



COLINES®

*SUSTAINABILITY
REPORT 2023*

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Letter to the stakeholders

2-22 Statement on sustainable development strategy

Dear Stakeholders,

It is with great pride that we present to you our first Sustainability Report, a document that demonstrates our commitment to achieving a more responsible and sustainable future.

We are aware of the importance of combining technological innovation, production excellence and environmental and social responsibility. In recent years, in fact, Colines has undertaken a path of sustainable growth, based on **principles that value people, respect the environment and promote innovation**. This first Sustainability Report is therefore an opportunity to **share with the outside world our way of doing business, the values we believe in, divulge the results achieved and outline future goals, consolidating the transparency and dialogue that characterize us**.

Our industry is at the center of major transformations, driven by the need **to reduce environmental impact and promote a circular economy**. At Colines, **we have invested in cutting-edge technologies** to develop increasingly efficient machinery capable of reducing energy consumption and processing recyclable and compostable materials. These efforts reflect our willingness to be a player in change, helping to make the plastics industry more sustainable.

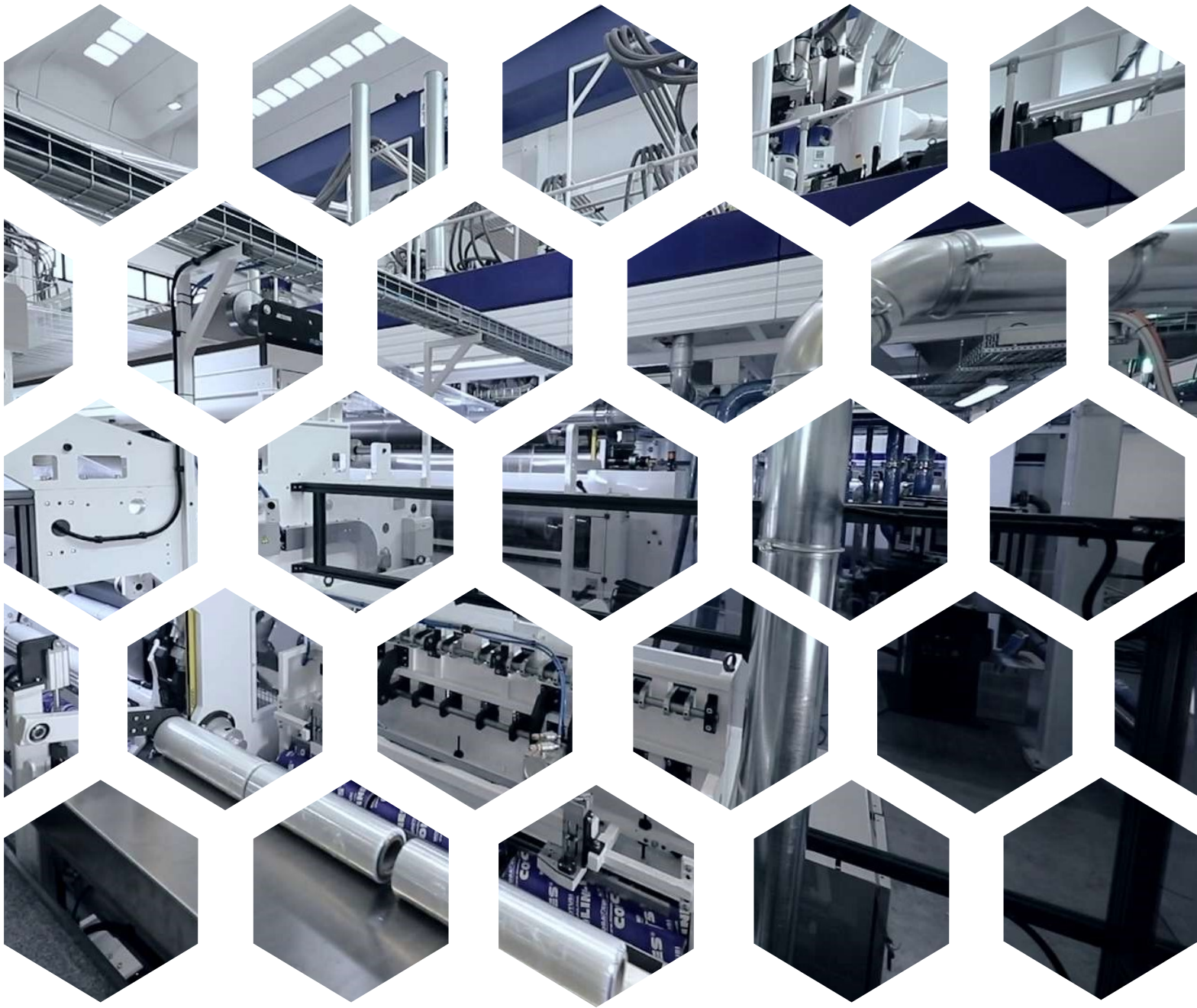
Furthermore, we firmly believe that **Colines' success is the result of the skills and passion of our people**. Our commitment is expressed in the appreciation of our employees and in ongoing training programs. At the same time, **we are deeply rooted in the Novara area, where we support local initiatives that foster the growth of the community**.

We look to the future with determination, knowing that the challenges ahead require an even more ambitious approach. That is why we aim to **strengthen sustainability in our operations**, collaborate with partners throughout the supply chain, and respond with concrete solutions to the expectations of our customers and the market

Eraldo Peccetti

President & CEO





1. Note on methodology

1.1. The structure of our Sustainability report and the drafting

2-2 Entities included in the sustainability report

2-3 Reporting period, frequency and points of contact

This document is the first Sustainability Report of Colines S.p.A. (hereinafter also referred to as “Colines” or the “Company”) and collects all its main sustainability performances in the period from January 1, 2023 to December 31, 2023, as well as the comparative data related to the fiscal year 2022, where available. The aim of this document is to represent exhaustively the values, plans, initiatives, performances and results achieved by the Company with regard to the ESG matters, while establishing the opportune improvement targets.

The Note on Methodology of this Report aims at illustrating the guidelines and the methodologic criteria used for the drafting, the explanation of the engagement processes of the stakeholders and the identification of the material matters.

This Sustainability report was drafted voluntarily in compliance with the reporting standard of the *Global Reporting Initiative* (GRI) – the institution representing since 1997 the international benchmark in sustainability reporting – according to the option “**with reference to**” and was prepared according to the following drafting principles:

- **Accuracy:** the reporting of correct information and with **sufficient level of detail**, to permit an appropriate consideration of the impacts generated by the company;
- **Balance:** the **reporting** of information **in an objective manner**, providing a fair representation of both negative and positive ESG impacts;
- **Clarity:** the choice of **clear and accessible language**, as well as the use of graphs and charts that can make this Sustainability Report easily accessible and understandable to the readers and all the users;
- **Comparability:** selection, compilation and reporting of information in a **uniform** manner to enable analysis of changes in impacts, over time, including in relation to those of other Companies;
- **Completeness:** providing sufficient information to enable an **exhaustive and detailed evaluation** of the current and potential impacts generated by the Company in the reporting period;
- **Sustainability context:** the preparation of the Sustainability Report was done taking into consideration its impacts as well as those arising from the broader context in which the Company operates, analyzing and **considering a plurality of sources** such as competitors, norms and regulations, as well as international conventions;
- **Timeliness:** the information will be reported **on a regular basis**, so that it will be available in due time for end users to view;
- **Verifiability:** the data presented in the Sustainability Report are collected, compiled and analyzed so that the information can be examined **to establish its quality**.

In line with the above-mentioned principles, to ensure reliability and transparency of the data reported, efforts have been made to minimize the use of estimates which, if any, are based on the most widely applied and used methodologies in reporting and have been appropriately marked in the document in the different sections composing it.

The structure of the Sustainability Report is organized as follows:

- **The Chapter “About us”** provides an overview of the Company with the aim of giving a representation of its **main policies, management models, initiatives and activities** carried out during the year reported.
- **The Chapter “Environment”** is dedicated to the environmental aspect and explains in detail the energy management practices and policies as well as the related consumptions and emissions, differentiated by source. Furthermore, the chapter describes the main raw materials used in processes, approaches and goals in terms of circular economy and waste management.
- **The Chapter “Social”** concerns the social sphere, i.e. that related to health, safety and well-being of employees, their training, incentives, retention and growth, and also to sustainability awareness. To foster the creation of a healthy work environment, measures to prevent episodes of discrimination and policies aimed at valuing diversity and promoting equal opportunities and respect for human rights will be illustrated. The chapter also deals with the quality and the safety of the products supplied and the related degree of satisfaction expressed by customers.
- **The Chapter on Governance** concerns the illustration of the model of corporate governance, ethics and integrity in business management, the system for monitoring and controlling the related risks, the economic value generated along the value chain and distributed on the territory, and the related effects produced
- Finally, the **Appendix** contains the table of GRI contents, with references to all the topics dealt with and the indicators used with related references, and the charts containing the detailed data of the various topics presented

The document is not subject to external assurance.



1.2 The activities of stakeholder engagement and identification of material topics

2-29 Approach to stakeholder engagement

In order to properly structure a Sustainability Report it is essential to take into account the dynamics inside and outside the company, constantly monitor global trends and maintain an active and continuous dialogue with the stakeholders.

The materiality analysis of this first Sustainability Report was carried out in compliance with the GRI methodology and involved the identification of the actual or potential, positive or negative impacts that Colines may generate on people and/or the environment in the short, medium and long term. Impacts include those generated by the operations of the company itself and along its value chain, also through its products and services, as well as through its commercial relations.

The purpose of the materiality analysis was to define the list of the most relevant matters for Colines, i.e. those that can potentially affect the Company's ability to create value in the short, medium and long term. This process provided an opportunity **to analyze the processes and activities of Colines and lay the groundwork for the definition of a future strategy of sustainability**. Indeed, the correct identification of material ESG topics makes it possible to define a strategy that is consistent with the Company's objectives to assist the management in the pursuit of sustainable growth, as well as increased competitiveness and corporate value.

The materiality analysis process was thus a dynamic process consisting of **four steps**:

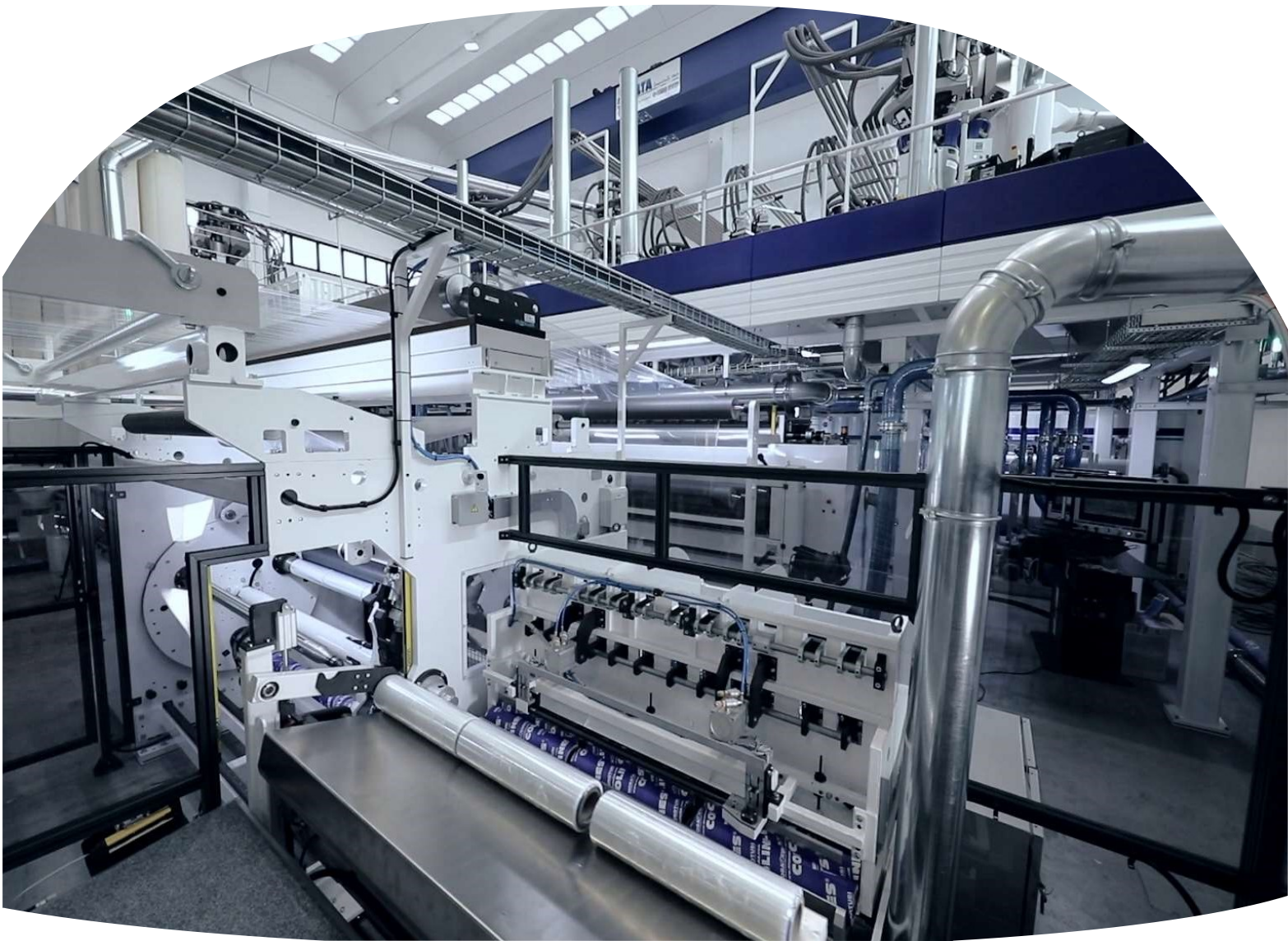
- 1 **PRELIMINARY BACKGROUND ANALYSIS**: at this stage, a list of potential **material topics** was identified, considering the presumably relevant areas for the Company through an in-depth **document analysis** which evaluated various sources: public documents from comparable companies, trends in the reference industry, publications of the main international associations and organizations, newspaper articles, interviews with different company positions, and so on.
- 2 **IDENTIFICATION OF IMPACTS**: each material topic previously identified was associated with the **related impacts**. Impacts were differentiated into **current**, i.e. those that are currently taking place or have already taken place over time, and **potential** impacts, i.e. those that may presumably occur in the future;
- 3 **ASSESSMENT OF THE SIGNIFICANCE OF IMPACTS THROUGH THE STAKEHOLDER ENGAGEMENT**: through the involvement of internal functions and some categories of external stakeholders such as suppliers, banks and customers, **the significance of impacts was assessed**. The stakeholders were involved by means of **online questionnaires** and **dedicated calls**. **Each** stakeholder involved was asked to assess a range of positive and/or negative, potential and/or current impacts selected according to

their specific expertise, through the consideration of two parameters: **severity** (or **benefit** in the case of positive impacts) and **likelihood**.

4 **PRIORITIZATION AND DETERMINATION OF IMPACTS ACCORDING TO MATERIAL SUBJECTS**: based on the results that emerged from stakeholder engagement activities, **the material issues were identified for Colines.**

The themes that emerged represent the subjects worthy of **dedicated reporting** as they identify the most relevant impacts caused by the company's activities.

In view of the future regulatory requirements in terms of ESG reporting, with a focus on sustainability reporting on the basis of the European Directives and regulations, in the future fiscal years the reporting principles set forth in the new **ESRS** standards published by **EFRAG** under European Directive 2464/2022 (CSRD), with a special focus on the materiality analysis process (**EFRAG IG 1 – Materiality Assessment**).



1.3 The results of the materiality analysis

3-1 Information on the organization

3-2 List of the material subjects

3-3 Management of the material subjects

The materiality analysis therefore led to the **choice of the subjects to be reported on**, with the aim of providing readers of the document and all stakeholders with a clear representation of the **significance of the impacts in the ESG sphere resulting from Colines' activities**.

The results that emerged from the materiality analysis **have been summarized and are represented in the chart below**, appropriately divided by ESG thematic area. These themes represent the **starting point** on which sustainability performance reporting was focused.

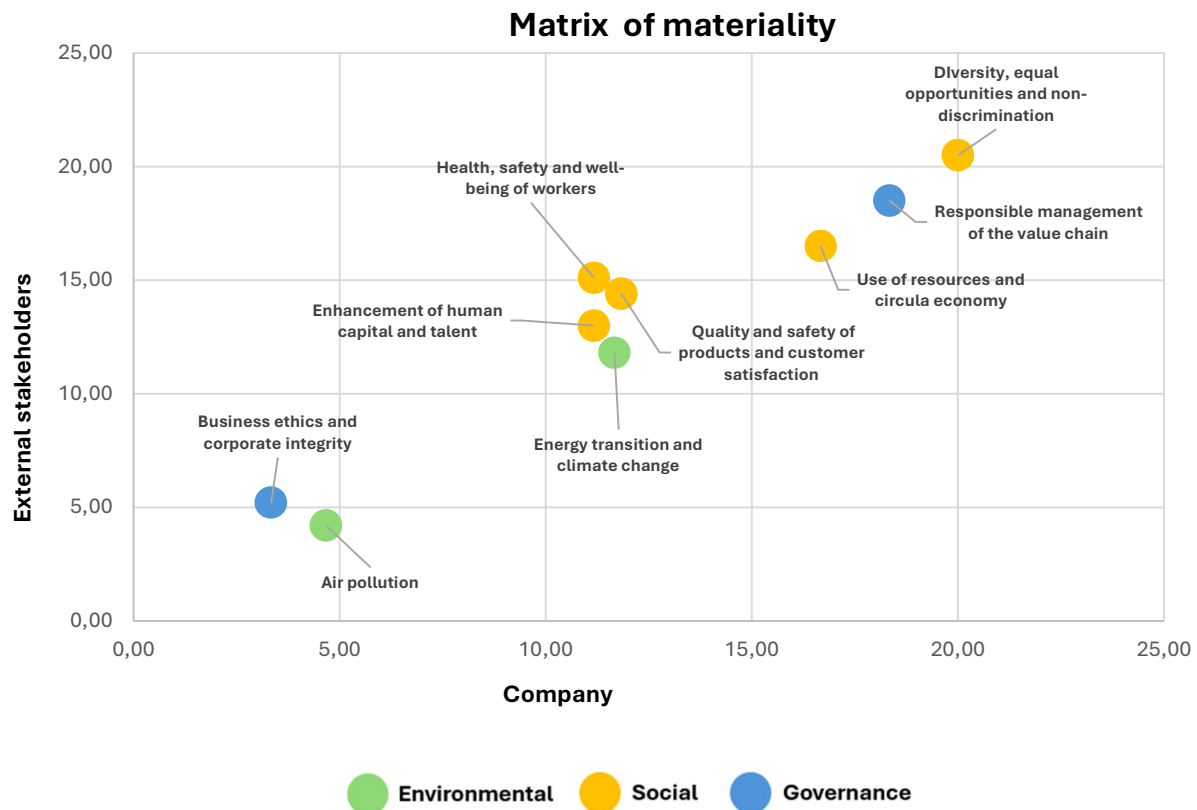
ESG	Material subject	Description
E	Climate change, energy efficiency and CO2 emissions.	Ensure a rational use of energy sources and activate initiatives to monitor and reduce energy consumption and gas emissions, aiming to contribute to the fight against climate change.
E	Use of resources and circular economy	Optimize the use of natural resources, while reducing the environmental impact and promote the re-use, repair and recycle of materials, trying to preserve the value of products for as long as possible.
S	Diversity, equal opportunities and inclusion	Enhancement of diversity in the company and promotion of gender equality and equal opportunities.
S	Management of human resources and employees well-being	Ensure a workplace that fosters dialogue, ongoing exchange and a proper work-life balance. Support the needs of employees by extending to everyone facilities and services for the physical and mental well-being.
S	Quality and safety of products	Adopt an appropriate system to oversee the quality and safety of products in order to prevent health and safety risks to customers and ensure traceability along the supply chain.
S	Health and safety at work	Ensure working conditions that ensure the protection and mental and physical well-being of workers and high standards of health and safety in the company. Promote the adoption of preventive measures to reduce potential risks through specific initiatives and appropriate health and safety training plans.
S	Enhancement of human capital and talent	Promote a corporate culture aimed at skill development and pathways for growth and training of employees and talent.

G
**Responsible
management of the
value chain**

Ensure sustainable practices along the supply chain that enable the protection of human rights, the quality of raw materials used, and limit negative impacts on the environment upstream and downstream of the production process.

Colines' materiality matrix is shown below, graphically presenting the significant subjects of the Company, on the x-axis, and for its external stakeholders, on the y-axis. The subjects contained in the grey area are those that did not result as material as a result of the assessment activities. In fact, all subjects that in the evaluations expressed by both internal and external stakeholders exceeded the **materiality threshold set equal to 9** were considered as material.

Although the topic of "Corporate Ethics and Integrity" did not emerge as material **based on the ratings assigned to the impacts associated with it**, given the importance of the subject to the Company, it was decided to equally include it in the list of reporting subjects.





2. About us

2.1 Our history

2-1 Information about organization

2-6 Activity, value chain and other business relations

Established in 1973 in Novara under the name Colinex **by Mario Zorloni and Francesco Lombardini**, the first expansion of the company took place in 1983 when **GRUPPO COLINES SRL** was established and **Eraldo Peccetti**, currently CEO and Executive president, joined the company. Colines is specialized in the manufacture and sale of machinery for plastic films, such as films for medical applications, food packaging, stretch film, honeycomb sheets with end applications in the automotive, logistics, graphics, building and similar sectors,

The main products notably include the **ALLrolLEX®** lines, dedicated to the production of stretch films, used for wrapping pallets of various types of products. The **POLYCAST®, BARRIERCAST® and AIRCAST®** lines enable to produce multilayer films in polypropylene, polyethylene and barrier films mainly used in food, industrial and hygienic packaging. In addition, the **POLYBLOWN®** lines are dedicated to the production of blown films with multiple general applications. Finally, Colines offers specific solutions for protective applications, such as the **AIR BUBBLE®** and **BUBBLE GUARD®** lines, which produce flexible films and rigid sheets for the automotive, logistics, packaging and building industries.

Since its establishment, the Company invested considerable resources in technology, with the primary goal of ensuring its own success and that of its customers thanks to more than 50 patents. The exclusive process of verticalization gave Colines the opportunity to design, produce and test in house its own lines, thus acquiring fundamental know-how and experience. The company offers to its customer a high level of technological support, together with a dynamic spirit that is essential in an industry where advances and innovations continuously set new market standards.

Thanks to a gradual but constant growth and a proven ability to innovate, Colines was able to triple its turnover in just a few years, becoming a major player both in the domestic and in the international market. At the same time it has always maintained great dynamism in decision-making and strategy, thanks to an excellent family and managerial mix.

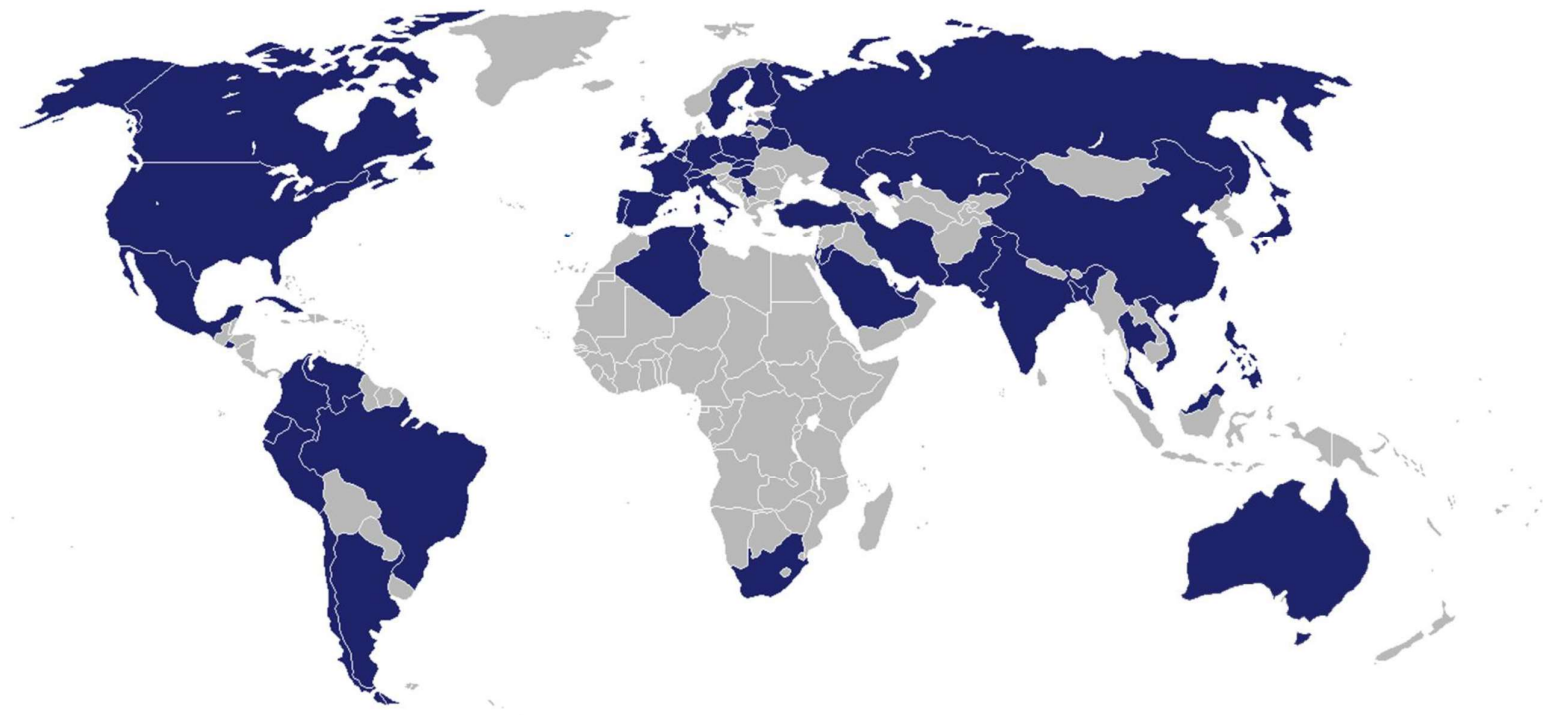
Colines has a total of **five production facilities** specialised in specific production activities, two of which are **ISO 9001:2015** compliant, evidencing the Company's ability to provide products and service that meet customer requirements and the applicable regulations, ensuring a continuous improvement in quality.

The Nibbia premises represent the Group's historic headquarters, where all the Colines operations are managed.

Furthermore, the Company has made strategic partnerships during its history. Examples include:

- Various resin manufacturers for the joint development of innovative products with special interest directed towards PCR (*Post Consumer Recycled*) products;
- Collaboration of companies supporting credit insurance in strategic and emerging markets;
- Partnerships with the main agents/representative for the development of after-sales service. Colines has also developed a direct service of after-sales assistance and spare parts for the NAFTA market;
- Collaboration with the company Fishform to study ergonomic and aesthetic solutions on its extrusion lines.

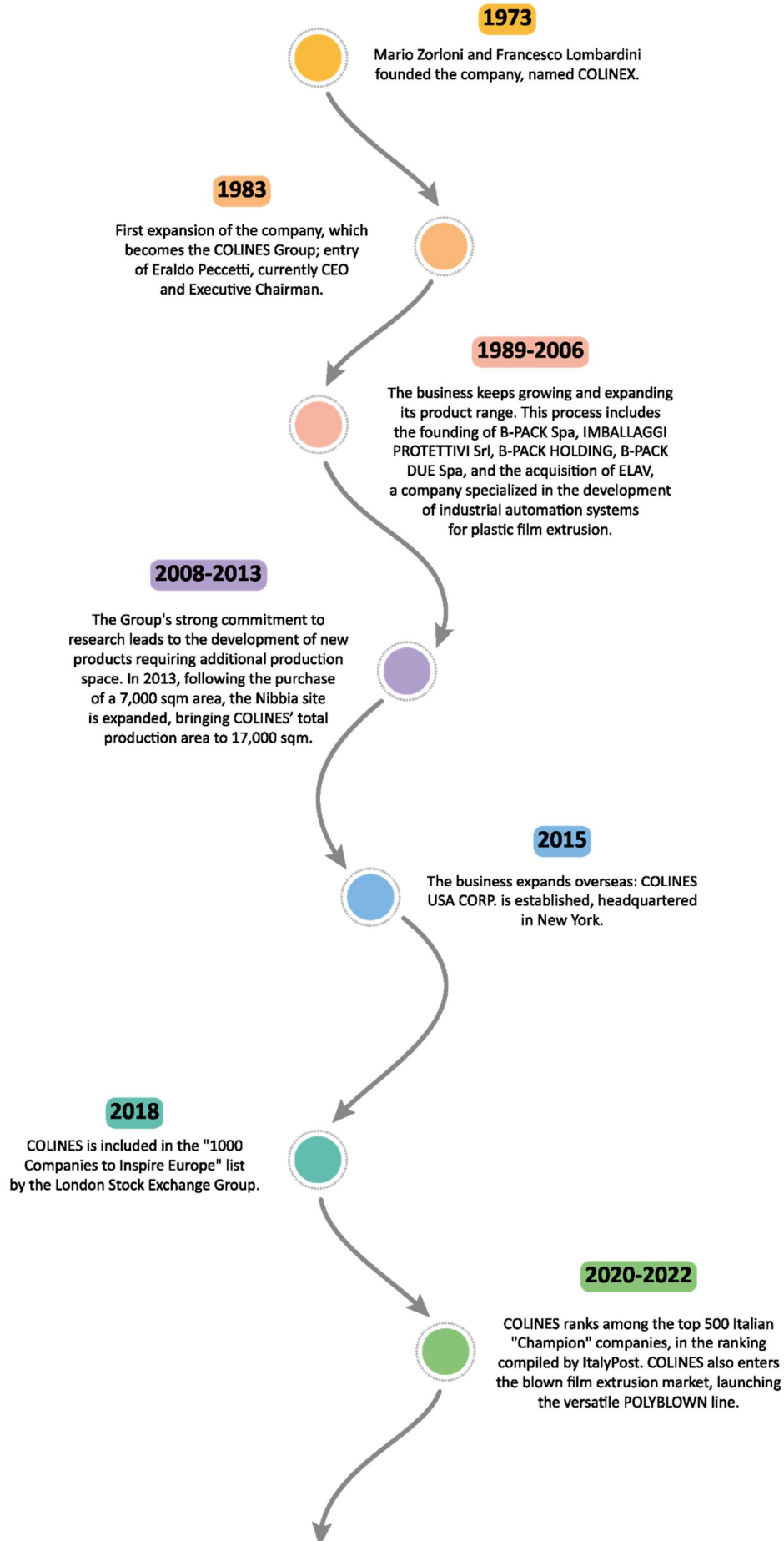
The Company's **family character** allowed to instill the **values of dedication and commitment**, creating a work environment capable of reflecting the professional and family vision, perfect synthesis between the Company's activity at the beginning and cutting-edge technology. This approach, combined with a strong work ethic, active employee involvement and the pursuit of continuous innovation, has therefore allowed the company to become one of the leaders in the plastics extrusion industry worldwide. With future oriented vision, Colines is well positioned to face the challenges of the global market. As a matter of fact, its extrusion lines are currently in operation in more than 50 countries.



As a demonstration of its commitment to technological innovation, in 2018 Colines was included in the ranking of “**1000 companies to inspire Europe**” issued by the London Stock Exchange Group, which acknowledged its dynamism and growth on an international level. Colines was therefore included among the 110 Italian companies, one of the 7 in its region.

In addition, ItalyPost – a highly qualified team composed of financial analysts from the ModeFinance rating agency - selected Colines as **one of the 500 “Champion” companies in Italy** for two consecutive years (2021-2022), attesting the company’s soundness and success, as well as the commitment and the results achieved in spite of the many challenges set by the modern market.





2.2 Our values

Colines is fully convinced that an open, ethical and transparent corporate culture is an essential condition for success and for achieving sustainability objectives. **Values such as environmental and social responsibility, continuous innovation, high quality standards, and a focus on customer satisfaction and employee well-being are the foundations of the company's mission.**

Starting this year, Colines has decided to combine and integrate such principles with the **Sustainable Development Goals (SDGs)** to contribute to their pursuit. The SDGs are a set of 17 goals and 169 global targets adopted by the United Nations starting from 2015, with the purpose of addressing the world's most urgent challenges by the year 2030. These goals aim at promoting economic prosperity, social justice and environmental sustainability around the planet. Ensuring a more fair, prosperous and sustainable future by achieving said objectives requires the joint efforts of governments, the private sector, civil society and citizens.

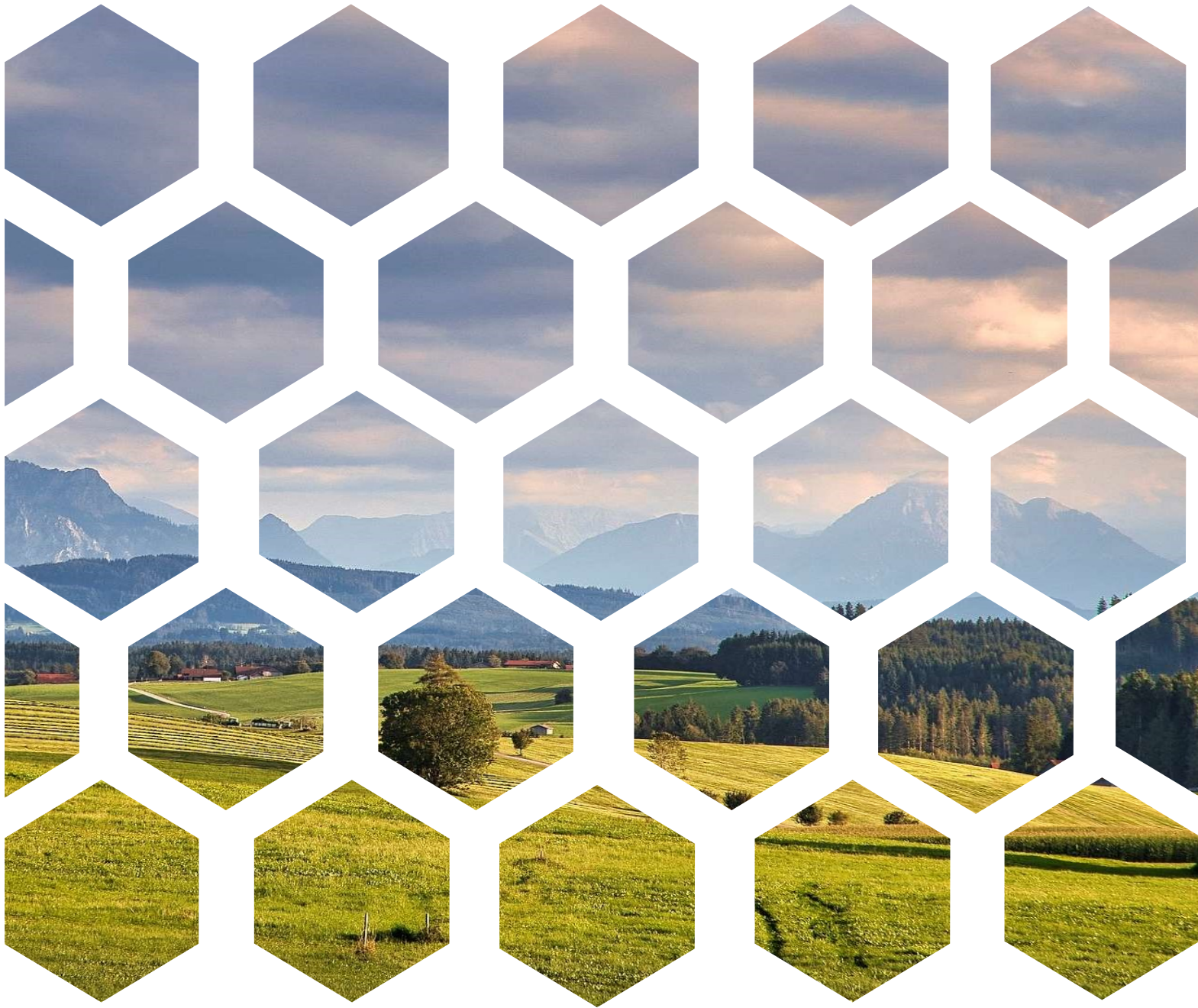
With this in mind, Colines is committed to implementing an environmentally and socially **responsible and sustainable business model**, with a interest in the well-being of people, of its employees and of the health of the planet, placing emphasis on the need to have a positive impact on the community. As a matter of fact, the Company gives priority to the use of renewable energy sources and invests on research and development of technologies that enable high recyclability and the reclaim of production waste materials. Moreover, Colines' commitment to excellence aims to maintain high quality standards for all its products and services, developing solutions suitable to meet its customers' expectations.

The chart below **describes the initiatives, actions and plans implemented by Colines to contribute to the pursuit of the respective SDGs goals**, in accordance with the dimensions and the organizational characteristics of the Group and the context in which it works.

SDGs to which Colines intends to contribute



	SDGs	The Group's contribute
5 GENDER EQUALITY 	Gender equity	Colines is committed to ensuring equal treatment in every situation in particular guaranteeing fair salaries and growth opportunities, Colines fosters the participation of women in leadership and decision-making roles.
8 DECENT WORK AND ECONOMIC GROWTH 	Decent work and economic growth	The company invests in continuous training of its employees , offering refresher courses and professional development programs to improve skills and career opportunities in the company. This commitment is demonstrated by the will to develop in the future courses related to environmental, economic and social sustainability.
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	Innovation and infrastructures	Commitment to R&D activities to improve the extrusion technologies offered. The company has developed advanced extrusion technologies, such as the first 10-layer co-extrusion line for the production of air-bubble film, which represents a leap forward in innovation in the industry. The constant commitment to R&D activities can also be seen in the drive to optimize production processes to reduce waste produced and improve energy efficiency.
11 SUSTAINABLE CITIES AND COMMUNITIES 	Sustainable cities and communities	The Company financed the construction of an hybrid surgery room in the Neurosurgery Department and a multipurpose and reception room in the Pediatrics Department of the hospital Maggiore della Carità Hospital in Novara. For more than ten years, Colines has been among the main sponsors of Igor Volley , the women's volley team that has already been European Champion in 2019 and won six senior national trophies, besides many local and regional youth awards.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Responsible use of resources	To promote the responsible use of resources, Colines made significant investments in installing solar panels on the roofs its factories to reduce dependence on fossil energy sources. In addition, the Company's efforts to reduce waste generation by means of prevention, reduction and recycling practices are notable.
13 CLIMATE ACTION 	Fight against climate change	The Company devotes significant resources to R&D focused on finding new solutions ensuring high recyclability and reclaim of production waste, acknowledging that proper management of plastics can turn them into a precious resource rather than an environmental issue.
17 PARTNERSHIPS FOR THE GOALS 	Partnership for the goals	The consideration and adoption of the SDGs within the Sustainability Report and actions for the development of technologies to promote innovation, as well as sharing know-how and resources are intended to be a clear expression of Colines' commitment to integrate business targets with important goals in terms of sustainability.



3. Environment

3.1 Consumption, energy efficiency and emission into the atmosphere

302-1 Energy consumed within the organization

302-3 Energy intensity

305-1 Direct GHG emissions (Scope 1)

305-2 Indirect GHG emissions from energy consumption (Scope 2)

305-4 Intensity of GHG emissions

Colines, realizing the importance of the environment for the community and for the future generations, has adopted a proactive approach to environmental sustainability issues, integrating green practices within its business model. Therefore, the Company is devoted, through its research and development activities, to seeking solutions to improve its environmental performance. This commitment results in the planning and implementation of more sustainable activities, particularly with regard to recyclability of plastics and reclaim of production waste.

Therefore, the Company is committed to reporting its energy consumption and polluting emissions of carbon dioxide, constantly monitoring its environmental performance and making its results public. This internal monitoring and management system fulfils a two-fold purpose: on the one hand it ensures greater transparency, and on the other hand, it makes it possible to improve the production processes implemented through comparison with the outside.

In fact, the preparation of the first Sustainability Report aims to publicize the Company's commitment to **environmental protection as a factor of strategic promotion**, with particular reference to the reduction of GHG (Greenhouse Gas) emissions, waste reduction, energy saving, the use of renewable energy sources, and resource management in keeping with sustainability-driven principles.

In order to improve the environmental performance, Colines is implementing technologies that enhance the efficiency of production processes, such as for example:

- **Polyblown®** extrusion line, a process that uses up to 75% of post-consumer recycled resin (PCR), which can both improve the quality of the final product and also reduce energy consumption, with values ranging from 0.32 to 0.38 kWh/kg;
- **PERFORM-EX®** extruders, a process that uses infrared heating systems, capable of reducing energy consumption by up to 22% compared to traditional methods.

Indeed, the reduction of costs and the resulting decrease in associated emissions is a very important aspect for the corporate business. Despite the increase in hours worked and of workforce (+13% hours worked and +7% employees), **total energy consumption increased by only +4,5% compared to 2022**. This result demonstrates the effectiveness of the various activities of energy optimization undertaken by the company, which have helped **to limit the environmental impact while at the same time expanding production and employment**.

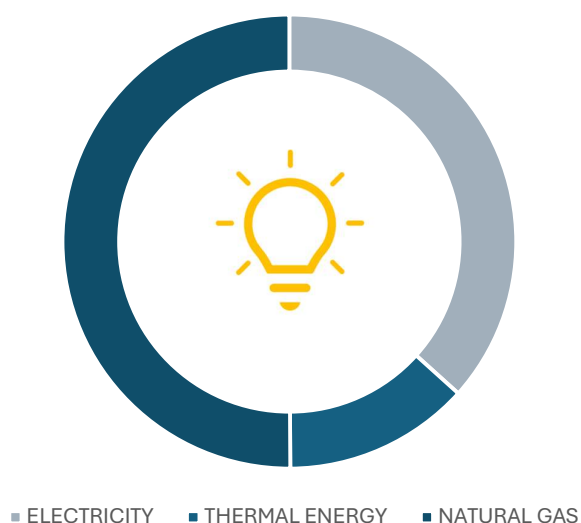
In general, Colines' energy consumption is attributable to the use of **various energy sources**: natural gas for heating workplaces, gasoline for the use of company vehicles and electric power purchased from the power grid.

ENERGY CONSUMPTION IN GJ SUBDIVIDED BY SOURCE (2023-2022)

Energy consumption (GJ)	2023	2022
ELECTRIC POWER	6.078,9	6.591,0
<i>Power from non-renewable sources</i>	<i>6.066,1</i>	<i>6.578,2</i>
<i>Power for vehicles</i>	<i>12,8</i>	<i>12,8</i>
THERMAL ENERGY	11.750,0	10.462,1
<i>Naturale gas used for heating</i>	<i>9.433,6</i>	<i>8.161,4</i>
<i>Gasoline for vehicles</i>	<i>117,0</i>	<i>117,7</i>
<i>Diesel for vehicles</i>	<i>2.199,4</i>	<i>2.183,1</i>
Total	17.828,9	17.053,1

The use of thermal energy is determined as follows: consumption of natural gas for heating (9.433,6 GJ representing 80% of the total thermal energy consumed), diesel (2.199,4 GJ representing 19% of the total thermal energy consumed) and gasoline used for the vehicles of the company's fleet (117 GJ, 1% of the total thermal energy consumption).

Energy consumption by type (2023)



ENERGY INTENSITY (2022-23)

Indicator	UOM	2023	2022	Trend (2023/2022)
Total energy consumed	Gj	17.828,9	17.053,1	4,5%
Manufacturing department	Worked hours /1000	107,1	94,8	13%
Energy intensity	Gj / 1000 worked hours	166,5	179,9	-7%

The increased efficiency achieved in the use of the various energy sources is evidenced by the data on energy intensity. As a matter of fact, **despite an increase in worked hours in the manufacturing department (+13%), the amount of energy used per each thousand worked hours has decreased by 7%.**



CO₂ emissions produced by Colines

The *GHG Protocol*, international reference document for the calculation of pollutant emissions, classifies greenhouse gas emissions into three main categories: Scope 1, Scope 2 and Scope 3.

Scope 1 emissions are those originating from sources owned and controlled by the organization and include emissions generated by fuel combustion, emissions released during industrial processes, and fugitive emissions (such as those, for example, deriving from greenhouse gas leaks from refrigerating or air-conditioning systems).

Scope 2 emissions are those originating from the generation of purchased energy and, consequently, are not under direct control of the company, but the company can influence these types of emissions through sustainable energy choices.

To calculate these emissions, the GHG Protocol proposes two main methods: the **location-based** approach and the **market-based** approach. The **location-based** approach is based on the average emission intensity of the local power grid from which the energy is taken. The emission factor represents the average of the local energy mix, which can include renewable and fossil sources. This approach gives an overall view of the emissions associated to the energy consumed by the organization based on the power grid in which it operates.

The **market-based** approach considers the specific energy sources from which an organisation chooses to purchase energy. This method allows to calculate emissions according to the energy purchase contracts and to the certificates of origin guarantee and permits companies to reflect their energy choices in the calculation of emissions, highlighting the impact of decisions related to renewable energy.

Scope 3 emissions are all the other indirect emissions that do not fall within the category of Scope 2 and occur along the value chain of the organization, both upstream and downstream. Some examples of these emissions are those deriving from the production of purchased goods and services, from transportation and the emissions associated with the use of products sold and waste disposal

In this first Sustainability report, the calculation of Colines' GHG emissions is limited to the quantification of Scope 1 and Scope 2 emissions.

Pollutant missions are conventionally expressed in tons of carbon dioxide equivalent (tCO₂e) although a heterogeneous variety of greenhouse effect gases is released into the atmosphere, such as methane (CH₄), sulfur hexafluoride (SF₆) or nitrogen oxides (N₂O). Nevertheless, the use of tCO₂e permits to represent them with a common measurement unit and, therefore, with an easily comparable scale. IN fact, in order to express different climate-altering gases on a common scale, it is necessary to consider their global warming potential (also **GWP**). GWP indicates the amount of the sun's infrared heat radiation that is retained in the earth's atmosphere by the various polluting gases, thus causing the global warming, in terms of CO₂: **the indicator therefore quantifies how much CO₂ would be necessary to retain the same amount of infrared radiation as another gas.** Precisely for this reason we speak of CO₂ equivalent.

In detail, the **Company's Scope 1 emissions** are generated by the use of natural gas for heating workplaces and the use of diesel and gasoline fuels for the company vehicles. **Scope 2 emissions** are instead represented by the purchase of electricity from the power grid.

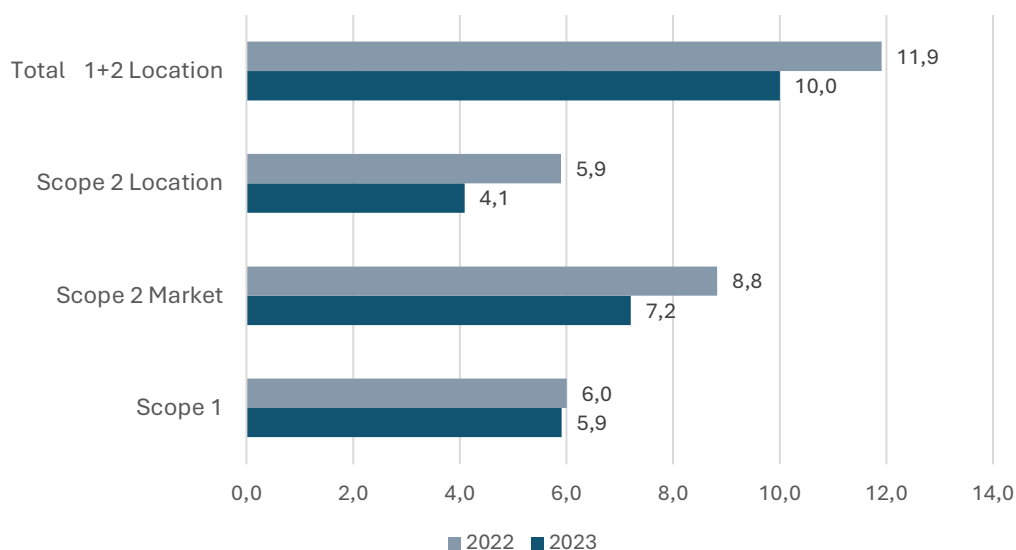
Scope 1 emissions account for 59% of the total 2023 Scope 1 and 2 emission (location based) and the major portion of these is attributable to the use of natural gas for heating workplaces.

Scope 1 emissions rose by 11.2% over the two-year period, whereas the reduction in “location based” Scope 2 emissions has been very marked (-21,7%), due to the more efficient domestic energy mix for production of power consumed in Italy in 2023. The overall effect was a reduction in total Scope 1 and Scope 2 emissions by 5.1% between 2022 and 2023, again reflecting the higher efficiency achieved in production.

EMISSIONS PRODUCED IN tCO₂e PER CATEGORY (2022-2023)

Emissions	u.o.m.	2023	2022	Trend 23-22
Scope 1	tCO ₂ e	633,1	569,5	+11,2%
Scope 2 - Location-based	tCO ₂ e	437,8	559	-21,7%
Scope 2 - Market-based	tCO ₂ e	772	837	-7,8%
Total 1+2 Location Based	tCO ₂ e	1.070,9	1.128,5	-5,1%
Total 1+2 Market Based	tCO ₂ e	1.405,1	1.406,5	-0,1%

Intensity of emissions in kgCO₂e/€ (2022-2023)



3.2 Raw materials used, circularity initiatives and waste management

306-1 Waste generation and significant waste-related impacts

306-2 Management of significant waste-related impacts

306-3 Generated waste

306-4 Waste destined for recycling

306-5 Waste destined for disposal

In terms of in-coming raw materials, Colines' manufacturing activities mainly use iron, steel, aluminum and polymers, such as, for example, polyethylene (PE) and polypropylene (PP) for the production of plastic films and chemical additives to improve film properties, such as stabilizers, masterbatches and antioxidant agents.

The focus on environmental sustainability placed by customers on the raw materials used by the Company has a significant impact on the corporate practices adopted and, above all, on the environment. Colines responds to this demand by **integrating recycled polymers and materials with high recyclability within its production process**. If, for example, one considers PE, this is much easier to recycle compared with other polymers and has significantly lower melt temperatures, making the Company's products – such as **ALLRollEX® and Polyblown®**, used to produce latest-generation films – optimal solutions **in the plastics market in terms of circularity**.



Indeed, Colines has achieved a significant accomplishment using up to **75% of post-consumer resins (PCR)** in the production process of its plastic films. The Company recognizes the importance of fully understanding its customers' needs and combining them with the production capacity of the manufacturing process. Considering that in this market experience in developing products from recycled materials, such as films, is very limited, the model developed by Colines ensures a competitive edge over its competitors.

This enables the company to both meet the expectations of its customers and contribute significantly to reducing of environmental impact associated to plastic production

As a demonstration of the high flexibility of the production lines, in 2020, thanks its R&D department's support and to the cooperation with ExxonMobil, Colines was able to make films from recycled materials. Specifically, on the same machine Colines made **film containing 60% of PCR (post-consumer recycled) material and film made with 100% virgin resins**.

Moreover, to respond the increasing demand from Colines' customers, the Company is beginning to require transparent and responsible sourcing of materials from its suppliers. With this in mind, Colines is committed to collaborating with its suppliers so that they adopt

environmentally friendly practices in production and resource management. This has led, for example, to the development of new cooperations for the development of packaging production lines.

The extrusion lines manufactured by Colines enable to substantially reduce the consumption of raw materials, as they produce thinner and lighter films, also which also enables its customers to be more efficient in terms of used resources. In addition, the realization of advanced extrusion systems, equipped with innovative filtering devices enable Colines to manage recycled plastic materials efficiently. The use of **cutting-edge technologies**, such as continuous auto-cleaning of filters and the ability to process even the most contaminated materials, allow the Company to boost the quality of the final product and reduce operating costs.

The focus on avoiding waste of resources is ensured not only by the use of efficient machinery, but also by the direct commitment of the company. As a matter of fact, Colines certifies its commitment by **recovering about 63% of the packaging materials**, so that they can be re-used, thus contributing to reducing the amount of waste produced. As a matter of fact this percentage represents a high value when considering the normal wear-and-tear of packaging materials and consequently the inevitable waste generated by their deterioration during product handling.

In 2023 the Company generated a total of **341.50 tons of waste**, mainly constituted by:

- **Solid waste** (paper, plastics, ferrous material, electric material, material resulting from the cleaning of the premises);
- **Hazardous waste** (lubricants and used oils);
- **Packaging waste** (paper, cardboard, plastics).

Specifically, the activities that involve large quantities of waste are the operations related to the unpacking of incoming goods from external suppliers and the operations of unpacking of products arriving at customer's premises. The activities of the administrative offices produce only waste treatable as municipal waste, which are therefore managed as such under the public service.

Although in 2023 the total amount of waste increased by **30%**, the percentage of non-municipal waste destined to recycling operations was **100%**. The recycling operations are managed by offsite plants, where treatment and sorting services are carried out through standard procedures.

To make recycling operations easier, **waste sorting systems** have been introduced in one of Group's factories, ensuring that recyclable materials are separated and sent to recycling facilities through the municipal waste sorting service. In the other factories, a private supplier manages waste management, facilitating its collection by means of a container they provide. However, this waste is not separated by fraction and is transported to specialized facilities for recovery and treatment. As for packaging, such as cardboard and plastic, these are reused for new shipments. Each warehouseman is responsible for checking their integrity and cleanliness

so that they can be reused. Currently, reused packaging is neither weighed nor counted. The goal is to implement within all plants this system of separate collection.

As far as material recycling is concerned, the Company guides its customers toward more responsible waste management and a more sustainable behaviour in a circular economy perspective. As a matter of fact, Colines is involved in the design of high-barrier mono-material packaging, which is more easily recyclable than traditional multi-material packaging. An illustrative example of this is the stand-up pouch for food made of polyethylene and compliant with the **(UE) 2022/1616 Regulation**.

The pouch was designed to be fully recyclable, allowing to overcome the limitations of multi-material packaging that is more difficult to recycle. In addition, indicating the information for correct disposal on the labels of its products, Colines takes care to ensure proper treatment at the end of the life of its product packaging, in compliance with the laws in force. To improve environmental performance, Colines will keep on investing in R&D to find innovative solutions that improve the recyclability of plastic materials and reduce the production of waste. Above all, the Company is committed to researching technologies that can ensure better technological and production efficiency and that are also eco-friendly, such as biodegradable and compostable films.



3.3 Responsible use and management of water resources

303-3 Water withdrawal

303-4 Water discharge

303-5 Water consumption

The company, despite the limited use of water resources within its production cycle, makes rational use of this resource, managing the procurement in a sustainable and responsible manner and ensuring maximum efficiency in the use of this raw material

The use of water is limited to sanitary usage and to the quantities used in internal machine testing. Test-runs are carried out for few days a month and employ closed circuit: once the tank is filled, water continues to run in the cooling/heating circuit and is not dispersed, thus minimizing any waste. In general, Colines' efforts aims at raising the awareness of sustainability among employees as a contribution to the creation of a corporate culture that is on the whole geared towards respect for all natural resources, including water

WATER CONSUMPTION OF THE GROUP IN MEGALITERS (2022-2023)¹

Water consumption	u.o.m.	2023	2022
Total withdrawal	ML	2,65	2,65
Withdrawal of surface water	ML	1,7	1,7
Withdrawal of groundwater	ML	0,95	0,95
Total discharges	ML	2,65	2,65
Discharges to surface water	ML	1,7	1,7
Discharges to groundwater	ML	0,95	0,95
Total water consumption	ML	2,65	2,65

In 2023, a total of 2.65 megaliters of water was withdrawn at the production plants. All plants draw water from the municipal water supply and use the municipal sewage system for discharge, except for the Nibbia plant, where water is taken from the property well and discharged into Imhoff septic tanks.

In compliance with the requirements of the Law Decree (Part III, Annex 5, Tab. 3), the water managed and released do not contain potentially hazardous substances and, in this regard, no non-compliance episodes have been detected during the latest years.

The Minimum quality standards for water discharge are defined by the competent authority that issues the authorization for discharge after monitoring any pollutants that may be present. This procedure ensures compliance with the authorized limits. If necessary, before being discharged, water undergoes a biological purification process, pursuant to Annex 1 of the Regional Law 13 dated 26/03/1990.

¹ Note: For 2022, data were not collected and an estimate was made based on 2023 consumption.

3.4 Biodiversity and land conservation

304-2 Significant impacts of activities, products and services on biodiversity

Colines, as a company active in the manufacture of extrusion lines for the production of plastics, assumes a key role as promoter of environmental protection and respect for biodiversity. Addressing the plastics market, the Company is very careful to ensure that the companies with which it deals adopt more sustainable and circular practices.

A report of **ICESP (Initiative for Economic Circularity in Industrial Supply Chains)**² highlights how the plastics industry is evolving toward models that promote recycling and reuse of materials, especially through the adoption of biodegradable plastics and responsible practices that contribute to the restoration of degraded ecosystems.

The plastics industry is often associated with habitat degradation and pollution. For this reason Colines **is committed to promoting the use of recycled plastics and polymers in its products**, limiting the extraction of new raw materials. As a matter of fact, one of the problems associated with this type of products concerns the extraction of fossil resources and, in some cases, materials from tropical forests, with possible negative effects related to deforestation and loss of natural habitats. Once again, the Company takes special care in the selection of its suppliers, preferring those that are based in geographical areas that are not considered to be sensitive in this respect.

Another serious threat to biodiversity protection comes from the emissions of greenhouse gases into the atmosphere. This is another reason why Colines is committed to reducing its emissions of CO₂, applying solutions such as the installation of solar panels on the roof of its premises, the gradual replacement of its vehicle fleet with hybrid and electric models, and through the optimization of production processes to reduce energy consumption and associated emissions.

² Circular economy in industrial supply chains: the Plastics case. Available at [Circular economy in industrial supply chains: the Plastics case.pdf](#)



4. Social

4.1 Our workers

2-7 Employees

2-8 Workers who are not employees

2-30 Collective bargaining agreements

401-1 New hires and turnover

403-1 Occupational health and safety management system

403-2 Hazard identification, risk assessment and accident investigations

403-3 Occupational health services

403-4 Worker participation and consultation and communications on occupational health and safety

403-5 Worker training on occupational health and safety

403-6 Worker health promotion

403-8 Workers covered by an occupational health and safety management

403-9 Occupational accidents

403-10 Occupational diseases

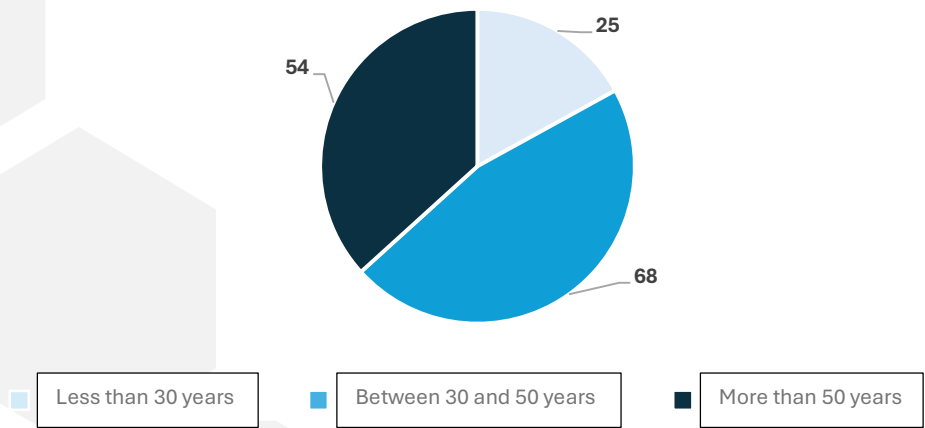
Colines' corporate culture pays special attention to worker well-being, sustainability and social responsibility. For this reason the company is committed to ensuring working environments that are free of any kind of discrimination, promoting respect for human rights. This commitment results in building a working environment that is positive and stimulating.

In 2023, Colines reached **147 employees** (137 on December 31, 2022).

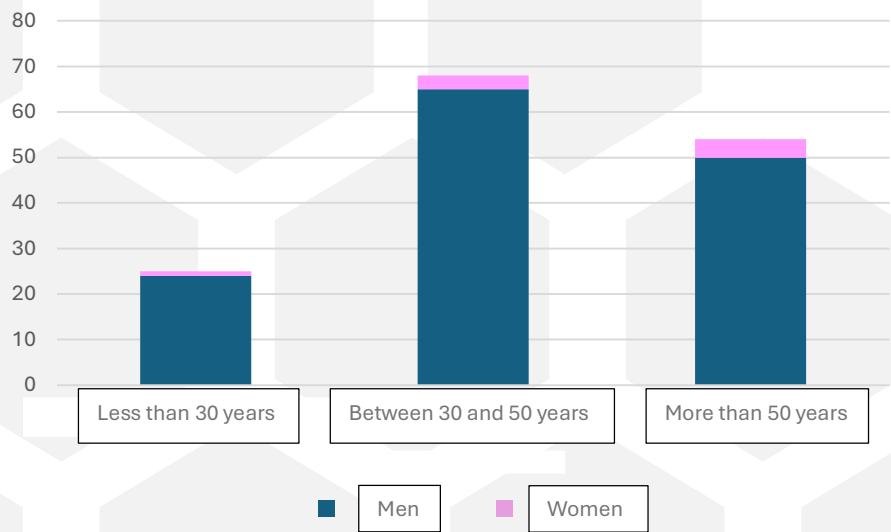
EMPLOYEES TURNOVER

RECRUITMENTS 2023	TOTAL	TERMINATIONS 2023	TOTAL
Recruitment rate	20%	Negative turnover rate	13%
Total number of recruitments in the year	29	Total number of terminations in the year	19
Number of recruitments in the year by gender		Number of terminations in the year by gender	
Men	26	Men	17
Women	3	Women	2
Number of recruitments (employees) in the year by age group		Number of terminations (employees) in the year by age group	
Under 30	16	Under 30	4
From 30 to 50	6	From 30 to 50	7
Over 50	7	Over 50	8
Overall turnover rate		33%	

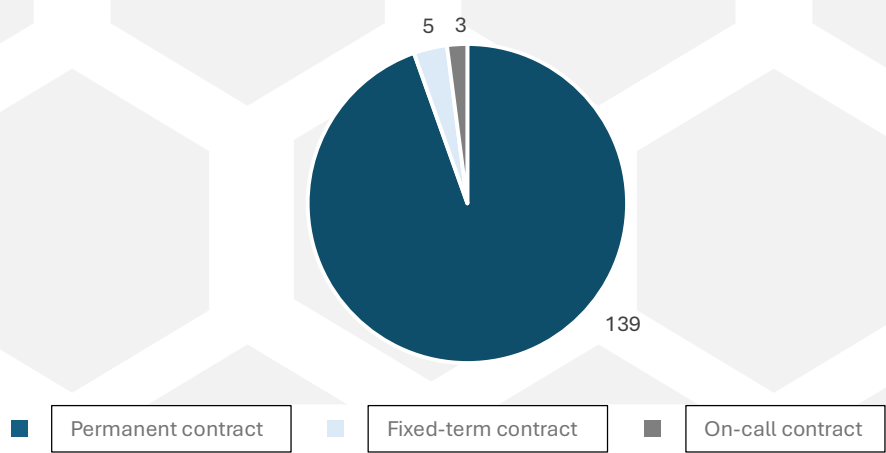
EMPLOYEE COMPOSITION BY AGE GROUP



EMPLOYEES BY GENDER AND AGE



EMPLOYEES BY CONTRACT TYPE



Workers who are not employee are 6 (10 in 2022).

All employees are covered by an health and safety system. The Company, as provided for in the industry Collective Bargaining Agreement (CCNL), guarantees supplementary healthcare through the **Metasalute** fund, enabling workers to benefit both from direct healthcare and from indirect healthcare. In particular:

- The fund member who decides to avail himself of **direct healthcare** can book the medical service in one of the affiliated structure and, afterwards, the insurance company will pay the structure.
- **Indirect healthcare** is also defined “reimbursement”, precisely owing to its mode of operation. In this case, the person who has joined the fund, uses the services of a non-affiliated health center, pays for the service he or she needs, and, afterwards, can apply for reimbursement from the insurance company.

The enrollment of every employee is totally at the company’s expense, as required by law. Also workers’ dependents and de facto cohabitants can enjoy the healthcare provided by the fund and this extension does not involve any additional payment to the normal monthly fees described in the regulations.

To ensure maximum safety in the work of its employees, **Colines places great importance on the training and safety of workers**. Training activities are organized by the manager, in agreement with the training provider, based on the needs of workers and on the legal obligations. The contents of the courses are established in accordance with the State-Regions Agreement currently in force.

The training activities are provided by an external organization and by teachers who have all the necessary qualifications to perform them through different training methods:

- On-site courses: traditional sessions conducted by expert external trainers;
- On-line courses: remote training that enables workers to attend the course based on their own availability;
- Videoconference courses: interactive sessions that allow remote participation.

At the end of each course **a certificate of attendance is issued**, which certifies the completion of the training and the successful performance of a final test. To ensure a quality experience, **Colines always collects the feedbacks from the participants to continually improve the teaching methods and the involvement of its workers** in the development, implementation and evaluation of the teaching methods through the workers’ Representatives of each production unit, who act as intermediaries between the workers and the management.

Colines is also committed to providing information on emergency procedures, proper use of personal protective equipment (PPE) and safe work practices. This training approach is key to **creating awareness and responsibility among its workers**.

All employees undergo extraordinary and periodical medical examinations in order to ascertain good health and suitability to perform the required duties. Examinations are repeated **on a regular basis** according to the instructions defined by the competent doctor and are differentiated on the basis of the risk to which workers are exposed in the performance of their duties.

To facilitate access to occupational health service, medical examinations are scheduled to minimize the impact on work activities: different time slots are offered so that workers can participate without interfering with their duties. In addition, the Company **clearly and transparently communicates how to access services**, including the timing of medical examinations and the requirements, through various channels (e-mail, notice boards) to reach all workers. The human resources department assists workers in booking medical examinations and managing the necessary documentation, **making the process as simple as possible**.

Colines places great importance on prevention of risks and hazards during the performance of the workers' activity. Hazards have been identified through a risk assessment process including regular **audits and inspections of the workplaces** to identify the potential risk factors and by consulting the regulations in force, such as the Law Decree 81/08, acknowledged guidelines such as **ISO 45001:2018** and guidance provided by institutions like INAIL.

Colines is committed to providing clear and accessible information about health and safety policies, standard operating procedures and updates in the regulations in force. **The Company also offers regular training programs to workers** on health and safety topics, making sure that they understand the risks related to their duties and the preventive measures to take

In order to comply with the set objectives, the Company regularly monitors the working conditions, by making periodic checks and regular inspections and **analyzing injuries and near misses**, so as to verify compliance with the safety rules, identify the critical areas and the possible improvement actions.

Colines encourages the involvement of its employees in the management of safety and invites its workers to report potentially hazardous situations and to actively participate in accident prevention by means of reports to managers/supervisors or Safety Workers' Representatives (RLS). Reports about near misses can be done by filling out a specific form, thus contributing to a safer work environment. All reports are properly evaluated, also through the help of external expert consultants in order **to identify and take measures to mitigate the risk encountered**.

The table below describes the major hazards that can be encountered during work activities carried out in the factories and the activities that COLINES has implemented to eliminate or mitigate the occurrence of such negative events.

HAZARDS FOR COLINES STAFF AND ACTIVITIES IMPLEMENTED BY THE COMPANY

HAZARDS	ACTIVITIES TO MITIGATE/ELIMINATE RISKS
Exposure to vibrations (forklift, electro-tools and company car).	Compulsory use of hearing protectors during the test-run of the line in the production area (because >80 dB)
Fall of heavy objects or loads from above (for instance, from frameworks of the lines under construction).	Frameworks are placed overhead after the railings are installed. In this way workers are never at risk of falling from above.
Fall of heavy objects or loads from the overhead crane (for instance, during movement of the various mechanical and electrical parts of the lines)	Overhead cranes periodically undergo maintenance carried out by an outsourced company and checked by the workshop managers. The wear-and-tear condition of the lifting belts is periodically checked by the workshop managers and by the workers themselves during use. The area at risk of falling objects is roped off whenever possible and workers are required to wear the protective helmet given to them.
Electric shock during the wiring phase	A test-run manager with experience on the field and able to manage the job order also from the safety standpoint is appointed for each line test-run, ensuring that the protective systems properly function and are not bypassed by any worker. Regarding machine tools, further safety devices have been implemented, such as protective guards. The staff is constantly monitored by its own managers and trained on job-specific hazards.
Inhalation of welding fumes	Installation of a suction hood for the welding fumes in the workshop of Marano Ticino.
Spills of mineral oils	Purchase of collection tanks for the oil barrels that are not equipped with them.

To manage the identified risks the hierarchy of controls is applied, which includes:

1. **Elimination:** remove the hazard completely when possible.
2. **Replacement:** replace the hazard with a less risky alternative.
3. **Engineering controls:** implement technical measures to reduce exposure to the hazard.

4. **Administrative controls:** establish standard operating procedures and ongoing training for workers.

5. **Personal Protective Equipment (PPE):** provide appropriate PPE with it is not possible to eliminate the risk.

Thanks to the prevention activities implemented, **no diseases that may concern daily work activities have been observed (the so-called occupational diseases)**, while the monitoring of the other risk categories inherent to employees' health and safety has made it possible to identify the major sources of injuries and the most appropriate actions to put in place for their limitation.

Accident indexes are calculated according to the methods set out by the **Standard GRI Disclosure 403-9 which follow the methodology of the UNI 7249/2007 regulation "Statistics of Occupational Accidents"** to ensure greater transparency and standardization in accidents reporting. The recorded occupational injuries are formalized by means of a standard format, which is typically expressed as frequency of injuries per millions of worked hours. A total of 3 occupational injuries was recorded in 2023, the same as in 2022 (2 at work, 1 in itinere) but, as the number of employees increased, it was possible **to record a decrease in the injury indexes**. For more details, you can refer to the tables in the Appendix.



4.2 Training, development and incentives for the staff

404-1 Ore medie di formazione annua per dipendente

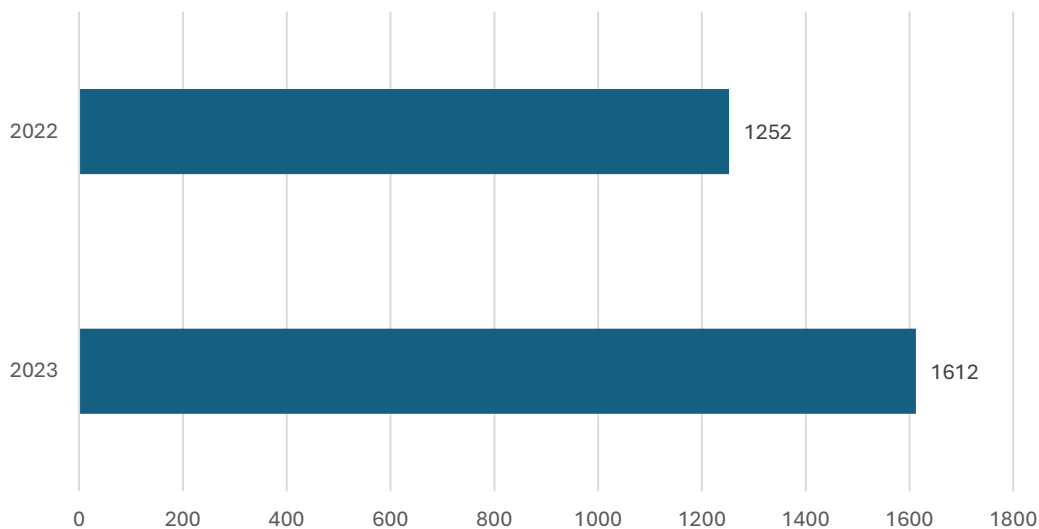
404-3 Percentuale di dipendenti che ricevono una valutazione periodica delle performance e dello sviluppo professionale

Colines firmly believes that employee enhancement is a cornerstone of its culture to ensure the Company's growth and success. As a matter of fact, Colines strives to ensure that, through the implementation of different practices and initiatives, **employees feel valued in the workplace**, fostering growth and promoting professional development. The combined application of these elements allows to create an environment conducive to innovation and to staff motivation.

Training is addressed to all employeeed – including newly hired staff or workers on temporary contracts - and more specifically to those engaged in activities that may directly affect and determine the quality of products and services or the environmental and social performances of the Company. **Company know-how** constitutes the main source of personnel training, which is why Colines implements **training programmes to constantly improve personnel knowledge**. This ensures that workers are always well prepared to face market challenges and to develop or incorporate new technologies into their knowledge background, with a view to the dynamism of knowing, knowing how to do and knowing how to be.

The total number of training hours provided in 2023 was **1.612 hours** (approximately 11 hours per employee), an increase from the previous year. The training hours provided enable Colines to improve employee engagement and retention and align skills with industry demands.

TOTAL TRAINING HOURS PROVIDED TO EMPLOYEES



Colines has also introduced new professional figures such as **Project Managers** and **Department Managers** to manage the most complex projects, improving operational efficiency while offering employees opportunities for professional growth. In addition, the Company encourages the creation of **teams dedicated to specific projects** to foster a collaborative working environment, also encouraging cooperation between departments and facilitating the flow of information. Teamwork is therefore an indispensable element in achieving common goals.

Appropriate employee training records are prepared, which are compiled with each employee's training needs and the actual training provided. Analysis of current and required skills takes on **utmost importance** to ensure that each employee performs his or her duties **effectively and efficiently**. This approach also makes it possible to identify gaps and define specific training programs to fill them.

Once different training needs are identified, **targeted training programs** are developed concerning, for example, risk management, specific technical skills, and soft skills. These courses are delivered by qualified personnel, internally and/or externally to the Company. If the results noted at the end of the course show a discrepancy with the expected results, the relevant managers identify the causes and prepare the most appropriate tools to **fill the gaps found**.

Colines acknowledges that training-related needs are not static. Therefore, it strives to **regularly revise its contents** based on the changes in work activities, the introduction of new technologies, or regulatory changes

No regular evaluations of employees are currently carried out in a formal manner. Each corporate function constantly submits its managers to informal discussions and periodically evaluates the activities. carried out The future goal is to **implement a formal periodic evaluation process** to properly track **employee performance** in order to develop growth processes based solely on **meritocracy**. Also under consideration is the possibility of structuring *mentorship* programmes in which more experienced employees guide newcomers or those in the development phase in their training, facilitating the *life-long learning* of employees and promoting *learning-on-the-job* processes.

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4.3 Equal opportunities and non-discrimination

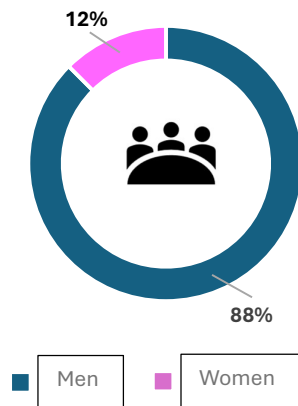
405-1 Diversity in governance bodies and among employees

406-1 Cases of discrimination and corrective measures taken

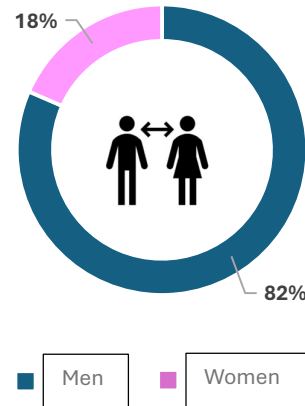
Colines is firmly committed to promoting the inalienable values of equal opportunities and non-discrimination within its corporate culture to ensure an inclusive and respectful working environment, where every employee can express his or her potential without discrimination on the basis of gender, sexual orientation, ethnicity, age, disability, religion, nationality, etc. It is the responsibility of each department head to ensure that, in all aspects of the employment relationship, such as recruitment, training, remuneration, promotions, transfers and termination, **employees and collaborators are treated in a manner consistent with their ability** to meet the requirements of the job.

The share of female employees represents 6% of the total workforce. This figure, however, is amply justified by the structural composition of the workforce of companies operating in industrial sectors where the share of blue-collar workers is represented the vast majority by men. However, this discrepancy is reduced if only the 'white collar' category is considered, where the share of women rises to **18%**. One of the company's future commitments in this regard is to work towards reducing this gap.

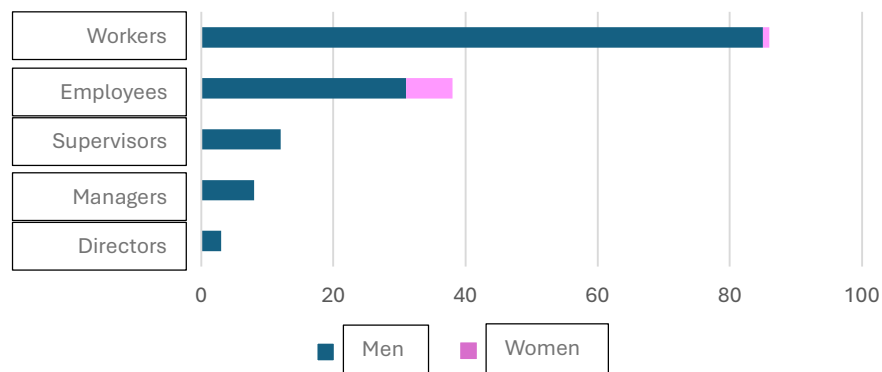
GENDER DIVERSITY
in the Board of Directors



"WHITE COLLARS" GENDER DIVERSITY



GENDER DIVERSITY BY CATEGORY



Colines, through its Code of Ethics, clearly establishes the **rejection of any form of discrimination and harassment**. In fact, the Company requires all its collaborators and employees to comply with the laws and ethical principles to develop a working environment in which each individual is treated with dignity and respect. Furthermore, it is committed to **combating both direct discrimination**, which occurs when one employee is treated less favourably than another in similar situations, **and indirect discrimination**, when an apparently neutral rule or practice disproportionately disadvantages a protected group.

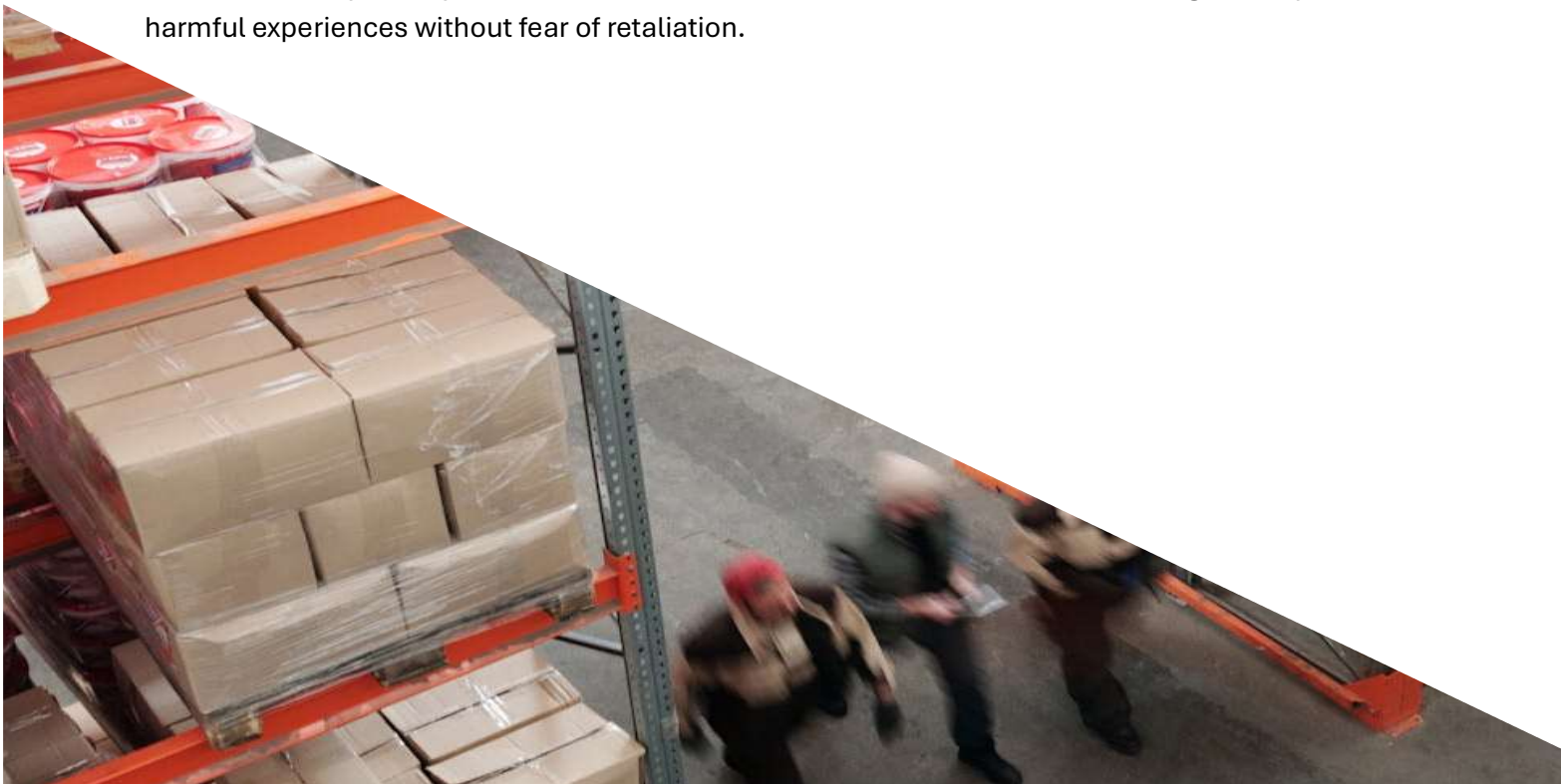
To create an inclusive culture that values differences and encourages respect, Colines invests in training its employees. This training has several objectives, including:

- **raising staff awareness** of non-discrimination topics
- **providing tools** to identify, address and appropriately report discriminatory behaviour;
- **promoting awareness** of different cultures and backgrounds within the Company;

Colines also combats all forms of **mobbing** in the sense of systematic and protracted conduct towards an employee by colleagues or superiors, resulting in hostile or harassing behaviour. Such conduct includes:

- psychological persecution aimed at marginalising the victim from the work environment;
- harm to dignity leading to moral mortification and damage to the employee's psychological equilibrium;
- the creation of a hostile and intimidating working environment towards an employee or a specific group;
- the restriction of others' individual work prospects for reasons of personal competitiveness or that of other employees.

In addition to establishing clear principles against discriminatory and harassing behaviour, Colines has implemented a system that allows each employee to report misconduct or illegal behaviour anonymously. This tool is essential to ensure that victims of mobbing can report harmful experiences without fear of retaliation.



4.4 Respect for human rights

Colines implements concrete practices and specific actions to **ensure respect for human rights**. In fact, the Company is committed to guaranteeing decent working conditions for all its employees through working hours that allow for **a fair work-life balance and fair remuneration** through which employees receive competitive wages in line with the tasks performed, in line with current legislation and collective agreements.

Colines' human rights policy is inspired by international documents such as the Universal Declaration of Human Rights and the fundamental Conventions of the International Labour Organisation (ILO). Considering that Colines operates in different countries, it also commits itself to prevent the exploitation of child labour, expressly prohibiting the employment in its production activities of minors under the age established for starting work by the Italian law and by the regulations of the place where the service is performed.

4.5 Quality of products and *customer satisfaction*

416-2 Incidents of non-compliance concerning health and safety impacts of products and services

417-2 Incidents of non-compliance concerning information and labelling of products and services

417-3 Incidents of non-compliance concerning marketing communications

In pursuing its quality policy, **the Company annually assesses processes, activities and services in order to identify those that may not guarantee the highest quality in the supply of products to customers**. For Colines, the monitoring of product quality and consumer preferences is of great importance, as the Company believes that fully understanding the needs of its customers is a determining element for business success. The information obtained from the analysis of *customer satisfaction* therefore makes it possible **to understand how to direct the development of new products and services** and improve the existing ones, guaranteeing the competitiveness of the offer developed by the Company.

It is important for Colines to involve the customer directly through surveys, interviews and focus groups to gather feedback. This process has a **twofold advantage**: on the one hand, it allows us to acquire valuable data on customers' current preferences in order to reshape the offer where necessary and, on the other hand, it allows us **to establish more lasting relationships with customers**, demonstrating openness and the ability to listen to their needs and increase their loyalty. In this process, Colines also considers different regional and cultural needs, making its production equally effective in different contexts.

A set of actions is put in place to achieve the set objectives. This set of actions includes:

- 1** **Production design** in compliance with current safety regulations from the early stages of the life cycle, integrating industry best practices
- 2** **Rigorous testing** of products to ensure that safety and quality standards are met
- 3** **Development** of a quality management system in accordance with international standards through regular audits and process reviews
- 4** **Development** of processes that comply with current environmental legislation and internal regulations
- 5** **Involvement** of employees in product quality responsibility through appropriate training programmes throughout their careers
- 6** **Limitation** as far as possible of the release of carbon dioxide into the atmosphere during the production process
- 7** **Preservation** of water resources by avoiding any waste and contamination of resources

Since its establishment, the Company **has never received any fines or monetary penalties** for non-compliance with respect to its product information, marketing practices or health and safety impact; furthermore, no product on the market has been withdrawn for health and safety non-compliance.

For particular activities and projects that have a significant impact on customers, the Company also undertakes to consult consumer protection associations in order to find out and assess their considerations and indications (regulations, guidelines, etc.) on the matter.

Thanks to its in-depth experience in the selection and use of different raw materials, formulations and process technologies, **Colines is able to fully understand market needs and to modulate its offer according to different end-uses**. In fact, the company offers the possibility to provide films for pre-marketing tests, allowing customers to verify the effectiveness of products before launch. In addition, qualified product training is offered to customers' technical staff, ensuring that **production starts immediately** and is ready for market. This makes it possible to support customers at every stage, ensuring **quick and highly competitive solutions**.

4.6 The involvement of local communities

413-1 Operation with local community involvement, impact assessments and development programmes

Colines acknowledges the importance of being an integral part of the communities in which it operates and is committed to sharing value in the social sphere. This is why **the Company is actively involved in philanthropic and social projects** and works to promote charitable initiatives.

Colines supports valuable projects within the local community by investing in charitable initiatives, cultural events and sports activities through interventions aimed at social welfare. One concrete example concerned the creation of a hybrid surgery room in the neurosurgery department and a multifunctional room in the paediatrics department of **Novara's Maggiore della Carità Hospital**, a key centre of the area's health system and a reference point for health care and the development and research of high-level medical technologies.

Colines' dedication to the social sphere is also recognised by the **award given to its president, Eraldo Peccetti, as “ Citizen of Novara of the Year” in 2016**. The Novara city council (composed of the mayor, representatives of industrial and craft associations, the regional education Department and the media) awarded Eraldo Peccetti the prize for distinguishing himself for his professional merits achieved in the development of Colines, enhancing the prestige of the city of Novara.

Being an integral part of the territory is also demonstrated by the attention paid to the educational sphere. Colines collaborates with some schools in the province to support the growth of young people both inside and outside the schools. In particular, **the company participates in career days organised by the University of Eastern Piedmont** to welcome new graduates into its workforce through internships in various departments (operations, purchasing, administration, etc.). **Within the province's technical schools, the company does its utmost to place young students in PCTO (Pathways for transversal skills and career guidance) paths or, again, directly for post-diploma internships**. In addition, with **the OMAR technical-industrial institute in Novara and Oleggio**, the company continued its project to update the laboratories by **donating machinery and consulting services** in 2022 and 2023.

In order to transmit its core values to the youngest, Colines is committed to enabling them to experience, through the team spirit of sports, the importance of collaboration and sharing not only goals, but also knowledge and skills. This is why **Colines supports the Igor Volley women's volleyball team** (along with many other successful entrepreneurs, starting with the main sponsor IGOR), of which it has been the main sponsor for over ten years.

Igor Volleyball has won important national and international awards over the years, such as:

- **National Championship A2** – season 2012-2013
- **Italy Cup**– season 2014-2015
- **National Championship A1** – season 2016-2017
- **Supercup**– season 2017-2018
- **Italy Cup** – season 2017-2018
- **Italy Cup** – season 2018-2019
- **CEV Champions League** – season 2018-2019





5. Governance

5.1 Our Governance

2-9 Structure and composition of the governance

2-10 Appointment and selection of the highest governing body

2-11 President of the highest governing body

2-13 Proxy of responsibility for impact management

In order to ensure a stable and continuous management for all its stakeholders, Colines ensures a governance based on the principles of **trust, transparency and sharing**. The Company firmly believes that a strong governance is necessary to consolidate its leadership position in the market and guide the company toward new opportunities that can expand the product lines and guarantee the sustainability of the strategies related to both core and non-core business.

In consideration of the company's size, **the corporate governance model adopted is the "traditional" one**, which features the separation of the body in charge of the company's administration from the body in charge of control. The purpose is to pursue the pre-determined **long-term strategies** and guarantee a **more efficient management** of the company, aiming to ensure balance of the internal powers and mitigating the possible occurrence of conflicts of interest

The Board of Directors reflects the roots, the history and the tradition of Colines and is composed of representatives of the three founding families: **Lombardini, Peccetti and Zorloni**. In any case the components were chosen on the basis of the merits, knowledge and experience of each member, evaluating their contribution in the guidance and strategic direction of the Company.

The structure of corporate governance thus places at the center the role of the Board of Directors, corporate body composed of 8 members and entrusted with the broadest powers necessary for the ordinary and the extraordinary management of the Company, except for those attributed to other corporate bodies by the law or by the bylaws. The composition of the Board of Directors is represented in the chart below.

Board of directors			
Member	Position	Executive	Not executive
PECCETTI ERALDO	President and Chief Executive Officer	●	
PECCETTI GABRIELE	Member		●
PECCETTI FRANCESCO	Member		●
LOMBARDINI NICOLA	Member		●
LOMBARDINI FABRIZIO	Member		●
ZORLONI MARCELLO	Member		●
ZORLONI ALESSIA	Deputy member	●	
ZACCHE' VANNI	Deputy member	●	

The Board of Directors is engaged in defining the guidelines and the targets of the company regarding the **identification and management of business risks and opportunities** and **guarantees the reliability of the financial information**, as well as **preservation of the corporate assets and the management of the Company's impact on economy, environment and people**. The decisions made by the Board of Directors are the result of decisional processes and in-depth analyses of the market prospects and long-term strategic considerations. In addition, it is the body in charge of develop, implement and promote strategies geared toward sustainability, aiming to integrate these goals within the company's governance. The Board is also engaged in the **definition of KPI and indicators related to sustainability and in the periodic monitoring of the results achieved**. The Board has a leading role in **promoting a sustainability-oriented corporate culture**, integrating all the relevant subjects within the company's decisional processes.

Members of the governance body (number)	2023		
	Men	Women	Total
Gender Share (%)	88%	13%	
Total	7	1	8
<i>age < 30</i>	-	-	-
<i>age between 30 and 50</i>	3	1	4
<i>age > 50</i>	4	-	4

The **Board of Statutory Auditors** represents the supervisory and control body, whose main responsibility is **ensuring transparency, integrity and correctness of the corporate operations**, protecting not only the owners' interests, but more in general the interests of all the stakeholders.

Board of statutory auditors	
Component	Position
<i>ROCCA PIERANGELO</i>	President of the Board
<i>CHIELI EMANUELE</i>	Statutory auditor
<i>GIORGIO CUMIN</i>	Statutory auditor

As an independent supervisory body, the work of the Board of Statutory Auditors is to monitor that the management of the Company respects the regulations in force and the bylaws, check the adequacy of the organizational and accounting structure, make inspections and audits, request information from the directors, call meetings in case of need and monitor the company's declarations in relation to environmental and social impacts, as well as risks and opportunities pertaining to sustainability.

To pursue the goals set in the area of sustainability and ensure their supervision from the perspective of strategic guidance, **Alessia Zorloni** (Sustainability Manager) and **Gabriele Peccetti** (Marketing director) were appointed.

5.2 Ethics in business

2-12 Role of the highest governance body in overseeing the management of impacts

2-26 Mechanisms for requesting clarifications and raising concerns

2-27 Compliance to law and regulations

205-3 Proven episodes of corruptions and actions undertaken

At Colines, sustainability activities are pursued in order **to manage environmental and social risks and promote safety in the company's operations**. As an integral part of its activities, the Sustainability Manager is responsible for developing and monitoring policies, strategies and corporate practices within the context of sustainability. This includes the assessment of compliance to environmental regulations (ensuring compliance with laws and regulations concerning pollution), waste management and sustainable use of natural resources, prevention of accidents that may damage the environment or public health and the design of solutions and strategies to minimize impacts on the territory and on the communities. For this reason, the function works by cooperating with the other departments of the corporate structure and with the Board of Directors, which provides strategic vision and supervises sustainability decision-making.

Colines stands out for its ability to promote **sound business ethics** through an approach based on transparency, responsibility and respect for law. Aware of the important role that every company plays in the community, as well as for all those who decide to use its products and services, the company is paying increasing attention to the organizational processes that lead to the product purchased.

Commitment to the promotion of ethical business is also made tangible in the dissemination, through the Ethical Code and the principles it contains and the **Organizational model adopted pursuant to the Legislative Decree 231/2001**, of responsible behaviour towards all the stakeholders. The importance given to the creation of stable and lasting relationships with stakeholders fosters a commitment to making the information and the values of the corporate business model as accessible as possible.

The company encourages its collaborators, from managers to employees, to report any incorrect or illegal behaviour through a whistleblowing system. This system was implemented in compliance with the Italian law, ensuring safe channels for whistleblowing and protecting the identity of whistleblowers from retaliation. Colines manages reports by ensuring impartiality and independence in investigations. The company has also made available an external digital platform to facilitate the reporting process, encouraging identifiable communications, while accepting also anonymous reports if well documented.

The result and the commitment placed on compliance with internal ethical conduct policies and models **resulted in the absence of proven episodes of corruption during 2023** and in the **absence of legal action taken for anticompetitive behaviour** in the same year.

5.3 Our commitment for a sustainable future

2-14 Role of the highest governing body in sustainability reporting

2-23 Commitments made through policy

2-24 Integration of commitments in terms of policy

2-25 Processes to remedy negative impacts

For Colines, **sustainability is a core value** and a distinctive element that permeates every aspect of its activity. The company has always been aware of the importance of responsibly managing its own resources and **actively contributing to environmental protection**, while maintaining a high level of innovation and quality in the products and services it offers. The commitment to a sustainable future is therefore also reflected in an integrated approach that involves all levels of the company, with special focus on **sustainable production practices**, efficient resource management and social responsibility.

As already mentioned, the Board of Directors plays a central role in the definition, implementation and monitoring of the objectives connected with sustainability. The company's leadership directly manages sustainability reporting, ensuring that the adopted policies are transparent and the commitments undertaken are clearly communicated to all the stakeholders. **Colines' commitment from 2023 onwards will be to provide a detailed report of its environmental, social and economic progress**, highlighting the concrete actions made to reduce its environmental impact and promote a more responsible business model through the preparation of the Sustainability Report

Among the most significant commitments undertaken for the following years there are reduction of Co2 emissions and power consumption, adoption of circular economy practices and continuous improvement in waste management through recycling and reuse of material. In addition, **the adoption in the company's practices of clean technologies** and innovative solutions that can reduce the impact of production lines will be encouraged.

The commitments undertaken by Colines are not limited to formal declarations, but are integrated in the heart of its daily operations. Each department and corporate function is responsible for implementing specific sustainability initiatives, which result in concrete actions. The integration of sustainability can be seen at all stages of the production process, from design of machinery to the production of film, through to logistics and waste management. Environmental and social practices are regularly reviewed and updated, so as to **align with the new regulations and the market requirements**, ensuring that the company is always abreast of the **international best practices**. Sustainability is also integrated into the approach to design and innovation; every new technology developed and every product created is designed also taking **sustainability standards** into account, with the goal of **reducing environmental impact** without compromising **quality and efficiency**

Despite its efforts to avoid negative impact deriving from its activities, Colines is aware that such situation may occur anyway. For this reason, a series of processes aimed at monitoring, reducing and remedying such effects have been developed. Thus the environmental management policy includes systems for **detecting emissions and monitoring consumption** that enable prompt intervention whenever critical situations occur.

If a negative impact is identified, immediate corrective measures are adopted, ranging from optimization of energy consumption to adoption of more eco-friendly material management solutions. Furthermore, the Company actively works with its suppliers to ensure that raw materials and procurement processes are **aligned with its sustainability standards**. Every corrective action will be documented and included in the annual sustainability reports, which are a **transparent instrument to communicate to its stakeholders** the efforts and results obtained in remedying negative impacts.

Therefore Colines will be firmly committed to **promoting a sustainable future**, adopting concrete policies and effective measures to reduce environmental impact, improve social conditions and responsible growth. Every decision, every process and every innovation will be conceived with the awareness that the future depends on the ability to build today a better world for the generations to come. Transparency, responsibility and ongoing commitment will be key to achieving these goals and remain a trusted partner for customers, collaborators and the local and global community.



5.4 The economic value generated and distributed

204-1 Proportione di spesa verso fornitori locali

In terms of regulations, the increasing focus on sustainability has stimulated the adoption of more stringent policies in terms of recycling and reducing the use of single-use plastics. European regulations, in particular, promoted a transition toward the use of recycled and biodegradable plastics, which has led to increased demand for **advanced technologies for the extrusion of these new materials**. Although these regulations have created opportunities for technological innovations, they also brought challenges for companies that had to invest in new solutions of extrusion and optimization of production processes.

In the face of these changes, the industry had to deal with finding a **balance between adopting environmentally friendly technologies** and managing rising costs. In this changing scenario Colines anyway succeeded in adapting and achieving good economic performance.

Most of the economic value generated and distributed by the Company is directed to suppliers located in the country. As a matter of fact, the predominant portion of suppliers, both in number and in volume of expenditures, consists of **Italian companies**. The **geographic proximity** to the main suppliers allows Colines not only to contribute concretely to the development of the territory, but also to **monitor any shortcomings more efficiently** and take the necessary corrective actions.

PERCENTAGE OF EXPENDITURE DIRECTED TO LOCAL SUPPLIERS (2022-2023)

Expenditure for local suppliers	UdM	2023	2022
Purchases from Italian suppliers	€	48.750.000	27.520.000
Total purchases	€	52.030.000	32.800.000
Expenditure for local suppliers	%	94%	84%
Suppliers located in Italy	n.	510	500
Total suppliers	n.	522	513
Percentage of local suppliers	%	98%	97%

5.5 Data protection

418-1 Proven complaints regarding violation of customers' privacy and loss of customers' data

In the current context, in which companies are increasingly dependent on digital technologies, the risk of inadequate management of data is increasing too. Also thanks to the impulses coming from the European Union over the past decade, with particular reference to the **General Data Protection Regulation** (GDPR, European Regulation 2016/679), attention has increasingly focused on protecting the personal data of customers, employees and all stakeholders.

Ensuring and protecting the right to privacy and data protection of the people who interact with the company is a way to demonstrate the Company's commitment and responsibility to the well-being of individuals . This is why the Company is actively committed to ensuring that the treatment of every stakeholder's personal data is handled in a legal and transparent way, exclusively for precise, legitimate and well-defined purposes, and for the period of time in which these data are strictly necessary, in compliance with the relevant regulations in force .

For these purposes, Colines **has invested great resources in security over the years and is still doing so, always involving the staff, promoting the adoption of responsible behaviour, and explaining how to prevent possible IT “traps”**.

In particular, the staff training on the processing of sensitive data concerns the handling of all the information, documents, files and records related to the processing of personal data of the individuals involved (customers, suppliers and any type of stakeholder).

The company adopts strict measures to ensure the confidentiality of the workers' personal information, in particular that regarding their health. Access to medical records and information about health is exclusively limited to competent doctors and authorized personnel, in compliance with applicable regulations on privacy and data protection. Competent doctors are bound by professional secrecy, which means that they cannot disclose health information without the worker's consent, except as required by law.

In addition, **workers are encouraged to report any information related to potential data breach through internal and external channels**. Following these reports, specific analysis processes are immediately undertaken to describe and classify the reported accidents based on their severity, taking into account the risk and considering the likelihood that it may affect the individuals involved in the data breach

Given this growing commitment, **during the year no case of violation of privacy or loss of sensitive data were recorded**.



6. GRI content index

Statement of use	Colines S.p.A. has reported the information mentioned in this GRI content index for the period from January 1, 2022 to December 31, 2023 with reference to the GRI standards.
Used GRI 1	GRI 1: Fundamental principles 2021

GRI CONTENT INDEX		
STANDARD GRI	DISCLOSURE	LOCATION/NOTES
GENERAL STANDARD DISCLOSURES (2021)		
General disclosure		
The organization and its reporting practices		
GRI 2: General Disclosures	2-1 Information on the organization	<i>2.1 Our history</i>
	2-2 Entities included in the organization's sustainability reporting	<i>1.1. The structure of our Sustainability report and the drafting criteria</i>
	2-3 Reporting period, frequency and contact point	<i>1.1. The structure of our Sustainability report and the drafting criteria</i>
	2-4 Review of information	Indicator not applicable because in the first year of reporting.
	2-5 External assurance	The Report 2023 will not be subject to external assurance
Activities and workers		
GRI 2: General disclosures 2021	2-6, Activities, value chain and other business relationships	<i>2.1 Our history</i>
	2-7 Employees	<i>4.1 Our workers</i>
	2-8 Non-employed workers	<i>4.1 Our workers</i>
	2-9 Governance Structure and Composition	<i>5.1 Our Governance</i>
	2-10 Nomination and selection of the highest governance body	<i>5.1 Our Governance</i>
	2-11 Chair of the highest governance body	<i>5.1 Our Governance</i>
	2-12 Role of the highest governance body in overseeing the management of impacts	<i>5.2 Business ethics</i>
	2-13 Proxy of responsibility for managing impacts	<i>5.1 Our Governance</i>
	2-14 Role of the highest governance body in sustainability reporting	<i>5.3 Our commitment for a sustainable future</i>
Strategy, policies, and practices		
GRI 2: General disclosures 2021	2-22 Statement on sustainable development strategy	<i>Letter to stakeholder</i>
	2-23 Policy commitments	<i>5.3 Our commitment for a sustainable future</i>
	2-24 Integration of policy commitments	<i>5.3 Our commitment for a sustainable future</i>

	2-25 Processes to remediate negative impacts	5.3 <i>Our commitment for a sustainable future</i>
	2-26 Mechanisms for seeking advice and raising concerns	5.2 <i>Business ethics</i>
	2-27 Compliance with laws and regulations	5.2 <i>Business ethics</i>
Stakeholder Engagement		
GRI 2: General disclosures	2-29 Approach to stakeholder engagement	1.2 <i>The activities of stakeholder engagement and identification of material topics</i>
	2-30 Collective bargaining agreements	4.1 <i>Our workers</i>
Material Topics		
Disclosure on material topics		
GRI 3: Material topics	3-1 Process for determining material topics	1.3 <i>The results of the materiality analysis</i>
	3-2 List of material topics	1.3 <i>The results of the materiality analysis</i>
	3-3 Management of material topics	1.3 <i>The results of the materiality analysis</i>
Economic standards		
Procurement practices		
GRI 204: Procurement practices	204-1 Proportion of spending toward local suppliers	5.4 <i>Generated and distributed economic value</i>
Anticorruption		
GRI 205: Anticorruption	205-3 Corruption actions verified and actions taken	5.2 <i>Business ethics</i>
Environment		
Energy		
GRI 302: Energy	302-1 Energy consumed within the organization	3.1 <i>Consumption, energy efficiency and emission into the atmosphere</i>
	302-3 Energy intensity	3.1 <i>Consumption, energy efficiency and emission into the atmosphere</i>
Water and water discharge		
GRI 303: Water and water discharge	303-3 Water withdrawal	3.3 <i>Responsible use and management of water resources</i>
	303-4 Water discharge	3.1 <i>Consumption, energy efficiency and emission into the atmosphere</i>
	303-5 Water consumption	3.1 <i>Consumption, energy efficiency and emission into the atmosphere</i>
Biodiversity		
GRI 304: Biodiversity	304-2 Significant impacts of activity, products and services on biodiversity	3.6 <i>Biodiversity and environmental protection</i>
Emissions		
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	3.1 <i>Consumption, energy efficiency and emission into the atmosphere</i>
	305-2 Energy indirect (Scope 2) GHG emissions	3.1 <i>Consumption, energy efficiency and emission into the atmosphere</i>
	305-4 Intensity of GHG emissions	3.1 <i>Consumption, energy efficiency and emission into the atmosphere</i>
Waste		

GRI 306: Waste	306-1 Production of waste and significant impacts related to waste	3.4 Circular economy and waste management
	306-2 Management of significant impacts related to waste	3.4 Circular economy and waste management
	306-3 Waste produced	3.4 Circular economy and waste management
	306-4 Waste not destined for disposal	3.4 Circular economy and waste management
	306-5 Waste destined for disposal	3.4 Circular economy and waste management
Social performance		
Employment		
GRI 401: Occupazione	401-1 New employee hires and employee turnover	4.1 Our workers
Occupational Health and Safety		
GRI 403: Occupational health and safety	403-1 Occupational health and safety management system	4.1 Our workers
	403-2 Identification of dangers, dei pericoli, risk assessment and accident investigation	4.1 Our workers
	403-3 Occupational health services	4.1 Our workers
	403-4 Worker participation, consultation, and communication on occupational health and safety	4.1 Our workers
	403-5 Training of workers on occupational health and safety	4.1 Our workers
	403-6 Promotion of worker health	4.1 Our workers
	403-8 Workers covered by an occupational health and safety management system	4.1 Our workers
	403-9 Occupational injuries	4.1 Our workers
	403-10 Occupational diseases	4.1 Our workers
Training and Education		
GRI 404: Training and education	404-1 Average hours of annual training per employee	4.2 Staff training, development and incentives
	404-3 Percentage of employees who receive periodic performance and professional development evaluation	4.2 Staff training, development and incentives
Diversity and Equal Opportunity		
GRI 405: Diversity and Equal Opportunity	405-1 Diversity in governance bodies and among employees	4.3 Equal opportunities and non-discrimination
Non-discrimination		
GRI 406: Non-discrimination	406-1 Episodes of discrimination and corrective measures adopted	4.3 Equal opportunities and non-discrimination
Freedom of Association and Collective Bargaining		
GRI 407: Freedom of Association and Collective Bargaining	407-1 Operations and suppliers in which freedom of association and collective bargaining may be at risk	Since almost all of the suppliers are located in the European community, there are no activities and suppliers

		<i>for which such types of rights are considered at risk</i>
Child labor		
GRI 408: Child labor	408-1 Operations and suppliers at significant risk for incidents of child labor	<i>Since almost all of the suppliers are located in the European community, there are no activities and suppliers for which incidents of child labor or rights are believed to occur</i>
Forced or compulsory labor		
GRI 409: Forced or compulsory labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<i>Since almost all of the suppliers are located in the European community, there are no activities and suppliers for which such incidents of forced labor are believed to occur</i>
Local communities		
GRI 413: Local communities	413-1 Operations involving local communities, assessment of impacts and development programs	<i>4.6 Involvement of local communities</i>
Health and safety of customers		
GRI 416: Health and safety of customers	416-2 Non-compliance episodes related to impact of products and services on health and safety	<i>4.5 Products quality and customer satisfaction</i>
Marketing and labelling		
GRI 417: Marketing and labelling	417-2 Non-compliance episodes related to information and labelling of products and services	<i>4.5 Products quality and customer satisfaction</i>
	417-3 Non-compliance episodes related to marketing communications	<i>4.5 Products quality and customer satisfaction</i>
Privacy		
GRI 418: Customer's privacy	418-1 Proven complaints regarding customer privacy violations and loss of customer data	<i>5.5 Data protection</i>

7. Appendix

1. STAFF MANAGEMENT

1.1 NUMBER OF EMPLOYEES BY EMPLOYMENT CONTRACT, SUBDIVIDED BY GENDER (2022 – 2023)

	FY 2023			FY 2022		
	Men	Women	Total	Men	Women	Total
Colines S.p.A.	139	8	147	131	6	137
Open-ended contract	131	8	139	126	6	132
Fixed term contract	5	-	5	2	-	2
Other	3	-	3	3	-	3

1.2 NUMBER OF EMPLOYEES BY TYPE OF EMPLOYMENT (FULL-TIME/PART-TIME) AND GENDER (2022-2023)

	FY 2023			FY 2022		
	Men	Women	Total	Men	Women	Total
Colines S.p.A.	139	8	147	131	6	137
Full-time	139	6	145	131	4	135
Part-time	-	2	2	-	2	2

1.3 NUMBER OF NON-EMPLOYEE WORKERS (2022-2023)

	FY 2023	FY 2022
Colines S.p.A.	6	10

1.4 NUMBER OF WORKERS BY POSITION AND AGE GROUP (2022-2023)

	FY 2023			FY 2022		
	Men	Women	Total	Men	Women	Total
Colines S.p.A.	139	8	147	130	7	137
Directors	3	0	3	3	0	3
Age under 30	0	-	-	-	-	-
Age between 30 and 50	2	-	2	2	-	2
Age over 50	1	-	1	1	-	1
Managers	8	0	8	9	0	9
Age under 30	-	-	-	0	-	-
Age between 30 and 50	4	-	4	4	-	4
Age over 50	4	-	4	5	-	5
Supervisors	12	0	12	11	0	11
Age under 30	0	-	-	-	-	-
Age between 30 and 50	6	-	6	5	-	5
Age over 50	6	-	6	6	-	6

Workers/clerks	116	8	124	107	7	114
Age under 30	24	1	25	19	1	20
Age between 30 and 50	53	3	56	53	2	55
Age over 50	39	4	43	35	4	39

2. TRAINING AND DEVELOPMENT OF HUMAN CAPITAL

2.1 AVERAGE NUMBER OF TRAINING HOURS PER YEAR BY GENDER AND LEVEL (2022-2023)

	FY 2023			FY 2022		
	Men (average hours)	Women (average hours))	Total (average hours))	Men (average hours)	Women (average hours))	Total (average hours))
Colines S.p.A.	11,34	2,67	10,82	8,11	10,00	8,18
Executives	5,33	-	5,33	-	-	-
Managers	76,25	-	76,25	8,50	-	8,50
Supervisors	1,00	-	1,00	6,46	-	6,46
Clerks and workers	8,12	2,67	7,73	8,52	10,00	8,59

3. WELL-BEING, HEALTH AND SAFETY AT WORK

3.1 NUMBER OF INJURIES OF EMPLOYEES BY TYPE (2022-2023)

Work-related injuries (no.)	FY 2023	FY 2022
Colines S.p.A.	3	3
Injuries	3	3
At work	3	2
In-itinere	-	1
Injuries with serious consequences	-	-
Deaths due to work-related injuries	-	-

3.2 RATE OF WORK-RELATED INJURIES (2022-2023)

	FY 2022	FY 2023
Colines S.p.A.		
Rate of recordable work-related injuries	10,204	10.949
Rate of work-related fatal accidents	0	0
Rate of work-related injuries with serious consequences	0	0
Estimate of hours worked	294.000	274.000

Calculation notes:

*Rate of recordable work-related injuries: (no. of recordable injuries / no. of hours worked) * 1.000.000.*

*Rate of deaths due to work-related injuries (no. of deaths due to work-related injuries / no. of hours worked) * 1.000.000.*

*Rate of work-related injuries with serious consequences (excluding fatal accidents): (no. of work-related injuries with serious consequences / no. of hours worked) * 1.000.000.*

4. OTHER GOVERNANCE INDICATORS

4.1 NUMBER OF PENALTIES RECEIVED AND CORRESPONDING AMOUNTS PER COMPANY (2022-2023)

	FY 2023		FY 2022	
	No. of penalties	Monetary value	No. of penalties	Monetary value
Colines S.p.A.	1	1.259,00 €	1	614,00 €

Note: No case related to the penalties received is particularly significant.

5. ENERGY TRANSITION AND CLIMATE CHANGE

5.1 ENERGY CONSUMPTION IN GJ SUBDIVIDED BY SOURCE (2022-2023)

Colines S.p.A.	2023	2022
ELECTRIC ENERGY	6.078,9	6.591,0
<i>Electric energy from non-renewable sources</i>	<i>6.066,1</i>	<i>6.578,2</i>
<i>Electric energy for vehicles</i>	<i>12,8</i>	<i>12,8</i>
THERMAL ENERGY	11.750,0	10.462,1
<i>Natural gas for heating</i>	<i>9.433,6</i>	<i>8.161,4</i>
<i>Gasoline for cars</i>	<i>117,0</i>	<i>117,7</i>
<i>Diesel for cars</i>	<i>2.199,4</i>	<i>2.183,1</i>
Total	17.828,9	17.053,1

5.2 ENERGY INTENSITY IN GJ/ANNUAL HOURS WORKED /1000 (2022-2023)

Colines S.p.A.	u.o.m.	2023	2022	Trend (2023/2022)
Total consumed energy	Gj	17.828,9	17.053,1	4,5%
Production dept.	Production dept. annual hours /1000	107,1	94,8	13%
Energy intensity of the group	Gj/ Production dept. annual hours /1000	166,5	179,9	-7%

5.3 EMISSION INTENSITY (2022-2023)

Indicator	u.o.m.	2023	2022	Trend (2023/2022)
Production dept.	Hours worked /1000	107,1	94,8	13%
Scope 1 emissions	tCO ₂ e	633,1	569,5	+11,2%
Scope 2 LB emissions	tCO ₂ e	437,8	559	-21,7%
Emission intensity Scope 1+2 LB	tCO₂e / 1000 hours worked	10,0	11,91	-16%

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