North Plastik
Plastic Components Moulding

SUSTAINABILITY REPORT 2023

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This document is the 2023 Sustainability Report of North Plastik Spa.

The Report results from discussions, exchanges of ideas, analyses, and data collection involving stakeholders, top management, and employees.

For any further insights or information, contact sustainability@northplastik.com

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01

INTRODUCTION

Partner of excellence in the processing of plastic materials

GRI 2-6

North Plastik
Plastic Components Moulding

North Plastik specializes in the processing of plastic materials, a sector in which the Company has been a leading player for more than 30 years. Its core business is injection moulding of thermoplastic polymers mainly for the following sectors: automotive, home appliances and industrial applications, such as electric motors and pumps. The Company operates mainly on customer orders but also offers a catalogue of own-brand products.

North Plastik's skills and technologies enable it to oversee the entire production cycle, from granules to finished parts, with a focus on these processes:

- design, understood to be both as co-design and product industrialization in line with the client's design and specifications;
- mould making, which also includes moulds for non-standard parts, bi-injection or co-moulding;
- moulding in its various forms, starting with thermoplastic polymer injection moulding, moulding compression moulding of thermoset polymers and from various forms of overmoulding and co-moulding;
- finishing treatments, such as screen printing, pad printing and varnishing;
- assembly with different welding systems;
- size, function and pressure testing.

Letter to Stakeholders

GRI 2-22

Four key factors for our sustainability

Our approach to sustainability revolves around four main factors. The first two are related to the changing external environment; the second two arise from our way of interpreting business activity as an element of social, and economic, development.

1. We are aware that plastic materials are at the center of European regulatory policies, e.g. the "European Strategy for Plastics in a Circular Economy." And the attention so far focused on packaging and single-use products is also shifting to durable goods – first and foremost household appliances and vehicles – that represent our main market.

2. We maintain a dialogue with our clients, i.e. companies that by size and operation have already turned to sustainability, both environmental and social, and today are also required by law (e.g. the "Corporate Sustainability Due Diligence Directive") to have their supply chain committed to sustainability reporting.

3. We are committed to building an even more solid future to our Company, which has been able to overcome the turbulence of recent years, from the Covid-19 pandemic to rising energy prices and the poor availability of raw materials, but always looking up to the future.

4. We are committed to protecting and enhancing the human capital represented by our employees, which we hold so dear to our hearts. Since 2016 we are SA 8000 certified, relating to working conditions.

The combination of these factors results in an investment plan and interventions oriented to sustainability presented here in this Report.

The **North Plastik** Steering Committee

02

NORTH PLASTIK IN THE MIRROR

Highlights 2023

FINANCIALS

20,301,460 €
ECONOMIC VALUE GENERATED IN 2023

96.3%
ECONOMIC VALUE DISTRIBUTED TO STAKEHOLDERS OUT OF THE TOTAL ECONOMIC VALUE GENERATED

68.7%
ECONOMIC VALUE DISTRIBUTED TO SUPPLIERS ON THE DISTRIBUTED ECONOMIC VALUE

27.5%
ECONOMIC VALUE DISTRIBUTED TO EMPLOYEES OUT OF THE ECONOMIC VALUE DISTRIBUTED

OPERATING DATA

35
YEARS OF ACTIVITY

26.5%
HYDRAULIC PUMPS SALES

20.3%
HOME APPLIANCES SALES

20.2%
AUTOMOTIVE SECTOR SALES

1,765 tons
THERMOPLASTIC COMPONENTS PRODUCED

CERTIFICATIONS

Quality ISO 9001:2015
SINCE 2001

Automotive IATF
SINCE 2001

Social Accountability SA 8000
SINCE 2006

TRAINING

2,030
TRAINING HOURS PROVIDED

620
HOURS OF TECHNICAL AND VOCATIONAL TRAINING

676
SOFT SKILLS TRAINING HOURS

120
NUMBER OF EMPLOYEES INVOLVED

PEOPLE

123
WORKERS

3
TEMPORARY WORKERS

61%
FEMALE EMPLOYEES

13%
FOREIGN EMPLOYEES

6
INTERNS

1
ACCIDENT AT WORK

10.1
AVERAGE SENIORITY OF EMPLOYEES EXPRESSED IN YEARS

1.2%
GENDER PAY GAP TO THE DISADVANTAGE OF WOMEN (CALCULATED ON THE AVERAGE PAY OF DEPARTMENTAL STAFF)

98%
EMPLOYEES WITH A PERMANENT LABOUR CONTRACT

39%
PART-TIME EMPLOYEES

SUSTAINABILITY

-12%
ENERGY CONSUMPTION REDUCTION VS 2022

93%
ELECTRICITY ON TOTAL CONSUMPTION 2023

-4.9%
CO_2 EMISSION REDUCTION ON 2023

1,44
EMISSION INTENSITY INDEX (CO_2 EMISSIONS ON TOTAL OF PRINTED MATERIAL)

92.1%
PURCHASES FROM ITALIAN SUPPLIERS

-31%
WASTE REDUCTION VS 2022

-12%
PACKAGING REDUCTION VS 2022

03

MATERIALITY ANALYSIS

The analysis of impacts

GRI 2-29

In 2023 North Plastik carried out a materiality analysis a materiality analysis to identify the most significant issues and submitted it to stakeholders.

An ESG issue, or "material issue" is a business area which may relate to manufacturing, economic or relationship aspects.
Each company identifies which issues are most significant, that is, those that based on a risk/opportunity analysis can:

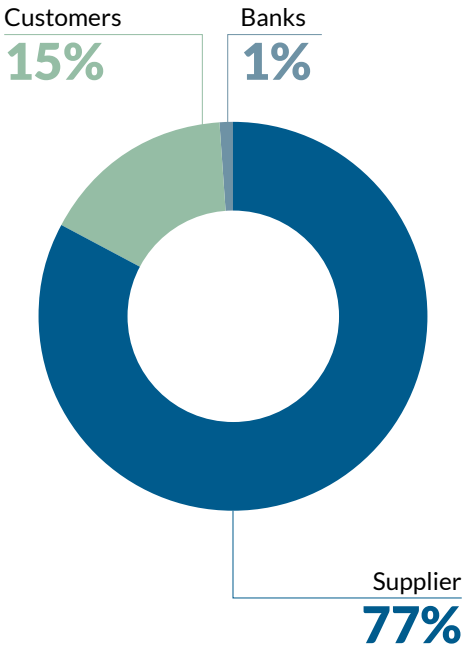
- generate positive or negative impacts on the environment, territory or internal and external subjects (employees, partners, customers, suppliers) from a short-, medium- or long-term perspective;
- generate economic impacts on the company itself, affecting its cash flows in the short, medium or long term.

STAKEHOLDER ENGAGEMENT

Based on the analysis of its impact, North Plastik investigated:

- the Company's internal point of view, resulting from a series of meetings with the Steering Committee, the body that brings together the Sole Director and the Heads of the Departments (Management Control, Purchasing, Sales, Quality, and Manufacturing);
- generate economic impacts on the company itself, affecting its cash flows in the short, medium or long term.

External stakeholders involved



The 10 impacts identified

GRI 3-1
GRI 3-2

ECONOMIC AND GOVERNANCE ISSUES

1 Corporate and organizational consolidation
Evolution of corporate form and organizational structure, optimization of production cycle and rationalization of processing, in terms of
of workflow planning and scheduling

2 Business continuity and stability
Investments and actions to improve financial soundness, marginality on products, cost control, resilience to overcome external events, and commercial penetration capabilities

3 Transparent communication on sustainability issues
Opening communication channels with stakeholders on sustainability, sustainability reporting, appointment of a sustainability officer.

ENVIRONMENTAL AND PRODUCT ISSUES

4 Contribution to the development of a circular economy
Use of regenerated polymers, reduction of production waste, waste management optimization, reduction of waste destined to landfill, reuse of packaging materials

5 Energy Efficiency
Reduction of energy consumption and incidence of consumption in relation to productivity

6 Energy transition and CO_2 reduction
Shift from fossil energy sources to renewable energy sources to power production processes

GRI 3-1
GRI 3-2

7 **Digitization and innovation of production processes**
Software and management investments that can improve order management, procurement planning, and process efficiency

8 **Product quality and safety**
Satisfaction of the required product quality and safety standards

SOCIAL ISSUES

9 **Development and protection of human resources**
Improved sense of belonging to the company, mitigation of risks related to the work environment, and improvement of human-machine interactions, both in terms of performance and the mental and physical health of workers, skills enhancement and internal career opportunities

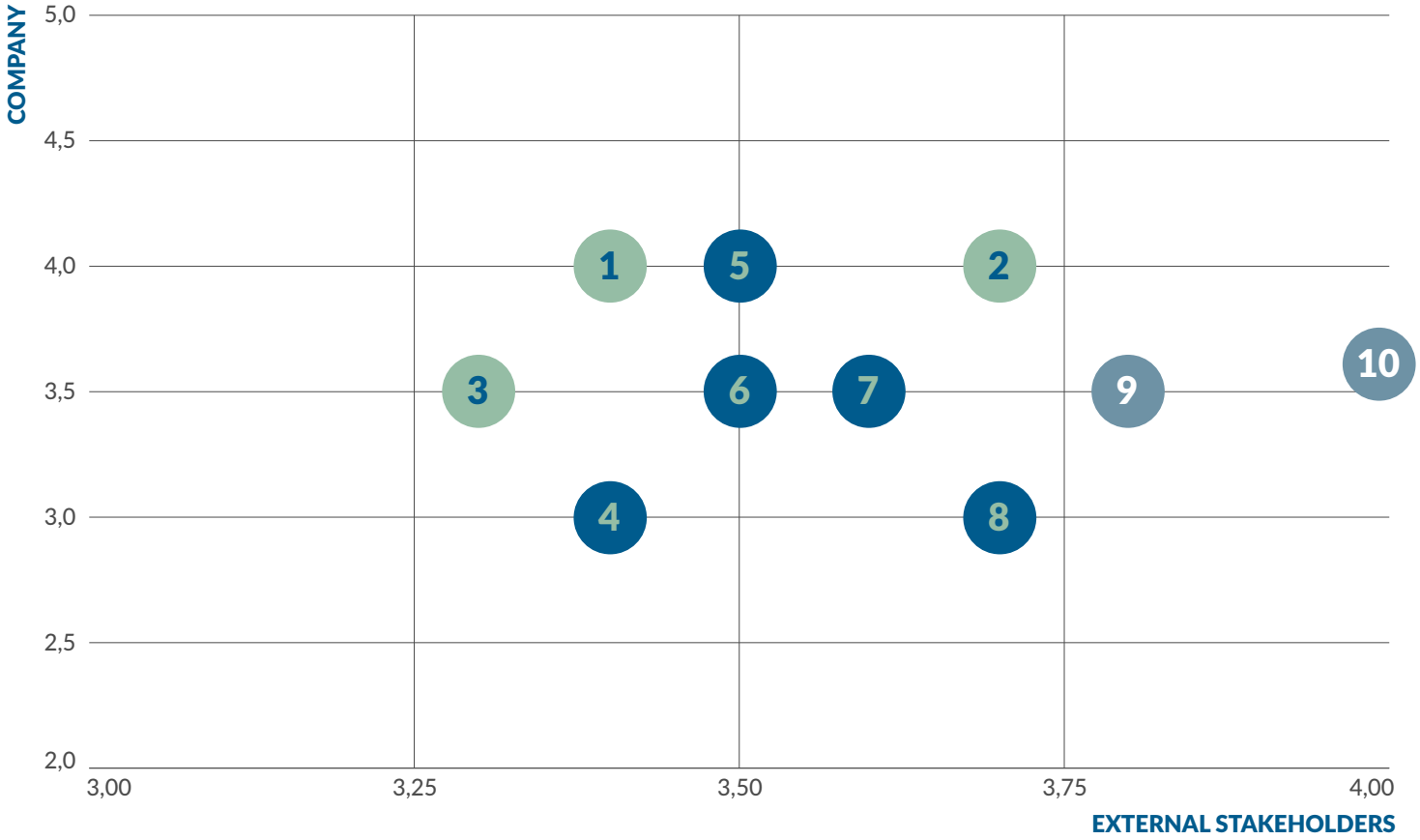
10 **Equal opportunities among women and men in career paths**
Enhancement of the presence of women in the company at all levels

The matrix of materiality

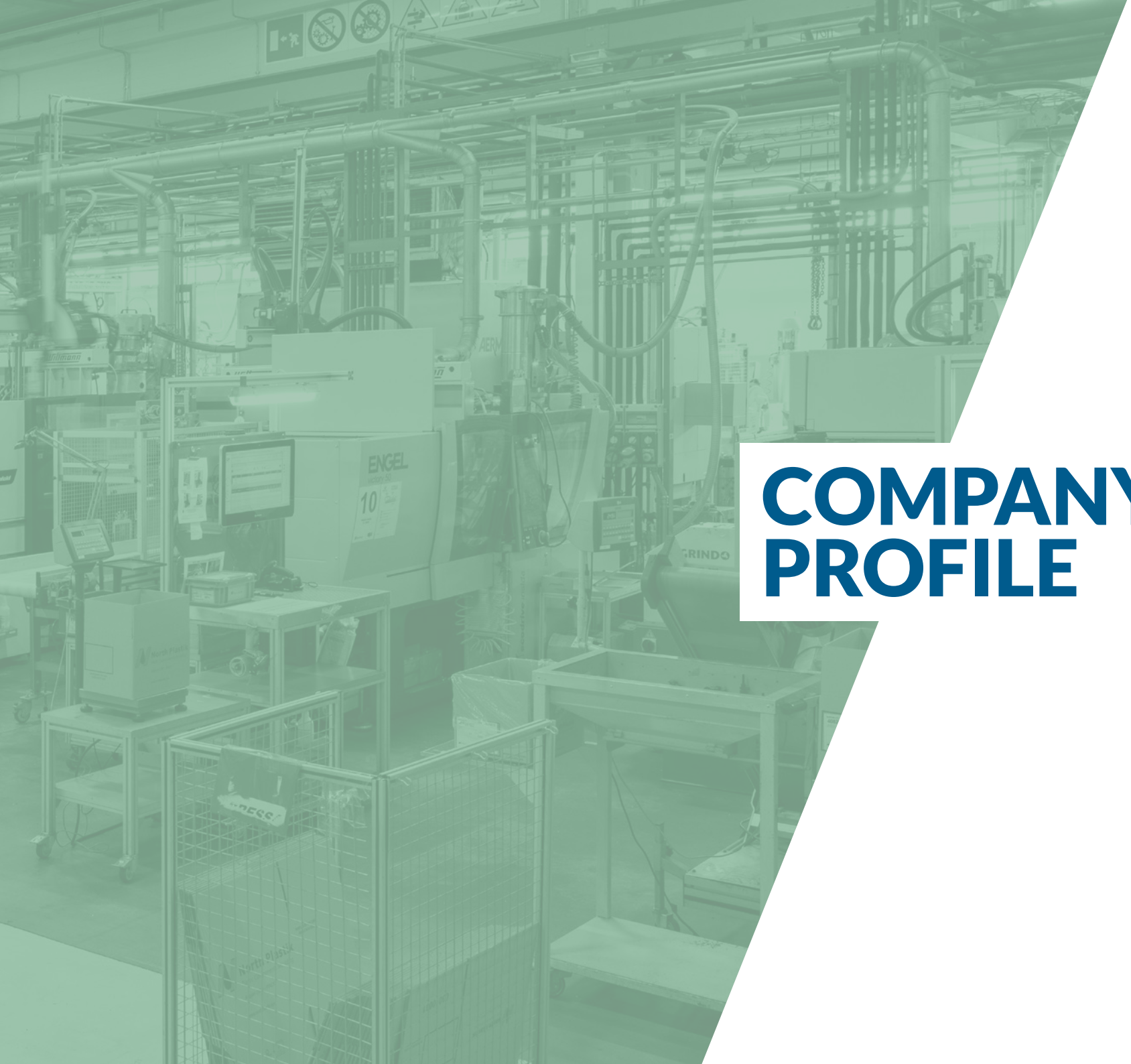
GRI 3-1
GRI 3-2

1. Corporate and organizational consolidation
2. Business continuity and stability
3. Transparent communication on sustainability issues
4. Contribution to the development of a circular economy
5. Energy Efficiency
6. Energy transition and CO_2 reduction
7. Digitization and innovation of production processes
8. Product quality and safety
9. Development and protection of human resources
10. Equal opportunities for women and men in career paths

The hierarchy of the identified issues is summarized in the materiality matrix. The vertical axis shows the average ratings assigned by the Steering Committee, which represents the Company's internal viewpoint; the horizontal axis shows the average ratings assigned by external stakeholders.
The ten identified issues reported average ratings above 3, on a scale of 0 to 4, from both the Steering Committee and external stakeholders.



The activities presented in this chapter contribute to the following UN SDG



04

COMPANY PROFILE

North Plastik Identity

GRI 2-1
GRI 2-3
GRI 2-9

A company's identity is the synthesis of elements of different natures. These include its history, ownership and organizational structure, its supply chains, the industry sector and market in which it operates, and the economic results it achieves.

THE STAGES OF HISTORY

1988
The first nucleus of North Plastik, was established as a tooling workshop for the design and manufacturing of thermoplastic moulds and thermosets

1996
North Plastik plastics moulding division was established

1999
The Company moves to Angiari

2001
North Plastik obtains the ISO 9001 and ISO/TS 16949 certifications anticipating the IATF certification for the automotive industry

2006
The SA 8000 certification confirms the Company's commitment to responsibility, especially in the areas of human rights and employee protection

2018
Expansion of the Angiari production site with the purchase of a new facility to host the raw materials warehouse and administrative offices

2023
Starting of the sustainability journey and ISO 14001 certification

GENERAL INFORMATION

Company name	North Plastik
Legal form	"Srl" (in the process of being transformed into a "SpA" effective from 01.01.2024)
Share capital	€ 2,000,000
Shareholders	Spardo SA holds 100 % of the shares
Registered office	Via Santa Croce 881, Angiari (VR)
Sole Director	Maurizio Favazza
Reporting period	01.01.2023/31.12.2023
Contact	sustainability@northplastik.com

Services and technologies

GRI 2-6

North Plastik supports the customer throughout the entire production cycle: from planning and co-design to final testing. Here is the range of services, skills and technologies that represents the moulding core business.

1 DESIGN

Development and engineering of complex assemblies

Product and process engineering

Pipeline filling analysis

with finished product simulator

Rapid prototyping

Mould design study and implementation

2 MOULD MAKING

Injection moulds for complex, high-precision components

Moulds for bi-injection or co-moulding

Moulds integrated with automated loading and retrieval

systems

Moulds with complex movements, unscrewing, and multilevel hot chambers

3 MOULDING

Injection moulding of technical thermoplastic polymers

Injection moulding

and compression moulding of thermosetting polymers

Assisted gas injection moulding

Multimaterial overmoulding and co-moulding

Overmoulding of inserts in various materials

Isles with integrated and fully automated production systems

4 FINISHING PROCESSES

Screen printing and pad printing

Paint and galvanic treatments (in cooperation with external partners)

5 ASSEMBLY AND TESTING

Ultrasonic, hot blade, vibration and infrared welding

Sealant application on complex routes

Manual and automatic assemblies, electrical wiring of off-the-shelf assemblies

Dimensional, functional, pressure testing

Corporate and organizational structure

Two important innovations have accompanied the evolution of North Plastik in 2023 as part of its strategy of corporate consolidation and commercial strengthening.

The first change concerns the Company's structure with the transformation from "Srl" to "Spa" effective from January 2024. The second refers to the Company's organizational structure with the appointment of the Steering Committee, a management body that brings together the top management and the Heads of the key functions:

- Sole Director
- Head of Finance & Control
- Head of Purchasing and Strategic Investments
- Head of Sales
- Head of Operations
- Head of Quality

The Company is also planning to appoint a sustainability officer reporting directly to the Steering Committee.

CONSOLIDATION AND RELAUNCH STRATEGY

The Company's consolidation and transformation are part of a relaunch and development strategy of North Plastik that builds on the following elements:

- An analysis of the internal context and points of strength in terms of technologies, resources and skills.
- An analysis of the external context, i.e., the evolution of the plastics moulding industry in terms of competitors and trends.
- An analysis of the economic performance in recent years which have been greatly affected by a number of external factors: the Covid-19 pandemic, commodity crisis, rising energy costs, and fluctuating market trends.

North Plastik's goal is to confirm its positioning in higher value-added sectors and market segments thanks to its range of services, quality assurance and innovation capability.

Economic value generated and distributed

GRI 201-1

The economic value generated and distributed expresses in monetary terms the economic impact of North Plastik's activities and the redistribution of this impact among the different categories of stakeholders: shareholders, suppliers, employees, banks and the Public Administration.

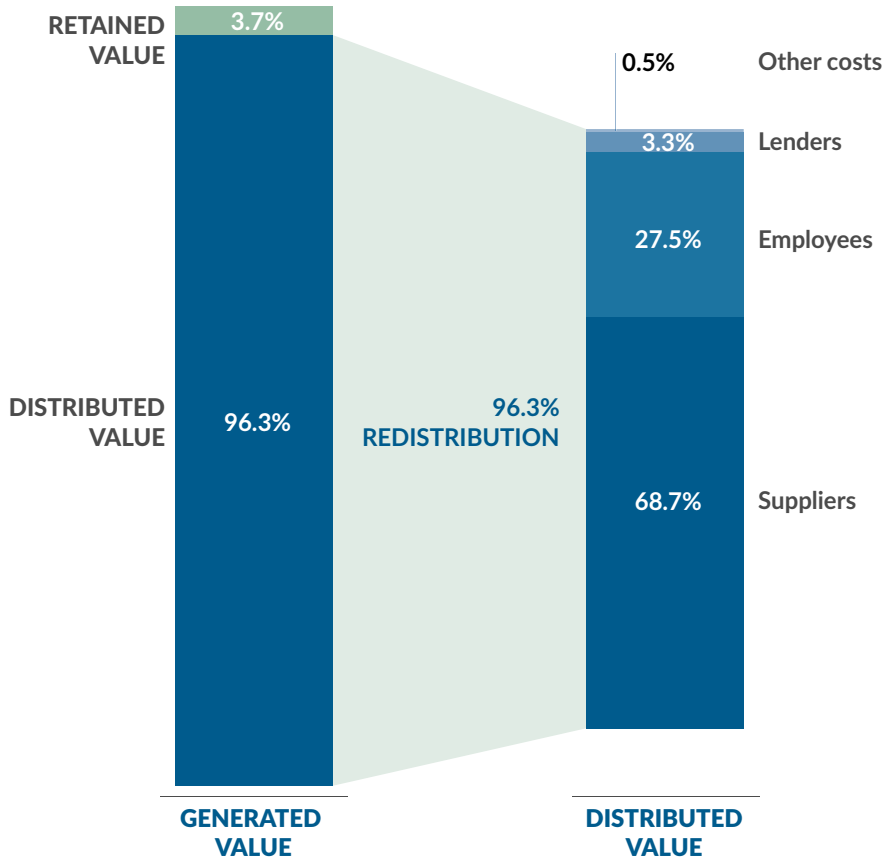
In other words, it provides a measure of North Plastik's interactions with the complex socioeconomic system within which the Company is operating.

In 2023, North Plastik generated value totaling Euro **20,301,460**, of which it retained Euro **855,648** (or **3.7%**) and distributed Euro **19,553,226** (or **96.3%**) to its stakeholders.

The distributed value is divided among stakeholders as follows:

- suppliers **68.7%**
  namely costs incurred for the purchase of raw materials, supplies, consumables, goods and services
- personnel **27.5%**
  namely wages and salaries, social security charges and employee severance pay
- lenders **3.3%**
  charges payable to the banks
- other costs **0.5%**
  items that do not fall under the previous categories

There was no distribution to the Public Administration because the tax credits enjoyed by the Company exceeded the amount of taxes due for 2023.
There was no distribution to shareholders because profit was allocated to reserves.



The markets

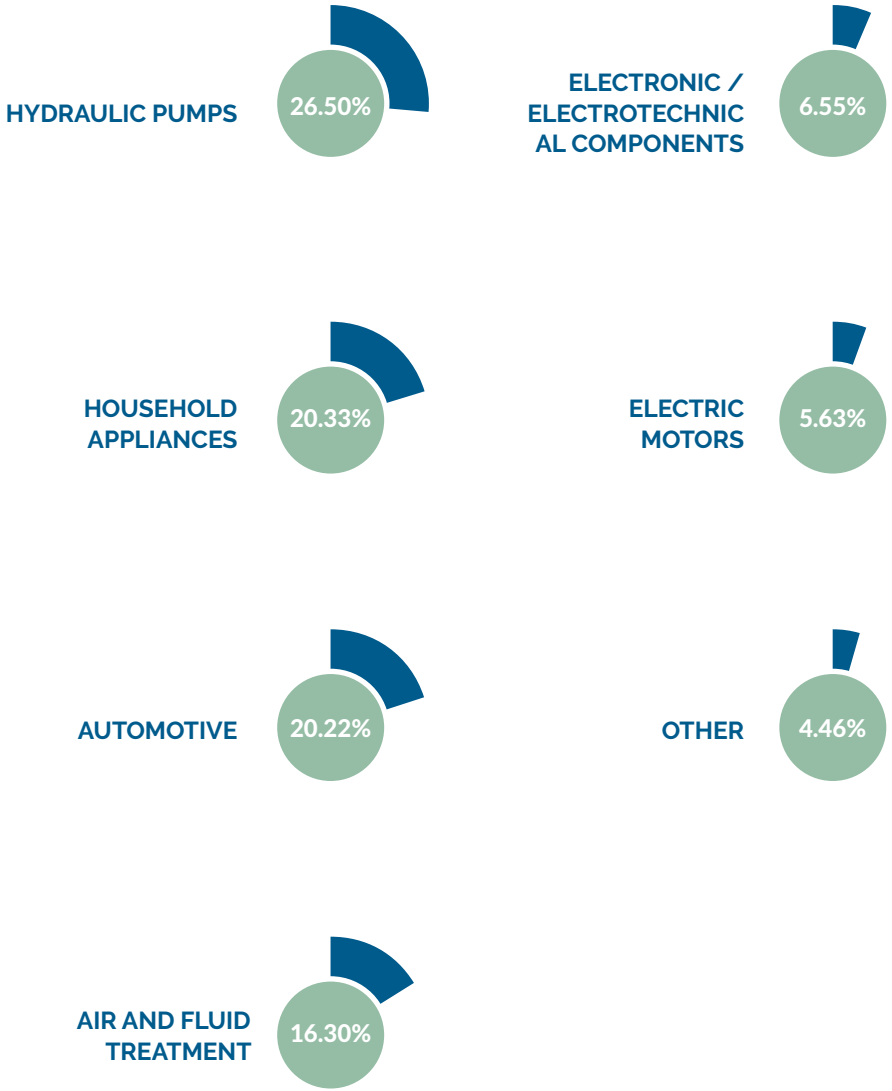
Where do North Plastik's customers operate, in what sectors?

Geographically, the Company sells globally with a clear prevalence in the Italian and European markets.

The traditional target areas are:

- Hydraulic pumps
- Home appliances
- Automotive
- Air and fluid treatment
- Electrical components
- Electric motors

On the side we report the 2023 turnover distribution.



The supply chain

GRI 2-6

Supplier-related expenses are the main cost item for North Plastik. What specifications and requirements are requested from the suppliers?

North Plastik can rely on a supply chain of more than 400 suppliers. Net of energy costs, the main cost items include:

- Polymer suppliers
- Packaging suppliers
- Suppliers of components and accessories
- Suppliers of external processing
- Subcontractors

As for the suppliers of polymers, which are key raw materials in North Plastik's manufacturing, the Company must often comply with external constraints.
In the case of orders, which account for most of the sales volume, the customer is directly responsible for the supplier choice.

THE SELECTION CRITERIA

More generally, the selection criteria include:

- whenever possible, prioritization of Italian suppliers. In 2023, Italian suppliers accounted for more than 90% of total purchases;
- Prioritization of suppliers within 150 Km of distance, especially in the case of subcontractors and external processing;
- preference to suppliers with Quality, Environment, Safety and Automotive certifications;
- periodic distribution to the main suppliers of the SA 8000 certification survey including a set of questions related to human rights protection, gender pay equity, occupational health and safety. The last survey was conducted in 2023 and involved 24 suppliers.

SUPPLIER CATEGORIES

SUPPLIERSOF THERMOPLASTIC POLYMERS 46.19%

SUPPLIERS OF PACKAGING 12.47%

SUPPLIERS OF COMPONENTS AND ACCESSORIES 12.42%

MOULD SUPPLIERS 4.19%

THIRD COMPANIES 3.29%

EXTERNAL WORKSHOPS 3.26%

LOGISTICS 3.24%

TRANSPORTATION 1%

OTHER 14%

BY GEOGRAPHIC ORIGIN

GRI 2-6
GRI 204-1

NUMBER OF ITALIAN SUPPLIERS 88,8%

NUMBER OF FOREIGN 11,2%

PURCHASE VOLUMES FROM ITALIAN SUPPLIERS 92,1%

PURCHASE VOLUMES FROM FOREIGN 7,9%

PURCHASE VOLUMES FROM SUPPLIERS WITHIN 150 KM OF DISTANCE 84%

PURCHASE VOLUMES FROM SUPPLIERS OVER 150 KM OF DISTANCE 16%

Certifications and commitments

ISO 9001:2015 QUALITY

Since 2001, North Plastik has certified its business process compliance and its commitment to customer service according to the international ISO 9001 standard.

Member of CISQ Federation
CERTIFIED MANAGEMENT SYSTEM
ISO 9001

No. 29013/13/S

IATF 16949:2016 AUTOMOTIVE

Since 2001 North Plastik has certified compliance of its quality management processes with the specific standards imposed by the automotive industry, which is one of its target markets.

Member of CISQ Automotive
CERTIFIED MANAGEMENT SYSTEM
IATF 16949

No. TS/29013/13

SA 8000 SOCIAL ACCOUNTABILITY

Since 2006 North Plastik has renewed Its SA 8000 certification, confirming the Company's commitment to social responsibility, especially in the area of human rights, to both employees and suppliers.

CERTIFIED MANAGEMENT SYSTEM
SA 8000

No. SA-145

OBJECTIVES

In 2024, North Plastik intends to obtain two more certifications that are closely linked to sustainability:

- ISO 14001 related to the Environmental Management System;
- PdR 125 related to the Gender Equality Management System

The activities presented in this chapter contribute to the following UN SDGs

05

OUR COMMITMENT TO PLANET PROTECTION

Environmental analysis and impact issues

GRI 3-3

In 2023, North Plastik investigated further its environmental, operation-related impacts

Two objectives:

1. **Obtain the ISO 14001 certification in 2024**
2. **Gather data, based on the key impact indicators, that can provide a solid starting point for the sustainability journey undertaken by the Company and related actions.**

INDICATORI ANALIZZATI

The indicators collected and analyzed in this section of the Sustainability Report cover:

- biodiversity and soil consumption
- CO_2 emissions
- management of water resource
- consumption of energy
- use of raw materials, processing fluids and packaging
- polluting emissions

IMPACT ISSUES

These indicators refer to the three issues identified as priorities through the materiality analysis (see pages 15, 16 and 17):

- contribution to the development of a circular economy
- energy efficiency
- energy transition and CO_2 reduction

Soil consumption and biodiversity

North Plastik's main activities are developed within a 45,000 sq m area including two factories divided by a large green space, for a total surface of nearly 10,000 sq m.

The area is located in an industrial district inserted in a territory with a predominantly agricultural vocation and subject to landscape constraints under Legislative Decree 42/2004 because comprised between two rivers: the Bussè River to the south and the Adige river to the north. Considering the context and river proximity the following aspects are emphasized with regard to risks, impacts, and biodiversity protection:

- the Adige river is not a serious risk factor for the Company, for the historical absence of flooding episodes in this stretch of its course. However, the proximity of a large river is a warning for the environmental commitment of North Plastik in a context of climate change and natural catastrophes;
- the Company does not represent a risk factor for the surrounding environment as a result of its limited impact in terms of discharges and emissions;
- the property area features flower beds and a large green space that mitigates soil consumption;
- the plant on Via Lungo Bussè was purchased by North Plastik in 2017 recovering an old production site.

THE SPACES OCCUPIED BY NORTH PLASTIK

Plant located in Via Santa Croce 881	5,543 sq m	Manufacturing and related services, tooling, WIP warehouse and technical offices	Owned by North Plastik since 2006
Plant located in via Lungo Bussé	4,428 sq m	Administrative offices, some assembly and screen printing activities, logistics for incoming goods and shipments	Owned by North Plastik since 2017

A strategic approach to energy

GRI 3-3
GRI 302-4

North Plastik is a Company operating a resource-intensive and complex production process. As an energy-intensive Company, the North Plastik must comply with the energy diagnosis obligation to benefit from the related tax breaks. For this reason, the Company has implemented a strategic approach to energy with a multi-year intervention and investment plan.

LA MAPPA DEI FATTORI DI CONSUMO

HIGH IMPACT	MEDIUM IMPACT	LOW IMPACT
MOULDING LINES Moulding and injection, presses and robots for the handling of the semi-finished products	**EQUIPMENT** Milling and other tooling machinery	**OFFICES AND DATA CENTERS** Operation of IT equipment
RAW MATERIAL PREPARATION Dehumidification	**OTHER PROCESSING** Welding, screen printing and pad printing	**LIGHTING** Offices, departments and external areas
PRODUCTION ANCILLARY SERVICES Power plant for compressed air and vacuum system	**AIR CONDITIONING** Heating and cooling of premises and offices	**TRANSPORTATION** Company cars and forklifts

Road To Net Zero

In its approach to energy consumption, North Plastik intends to contribute to the European "Net Zero" goal, which aims to achieve a balance between CO_2 emissions and CO_2 absorbed by 2050. Energy efficiency, electrification and transition to renewable energy sources are milestones on this path.

GRI 3-3
GRI 302-4

PHASE 01 ENERGY EFFICIENCY

Target
GENERAL ENERGY REDUCTION

Actions already implemented and planned

- Progressive installation of LED lighting including the expansion to assembly, tooling and logistics in 2024.
- Use of thermo-insulating buffers on moulding cylinders.
- Replacement of hydraulic presses with full electric presses.
- Replacement of the roof of the plant located in Via Santa Croce with a solution improving insulation.
- Shift and schedule work optimization (weekend closure with the Saturday morning shift in 2023).

PHASE 02 ELECTRIFICATION

Target
ELIMINATION OF GAS

Actions already implemented and planned

- Replacement of the boiler with a heat pump for office air conditioning in the plant located in via Lungo Bussè in 2023.
- Replacement of the boiler with a heat pump in the plant Located in Via Santa Croce.
- Complete elimination of the use of gas in 2025.

PHASE 03 ENERGY TRANSITION

Target
SELF-GENERATION FROM RENEWABLE ENERGY SOURCES

Ongoing and planned actions

- Installation of a 700 kWp photovoltaic system on the roof of the plant located in Via Santa Croce in 2024.
- Installation of an additional 400 kWp photovoltaic system on the roof of the plant located in Via Lungo Bussè.

PHASE 04 OFFSETTING RESIDUAL EMISSIONS

Target
EMISSION NEUTRALITY

- Purchase of non-self-generated electricity from certified renewable sources by means of the Guarantees of Origin.
- Offsetting residual emissions by purchasing carbon credits from domestic and international projects.

Energy consumption

GRI 302-1
GRI 302-4

The energy requirement needed for operation was broken down into three categories: fuel energy, motor fuel and electricity.
For each category data was collected considering consumption in the last three years with 2021 as baseline year, and then converted in Giga joules.
The conversion allows us to add up and compare consumption across different energy sources.

The coefficients used for conversion to GJ	
GJ/Smc	0,03533
GJ/kWh	0,0036
GJ/L	0,03836

Fuel energy

is represented by methane gas. It is used for the heating of some premises, not for production processes.

Motor fuel

Namely diesel fuel for the Company's fleet: cars, forklifts and a truck used for internal transport between the two plants on Via Santa Croce and Via Lungo Bussè.

Electricity

used to power all processes in manufacturing, air ventilation in summer and partly heating in winter for the offices.

CONSUMPTION

		2021	2022	2023	Change 2023 vs 2021	Change 2023 vs 2022
Gas for heating (offices and production plant Via Santa Croce)	Smc	43,737	21,350	22,201	-49.24%	3.99%
Gas for heating (Via Lungo Bussè offices)	Smc	4,123	5,527	2,805	-31.97%	-49.25%
Electricity (offices and production lines Via Santa Croce)	kWh	5,852,891	5,561,006	4,807,520	-17.86%	-13.55%
Electricity (offices and warehouse Via Lungo Bussè)	kWh	107,926	102,424	106,682	-1.15%	4.16%
Fuel for company vehicles (diesel)	l	9,336	6,900	10,384	11.23%	50.49%

CONSUMPTION IN GIGA JOULES

		2021	2022	2023	Change 2023 vs 2021	Change 2023 vs 2022
Gas for heating	GJ	1,690.89	949.56	883.46	-47.75%	-6.96%
Electricity	GJ	21,458.94	20,388.35	17,691.13	-17.56%	-13.23%
Fuel for company vehicles	GJ	358.18	264.72	398.39	11.23%	50.49%
Total consumption	GJ	23,508.02	21,602.63	18,972.98	-19.29%	-12.17%

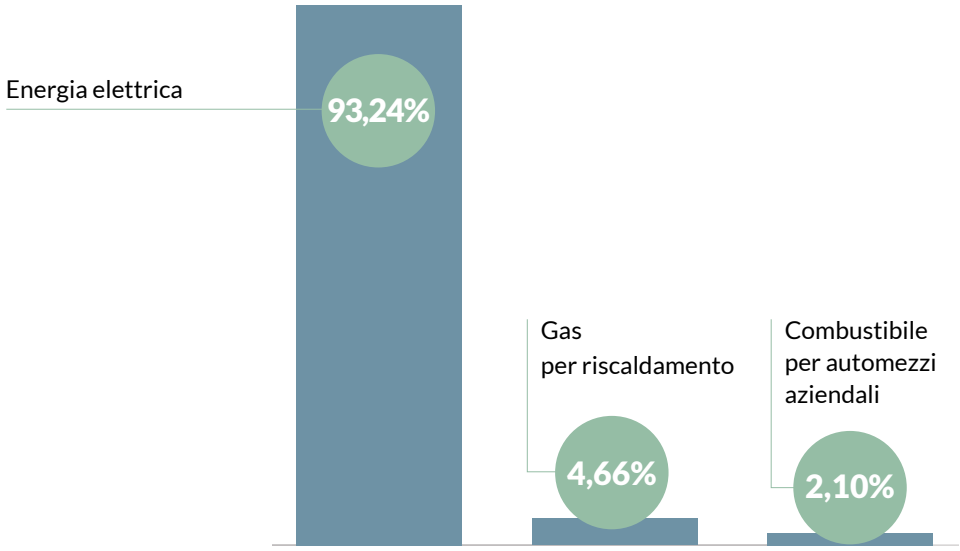
Commentary to energy consumption

GRI 302-1
GRI 302-4

From the consumption data presented on the previous page, the distribution of consumption and the energy intensity index on this page, some considerations can be derived.

1. The distribution across the different sources of energy confirms that the Company is evolving toward an almost complete electrification of consumption. In fact, electricity weighs 93.24% of the total requirement, methane for heating weighs 4.6%, and diesel oil is residual for the Company vehicles (cars, forklifts and the truck used for the transportation between the two plants).
2. There is a clear reduction in the total consumption considering the main energy sources – methane for heating and electricity – as a result of the energy efficiency actions undertaken in recent years.
3. The relationship between energy consumption and output, as represented by the energy intensity index, shows that there is not always a direct proportion between change in output and change in consumption. In 2022, production increased and the energy intensity index decreased as a result of the efficiency measures implemented by the Company. In 2023, despite a marked decline in production, energy consumption did not decrease equally clearly and the energy intensity index went up. This means that energy consumption is not only related to production processes but also to other factors – such as lighting, power supply, IT equipment, heating and air conditioning – which presumably remain fairly constant over the years.

Distribuzione dei consumi



GRI 302-1
GRI 302-3

4. Therefore, to reduce the energy intensity index, i.e. energy consumption per product unit, it is also necessary to maintain a consistent level of production and maintain the already initiated efficiency actions.

ENERGY INTENSITY INDEX

		2021	2022	2023
Consumption	GJ	23,508.02	21,602.63	18,972.98
Production	Ton	2,220.45	2,304.10	1,765.04
Value	**GJ/Ton**	**10.59**	**9.38**	**10.75**

The Greenhouse Gas Protocol

GRI 302-2

Greenhouse gases are believed to be the main culprits of climate change. According to the Greenhouse Gas Protocol (GHG), which is the international standard for greenhouse gas accounting, emissions that result from a company's energy consumption are classified according to three areas, called Scopes.

SCOPE 1

Direct emissions generated by the company, the source of which is owned or controlled by the company; in the case of North Plastik they include:

- emissions resulting from the consumption of methane used for the heating of premises;
- emissions that depend on fuel consumption for the Company's fleet.

SCOPE 2

Indirect emissions generated by electricity purchased and/or consumed by the company; in the case of North Plastik, all the energy consumed is purchased (i.e., there is no self-generation of energy) and is currently without certificates attesting to its renewable origin.

SCOPE 3

Includes all other indirect emissions that are generated by the company's value chain; for example, inbound and outbound transportation of goods (where company vehicles not already accounted for in Scope 1 are used), employees' home-work trips, and all company travel. North Plastik has not yet completed accounting for these emissions.

Greenhouse gas emissions

GRI 305-1
GRI 305-2

Greenhouse gas emissions related to North Plastik operations were calculated and divided between Scope 1 and Scope 2 based on the GHG Protocol starting from consumption and energy source data. Tons of CO_2 equivalent is used to represent the value of emissions. This is the unit of measurement that is used to measure and compare emissions of various greenhouse gases based on their global warming potential and thus their real climate-altering effect.

EMISSIONS (CALCULATED ACCORDING TO THE *LOCATION BASED* METHOD)

			2021	2022	2023	Change 2023 vs 2021	Change 2023 vs 2022
SCOPE 1	Heating gas (offices and manufacturing plant Via Santa Croce)	Ton. CO_2 eq	87.65	42.79	44.49	-49.24%	3.99%
	Heating gas (Via Lungo Bussè offices)	Ton. CO_2 eq	8.26	11.08	5.62	-31.97%	-49.25%
	Fuel for company vehicles (diesel fuel)	Ton. CO_2 eq	24.51	18.12	27.26	11.23%	50.49%
	Total emissions Scope 1	**Ton. CO_2 eq**	**120.424**	**71.978**	**77.376**	**-35.75%**	**7.50%**
SCOPE2	Electricity (offices and production lines Via Santa Croce)	Ton. CO_2 eq	1,586.13	1,707.23	1,254.76	-20.89%	-26.50%
	Electricity (offices and warehouse Via Lungo Bussè	Ton. CO_2 eq	29.25	31.44	27.84	-4.80%	-11.45%
	Total emissions Scope 2	**Ton. CO_2 eq**	**1,615.38**	**1,738.67**	**1,282.61**	**-20.60%**	**-26.23%**
	Total emissions Scope 1 + Scope 2	**Ton. CO_2 eq**	**1,735.81**	**1,810.65**	**1,359.98**	**-21.65%**	**-24.89%**

GRI 305-1
GRI 305-2

EMISSIONS (CALCULATED ACCORDING TO THE *MARKET BASED* METHOD)

			2021	2022	2023	Change 2023 vs 2021	Change 2023 vs 2022
SCOPE 1	**Heating gas** (offices and manufacturing plant Via Santa Croce)	Ton. CO_2 eq	87.65	42.79	44.49	-49.24%	3.99%
	Heating gas (Via Lungo Bussè offices)	Ton. CO_2 eq	8.26	11.08	5.62	-31.97%	-49.25%
	Fuel for company vehicles (diesel fuel)	Ton. CO_2 eq	24.51	18.12	27.26	11.23%	50.49%
	Total emissions Scope 1	**Ton. CO_2 eq**	**120.42**	**71.98**	**77.38**	**-35.75%**	**7.50%**
SCOPE2	**Electricity** (offices and production lines Via Santa Croce)	Ton. CO_2 eq	2,668.92	2,541.38	2,403.76	-9.94%	-5.73%
	Electricity (offices and warehouse Via Lungo Bussè	Ton. CO_2 eq	49.21	46.81	53.34	8.39%	12.25%
	Total emissions Scope 2	**Ton. CO_2 eq**	**2,718.13**	**2,588.19**	**2,457.10**	**-9.60%**	**-5.34%**
	Total emissions Scope 1 + Scope 2	**Ton. CO_2 eq**	**2,838.56**	**2,660.17**	**2,534.48**	**-10.71%**	**-4.96%**

Commentary on emissions

GRI 305-1
GRI 305-2
GRI 305-4

1 CHANGES IN EMISSIONS

The emission trend shows a decrease both vs 2022 and 2021, our measurement baseline year. The decrease depends on two factors. On the one hand, it is the result of energy efficiency measures already implemented by the Company; on the other, it stems from a decrease in orders and therefore a reduction in production.

2 EMISSION DISTRIBUTION

Emissions mainly refer to Scope 2, related to energy purchased and consumed by the Company. This figure is consistent with the Company's gas-reduction actions in favor of electrification as part of the Company's strategy. The use of self-generated energy from PV will contribute to further reducing Scope 2 emissions as of 2024.

3 EMISSION INTENSITY

Emission intensity coincides with the Tons of CO_2 emitted for each product unit. In 2023, this value was 1.44 Tons of CO_2 per ton of moulded components and sold. The use of self-generated PV energy with 0 emissions will also have a positive impact on this index.

METHODOLOGICAL NOTE

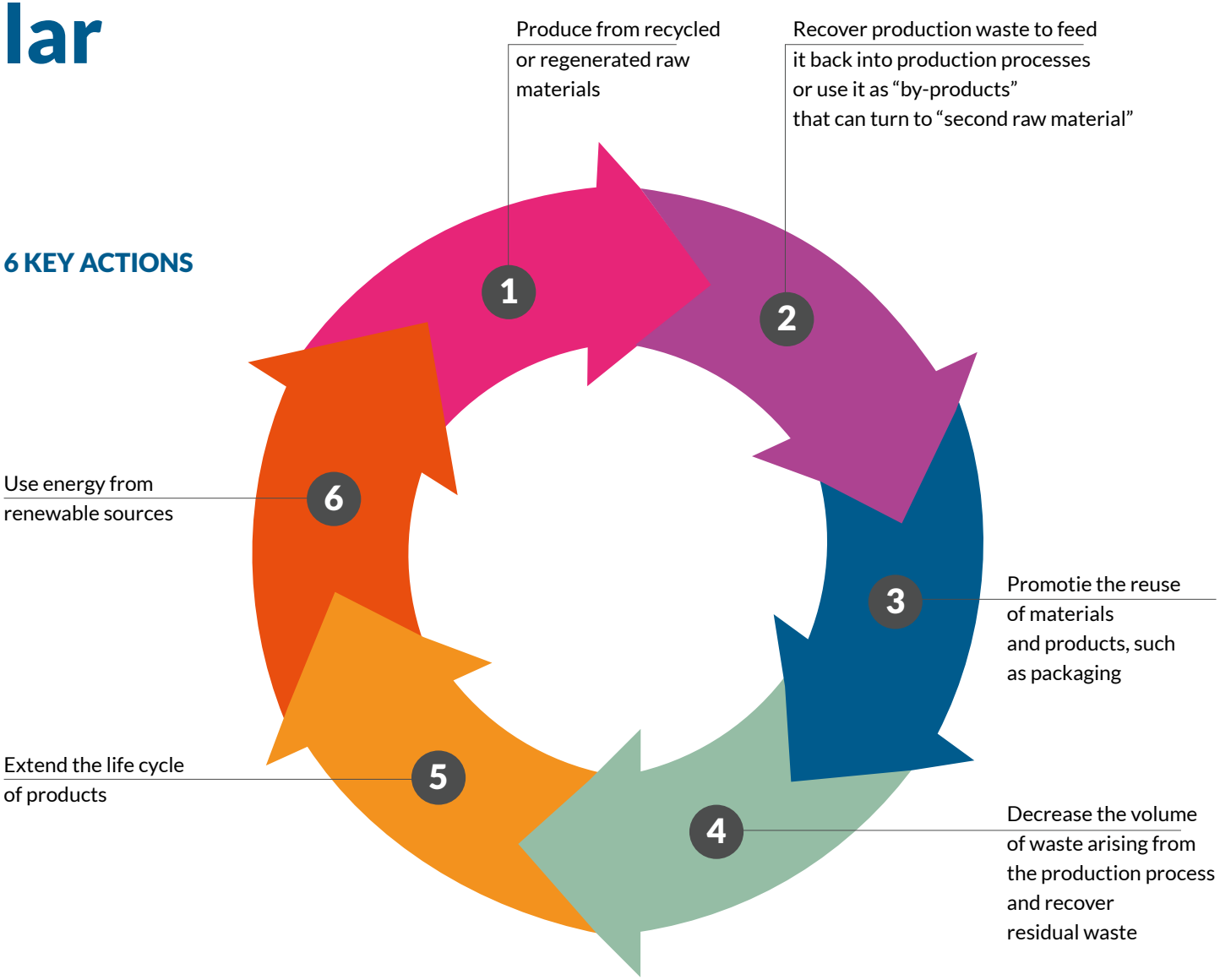
Emissions arising from energy consumption were measured and expressed using both the local-based method and the market-based approach. What does it mean? What is the difference between the two methods?
The Local-based method measures emissions according to the national energy mix of the country in which North Plastik operates, namely Italy. This energy mix varies each year according to the greater or lesser incidence of energy produced from renewable sources (foremost hydroelectricity).
The market-based method measures emissions based on the energy mix declared by suppliers and related to the energy purchased by North Plastik.
Only in the case of green energy certified through the Guarantees of Origin is the emission factor equal to 0; in 2023, the Company did not purchased certified green energy.

Introduction to the circular economy

GRI 3-3

Contributing to a circular economy model means promoting a production and consumption model that aims to reuse and regenerate materials. The development of a circular economy is one of the key impact issues for North Plastik and for the entire plastics processing industry.

6 KEY ACTIONS

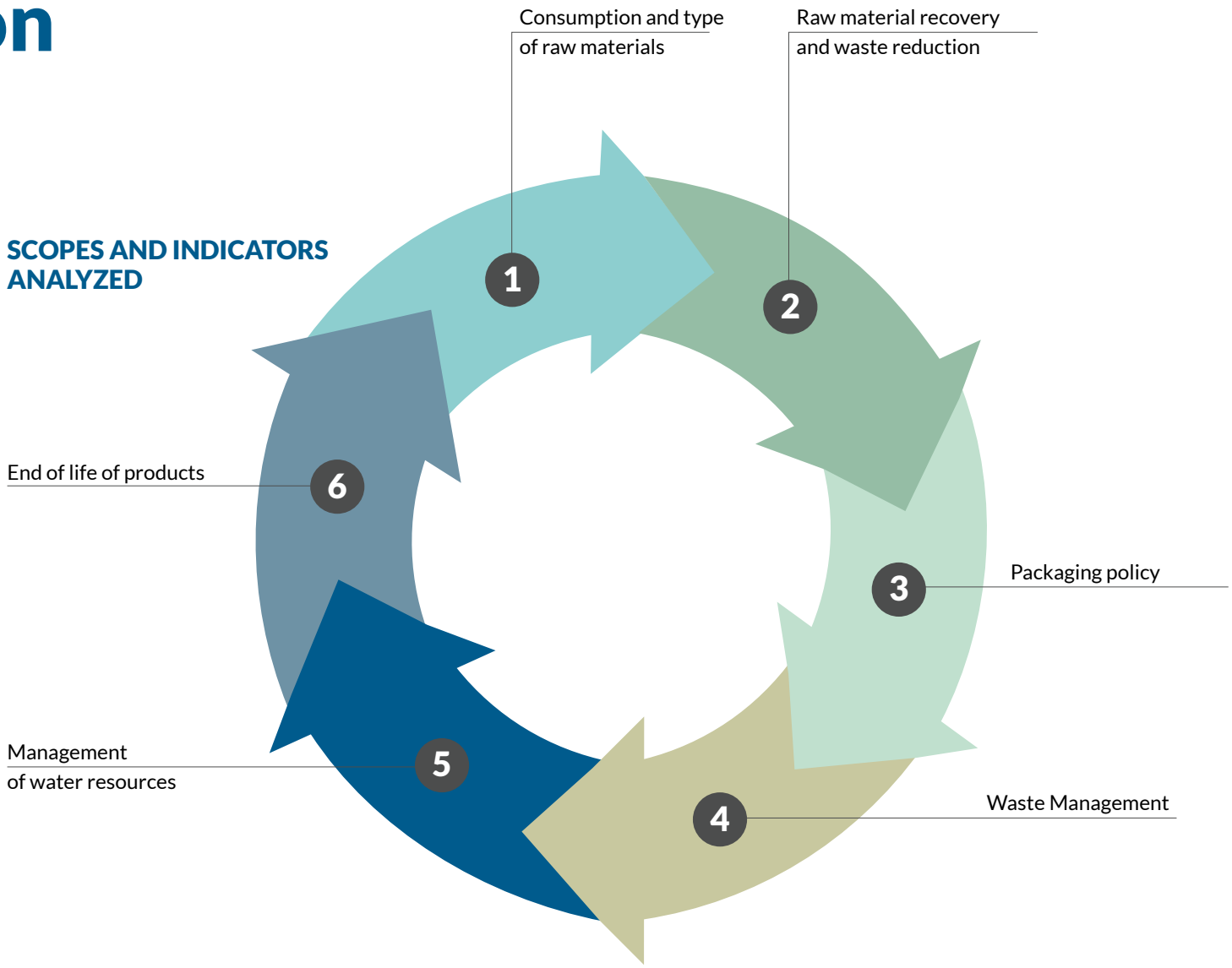


North Plastik contribution

GRI 3-3

To measure North Plastik's contribution to the development of a circular economy, we considered a number of areas and indicators relating to raw materials and products, which are summarized in graph beside and developed in the next pages.

SCOPES AND INDICATORS ANALYZED



Consumption of raw materials

GRI 301-1

This page contains:

- the raw materials used for production;
- the raw materials used for product packaging;
- the ancillary raw materials;
- the raw materials recovered and sold as a by-product.

All the materials used were in turn divided according to their origin, as renewable (e.g., wood and cardboard) and non-renewable (e.g. thermoplastic polymers and metals).

RAW MATERIALS USED FOR PRODUCTION OR PACKAGING

MATERIALS OF NON-RENEWABLE ORIGIN

		2022	2023
Thermoplastic polymers	t	2,375	1,816
Plastic packaging (film, separation microfilm)	t	27	24
Total materials of non-renewable origin	**t**	**2,402**	**1,840**

MATERIALS OF RENEWABLE ORIGIN

		2022	2023
Cardboard Packaging (boxes and separation hives)	t	196	162
Wood packaging (pallets, parietals)	t	118	112
Total materials of renewable origin	**t**	**314**	**274**
Total raw materials used for production or packaging	**t**	**2,716**	**2,114**

ANCILLARY RAW MATERIALS

		2022	2023
Steel for moulds	t	0.110	0.125
Aluminium for equipment	t	0.040	0.050

RECOVERY OF WASTE AS A BY-PRODUCT

		2023
Abs	t	4.54

Commentary on consumption of raw materials

GRI 301-1

1. North Plastik's key raw material are thermoplastic polymers. The Company buys them in granules, already integrated with additives (with glass fillers, minerals, self-extinguishing substances, stabilizers and anti-UV) and sometimes already coloured.
2. Thermoplastic polymers, unlike thermosetting polymers, can be regenerated potentially indefinitely, through mechanical recycling treatment, and then moulded again with characteristics equal to virgin polymers. Exceptions are polymers with self-extinguishing additives that jeopardize the technical characteristics and product strength.

3. In terms of product packaging, North Plastik has entered into agreements with major customers involving packaging and transportation in plastic boxes that can be re-used from 3 to 9 times. These boxes have partially replaced cardboard packaging.
4. Other raw materials used include:
   - steel for mould tooling;
   - aluminium for interventions on machinery;
   - glues for assembly processing (to a very residual extent with total purchases in 2023 of 2.5 kg).
5. North Plastik has long started an on-board recovery of physiological waste, or so-called sprues. This is the surplus raw material that results from the moulding process and depends on the shape of the mould. The sprues are milled and fed back into processing in a limited % agreed upon in advance with the individual customer, so as to preserve the characteristics and specifications of the finished product.
6. A test was done in 2023 to recover ABS regenerated by a specialized supplier and then returned to North Plastik for use as a secondary raw material.
7. At the plant and process level, a gradual replacement of old moulds with new ones that allow the reduction of physiological waste; at the same time, customers are increasingly asking assembly through welding to avoid using chemicals (necessary, for example, for glueing) thus facilitating subsequent recovery of the end-of-life machined part.

Waste management

GRI 306-3

This page shows a comparison among the different types of waste produced by North Plastik in the 2021-2023 three-year period.
Waste was divided between hazardous and non-hazardous waste and listed according to the respective EWC code.

NON-HAZARDOUS WASTE

Codice CER		2021	2022	2023
120101 - filings and turnings of ferrous materials	t	4.09	2.95	
120104 - dust and particulate matter of nonferrous materials.	t		0.76	0.63
150101 - paper and paper packaging.	t	33.26	28.23	21.82
130110 - mineral oils for hydraulic circuits, non-chlorinated	t	4.00		
200304 - septic tank sludge	t	3.00		
150102 - plastic packaging	t	0.55		
150103 - wood packaging	t	34.31	21.27	12.30
161002 - aqueous liquid wastes, other than those in item 161001	t	8.85	5.54	4.44
170405 - iron and steel	t	6.01	14.68	10.42
150106 - mixed material packaging	t	379.66	201.20	144.13
200101 - paper and cardboard	t	1.72	2.77	
170411 - cables other than those in item 170410	t	3.27	0.39	
200307 - bulky waste	t		0.80	
160304 - inorganic waste	t		0.38	
160214 - discontinued equipment	t	5.12	7.48	
Total non-hazardous waste	**t**	**483.84**	**286.45**	**193.74**

GRI 306-3

HAZARDOUS WASTE

Codice CER		2021	2022	2023
080314* - ink sludge containing hazardous substances	t	0.05	0.05	0.05
120109* - emulsions and solutions for machinery not containing halogens	t	6.32	10.54	9.90
150110* - packaging containing residues of hazardous substances	t		0.11	0.10
150111* - metal packaging containing hazardous porous solid matrices	t		0.13	0.16
160601* - lead batteries	t		0.21	
200121* - fluorescent tubes and other mercury-containing waste	t		0.12	
150202* - absorbent filter materials, rags and clothing contaminated with SP	t	0.06	0.84	0.81
Total hazardous waste	**t**	**6.43**	**12.00**	**11.02**

Commentary on waste management

GRI 306-3

1. In 2023, North Plastik produced waste totaling 204 tons. This shows a reduction by 58% vs 2021 and by 31% vs 2022.
2. The reduction is the result of a series of rationalization efforts that involved the main waste category, namely mixed-material packaging (EWC Code 150106). These are mainly processing scraps that cannot be recovered because they are not homogeneous: start or end-of-process pizzas, materials deriving from the cleaning of the injection cylinder, multi-component non-compliant parts consisting of different materials.
3. Hazardous waste represents 5.3% of total waste, non-hazardous accounts for 94.7 % (see chart).
4. The main hazardous waste item is oil from hydraulic presses. Several actions are underway with respect to this item:
   - the progressive replacement of hydraulic presses with electrical presses;
   - the testing of a microfiltration system that regenerates oil and prevents its disposal as waste.

HAZARDOUS/NON-HAZARDOUS WASTE RATIO IN 2023

Other issues

GRI 303-3

Other environmental impacts monitored include water management and office paper consumption.

WATER MANAGEMENT

North Plastik uses water:

- for sanitary uses;
- as cooling or heating fluid for the moulds with the addition of glycol and stabilizers. This is a closed circuit if one excludes losses or plant cleaning, the content of which is disposed of as waste (EWC code 161002).

The sampling points are:

- 1 point of withdrawal from aqueduct at the headquarters of Via Santa Croce;
- 1 point of withdrawal from aqueduct at the headquarters Via Lungo Bussè
- 1 fire-fighting withdrawal point from pre-existing well on the property;
- 1 boiler and fire-fighting withdrawal point from pre-existing well on the property;
- 2 sampling points from pre-existing wells for occasional watering of the garden in summer.

We report the relative consumption in the following table:

WATER CONSUMPTION

	Unit of measurement	2021	2022	2023
Via Santa Croce (aqueduct)	mc	1,704	1,849	1,606
Via Lungo Bussè (aqueduct)			299	40
Well 1			326	
Well 2			1,370	
Well 3/4				

The area is not covered by a sewage system, so toilet discharges are delivered to regularly maintained Imhoff tanks.

OFFICE PAPER CONSUMPTION

Office paper consumption is estimated at about 30 paper reams per month.
All paper is FSC, ECOLABEL and PEFC certified (Discovery 75).
Use has reduced in recent years thanks to the adoption of IT systems in line with the Company's digitization project.

The activities presented in this chapter contribute to the fllowing UN DSGs

06

THE PEOPLE AND THE COMMUNITY

The central role of the people

In the context of a medium-sized company, the human factor matters even more than in large enterprises. Ambitious goals can only be achieved with the contribution of everyone's skills and commitment.

Two impact issues related to personnel emerged as priorities from the materiality analysis:

- Development and protection of human resources
- Equal opportunities among women and men in career paths

DEVELOPMENT AND PROTECTION OF HUMAN RESOURCES

This issue branches out on several levels and actions:

- enhancement of employee sense of belonging to the company, especially among younger individuals;
- improvement of the human-machine interactions, both in terms of performance and employee psychophysical health (see the introduction of Method 5S, scheduled for 2024);
- enhancement of competencies and internal career opportunities;
- intervention on worker safety from a prevention perspective by focusing on training.

EQUAL OPPORTUNITIES BETWEEN WOMEN AND MEN IN CAREER PATHS

This issue considers the enhancement of the presence of women in the company at all levels, not only among press and other tooling workers where women are already a clear majority.

The Company's workforce

GRI 2-7

We report the main personnel figures as at 31.12.2023.

EMPLOYEES BY EMPLOYMENT LEVEL

	< 30 y.o.			30 - 50 y.o.			> 50 y.o.		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executive Managers	0	0	0	0	0	0	0	0	0
Middle Managers	0	0	0	1	1	2	2	2	4
White collars	3	0	3	10	7	17	1	0	1
Blue collars	8	7	15	19	34	53	3	22	25
Total	**11**	**7**	**18**	**30**	**42**	**72**	**6**	**24**	**30**

PART-TIME/FULL-TIME EMPLOYEES

	< 30 y.o.			30 - 50 y.o.			> 50 y.o.		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Full-time	11	6	17	30	11	41	6	7	13
Part-time 30 hours	0	1	1	0	30	30	0	17	17
Part-time 20 hours	0	0	0	0	1	1	0	0	0
Total	**11**	**7**	**18**	**30**	**42**	**72**	**6**	**24**	**30**

EMPLOYEES BY EMPLOYMENT LEVEL

	< 30 y.o.			30 - 50 y.o.			> 50 y.o.		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Fixed-term	0	0	0	1	1	2	0	0	0
Permanent	11	7	18	29	41	70	6	24	30
Total	**11**	**7**	**18**	**30**	**42**	**72**	**6**	**0**	**30**

GRI 2-7
GRI 2-8
GRI 401-3
GRI 405-1

EVOLUTION OF THE WORKFORCE

	2021	2022	2023
Overall headcount	146	132	123
Temporary workers	23	12	3
% women	49%	61%	61%

PARENTING

	Persone	Giorni
Maternity leave 2023	4	620
Paternity leave 2023	2	16

A commentary on the data

GRI 2-7
GRI 2-30
GRI 401-1
GRI 401-3
GRI 405-1

Data on the characteristics of the workforce are in line with the specificity of the industry and the evolution of the Company's economic framework.

GENERAL CONSIDERATIONS

1. The Plastics Rubber Collective Bargaining Agreement applies to all employees.
2. Almost all staff (98.4%) are on a permanent contract.
3. The use of temporary work is limited: 3 workers out of a total workforce of 123, or 2.5%.
4. Work in the department is organized on a continuous cycle with two shift schemes:
   - 6-hour shift for a 30-hour week;
   - 8-hour shift for a 40-hour week.
5. The distribution of the workforce is characterized by a clear predominance of blue collars. Blue-collar workers account for 77.5% of the total workforce.
6. Women account for 61% of employees and 67% of workers, with an almost exclusive predominance among personnel in charge of presses and other tooling work. By contrast, men among blue-collar workers are dedicated to maintenance, tooling, warehouse, and mould changing operation.

CONSIDERATIONS ON 2023 DATA

1. There was a 6.8% decrease in the workforce driven by a prevalence of leaving staff (16) over new hires (5).
2. The reduction in sales, particularly heavy in the past two years, did not result in layoffs but was managed by:
   - shift re-organization with production stop over the weekends (last shift on Saturday morning);
   - less use of overtime work (-64% vs 2022);
   - less use of temporary workers (from 23 in 2021 to 3 in 2023).
3. The average employee seniority is 10 years: 43% of employees have worked at North Plastik for more than 7 years, confirming stability.
4. The average age of personnel is 41, and 50% of the staff is under 45.
5. As per young people, we report the following:
   - 6 interns;
   - 4 trainees accepted during the year;
   - 2 new hires in 2023 among trainees accepted during 2022.
6. Foreign workers account for 8% with small changes over the years.

GRI 2-7
GRI 2-8
GRI 2-21
GRI 405-2

REMUNERATION POLICIES

1. The minimum employment level at entry is the H level of the Plastics Rubber Collective Bargaining Agreement.
2. The ratio of highest wage to average wage (the latter calculated excluding the highest wage) is 2.59.
3. The Gender Pay Gap to the disadvantage of women accounts for 1.2%. This ratio is calculated on the average pay of blue collars, which is the most represented category in the Company.

The value of training

GRI 404-1
GRI 404-2

A summary of issues and figures relating to training activities carried out in 2023.

TRAINING HOURS BY EMPLOYEE CATEGORY

	2023			2022			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executive Managers	0	0	0	0	0	0	0	0	0
Middle Managers	440	303	743	363	174	537	24	8	32
White Collars	676	228	904	379	375	754	473	39	512
Blue Collars	227	156	383	423	739	1,162	619	695	1,314
Total	**1,343**	**687**	**2,030**	**1,165**	**1,288**	**2,453**	**1,116**	**742**	**1,858**

ORE DI FORMAZIONE EROGATE PER ARGOMENTI

	2023			2022			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Compliance	19	11	30	2	5	7	160	2	162
IT	12	12	24	0	0	0	21	25	46
Health and Safety	140	100	240	249	409	658	138	100	238
Technical - professional	432	188	620	234	108	342	409	8	417
Soft skills	460	216	676	320	400	720	240	560	800
Apprentices	280	160	440	360	360	720	120	40	160
Total	**1,343**	**687**	**2,030**	**1,165**	**1,282**	**2,447**	**1,088**	**735**	**1,823**

GRI 404-1
GRI 404-2

NUMBER OF PARTICIPANTS IN EACH COURSE

	2023			2022			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Compliance	19	11	30	2	5	7	6	0	6
IT	3	3	6	0	0	0	6	7	13
Health and Safety	30	25	55	93	99	192	25	17	42
Technical - professional	16	7	23	22	56	78	30	1	31
Soft skills	20	9	29	8	10	18	6	14	20
Apprentices	7	4	11	9	9	18	3	1	4
Totale	**95**	**59**	**154**	**134**	**179**	**313**	**76**	**40**	**116**

A commentary on the data

GRI 404-1
GRI 404-2

1. Over 2,000 training hours were provided during the year.
2. The overall figure is lower than that of 2022 (-17%) but higher than that of 2021 (+10%).
3. The average number of training hours per employee is 16.5, distributed by gender as follows: 28.5 for men and 10.9 for women.
4. In 2023, training hours aimed at executives and white-collar workers (accounting for 81%) are prevailing over other workers, with a reversed ratio from previous years.
5. The training topics in which the company has invested the most in the past year and over the past three years are:
   - vocational technical training (i.e., job-related training and trade);
   - soft skills training (particularly to improve the management of work teams).

Training topics demonstrate a focus on both internal skills development and business climate improvement.

Occupational health and safety

GRI 403-2
GRI 403-4
GRI 403-5
GRI 403-7
GRI 403-9

North Plastik is committed to protecting health and safety of workers in compliance with both the obligations set forth in Legislative Decree 81/2008 and the requirements of voluntary certification SA 8000.

This means:

- informing employees of the risks related to their duties and related company prevention procedures;
- ensuring mandatory safety training based on state/region agreements;
- providing specialized training to the Emergency, First aid, Evacuation, Fire-fighting officers;
- offering specific training to new hires;
- calling the annual periodic meeting required by Article 35 of Legislative Decree 81/08, involving the competent physician;
- involving the SA 8000 Social Performance Team in evaluations regarding health and safety.

The goal is to improve injury indicators in terms of number, frequency and severity.

ACCIDENT TRENDS

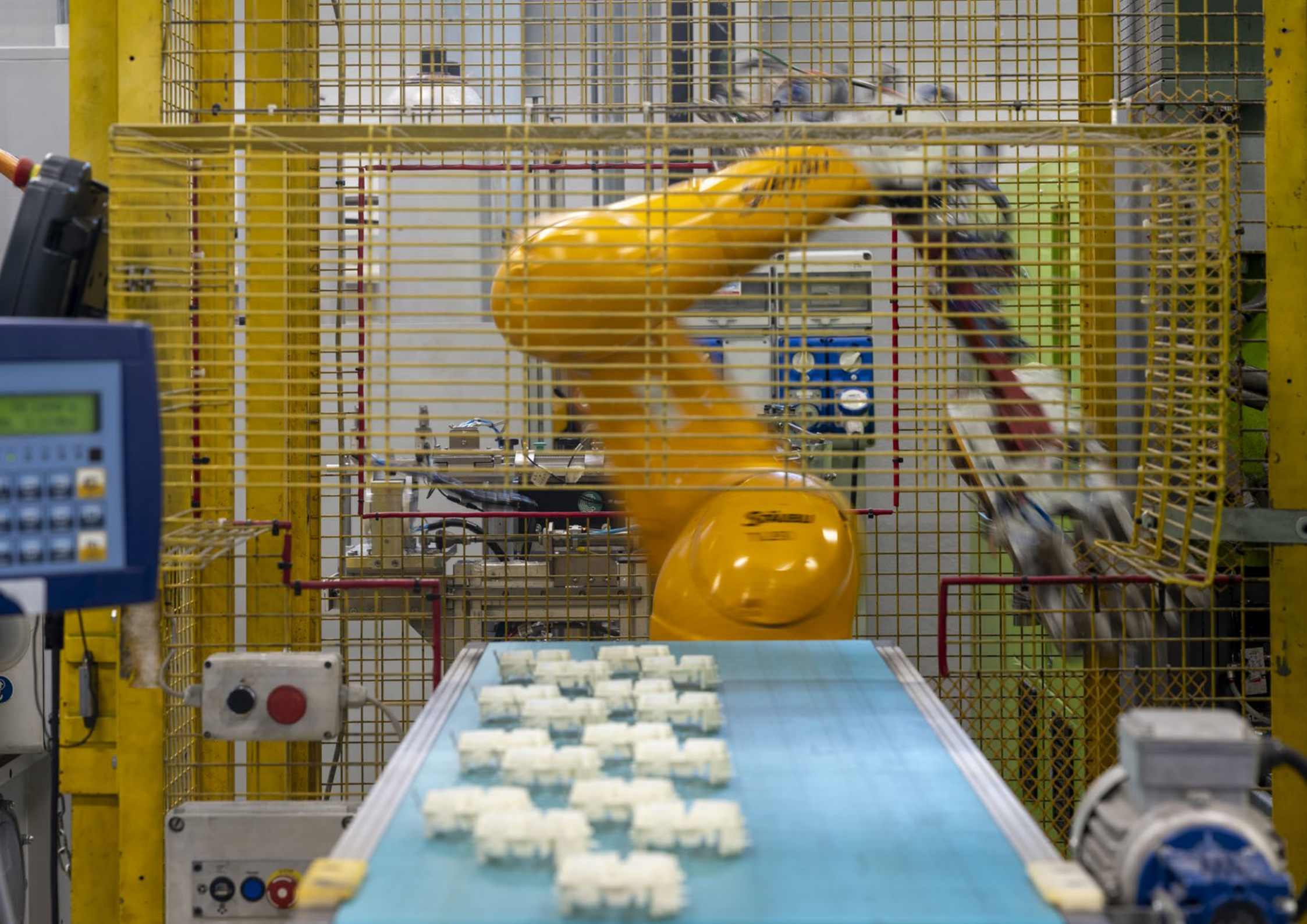
	2021	2022	2023
Number of injuries	2	6	1
Days of absence	125	83	17
Frequency index	11.1	31.5	5.6
Severity index	0.70	0.44	0.09

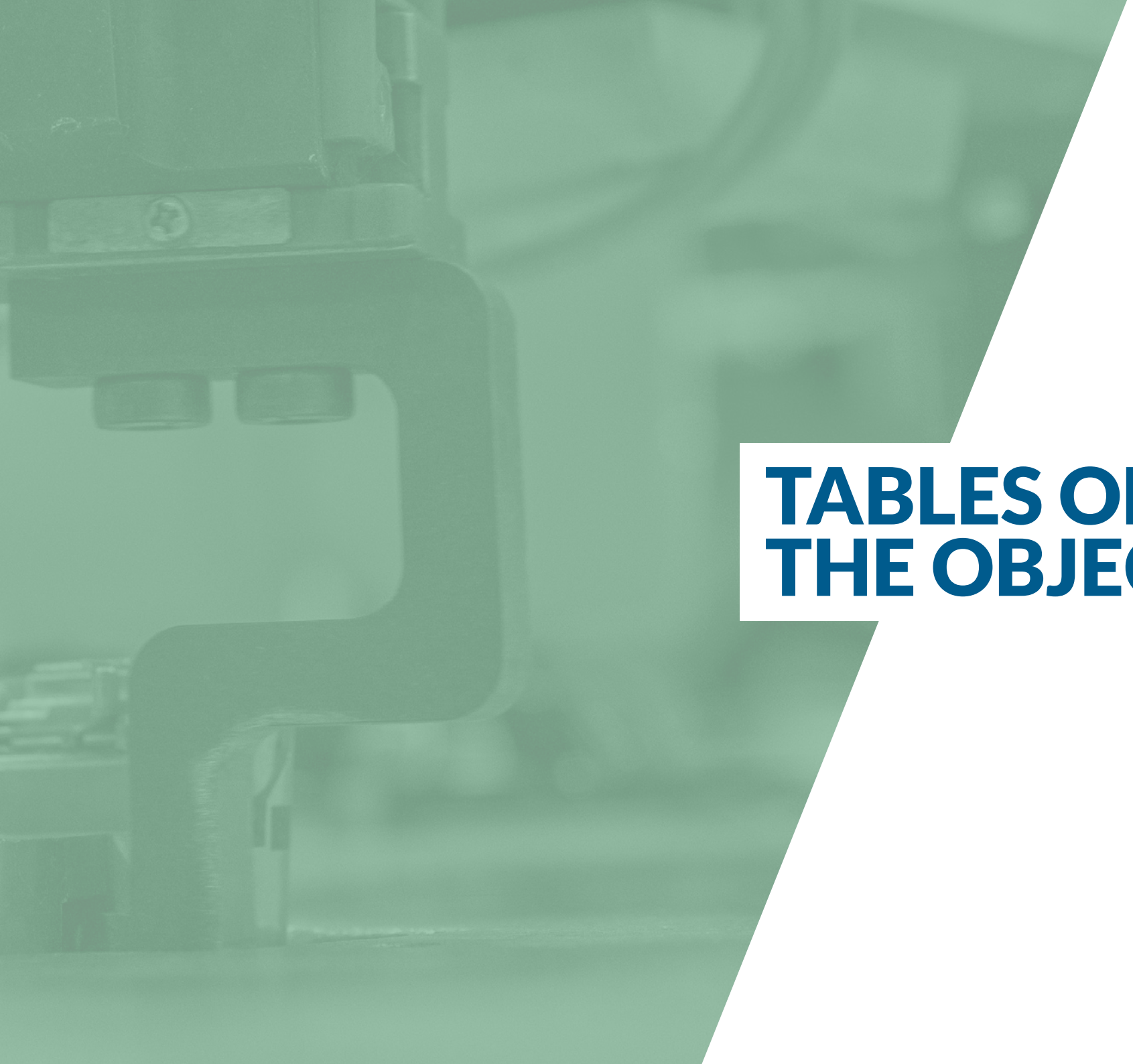
IPDs PURCHASED IN 2023

Safety Shoes (pairs)	44
Polyurethane, nitrile, leather gloves (pairs)	15,900
Transparent glasses	26
Ear protections	904

OCCUPATIONAL HEALTH AND SAFETY TRAINING

	2021	2022	2023
Hours	417	658	240
Workers involved	42	99	55





07

TABLES OF THE OBJECTIVES

The UN 17 Sustainable Development Goals

n 2015, the UN approved the 2030 Agenda for Sustainable Development, containing an agenda of commitments to promote workers' well-being and planet preservation summarized in 17 Sustainable Development Goals. Each goal corresponds to an area of intervention.

What goals does North Plastik contribute to?

Within the UN's Agenda 2030, North Plastik has identified. 6 specific goals to which the Company contributes through the sustainable management of its entrepreneurial activities.

North Plastik's commitment to the UN SDGs identified

	UN TARGET DEFINITION	NORTH PLASTIK'S SPECIFIC OBJECTIVES	WHERE IN THIS REPORT?
	Ensure healthy lives and promote well-being for all at all ages	Offer employees a work environment that is attentive to safety, injury prevention and a proper work/life balance	PAGE 60
	Provide inclusive and equitable quality education for all	Provide employees with vocational training and promote internships and apprenticeships within the company	PAGES 57-59
	Achieve gender equality	Provide equal career opportunities, leadership and economic empowerment to women, and allow them opportunities to reconcile work/life balance	PAGES 52, 56

	UN TARGET DEFINITION	NORTH PLASTIK'S SPECIFIC OBJECTIVES	WHERE IN THIS REPORT?
	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	Consolidate economic and financial performance to provide the best work conditions to the greatest number of employees and suppliers	PAGES 22-26
	Promote the sustainable use of natural resources and energy in all stages of production, transportation and consumption of products, including packaging, storage and waste treatment	North Plastik works with its customers to disseminate a circular economy model based on recycling and reuse of materials and reduction of waste and scraps	PAGES 41-47
	Take urgent action to combat climate change and its impacts	In its operation, North Plastik is monitoring and reducing the use of fuels contributing to the GHG emissions	PAGES 32-40

North Plastik's 2024-2025 sustainability plan

We present the table of North Plastik's 2024-2025 ESG-related sustainability plan.

GENERAL ISSUE	SPECIFIC FIELD	2024 GOAL	2025 GOAL
ECONOMIC, GOVERNANCE AND ORGANIZATIONAL GOALS	Turnover	5% increase	5% increase
	Transformation of the Company's legal form	Transformation into a SpA (Joint Stock Company)	
	Sustainability	Publication of the first Sustainability Report	Publication of the second Sustainability Report
		Ecovadis rating with score > 45 points	Ecovadis score improvement > 56 points
	Communication	Corporate rebranding and new website online	Marketing campaign
	5S Project	Implementation and project verification	
ENVIRONMENTAL GOALS	Management systems	ISO 14001 environmental management system development and certification	
	Environmental compliance	Removal of the asbestos roofing from the plant located in Via Santa Croce	
	Energy consumption	5% energy intensity reduction by replacing lighting with LEDs in some departments and installation of new fully electric presses	

GENERAL ISSUE	SPECIFIC FIELD	2024 GOAL	2025 GOAL
ENVIRONMENTAL GOALS	Energy transition	Installation and testing of PV panels in the plant of Via Santa Croce	Self-generation of energy from renewable sources to cover 15/20% of energy needs
	CO_2 emissions		20% emission intensity reduction
	Emissions other GHSs	R22 gas elimination	
	Product sustainability		Launch of the Life Cycle Assessment project for automotive products
	Hazardous waste		50% reduction of waste EWC code 120109 (new regeneration system hydraulic oils at the press)
	Waste management		Identification of final destination (landfill or recovery) of 100% of waste disposed of
SOCIAL GOALS	Corporate welfare	Installation of free water dispensers for employees and distribution of water bottles	
	Worker health and safety		ISO 45001 certification Occupational health and safety
	Gender equality and women's empowerment	PdR 125 certification	
	Ties with the local community		One day paid leave per employee for volunteering activities in support of the local community

The activities presented in this chapter contribute to the following UN SDGs

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The Sustainability Report was prepared in accordance with the GRI Standards "in accordance" option using the following indicators:

GRI STANDARD TITLE	GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE	PAGES
GRI 2 General Disclosure 2021 The organization and its reporting practices	Disclosure 2-1	Details of the organization	20
	Disclosure 2-2	Entities included in the reporting boundary	2
	Disclosure 2-3	Reporting period, frequency, point of contact	20
GRI 2 General Disclosure 2021 Activities and Workers	Disclosure 2-6	Activities, products, supply chain	6, 21, 25, 26
	Disclosure 2-7	Employees	53, 54, 55, 56
	Disclosure 2-8	Non-employee workers	54, 56
GRI 2 General Disclosure 2021 Governance	Disclosure 2-9	Governance structure and composition	20
GRI 2 General Disclosure 2021 Stakeholder Engagement	Disclosure 2-21	Total pay ratio	56
	Disclosure 2-22	Sustainable development strategy statement	7
	Disclosure 2-29	Approach to stakeholder engagement	14
	Disclosure 2-30	% of employees covered by collective bargaining agreements	55
GRI 3 Material Themes 2021	Disclosure 3-1	Process of determining material themes	15, 16, 17
	Disclosure 3-2	List of material topics	15, 16, 17
	Disclosure 3-3	Management of material issues	30, 32, 33, 41, 42
GRI 201 Economic performance	Disclosure 201-1	Economic value generated and economic value distributed	23
GRI 204 Procurement Practices 2016	Disclosure 204-1	Proportion of spending made to local suppliers	26
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GRI STANDARD TITLE	GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE	PAGES
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GRI 305 Emissions 2016	Disclosure 305-1	Direct GHG emissions (Scope 1)	38, 39, 40
	Disclosure 305-2	Indirect GHG emissions (Scope 2)	38, 39, 40
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GRI 306 Waste 2020	Disclosure 306-3	Waste generation and significant waste-related impacts	45, 46, 47
	Disclosure 306-3	Management of significant waste-related impacts	45, 46, 47
	Disclosure 306-3	Waste generated	45, 46, 47
GRI 401 Employment 2016	Disclosure 401-1	Hiring new employees and turnover	55
	Disclosure 401-3	Parental leave	54, 55
GRI 403 Occupational health and safety 2018	Disclosure 403-2	Hazard identification, risk assessment, and accident investigations	60
	Disclosure 403-4	Worker participation and consultation on occupational health and safety programs and related communication	60
	Disclosure 403-5	Worker training on occupational health and safety	60
	Disclosure 403-7	Prevention and mitigation of occupational health and safety impacts directly related by business relationships	60
	Disclosure 403-9	Occupational accidents	60
GRI 404 Training and education 2016	Disclosure 404-1	Average number of training hours per year per employee	57, 58, 59
	Disclosure 404-2	Employee skills upgrading and transition assistance programs	57, 58, 59
GRI 405 Diversity and Equal Opportunity 2016	Disclosure 405-1	Diversity in governance bodies and among employees	54, 55
	Disclosure 405-2	Ratio of basic wage and salary of women to men	56

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