



ARISTONCAVI



# SUSTAINABILITY REPORT 2024

OUR COMMITMENT TO A RESPONSIBLE FUTURE:  
ENVIRONMENT, PEOPLE AND INNOVATION





ARISTONCAVI



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# LETTER TO STAKEHOLDERS

Dear Stakeholders,

It is with great pride that we present our company's first Sustainability Report. For us, this document represents not only an achievement, but above all a starting point for an ambitious and tangible strategic journey towards a more sustainable future.

The sector in which we operate, the production of electrical cables, plays a key role in the energy transition and the creation of increasingly efficient and environmentally friendly infrastructure. For this reason, we have decided to face the challenges of our time with responsibility and a long-term vision, integrating sustainability into the heart of our corporate strategy.

Over the years we have embarked on a major energy efficiency pathway, which we are continuing to pursue, investing in innovative technologies to reduce consumption and improve the environmental footprint of our production processes. In parallel, we have strengthened our commitment to a circular economy model, optimising the use of raw materials, reducing waste, and promoting material recovery and recycling throughout our value chain.

Aware of the growing demand for transparency and accountability, we have opted to anticipate the requirements of the CSRD (Corporate Sustainability Reporting Directive) by adopting strict reporting criteria from the outset. In particular, we conducted a double materiality analysis, assessing both the impact of our activities on the environment and society, and the risks and opportunities that these factors may generate for our company.

A key aspect of our journey is the understanding and constant monitoring of our impacts, with a focus on energy consumption and greenhouse gas (GHG) emissions, both direct and indirect, at both organisational and product level. This approach allows us to identify areas for improvement, implement actions to reduce our environmental footprint, and make a concrete contribution to the fight against climate change.

This first Sustainability Report is the result of the collective efforts of the company's key internal stakeholders. It is a commitment that we have undertaken with responsibility and determination, in the belief that the future of our industry depends on our ability to innovate, reduce our environmental impact, and create value for the people and communities we work with.

We would like to thank all of you - employees, customers, suppliers, partners and local communities - for your support and trust. The path to sustainability is a challenge we can only face together, with a shared vision and the commitment of each and every one of us.

Wishing you a pleasant read.

*The Chief Executive Officer*

A handwritten signature in black ink, appearing to read 'Luis Beste', written in a cursive style.



# ARISTONCAVI AT A GLANCE

**1958**

foundation year

**55**

countries

**94%**

export

**40.000**

km of cables  
produced / year

**84 million**

euros in net revenue in 2024

**7.000**

tons of rubber compounds  
manufactured / year

**10.000**

tons of copper  
processed / year

**130**

employees  
(approx)

**20%** women

**80%** men on the Board of Directors

**AC Academy**

**32,9**

average hours of training  
per employee

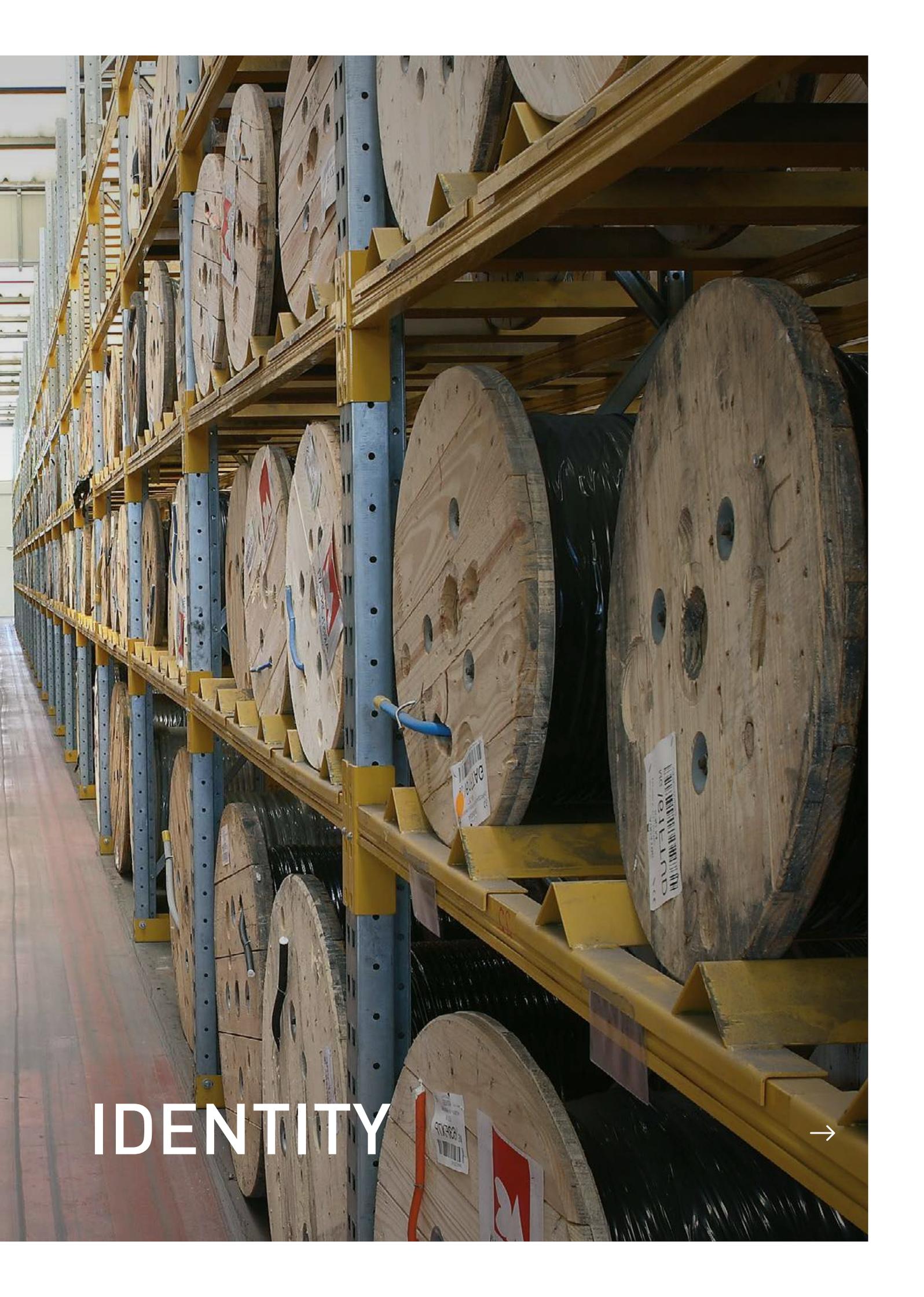
**3758 tCO<sub>2</sub>eq**

Scope 1 and 2

**502.895 kWh**

self-generated energy  
with photovoltaics





# IDENTITY



## OUR STORY

Founded in **1958 in Brendola** (Vicenza) on a site covering for 1,600 square metres, Aristoncavi has grown to become a **recognised leader in the rubber-insulated electrical cable sector**. With over 65 years of experience, we have passed many important milestones: from the **acquisition of Trafilerie Vicentine in the 1970s** to the **expansion of production** and the creation of innovative product lines such as **Drincable®**, which won the Intel Design Award in 2001. Over the years, we have extended our international presence by opening **branches** in strategic markets such as **Dubai, Shanghai, Santiago de Chile and Miami**.

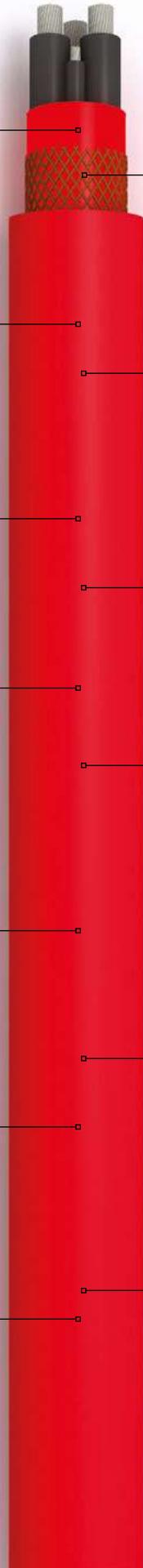
Today, with a **production site of 43,000 square metres and exporting to over 55 countries**, we continue to innovate to fuel the development of an increasingly interconnected world.

We manufacture rubber-insulated power cables, cross-linked synthetic elastomers, special compounds and PVC for low- and medium-voltage power distribution and signalling.

Our two production facilities manage the entire process: from copper processing to the production of rubber compounds and electrical cables. Our “**Cable Experience**” in the industry enables us to offer special solutions for various applications, such as large machinery and cranes for handling goods, containers and raw materials, as well as powering excavation equipment in mines and tunnelling equipment and drilling machinery.



# THE MAIN MILESTONES OF OUR HISTORY



**1958**

Aristoncavi is founded on an area of 1,600 square metres in the Municipality of Brendola (Vicenza)

**1968**

Nereo Destro takes over the company

**1975**

Aristoncavi acquires Trafileries Vicentine and inaugurates the copper drawing department

**1985**

A new line, the rubber extrusion line, is installed

**1996**

Expansion of the area for the production of rubber compounds

**2001**

Drincable® Cable Wins Intel Design Award



**2005 / 2019**

Aristoncavi opens its commercial branches in Dubai (2005), Shanghai (2012), Santiago de Chile (2014) and Miami (2019)

**2018**

The company grows to cover 38,000 square metres of factory-covered area dedicated to: copper processing (wires, ropes, plates, bars, etc.), rubber compound production, and electric cable production. 86% export

**2020**

An internal path of change begins that leads to embarking on the path towards sustainability



**2021**

The company sees an expansion of the production site up to 43,000 square metres and entry into the Elite programme of the Italian Stock Exchange

**2022**

The company's employee development and training academy is launched



**2024**

The strategic sustainability plan is defined

**2023**

Aristoncavi celebrates the 65th anniversary of the company's establishment

# MISSION, VISION AND VALUES

Our **Mission** is to offer innovative solutions to transmit energy and information by supporting and anticipating the needs of an interconnected world.

With our **“Cable Experience”**, which represents our future-oriented **Vision**, we aim to be a global leader by developing innovative, effective and sustainable solutions to meet the needs of an interconnected world.

At the heart of our **Values** are:

- **QUALITY:** the knowledge that great results are never by chance, but the result of work done with precision and passion.
- **INNOVATION:** the propensity to evolve and question ourselves every day in order to grow together.
- **EXCELLENCE:** originality and a continuous commitment to meeting the needs of those who place their trust in us.
- **SUSTAINABILITY:** the commitment to minimise the environmental impact of our operations, promoting responsible production practices and contributing to the well-being of the communities in which we operate.
- **ETHICS:** a commitment to transparent, respectful and collaborative relations with our employees, customers, suppliers and communities, based on trust and integrity.

Such principles guide every aspect of our work, from creating state-of-the-art cables to promoting the well-being of our employees and the communities in which we operate. We are driven by a passion for excellence and a dedication to quality, values that make us a reliable partner and a benchmark in the industry.

# CORPORATE GOVERNANCE: TRANSPARENT, ETHICAL AND RESPONSIBLE

The promotion of transparent, ethical and responsible corporate governance is a key priority for Aristoncavi. This approach translates into the adoption of decision-making and management practices that take into account the interests of all stakeholders, ensuring balanced and inclusive management.

Aristoncavi is committed to maintaining the utmost transparency in its operations, providing clear and accessible information about its business activities, financial performance and social and environmental impacts. Through sound and ethical corporate governance, the company aims to build relationships of trust and credibility with all stakeholders, protect its reputational assets, and contribute positively to the well-being of the communities in which it operates.

Aristoncavi's commitment is realised through specific tools and recognitions of its actions that reflect the company's dedication to a **responsible and sustainable governance model, oriented towards generating value for all stakeholders.**

## OUR ACTION



- **CODE OF ETHICS**  
to promote a corporate culture based on integrity and ethics.
- **MOG AND WHISTLEBLOWING**  
to prevent and manage the risk of offences being committed by the company or its representatives, and to provide a safe and secure channel to report any irregularities without fear of retaliation or discrimination.
- **ECOVADIS AWARD**  
to communicate our commitment to sustainability and continue to improve our business practices for a positive impact on the environment and society.
- **SUSTAINABILITY REPORTING**  
to provide a clear and comprehensive representation of our ESG performance and our impacts on the environment and people.

# ORGANISATIONAL STRUCTURE

GRI 405-1

The organisational structure of Aristoncavi is based on a **traditional governance** model consisting of the Board of Directors, a Board of Statutory Auditors, and an Independent Auditor.

The **Board of Directors (BoD)** is vested with the highest powers for the ordinary and extraordinary management of the company and may perform all acts deemed suitable and appropriate for the pursuit of the corporate purpose. It is the **executive body** of the Company entrusted with the task of implementing the decisions taken by the shareholders' meeting in the course of its deliberations and the conduct of business. The Board of Directors is chaired by Bruno Pavesi and the position of Chief Executive Officer is held by Leopoldo Destro, supported by Managing Director Andrea Destro .

The **Board of Statutory Auditors** works alongside the Board of Directors, fulfilling a supervisory role over the activities of the directors and a control function over the management and administration of the company, with the aim of ensuring that duties are carried out in accordance with the law and the articles of association. The Board of Statutory Auditors consists of the Chair of the Board of Statutory Auditors, 2 Standing Auditors and 2 Alternate Auditors.

## BOARD OF DIRECTORS

80%  20% 



## BOARD OF STATUTORY AUDITORS

60%  40% 



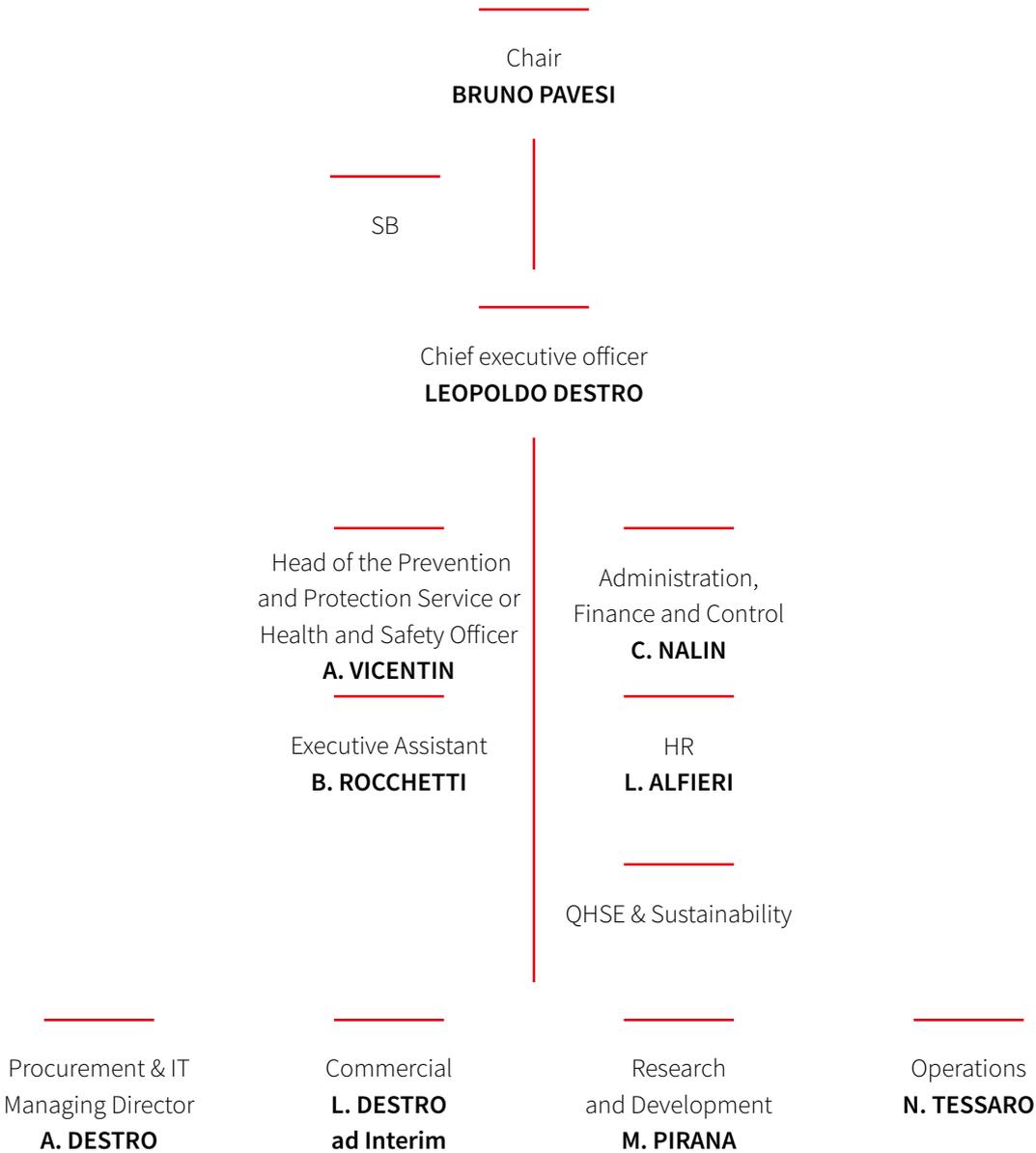
<sup>1</sup> For more information, see the GRI Package section of this Report.



Responsibility for supervising the activities of the governance bodies - the Board of Directors and the Board of Statutory Auditors - is entrusted to the **Supervisor Body** (SB), which monitors the implementation and strict observance of the Organisation, Management and Control Model adopted in accordance with Legislative Decree 231/2001 (MOG 231).

The main corporate functions include Research and Development, Operations, Sales and Marketing, Administration and Finance, Human Resources, and QHSE & Sustainability Management. With regard to the latter, in response to the growing focus on environmental, social and governance issues, in 2024 a **Sustainability Committee** was established. The committee cooperates with the QHSE & Sustainability Manager and promotes policies and initiatives to improve environmental, social and governance performance, in line with the company's strategic objectives.

## OUR ORGANISATIONAL CHART



# ARISTONCAVI'S ORGANISATION, MANAGEMENT AND CONTROL MODEL

To ensure maximum transparency, ethics and rigour in the management of company activities, Aristoncavi has decided to adopt an **Organisation, Management and Control Model** in accordance with Legislative Decree 231/2001 (MOG 231), adopted by the Board of Directors of Aristoncavi S.p.A. by resolution of 12 September 2011, aimed at preventing risks and ensuring regulatory compliance.

Aristoncavi adopts a structured process for the identification and assessment of compliance risks, in accordance with the requirements of Legislative Decree 231/2001. This approach aims to identify and mitigate risks related to the possibility of relevant offences being committed, ensuring regulatory compliance and respect for the company's ethical principles. The process of identifying and assessing compliance risks is divided into several stages, such as:

## 1 Identification of at-risk activities

The company conducts an in-depth analysis of its business activities to identify processes in which offences could potentially occur. This phase is based on the review of internal documentation, such as powers of attorney and organisational provisions, and interviews with the heads of the main corporate functions.

## 2. Analysis of risks and modes of commission

The identified risks are analysed by assessing both the likelihood of their occurrence and the methods by which they could materialise, in order to define appropriate preventive measures.



### **3. Identification of the corporate functions involved**

The corporate functions directly affected by risk processes are mapped, with the aim of assigning clear responsibilities and implementing targeted controls.

### **4. Defining and updating control procedures**

Company procedures are developed and updated to ensure an effective internal control system capable of preventing unlawful conduct. These procedures integrate with the existing organisational system and company protocols.

### **5. Management of financial resources**

Specific financial resource management methods are adopted to reduce the risks of misuse, especially in the most exposed contexts.

### **6. Information flows to the Supervisory Body (SB)**

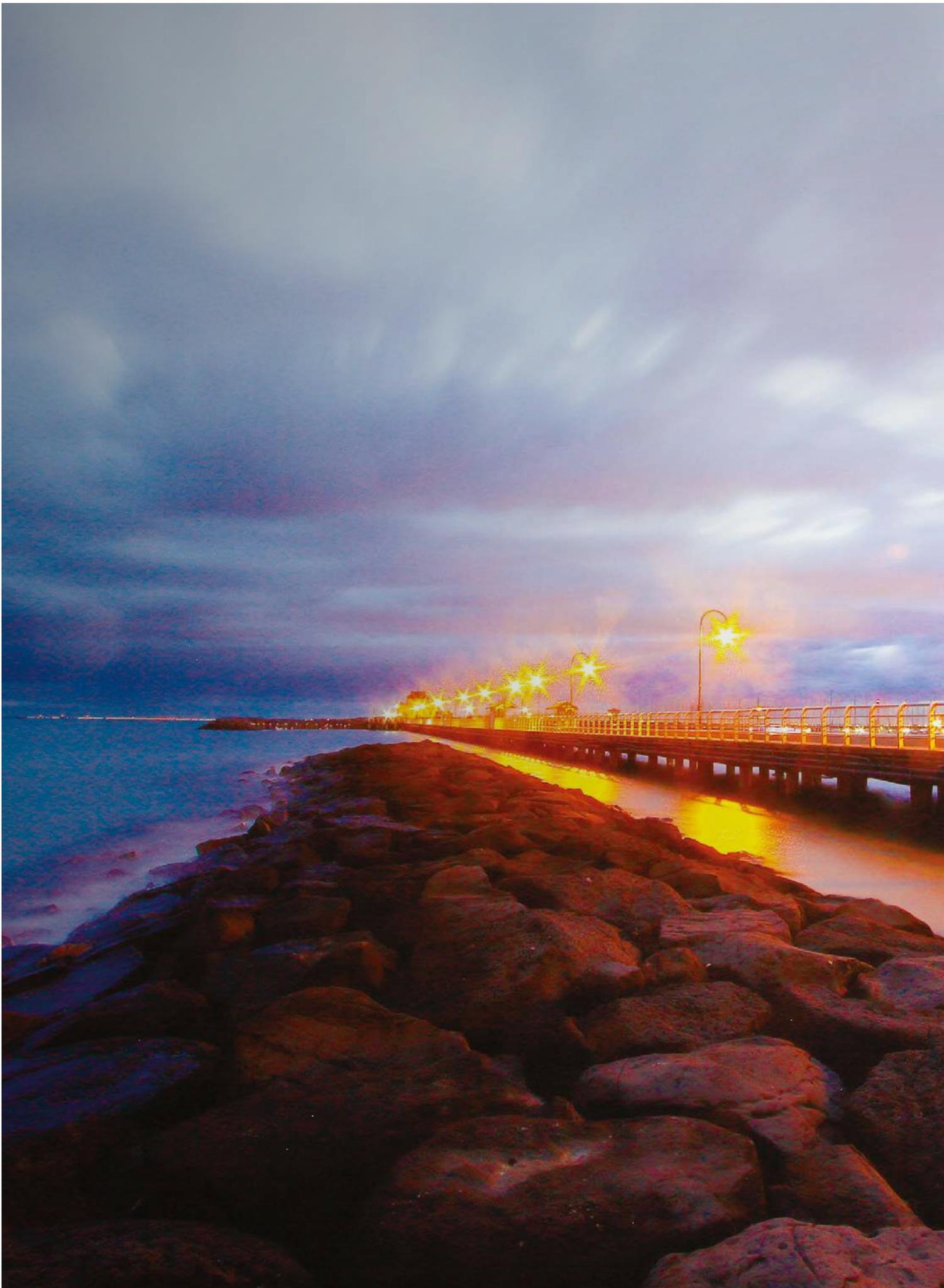
The Supervisory Board receives regular and detailed information flows concerning the risks identified, the controls implemented, and any critical issues detected. This ensures constant monitoring and timely intervention.

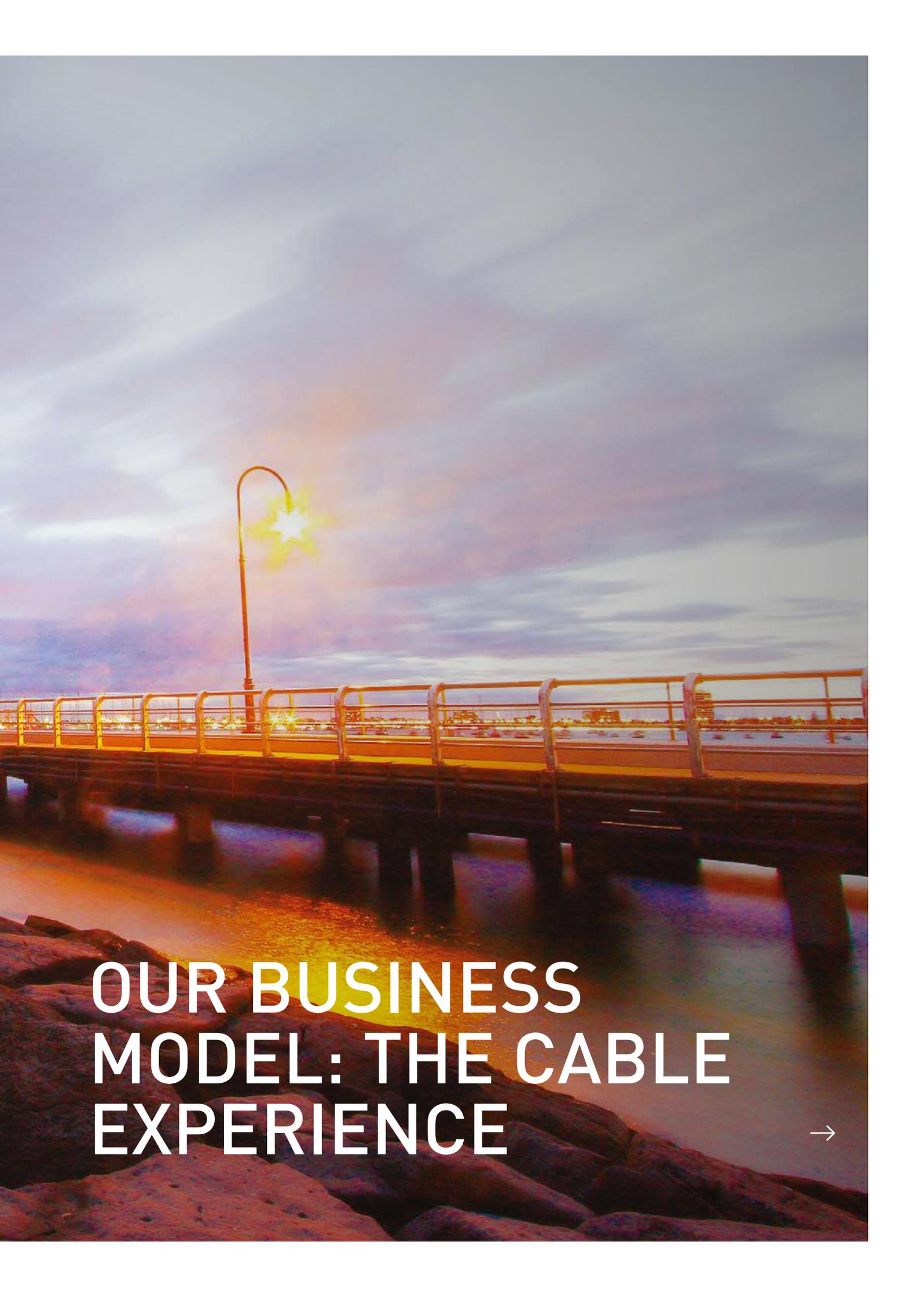
### **7. Continuous monitoring and updating**

The risk management system is subject to periodic review to take account of regulatory developments, organisational changes and newly identified risks. The Supervisory Body verifies the effectiveness and adequacy of the system and proposes possible improvements.

This structured system is an integral part of Aristoncavi's sustainable approach, which is committed to transparency, integrity and an ethical working environment, in line with the principles of its Code of Ethics and the Organisational Model adopted.







**OUR BUSINESS  
MODEL: THE CABLE  
EXPERIENCE**



# PRODUCTS AND SERVICES

Aristoncavi has distinguished itself as one of the leading independent manufacturers of **electrical cables with rubber insulation, cross-linked synthetic elastomers, special compounds and PVC**. The company offers a diverse range of products designed to meet specific needs in the power distribution sectors.

Our main products include:

-  **Cables for low-voltage** (up to 0.6/1 kV) and medium-voltage (up to 26/45kV) **power distribution**, conforming to Italian, European and international standards.
-  **Cables for medium voltage power distribution** (up to 24/45kV), insulated with ethylene propylene rubber EPR and high-modulus HEPR, shielded and armoured in compliance with Italian, European and international standards.
-  **Cables for special applications**, such as those resistant to fire, high temperatures and liquids, designed for use in extreme operating conditions.

In addition, Aristoncavi offers several innovative and customised solutions, including:

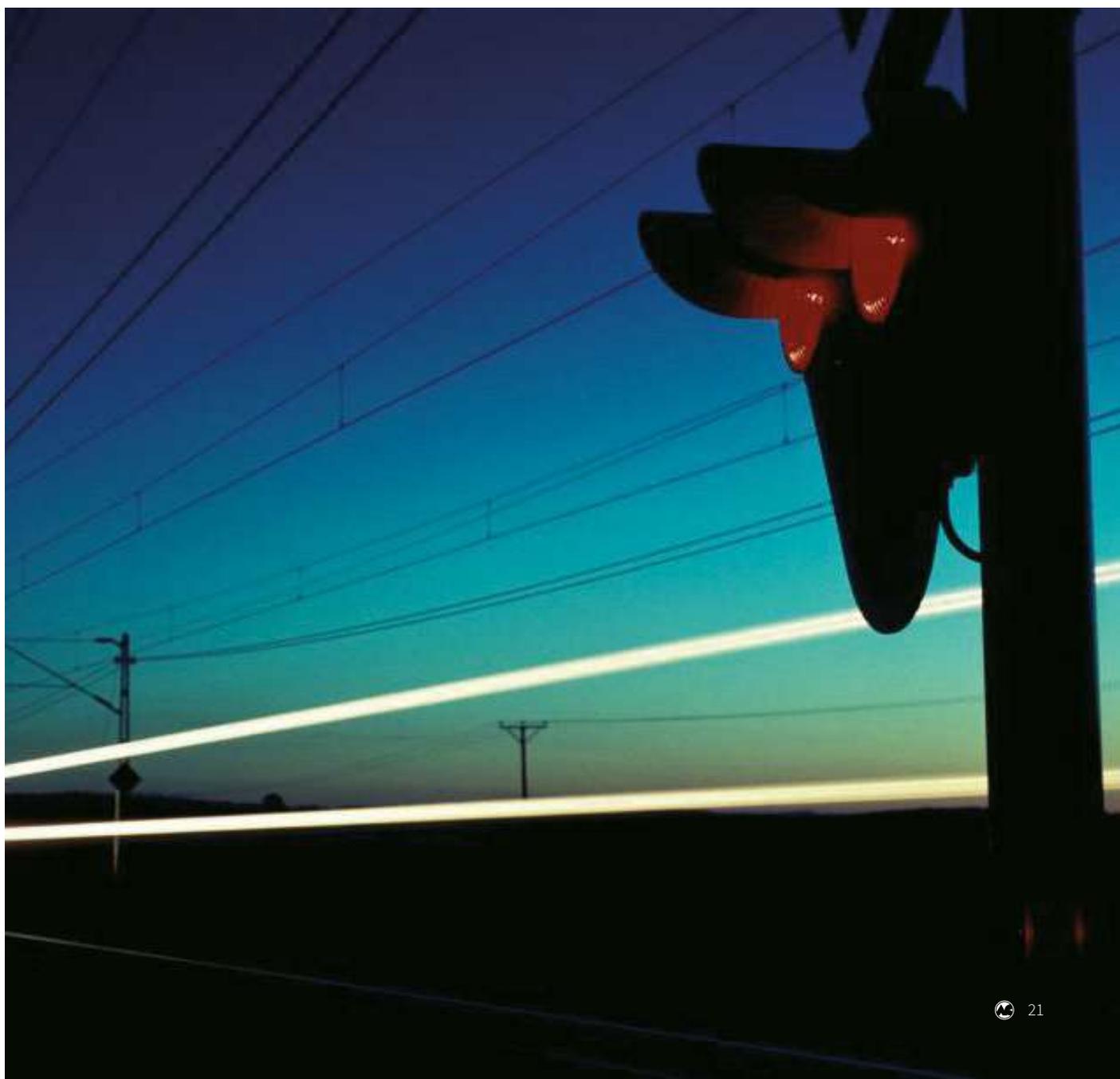
- **URSUS® - Heavy Duty Applications** - for cranes, mines and tunnels, characterised by extreme flexibility and mechanical strength.
- **GREENFLEX - Transport Applications** - for maritime, wind, aviation and electric vehicle applications, with a focus on sustainability and safety.
- **DRINCABLE®** for underwater applications, such as submersible pumps and dredges, with high impermeability and resistance to challenging environmental conditions.

Over the years, Aristoncavi has concentrated its efforts on research and development of cables for the industrial and service sectors, consolidating important reference applications and obtaining numerous awards. **All stages of product design and production are carried out in-house and independently, thanks to the Research and Development (R&D) department, which is at the heart of the success and reliability of our products.** The quality laboratory in Brendola is equipped with the latest analysis instruments and further contributes to ensuring consistently high standards.

# INNOVATION AND TECHNOLOGY

Technological innovation is one of the fundamental pillars of Aristoncavi, which constantly invests in advanced projects and strategic partnerships to anticipate market trends. Among the most relevant initiatives over the years, in partnership with the University of Padua and another supplier, the company has developed a **charging station for electric vehicles** which is intended to become an integrated product with its own cables.

Another key innovation developed by Aristoncavi is a **wireless charging mat for forklift trucks**, designed to ensure practicality and efficiency in industrial contexts, which uses an innovative liquid-cooled cable, ideal for high-performance applications. These projects underline the company's commitment to providing advanced, sustainability-oriented technological solutions in line with the emerging needs of a constantly evolving market.



# THE TARGET MARKET AND OUR SITES

Aristoncavi's headquarters are located in Brendola (Vicenza), **Italy**, with modern production facilities covering an area of 43,000 square metres. In addition to Italy, Aristoncavi operates globally, **exporting 94% of its production to more than 55 countries.**

This international scope is supported by a network of strategic locations to better meet the demands of customers in foreign markets, which include:

- **Dubai**, for the Middle East, India and Africa market.
- **Shanghai**, for China, Australia and the South Pacific.
- **Santiago del Cile**, for South America.
- **Miami**, for North America.

This widespread presence allows Aristoncavi to participate in major projects around the world, consolidating its reputation as a reliable and innovative partner.



# THE QUALITY MANAGEMENT SYSTEM

Aristoncavi has implemented an **integrated quality management system** designed to ensure excellence at every stage of the design and production of electrical cables for low- and medium-voltage applications, including use in mobile and extreme environments. This system is based on the principles of the company's integrated policy, combining **quality, safety and environmental protection, in line with the certified standards ISO 9001, ISO 14001 and ISO 45001.**

The quality management system is characterised by a structured approach that includes multiple checks to ensure product conformity:

- **First Check:** Laboratory tests on mechanical, electrical, dimensional and aesthetic parameters.

- **Second-level Check:** Verification of results according to internal standards that are stricter than regulatory standards, with any exceptions documented in a transparent manner.

To assess and improve quality, the company uses **key indicators** such as the **monitoring of internal non-conformities before delivery** and of those **reported by customers**. These parameters are monitored monthly, shared with employees and integrated into incentive mechanisms, demonstrating a concrete commitment to continuous improvement.

The company is committed to involving its suppliers through qualification processes based on quality and reliability indicators, classifying them according to a system that rewards excellence and penalises non-compliance. It also invests in continuous staff training, including through advanced tools such as Power BI, to improve data analysis and sharing.

The **quality management system is integrated with policies oriented towards sustainability**, including the reduction of environmental impacts and the **prevention of health and safety risks**. Every activity is designed and monitored with a view to continuous improvement, supported by a strong sense of responsibility and transparency towards all stakeholders.

This systematic approach, combined with the constant review of procedures and adaptation to regulatory standards, is at the heart of Aristoncavi's quality management system, confirming the company's commitment to excellence and sustainability.



**Shanghai – Aristoncavi Trading Co., Ltd.**  
for the Chinese, Australian and South Pacific markets

# VALUE FOR OUR CUSTOMERS

Aristoncavi is committed to creating value for its customers through a range of products and services that combines technical excellence, reliability and customised solutions. Product quality, the result of decades of experience and innovation, is a cornerstone of our customer relations. The company actively promotes sustainable solutions, anticipating the needs of a changing market and contributing to a more responsible future. This approach, combined with a strong commitment to ethics, transparency and privacy protection, strengthens customer trust and promotes lasting relationships based on tangible results.

Customer enquiries are mainly handled via email and internal platforms, involving different company functions such as the sales manager, Research and Development (R&D) and programming, depending on the type of request. Communication is handled through various channels, with the sales manager acting as an intermediary to ensure optimal order handling.

To monitor and improve customer satisfaction, Aristoncavi uses key indicators such as the timeliness of deliveries and the rate of complaints and returns. These indicators are analysed monthly against the defined targets. In addition, the response time for checking and processing quotes is monitored, highlighting the importance of a quick and effective dialogue with customers.

In the area of customer personal data management, Aristoncavi adopts a strict system that complies with European Regulation (EU) 2016/679 (GDPR). This includes principles of privacy **by design** and **privacy by default**, ensuring that personal data are only processed for specific purposes, in a lawful and transparent manner.

The internal policy document defines roles and responsibilities for the management of personal data, such as data controller, data processors, privacy contact persons, and authorised persons. The measures taken include:

- **Access management:** Access to information systems is controlled through personal credentials and secure authentication procedures.
- **Data storage and security:** Data are stored in accordance with the defined terms, with regular backups and access limited to authorised persons.
- **Data breach management:** In the event of a data breach, timely notifications are provided to the Data Protection Authority and the data subjects, and measures are taken to mitigate the risks.

In order to further improve the service and strengthen its relationship with customers, Aristoncavi's **future goal** is to implement a structured system for collecting feedback, such as periodic questionnaires. This will allow for a more precise monitoring of customer satisfaction and encourage the adoption of targeted actions to respond to customer needs.



# QUALITY AND EXCELLENCE: OUR CERTIFICATIONS

Aristoncavi has been certified **ISO 9001 for quality management and ISO 14001 for environmental management** since 1995. In 2022, it obtained its first organisation-wide ISO 14064 certification for monitoring greenhouse gas (GHG) emissions, which is renewed annually, and, starting in 2023, received certification for **the environmental footprint of the Drincable® product line**, later **extending** it to the **NSGAFÖU line** according to ISO 14067.

In 2024, the company obtained **ISO 45001** certification, implementing a **certified management system for occupational health and safety**.



Aristoncavi also obtained the **AEO FULL** (Authorised Economic Operator FULL version) **customs certification**, which allows for greater efficiency in border procedures.



The company's commitment to international recognition of the quality of its products is also reflected in the **achievement of the German VDE mark** for several products and the **WRAS, ACS, KTW and W270 certifications for Drincable® cables**. These awards demonstrate Aristoncavi's aptitude for pursuing high standards of excellence and transparency in product performance.

These Management Systems are certified against the following standards:

	<p>ISO 9001 certifies the company's ability to effectively manage business processes, ensuring a high standard of product quality.</p>
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 <p>The logo for ISO 14001:2015 features a green globe with latitude and longitude lines. The letters 'ISO' are prominently displayed in a bold, green, sans-serif font across the center of the globe. Below the globe, the text '14001:2015' is written in the same green font.</p>	<p>ISO 14001 defines the minimum requirements of the Environmental Management System that an organisation can use to manage its environmental performance. This standard allows environmental responsibilities to be managed in a systematic way, through the achievement of the intended outcomes of the environmental management system; in this way, added value is provided to the environment, the organisation and the stakeholders, actively contributing to the environmental pillar of sustainability.</p>
 <p>The logo for ISO 45001:2018 features a blue globe with latitude and longitude lines. The letters 'ISO' are prominently displayed in a bold, blue, sans-serif font across the center of the globe. Below the globe, the text '45001:2018' is written in the same blue font.</p>	<p>ISO 45001 defines minimum standards of good practice for the protection of workers worldwide. It establishes a framework for improving safety, reducing risks in the workplace, and improving the health and well-being of workers, thus enabling any organisation that chooses to adhere to it to increase its health and safety performance.</p>
 <p>The logo for ISO 14064 features a blue globe with latitude and longitude lines. The letters 'ISO' are prominently displayed in a bold, blue, sans-serif font across the center of the globe. Below the globe, the text '14064' is written in the same blue font.</p>	<p>ISO 14064 focuses on the quantification, management and verification of greenhouse gas emissions. It allows GHG emissions to be measured and reported throughout the operational chain, including the monitoring and calculation of direct and indirect emissions. It also improves the transparency and accuracy of reporting. This certification is a further demonstration of Aristoncavi's commitment to combating climate change.</p>
 <p>The logo for ISO 14067 features a blue globe with latitude and longitude lines. The letters 'ISO' are prominently displayed in a bold, blue, sans-serif font across the center of the globe. Below the globe, the text 'ISO 14067' is written in the same blue font.</p>	<p>ISO 14067 enables the measurement of the Carbon Footprint of Products - CFP, providing a methodology for quantifying and reporting the greenhouse gas emissions associated with a product's entire life cycle. The main objective is to measure the climate impact of a product, considering each stage of its life cycle: from production to use and disposal. Through this process, opportunities are identified to reduce the carbon footprint of a product during its design, production or distribution, while clearly and transparently communicating the environmental impact of products to consumers and stakeholders.</p>

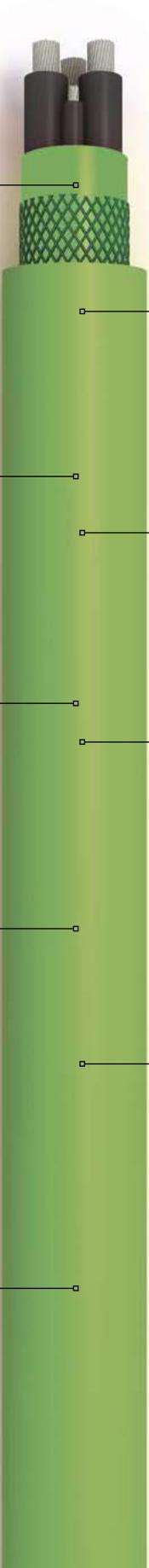






# ARISTONCAVI AND SUSTAINABILITY →

# OUR APPROACH TO SUSTAINABILITY



**1995**



1<sup>st</sup> ISO 9001 “Certification of Quality Management Systems”



1<sup>st</sup> ISO 14001 “Environmental Management System” Certification

**2015**

1<sup>st</sup> Energy Diagnosis

**2016/18**

Ecovadis Medal

2<sup>nd</sup> Energy Diagnosis

**2020**

Ecovadis Medal

**2021**

Ecovadis Medal



Green cable experience

**2022**

Aristoncavi Academy



1<sup>st</sup> Certification ISO 14064-1 Greenhouse gases



Ecovadis Medal

**2023**

- 3<sup>rd</sup> Energy Diagnosis

Energy Management

- 2<sup>nd</sup> Certification ISO 14064-1

Greenhouse gases

- 1<sup>st</sup> ISO 14067 Carbon Footprint of Drincable®



**2024**

- Sustainability Plan 2024-2028

- Setting ESG indicators to be monitored

- 3<sup>rd</sup> Certification ISO 14064-1 Greenhouse gases

- 2<sup>nd</sup> ISO 14067 Carbon Footprint of Drincable®

- 1<sup>st</sup> ISO 14067 Carbon Footprint of NSGAFÖU

- 1<sup>st</sup> Certification ISO 45001

“Occupational health and safety management system”



Ecovadis Medal GRI Certified ESG Assessment



**2025/26**

- 1 Sustainability Report

- Double materiality

- 2 Sustainability Report





In recent years, sustainability has become a key element for companies wishing to combine economic growth, social responsibility and environmental protection. Our commitment to sustainability began several years ago, in the early 1990s, when we first began to obtain certifications.

In this context, we have chosen to embark on a **conscious and structured path** to integrate ESG (Environmental, Social, Governance) principles into our corporate strategy.

Firstly, we decided to conduct an annual self-assessment through **Ecovadis**, obtaining our first medal as early as 2018. Subsequently, we then measured our reporting maturity of ESG aspects through a **GRI (Global Reporting Initiative) certified ESG Assessment**. Based on this analysis, a **clear and focused strategy** was defined, culminating in the definition of a **strategic sustainability plan** articulated into three pillars, **Environment, Social, and Governance**, in turn declined into relevant ESG issues, specific actions and objectives for the four-year period 2024-

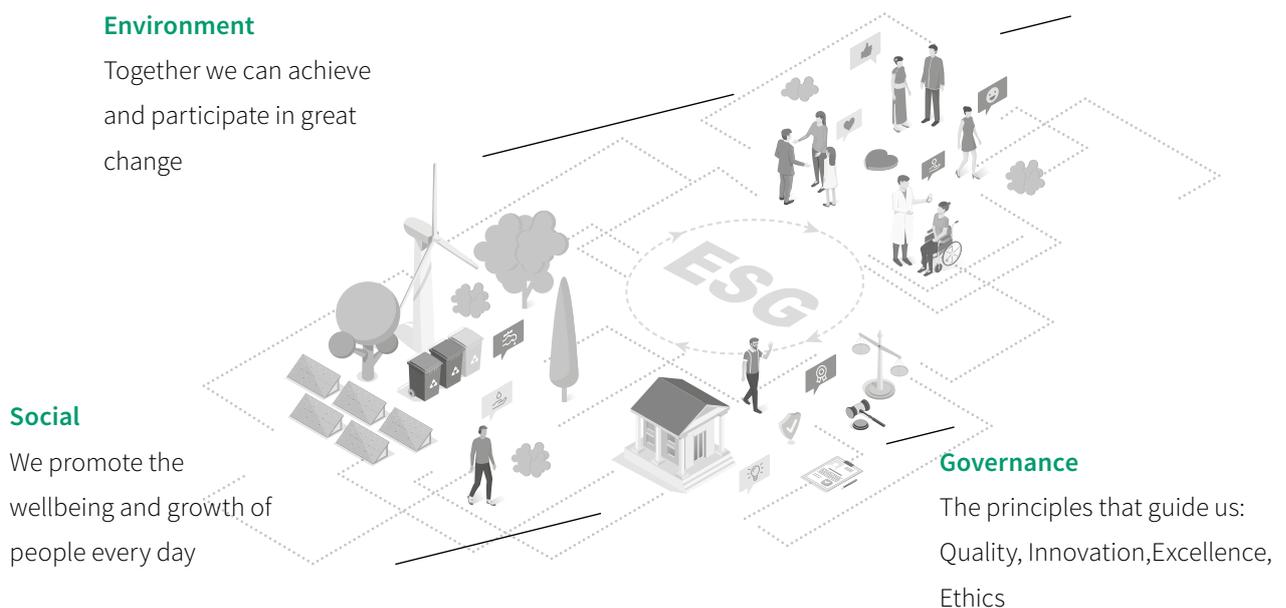
2028. The plan focuses on **initiatives to improve our environmental, social and governance performance**.

As a confirmation of our commitment to transparency, the company has decided to publish its **sustainability report** periodically and voluntarily, reporting its progress in a clear and measurable way.

At the same time, we have developed numerous initiatives for our employees aimed at reconciling professional and private life, aware that the well-being of employees is a determining factor for the growth of our business. On the environmental front, the company has deepened its understanding of its impacts, implementing concrete actions to improve energy efficiency and reduce the ecological footprint of its operations.

This **first sustainability report represents the result of that journey** and testifies to Aristoncavi's desire to **continue to evolve responsibly, placing sustainability at the heart of its business model**.

## THE THREE PILLARS OF DEVELOPMENT: ESG



# OUR STAKEHOLDERS

GRI 2-29

To prepare this first Sustainability Report, we embarked on a process to understand and identify **our main stakeholders** and the material topics that would dictate the scope of the report.

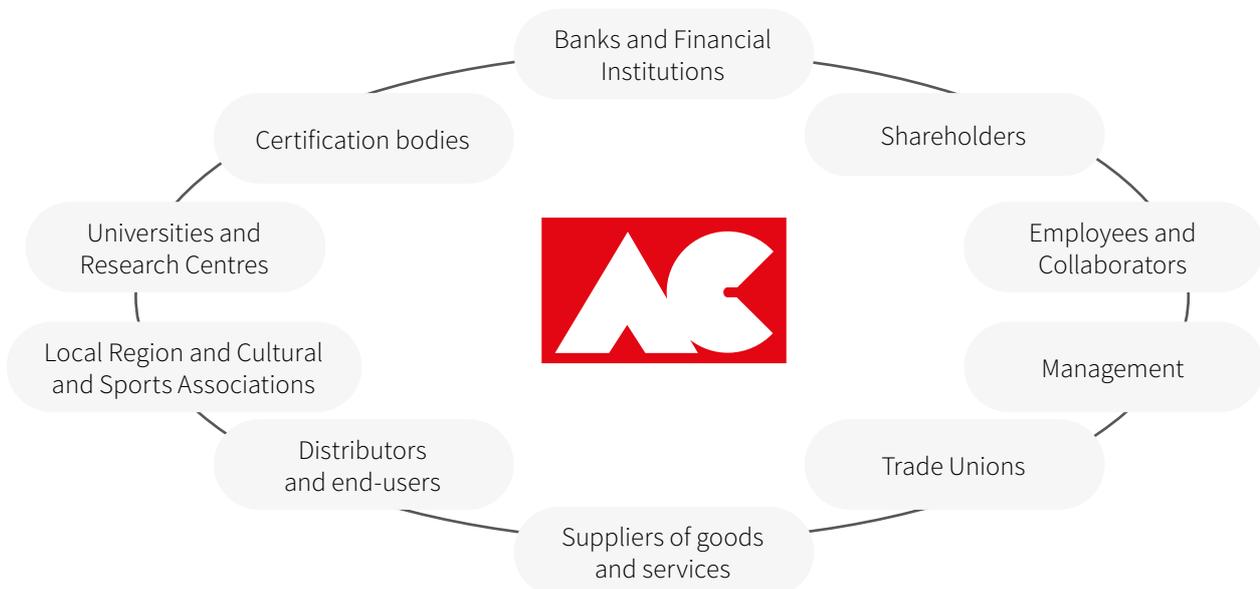
**Stakeholders are individuals or groups who have an interest in the activities and decisions of a company. Each of these stakeholders can be influenced by the actions of a company and, in turn, can influence the company itself through their support, opinions, and demands.**

For Aristoncavi, maintaining **positive relationships and actively collaborating with stakeholders is fundamental** to our commitment to sustainability.

Open and continuous dialogue with our stakeholders allows us to better understand their needs and expectations, and to identify and manage potential risks associated with our operations. **This mutual interaction reinforces trust and transparency and also guides us in the creation of shared value**, where business success is integrated with the well-being and interests of all parties involved.

**Stakeholder relations are therefore a central element for us, guiding our strategies and actions for a more sustainable and responsible future.** Below is a brief summary of our main stakeholders, divided into macro categories and more detailed categories, along with their interests and methods of engagement.

## ARISTONCAVI STAKEHOLDER MAP



CATEGORY	INTEREST	METHODS OF ENGAGEMENT AND COMMUNICATION
<b>SHAREHOLDERS</b>	<ul style="list-style-type: none"> <li>• Economic and social sustainability over time</li> </ul>	Website - Corporate balance sheets - Board of Directors - Specific meetings - Email
<b>BANKS AND FINANCIAL INSTITUTIONS</b>	<ul style="list-style-type: none"> <li>• Economic and social sustainability over time</li> </ul>	Website - Corporate balance sheets - Board of Directors - Specific meetings - Email
<b>EMPLOYEES, COLLABORATORS, MANAGEMENT AND TRADE UNIONS</b>	<ul style="list-style-type: none"> <li>• Employment stability</li> <li>• Professional well-being</li> <li>• Responsible governance</li> </ul>	Website - Noticeboard - Social Media - Individual meetings - Corporate events - AC Academy - Training and awareness-raising activities, professional development opportunities - Regular meetings - Email - Newsletters
<b>SUPPLIERS OF GOODS AND SERVICES</b>	<ul style="list-style-type: none"> <li>• Continuity of working relationships</li> <li>• Business integrity</li> <li>• Economic and social sustainability</li> </ul>	Website - Contractual documents - Regular meetings - Email
<b>DISTRIBUTORS AND END-USERS</b>	<ul style="list-style-type: none"> <li>• Product quality and safety</li> <li>• Customer care</li> <li>• Business integrity</li> </ul>	Customer Service - Provision of questionnaires - Social Media (Linkedin) - Newsletter - Website - Press releases - Complaint management
<b>LOCAL REGION AND CULTURAL AND SPORTS ASSOCIATIONS</b>	<ul style="list-style-type: none"> <li>• Support for local initiatives</li> <li>• Economic support for local associations</li> <li>• Economic support for the region</li> </ul>	Meetings and local events - Social Media - Website - Donations - Schools project
<b>UNIVERSITIES AND RESEARCH CENTRES</b>	<ul style="list-style-type: none"> <li>• Collaboration opportunities for undergraduate education</li> <li>• Collaboration opportunities</li> <li>• Economic stability</li> <li>• Funding</li> </ul>	Career days - Meetings and technical round tables - Recruitment day (job centre)
<b>CERTIFICATION BODIES</b>	<ul style="list-style-type: none"> <li>• Maintenance of certifications</li> </ul>	Audit days - Specific meetings

# DOUBLE MATERIALITY ANALYSIS: IMPACT AND FINANCIAL PERSPECTIVES

GRI 3-1 | GRI 3-2

With a view to transparency and accountability, for this first sustainability report Aristoncavi has adopted a **double materiality** approach, voluntarily and in advance of the regulatory obligations introduced by the European Corporate **Sustainability Reporting Directive (CSRD)**.

In line with the standard “ESRS 1-General Requirements”, and in view of the fact that the double materiality criterion is the core requirement of non-financial reporting, the company therefore conducted an initial double materiality analysis to identify the material topics to be included in this document. Double materiality requires companies to report objective information in the sustainability report about the impacts, risks and opportunities (IROs) in the environmental, social and governance spheres, including related to human rights, generated or incurred by the organisation’s activities. The process considers both impact materiality and financial materiality with the following perspectives:

- **Impact Materiality (Inside-Out Perspective)**, which identifies the significant impacts - positive or negative, actual or potential - that the company’s activities generate on the environment and society, including the people and communities affected;
- **Financial materiality (Outside-In Perspective)**, which measures how ESG issues affect the company’s financial position, performance and value in the short, medium and long term.

The analysis was carried out through **several steps**, starting with an analysis of the company context. Next, the impacts, risks and opportunities were identified and evaluated through **constant engagement with the company’s internal stakeholders and management**, and the relevant issues were identified, using the semantics of the Topical ESRS (*European Sustainability Reporting Standard*) from classification framework. Finally, the related qualitative-quantitative metrics were reported.

- 1. Context analysis:** Analysis of business activities and relationships, the context in which they take place, and the understanding of stakeholders;
- 2. Identification of IROs:** Identification of actual and potential impacts, risks and opportunities (IRO) related to potentially material sustainability issues;
- 3. Evaluation of IROs:** Evaluation of the IROs by key internal stakeholders, the ESG working group, management and the CFO;
- 4. Validation and approval of the double materiality analysis:** processing of results and approval of impact and financial materiality findings;
- 5. Reporting:** reporting on ESG performance related to the identified material topics.

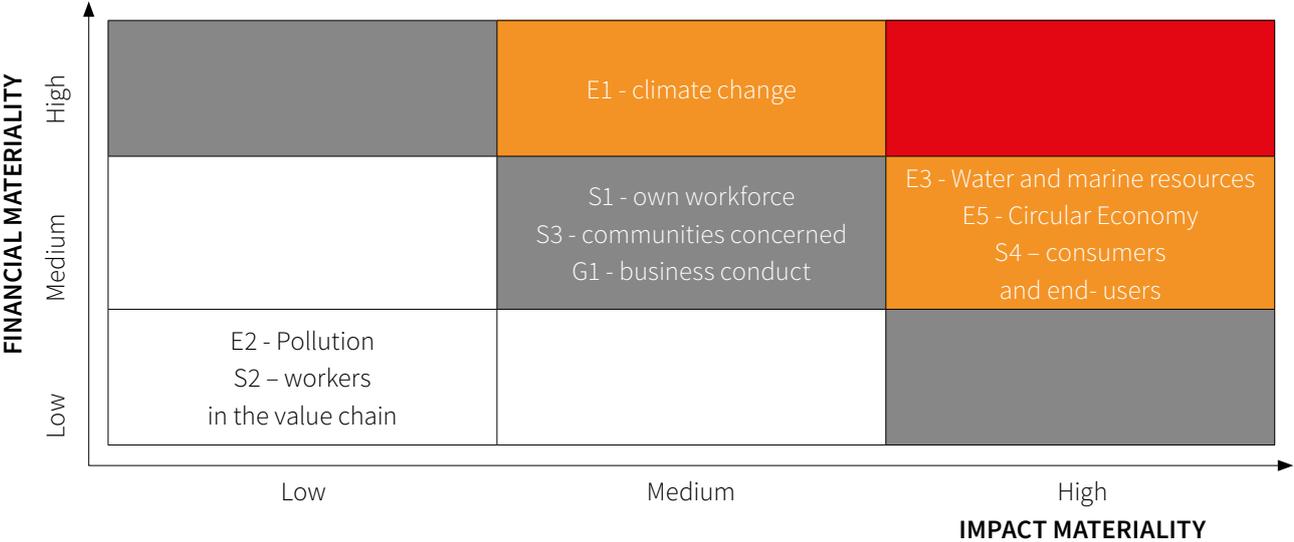
The graph below shows this process by means of a matrix, with the assessment of impact materiality on the horizontal axis and the assessment of financial materiality on the vertical axis. The matrix shows the outcome



of the process and aims to represent the interdependence of impact materiality and financial materiality with regard to sustainability issues. In summary, **the issues that emerged as material were: climate change, water and marine resources, circular economy, own workforce, affected communities, consumers and end users, and business conduct.**

ESRS		IMPACT MATERIALITY	FINANCIAL MATERIALITY	OUTCOMES
E1	Climate Change	Medium	High	Material topic
E2	Pollution	Low	Low	Non-material topic
E3	Water and marine resources	High	Medium	Material topic
E5	Circular economy	High	Medium	Material topic
S1	Own workforce	Medium	Medium	Material topic
S2	Workers in the value chain	Low	Low	Non-material topic
S3	Affected communities	Medium	Medium	Material topic
S4	Consumers and end-users	High	Medium	Material topic
G1	Business Conduct	Medium	Medium	Material topic

### MATRIX REPRESENTATION OF THE DOUBLE MATERIALITY ANALYSIS OF ARISTONCAVI



The following table summarises Aristoncavi’s specific characteristics with respect to each topics identified as material; the topics are presented below with a description of the impacts, risks and opportunities that emerged as material and the section of the value chain in which they are generated (*upstream, downstream, or own operations*).

KEY					
 POSITIVE IMPACT  NEGATIVE IMPACT		 UPSTREAM	 OWN OPERATIONS	 DOWNSTREAM	
SUB-TOPIC	IMPACTS	TYPE	VALUE CHAIN	RISKS/OPPORTUNITIES	
ESRS E1 Climate change	Climate change adaptation	Potentially environmentally unfriendly behaviour by workers due to the company's failure to communicate environmental responsibilities, such as the absence of guidelines or procedures on employee travel	-		<b>Physical risk:</b> increased outflows due to possible damage to operational facilities caused by the consequences of extreme weather events and natural disasters <b>Transition risk:</b> adaptation to applicable regulations
	Climate change mitigation	Atmospheric emissions due to direct or indirect business activities, impact of transport for raw material input or as a result of operations along the value chain	-		<b>Environmental risk</b> related to air pollution from emissions <b>Operational risk</b> of production stoppage resulting from the lack of availability of strategic raw materials <b>Environmental risk</b> related to increased emissions from home-work commutes <b>Environmental risk</b> related to increased emissions from goods transport
		Use of energy from renewable sources via the expansion of photovoltaic system	+		
		Increased pollution and traffic congestion due to employee commutes	-		
		Reduction of the environmental footprint due to the accounting of emissions at organisational level	+		
		Actual negative impact related to the transport of incoming goods	-		
Energy	Energy consumption for the development and continuity of business activities	-		<b>Price volatility risk:</b> negative financial effects of rising energy carrier prices (energy) <b>Operational risk</b> as a consequence of rising energy prices <b>Opportunities:</b> Saving energy expenditure through self-generation of energy	
	Increasing energy efficiency and reducing waste by implementing new technologies for sustainable resource management	+			
ESRS E3 Water and marine resources	Water withdrawals and discharges	Water consumption for production processes and activities	-		<b>Environmental risk:</b> water resource scarcity and droughts <b>Operational risk:</b> production stoppage due to lack of availability of the water resource <b>Environmental risk:</b> related to water pollution and compromised water quality <b>Risk of regulatory non-compliance:</b> due to failure to adhere to applicable environmental and health laws, regulations or standards
		Optimisation of water discharges resulting from ad hoc treatment and management processes	+		
		Presence of PFAS within the water sampled	-		
ESRS E5 Circular economy	Inflows of resources	Consumption of natural resources as raw materials for production, potentially damaging the environment and reducing availability for other uses	-		<b>Operational risk:</b> production stoppage due to lack of availability of strategic raw materials; increase in production costs due to failure to achieve economies of scale; loss of product innovation; difficulty in satisfying demand due to production timing <b>Opportunity</b> arising from increased business resilience and reputation
		Reduced emissions from new products through investment in research for innovative and less impactful materials (e.g. halogen-free cables or environmentally friendly insulation)	+		
	Resource outflows related to products and services	Promotion of circular economy processes through the reuse of auxiliary materials, such as rags	+		<b>Business opportunity</b> resulting from the resale of used materials (copper) and consequent reduction of raw material purchase costs <b>Opportunity</b> resulting from reduced waste disposal costs
		Reduction of the environmental impact of end-of-life (waste) cables due to the reuse of certain raw materials (e.g. copper)	+		
		Reduction of the environmental impact of end-of-life (waste) cables due to the reuse of certain raw materials (e.g. rubber)	+		
	Waste	Potential negative impacts on water, soil and air from inadequate end-of-life management of products, including disposal of waste or scrap in natural areas	-		<b>Non-compliance risk:</b> non-compliance with rules and regulations resulting in the imposition of sanctions and/or fines <b>Opportunity</b> arising from reduced waste disposal costs <b>Opportunity</b> resulting from cost reduction through reduction of waste
		Proactivity in developing a sustainable organisational process involving the entire value chain, promoting the reuse and/or recycling of certain semi-finished products/raw materials resulting from production activities (e.g. compounds)	+		
Impact from optimisation of waste generated due to waste separation procedures and facilities		+			

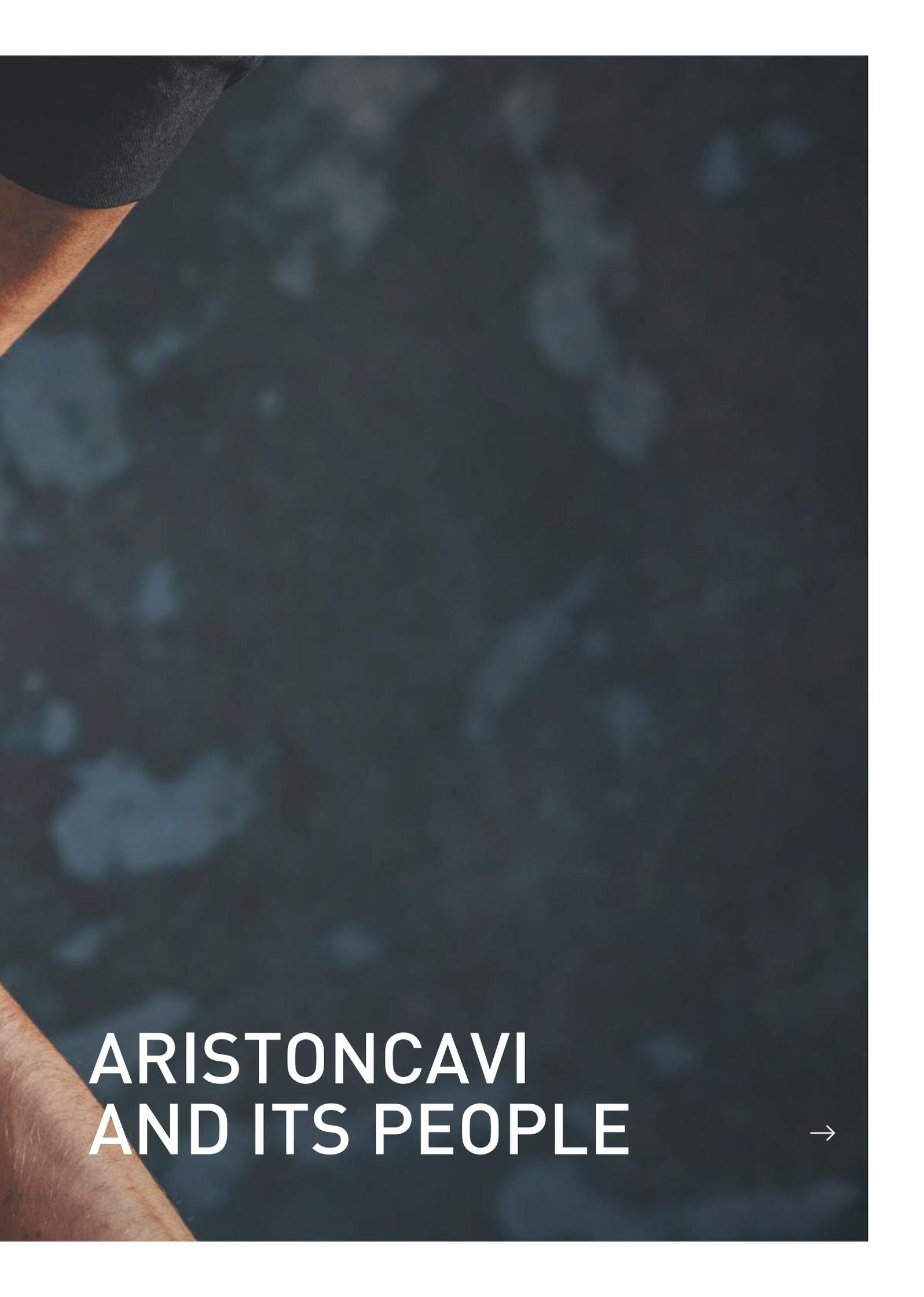


TOPIC	SUB-TOPIC	IMPACTS	TYPE	VALUE CHAIN	RISKS/OPPORTUNITIES
ESRS S1 Own workforce	Working conditions	Work peaks that are difficult to manage (work-related stress)	-		<p><b>Turnover risk:</b> higher costs related to the selection of other personnel; loss of skilled labour; difficulty in replacing workers; loss of know-how</p> <p><b>Operational risk:</b> reduction in personnel productivity; decline in the quality of work; employee absenteeism that generates an increase in operating and replacement costs and production delays</p> <p><b>Non-compliance risk:</b> arising from the need for systemic machine maintenance</p> <p><b>Reputational risk:</b> Reduced future returns due to loss of credibility and reliability as a result of increased work-related accidents</p> <p><b>Risks of operational disruption:</b> related to activities which, as a result of non-compliance with internal regulations and provisions, lead to the occurrence of accidents involving personnel</p> <p><b>Opportunity</b> arising from the reduction in the frequency of accidents</p> <p><b>Operational interruption risk:</b> linked to the interruption of operational activities as a result of increased work-related accidents and illnesses</p> <p><b>Reputational risk:</b> lower future returns due to the loss of credibility and reliability as a result of the increase in work-related accidents</p> <p><b>Non-compliance risk:</b> due to the lack of adequate workplace safety measures</p> <p><b>Workers' health and safety risk:</b> due to the continuous exposure of workers to noise, vibration and chemicals</p> <p><b>Non-compliance risk:</b> failure to comply with rules and regulations resulting in the receipt of sanctions and/or fines</p> <p><b>Worker health and safety risk:</b> due to lack of awareness and increase in occupational illnesses</p> <p><b>Reputational risk:</b> lower future returns due to loss of credibility and reliability as a result of increased work-related accidents</p>
		Strengthening and improvement of employee skills resulting from centralised personnel management at function level	+		
		Lack of proper maintenance of production facilities creating a safety hazard for workers	-		
		Ongoing staff training in health and safety	+		
		Continuous exposure of workers to noise, vibration and chemicals	-		
		Potential accidents, mental and physical illnesses due to the lack of dissemination of a health and safety culture	-		
	Equal treatment and opportunities for all	Promotion of specific programmes towards a more inclusive and diverse working environment	+		<p><b>Opportunity</b> Increased future financial flows linked to access to calls for tenders that consider obtaining and maintaining a gender equality management system and to grant relief granted for companies that adopt a gender equality management system</p> <p><b>Reputational risk:</b> due to the lack of gender equality practices on the Board of Directors</p> <p><b>Turnover risk:</b> higher costs due to the selection of qualified staff</p>
		Promotion of specific programmes aimed at promoting a more inclusive and diverse working environment (e.g. Family day, The Game experience)	+		
		Lack of practices to ensure gender balance in Aristoncavi's management and Board of Directors	-		
		Strengthening and improving staff skills and talent development through the adoption of a skills matrix (staff and production) with positive effects on employee satisfaction	+		
Strengthening and improving staff skills and talent development through "The Cable Academy 4.0"		+			
ESRS S3 Affected communities	Communities' economic, social and cultural rights	Economic and voluntary donations via solidarity time bank for employees to support local associations to enable the development of the area	+		<p><b>Opportunity</b> from reputational advantage</p> <p><b>Opportunity:</b> Reduction of costs related to possible fines and/or penalties for non-payment of taxes</p>
		Economic impacts on local communities from local employment and purchases, tax or other contributions to local governments, as well as from community development programmes and investments in infrastructure or public services	+		
		Employment and local economic development resulting from the generation of job opportunities and skills development in the areas where the company operates	+		
ESRS S4 Consumers and end-users	Information-related impacts	Promoting the respect and confidentiality of customer data through the presence of a data privacy policy that complies with EU Regulation 2016/679 - GDPR - to avoid data breaches	+		<p><b>Opportunities:</b> Regulatory compliance and lower outflows resulting from the payment of fines/compensation following any data breach incidents</p> <p><b>Reputational risk:</b> loss of market share due to lack of contact with customers</p>
	Personal security	Reduction of the risk of electrical accidents or fires resulting from the use of high quality cables with positive effects on the protection of human lives.	+		
	Social inclusion	Lack of direct customer involvement and absence of feedback channels	-		

TOPIC	SUB-TOPIC	IMPACTS	TYPE	VALUE CHAIN	RISKS/OPPORTUNITIES
ESRS G1 Business conduct	Management of relationships with suppliers including payment practices	Non-compliance with social and environmental laws, violation of human rights by suppliers due to lack of a code of conduct	-		<b>Opportunity:</b> Lower costs due to the regional proximity of suppliers <b>Reputational risk:</b> loss of market share due to non-compliance with environmental standards in the supply chain <b>Reputational risk:</b> inadequate communication may generate bad publicity and damage corporate image; failure to ensure transparency on materials used and operations may cause a perception of unreliability by stakeholders
		Ecological impacts caused by suppliers not meeting environmental standards	-		
ESRS G1 Corruption and bribery	Prevention and detection including training	Potential negative impact on people and economic systems, affecting the relationship of trust with stakeholders and the corporate perception among customers resulting from the occurrence of incidents of corruption or bribery	-		<b>Reputational risk:</b> loss of market share due to non-compliance with laws and regulations in the supply chain
		Promotion of IT security best practices for stakeholders through audits and contractual requirements to prevent business disruptions along the value chain	+		







# ARISTONCAVI AND ITS PEOPLE



# ARISTONCAVI AND ITS PEOPLE

GRI 2-7 | GRI 2-8 | GRI 2-30 | GRI 401-1 | GRI 404-1 | GRI 405-1

## OUR ACTION



### → CONTINUOUS TRAINING AND ACADEMY

for the growth and development of our people.

### → CORPORATE WELFARE AND WORK-LIFE BALANCE

to promote wellbeing and reward performance.

### → SOCIAL EVENTS

to get to know each other, share and work better together.

### → PROJECTS WITH SCHOOLS AND THE LOCAL AREA

to promote school orientation, employment and the importance of cultural and sports initiatives and voluntary work.

Aristoncavi recognises that it has a fundamental responsibility **to take care of its people**.

For the company, success is measured not only through **economic growth**, but also through the **well-being, satisfaction** and **fulfilment** of each individual.

Attention to the unique value of each person and a commitment to promoting their overall well-being are the principles that guide Aristoncavi in creating an inclusive working environment. **Respect, mutual support** and the **enhancement of human resources** form the foundation of a corporate culture based on human values, cohesion and harmony.

Through these initiatives, Aristoncavi is committed to creating an environment where people can grow, feel valued and **actively contribute to a shared future**.

HR recruitment and development processes are managed internally, promoting partnerships with schools and universities through targeted projects, such as:

- **Schools Project:** involving around 200 students from four local schools each year with orientation activities and a “talent camp”. Over the past five years, this initiative has facilitated the permanent employment of two young people per year.



- **Collaborations with universities:** extracurricular internships with the universities of Padua, Trento and Bocconi, Milan, leading to the hiring of at least two interns per year.
- **Career Day:** participation in at least one annual event, with the aim of strengthening the company brand and creating networking opportunities.

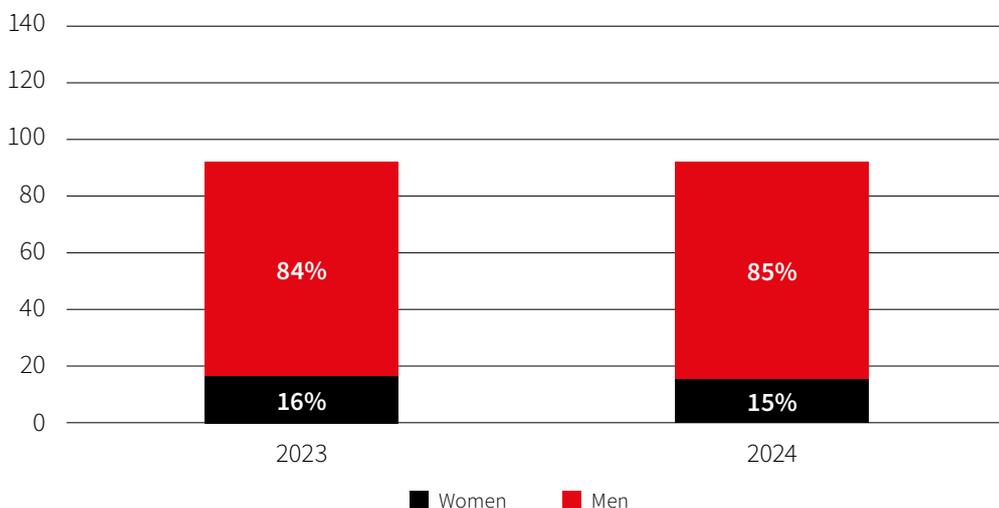
As at 31 December 2024, Aristoncavi employed **130 people** of which **19** were **women** and **111 men**. **100%** of the staff are **employed on permanent contracts**, while **97%** are on **full-time** contracts. **100% of the employees are covered by the CCNL for the rubber plastic industry<sup>2</sup>.**

Employees as at 31.12.2024	130
% change in headcount from 2023	-5%
% change in women in the workforce compared to 2023	-5%

Aristoncavi firmly believes that integrating the principles of gender equality and respect for diversity into its corporate objectives is fundamental to overcoming gender stereotypes, both in the workplace and at home, thus helping to reduce and eliminate inequality. To ensure respect for these values and prevent any form of discrimination, the company has introduced a **whistleblowing procedure**, aimed at identifying and addressing any incidents of gender discrimination within the organisation.

With this in mind, one of the **main objectives for the coming years** is the adoption of a **Gender Equality Management System**, certified according to the requirements of the **UNI PdR 125:2022 Reference Practice**. This system will certify Aristoncavi's commitment to ensuring equal treatment and opportunities for all employees, with the aim of preventing and addressing any incidents of gender discrimination and promoting pay equity within the organisation.

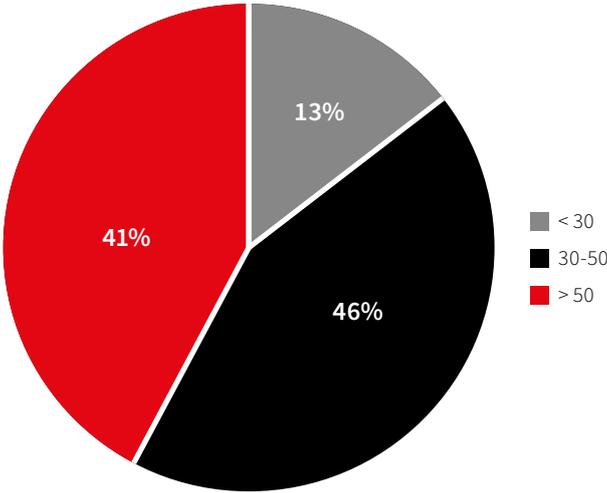
## STAFF COMPOSITION - 2023 - 2024



<sup>2</sup> For more information, see the GRI Package section of this Report.

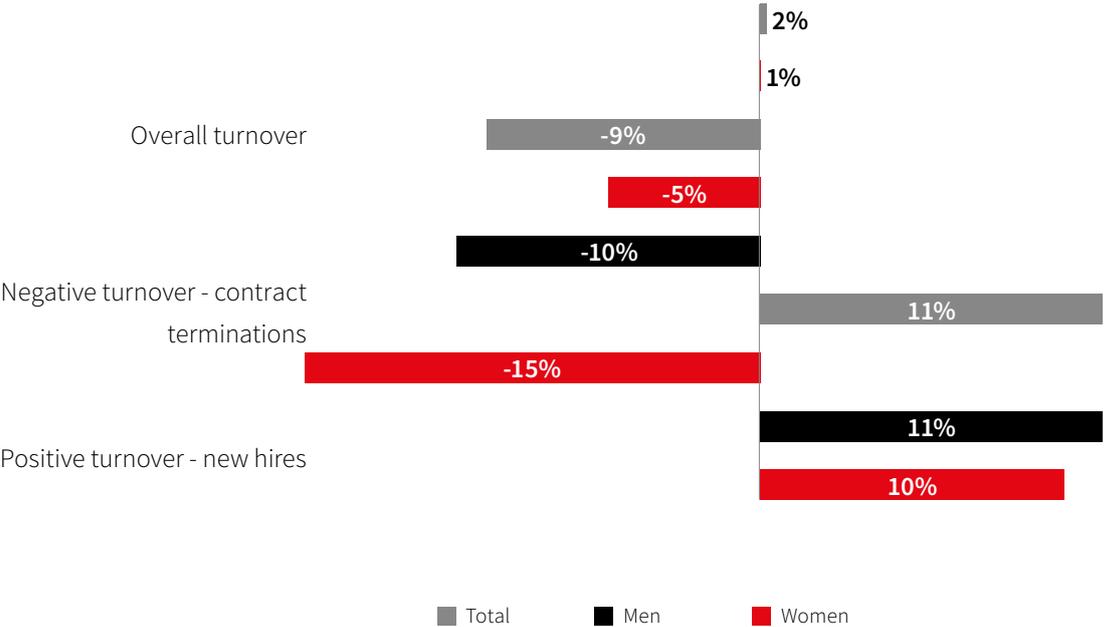
During the year 2024, a total of **14 new hires** were made, while **13 people left the company**. **50%** of the **new hires** fall within to the **30-50 age group**, representing representing the largest share of Aristoncavi’s workforce<sup>3</sup>.

## BREAKDOWN OF THE WORKFORCE BY AGE GROUP - 2024



In 2024, Aristoncavi recorded a **hiring rate (inbound) turnover** of **11%** and a **attrition rate (outbound) turnover** of **10%**. These figures confirm a constant trend in the workforce in line with 2023

## TURNOVER



<sup>3</sup> For more information, see the GRI Package section of this Report.



# TRAINING AT ARISTONCAVI: THE ACADEMY

Aristoncavi recognises training as one of its fundamental pillars and has therefore established an **Academy** to support professional growth. Since 2022, over 60 people have participated in the editions. These include:

- Structured **onboarding plans** with **job rotation** and **induction paths**.
- A minimum of **30 hours of training per session**, with an evaluation process to ensure the effectiveness of the courses.
- **Digital skills management** for workers and staff, with regular updates and monitoring of training gaps.

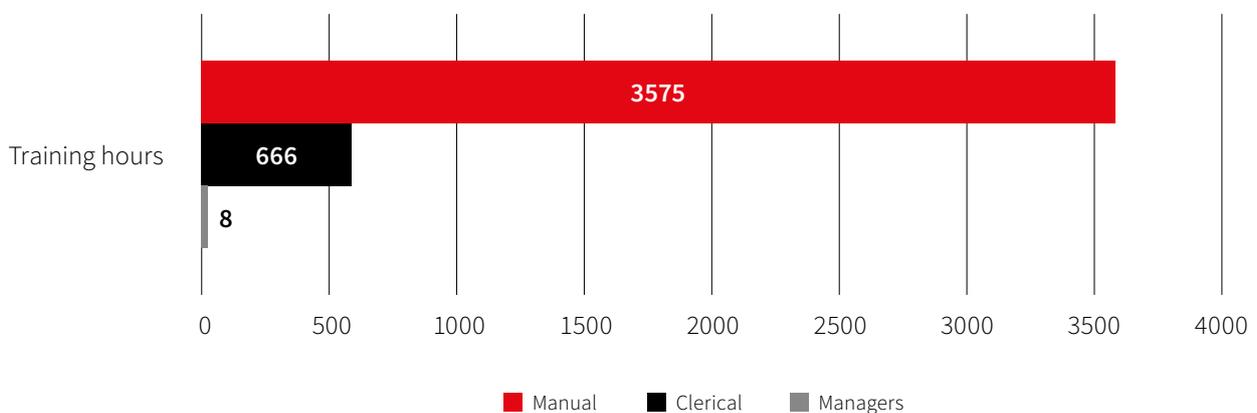
In fact, Aristoncavi's in-house Academy plays a key role in the onboarding phase, offering new hires an intensive three-day training course dedicated to general and introductory topics. To complement this initiative, the company has developed a **specific onboarding training** plan designed to facilitate the induction and adaptation of new resources.

This plan includes a **15-day job rotation** programme, during which new hires have the opportunity to explore different company departments, gaining a global view of the organisation.

Furthermore, in terms of training, Aristoncavi has developed a structured skills mapping system based on a matrix applied to all company areas. This system, which has already been digitised for clerical staff, allows individual performance to be monitored and tracked over time, fostering the continuous development of human resources. As far as the manual workforce is concerned, the **goal** for next year is to **complete the digitisation** of the entire process.

In 2024, Aristoncavi provided a **total of 4,249 hours** of **training** for employees, equating to an **average of 32.9 hours of training per employee**, divided into **technical, soft skills** and **health and safety training**<sup>4</sup>.

## TRAINING HOURS PROVIDED IN 2024



<sup>4</sup> For more information, see the GRI Package section of this Report.

This commitment demonstrates Aristoncavi's willingness to continuously invest in the professional and personal development of its resources, recognising that training is a key element in enhancing skills, improving company performance and promoting a safe and inclusive working environment. The distribution of training hours highlights the attention paid not only to technical aspects, but also to the development of soft skills and the protection of health and safety, both of which represent fundamental pillars for organisational well-being.

## OCCUPATIONAL HEALTH AND SAFETY: A TOP PRIORITY

GRI 403-5 | GRI 403-9 | GRI 403-10 | GRI 403-1 | GRI 403-2 | GRI 403-3 | GRI 403-4 | GRI 403-8 | GRI 416-1

Aristoncavi adopts a structured and integrated approach to ensure health and safety at work, consolidated by its own **Occupational Health and Safety Management System (HSMS)**, which complies with the international standard **ISO 45001**. This system represents a set of policies, processes and resources that enables the company to identify, assess and control risks in a systematic way, fostering safe and sustainable working environments.

In order to ensure a structured approach, four key figures have been identified, in line with the Consolidated Occupational Health and Safety Act (Legislative Decree 81/08): the **Employer Representative**, the **Head of the Prevention and Protection Service (RSPP)**, two **Workers' Safety Representatives (RLS)**, one **internal Prevention and Protection Service Officer (ASSP)** who acts as a liaison between the company and the RSPP, and the **Company Doctor**. These roles ensure that all employees are involved and represented in safety issues.

In line with Legislative Decree 81/08, State-Regions agreements and the ISO 45001 standard, Aristoncavi implements a targeted **training plan** to raise awareness and prepare workers on all aspects of health and safety. **100% of workers are covered by the health and safety management system** and receive **general and specific training** at the time of hiring, supplemented by regular refreshers to maintain awareness of risks and good working practices.

The company organises specific training courses for key figures, such as supervisors and emergency workers (fire-fighting and first aid), ensuring that they meet regulatory requirements and providing regular reminders to maintain competence. Furthermore, for tasks with exposure to specific risks, specific courses are provided and the training activities are delivered exclusively by qualified and licensed personnel.

The staff training plan on occupational health and safety is divided into:

- **General and Specific Training for All Workers:** Mandatory under article 37 of Legislative Decree 81/08 and State-Regions Agreement no. 221 of 21/12/2011. This includes 4 hours of general training and 12 hours of specific training. It also provides for 6 hours of five-yearly refresher courses.

Every new employee receives general and specific safety training, including a "General Information Sheet" and relevant "Job Risk Sheets", with regular scheduled refreshers.



- **Fire and First Aid Training:** For fire-fighters, the mandatory training pursuant to the Ministerial Decree of 02/09/2021 has a minimum duration of 8 hours and provides for five hours of refresher training every five years. Meanwhile, for first aid officers, the mandatory training pursuant to Ministerial Decree 388/03 has a minimum duration of 12 hours followed by a four-hour practical refresher course every three years.

- **Supervisory Training:** Training is mandatory and complies with the requirements of Legislative Decree 81/08, with courses of 8 hours followed by a 6-hour refresher after five years, unless alternative courses are adequately documented and demonstrated.

- **Training for Tasks with Exposure to Specific Risks:** Training is required for special activities, such as **operating steam boilers**, working on **live electrical equipment**, or **operating forklifts, lifting platforms, jib cranes** and **other specific equipment**. These training activities are delivered exclusively by qualified and licensed personnel.

The planning, implementation and monitoring of training activities are managed through integrated documentary tools, ensuring regulatory compliance and continuous improvement. Through these initiatives, Aristoncavi promotes a participatory and sustainable culture of safety, in line with the principles of the ISO 45001 standard.

During the year 2024, Aristoncavi provided **a total of 222 hours** of occupational health and safety **training**, of which **36 hours** were **general** training and **186 hours** were **specific** training, involving a total of **22 workers**<sup>5</sup>.

## HOURS OF HEALTH AND SAFETY TRAINING PROVIDED - 2023 - 2024



<sup>5</sup>For more information, see the GRI Package section of this Report.

# OCCUPATIONAL ACCIDENTS

Aristoncavi pays great attention to protecting the health and safety of its workers and conducts a thorough analysis of accidents over the years. This purpose of this activity is to identify triggers and the relative persons responsible for them in order to implement effective preventive actions and minimise the risk of future accidents.

Aristoncavi's commitment is put into practice through the adoption of internal procedures able to guarantee employee safety and mitigate identified risks. The main activities carried out include:

- **Risk assessment:** a periodic, in-depth analysis of the hazards present in the workplace.
- **Safe working procedures:** definition of operational standards for each activity, aimed at reducing errors and risky behaviour.
- **Education and training:** organisation of specific courses to make workers aware of risks and prevention measures.
- **PPE provision:** provision of personal protective equipment appropriate to each type of risk.

In order to investigate any occupational accidents that may occur, Aristoncavi's process includes the preparation of specific risk assessment documents, through the implementation of the "safe protagonists in AC" project. Moreover, with regard to occupational illnesses, Aristoncavi handles INAIL (Italian National Institute for Insurance against Accidents at Work) case files and conducts internal analyses in collaboration with the Head of the Prevention and Protection Service (RSPP) and the Company Doctor, with the aim of identifying preventive actions to avoid the recurrence of such events.

During 2024, **4 non-serious accidents** were recorded out of a total of **214,912.19 hours worked**, corresponding to an **accident rate of 19<sup>6</sup>**.



<sup>6</sup>For more information, see the GRI Package section of this Report.

# ARISTONCAVI'S WELFARE POLICIES

GRI 401-2

Aristoncavi is characterised by a strong commitment to ensuring a working environment that promotes employee well-being through targeted and innovative welfare policies. These initiatives are aimed at improving the quality of working and personal life and reflect the company's attention to the needs of its employees and their families.

The company has introduced a **hybrid work** model which allows employees to **work remotely** for two days a week. This is regulated by a trade union agreement that defines the operational details, ensuring a healthy **work-life balance**.

In addition to remote working options, Aristoncavi has implemented **hourly flexibility** policies, which include:

- **Flexible arrival time**, regulated by an internal procedure;
- **Flexible lunch break** to meet individual needs.

Finally, in order to optimise employees' time, Aristoncavi has launched a **service to deliver personal packages directly to the company**, facilitated by a specific procedure. This service aims to reduce logistical worries and improve time management.

With regard to **company welfare policies**, Aristoncavi pays out a **performance bonus** every June, offering employees the choice between cash or welfare services. The bonus is determined by an agreement based on economic and non-economic performance criteria. Specifically:

- **40% of the bonus** is linked to economic performance;

- The total amount of the bonus is linked to the company's performance and is therefore reviewed every three years.

As far as **benefits** are concerned, the company provides employees with both meal vouchers and company cars, the latter being reserved for certain contractual levels only<sup>7</sup>.

In addition, the company gives special attention to **parenting** issues with dedicated initiatives to support parents, including:

- The opportunity, every year, to **bring their children to the company** for a week in July, during which they can take part in training projects inspired by their school curriculum, in line with PCTO (Percorsi per le Competenze Trasversali e l'Orientamento) experiences. Launched in 2023, this initiative is already in its second year;
- A **mental health support** service, offered in collaboration with the Vicenza ASL, specifically dedicated to supporting parents;
- The provision of **scholarships for the children of employees**, according to determined criteria, is another sign of the company's focus on parental support.

To facilitate dialogue and support employees in a timely and direct manner, Aristoncavi has set up a **Human Resources desk** available every Tuesday, which can be consulted without appointment.

At the same time, the company launched a **company climate analysis project** to gather feedback and orient future welfare projects towards the real needs of employees. **The aim is to establish a two-year plan that reflects staff expectations.**

<sup>7</sup>For more information, see the GRI Package section of this Report.

The **internal solidarity** initiatives undertaken by Aristoncavi also include the establishment of a **solidarity time bank**, which allows employees to donate hours of holiday or leave to colleagues in need, either for personal or family reasons. Requests for access to these hours can be submitted via the union.

Furthermore, to **strengthen the company's sense of community**, Aristoncavi organises dedicated events, including:

- **The Game Experience**, an annual sports day followed by a social event;
- **Family Day**, a five-yearly event where employees' families are invited to the company to get to know each other.

Regarding the promotion of **Diversity and Inclusion** programmes, in 2023 the company promoted a **corporate volunteering** project in cooperation with the **Popular Economic Kitchens of Padua**, involving about 50 employees in group activities. Although not planned as a recurring project, this

initiative aimed to promote awareness and inclusion through training.

Aristoncavi sets itself improvement **goals** for the years ahead, focusing on perfecting its current initiatives. The company's priorities include: **revising the criteria for awarding scholarships** to make them more accessible; **enhancing the mental health support service** for employees by **introducing an online help desk that guarantees anonymity**; and **extending training on Diversity & Inclusion**, with the aim of **involving 100% of its employees**.

## WE CARE, WE SUPPORT: OUR RELATIONSHIP WITH THE REGION

Aristoncavi recognises the importance of building a solid and lasting relationship with the region and the community in which it operates, **promoting values of inclusion, sustainability and collective wellbeing**. For this reason, the company has undertaken numerous social, cultural and environmental initiatives.

Among the most significant activities are **donations to local organisations and associations**, such as the **Popular Kitchens of Padua** and **local sports clubs**, with a focus on inclusive projects for people with disabilities.



Another important initiative is the **support** to the **nursery and school** centre in **Brendola (VI)**, which **promotes recycling education activities**, and the **collaboration with the ASL of Vicenza**, aimed at the realisation of the “*Ciak si gira*” project, a creative workshop for 14 to 16 year olds in the child neuropsychiatry department; this latter project was run until 2023.

Aristoncavi is also committed to **promoting employment, collaborating** since 2023 with the **employment centre** for the annual recruitment day project, aimed not only at finding employment for people currently not participating in the labour market, but also at providing tangible social support.



The company is a proud **supporter** of **medical research**, funding **the Istituto Oncologico Veneto (I.O.V.) and the Istituto Veneziano di Medicina Molecolare (V.I.M.M.)**, with the aim of combating and preventing oncological, cardiovascular, muscular and neurodegenerative diseases.



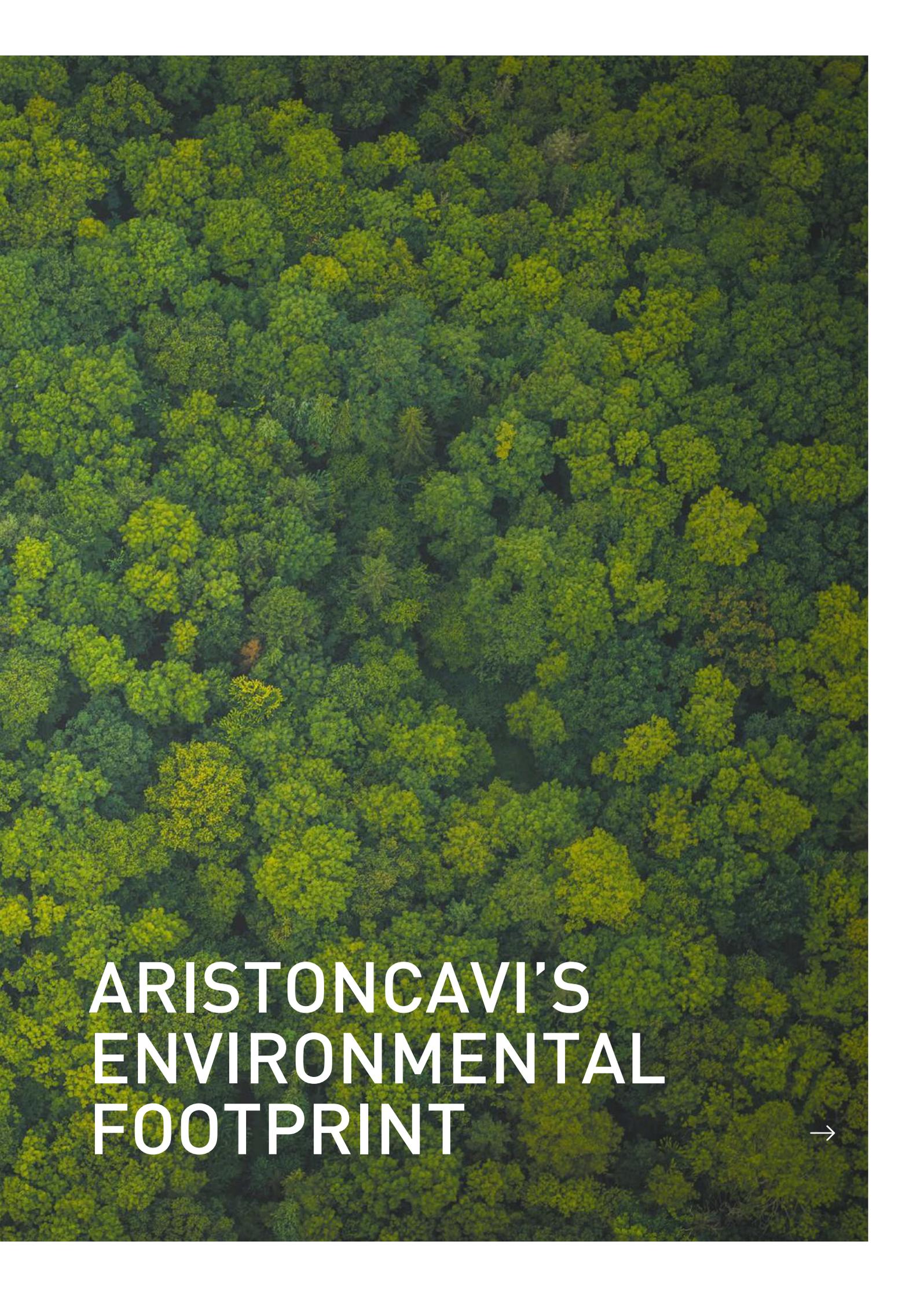
Aware of the importance of physical and mental wellbeing, Aristoncavi promotes sport and its values. The company has been a **shareholder of the Centro Sportivo Petrarca Impianti Rugby Padova S.p.A.** since 2002, supports the **Polisportiva di Brendola** and has participated in the **Padua Marathon** for ten years, promoting physical activity as a tool for health and social cohesion.



Finally, the commitment to protecting the environment and preserving Italy's artistic and cultural heritage is reflected in the **collaboration with the Fondo Ambiente Italiano (FAI)**, with the aim of preserving and enhancing the landscape and cultural heritage, helping to create a more beautiful and sustainable country for future generations.

Aristoncavi's **future goals** focus on **strengthening its ties with the region** and **continuing its social commitment**. The company aims to **implement at least one project per year dedicated to supporting the local area**, with initiatives to promote social, cultural and environmental wellbeing. At the same time, it intends to **ensure the continuation of existing donations**, continuing to support local businesses and projects that contribute positively to the communities in which it operates.



An aerial photograph of a dense, lush green forest. The trees are tightly packed, creating a vibrant, textured canopy of various shades of green. The lighting is bright, highlighting the individual tree crowns and the overall density of the forest.

# ARISTONCAVI'S ENVIRONMENTAL FOOTPRINT



# ENVIRONMENTAL IMPACTS CONSUMPTION AND EMISSIONS

GRI 302-1 | GRI 305-1 | GRI 305-2

## OUR ACTION



### → SELF-PRODUCTION OF RENEWABLE ENERGY

to harness a clean, renewable energy source and reduce greenhouse gas emissions and dependence on fossil fuels.

### → ENERGY EFFICIENCY MEASURES

to reduce our consumption by replacing traditional lamps with LED bulbs, introducing a new production line to recycle water, installing more efficient boilers.

### → ENERGY MANAGEMENT AND ENERGY DIAGNOSIS

to optimise our consumption with a view to continuous improvement.

### → KNOWLEDGE OF OUR ENVIRONMENTAL IMPACTS AND EMISSIONS OF ORGANISATION AND PRODUCT

to communicate our environmental impacts transparently and reliably.

**Respect for the environment and the region is our priority.** That is why we orient our choices towards a careful management of resources, in order to use them consciously and responsibly.

Our focus on environmental sustainability and our willingness to make a concrete contribution to preserving natural resources, promoting a sustainable production model and reducing waste and emissions has allowed our company to take steps to measure the environmental impacts we produce and reduce our ecological footprint in order to **consolidate our tangible commitment to securing our collective future and the future of the environment.**



Our actions to support environmental responsibility are based on:

- **Supply and self-production of renewable energy**
- **Energy efficiency**
- **Energy management and waste reduction**
- **Knowledge of organisation and product emissions**

## ENERGY CONSUMED

Our awareness of the high consumption of electricity required to carry out our production activities (especially for rubber extrusion and wire drawing) and the operation of air compressors led us to want to manage our energy consumption effectively and rationally, and to adopt a series of strategies aimed at **optimising every energy aspect of our company**.

Through constant **energy management**, we monitor and analyse energy consumption in the various production departments on a quarterly basis, enabling us to stay on top of the data, identify any inefficiencies early, and take prompt corrective action when necessary. This careful and punctual approach to energy management allows us to set ourselves energy efficiency and energy saving targets, which guarantee both a reduction in CO<sub>2</sub> emissions and economic savings.

A photovoltaic system for self-generation of electricity was installed and entered into service in 2023 to **increase the supply from renewable sources**. The plant at the production site in Brendola (headquarter) has **a nominal installed power of 592 kilowatts<sup>8</sup>**.

In total, the new plant delivered **savings of electricity purchased from the grid of approximately 502,894.76 kWh during 2024 and covered 5% of our total electricity needs (3% during 2023)**.

However, this alone is not enough to cover the entire energy demand, which is also met through supply from external sources.

The consumption of natural gas is mainly attributable to the boilers used to produce steam for vulcanising rubber and in the winter for heating indoor rooms.

**Considering Aristoncavi's energy consumption related to the carriers Natural Gas and Electricity, 59,622 GJ of energy was consumed in 2024<sup>9</sup>.**

As can be seen from the detailed data below, 65.5% of our consumption is electricity for production activities. Natural gas (20,302.9 GJ) accounts for 34.1% of consumption. In this analysis, fuel for the company fleet consisting of a total of 11 cars, including nine Euro 6 petrol cars, and one electric van, was not considered.

<sup>8</sup> Information updated to 31.12.2023

<sup>9</sup> Electricity consumption for energy taken from the grid was calculated by considering actual consumption for Jan-Sept 2024, while for the remainder (Oct-Dec 2024) average monthly consumption was considered.

ENERGY CONSUMPTION	2023		2024	
	GJ	%	GJ	%
<b>TOTAL ENERGY CONSUMED WITHIN THE ORGANISATION (GJ)</b>	<b>63.465</b>	<b>100%</b>	<b>59.622</b>	<b>100%</b>
<b>NATURAL GAS</b>	<b>24.702,0</b>	<b>38,9%</b>	<b>20.302,9</b>	<b>34,1%</b>
of which for heating	24.702,0		20.302,9	
<b>ENERGIA ELETTRICA</b>	<b>38.762,7</b>	<b>61,1%</b>	<b>39.319,4</b>	<b>65,9%</b>
(+) of which electricity purchased from the grid	37.729,5		37.554,8	
(+) of which self-produced electricity	1.033,2		1.810,4	
(-) of which electricity sold to the grid	-		45,8	

## EMISSIONS

With a view to continuous improvement, in 2022 we began to report on our **greenhouse gas emissions** (hereafter GHG) with annual achievement of the Certification of our **organisation's Carbon Footprint study according to UNI ISO 14064:2019 and related to Scope 1,2 and 3.**

The years 2022 and 2023 kept emissions fairly constant, and with those, the CO<sub>2</sub> emission values per tonne produced also remained fairly stable.

In **2023, Aristoncavi generated a total of 51,132 tCO<sub>2</sub>eq**, of which approximately 84.3% was due to indirect emissions from purchased goods, i.e. raw materials entering the plant. This is followed by indirect emissions from purchased electricity at about 4.3% and emissions from waste disposal at about 3.2%.

At the site, cooling energy is generated for process use and for air conditioning. In the year in question

(2023), no refrigerant gas leaks from air conditioners were recorded.

For details on the emissions generated per category, please refer to the 2023 Organisation Carbon Footprint Study Report, the latest available at the time of writing.

The calculation of emissions in this sustainability report covers direct emissions (Scope 1) and indirect emissions from the purchase of energy carriers (Scope 2). Listed below are the Scope divisions of emissions, which follow the GHG Protocol guidelines and align with Categories 1 to 6 of ISO 14064:2019.



## SCOPE 1 DIRECT EMISSIONS FROM INTERNAL OPERATIONS

- *Direct emissions from stationary combustion* (consumption of natural gas used for heating or the production process);
- *Direct emissions from mobile combustion* (fuel consumption of company-owned vehicles used to move employees and transport goods in and out of plants);
- *Direct process-related emissions* (GHG emissions generated in the production process)
- *Direct fugitive emissions* (refrigerant gas leakage);

## SCOPE 2 INDIRECT EMISSIONS FROM CONSUMPTION OF ELECTRICITY IMPORTED BY THE COMPANY

SCOPE 1		
	2023	
ACTIVITIES	TOTAL GHG EMISSIONS [T CO <sub>2</sub> EQ]	% OF TOTAL
Direct emissions due to combustion from stationary sources <sup>10</sup>	1491,32	96,8%
Direct emissions from mobile combustion <sup>11</sup>	49,60	3,2%
Direct fugitive emissions	0	0%
<b>TOTAL SCOPE 1</b>	<b>1540,92</b>	<b>100%</b>

SCOPE 2		
ACTIVITIES	TOTAL GHG EMISSIONS [T CO <sub>2</sub> EQ]	% OF TOTAL
Electricity - imported <sup>12</sup>	2216,97	100%
<b>Total Scope 2</b>	<b>2216,97</b>	<b>100%</b>
<b>TOTAL SCOPE 1 AND 2</b>	<b>3757,89</b>	

<sup>10</sup> Emission factor source: Common Reporting Format (CRF) accompanying the National Inventory Report 2023 (ISPRA Reports 383/2023)

<sup>11</sup> Emission factors are taken from the DEFRA database (ghg-conversion-factors-2023-full-file-update) for the reference year 2023

<sup>12</sup> Emission factor source: ISPRA 2023 (FE\_energia\_electric\_2023-V2) from the item electricity consumption 2023

# WASTE MANAGEMENT AND CIRCULAR ECONOMY

GRI 306-1

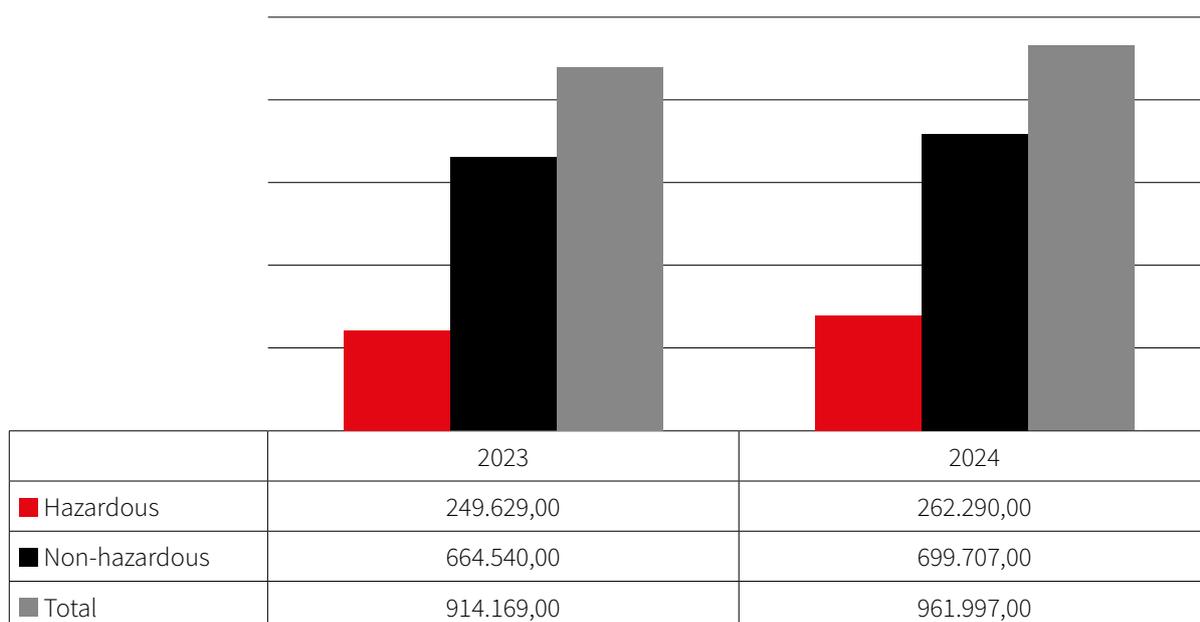
Aristoncavi ensures compliance with waste management regulations through the training of staff and the support of external consultants. Waste management is regulated by a special procedure that provides detailed operating instructions for each stage, from collection to internal transfer, storage in temporary warehouses, loading and unloading, to the management of documentation and records.

The **Integrated Management System Manager**, with the support of the process managers, keeps and updates the list of waste produced and the lay-out with the location of temporary storage facilities. The Manager also periodically checks the suitability of the depots and collection points, reporting any opportunities for improvement to the relevant managers.

Within the company’s plant, waste is accounted for according to the EWC code, and the quantities shown below have been deducted from the Single Declaration Form (MUD).

In 2024, about **962 tonnes of waste** were generated, of which about **73% was non-hazardous**. The main waste generated relates to plastic and rubber residues (insulation and sheathing), solvents and industrial oils, packaging (wood, plastic, cardboard) and metal scraps (copper, aluminium) that are often recovered and recycled.

## HAZARDOUS AND NON-HAZARDOUS WASTE PRODUCED (t)





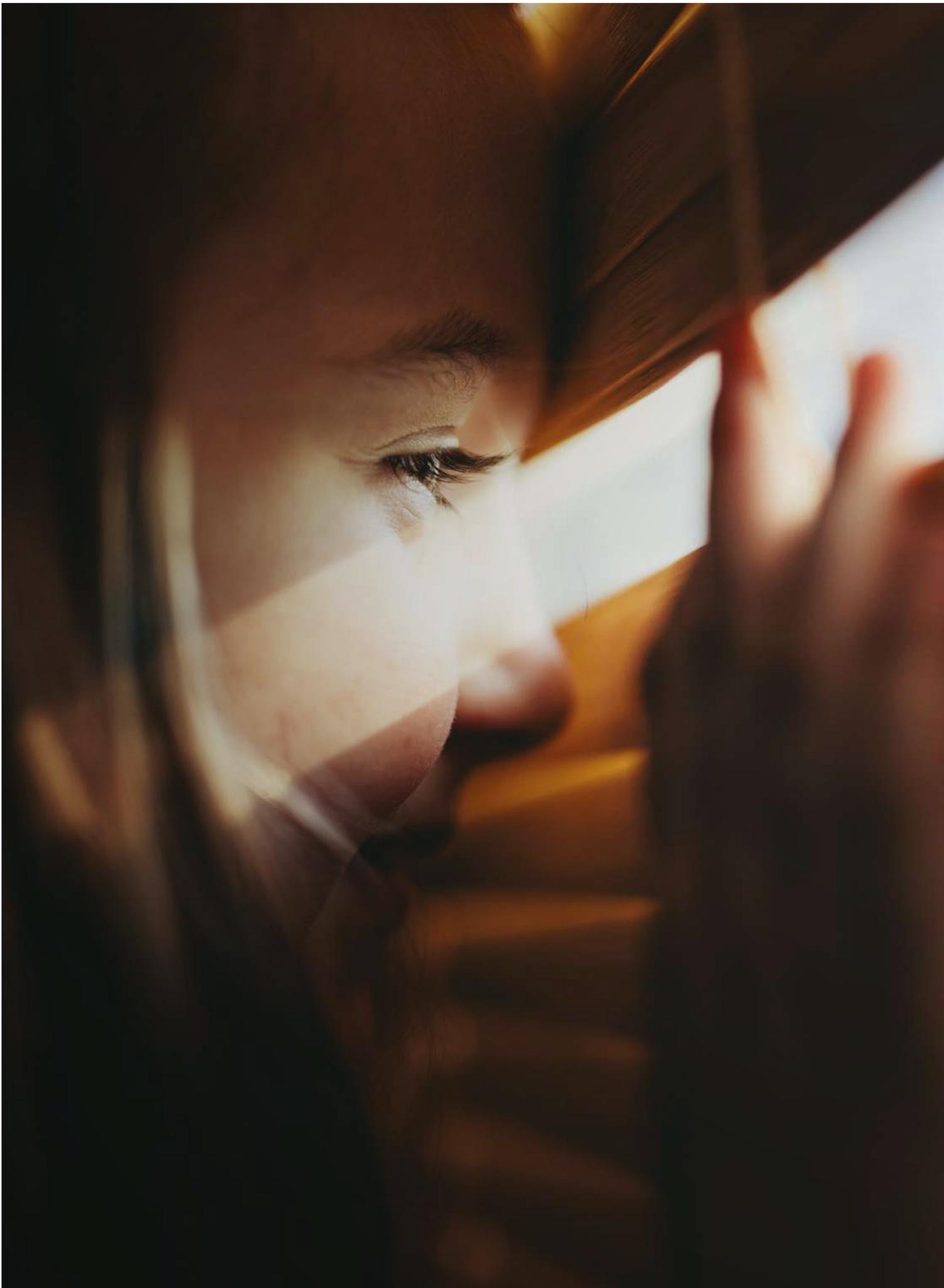
In line with the **Integrated Policy** and in compliance with contractual and regulatory requirements related to the products developed, Aristoncavi integrates environmental considerations into its **R&D** process, promoting sustainable solutions and fostering a **circular economy** model.

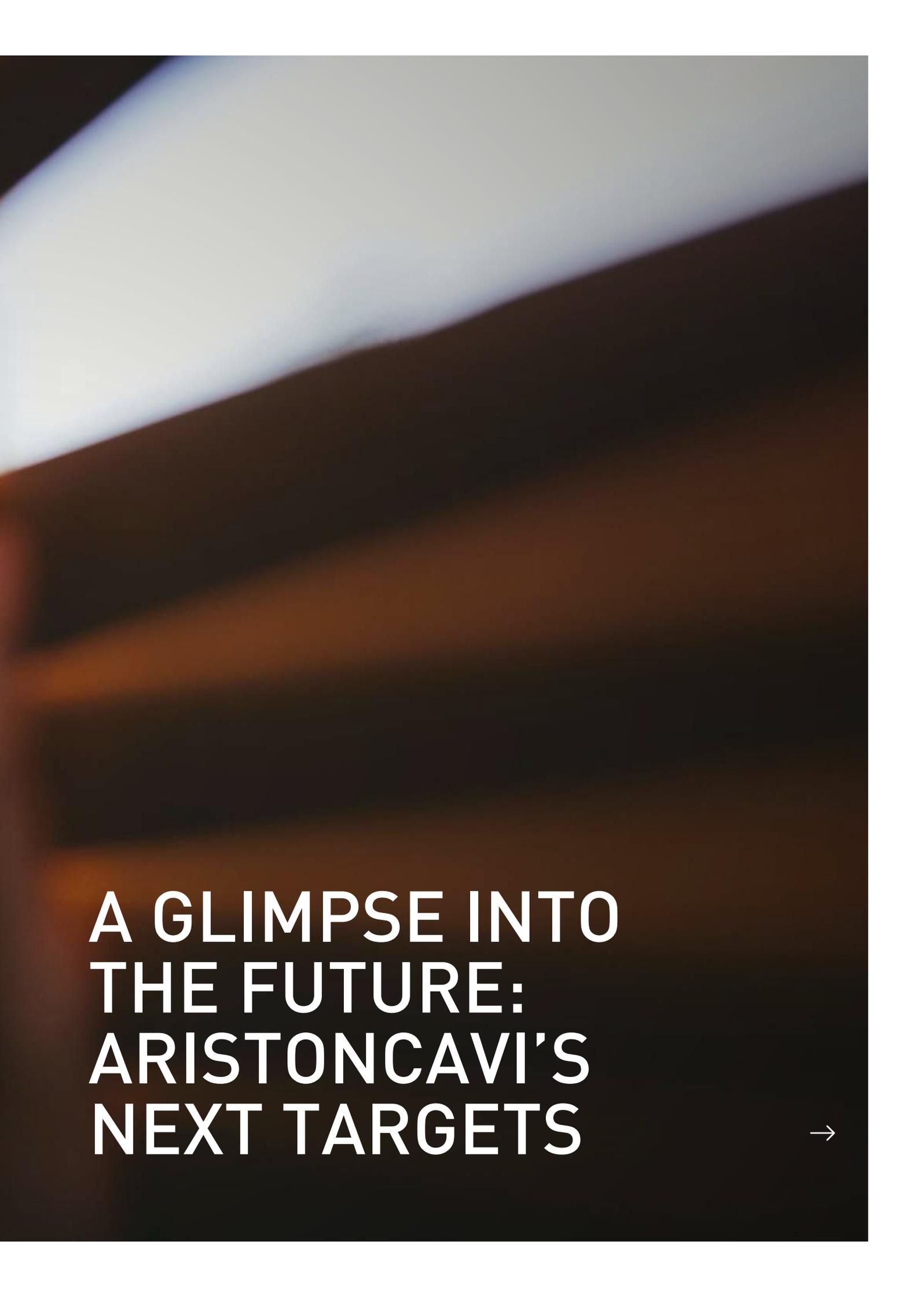
The company is committed to **selecting raw materials and semi-finished products with a responsible approach**, favouring suppliers whose production, processing and handling have a low environmental impact. To this end, preference is given to **ISO 14001-certified** partners and suppliers located nearby, thus reducing the impact of transport and CO<sub>2</sub> emissions.

Another key aspect concerns the management of processing waste: In fact, Aristoncavi researches and uses **materials** that are as **recyclable** as **possible**, reducing the amount of waste generated. In addition, **the use of raw materials and semi-finished products already in use, together with the optimisation of production set-ups, makes it possible to minimise scrap and limit waste production.**

On the production efficiency front, the company aims to develop and adopt processes that **reduce the consumption of resources** (water, gas, electricity) and limit **water emissions and discharges**, both in terms of quantity and hazardousness. Finally, when selecting the substances and preparations used in the company's processes, preference is given to less impactful solutions, replacing hazardous products where possible with alternatives that are safer for the environment and human health.

Thanks to these actions, Aristoncavi strengthens its commitment to increasingly sustainable production, reducing its environmental impact and promoting a more efficient and circular use of resources.





**A GLIMPSE INTO  
THE FUTURE:  
ARISTONCAVI'S  
NEXT TARGETS**



# SOCIAL



TOPICS	TARGETS
<b>Diversity, inclusion and equal opportunities</b>	<ul style="list-style-type: none"> <li>• Assess the achievement of gender equality certification Pdr 125/2022</li> </ul>
<b>Employee training and development</b>	<ul style="list-style-type: none"> <li>• Consistent training plans</li> <li>• Complete the digital skills management process for all professionals</li> </ul>
<b>Occupational health and safety</b>	<ul style="list-style-type: none"> <li>• Strengthen the culture of safety among employees</li> </ul>
<b>Welfare and professional wellbeing</b>	<ul style="list-style-type: none"> <li>• Establish a two-year company climate survey plan that reflects staff expectations;</li> <li>• Revise the criteria for awarding scholarships;</li> <li>• Enhance the mental health support service for employees through the introduction of an online help desk guaranteeing anonymity;</li> <li>• Extend the Diversity &amp; Inclusion training to 100% of employees</li> </ul>
<b>Relationship with the region</b>	<ul style="list-style-type: none"> <li>• Carry out at least 1 project per year dedicated to supporting the region;</li> <li>• Continue to make annual donations to interested parties</li> </ul>

# GOVERNANCE



TOPICS	TARGETS
<b>Customer satisfaction</b>	<ul style="list-style-type: none"> <li>• Prepare surveys to gather customer feedback</li> </ul>
<b>Transparency and Responsible Governance</b>	<ul style="list-style-type: none"> <li>• Draft the annual sustainability report</li> <li>• Obtain the Ecovadis silver medal</li> </ul>



# NOTE ON METHODOLOGY

GRI 2-1 | GRI 2-2 | GRI 2-3 | GRI 2-5

## REPORTING BOUNDARY

<b>Company name</b>	Aristoncavi Spa
<b>Nature of ownership</b>	Private
<b>Legal form</b>	Spa (joint-stock company)
<b>Location of head office</b>	Via Luigi Einaudi, 8, 36040 Brendola VI
<b>Countries served</b>	Italy, EU, Extra-EU

## THE DOCUMENT AND REFERENCES USED

This document is the first Sustainability Report of **Aristoncavi** (“the company”). The information in this document has been collected and processed to provide an understanding of the company’s activities, performance, results and impact.

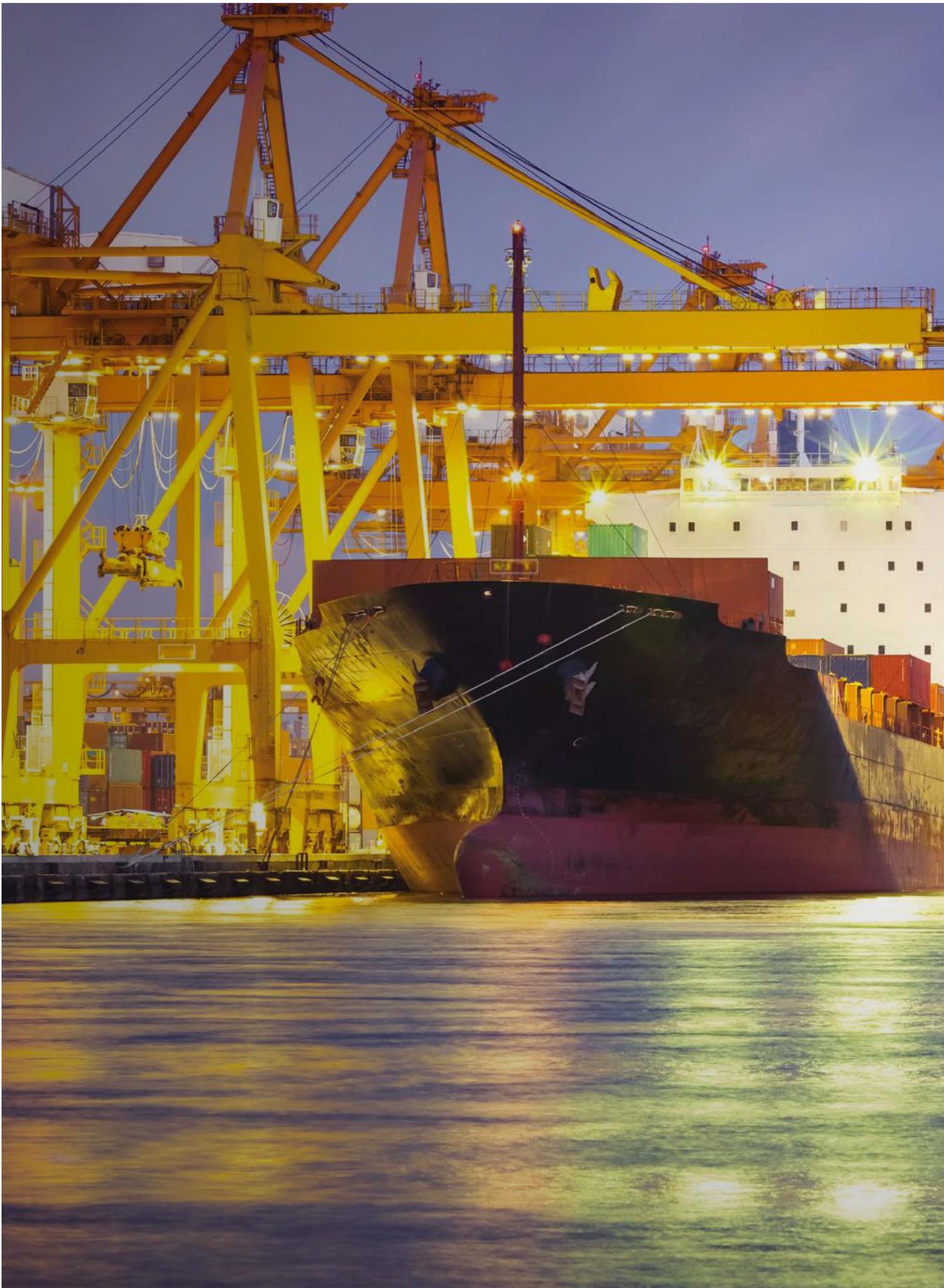
The Sustainability Report has been prepared on a voluntary basis and does not represent a Consolidated Non-Financial Statement (NFS/DNF); in fact, the company does not fall under the scope of Legislative Decree 254 of 30 December 2016, which, in implementation of Directive 2014/95/EU, provides for the obligation to prepare a NFS for public interest entities exceeding certain quantitative thresholds.

The analysis will be further developed and deepened in subsequent years, by conducting one or more stakeholder feedback activities and reporting on the company’s contribution to achieving the defined targets.

The Sustainability Report was prepared by selecting the indicators contained in the *GRI Sustainability Reporting Standards* published by the Global Reporting Initiative (GRI), according to the “Referenced” reporting option. The set of GRI Standards indicators used for reporting is indicated in the GRI Content Index of this document.

The general principles applied in the preparation of the Sustainability Report are those established by the GRI Standards, namely: relevance, inclusiveness, sustainability context, completeness, balance between positive and negative aspects, comparability, accuracy, timeliness, reliability, and clarity.

The performance indicators selected are those envisaged by the reporting standards adopted and are representative of the specific areas of sustainability analysed and consistent with the activity carried out by the company and the impacts it produces. The selection of these indicators was made on the basis of a double materiality analysis of the material topics related to the thematic ESRS for the company and the reference sector, as described in the section “Double Materiality Analysis: Impact and Financial Perspectives”. This analysis forms part of the company’s adopted approach to sustainability and involved the ESG working group, management and the CFO in an assessment of impacts, risks and opportunities from both an impact *inside-out* and financial *outside-in* perspective.





# GRI TABLE OF CONTENTS AND CORRELATION TABLE



# REPORTING PACKAGE

This section aims to provide details of the GRI indicators used in the Report for greater clarity and comparability of ESG performance over the two-year reporting period.

## GRI 2-7 EMPLOYEES

Employees by gender	2023	2024
Women	20	19
Men	109	111
<b>Total</b>	<b>129</b>	<b>130</b>

Employees by contract type and gender	2023	2024
<b>Open-ended</b>	<b>129</b>	<b>130</b>
Women	20	19
Men	109	111
<b>Fixed-term</b>	<b>0</b>	<b>0</b>
Women	0	0
Men		0
<b>Total</b>	<b>129</b>	<b>130</b>

Employees by employment type and gender	2023	2024
<b>Full-time</b>	<b>123</b>	<b>126</b>
Women	15	16
Men	108	110
<b>Part-time</b>	<b>6</b>	<b>4</b>
Women	5	3
Men	1	1
<b>Total</b>	<b>129</b>	<b>130</b>



## GRI 2-8 WORKERS WHO ARE NOT EMPLOYEES<sup>13</sup>

<b>Non-employees</b>	<b>2023</b>	<b>2024</b>
Contractors		
Subcontractors		
Freelancers		
Trainees	2	7
Volunteers		
Other (Agency workers)	21	23
<b>Total</b>	<b>23</b>	<b>30</b>

## GRI 2-30 COLLECTIVE BARGAINING AGREEMENTS

<b>Total % of employees covered by CCNL</b>	<b>2023</b>	<b>2024</b>
Total number of employees	129	130
Number of employees covered by collective bargaining agreements	129	<b>130</b>
<b>Percentage of employees covered by CCNL</b>	<b>100 %</b>	<b>100 %</b>

## GRI 401-1 RECRUITMENT AND TURNOVER

<b>Employees at year-end</b>	<b>2023</b>			<b>2024</b>		
	<b>Women</b>	<b>Men</b>	<b>Total</b>	<b>Women</b>	<b>Men</b>	<b>Total</b>
<b>Total</b>	20	109	<b>129</b>	19	111	<b>130</b>

<b>New hires</b>	<b>2023</b>			<b>2024</b>		
	<b>Women</b>	<b>Men</b>	<b>Total</b>	<b>Women</b>	<b>Men</b>	<b>Total</b>
Up to 29		5	<b>5</b>	2	5	<b>7</b>
30-50	3	3	6	-	7	7
50	1	1	2	-	-	0
<b>Total</b>	<b>4</b>	<b>9</b>	<b>13</b>	<b>2</b>	<b>12</b>	<b>14</b>

<b>Terminations</b>	<b>2023</b>			<b>2024</b>		
	<b>Women</b>	<b>Men</b>	<b>Total</b>	<b>Women</b>	<b>Men</b>	<b>Total</b>
Up to 29		2	<b>2</b>	2	2	<b>4</b>
30-50	2	7	9	1	5	6
50	1	3	4	-	3	3
<b>Total</b>	<b>3</b>	<b>12</b>	<b>15</b>	<b>3</b>	<b>10</b>	<b>13</b>

<sup>13</sup> The functions performed by non-employees relate to clerical and manual workers.

Reason for termination	2023			2024		
	Women	Men	Total	Women	Men	Total
Voluntary terminations	2	6	8	2	7	9
Retirement	1	1	2	-	1	1
Other (e.g. end of fixed-term contracts)		5	5	1	2	3
<b>Total</b>	3	12	15	3	10	13

Turnover	2024		
	Women	Men	Total
Positive turnover - new hires	10 %	11 %	11 %
Negative turnover - contract terminations	-15 %	-9 %	-10 %
<b>Overall turnover</b>	-5 %	2 %	1 %

## GRI 401-2 BENEFITS PROVIDED FOR FULL-TIME EMPLOYEES

Number of employees using benefits	2023	2024
life insurance	129	130
health care	10	126
disability and impairment cover	129	130
parental leaves	3	7

## GRI 404-1 AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE

Number of Employees	2024					
	Women	Men	Total	Women	Men	Total
Managers	-	2	2	-	2	2
Middle Managers	1	3	4	1	3	4
Office Workers	17	31	48	15	34	49
Manual Workers	3	56	59	3	71	74
<b>Total</b>	21	92	113	19	110	129



Total training hours	2023			2024		
	Women	Men	Total	Women	Men	Total
Managers	-	66	<b>66</b>	-	8	<b>8</b>
Middle Managers	98	138	<b>236</b>	9	44	<b>53</b>
Office Workers	387	885	<b>1,272</b>	116	498	<b>613</b>
Manual Workers	578	2,321	<b>2,899</b>	427	3,148	<b>3,575</b>
<b>Total</b>	1,063	3,409	<b>4,472</b>	552	3,697	<b>4,249</b>

Average training hours	2023			2024		
	Women	Men	Total	Women	Men	Total
Managers	-	33.0	33.0	-	4.0	4.0
Clerical Staff - Middle Managers	22.8	28.5	26.5	7.7	14.6	12.5
Manual Workers	192.7	41.4	49.1	142.3	44.3	48.3
<b>Total</b>	<b>50.6</b>	<b>37.1</b>	<b>39.6</b>	<b>29.0</b>	<b>33.6</b>	<b>32.9</b>

## 405-1 DIVERSITY IN GOVERNANCE BODIES AND WORKFORCE

Governance bodies by gender	2024		
	Women	Men	Total
BoD	1	4	<b>5</b>
Board of Statutory Auditors	2	3	<b>5</b>
<b>Total</b>	<b>3</b>	<b>7</b>	<b>10</b>

Employees by professional category and gender	2023			2024		
	Women	Men	Total	Women	Men	Total
Managers	-	2	<b>2</b>	-	2	<b>2</b>
Middle Managers	1	2	<b>3</b>	1	3	<b>4</b>
Office Workers	16	21	<b>37</b>	14	33	<b>47</b>
Manual Workers	3	84	<b>87</b>	4	73	<b>77</b>
<b>Total</b>	<b>20</b>	<b>109</b>	<b>129</b>	<b>19</b>	<b>111</b>	<b>130</b>
Percentage	16 %	84 %	100 %	15 %	85 %	100 %

Governance Bodies by age group	2024			
	<30 years	30-50 years	>50 years	Total
BoD	-	1	4	5
Board of Statutory Auditors	-	1	4	5
<b>Total</b>	-	2	8	10

Employees by professional category and age group	2023				2024			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Managers	-	-	2	2	-	-	2	2
Middle Managers	-	1	2	3	-	2	2	4
Office Workers	2	26	9	37	2	25	19	46
Manual Workers	12	32	43	87	15	33	30	78
<b>Total</b>	<b>14</b>	<b>59</b>	<b>56</b>	<b>129</b>	<b>17</b>	<b>60</b>	<b>53</b>	<b>130</b>
Percentage	11 %	46 %	43 %	100 %	13 %	46 %	41 %	100 %

Protected categories by professional category and gender	2024					
	Women	Men	Total	Women	Men	Total
Managers	-	-	-	-	-	-
Middle Managers	-	-	-	-	-	-
Office Workers	3	2	5	3	2	5
Manual Workers	1	3	4	1	3	4
<b>Total</b>	<b>4</b>	<b>5</b>	<b>9</b>	<b>4</b>	<b>5</b>	<b>9</b>
Percentage	44 %	56 %	100 %	44 %	56 %	100 %

## GRI 403-5 OCCUPATIONAL HEALTH AND SAFETY TRAINING FOR WORKERS

Type of training	2023		2024	
	No. of training hours	No. of employees involved	No. of training hours	No. of employees involved
Health and safety - general training	28	7	36	9
Health and safety - specific training	150	17	186	13
<b>Total</b>	<b>178</b>	<b>24</b>	<b>222</b>	<b>22</b>



## GRI 403-9 WORK-RELATED INJURIES

<b>Number of accidents</b>	<b>2023</b>	<b>2024</b>
Total number of deaths due to work-related injuries	-	-
Total number of serious work-related injuries (excluding fatalities)	1	-
Total number of recordable work-related injuries	8	4

<b>Type of injury</b>	<b>2023</b>	<b>2024</b>
Falling and slipping	2	1
Road traffic accident	-	-
Hit by - Hit by / Against	1	2
Crushing and cutting	5	1

<b>No. of hours worked</b>	<b>2023</b>	<b>2024</b>
	210,917	214,912

<b>Rate</b>	<b>2023</b>	<b>2024</b>
Rate of deaths due to work-related injuries	-	-
Rate of serious work-related injury (excluding fatalities)	5	-
Rate of recordable work-related accidents	38	19

## GRI 204-1 PROPORTION OF SPENDING ON LOCAL SUPPLIERS<sup>14</sup>

	<b>2023</b>		<b>2024</b>	
	<b>€</b>	<b>%</b>	<b>€</b>	<b>%</b>
<b>Total expenditure for suppliers</b>	66,618,545	100 %	76,060,895	100 %
Budget spent on suppliers - outside Italy	43,419,624	65 %	46,240,708	61 %
Budget spent on suppliers located in Italy	23,198,921	35 %	29,820,188	39 %
<i>of which Budget spent on local suppliers</i>	6,023,779	9 %	11,336,618	15 %

<sup>14</sup> Local suppliers were considered to be those located in the Veneto Region.

# GRI CONTENT INDEX

Aristoncavi has reported the information mentioned in this GRI content index for the period 01/01/2023 - 31/12/2024 with reference to the GRI standards.

GRI STANDARD	DISCLOSURE	NOTES
<b>GRI 2: GENERAL INFORMATION 2022</b>	2-1 Organizational details	Chapter Identity
	2-2 Entities included in the organization's sustainability reporting	Chapter Note on Methodology
	2-3 Reporting period, frequency and contact point	Chapter Note on Methodology
	2-4 Restatements of information	Chapter Note on Methodology
	2-5 External assurance	Chapter Note on Methodology
	2-6 Activities, value chain and other business relationships	Chapter Our business model
	2-7 Employees	Chapter Aristoncavi and its people & Reporting Package
	2-8 Workers who are not employees	Chapter Aristoncavi and its people & Reporting Package
	2-9 Governance structure and composition	Chapter Identity
	2-10 Nomination and selection of the highest governance body	Chapter Identity
	2-11 Chair of the highest governance body	Chapter Identity
	2-12 Role of the highest governance body in overseeing the management of impacts	Chapter Identity
	2-16 Communication of critical concerns	Chapter Identity
	2-22 Statement on sustainable development strategy	Chapter Letter to Stakeholders
	2-23 Policy commitments	Chapter Aristoncavi and its people & Reporting Package Chapter Aristoncavi's environmental footprint
	2-24 Embedding policy commitments	Chapter Aristoncavi and its people & Reporting Package Chapter Aristoncavi's environmental footprint -
	2-25 Processes to remediate negative impacts	-
	2-26 Mechanisms for seeking advice and raising concerns	Chapter Identity
	2-27 Compliance with laws and regulations	Chapter Identity
	2-28 Membership associations	Chapter Aristoncavi and sustainability
2-29 Approach to stakeholder engagement	Chapter Aristoncavi and sustainability	



<b>GRI 3: DISCLOSURES ON MATERIAL TOPICS 2022</b>	2-30 Collective bargaining agreements	Chapter Aristoncavi and its people
	3-1 Process to determine material topics	Chapter Aristoncavi and sustainability
	3-2 List of material topics	Chapter Aristoncavi and sustainability
	3-3 Management of material topics	Chapter Aristoncavi and sustainability
<b>GRI 201: ECONOMIC PERFORMANCE 2016</b>	201-1 Direct economic value generated and distributed	Chapter Our business model
	201-2 Financial implications and other risks and opportunities due to climate change	-
	201-3 Defined benefit plan obligations and other retirement plans	-
	201-4 Financial assistance received from government	-
<b>GRI 202: MARKET PRESENCE 2016</b>	202-1 Ratios of standard entry level wage by gender compared to local minimum wage.	-
	202-2 Proportion of senior management hired from the local community	-
<b>GRI 203: INDIRECT ECONOMIC IMPACTS 2016</b>	203-1 Infrastructure investments and services supported	-
	203-2 Significant indirect economic impacts	-
<b>GRI 204: PROCUREMENT PRACTICES 2016</b>	204-1 Proportion of spending on local suppliers	Chapter Reporting package
<b>GRI 205: ANTICORRUPTION 2016</b>	205-1 Operations assessed for risks related to corruption	Chapter Identity
	205-2 Communication and training about anti-corruption policies and procedures	Chapter Identity
	205-3 Confirmed incidents of corruption and actions taken	Chapter Identity
<b>GRI 206: ANTI-COMPETITIVE BEHAVIOUR 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-
<b>GRI 207: TAXES 2019</b>	207-1 Approach to taxation	-
	207-2 Tax governance, control and risk management	-
	207-3 Stakeholder engagement and management of concerns related to tax	-
	207-4 Country-by-Country Reporting	-
<b>GRI 301: MATERIALS 2016</b>	301-1 Materials used by weight or volume	-
	301-2 Recycled input materials used	-
	301-3 Reclaimed products and their packaging materials	-
<b>GRI 302: ENERGY 2016</b>	302-1 Energy consumption within the organization	Chapter Aristoncavi's environmental footprint
	302-2 Energy consumption outside of the organization	-
	302-3 Energy intensity	-
	302-4 Reduction of energy consumption	-

	302-5 Reductions in energy requirements of products and services	-
<b>GRI 303: WATER AND EFFLUENTS 2018</b>	303-1 Interaction with water as a shared resource	-
	303-2 Management of water discharge-related impacts	-
	303-3 Water withdrawal	-
	303-4 Water discharge	-
	303-5 Water consumption	-
	<b>GRI 304: BIODIVERSITY 2016</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas
304-2 Significant impacts of activities, products and services on biodiversity		-
304-3 Habitats protected or restored		-
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		-
<b>GRI 305: EMISSIONS 2016</b>	305-1 Direct (Scope 1) GHG emissions	Chapter Aristoncavi's environmental footprint
	305-2 Energy indirect (Scope 2) GHG emissions	Chapter Aristoncavi's environmental footprint
	305-3 Other indirect (Scope 3) GHG emissions	Chapter Aristoncavi's environmental footprint
	305-4 GHG emissions intensity	-
	305-5 Reduction of GHG emissions	-
	305-6 Emissions of ozone-depleting substances (ODS)	-
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-
<b>GRI 306: WASTE 2020</b>	306-1 Waste generation and significant waste-related impacts	Chapter Aristoncavi's environmental footprint
	306-2 Management of significant waste-related impacts	Chapter Aristoncavi's environmental footprint
	306-3 Waste generated	Chapter Aristoncavi's environmental footprint
	306-4 Waste diverted from disposal	-
	306-5 Waste directed to disposal	-
<b>GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016</b>	308-1 New suppliers that were screened using environmental criteria	-
	308-2 Negative environmental impacts in the supply chain and actions taken	-
<b>GRI 401: EMPLOYMENT 2016</b>	401-1 New employee hires and employee turnover	Chapter Aristoncavi and its people
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Chapter Aristoncavi and its people
	401-3 Parental leave	Chapter Aristoncavi and its people



<b>GRI 402: LABOR/MANAGEMENT RELATIONS 2016</b>	402-1 Minimum notice periods regarding operational changes	-
<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018</b>	403-1 Occupational health and safety management system	Chapter Aristoncavi and its people
	403-2 Hazard identification, risk assessment, and incident investigation	Chapter Arisoncavi and sustainability
	403-3 Occupational health services	Chapter Aristoncavi and its people
	403-4 Worker participation, consultation, and communication on occupational health and safety	Chapter Aristoncavi and its people
	403-5 Worker training on occupational health and safety	Chapter Aristoncavi and its people
	403-6 Promotion of worker health	Chapter Aristoncavi and its people
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	Chapter Aristoncavi and its people
	403-8 Workers covered by an occupational health and safety management system	Chapter Aristoncavi and its people
	403-9 Work-related injuries	Chapter Aristoncavi and its people, Reporting package
	403-10 Work-related ill health	Chapter Aristoncavi and its people, Reporting package
<b>GRI 404: TRAINING AND EDUCATION 2016</b>	404-1 Average hours of training per year per employee	Chapter Aristoncavi and its people
	404-2 Programs for upgrading employee skills and transition assistance programs	Chapter Aristoncavi and its people
	404-3 Percentage of employees receiving regular performance and career development reviews	Chapter Aristoncavi and its people
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016</b>	405-1 Diversity of governance bodies and employees	Chapter Aristoncavi and its people
	405-2 Ratio of basic salary and remuneration of women to men	Chapter Aristoncavi and its people
<b>GRI 406: NON-DISCRIMINATION 2016</b>	406-1 Incidents of discrimination and corrective actions taken	Chapter Aristoncavi and its people
<b>GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-
<b>GRI 408: CHILD LABOUR 2016</b>	408-1 Activities and suppliers at significant risk of incidents of child labour	Chapter Aristoncavi and sustainability
<b>GRI 409: FORCED OR COMPULSORY LABOUR 2016</b>	409-1 Activities and suppliers at significant risk of incidents of forced or compulsory labour	-
<b>GRI 410: SECURITY PRACTICES 2016</b>	410-1 Security personnel trained in human rights policies or procedures	-
<b>GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016</b>	411-1 Incidents of violations involving rights of indigenous peoples	-

<b>GRI 413: LOCAL COMMUNITIES 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	-
	413-2 Operations with significant actual and potential negative impacts on local communities	-
<b>GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016</b>	414-1 New suppliers that were screened using social criteria	-
	414-2 Negative social impacts in the supply chain and actions taken	-
<b>GRI 415: PUBLIC POLICY 2016</b>	415-1 Political contributions	-
<b>GRI 416: CUSTOMER HEALTH AND SAFETY 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	-
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	-
<b>GRI 417: MARKETING AND LABELING 2016</b>	417-1 Requirements for product and service information and labeling	-
	417-2 Incidents of non-compliance concerning product and service information and labeling	-
	417-3 Incidents of non-compliance concerning marketing communications	-
<b>GRI 418: CUSTOMER PRIVACY 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	-







**CSQ:** this certified that Aristoncavi S.p.A. implements a quality system in conformity with the standard UNI EN ISO 9001 to ensure quality in design, development, manufacture, selling/marketing and installation of the product.



ARISTONCAVI

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