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# LETTER TO STAKEHOLDERS

Dear Readers,

one year after the publication of our first Sustainability Report, we reaffirm our strong **commitment to continuing the path of transparency, responsibility, and continuous improvement that we embarked on in 2023**. We firmly believe that, today, the success of a company is also measured by its ability to generate positive and lasting impacts on the environment, on people, and on the communities in which it operates.

For Europool, the 2024 **Sustainability Report** is not only a reporting tool, but also an opportunity to reflect on the evolution of our activities, to take stock of what we have achieved, and to better identify the challenges that lie ahead. Continuing to integrate ESG (Environmental, Social and

Governance) principles into our day-to-day operations means making every decision with a **long-term perspective**, striving to balance economic objectives with people's well-being and environmental protection.

**Dialogue with our stakeholders remains central** to our approach. Through this document, we aim to share our results, the challenges we have faced, and our future goals in a clear and transparent manner, fully aware that trust is built through **consistency and integrity**.

Once again this year, the report has been prepared in accordance with the principles and guidelines of the **GRI Standards**, ensuring a reliable and comparable representation of our performance and initiatives.

With this second Sustainability

Report, we further strengthen our commitment to a **business model that places people, the environment, and the local community at its core**, convinced that only through responsible and shared action can long-term value be created.

Enjoy your reading.

*Europool Management*



Marco Prieri - Chairman of the BoD of Europool  
Anna Prieri - Executive Board Member of Europool  
Luca Prieri - Executive Board Member of Europool

# 2023 HIGHLIGHTS: RESULTS AND PEOPLE

30

YEARS  
OF  
HISTORY

46

MILIONS IN  
REVENUE

78

EMPLOYEES

5

CONTINENTS  
REACHED

97%

PERMANENT  
EMPLOYEES

17%

EMPLOYEES  
UNDER 30

Ch. 1

# EUROPOOL AND SUSTAINABILITY

1.1 COMPANY PROFILE

1.2 MATERIALITY AND STAKEHOLDER ANALYSIS



# 1.1 COMPANY PROFILE

Europool Srl (hereinafter “Europool,” “the company,” or “the business”) is an Italian company **founded in 1993**, operating in the field of **plant engineering**. Specializing in the design and construction of bottling and packaging systems, Europool primarily serves the Food & Beverage and packaging industries.

With over thirty years of consolidated know-how, Europool today offers advanced technological solutions that combine **innovation, design flexibility, and a dedicated consultancy approach**. Our expertise covers every phase of a project, from the creation of new production lines to the revamping of existing plants, offering a complete range of services, including:

- **material handling and storage systems** for containers and packages;

- **industrial automation, line supervision, and control;**
- **container treatment and drying systems;**
- **pasteurizers and process tunnels;**
- **plant relocation and retrofitting services aligned with Industry 4.0 principles.**

In 2024, Europool further strengthened its expertise in **relocation and revamping** projects. Starting from a thorough technical audit, the company is capable of managing **turnkey operations** and logistics, from disassembly to reinstallation and final testing, with particular focus on production efficiency, technological modernization, and operational sustainability.

Our working model is based on an approach we call “**Symbiotic**

## SYMBIOTIC ENGINEERING



## PRODUCTS AS A “LINE NEURAL SYSTEM”

## TURNKEY SERVICES

**Engineering,"** in which the Europool team functions as an integrated technical office alongside the client, fostering lasting synergies and collaborative project development.

As of 2024, Europool employs approximately **90 highly qualified professionals**, united by a strong passion for industrial innovation. This dedication is reflected in the **quality of our services** and in the **loyalty of numerous** top national and international **clients in the Food & Beverage sector.**

Europool's **mission** is to operate as an integrated technical office for the client, delivering tailored solutions with predictable timelines and costs, drawing on strong technical know-how and a personalized consultancy approach.

The company is guided by **core values**, including:

- **compliance** with laws and

- regulations;
- **integrity** in internal and external relationships;
- **dignity** and equality for all employees;
- **fair competition** and transparency toward stakeholders;
- environmental and social **sustainability.**

These principles shape daily operations and inspire a corporate culture committed to responsibility, innovation, and sustainable growth.

Europool always looks for the best solutions thanks to a deep knowledge of the sector and the experience gained by the team of engineers and technicians, and acts for each project as a technical office at the service of the customer, to guarantee results on time and on budget.

**Marco Priero**  
**Europool CEO**



## Company Governance

As of December 31, 2024, Europool Srl's corporate governance system retains the structure established in 2023, organized as follows:

the **Board of Directors** (BoD) holds the broadest powers for the management of the Company and for the implementation and achievement of its corporate purpose, within the limits set by applicable law and the company's Articles of Association. Among its main responsibilities, the BoD defines the Company's strategic guidelines and monitors the efficiency and adequacy of the organizational and administrative framework.

On the same date, the Board of Directors is composed of:

- **Marco Priero**, Chairman of the BoD;
- **Anna Priero**, Executive Board Member of the Company;
- **Luca Priero**, Executive Board Member of the Company

The company's organizational structure is formalized and represented through an **Organizational Chart** that is updated periodically. This document clearly **defines hierarchical lines of authority and functional relationships between different positions within the company**, allowing the identification, at any time, of senior managers and those reporting under their supervision.



# 1.2 MATERIALITY AND STAKEHOLDERS ANALYSIS

For 2024, Europool once again referred to the **materiality analysis conducted in 2023**, inspired by the **ISO 26000** guidelines - Guidance on Social Responsibility - and the **GRI Standards**, as a guiding tool for defining the content of this Sustainability Report.

The analysis carried out in 2023 made it possible to identify the sustainability topics that are most relevant to Europool and its stakeholders, representing a strategic step in outlining the company's ESG path.

By materiality, we mean those **economic, environmental, and social aspects** that are most significant for the organization and its stakeholders.

The 2023 process, structured in multiple phases - including the

**identification of key stakeholders, the analysis of the sustainability context, and the assessment of topic relevance through a questionnaire** - led to the identification of material topics that remain valid today and accurately reflect the company's operations.

In 2024, Europool **confirmed these topics**, considering them still relevant to its operational profile and stakeholder expectations. In the absence of significant changes in the business, regulatory context, or stakeholder relationships, the company decided to **maintain the framework of the 2023 analysis**.

The table below summarizes the material topics reported and discussed in this Sustainability Report, in continuity with the previous edition.

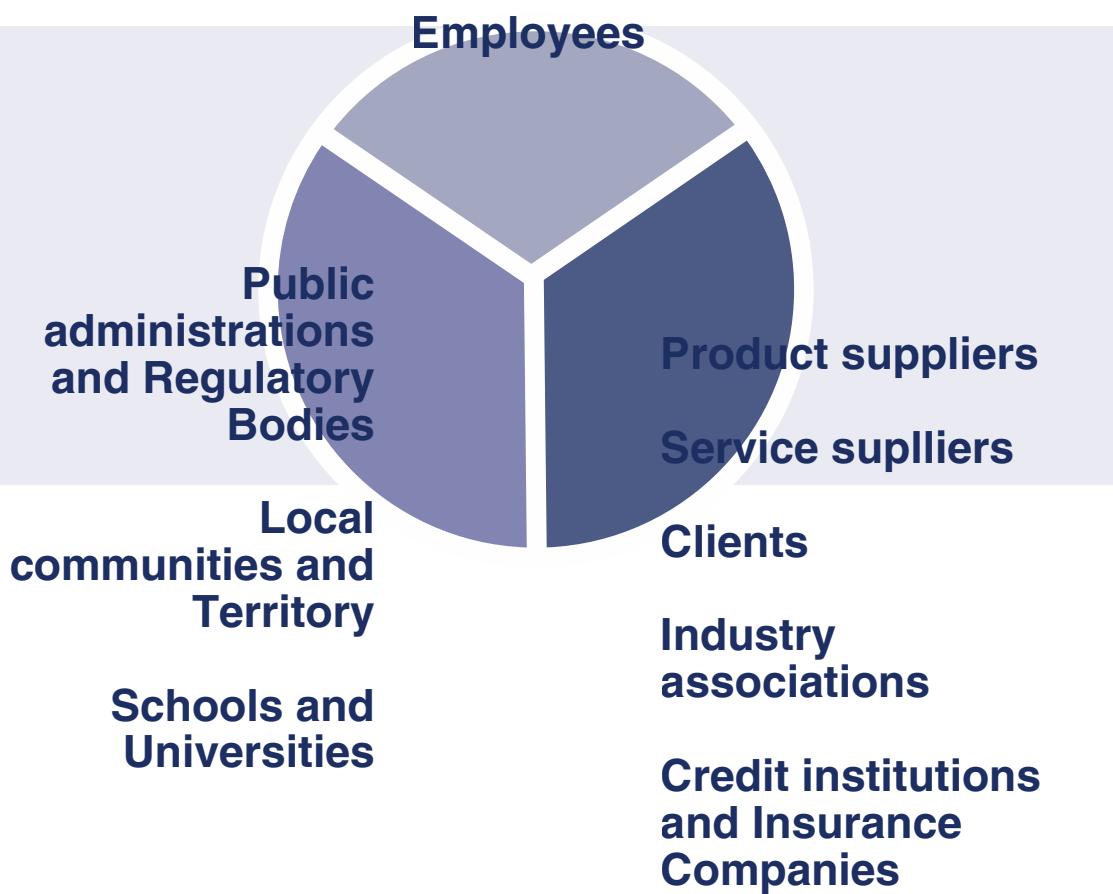
MATERIALITY THEMES INCLUDED IN THE SUSTAINABILITY REPORT

	Economic performance and distributed value Business Ethics and compliance Service quality and innovation Procurement practices
	Training and well-being of human capital Health and safety in the workplace Gender equality Engagement and local community support
	Responsible waste management and circular economy Energy resource management Packaging and materials

## Stakeholder

In 2024, Europool continued to **prioritize stakeholder engagement**, maintaining an integrated perspective on the relationships that both influence and are influenced by the company's activities.

The stakeholder map shown below reflects the outcome of the **company's analysis** and highlights the **relationships considered most relevant** to Europool within its operational context.



Ch. 2

# GOVERNANCE AND BUSINESS RELATIONSHIPS

2.1 ECONOMIC PERFORMANCE AND  
DISTRIBUTED VALUE

2.2 BUSINESS ETHICS AND COMPLIANCE

2.3 SERVICE QUALITY AND INNOVATION

2.4 PROCUREMENT PRACTICES



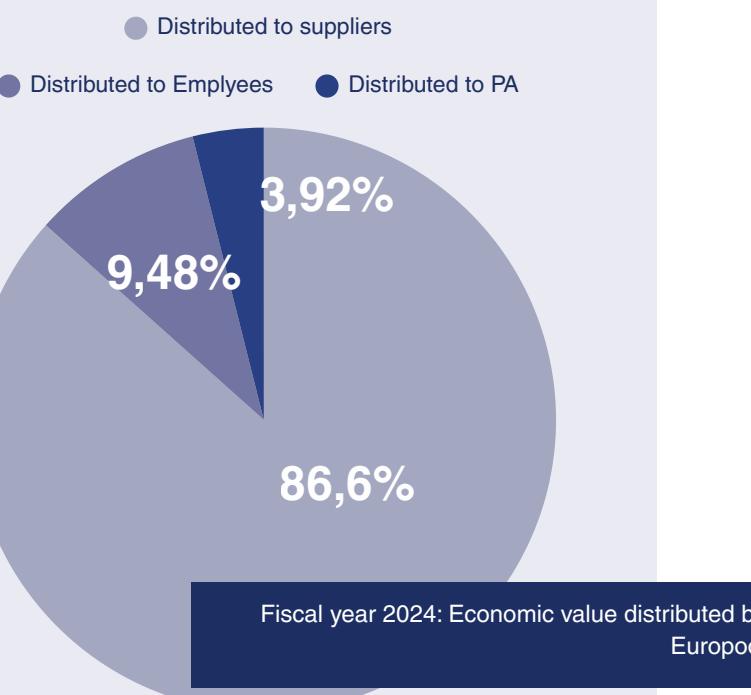
## 2.1 ECONOMIC PERFORMANCE AND DISTRIBUTED VALUE

During 2024, Europool continued to generate economic value through its core business activities, committing to redistribute it responsibly among its key stakeholders. This indicator reflects the company's contribution to the **economic development of the territories** in which it operates and to well-being across its value chain.

The reporting of economic value generated and distributed is a central element of our sustainability strategy: it not only measures economic performance, but also demonstrates Europool's ability to create positive and lasting impacts for all stakeholders.

In 2024, revenues from core operations reached **€57,728,920**. Of this amount, **90.8%** - equal to **€52,456,462** - was allocated to the creation of **shared value**, distributed

as follows:



These results confirm Europool's commitment to combining financial strength with social responsibility, making a tangible contribution to the sustainable growth of the environment in which it operates.

## 2.2 BUSINESS ETHICS AND COMPLIANCE

Europool conducts its business in full **compliance with the principle of legality**, adhering to all applicable laws and regulations at both national and international level. The company is committed to operating ethically, basing its conduct and decision-making on values such as **honesty, moral integrity, fairness, transparency, objectivity, and respect for individual dignity**.

These values guide the development of trust-based relationships with customers, suppliers, employees, and stakeholders, helping to foster a responsible and sustainable working environment.

To clearly define its values and ethical principles, **Europool has adopted a Code of Ethics** that sets out the standards of conduct to be observed in all business activities. The Code is binding for Directors,

managers, executives, employees, collaborators in any capacity, and suppliers, and is inspired by the main regulations and guidelines on social responsibility, human rights protection, decent work, and environmental protection.

Key reference frameworks include:

- the **Universal Declaration of Human Rights** and **international conventions** on civil, political, economic, social, and cultural rights;
- the **core conventions of the International Labour Organization (ILO)** and the **Declaration on Fundamental Principles and Rights at Work**;
- **United Nations conventions** against all forms of discrimination, including those relating to the rights of women, children,

persons with disabilities, and minorities;  
• the **United Nations 2030 Agenda** and the **17 Sustainable Development Goals** (SDGs).

All actions, operations, and behaviours within the organization must comply with the principles set out in the Code of Ethics. For this purpose, a **whistleblowing system** is in place, enabling the secure, confidential, and, where necessary, anonymous reporting of any non-compliant conduct. The procedure fully complies with **Legislative Decree 24/2023** (“Whistleblowing Decree”), which transposes EU Directive 2019/1937, and ensures protection for reporting individuals against any form of retaliation.

No whistleblowing reports were received during 2024. Overall, for the three-year period 2022–2024, the following data are reported:

- **number of recorded corruption**

**incidents: 0**

- **number of anti-competitive behaviours or antitrust violations: 0**
- **number of environmental offences: 0**
- **number of whistleblowing reports in 2024: 0**

Further confirming the company's commitment to promoting a culture of legality and transparency, in 2024 Europool delivered **76 hours of dedicated training on whistleblowing and compliance**. In addition, 76 employees - representing **80% of the workforce** at the time of training - received specific compliance training.

Europool will continue to strengthen its ethical governance system by **periodically updating the Code of Ethics**, promoting internal training, and monitoring the effectiveness of control mechanisms, with the aim of preventing any form of misconduct and actively contributing to

sustainable development.



## 2.3 SERVICE QUALITY AND INNOVATION

The **quality of products and services** is a key pillar of Europool's corporate identity and an essential condition for ensuring customer satisfaction, strong business relationships, and balanced corporate growth. In line with its values, Europool is committed to continuously **monitoring, improving, and innovating its production and organizational processes**, delivering timely, reliable, and high-value-added solutions.

All individuals involved in company processes are aware of their strategic role in quality management. The company actively promotes **participation and information sharing** through internal notice boards, team discussions, and the direct involvement of managers.

Europool's service quality is built



around the following key elements:

- **customer focus:** constant attention to customer needs and expectations through ongoing dialogue and tailored services;
- **organizational innovation:** internal solutions aimed at improving efficiency and responsiveness, strengthening customer loyalty;
- **quality assurance:** structured processes and internal controls geared toward continuous improvement;
- **strategic growth:** geographic expansion, skills development, and investments in facilities and technologies;
- **organizational clarity:** clearly defined roles, resources, and responsibilities to promote efficiency and autonomy;
- **advisory role:** technical and operational support for customers, beyond the mere provision of products or services;
- **cost control and KPIs:**

continuous performance monitoring to ensure high quality standards;

- **after-sales support:** ongoing assistance aimed at improving performance and customer satisfaction.

Europool continues to enhance the synergies between quality, innovation, and responsibility in order to proactively address the challenges of an evolving market, in line with GRI principles and the objectives of the United Nations 2030 Agenda.

## 2.4 PROCUREMENT PRACTICES

Suppliers represent a strategic and indispensable stakeholder for Europool, as the **quality, safety, and reliability** of the raw materials, materials, and services they provide have a direct and significant impact on the overall quality of the products and solutions the Company delivers to its customers. **Supply chain management** is therefore a central element of the corporate strategy, not only to ensure operational continuity and efficiency, but also to promote responsible practices throughout the entire value chain.

For this reason, Europool is committed to building **solid, transparent, and long-term business relationships** with its suppliers, based on principles of fairness, integrity, professionalism, legality, and impartiality. The objective is to develop partnerships founded on mutual trust and the

sharing of common values, also with a view to continuous improvement, innovation, and sustainability.

Europool's main suppliers are grouped into the following categories:



**Suppliers of products/raw materials**



**Suppliers of services**



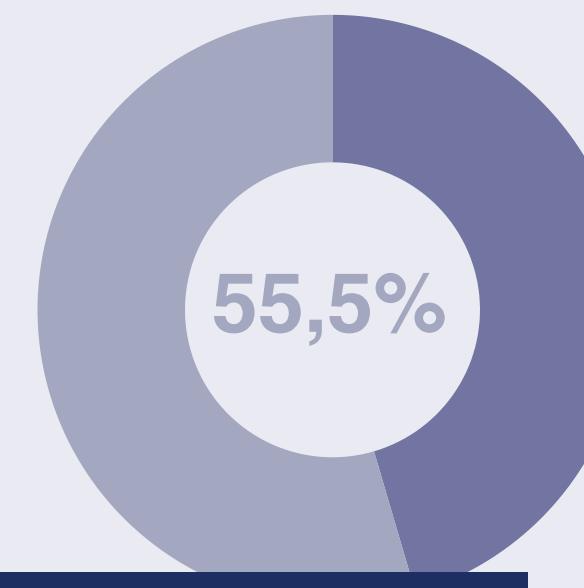
**Suppliers of packaging and auxiliary materials**

The chart below shows data on the number of active suppliers during the year 2024, broken down by category:



In line with the principles of **fairness** and **responsibility** that consistently guide our activities, Europool ensures **timely and accurate payment terms for its suppliers**, in full compliance with contractual agreements. In all commercial negotiations, the Company adopts a carefully considered **approach based on proportionality and the mutual equivalence of obligations**, avoiding any unjustifiably onerous or burdensome contractual conditions. The aim is to build **trust-based, long-lasting, and mutually beneficial relationships**, enhancing continuity and reliability from both a qualitative and economic perspective.

With reference to the **2023–2024 biennium**, the percentage of **recurring suppliers** - defined as those that entered into at least one supply contract with Europool in each of the two years considered - amounts to **55.5%**, corresponding to a total of **352 stable and fully consolidated suppliers**.



352 Recurring Suppliers for the 2023–2024 biennium

\*Continuity is defined for suppliers (considering the entire supplier base: products, materials, services, etc.) as those who have signed at least one supply contract with Europool in each of the two years under consideration (2023-2024 biennium).

Europool also confirms for 2024 its preference for **local suppliers**, defined as those with operational headquarters in Emilia-Romagna or in neighbouring regions. This choice reflects the Company's commitment to promoting a **short supply chain**, supporting **local development**, and limiting the **environmental impact**

associated with logistics and transportation.

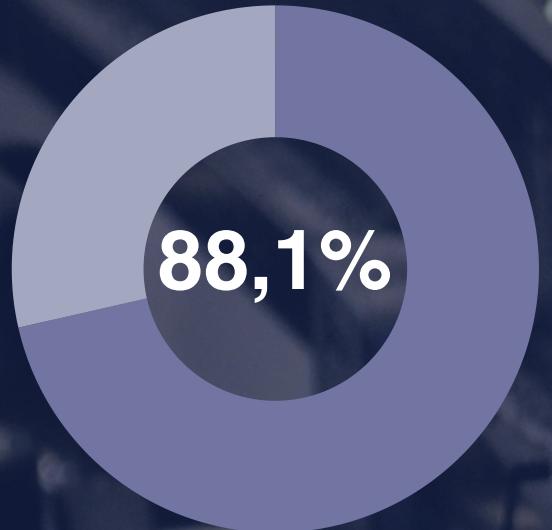
In 2024, the number of **local suppliers** engaged was **464**, while the share of **expenditure allocated to these suppliers** amounted to **79.8%** of the total economic value of purchases.

The slight decrease recorded in 2024 in the share of spending directed to local suppliers compared to the previous year (79.8% vs. 86.8%) does not alter Europool's underlying strategy, which continues to prioritise **relationships with local partners**. The significant share of local suppliers in the overall total - consistently **above 87%** in recent years - confirms the strength of this approach.

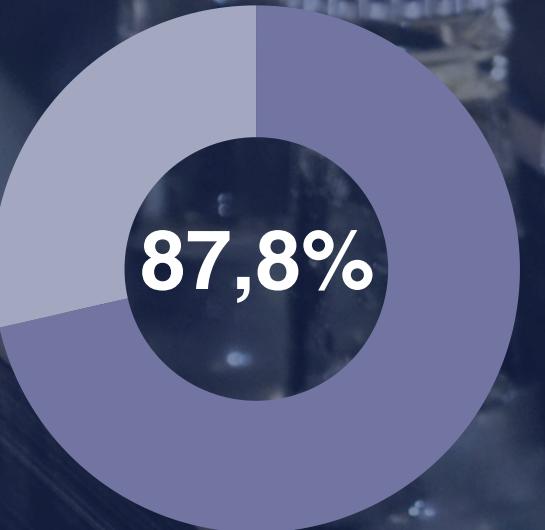


## LOCAL SUPPLIERS 2023–2024

2023



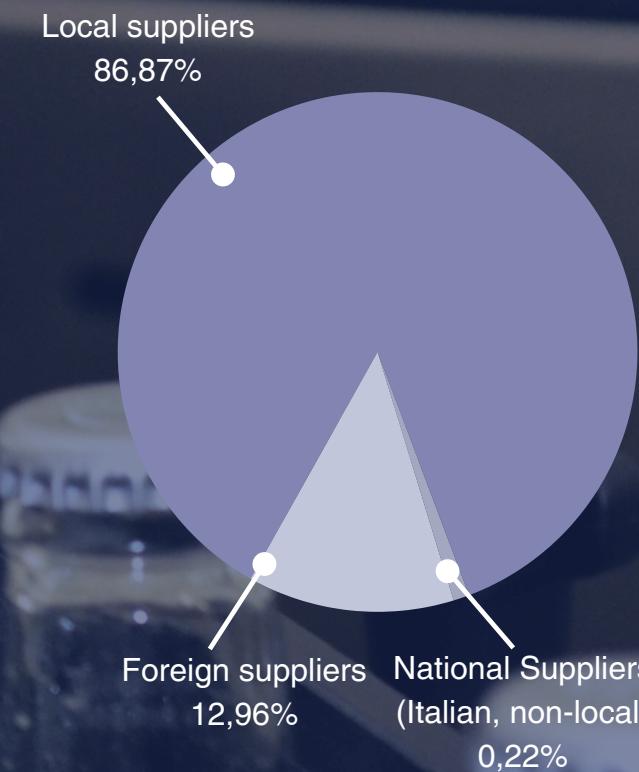
2024



\*Local suppliers are those located (operating headquarters) in the Emilia-Romagna Region and the neighboring regions. For the calculations, the entire supplier base has been considered: including products, materials, services, etc

## SHARE OF SPENDING ON LOCAL AND NON-LOCAL SUPPLIERS

2023



2024



\*Calculated based on the total spending for purchases made by Europol in the reference year (2023)

\*Local suppliers are those located (operating headquarters) in the Emilia-Romagna Region and the neighboring regions.

For the calculations, the entire supplier base has been considered: including products, materials, services, etc.

Ch. 3

# EUROPOOL'S PEOPLE

3.1 TRAINING AND WELL-BEING OF HUMAN  
CAPITAL

3.2 HEALTH AND SAFETY IN THE WORKPLACE

3.3 GENDER EQUALITY

3.4 ENGAGEMENT AND SUPPORT FOR LOCAL  
COMMUNITIES



## 3.1 TRAINING AND WELL-BEING OF HUMAN CAPITAL

**Continuous training** remains, even in 2024, one of the fundamental pillars of Europool's growth and development strategy. Investing in people means investing in the company's future: for this reason, promoting the **enhancement of both transversal (soft) skills and technical-specialist skills is a priority** that accompanies our daily organizational activities.

In a constantly evolving work environment, training becomes an essential tool to face change, increase operational efficiency, and foster innovation. Europool recognizes its employees as a key resource and considers the development of human capital an integral part of its sustainability vision.

The annual training program allows

for the targeted planning of **skill acquisition**, aligning it with strategic objectives and operational needs, with constant attention to fairness and accessibility of training opportunities.

During 2024, Europool provided a total of **1,310.5** hours of training to its employees, corresponding to **15.42 hours per capita**. **82.3%** of the workforce participated in at least one training activity.

**Female staff**, representing 21.2% of the workforce, received **368.5 hours of training**, averaging **20.5 hours per capita**.

The main **thematic areas** covered during the year included: **health and safety** at work, **technical and regulatory updates**, development of **digital and IT skills**, **language training** and **sustainability training**.



**1310,5 TRAINING HOURS**



**20,47 TRAINING HOURS PER CAPITA PROVIDED TO FEMALE STAFF**

**82,3%**  
**OF EMPLOYEES HAS TAKEN PART IN TRAINING**



**128 HOURS OF TRAINING DELIVERED ON “GREEN” TOPICS**

Alongside the protection of employees' health and safety, Europool continues to place strong emphasis on **overall employee well-being**. **Corporate welfare** remains a central element in the human capital management strategy, contributing to improved internal climate and talent retention.

In 2024, work-life balance remained a priority for the organization. Where compatible with operational needs, Europool maintained **flexible work arrangements** aimed at ensuring a sustainable balance between work responsibilities and individual needs. As of 31/12/2024, **66%** of employees benefit from **flexible start and end times**, while **68%** have a contract that allows for **remote working**.

The promotion of healthy lifestyles remains a pillar of initiatives supporting employee well-being. Europool continues to assist its employees with subsidized access to sports activities through **agreements**

with fitness centers in Fidenza, San Secondo, and Zibello, and free **Yoga** classes held directly on site. Europool also maintained its initiative on International Women's Day, organizing an annual **breast health**



**check-up** for all female employees (see focus pages 56-57).

In 2024, the company's ongoing commitment to providing a

widespread and fully inclusive wellness system was actively maintained. Below are the key figures reflecting the initiatives in support of overall corporate well-being:

WELFARE INITIATIVES	2023	2024
% of employees who have received production bonuses/incentives for achieving objectives	79%	76%
% of employees with flexible working hours for arrival and departure	69%	66%
% of employees with contracts that include remote working (smart working)	66%	68%
% of employees who have received meal vouchers	98%	99%
% of employees who have access to agreements and discounts for engaging in sports activities	100%	100%
% of female employees who have annual access to breast health check-ups organized by the company	100%	100%
% of employees who have access to a free yoga class outside working hours held at the company	100%	100%

# FOCUS ON... SPORT AND TEAM SPIRIT

At Europool, we believe that people's well-being and the quality of internal relationships are essential elements in building a solid, inclusive organization oriented toward responsible progress. Every year we promote **two editions of the Europool Games** - one in summer and one in winter - **company-wide events** involving all employees and representing meaningful opportunities for connection, participation, and shared experiences.

The **summer edition** of the Europool Games focuses on **outdoor sports**, particularly **beach volleyball** and **padel** tournaments. Teams are made up of employees from different departments and organizational levels, who compete in an atmosphere of healthy competition and enjoyment. In 2024, **49 employees** took part, representing **15**

different company **departments**.

The winter edition, on the other hand, features indoor recreational activities such as bowling tournaments and kart racing, offering equally engaging opportunities to strengthen bonds among colleagues and encourage moments of lightheartedness and



Europool Games winter edition: Bowling!



Europool Games summer edition: Beach Volley and Padel!

spontaneity. The bowling tournament involved **36 employees** from **14 departments**.

At Europool, we strongly believe in the value of teamwork. The Europool Games provide an opportunity to move beyond organizational hierarchies and get to know colleagues better, especially those with whom interaction is less frequent.

These events stem from the desire to promote an inclusive corporate culture based on mutual **respect**,

collaboration, and **trust**, and they actively enhance employees' sense of belonging to the organization.

We are convinced that a united and motivated team is the key to successfully addressing market challenges. Events such as the Europool Games not only help improve the internal work environment, but also generate a **positive impact** on the services we provide to our clients, strengthening the overall quality of our performance.

## 3.2 HEALTH AND SAFETY IN THE WORKPLACE

Safeguarding health and safety in the workplace is a top priority for Europool and a cornerstone of its sustainability strategy. Ensuring a **safe, healthy and respectful working environment** means not only complying with legal requirements, but also affirming a **corporate vision that places people's dignity, protection and wellbeing at the very centre**.

Throughout 2024, Europool continued to invest resources, expertise and attention in strengthening a **shared, inclusive and well-established safety culture**. Prevention is not viewed merely as a technical measure, but as a common value that involves every level of the organisation.

From this perspective, **risk management** has been addressed in



an integrated and systematic way, through the adoption of **updated procedures**, continuous **monitoring** of working conditions and the implementation of **targeted actions** aimed at preventing accidents, injuries and occupational diseases. Each initiative introduced is designed to reduce hazardous situations while at the same time enhancing collective awareness of the active role that everyone can and must play in protecting their own safety and that of others.

Among the key tools adopted, the **Risk Assessment Document** (DVR), drawn up in accordance with **Legislative Decree 81/2008**, continues to play a central role. The document is regularly updated, or whenever organisational, technological or structural changes occur that may alter the company's risk profile. The DVR is prepared in close collaboration with the main figures of the prevention system, including the external consultant

acting as the **Head of the Prevention and Protection Service**, the company doctor responsible for **health surveillance**, and the **Safety Representative for Workers**, who ensures ongoing dialogue between management and employees.

In support of this framework, Europool places particular emphasis on the role of **supervisors**, who are appropriately trained and empowered, and invests in the continuous training of all employees as a strategic lever to develop knowledge, skills and behaviours oriented towards prevention.

In **2024**, a total of **315** hours of health and safety training were delivered, corresponding to an average of **3.7 hours per employee**. Training programmes were designed to reflect operational needs and specific roles, and covered a wide range of topics, including first aid and the use of automated external defibrillators

(AEDs), the safe operation of overhead cranes and forklifts, fire prevention and firefighting, procedures for working at height, as well as dedicated courses for supervisors aimed at strengthening their role in managing operational safety. At the end of each course, participants received a training certificate, confirming that the planned learning objectives had been effectively achieved.

The results achieved confirm the soundness of the path undertaken: in 2024, **only one workplace accident was recorded**, with a severity index of 0.01, calculated over a total of 146,054.1 hours worked. Although this was an isolated event, it was carefully analysed by the relevant company structures in order to understand its causes and identify any corrective or improvement measures to be implemented. This approach reflects our determination not to underestimate any sign of potential risk, in line with the

continuous learning mindset that underpins our prevention system.

Our ongoing objective is to further strengthen a participatory approach to safety, grounded in **knowledge, collaboration and shared responsibility**. For Europool, safety is never a final destination, but a continuous process to be improved day by day through commitment, awareness and responsibility.



# WORKPLACE INJURIES – THREE-YEAR PERIOD

STATISTICS BY YEAR AND GENDER	2022			2023			2024		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
No. of hours worked in the year	18648	86769	105417	22266	103486	125752	26641	119413,1	146054,1
No. of workplace injuries	0	1	1	0	0	0	0	1	1
Frequency rate*	0	2,3	1,89	0	0	0	0	1,67	1,37
No. of workdays lost due to injury	0	13	13	0	0	0	0	1	1
Severity rate**	0	0,14	0,12	0	0	0	0	0,01	0,01
No. of fatal accidents	0	0	0	0	0	0	0	0	0

\*Frequency rate formula: (total number of injuries / number of hours worked) × 200,000

\*\* Severity rate formula: (number of lost workdays due to injury / number of hours worked) × 1,000

### 3.3 GENDER EQUALITY

Europool regards **individual diversity** as a key driver of organisational growth and continues to promote an open, fair and inclusive working environment. The experience, skills and personal characteristics of each employee are recognised and valued as essential resources for the company's development. The company fosters an internal culture based on respect and collaboration, encouraging everyone to express themselves freely and fulfil their potential.

In line with the principles of fairness and non-discrimination, Europool applies **impartial criteria** in both recruitment and people management processes, ensuring equal opportunities regardless of gender, age, background, religious beliefs or any other personal characteristic. Europool also recognises the right of every employee to freely join **trade**

**unions**, safeguarding freedom of association and open dialogue without interference or discriminatory consequences.

As of 31 December 2024, Europool's workforce comprised **85** employees, including **18 women** (21.2%) and **67 men** (78.8%). All employees are covered by collective bargaining agreements, with the application of the National Collective Labour Agreement for the Metalworking Industry (CCNL Metalmeccanico Industria).

The composition of the **Board of Directors** remained unchanged from the previous year, with a total of three members: two men and one woman (33.3%). A strong female presence is also confirmed at ownership level: women represent 50% of the shareholders and collectively hold 14% of the company's equity.

EMPLOYEE INFORMATION, CLASSIFIED BY AGE GROUP AND GENDER				
MANAGERS		Age < 30 years	30 years < age < 50 years	Age > 50 years
2024	Women	-	-	-
	Men	-	2	4
2023	Women	-	-	-
	Men	-	2	3
2022	Women	-	-	-
	Men	-	2	4
EMPLOYEES		Age < 30 years	30 years < age < 50 years	Age > 50 years
2024	Women	3	10	5
	Men	6	22	9
2023	Women	1	11	3
	Men	7	24	5
2022	Women	1	10	2
	Men	4	18	5
LABORERS		Age < 30 years	30 years < age < 50 years	Age > 50 years
2024	Women	-	-	-
	Men	6	13	5
2023	Women	-	-	-
	Men	5	9	8
2022	Women	-	-	-
	Men	6	8	5

With regard to contract types, **95.3%** of employees (81 out of 85) are employed on **permanent contracts**, while **4.7%** are on **fixed-term contracts**. **Full-time employment** accounts for **92.9%** of the workforce, while the remaining **7.1%** (six employees) work **part-time**. Among female employees, 27% have part-time contracts, a choice that supports a better balance between professional and personal life.

Europool actively promotes gender equality in access to **internal growth opportunities** and **professional development**. Over the **2022–2024** three-year period, a total of **23 promotions** were granted, of which 17.4% involved female employees and 82.6% male employees. This distribution is consistent with the representation of women within the company, which averaged below 22% of the total workforce over the period considered.

Europool continues to place strong



emphasis on pay equity, viewing it as a core element in the promotion of equal opportunities. The company regularly **analyses its remuneration policies** with the aim of ensuring that pay levels are fair, transparent and aligned with individual skills, experience and responsibilities, regardless of gender.

In 2024, monitoring was once again carried out on the **ratio between the average remuneration of women and men** within the **clerical employees category**, the only area of the company with a significant female presence. The ratio is expressed using the index: “average male remuneration = 100; average female remuneration = X”.

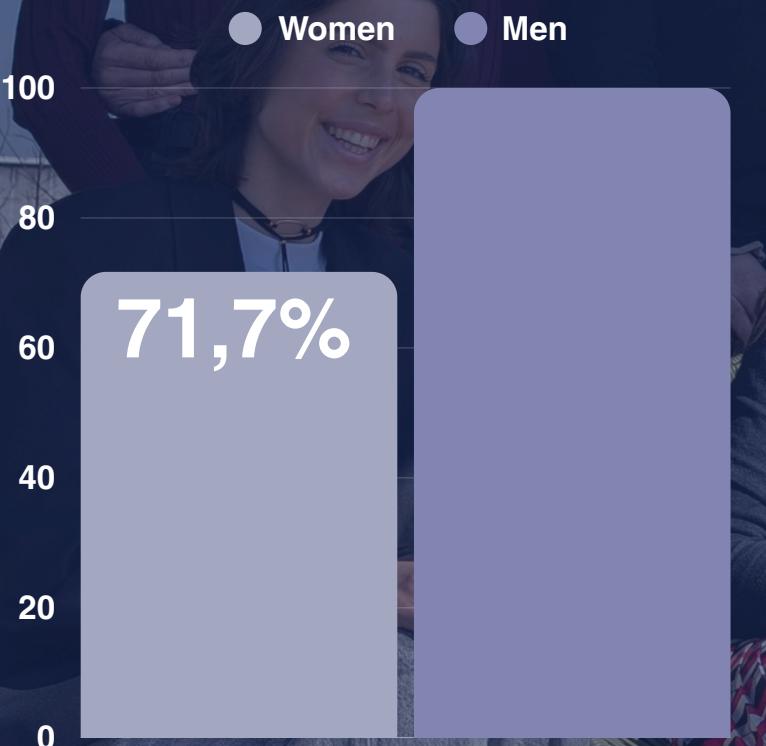
The chart below illustrates the trend in the pay ratio between women and men over the **2022–2024 period**. Within the clerical staff category, the value increased from 71.7% in 2022 to 74.9% in 2023, reaching **87.7%** in **2024**. This positive trend reflects

steady progress towards greater pay equity, supported by ongoing monitoring and the active policies implemented by the company. For blue-collar workers, the values remain at zero for all three years, as there is currently no female workforce in this area.

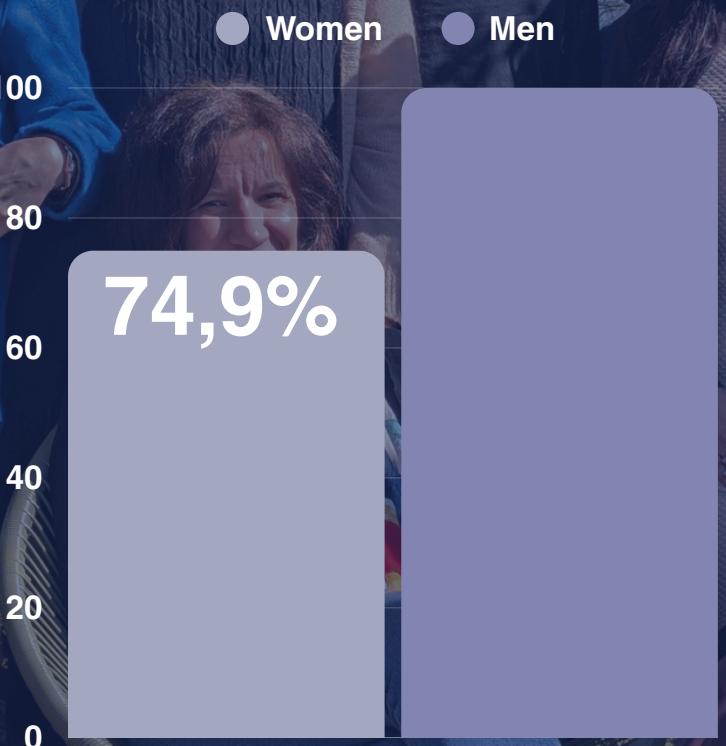
While remuneration outcomes are influenced by factors such as role, level of responsibility and seniority, the results clearly demonstrate Europool’s commitment to ensuring a pay system based on **objective, non-discriminatory criteria**. In line with a strategy of continuous improvement, the company intends to further strengthen actions aimed at preventing any form of disparity.

# GENDER PAY RATIO - FEMALE/MALE - FTE [%]

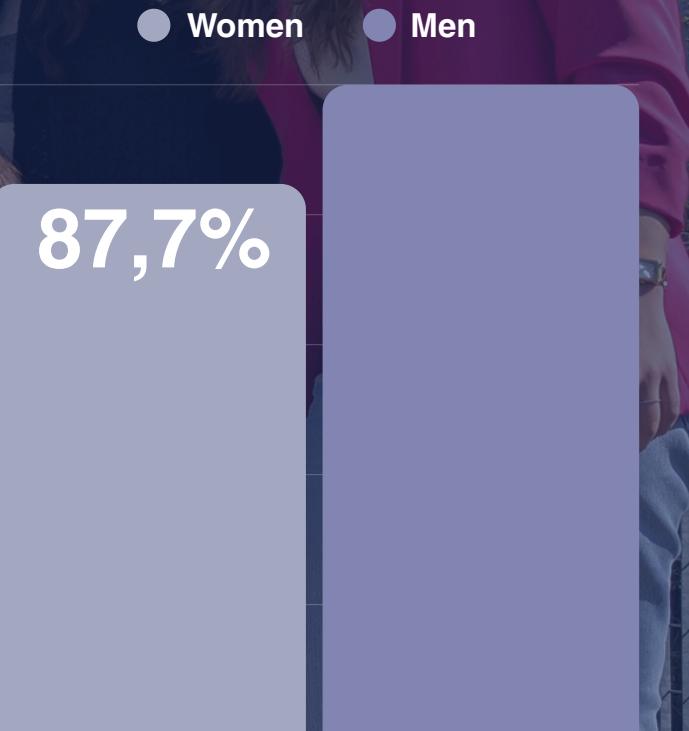
2022



2023



2024



\*The ratio of female to male salaries for each employee category. The calculation of the data was made using the following equation: 'male salary: 100 = female salary: X.' The data are calculated based on employees expressed in Full-Time Equivalent (FTE) to ensure a more accurate and precise representation of average salary values in relation to gender and professional classification

## 3.4 ENGAGEMENT AND SUPPORT FOR LOCAL COMMUNITIES

In 2024, Europool continued to strengthen its connection with the local area and the communities in which it operates, reaffirming its concrete commitment to social, cultural and human development. The company has long promoted initiatives that reflect its core values, recognising the importance of contributing positively to the collective wellbeing.

**Support for the local community** takes tangible form through **collaboration with institutions, associations and local organisations** active in sports, culture, social inclusion and solidarity. Europool engages both through **donations and sponsorships**, and by carefully evaluating project proposals from organisations that share objectives aligned with the company's principles.

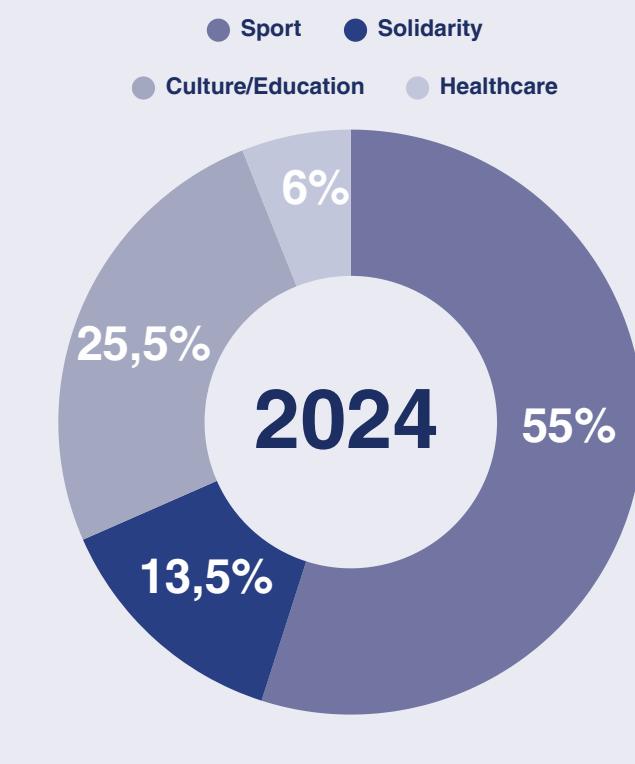
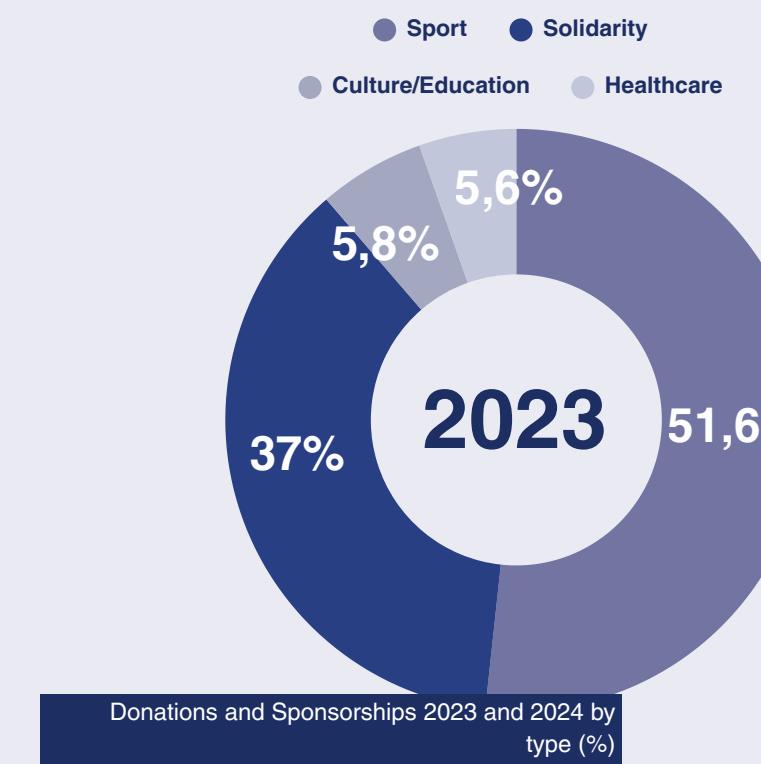
During 2024, the company supported several initiatives benefiting the local area. Key examples include:

- **sponsorship of the project promoted by Progetti del Cuore Società Benefit S.r.l.**, aimed at providing a new free social transport service for the citizens of Fidenza, particularly elderly people and individuals with disabilities;
- **donation of electrical materials to the FormaFuturo and IPSIA "Primo Levi" Parma institutes**, to support the practical technical and vocational training of students, fostering hands-on learning and strengthening the connection between school and the professional world;
- **financial support for associations active in inclusion, health and solidarity**, including:

Association for the Support of Young People with Diabetes from Parma, Fa.Ce Onlus Association from Parma, Noi per Loro Association, Fidenza Rescue Dog Unit;  
• sponsorship of the "**Gran Fiera di Borgo San Donnino**" and "**Borgofood**," organised by the

Municipality of Fidenza on the occasion of the patron saint's festivities;

- sponsorship of the **cycling event "Prosecco Cycling,"** promoted by PROSECCO CYCLING S.S.D. A R.L., aimed at promoting sport and the territory of the Prosecco hills.



# FOCUS ON... WOMEN'S HEALTH

As part of its initiatives to support the health and wellbeing of its employees, Europool renews each year its concrete commitment to **cancer prevention**, offering female employees the opportunity to allocate a portion of their welfare benefits to undergo a preventive breast check-up at the clinic of **ANDOS – National Association of Women Treated for Breast Cancer** in Fidenza.

In 2024, Europool made the initiative available to **all women** in its workforce: the examinations took place in May 2024, with **11 out of 17 employees participating**, representing **64.7%** of the total female staff at the time of the initiative.

This activity is made possible through an **annual donation** that Europool provides to the association, directly

supporting its volunteer activities in the local area.

Founded in Trieste in 1976 by women who had undergone surgery for breast cancer, ANDOS is a nationwide **volunteer organisation** with over 90 local committees. It provides support, listening services,



and psycho-physical rehabilitation programs for patients in the post-operative period, with the assistance of doctors, psychologists, physiotherapists, and nurses.

Among the activities promoted by ANDOS are:

- **awareness initiatives** on the prevention of breast cancer and other female oncological conditions;
- **training and development programs** for healthcare operators and volunteers;

- **support** for access to screenings and healthcare services, including those related to fertility;
- ongoing **interaction** with institutions to ensure equal access to care across the country.

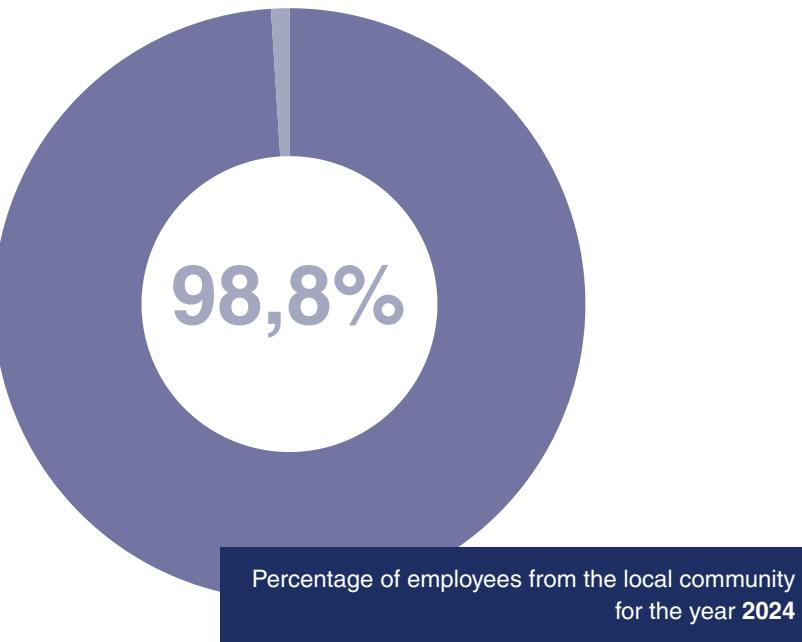
This initiative is a tangible act of corporate welfare, promoting **prevention** and the **wellbeing of its female employees**. At the same time, it strengthens the relationship between the company and the community, showing commitment to collective wellbeing.

## Local occupation

The connection with the local area represents a distinctive element for Europool, which is also reflected in its workforce composition. Promoting **local employment** means actively contributing to the economic and social development of the area in which the company operates, creating shared value for both the organization and the community.

As of December 31, 2024, **98.8%** of Europool employees come from the **local community**, defined as the provinces of **Parma and Piacenza**. In particular, **52.9%** reside in the **Municipality of Fidenza**, where the company's operational headquarters are located.

These figures confirm Europool's consistent commitment to **promoting local resources**, supporting professional growth in the area, and generating a positive and lasting impact on the economic and social context where the company operates.



Ch. 4

# ENVIRONMENTAL SUSTAINABILITY

- 4.1 RESPONSIBLE WASTE MANAGEMENT
- 4.2 MANAGEMENT OF ENERGY RESOURCES
- 4.3 PACKAGING AND MATERIALS



## 4.1 RESPONSIBLE WASTE MANAGEMENT

Environmental protection is one of the cornerstone pillars of Europool's sustainability strategy. In this context, **responsible waste management** represents a key area of focus, through which the company commits not only to minimizing waste generation but also to enhancing it as a potential resource for **recovery and recycling processes**.

Europool continues to invest in practices aimed at ensuring the proper separation, collection, and management of both municipal and special waste. Municipal waste is delivered to the **local public service** through a structured system of separate collection. Non-municipal waste, on the other hand, is carefully sorted and subsequently entrusted to **specialized and authorized suppliers**, selected based on regulatory compliance and traceability

of the disposal or recovery service.

The company continuously monitors waste generation, identifying any deviations and taking preventive action to ensure the continuous improvement of environmental performance. The main categories of waste generated include **wooden and mixed-material packaging**, as well as **ferrous scraps such as iron and steel**.

According to the data in the table below, in 2024 Europool generated a total of **22,160 kg of waste**, of which only 70 kg, or 0.3%, were classified as hazardous waste. The remaining **99.7%** consisted of **non-hazardous waste**. It is important to highlight that, also in 2024, **100%** of the waste produced was sent for **recovery** through qualified operators, confirming the company's

commitment to promoting a **circular economy**.

Comparing the data with the previous year, there was a **2.5% increase in total waste generation** compared to 2023. However, this increase should be understood in the **context of business growth** and higher production volumes, which makes the improvement in the ratio of waste generated per hour worked even more significant: from **0.17 kg/hour worked in 2023 to 0.15 kg/hour worked in 2024**. This indicator confirms the effectiveness of the measures implemented in terms of process efficiency and the reduction of environmental impact per unit of output.

Europool will continue to manage waste efficiently and responsibly, promoting prevention and recovery.



**100%**  
**OF THE WASTE GENERATED**  
**IN 2023 AND 2024 WAS SENT**  
**FOR RECOVERY BY**  
**SPECIALIZED SUPPLIERS**

# WASTE GENERATED 2023-2024

WASTE GENERATED			Year (Kg)		Waste destination (%)			
INTERNAL DESCRIPTION	CER CODE	CLASSIFICATION	2023	2024	2023		2024	
					% recovery	% disposal	% recovery	% disposal
Plastic waste	070213	NOT DANGEROUS	0	0	-	-	-	-
Wooden packaging	150103	NOT DANGEROUS	12.760	6.900	100%	-	100%	-
Mixed-material packaging	150106	NOT DANGEROUS	4.770	7.860	100%	-	100%	-
Out-of-service equipment	160214	NOT DANGEROUS	0	390	-	-	100%	-
Components removed from out-of-service equipment	160216	NOT DANGEROUS	20	10	100%	-	100%	-
Iron and steel	170405	NOT DANGEROUS	3.070	0	100%	-	-	-
Unspecified waste	120199	NOT DANGEROUS	400	6.790	100%	-	100%	-
Plastic packaging	150102	NOT DANGEROUS	560	0	100%	-	-	-
Refrigeration equipment	160211	DANGEROUS	30	0	100%	-	-	-
Waste mineral oil for engines, gears and lubrication, non-chlorinated	130205	DANGEROUS	0	70	-	-	100%	-
Paper and cardboard	200101	NOT DANGEROUS	0	140	-	-	100%	-
<b>Total waste generated (Kg)</b>			<b>21.610</b>	<b>22.160</b>	<b>100%</b>	<b>-</b>	<b>100%</b>	<b>-</b>

## Retrofitting/revamping projects

During the course of its activities, Europool also offers technical audit services and subsequent **retrofitting/revamping** of existing production lines, with the aim of identifying areas for improvement and proposing solutions for efficiency enhancement and modernization. These interventions make it possible to **extend the useful life of the plants**, minimizing waste generation and the environmental impacts associated with their decommissioning or disposal.

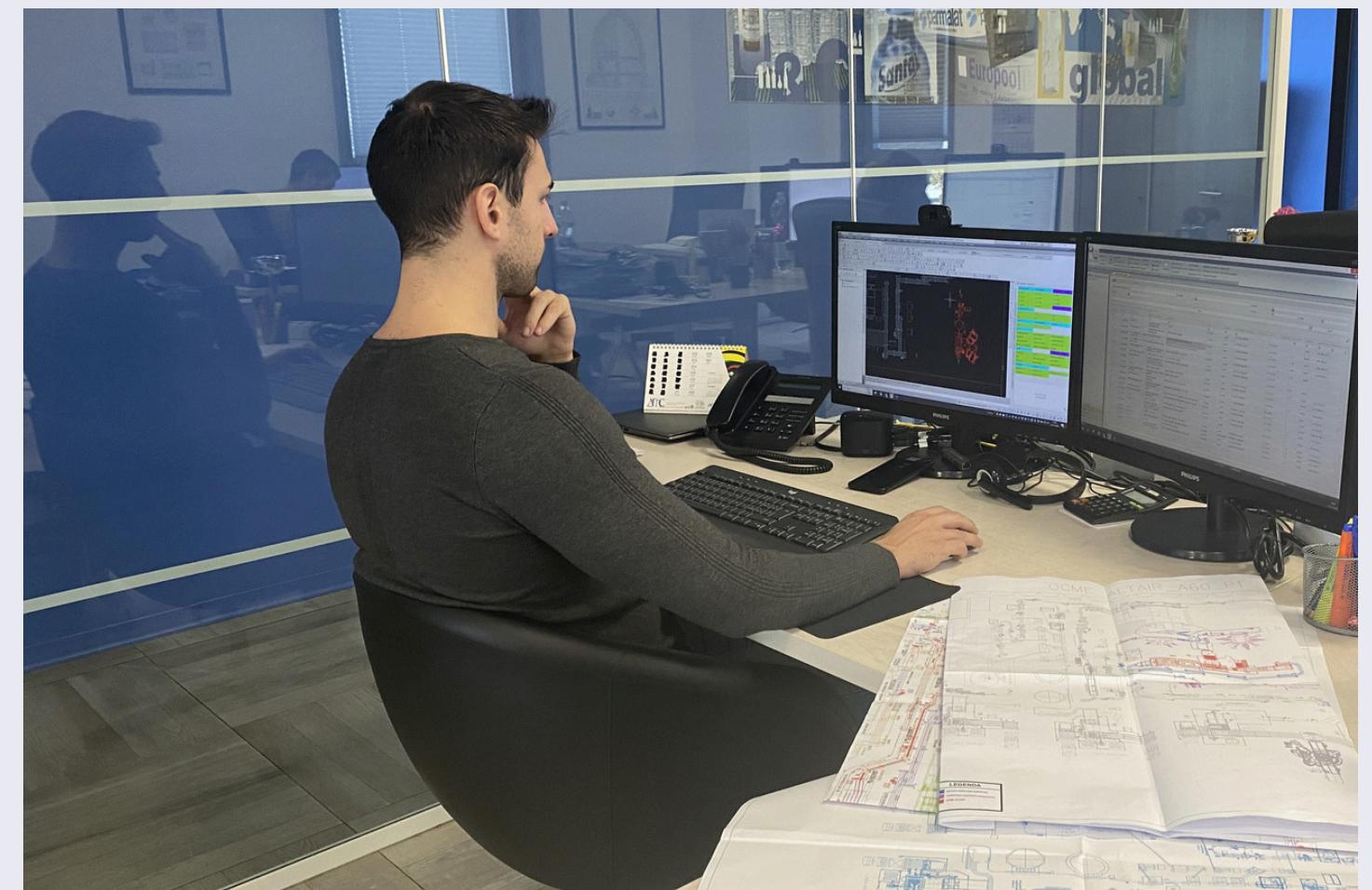
Thanks to its solid field experience, Europool carries out in-depth analyses of production processes to assess performance, identifying inefficiencies and opportunities for cost optimization for its clients. Through a **methodical and well-structured evaluation**, the company provides targeted strategic recommendations aimed at improving plant productivity, quality, and sustainability.

The retrofitting/revamping service is distinguished by an integrated approach that considers all the technical and operational aspects required to ensure maximum efficiency of production lines.

Europool manages every phase of the project, offering a "**turnkey**" service focused on plant renewal, including the calculation of production efficiency and the implementation of tailor-made solutions designed to increase line **performance** and **flexibility**.

In 2023, Europool completed 8 retrofitting/revamping projects, while in **2024** its commitment further increased, reaching **16 completed projects**, confirming the growing demand for interventions focused on industrial modernization and sustainability.

RETROFITTING AND REVAMPING	2023	2024
Number of retrofitting/revamping projects completed	8	16



## 4.2 MANAGEMENT OF ENERGY RESOURCES

Europool's use of electricity mainly concerns the **lighting** of company premises, including offices, production areas, and warehouses; the **powering of electronic devices** such as computers; the **operation** of production equipment such as presses, lathes, compressors, and forklifts; as well as the **heating and cooling** of company buildings, provided through **heat pumps and air-conditioning systems**, all of which are powered exclusively by electricity.

As shown in the table below, over the three-year **period 2022–2024**, Europool's total electricity consumption recorded some **fluctuations**, reflecting both the company's production trends and the effectiveness of the energy efficiency initiatives implemented over the years.

In 2024, total electricity consumption amounted to **266,926 kWh**, showing an increase compared to 235,355 kWh in 2023 and remaining **substantially in line with the values recorded in 2022** (266,038 kWh). This increase is mainly linked to the **growth of business activities** and is largely explained by a **higher amount of energy purchased from the grid**, which rose from 160,418 kWh in 2023 to 190,380 kWh in 2024.

The electricity produced by the company's **photovoltaic system** and self-consumed remained almost **stable** over the past three years, reaching a value of approximately **76,546 kWh in 2024**. Conversely, the amount of energy produced by the photovoltaic system and fed into the grid decreased in 2024, amounting to 45,106 kWh compared to 59,542 kWh in 2023.

The share of electricity from renewable sources out of total electricity consumption, while remaining significant, slightly decreased **from 32% in 2022 and 2023 to 29% in 2024**.

ELECTRICITY CONSUMPTION (kWh)	2022	2023	2024
of which electricity purchased from the grid (kWh)	180.186	160.418	190.380
of which electricity produced and self-consumed from the photovoltaic system (kWh)	85.852	74.937	76.546
of which electricity produced and fed into the grid from the photovoltaic system (kWh)	53.749	59.542	45.106
Total electricity consumption (kWh)	266.038	235.355	266.926
% of electricity from renewable sources out of total electricity consumption (%)	32%	32%	29%

The focus on reducing consumption and improving energy efficiency translated into an improvement in the energy intensity index in 2023. Despite an increase in consumption in 2024, **energy efficiency measures** remained unchanged and continue to represent a central element of the company's strategy:

- replacement and installation of **LED lighting** systems with presence sensors;
- **automatic shutdown systems** for lighting, climate control, and equipment outside working hours;
- purchase of IT equipment with **energy certifications** (Energy Star);
- use of vending machines with **timed shut-off**;
- optimization of workspaces to maximize **natural lighting** through large windows.

These measures, together with energy production from renewable sources, represent the core of

**Europool's energy strategy**, which aims to combine production continuity, environmental sustainability, and operational efficiency, in line with international standards and the company's objectives for responsible progress.



## 4.3 PACKAGING AND MATERIALS

In 2024, we confirmed and strengthened our commitment to the **sustainable management of packaging materials**, fully aware of the role that packaging plays in reducing the environmental impact of our activities. The company strategy remains focused on environmental responsibility, with the objective of adopting low-impact solutions throughout the entire logistics supply chain.

Once again this year, we prioritized materials sourced from **certified and traceable supply chains**, capable of ensuring reliable technical performance and consistently high sustainability standards. In particular, the exclusive use of **FSC® and/or PEFC-certified wood was confirmed for 100% of wooden packaging (pallets, crates, and cages)**, in line with the principles of responsible forest management.

These international certifications continue to represent key tools in contributing to the protection of ecosystems, the safeguarding of biodiversity and water resources, and the promotion of a circular economy based on recycled or recyclable materials.



The table below shows the quantities of **plastic** and **wood** purchased by Europool in the **2023–2024** two-year period for packaging used in the transport of goods related to the company's core business. Monitoring the most relevant materials makes it possible to assess over time the impact of corporate choices in relation to business performance.

As in 2023, paper and cardboard

packaging is not reported, as its share of total purchased materials remains marginal.

In 2024, a moderate increase in purchased volumes was recorded, consistent with the **growth of business activities**, accompanied by a constant commitment to the use of certified materials and the pursuit of solutions with a lower environmental impact.

MATERIALS PURCHASED FOR PACKAGING		2023	2024
Plastic	Total (t)	5,11	6,62
	Total (t)	184,99	205,5
Wood (pallets, crates and cages)	of which certified PEFC o FSC® (t)	184,99	205,5
	Total	190,1	212,12

METHODOLOGICAL  
NOTE

GRI CONTENT INDEX

Europool

# METHODOLOGICAL NOTE

This document represents the **second Sustainability Report** published by Europool Srl. It reports data and information relating to the **company's economic, environmental, and social performance and impacts**, with reference to the **financial year ended on 31/12/2024**.

Also for this edition, in order to ensure clear, transparent, and reliable information, the use of estimates has been limited as much as possible. Where available, comparative data referring to the previous year have been included, with the aim of illustrating the **evolution of the company's performance** in a perspective of continuity and continuous improvement.

The Report has been prepared in accordance with the **Global Reporting Initiative Sustainability**

**Reporting Standards (GRI Standards)**, updated to 2021, issued by the Global Reporting Initiative (GRI). In particular, the document refers to the selection of GRI Standards reported in the "**GRI Content Index**" table included at the end of the Report. The process of defining and reporting the contents followed the GRI principles of relevance, inclusiveness, sustainability context, and completeness, with particular attention to the principle of materiality. The **material topics** identified by Europool, which are fundamental to strengthening sustainable business management, are illustrated in section "**1.2 Materiality and stakeholder analysis**."

Also for the 2024 Report, Europool implemented a structured internal reporting process, involving the various company functions in the

identification and assessment of material topics, as well as in the collection, analysis, verification, and validation of data and information within their areas of responsibility. **The document was approved by company management.**

It should be noted that this report has not been subject to external assurance.

Reaffirming our commitment to increasingly accurate and meaningful reporting, we will continue in the coming years to improve the quality of the information provided.

The Sustainability Report is also available on Europool's website ([europool.biz](http://europool.biz)).

For any questions regarding this Report, please contact:  
**sostenibilita@europool.biz**



# GRI CONTENT INDEX

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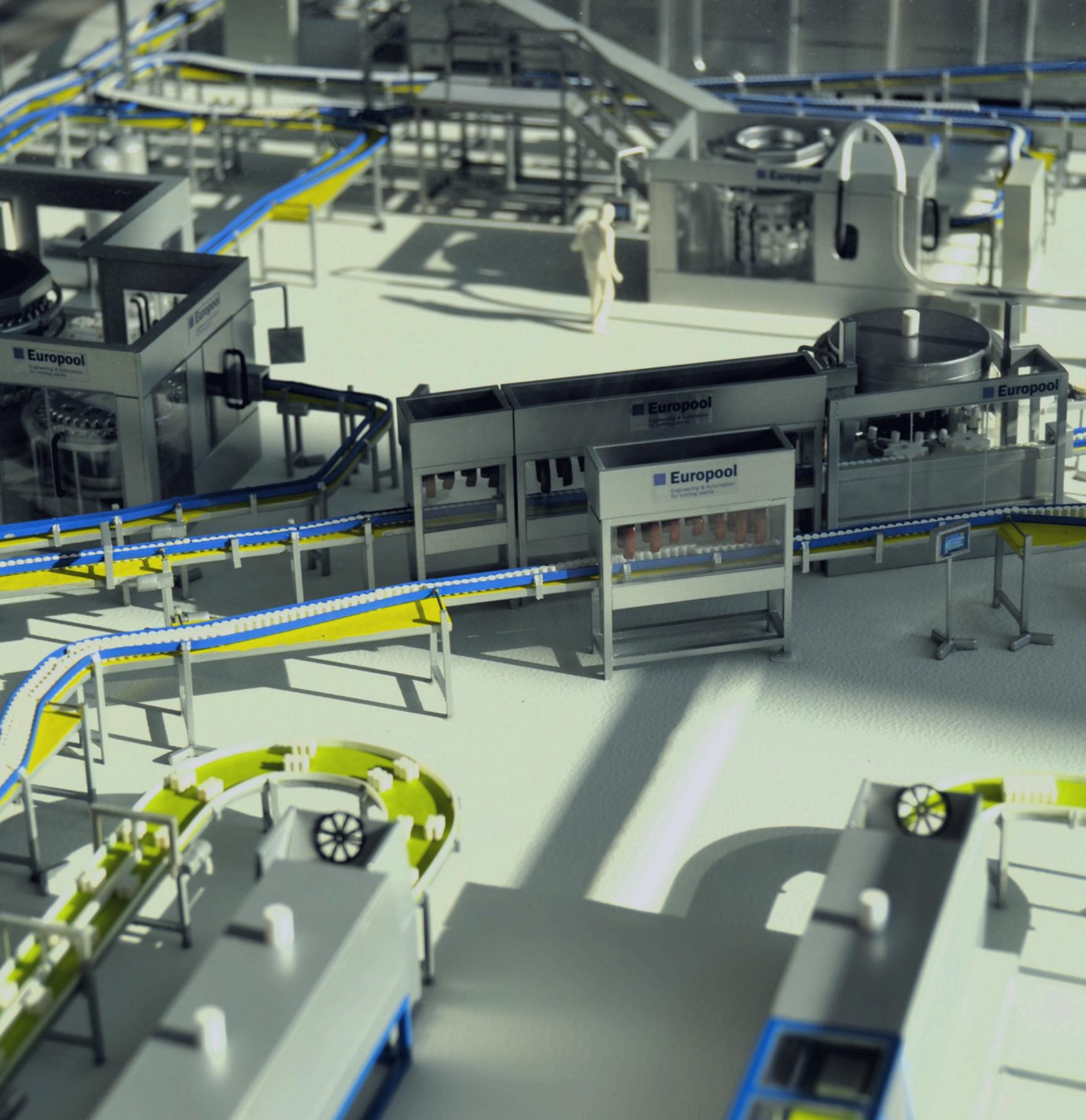
Strategy, policies, and practices			
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