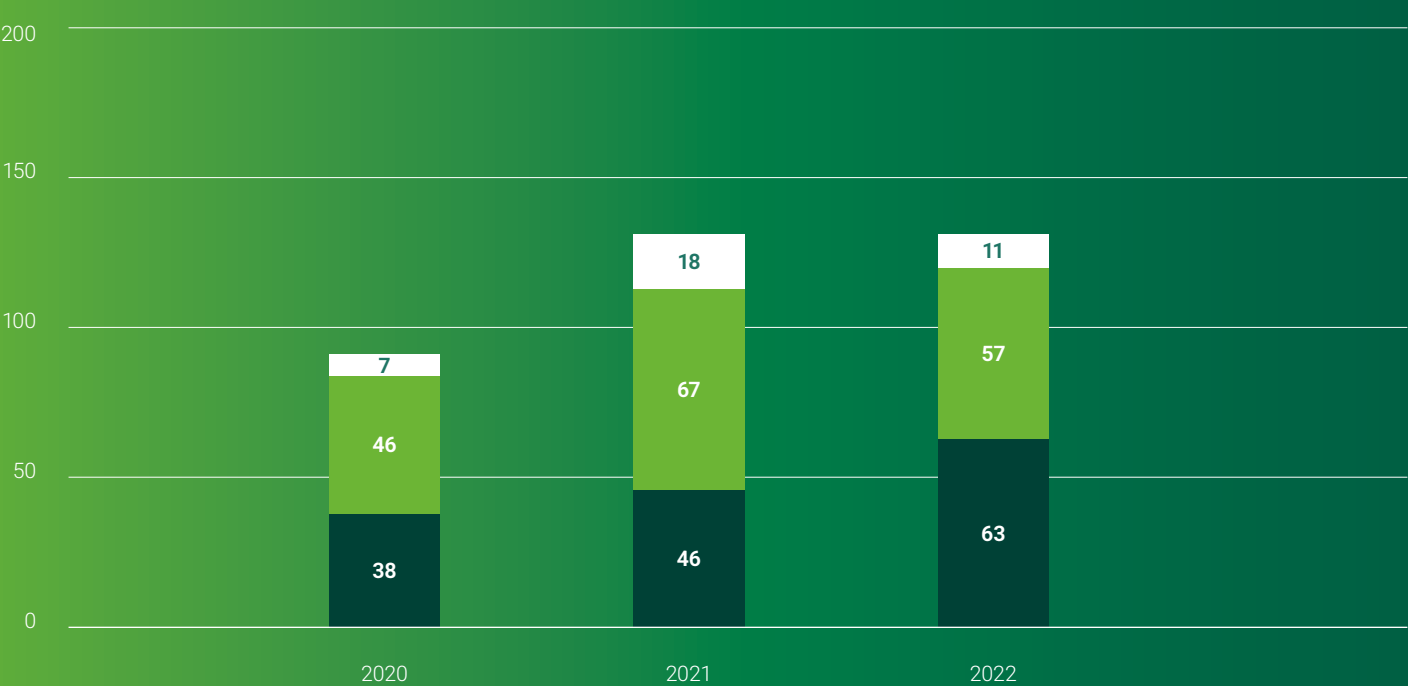
Hiring and termination rates by age group			
	2020	2021	2022
<b>Hiring</b>	<b>30,6%</b>	<b>35,4%</b>	<b>30,2%</b>
Over 50	5,8%	6,8%	13,8%
Between 30 and 50	57%	44,4%	48,0%
Under 30	37,2%	48,8%	38,2%
<b>Terminations</b>	<b>17,9%</b>	<b>22,4%</b>	<b>20,2%</b>
Over 50	7,7%	13,8%	8,4%
Between 30 and 50	50,5%	51,1%	43,5%
Under 30	41,8%	35,1%	48,1%

<sup>2</sup> The hiring (or termination) rate is calculated as the number of hires (or terminations) that occurred during the year divided by the workforce as of 12/31.

Hires by age group



Terminations by age group



- OVER 50
- BETWEEN 30 AND 50
- UNDER 30

# The new Great Place to Work certification

The attainment of Great Place to Work certification for the Italian and American offices in 2022 marks a significant milestone for Sirmax.

This achievement underscores the company's dedication to enhancing the employee experience by focusing on the corporate culture and individual well-being. Additionally, Sirmax aims to bolster its appeal to both current and potential employees by nurturing them as Ambassadors of the Sirmax brand.

The project encompassed several key phases, with the most significant one being the distribution of the Trust Index® climate analysis questionnaire to all employees. This questionnaire evaluates the corporate environment across five crucial dimensions: credibility, respect, fairness, pride, and cohesion. The online questionnaire was structured in alignment with the GPTW® model, a well-established framework that has been applied by organizations worldwide for over three decades. This model guarantees the acquisition of a com-

prehensive assessment of the company's strengths and areas for improvement.

The survey achieved an impressive response rate of approximately 75 percent. Answers indicating that the overall corporate population feels respected and perceives that they work alongside individuals who share their values. This sentiment was reinforced by the remarkable finding that 63% of survey participants described Sirmax as offering an excellent working environment.

The analysis also helped identify "Best People Practices." These practices represent effective human resource management measures and policies currently implemented in the Italian and American offices. These practices are aligned with a fundamental principle embedded in Sirmax's vision: Proximity. This principle emphasizes the importance of being closely attuned to people's needs and desires, promoting and preserving the value of human resources.

Finally, the certification includes the implementation of an annual plan to enhance employee motivation and involvement with a view to continuous improvement.

The milestone reached this year is, therefore, just the beginning of a journey that will guide Sirmax in shaping its business model around the centrality of each person in the Group.





Sirmax employees

## 2.2

# The growth journey continues

**The Sirmax Group maintains an ongoing commitment to equipping each employee with the necessary tools for comprehensive professional development. This ensures that every individual has the opportunity to pursue a career path based on skills, professionalism, and merit. Simultaneously, this approach consolidates the collective knowledge and expertise of the company over time.**

In pursuit of this objective, training emerged as the top strategic priority for the Human Resources Department in 2022.

Responding to the needs identified by area managers and individual employees, a comprehensive Group training plan was formulated. This plan encompasses a wide range of topics, addressing the enhancement of specific technical skills as well as the development of soft skills. To facilitate the delivery of training, diverse methods and channels were employed, including **online platforms, conferences, in-house courses, outdoor activities, and on-the-job training initiatives**.

The latter are designed for new hires and feature a structured training program that includes shadowing experienced colleagues and active participation in various conferences and dedicated group events. In addition, a rich catalog of **courses** provided by accredited ex-

ternal bodies is offered to employees to acquire both basic and advanced technical skills, as well as internal technical courses held by R&D and Quality Control specialists.

On the other hand, regarding the training program aimed at the entire corporate workforce, Sirmax acknowledged the significant importance of reinforcing specific subject areas, partly based on the findings of the corporate climate survey conducted throughout 2022. In response, a new **e-learning platform** was implemented, offering a range of courses that concentrate on enhancing **soft skills** and **IT competencies**.

In 2022, employees were given the opportunity to voluntarily access video lectures. However, starting in 2023, specific courses will be assigned based on employees' roles and functions, and participation will be mandatory.

In 2022, the crucial initiative of raising awareness about **cybersecurity**

continued with the implementation of another e-learning platform dedicated to providing cybersecurity training courses for all clerical staff.

Additionally, Sirmax acknowledges the significance of instilling sustainability principles within the corporate culture. As a result, in 2022, an 8-hour (in) training course divided into 4 sessions focused on the topic of **sustainability** was organized and attended by all clerical staff.

A total of 14,608 hours of training were provided in 2022, representing a slight decrease from the previous year. This change is due to the restoration of regular training delivery, with the elimination of mandatory training hours that needed to be made up. It also reflects the greater focus of the Human Resources department on optimizing the quality of training provision by delivering courses tailored to the professional and personal needs of employees.

Total hours of training provided





On average, each employee benefited from 22.5 hours of training during 2022. Regarding the gender split, the average training provided to women exceeded that aimed at the male population, demonstrating the Group's commitment to offering growth and development opportunities for female workers in a sector that has traditionally employed more men.

Furthermore, the occupational category that received the highest number of training hours were white-collar employees. In 2022, on average, each white-collar employee was engaged in nearly 43 hours of training, an increa-

se from the approximately 39 hours in 2021.

Also in 2022, the implementation phase of a **performance management** process, which involves evaluating the performance of each employee, commenced.

Following this, a structured talent management process will be defined, allowing for personalized paths for each employee. These paths involve goal setting and performance monitoring. The evaluation process primarily focuses on soft skills and is structured in multiple stages. Initially, it offers support to each

employee in defining qualitative and quantitative growth goals. At the end of the year, employees upload a self-assessment of their performance into the system and, simultaneously, receive an evaluation from their supervisors. After analyzing the results, the application provides comprehensive feedback that will be used to set goals for the following year. This process promotes accurate evaluation and ongoing professional development for our employees. To support this process, the implementation of a dedicated web platform for recording goals and evaluations has commenced.

Average hours of training by gender



Average hours of training by occupational category



## 2.3

# Protecting health and well-being

Ensuring the health and safety of its employees and associates is a primary goal for the Group. The first step in achieving this is to establish a corporate culture centered on these values and to adopt an approach focused on continuously improving the preventive measures in place.

Simultaneously, it is equally essential to address the issue in a more structured manner, as is the case at the Cittadella, San Vito al Tagliamento, Tombolo, Isola Vicentina, and Lainate sites, for which special management systems certified according to UNI EN ISO 45001 have been implemented. The Sirmax Biocomp S.r.l. site in Pianiga has initiated the introduction of a series of measures to comply with the standard as it is scheduled to be aligned in the coming years.

The principles related to the management of health and safety issues have been outlined in the **Integrated Quality, Environment, and Safety Policy**. This policy reflects the Group's commitment

to ensuring compliance with stringent health and safety regulations. This commitment is aligned with the continuous improvement of Sirmax's processes, the safeguarding of information, and the protection of the environment.

At the core of the Management System, and as outlined in the Policy, the Group is dedicated to continuously analyzing the context in which it operates. This process enables the Group to identify and subsequently mitigate the risks that may emerge, while also proactively seizing opportunities.

Regarding workplace health and safety protection, Sirmax is committed to full compliance with the current regulatory directives in the countries where it operates, particularly adhering to the requirements of Legislative Decree 81/2008 for its Italian sites. To achieve a safe and healthy work environment for accident and occupational disease prevention, a Risk Assessment Document

(known as DVR) is prepared for each individual site. This document identifies potential sources of danger and assesses their associated risk levels within each company area, with the objective of eliminating or minimizing these risks.

In 2022, certain DVRs were updated, including the chemical DVRs for the Cittadella, Tombolo, and San Vito al Tagliamento plants. These updates incorporated enhanced safety measures aimed at minimizing the risk of exposure to health-hazardous chemicals.

To complement its prevention-related initiatives, Sirmax places a strong emphasis on providing **training** to individuals who need to adopt protective measures for their own safety and that of others while performing their duties. The goal is not only to enhance safety, but also to foster a culture of risk prevention among all employees involved in production phases.

**"Sirmax believes that the protection of Health and Safety in the workplace is a primary value without which it is not possible to supply quality products to its clients. For this reason, the Company organizes its activities by adopting measures aimed at safeguarding its employees and any third parties involved."**

Sirmax Code of Ethics

Due to the specialized and highly technical nature of the work, in Italian plants, occupational safety training is directly administered by the Health and Safety function. This involves engaging external providers to deliver comprehensive training to all new employees and refresher courses for existing ones. In addition to training, an extra preventive measure has been implemented which restricts employee access to production areas, thereby minimizing their exposure to potential risks associated with these areas.

Furthermore, during both the periodic management reviews of the Management System and the Article 35 safety meetings, an analysis of near misses and accidents is carried out with the aim of eliminating or modifying the hazardous activities or products that led to these incidents.

Starting in 2022, this process has been solidified in the facilities of both Sirmax S.p.A and Sirmax Biocomp S.r.l. through the implementation of a **digital near miss**

**register**. This digital system not only enables the documentation and tracking of near misses but also supplements the existing one used for accidents. It's imperative not just to describe what occurred but also to detail the actions needed to prevent such incidents from recurring.

Organizationally, the Management System designates various roles and establishes a framework of formal delegations. The primary position is held by the **Employer** or their delegate, who bears ultimate responsibility for all actions related to managing occupational health and safety as well as environmental protection. They further delegate functional authority to **supervisors**, granting them the responsibility of coordinating and overseeing the proper adherence to work-related activities.

A Prevention and Protection Service Manager (**RSPP**) who represents the Employer's interests is responsible for evaluating risks pertaining to workers'

health and safety. The RSPP works to identify and implement suitable solutions for preventing and mitigating these risks. Additionally, the RSPP is tasked with planning and organizing the necessary safety training. In this risk assessment process, the RSPP collaborates with the **Company Physician**. During 2022, the Company Physician formalized a health protocol for each plant. These protocols are used to evaluate the suitability of each employee for their assigned tasks and to monitor their overall health status.

Finally, a Workers' Safety Representative (**RLS**) acts as the spokesperson for all colleagues. The employer involves the RLS in the process of identifying and assessing specific risks related to health and safety.



## Main figures involved in the management of Sirmax's health and safety



In addition to providing crash helmets and caps, the Group is continually looking for high-performance hearing protectors. This has led to the introduction of new resin devices tailor-made for each operator, and new crash helmets and caps.

Last year, the Cittadella, Tombolo, San Vito al Tagliamento and Isola Vicentina plants were equipped with several fixed and mobile manipulators; this resulted in minimizing the manual handling of loads.

Additional safety enhancements were introduced in 2022 at the San Vito al Tagliamento plant. To prevent falls from heights, two freight elevators were installed to transport materials to the required heights safely.

To mitigate the risks of accidents caused by material handling with forklifts, the Group initiated a project to equip

forklifts with special safety systems to enhance visibility for everyone in the production areas. To this end, a pilot project was launched at the Isola Vicentina plant to test a new anti-collision system (Kiwitron), which involves installing some sensors on forklifts and equipping everyone in the plant with a wristband. When a pedestrian approaches a forklift, the wristband vibrates to alert the driver to the presence of pedestrians nearby.

In addition, an initiative was launched in the Sirmax S.p.A and Sirmax Biocomp S.r.l. plants to promote the use of high-visibility clothing for everyone with access to production areas.

In the same year, a procedure to improve traffic flow both inside and outside the plants was also completed. For example, at Cittadella, traffic lights and gates were installed to facili-

itate pedestrian entry. The same will be replicated at the Tombolo plant.

In 2021, measures were implemented to facilitate the use of personal protective equipment (PPE) and monitor the frequency of replacement by each operator at the Cittadella, Tombolo, and San Vito al Tagliamento, Microtec, and Sirmax New Life sites. Vending machines were also introduced which require worker recognition before dispensing the necessary PPE.

## Occupational injuries and illnesses

	2020 <sup>3</sup>	2021	2022
Hours worked	787.870	1.046.696	908.296
Total number of injuries <sup>4</sup>	14	30 <sup>5</sup>	25
Of which with severe consequences <sup>6</sup>	0	0	0
Rate of injury <sup>7</sup>	17,77	28,66	27,52
Rate of injuries with serious consequences	0	0	0
Numbers of cases of occupational diseases	0	0	0

<sup>3</sup> Figures reported for 2019 and 2020 include all Group plants with the exception of the US plant.

<sup>4</sup> Only accidents occurring in areas controlled by the Group are included in the calculation. Therefore, by way of example, commuting accidents are excluded.

<sup>5</sup> The figure shown in the table is the result of an improvement in the calculation methodology used in the previous reporting year, so it is different from that published in the 2021 Sustainability Report.

<sup>6</sup> An accident with serious consequences is defined as an accident involving an absence of more than 180 days.

<sup>7</sup> The rate of injury is calculated as the number of accidents that occurred during the year over the number of total hours worked, multiplied by 1,000,000.

The safety system implemented at various Sirmax facilities is driven by a single overarching goal: to eliminate workplace accidents. In 2022, there was a 4% reduction in the accident rate compared to the previous year, and the total number of accidents decreased by approximately 17%. This reduction can be attributed to a decrease in total working hours.

The primary risks faced by Sirmax employees are related to the manual handling of heavy loads, operating industrial vehicles, and exposure to high noise levels in production areas. Consequently, most cases of accidents involve injuries, dislocations or sprains, and bruises.

Notably, there were no instances of serious injuries or cases of occupational diseases reported during the three-year reporting period. This highlights the effectiveness of the prevention measures and safety tools implemented by the company in recent years.

# 3. Environmental Footprint

Focusing on  
a sustainable future





# 3.1

## Responsible resource management

Innovation and forward-thinking have consistently defined Sirmax's approach. This mindset extends beyond mere technological and financial investments and includes the promotion of sustainable solutions that create enduring value for all stakeholders.

For this reason, it sees the responsible management of natural resources as crucial and pays particular attention to the impact that its operations have on the environment. With this in mind, in recent years it has developed families of high-performance green products (see Virtuous Plastic).

The activities of the Group's plants are regulated by the laws in force in the different countries in which it operates. As far as the Italian plants are concerned, the monitoring and control of pollutant emissions and water and waste management is regulated by the Single Environmental Authorization document issued to each plant.

In addition, the Group has an ISO 14001:2015 certified Environmental Management System, based on the principles set out in the Integrated Quality, Environment and Safety Policy. This management system, originally implemented across all of Sirmax's Italian plants and the Kutno 1 Polish plant, was expanded to include the Kutno 2 production site in 2022 and is on track to attain cer-

tification in 2023. Since 2016, environmental performance management and the oversight of associated objectives have been coordinated centrally for all of Sirmax S.p.A.'s Italian facilities, including those in Cittadella, Tombolo, Isola Vicentina, Lainate, and San Vito al Tagliamento.

Within the Management System, the Group has established objectives pertaining to water resource consumption, energy sourcing, and the percentage of plastic waste content in extruded materials, expressed in relation to the quantity of finished products for each facility. These indicators have been closely monitored since 2015, with the aim of pursuing continuous improvement.

Lastly, in December 2022, Sirmax S.p.A renewed the ISCC Plus supply chain certification, confirming the sustainability of specific products, partners, and the entire value chain. This achievement was mirrored by Sirmax New Life, which also holds the **EuCertPlast and Plastica Seconda Vita** certifications for its Sertene PP and Sertene PE products. Plastica Seconda Vita is an environmental product certification designed for companies in the plastics recycling industry. It certifies that Sertene PP and Sertene PE produced at the Salsomaggiore facility contain at least 95% recycled plastic. EuCertPlast is a certification targeted at plastic recycling

companies. It focuses on management systems, environmental and administrative operating standards, as well as the traceability of plastic materials throughout the supply chain, across the entire recycling process, and during assessments of the recycled content's compliance in the product.

In addition, in order to increase the Group's awareness of the sustainability challenges it will be required to face, during 2021 Sirmax organized a mandatory training course delivered online to all employees in Italy. The course, organized thanks to the collaboration with a qualified external partner, included 5 training sessions aimed at providing all employees with the basic knowledge needed to accelerate the fight against climate change and the path to a circular economy. It gave everyone the opportunity to understand and reduce their impact through digital experiences that addressed specific insights related to the main sustainability trends, the challenges brought about by climate change, proper plastic recycling, and good circular practices.

## 3.1.1

# Materials used for production and packaging

Sirmax produces plastic compounds from a blend of polymers, additives, fillers and reinforcers, which are then processed by the client. With more than 500 formulations per year and a dedicated design service, Sirmax is committed to respond to its clients' requests, developing products through careful research and development and by carefully selecting materials in line with the Group's commitment to using raw materials with a lower environmental impact.

Sirmax uses raw resins in its compound production process. These make up 77% of the total materials purchased by the Group in 2022. Fillers or reinforcing materials accounted for 19% of the total, while the remaining 4% was attributed to dyes and additives used in the production process.

In recent years, the Group has undertaken a series of strategic acquisitions with the aim of enhancing the circularity of its products and incorporating materials with reduced environmental impact, either through recycling or from natural sources. Notably, 100% of the resins processed at the Sirmax New Life plant in Salsomaggiore are sourced from plastic sorting centers linked to urban waste collection, for a total of 23,553 tons in 2022.

This reflects a significant increase compared to the previous year and is a result of the full deployment of new production lines, underscoring Sirmax's commitment to innovative and environmentally sustainable solutions. Furthermore, it is worth noting that the 8,768 tons of resins processed at the Sirmax Biocomp plant are manufactured using

renewable, biodegradable materials primarily of natural origin, such as corn starch or polylactic acid.

The Group utilizes a total of 12,040 tons of renewable materials for its production, constituting 5% of the overall material usage. Additionally, the quantity of recycled materials employed amounts to 25,427 tons, representing approximately 11% of the materials procured globally across Group companies.

Details of all production materials purchased during 2022 are given below.

Production materials (tons)												
	Additives			Fillers			Dyes			Resine		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Cittadella	397	563	477	7.327	9.057	7.884	550	631	568	29.191	24.911	22.547
Tombolo	555	576	509	5.907	5.708	2.881	187	265	312	22.008	19.572	20.082
Isola Vicentina	2	4	1	-	-	-	5	7	8	9.004	7.161	31.817
San Vito al Tagliamento	1.349	1.488	1.181	693	826	836	5.067	6.664	373	8.841	11.164	7.054
Pianiga	238	235	343	1.060	1.491	2.311	-	-	260	7.542	10.036	8.768
Salsomaggiore Terme	11	9	19	299	226	285	76	96	93	971	2.576	23.553
Kutno 1	723	857	1.277	17.313	20.226	17.949	797	916	835	65.700	39.103	32.335
Kutno 2	928	1.570	1.751	849	1.553	2.986	69	148	248	7.912	8.036	10.456
Anderson	1.371	1.238	981	12.665	14.976	6.652	706	1.006	636	43.025	31.111	22.156
Jundiaí	159	180	341	1.527	1.725	2.354	131	150	214	3.976	4.529	6.343
Total <sup>9</sup>	5.734	6.721	6.887	47.640	55.790	44.137	7.589	9.884	3.600	198.170	158.199	186.986

<sup>8</sup> The figures also include packaging material.

<sup>9</sup> The table totals for 2022 (the year the SER NA plant started operation) also include 56 tons of additives, 54 tons of dyes, and 1,874 tons of resins.

In the domain of packaging materials purchased by the Group, wooden pallets claim the majority by weight, accounting for 71% of the total. Plastic and paper packaging, although more abundant in terms of units, constitute

18% and 11% of the overall volume, respectively. In 2022, a project was set in motion, with envisioned completion and implementation in 2023, with the goal of shifting from single-use packaging to reusable alternatives and in-

tegrating a substantial proportion of recycled materials into packaging wherever practicable.

Packaging materials (tons) <sup>10</sup>									
Paper packaging				Wooden packaging			Plastic packaging		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Cittadella	27	35	71	375	488	372	47	67	100
Tombolo	18	22	87	482	569	389	134	186	133
Isola Vicentina	17	19	23	128	110	42	62	57	30
San Vito al Tagliamento	21	25	33	272	311	290	57	60	38
Pianiga	23	24	90	2	120	119	8	9	9
Salsomaggiore Terme	-	-	-	116	252	289	9	19	74
Kutno 1	18	19	76	721	822	686	69	85	129
Kutno 2	15	15	41	126	214	41	14	50	49
Anderson	2	4	15	63	114	163	10	19	97
Jundiaí	-	-	-	143	151	184	31	30	32
Totale <sup>1</sup>	141	164	436	2.428	3.153	2.612	441	582	713

<sup>10</sup> The data presented in the table is a product of an enhanced calculation methodology, which has been implemented as an outcome of the efforts dedicated to computing Scope 3 - Category 1 emissions for the current reporting year.

<sup>11</sup> The table totals for 2022 (the year the SER NA plant started operation) also include 35 tons of wood and 23 tons of plastic.



## Virtuous Plastic

**In recent years**, Sirmax's strategy has focused on acquisitions aimed at increasing production capacity and introducing product lines characterized by a lower environmental impact.



### Circular Compounds

In 2019, the acquisition of S.E.R. – Società Europea di Rigenerazione based in Salsomaggiore Terme, enabled the Group to produce high-quality polymers from post-consumer and post-industrial plastic materials, such as bottles, automotive scrap, and battery cases. The incoming material, supplied by national consortia or collected directly from plastic processing plants, is selected to increase its purity (up to 95%) and through a special formulation obtained thanks to investments in research and development, is transformed into compounds for high-value technical applications. **The company, now renamed Sirmax New Life, was expanded during 2022 and saw the commissioning of a new plant in the United States.**

In addition, through Smart Mold – a spin-off company of the University of Padua which is 50% owned by Sirmax – the Group supports its customers with product engineering design, studying the required applications and mechanical properties of each product to propose design solutions that reduce both weight and plastic consumption.



### Bio Compounds

The acquisition of Microtec in 2019 made it possible to meet the growing demands in the fields of film and single-use applications. Microtec specializes in the production of an innovative family of **bio-based compounds with high renewable** raw material content, specially developed for film, extrusion, thermoforming, and injection molding applications. Sirmax's bio-based solutions not only consist of bio-based polymers, i.e., from renewable sources, but are also biodegradable, a feature that contributes to the reduction of non-recoverable waste and reduces environmental impacts at the end of life.



### Thermoplastic Elastomers

In late 2019, Sirmax inaugurated a new plant in Poland dedicated to three product divisions: Specialty compounds (LFT, GF, and Flame Retardants); engineering plastics, styrenics, and polyamides; and bio-based thermoplastic elastomers (TPEs). The latter, in particular, represent a viable alternative to vulcanized rubber, which is difficult to dispose of, both in terms of recyclability and mechanical properties.

# 3.1.2

## Waste management

Sirmax consistently adheres to the prevailing environmental regulations within each of the nations where it conducts its operations, underscoring its commitment to effective waste management. Additionally, the company's facilities in Italy, Poland, and Sirmax New Life are governed by comprehensive **environmental management systems**, further reinforcing its dedication to regulatory compliance in this aspect.

As previously mentioned, the company has set a plastic waste reduction objective. This entails the ongoing surveillance of total plastic waste per ton of finished product.

The Group's waste production primarily stems from production and warehouse management activities.

The majority of this waste falls into the non-hazardous category, comprising 92% of the total waste generated in 2022. This **non-hazardous waste** primarily results from the packaging of raw materials used in production processes, non-hazardous liquids used for machinery cleaning, and post-consumer plastics, with a notable contribution from the Salsomaggiore Plant, along with various types of plastic waste.

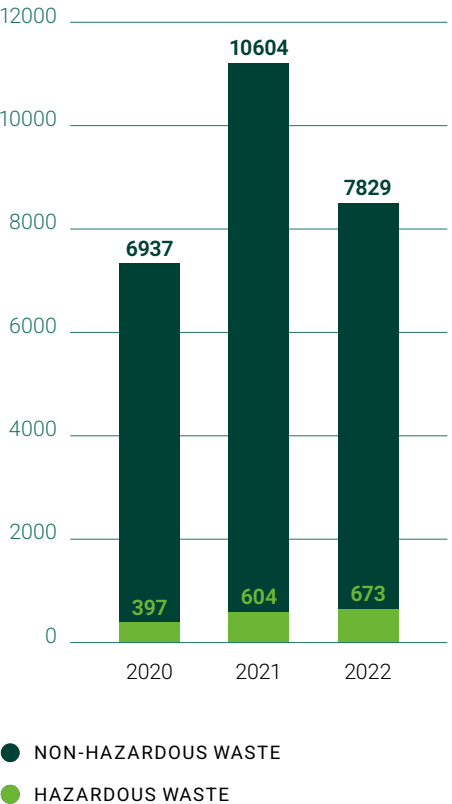
Conversely, a smaller proportion consists of hazardous waste, constituting 8% of the total waste generated in 2022. This hazardous waste arises from aqueous washing solutions containing oils and packaging containing residues of hazardous substances.

It is worth noting that there was a

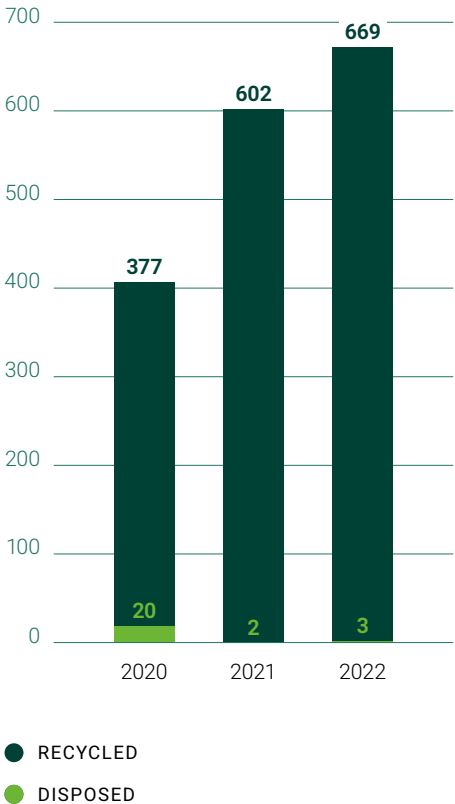
significant increase in waste production in 2021 when compared to 2020. This increase was largely attributed to the expansion of the company's scope and an enhancement of data collection methods. However, in 2022, Sirmax achieved a notable 24% reduction in total waste production.

In compliance with national regulations, Sirmax consistently adheres to waste disposal requirements by entrusting the waste it generates to qualified external disposal services. In 2022, 47% of the waste was directed to external facilities for recycling via licensed disposal providers, while the remaining 53% was disposed of through landfill or incineration methods, with a focus on energy recovery.

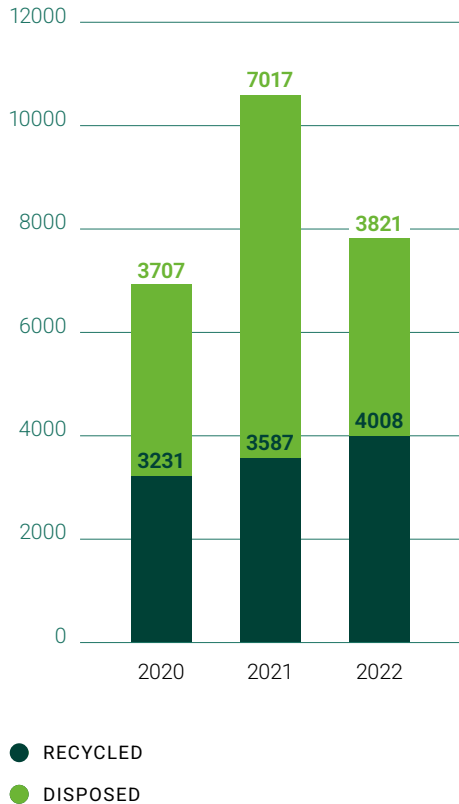
Total waste (ton)



Hazardous waste (ton) by disposal method



Non-hazardous waste (ton) by disposal method



In response to the opportunities and risks related to waste management, Sirmax conducts specialized training sessions focused on waste management and ADR (Agreement for the Transport

of Dangerous Goods by Road) regulations. These training programs aim to integrate essential skills into the company's operations. This commitment underscores the fundamental signifi-

cance of effectively addressing waste generated by production activities, with a particular emphasis on recycling and the production of second-life plastics.

Hazardous and non-hazardous waste (tons)									
2020			2021			2022			
	Hazardous	Non-hazardous	TOTAL	Hazardous	Non-hazardous	TOTAL	Hazardous	Non-hazardous	TOTAL
Cittadella	43	524	566	70	680	750	37	559	596
San Vito al Tagliamento	17	709	726	15	818	833	15	852	868
Tombolo	117	614	732	114	841	955	94	700	793
Isola Vicentina	0	40	40	0	50	50	0	75	75
Salsomaggiore Terme	5	3531	3536	35	5952	5987	29	3210	3240
Pianiga	0	207	207	0	242	242	0	309	309
Kutno 1	71	640	711	119	732	851	68	660	727
Kutno 2	59	118	177	95	522	617	79	406	484
Jundiaí	5	154	159	7	149	156	14	210	224
Anderson	81	399	480	149	619	768	336	849	1185
<b>Total</b>	<b>397</b>	<b>6937</b>	<b>7335</b>	<b>604</b>	<b>10604</b>	<b>11208</b>	<b>673</b>	<b>7829</b>	<b>8502</b>

Waste generated and disposed of (tons)									
2020			2021			2022			
	Recycling	Disposal	TOTAL	Recycling	Disposal	TOTAL	Recycling	Disposal	TOTAL
Cittadella	339	228	566	455	295	750	366	230	596
San Vito al Tagliamento	641	85	726	796	37	833	836	31	868
Tombolo	380	351	732	553	402	955	486	307	793
Isola Vicentina	40	0	40	50	0	50	55	20	75
Salsomaggiore Terme	969	2568	3536	619	5368	5987	624	2615	3240
Pianiga	134	73	207	111	131	242	157	152	309
Kutno 1	192	519	711	202	648	851	295	433	727
Kutno 2	2	175	177	35	582	617	133	351	484
Jundiaí	154	5	159	149	7	156	210	14	224
Anderson	399	81	480	619	149	768	849	336	1185
<b>Total</b>	<b>3251</b>	<b>4084</b>	<b>7335</b>	<b>3589</b>	<b>7619</b>	<b>11208</b>	<b>4011</b>	<b>4490</b>	<b>8502</b>



## Waste by material type (ton)

EWC CODE	2020	2021	2022
EWC 060205 Wastes from the manufacture, formulation, supply and use hazardous bases		6	10
EWC 061302 Spent activated carbon	3	4	6
EWC 070201 Aqueous washing liquids and mother hazardous liquors	337	508	592
EWC 070203 Organic halogenated solvents, washing liquids and mother hazardous liquors	4	2	6
EWC 070213 Waste plastic	1229	1868	2165
EWC 070214 Wastes from additives containing hazardous substances	17	14	16
EWC 070299 Wastes from the MFSU of plastics, synthetic rubber and man-made fibres	566	1019	640
EWC 080318 Waste printing toner	0	0	
EWC 120104 Non-ferrous metal dust and particles - Palatable Muddy State	22	18	14
EWC 120104 Non-ferrous metal dust and particles - Dusty State	93	119	87
EWC 120105 Plastics shavings and turnings	11	20	20
EWC 130205 Mineral-based non-chlorinated engine, gear and lubricating oils	3	3	3
EWC 130208 Other hazardous engine, gear and lubricating oils	1	2	2
EWC 130802 Emulsions of hazardous liquids	2	16	13
EWC 150101 Paper and cardboard packaging	92	126	104
EWC 150102 Plastic packaging	529	625	616
EWC 150103 Wooden packaging	288	347	252
EWC 150104 Metallic packaging	98	125	41
EWC 150106 Mixed packaging	212	312	220

## Waste by material type (ton)

EWC CODE	2020	2021	2022
EWC 150110 Packaging containing residues of or contaminated by hazardous substances	29	35	23
EWC 150202 Absorbents, filter materials (including oil filters not otherwise specified), wiping cloths, protective clothing contaminated by hazardous substances	0	14	2
EWC 150203 Other absorbents, filter materials, wiping cloths and protective clothing	63	82	24
EWC 160213 Discarded equipment containing hazardous components	0	1	
EWC 160214 Other discarded equipment	0	1	16
EWC 160505 Gases in pressure containers		0	0
EWC 160708 Wastes containing hazardous oil		0	
EWC 161002 Aqueous liquid wastes	460	567	557
EWC 170202 Glass	0		
EWC 170401 Copper, bronze, brass	2	1	
EWC 170405 Iron and steel	111	33	49
EWC 170407 Mixed metals		5	8
EWC 170904 Mixed construction and demolition wastes	1	4	
EWC 190814 Sludges from other treatment of industrial waste water - Stato Fangoso palabile	856	1062	611
EWC 190814 Sludges from other treatment of industrial waste water - Liquid State	1353	2826	1253
EWC 191204 Plastic and rubber	44		453
EWC 191212 Other wastes (including mixtures of materials) from mechanical treatment of wastes	905	1443	700
EWC 200121 Fluorescent tubes and other mercury-containing waste	0	0	1
EWC 200307 Bulky waste		1	
<b>TOTAL</b>	<b>7335</b>	<b>11208</b>	<b>8502</b>

# 3.1.3

## Water resource management

The Group is dedicated to achieving two key objectives in water consumption management: reducing waste and identifying inefficiencies. The management of water consumption is continuously monitored to achieve these goals.

Sirmax primarily sources water for its plants from groundwater, accounting for 91% of the total water supply in 2022, while the remaining 9% is obtained from third party-owned aqueducts. Groundwater is utilized for cooling the extruders and the plastic noodle cooling tanks through a heat exchange circuit, as well as for the

fire-fighting system. Conversely, water drawn from the aqueduct is allocated for various general purposes and certain lower-impact production processes.

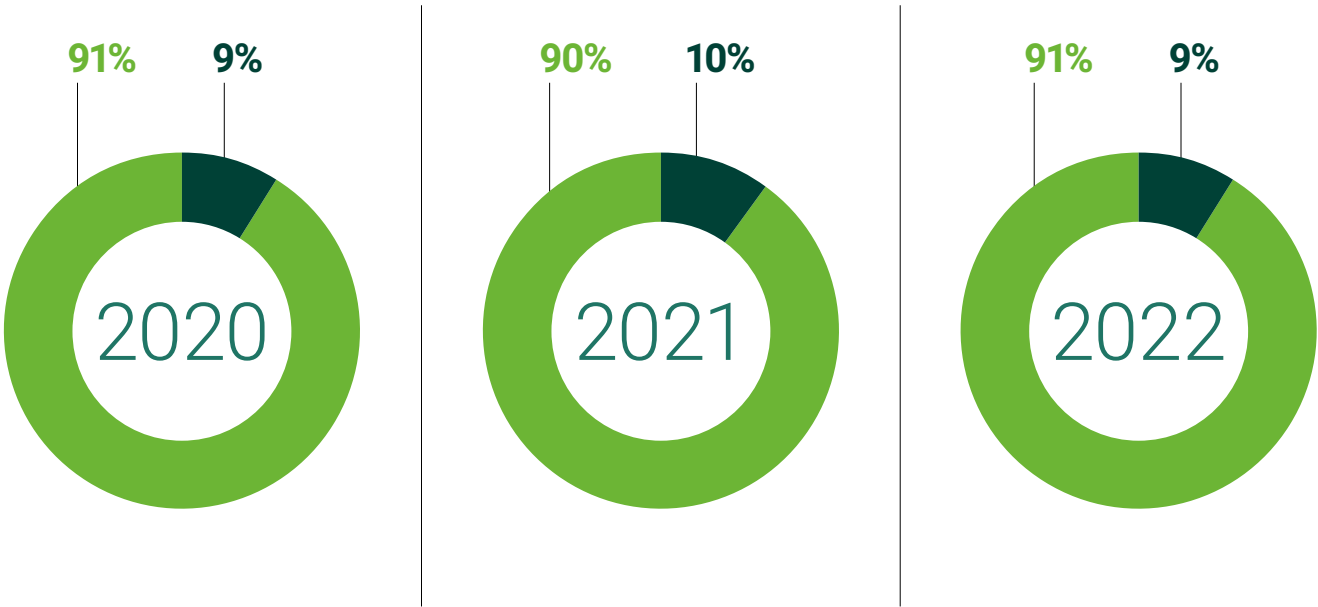
It is important to note that 100% of water withdrawals amount to fresh water.

Almost all of the water withdrawn by the Group is taken from non-water-stressed areas with the exception of withdrawals from Sirmax do Brasil, which account for 0.3% of the Group's total withdrawals (1,408 m³ in 2020, 1,444 m³ in 2021, and 1,830 m³ in 2022).

Starting in 2019, major efficiency initiatives were implemented in the production plants, including the installation of an adiabatic cooling tower at the Cittadella plant and the replacement of a damaged evaporative tower at the Kutno 1 plant, which allowed a conspicuous reduction in groundwater withdrawals. In 2022, Sirmax's total water withdrawal slightly decreased compared to the previous year (-2%), while the growth compared to 2020 is attributable on the one hand to the full resumption of production activities and on the other hand to the expansion of the Group's size.

### Water withdrawals

- AQUIFER WATER
- AQUEDUCT WATER



<sup>12</sup> At the Tombolo and Isola Vicentina plants, groundwater withdrawal is for the exclusive use of firefighting.  
<sup>13</sup> According to the analysis conducted by the Water Risk Atlas of the World Resources Institute (WRI, [www.wri.org/applications/aqueduct/water-risk-atlas](http://www.wri.org/applications/aqueduct/water-risk-atlas)), which classified the level of overall water risk of the world's regions, measuring all water-related risks, and aggregating all indicators selected from the categories Physical Quantity, Quality and Regulatory and reputational risk.

Water withdrawals by source type (m³)									
	Water table			Aqueduct			TOTAL		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Cittadella	205.359	210.465	192.549	10.978	9.909	7.044	216.337	220.374	199.593
San Vito al Tagliamento	149.765	173.519	148.615	-	-	-	149.765	173.519	148.615
Tombolo	-	-	-	7.060	9.444	7.092	7.060	9.444	7.092
Isola Vicentina	108	29	8	272	247	152	380	276	160
Lainate	-	-	-	-	-	-	-	-	-
Salsomaggiore Terme	-	-	-	5.105	7.421	10.887	5.105	7.421	10.887
Pianiga	-	-	-	1.616	1.106	1.497	1.616	1.106	1.497
Kutno 1	152.069	194.962	233.059	16.118	16.009	12.987	168.187	210.971	246.046
Kutno 2	20.821	36.620	32.960	6.846	9.799	10.108	27.667	46.419	43.068
Anderson	-	-	-	3.724	9.628	11.375	3.724	9.628	11.375
Jundiaí	-	-	-	1.408	1.444	1.830	1.408	1.444	1.830
<b>Total</b>	<b>528.122</b>	<b>615.595</b>	<b>607.191</b>	<b>53.127</b>	<b>65.007</b>	<b>62.972</b>	<b>581.249</b>	<b>680.602</b>	<b>670.163</b>

## 3.2

# Reducing our impact

Aware of the impact of its operations, Sirmax is committed to the constant monitoring of its consumption and activities to make its processes more efficient. The Group has carried out an energy audit in all its Italian plants, as required by law, and is developing a plan for the constant improvement of its consumption based on the findings.

Energy management is centralized at the Group level, providing a comprehensive perspective on consumption and an in-depth understanding of related risks. Notably, Sirmax has designated an energy manager responsible for implementing efficiency solutions, reducing consumption, and conducting analyses to integrate the utilization of alternative and renewable energy sources in its facilities. By way of example, in 2022, a relamping initiative was undertaken, encompassing all Italian plants, with the aim of fully outfitting them with LED lights by the end of 2023. Foreign plants have already

undergone this technological upgrade.

Total energy consumed by the Group in 2022 amounted to 268,53 GJ, down 4% from the previous year, mainly due to a contraction in production volumes and energy-saving initiatives introduced during the year, mainly to cope with the dizzying cost increases due to the outbreak of the Russia-Ukraine conflict.

The Group's main energy source is electricity used to power production machinery, cooling systems, and lighting in offices and production facilities (88% of total energy consumption). Natural gas is the second largest energy source used by the Group (accounting for about 8% in 2022) for heating plants and production. Other corporate consumption – residual compared to the first two – consists of diesel for the corporate fleet and handling vehicles (2.4%), which decreased compared to the previous year partly due to the introduction of an electric vehicle to replace

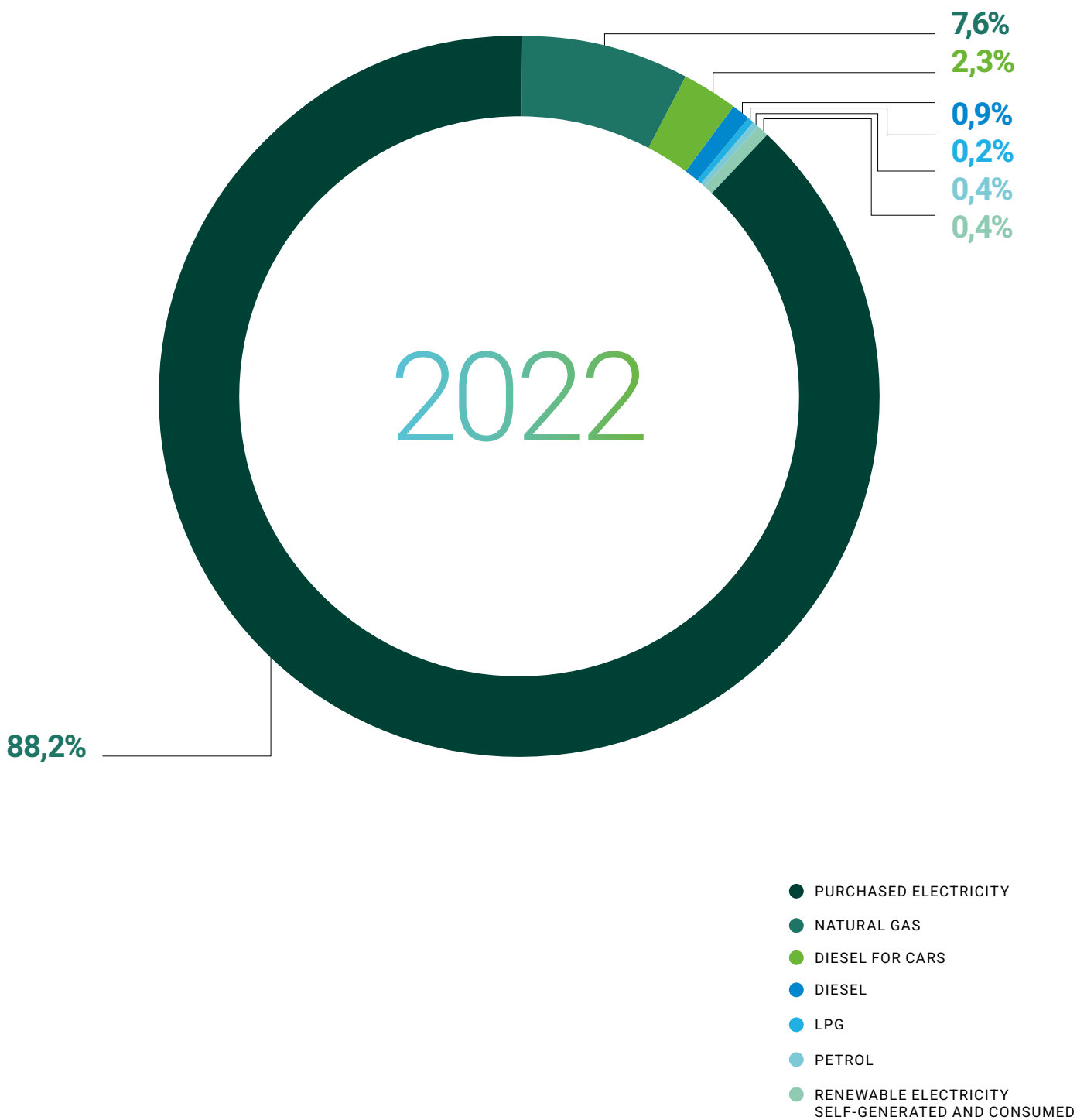
a diesel vehicle, diesel for emergency generators (0.9%), LPG used at the plant in Brazil as fuel (0.2%), and finally gasoline used at the US plants of Sirmax and SER (0.4%).

Regarding the production of energy from renewable sources, the Sirmax New Life plant in Salsomaggiore and Sirmax Biocomp are equipped with photovoltaic panels, which produced a total of 1.094 GJ of electricity in 2022, of which 1.038 GJ was consumed and 56 GJ was sold, accounting for about 1% of the electricity consumed by the Group during the year, an increase of 26% over the electricity from renewable sources produced in 2021.

### Energy consumption by source (GJ)

	2020	2021	2022
Purchased energy	196.020	241.389	237.703
Natural gas	18.951	20.131	20.559
Diesel	6.161	10.330	8.775
Gasoline	0	320	982
LPG	355	371	517
<b>Total</b>	<b>221.487</b>	<b>272.541</b>	<b>268.536</b>

Energy consumption by source



In line with the Group's mission of constant monitoring and progressive improvement of its environmental performance, over the past few years Sirmax has consolidated a methodology for calculating greenhouse gas emissions (GHG emissions) related to energy consumption and the purchase of goods and services for its production activities<sup>14</sup>.

In line with the main international standards Sirmax's GHG emissions inventory includes:

Scope 1

**Direct emissions**  
GHG emissions generated from sources that are controlled by the Group, such as the use of heating or automotive fuel (for forklifts and company cars).

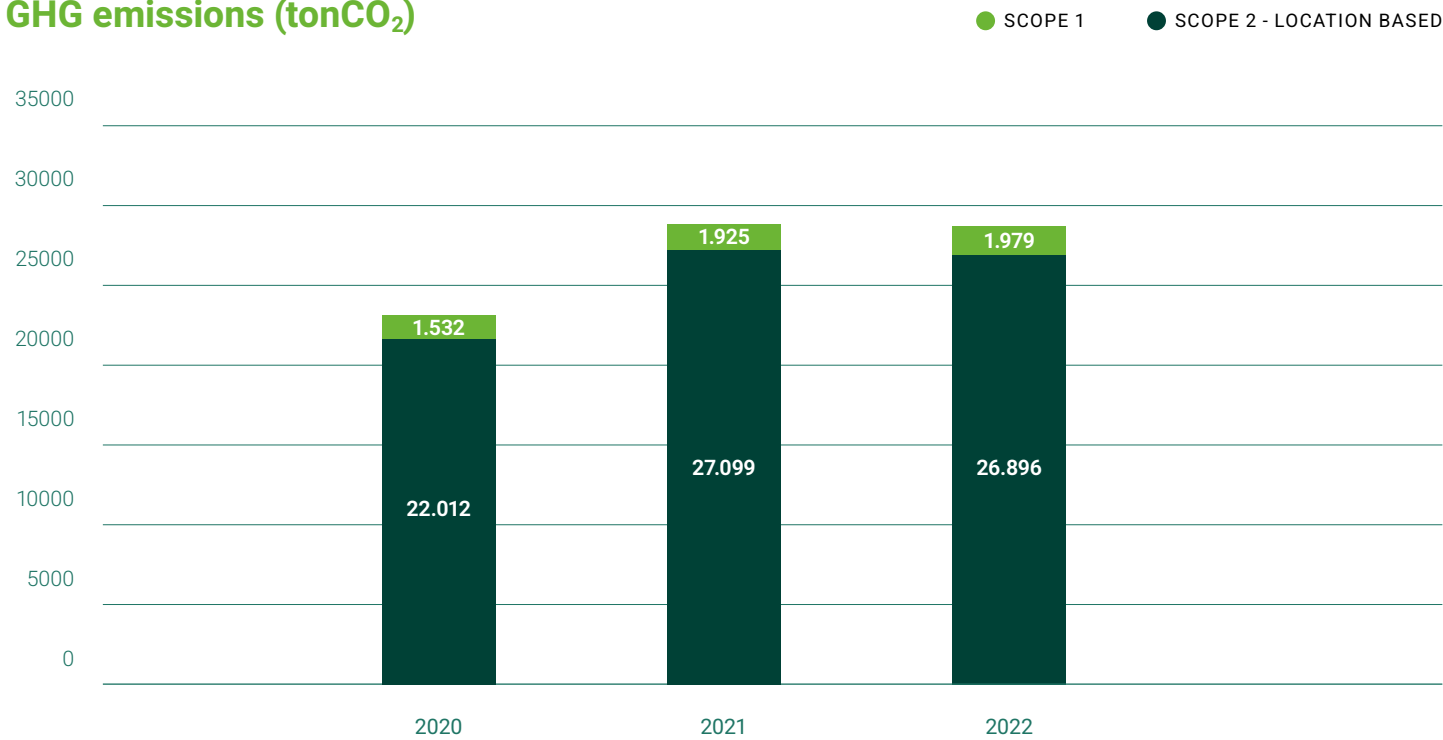
Scope 2

**Indirect emissions**  
GHG emissions from the purchase and consumption of electricity from the national grid.

Scope 3.1

**Indirect emissions**  
GHG emissions from the purchase of goods and services (e.g., resins, additives or packaging materials).

GHG emissions (tonCO<sub>2</sub>)



Indirect emissions (Scope 2) can be calculated using two different methods. The first, called the Location-based method, involves applying the emission factor (that reflects the average national energy mix, including renewables and all sources of electricity production in the country) to the electricity consumed. The second method, called Market-based method, uses a factor that relates to the grid on

which energy consumption occurs, or residual mix. It excludes renewables and therefore yields higher results. With the second method, however, the factor is not applied to any purchases of energy from certified renewable sources. Market-based calculations, therefore, give a higher emissions result than the former: 34,288 and 33,523 tons of CO<sub>2</sub>eq for 2021 and 2022, respectively.

In computing Scope 1 and 2 emissions, the latter (Location-based) account for about 93% of total emissions and follow the trend of energy consumption, with a slight decrease (-1%) from 2021. Scope 1 emissions, on the other hand, have grown by 2.8% from 1,925 ton CO<sub>2</sub>eq in 2021 to 1,979 ton CO<sub>2</sub>eq in 2022.

<sup>14</sup> The GHG Protocol, A Corporate Accounting and Reporting Standard, published by The GHG Protocol Initiative



GHG Emissions (tCO <sub>2</sub> eq)			
	2020	2021	2022
<b>Direct GHG emissions (Scope 1)</b>	<b>1.532</b>	<b>1.925</b>	<b>1.979</b>
Diesel	438	718	636
Natural Gas	1.072	1.130	1.155
Petrol	0	22	65
LPG	23	24	33
Refrigerants	0	32	89
<b>Indirect GHG emissions (Scope 2 - Location based)</b>	<b>22.012</b>	<b>27.099</b>	<b>26.896</b>
Indirect emissions (Market -based)	28.272	34.288	33.523
<b>Total GHG emissions (Scope 1 +2 Location-based)</b>	<b>23.544</b>	<b>29.023</b>	<b>28.875</b>

In 2022, the most significant plants in terms of GHG emissions were Sirmax's two plants in Poland, Kutno 1 and Kutno 2, which together accounted for 38% of the Group's Scope 1 and 2 emissions, followed by the Sirmax USA plant (15%), Sirmax New Life (14%), and Cittadella, where the central

management offices are also located (12% of total emissions). This different overview compared to 2021 was due, on the one hand, to the commissioning of a polypropylene production plant at Salsomaggiore and, on the other hand, to a significant reduction in emissions at the Cittadella plant (11%).

In terms of energy intensity, the drop in production during 2022 resulted in an increase in the index from the previous year, from 1.32 GJ/Ton to 1.45 GJ/Ton. Consequently, the emission intensity also increased from 0.17 CO<sub>2</sub>eq/Ton to 0.18 CO<sub>2</sub>eq/Ton<sup>15</sup>.

GHG emissions by plant (tCO <sub>2</sub> eq)									
	Scope 1			Scope 2 (Location based)			TOTALE		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Cittadella	600	453	327	2.899	3.604	2.966	3.499	4.057	3.293
San Vito al Tagliamento	53	53	128	1.800	2.179	1.774	1.853	2.233	1.901
Tombolo	67	92	48	2.251	2.549	1.819	2.319	2.641	1.867
Isola	19	20	20	30	32	28	50	53	48
Lainate	0	0	0	2	0	1	2	0	1
Salsomaggiore Terme	235	424	657	2232	3.214	3.377	2.467	3.638	4.035
Pianiga	9	34	24	1149	1.290	1.297	1.157	1.324	1.321
Kutno 1	254	422	389	5.327	5.981	5.267	5.581	6.403	5.656
Kutno 2	190	256	176	2.940	4.199	5.112	3.130	4.455	5.289
Anderson	82	133	143	3.063	3.664	4.115	3.145	3.797	4.258
Jundiaí	23	37	50	319	386	516	342	423	565
SER NA	-	-	18	-	-	623	-	-	641
<b>Total</b>	<b>1.532</b>	<b>1.925</b>	<b>1.979</b>	<b>22.012</b>	<b>27.099</b>	<b>26.896</b>	<b>23.544</b>	<b>29.023</b>	<b>28.875</b>

<sup>15</sup> The emission intensity figure considers Scope 1 and Scope 2 Location Based emissions generated for production.

Looking forward, Sirmax's primary commitment is to the reduce emissions generated by its own operations. Therefore, as part of its sustainability strategy, the Group is setting some reduction targets. Furthermore, Sirmax has integrated climate change-related

risks and opportunities into its business strategy, initiated activities for sustainable development of its business strategy, and began the structuring of an emission reduction plan that will be detailed by the end of 2023.

## Emissions reduction plan

Sirmax has defined a plan to reduce direct (Scope 1) and indirect energy (Scope 2) emissions by 2025.

In particular, the Group, through the purchase of energy from alternative sources and increased production of renewable energy, is committed to achieving the following reduction targets:

**50% reduction  
in Scope 1  
and Scope 2  
emissions  
by 2025  
compared  
to 2021.**



Finally, the Group's attention to the impact of its activities on the surrounding environment is also reflected in the production of atmospheric pollutant emissions. The Group's approach, as defined in the Policy and in the management system in force, is based on strict compliance with the limits imposed by the relevant regulations and on continuous

monitoring as a lever to improve its performance every year. In accordance with the requirements of the Single Authorization Document of each plant, the Group monitors stack emissions through appropriate sampling. In the three-year period between 2020 and 2022, the emissions analyzed were below the emission limits defined by law for all plants subject to

analysis. Sirmax's stack emissions are mainly due to the extrusion of plastics and were relatively stable over the three-year period. The table below shows the most significant emission categories for the Group.

Air pollutant emissions (tons)												
	Atmospheric particulate			VOC (Volatil Organic Compounds)			TOC (Total Organic Carbon)			NOx		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Cittadella	0,53	0,65	3,03	2,98	3,33	2,44	-	-	-	-	-	-
Pianiga	0,69	-	1,56	-	-	-	-	-	2,73	-	-	-
San Vito al Tagliamento	1,53	1,97	1,34	-	-	-	2,98	-	4,06	-	-	-
Sirmax New Life <sup>16</sup>	0,32	0,35	0,16	0,16	1,14	1,63	-	-	-	1,6	0,95	1,12
Tombolo	0,46	0,3	0,96	8,93	-	-	-	-	-	-	-	-
Total	3,53	3,27	7,05	12,07	4,47	4,07	2,98	0	6,79	1,6	0,95	1,12

<sup>16</sup> Data referring to organic carbon (CO, which was found to be negligible) was also collected for the Sirmax New Life plant.

## Calculating Scope 3 emissions - cat.1

In 2022, Sirmax decided to quantify its indirect GHG emissions, so-called Scope 3 emissions, with the aim of beginning to monitor emissions upstream and downstream of its value chain. In particular, the quantification focused on the "3.1 - Purchase of goods and services" category related to emissions generated by the procurement of raw materials for the production of Sirmax compounds and the purchase of services for the regular operation of the company's business.

This initiative serves a triple purpose: firstly, it enables the identification of the areas where it is most critical and time-sensitive to take action. Secondly, it allows for the ongoing monitoring of performance over time. Lastly, it provides a new tool for engagement with partners. This is particularly crucial as efforts to decrease emissions and oversee the supply chain will gain growing significance, especially in light of the evolving European regulations.

This initial undertaking signifies the commencement of a journey with the medium-term goal of fully quantifying the Group's GHG inventory, which will serve as a foundational benchmark for establishing specific decarbonization targets.

The table below shows GHG emissions for the most relevant purchasing categories, defined through the measurement and reporting process conducted.

Table: Emissions Purpose 3.1 - Purchasing Goods and Services in 2022.

	2022 GHG Emissions [ton CO <sub>2</sub> e]	Percentage of GHG emissions [ton CO <sub>2</sub> e] 2022
Raw materials	577.976	49,79%
Resins	516.310	44,48%
Additives	11.805	1,02%
Oils	1.683	0,14%
Mineral Fillers	1.306	0,11%
Fiberglass	31.724	2,73%
Other fibers	4	0,00%
Dyes	14.006	1,21%
Pigments	1.137	0,10%
Packaging	3.502	0,30%
Auxiliary materials	105	0,01%
Services	1.197	0,10%
<b>Totals</b>	<b>1.160.755</b>	<b>100%</b>

# 3.3

## The Life Cycle Assessment of our products

Sirmax, with the collaboration of Spin Life (a spin-off of the University of Padua), conducted a Life Cycle Assessment (LCA) study which assessed the environmental impact of two of its products. The LCA study was conducted in accordance with the ISO 14040 and ISO 14044 standards and was aimed at increasing the Group's knowledge of the potential impact of its products on the environment, in order to identify the most suitable strategies for reducing it. The Group's aim is to strengthen its relationship with its stakeholders, re-

sponding to client needs while offering alternative solutions with a lower environmental impact, particularly in terms of raw material circularity, energy consumption, and GHG emissions. Specifically, the LCA study conducted by Sirmax analyzed the environmental impact of two products' lifecycle 'from cradle to grave', i.e., from the extraction and processing of the raw material to the delivery of the finished product to the client.

The products considered were two polypropylene compounds for the automotive and household appliances sectors:

- **Polypropylene compound featuring 33.8% recycled post-consumer plastic** (henceforth also PF141050)
- **Polypropylene compound produced from virgin polypropylene** (henceforth also PF140008)

The study focused on some impact categories related to the production of 1 kg of polypropylene compound, without packaging.

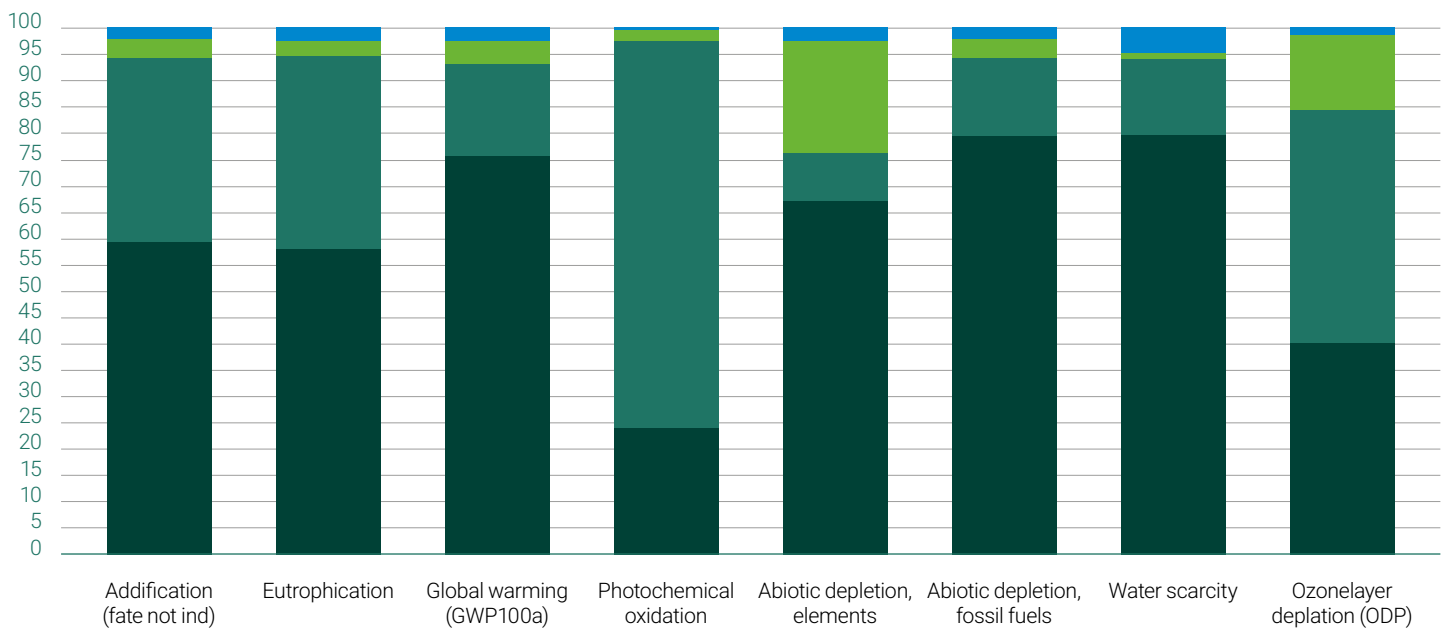
Impact category considered	Item analyzed
Depletion of abiotic resources-elements e Depletion of abiotic resources-fossil fuels	Protection of human welfare, human health and ecosystems, and extraction of minerals and fossil fuels on a global scale.
Acidification for land and water	Acidifying substances that cause a wide range of impacts to soil, groundwater, surface water, organisms, ecosystems, and materials (buildings).
Ozone depletion	Stratospheric ozone depletion, which can have adverse effects on human health, animal health, terrestrial and aquatic ecosystems, biochemical cycles, and materials
Global Warming	Climate change that can cause adverse effects on ecosystem health, human health, and material well-being. Climate change is linked to greenhouse gas emissions into the air.
Eutrophication	Includes all impacts due to excessive levels of macronutrients in the environment caused by nutrient emissions to air, water, and soil.
Photochemical ozone creation	Photo-oxidant formation is the formation of reactive substances (mainly ozone) harmful to human health and ecosystems and crops
Water scarcity	Quantification of the potential for deprivation of the water resource for both human and ecosystem consumption.

As shown in the graphs below, the analysis identified the consumption of raw materials and energy consumption as the most relevant aspects for the environmental impact categories considered. For both products, the most significant contributions are in fact associated with the production of raw materials in the

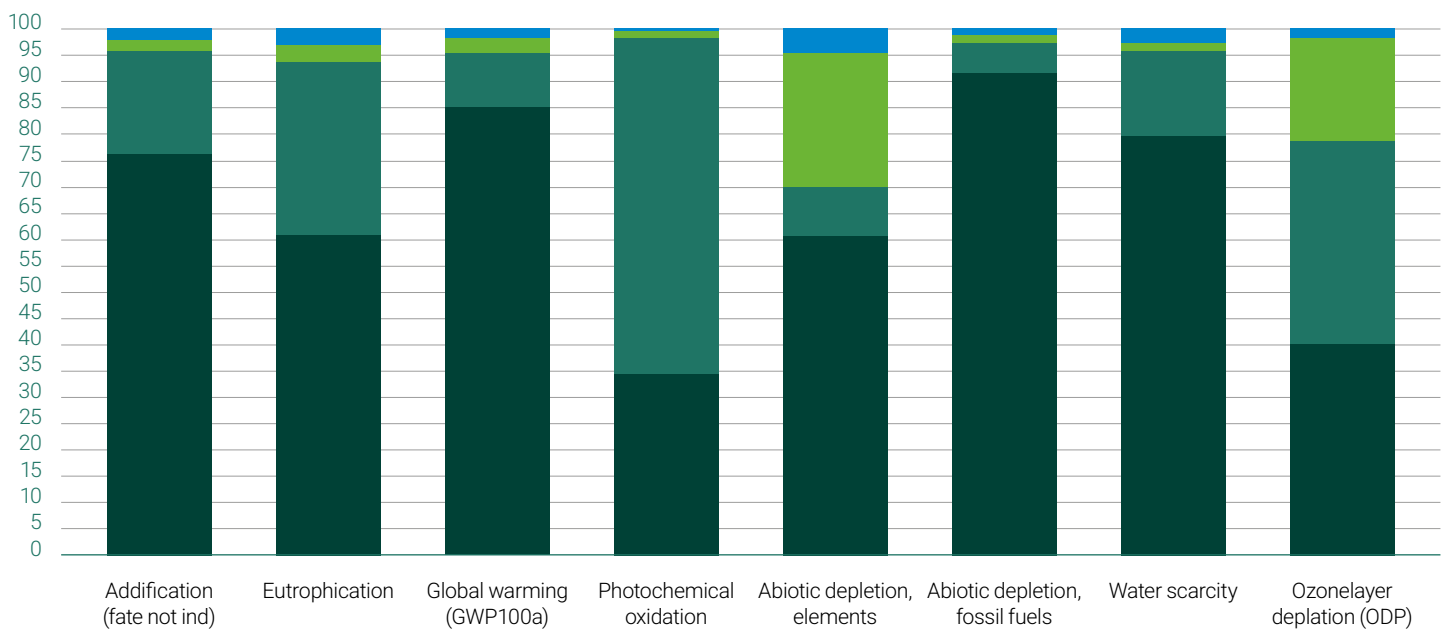
Acidification, Eutrophication, Global Warming, Abiotic Depletion Elements, Abiotic Depletion Fossil Fuels and Water Scarcity categories. Other major contributions in the Acidification, Eutrophication, Global Warming, Abiotic Depletion Elements, Abiotic Depletion Fossil Fuels, and Water Scarcity categories are attributable

to energy consumption, primarily due to electricity withdrawal. Finally, only in the Ozone Layer Depletion and Photochemical Oxidation categories are the impacts related to Sirmax's production process predominant.

Assessment of impacts by life cycle stage of PF141050 compound with recycled plastic



Assessment of impacts by compound life cycle stage PF140008 - with virgin plastic only

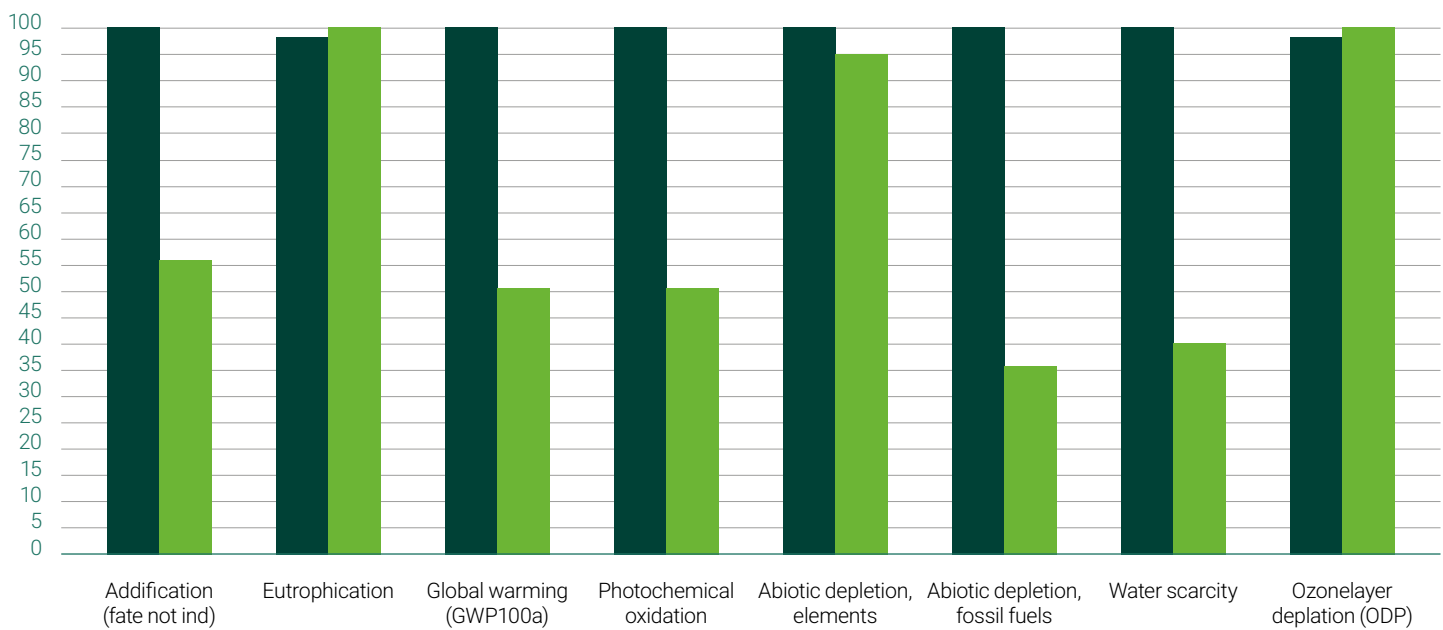


● RAW MATERIAL      ● TRANSPORT  
● PRODUCTION      ● PACKAGING

One of the main objectives of the analysis is to compare the impact of the two compounds to determine the environmental benefits of producing and using polypropylene compounds containing post-consumer recycled plastic as an alternative to compounds made of virgin plastic material only. The analy-

sis showed that the reduced use of virgin polymer in the production of the PF141050 compound leads to an improvement in all impact categories considered, with the exception of Eutrophication and Ozone Layer Depletion, for which no significant differences between the two products emerged. In particular, the use

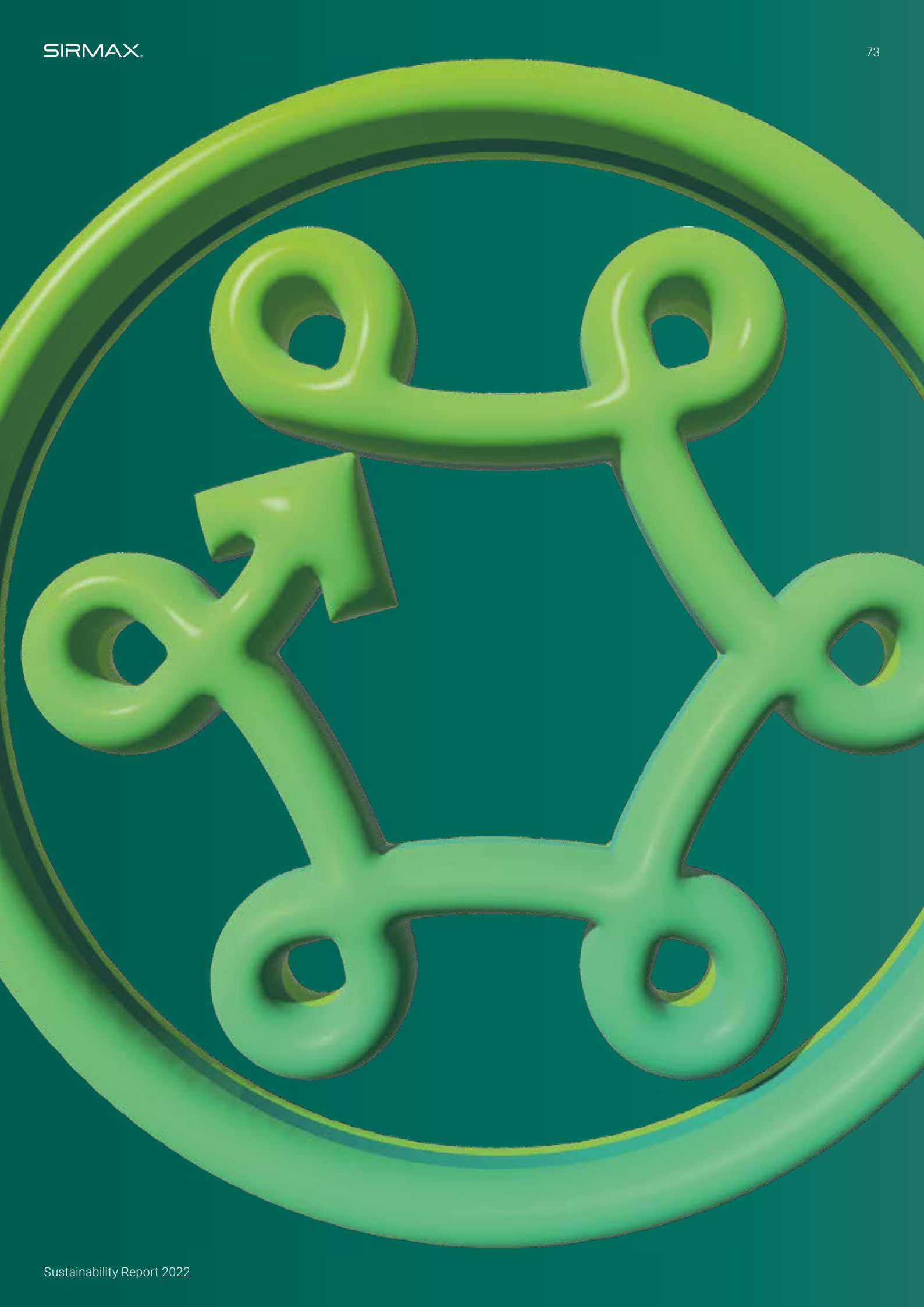
of post-consumer recycled polypropylene in the production of polypropylene compounds leads to a 50%+ impact reduction on climate change (Global Warming) compared to the polypropylene compound made of only virgin material.



# 4. The Sirmax Community

Local roots,  
global vision





# 4.1

## Relationships with suppliers and customers

The Group has significantly enhanced its industry presence through valuable collaborations with both upstream and downstream partners in the value chain. Presently, Sirmax boasts robust global partnerships that align seamlessly with shared values and strategic priorities, ensuring a mutual commitment to shared innovation and sustainability objectives.

In this context, suppliers play a critically pivotal role. Consequently, a dedicated **procurement** procedure, updated in 2022, governs procurement operations across all Group sites. This procedure outlines the qualification and monitoring of suppliers, established in accordance with the Quality Management System. Within this procedure, each potential new supplier is assigned a **qualification index**, determined by weighing their performance across six evaluation criteria. This comprehensive assessment considers the supplier's financial and technical competence, including certifications and technical expertise, as well as geographic considerations, encompassing risk and logistics, and communication parameters. This approach ensures a thorough evaluation of supplier reliability and reputation.

The procedure update also introduced a supplementary classification factor, called **Supplier Type**, which categorizes suppliers based on the type of materials they provide and the sector to which they belong. Consequently, the resulting qualification index is coupled with an evaluation of the strategic significance of the supply and the complexity involved in its

management. This determines whether or not a partner should be included within the Group's supplier base.

Once the qualification process has been completed, suppliers are **monitored** over time to assess the maintenance of initial requirements. To this end, each supplier is assigned an index that, in addition to the parameters already considered in the qualification phase, takes into account additional aspects such as the punctuality of deliveries and the quality of supplies (assessed by the Group-level Quality Manager on a quarterly basis), the technical documentation received and the result of any audits carried out during the year. Audits, like checks on incoming goods, are carried out following a detailed procedure and using the same tools across the Group to ensure consistency in assessments.

Similarly to the qualification phase, the actions taken during the monitoring phase are closely linked to the index value assigned to each supplier. In instances where a high score is achieved, no additional verification is conducted. Conversely, in situations where lower ratings are observed, targeted audits are scheduled. In the most severe cases, exclusion from the supplier list is implemented.

Sirmax's engagement with its suppliers goes beyond the mere verification of requirements; it encompasses the implementation of development programs aimed at fostering a continuous improvement process.

Indeed, the procedure governs the engagement of select strategic partners in innovative development initiatives. These initiatives are meticulously designed, starting from the formulation of specific improvement objectives, which are determined based on performance, anticipated outcomes, and the corresponding verification methods.

Beginning in 2022, with the goal of enhancing environmental sustainability performance throughout the entire value chain, the Group initiated a process to measure specific environmental indicators associated with the raw materials it procures, directly engaging certain suppliers. This initiative is the first step toward integrating **ESG criteria into the supplier qualification index**.

Sirmax's goal is to initiate improvements within the supply chain by initially evaluating the environmental performance of suppliers and subsequently addressing social and governance aspects. This assessment is facilitated through the utilization of dedicated questionnaires or ESG rating platforms.

Furthermore, throughout the year, a series of planned meetings were held with suppliers specializing in the main commodity categories of purchased materials, including polymers, fillers, and dyes/additives. These meetings served as a valuable platform for Sirmax to communicate its objectives and acquire essential information for assessing the environmental and social impacts of the compounds manufactured by the Group.



Sirmax Group at Ecomondo fair

The pilot phase was successfully completed, with the participating partners demonstrating a cooperative and proactive approach by readily providing all requested information.

Operationally, the tasks associated with supplier qualification, monitoring, and management are overseen by the Global Purchasing Director. This central figure provides coordination for the team of Category Managers and Buyers. Functionally, they work closely with the purchasing teams situated in the production countries (Poland, USA, and Brazil).

Concerning the oversight of logistics service providers and the transportation of products to customers (outbound), an inter-functional team made up of both purchasing and logistics experts collaborates on these tasks. This team is led by the Traffic Manager, who primarily manages contracting, planning, and monitoring activities.

The unwavering commitment to fostering robust partnerships with suppliers has proven to be a pivotal element in the ongoing delivery of top-quality products to clients. In this regard, aside from obtaining the UNI EN ISO 9001:2015 **Quality Management System** certification for all Group facilities, additional industry-specific or product certifications have also been successfully acquired.

In terms of industry certifications, the plants in Cittadella, San Vito, Tombo, Kutno, and – as of 2022 – those in Brazil and the U.S., comply with the IATF

16949:2016 standard that defines product quality requirements for the automotive market.

Conversely, when it comes to product standards, several materials produced by Sirmax and designed for use with potable water, not only meet primary reference schemes like ACS and WRAS, but are also Underwriters Laboratories (UL) certified. The UL certification confirms the attainment of specific product safety levels. Furthermore, all products within the Group adhere to the EU's Reach regulation, which outlines rules for the production and utilization of chemicals.

To affirm its dedication to diminishing the environmental footprint of its products, since 2021, the Group has achieved the **voluntary sustainability supply chain certification** known as ISCC PLUS (International Sustainability and Carbon Certification). This certification assures the utilization of recycled raw materials derived from waste and residues across the entire value chain. It ensures strict adherence to ecological and social sustainability criteria, reduction of greenhouse gas emissions, and the ability to trace the origin of materials throughout the supply chain.

Just like the Group has been working on establishing a framework and practical tools for requesting certain sustainability performance indicators from its suppliers, it has also received requests from clients who, like Sirmax, are initiating efforts to enhance their value chains in pursuit of sustainable development.

Within this context, Sirmax completed several customized questionnaires during the year, either proposed by customers directly or via platforms such as **Ecovadis** or Integrity Next. Additionally, in November 2022, a Group client commissioned an independent ESG audit. After evaluating Sirmax's dedication and actions in the areas of corporate social responsibility, personnel management, workplace health and safety, and environmental protection, it revealed two significant strengths: The supplier qualification and monitoring process, and the prestigious **Great Place to Work** certification.

Following its production activities, Sirmax delivers its compounds to **clients** in 37 countries worldwide, with a dedicated focus on addressing their unique needs and delivering tailor-made solutions. This approach has contributed to customer loyalty and to establishing the Sirmax brand as a strong presence in the market. The Group has also further refined its research and development capabilities, positioning itself as a prominent driver of innovation in the industry. As a result, the business model centered on product customization has not only become a distinguishing feature of the Group's offering, but also an indispensable catalyst for its growth and development. Furthermore, collaborations with customers, underpinned by a commitment to high levels of confidentiality, have demonstrated resilience and longevity, grounded in deep mutual trust and transparency.



Indeed, reinforcing this commitment, the protection of **sensitive data** is a paramount concern for Sirmax. This encompasses not only the protection of personal data but also the preservation of the company's intellectual assets and expertise. Given that the design and development of new products rely on information systems, the Group places a high priority on implementing stringent IT security measures. For instance, every branch within the Group is equipped with firewalls, enabling vigilant monitoring of information flows both into and out of the corporate network.

To further enhance the required levels of confidentiality within Sirmax's organizational framework, an additional IT solution has been recently implemented. Moreover, within the spectrum of employee training initiatives, significant focus is dedicated to IT security and data protection concerns. In this regard, Sirmax offers a mandatory training program to all individuals with access to the company network, with the aim of bolstering the professional competencies of its employees in this domain.

In order to establish new relationships with potential customers and strengthen existing ones, the Group leverages diverse opportunities, including events, trade shows, and workshops, where new materials and applications are showcased. Even the more formal occasions, such as client audits conducted at Sirmax's facilities, have proven to be effective tools for gaining deeper insights into client requirements and preferences.

In addition, the Group maintains a structured approach to customer relations by systematically collecting feedback. This is achieved through the distribution of satisfaction questionnaires to the entire client base, enabling Sirmax to comprehensively assess and measure

client satisfaction across various facets of its product supply. The questionnaire comprises 16 questions categorized into 6 different areas, encompassing aspects such as service level, logistics, pricing, and other technical considerations.



Thermoplastic compound produced by the Group

## 4.2

# A global community

Over the course of its six-decade history, Sirmax has cultivated its success by placing a strong emphasis on its immediate surroundings. The Group firmly believes that a profound comprehension of the socioeconomic environment in which it operates is integral to the development of innovative products that can revolutionize its industry.

This perspective has enabled the Group to establish profound connections with local communities at all its global plant locations, with a particularly strong bond to the Cittadella area, where Sirmax's journey began and where it has thrived and grown over the years.

The connection with the local community primarily revolves around **research and innovation** activities aimed at enhancing product compositions, making them more robust, high-performing, and environmentally sustainable. Across all its facilities and the associated polymer matrices it produces, the Group has initiated research collaborations with local scientific institutions specializing in plastics and bioplastics.

The synergy between the company's core business and research and development initiatives is evidenced by the presence of 6 dedicated laboratories in the facilities of Cittadella, Kutno, San Vito al Tagliamento, Salsomaggiore Terme (Sirmax New Life S.r.l.), Pianiga (Sirmax Bio-comp S.r.l.) and Sirmax North America. Each of these laboratories is specialized in a specific category of products, such



Cittadella R&D Laboratory

as polyolefins, engineering polymers, thermoplastic elastomers, circular polymers, and biocompounds. Collectively, these laboratories are equipped with 13 extruders designed for formulating new materials, sample analysis equipment, and pilot plants,

The extensive testing conducted in the laboratories to validate new compositions, as per customer requests, plays a pivotal role in advancing and refining the Group's production processes. These endeavors have not only led to enhanced machinery efficiency but have also resulted in the reduction of production waste. Additionally, they have expanded Sirmax's product portfolio, introducing an increasing number of formulations characterized by low environmental impact.

Within this context, **universities and research centers** are the primary communities of reference. Leveraging their resources and expertise, they offer Sirmax valuable opportunities to identify industry trends and enhance its technical knowledge, enabling the Group to proactively anticipate and fulfill customer needs.

As a case in point, the close collaboration with the University of Padua, which began in 2020, remains highly effective. This partnership has given rise to the Smart Mold joint venture, an engineering company specializing in mold design processes and the selection of the most appropriate materials to meet client requirements using dedicated calculation software and advanced CAD systems.

These resources have led to the development of innovative mold-specific treatments (which have subsequently been patented) because they enable the reuse of materials according to circular economy approaches.

The network with academia is not only limited to research, but also aims to train new professionals so they can enter the world of work with the skills needed to work in the ever-changing plastics industry. This includes participating in career days, offering educational internships, and hosting in-company thesis students.

To engage with younger students, Sirmax extends initiatives to **high schools and technical colleges**, welcoming both entire classes and individual students to its facilities, both domestic and international. This includes participation in work experience programs across various company functions.

Specifically, students from the "Umberto Masotto" Technical Institute attending the specialization course for plastics technology, were hosted at the company for a day, while students from the Parma art high school were involved in a project aimed at raising awareness of the issue of plastic recycling. The initiative included a visit to the Sirmax New Life S.r.l. plant to learn about the recycling process and a subsequent design for sketches of statues made from plastic waste. The three best sketches were made in full size and then displayed inside the plant, and the creators were awarded a scholarship.

Outside the school and university environment, Sirmax also focuses on the **families** of its employees, demonstrating that it cares for their needs not only in the professional sphere but also in the personal sphere.

In 2022, the first Family Days were successfully organized at some Sirmax locations. During these events, company facilities welcomed employees' family members, providing them with the opportunity to engage in various recreational activities and guided tours through the offices and production areas. These occasions not only allowed Sirmax employees to introduce their families to the place where they spend a significant portion of their day, but also fostered informal and celebratory interactions with their colleagues. Due to the enthusiastic response and the large number of participants, Sirmax is planning to host similar events in 2023, and to arrange initiatives involving schools and universities, with the intention of promoting awareness of the Group's values and activities.





A.S. Cittadella, season 2022-2023

In its pursuit of generating value that extends beyond mere economic outcomes and benefits the **entire community**, the Group is committed to remaining an active player in the promotion of new projects. These projects are geared towards improving health, bolstering the local economy, and preserving the artistic and cultural heritage in the cities where it maintains operations.

Historically, the Group has actively engaged in sports by supporting **two teams** – one in soccer and one in basketball. These partnerships are driven by a shared commitment to fostering and nurturing promising young athletes. Sirmax serves as the sponsor for Cittadella Calcio, a team competing in the second division of the professional league. This commitment extends for the next two years. The Group also sponsors the Pro Basket Kutno women's team in Poland. The strong bonds forged with both organizations are rooted in the alignment of values, including humility, dedication, and

resilience. Despite their relatively small size, these teams are dedicated to developing young talents and challenging themselves by competing against higher-level teams, drawing upon the wealth of sports experience accumulated over their long histories. The Sirmax Group sponsors these teams with the intention of promoting and perpetuating the genuine values that sports epitomize.

In 2022, Sirmax actively pursued various opportunities to create value by providing support to a diverse array of organizations, each with its own distinct mission. For instance, the Group acquired a camera and film kit for a **theater association** for children and young people with disabilities. Additionally, in an effort to preserve age-old food and wine traditions while bolstering **the local economy**, every employee received vouchers that could be utilized at the "Formaggio in Villa 2022" cheese festival, which took place in April within the historic walls of Cittadella.

Maintaining a keen awareness of glo-

bal events, Sirmax also made several contributions throughout the year to various pharmacies that were actively involved in procuring medications for the Ukrainian population.

Recognizing the significance of networking with other prominent manufacturing entities in the region, the Group actively participates in activities endorsed by trade associations. Sirmax holds memberships in Confindustria Padua and Confindustria Parma, maintaining ongoing and reciprocal relationships with other local organizations. Furthermore, the Group is a member of national industry bodies, including the TMP (Technicians of Plastic Materials) association, which provides education on the design and utilization of new plastics, and Asso-bioplastiche, an association that advocates for the dissemination of compostable products, representing the bioplastics producers' sector to governmental bodies and safeguarding the entire supply chain from unfair practices and competition.





Part of the Sirmax Group at the K 2022 trade fair during an event on the stand

Through the expansion and distribution of its production activities, Sirmax has been able to establish partnerships with a variety of **entities at the European level**. These include the German-Italian Chamber of Commerce and industry associations like EuMbc (European Masterbatchers and Compounders), which advocates for the interests of independent European thermoplastics compounders and masterbatchers while engaging with European institutions. Furthermore, the Group collaborates with EuBP (European Bioplastics), which provides technical support in the development of European Union legislation pertaining to the bioplastics sector, and the Plastics Industry Association in the United States. This multifaceted engagement enables the Group to connect and synergize with organizations across the plastics supply chain.

**Trade fairs and conferences** in Italy and abroad also provide opportu-

nities for Sirmax to identify new trends in the industry and enrich its business network.

Opportunities to participate in such events were limited in 2020 and 2021 due to Covid restrictions, while 2022 represented a year of recovery, with a much more widespread supply of trade fairs around the world.

In 2021, Sirmax took part in several automotive events, such as "PIAE - Plastics in Automotive Engineering - VDI-Congress," in Germany, and in "SPE - TPO Global Automotive Engineered Polyolefins Conference" in the US.

In addition, in the context of conferences related to the green transformation of the industry, the company participated in the "Packaging & Recycling" conference in Arese, Italy, the "Plastic Recycling World Expo" in Essen, Germany, and "Ecomondo" in Rimini, Italy,

where the main innovations related to circular products from recycled materials and compostable biopolymers were presented.

In 2022, Sirmax took part in a total of 13 events. Notably, the Sirmax Group made its return to "K" in Dusseldorf, Germany, where it organized a dedicated training event at its booth to showcase the latest technological innovations developed by its subsidiary Smart-Mold to the main customers in attendance.

At the corporate level, the Group also took part in "MECSPE" in Bologna, Italy's leading trade fair dedicated to manufacturing and Industry 4.0, and "PLASTPOL" in Targi Kielce, Poland, an important event for the plastics and rubber industry.

Within the realm of events that are specific to certain sectors or products, Sirmax participated in "SMART PLASTI-

CS 2022" in Arese, which centered on applications of engineering polymers. In the automotive market, the Group also made appearances at key events such as the "SPE - TPO Global Automotive Engineered Polyolefins Conference" in the United States and "PIAE - VDI" in Mannheim, a significant automotive fair in the German market.

The Sirmax Group also engaged in various events **focused on promoting new sustainable technologies and materials** within the plastics and rubber sector. In Italy, the Group participated in the "Bio!Pack" conference, which concentrated on compostable packaging. Additionally, they took part in "GREEN-PLAST" in Milan and revisited "Ecomondo" in Rimini, where new applications within the circular and regenerative economy were showcased, and in "Packaging & Recycling" in Arese.

Furthermore, as part of its aspiration to be a global leader in innovative solutions linked to a more sustainable economic model, Sirmax has also taken part in several international events. This includes the pan-European conference "Plastics Recycling Show Europe"

held in Amsterdam, Netherlands, the "Compounding World Expo" in Essen, Germany, and "Bioplastex" in Mumbai, India, which is Asia's premier exhibition focused on bioplastics and packaging.

In addition to its involvement in conferences and events, the Sirmax Group has recently initiated activities for employees and clients designed to promote the awareness and dissemination of topics related to the circular economy and sustainable development.

For instance, in 2021, the company organized a series of **internal and external webinars**, which included online seminars to introduce the final outcomes of the PICSAR Project. This initiative, supported by POR-FESR 2014-2020 funds from the Veneto region, entailed collaboration with Step Lab and Unitemam companies. The project aimed to develop and evaluate innovative solutions featuring circular polymers for the automotive sector.

In May 2022, Sirmax New Life S.r.l. participated in Green Week in Parma, a collaborative effort aimed at fostering synergies between companies, universities, and third-sector organizations

within the circular economy. The event featured guided tours for groups of students and local authorities within the Salsomaggiore plant, along with three roundtable discussions titled "Tomorrow's car will be circular," "Green Jobs: The Skills Required for Future Companies," and "Less Is More: Sustainable Packaging." Notable figures from the Sirmax Group, including Chief Financial Officer Roberto Pavin and Global HR Director Riccardo Binotto, were joined by various local entities, such as the University of Bologna, Confindustria of Parma, and the Emilia-Romagna region's Department of Economic Development. As part of this initiative, Sirmax signed the Manifesto of Green Companies, committing to a series of objectives the Group intends to pursue over the next five years in alignment with sustainable development of its business.

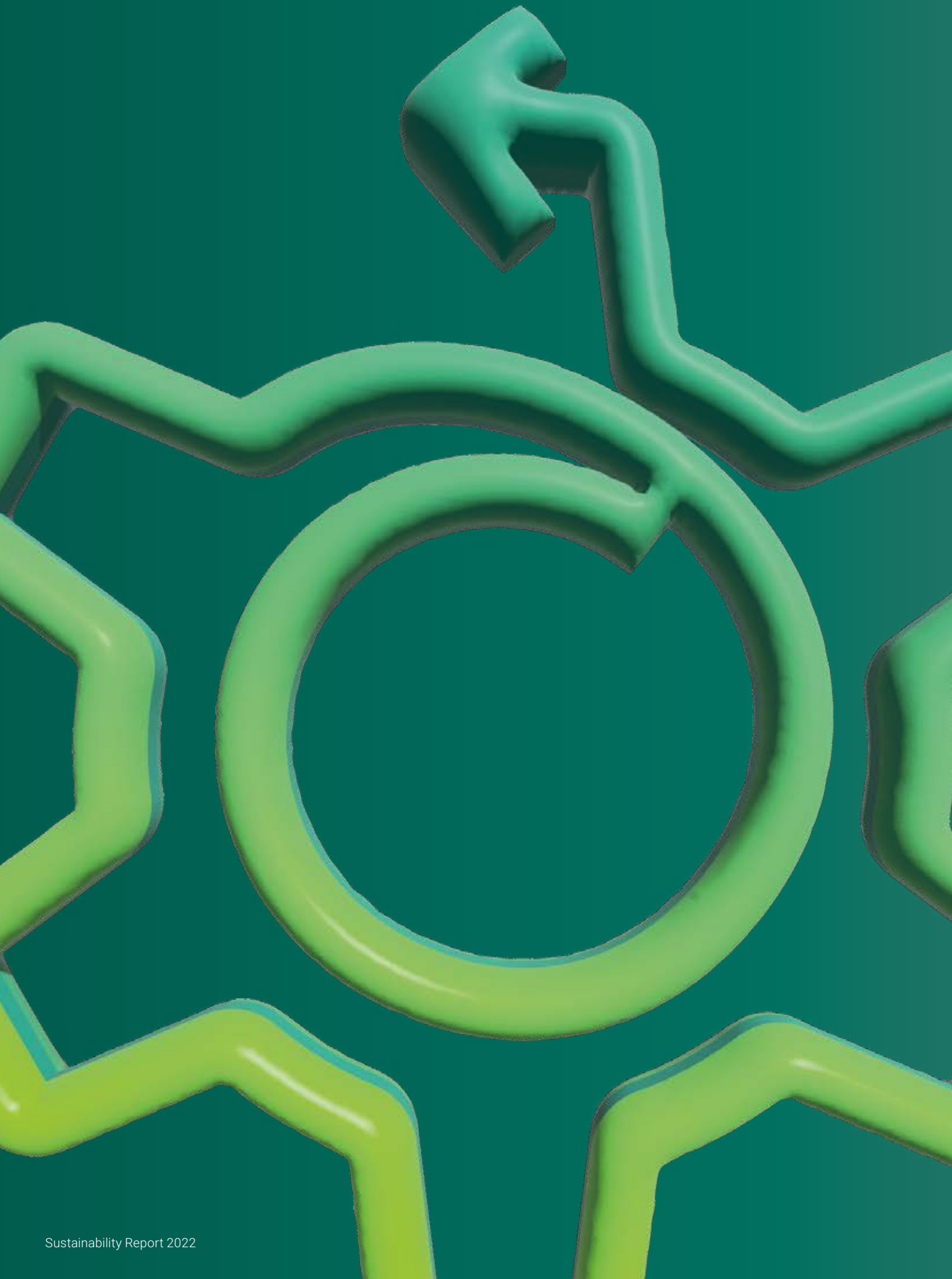
Since January 1, 2022, as part of its ongoing collaboration with the local community, Sirmax has become a partner in "Le Village by CA Triveneto." This company shares its capital with not only Crédit Agricole Italia but also with Parco Scientifico e Tecnologico Galileo, Assindustria Venetocentro, and UniSMART.

The company's mission includes the promotion and dissemination of innovation in products, services, and processes. This is aimed at fostering the adoption of innovation within Crédit Agricole Italia, as well as supporting the development of the local community, partners, and customers.

Through a dedicated agreement, Sirmax holds the status of a "Partner Company," granting it preferential access to the activities organized by the center. This position enables Sirmax to establish connections with startups housed within the center, thus facilitating their growth and fostering the exchange of information.



# Appendix



## Methodological note



This document represents the third Sustainability Report of Sirmax Group S.p.A., hereinafter referred to as "Sirmax Group" or simply "Sirmax," with its headquarters located at Cittadella, Via Dell'Artigianato 42. Crafted on a voluntary basis and supported by an external certified consultant, the primary objective is to articulate the company's commitment to sustainable growth and cultivating a business model seamlessly integrated with the social, environmental, and economic landscape within which the Group operates.

Covering the fiscal year 2022 (January 1 to December 31), the report aligns with the timeframe of the 2022 Consolidated Annual Report. A meticulous comparison of data with the results from 2020 and 2021 revealed no need for restatement in comparison to the figures published in the 2021 Sustainability Report.

This annual document has been prepared in accordance with the GRI Sustainability Reporting Standards (referred to hereinafter as GRI Standards), first published in 2016 by the GRI (Global Reporting Initiative) and subsequent updates under the "In Accordance" option.

The Sustainability Report for 2022 is accessible for viewing and downloading on our website at <https://www.sirmax.com>. For additional clarification or further information, please feel free to reach out to us via email at [marketing@sirmax.com](mailto:marketing@sirmax.com).

The document did not undergo external assurance.

Regarding the organizational reporting boundary, the Sirmax Group Sustainability Report aligns with the reporting boundary of the 2022 Consolidated Financial Statements. From an economic perspective, this boundary encompasses the data of subsidiaries, including Sirmx Polska Sp. z o.o., Sirmax North America Inc., S.E.R. North America LLC, Sirmax Do Brasil Comercio e industria de plasticos LTDA, Sirmax New Life S.r.l. (formerly named S.E.R. S.r.l.), and Sirmax Bio-comp S.r.l. (formerly named Microtec S.r.l.).

### The contents of the Report

This report adheres to the principles of the GRI Standards, systematically addressing pertinent issues identified through materiality analysis. These issues wield a significant influence on stakeholder assessments and decisions, boasting high relevance in terms of economic, social, and environmental impacts.

Prepared in accordance with the principles of definition and content quality outlined by the GRI Standards – including accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability – the document is a comprehensive reflection of Sirmax's commitment to transparency.

With a focus on the materiality principle, this report presents Sirmax's results and performance concerning issues deemed material through the materiality analysis. For an in-depth exploration, refer to Chapter 1.2, "Sustainability in Sirmax." The meticulous process of composing the Sustainability Report 2022 involved the active participation of corporate management across all Group companies to ensure accuracy and reliability in reporting.

## Correlation table between material issues and GRI disclosure

Material Theme	GRI Disclosure
Business ethics	205: Anti-corruption
	206: Anti-competitive behavior
Supporting the local community	201: Economic performance
Circularity and efficient use of resources	301: Materials
	306: Waste
Fighting climate change	302: Energy
	305: Emissions
Responsible water resource management	303: Water and wastewater
Pollutant emissions	305: Emissions
Employee development	401: Employment
	404: Training and education
	405: Diversity and equal opportunities
	406: Non-discrimination
Workplace health and safety	403: Workplace health and safety
Value chain management	414: Social evaluation of suppliers
	308: Environmental assessment of suppliers
Product innovation and sustainability	-



## Main calculation criteria

Below are the calculation methods used to calculate some of the indicators reported within the 2022 Sustainability Report.

### Energy consumption

The Sirmax Group's energy consumption (diesel, LPG, natural gas) has been converted to gigajoules (GJ) through conversion factors provided by the "UK Department for Environment, Food &

Rural Affairs" (DEFRA) in the report "UK Government GHG Conversion Factors for Company Reporting" under the "Fuel properties" table for the years 2020, 2021 and 2022.

### Greenhouse gas emissions

Corporate Accounting and Reporting Standard," published by The GHG Protocol Initiative in terms of CO<sub>2</sub> equivalent.

Specifically, the following emission factors were used to calculate direct emissions (Scope 1):

- **Fuels (Natural Gas):** "UK Government GHG Conversion Factors for Company Reporting - Fuel properties" from the UK Department for Environment, Food & Rural Affairs (DEFRA), for the years 2020, 2021 and 2022 from the "Fuels" table
- **Fuels (LPG):** "UK Government GHG Conversion Factors for Company Reporting - Fuel properties" from the UK Department for Environment, Food & Rural Affairs (DEFRA), for the years 2020, 2021 and 2022 from the "Fuels" table
- **Fuels (Diesel):** "UK Government GHG Conversion Factors for Company Reporting - Fuel properties" from the UK Department for Environment, Food & Rural Affairs (DEFRA), for the years 2020, 2021 and 2022 from the "Fuels" table.

For the calculation of indirect Scope 2 emissions, electricity consumption was converted into emissions according to two different approaches: location-based and market-based. The emission factors used were:

- For the **location-based approach**, we used the emission factors published by Terna, in the International Comparisons section, under Table 49 "Key Socioeconomic Indicators," in the most recent version, published in 2019, considering the factor of the country where the plant is located.
- For the **Market-based** approach, for plants in Italy and Poland, the factor provided by AIB (Association of Issuing Bodies) in the European Residual Mixes reports of 2020, 2021 and 2022 was used. For non-EU plants, the factor provided by Terna in the International Comparisons section, under Table 49 "Main Socioeconomic Indicators," was used, considering the most recent version published in 2019 and using the factor of the country where the plant is located.

Indirect Scope 3 emissions related to Category 1 - Purchased Goods and Services were calculated based on the quantities of materials purchased by the Group. Each material was assigned a specific emission factor sourced from the Ecoinvent database (version 3.9.1, 2022). In the absence of information regarding the origin of the materials, a global emission factor was assumed.

To calculate the emissions generated by the company's purchased services, a spend-based approach was adopted. Emission factors from the "Standard Industrial Classification (SIC) 2019," as published by the UK Department for Environment, Food & Rural Affairs (DEFRA), were utilized.

## GRI Content Index

Statement of Use: Sirmax S.p.A has submitted a report with reference to GRI standards for the period 01/01/2022 - 31/12/2022. Used GRI 1: GRI 1 - Fundamental Principles - version 2021

GRI Standard	Information	References	Omissions/Notes
<b>GENERAL DISCLOSURES</b>			
<b>GRI 2: General Disclosures 2021</b>	<b>Company profile</b>		
	2-1 Organization details	Methodological note	
	2-2 Entities included in the organization's sustainability reporting	Methodological note	
	2-3 Reporting period, frequency and contact person	Methodological note	
	2-4 Restatement of information	Methodological note	
	-5 External Assurance	Methodological note	
	2-6 Activities, value chain and other business relationships	1.2 Sustainability at Sirmax	
	2-7 Employees	2.1 A global team	
	2-8 Non-employee workers	2.1 A global team	
	2-9 Governance structure and composition	1.3 Responsible management tools	
	2-10 Appointment and selection of the highest governing body	1.3 Responsible management tools	
	2-11 Chairman of the highest governing body	1.3 Responsible management tools	
	2-12 Role of the highest governing body in impact management control	1.2 Sustainability at Sirmax	
	2-13 Delegation of responsibility for impact management	1.2 Sustainability at Sirmax	
	2-14 Role of the highest governing body in sustainability reporting	1.2 Sustainability at Sirmax	
	2-15 Conflicts of Interest	1.3 Responsible management tools	
	2-16 Communication of critical issues	1.3 Responsible management tools	
	2-17 Collective knowledge of the highest governing body		The highest governing bodies, which view the Sustainability Report and approve the materiality analysis contained therein, have jurisdiction over sustainability reporting. No further actions to expand collective knowledge of sustainable development were implemented during 2022.
	2-18 Performance evaluation of the highest governing body		Relative to economic, environmental and social aspects, there is currently no process in place for evaluating the performance of the highest governing body.
	2-19 Rules concerning compensation		There are currently no corporate policies and/or regulations regarding compensation.
	2-20 Pay determination procedure		There are currently no procedures for determining the compensation of the corporate population, nor does direct stakeholder involvement occur.

GRI Standard	Informative	References	Omissions/Notes
<b>GENERAL DISCLOSURES</b>			
<b>GRI 2: General Disclosures 2021</b>	<b>Company profile</b>		
	2-21 Annual total pay ratio		This information has been omitted for confidentiality reasons.
	2-22 Sustainable development strategy statement	Letter to Stakeholders	
	2-23 Policy Commitment		The Group's responsible business conduct is contained in the founding principles of the Code of Ethics. There are currently no specific policies regarding human rights.
	2-24 Integration of policy commitments.		The Sustainability Team is responsible for engaging function heads and then the highest governing body to integrate policy commitments. However, to date there are no structured processes and policies in this regard.
	2-25 Processes to remedy negative impacts.	1.2 Sustainability at Sirmax	
	2-26 Mechanisms for requesting clarification and raising concerns	1.3 Responsible management tools	
	2-27 Compliance with laws and regulations	1.3 Responsible management tools	
	2-28 Membership in associations	4.2 A global community	
	2-29 Approach to stakeholder engagement	1.2 Sustainability at Sirmax	
	2-30 Collective bargaining agreements	2.1 A global team	
<b>MATERIAL THEMES</b>			
<b>GRI 3: Material Issues 2021</b>	3-1 Process of determining material issues	1.2 Sustainability at Sirmax	
	3-2 List of material issues	1.2 Sustainability at Sirmax	
<b>ECONOMIC PERFORMANCE INDICATORS</b>			
<b>GRI 3: Material Issues 2021</b>	<b>Supporting the local community</b>		
	3-3 Management of material issues	1.2 Sustainability at Sirmax 1.3 Responsible management tools	
<b>GRI 201: Economic Performance 2016</b>	<b>Economic performance</b>		
	201-1 Economic value directly generated and distributed	1.3 Responsible management tools	
<b>GRI 3: Material Issues 2021</b>	<b>Business ethics</b>		
	3-3 Management of material issues	1.2 Sustainability at Sirmax 1.3 Responsible management tools	
<b>GRI 205: Anti-Corruption 2016</b>	<b>Anticorruption</b>		
	205-3 Established incidents of corruption and actions taken	1.2 Sustainability at Sirmax 1.3 Responsible management tools	

GRI Standard	Informativa	References	Omissions/Notes
<b>ECONOMIC PERFORMANCE INDICATORS</b>			
<b>Anti-competitive behavior</b>			
<b>GRI 206: Anti-competitive behavior 2016</b>	206-1 Legal actions related to anti-competitive behavior, trust activities and monopolistic practices	1.2 Sustainability at Sirmax 1.3 Responsible management tools	
<b>ENVIRONMENTAL PERFORMANCE INDICATORS</b>			
<b>Circularity and efficient use of resources</b>			
<b>GRI 3: Material Issues 2021</b>	3-3 Management of material issues	1.2 Sustainability at Sirmax 3.1 Responsible resource management 3.2 The reduction of impacts	
<b>Materials</b>			
<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume	3.1 Responsible resource management	
	301-2 Recycled input materials used	3.1 Responsible resource management	
<b>Waste</b>			
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	3.1 Responsible resource management	
	306-2 Management of significant impacts related to waste	3.1 Responsible resource management	
	306-3 Waste generated	3.1 Responsible resource management	
	306-4 Waste not landfilled	3.1 Responsible resource management	
	306-5 Waste sent to landfills	3.1 Responsible resource management	
<b>Fighting climate change</b>			
<b>GRI 3: Material Issues 2021</b>	3-3 Management of material issues	1.2 Sustainability at Sirmax	
<b>Energy</b>			
<b>GRI 302: Energy 2016</b>	302-1 Energy consumed within the organization	3.2 Reducing our impact	
	302-2 Energy Intensity	3.2 Reducing our impact	
<b>Emissions</b>			
<b>GRI 305: Emissions 2016</b>	305-1 Direct GHG Emissions (Scope 1)	3.2 Reducing our impact	
	305-2 Indirect GHG emissions from energy consumption (Scope 2)	3.2 Reducing our impact	
	305-3 Other indirect greenhouse gas (GHG) emissions (Scope 3)	3.2 Reducing our impact	The calculation of Scope 3 emissions was carried out. solely with respect to category 3.1 - Goods and services
<b>Responsible water resource management</b>			
<b>GRI 3: Material Themes 2021</b>	3-3 Management of material issues	1.2 Sustainability at Sirmax 3.1 Responsible resource management	

GRI Standard	Informative	References	Omissions/Notes
<b>ENVIRONMENTAL PERFORMANCE INDICATORS</b>			
<b>Water and effluents</b>			
<b>GRI 303: Water and Wastewater 2018</b>	303-1 Interaction with water as a shared resource	3.1 Responsible resource management	
	303-2 Management of impacts related to water discharge	3.1 Responsible resource management	
	303-3 Water withdrawal	3.1 Responsible resource management	
<b>Pollutant emissions</b>			
<b>GRI 305: Emissions 2016</b>	305-7 Pollutant Emissions	3.2 Reducing our impact	
<b>NON-GRI THEMES</b>			
<b>Product innovation and sustainability</b>			
<b>GRI 3: Material Themes 2021</b>	3-3 Management of material issues	1.2 Sustainability at Sirmax 3.1 Responsible resource management 3.2 Reducing our impact	
<b>Non-GRI Indicator</b>	Development of innovative and sustainable products	3.1 Responsible resource management 3.2 Reducing our impact	
<b>SOCIAL PERFORMANCE INDICATORS</b>			
<b>Employee development</b>			
<b>GRI 3: Material Issues 2021</b>	3-3 Management of material issues	1.2 Sustainability at Sirmax	
<b>Employment</b>			
<b>GRI 401: Employment 2016</b>	401-1 New hires and turnover	2.1 A global team	
<b>Training and education</b>			
<b>GRI 404-1: Training and education 2016</b>	404-1: Average number of training hours per year per employee	2.2 Continuous growth	
<b>Diversity and equal opportunities</b>			
<b>GRI 405: Diversity and Equal Opportunityies 2016</b>	405-1 Diversity in governance bodies and among employees	2.1 A global team	The data shown refers only to the perimeter. The Italian corporate sphere.
<b>Non-discrimination</b>			
<b>GRI 406: Non-Discrimination 2016</b>	406-1 Discrimination charges and corrective measures taken	1.3 Responsible management tools	
<b>Occupational health and safety</b>			
<b>GRI 3: Material Issues 2021</b>	3-3 Management of material issues	1.2 Sustainability at Sirmax	

GRI Standard	Informative	References	Omissions/Notes
<b>SOCIAL PERFORMANCE INDICATORS</b>			
<b>GRI 403: Occupational Health and Safety 2018</b>	<b>Occupational health and safety</b>		
	403-1 Workplace health and safety management system	2.3 Protecting health and well-being	
	403-2 Hazard identification, risk assessment and accident investigation	2.3 Protecting health and well-being	
	403-3 Workplace health services	2.3 Protecting health and well-being	
	403-4 Worker participation 304 and consultation & communication on occupational health and safety	2.3 Protecting health and well-being	
	403-5 Worker training in workplace health and safety.	2.3 Protecting health and well-being	
	403-6 Workers' health promotion	2.3 Protecting health and well-being	
	403-7 Prevention and mitigation of occupational health and safety impacts within business relationships	2.3 Protecting health and well-being	
	403-9 Occupational Injuries	2.3 Protecting health and well-being	The injury rate for non-employees was not calculated, due to the unavailability of data on hours worked by non-employees. However, it is reported that there was one serious injury that occurred during 2022 involving a non-employee worker.
	403-10: Occupational Diseases	2.3 Protecting health and well-being	
<b>Supply chain management: environmental assessment of suppliers</b>			
<b>GRI 3: Material issues 2021</b>	3-3 Management of material issues	1.2 Sustainability at Sirmax 1.1 Supplier and customer relationships	
<b>GRI 308: Supplier Environmental Assessment 2016</b>	GRI 308: New suppliers that have been selected using environmental criteria	4.1 Relationships with suppliers and customers	The percentage of new suppliers evaluated on environmental criteria is 0.
<b>Social evaluation of suppliers</b>			
<b>GRI 414: Social evaluation of suppliers 2016</b>	GRI 414 New suppliers selected based on social criteria	4.1 Relationships with suppliers and customers	The percentage of new providers evaluated on social criteria is 0.



