



YOUR SAFETY MAKER



SUSTAINABILITY REPORT

FOR THE FINANCIAL YEAR ENDED ON 31.12.2024
[EXTRACT]



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OUR SECOND REPORTING

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We are excited to present our second Sustainability Reporting, prepared on a voluntary basis and in accordance with the principles established by Legislative Decree 125 of September 2024, through which Italy has transposed the European Directive EU2464, together with the ESRS standards defined by EFRAG. This document represents a significant step on our path towards greater social and environmental responsibility.

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During the year 2024, SPASCIANI demonstrated a strong commitment to promoting sustainability, addressing key issues through medium-term strategic objectives with a five-year horizon. In this edition of our report, we highlight the results achieved thanks to the development of the Carbon Footprint, which has allowed us to measure and manage our emissions with greater awareness.

In addition, SPASCIANI has implemented the Organizational Model according to Decree Law 231. This is a fundamental step to ensure compliance and integrity of our business operations.

We have also reviewed our recruitment processes in the human resources sector, with a particular focus on creating an inclusive and responsible work environment.

Commitment to sustainability is voluntary and proactive, aware that the legislative framework can evolve.

SPASCIANI therefore aims to anticipate these changes, actively contributing to a sustainable culture that promotes the well-being of the community and the planet.

We believe that it is through transparency and accountability that we can inspire trust and create value for all our stakeholders.

SPASCIANI's assessment is being updated with the EcoVadis platform, showing a continuous commitment to sustainability also in its value chain.

TRENDS IN THE DEVELOPMENT OF SUSTAINABLE PRACTICES IN ITALIAN ENTERPRISES

In September 2024, ISTAT published the report on the development of sustainability practices in Italian companies.

In 2022, 66.5% of manufacturing companies reported having launched sustainability initiatives, with a predominant focus on environmental protection (55.6%) and economic and governance sustainability (56.1%).

The larger companies, with 250 or more employees, showed a significantly higher commitment than the smaller ones (5-49 employees), recording an engagement rate of 86.9% against 43.6% for the smaller ones.

The adoption of economic sustainability practices saw a higher participation among large companies, with 80.2% compared to 32.7% for small and 54.6% for medium-sized enterprises (50-249 employees).

Geographically, the companies in the North-West stood out in 2022 for their high commitment to sustainable actions, with a percentage of 69.7%. The spread of economic sustainability among enterprises in the North-West, North-East and Centre showed a similar pattern, exceeding 55%, while in the South this commitment was significantly lower at 44.0%.

Looking at the different economic sectors, more than half of manufacturing companies have taken sustainable actions in 2022. The Coke and petroleum products production sector had the highest share of companies active in sustainability initiatives (88.4%), followed by Means of transport (81.9%), Pharmaceuticals (77.5%) and Chemistry (77%).

In particular, the Coke and petroleum products sector also shows the highest participation in environmental protection practices (86.8%), while in the Means of transport sector there is a greater focus on economic sustainability, with 76.5% of the companies involved.

Coke and petroleum products (73.7%), pharmaceuticals (68.9%) and electrical appliances (62.4%) also show strong adherence to economic sustainability practices.



ESRS 1 AND 2

In the preparation of ESRS 1 and 2, SPASCIANI presented its governance model, together with the definition of risk assessments and the periodic review of the management system.

The adoption of the Organisational Model according to D.lgs. 231 is confirmed. This information is integrated into the company's strategic and operational decisions through continuous improvement plans.

Employees are identified as stakeholders relevant to the achievement of business objectives. The company therefore takes note of their needs and expectations through direct involvement and transmission of information to management bodies.

In the financial year which has just ended, the administrative bodies, management and supervisory have had to deal with the development of the company's sustainability strategy taking into account the results of the double materiality matrix drawn up in the year 2023, which is reported in the appropriate chapter below.

The SPASCIANI Sustainability Committee has agreed to take into account the perspectives of internal and external stakeholders, in the areas of environment, social and governance for the materialities that had obtained the five highest ratings of interest in each ESG area.

The following is a summary table of the prospects of the total stakeholders (internal and external):

Total Stakeholder Perspective		
Environmental	Social	Governance
<i>Sustainability of supply</i>	<i>Fair wage</i>	<i>Risk management and internal control</i>
<i>Air pollution</i>	<i>Consumers and end users</i>	<i>Business conduct</i>
<i>Resource management and circular economy</i>	<i>Risk management and internal control</i>	<i>Innovation</i>
<i>Waste generation</i>	<i>Business conduct</i>	
<i>Waste management</i>	<i>Workforce</i>	
<i>Energy consumption</i>	<i>Training and development of staff</i>	
<i>Procurement of raw materials</i>	<i>Health and safety</i>	
<i>Climate change</i>	<i>Product quality and safety</i>	
	<i>Adequate living conditions</i>	
	<i>Measures against violence and mistreatment in the workplace</i>	



Following the materiality analysis, the material themes that were perceived as relevant are:

Rank	Material theme
1	<i>Product quality and safety (S)</i>
2	<i>Health and safety (S)</i>
3	<i>Innovation (G)</i>
4	<i>Raw material supply (E)</i>
5	<i>Consumers and end users (S)</i>
6	<i>Air pollution (E)</i>
7	<i>Waste generation (E)</i>
8	<i>Adequate living conditions (S)</i>
9	<i>Sustainability of supply (E)</i>
10	<i>Business conduct (G)</i>
11	<i>Climate change (E)</i>
12	<i>Adequate wages (S)</i>
13	<i>Resource management and circular economy (E)</i>
14	<i>Waste generation (E)</i>
15	<i>Measures against violence and mistreatment in the workplace (S)</i>
16	<i>Workforce (S)</i>
17	<i>Energy consumption (E)</i>
18	<i>Training and development of staff (S)</i>
19	<i>Risk management and internal control (G)</i>

OUR SUSTAINABILITY STRATEGY

In Sustainability Reporting 2023, the Sustainability Committee had set the following short-term (1 year) objectives:

- Definition of the SPASCIANI Carbon Footprint (ESRS E1)
- Implementation of recruitment and human resources management processes (ESRS S1)
- Implementation of the Organizational Model according to D.lgs. 231
- Performing the assessment on the EcoVadis platform in order to support the definition of your own sustainability in the supply chain

The above mentioned activities were implemented in 2024, where:

- The Carbon Footprint definition is complete
- The implementation of human resources recruitment processes is complete
- The implementation of the Organizational Model according to D.lgs. 231 is being implemented
- The design of the whistleblowing procedure and platform will be implemented in 2025.
- The EcoVadis assessment for the year 2024 which is being compiled at the time of approval of this report

For the year 2025, SPASCIANI has also determined:

- Make the analysis of gas and energy consumption a formalized procedure in order to achieve improved efficiency of energy saving
- Extend the analysis of efficiency and energy savings to installations generated by the installation of photovoltaic systems and new technologies

Based on the objectives achieved in 2024, in the medium term (over the next 5 years) SPASCIANI sets the following goals:

In the Environment area:

- Define strategic objectives for the management of its workforce and potential financial effects from impacts, risks and opportunities such as ISO 9001 procedure and individual interviews with definition and monitoring of objectives (PDR - Performance Development Review)
- Enrich with information regarding the impacts of suppliers on sustainability
- Improve the Carbon Footprint with the installation of fuel meters for each department so that the calculation can be improved
- Build a dashboard of environmental Key Performance Indicator (KPI) for electricity, gas, energy efficiency and energy saving
- Enrich with information regarding the impacts of suppliers on sustainability
- Evaluation of strategic lines for the removal and storage of greenhouse gases (GHGs) financed by carbon credits
- Assessment of the development of internal carbon price analysis processes in the strategic plan



In the social area:

- Formalise a procedure for the analysis of people management
- MBO with RSUs with targets related to ERSg and ESG
- Assess the implementation with your own personnel office of any salary level alignments
- Promote Welfare and better work-life balance by identifying a monitoring system such as, for example, the formulation of a new 2nd level contract with the integration of medical visits for the 1st degree of relationship (children and parents) to the planned personal hours
- Assess actions to be taken for monitoring work-life balance indicators
- Measure and evaluate gender and wage equality also at the entry into force of the transposition of EU 2023/970 for the year 2026 on the right to equal pay for work of equal value
- Promote the dissemination of gender values by concretely implementing all actions that can favor such dissemination as inclusion, empowerment, smart working, corporate welfare without penalizing career and professional development
- Identify safety-specific training plans

In Governance area:

- Adopt the Organisational Model according to D.lgs. 231 that takes into account the organizational effectiveness of the company

In the long term, the company sets itself the following objectives in terms of ESG sustainability:

- Obtain environmental, social and governance impact certifications

ESRS E

In 2024, SPASCIANI started the sustainability reporting process, drawing up its first financial statements for 2023. In this context, the company has paid particular attention to the requirements of the ESRS E1 standard, focusing on aspects related to climate change.

In line with this commitment, SPASCIANI has set itself the goal of defining specific climate targets for the biennium 2025-2026. The company operates in full compliance with current Italian legislation on environmental protection and is pursuing a process of adherence to voluntary certifications related to climate change.

It currently has an ISO 9001:2015 certified management system and control procedures to mitigate energy impacts. Over the years, SPASCIANI has also implemented a system for monitoring energy consumption and gas emissions, which has enabled it to draw up its own Carbon Footprint according to the guidelines of ISO 14064, thus contributing to the measurement and management of their climate-related emissions.

The Carbon Footprint carried out during 2024 covers the three-year period 2021-2023 and will be renewed every three years (according to ISO 14064). SPASCIANI has activated a constant monitoring of the impacts through an annual energy consumption evaluation and procedures related to ISO 9001, an emissions monitoring (Scope 1 and Scope 2) an environmental and contextual analysis to define the company's positioning in relation to climate change.

Through context analysis as well as in energy analysis, the company defines the risks related to the environment as well as the material opportunities to be implemented to mitigate climate impacts. In the management of this sustainability report for the year 2025, SPASCIANI aims to highlight a strategy aligned with what emerged from the double materiality matrix, defining objectives and further procedures for risk analysis and mitigation and opportunity analysis, including in the financial dimension.

SPASCIANI has a constant monitoring model of energy, gas, fuel and water consumption data in place and regularly evaluates the possibility of introducing more efficient technologies to save energy. In addition, the implementation of the ISO 14064 Carbon Footprint has made it possible to measure Scope 1-2 emissions and identify potential areas for improvement.

SPASCIANI is constantly monitoring procedures and analysing data on energy, gas, fuel and water consumption. In the context of environmental analysis, SPASCIANI promotes a qualitative analysis of the environmental aspects related to activities, products and services.

SPASCIANI devotes specific staff to these activities. Currently the company has initiated monitoring and analysis procedures, with the year 2025 the Management Committee will implement strategic objectives related to the impact of climate change, the potential financial effects resulting from impacts, risks and opportunities.

ENERGY CONSUMPTION	01/01/2024 31/12/2023	01/01/2023 31/12/2023	VAR. %
Non-renewable sources			
Consumption of coal and coal products (MWh)	0,00	0,00	-0,00%
Consumption of crude oil and petroleum products (MWh)	0,00	0,00	-0,00%
Consumption from natural gas (MWh)	114,89	82,53	39,21%
Consumption from other non-renewable sources (MWh)	0,00	0,00	-0,00%
Consumption of electricity, heat, steam and cooling purchased from non-renewable sources (MWh)	56,46	73,77	-23,46%
Total consumption of energy from fossil sources (MWh)	171,35	156,30	9,63%
% consumption of energy from fossil sources on total energy	62,52	56,20	11,25%
Consumption from nuclear sources (MWh)	56,46	73,77	-23,46%
% consumption of nuclear energy on total energy	0,00	0,00	-0,00%
Renewable sources			
Fuels from renewable sources, including biomass (of which industrial and municipal waste of biological origin, biogas, renewable hydrogen, etc.) (MWh)	0,00	0,00	-0,00%
Electricity, heat, steam and cooling purchased from renewable sources (MWh)	48,70	63,63	-23,46%
Self-produced non-combustible renewable energy (MWh)	54,03	58,19	-7,15%
Total consumption of renewable energy (MWh)	102,73	121,82	-15,67%
% consumption of renewable energy on total energy	37,48	43,80	-14,43%
Total consumption of energy (MWh)	274,08	278,12	-1,45%

With regard to the containment of environmental impact, SPASCIANI has defined a framework of carbon dioxide emissions linked to the activity carried out, including both CO₂ produced directly, i.e. due to the combustion of natural gas in burners and fuel consumption, and indirectly, i.e. linked to the production of electrical energy used by the company.

GREENHOUSE GAS EMISSIONS	01/01/2024 31/12/2023	01/01/2023 31/12/2023	VAR. %
SCOPE 1 GREENHOUSE GAS EMISSIONS			
Scope 1 GHG gross emissions (tCO ₂ eq)	45,56	16,79	171%
Share of Scope 1 GHG emissions under regulated emissions trading systems (%)	0,00	0,00	0%
SCOPE 2 GREENHOUSE GAS EMISSIONS			
Scope 2 location-based GHG emissions (tCO ₂ eq) 13.63 16.47 -17%	13,63	16,47	-17%
Scope 2 market-based GHG emissions 12.53 16.37 -23%	12,53	16,37	-23%
TOTAL GREENHOUSE GAS EMISSIONS			
Total company emissions (tCO ₂ eq)	58,09	33,16	75%
Total market-based emissions (tCO ₂ eq)	59,19	33,26	78%

ESRS S

SPASCIANI outlines part of its policies relating to its workforce with reference to Italian legislation.

Specifically, as per the purpose of the DVR, i.e. to regulate the management of risks also associated with human resources based on the qualification required, the specific risks for the job description of SPASCIANI employees are defined and controlled.

SPASCIANI has also developed a procedure for the management of human resources including compliance with applicable regulatory and contractual requirements. The procedure also defines the responsibilities and methods adopted to ensure workers receive training and information within the company organization. In order to pursue the objectives, the Management Committee promotes the dissemination of the values of gender respect by concretely implementing all those actions that can promote such dissemination such as inclusion, female empowerment, performance bonuses, smart working or agile work or flexible work, teleworking, the time bank and anything that can allow people to reconcile life with work, without being penalized in their career and professional development.

SPASCIANI has developed the sustainability plan for the social area during the year 2024, also defining specific objectives in the short-term strategy.

Objective of the ESRS S1 - its workforce: identify and select new staff, assign roles, levels of authority, responsibilities and tasks, proceed with the evaluation and development of the same in order to:

- implement and maintain the company management system, continuously improving its effectiveness and efficiency
- carry out the assigned tasks, duties and activities independently and with full awareness of the importance of their role and of the consequences that would arise in the event of inadequate behavior from a technical, professional and ethical perspective
- provide services in compliance with the requirements specified for them and such as to fully satisfy the principles of independence, impartiality, integrity, confidentiality, legality, professionalism, seriousness, reliability, gender equality and inclusion



All this, taking into account the Principles of Social Ethics and Gender Equality, together with the following additional objectives:

- ensure Qualified, impartial, independent, honest personnel, who are constantly trained to carry out their duties
- ensure personnel are sensitized and aware of the importance of their work
- ensure that personnel behave in a manner characterized by impartiality, independence, integrity, professionalism, environmental and social ethics and respect for gender and diversity in a perspective of inclusion and absence of discrimination
- ensure equal and fair treatment and access, of an economic nature, to career opportunities and agile work
- ensure inclusion and the absence of discrimination of any nature and type and of any type of abuse, harassment or aggression;
- support and disseminate, in addition to the principles of ethics, seriousness, professionalism, reliability, lawfulness, that of gender equality, inclusion and the absence of discrimination of any kind

SPASCIANI implements with its personnel office, a periodic alignment of salary levels and contractual declarations, during hiring and career advancement. In terms of social protection, the employment relationship with SPASCIANI employees follows the provisions of the sector CCNL and labor law in Italy which provide for mandatory membership of social security institutions such as INPS, INAIL.

Furthermore, SPASCIANI sets aside the TFR for each employee, as required by current regulations, which in specific cases provided for by law can be requested before the termination of the employment relationship, for social protection purposes. Finally, the mandatory and optional maternity and paternity protection are regulated by the multiple current legislative decrees, not least the 2024 Budget Law which has further defined parental leave up to 12 years of age of children, which SPASCIANI complies with as it is a legal obligation. SPASCIANI appears to be compliant with the provisions of the legislation. In the year 2024 there are four disabled people.

There are two agreements in place with the COOPERATIVA SOCIALE GPII SOC.COOP.ONLUS regarding third-party assembly and with the COOPERPRINT IMPRESA SOCIETA' COOPERATIVA SOCIALE regarding the printing of manuals and instructions produced that allow further employment of people with disabilities. SPASCIANI has arranged and updates an annual training register, also present for the year 2024. SPASCIANI has adopted the Organizational Model 231 while the whistleblowing procedure will be implemented in 2025

In 2024, no reports of this kind or complaints were received. No accidents at work were reported in the year 2024.

Gender characteristics by contractual typologies of company employees

GENDER	N. of employees	N. of employees permanent contract	N. of employees fixed-term contract	N. of employees who do not have guaranteed hours (without guarantee of minimum/fixed hours)	N. of full time employees	N. of part-time employees
Women	15	14	1		12	3
Men	24	24	0		24	
Other						
Not declared						
TOTAL	39	38	1		36	3

ESRS G

The company implemented the Organizational Model in accordance with Legislative Decree 231 during 2024.

This management tool is designed to track processes and assess risks and responsibilities, and fully responds to the need to create organizational structures that are adequate to the complexity of the company.

The structure created allows for timely detection of crises and to ensure business continuity, manage risks, in order to ensure the sustainability and development of the SPASCIANI company.

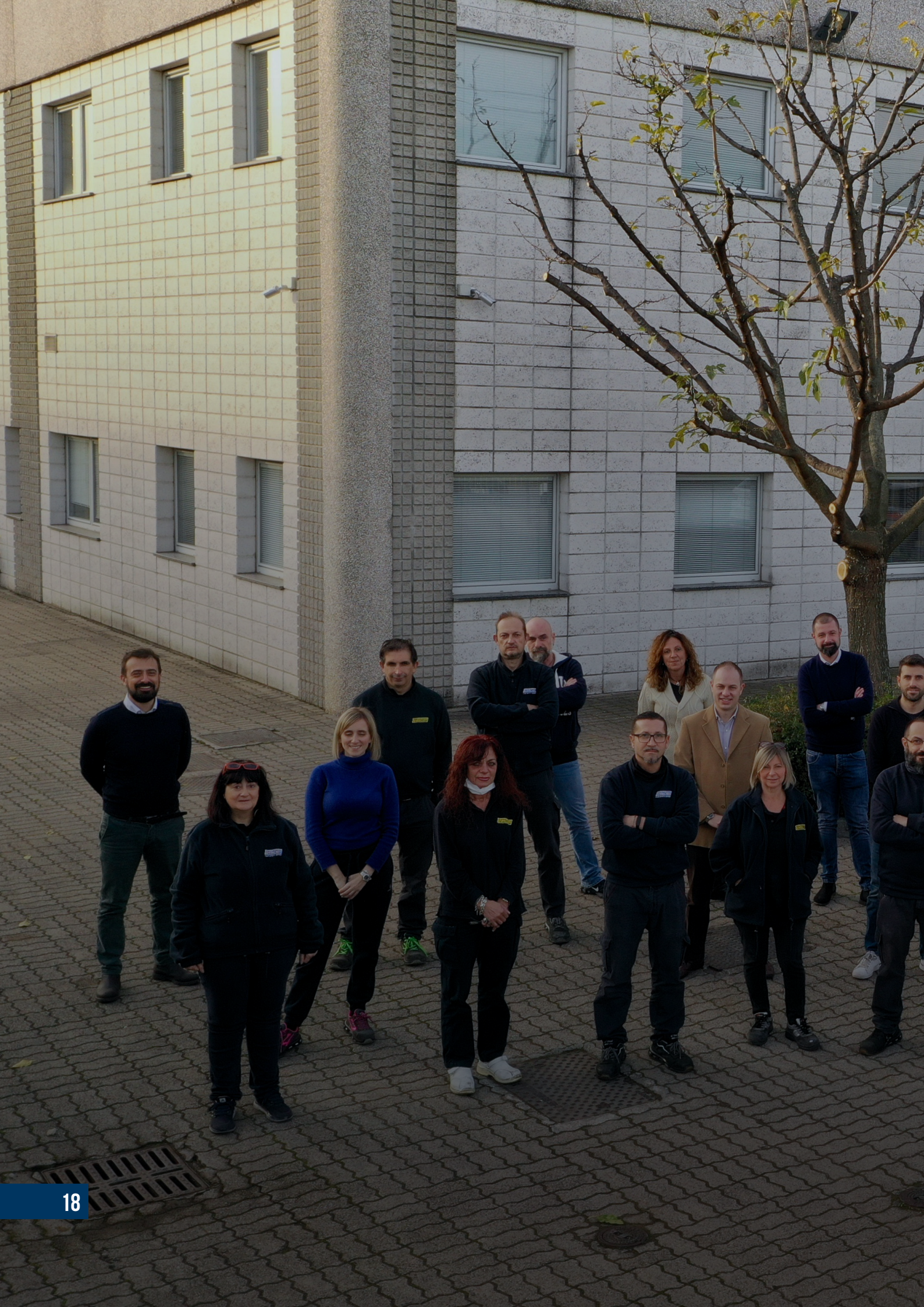
The relationship with suppliers is not proceduralized. However, during 2024 SPASCIANI structured a database for the supplier register, which will be gradually enriched with information regarding their impacts on sustainability.

The company achieved a positive legality rating awarded by the Competition and Market Authority (AGCM) on the basis of the verification of corporate ethical behavior (duration two years) which allows the company to participate in public tenders.

There are no crimes in 2024.

For a more in-depth look at the SPASCIANI ESRS E1, ESRS S1 and ESRS G1 standards and to read the Report in full, please request the document at info@spasciani.it







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