



 **Dierre**
GROUP

Sustainability
Report **2022**

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Letter to the stakeholders

Dear Stakeholders,

As it has now become a traditional event, having reached its fourth edition, this year too we share with you the Sustainability Report of the Dierre Group, produced on a voluntary basis, and which once again aims to be an opportunity to be able to communicate transparently and in-depth, an analysis of our economic, social and environmental performances.

We can say that, after over 25 years of business behind us, our results confirm our leading role in the production of accident prevention solutions, handling, soundproofing and automation systems perfectly adaptable to the needs of our customers, who increasingly see in us a reliable and trustworthy partner. Our leadership role is moreover the result of our choices, in the economic field and beyond, which have always endorsed attention to innovation and the development of our resources, with an eye on the safety of our production lines, and their environmental impacts.

Our Group, consisting of over 300 people, has been able to maintain these characteristics even in scenarios characterized by a difficult socio-economic context, which have demonstrated, if ever there was a need, the ability to adapt and the solidity of our business model.

Please refer to the individual chapters of our Report for the various insights at an economic, social and environmental level, but one thing remains clear: whether we are talking about our continuous improvements regarding sustainable energy sources, or the training of our resources, or the initiatives undertaken for the community, it is obvious that our Group has a clear idea of its role, both on a leadership level in its business sector and on a responsibility level in reliably and professionally contributing to the growth of the region, with an eye on the new generations and to the world that they will inherit from us.

A growth of which we want to be protagonists, together with our stakeholders.

Sit back and enjoy the read

The President

1. Gruppo Dierre

Giuseppe Rubbiani

“One Group. Many solutions.”

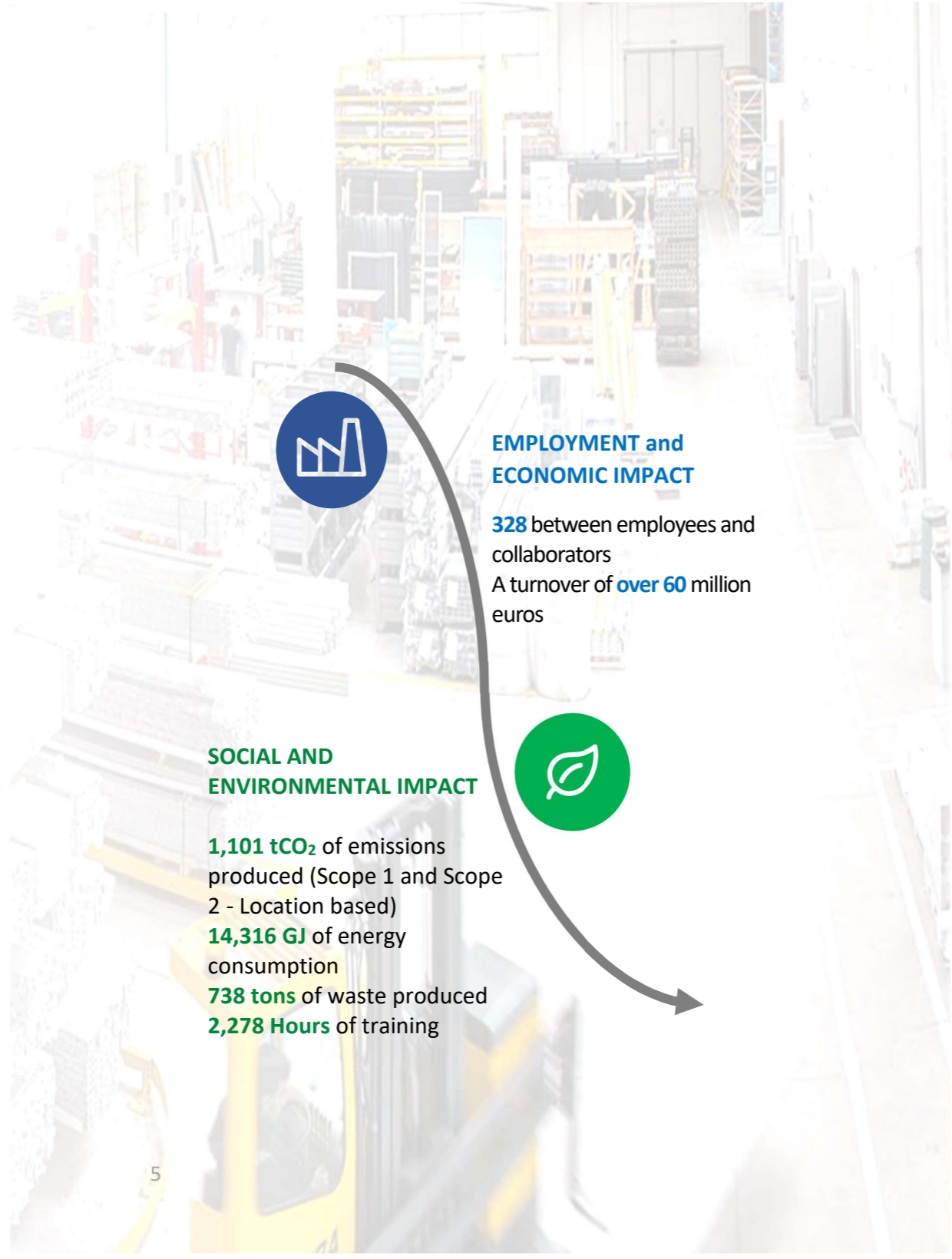
Dierre designs, manufactures and markets **safety guards and technologically advanced components with high aesthetic impact for industrial automation** in the most diverse sectors, from Food, from Mechanics to Ceramics, from Automotive to Pharmaceutical, from Nautical to Electronic.

Experience, design creativity and drive for research converge in a single great reality to give life to **Profiles, Perimeter and Modular Protections, Linear Guides, Conveyor Lines, Industrial Automations, Industrial Soundproofing, Protection Systems and Operator Stations** that are among the most efficient and innovative in Europe.

In a very short time, Dierre has been able to innovate by creating a network of companies linked together by the same passion for quality and excellence, for a future of continuous growth, diversifying its offer in order to acquire a greater share in foreign markets and to be recognized as **the leader in the production of accident prevention solutions, handling, soundproofing and automation systems perfectly adaptable to the needs of our customers.**

“Safety is the Future”

The constant **attention to safety**, combined with **creativity and innovation**, has made Gruppo Dierre the leader in the production of safety guards, handling systems and industrial robotics.



EMPLOYMENT and ECONOMIC IMPACT

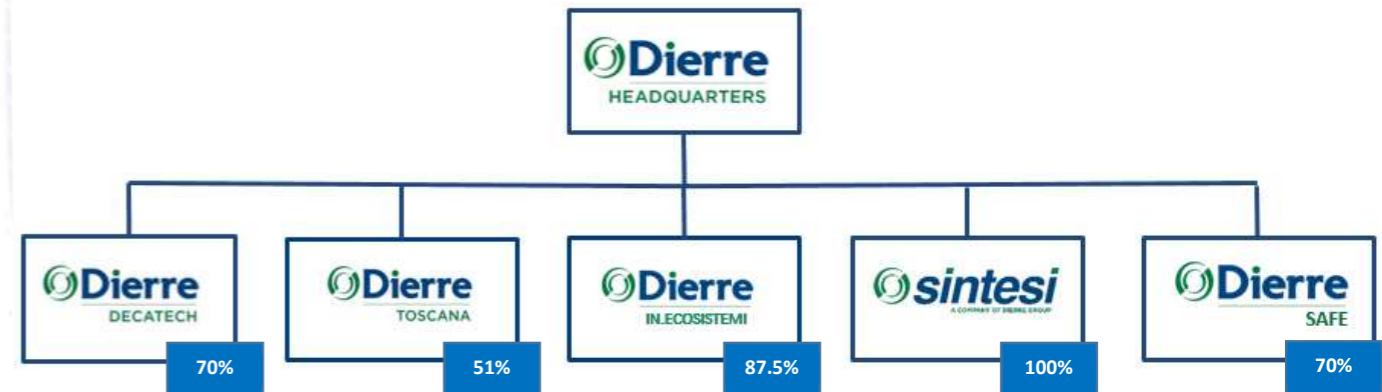
328 between employees and collaborators
A turnover of **over 60** million euros

SOCIAL AND ENVIRONMENTAL IMPACT



1,101 tCO₂ of emissions produced (Scope 1 and Scope 2 - Location based)
14,316 GJ of energy consumption
738 tons of waste produced
2,278 Hours of training

The structure of the Group



Dierre, founded in Spezzano in 1997, is a large Group made up of manufacturing companies located in the major Italian industrialized areas (Emilia Romagna, Lombardy, Veneto and Tuscany, whose common mission is to safeguard lives in the industrial environment through their products and systems.

During 2019 Dierre became part of the NB Aurora fund, listed in Italy on the MIV market, in order to further strengthen the Group's competitive position on the reference markets. Always in the same year, the Group also took an important step towards improving and integrating its expertise in the field of industrial robots. Dierre Robotics in fact, acquired a majority stake in Smart Application s.r.l., a Reggio-Emilia based company in the robotic applications sector. From 1 November 2021, Robotics has merged with Dierre S.p.A.

The companies In.Ecosistemi S.r.l. in Codevigo (in the province of Padua), leader in the sector of industrial soundproofing solutions, and DCM s.r.l. in Lavagno (in the province of Verona), a company active in the sector of accident prevention and plastic material processing, were acquired in 2021. Dierre Safe S.r.l. was also established in 2021, formerly K_Safe S.r.l. (Malo, in the province of Vicenza), a company specializing in iron accident prevention protections and door kits.

Group locations

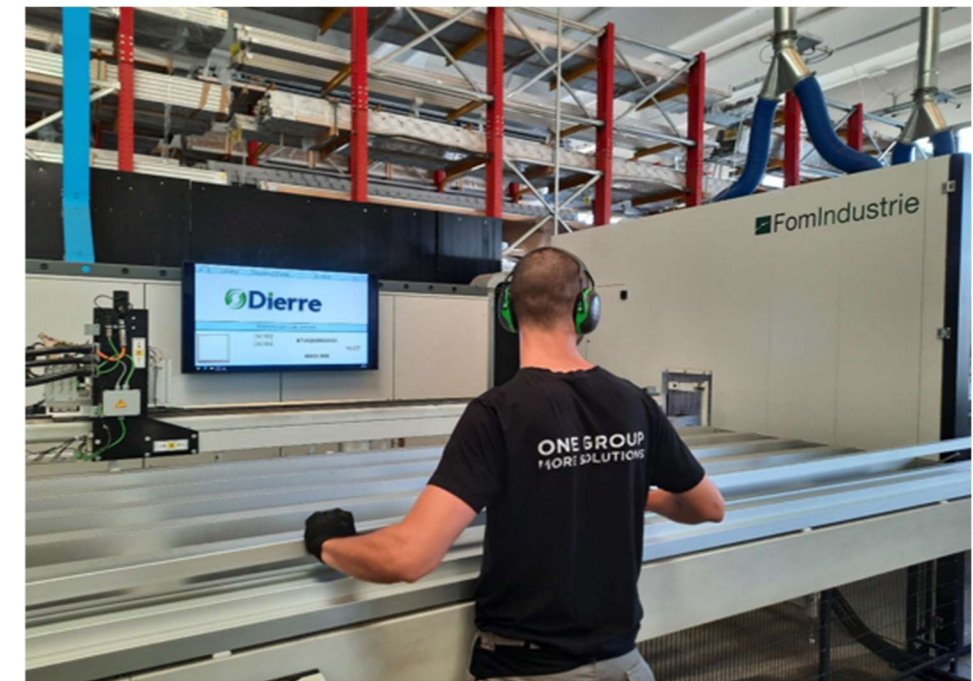
The companies of the Group are strategically distributed throughout the Italian country, with facilities located close to industrial districts and the areas in which the Group's main customers operate, in order to guarantee a flexible and timely service. The headquarters of the Group is in Fiorano Modenese, where the Parent Company, Dierre S.p.A., is located. As a whole the factories, warehouses and commercial sites of Gruppo Dierre are 18 and extend over a total area of over 38,000 square meters.



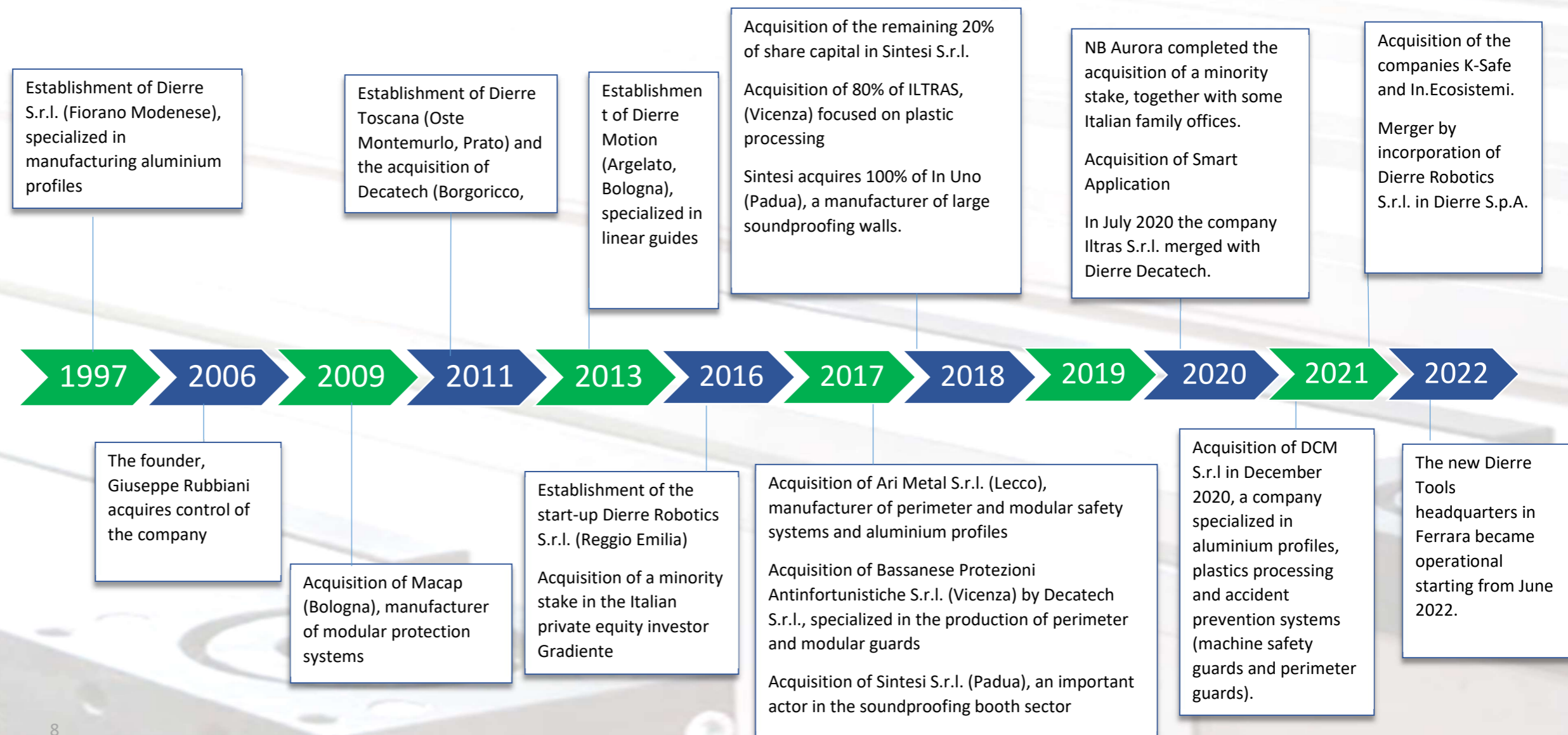
The Group's business model

The Group's business model stands out because in addition to its standard production, Dierre also offers **analysis, design and technical consultancy** services for **customized solutions**. By working closely with the customer in all stages of production, Dierre is able to produce unique and fully customized products, right down to the finest detail.

The in-house management of all processes, from design to production to quality control and structured workspaces designed to ensure maximum efficiency, guarantee **extremely short lead times while maintaining high standards of precision and quality**.



1.1 The history and evolution of Gruppo Dierre

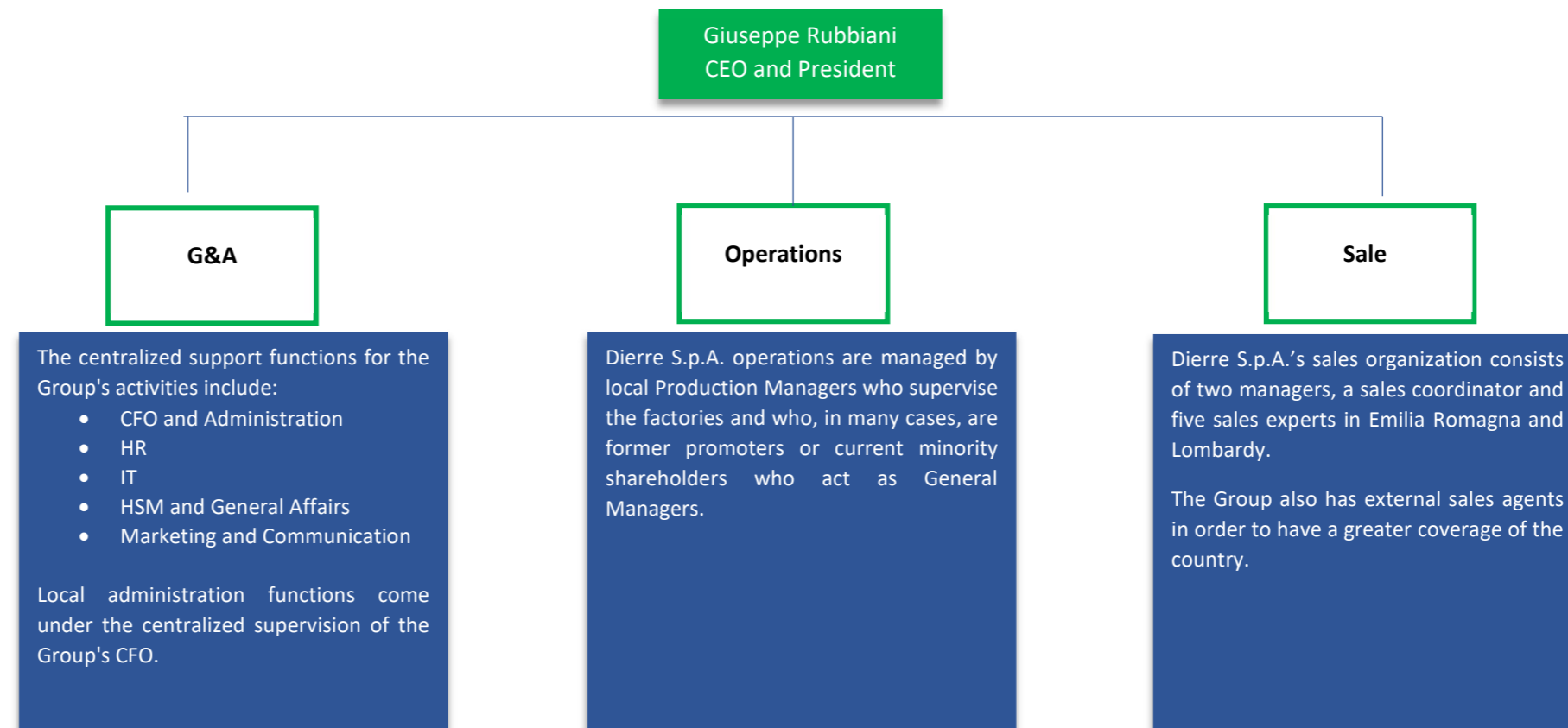


1.2 The governance structure

Composition of the Board of Directors

- Giuseppe Rubbiani
- Giorgio Maria Roberto Tadolini
- Lorenzo Carù

As of 31 December 2022, the Board of Directors of Dierre S.p.A. is made up of 3 men, of which 33% are 30-50 years old and 67% are over 50 years old. The Board of Directors is chaired by Giuseppe Rubbiani. The criteria for choosing the Directors, established by the Shareholders' Meeting, refer to specific skills and knowledge of the Group's reference market, in addition to compliance with the independence requirements.



1.3 Ethics, integrity and transparency

Gruppo Dierre operates in compliance with the principles of ethics, integrity and transparency by adopting the following instruments:

- the **Organization and Management Model** pursuant to Legislative Decree 231/01 adopted by Dierre S.p.A. and Sintesi S.r.l. inspired by the principles of the Code of Ethics, complies with specific legal requirements to prevent certain offences from being committed as provided for by Legislative Decree 231/2001, including in particular, environmental offences, corporate offences, offences in breach of regulations concerning health and safety in the workplace, corruption. Dierre has a Supervisory Body (hereinafter "SB") for the functioning and observance of Model 231; all recipients of the Model who come across any unlawful behaviour can communicate it to the Supervisory Body via a dedicated email. The activation of a platform through which employees will be able to make anonymous reports is also planned. It should be noted that no reports were received by the SB during 2021.
- The **Code of Ethics** of the Parent Company and of Sintesi S.r.l., available on the relevant websites, sets out the rights, duties and responsibilities of the company with respect to all those with whom it enters into a relationship. This instrument contributes to the implementation of the Group's social responsibility policy, knowing that taking in to account social and environmental issues helps to minimize exposure to compliance and reputational risks and strengthens the sense of belonging among its interlocutors.

The Parent Company requires that none of the subsidiaries engage in conduct or make decisions that may undermine the integrity and reputation of the Group. In

compliance with the autonomy of the subsidiaries, the parent company requires the latter to incorporate in their Code of Ethics the same values expressed by the Parent Company's Code of Ethics, conforming their conduct to them in compliance with the laws and any applicable legislation.

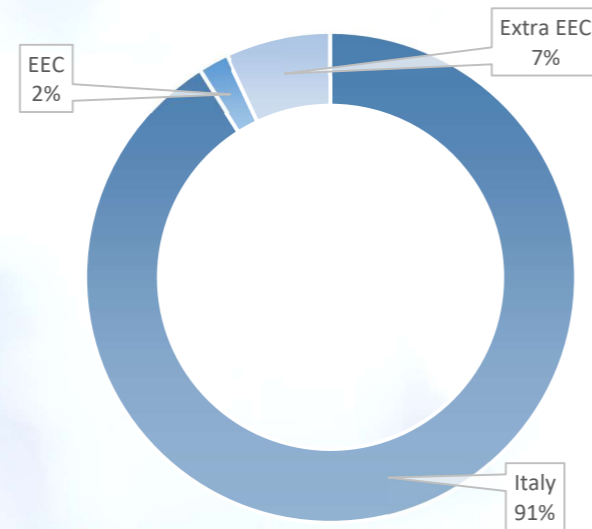
It also considers compliance with Model 231 and knowledge of the Code of Ethics to be required for contracting companies and suppliers through a specific clause added to procurement or supply contracts and in purchase orders; in case of non-compliance Dierre reserves the right to terminate the agreement.



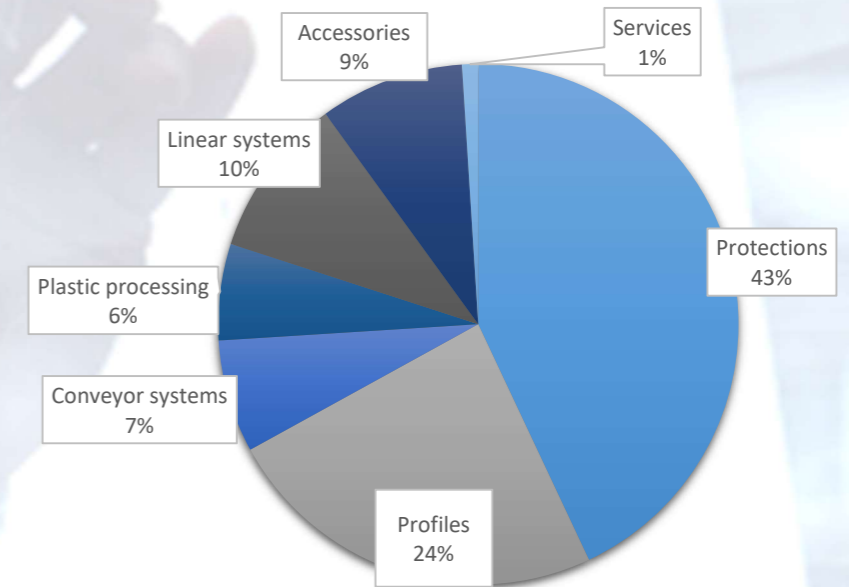
1.4 Financial results

In 2022, the best-selling products were modular guards, which represent 43% of total sales, followed by aluminium profiles (24%) and linear systems (10%). The Group's customers are predominantly Italian (91%), a slight increase compared to 2021.

Number of customers split-up by geographical area (percentage)



Products sold (as a percentage)





2. Approach to Sustainability



2. Approach to Sustainability

2.1 The sustainability strategy

Gruppo Dierre's stakeholders



The Group believes it is extremely important to maintain a direct and continuous relationship with both its internal and external stakeholders, based on trust and transparency. It is for this reason that it has identified its main stakeholders, with the aim of identifying the stakeholders with whom it collaborates, constantly monitoring their interests and expectations, any impacts brought on them and the impacts they bring about for the Group.

For the next few years, the Group aims to start a process of involving its stakeholders to define material topics.

Gruppo Dierre's material topics

In accordance with the provisions of the GRI Sustainability Reporting Standards, during 2020 the Group carried out an initial analysis in order to identify the issues on which to structure the Sustainability Report.

We therefore wanted to delve deeper into those most significant aspects in terms of economic, environmental and social relevance.

The process of identifying the issues was carried out using *benchmark* analysis aimed at identifying the current trends in the reference context and among the main *peers* and *competitors*, followed by an internal analysis involving the main corporate functions and led to the definition of the aspects to be included in this Sustainability Report.

During 2022, no significant changes occurred such as to alter the Group's strategic and operational approach, and the 14 previously identified topics are therefore confirmed, shown below split into macro-areas:

PRODUCT RESPONSIBILITY

- ❖ Product quality and safety
- ❖ Innovation, research and development
- ❖ Responsible marketing
- ❖ Brand identity

SOCIAL RESPONSIBILITY

- ❖ Supply chain management

RESPONSIBILITY TOWARDS PEOPLE

- ❖ Employee health and safety
- ❖ Human resource management and development
- ❖ Workers rights

ETHICS AND COMPLIANCE

- ❖ Ethics, integrity and transparency
- ❖ Compliance
- ❖ Value creation

ENVIRONMENTAL RESPONSIBILITY

- ❖ Energy consumption
- ❖ Emissions and climate change
- ❖ Waste and packaging

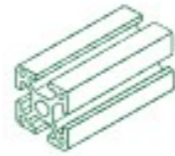
3. Product responsibility



3. Product responsibility

3.1 Our products

At Dierre, experience, creative design and a research-driven approach all converge in a single company to provide customized solutions for efficient and safe industrial applications.



Quality and endurance are the characteristics that distinguish Dierre Group's **production of modular aluminium profiles**. Dierre offers a range of over 300 **profiles**, which are able to respond to the different needs that emerge in the design of frames, heavy structures for automatic machines, industrial guards and workbenches.

As they are modular, the aluminium profiles are in fact extremely versatile from an application point of view and lend themselves to different uses.

The **production of modular aluminium profiles** is completed by a wide availability of coupling accessories, which contribute to the stability and resistance of the structures made with Dierre Group profiles.



Thanks to twenty years of experience, Dierre S.p.A. designs and produces **linear modules**, offering the most complete and widest range on the market. Thanks to the use of technologically advanced tools for design and production, the Motion Division is able to offer multiple standard and customized solutions.

The **precision and quality of the extrusions**, the internal production of the various parts and the use of primary brand components are some of the elements that allow us to provide a reliable and high-quality product.



Sintesi and In.Ecosistemi, are companies specialized in the field of **industrial soundproofing** and the manufacture of cabins, industrial operator protection systems and workstations for the machinery, thus expanding Gruppo Dierre's range with innovative products and sophisticated design.



The **Conveyor lines** are **modular conveyor belts** designed for assembly on Conveyor System units, i.e. production lines created to facilitate the assembly or fast and optimized transport of products, production waste and packages. With its experience in designing solutions to make the production units of companies belonging to different industrial sectors safer and more efficient, **Dierre Group** offers seven types of **modular conveyor belts** to meet the needs of every type of plant.



From the most technological heart of the Group arise solutions for **industrial automation**, which can find application in various processes such as dispensing, screwing, handling, milling and welding, allowing the performance and reliability of the machines to be increased, depending on the customer's needs.



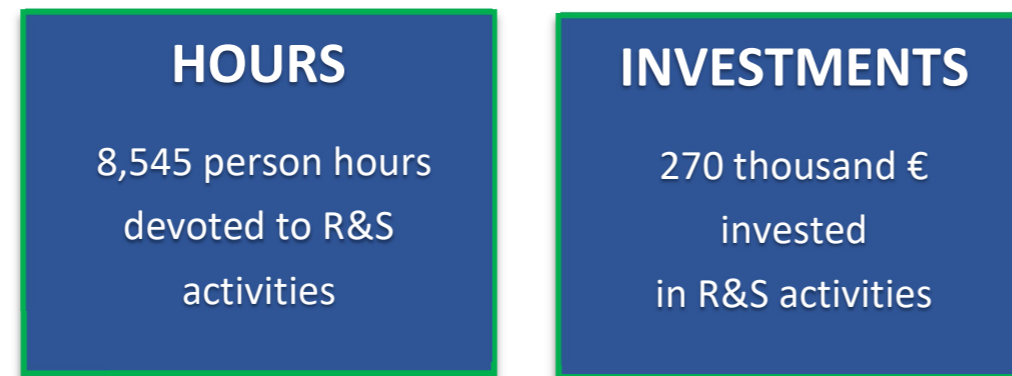
Dierre Group designs tailor-made **perimeter and modular guards for machinery and production lines** operating in the most varied industrial and tailor-made sectors.

All products are the result of careful research in the mechanical field conducted with the aim of creating versatile guards that can even be installed on very complex systems.

The **Dierre Group perimeter protections** make **production lines** safe for operators, giving essentiality and linearity to the machinery installation area. The products are in fact compact and also refined from a design point of view, designed for companies that wish to combine the efficiency of their production lines with a high-level aesthetic image.

The perimeter and modular protections designed by **Dierre Group** are made in full compliance with the relevant **international regulations**. Some products, such as the *Self-Balance* line, also have dedicated **patents** which make the offer to the customer exclusive.

3.2 Innovation, research and development



“The real challenge is to go beyond innovation, so that technology becomes the key to accessing new business opportunities”

The continuing global challenges and the needs of an evolving market drive the Group to invest continuously in research & development. Every day, engineers and designers share their experience and skills to **develop innovative and functional products that are capable of looking towards the future** in order to stay one-step ahead.

Dierre S.p.A. houses an office dedicated to **Research and Development**, in which specialized technicians from other locations also work. The centre was created to guarantee its customers cutting-edge solutions of efficient and safe customized products.

Sintesi follows the same line, independently developing its own projects as it creates different products compared to those of Dierre S.p.A..

Groups Dierre has taken on a consolidated role as a **technological partner** for developing specific and complex projects, customized according to the needs of our customers; over 8500 customized projects per year, thanks to its innovative capacity and experience consolidated over the years.

In particular, during the 2022 financial year, Dierre S.p.A. carried out pre-competitive activities of an innovative nature, directing its efforts on the following projects:

- **Research and development project:** study, design and testing for the development of structural components and functional protections, technologically advanced and with a high aesthetic impact which are distinctive on the reference market, for industrial automation applied to multiple market sectors.
- **Technological innovation project:** study, conception, design and development of new or improved products from a technical and performance point of view, to expand the company range.
- **Design project and aesthetic conception:** study, conception and development activities for the expansion of the company's product range, significantly improved on the aesthetic side, in order to make them more appealing for the end customer.

The people who have invested hours of work in research and development play a fundamental role in the success of these projects. Specifically, staff spent 8,545 hours on these activities in 2022, while the overall investment amounted to approximately 270 thousand €.

3.3 Product quality and safety

Gruppo Dierre pays close attention to the quality and safety of its products.

During 2020, a **process of drafting and formalizing procedures for checking the quality and safety of products was started**, which led to the achievement of the certification UNI EN ISO 9001:2015 for Dierre S.p.A. For Dierre S.p.A., having this type of process certification is a further guarantee on the quality of the service offered, the primary objective of which is to offer its customers complete and effective satisfaction.

In order to improve its processes aimed at product quality, the Quality Policy and supplier evaluation and selection procedures have been prepared on a Group level; this last topic is explored in depth in the chapter dedicated to suppliers ("Responsible management of the supply chain").

The **Quality Policy** of Dierre S.p.A. highlights the great attention to the customer that has always differentiated the Group, which aims to have a relationship with its customers that is constant, participatory and attentive to every need. Thanks to this collaborative relationship, Dierre is able to collect information on the performance of its products and analyse it in order to reduce the risk of anomalies.

Customer satisfaction is central to the company, without ever neglecting respect for the environment and people, pursuing policies

Orders processed: 8,272*
Complaints for non-compliance: 116*
Complaints for non-conformity out of the total orders processed: 1.4%;

for pollution, accident and occupational disease prevention, energy saving as well as compliance with all applicable conformity obligations.

The product quality control procedures are regular and constant. In order to ensure even greater process efficiency, Dierre has assigned specific professional roles for this purpose. The procedures in place include the **First Article Inspection (FAI)**, which concerns only the workshop and, more specifically, milling operations. The procedure must be applied on the first outgoing piece immediately after tooling and before starting production for the warehouse material. Therefore, for each tooling carried out, evidence of at least one FAI done must be given.

In particular, the Group follows the **Machinery Directive**, which provides guidelines regarding the elements that have to be verified as regards product safety.

*The data relating to orders processed and complaints refer solely to Dierre S.p.A.

For some parts, a random check is already carried out to assess the conformity of the products using functional and safety tests at the acceptance stage, and for some pieces even in the design phase. On request, tests can also be carried out by specialized external laboratories

The attention that the Group pays to the quality of its products can be seen from the data regarding complaints received from customers.



CURRENT Objective: Obtaining UNI EN ISO 45001 (Health and Safety Management System) and UNI EN ISO 14001 certifications (Environmental Management System) in the coming years



CURRENT Objective: Extension of the procedures for achieving UNI EN ISO 9001 Certification to all Group companies

3.4 Brand identity and customer relations

The Gruppo Dierre Brand is based on three fundamental pillars:

- ✓ **Customization**
- ✓ **Design**
- ✓ **Continuous innovation**

Dierre also offers analysis, design and technical consultancy services for customized solutions. By working closely with its customer in all stages of production, Dierre is able to produce **unique** and fully **customized** products, right down to the finest detail.

Sintesi, expands Dierre's range by offering its customers innovative and aesthetically refined industrial soundproofing and protection systems thanks to a **recognizable and high visual impact design**.

Looking to the future through continuous research is essential for the Group. This is why every day technicians and designers dedicate their efforts to developing **innovative products of the highest quality**.

The Group is sensitive and attentive to the quality of the relationship with customers and its continuous improvement, which is a prerequisite for the process of creating and distributing value within the company. The excellence of the products and services offered and the guarantee of giving an immediate and competent answer to requests, are the distinctive elements of Dierre's relationship with its customers.

Customer relations are based on:

- **full transparency and fairness**
- maintaining **high quality standards** of its products and maximizing customer satisfaction;
- **replying promptly to complaints;**
- a commitment to make its facilities and services accessible to people with disabilities, **eliminating any architectural barriers;**
- compliance with the law, with particular reference to anti-money laundering regulations, as well as handling stolen goods and the use of money, goods or benefits of unlawful origin;
- the regular monitoring of achieving customer satisfaction and loyalty objectives.

3.5 Communication and responsible marketing

The Group is committed to respecting the principles of transparency and confidentiality and the GDPR for the protection of privacy and respect for data, in particular it uses:

- to provide truthful, complete, transparent and comprehensible information to allow the recipients to make informed decisions regarding the relationships to be maintained with the Group itself or which involve the Group;
- to update, disclose and enforce the “Policy” issued by the Parent Company regarding the management, processing and communication to third parties of confidential information, to which it requires the recipients to comply with;
- to safeguard the confidentiality of data and information that the employee and/or collaborator may be in possession of;
- to consider confidentiality as a cornerstone of corporate activity and fundamental for the reputation of the Group and the trust that customers place in it. It is therefore expressly forbidden to communicate, divulge or make improper use of data, information or news concerning customers or third parties in general, with whom the Group has, or is about to have, business relations.

Dierre’s commitment to safeguarding the privacy and sensitive data of which it becomes aware when carrying out its business is confirmed by there being no episodes of Customer data being lost or stolen or complaints being made during 2022.

In 2021 Dierre Group won the **"1,000 Best Performer Companies"** award, an initiative promoted by ItalyPost, a Community Corporation aimed at encouraging the growth of business and work culture.

The event aimed to celebrate the best main companies in the region that stand out in the national economic panorama for their entrepreneurial intelligence and foresight: this is an explicit recognition of entrepreneurs who create wealth and work tangibly and effectively with their businesses.

Selection of the companies was done based on the 2017-2020 financial statements and the evaluation of all the financial and structural organization parameters that contribute to establishing the solidity of the company.



Corporate communication on initiatives and products via social channels (LinkedIn), website and newsletter.

Dierre agents comply with the company's Customer Service Management (CSM), with the aim of quickly resolving customer problems and needs.

Trade fairs: a place for communicating and meeting up

Trade fairs are an important occasion for Gruppo Dierre for promoting the company and meeting its customers. During 2022 the Group participated in the following fairs:

- **IPACK-IMA**, held in Milan from 3 to 6 May 2022, an exclusive showcase for sector professionals who want to keep up-to-date and discover new products and trends in advance;



- **MECSPE**, held in Bologna from 9 to 11 June 2022, the international reference fair for the manufacturing industry.

These important occasions were a precious opportunity for the Group to interface with its customers and promote its products.





**4. Responsibility
towards people**

4. Responsibility towards people

4.1 Gruppo Dierre human resources

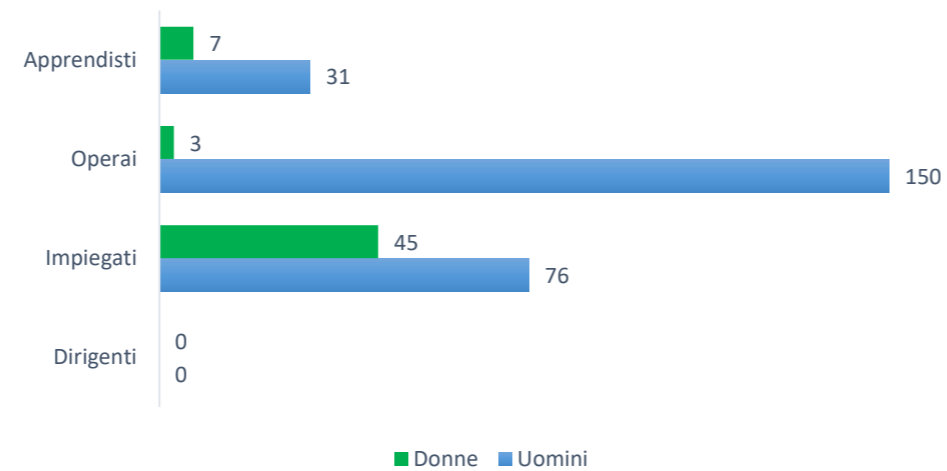
Gruppo Dierre regards its employees and collaborators as a valuable resource for innovation and the continuous growth of its business.

As of 31 December 2022, the Group had 314 employees and 14 external collaborators, making a total workforce of 328, an increase of 2.5% compared to 2021. Entry rate stands at 19.4% while turnover at 18.8%.

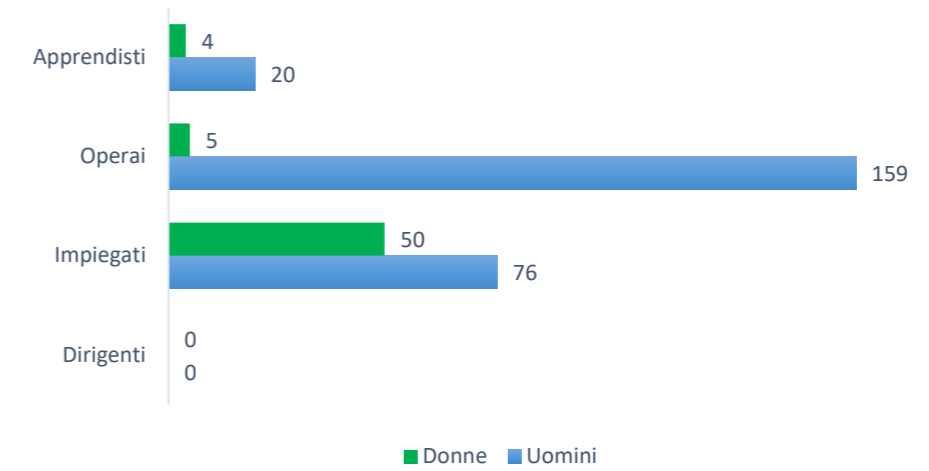
Women account for 23% of all employees. There are 54 workers belonging to protected categories, 17% of the Group's employees.

No incidents of discrimination in the workplace were reported by the Group during 2022.

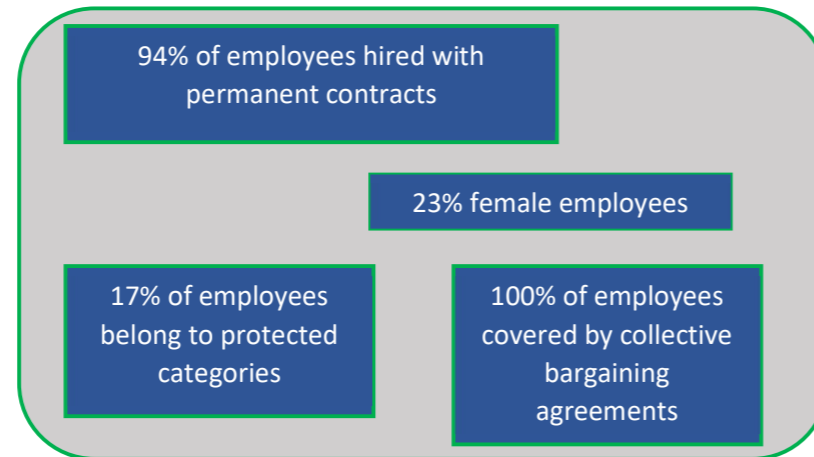
Employees split into professional category and gender as of 31 December 2021



Employees split into professional category and gender as of 31 December 2022



4.2 Personnel management and development



The Group undertakes to train all employees and to encourage their participation in refresher courses and training programs so that the genuine ambitions and skills of individuals are developed in line with corporate objectives.

Dierre **selects, appoints, rewards and manages staff on the basis of merit and ability**, without discrimination. The company evaluation system is managed transparently and objectively in accordance with the principles set out in the Code of Ethics, which is a prerequisite for the application of the reward and career progression systems provided for in contractual regulations to reinforce motivation and give fair rewards to encourage the achievement of excellent results.

During 2022, all of the Parent Company's employees, equal to 46.5% of the total Group employees, received a regular and transparent assessment of their performance through the use of assessment forms and the definition of individual objectives, ranging from managing personal relationships to respecting delivery times. An update of the assessment forms for first-level employees is currently underway.

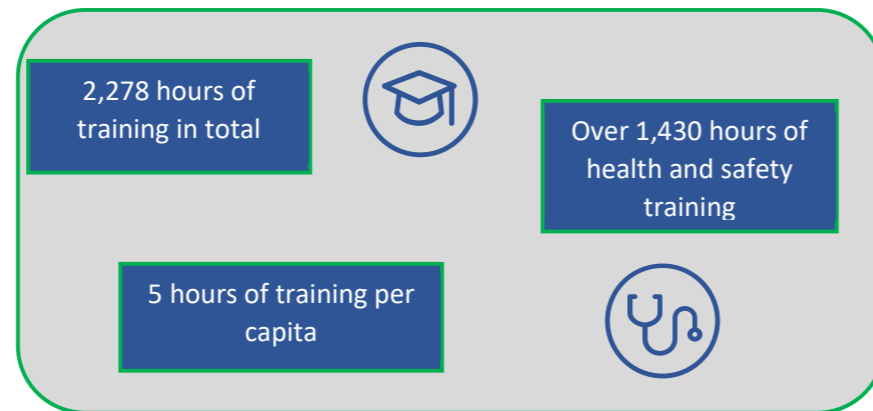
In 2022, the Group provided **2,278 hours of training**, of which over 1,430 dedicated to health and safety, a decrease compared to 2021 (5,715), mainly due to the fact that in 2021 many of the courses relating to mandatory training had to be renewed. The company wanted to ensure, with a view to continuity with previous years, a training program aimed at reinforcing aspects related to the health and safety of its employees.

The annual training program includes advanced training in the following areas: "languages", "internationalization", "technical area", "IT" and "production area". There are also initiatives aimed at promoting the awareness of the values and rules of conduct referred to in the Code of Ethics. For new hires, a training program is provided on the Code of Ethics as part of the company introduction courses.

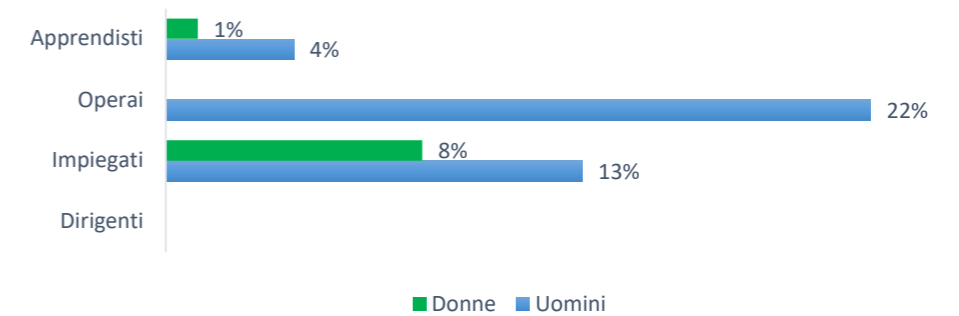
The **"My personal development" project** was launched in 2021, which provided for the involvement of the managers of the Group's offices with the aim of increasing personal skills, or *life skills*, improving the individual's awareness and identity, developing their talent and potential. This training aims to improve people's work skills in order to make them "4A People" (Authentic, Assertive, Accepting,

Autonomous) in managing themselves, colleagues and outside parties. At the moment the project is aimed at first-level employees at the Fiorano headquarters, but in light of the very positive feedback received so far, the Group intends to gradually involve an ever-increasing number of employees in this project in the future.

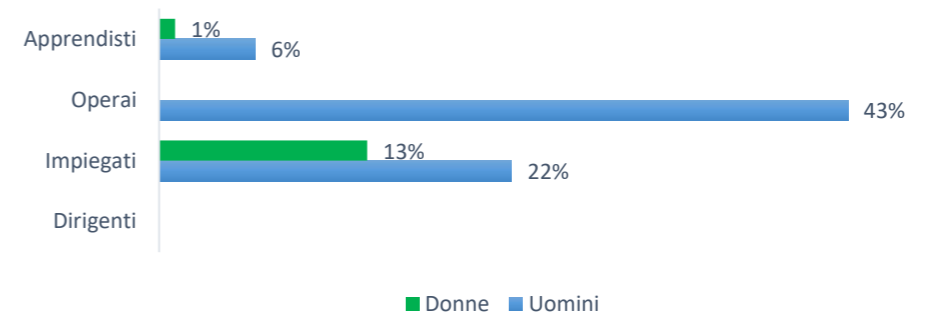
Starting from June 2023, a mandatory training course dedicated to the topic of **Cyber Security Awareness** will be implemented, provided through the Cyber Guru e-learning platform, with the aim of allowing each employee to protect themselves and the organization from possible cyberattacks.



Employees who received a performance review (2021)



Employees who received a performance review (2022)



Objective ACHIEVED: Increase in employee well-being through the offer of agreements for welfare services



4.3 Respect for human rights

The Group's essential value is to safeguard personal safety, freedom and individual personality.

Gruppo Dierre **strongly condemns any form of discrimination or violence on racial, ethnic, national or religious grounds.**

It also gives **primary importance to the protection of minors** and condemns all forms of exploitation.

It is therefore forbidden and completely unrelated to the Group to misuse IT systems and, in particular, to use them to implement or even merely assist conduct relating to offences involving child pornography, even involving virtual images.

In order to ensure full respect for the individual, the Group is also committed to **complying with and ensuring that its employees, suppliers, collaborators and partners comply with current employment protection legislation**, especially with regard to child labour.

Every employee who, during the performance of his or her work becomes aware of actions of conduct that may affect personal safety, as indicated above, as well as any discriminatory conduct, has the duty to notify their manager and the 'Supervisory Body' immediately.

The Group is committed to offering equal job opportunities and professional growth to all employees according to their skills and professional qualifications, without discrimination, nepotism or favouritism.

Dierre operates in full compliance with the freedom of association legislation and the right to collective bargaining, in compliance with the provisions of the Code of Ethics.

100% of the Group's employees are covered by collective bargaining agreements; the reference CCNL is the metalworking sector for all companies in the Group.

4.4 Our commitment to the well-being, health and safety of employees

Safeguarding the moral integrity and physical safety of employees is a prerequisite for carrying out work. Gruppo Dierre strives to ensure the protection of the health and safety of its employees and collaborators and undertakes to consolidate and disseminate the culture of safety, develop risk awareness and promote responsible conduct by all its personnel.

Lastly, the Group provides specific tests and medical visits to ascertain the absence of use of narcotic and psychotropic substances and alcoholic beverages by certain employees who carry out tasks that may pose risks to third party safety, security and health.

The Group operates and makes its decisions in accordance with the following basic principles and criteria regarding occupational health and safety:

- avoiding risks;
- evaluating the risks that cannot be avoided;
- combating the risks at source;
- adapting the work to the individual, especially as regards the design of work places, the choice of work equipment and the choice of working and production methods, with a view, in particular, to alleviating monotonous work and to reducing their effect on health;
- adapting to technical progress;
- replacing the dangerous by the non-dangerous or the less dangerous;

- developing a coherent overall prevention policy which covers technology, organization of work, working conditions, social relationships and the influence of factors related to the working environment;
- giving collective protective measures priority over individual protective measures;
- giving appropriate instructions to the workers.

The Group follows these principles in order to adopt the measures required to protect the safety and health of workers, including the prevention of occupational hazards, information and training.

Occupational health assessments are carried out annually for all production personnel and every two or five years for all clerical staff, depending on age.

Worker's health and safety representatives have been elected who attend the annual meeting and are involved in the risk assessment and planning of improvement measures.

Dierre's training program includes courses on health and safety in order to ensure that its employees have sufficient awareness of these issues. **1,433 hours of health and safety training** were provided in 2022.

During 2022, 12 injuries occurred, an increase compared to 2021 (9 injuries). However, there were no serious injuries in 2022, compared to one serious injury in 2021¹. The injury rate stood at 21.4%, an increase compared to 2021 (15.9%). The main types of injuries are attributable to crushing and cuts. Dierre will work even harder alongside its employees, in order to increase their awareness, so as to guarantee a safe workplace, and bring the frequency of accidents back to the numbers of previous years.

For the **well-being of its employees**, Dierre has adopted a contractual welfare system which provides for the provision of vouchers that can be used for shopping and petrol worth €200. During 2022, the first implementing phase of Fare Industria's Welfare platform began. Thanks to it, employees have the opportunity to use their vouchers to purchase a wider range of services and choose to use their performance bonus on the platform.

In October 2022, in light of the economic difficulties generated by the conflict in Ukraine, inflation, energy and raw material prices, the Group independently decided to provide tangible support to its employees by providing an extraordinary contribution on the Welfare platform, calculated in inverse proportion to individual pay.

¹ Work-related accidents that results in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months. The injury falls into this

category since the worker, following a hand laceration, underwent an operation more than 6 months after the date of the injury.

5. Environmental responsibility



5. Environmental responsibility

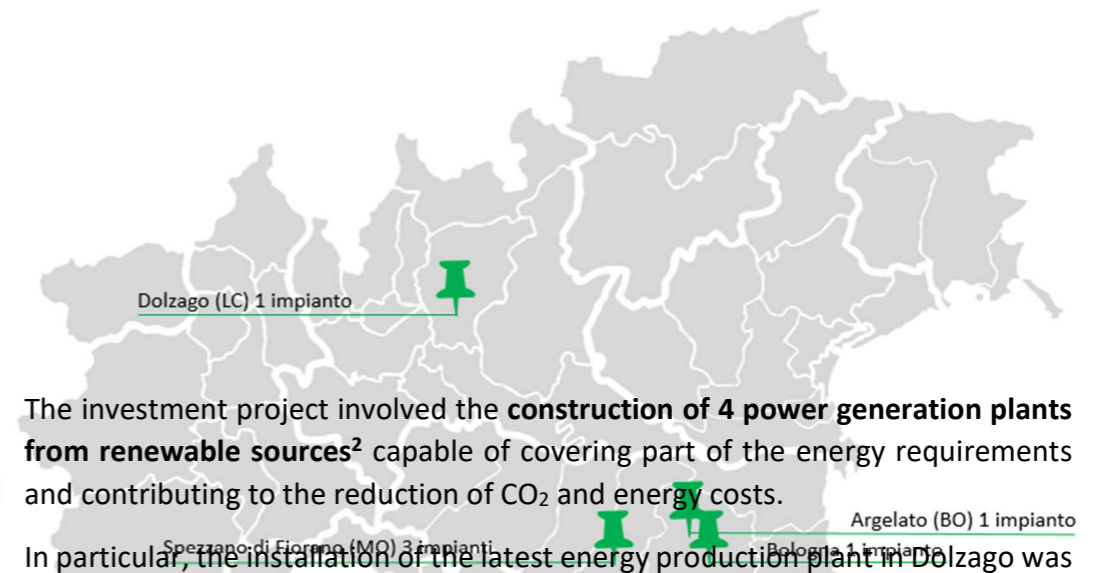
5.1 Our commitment to the environment

The group is committed to pursuing environmental protection, with the aim of continuously improving its environmental performance through:

- raising the awareness of shareholders, employees and collaborators on environmental issues;
- an approach to design aimed at minimizing the environmental impact that could arise from the design choices made and pollution prevention;
- compliance with national and EU legislation and regulations on environmental matters.

Environmental protection is of a priority issue for the Group. Gruppo Dierre has demonstrated its commitment to this by successfully launching a **renewable energy project**.

In fact, in 2020 the Group applied to access the Energy Fund for Emilia Romagna created to provide incentives aimed at reducing energy consumption and climate change emissions, including the installation of plant for producing energy from renewable sources.



The investment project involved the **construction of 4 power generation plants from renewable sources²** capable of covering part of the energy requirements and contributing to the reduction of CO₂ and energy costs.

In particular, the installation of the latest energy production plant in Dolzago was completed in 2021 and the plant became operational starting from 2022. At the moment all the plants in operation belong to Dierre S.p.A.; their geographical location is shown in the map above.

In 2023, the installation of a **photovoltaic canopy** is also planned at the Spezzano di Fiorano headquarters, which will allow the Group to generate an even greater quantity of clean energy.

Objective **ACHIEVED**: increase in investments aimed at developing environmental sustainability and energy efficiency



² The plants came into operation between September 2020 and the first half of 2022.

The objective of the project was to reduce greenhouse gas emissions through the production of clean energy, with **an estimated saving of 111.62 tons of CO₂** (source Ecoinvent), corresponding to an overall production of 210,606 kWh/year.

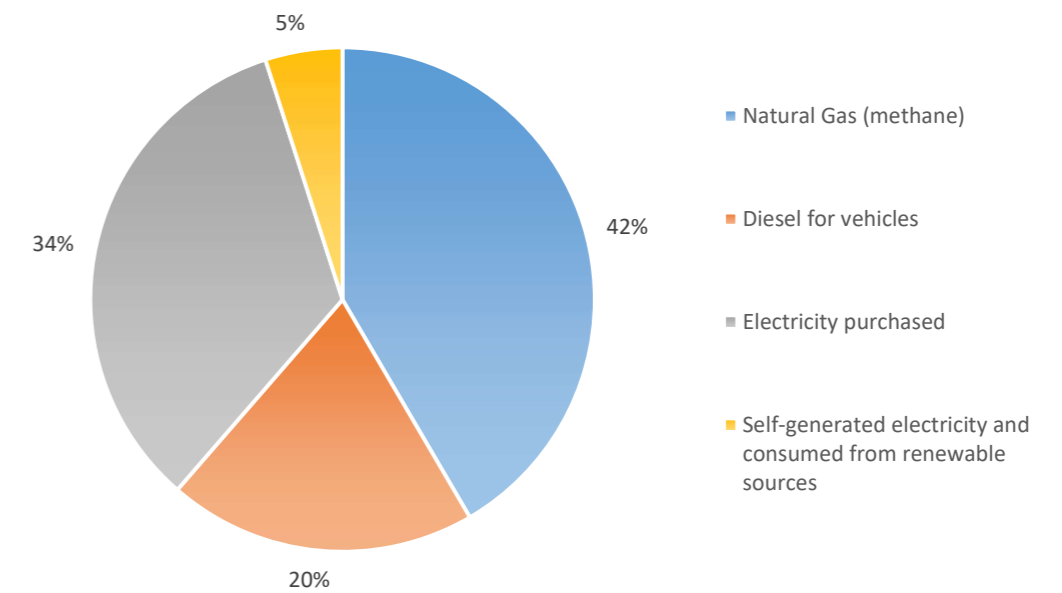
5.2 Energy consumption and emissions³

In 2022, Gruppo Dierre consumed a total of **14,316 GJ**⁴ of energy at its 15 production sites, 2% less than in 2021.

The most significant amount of energy consumption comes from methane (42%), which is used for heating, followed by the electricity used by the Group in the production processes, which represents approximately 34% of the total. As regards diesel, it should be noted that it is used almost exclusively for transport, in particular to power the fleet of cars and forklifts (equal to 2,795 GJ).

Through the installation of photovoltaic systems, the Group produces 1,035 GJ of renewable energy, an increase of 29.7% compared to 2021, which is partly transferred to the grid (348 GJ), partly consumed (688 GJ).

Energy consumption of the Group (as a percentage)



³ Following an improvement in the reporting system, the data regarding total energy consumption for 2021 have been restated and differ from the data published in the previous Sustainability Report. For the value indicated in the 2021 Sustainability Report, please refer to the document published on the Group's website.

⁴ The following conversion factors were used to calculate the energy consumption in GJ:

- Natural Gas: 39,5632 GJ/1000*Stdm3 (Source: DEFRA 2022);
- Heating oil: 38,25168919 GJ/t (Source: DEFRA 2022);
- Diesel for vehicles: 38,18418103 GJ/t (Source: DEFRA 2022).

⁵The direct emissions generated by the Group in 2022 from the use of methane and diesel oil (Scope 1) amounted to 677 tons of CO₂ (15% less compared to 2021) while emissions from the consumption of electricity calculated according to the Market based method⁶ (Scope 2), amount to 1,292 tons of CO₂ (the same as 2021), if added to Scope 1 emissions. On the other hand, using the Location based accounting method, Scope emissions 2 and Scope 1 emissions amounted to 1,101 tons of CO₂ (3% less compared to 2021). Despite a considerable increase in electricity consumption, emissions are kept at a stable level thanks to an increase in the use of energy obtained from self-produced renewable sources.

As regards atmospheric emissions other than CO₂, for 2022, the emissions of NO_x and SO_x were zero; as regards other emissions, the Dierre SpA plants produced 53 kg of particulate matter (PM), 8,6% less than in 2021. In addition, no emissions of ozone-depleting substances (ODS) were generated by the Group in 2022 kg of

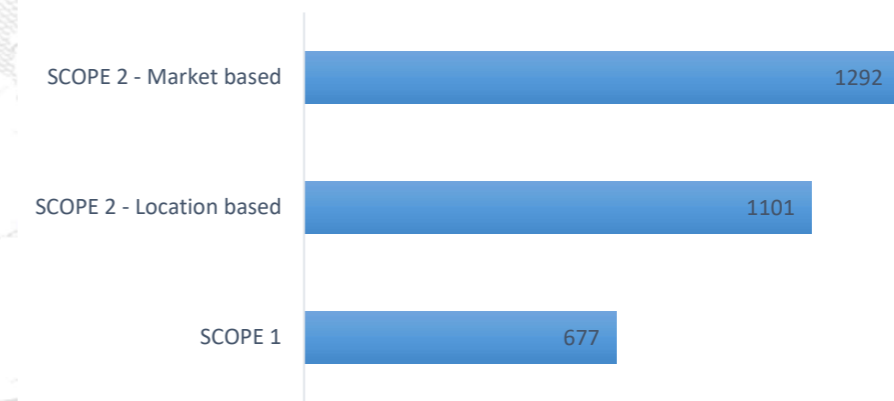
⁵ Following an improvement in the reporting system, the data regarding energy consumption for Scope1 in 2021 have been restated and differ from the data published in the previous Sustainability Report. For previously published data, please refer to the 2021 Sustainability Report. The emission factors used for the calculation of Scope 1 are:

- Natural Gas: 2,01574 tCO₂/ 1000m² (Source: DEFRA - UK Government - GHG Conversion Factors for Company Reporting, 2022 and 2021);
- Diesel for vehicles: 2,55784 tCO₂/ 1000l (Source: DEFRA - UK Government - GHG Conversion Factors for Company Reporting, 2022 and 2021);
- Heating oil: 2,55784 tCO₂/ 1000l (Source: DEFRA - UK Government - GHG Conversion Factors for Company Reporting, 2022 and 2021).

Scope 1 emissions are expressed in tons of CO₂, as the source used does not include the emission factors of gases other than CO₂.

⁶ Following an improvement in the reporting system, the data regarding total energy consumption for Scope 2 have been restated and differ from the data published in the previous Sustainability Report. The GRI Sustainability Reporting Standards provide two methods for calculating Scope 2

Total emissions of GHG (tCO₂) in 2022



particulate matter (PM), 8,6% less than in 2021. In addition, no emissions of ozone-depleting substances (ODS)⁷ were generated by the Group in 2022.

emissions, the “Location-based method” and the “Market-based method”. Both calculation methods were used to calculate Scope 2 emissions, in line with the GRI Sustainability Reporting Standards. The Market-based calculation is based on the CO₂ emissions emitted by energy suppliers from which the Organization purchases electricity through a direct contract, and can be calculated by taking into account: Energy Guarantees of Origin certificates and direct agreements with suppliers, supplier specific emission factors, “residual mix” emission factors, i.e. untracked or unclaimed energy and emissions (method used, with Italy 2022 emission factor: 417 kg CO₂/kWh- source: AIB - European Residual Mixes 2022). The Location-based method is based on average energy emission factors for well-defined geographical areas, including local, sub-national or national boundaries (methodology used, with Italy 2022 emission factor: 315 kg CO₂/kWh- source: Terna, Confronti Internazionali, 2019). Scope 2 emissions are expressed in tons of CO₂, however the percentage of methane and nitrous oxide has a negligible effect on the total greenhouse gas emissions (CO₂e) as inferred the technical reference literature.

⁷ ODS (ozone-depleting substance): substances with an ozone depletion potential (ODP) greater than 0 that can deplete the stratospheric ozone layer.

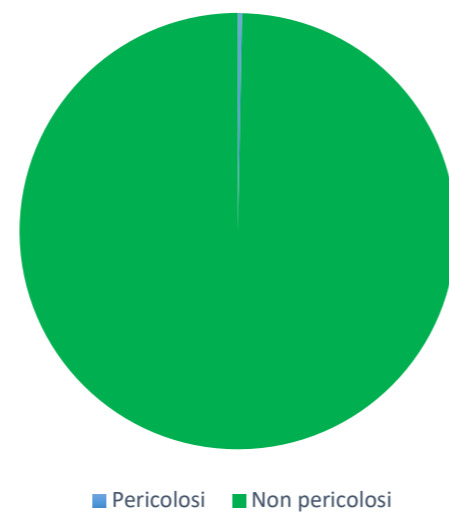
5.3 Waste⁸

In 2022, the Group produced a total of 738 tons of waste, 24% less than in 2021. Almost all of this waste is non-hazardous (99.7%), while hazardous waste amounts just to a 0.3% of the total.

The Group aims to favour the waste recovery as disposal method.

In this perspective, Sintesi S.r.l. which designs and manufactures soundproofing and industrial safety guards, and which alone produces 40% of the total waste, has taken steps to implement a process to separate materials that are being disposed of, which makes their recovery much easier⁹.

Waste produced in 2022



⁸ Following the change of a CER code, the data regarding waste for 2021 have been restated and differ from the data published in the previous Sustainability Report. For the value indicated in the 2021 Sustainability Report, please refer to the document published on the Group's website.

⁹ Please note that a large component of the waste produced by Sintesi S.r.l., as by the other companies in the Group, is made up of easily recoverable ferrous and/or aluminium materials, extending the life cycle of the material used.

5.4 Materials and packaging

The main raw materials used by Gruppo Dierre for manufacturing are **steel and aluminium**. The Group also uses small amounts of plastic for some components of its products.

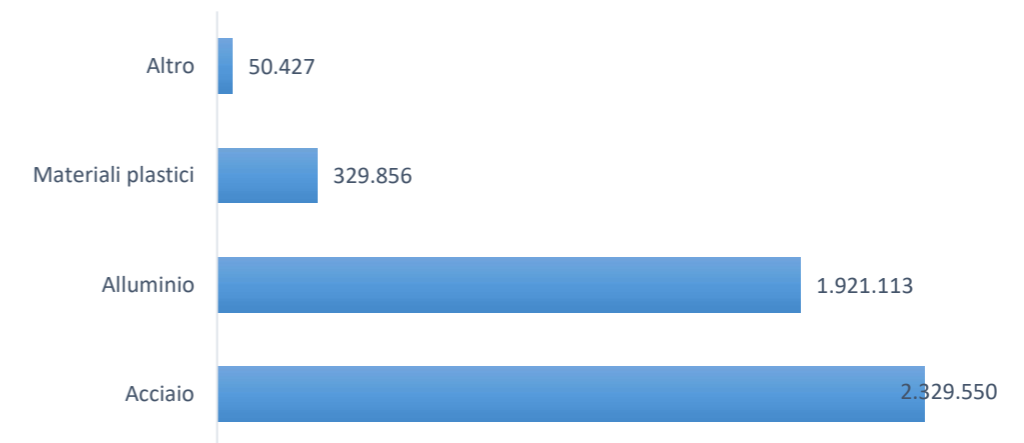
In 2022, the Group used 2,276 t of steel (49.8%), 1,950 t of **aluminium (42.6%)** of which 52 thousand kg was composite aluminium, and 306,477 kg of **plastic materials (6.7%)**.

The Group mainly uses **pallets, cardboard and plastic film** for packaging. In 2022, 107 thousand kg of pallets (73%), 26 thousand kg of plastic film (18%) and 13,571 kg of cardboard (9%) were used.

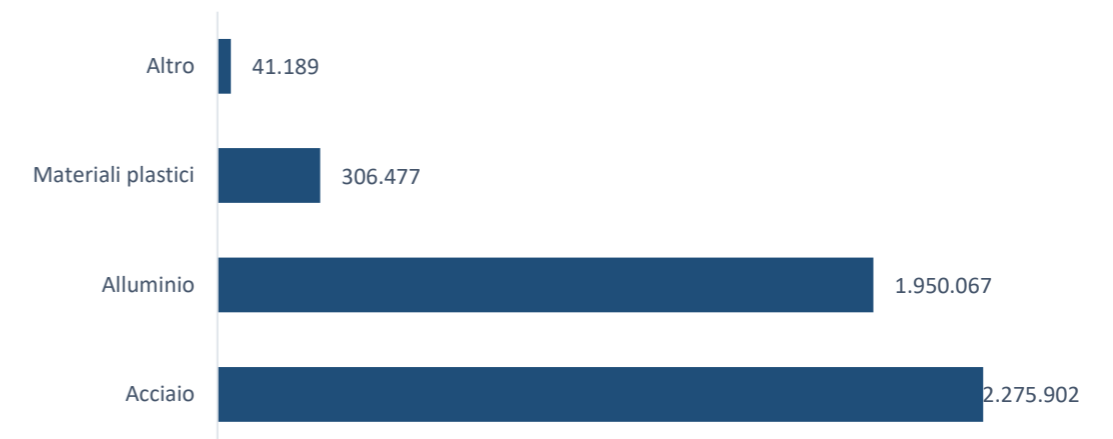
Overall, in 2022 the consumption of raw materials and packaging decreased by approximately 2% compared to 2021.

It should be noted that the pallet used (pressed or normal type) is certified with the **FAO ISPM15** standard, which guarantees compliance with phytosanitary measures that reduce the risk of introduction and spread of quarantine parasites associated with the movement of wooden packaging material in international trade.

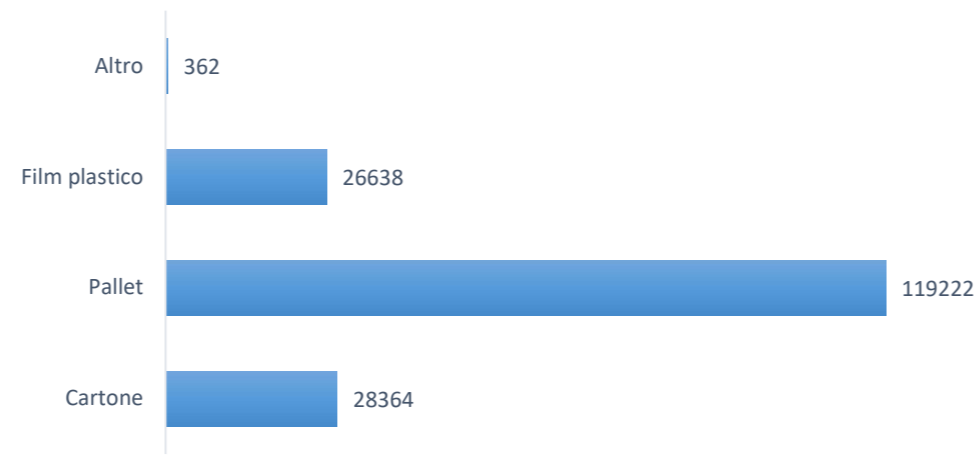
Main raw materials used in 2021 (kg)



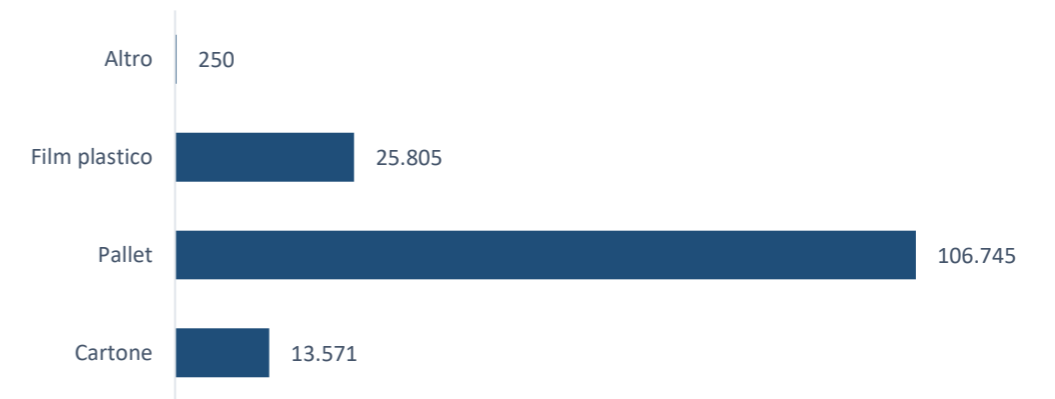
Main raw materials used in 2022 (kg)



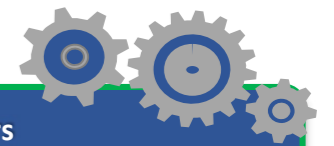
Main packaging materials used in 2021 by type (kg)



Main packaging materials used in 2022 by type (kg)



CURRENT Objective: The Dierre Group aims to favour the use of recycled materials and to source from certified suppliers



6. Social Responsibility



6. Social responsibility

6.1 Sustainable supply chain management

As indicated in the Code of Ethics, as regards business relationships, all those who work for and with Gruppo Dierre are required to:

- promote fair and correct conduct in every area of its business, condemning any possible form of disruption to the freedom of trade or industry as well as any form of unlawful competition, fraud, counterfeiting or misappropriation of industrial property rights;
- to oppose and reject any conduct aimed at obtaining confidential information about competitors, in compliance with current antitrust and fair competition regulations, and undertake not to take any actions that may constitute a breach of such regulations;
- to protect their intellectual property rights and those of others, including copyrights, patents, trademarks and identification marks, by following the policies and procedures provided for their protection;
- to oppose and reject any conduct aimed at acquiring business in an illicit manner, by offering or promising money or other benefits that are not due.

The Group is committed to developing relationships of correctness and transparency with its suppliers. In particular, they are ensured the same equal opportunities and dignity, criteria and systems for the constant monitoring of the quality of goods / services provided and supply contracts based on fairness, especially regarding terms of payment and the cost of administrative formalities.

In the supplier selection process, the Group takes into account the professionalism and business structure of its suppliers, the quality, the price, production methods, delivery and performance of service. The Group **also assesses the supplier's ability to comply with confidentiality obligations, as well as social and environmental responsibility**. Dierre has adopted a **supplier assessment and qualification procedure for goods and services, whose activities may be critical for the Group from the point of view of environmental impact** and has defined the methods and responsibilities for managing them.

The types of suppliers considered critical from an environmental point of view, and to which this procedure applies, are as follows:

- Suppliers of substances or preparations that are dangerous to the environment;
- Waste disposal companies;
- Service providers (analysis laboratories, consultancies) and logistics (transport).

The generic supplier assessment is made for the suppliers of:

- Commercial components/designed parts/Dierre specification, special processes included;

- strategic services;
- commercial components from a catalogue, which supply non-compliant components during the year;
- Any Outsourced Processes.

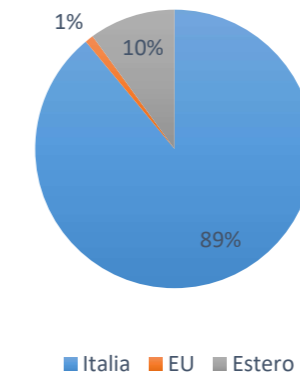
Dierre divides its supplies into two product categories:

- **Commercial supplies:** means all those products purchased from the catalogue, i.e. with physical, technical characteristics and product specifications already defined in advance and which are procured on the international market. There is no Dierre drawing or specification for this component in the management system.
- **Supplies against drawings/Dierre specifications:** means all those products that Dierre procures according to its own specifications/drawings. There is always a Dierre drawing or specification for this component in the management system. There is always a Dierre drawing or specification for this component in the management system.

The Group also requires its suppliers and partners to comply with current employment legislation, especially as regards child labour, women's rights, working conditions and hours, social security and pension contributions, and wages.

Gruppo Dierre worked with more than **1,528 suppliers** in 2022. Of these, 599 Services (39%), 515 supply accessories (34%) and 209 supply raw materials (14%).

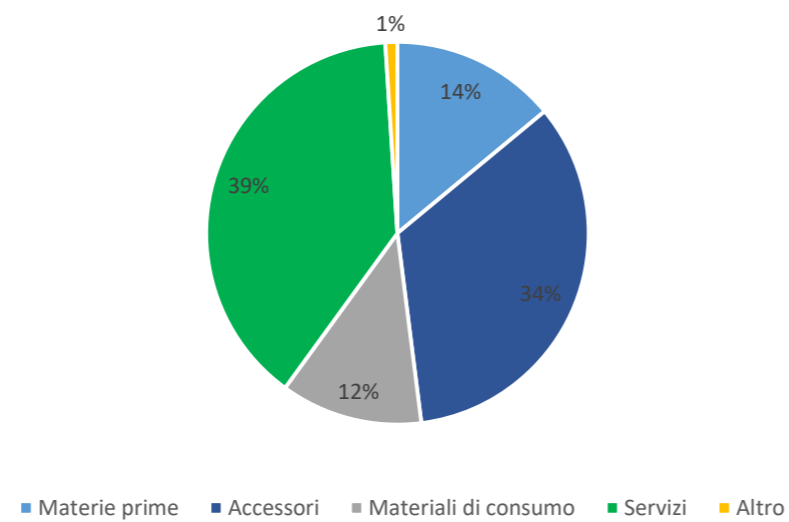
Distribution of purchases by geographical area (% of total spending) in 2022



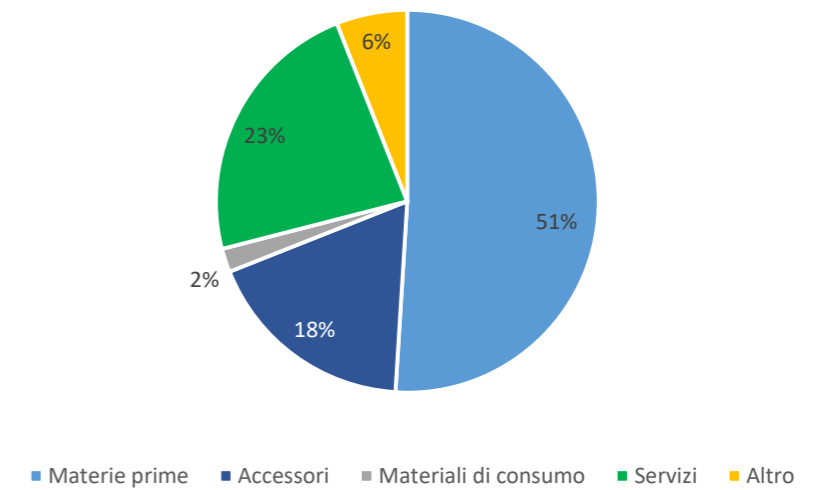
The most significant category in economic terms is that of suppliers of raw materials that accounted for Group annual purchases of over € 18 million (51%), followed by service providers that accounted for over € 8 million (23%), while suppliers of accessories accounted for over € 6,5 million (18%). Purchases of other consumables and packaging represent an insignificant amount of total purchases.

Whenever possible, Gruppo Dierre prefers to purchase from local suppliers for significant locations¹⁰, in order to create value for the communities in which the Group operates. Out of a total of approximately Euro 36 million, in 2022 almost all of the Group's purchases come from suppliers considered local (approximately Euro 32.5 million), with an increase in spending with local suppliers of approximately Euro 3.5 million compared to 2021.

Purchases by supply category in 2022
(number of suppliers)



Purchases by supply category in 2022
(expenditure proportion)



¹⁰ Gruppo Dierre considers suppliers as being local if they have their registered office in Italy. For significant locations, reference is made to the Italian locations.

6.2 Collaboration and partnership development

According to Dierre's vision, doing business today means putting yourself at the centre of the community and the area in which you work because it is also from there that a company derives its strength, identity and credibility.

In addition to safety and eco-sustainability, one of the values that has always inspired Gruppo Dierre is **corporate social responsibility**. The Group has always promoted and supported sports, cultural and solidarity projects aimed at overcoming issues that have a social and ethical impact and consequently the well-being of the community.

Dierre Group, in collaboration with NB Aurora, is among the donors of the "**Support Merit - Scholarship for orphan student**" project promoted by the LUISS University of Rome, which has always been committed to guaranteeing the right to study to the most deserving children, independently from the social and economic class or from the country of origin and to support students who find themselves having to

face unexpected personal difficulties. This important initiative made it possible to raise funds to support the study path of a deserving orphan student, in a situation of economic difficulty following the loss of one of her



parents. By supporting the concepts of social sustainability, Dierre Group thus shares the commitment to promoting actions aimed at increasing inclusion opportunities with respect to disadvantaged conditions and difficult contextual situations.

The Group supports the **Bimbi Sperduti** project, an amateur sports association that has set itself the goal of bringing a football school back to San Prospero, allowing local children to play football and have fun.





In addition, Gruppo Dierre's commitment to promoting amateur sporting events, continues together with the **Ferrara Triathlon Club**, one of the first companies to register with the Italian Triathlon Federation. Founded in 1984, the registration number of the Ferrara Triathlon Club is number 6 in chronological order. Again this year, Dierre is one of the sponsors of the Ferrara club that has been promoting Triathlon sports for over 30 years. In addition to the Ferrara Triathlon Club, Dierre also supports the Fiorano bowls club and the Cimone Skiteam.



7. Appendix

Boundaries of the material topics

MATERIAL TOPIC	GRI STANDARD	IMPACT BOUNDARY	GROUP INVOLVEMENT
Ethics, integrity and transparency	ANTI-CORRUPTION (GRI 205) ANTI-COMPETITIVE BEHAVIOUR (GRI 206)	Gruppo Dierre	Caused by the Group
Compliance	ENVIRONMENTAL COMPLIANCE (GRI 307) SOCIOECONOMIC COMPLIANCE (GRI 419)	Gruppo Dierre	Caused by the Group
Value creation	-	Gruppo Dierre	Caused by the Group
Product quality and safety	CUSTOMER HEALTH AND SAFETY (GRI 416)	Gruppo Dierre	Caused by the Group
Brand identity	-	Gruppo Dierre	Caused by the Group
Innovation, Research and Development	-	Gruppo Dierre	Caused by the Group
Responsible marketing	MARKETING AND LABELLING (GRI 417) CUSTOMER PRIVACY (GRI 418)	Gruppo Dierre	Caused by the Group
Energy consumption	ENERGY (GRI 302)	Gruppo Dierre	Caused by the Group
Emissions and climate change	EMISSIONS (GRI 305)	Gruppo Dierre and production facilities and electricity suppliers	Caused by the Group and directly linked to through a business relationship
Waste and packaging	WASTE (GRI 306) MATERIALS (GRI 301)	Production facilities	Caused by the Group
Human resource management and development	EMPLOYMENT (GRI 401) TRAINING AND EDUCATION (GRI 404)	Gruppo Dierre	Caused by the Group
Employee health and safety	OCCUPATIONAL HEALTH AND SAFETY (GRI 403)	Gruppo Dierre employees ¹¹	Caused by the Group
Workers rights	DIVERSITY AND EQUAL OPPORTUNITY (GRI 405) NON-DISCRIMINATION (GRI 406)	Gruppo Dierre	Caused by the Group
Supply chain management	PROCUREMENT PRACTICES (GRI 204)	Gruppo Dierre	Caused by the Group

¹¹ The boundary of the data on health and safety only includes employees. The Group will make a more detailed analysis on the importance of non-employee workers in order to assess the need to collect data from the employers of external collaborators and suppliers operating at the Group's facilities and/or under the Group's control and to evaluate the quality and accuracy of this data, over which it does not have direct control.

8. Methodological Note

The aim of this document, which is Gruppo Dierre's first Sustainability Report, is to communicate the Group's sustainability strategies and its performance in the field of environmental, social and economic sustainability for the year 2022 (from 1 January as of December 31) in a transparent manner. To ensure that the data can be compared over time, a comparison with 2021 data has been indicated, wherever available.

The Annual Report was drawn up using a selection of "GRI Sustainability Reporting Standards" published by the Global Reporting Initiative (GRI) as indicated in the "GRI content index" table. This makes it possible to highlight the coverage of the GRI indicators associated with each sustainability issue shown in this document.

The boundary of the economic and social data and information is the same as that of the Gruppo Dierre Consolidated Financial Statement as of 31 December 2022. With reference to environmental data and information, the reporting boundary

coincides with the Group's production sites, commercial site and Group's warehouses.

In order to ensure the reliability of data, the use of estimates has been limited as much as possible and, if used, are based on the best available methodologies and have been appropriately disclosed.

In relation to the significant changes to the size, organizational structure, ownership structure and supply chain of the Group which occurred in 2022, it should be noted that the new Dierre Tools headquarters in Ferrara became operational starting from 1 June 2022.

This document is not subject to external assurance.

For further information and suggestions regarding the Gruppo Dierre Sustainability Report, please contact: info@dierre.eu.

This document is also available on the Gruppo Dierre website: www.dierre.eu

Performance indicators

Responsibility towards people

GRI DISCLOSURE STANDARD 2-7

Number of employees by type of contract and gender as of						
	31/12/2021			31/12/2022		
Type of contract	Men	Women	Total	Men	Women	Total
Permanent	247	54	301	238	56	294
Fixed term	10	1	11	17	3	20
Total	257	55	312	255	59	314

Number of employees by type of employment and gender as of						
	31/12/2021			31/12/2022		
Type of employment	Men	Women	Total	Men	Women	Total
Full-time	253	46	299	253	50	303
Part-time	4	9	13	2	9	11
% Part-time	2%	16%	4%	1%	15%	4%
Total	257	55	312	255	59	314

GRI DISCLOSURE STANDARD 2-8

Total number of workers who are not employees as of						
	31/12/2021			31/12/2022		
	Men	Women	Total	Men	Women	Total
Contingent workers	6	1	7	13	1	14
Other	1	-	1	-	-	-
Total	7	1	8	13	1	14

GRI DISCLOSURE STANDARD 405-1

Total number of employees split into professional category, age group and gender as of 31 December 2021							
	<30 years		30- 50 years		>50 years		Total
	Men	Women	Men	Women	Men	Women	
Managers	-	-	-	-	-	-	-
Office workers	15	6	46	29	15	10	121
Workers	17	-	95	1	38	2	153
Apprentices	29	6	1	1	1	-	38
Total	61	12	142	31	54	12	312
Total number of employees split into professional category, age group and gender as of 31 December 2022							
	<30 years		30- 50 years		>50 years		Total
	Men	Women	Men	Women	Men	Women	
Managers	-	-	-	-	-	-	-
Office workers	21	7	42	33	13	10	126
Workers	22	-	101	3	36	2	164
Apprentices	19	4	-	-	1	-	24
Total	62	11	143	36	50	12	314

Percentage of employees split into professional category, age group and gender as of 31 December 2021							
	<30 years		30- 50 years		>50 years		Total
	Men	Women	Men	Women	Men	Women	
Managers	0	0	0	0	0	0	0
Office workers	12%	5%	38%	24%	12%	8%	12%
Workers	11%	0%	62%	1%	25%	1%	11%
Apprentices	76%	16%	3%	3%	3%	0%	76%
Total	20%	4%	46%	10%	17%	4%	20%

Percentage of employees split into professional category, age group and gender as of 31 December 2022							
	<30 years		30- 50 years		>50 years		Total
	Men	Women	Men	Women	Men	Women	
Managers	-	-	-	-	-	-	-
Office workers	17%	6%	33%	26%	10%	8%	17%
Workers	13%	0%	62%	2%	22%	1%	13%
Apprentices	79%	17%	0%	0%	4%	0%	79%
Total	20%	4%	46%	11%	16%	4%	20%

Protected categories and other indicators of diversity by professional category and gender as of						
Professional category	31/12/2021			31/12/2022		
	Men	Women	Total	Men	Women	Total
Managers	-	-	-	-	-	-
Non-Italian citizenship	0	0	-	0	0	-
Belonging to protected categories	0	0	-	0	0	-
Office workers	2	4	6	1	5	6
Non-Italian citizenship	1	1	2	0	2	2

Belonging to protected categories	1	3	4	1	3	4
Workers	47	-	47	34	9	43
Non-Italian citizenship	40	0	40	33	5	38
Belonging to protected categories	7	0	7	1	4	5
Apprentices	1	-	1	1	3	4
Non-Italian citizenship	1	0	1	1	3	4
Belonging to protected categories	0	0	-	0	0	-
Total	50	4	54	36	17	53

Composition of the Board of Directors of Dierre S.p.A. by gender and age group as of 31 December 2022 (%)								
	31/12/2021				31/12/2022			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Men	0%	20%	80%	100%	0%	33%	67%	100%
Women	-	-	-	-	-	-	-	-

GRI DISCLOSURE STANDARD 2-30

Percentages employees covered by collective bargaining agreements 31 December 2022		
	31/12/2021	31/12/2022
Total employees	312	314
Employees covered by collective bargaining agreements	312	314
Percentage of the total number of employees	100%	100%

GRI DISCLOSURE STANDARD 401-1

New employee hires by gender and age group 2021				
	<30 years	30- 50 years	>50 years	Total
Men	23	20	6	49
Women	3	6	2	11

Total	26	26	8	60
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New employee hires by gender and age group 2022				
	<30 years	30- 50 years	>50 years	Total
Men	15	29	8	52
Women	2	5	2	9
Total	17	34	10	61

Rate of new employee hires by gender and age group 2021				
	<30 years	30- 50 years	>50 years	Total
Men	7.3%	6.4%	1.9%	15.6%
Women	1.0%	1.9%	0.6%	3.5%
Total	8.3%	8.3%	2.5%	19.1%

Rate of new employee hires by gender and age group 2022				
	<30 years	30- 50 years	>50 years	Total
Men	4.8%	9.2%	2.5%	16.6%
Women	0.6%	1.6%	0.6%	2.9%
Total	5.4%	10.8%	3.2%	19.4%

Total number of leaving employees by gender and age group in 2021				
	<30 years	30- 50 years	>50 years	Total
Men	12	30	6	48
Women	-	3	1	4
Total	12	33	7	52

Total number of leaving employees by gender and age group in 2022				
	<30 years	30- 50 years	>50 years	Total
Men	13	29	12	54
Women	1	3	1	5
Total	14	32	13	59

Rate of new employee hires by gender and age group 2021				
	<30 years	30- 50 years	>50 years	Total
Men	3.8%	9.6%	1.9%	15.3%
Women	0.0%	1.0%	0.3%	1.3%
Total	3.8%	10.5%	2.2%	16.6%
Rate of new employee hires by gender and age group 2022				
	<30 years	30- 50 years	>50 years	Total
Men	4.1%	9.2%	3.8%	17.2%
Women	0.3%	1.0%	0.3%	1.6%
Total	4.5%	10.2%	4.1%	18.8%

GRI DISCLOSURE STANDARD 404-1

Hours of-mandatory training for employees, by professional category and gender 2021									
	N. Hours Men	Total employees men	N. hours per capita men	N. Hours Women	Total employees women	N. hours per capita women	N. Hours Total	Total employees	N. hours per capita
Managers	-	-	-	-	-	-	-	-	-
Office workers	1,184.5	76	15.6	621	45	13.8	1,805.5	121	14.9
Workers	2,183	150	14.6	33	3	11	2,216	153	14.5
Apprentices	446	31	14.4	-	7	-	446.0	38	11.7
Total	3,813.5	257	14.8	654	55	11.9	4,467.5	312	14.3
Hours of-mandatory training for employees, by professional category and gender 2022									
	N. Hours Men	Total employees men	N. hours per capita men	N. Hours Women	Total employees women	N. hours per capita women	N. Hours Total	Total employees	N. hours per capita
Managers	-	-	-	-	-	-	-	-	-
Office workers	101	76	1.3	66	50	1.3	167	126	1.3
Workers	863	159	5.4	11	5	2.2	874	164	5.3

Apprentices	392	20	19.6	-	4	-	392	24	16.3
Total	1,356	255	5.3	77	59	1.3	1,433	314	4.6

Hours of non-mandatory training for employees, by professional category and gender 2021									
	N. Hours Men	Total employees men	N. hours per capita men	N. Hours Women	Total employees women	N. hours per capita women	N. Hours Total	Total employees	N. hours per capita
Managers	-	-	-	-	-	-	-	-	0
Office workers	696	76	9.2	264	45	5.9	960	121	8
Workers	241	150	1.6	-	3	-	241	153	2
Apprentices	47	31	1.5	-	7	-	47	38	1.2
Total	984	257	3.8	264	55	4.8	1,247.5	312	4

Hours of non-mandatory training for employees, by professional category and gender 2022									
	N. Hours Men	Total employees men	N. hours per capita men	N. Hours Women	Total employees women	N. hours per capita women	N. Hours Total	Total employees	N. hours per capita
Managers	-	-	-	-	-	-	-	-	-
Office workers	140	76	1.8	118	50	2.4	258	126	2
Workers	504	159	3.2	28	5	5.6	532	164	3.2
Apprentices	55	20	2.8	-	4	-	55	24	2.3
Total	699	255	2.7	146	59	2.5	845	314	2.7

Hours of mandatory and non-mandatory training for employees, by professional category and gender in 2021									
	N. Hours Men	Total employees men	N. hours per capita men	N. Hours Women	Total employees women	N. hours per capita women	N. Hours Total	Total employees	N. hours per capita
Managers	-	-	-	-	-	-	-	-	-
Office workers	1,881	76	25	885	45	20	2,766	121	23

Workers	2,424	150	16	33	3	11	2,457	153	16
Apprentices	493	31	16	-	7	-	493	38	13
Total	4,797	257	19	918	55	17	5,715	312	18
Hours of mandatory and non-mandatory training for employees, by professional category and gender in 2022									
	N. Hours Men	Total employees men	N. hours per capita men	N. Hours Women	Total employees women	N. hours per capita women	N. Hours Total	Total employees	N. hours per capita
Managers	-	-	-	-	-	-	-	-	-
Office workers	241	76	3	184	50	4	425	126	3
Workers	1,367	159	9	39	5	8	1,406	164	9
Apprentices	447	20	22	-	4	-	447	24	19
Total	2,055	255	8	223	59	4	2,278	314	7

GRI DISCLOSURE STANDARD 403-9

Number of fatalities and work-related injuries for employees		
	2021	2022
Number of fatalities as a result of work-related injury	-	-
Number of high-consequence work-related injuries ¹² (excluding fatalities)	1	-
Number of recordable work-related injuries	9	12

¹² Work-related accidents that results in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months The injury falls into this category since the worker, following a hand laceration, underwent an operation more than 6 months after the date of the injury.

Rate of fatalities and rate of work-related injuries for		
	2021	2022
Rate of fatalities as a result of work-related injury	-	-
Rate of high-consequence work-related injuries (excluding fatalities)	1.77%	-
Rate of recordable work-related injuries ¹³	15.9%	21.4%

¹³ The injury rate was calculated as the ratio between the total number of injuries and the total number of hours worked, using a multiplication factor of 1,000,000. The data only includes accidents on the commute from home to work if the transport was arranged by the company. The number of hours worked by Group employees in 2021 is equal to 565,470 and in 2022 it is equal to 555,790.

Environmental responsibility

GRI DISCLOSURE STANDARD 301-1

Raw materials (kg)				
Raw materials	2021		2022	
	Quantity	% renewable	Quantity	% renewable
Steel	2,329,550	0%	2,275,902	0%
Aluminium	1,921,113	0%	1,950,067	0%
<i>of which composite aluminium</i>	46,081	0%	51,716	0%
Plastic materials	329,856	0%	306,477	0%
Other	50,427	0%	41,189	0%
Total	4,630,946	0%	4,573,635	0%

Packaging materials (kg)				
Packaging	2021		2022	
	Quantity	% renewable	Quantity	% renewable
Cardboard	28,364	0%	13,571	0%
Pallets	119,222	0%	106,745	0%
Plastic film	26,638	0%	25,805	0%
Other	5,743	0%	5,178	0%
Total	179,967	0%	151,299	0%

GRI DISCLOSURE STANDARD 302-1¹⁴

Energy consumption by source ¹⁵		2021		2022	
Type of consumption	Unit of measurement	Total	Total (GJ)	Total	Total (GJ)
Natural Gas (methane)	Smc	164,098	6,517	151,408	5,990
Heating oil	litres	-	-	-	-
Diesel for transport (only consumption for owned and long-term leased vehicles)	litres	91,982	3,512	73,205	2,795
Electricity purchased	kWh	1,089,945	3,924	1,345,266	4,843
<i>Of which from renewable sources</i>	kWh	-	-	-	-
Self-generated electricity and consumed from photovoltaic plants	kWh	153,945	554	191,031	688
Self-generated electricity sold to the grid from photovoltaic plants	kWh	67,779	244	96,591	348
Total energy consumption			14,549		14,316
Renewable energy			554		688
Non-renewable energy			13,995		13,628
Renewable energy as % of the total			3.8%		4.8%

¹⁴ The following conversion factors were used to calculate the energy consumption in GJ:

- Natural Gas: 39,5632 GJ/1000*Stdm3 (Source: DEFRA 2022);
- Heating oil: 38,25168919 GJ/t (Source: DEFRA 2022);
- Diesel for vehicles: 38,18418103 GJ/t (Source: DEFRA 2022).

¹⁵ Following an improvement in the reporting system, the data regarding total energy consumption for 2021 have been restated and differ from the data published in the previous Sustainability Report. For previously published data, please refer to the 2021 Sustainability Report, published on the website [Dierre Group](#).

GRI DISCLOSURE STANDARD 305-1 and 305-2¹⁶

Direct and indirect GHG emissions (tCO ₂) ¹⁷		
	2021	2022
SCOPE 1 ¹⁸	792	677
SCOPE 2 - Location based ¹⁹	343	424
SCOPE 2 - Market based	500	615
SCOPE 1 + SCOPE 2 - Location based	1,136	1,101
SCOPE 1 + SCOPE 2 - Market based	1,292	1,292

¹⁶ The GRI Sustainability Reporting Standards provide two methods for calculating Scope 2 emissions, the “Location-based method” and the “Market-based method”.

The emission factors used for the calculation of Scope 1 are:

- Natural Gas: 2,01574 tCO₂/ 1000m² (Source: DEFRA - UK Government - GHG Conversion Factors for Company Reporting, 2022 and 2021);
- Diesel for vehicles: 2,55784 tCO₂/ 1000l (Source: DEFRA - UK Government - GHG Conversion Factors for Company Reporting, 2022 and 2021);
- Heating oil: 2,55784 tCO₂/ 1000l (Source: DEFRA - UK Government - GHG Conversion Factors for Company Reporting, 2022 and 2021)

Scope 1 emissions are expressed in tons of CO₂, as the source used does not include the emission factors of gases other than CO₂.

Both calculation methods were used to calculate Scope 2 emissions, in line with the GRI Sustainability Reporting Standards. The Market-based calculation is based on the CO₂ emissions emitted by energy suppliers from which the Organization purchases electricity through a direct contract, and can be calculated by taking into account: Energy Guarantees of Origin certificates and direct agreements with suppliers, supplier specific emission factors, “residual mix” emission factors, i.e. untracked or unclaimed energy and emissions (method used, with Italy 2022 emission factor: 0.457 kg CO₂/kWh- source: AIB - European Residual Mixes 2022). The Location-based method is based on average energy emission factors for well-defined geographical areas, including local, sub-national or national boundaries (methodology used, with Italy 2021 emission factor: 0.315 kg CO₂/kWh- source: Terna, Confronti Internazionali, 2019). Scope 2 emissions are expressed in tons of CO₂, however the percentage of methane and nitrous oxide has a negligible effect on the total greenhouse gas emissions (CO₂e) as inferred the technical reference literature.

¹⁷ By convention, the data relating to the diesel consumption of the car fleet has been estimated at 70% of the overall fuel consumption, as it refers to mixed-use vehicles. Consequently, the data relating to the consumption of mixed-use vehicles for 2021 has been revised. For previously published data, please refer to the 2021 Sustainability Report.

¹⁸ Following an improvement in the reporting system, the data regarding total emissions as of Scope1 in 2021 have been restated and differ from the data published in the previous Sustainability Report. For previously published data, please refer to the 2021 Sustainability Report.

¹⁹ Following an improvement in the reporting system, the data regarding the emissions as of Scope 2 in 2021 have been restated and differ from the data published in the previous Sustainability Report. For previously published data, please refer to the 2021 Sustainability Report.

GRI DISCLOSURE STANDARD 305-7

Other significant air emissions (kg)		
	2021	2022
Particulate matter (PM)	58	53
Other standard emission categories identified in the applicable legislation	0	0
Total	58	53

GRI DISCLOSURE STANDARD 306-3²⁰

Waste produced (t) in 2021				
CER code	Hazardous	Non-hazardous	Total	%
70213	0	27.04	27	3%
80318	0	0	-	0%
100911	0.98	0	1	0%
120101	0	318.36	318	33%
120102	0	1.8	2	0%
120103	0	17.13	17	2%
120104	0	10.25	10	1%
120105	0	5.83	6	1%
120117	0	0	-	0%
120199	0	153.37	153	16%
150101	0	73.58	74	8%
150102	0	0.19	0	0%
150103	0	35.42	35	4%
150106	0	57.24	57	6%
150016	0	0	-	0%

²⁰ Following the change of a CER code, the data for 2021 regarding the waste have been restated and differ from the data published in the previous Sustainability Report. For the value indicated in the 2021 Sustainability Report, please refer to the document published on the Group's website.

150110*	0.04	0	0	0%
150111*	0.08	0	0	0%
160211*	0.02	0	0	0%
160213	0	0.03	0	0%
160214	0	28.13	28	3%
160216	0	0.02	0	0%
161001*	1.08	5.5	7	1%
170203	0	0.91	1	0%
170402	0	60.83	61	6%
120117	0	2.83	3	0%
170405	0	154.72	155	16%
170411	0	0.28	0	0%
170603*	1.78	0	2	0%
170802	0	8.48	8	1%
120109*	0.45	0	0	0%
130110*	0.15	0	0	0%
130205*	0.17	0	0	0%
200121	0	0	-	0%
200307	0	0.76	1	0%
170604	0	0	-	0%
TOTAL	4.75	963	967	100%
%	0.49%	99.51%	100%	
Waste produced (t) in 2022				
Disposal method	Hazardous	Non-hazardous	Total	%
70213	0.00	17.01	17	2%
80318	0.00	0.02	0	0%
100911	0.00	0.00	-	0%
120101	0.00	292.22	292	40%
120102	0.00	12.12	12	2%

120103	0.00	16.23	16	2%
120104	0.00	25.90	26	4%
120105	0.00	44.03	44	6%
120117	0.00	0.04	0	0%
120199	0.00	151.09	151	20%
150101	0.00	9.17	9	1%
150102	0.00	0.00	-	0%
150103	0.00	23.40	23	3%
150106	0.00	42.49	42	6%
150016	0.00	0.00	-	0%
150110*	0.00	0.00	-	0%
150111*	0.00	0.00	-	0%
160211*	0.00	0.00	-	0%
160213	0.00	0.00	-	0%
160214	0.00	0.00	-	0%
160216	0.00	0.00	-	0%
161001*	1.59	0.00	2	0%
170203	0.00	0.00	-	0%
170402	0.00	73.54	74	10%
120117	0.00	0.00	-	0%
170405	0.00	26.84	27	4%
170411	0.00	0.00	-	0%
170603*	0.66	0.00	1	0%
170802	0.00	0.81	1	0%
120109*	0.00	0.00	-	0%
130110*	0.00	0.00	-	0%
130205*	0.00	0.00	-	0%
200121	0.00	0.00	-	0%
200307	0.00	0.00	-	0%

170604	0.00	0.60	1	0%
TOTAL	2	736	738	100%
%	0.30%	99.70%	100%	

9. GRI Content index

This material refers to the following GRI disclosures:

GRI Standards	Disclosure	Page	Omissions
GRI 2: GENERAL DISCLOSURES (2021)			
Organizational profile			
2-1	Organizational details	4-6	
2-2	Entities included in the organisation's sustainability reporting	5-6	
2-3	Reporting period, frequency and contact person	47	
2-4	Restatement of information	35-37; 58-60	
2-5	External assurance	47	
2-6	Activities, value chain and other business relationships	11	
2-7	Employees	26; 48	
2-8	Non-employee workers	49	
2-9	Governance structure and composition	9	
2-10	Appointment and selection of the highest governing body	9	
2-27	Compliance with laws and regulations	10; 20; 23; 29-30; 34; 41-42	
2-30	Collective agreements	29	
TOPIC-SPECIFIC STANDARDS			

GRI 205: Anti-corruption (2016)			
205-3	Confirmed incidents of corruption and actions taken	No confirmed incidents of corruption were recorded in 2022.	
GRI 206: Anti-competitive behaviour (2016)			
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	No legal action was brought against the Group for anti-competitive practices and/or violations of regulations regarding anti-trust and monopoly practices in 2022.	
Material topic: Product quality and safety			
GRI 416: Customer health and safety (2016)			
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No confirmed incidents of non-compliance concerning the health and safety impacts of products and services were recorded in 2022.	
Material topic: Responsible marketing			
GRI 417: Marketing and labelling (2016)			
417-2	Incidents of non-compliance concerning product and service information and labelling	During 2022, there were no cases of non-compliance regarding information and the labelling of products and services.	
GRI 305: Customer Privacy (2016)			
418-1	Substantiated complaints concerning breaches of	23	

	customer privacy and losses of customer data		
Material topic: Energy consumption			
GRI 302: Energy (2016)			
302-1	Energy consumption within the organization	35; 58	
Material topic: Emissions and climate change			
GRI 305: Emissions (2016)			
305-1	Direct GHG emissions (Scope 1)	36; 59	
305-2	Energy indirect (Scope 2) GHG emissions	36; 59	
305-6	Emissions of ozone-depleting substances (ODS)	36	
305-7	Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant air emissions	36; 60	
Material topic: Waste and packaging			
GRI 306: Waste (2020)			
306-3	Waste produced	37; 60-63	
GRI 301: Materials (2016)			
301-1	Materials used by weight or volume	38; 57	
Material topic: Occupational health and safety			
GRI 403: Occupational health and safety (2018)			
403-1	Occupational health and safety management system	30-31	

403-2	Hazard identification, risk assessment, and incident investigation	30-31	
403-3	Occupational health services	30-31	
403-4	Worker participation, consultation, and communication on occupational health and safety	30-31	
403-5	Worker training on occupational health and safety	30-31	
403-6	Promotion of worker health	30-31	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	30-31	
403-9	Work-related injuries	31; 55-56	
Material topic: Human resource management and development			
GRI 401: Employment (2016)			
401-1	New employee hires and employee turnover	51-53	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Full-time employees do not receive benefits that are not also provided for part-time or fixed-term employees.	
GRI 404: Training and education (2016)			
404-1	Average hours of training per year per employee	27; 53-55	
404-3	Percentage of employees	27	

	receiving regular performance and career development reviews		
Material topic: Workers rights			
GRI 405: Diversity and equal opportunity (2016)			
405-1	Diversity of governance bodies and employees	9; 27; 49-51	
GRI 406: Non-discrimination (2016)			
406-1	Incidents of discrimination and corrective actions taken	26-28	
Material topic: Supply chain management			
GRI 204: Procurement practices (2016)			
204-1	Proportion of spending on local suppliers	41-42	

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