

Sustainability report

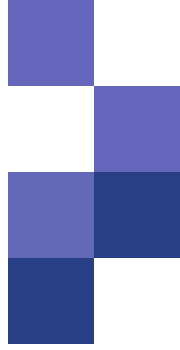
2023



Europool



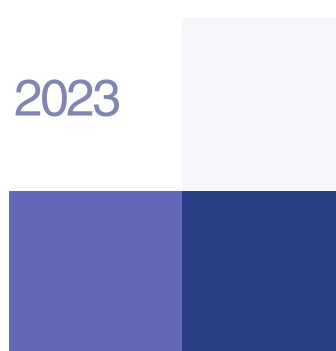
Index



Europool and sustainability	01
Governance and business relationships	02
Europool's people	03
Environmental sustainability	04

Methodological Note
GRI Content Index

2023



Letter to stakeholders

Dear readers,

driven by a strong sense of responsibility towards our stakeholders, our company has decided to embark on its **first path of socio-environmental reporting**. The publication of this document marks a strategic achievement of fundamental importance for us, with the aim of making our activities transparent and more visible, enhancing our legitimacy and social approval, **affirming the stakeholders' right to be informed, and steering the company towards a responsible business strategy**.

This Sustainability Report represents a document designed to highlight the core values upon which Europool bases its operations: **transparency, attention to the well-being of people, and the pursuit of sustainability in the conduct of its activities**.

In particular, the 2023 Sustainability Report outlines the **outcomes of Europool's performance and initiatives in the field of sustainability, measuring their environmental, social, and governance (ESG) impacts** throughout the year. By adopting this tool, **developed according to the principles and guidelines of the GRI Standards** (the international standards for sustainability reporting), Europool aims to provide its stakeholders with a comprehensive, clear, and transparent representation of its choices, management practices, projects, performance, and, more broadly, its corporate sustainability journey.

In line with our commitment to continuously measure, improve, and report on our sustainability performance, Europool's Sustainability Report will also be published in the coming years.



Marco Priero
Chairman of the BoD of
Europool



Anna Priero
Executive Board Member of
Europool



Luca Priero
Executive Board Member of
Europool





Europool and sustainability

1.1 Company profile

1.2 Materiality and stakeholder analysis



Ch. 1

1.1 Company profile

Our Mission

"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."

Europool Srl (hereinafter "Europool," "company," or "society"), **founded in 1993**, immediately consolidated its **expertise in plant engineering**, focusing particularly on the **design and implementation of bottling and packaging plants**, primarily serving the Food & Beverage sector and packaging industry.

Ours is an all-round know-how, ranging from designing new lines to modifying existing ones, providing various **handling, automation, control and diagnostic systems**.

We also handle **retrofitting of machines and plants**, as well as offer **relocation services of complete lines or factories**, always offering turnkey service.

Ours is a pool of about 90 competent and skilled collaborators who share a passion for this job, which is reflected in the quality of the work: this has allowed us to collaborate with some top players in the Food & Beverage sector and packaging industry.



Offered services:



Symbiotic Engineering



Products as a "Line Neural System"



Turnkey Services



Symbiotic Engineering

- We develop over than 50 lines per year with different problems and experiences;
- We can provide innovative solutions;
- Our mission is to become the customer's technical office.



Products as a "Line Neural System"

- Container and Packs Handling Systems;
- Automation Systems;
- Supervision Control Systems;
- Container Treatment Systems.



360° Turnkey Services

- Complete Engineering Services;
- Upgrading and relocation of existing lines;
- Turnkey lines integration;
- After Sales Service.

Products for Engineering

HANDLING AND SPECIAL ACCUMULATION SYSTEMS



AUTOMATION AND LINE SUPERVISION



PASTEURIZATION TUNNELS AND DRYING SYSTEMS



Relocation & Revamping

Complete lines relocation

Starting from the inspection of the line to be relocated, we handle all turnkey activities: disassembly, relocation, any retrofitting, installation, startup, and testing at the new site.

Revamping of existing lines: upgrade for better production efficiency

Starting with an audit of the existing plants, we identify any critical issues and areas for improvement in order to implement innovative retrofitting solutions, including those based on Industry 4.0 sector, with the goal of modernizing the plants and aligning them with more advanced technological standards.



Company Governance

The corporate governance system of Europool Srl is currently structured as follows:

- Board of Directors (BoD): The Board of Directors is vested with the broadest powers for the administration of the company and for the implementation and achievement of the corporate purpose, within the limits permitted by law and the Articles of Association.

Among other responsibilities, the Board of Directors is entrusted with the power to define the strategic directions of the company, as well as to verify the existence and efficiency of its organizational and administrative structure.

As of 31/12/2023 the Board of Directors is composed of **Marco Priero** as **Chairman of the Board**, **Anna Priero** as **Executive Board Member**, and **Luca Priero** as **Executive Board Member** of the Company.

The organizational structure of the company is formalized and graphically represented in the company's **Organizational Chart**, subject to periodic updates. It clearly **defines the lines of hierarchical dependency and the functional relationships between the various positions** that make up the structure. The organizational chart allows for the identification at any given time of those in top positions (so-called "apical" positions) and those under direction and supervision.



1.2 Materiality and stakeholder analysis

Materiality analysis

Taking as a reference the ISO 26000 - Guidance on Social Responsibility and the GRI Standards, Europool has implemented a materiality analysis aimed at identifying and understanding the priority issues for the company in terms of sustainability. The **materiality analysis process**, which was carried out in several stages, allowed Europool to identify its sustainability priorities and define the contents of this Sustainability Report. The analysis represents a significant step for Europool in **outlining its strategic path in sustainability**.




Materiality refers to the **specific economic, social, and environmental aspects that are most significant for an organization and its stakeholders**. For this reason, the materiality analysis process began with the identification of the priority stakeholders for Europool. Through an online questionnaire submitted to the company's management and the heads of the main business functions, the key stakeholder categories for the organization were identified.

Next, Europool conducted an analysis to **define the sustainability context in which the company operates**. Considering various information sources, both the external environment and the reference market were analyzed to verify the sustainability aspects and factors that are priority for the sector, stakeholders, and Europool itself. This context analysis and mapping activity led to the identification of a list of economic, social, and environmental issues potentially relevant to Europool.

The process continued with an online questionnaire addressed to the **management, company employees**, and a selected **panel of customers, suppliers, schools, and local public administration representatives**, to assess the degree of relevance of the potential issues identified through the context analysis. Based on a predefined scoring scale (from 1 "not significant" to 5 "priority"), the management, employees, and the external **stakeholders directly involved in the process** expressed their views, providing a relevance rating for each issue.

By analyzing the results of the materiality questionnaire, Europool has identified a range of **priority sustainability issues**, known as material topics, which are reported and explored in this Sustainability Report. The list of material topics is summarized in the Table below and represents the final outcome of the materiality analysis.

MATERIALITY THEMES INCLUDED IN THE SUSTAINABILITY REPORT

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

Stakeholders

The materiality analysis conducted by Europool represented an important moment of reflection to consider and delve into the potential impacts of business actions and decisions on each category of identified stakeholders. The "stakeholder map" shown below is the first result of this analysis activity.





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



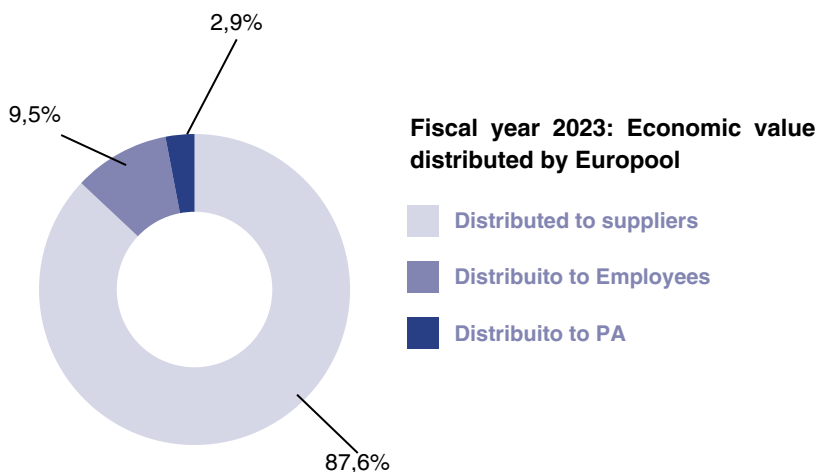
Ch. 2

2.1 Economic performance and distributed value

The **economic value generated and distributed** is a central concept in sustainability reports. This indicator aims to show **how an organization generates economic value through its activities and how this value is subsequently distributed among various stakeholders**. In the context of a sustainability report, this indicator highlights the **organization's commitment to creating a balance between economic growth and social responsibility**, contributing to the overall well-being of all stakeholders.

As illustrated in the chart below, this distribution represents an indicator of Europool's ability to redistribute economic value to its stakeholders, thus measuring the company's impact on the community and along the entire value chain.

In the fiscal year 2023, the revenues from core operations generated by Europool amounted to €46,352,754, of which 97%, equal to €44,997,864, was distributed to the following business stakeholders: 87.6% to suppliers, 9.5% to employees, and 2.9% to public administrations (taxes).




2.2 Business ethics and compliance


We intend to carry out our activities **in full compliance with the principle of legality**, fulfilling all applicable laws and regulations. We also commit to **acting ethically, basing our behaviors and actions on values such as honesty, moral integrity, fairness, transparency, objectivity, and respect for individual personality**. These values imply a focus on people and the environment, the creation of trust-based relationships with our clients, and respect for the legitimate interests of all our stakeholders.


For this reason, Europool has set a clear objective of defining **values, principles, standards, and rules of conduct**, pursuing these objectives in its daily actions. In order to enshrine the aforementioned principles and values, the company has decided to adopt its own **Code of Ethics**.

Specifically, the Code of Ethics contains general ethical principles, specific rules of conduct, as well as values that the Company recognizes as its own and to which it calls for the scrupulous observance by Administrators, directors, executives, employees, collaborators of any kind, and suppliers in the performance of individual activities.


The instrument is inspired by the main guidelines and regulations in force at the national and international levels regarding **corporate social responsibility, human rights, labor, and the environment**. Among the principles and references that Europool follows in conducting its activities, in addition to all applicable regulations, are:

-  The Universal Declaration of Human Rights and the subsequent international conventions on civil and political rights and on economic, social, and cultural rights;

-  The Declaration on Fundamental Principles and Rights at Work and the eight Fundamental Conventions of the International Labour Organization (ILO);



The United Nations Conventions on the rights of women, on the elimination of all forms of racial discrimination, on the rights of children, and on the rights of persons with disabilities;



The 2030 Agenda for Sustainable Development adopted on September 25, 2015, by the United Nations General Assembly and its 17 Sustainable Development Goals (SDGs).

The actions, operations, transactions, and generally all behaviors carried out by the recipients of the Code, in the exercise of their functions within their areas of competence and responsibility, must be aligned with the **ethical-behavioral principles** outlined in the document.

All recipients of the Code of Ethics are required to **promptly report any violations, including potential ones, of the Code of Ethics through the appropriate channels made available by the company.** Reports can be made via email or in writing, potentially even anonymously, according to the forms and channels provided.

With regard to compliance, it is emphasized that Europool **has adopted an adequate procedure to implement and regulate a system for reporting irregularities within the activities carried out by the company.** In particular, the procedure **incorporates the provisions of the "Whistleblowing Decree"**, which governs the protection of individuals who report violations of national or European Union regulations that harm public interest or the integrity of public administration or private entities, of which they have become aware in a public or private workplace context.

As concrete proof of the company's positive actions in terms of ethics and compliance, **Europool has not recorded any episodes of corruption in the period 2021-2023**, nor have legal proceedings been initiated in this area. Similarly, **in the 2021-2023 period, Europool has not recorded any episodes of anticompetitive behavior or violations of antitrust regulations and monopolistic practices**, nor have legal proceedings been initiated in this area.

2.3 Service quality and innovation

The quality and reliability of the products and services offered are the essential conditions for Europool's operations, which aims to always **maintain a high level of customer satisfaction**. For this reason, Europool has always been committed to certifying **the quality of its processes and the products/services offered**. All individuals involved in the organization are aware of the value of their role within the organizational system and the objectives related to their processes, thanks to widespread involvement of the supervisors and appropriate bulletin boards made available for consultation.

The **quality of the products and services** offered by Europool primarily lies in the following elements:

-  Customer care and attention to their needs are pursued through the creation of valuable relationships and a **continuous openness to dialogue and interaction with our clients**, in order to listen to and understand their needs and expectations;
-  Identification of **new organizational solutions aimed at strengthening customer loyalty and providing always targeted and timely responses**;
-  Ensuring the quality of the products and services provided through **efficiency and technical expertise in the execution of our activities**.
-  Prudent growth of the company through the **expansion of the geographical market, development of employee skills, and investments in the improvement of facilities and equipment**;

Clear definition of each employee's **role, responsibilities, and allocation of necessary tools and skills** required for the fulfillment of their tasks;

The company is perceived not only as a mere supplier of products/services but also as a **provider supporting requests for more technical and operational consultancy**;

Monitoring of costs and operational KPIs aimed at identifying key areas for improvement and **maintaining high-quality standards**;

Post-sales support aimed at the continuous improvement of Europool's performance and, consequently, customer satisfaction.



2.4 Procurement practices

For us, suppliers are a **primary stakeholder**, as our relationship with them largely determines the quality and safety of the services and products we offer. Therefore, we aim to establish **solid and lasting business relationships** with them, based on the principles of **fairness, integrity, professionalism, transparency, legality, and impartiality**.

Europool's main suppliers can be divided into the following categories:



Suppliers of products/raw materials;



Suppliers of services (training, consulting, and other services including maintenance, energy, transportation, etc.);



Suppliers of packaging and auxiliary materials (packaging, workshop materials, office supplies/stationery, etc.).

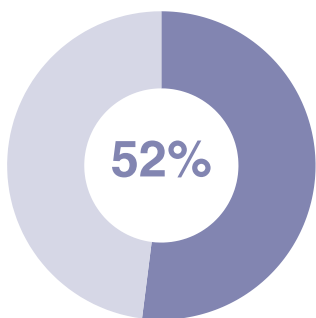
In the following chart, referring to the 2022-2023 two-year period, the data regarding the number of suppliers employed by Europool are shown, categorized by type



Our suppliers are assured timely payment methods, in accordance with the commercial agreements. In conducting economic negotiations with its suppliers, **Europool bases its activities on the principles of proportionality and mutual reciprocity of services, avoiding the imposition—either directly or indirectly—of unjustifiably burdensome contractual conditions.** The ultimate goal the company pursues is to **create relationships of trust, as well as opportunities for mutual improvement, emphasizing continuity,** aiming to build medium-to-long-term collaborations, and ensuring the **reliability, both qualitative and economic, of the counterparties.**

In this regard, it is highlighted that, for the 2022-2023 two-year period, the percentage of continuous suppliers—those who have signed at least one supply contract with Europool in each of the two years considered—stands at 51.71%.

331 Continuous Suppliers 2022-2023 two-year period



*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 (2022-2023 biennium).

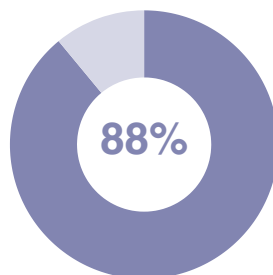
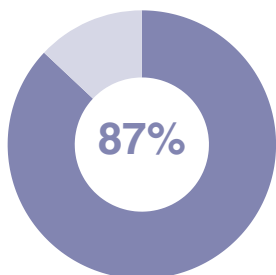
It is also important to emphasize that Europool favors collaboration with local suppliers, with the aim of **enhancing a short supply chain and promoting local development, as well as reducing environmental impacts.** As evidence of the fruitful collaboration we maintain with local suppliers—those located (with operational headquarters) in the Emilia-Romagna region or neighboring regions—it is highlighted that **in 2023, the share of spending on procurement from such suppliers accounted for 86.87% of the total economic value of purchases.**

This data is in line with that of the **2022 fiscal year**, when the **share of spending on procurement from local suppliers accounted for 90.43%** of the total economic value of purchases.

Regarding the number of local suppliers employed by Europool in the 2022-2023 biennium, the data highlights a **significant use of local suppliers**: in both years, **these suppliers represented more than 87% of the total suppliers employed**.

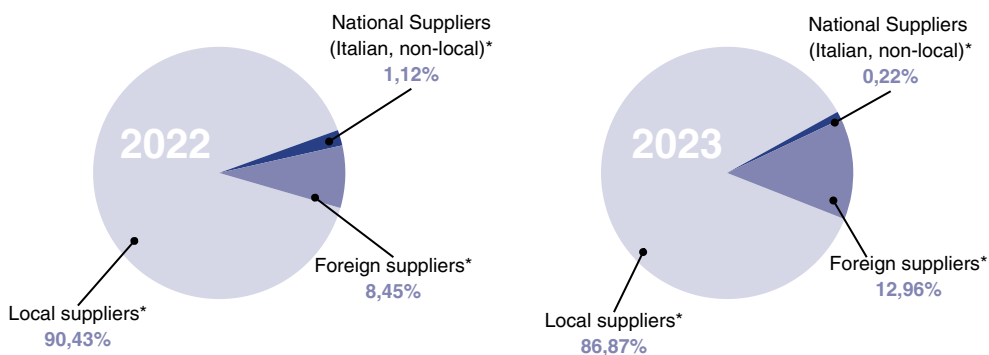
406 Local suppliers in 2022

431 Local suppliers in 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.

Proportion of spending towards local and non-local suppliers



*Calculated based on the total spending for purchases made by Europool 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.





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



Ch. 3

3.1 Training and well-being of human capital

An important tool that enables companies to develop and enhance the potential of their employees is training, which can be either transversal (soft skills) or specific (such as technical-specialist skills), and it is a key factor in achieving business goals. For Europool, employees are the true driving force behind the company's success. Therefore, we believe that **continuous training** is an **essential and strategic part of the growth of each individual**. The annual training program allows Europool to **plan the acquisition of skills** in such a way as to equip its employees with the necessary tools to achieve strategic goals in a constantly changing work environment.

In total, during 2023, Europool **provided its employees with 702 hours of training**. The company therefore provided **9 hours of training per capita in 2023**. Of the total workforce, **71.8% of employees participated in training** in 2023. The **female staff, which represents 19.2% of the workforce, received 156 hours of training (10.4 hours per capita)** in 2023.

In particular, in 2023, the training provided primarily focused on the following topics: compliance and fulfillment of sector-specific regulatory obligations, health and safety at work, IT tools and skills, professional technical updates, and foreign languages.



In 2023

702
training hours



training
hours per
capita
provided to
female staff"

10,4

72% of employees
has taken part in training



Alongside the protection of the health and safety of individuals, **Europool places particular attention on the well-being of its employees**: welfare becomes a valuable tool for improving the internal climate and fostering talent retention.

The issue of reconciling work time with personal and private time has become a significant aspect in ensuring both individual and team satisfaction. Europool, where the nature of the tasks allows, offers its employees the possibility to take advantage of **flexible work schedules aimed at facilitating the balance between organizational and personal needs**. In this regard, it is worth noting that as of 31/12/2023, **69% of Europool's workforce benefits from flexible entry and exit times, and 66% have contracts that include the option for smart working**.

With the goal of encouraging the adoption of healthy lifestyles, Europool supports its employees through:

Access to partnerships and discounts for sports activities: Europool has established agreements with two gyms located in Fidenza (PR), San Secondo (PR), and Zibello (PR) to provide all employees with easy access to local fitness centers. These collaborations offer added value for the well-being and satisfaction of employees.

Free Yoga course: Europool has decided to offer its employees a free Yoga program held on company premises. The course takes place on the last Monday of each month and runs for a duration of 9 months.

In addition to what has already been mentioned, Europool, in an effort to raise awareness and encourage prevention, **gifts every year to all female employees a breast check-up on the occasion of International Women's Day**. The exams are carried out at ONLUS centers (Andos, Anvolt) to which the company donates a charitable contribution. This initiative not only promotes health but also serves as a moment of reflection on the importance of addressing the topic of prevention with awareness.

The following table lists the **main corporate welfare initiatives implemented** by Europool during the 2022-2023 period, aimed at increasing employee satisfaction and well-being.



Company welfare initiatives - 2022-2023 two year period

Welfare initiatives	2022	2023
% of employees who have received production bonuses/incentives for achieving objectives	86%	79%
% of employees with flexible working hours for arrival and departure	72%	69%
% of employees with contracts that include remote working (smart working)	69%	66%
% of employees who have received meal vouchers	98%	98%
% of employees who have access to agreements and discounts for engaging in sports activities	100%	100%
% of female employees who have annual access to free mammogram check-ups paid by the company	100%	100%
% of employees who have access to a free yoga class outside working hours held at the company	100%	100%



3.2 Health and safety in the workplace

Operating with a mindset of continuous improvement means, first and foremost, ensuring a healthy and safe working environment for our employees by effectively managing all risk factors. In the course of our activities, we are committed to **contributing to the well-being of our employees, pursuing the goal of safeguarding their health and safety**, in full compliance with current regulations on prevention and protection.

We have defined and effectively implemented preventive measures and clear company practices aimed at promoting responsible and safe behaviors by everyone. These measures have allowed us to **make the workplaces safer and minimize exposure to risks related to accidents, injuries, or work-related ill health**.

Periodically, we prepare the **Risk Assessment Document**, in accordance with Legislative Decree 81/2008. This document aims to carry out a global and documented assessment of all risks to the health and safety of workers and to define appropriate prevention and protection measures. It also serves to plan actions to ensure the ongoing improvement of health and safety levels. The document is continuously updated and revised in the event of changes in the company's organization and whenever the implementation of the company's safety system, aimed at the continuous improvement of security levels, makes it necessary.



Europool relies on a **company doctor** with whom it collaborates for the purpose of assessing health risks, conducting regular health surveillance medical exams for workers.

The company also makes use of an external consultant acting as the **Head of the Prevention and Protection Service**, who is responsible for preparing the Risk Assessment Document and supports the employer in managing occupational health and safety at the company level.

Furthermore, the company refers to the guidance of the **Safety Representative for Workers**, appointed to represent workers on matters related to health and safety during work.

The company places great emphasis on the responsibility of **supervisors**, who, trained and informed of their duties, are at the core of ensuring compliance and control regarding workplace health and safety.

The goal the company seeks to achieve through this process is to transfer knowledge and procedures to workers and other members of the company's prevention and protection system, **providing them with the necessary skills to perform their tasks safely and to identify, reduce, and manage risks.**



All training courses related to health and safety provided to employees include the issuance of a certificate indicating the learning objectives achieved and the total hours dedicated to learning and knowledge. In 2023, Europool provided health and safety training to its employees totaling **316 training hours**, which translates to **4.05 hours of training** on these topics **per employee**. In the **2021-2023 three-year period**, employees benefited from health and safety training totaling 594 training hours.

The results achieved by Europool in terms of prevention and protection demonstrate the company's commitment. In fact, **in 2023**, out of a total of **125,752 hours worked by employees**, **there were no workplace accidents, nor were any occupational diseases recorded**. As a result, **the frequency and severity indices related to accidents for 2023 are both zero**.



Injuries at work - Employees

Statistics by year and gender	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
No. of hours worked in the year	16.487	81.604	98.091	18.648	86.769	105.417	22.266	103.486	125.752
No. of workplace injuries	0	0	0	0	1	1	0	0	0
Frequency rate*	0	0	0	0	2,3	1,89	0	0	0
No. of workdays lost due to injury	0	0	0	0	13	13	0	0	0
Severity rate**	0	0	0	0	0,14	0,12	0	0	0
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



Europool

3.3 Gender equality

Europool recognizes the diversity of each employee or collaborator as a factor of success and constantly values their experiences, skills, and qualities. The company promotes an **inclusive work environment** focused on collaboration and a sense of belonging, encouraging every individual to express themselves freely in order to realize their potential and increase motivation. **In the recruitment process, we are committed to ensuring gender equality and preventing any form of discrimination** based on sex, age, race, or religion.

Furthermore, the company **respects and acknowledges the right of each employee to associate, organize, or join a trade union without** suffering interference, sanctions, retaliation, discrimination, or harassment. We believe that only through free expression and dialogue can individuals realize their potential, and that the company can derive significant benefits from this.

As of 31/12/2023, Europool employs a total of 78 employees, of whom 15 are women (19.2%) and 63 are men (80.8%). All employees are covered by **collective bargaining agreements**, particularly the Metalworking Industry National Collective Labor Agreement (CCNL Metalmeccanico Industria).

The **Board of Directors of Europool**, as of 31/12/2023, consists of 3 members, including 2 men and 1 woman (33.3%). It is also worth noting that **50% of the shareholders are women, and 14% of the company's shares are owned by female shareholders.**





Diversity among employees: information on employees, categorized by age group and gender

Managers		Under 30 years old	Between 30 and 50 years old	Over 50 years old
Year 2023	Women	-	-	-
	Men	-	2	3
Year 2022	Women	-	-	-
	Men	-	2	4
Year 2021	Women	-	-	-
	Men	-	2	4
Employees		Under 30 years old	Between 30 and 50 years old	Over 50 years old
Year 2023	Women	1	11	3
	Men	7	24	5
Year 2022	Women	1	10	2
	Men	4	18	5
Year 2021	Women	1	8	2
	Men	5	16	5
Laborers		Under 30 years old	Between 30 and 50 years old	Over 50 years old
Year 2023	Women	-	-	-
	Men	5	9	8
Year 2022	Women	-	-	-
	Men	6	8	5
Year 2021	Women	-	-	-
	Men	5	8	5

As of 31/12/2023, **97.4% of the company's workforce has a permanent employment contract**, while 2.6% have a fixed-term contract. Among **female employees, 93.3% have a permanent employment contract**. The high percentage of employees with permanent contracts ensures continuity of income and stability.

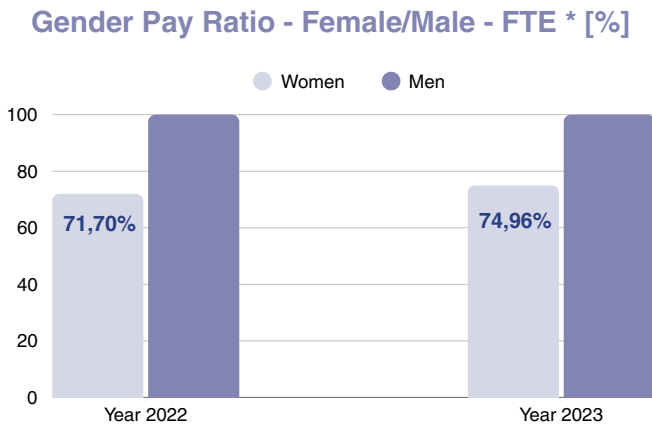
Also, as of 31/12/2023, **91% of the workforce has full-time employment contracts**, while 9% are employed part-time. **It is important to note that 33.3% of the women employed at Europool have part-time contracts, aimed at facilitating the balance between personal life and work.**

Europool is committed to **ensuring gender equality in terms of career growth and professional development opportunities**. In this regard, during the 2021-2023 period, a total of 22 **promotions** were recorded within Europool, of which **18.2% were for women** and 81.8% for men. This data should also be considered in light of the fact that the proportion of women in the company never exceeded 20% of the workforce in the last three years.



In addition, in order to support equal opportunities, Europool also takes an active role in **monitoring and reviewing its compensation policies**. The company is committed to offering **fair compensation levels that reflect each individual's skill level, abilities, and professional experience, ensuring the application of the principle of equal opportunities** and avoiding any risk of discretion.

The graph below illustrates the relationship between female and male salaries for the employee category during the 2022-2023 period (calculated as "average salary of men: 100 = average salary of women: X"). This calculation focuses on employees, the only category with female representation. **It should be noted that factors such as role and seniority affect these data.** To support equal opportunities, Europool is committed to taking an active role in continuously monitoring and reviewing its compensation policies.



*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

The actions and initiatives in favor of the local community and territory have distinguished Europool over the years, embracing projects that reflect the shared values between the company and the communities to which we belong, in full respect of ethics and corporate social responsibility.

Europool supports the social, cultural, and economic development of the territory and the community in which it operates. For years, we have actively supported a number of associations, organizations, and initiatives that pursue goals related to the promotion of sports, inclusion and solidarity, and cultural relevance through donations and sponsorships. We are also committed to evaluating, according to the procedures established internally, requests for contributions and sponsorships from organizations and associations of cultural, sports, solidarity, and social relevance, to support the local community and territory.

Below are some of the **main initiatives in favor of the territory and community implemented by Europool** in the last two years:



Charitable donation to I.I.S.S. "A. Berenini" for the Science and Technology Day: Europool participated in this initiative with the aim of contributing to a day of exchange and interaction between the students of the Institute and the employment and scientific opportunities in our territory.



Charitable donation in support of populations affected by the flood emergency in Emilia Romagna;



Charitable donation to the Italian Red Cross to support the emergency in Ukraine;

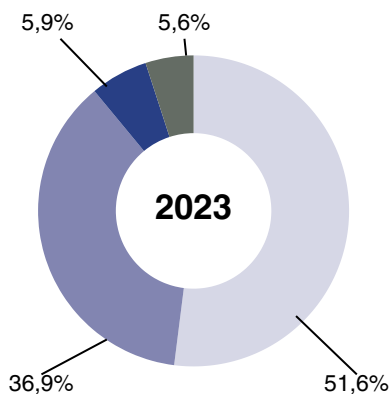
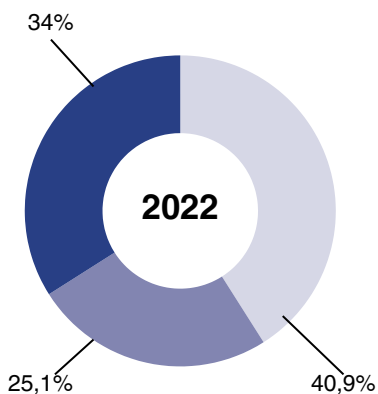


Donations in support of associations promoting inclusion, solidarity, and health: Associazione per l'aiuto ai Giovani con Diabete di Parma, Associazione Fa.Ce Onlus di Parma, Associazione Noi per Loro, Nucleo Cinofilo da Soccorso Fidenza.

■ Sponsorship in favor of Kinesis 3.0 S.S.D. S.R.L. gym in Fidenza to support the organization of the "Fitness in Borgo" sporting event: The event takes place in the center of Fidenza and aims to make sports and fitness accessible to everyone, providing an opportunity for the community to discover and appreciate the importance of movement and well-being.

■ Sponsorship in favor of PROSECCO CYCLING S.S.D. A R.L. to contribute to the organization of the "Prosecco Cycling" event: a cycling event that takes place among the hills of Prosecco.

Donations and Sponsorships by Type (%)



Local occupation

As highlighted by the GRI Standards, the inclusion of local community members among the employees demonstrates the positive **presence of an organization in the market, as it contributes to enriching human capital and increasing economic benefits for the local community.**

In this regard, **it is noteworthy that as of 31/12/2023, 98.7% of Europool's employees are from the local community**, where the local community refers to the provinces of Parma and Piacenza. More specifically, as of 31/12/2023, **49.35% of Europool's employees come from the municipality of Fidenza, where the company is based.**





Environmental sustainability

- 4.1 Responsible waste management
- 4.2 Management of energy resources
- 4.3 Packaging and materials



Ch. 4

4.1 Responsible waste management

Europool recognizes how crucial it is to **preserve the environment as a shared resource and a fundamental priority**. From this perspective, the company contributes significantly through its waste management practices. The company believes it is essential to limit waste and, whenever possible, consider it as a resource.

Europool generates municipal waste, which is collected through the implementation of separate waste collection. As for non-municipal waste, the company, once the waste is properly sorted, **entrusts its management (transportation and disposal/recovery) to specialized and qualified suppliers, whose legal compliance has been carefully verified**.


Europool monitors and keeps track of the overall waste production to detect any deviations that could become critical. **The categories of waste that account for the largest portion of the total waste generated by Europool are: wooden and mixed material packaging, iron, and steel.**



100%

of the waste generated in 2022 and 2023, has been sent for recovery by specialized suppliers

The data related to the **types and quantities of waste generated by the company's activities** are provided in the following table.

Waste produced			Year (Kg)		Waste destination (%) 			
Internal Description	CER Code	Classification	2022	2023	2022		2023	
					% Recovery	% disposal	% Recovery	% disposal
Plastic waste	070213	Not dangerous	100	0	100%	-	-	-
Wooden packaging	150103	Not dangerous	9.240	12.760	100%	-	100%	-
Packaging in mixed materials	150106	Not dangerous	7.930	4.770	100%	-	100%	-
Out-of-service equipment	160214	Not dangerous	358	0	100%	-	-	-
Components removed from out-of-service equipment	160216	Not dangerous	23	20	100%	-	100%	-
Iron and steel	170405	Not dangerous	4.470	3.070	100%	-	100%	-
Unspecified waste	120199	Not dangerous	0	400	-	-	100%	-
Plastic packaging	150102	Not dangerous	0	560	-	-	100%	-
Refrigeration equipment	160211	Dangerous	0	30	-	-	100%	-
Total waste generated (Kg)			22.121	21.610	100%	-	100%	-

With reference to the data presented in the table on the previous page, it can be observed that **in 2023 Europool generated a total of 21,610 kg of waste**, of which only 30 kg, accounting for **0.14% of the total waste generated, are hazardous waste. The majority of the waste generated, accounting for 99.86%, consists of non-hazardous waste.**

Regarding the disposal of the generated waste, it is significant to highlight that **in both 2022 and 2023, 100% of the waste generated was sent for recovery by specialized suppliers.**

When comparing the total waste production of 2023 with that of 2022, a **reduction of 2.32% in waste generated is noted**. Furthermore, it is important to emphasize that **this reduction occurred alongside an increase in Europool's turnover and production volumes**. In fact, the ratio between waste generated and hours worked in **2022 was 0.20 kg/hour worked**, whereas in **2023 it was 0.17 kg/hour worked**. These figures confirm Europool's effective efforts in optimizing its processes and striving to minimize waste generation.

Retrofitting/revamping projects

As part of its operations, Europool also provides audit services followed by **retrofitting/revamping of existing production lines**, aiming to identify areas for improvement in production plants and offer solutions for efficiency enhancement and modernization. These services help **extend the lifespan of plants and prevent the generation of waste related to their decommissioning/disposal.**

Thanks to the experience gained in the field, we conduct a thorough analysis of production processes to assess the performance of existing production lines, identifying inefficiencies and potential cost reduction opportunities for our clients. Through a systematic evaluation, we provide strategic recommendations to our clients to enhance the productivity, quality, and sustainability of their production facilities.

Our retrofitting/revamping service takes into account all the important aspects to achieve maximum efficiency from production plants. We manage every phase of the project, offering a "turnkey" upgrade service, focusing on plant renewal, which includes calculating the efficiency of the production line and applying targeted solutions to increase performance and flexibility of the lines. **In both 2022 and 2023, Europool completed 8 retrofitting/revamping projects.**

Retrofitting and revamping	2022	2023
Number of retrofitting/revamping projects completed	8	8



4.2 Management of energy resources

Europool's **electricity usage is primarily attributed to:**

- **Lighting** of company spaces (offices, production areas, and warehouses);
- Powering **electronic devices** (computers);
- Powering **production equipment** (presses, lathes, compressors, forklifts, etc.);
- **Heating and cooling of company buildings** (heat pumps and air conditioners).


It should be noted that the only energy source used for heating and cooling the company buildings is electricity, which powers the heat pumps and air conditioners.

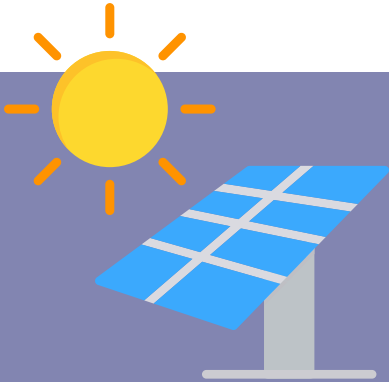
In the table on the following page, the electricity consumption of Europool for the years 2021-2023 is reported. As highlighted by the data in the table, in each of the last three years, **32% of the total electricity used by the company comes from renewable sources**. Specifically, it should be noted that the company has equipped itself with its own photovoltaic system for the production and self-consumption of renewable energy.

Regarding the total electricity consumption **in 2023, there is a significant reduction compared to 2022: a 11.5% decrease in consumption (in absolute terms, 30,683 kWh less consumed).**



-11,5%
lower consumption
30,683 kWh less consumed

Electricity consumption (kWh) 	2021	2022	2023
of which electricity purchased from the grid (kWh)	165.578	180.186	160.418
of which electricity produced and self-consumed from the photovoltaic system (kWh)	78.956	85.852	74.937
of which electricity produced and fed into the grid from the photovoltaic system (kWh)	54.649	53.749	59.542
Total electricity consumption (kWh)	244.534	266.038	235.355
% of electricity from renewable sources out of total electricity consumption (%)	32%	32%	32%



32%

of the total electricity used comes from renewable sources: photovoltaic system



It is also emphasized that Europool's **energy intensity index has shown consistent improvement over the last three years**. Energy intensity is an indicator that provides information about an organization's level of energy efficiency. Since it is a ratio, the lower the energy intensity value, the higher the energy efficiency of the company. Despite business volumes and hours worked having steadily increased over the past three years, **when comparing the energy intensity data of 2023 with that of 2022, Europool used 0.65 kWh less for every hour worked**.

The results achieved are mainly attributable to the **following initiatives implemented in the field of energy efficiency**:

- Lighting systems with presence detection sensors in both indoor and outdoor company spaces where not already present;
- Systems for the automatic switching off of lights and cooling and heating systems outside working hours;
- Systems for the automatic switching off of production equipment;
- Use of LED lights;
- Purchase of new monitors and laptops with Energy Star certification;
- Vending machines with timed automatic switch-off outside working hours.

It is also highlighted that the company, in an effort to improve energy efficiency and reduce consumption, has designed workspaces to optimize natural lighting through the use of large windows.



Energy intensity (total electricity consumption in the year / total number of hours worked in the year)		
2021	2022	2023
2,49	2,52	1,87

4.3 Packaging and materials

In today's context, characterized by growing environmental awareness and an urgent need to mitigate the ecological impact of industrial activities, **the management of packaging represents a crucial component of our corporate sustainability strategy**. It is a concrete commitment towards resource optimization and the promotion of responsible practices throughout the entire supply chain.

This commitment involves **increasing attention to the selection of materials capable of reducing the overall environmental impact**, including through the choice of packaging that holds internationally recognized sustainability certifications, such as **FSC® (Forest Stewardship Council®)** and **PEFC (Programme for the Endorsement of Forest Certification) certifications**.

The choice of packaging materials with these certifications aims to combat deforestation and forest degradation, as well as promote responsible forest management. These are important actions to limit climate change and its related effects, protect biodiversity and waterways, provide raw materials for a low-impact economy, and safeguard the livelihoods of hundreds of millions of people. In particular, **with reference to 2023**, it is significant to highlight that **100% of the wooden packaging (pallets, crates, and cages) is certified PEFC or FSC®**.


100%

packaging/wooden packaging
materials (pallets, crates, and
cages) certified PEFC or FSC® in
2023



In the table provided below, the **quantities of plastic and wood purchased by Europool for the packaging of its products** for the years 2022-2023 are indicated. It is specified that the quantities of the most purchased packaging materials for the transportation of goods related to the core business (plastic and wood) have been calculated. **Regarding the paper and cardboard packaging purchased by Europool, due to its limited impact on the total materials purchased for packaging, this data is not reported.**

As highlighted by the data in the table, in 2023 there was an increase in the quantities of packaging purchased: a figure consistent with the growth in workload volume and company revenue.

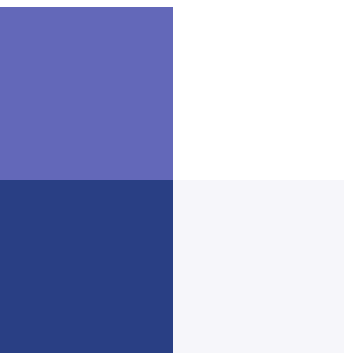
Materials purchased for packaging 		2022	2023
Plastic	Total (t)	3,27	5,11
Wood (pallets, crates, and cages)	Total (t)	130,24	184,99
	of which certified PEFC or FSC® (t)	118,60	184,99
TOTAL		130,03	190,10





Methodological note

GRI Content Index



Methodological note

This document represents the **first Sustainability Report published by Europool Srl**. The Report accounts for data and information on the **economic, environmental, and social performance and impacts related to Europool Srl**. To ensure a correct representation of the performance and to guarantee the reliability of the data and information, the use of estimates has been minimized as much as possible.

This Report describes the **activities and results of Europool for the fiscal year ending on 31/12/2023**. Where available, comparative data from the previous year has been provided, with the goal of presenting the trend of business performance over a longer time horizon.

By adopting this reporting tool, Europool aims to provide its stakeholders with a **complete, clear, and transparent representation** of its choices, management methods, projects, performance, and, more broadly, **its journey towards corporate sustainability**.

The widely shared idea, also embraced by Europool, is that companies can engage and contribute to this challenge by improving their performance in terms of sustainability. Europool's Sustainability Report **will be published on an annual basis**.

This document has been **prepared with reference to the 'Global Reporting Initiative Sustainability Reporting Standards'**, published by the Global Reporting Initiative (GRI) in 2021. In particular, the Report refers to the **selection of GRI Standards indicated in the 'GRI Content Index' table** at the end of this Report. The process of identifying and disclosing content has taken into account the GRI principles of relevance, inclusivity, sustainability context, and completeness defined by the GRI (GRI 1). Specifically, the topics covered in this document reflect the **principle of materiality**. The material topics identified by Europool to implement an increasingly sustainable business management are summarized in the section '1.2 Materiality analysis and stakeholders.

"For the preparation of this document, **an internal reporting process was structured**, involving various company functions that contributed to the identification and evaluation of material topics, as well as the data collection and analysis phase. Their role was to verify and validate the content relevant to their areas included in the Report. The company management has approved this document.

As highlighted, this document represents the first Sustainability Report of Europool: **aware of the potential for improvement, we are committed to making our sustainability reporting increasingly complete in the coming years.**

For any questions regarding this Report, you can send a request to: info@europool.biz

This Sustainability Report has been prepared with the technical and methodological assistance of Nexstrategy.



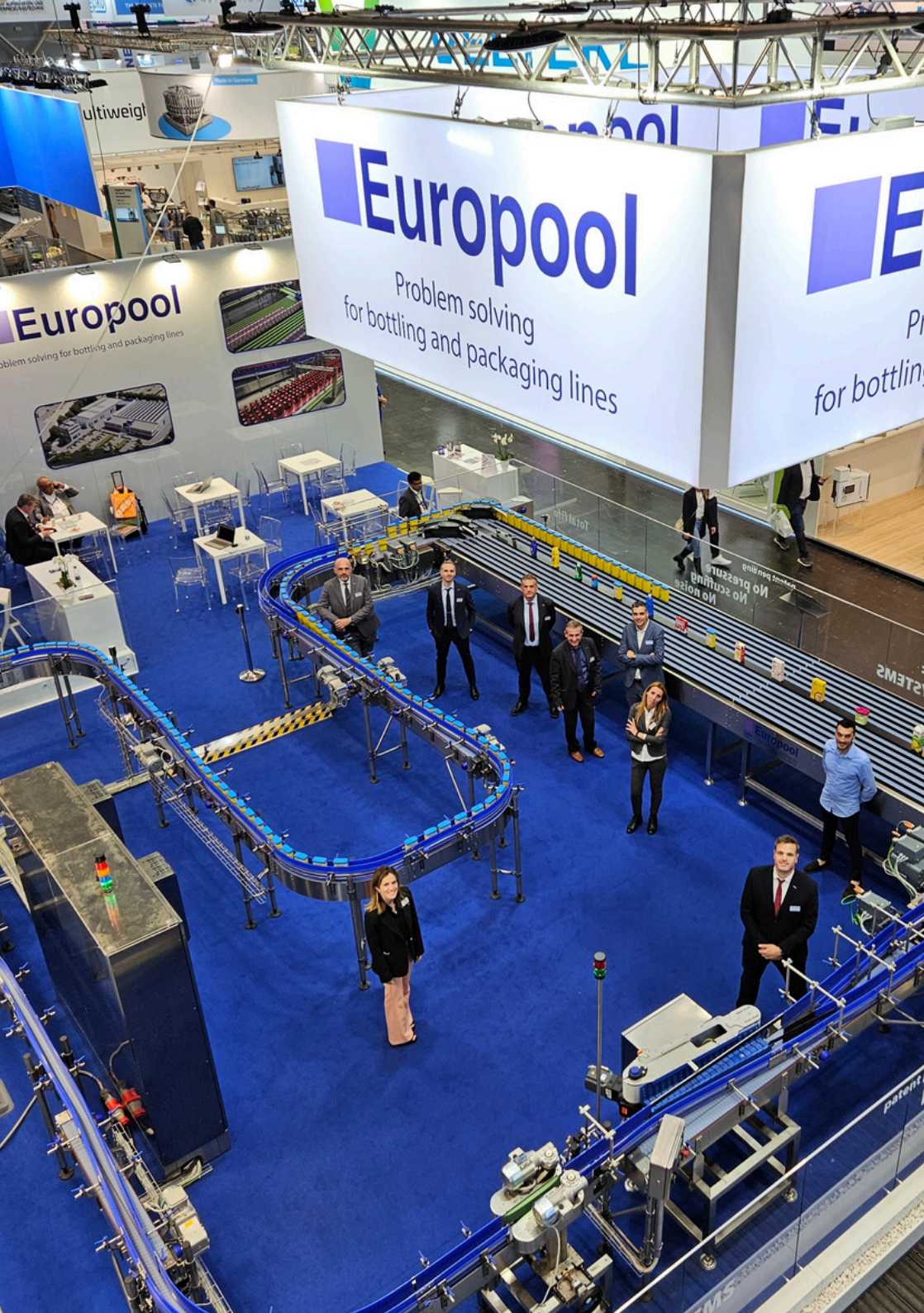
GRI Content Index

GRI Standard	DESCRIPTION	REF. IN THE DOCUMENT	COMMENTS/ OMISSIONS
GRI 2: GENERAL DISCLOSURE - 2021 version			
The organization and its reporting practices			
GRI 2: GENERAL INFORMATION - 2021 version	GRI 2-1	Organisational details	1.1 Company profile
	GRI 2-2	Entities included in the organization's sustainability reporting	Methodological note
	GRI 2-3	Reporting period, frequency and contact point	Methodological note
	GRI 2-4	Restatements of information	This document is the first Sustainability Report of Europool.
Activity and employees			
GRI 2: GENERAL INFORMATION - 2021 version	GRI 2-6	Activities, value chain and other business relationships	1.1 Company profile 2.4 Procurement practices
	GRI 2-7	Employees	3.3 Gender equality
Governance			
GRI 2: GENERAL INFORMATION - 2021 version	GRI 2-9	Governance structure and composition	1.1 Company profile
	GRI 2-10	Nomination and selection of the highest governance body	1.1 Company profile
	GRI 2-11	Chair of the highest governance body	1.1 Company profile
	GRI 2-14	Role of the highest governance body in sustainability reporting	Methodological note 1.2 Materiality and stakeholder analysis
	GRI 2-16	Communication of critical concerns	2.2 Business ethics and compliance
	GRI 2-17	Collective knowledge of the highest governance body	1.1 Company profile
Strategy, policies, and practices			
GRI 2: GENERAL INFORMATION - 2021 version	GRI 2-22	Statement on sustainable development strategy	Letter to stakeholders
	GRI 2-23	Policy commitments	2.2 Business ethics and compliance
	GRI 2-24	Embedding policy commitments	2.2 Business ethics and compliance

GRI 2: GENERAL INFORMATION - 2021 version	GRI 2-25	Processes to remediate negative impacts	2.2 Business ethics and compliance
	GRI 2-26	Mechanisms for seeking advice and raising concerns	2.2 Business ethics and compliance
	GRI 2-27	Compliance with laws and regulations	During the reporting period, no instances of non-compliance were recorded.
Stakeholders' involvement			
GRI 2: GENERAL INFORMATION - 2021 version	GRI 2-29	Approach to stakeholder engagement	1.2 Materiality and stakeholder analysis
	GRI 2-30	Collective bargaining agreements	3.3 Gender Equality
GRI 3: TEMI MATERIALI - versione 2021			
GRI 3: MATERIAL TOPICS - 2021 version	GRI 3-1	Process to determine material topics	1.2 Materiality and stakeholder analysis
	GRI 3-2	List of material topics	1.2 Materiality and stakeholder analysis
Economic performance and distributed value			
GRI 3: MATERIAL TOPICS - 2021 version	GRI 3-3	Management of material topics	2.1 Economic performance and distributed value
GRI 201: ECONOMIC PERFORMANCE 2016	GRI 201-1	Direct economic value generated and distributed	2.1 Economic performance and distributed value
Business ethics and compliance			
GRI 3: MATERIAL TOPICS - 2021 version	GRI 3-3	Management of material topics	2.2 Business ethics and compliance
GRI 205: ANTI-CORRUPTION 2016	GRI 205-3	Confirmed incidents of corruption and actions taken	2.2 Business ethics and compliance
GRI 206: ANTI-COMPETITIVE BEHAVIOUR 2016	GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2.2 Business ethics and compliance
Service quality and innovation			
GRI 3: MATERIAL TOPICS - 2021 version	GRI 3-3	Management of material topics	2.3 Service quality and innovation

Procurement practices			
GRI 3: MATERIAL TOPICS - 2021 version	GRI 3-3	Management of material topics	2.4 Procurement practices
GRI 204: PROCUREMENT PRACTICES 2016	GRI 204-1	Proportion of spending on local suppliers	2.4 Procurement practices
Training and well-being of human capital			
GRI 3: MATERIAL TOPICS - 2021 version	GRI 3-3	Management of material topics	3.1 Training and well-being of human capital
GRI 404: TRAINING AND EDUCATION 2016	GRI 404-1	Average hours of training per year per employee	3.1 Training and well-being of human capital
	GRI 404-2	Programs for upgrading employee skills and transition assistance programs	3.1 Training and well-being of human capital
Health and safety in the workplace			
GRI 3: MATERIAL TOPICS - 2021 version	GRI 3-3	Management of material topics	3.2 Health and safety in the workplace
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	GRI 403-1	Occupational health and safety management system	3.2 Health and safety in the workplace
	GRI 403-2	Hazard identification, risk assessment, and incident investigation	3.2 Health and safety in the workplace
	GRI 403-3	Occupational health services	3.2 Health and safety in the workplace
	GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	3.2 Health and safety in the workplace
	GRI 403-5	Worker training on occupational health and safety	3.2 Health and safety in the workplace
	GRI 403-9	Work-related injuries	3.2 Health and safety in the workplace
	GRI 403-10	Work-related ill health	3.2 Health and safety in the workplace
Gender equality			
GRI 3: MATERIAL TOPICS - 2021 version	GRI 3-3	Management of material topics	3.3 Gender Equality
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	GRI 405-1	Diversity of governance bodies and employees	3.3 Gender Equality
	GRI 405-2	Ratio of basic salary and remuneration of women to men	3.3 Gender Equality

Engagement and support for local communities			
GRI 3: MATERIAL TOPICS - 2021 version	GRI 3-3	Management of material topics	3.4 Engagement and support for local communities
GRI 202: MARKET PRESENCE 2016	GRI 202-2	Proportion of senior management hired from the local community	3.4 Engagement and support for local communities
Responsible waste management			
GRI 3: MATERIAL TOPICS - 2021 version	GRI 3-3	Management of material topics	4.1 Responsible waste management
GRI 306: WASTE 2020	GRI 306-1	Waste generation and significant waste-related impacts	4.1 Responsible waste management
	GRI 306-2	Management of significant waste-related impacts	4.1 Responsible waste management
	GRI 306-3	Waste generated	4.1 Responsible waste management
	GRI 306-4	Waste diverted from disposal	4.1 Responsible waste management
Management of energy resources			
GRI 3: MATERIAL TOPICS - 2021 version	GRI 3-3	Management of material topics	4.2 Management of energy resources
GRI 302: ENERGY 2016	GRI 302-1	Energy consumption within the organization	4.2 Management of energy resources
Packaging and materials			
GRI 3: MATERIAL TOPICS - 2021 version	GRI 3-3	Management of material topics	4.3 Packaging and materials
GRI 301: MATERIALS 2016	GRI 301-1	Materials used by weight or volume	4.3 Packaging and materials



Europool

Problem solving
for bottling and packaging lines

E

for bottling

Europool

Problem solving for bottling and packaging lines



Europool S.r.l.

Via E.Segrè, 1
43036 - Fidenza (PR) - Italy
info@europool.biz