SUSTAINABILITY REPORT

GelliPlast
Lavorazione e Stampaggio Plastica

2024

GelliPlast
Plastic processing
and moulding

0577 14.81.057
info@gelliplast.com
www.gelliplast.it

Contents

Letter to stakeholders

We build value through sustainability.

Dear readers,
It is with great pleasure that I present our **first Sustainability Report**, an important milestone for our company. While not required by regulation, we have chosen to undertake this path because we firmly believe in the value of a **sustainable business** model, capable of generating economic, environmental and social benefits for all our stakeholders. This document represents an opportunity for us to reflect on the path we have taken and to transparently share the initiatives, investments and results we have obtained in the name of responsibility and quality. Our commitment to sustainability is deep-rooted. For years, we have been working to improve internal processes, reduce environmental impact and optimise the use of resources, also by facing challenges and making economic sacrifices, yet always guided by the conviction that the future is shaped by courageous and consistent choices. Our **certifications** and the **integrated quality, safety, and environmental management system** testify to the soundness of our approach. Since 2017, we have also invested in an **MES** system that interconnects all company functions, enhancing operational efficiency and enabling us, through data analysis, to achieve concrete objectives, including in the environmental field. This first Sustainability Report has allowed us to expand our vision beyond traditional economic and process indicators, integrating the **ESG (Environmental, Social & Governance)** principles into our management model. Entering this dimension has sparked fresh enthusiasm throughout the **Gelli Plast** team, strengthening motivation and collaboration with our stakeholders. We are aware that there will be many **future challenges**, especially in an uncertain and constantly evolving geopolitical context. However, we approach this path with determination and the awareness that every step, even the most challenging, helps build lasting value. I would like to thank all our **employees**, whose dedication and professionalism make it possible for us to achieve our goals. It is through their daily commitment that we can look to the future with confidence and continue to improve. I invite you to read our **Sustainability Report**, hoping it conveys to you the same enthusiasm and passion that distinguish our way of doing business.

Federico Gelli
CEO – GelliPlast

1

GelliPlast: plastic processing and moulding

We are GelliPlast S.r.l., a company specialised in the design, processing and moulding of plastics. Founded with the aim of combining technological innovation with production excellence, our company has built a solid reputation in the sector over the years, operating with competence, vision and attention to quality.

Over time, this approach has been accompanied by a growing awareness of our role in the collective challenge to create a more responsible production system. For this reason, we have chosen to embark on a structured journey of reporting and continuous improvement in ESG performance, enabling us to measure our impact, set concrete goals and actively involve our stakeholders.

It is with this spirit that we present our first sustainability report, drawn up on a voluntary basis. Guided by the belief that sustainability is also an opportunity to generate shared value, this tool allows us to photograph a starting point and report on our commitment, the results achieved and the challenges that await us - with the transparency and determination that have always defined our work.

Quality is never an accident;
it is always the result of intelligent effort[1]

1.1 About us

Our adventure began 46 years ago thanks to the intuition and undertaking of Ferdinando Gelli. Located in Castellina Scalo, in the Municipality of Monteriggioni (SI), our company was set up as a sole proprietorship specialised in the moulding of plastics for the footwear sector. Over the years, we have grown considerably, diversifying our offer through continuous investments in innovation, automation and quality. This has allowed us to establish ourselves as a leading reference in the technical moulding of plastic components.

1978

Ferdinando Gelli registered his sole proprietorship proprietorship, specialised in the processing of plastics for the shoe industry, at Castellina Scalo (SI).

1992

GelliPlast was established as a limited liability company.

1997

The quality of our work achieved UNI EN ISO 9001: 2015 certification.

2007

We transferred our production activities to the San Casciano (FI) plant.

2020

We started to tra transfer our production and our offices to new facilities in Colle Val D'Elsa (SI).

2021

We certified our occupational health and safety management system according to the UNI EN ISO 45001:2015 standard.

2023

Our environmental management achieved UNI EN ISO 14001:2015 certification.

1. John Ruskin, British writer, painter, poet, restorer and art critic.

1.1.1 The cornerstones that guide our work

Our mission is to offer advanced plastic moulding solutions by combining technological innovation, certified quality and production flexibility, while guaranteeing our customers the highest level of support in the most demanding sectors of modern industry. We intend to pursue these objectives by focusing on operational efficiency and incorporating Industry 4.0 principles into every phase of the production process, with the ambition of becoming a European benchmark in our sector.

In this process, we recognise that we cannot overlook a crucial aspect such as environmental sustainability, especially in a sector like ours. Reporting reflects our commitment to making sustainability a strategic and cultural pillar, progressively integrated into our activities and promoted in all the relationships we establish, including dialogue with our stakeholders.

Our objectives in these areas are detailed in a specific table in this document. Here, however, we would like to highlight some management tools that we have implemented, which involve all company areas and are designed to strengthen our ability to generate shared and lasting value that goes beyond economic performance alone.

Over the years, we have developed a solid company management system, voluntarily adopting the **Organisation, Management and Control** Model pursuant to Italian Legislative Decree 231/2001, supported by a **Code of Ethics** that defines the principles and values that guide our daily activities and professional relationships.

The behavioural principles set out in our Code of Ethics

- Compliance with legal regulations
- Honesty and fairness in conduct
- Acting impartially, rejecting all forms of discrimination
- Avoiding conflicts of interest
- Confidentiality of company information
- Respect for human resources
- Protection of occupational health and safety
- Transparency and completeness of information in communications
- Fair competition as a driver of growth and continuous improvement

To confirm our commitment, we have obtained important international certifications that attest to the quality and solidity of our processes. These certifications bring into being our integrated quality, safety and environmental management system.

They are not merely formal obligations, but are an integral part of our corporate strategy, supporting us in the prevention of risks, the development of internal resources and the creation of trust-based relationships with all our stakeholders.

1.2 The geography of GelliPlast: sites and relations with the territory

We are a limited liability company with activities taking shape at two sites.

A facility of approximately 5,400 square metres located in Colle Val d'Elsa (SI), in the heart of the Tuscan plain, houses our production site, logistics yard and administrative offices.

The original headquarters in Castellina, with its 1,100 square metres, now serves as a logistics and storage centre, helping us to guarantee flexibility and promptness in responding to customer needs.

1.2.1 The territorial fabric

Over the years, we have developed solid and lasting relationships with sports, cultural and voluntary work associations that share our core values. These partnerships are a tangible expression of our social commitment. They enable us to actively support local initiatives and situations of fragility, encourage youth sports and promote cultural heritage.

Badia a Isola Charity Association
Active in the Abbadia Isola area, the association promotes solidarity and supports local organisations involved in social work. To achieve these objectives, it organises fundraising events - such as charity dinners, cultural meetings and community initiatives - in favour of organisations such as the Italian Association for Cancer Research (AIRC) and QuaViO, which offers support in palliative care.

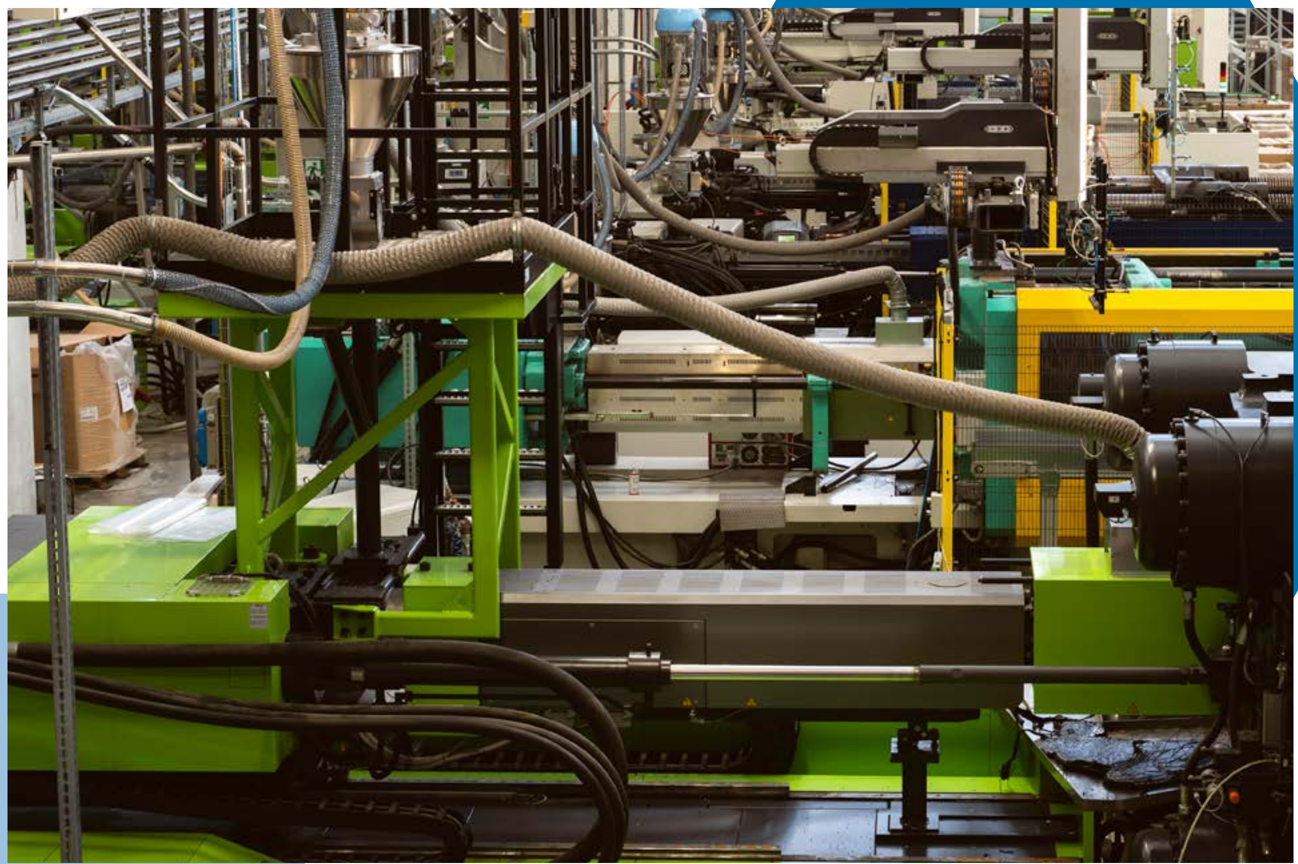
ABBI
Associazione Beneficienza Badia Isola

OlimpiaColle

OlimpiaColle Società Sportiva Dilettantistica S.r.l.
Founded in Colle di Val d'Elsa in 2008, OlympiaColle is an amateur sports club that promotes sports as a tool for inclusion, well-being and personal growth. It offers activities for children, adolescents, adults and vulnerable people, with the aim of making sports accessible to all age brackets and conditions. To do this, it manages sports facilities, organises summer holidays and social tourism projects, cooperating actively with public and healthcare institutions. Among its most significant initiatives is the *Atletico Statico* project, developed with the Mental Health service of the Valdelsa Local Health Unit, which offers sports activities for people with mental fragilities.

Lornano Badesse Calcio Amateur Sports Association
Based in Badesse, in the municipality of Monteriggioni, this amateur football club competes in national championships, distinguishing itself for its commitment to developing young talents.

Castellina Scalo Amateur Sports Association
This multi-purpose sports club based in Monteriggioni offers activities such as football, volleyball and Pilates, for people of all ages. Strongly committed to promoting youth sports, it organises summer camps and offers educational experiences in a safe and stimulating environment. It has also hosted events of international relevance, including the training sessions of the Ukraine U17 national team.

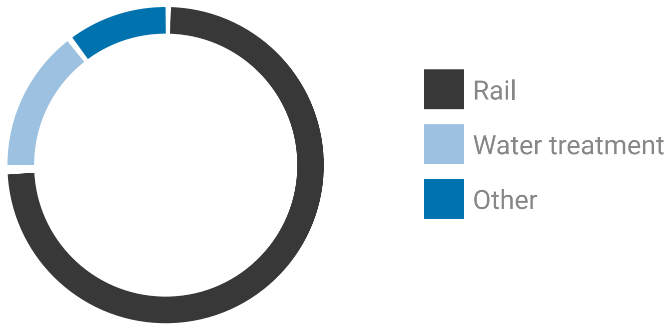


1.3 Products and markets served

We process all main types of thermoplastic materials within our facilities, manufacturing high-precision technical components through injection moulding.

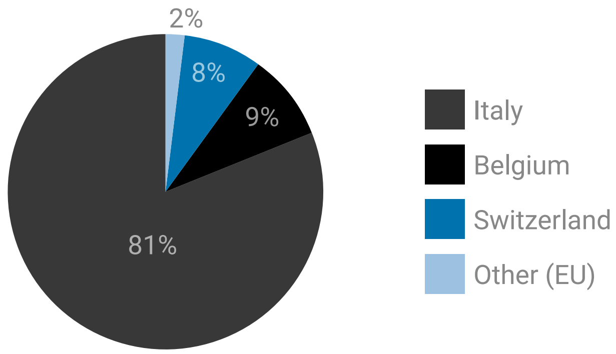
We serve highly specialised sectors, including aerospace, rail, automotive, lighting, water treatment, food, renewable energy and robotics.

Sectors served



We operate mainly (81% of turnover) on the domestic market, but we also serve foreign customers, located mostly in Belgium and Switzerland, and to a minimum extent in France, Albania, Germany, Denmark and the Netherlands.

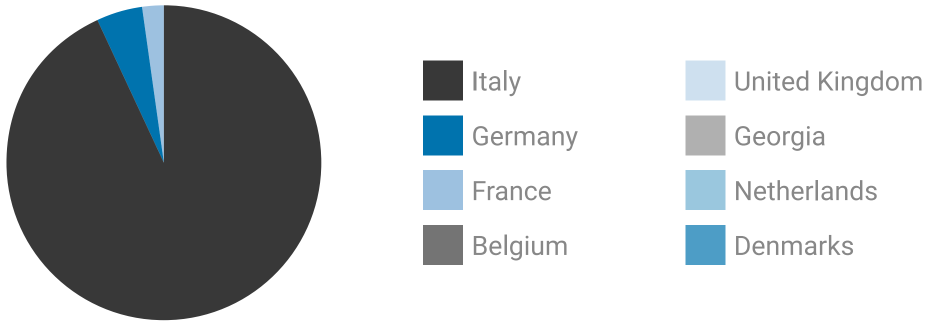
Customers by geographical area



The production process is based on an integrated approach according to Industry 4.0 principles, enabling us to monitor and control every production phase in real time. This is accompanied by our constant commitment to quality, guaranteed by certified management systems and careful technical supervision.

We prioritise mainly Italian suppliers (over 92%), although the nature of our activities necessarily involves procurement abroad (less than 7.5%), especially in the EU, for the supply of raw materials.

Suppliers by geographical area



Our activities begin with gathering our customers' requirements and continue through the various company processes and functions until the finished product is obtained.

The production process then passes through technologically advanced systems: in addition to injection moulding using twenty-five presses, we perform precision machining, such as laser cutting. We also deal with the design and construction of moulds, an activity carried out independently by our technical office or in collaboration with external partners when needed. All these steps are supervised under the watchful eye of our laboratory, which conducts tests and checks on both raw materials and products, enabling us to offer items that comply with customer expectations.

All processes and activities are conducted in full compliance with the UNI EN ISO 9001:2015 standard, which regulates quality management systems, and UNI EN 9100:2018, developed specifically for companies operating in the aeronautics, aerospace and defence industries. Through risk and context analysis, these standards allow us, among other things, to assess the impacts of our products on health and safety.

We ensure that all relevant information is provided directly on product labels, in compliance with the provisions of Italian Ministerial Decree no. 360 of 28 September 2022, which adopts the Guidelines on environmental labelling pursuant to art. 219, paragraph 5, of Italian Legislative Decree 152/2006. In particular, the following information is detailed on all our products:

- product composition, with particular attention to the presence of substances with potential environmental or social impacts;
- disposal instructions and any associated environmental or social impacts.

With a view to continuous improvement, we have adopted specific procedures for the management of complaints and non-conformities. These procedures are analysed as part of the ***Sustainability Management Review***, a tool through which senior management acquires full awareness of any critical issues and defines the strategies required to eliminate them.

We are pleased to report that during 2024 we received no reports of non-conformity related to the health and safety of our products, or to the information and labelling of our products and services.

2

Behind the scenes of a sustainability report

The preparation of our first sustainability report is a fundamental step in our process of responsibly managing the Environmental, Social, Governance (ESG) areas.

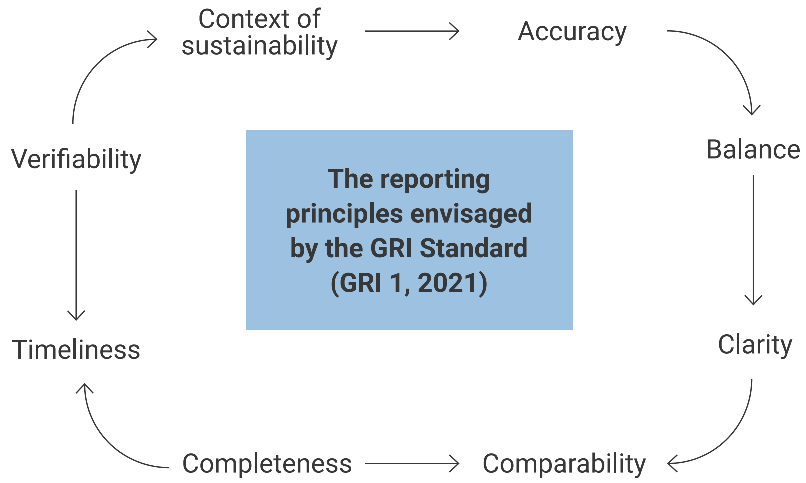
Through annual non-financial reporting, on the one hand, we intend to launch a structured process for monitoring and assessing our impacts, useful for guiding our corporate strategies with increasing awareness; on the other hand, we seek to communicate clearly and transparently to our stakeholders the impacts generated, the commitments undertaken and the results achieved.

2.1 The methodology of our reporting

This document collects the data and information for the year 2024 relating to both sites of GelliPlast S.r.l.; the period and scope considered coincide with those of the financial statements.

The document was prepared on a voluntary basis, adopting the "with reference to" option of the Sustainability Reporting Standards of the Global Reporting Initiative (GRI)[2], the leading international reference for sustainability reporting.

Adopting this framework allows us to provide a complete and structured picture of the impacts generated by our corporate ecosystem, while compliance with its reporting principles guarantees clear, transparent and quality communication to all stakeholders.



2. 2021 edition.

The drafting of the document, which will be updated annually, took shape thanks to the active involvement of the governing body and company functions, which contributed to the collection of the required data and their correct contextualisation. Senior management also reviewed and validated all the contents of the document.

As this is our first reporting year, no updates are available with respect to previous years. We also point out that the document was not subject to external certification.

For information regarding the contents of this document and GelliPlast S.r.l.'s sustainability approach, please contact Federico Gelli - email: gelli_esg@gelliplast.com.

2.2 Materiality analysis

Materiality analysis is the basis of the sustainability reporting methodology. This process is essential for identifying the most significant external impacts that the company generates, making it possible to identify which topics are most relevant, i.e. those that need to be monitored, reported and become the subject of improvement objectives.

To define our material topics, we followed an approach divided into several steps.

Reference context analysis
After analysing our competitors and the main trends in the sector, we gained a better understanding of the context in which we operate, identifying the sustainability-related opportunities and challenges that await us.

Identification and assessment of impacts
We brought into focus the list of impacts (actual or potential, positive or negative) that we generate on people and the environment. We then assigned a score from 1 to 4 to each impact, based on its severity and likelihood of occurrence.

Definition of material topics
The interpretation of the results, combined with the strategic choices of the Board of Directors, led us to identify and prioritise the material topics, i.e. those aspects that have a material impact for our company.

Material topic	Topic description
Product quality and customer satisfaction	The focus on creating products aligned with the highest quality standards, designed to meet customer expectations.
Health and safety	The commitment to guarantee a safe and healthy working environment, improving the working conditions of resources and referring to the highest standards of occupational health and safety.
Staff well-being	The promotion of a stimulating work environment that guarantees both personal and professional growth of resources, with particular attention to the protection of human rights and diversity, and to the promotion of equal opportunities.
Company value and soundness	The company's ability to generate economic value and distribute it within and outside the company, while maintaining a competitive position in the market and ensuring financial stability.
Integrity and compliance	Allegiance to the highest ethical and regulatory principles, ensuring that all company activities are conducted in a transparent, legal and responsible manner.
Environmental protection	The adoption of responsible practices to reduce the environmental impact of our company activities, promoting the preservation and effective management of natural resources.
Research, development and technological innovation	The drive towards continuous improvement and innovation of the products offered, taking into account the sustainability of our creations.

In order to include the widest range of significant perspectives in the analysis, we conducted stakeholder engagement activities on the material topics identified, thus gathering the needs, expectations and opinions of our stakeholders.

A preliminary step in this activity was the identification of the most relevant stakeholders, i.e. those individual or collective subjects directly or indirectly involved in and influenced by our activities. This selection was made in accordance with the AA1000 standard, developed by *AccountAbility*[3], through application of the principles of responsibility, influence, closeness/proximity, dependence and representativeness.

3. Stakeholder Engagement Standard (AA1000 SES).

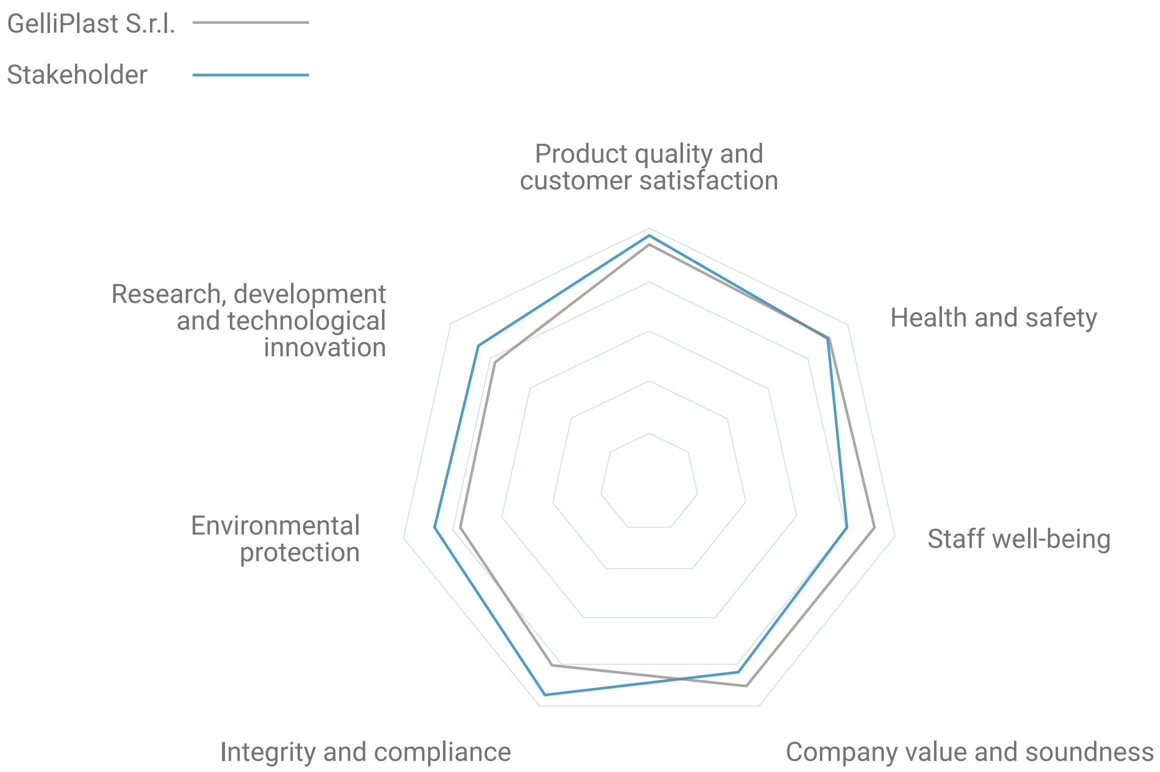
Stakeholder category	Definition
Workers	People employed by or working on behalf of the company, including their representatives (e.g. trade unions).
Suppliers	Those who supply the company with raw materials, materials, services or technology.
Customers	Users of the company's products/services, including consumer associations.
Lenders	Banks, credit institutions and others (including private individuals) that can contribute to financing the company's activities.
Institutions	The set of institutions that can directly or indirectly influence the company's activities (e.g., Region, Province, Municipality where the company sites are located, Universities).
Associations and NGOs	Private, non-profit associations and organisations that can act in areas that directly or indirectly influence the company's business activities (e.g. environmental associations, industry associations)
Media and press	International, national and local media (e.g.: television, press, radio and web) that could directly or indirectly influence the company's business activities.

Our relevant stakeholders were involved through an **indirect method**, based on the selection and analysis of documentation useful for reconstructing their opinions, expectations and requests with respect to the impacts generated by our activities.

The following graphical representations present the material topics in order of priority, each accompanied by the relevance attributed by our stakeholders[4].

4. Materiality is expressed on a scale from + (minimum relevance) to +++ (maximum relevance).

Material topics for GelliPlast S.r.l.	Stakeholder valuation
Product quality and customer satisfaction	+++
Health and safety	+++
Staff well-being	+
Company value and soundness	++
Integrity and compliance	+++
Environmental protection	++
Research, development and technological innovation	++



Among the priority topics for our company, some effectively describe our business approach and the importance of responsible management. While on the one hand *Product quality and customer satisfaction* are a daily incentive for the continuous improvement of our activities, on the other, the topics of *Health and safety* and *Staff well-being* reflect the enormous attention we place on our employees, who we consider our first and most essential resource. All this is well combined with a broader and more strategic vision that contributes to giving *Value and solidity* to our company, grounded in the principles of *Integrity and compliance* which are essential to ensure full transparency and maintain high moral standards. Our commitment to ethical conduct also drives us to invest in *Environmental protection*, striving to reduce our impacts on the planet. Support in this sense can also come from *Research, development and technological innovation*, which are crucial to providing new and increasingly efficient products that support the company's competitiveness.

The comparison between the company's assessment and that of the stakeholders examined shows substantial alignment with regard to the topics *Product quality and customer satisfaction, Health and safety, and Company value and soundness*. The main divergence concerns the topic *Staff well-being*, assessed to a lesser extent by stakeholders, also due to the heterogeneity of the parties involved in the engagement process, not always directly linked to the presence of workers. On the contrary, the topic of *Integrity and compliance* is more important for stakeholders, due to the fact that this area is perceived as being well monitored by our Company, thanks to the management tools adopted and the commitment to guaranteeing solid and ethical governance.

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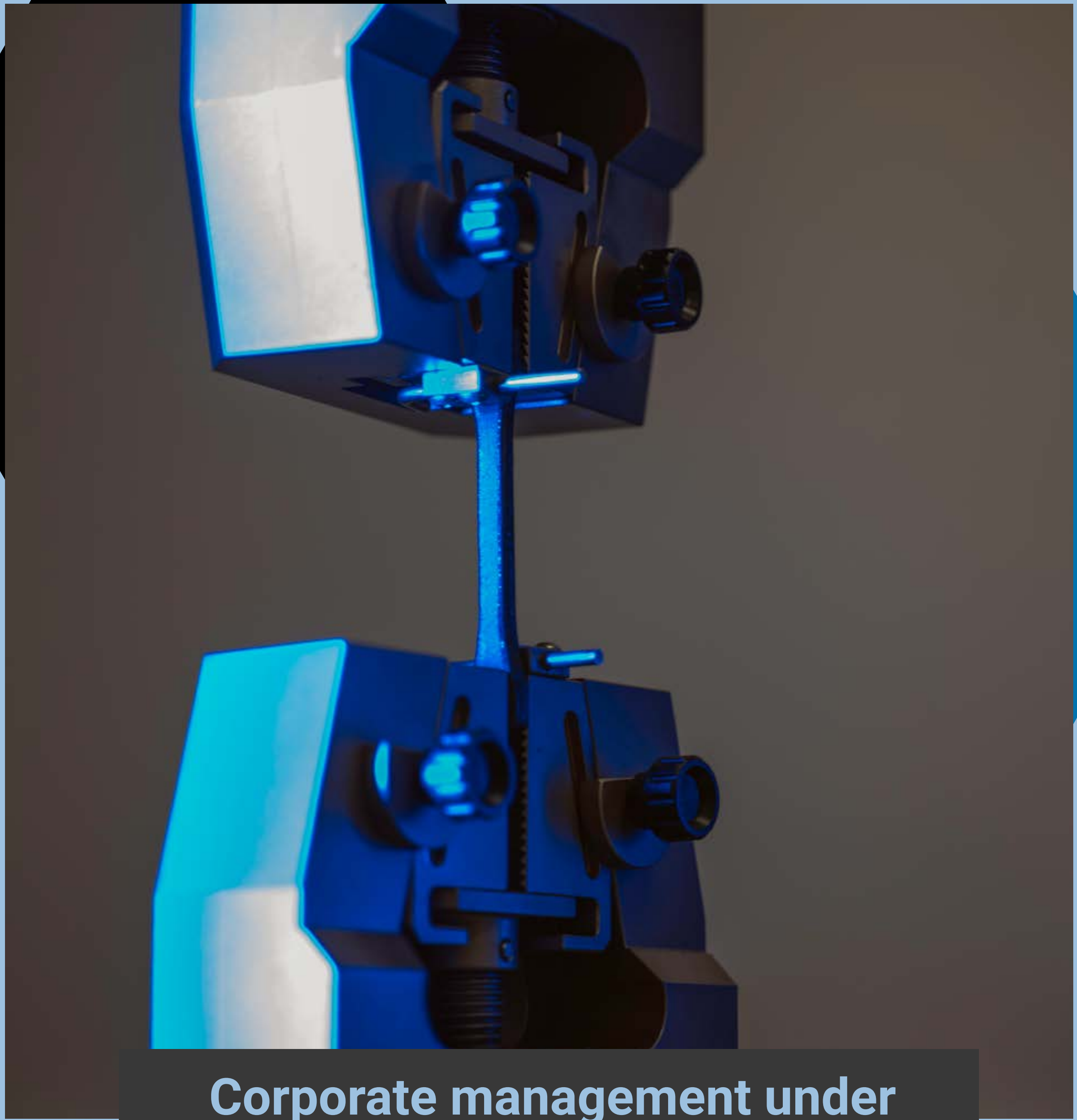


Corporate management under the banner of responsibility

The structuring of an effective governance system is essential to contributing to the long-term success and sustainability of a company. Governance is not only about complying with laws and regulations, but also about increasing accountability in the management of ESG areas.

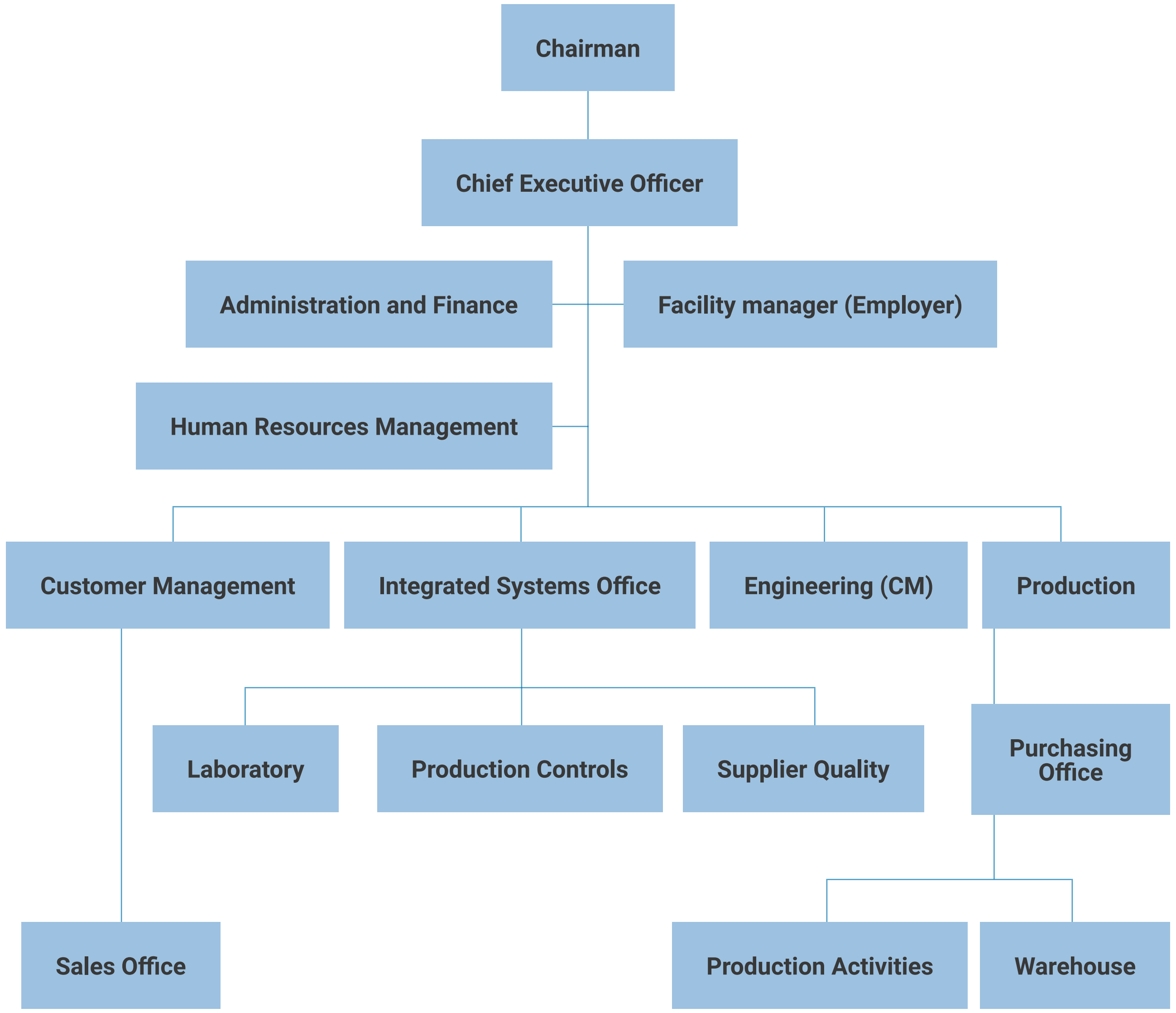
Our commitment in this direction is reflected in a management model based on consistency, transparency and respect for commitments, capable of guiding the organisation in risk management, optimising performance and creating value for all stakeholders.

3.1 Governance model

Our organisation is a family-run limited liability company, founded on the values of continuity, trust and responsibility since its establishment. Our Board of Directors (BoD) is composed of a Chairman and three Directors, appointed by the Shareholders' Meeting.

Composition of governance bodies by age and gender - 2024	
Under 30 years old	0
Between 30 and 50 years old	2
Over 50 years old	2
Women	1
Men	3
Total	**4**

The Chairman of the Board of Directors also holds the position of Chief Executive Officer (CEO) and remains in office until revocation. The Shareholders' Meeting delegates company management to the CEO, from identifying the mission to defining policies and strategies. The tasks of the CEO also include managing relations with stakeholders, as well as identifying and pursuing ESG-related objectives. This is conducted with the participation in dedicated courses and the consultation of relevant documents. To carry out operating activities, the CEO appoints the relevant functions and defines their responsibilities using a specific operational procedure.



Our governance is based on a solid **monitoring and review system**: at least once a year, the Board of Directors conducts the System Management and Review (*SMR*), an in-depth review of all significant aspects, including relations with stakeholders. Through this process, the results of operations are measured and made available through specific indicators for all key processes. The *SMR* document is also crucial for assessing the performance of the governing body and each company process, which makes use of KPIs updated quarterly. Any necessary measures identified during the review are specified in the *SMR* document, thus ensuring a continuous cycle of analysis, action and improvement.

In addition to this type of control, full compliance with accounting standards is guaranteed, through the work of an external auditor who ensures the accuracy of the financial data.

3.1.1 Value Generation

In economic terms, in 2024 our revenues exceeded Euro 14 million. To provide a clear view of our economic impact and of how we contribute to distributing wealth to the local area, we have restated the items of our financial statements in the following table. The data show that **almost all of the value generated was distributed to our** stakeholders (99%). Specifically, the main component (85%) covered **operating expenses** for the purchase of the goods and services necessary to conduct our activities, while 12% was allocated to employee **salaries and benefits**. Lastly, the remaining 3% was allocated to payments to capital providers, the Public Administration, and investments for our community.

Economic value generated and distributed (€)	
Value generated (revenue)	**14,067,935**
Total economic value distributed, of which:	**13,938,903**
Operating costs	11,867,311
Staff salaries and benefits	1,631,543
Payments to capital providers	367,254
Payments to the public authorities	48,676
Investments in the community	24,120
Economic value preserved	**129,032**

As demonstration of our transparency in this area, we also point out that in 2024 we received financial support from the Italian government in the form of tax relief and tax deductions for a value of Euro 334,921.

3.1.2 Innovation as a strategic lever of development

In an industrial context undergoing rapid and continuous transformation, marked by increasingly complex environmental and technological challenges, research and development activities are both strategic and indispensable. This is why we have always made investments to develop advanced solutions, optimise production processes and promote a culture of responsible innovation, capable of generating economic benefits and reducing our environmental impacts.

Over the years we have implemented significant projects, such as the integration of Industry 4.0 technologies designed to enhance production, logistics and energy efficiency.

Since 2024, we have also been a proud partner of DIANA, an *"anomaly detection project that uses AI algorithms for innovation in Aidia"*. The project was created to support companies in the early identification of anomalies in production systems and processes, helping to improve decision-making, optimise resources and strengthen operational resilience. Its conclusion is expected by the end of 2025, with tangible benefits in terms of quality control, waste reduction and industrial competitiveness. The project specifically involved three of our resources in 2024, for a total of 684 hours, which will increase from next year (2025).

3.2 Integrity at the core of the business

Our organisation is committed to actively promoting a culture based on integrity and responsibility, recognising its fundamental role in the ethical and sustainable management of our business.

We have voluntarily adopted **231 Model** and the **Code of Ethics** with the aim of safeguarding legality in the corporate culture and at the same time formalising the moral principles guiding our activities.

Although specific processes have not yet been implemented for the management of conflicts of interest, we maintain close attention to this aspect to prevent potential critical situations. Support in this regard comes from the 231 Model and from the work of the Supervisory Body (SB), which ensures further verification and integration of the decision-making and application processes, as well as of their control systems. In addition, the 231 Model defines the procedures and controls to reduce the risk of committing crimes and offences.

All members of the governing body receive regular communication and training on anti-corruption policies and procedures. This training will be extended to all staff - another sign of our commitment to transparency and integrity at all levels.

Parties who have received communication and/or training on anti-corruption policies and procedures		
Role	**Communication**	**Training**
Governance body	**4**	**4**
Employees	**9**	**9**
Executives	0	0
Middle Managers	1	1
White collar	5	5
Blue collar	3	3

To facilitate the reporting of any critical situations or non-compliant behaviour, we adopt the best practices in whistleblowing. We provide a platform[5] that is accessible to everyone, both internally and externally, while guaranteeing maximum confidentiality and protection for anyone who chooses to submit a report. In addition, as we recognise the importance of open and constructive dialogue, we offer additional channels for direct communication across all levels of the organisation. Based on individual needs, opportunities for direct discussion can be arranged, through one-to-one meetings or participation in dedicated meetings, encouraging active participation and responsible engagement by all workers.

We have also implemented dedicated procedures for handling complaints and non-conformities, as well as for implementing targeted corrective measures. Information on the number, nature and costs associated with these events is detailed in the *Sustainability Management Review* document and is presented to the governing body at the end of the year, ensuring full transparency and allowing an in-depth analysis. In addition, these impacts are systematically assessed and addressed during the review, in order to mitigate risks and continuously improve our operations.

We are pleased to confirm that during the reporting period no non-compliance with laws or regulations was identified, whether subject to monetary sanctions or not, and no sanctions of any kind were received.

Our commitment was recognised by the Italian Competition and Market Authority (AGCM), which awarded us a ★★+ score in the **legality rating**.

5. Link al portale: https://gelliplast.smartleaks.cloud/#/.

Legality rating

Indicator developed by the AGCM in agreement with the Italian Ministries of the Interior and Justice, which certifies compliance with high standards of transparency, ethics and responsibility in the performance of company activities. The legality rating is also a beneficial tool for competitive advantages. It offers specific benefits in terms of more favourable conditions for access to bank credit and of facilitated access to loans and public tenders.

Our striving to align ourselves with high ethical standards and continuously improve, has led us to adopt an **integrated management system** certified according to **ISO 9001**, **ISO 14001** and **ISO 45001**, covering all company sites.

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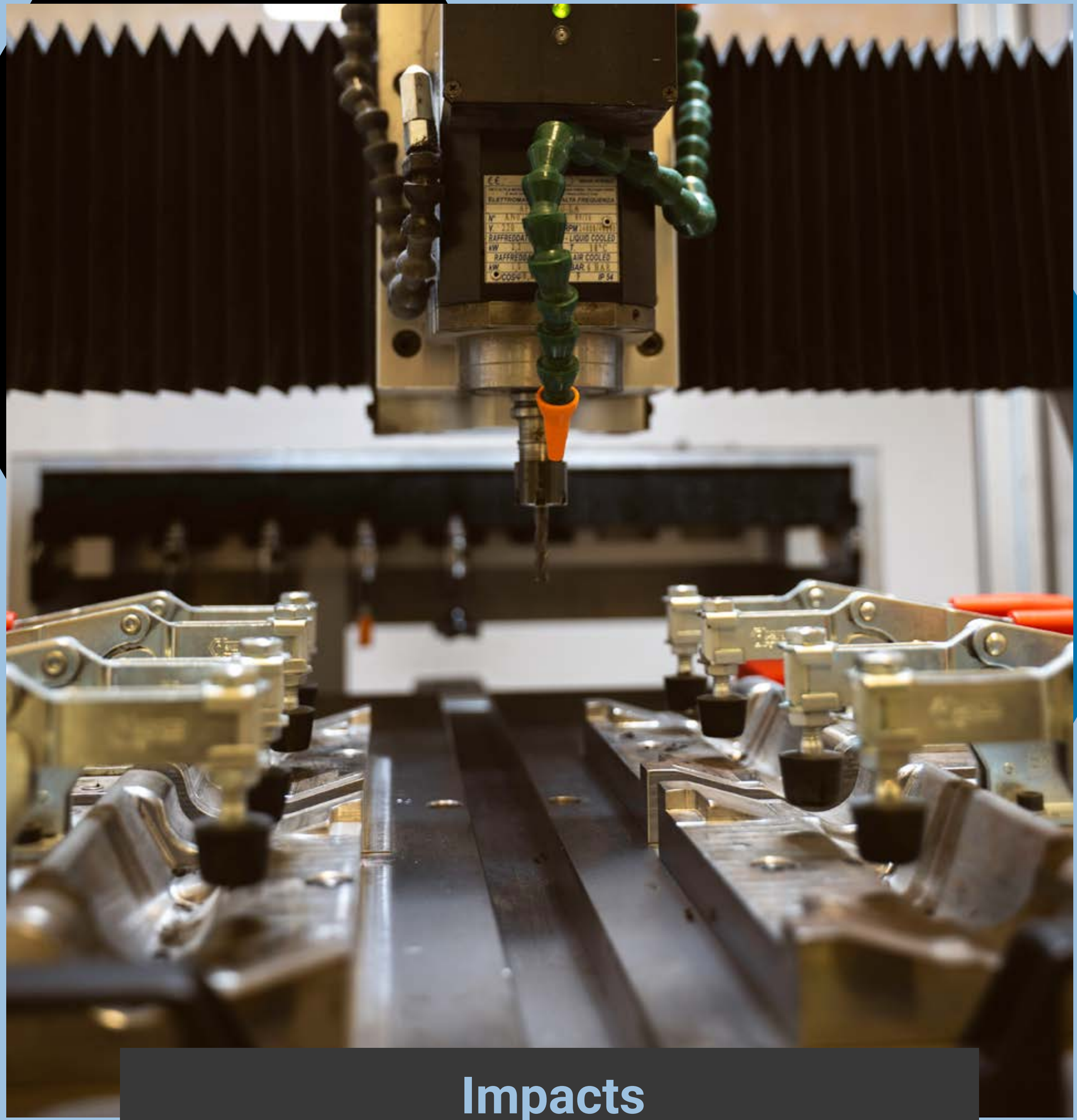


Impacts on people

The value of a company is measured not only through its economic and governance results, but also through the quality of the relationships it builds with its people and with the local areas that surround it. We believe that truly sustainable growth is based on respect, skill development and a strong sense of social responsibility.

4.1 Employee Well-Being

The entrepreneurial choices and corporate strategies we adopt are based on values of individual and social responsibility. We consider our employees our most important resource and are committed to ensuring their well-being, safety and professional development. The promotion of lasting and high-quality professional opportunities is one of our priorities, as we believe that the meaning of work lies first and foremost in the dignity and fulfilment of the people who carry it out.

At the end of the reporting year[6] we had 24 direct employees, supported by eleven temporary workers and one intern. We rely on stable, long-term relationships: around 96% of our employees have a full-time and permanent contract.

Our workforce has a good gender balance: thirteen men are joined by eleven women working across operational and clerical roles. At present, there are no women in middle management roles.

With regard to distribution by age group, 67% of the total workforce is in the 30-50 age bracket. The under-30s account for 16% of the total workforce, showing potential room for growth for recruiting young talent.

6. To be understood as at 31/12/2024.

Employees by contract type[7]	Permanent	Temporary	Full time	Part time
Women	10	1	10	1
Men	13	0	13	0
Italy	19	0	18	1
Europe[8]	4	1	5	0
Rest of the world	0	0	0	0
Total	**23**	**1**	**23**	**1**

Age and gender breakdown of employees	Middle Managers		White collar		Blue collar		Total
	No.	%	No.	%	No.	%	
< 30 years	0	0%	3	38%	0	0%	**3**
30-50 years	1	50%	4	50%	11	79%	**16**
> 50 years	1	50%	1	13%	3	21%	**5**
Women	0	0%	5	63%	6	43%	**11**
Men	2	100%	3	38%	8	57%	**13**
Protected categories	0	0%	0	0%	2	14%	**2**
Total	**2**	**-**	**8**	**-**	**14**	**-**	**24**

In line with the principles of our Code of Ethics, we work every day for an inclusive, fair and respectful work environment. We firmly believe in valuing diversity and taking concrete steps to ensure equal opportunities for all, regardless of gender, ethnicity, sexual orientation, age, disability and religion. Non-discrimination is a founding principle of our culture: we strive to ensure that every voice is heard and every talent can flourish in the best possible way.

During the year, we recorded a positive employment balance, with six new hires compared to four terminations, confirming that our personnel management is aligned with our growth and stability objectives. Notably, the rate of entry of employees under 30 is a clear sign of our commitment to invest in innovation and generational renewal.

Turnover[9]	New hires		Terminations	
	No.	%	No.	%
< 30 years	3	100%	1	33%
30-50 years	2	13%	2	13%
> 50 years	1	20%	1	20%
Women	1	9%	0	0%
Men	5	38%	4	31%
Total	**6**	**25%**	**4**	**17%**

To promote the well-being of our staff, we have set a room up as a canteen at the Località Belvedere facility, and have created and set up two changing rooms equipped with toilets and showers. We offer all workers access to **supplementary health care** through UniSalute insurance, which provides favourable conditions for specialist examinations, diagnostic tests and other medical services.

In addition, employees who subscribe to the Azimut pension fund receive an additional contribution to their employee severance indemnity (TFR). Although not mandatory by law, this form of supplementary pension plan is an opportunity to strengthen long-term financial security. In addition to supplementing public pension with tax advantages, it offers personalised savings management.

7. The data refer to 31 December 2024. The calculation method adopted is head count.
8. Italy is excluded from the calculation.

9. The hires involved the following nationalities: 3 Italy and 3 Albania. The terminations (1 Albania and 3 Italy) refer to voluntary resignation, except for one case in which there was an agreement between the parties.

A further sign of the attention we pay to people is training, which we consider strategic for both company and individual growth. We promote continuous and structured courses, developed on the basis of targeted training plans that go beyond regulatory requirements. We offer tools that encourage the professional and personal development of resources, with the aim of enhancing their skills and potential.

In 2024, we delivered more than a thousand hours of training, equal to **42 hours per capita**. In addition to mandatory training, we focused on strengthening the technical skills of our staff, such as courses on the use and maintenance of laboratory equipment. We launched a technical English course for people who expressed this need. At the same time, we involved senior management in sustainability lessons, for example, the launch of the materiality analysis process prior to the drafting of this document.

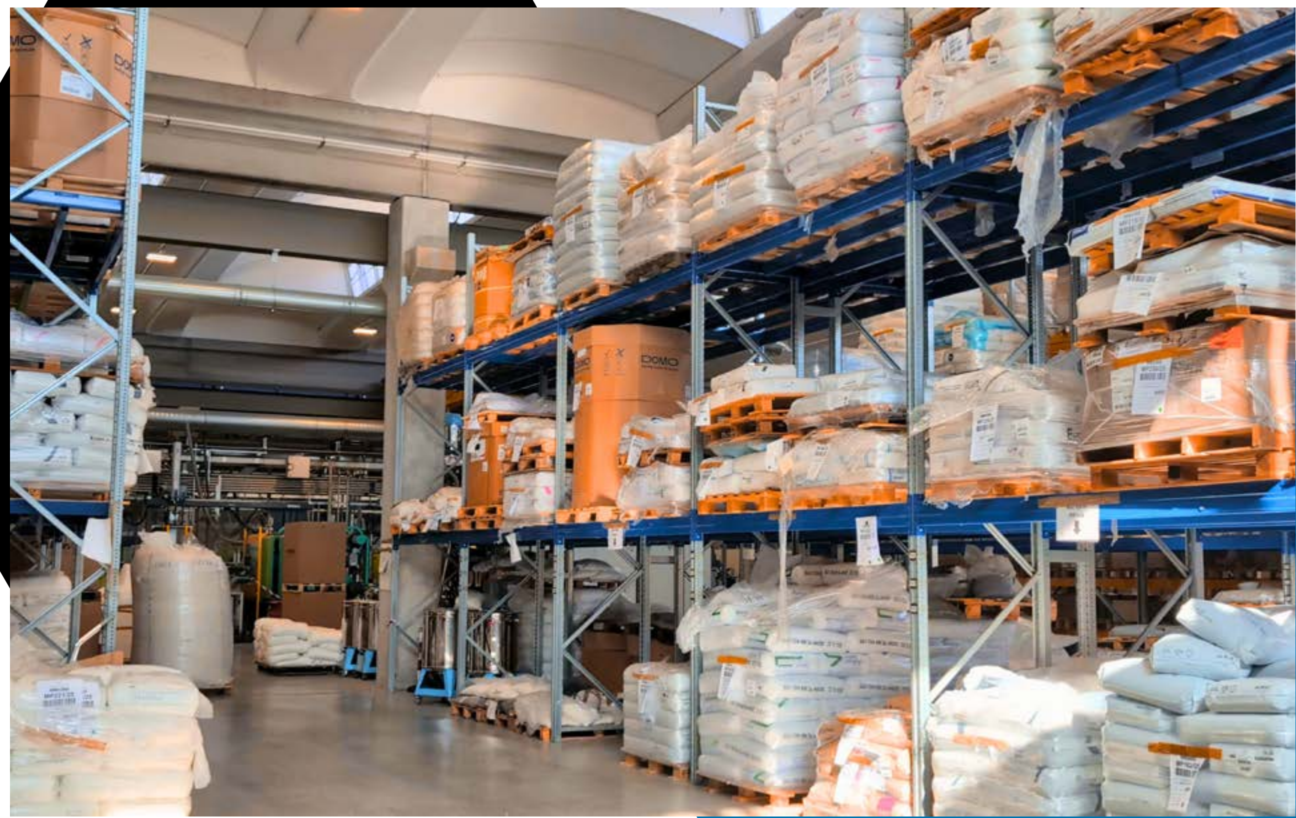
Hours of training delivered	Totals	Averages
Middle Managers	212	106
White collar	587	73
Blue collar	210	15
Women	510	46
Men	499	38
Total	**1,009**	**42**

We periodically assess the effectiveness of training to ensure alignment with the developmental needs we experience at company level and with the professional advancement of employees.

As regards remuneration management, we have not implemented compensation policies for the governing body. With reference to employees, we rely entirely on the salary scales envisaged by the National Collective Labour Agreement (NCLA) for Rubber and Plastic - Industry.

In 2024, we calculated a total annual remuneration ratio of 1.55 and a percentage increase in remuneration of 2.42[10]. Monitoring of these indicators allows us to assess the evolution of pay equity conditions over time.

Total annual remuneration ratio	
Ratio of the remuneration of the person receiving the highest remuneration to the median remuneration of all other employees	1.55
Ratio of the percentage increase in the remuneration of the person receiving the highest remuneration to the median percentage increase in the pay of all other employees	2.42



10. The calculation of the two ratios includes only gross annual remuneration (RAL) and not other types of remuneration, which may include, among others, reimbursements of expenses that cannot be separated and are not indicative of the person's actual remuneration. For the calculation of the total annual remuneration ratio, we considered all the employees present as at 31/12/2024, while for the percentage increase in remuneration we considered the employees present as at both 01/01/2023 and 31/12/2024.

4.2 Working in safe conditions

We adopt a rigorous and responsible approach to health and safety, fully applying Italian **Legislative Decree 81/2008** and proactively implementing all regulatory updates. In addition to meeting these legal requirements, we have implemented a certified management system according to **UNI EN ISO 45001:2023** covering all company activities. This system allows us to take further action to improve working conditions and prevent accidents. Independent third parties periodically verify the validity and effectiveness of the system to guarantee its compliance and operational value.

Risk assessment is the basis of our management methods and is expressed through preventive and careful analysis of both work environments and activities. Its aim is to identify and examine hazards and define the necessary prevention and protection measures.

We formalise the results of this process in the **Risk Assessment Document (DVR)**, which defines roles, responsibilities, measures adopted and plans for improvement.

The implementation and enforcement of the system involve several key figures. In addition to the employer (who is ultimately responsible for safety), the Prevention and Protection Service Manager (RSPP); supervisors; the Workers' Safety Representative (RLS); the company doctor; first aid, emergency management and fire prevention personnel and all workers participate.

Workers are an active part of the prevention system. They are required to immediately report any hazardous situations to the supervisor and the RLS. Furthermore, in the event of a real or presumed risk, we urge workers to immediately suspend their current activities, without fear of retaliation, in accordance with the principle of protecting their own safety and that of others, as illustrated during the mandatory training provided in compliance with current legislation. Divided into a general and a specific part, this training is offered upon recruitment and is updated periodically. In addition, training is supplemented whenever new risks emerge or new organisational or operational measures are introduced.

We provide the opportunity to anonymously report near misses, i.e. potentially dangerous situations which, although not causing harm, could have led to accidents or injuries. The reports are collected in a special box installed in a common area that is easily accessible to all workers. This area does not have video surveillance to ensure full anonymity. The same methods can also be used for reporting incidents that have actually occurred. In both cases, the reporting and management methods follow a specific internal procedure.

We encourage the involvement of workers also through moments of discussion on specific health and safety topics, and we ensure the participation of the RLS both in the assessment of risks and in the definition of preventive measures. Although we do not have formal committees, we have appointed roles with specific health and safety responsibilities, which meet at least once a year as part of the periodic meeting required by Legislative Decree 81/2008.

In compliance with legal obligations, we conduct health surveillance when recruiting our workers and periodically thereafter, according to a health protocol defined by the company doctor and based on identified risks. Each worker can access their health records at any time. The company doctor ensures at least one annual workplace inspection to verify the suitability of the environments, check the effectiveness of the prevention measures and detect any critical issue related to the tasks performed. The observations that emerge during the inspections contribute to the updating of the DVR and the gradual improvement of health and safety conditions.

In 2024, we recorded four injuries due to cuts, falls and collisions, but no cases of occupational disease.

Work-related injuries[11]		Number	Rate
Employees	Man hours worked	72,099	-
	Recordable injuries	4	55.4
	Serious injuries	0	0
	Fatal injuries	0	0
Non-employees	Man hours worked	21,902	-
	Recordable injuries	1	46
	Serious injuries	0	0
	Fatal injuries	0	0

Our management of occupational health and safety extends beyond our internal operations to also include relations with third parties. Through a dedicated procedure, we regulate relations with contractors and establish the minimum conditions to be met. In particular, we verify the technical-professional suitability of suppliers and external bodies, in compliance with applicable occupational health and safety regulations. In addition, we prepare and deliver the Risk Assessment Document (DUVRI), which identifies the potential risks arising from the interaction between our internal activities and those of contractors. The document lists the prevention and protection measures to be followed, as well as the coordination methods necessary to avoid dangerous interference between processes.

11. We calculated the injury rates by dividing the number of injuries by the man hours worked for each type (recordable, serious, fatal) and multiplying the result by one million. Recordable injuries are those with a prognosis of more than two days, including serious injuries and fatal accidents. Injuries that cause permanent disability and those with a prognosis of more than six months are defined as serious, excluding fatal accidents.

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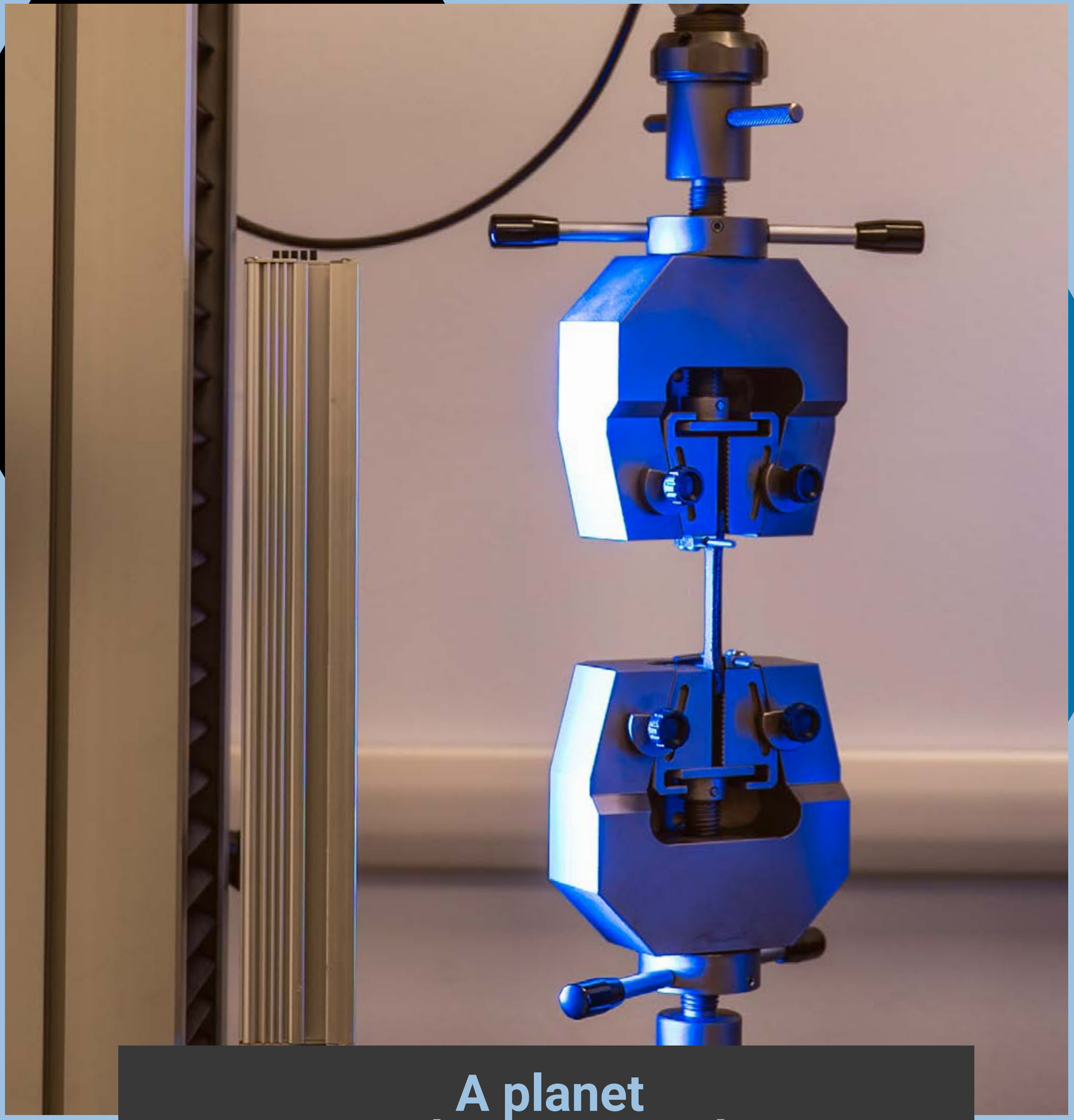


A planet to be preserved

A global transformation is underway: one that is making environmental sustainability an increasingly core value for companies. It is also for this reason that we believe it important to communicate the main impacts of our activities and present the initiatives we have launched to mitigate them, which represent the beginning of a commitment that will continue to grow over time. We are also ready to share the first results achieved and the areas on which we intend to continue working.

5.1 Resource management

We are aware of the sector in which we operate and the materials involved in our activities. We are therefore committed to doing our part by adopting practices and strategies to operate in a fully responsible manner. We have implemented tools such as the **UNI EN ISO 14001:2015 certified management system**, which allows us to structure processes with a view to continuous improvement, pollution prevention and attention to overall environmental performance.

Our production activity is mainly based on the use of non-renewable plastics which are generally indicated by customers and therefore do not allow us ample room for intervention. These are accompanied by a small share (8%) of renewable materials, mainly paper and wood, used for the packaging and product protection during transport.

Materials used by weight	t
Renewable materials	**278.0**
Paper for offices	0.3
Corrugated cardboard for packaging	108.9
Wood pellets	168.9
Non-renewable materials	**3,176.2**
Plastic	3,176.2
Total	**3,454.2**

Although our production processes require extensive use of non-renewable materials, we wish to point out that the products we manufacture are fully recyclable and can be recovered at the end of their life cycle.

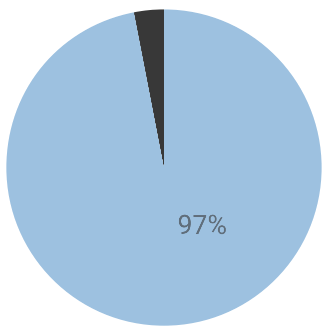
As regards waste, we ensure full compliance with the regulatory requirements. Our internal procedures enable structured processes that guarantee their correct management and classification, safe temporary storage and delivery to authorised parties for recovery or disposal. The measures envisaged also include an emergency plan for handling any accidental spills and the presence of dedicated controls and emergency kits.

In 2024, almost **all of the waste generated (99.8%) was sent for recovery**; we also wish to specify that **96.8% was made up of non-hazardous materials**. We will continue to carefully monitor these aspects, with the aim of maintaining high management standards and identifying further margins for improvement.

Waste by hazardousness

hazardous

non-hazardous



Waste produced by hazardousness and destination	t
Hazardous	**4.3**
of which sent for disposal	0.2
of which sent for recovery	4.1
Non-hazardous	**130.5**
of which sent for disposal	-
of which sent for recovery	130.5
Total	**134.8**

Waste produced by type	t
12 - Waste produced by the processing and physical and mechanical surface treatment of metals and plastics	82.7
13 - Oil waste and waste of liquid fuels (except edible oils and oils pursuant to chapters 05, 12 and 19)	0.6
15 - Waste packaging, absorbents, wiping cloths, filter materials and protective clothing (not otherwise specified)	50.2
16 - Waste not otherwise specified in the list	0.8
17- Construction and demolition wastes (including excavated soil from contaminated sites)	0.5
Total	**134.8**

With regard to water, our supply comes exclusively from the public water supply network for both civil (mainly sanitary installations) and industrial uses, particularly the generation of steam used in our production process. There are both civil and industrial water discharges, the extent of which is not measured as it is not significant. However, pollution parameters are regularly checked and, seeing as they are below the limits set by the law, direct discharge into the public sewer system is permitted.

Water withdrawals[12]	ML
of which from aqueduct	0.003[13]

In 2024, we used a total of 18,959 GJ of energy, mainly associated with electricity (68%) and, to a lesser extent, diesel (30%) and natural gas (2%). The latter was used in particular to fuel two systems that generate the water vapour for the humidification phase. Electricity consumption is instead linked to the production lines and work environments (both internal and external), while diesel is used for company cars. Our company is classified among high energy-consuming companies, a condition that requires us to pursue continuous improvement and for which we have conducted an energy audit since 2023. To reduce our energy impact, we commissioned a 316.68 kWp photovoltaic plant at the Colle di Val d'Elsa facility, which in 2024 covered 9% of our electricity needs. A small portion (1.9%) of self-generated energy was fed back into the grid as it was not self-consumed.

12. Gathered from bills and from the periodic reading of meters.
13. In 2024, there was an anomalous increase in water consumption attributable to a failure of the plant, which was identified and resolved.

We have also taken several measures to improve energy efficiency, including the installation of timed light switches in toilets for more rational energy use. Since the construction of the plant in 2020, we have also opted for more sustainable technological solutions, such as using exclusively low-consumption LED lamps and the installation of a photovoltaic charging station for electric vehicles.

Our commitment to reducing energy consumption also extends to production processes: over the coming years, we plan to replace the presses with new generation machinery, which are better performing and guarantee higher quality standards.

Energy consumed	GJ
Diesel[14]	5,686
Natural gas[15]	413
Electricity of which:	13,105
purchased from the grid	11,698
self-generated and consumed	1,161
self-generated and sold	246
Total[16]	**18,959**

14. The figure was calculated starting from the kilometres travelled by our diesel cars in 2024 and using a conversion factor of 0.666443 l/km (Source: Ecoinvent 3.11, Transport, passenger, car, diesel, medium size, EURO 5) {RER} | transport, passenger, car, diesel, medium size, EURO 5 | Cut-off, U).
15. PCI: 0.03558 GJ/m3. Source: ISPRA, 2024, Table of national standard metrics.
16. The total value does not consider the amount of electricity self-generated and sold, as it is not consumed internally.

Drawing on our energy and refrigerant gas consumption in 2024, we were able to calculate our annual emission footprint. The analysis was carried out in accordance with the main emission categories defined by the international reference standards[17]:

Scope 1 – direct emissions:
These emissions are related to the sources owned or controlled by the organisation, and derive from combustion (mobile or stationary) and any fugitive emissions associated with the use of refrigerant gases. In our case, Scope 1 covers fugitive emissions and also those deriving from natural gas consumption. For 2024, we therefore detected 454.6 tonnes of CO_2 equivalent[18] of direct emissions.

Scope 2 – indirect emissions:
These emissions are generated by the production of energy that the organisation purchases and consumes. Although these emissions are generated externally, they are attributable to the company as they are linked to our energy demand. In 2024, we generated a total of 861.6 tonnes of CO_2 equivalent according to the location-based calculation method, while when using the market-based approach, the emissions amounted to 1,756.2[19].

Scope 3 – other indirect emissions:
This scope includes all other indirect emissions along the value chain not included in the first two categories. These may include, for example, the emissions associated with the production of raw materials, waste transport and treatment, home-work travel of personnel, and business travel. We did not calculate this type of emissions for 2024.

17 Reference is made to the GHG Protocol and UNI EN ISO 14064-1.
18 CO_2 equivalent (CO_2eq.) is a unit of measurement that expresses the impact of various greenhouse gases on the climate in terms of equivalent quantity of carbon dioxide (CO_2). Each greenhouse gas has a different Global Warming Potential (GWP), and CO_2eq. allows emissions to be added up taking these different effects into account. For example, 1 tonne of natural gas has a greater impact than 1 tonne of CO_2, and is therefore converted into a higher value of CO_2 equivalent.
19 The location-based calculation approach is based on the use of an emission factor that takes into account the average energy mix of the country in which the energy is consumed (in this specific case, Italy). The market-basedmethod, on the other hand, uses a factor that considers the “residual mix”, i.e. the electricity available on the market net of that already sold with renewable energy certificates. The second provides a more accurate representation of the company’s procurement choices, making it possible to enhance the use of instruments or contracts that guarantee the use of energy from renewable sources.

Greenhouse gas emissions	$tCO_2eq.$
Scope 1[20] **of which:**	454.6
Diesel	423.5
Natural gas	23.5
R407c	7.6
Scope 2	
Market based[21]	1,756.2
Location based[22]	861.6
Total (Scope 1 + 2 location based)	**1,316.1**

Our energy intensity and emissions values are also reported below, calculated using the quantity of raw material processed during the reference year as the denominator. Unlike the absolute values, which may vary according to production volumes, this parameter allows a more significant comparison over time, highlighting any improvements or critical issues in resource management, regardless of the performance of production.

Energy intensity	5.97 GJ/t
Emission intensity (Scope 1 + 2 location based)	0.41 $tCO_2eq./t$

20. Emission factors: 0.0745 tCO2eq./GJ for diesel, 0.0568 tCO2eq./GJ for natural gas and 1624 kgCO2eq./kg for R407c - the latter used for a recharging occurred when a solenoid valve broke down. Source: UK Government Conversion Factors for greenhouse gas (GHG) reporting, 2024.
21. Emission factor market based: 0.074 tCO2eq./GJ. Source: Ecoinvent 3.11, market for electricity, medium voltage.
22. Emission factor location based: 0.150 tCO2eq./GJ. Source: Ecoinvent 3.11, electricity, medium voltage, residual mix.

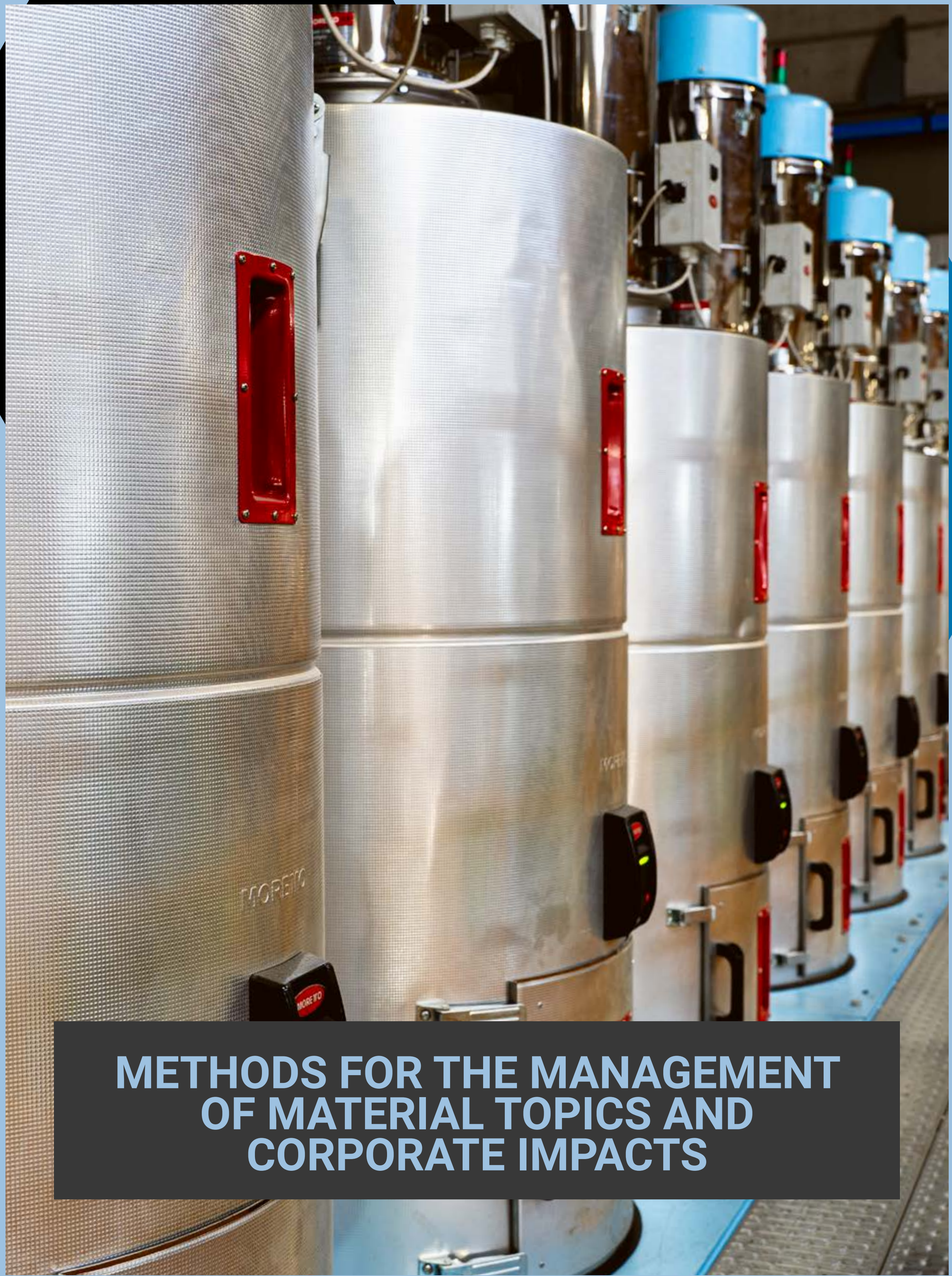
Finally, the monitoring of significant emissions associated with the fuels used during the year is supported by compliance with the Single Environmental Authorisation (AUA)[23] to which we are subject. These emissions are not directly related to climate change, but are a fundamental indicator for assessing our local impact on air quality and human health. The AUA is an essential tool for ensuring that our company activities comply with current environmental regulations, and at the same time promotes continuous improvement and ensures that the most relevant aspects of the impact generated are monitored in an integrated manner. In particular, in our case, the authorisation regulates the emissions released into the atmosphere by two chimneys and the steam generator, reported below.

Other significant emissions into the atmosphere[24] (mg/Nm3)	Emissions	Limit value from AUA
Particulate matter (PM)	0.97	10
Total Organic Carbon (TOC)	6.2	20
Total	**7.17**	**-**

23. The Single Environmental Authorisation is issued by the Municipality of Colle Val D'Elsa pursuant to art. 3 of Italian Presidential Decree 59/2013 with protocol no. 23786 of 20/10/2021 and to the Provision for Substantial Change to the Plant already Authorised issued, again by the Municipality of Colle Val D'Elsa, pursuant to art. 6 of Italian Presidential Decree 59/2013 with protocol no. 22787 of 04/11/2022.
24. The values shown in the table concern measurements conducted on an annual basis on our emission sources, as required by the AUA to which we are subject.

OBJECTIVES

Area	Material topic	Objective	2026 Target
Environmental	Environmental protection	Monitor and reduce the environmental impact of processes	Replacement of three machines with other better performing machines to reduce energy impact Maintain the ISO 14001 certified environmental management system
Social	Health and safety	Monitor and improve company performance in terms of health and safety	Achieve a zero accident rate Keep occupational diseases at zero Maintain the ISO 45001 certified occupational health and safety management system
	Staff well-being	Ensure mental and physical well-being in the workplace for all staff, with a focus on inclusiveness	Maintain the benefits provided to employees Implementation of corporate welfare
Economic / governance	Company value and soundness	Ensure market presence and business continuity to redistribute value	Maintain 2024 turnover
	Integrity and compliance	Ensure transparent, traceable business processes compliant with regulations and standards	Publish the Code of Ethics on the company website Publish the Organisation and Management Model on the company website
	Product quality and customer satisfaction Research, development and technological innovation	Meet customer needs and expectations through the care of products and processes	Purchase of three new technologically advanced machines to improve product quality Implementation of UNI CEI EN ISO 13485 certification - requirements for a quality management system for organisations operating in the medical device sector Introduction of two new product lines Maintain ISO 9001 certification for the quality management system



METHODS FOR THE MANAGEMENT OF MATERIAL TOPICS AND CORPORATE IMPACTS

To facilitate reporting on the methods used for managing material topics, we grouped our priority topics into three main macro-areas, similar to the three ESG areas, which reflect our management approach.

Each material topic, identified as described in the second chapter of this document, considers and monitors the company's significant impacts, which influence or may influence people and the environment in an inside-out direction, and which therefore may affect both our internal and external stakeholders.

For each material topic, we associated one or more disclosures proposed by the GRI Standard, selecting those we consider most effective to represent the nature of the company's impacts. In cases where these disclosures were not sufficient, we integrated them with additional, specific indicators to ensure comprehensive representation of the topic.

Macro -topic	Material topic	Impacts	GRI disclosure or other indicator
1. Environmental responsibility	**Environmental protection**	• Reduction of the impact on climate change (Direct contribution to climate change through the emission of greenhouse gases during the production process) • Decrease in the consumption of non-renewable resources • Compliance with applicable environmental legislation	301-1 Materials used by weight or volume 302-1 Energy consumption within the organization 302-3 Energy intensity 303-1 Interactions with water as a shared resource 303-2 Management of water discharge-related impacts 303-3 Water withdrawal 305-1 Direct (Scope 1) GHG emissions 305-2 Energy indirect (Scope 2) GHG emissions 305-4 GHG emissions intensity 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions 306-1 Water discharge by quality and destination 306-2 Waste by type and disposal method 306-3 Waste generated 306-4 Waste diverted from disposal 306-5 Waste directed to disposal
2. Social responsibility	**Health and safety**	• Compliance with applicable health and safety legislation • Improvement of workers' health and safety conditions • Improvement of corporate reputation due to the absence of workplace accidents	403-1 Occupational health and safety management system 403-2 Hazard identification, risk assessment, and incident investigation 403-3 Occupational health services 403-4 Worker participation, consultation, and communication on occupational health and safety 403-5 Worker training on occupational health and safety 403-6 Promotion of worker health 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 403-9 Work-related injuries 403-10 Work-related ill health

Macro -topic	Material topic	Impacts	GRI disclosure or other indicator
2. Social responsibility	**Staff well-being**	• Increased employee satisfaction • Personal and professional growth of employees • Respect for human rights both internally and in its supply chain • Improvement of corporate reputation due to respect for human rights • Appropriate staff selection, avoiding cultural prejudices related to gender or other personal orientations of workers. • Increase in company productivity through inclusion • Contribution to the development of a more ethical society	401-1 New employee hires and employee turnover 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees 404-1 Average hours of training per year per employee 405-1 Diversity of governance bodies and employees
3. Sustainability of governance	**Product quality and customer satisfaction**	• Customer satisfaction and consolidation of trust in the company • Development of products/ services that support the ecological transition • Decrease in company costs for customer satisfaction management • Improvement of customer relationships and long-term profitability by building relationships of trust with customers • Increased customer satisfaction also for aspects related to IT security and privacy	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 417-1 Requirements for product and service information and labeling 417-2 Incidents of non-compliance concerning product and service information and labeling

Macro -topic	Material topic	Impacts	GRI disclosure or other indicator
3. Sustainability of governance	**Company value and soundness**	• Increased company competitiveness as it is perceived as a "sound" company • Contribution to the economic stability of the company's employees • Economic growth of the area through the recruitment of local employees • Increased competitiveness in the market due to adequate assessment of risks and opportunities • Consolidation of reputation and trust in the company	201-1 Direct economic value generated and distributed 201-4 Financial assistance received from government
	Integrity and compliance	• Compliance with applicable legislation on corruption, competitiveness and taxation • Improvement of the company's reputation as an "honest and ethical" company • Contribution to the development of a more ethical society • Compliance with applicable socio-economic and environmental regulations	205-2 Communication and training about anti-corruption policies and procedures 205-3 Confirmed incidents of corruption and actions taken
	Research, development and technological innovation	• Increased company competitiveness through the offer of innovative products • Improvement of the company's reputation as an innovative company	N. of hours spent on R&D activities

Our approach to managing material topics considers both the direct and indirect impacts associated with company activities and operations.

To assess the effectiveness of the methods used for managing material topics, reference will be made to the results of audits on the existing management systems and the related annual reviews[25], supplemented by the GRI and non-GRI disclosures contained in this and future reports. The assessment will also draw on the specific objectives that the company has defined for each material topic in this sustainability report. These indicators will be monitored, updated or revised on an annual basis, as part of the next reporting cycles.

Our primary objective is to create high-quality products while progressively integrating a forward-looking vision that is attentive to sustainability. This vision is focused on stakeholder satisfaction and well-being, respect for the ecosystem in which we operate, and the promotion of long-lasting, responsible business development. This commitment spreads throughout the entire organisation, starting with Senior Management, as highlighted in the introductory letter to this report. It is precisely our company leadership that plays a central role in driving the transition towards an increasingly sustainable approach, through the definition of strategies, adoption of targeted policies, and identification of goals aimed at continuous improvement.

25. Reference is made in particular to the audits conducted in relation to our UNI EN ISO 9001, 45001 and 14001 certifications.

GRI CONTENT INDEX

Statement of use	GelliPlast S.r.l. has reported with reference to the GRI Standards for the period 01/01/2024 - 31/12/2024
GRI 1 used	GRI 1 – Foudation 2021
Applicable GRI Sector Standard(s)	NA

GRI Standard	Disclosure	Location	Omission		
			Require-ment(s) omitted	Reason	Explanation
General disclosures					
GRI 2: General disclosure 2021	2-1 Organizational details	1.1, 1.2, 1.3			
	2-2 Entities included in the organization's sustainability reporting	2.1			
	2-3 Reporting period, frequency and contact point	2.1			
	2-4 Restatements of information	2.1			
	2-5 External assurance	2.1			
	2-6 Activities, value chain and other business relationships	1.3			
	2-7 Employees	4.1			
	2-8 Workers who are not employees	4.1			
	2-9 Governance structure and composition	3.1			
	2-11 Chair of the highest governance body	3.1			

GRI Standard	Disclosure	Location	Omission		
			Require-ment(s) omitted	Reason	Explanation
General disclosures					
GRI 2: General disclosure 2021	2-12 Role of the highest governance body in overseeing the management of impacts	3.1			
	2-13 Delegation of responsibility for managing impacts	3.1			
	2-14 Role of the highest governance body in sustainability reporting	2.1			
	2-15 Conflicts of interest	3.2			
	2-16 Communication of critical concerns	3.2			
	2-17 Collective knowledge of the highest governance body	3.1			
	2-18 Evaluation of the performance of the highest governance body	3.1			
	2-19 Remuneration policies	4.1			
	2-20 Process to determine remuneration	4.1			
	2-21 Annual total compensation ratio	4.1			
	2-22 Statement on sustainable development strategy	Letter to stakeholder			
	2-23 Policy commitments	1.1.1			

GRI Standard	Disclosure	Location	Omission		
			Require-ment(s) omitted	Reason	Explanation
General disclosures					
GRI 2: General disclosure 2021	2-24 Embedding policy commitments	1.1.1			
	2-25 Processes to remediate negative impacts	3.2			
	2-26 Mechanisms for seeking advice and raising concerns	3.2			
	2-27 Compliance with laws and regulations	3.2			
	2-28 Membership associations	1.2.1			
	2-29 Approach to stakeholder engagement	2.2			
	2-30 Collective bargaining agreements	4.1			
Material topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	2.2			
	3-2 List of material topics	2.2			
Product quality and customer satisfaction					
GRI 3: Material Topics 2021	3-3 Management of material topics	Methods for the management of material topics and corporate impacts			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	1.3			

GRI Standard	Disclosure	Location	Omission		
			Require-ment(s) omitted	Reason	Explanation
Product quality and customer satisfaction					
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	1.3			
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	1.3			
	417-2 Incidents of non-compliance concerning product and service information and labeling	1.3			
Company value and soundness					
GRI 3: Material Topics 2021	3-3 Management of material topics	Methods for the management of material topics and corporate impacts			
GRI 201: Economic Performan-ce 2016	201-1 Direct economic value generated and distributed	3.1			
	201-4 Financial assistance received from government	3.1			
Integrity and compliance					
GRI 3: Material Topics 2021	3-3 Management of material topics	Methods for the management of material topics and corporate impacts			
GRI 205: Anti-cor-ruption 2016	205-2 Communication and training about anti-corruption policies and procedures	3.2			
	205-3 Confirmed incidents of corruption and actions taken	3.2			

GRI Standard	Disclosure	Location	Omission		
			Require-ment(s) omitted	Reason	Explanation
Research, development and technological innovation					
GRI 3: Material Topics 2021	3-3 Management of material topics	Methods for the management of material topics and corporate impacts			
-	Hours spent on R&D activities	3.1.2			
Staff well-being					
GRI 3: Material Topics 2021	3-3 Management of material topics	Methods for the management of material topics and corporate impacts			
GRI 401: Employ-ment 2016	401-1 New employee hires and employee turnover	4.1			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.1			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	4.1			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	4.1			
Health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	Methods for the management of material topics and corporate impacts			

GRI Standard	Disclosure	Location	Omission		
			Require-ment(s) omitted	Reason	Explanation
Health and safety					
GRI 403: Occupatio-nal Health and Safety 2018	403-1 Occupational health and safety management system	4.2			
	403-2 Hazard identification, risk assessment, and incident investigation	4.2			
	403-3 Occupational health services	4.2			
	403-4 Worker participation, consultation, and communication on occupational health and safety	4.2			
	403-5 Worker training on occupational health and safety	4.2			
	403-6 Promotion of worker health	4.2			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.2			
	403-9 Work-related injuries	4.2			
	403-10 Work-related ill health	4.2			
Environmental protection					
GRI 3: Material Topics 2021	3-3 Management of material topics	Methods for the management of material topics and corporate impacts			

GRI Standard	Disclosure	Location	Omission		
			Require-ment(s) omitted	Reason	Explanation
Environmental protection					
GRI 301: Materials 2016	301-1 Materials used by weight or volume	5.1			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	5.1			
	302-3 Energy intensity	5.1			
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	5.1			
	303-2 Management of water discharge-related impacts	5.1			
	303-3 Water withdrawal	5.1			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	5.1			
	305-2 Energy indirect (Scope 2) GHG emissions	5.1			
	305-4 GHG emissions intensity	5.1			
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	5.1			
GRI 306: Effluents and waste 2016	306-1 Water discharge by quality and destination	5.1			
	306-2 Waste by type and disposal method	5.1			
	306-3 Waste generated	5.1			
	306-4 Waste diverted from disposal	5.1			
	306-5 Waste directed to disposal	5.1			

GelliPlast
Plastic processing
and moulding

0577 14.81.057
info@gelliplast.com
www.gelliplast.it