SUSTAINABILITY PLAN

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WHAT IS THE SUSTAINABILITY PLAN?

It is the document that represents the company's commitment to help improve its impact on the environment, people and governance in line with the Sustainable Development Goals.

BUSINESS PLAN

DECARBONISATION PLAN

INNOVATION PROJECT

It is placed around already defined strategies, as a framework within which specific projects in the field of sustainability will be developed in the coming years.

HOW IS THE SUSTAINABILITY PLAN COMPOSED?

Perimeter

The entire perimeter of the Group was considered. Some actions are limited to certain Business Units or specific sites.

Time horizon

Aligned with the ESRS, it provides:
- Short-term, ongoing or forecast actions;
- Medium-term, completation or start in <5 years;
- Long-term, time horizion > 5 years.

Methodology

- Action definition;
- Sustainability Theme;
- Correlation with SDGs and ESRS;
- Project description;
- Time horizon;
- Perimeter.

WHAT ARE THE **ACTIONS** OF THE SUSTAINABILITY PLAN?

EVIRONMENT

SOCIAL

GOVERNANCE

BUSINESS RELATIONSHIP

1. Machinery efficiency interventions, with energy, emission and/or safety benefits

2. Energy and emission interventions

3. Monitor for improvement: emissions

4. Strategic acquisitions and progressive alignment and integration of all plants with Group standards

5. Improve the management of water resources

6. Reduce waste and manage it better

7. Improve the tannin processing process to maximize the percentage of product recovered, helping to differentiate the market and minimize waste

Sustainability Plan

8. Reduce the consumption of raw materials or use raw materials from renewable sources or produced in a more sustainable way than those currently in use

9. Make products increasingly recyclable after use by implementing strategies that also allow their recovery and re-entry into production processes

10. Recover waste elements, internal or externel, to enhance them in the Group's production processes

11. Adopt technological/IT solutions to improve the management of It and/or production flows

12. Make the business environment more inclusive

13. Introduce training courses beyond legal obligations and improve the way training is delivered

14. Adopt specific strategies to increase safety at work

15. Improve the Group's infrastructure to make environments more welcoming and employee-friendly

16. Introduce employee welfare measures

17. Improving the psychophysical well-being of workers

18. Create cohesion between the various Group entities through an HR organisation and strategic actions

19. Involve employees in the sustainability strategy

20. Update or supplement formal company policies and standards

21. Strengthen personal data protection and cybersecurity measures

22. Improve internal information to make outbound communication more transparent

23. Positive impacts on territories and communities

By the
ESG Committee