



2023

Sustainability Report

SACI INDUSTRIE SPA



1

About us and our history

p. 4

Our history	5
Our Values	7
Our plant	8

2

Our products and the value we generate

p. 10

Our product range	10
Sales breakdown by product range	11
Sales breakdown by country	11
Value generated	13

3

Responsible business management

p. 14

Governance	14
Main ESG Policies	14
Code of Ethics	14
Integrated system policy	16
Human Rights Policy	18
Whistleblowing Policy	18
Certifications and membership	19

4

Materiality analysis and stakeholder engagement

p. 20

Stakeholder engagement and determining material topics ..	20
Analysis of the external context	20
Analysis of oversight and internal relevance	22
Our contribution to the SDGs	22

5

Our commitment to the environment

p. 25

Management of materials and waste	25
Materials used	25
Waste	27
Water consumption	28
Energy consumption and climate change	28
Energy consumed	28
Energy intensity	29
Emissions	29

6

Our commitment to people

p. 30

Staff composition	30
Agreements	32
Turnover	32
Diversity and inclusion	33
Training	35
Health and safety	36
Work-related injuries and ill health	36
Our support for the community	37
Sponsorships of and contributions to art and culture	37

Methodological note

p. 38

GRI index

p. 39

1 About us and our history

For almost 100 years, we at Saci Industrie have been operating in the domestic and professional cleaning sector, claiming a place among the international leaders in the private-label channel. Since 1925, we have grown steadily and evolved in such a way as to be able to respond quickly and flexibly to the needs of national and

international markets.

With our long experience in this industry, we are an invaluable partner to our clients, thanks to our ability to offer technical solutions and support at all project stages. Because of this, we can promote and develop their brands and provide consumers with high-quality

products.

All our activities take place at our Perugia headquarters, where both our offices and our production plant are located.



Our history

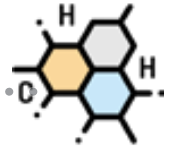


1925

Foundation:
Craft Soap Factory
established.

1950s

The sale of chemical
specialties for industry.



1960s

The headquarters move to
Strada dei Loggi, 29 (PG),
evolving into the modern
plant.

1974

S.A.C.I (Società
Approvvigionamenti Chimici
Industriali) established, shifting
from soap production to the
manufacture of laundry liquids
and detergents.



1980-1990s

Entry into the Private-
Label market, with an
exponential growth in
manufacturing.

2000s

Saci becomes a partner to the
largest European distribution
chains, exporting to numerous
foreign countries.



Today

Every year, we produce over
130 million packages of
detergent and distribute them
to dozens of countries inside
and outside the EU.



Our Values



HISTORICAL AND GENERATIONAL CONTINUITY

having been handed down through three dedicated generations, our history is the beating heart of our identity and corporate vision.



STRONG LOCAL TIES AND EMPLOYMENT

the effect of our activities on the local area consists of both creating value through local employment, and developing initiatives to support the communities around us.



VALUING HUMAN RESOURCES

we believe that the safety, well-being, development and engagement of our employees are fundamental to the long-term success of the company.



ENTHUSIASM AND DEDICATION TO OUR WORK

we distinguish ourselves by our enthusiasm and dedication in doing business with passion and unwavering commitment.



QUALITY

quality is at the heart of everything we do, with our satisfied clients and end consumers acting as proof.



PROCESS INNOVATION

process innovation is the driving force for our continuous optimisation and adaptation to present and future market challenges.



SAFETY AND SUSTAINABILITY

product safety and process oversight are paramount, with an assurance of environmental and social sustainability in the performance of all our activities.

Our plant



205.000 m²
total surface
area



43.000 m²
covered surface
area



27
loading
ramps



17
production
lines

Our plant covers a total area of 205,000 m², 43,000 m² of which are indoors. The plant consists of six functional areas:

- Three separate production departments for different processes:

BLOW MOULDING: with 32 production machines;

MIXING: two types of mixing are used, batch and continuous, with a sophisticated computerised control system to ensure precision and efficiency;

PACKAGING: 17 automatic lines are in operation here, with a computerised monitoring system to guarantee the quality and speed of the process.

- **WAREHOUSES,** used to store packaging and liquid raw materials. These warehouses cover a total area of 6,000 m², of which 1,000 m² are for liquid raw materials and 5,000 m² for the storage of packaging. In addition, we have 15,000 pallet spaces for the storage of finished products. It is important to note the investments made for the installation of 8,000 automated pallet spaces, in which the management of storage and picking operations is computerised.

- **AREAS DEDICATED TO OFFICES AND LABORATORIES,** which support production activities and research and development. These spaces are crucial to ensure the efficient running of production operations and the continuous innovation of our products.

Within this industrial complex, we employ a workforce of 130 dedicated employees, who play a crucial role in maintaining operational production lines and ensuring the high quality standards of our products.





VIALE
SALVATORE CAMPANILE
1913 - 2006

2 Our products and the value we generate



Thanks to the application of our guiding principles and the expertise we have acquired over the years, we are able to support our clients in designing, developing and producing liquid detergents.

Based on our clients' needs, we are committed to developing product lines with the features necessary to bring high-quality products to the market at competitive prices. In addition to product design, we also take care of producing the dedicated packaging. Thanks to a deep level of vertical integration, the continuous upgrading of our machinery and the technologies we possess, we are able to ensure a rapid time to market.

Our product range

We have four product categories:

LAUNDRY

We produce a wide range of products for clothing care, with specific options for different fabrics, different types of washing and different stages of the laundry cycle. We have dedicated items for cleaning, fabric care, stain removal and bleaching.



DISHES

Our assortment of dish detergents includes items for dish-washing by hand and gel detergents for the dishwasher. The range also includes concentrated formulas and those with Ecolabel certification.



SURFACES

We produce specific detergents for every type of surfaces, environment and type of dirt. These include floor cleaners, multi-use sprays and detergents specially for the bathroom or kitchen. Our range includes formulas with Ecolabel certification.



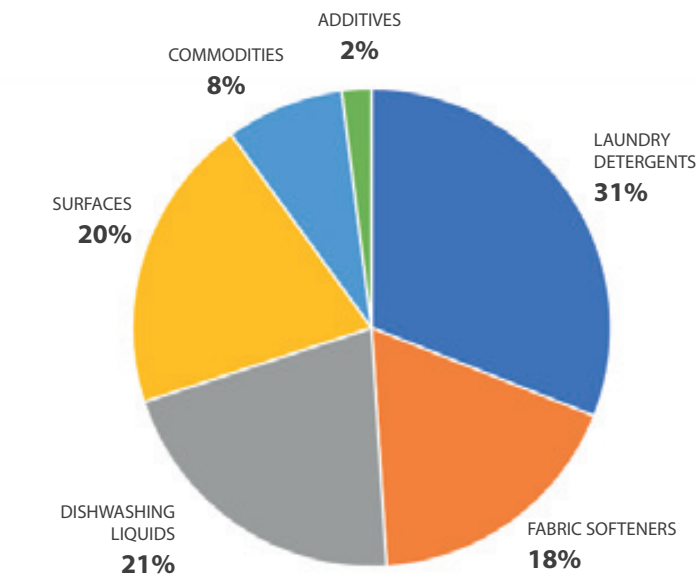
ADDITIVES

Our portfolio includes high-performance additives for use in combination with products from different categories.



SALES BREAKDOWN BY PRODUCT RANGE

In percentage terms, most of our sales come from the laundry-related product range, which account for a total of 49%. This is followed by products for dishes and surfaces, which represent 21% and 20% respectively.



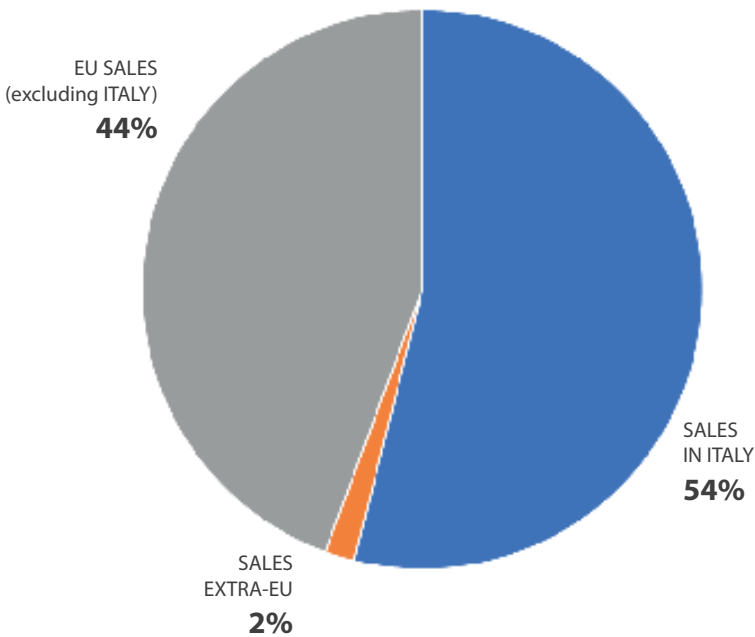
SALES BREAKDOWN BY COUNTRY

As proof of our leading position in the sector at both national and international level, our products are sold in 29 countries located in Europe and the Middle East. 54% of sales are made in Italy, a

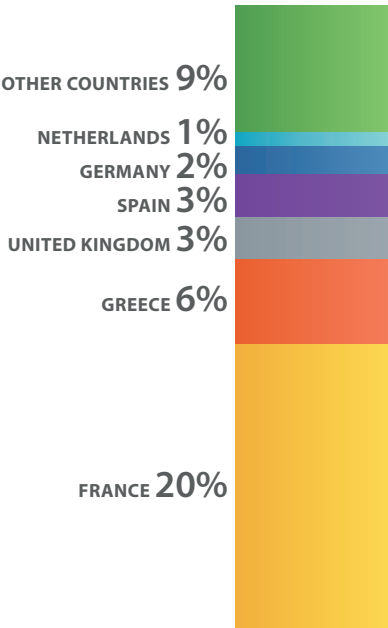
proportion similar to that seen in 2022. 2% of turnover comes from sales in non-EU countries, while the remaining 44% derives from sales in other European countries. France accounts for a

considerable proportion of total sales with 19%, followed by Greece which is responsible for 5%.

Sales by geographical area [GRI 2]



EU Sales Detail (Italy excluded)





Value generated

The aim of representing the economic value generated and distributed is to highlight the economic impact, or the impact expressible in economic terms, that our business activities have on the various stakeholders. For this reason, value is broken down between the different categories that contribute most directly to the creation and distribution of corporate economic

wealth, including: employees, suppliers, the community, public administration and shareholders.

In 2023, the economic value generated reached €142 million, an increase of 12% over the previous year. The value distributed, on the other hand, remained at essentially the same level as in 2022, with suppliers accounting for the most significant share.

Direct economic value generated and distributed

[GRI 201-1]

Components	2021	2022	2023
ECONOMIC VALUE GENERATED	94.777.989	126.196.307	141.572.069
ECONOMIC VALUE DISTRIBUTED	90.872.871	119.991.792	119.247.355
OPERATING COSTS	81.963.206	111.541.771	106.887.221
VALUE DISTRIBUTED TO EMPLOYEES	5.339.897	5.707.752	6.334.228
VALUE DISTRIBUTED TO PROVIDERS OF CAPITAL	289.722	619.073	261.846
VALUE DISTRIBUTED TO PUBLIC ADMINISTRATION	200.715	194.494	5.726.567
VALUE DISTRIBUTED TO THE COMMUNITY	22.302	33.343	37.493
ECONOMIC VALUE RETAINED	3.905.118	6.204.515	22.324.714

Total expenditure on suppliers amounted to over €106 million, of which 73% went to Italian suppliers. It is particularly noteworthy that a considerable portion, 13% of total expenditure, went to suppliers based in Umbria, reflecting our commitment to supporting the local economy.

Components	2023
TOTAL EXPENDITURE IN ITALY	77.593.696
OF WHICH EXPENDITURE IN UMBRIA	14.110.556
TOTAL EXPENDITURE IN THE EU (EXCLUDING ITALY)	26.844.912
TOTAL EXPENDITURE OUTSIDE THE EU	1.633.618
TOTAL EXPENDITURE ON SUPPLIERS	106.072.226

3 Responsible business management

Governance

SACI is governed by a traditional model, with a Board of Directors, Board of Statutory Auditors and external auditing company.

The Board of Directors consists of seven members, including one woman and two independent directors. The Board of Statutory Auditors, on the other hand, consists of three members, 100% of whom are women.

The Chairperson of the Board of Directors — who is legally responsible for all company activities and, together with General Management, for the overall performance of the company — is supported by a number of figures:

- **IMSM** – Integrated Management System Manager
- **PPSM** – Company Prevention and Protection Service Manager
- **R&D** – Research and Development Manager
- **EDP** – Electronic Data Processing Manager
- **PAM** – Personnel Administration Manager
- **SCR** – Secretary
- **IFS Rep** – IFS-HPC Management System Representative
- **LSO** – Laser Safety Officer

The Integrated Management System Manager is particularly important when it comes to the management of environmental matters. In fact, this figure is responsible for setting targets and

monitoring environmental performances. The Personnel Administration Manager and the Company Prevention and Protection Service Manager, on the other hand, handle social issues, particularly those related to personnel management. We are firmly convinced that establishing shared ethical values is crucial for the success of the business. With this in mind, it is necessary for everyone to operate in full compliance with the principles of honesty, fairness, transparency, participation, reliability, confidentiality, loyalty, cooperation, mutual respect, non-discrimination, equal opportunities and responsibility.

Main ESG Policies

CODE OF ETHICS

During 2023, SACI developed its own Code of Ethics, aimed at ensuring responsible, transparent corporate behaviour in line with the highest ethical standards. This document is based on a set of general principles of conduct that guide all the company's activities:

Integrity

All corporate activities and decisions must be characterised by the utmost honesty, avoiding conflicts of interest and ensuring loyal, transparent behaviour.

Transparency

SACI is committed to communicating with all stakeholders in a clear, honest and timely manner, fostering an environment based on mutual trust.

Respect for the law

The company operates in full compliance with all the regulations in force in the countries where it is present, rejecting all forms of illegal activities.

Social Responsibility and confidentiality

We promote an inclusive and respectful working environment, safeguarding the confidentiality of personal and corporate data.

Respect for people and confidentiality

We promote an inclusive and respectful working environment, safeguarding the confidentiality of personal and corporate data.

Quality and Safety

SACI ensures high product quality and a safe working environment for all employees, in line with the best standards in the industry.

Continuous improvement

The company is committed to the continuous pursuit of innovation and optimisation in its activities, promoting efficient and sustainable processes.



INTEGRATED SYSTEM POLICY

In order to satisfy and proactively meet stakeholders' expectations, we have implemented an integrated system policy that allows us to assess risks and opportunities as they arise.



Clients & Consumers

Our top priority is to give our clients access to high-quality products that not only meet regulatory standards, but ensure even higher levels of safety and quality. To achieve this, we invest in research and development in order to obtain better products from increasingly efficient production processes. We constantly update our production processes to ensure conformity, timely delivery and traceability, in line with accreditation standards. We adopt a quality management system that complies with ISO 9001:2015 and an extremely strict management system borrowed from the food industry (IFS

HPC), to protect and safeguard the finished product at every stage of its life. We constantly monitor client satisfaction and manage any non-conformities. We promote sustainability by adhering to voluntary projects such as the A.I.S.E. Charter for Sustainable Cleaning and the Roundtable on Sustainable Palm Oil (RSPO), favouring the use of recyclable materials, promoting energy savings and ensuring that the entire supply chain of raw materials derived from palm oil is traceable and sustainable.



Environment & Society

Respect for the environment is a primary requirement of our activities. We are committed to sustainable production, preserving natural resources such as water and energy, minimising emissions and favouring renewable energy sources. Reducing consumption, recovering energy and recycling water, together

with designing products with a low environmental impact, are principles that guide our strategic choices. We manage waste with great care, seeking to reduce production thereof and disposing of it in accordance with national and European regulations.

It is our duty to comply with environmental, safety and product regulations, cooperating with regulatory authorities and minimising impacts on the local environment. We share and communicate our policy, maintaining a high level of transparency and dialogue with the outside world.



Suppliers & Partners

We are committed to applying supplier selection processes and to verifying that they work towards the continuous improvement of the materials and services offered, in order to guarantee the quality standards set.



We are committed to ensuring that our suppliers make a fair profit, while maintaining continuity of supply. It is essential that our suppliers respect the environment and protect the safety of the workers they employ. This involves raising our partners' awareness of environmental risks and worker safety, in order to prevent accidents and injuries.



Owners

Production activities must generate profits, so that they can be reinvested in the company in order to proceed with the continuous improvement of machinery and equipment and to focus on product innovation, which allows us to reduce our environmental impact and protect the safety of our workers.

Compliance with the law is fundamental, and guides how our activities are carried out. For this reason, we set measurable goals, manage changes and promote continuous improvement through systematic reviews of processes and activities.



Personnel

We are committed to respecting the dignity of workers and appreciating their value, ensuring fair pay and a working environment that allows for personal fulfilment. That is why we continually nurture our employees' sense of belonging within the company and, to this end, try to actively involve them in the definition of company goals and processes.

It is crucial to ensure that our workers have access to workplaces with the highest safety standards in order to reduce the risks to which they are exposed, to promote a culture of safety and to monitor compliance with the procedures implemented.

We combat all forms of gender discrimination and emphasise the importance of ensuring a safe and peaceful working environment by encouraging the reporting of incidents and risks.

Care for the environment and a focus on safety are fostered at all levels, by making

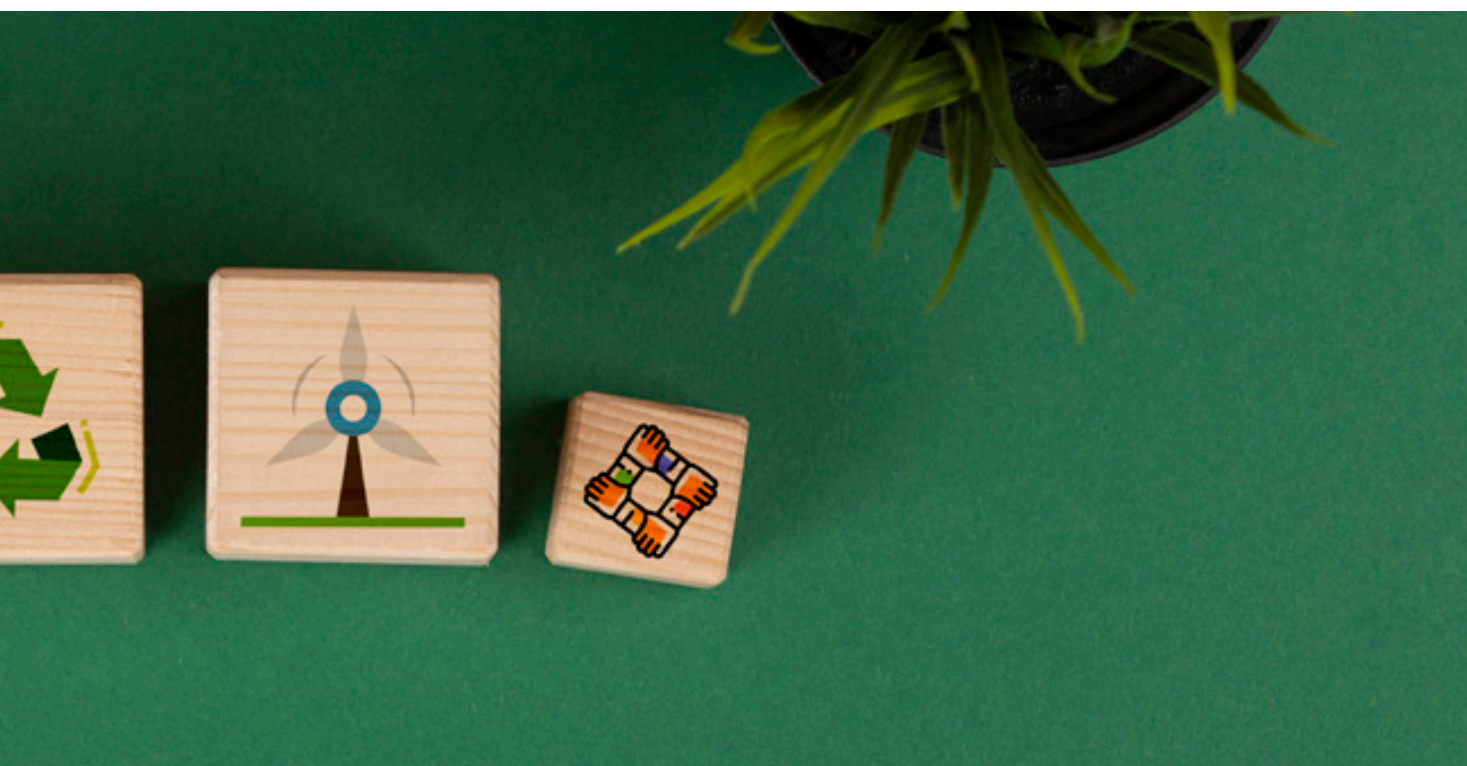
workers aware of the consequences of their personal conduct. For that reason, we have adopted and promote an environmental management system and a safety management system.



Infrastructure & Machinery

We make sure to design new production spaces in line with environmental and safety obligations, prioritising the overall sustainability of our facilities.

The same commitment is brought to the selection and design of production machinery, which must be innovative, safe, ergonomic, of high quality and respectful of the environment, in terms of both the materials used and the production of waste.





HUMAN RIGHTS POLICY

SACI also formalised its Human Rights Policy in 2023, reaffirming its commitment to respecting and promoting fundamental human rights in all areas of its business. The main human rights protected include:

Freedom of association and collective bargaining

SACI guarantees the right of employees to form and join trade unions, and encourages constructive dialogue with employee representatives.

Conditions, wages and working hours

The company guarantees wages above the legal minimums, respect for working hours and adequate rest conditions, in line with international conventions.

Child labour and forced labour

SACI prohibits the use of child labour and all forms of forced labour, guaranteeing suitable working conditions and protection for young workers.

Health and safety protection

The company promotes a safe working environment that complies with health and safety regulations and actively involves employees in risk prevention.

Diversity, equity and inclusion

SACI is committed to promoting equal opportunities, preventing all forms of discrimination and harassment in the workplace.

WHISTLEBLOWING POLICY

As part of its commitment to integrity and adoption of high ethical standards, SACI has adopted a Whistleblowing Policy to encourage the reporting of unlawful or unethical behaviour within the company, aimed at ensuring a transparent environment which complies with the legislation.

To ensure the effectiveness and confidentiality of the process, the company has set up a reporting channel managed by an external provider, accessible directly from the company website. This channel allows employees, collaborators and other interested parties to send reports in a secure and confidential manner.

SACI has also developed a procedure for the management of reports that ensures an impartial and thorough evaluation process. This procedure includes specific measures to protect the whistleblower from any form of retaliation or discrimination, safeguarding the confidentiality of their identity and promoting a corporate climate of transparency and integrity.

This Policy reflects SACI's commitment to upholding the highest ethical standards and providing its stakeholders with appropriate tools to contribute to the growth of a responsible and compliance-oriented corporate culture.

During 2023, there were no reports of violations of SACI's ethical standards.

Indicators of ethical issues

[GRI 205-3]

Components	2023
NUMBER OF REPORTS REGARDING FRAUD CASES	0
NUMBER OF REPORTS REGARDING INCIDENTS OF CORRUPTION OR MISCONDUCT	0
NUMBER OF REPORTS REGARDING OTHER ILLEGAL, UNETHICAL OR HARMFUL BEHAVIOUR	0

Certifications and memberships

[GRI 2-28]



1° issue

1996

ISO 9001 QUALITY SYSTEM CERTIFICATION

implementation of a quality management system in accordance with international standards, demonstrating commitment to client satisfaction and the continuous improvement of processes.



1° issue

2006

ISO 14001 ENVIRONMENTAL SYSTEM CERTIFICATION

adoption of an environmental management system characterised by the implementation of procedures to adequately manage natural and environmental resources, waste, and emergencies, and to prevent environmental incidents. The environmental policy demonstrates a commitment to legislative compliance and voluntary standards.



1° issue

2020

ISO 45001 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEMS

implementation of a management system to ensure the health and safety of employees in the workplace, reducing activity-related risks and preventing injuries.



1° issue

2008

A.I.S.E. CHARTER FOR SUSTAINABLE CLEANING 2010

this represents our commitment to sustainability in the cleaning industry, with the promotion of procedures and strategies aimed at respecting the environment, workers and human health.



1° issue

2019

IFS HPC (INTERNATIONAL FEATURED STANDARD HOUSEHOLD AND PERSONAL CARE)

this certification testifies to SACI's compliance with international standards in the field of private-label household and personal care products, guaranteeing high levels of quality and safety for consumers.



1° issue

2004

ECOLABEL-CERTIFIED PRODUCT LINES

products with a low environmental impact that meet strict environmental and sustainability criteria, guaranteed by the EU Ecolabel mark of quality.



1° issue

2017

RSPO CERTIFICATION (ROUNDTABLE ON SUSTAINABLE PALM OIL)

this attests to our commitment to using derivatives of palm oil from sustainable sources that contribute to the protection of rainforests and the local communities involved in its production.



1° issue

2022

CLIMATE PARTNER

our partnership with ClimatePartner demonstrates our commitment to fighting climate change, with estimates of our company's carbon footprint in CO2 equivalent, reduction initiatives and offsetting programmes.



1° issue

2021

BORSA ITALIANA ELITE CERTIFICATION

this certification is awarded by Borsa Italiana, the Italian stock exchange, to companies that excel in terms of governance and financial performance. It represents an acknowledgement of the organisation's solidity and reliability.



1° issue

2022

ECOVADIS BUSINESS SUSTAINABILITY RATING

this rating monitors an organisation's sustainability performances using a range of environmental, social and ethical criteria, providing an assessment of sustainable practices compared to other companies in the industry.

4 Materiality analysis and stakeholder engagement



Stakeholder engagement and determining material topics

[GRI 3-1, 3-2]

Materiality analysis is the strategic tool we have used to identify the most relevant and significant topics for us and for our stakeholders.

This analysis allows us to identify the impacts, both positive and negative, actual and potential, generated by our activities on the economy, the environment and people, which can significantly influence our stakeholders' perceptions.

These aspects are crucial both in reporting on sustainability topics and in

guiding corporate strategy.

This year, with a view to the future drafting of the first Sustainability Report, we started to reflect on relevant sustainability topics, and carried out our first materiality analysis.

The process of identifying the most relevant topics consisted of the following steps:

Analysis of the external context

Starting from a benchmarking exercise that included our main national and international competitors and clients

(with a special focus on their expressed requests) and an analysis of industry trends, public policies, national and international regulations on sustainable development (such as the Corporate Sustainability Reporting Directive and the Single-Use Plastics Directive), it was possible to identify relevant issues for the sector.

This analysis led to the identification of 15 potentially relevant topics.

CATEGORY	TOPIC	DESCRIPTION
GOVERNANCE	GOVERNANCE AND ORGANISATION	Definition of a corporate strategy guided, among other things, by sustainability criteria aimed at ensuring long-term economic soundness and steady employment, with a focus on environmental investments.
	COMPLIANCE	Focus on transparency and compliance through the implementation of appropriate control mechanisms and procedures.
	SUSTAINABLE SUPPLY CHAIN MANAGEMENT	Responsible management of procurement processes, including through the promotion of activities related to the transparency and traceability of the supply chain, as well as with a focus on respect for human rights.
SOCIAL	HEALTH AND SAFETY	Promotion of a health and safety culture at work by providing and maintaining safe and healthy working environments and implementing activities to analyse, monitor and prevent accidents at work.
	WORKING CONDITIONS AND HUMAN RIGHTS	Putting in place labour policies and practices to protect the human rights of workers.
	EMPLOYEE WELL-BEING AND ENGAGEMENT	Promoting the well-being of employees by offering concrete tools for work-life balance and meeting the needs of individuals.
	TRAINING AND SKILLS DEVELOPMENT	Promotion of human capital development through training courses and career paths.
	DIVERSITY, INCLUSION AND EQUAL OPPORTUNITY	Promotion of and respect for diversity, inclusion and equal opportunities.
	PRODUCT QUALITY AND SAFETY	Focus on producing products that meet the highest standards of quality, safety of use and environmental sustainability.
	DEVELOPMENT OF LOCAL COMMUNITIES	Enhancing the opportunities for economic and social development of local communities.
ENVIRONMENT	CLIMATE CHANGE	Increasing the efficiency of energy consumption and procuring renewable energy, with the consequent monitoring of greenhouse gas emissions through control systems, compliance with the Best Available Techniques in the sector, containment and reduction policies.
	POLLUTION	Monitoring of emissions into the environment which can cause air, water and soil pollution.
	WASTE MANAGEMENT	Conscious management of waste, particularly hazardous waste, by promoting and implementing methods and practices for the reduction of the waste produced, including through the recycling, recovery and reuse of production waste.
	WATER RESOURCE MANAGEMENT	Conscious management of water resources, implementation and monitoring of effective measures for the proper management of industrial wastewater discharges.
	MANAGEMENT OF RESOURCES AND RAW MATERIALS	Evaluation of means of transport, with a specific focus on transport by road.
	PRODUCT INNOVATION AND SUSTAINABILITY	Creation of products and production processes that reduce the environmental impacts generated.

Analysis of oversight and internal relevance

Having identified the material topics for our sector, we went on to carry out an analysis of how these issues are handled internally and how relevant they are to company management.

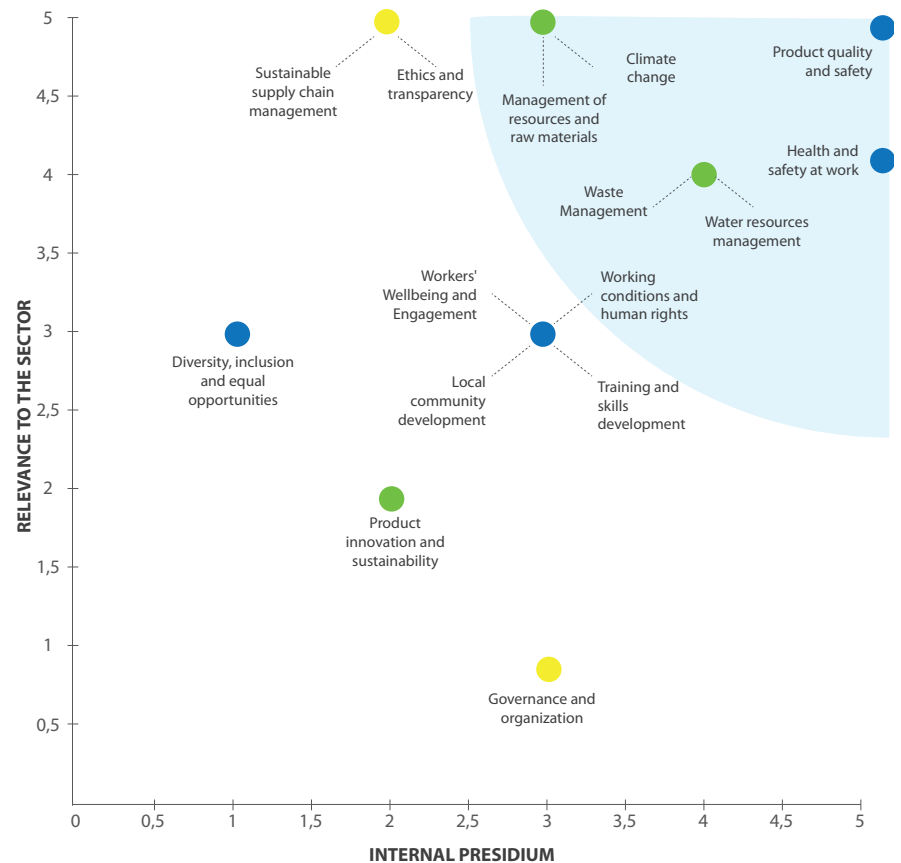
This process has enabled us to identify six material topics, which are listed below.

Our contribution to the SDGs

The 2030 Agenda for Sustainable Development is a plan of action for people, planet and prosperity. Signed in 2015 by 193 United Nations countries, including Italy, and approved by the UN General Assembly, the Agenda defines 17 Sustainable Development Goals (SDGs) divided into 169 targets to be achieved in the environmental, economic, social and institutional spheres by 2030.

The sustainable development goals are global, concerning and involving all countries and all elements of society, from businesses (in both the private and public sectors) to individual citizens.

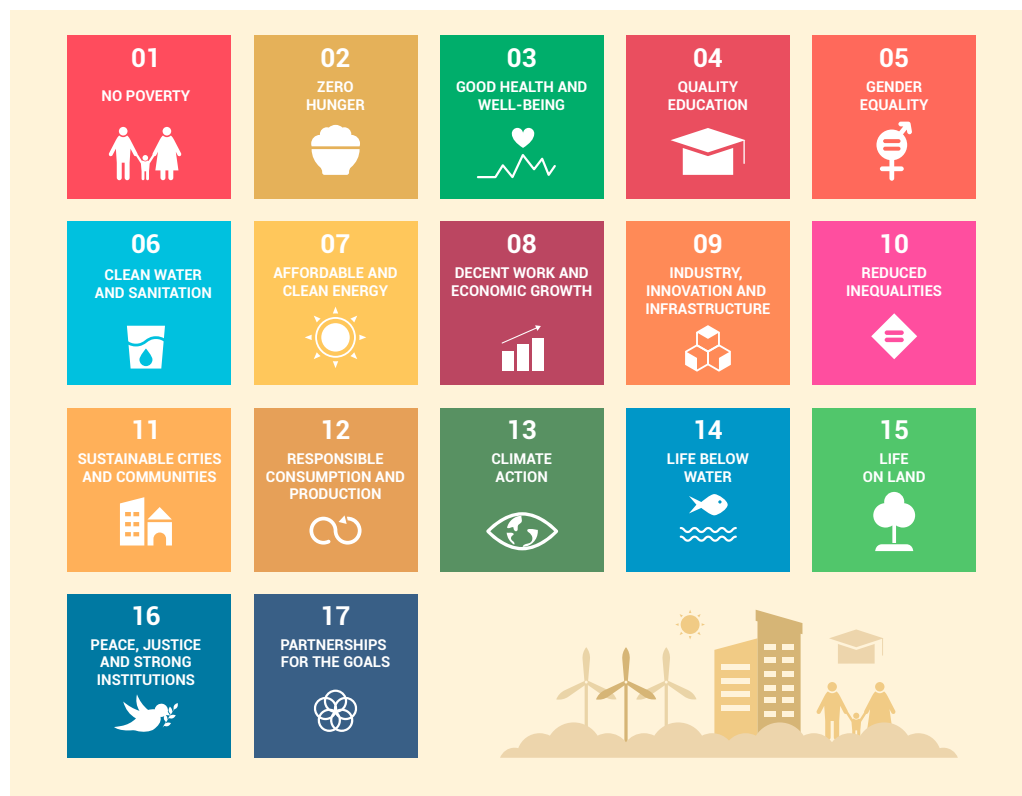
Materiality Matrix



Businesses have a key role to play in achieving the SDGs. In fact, we are called upon to contribute to sustainable development by adopting increasingly responsible business models and investing in the various impact areas. For this reason, an assessment of the SDGs to which we contribute was carried

out in 2022. Starting with an analysis of all 17 SDGs, with their corresponding targets, the four goals most closely related to the material topics previously identified were picked out, and linked to the relevant areas of the company's activities.





SDGs	MATERIAL TOPIC	SACI'S CONTRIBUTION
03 GOOD HEALTH AND WELL-BEING 	OCCUPATIONAL HEALTH AND SAFETY	We ensure and promote the creation of a healthy and safe working environment, putting the health and safety of those who work for and with us first. These principles are also extended to our products, as it is essential that they meet the highest standards of quality and safety.
08 DECENT WORK AND ECONOMIC GROWTH 	PRODUCT QUALITY AND SAFETY	
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	MANAGEMENT OF RESOURCES AND RAW MATERIALS	We adopt a responsible production and consumption model, safeguarding the natural resources used in the various production activities. A particular focus is devoted to our efforts to reduce our environmental impact in terms of energy and water consumption.
	WATER RESOURCE MANAGEMENT	
	WASTE MANAGEMENT	
13 CLIMATE ACTION 	CLIMATE CHANGE	We are committed to combating climate change by monitoring the emissions we produce as well as using renewable energy sources.
17 PARTNERSHIPS FOR THE GOALS 	PARTNERSHIPS FOR THE GOALS	We actively promote collaborations and partnerships aimed at achieving shared sustainability goals, both locally and globally. Our membership of the AISE Charter and our certifications demonstrate our commitment to working with organisations to develop sustainable solutions and improve environmental and social standards.



5

Our commitment to the environment

As explained above and made explicit in the Management System Policy, we at SACI are committed to mitigating the environmental impacts generated by our business activities. For this reason, we monitor our environmental performances in order to keep our commitments and targets for the future up to date.

Management of materials and waste



MATERIALS USED

Main ingredients

Numerous types of materials are used in our production processes, reaching a total value of 38.3 million kg in 2023, a slight increase over 2022. Surfactants are the ingredients most heavily present in the products (15.75% of the total), as they give them their detergent property.

Since some of the most commonly used surfactants come from palm oil, we have established a sustainable procurement policy aligned with the principles defined by the RSPO association,

which aim to prevent deforestation and child exploitation and to preserve biodiversity in the regions where palm is cultivated (mainly Malaysia and Indonesia). The company is RSPO-certified and purchases 40% of its materials derived from palm oil following the Mass Balance approach.

With regard to materials from renewable sources, it should be noted that they account for almost one third (32.4%) of total production.

In line with the principles of safety and responsibility, other raw material procurement policies have also been defined. For example, our specific policy for fragrances commits us to only purchasing fragrances that allow us to meet safety standards higher than those required by law, in order to better protect the safety and health of our clients.

Below is a table containing data on the 10 most heavily used materials, which make up 87% of the ingredients used in production processes. Despite the significant increase in production in the year 2023 (+9.6% compared to 2022), the increase in the consumption of raw materials was less marked, growing by 4% compared to 2022. This testifies to the company's growing commitment to formulating increasingly high-performance detergents with less reliance on surfactants and inorganic chemicals.

Materials used for production – Main ingredients (in kg)

[GRI 301-1]

Material	2022			2023		
	Renewable	Non-renewable	Total	Renewable	Non-renewable	Total
SODIUM HYPOCHLORITE	-	8.465.920	8.465.920	-	8.750.660	8.750.660
LAS DODECYLBENZENESULFONIC ACID	-	7.063.220	7.063.220	-	7.197.030	7.197.030
SODIUM LAURETH SULPHATE SLES	4.767.160	-	4.767.160	5.746.070	-	5.746.070
CATIONIC SURFACTANT	3.197.300	-	3.197.300	3.409.020	-	3.409.020
SODIUM HYDROXIDE	-	2.697.830	2.697.830	-	2.728.220	2.728.220
NON-IONIC SURFACTANT 1	-	1.321.910	1.321.910	-	1.229.640	1.229.640
SODIUM CHLORIDE	-	1.020.000	1.020.000	-	1.410.000	1.410.000
OXYGENATED WATER	-	970.300	970.300	-	998.480	998.480
BETAINE	689.690	-	689.690	1.220.780	-	1.220.780
NON-IONIC SURFACTANT 2	-	670.250	670.250	-	801.400	801.400
TOTAL	8.654.150	22.209.430	30.863.580	10.375.870	23.115.430	33.491.300

Packaging

The quantities of materials used in packaging in 2023 are in line with those in 2022. A special note should be made in relation to recycled materials, which account for about 44% of the materials used in packaging. This is due to the fact that 90% of the paper we use comes from FSC-certified suppliers of paper.

Our focus is mostly concentrated on seeking new solutions to increase the percentage of recycled PET plastic in our packaging, in order to decrease our environmental impact. A project that has started during 2024 to introduce recycled PE into bottles is moving in this direction.

Certified materials used (in tonnes)

Components	Type of material	2022	2023
QUANTITY OF MATERIAL USED WITH ENVIRONMENTAL PRODUCT CERTIFICATIONS	FSC paper	6.924	6.086
	Plastic	-	-
TOTAL QUANTITY OF MATERIAL USED	Paper	7.680	6.671
	Plastic	8.771	8.644
MATERIAL WITH CERTIFICATION AS % OF TOTAL	Paper	90,2%	91,2%
	Plastic	-	-

Materials used for packaging (in kg)

[GRI 301-1, GRI 301-2]

Materials used for packaging (in kg)	2022				2023			
	Recycled material	Virgin material	Total	recycled material as % of total	Recycled material	Virgin material	Total	recycled material as % of total
PLASTIC - HDPE	-	4.556.928	4.556.928	-	27.852	4.490.435	4.518.287	1%
MASTERBATCH	-	144.316	144.316	-	-	111.315	111.315	-
PLASTIC - PET	375.867	2.254.682	2.630.549	14%	359.957	2.525.983	2.885.940	12%
PLASTIC - PP	-	1.186.362	1.186.362	-	-	1.434.400	1.434.400	-
PLASTIC - LLDPE FILM (SHRINK FILM)	-	172.407	172.407	-	-	192.769	192.769	-
PAPER	6.923.987	756.482	7.680.469	90%	6.086.594	585.158	6.671.752	91%
MIXED MATERIALS	-	80.049	80.049	-	-	-	-	-
GLUE	-	63.448	63.448	-	-	62.288	62.288	-
DOYPACK	--		-	-	-	255.980	255.980	-
TOTAL	7.299.854	9.214.674	16.514.528	44%	6.474.403	9.658.327	16.132.730	40%



WASTE

We are committed to implementing meticulous waste management, seeking to minimise the amount generated while handling and disposing of the rest in compliance with national and European legislation.

The total amount of waste produced in 2023 is 1,310 tonnes, in line with the previous year's figure, consisting predominantly of non-hazardous waste (about 99%). Considering the increase in

production, this figure can be considered to show a positive (i.e. decreasing) trend.

74% of waste is diverted from disposal, undergoing recovery operations at an external site instead.

In addition, an internal reuse system for detergent production waste has been developed over the years, which allows for an almost full recovery of such waste (about 90%), totalling 2,000 tonnes/year.

Waste diverted from disposal (in tonnes)

[GRI 306-3, GRI 306-4]

Components	2022			2023		
	Onsite	Offsite	Total	Onsite	Offsite	Total
HAZARDOUS WASTE	0	1	1	0	17	17
PREPARATION FOR REUSE	-	-	0	-	-	0
RECYCLING	-	-	0	-	-	0
OTHER RECOVERY OPERATIONS	-	0,53	0,53	-	16,7	16,7
NON-HAZARDOUS WASTE	0	878	878	0	954	954
PREPARATION FOR REUSE	-	-	0	-	-	-
RECYCLING	-	-	0	-	-	-
OTHER RECOVERY OPERATIONS	-	878,13	878,13	-	954,3	954,3

Waste directed to disposal (in tonnes)

[GRI 306-3, GRI 306-5]

Components	2022			2023		
	Onsite	Offsite	Total	Onsite	Offsite	Total
HAZARDOUS WASTE	0	4	4	0	3	3
INCINERATION (WITH ENERGY RECOVERY)	-	-	0	-	-	0
INCINERATION (WITHOUT ENERGY RECOVERY)	-	-	0	-	-	0
LANDFILLING	-	-	0	-	-	0
OTHER DISPOSAL OPERATIONS	-	3,7	3,7	-	2,6	2,6
NON-HAZARDOUS WASTE	0	389	389	0	337	337
INCINERATION (WITH ENERGY RECOVERY)	-	-	0	-	-	0
INCINERATION (WITHOUT ENERGY RECOVERY)	-	-	0	-	-	0
LANDFILLING	-	-	0	-	-	0
OTHER DISPOSAL OPERATIONS	-	388,6	388,6	-	336,6	336,6



Water consumption

Given the composition of our products, whose main ingredient is water, it is not surprising that water consumption is a significant aspect for us. Besides being our major ingredient, water is used in all production departments: mixing, packaging and blow-moulding.

The above is reflected in the data collected by the monitoring system in the production plant, which shows large discrepancies between the levels of withdrawal and discharge. In 2023, there was a slight increase of 4% in water withdrawal, which totalled 196 megalitres. Water discharge, on the other hand, amounted to only 23 megalitres, mainly from the osmosis water production plant.

The low volumes of water discharge result partly from the implementation of water recirculation and reuse operations. One such operation is a water recirculation

system used for cooling the blow-moulding system. This cooling system uses well water to cool the water and oil circuit of the blow-moulders. After the exchange, the well water is stored in two large tanks

from which it is withdrawn for production in the mixing department. Thanks to this system, 100,000 m3 of water per year can be recovered and used as an ingredient in formulations.

Water withdrawal (in megalitres)

[GRI 303-3]

Components	2022			2023		
	Fresh-water	Other water	Total	Freshwater	Other water	Total
TOTAL WATER WITHDRAWAL	188	0	188	196	0	196
GROUNDWATER	187,4	-	187,4	195,7	-	195,7
THIRD-PARTY WATER	0,5	-	0,5	0,6	-	0,6

Water discharge (in megalitres)

[GRI 303-4]

Components	2022			2023		
	Fresh-water	Other water	Total	Freshwater	Other water	Total
TOTAL WATER WITHDRAWAL	20	0	20	23	0	23
GROUNDWATER	19,9	-	19,9	23,3	-	23,3

Energy consumption and climate change

ENERGY CONSUMED

Energy consumption is mostly related to the use of electricity, which accounts for 90% of total consumption. As we are conscious of the environmental impacts of our manufacturing operations, we are committed to diversifying our procurement methods. The electricity consumed is partly purchased from third parties and partly self-generated, through a 1.5 megawatt system of photovoltaic panels installed at the plant. Self-generated energy represents 17% of the total amount of electricity consumed during the year.

With the aim of increasing the amount of self-generated energy, an additional 2.5 megawatt photovoltaic plant is being developed, which will enable us to cover about 30% of our electricity needs in the future. This project is expected to be completed by the end of 2024.

Furthermore, in previous years, we implemented a plan to convert part of the company fleet to electric cars.

Energy consumption by source (in gigajoules)

[GRI 302-1]

Components	2022	2023
PURCHASED ENERGY	42.161	40.868
PROCESS (HEAT TREATMENT)	1.261	1.436
OF WHICH NATURAL GAS	1.261	1.436
HEATING	2.266	2.190
OF WHICH NATURAL GAS	2.266	2.190
ELECTRICITY	32.696	30.463
OF WHICH FROM RENEWABLE SOURCES	-	
SELF-GENERATED ELECTRICITY	5.553	6.311
RENEWABLE	5.553	6.311
CAR FLEETS	386	467
DIESEL	134,03	139
PETROL	251,51	328



ENERGY INTENSITY

As was the case in 2022, energy intensity levels are quite low and decrease further when energy consumption is considered in proportion to production volume. This is the result of the constant optimisation of our production processes which, through the choice of more efficient machinery and recovery systems, allow us to reduce our energy consumption.

There are several examples of these initiatives, including the implementation

of a system for the recovery of the heat generated by a compressor, which is reused to bring the water used in other production processes to the required temperature of 35°C, and the replacement of motors in the

blow-moulding department, resulting in a more efficient system thanks to the removal of the old, energy-intensive models.

Energy intensity

[GRI 302-3]

Components	2022	2023
ENERGY INTENSITY (BY TURNOVER)	0,0003	0,0003
ENERGY INTENSITY (BY PRODUCTION VOLUME)	0,2020	0,1804

EMISSIONS

In terms of the emissions of CO2 equivalent associated with our processes and activities, the following main elements of the GHG Protocol are monitored:

- **Scope 1:** direct emissions from sources that are owned or controlled by the company, e.g. from its own plants or company car fleet;
- **Scope 2:** indirect emissions from the sources of energy purchased by the organisation for its own consumption, e.g. electricity and heating;

- **Scope 3:** indirect emissions generated throughout the value chain which are not under the direct control of the company, including the goods and services purchased, logistics and transport, business travel, product disposal, and other activities outside the organisation but related to its operations.

The Scope 2 emissions aligned with the reporting standard used (GRI Sustainability Reporting Standards 2016) are calculated using two different approaches: "Location-

Based" and "Market-Based". The former involves the use of average emission factors relating to the specific national energy mixes of electricity production, while the latter involves the use of emission factors defined on a contractual basis with the electricity supplier.

As certified by ClimatePartner, an organisation which supported us in measuring our carbon footprint, the Scope 1, 2 and 3 emissions we generate are broken down as follows:

Scope 1, Scope 2 and Scope 3 GHG emissions (tCO2eq)

[GRI 305-1, GRI 305-2, GRI 305-3]

Components	2022	2023
SCOPE 1	236,40	236,92
SCOPE 2 – MARKET-BASED	4.359,40	3.923,35
SCOPE 2 – LOCATION-BASED	2.372,98	2.089,21
SCOPE 3	161.061,34	184.505,76
TOTAL EMISSIONS (MARKET-BASED)	165.657,15	188.666,03

The trend in Scope 1 and Scope 2 emissions shows an overall reduction between 2022 and 2023, despite the increase in production volumes. This result highlights the effectiveness of the measures taken to boost efficiency, such as process optimisation and the increasing use of self-generated energy from renewable sources. The increase in Scope 3 emissions, on the other hand, is linked not only to an increase in the volume of raw materials purchased, but also to a broadening of the emission sources considered in the calculation for

2023 compared to those considered for 2022, with a view to greater transparency and accuracy in the reporting of emissions along the entire value chain. However, this resulted in an overall increase in the GHG emissions intensity index. However, excluding Scope 3 emissions, over which the company has limited direct influence, the emissions intensity index for Scope 1 and Scope 2 alone shows a downward trend between 2022 and 2023. This result reflects even more clearly the benefits of the strategies adopted to improve energy

Scope 1, Scope 2 and Scope 3 GHG emissions intensity (by turnover and volume)

[GRI 305-4]

Components	2022	2023
SCOPE 1 AND 2 GHG EMISSIONS INTENSITY BY TURNOVER	0,000037	0,000029
SCOPE 1 AND 2 GHG EMISSIONS INTENSITY BY PRODUCTION VOLUME	0,022	0,018
TOTAL GHG EMISSIONS INTENSITY (SCOPE 1, 2 AND 3) BY TURNOVER	0,00131	0,00134
TOTAL GHG EMISSIONS INTENSITY (SCOPE 1, 2 AND 3) BY PRODUCTION VOLUME	0,79371	0,83688

efficiency and reduce the direct and indirect emissions related to energy consumption. There are two sources of Scope 3 emissions that make up over 90% of the total emissions:

- Purchased goods: responsible for 82.2% of total emissions, divided between raw materials (responsible for 59.4% of the total) and packaging (22.8% of the total);
- Inbound and outbound logistics: responsible for 11.2% of total emissions.

6 Our commitment to people

Human resources are the critical factor in achieving the company's objectives, as a direct result of their constant commitment, skills and dedication.

We are committed to fostering employee training and engagement, enabling them to express themselves fully and to operate professionally and expertly in their corporate roles, while ensuring working conditions aligned with the highest safety standards.

In 2023, our employees number was 130, a slight increase over the previous year.

As proof of our commitment to ensuring

job stability for our employees, 95.4% of our workers are employed on permanent contracts. In addition to employed workers, 34 workers are involved in the company's activities through atypical types of contract.

Staff composition



In addition to our own employees, we avail of external support from other companies to assist us in certain activities within the plant, such as warehouse management, ongoing maintenance of production facilities, and cleaning services. All persons employed in these activities are obliged to comply with our rules to ensure the necessary levels of safety during the performance of their duties.

Employees by type of contract

[GRI 2-7]

	2022			2023		
	Male	Female	Total	Male	Female	Total
PERMANENT	106	16	122	107	17	124
TEMPORARY	3	1	4	6	0	6
ATYPICAL (TEMPING, PROJECT-BASED, INTERNSHIPS)	22	1	23	33	1	34
- TEMP WORKERS	14	0	14	25	0	25
- INTERNS	0	0	0	0	0	0
- OTHER (E.G. SELF-EMPLOYED WORKERS)	7	1	9	8	1	9
TOTAL	130	18	148	146	18	164

	2022			2023		
	Male	Female	Total	Male	Female	Total
FULL-TIME CONTRACT	109	12	121	113	13	126
PART-TIME CONTRACT	0	5	5	0	4	4
TOTAL	109	17	126	113	17	130



AGREEMENTS [GRI 2-30]

All SACI employees are covered by the National Collective Labour Agreement (NCLA) for the chemical sector, which evolves with progressively increasing benefits based on company seniority and category level. Through the NCLA, employees have access to a healthcare fund (FASCHIM) and a supplementary pension fund (FONCHIM) for workers in the chemical sector. The FASCHIM fund, in particular, offers health insurance with a monthly fee to be paid by the employee, the amount of which varies depending on the number of family members included in the insurance policy, promoting a flexible and inclusive approach to worker welfare.

In addition to these tools, the company has negotiated a second-level supplementary agreement which, through a process of ongoing negotiation and dialogue with trade union representatives, aims to improve working conditions and promote staff welfare. Relationships with trade unions at SACI are considered a crucial element in achieving the company's objectives, with a view to constructive cooperation and mutual benefit.

Indicators of employment conditions and child labour

Components	2023
PERCENTAGE OF EMPLOYEES COVERED BY THE NATIONAL COLLECTIVE LABOUR AGREEMENT (NCLA) ¹	100%
PERCENTAGE OF EMPLOYEES WITH ACCESS TO THE FONCHIM SUPPLEMENTARY PENSION FUND	100%
PERCENTAGE OF EMPLOYEES WITH ACCESS TO THE FASCHIM HEALTHCARE FUND	100%
PERCENTAGE OF EMPLOYEES WHO HAVE USED THE FASCHIM HEALTHCARE FUND	34,2%
NUMBER OF REPORTED CASES OF CHILD LABOUR	0
NUMBER OF CONFIRMED CASES OF CHILD LABOUR	0

¹ Net of self-employed workers.

TURNOVER

Every professional figure we hire is selected through a process of evaluation that considers only the skills required for the specific duties of the job. No discrimination is permitted as part of the process.

In 2023, the hiring rate stands at 11%, with 14 new hires, one of whom is a woman. Of these, two workers were hired on an atypical basis while nine transitioned from a temporary to a permanent contract. The rate of employee departures, on the other hand, is 7.9%. On balance, a turnover rate of 3.2% was recorded as a result of the higher number of hires that occurred.

Employment and turnover

[GRI 401-1]

Components	2022			2023		
	Male	Female	Total	Male	Female	Total
NUMBER OF NEW HIRES	9	1	10	13	1	14
OF WHICH FROM ATYPICAL WORKERS TO INTERNS	2	0	2	2	0	2
OUTGOING EMPLOYEES	8	1	9	9	1	10
TOTAL NUMBER OF EMPLOYEES (PREVIOUS YEAR-END)	106	17	123	109	17	126
RATE OF NEW EMPLOYEE HIRES	8,5%	6,3%	8,2%	11,9%	5,9%	11,1%
EMPLOYEE DEPARTURE RATE	7,5%	6,3%	7,4%	8,3%	5,9%	7,9%
EMPLOYEE TURNOVER RATE	0,94%	0,00%	0,82%	3,7%	0,0%	3,2%

Components	2023		
	Male	Female	Total
TRANSITION FROM TEMPORARY TO PERMANENT	7	1	8
TRANSITION FROM APPRENTICESHIP TO PERMANENT	0	0	0
HIRES OF ATYPICAL WORKERS TO INTERNS	2	0	2

Categories	2022			2023		
	Male	Female	Total	Male	Female	Total
SENIOR MANAGERS	4	0	4	4	0	4
MIDDLE MANAGERS	5	0	5	5	1	6
NON-MANUAL WORKERS	8	14	22	9	13	22
MANUAL WORKERS	92	3	95	95	3	98
TOTAL	109	17	126	113	17	130

Ratio of gross annual salary (GAS) and total annual remuneration (TAR) of women to men by professional category (as a percentage)

[GRI 405-2]

CATEGORIES - GAS AND TAR ²	2022	2023
SENIOR MANAGERS - GAS	-	-
SENIOR MANAGERS - TAR	-	-
MIDDLE MANAGERS - GAS	-	95,6%
MIDDLE MANAGERS - TAR	-	95,6%
NON-MANUAL WORKERS - GAS	95,6%	93,8%
NON-MANUAL WORKERS - TAR	95,6%	93,8%
IMPIEGATI - RGA ANNUA	95,6%	93,8%

² EMPLOYEES WITH A FULL-TIME CONTRACT ONLY.

For us at SACI, it is important to appreciate and value the people in our company, ensuring a place for everyone without any kind of discrimination. Carrying on from the previous year, the population remains approximately 86% male, a figure influenced mainly by the fact that almost 100% of the manual workers are male. However, it is important to emphasise that as of 2023, a woman has held a managerial position. SACI's commitment to providing a discrimination-free working environment in which gender equality has been achieved is confirmed by the gender pay-gap indicator, which reveals no major differences between male and female pay levels in 2023. The tables below show the details by category.





Training

Another important topic was training for skills development (12.4% of total training hours). This category includes the time taken to qualify certain operators for specific tasks for which dedicated training is required, such as training for fire-fighting, training to operate mobile elevating platforms, and training to use personal protective equipment against falls.

At SACI, education and training follow a plan which is updated annually, based both on current regulations (such as Italian Legislative Decree No. 81/08) and on the internal need for the development of knowledge and skills.

These activities are conducted by in-house specialists or by qualified external trainers. Planning allows staff to progressively acquire all the skills necessary to perform their tasks in accordance with environmental and safety standards.

In 2023, we invested a lot of resources in training plans, doubling the overall number of training hours provided to our employees, which reached a total of 1,024 hours. The area on which these courses focused most was health and safety, accounting for 80% of training hours.

Consequently, the average number of training hours per capita increased significantly, growing from 4.34 hours in 2022 to 9.66 hours in 2023 (+122%). This increase is particularly significant among the higher levels of management, where no training courses were provided in the previous year.

In addition, training courses on health and safety issues were conducted during the year by an external training company, to ensure that all workers at our plant (even if not directly under our control) can perform all activities in full compliance with safety regulations.

In line with the previous year, the development of skills was another important area (18.8% of total training hours). This category includes qualifying

operators for specific tasks which require dedicated training, such as training for fire-fighting, the use of mobile elevating platforms, and the use of personal protective equipment against falls.

Total hours of training per area

[GRI 403-5]

Components	2022		2023	
	No. of hours	% of tot.	No. of hours	% of tot.
HOURS OF TRAINING ON HEALTH AND SAFETY	467	85,3%	812	79,3%
HOURS OF TRAINING ON ENVIRONMENTAL PROTECTION	10	1,8%	18	1,8%
HOURS OF TRAINING ON SKILLS DEVELOPMENT	68	12,4%	192	18,8%
HOURS OF TRAINING ON SOCIAL AND ENVIRONMENTAL ASPECTS OF THE SUPPLY CHAIN	2	0,5%	2	0,2%
TOTAL HOURS OF TRAINING	547	100%	1.024	100%

Average hours of training by professional category and gender

[GRI 404-1]

Categories	2022			2023		
	Male	Female	Total	Male	Female	Total
SENIOR MANAGERS	-	-	-	42,00	-	42,00
MIDDLE MANAGERS	3,20	-	3,20	27,80	42,00	30,17
NON-MANUAL WORKERS	6,00	2,57	3,82	68,00	24,00	38,67
MANUAL WORKERS	4,73	4,00	4,71	7,26	3,00	7,13
TOTAL	4,58	2,82	4,34	9,25	16,50	9,66

Health and safety



SACI considers guaranteeing all personnel a working environment that protects their health, safety and integrity, both physical and moral, to be an essential requirement. The company is actively committed to monitoring, preventing and reducing risks, promoting responsible behaviour and providing the necessary tools and skills. The regulations on prevention and the protection of workers' health and safety (Italian Legislative Decree 81/2008) are strictly applied in all plants. In line with our principles and values, SACI has held certification under BS OHSAS 18011 since 2008 and, in 2020,

achieved UNI ISO 45001 certification for its health and safety management system. This certification, which covers all company activities, makes it possible to prevent work-related injuries and ill health more effectively.

In terms of the Seveso directive on major-accident hazards, SACI remains below the required limits for both environmentally hazardous substances and the quantities of flammable and oxidising substances, which are the only relevant hazard categories for the company.

WORK-RELATED INJURIES AND ILL HEALTH

During 2023, there were five recordable injuries among our own employees, an increase over 2022. On the other hand, no cases of work-related ill health occurred. Amongst external workers, there was an increase of three in the number of injuries, two of which could be classified as serious. For this reason, the severity index is much higher than that regarding injuries among employees, and has increased compared to 2022.

Below is the information on the rate and severity of injuries, broken down between employees and self-employed workers.

Work-related injuries and ill health

[GRI 403-9, GRI 403-10]

Components	2022		2023	
	Employees	External workers	Employees	External workers
TOTAL NUMBER OF CASES OF RECORDED WORK-RELATED ILL HEALTH	0	0	0	0
TOTAL NUMBER OF DEATHS DUE TO WORK-RELATED INJURIES	0	0	0	0
TOTAL NUMBER OF WORK-RELATED INJURIES	2	2	5	3
- OF WHICH SERIOUS (EXCLUDING DEATHS)	0	1	0	3
- OF WHICH RECORDABLE	2	1	5	0
COMMUTING INCIDENTS	1	0	0	0
TOTAL HOURS WORKED	220.276	214.524	232.022	216.690
LOST DAYS	16	132	167	240
RATE OF DEATHS DUE TO WORK-RELATED INJURIES	0,00	0,00	0,00	0,00
RATE OF WORK-RELATED INJURIES	9,08	9,32	21,55	13,84
- OF WHICH SERIOUS (EXCLUDING DEATHS)	0,00	4,66	0,00	13,84
- OF WHICH RECORDABLE	9,08	4,66	21,55	0,00
INJURY SEVERITY INDEX	0,07	0,62	0,72	1,11

Our support for the community

Throughout the year, we are committed to supporting the community through various initiatives. One of the initiatives we have been involved in for several years, in cooperation with the Caritas charitable organisation, is the donation of pallets of products which, despite having minor aesthetic defects, maintain all the same quality and safety features as our other products. These donations help to reduce waste and provide essential goods to those in need.

In addition, we care about the welfare of our employees and provide bonuses as and when needed. For example, a fuel bonus was provided to help employees cope with rising petrol prices, ensuring that they could continue to travel to work without incurring considerable costs. We

believe that supporting the welfare of our employees is key to fostering a corporate culture based on solidarity.

SPONSORSHIPS OF AND CONTRIBUTIONS TO ART AND CULTURE

In addition to our direct support initiatives, we have also invested in sponsoring small, non-competitive teams and cultural projects in our local community. These sponsorships help to promote sport, culture and social development in our area, providing opportunities for young people and adults to participate and grow.

In terms of our contribution to the local art and culture, the most important

project, recently completed, was the restoration of an artistic fountain of historical importance to our city, the Fonte dei Tintori. Substantial economic support, plus the personal efforts of employer Antonio Campanile (Order of Merit for Labour), provided through the ArtBonus project, enabled the complete restoration of the fountain and the redevelopment of the area.

Also thanks to the ArtBonus project, financing was provided to three more local interventions with the aim of preserving and celebrating our cultural heritage for future generations, demonstrating our commitment to contributing to beauty and vitality in our community.



Methodological note

SACI has prepared this report on a voluntary basis. The document covers the period from 1 January to 31 December 2023, and includes SACI Industrie S.p.A. Where useful for greater understanding and comparability of the data, the calculation methodology used has been specified.

This Sustainability Report, prepared annually from 2022 onwards, has been drawn up with reference to the

Sustainability Reporting Standards of the Global Reporting Initiative (GRI). The report has not been reviewed by an independent company, but the following table shows how its contents correspond to the indicators of the standard. The data and information contained herein are accurately reported with respect to accounting and extra-accounting records and records deriving from other information systems in use at the relevant

units. They have been validated by the respective managers. This document has been drawn up under the coordination of the company's management.

For any enquiries or further information, please write to the email address: saci@saci.it



GRI index

GRI STANDARD	Riferimento
REPORTING PRACTICES	
2-1 ORGANIZATIONAL DETAILS	P. 4, 5, 7, 8
2-2 ENTITIES INCLUDED IN THE ORGANIZATION'S SUSTAINABILITY REPORTING	P. 37
2-3 REPORTING PERIOD, FREQUENCY AND CONTACT POINT	P. 38
ACTIVITIES AND WORKERS	
2-6 ACTIVITIES, VALUE CHAIN AND OTHER BUSINESS RELATIONSHIPS	P. 8, 10, 11, 13
2-7 EMPLOYEES	P. 30
GOVERNANCE	
2-9 GOVERNANCE STRUCTURE AND COMPOSITION	P. 14
STRATEGY, POLICIES AND PRACTICES	
2-27 COMPLIANCE WITH LAWS AND REGULATIONS	P. 14, 16, 17, 18
2-28 MEMBERSHIP ASSOCIATIONS	P. 19
STAKEHOLDER ENGAGEMENT	
2-30 COLLECTIVE BARGAINING AGREEMENTS	P. 32
GRI 3: MATERIAL TOPICS	
3-1 PROCESS TO DETERMINE MATERIAL TOPICS	P. 20, 21, 22
3-2 LIST OF MATERIAL TOPICS	P. 20, 21, 22
GRI 200: ECONOMIC PERFORMANCE	
ECONOMIC PERFORMANCES	
201-1 DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED	P. 13
ANTI-CORRUPTION	
205-3 CONFIRMED INCIDENTS OF CORRUPTION AND ACTIONS TAKEN	P. 18
GRI 300: ENVIRONMENTAL PERFORMANCES	
MATERIALS	
301-1 MATERIALS USED BY WEIGHT OR VOLUME	P. 25, 26
301-2 RECYCLED INPUT MATERIALS USED	P. 26

GRI STANDARD	Riferimento
ENERGY	
302-1 ENERGY CONSUMPTION WITHIN THE ORGANIZATION	P. 28, 29
302-3 ENERGY INTENSITY	P. 29
WATER	
303-3 WATER WITHDRAWAL	P. 28
303-4 WATER DISCHARGE	P. 28
EMISSIONS	
305-1 DIRECT (SCOPE 1) GHG EMISSIONS	P. 29
305-2 ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS	P. 29
305-3 OTHER INDIRECT (SCOPE 3) GHG EMISSIONS	P. 29
305-4 GHG EMISSIONS INTENSITY	P. 29
WASTE	
306-3 WASTE GENERATED	P. 27
306-4 WASTE DIVERTED FROM DISPOSAL	P. 27
306-5 WASTE DIRECTED TO DISPOSAL	P. 27
GRI 400: SOCIAL PERFORMANCES	
EMPLOYMENT	
401-1 NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER	P. 32
OCCUPATIONAL HEALTH AND SAFETY	
403-1 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM	P. 36
403-2 HAZARD IDENTIFICATION, RISK ASSESSMENT, AND INCIDENT INVESTIGATION	P. 36
403-8 WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM	P. 36
403-5 WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY	P. 35
403-9 WORK-RELATED INJURIES	P. 36
403-10 WORK-RELATED ILL HEALTH	P. 36
TRAINING AND EDUCATION	
404-1 AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE	P. 35
DIVERSITY AND EQUAL OPPORTUNITY	
405-1 DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES	P. 14, 33
405-2 RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN	P. 33



Saci Industrie S.p.A.

Strada dei Loggi, 29 – 06135
Ponte San Giovanni (PG) – Italy
Tel. 075 597081 – Fax 075 5970831
Email: saci@saci.it – www.saci.it