

# SUSTAINABILITY REPORT

## 2024

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Sustainability for change,  
Responsibility as a value choice,  
Innovation as a vocation.

# Letter to Stakeholders

Every step we take to **improve the environment in which we live** is also thanks to you, your **support**, your **trust** and your **dedication**.

Every year, when we talk about our commitment to sustainability, we ask ourselves how to make visible and tangible a concept that too often remains abstract. Today we've done exactly that thanks to a concrete and measurable new achievement, one that is extremely significant for us: Italcimica has obtained **ISO 14064-1:2018** certification. This international standard rigorously certifies the measurement of our greenhouse gas emissions.

This is not a formal milestone, but a turning point. Because measuring means knowing, and knowing means being able to take action. Thanks to this 'X-ray' of our environmental footprint, we now have a clear view of where our impact is concentrated and, above all, where we can improve.

The inventory that was carried out took a snapshot of our 2023 emissions and gave rise to an important data point: more than 97% of our emissions are related to what happens beyond our gates – from the raw materials we use to logistics, and even the indirect energy consumed in the supply chain. That is where the challenge lies.

Therefore, we did more than just measure. We started to change. We're changing through ambitious and concrete projects: we've launched an intermodal

transport system that allows us to replace some road transport with rail, reducing emissions-related logistics; we're optimising the palletisation of products to reduce the number of trips required; we've developed systems for recovering in-house plastic waste; and we're investing in new studies to optimise the reuse of industrial water.

Meanwhile, we're continuing our efforts to develop formulas with biodegradable surfactants and to choose partners who share our responsible approach to the supply chain.

Sustainability for us is not a label to show off, but a path that requires seriousness, investment and the ability to innovate. And this certification is an important step; it gives us one more tool to guide our future actions and allows us to communicate with you in a transparent and verifiable manner. Because today more than ever, we believe that credibility is built on data, not words.

On behalf of Italcimica as a whole, I would like to extend my sincere gratitude to you all for the path we are heading down together.

Every step we take to improve the environment is also thanks to you and your support, trust and dedication.

With esteem,

**Alessandro Fioretto**  
Italcimica CEO



# Index

Methodological note 07

## 01 CORPORATE IDENTITY

Our background	10
Development of governance and code of ethics	12
Our values	15
Italmichica sites	17
Our brand portfolio	18
Product creation chain	20
Production process and product quality	23
The turnover figures in 2024	24

## 02 STAKEHOLDER ENGAGEMENT

Stakeholders	28
Sustainability for our stakeholders	30
Materiality analysis and matrix	34

08 03 ENVIRONMENTAL RESPONSIBILITY

10	Global goals	38
12	Environmental policy	42
15	Environmental management	43
17	Biodiversity	44
18	Formulation	45
20	Packaging	46
23	Energy	48
24	Water	50
	Emissions	52
	Waste	56

## 04 SOCIAL RESPONSIBILITY

- Global goals
- Human capital
- Gender equality
- Stability
- Well-being and employee benefits
- Health and safety
- Training
- Italcimica and the community

## 05 ECONOMIC RESPONSIBILITY

Global goals	76
Economic impact	76
Added value	78
Our production chain	80

60 **06** MARKETING AND COMMUNICATION 82

62	The value of sustainability	83
64	The 2023 Sustainability Report: an important occasion of comparison and dialogue	85
67	ESG in the company: transparency, dialogue and involvement	86
70	The many opportunities for public discussion	88
72	The results of the 2024 communication actions	91
73	Engagement metrics on LinkedIn	92

74 GRI table 94

# Methodological note

Italchimica's sixth Sustainability Report has been prepared according to the 2023 GRI Sustainability Reporting Standards.

## APPLIED REPORTING STANDARDS

This document provides detailed information on environmental, social and economic issues, with the aim of illustrating the company's activities, their impact and the results achieved. Reporting follows the principle of materiality, identifying and addressing issues deemed relevant to the company's social and environmental impact and stakeholder decisions.

To make it easier to understand, a **GRI Content Index** which allows for the tracking of GRI indicators associated with the different thematic areas covered in the report has been included.

## REPORTING YEAR, SCOPE AND PRINCIPLES

Italchimica's Sustainability Report 2024 covers the calendar year from 1 January to 31 December 2024 with a reporting boundary that includes the production and administrative headquarters at 10 Riviera Maestri del Lavoro, Padua, and the logistics hub at 2 Corso Spagna, Padua.

### The reporting principles adopted are:

- **Transparency:** this document clearly presents both the positive and negative effects of the company's activities.
- **Relevance:** the most important topics for the company and its stakeholders are primarily addressed.
- **Contextualisation:** the results are presented in a way which takes into account the socio-economic context and the main issues in the sector.
- **Comparability:** data are compared, when possible, with those of the two previous years, keeping the use of estimates to a minimum.

- **Accuracy:** to ensure homogeneous data, direct surveys were mainly used, with estimates given only when necessary, based on the best available methodologies.

The data collection process involved all corporate roles, under the supervision of the Sustainability Department. External assurance is not included for this year.

For additional information, please contact:  
[greenchangematters@italchimica.it](mailto:greenchangematters@italchimica.it)



# 01

## CORPORATE IDENTITY

We are a company able to give an important **boost to the local community**.

Italchimica is an **all-Italian** company based in Padua specialised in the production and distribution of **detergents, cosmetics and disinfectants** in the professional and consumer sectors at an international level, with a consolidated presence in 55 foreign countries in Europe and around the globe. Thanks to the continuous strong commitment and passion at every level of the company, Italchimica has seen double-digit growth in recent years and

a workforce that now numbers more than 200 employees, confirming that it is a company capable of giving an important boost to the local economy, to related industries and to employment.

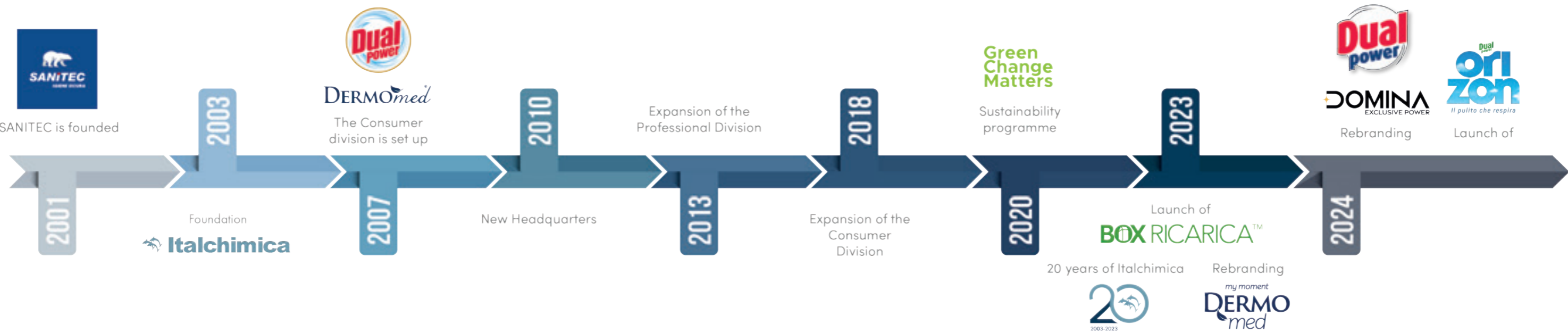


# Our background

It all began in 2001 with the creation of a professional cleaning line: **Sanitec**.

The company is based in **Padua**, an area known for its technical and scientific expertise, **industrial progress and logistical resources**. In this context, a small business specialising in professional detergents was able to grow, and to become a **key player** in the detergent and cosmetics sectors over the course of the next 20 years.

The commercial success of the **Sanitec** range led **Alessandro Fioretto** to found **Italchimica** in 2003, together with his brothers **Fabrizio, Marco** and their father **Nunzio**.



# Development of governance and code of ethics

A robust and evolving system of governance, combined with the application of a code of ethics, has allowed us to embark on a process of integrating sustainability into the company's business model.

Part of the NFH Holding group owned by the Fioretto family, Italtchimica is a single-member limited liability company with traditional governance.

The Board of Directors defines corporate strategies and economic objectives.

Family governance is supported by upper management which guides growth and development in the medium and long term.

Stable conduct is governed by an integrated business and management model that includes quality, safety, the environment and administrative responsibility, with continuous training for employees. Compliance with procedures is monitored by an external supervisory body, which operates in accordance with Italian Legislative Decree 231/2001 guaranteeing transparency and making it possible to report conduct that does not comply with the corporate culture.

The Company shares its Code of Ethics with all its stakeholders. This document defines the principles of behaviour and values underpinning the corporate culture, inspiring the daily actions of everyone who is part of the company.

The Code, which receives maximum visibility through publication on the company notice board and website ([www.italchimica.it](http://www.italchimica.it)), provides for a concrete commitment to the protection of individuals and business integrity, with a particular focus on the fight against corruption, respect for quality, rejection of forced and child labour, the fight against discrimination, fair treatment at work, freedom of association, health

and safety at work and environmental protection. This integrated approach ensures that the company's practices are consistent with ethical values and regulations, providing a transparent and responsible working environment.



**Cav. Nunzio Fioretto**  
Honorary chairman & Executive and strategic director



**Alessandro Fioretto**  
CEO,  
Managing director



**Fabrizio Fioretto**  
Managing director  
Sales networks



**Marco Fioretto**  
Managing director  
R&D, Safety, Operations

ADMINISTRATION AND FINANCE

MANAGEMENT CONTROL

LEGAL BUSINESS

HUMAN RESOURCES

MARKETING AND COMMUNICATION

INFORMATION TECHNOLOGY

SUSTAINABILITY TEAM

PROFESSIONAL SALES NETWORK

ITALY  
EXPORT  
TECHNICAL ASSISTANCE

CONSUMER SALES NETWORK

ITALY  
EXPORT

SUSTAINABILITY TEAM

PROCUREMENT

RESEARCH AND DEVELOPMENT

PLANNING AND PRODUCTION

QUALITY, SAFETY AND ENVIRONMENT

LOGISTICS AND SHIPPING

SUSTAINABILITY TEAM

Italchimica laid the foundations for its Sustainability Structure in 2019. The aim of this is to ensure the important issues are examined, and the ESG indicators are properly monitored, to evaluate the impacts of the company's operations and to provide support for its internal structures.

STRUTTURA DI SOSTENIBILITÀ

We established a special working group, which has grown in strength over the years and is responsible for drafting an annual **Consolidated Non-Financial Statement** and for promoting the spread of ESG culture both inside and outside the company.

During 2024, the need emerged to set up a **Sustainability Team**: a group of ambassadors for sustainability issues based within the various company structures, and responsible for improving stakeholder engagement and monitoring sustainable projects and initiatives. The team works in tandem with the company management, and aims to **promote a culture of**

**sustainability** at every level. Italchimica's board of directors aims to establish a sustainability committee, made up of managerial staff. They will have an investigative and advisory role, and will be tasked with assessing the company's positioning and coordinating all the activities required for achieving the strategic sustainability goals.



Our values



TRASPARENCY

We are transparent in the way we communicate about how we operate, our formulas and claims, and our development goals.



READINESS

We work with an innovative drive, rigour and professionalism in order to promptly meet our customers', partners' and community needs.



CREATION

We are inquisitive and open to change, we can accomplish great things. Our professionalism, technical expertise and innovative flair have allowed us to develop and innovate, always adopting a flexible approach.

TRADE ASSOCIATIONS

With a view to being always updated and contributing to developments in the cleaning sector, Italchimica co-operates and benefits from the consulting services of various trade associations by actively taking part in specific working groups.



SYSTEM CERTIFICATIONS



PRODUCT CERTIFICATIONS

By continuously improving our formulas and by focusing on creating highly sustainable products, we have received several important product certifications.



Italchimica sites

Italchimica operates in two separate locations which are both located in Padua's industrial area. The **Headquarters**, located in **Riviera Maestri del Lavoro**, include the legal administrative offices and manufacturing plant, whereas the logistics hub is in **Corso Spagna**.

The main facility covers an area of 25,000 sqm and consists of an office building and a manufacturing plant where **In-bound logistics** processes are also managed, i.e. raw materials procurement and storage ones.

Products are implemented and fully managed in-house from designing through to manufacturing bottles and formulations, up to filling and shipping.

Italchimica's 20,000 sqm logistics hub manages **Out-bound logistics**, namely finished product storage and distribution for both corporate divisions. The logistics hub is active **24/7** and has a current capacity of 20,000 pallet spaces.



# Our Brand Portfolio

With its innovative spirit and creative flair, Italcimica manufactures and sells effective, safe and sustainable detergents and cosmetics for the professional and consumer market, building transparent and trustworthy relationships with all its stakeholders.

## CONSUMER

Our detergent, disinfectant and cosmetic formulations for home care and personal care are distributed in the consumer channel under the Dual Power and Dermomed brands.

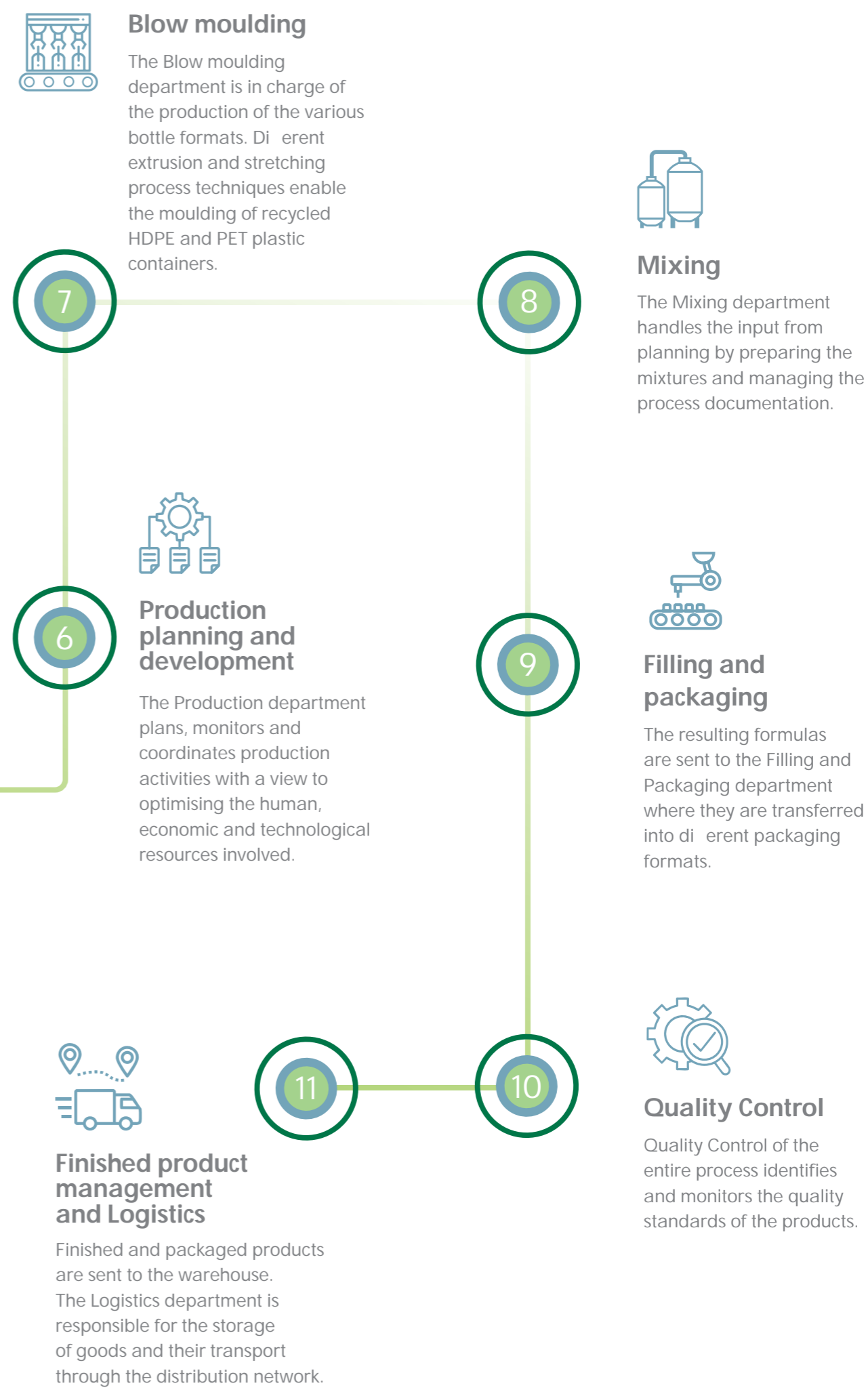


## PROFESSIONAL

Our Sanitec, Domina and Matrix brands for professional use, are designed to cover the needs of cleaning companies, the Ho.Re.Ca. sector, hotels, industry, laundries, welfare centres and medical and health facilities.



# Product creation chain





## F.I.F.O.

Italchimica adopts the F.I.F.O. (First In First Out) and F.E.F.O. (First Expired First Out) management systems, which are inventory handling methods in which the first or oldest stock, or the first to expire, is the first to be shipped out/used. This management prevents stock from becoming obsolete.



## HEDOSY

Automatic dosing system of raw materials into IBCs, creating a closed system between raw material storage and the mixer. This system is used to most accurately dose raw materials with a high chemical risk, guaranteeing a maximum error margin of 50 g on 25,000 kg productions.



## HOLESS

During the bottle manufacturing process, an automatic system checks for defects on the bottle surface by blowing air. This guarantees the automatic rejection of the bottle if faulty.



## CTRL EYES

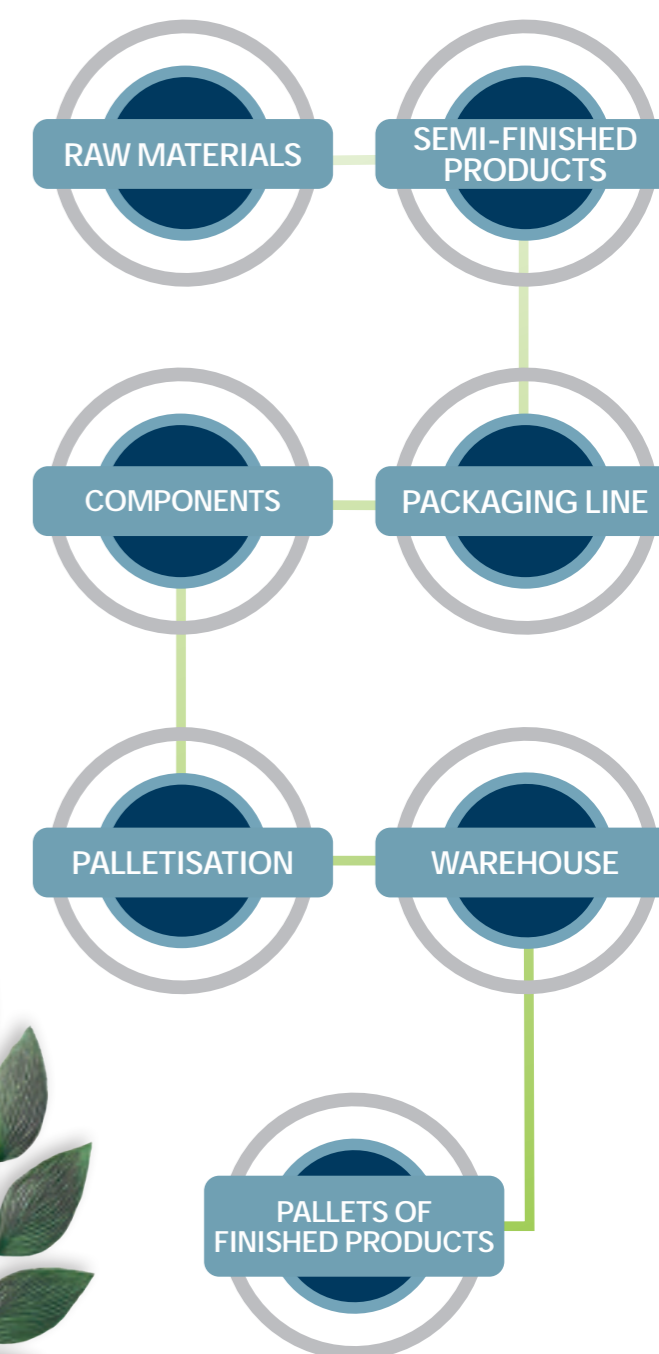
This system, based on a digital image capturing tool during the filling stages, checks whether the aesthetic and quality characteristics of the product are complied with: including the presence and positioning of information on labels and packaging.

# Production process and product quality

By leveraging a strong investment policy that has been implemented in its various key departments in recent years, Italchimica manages the whole product creation and production chain, from blow moulding bottles, through to mixing products up to shipment, in-house.

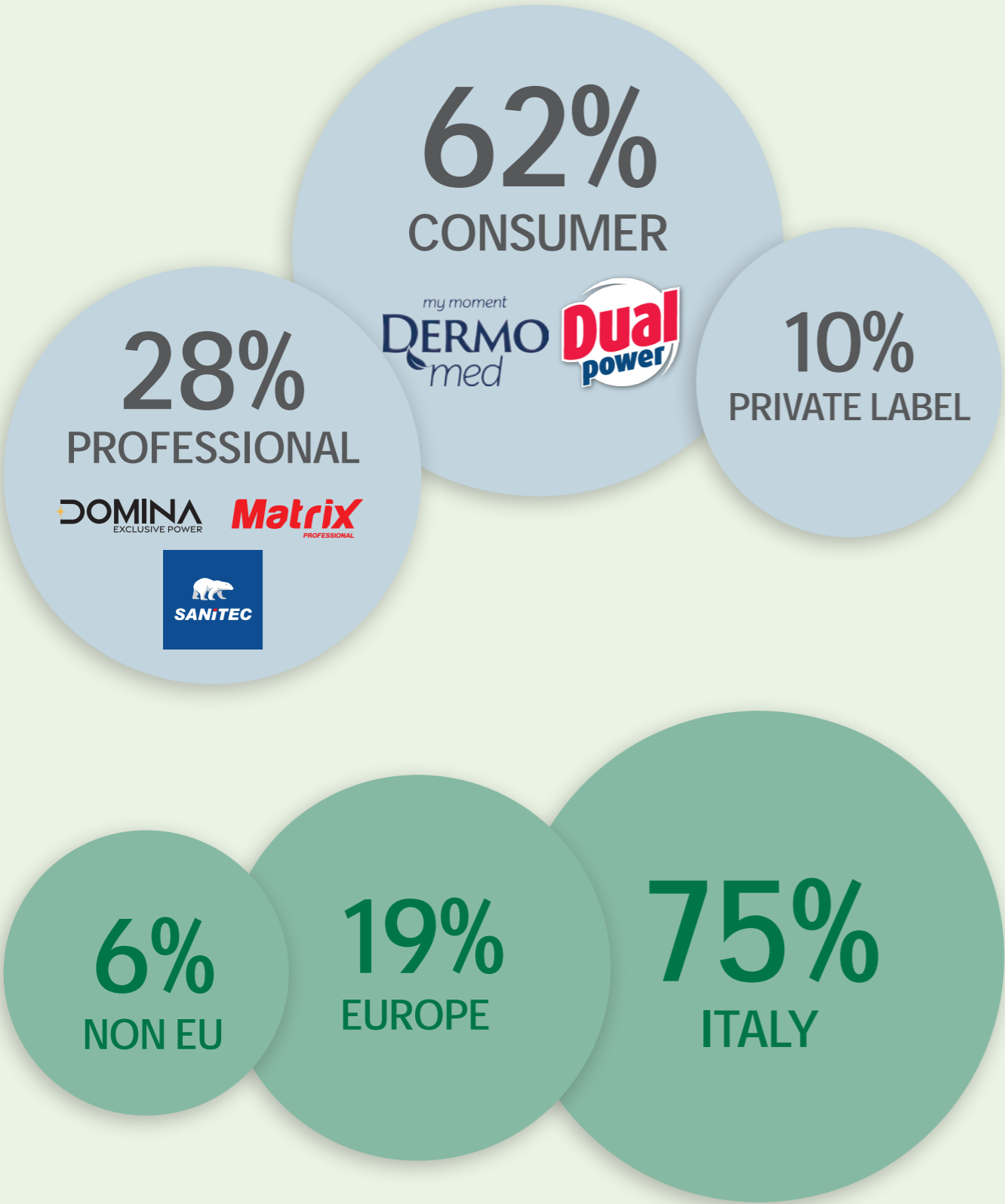
All company departments are coordinated through the ERP SAP HANA management system, thus optimising production and operations management in all facilities. Italchimica's results are evidence of the long work that we have been carrying out to date, in keeping with high quality standards and in full compliance with relevant regulations.

During the various manufacturing stages, Italchimica makes use of specific control systems in order to guarantee high quality levels of the finished products, in terms of reproducibility, completeness and accuracy.



# Turnover 2024

in numbers



FROM OPERATING INCOME STATEMENT

CORPORATE  
TURNOVER IN 2024  
**84 million**  
FROM OPERATING INCOME STATEMENT

**60**  
COUNTRIES WE  
EXPORT TO

**10**  
PRODUCTION  
LINES  
FOR PACKAGING

STORAGE  
CAPACITY  
**1,500,000 kg**  
RAW MATERIALS AND COMPONENTS

**6**  
PROPRIETARY  
BRANDS

**54 MILLION**  
PIECES SOLD

**13**  
IN-HOUSE BOTTLE  
MANUFACTURING  
PLANTS

PALLET/YEAR  
**104,000**



# STAKEHOLDER ENGAGEMENT

Dialogue with stakeholders is essential to Italcimica's journey, fostering innovation, risk management and the adaptation of our strategy to evolving contexts.

The company integrates **sustainability** into its operations through constant listening and dialogue with employees, suppliers, financiers, public authorities and customers. The active involvement of these groups makes it possible to respond to their needs and get ahead of any critical issues.

The process involves the use of different channels to ensure effective interaction, promoting **lasting relationships**. Monitoring expectations guides the evolution of corporate strategies, optimising actions and contributing to risk management.



# Stakeholders

	INTERACTION CHANNELS	STAKEHOLDER EXPECTATIONS
EMPLOYEES	Constant dialogue with the Human Resources department	Information on business strategies and results
	Annual meetings to set personal goals, discuss growth and performance evaluation	Clarity of objectives and incentive programmes
		Professional training and development
	Meetings with company staff to share results and future objectives	Safe and stimulating work environment
	Meetings to raise awareness and inform on topics of sustainability, inclusion and well-being	Equal opportunities. Diversity and inclusion
	Induction programmes for new employees	Involvement in company life and projects
	Corporate social media and newsletters	Promotion of well-being, health and safety
	Training meetings and online courses	
SUPPLIERS, FINANCIERS AND PUBLIC AUTHORITIES, TRADE ASSOCIATIONS	Daily reports	Continuity of supply
		Compliance with contractual terms
	Institutional meetings	
	Specific workshops	Involvement in setting supply standards, including social and environmental criteria, and timely communication of new requirements
	Definition of shared standards	
CUSTOMERS	Social media and newsletters	Co-operation and support in dealing with any production problems
	Direct and ongoing relationship with sales staff	Product quality, safety and durability
		Products made with respect for the environment, people and animals
	Customer service	Style, uniqueness, innovation and completeness of the offer
		Continuous monitoring and improvement of service levels during and after sales
	Interactions via telephone, mail, e-mail, social media	Competent, professional and empathetic sales staff
	Market research and focus groups	Personalised purchasing and interaction experiences
		Product quality and innovation
	Systematic collection and analysis of customer feedback	Safety and transparency regarding sustainable aspects along the supply chain
		Brand reputation



# Sustainability for **our** stakeholders

From 2023 to 2024, an in-house and external survey was conducted on sustainability issues. Organised by stakeholder category, the results show the growing acceptance of **sustainable business models** and therefore confirm an ongoing change in values and market.

**EMPLOYEES**  
2024 in-house survey, 127 employees: 100% of whom are familiar with the concept of sustainability. 79% are informed about the company's commitment through the Green Change Matters programme; 90% of purchasing choices are influenced by the sustainability of the product or service; 94% feel involved in the corporate journey; and 39% want a more active role in future planning.

- Areas of future investment:
- **social** workplace health and safety, human capital development, and economic aid for climate risk.
  - **environmental**: reduction of CO<sub>2</sub> emissions, saving water, circular supplies (renewable, biodegradable, and recycled raw materials).

## EMPLOYEES AREAS RELEVANT TO THE FUTURE

Environmental issues      Social issues

0      50%      100%

Investing in research and development for a circular economy



Investing in renewable energy



Choosing raw materials that are renewable and readily biodegradable



Promoting gender equality



Providing financial aid for crisis events in the region



Training and developing employees



Occupational health and safety



## CUSTOMERS AREAS RELEVANT TO THE FUTURE

Environmental issues Social issues

0 50% 100%

Limiting and reducing Scope 1 and Scope 2 emissions\*



Promoting or setting up recycling systems



Using recycled and recyclable materials



Preserving water resources



Training and developing employees



Occupational health and safety



## CUSTOMERS

2024 external survey, 84 B2B and B2C customers (70% based in Italy): 60% are aware of Italcimica's sustainability programme and consider the implementation of an ESG strategy to be fundamental; 84% consider investing in sustainable products and changing for a sustainable future to be fundamental; for 80%, it's crucial to integrate corporate responsibility into the business and procurement strategy.

Areas to invest in for the future:

- **social:** sta health, safety and development; indirect investment to safeguard the local area and community.
- **environmental:** sensitivity towards responsible formulation, sustainable packaging and waste and end-of-life management.

\*Scope 1: direct greenhouse gas emissions from sources that the organisation owns or controls.  
Scope 2: indirect greenhouse gas emissions caused by the generation of electricity, heat or steam from sources purchased and used by the organisation.



## SUPPLIERS

2024 external survey, 128 suppliers: 94% believe that sustainability and purchasing criteria are the driving force for the future of supplies; 90% believe that sustainability along the supply chain is a priority for companies, driven by customers and consumers; 90% of suppliers have undertaken a sustainable development plan; 80% of respondents are aware of Italcimica's sustainability programme.

Areas to invest in for the future:

- **social** workplace health and safety, human capital development, and economic aid for climate risk.
- **environmental:** reduction of CO<sub>2</sub> emissions, saving water, circular supplies (renewable, biodegradable, and recycled raw materials).

## END CONSUMERS

2024 external survey, 1,645 people: 36% are very familiar with sustainability issues; 59% have heard about of the topic; 4% have insufficient knowledge on the subject; 64% consider it relevant that a product or service has sustainability characteristics.

Areas to invest in for the future:

- **social:** 84% consider it important to promote the well-being and health of workers, respecting safety and training standards; 67% are in favour of investing in ongoing training and professional development of workers; and 49% consider it important to promote gender equality.
- **environmental:** 45% favour the conservation of water resources with concentrated formulations and optimisation of water management; 42% prefer renewable raw materials and biodegradable raw materials for detergents; 36% want recyclable packaging and, if plastic, recycled; 29% prefer plastic alternatives for packaging.

## SUPPLIERS AREAS RELEVANT TO THE FUTURE

Environmental issues Social issues

0 50% 100%

Contributing to medical research by means of financial donations



Using recycled and recyclable materials



Investing in research and development for a circular economy



Preserving water resources



Choosing raw materials that are renewable and readily biodegradable



Promoting gender equality



Training and developing employees



Occupational health and safety



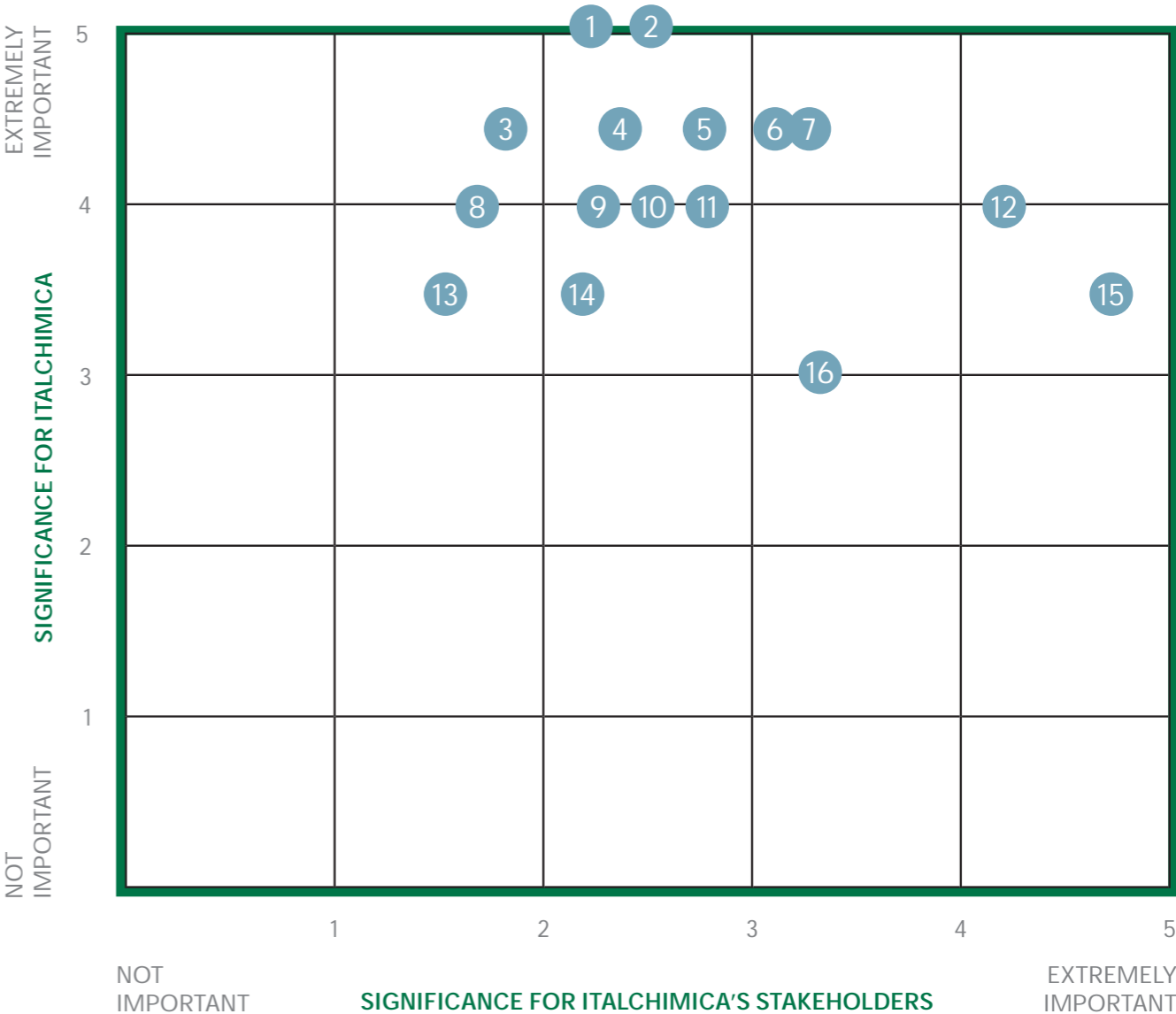
# Materiality analysis and matrix

During 2024, Italcimica conducted a **Materiality Analysis** to assess the relevance of environmental, social and economic aspects. The process involves departmental managers and the **Sustainability Team** following GRI standards.

The analysis takes up the material themes of the previous report, retaining the most significant ones and enriching the in-depth analysis with specific surveys for each stakeholder.

The topics are presented to in-house management and internal and external stakeholders through their respective channels of interaction and through the administration of specific questionnaires.

The spokespeople of Italcimica's vision and stakeholders evaluate the issues, rating each one from one (unimportant) to five (extremely important). By combining the two assessments, Italcimica's ESG priorities are outlined, creating a **Materiality Matrix** with areas of action confirmed from previous years. Materials are covered in the following chapters.



### LEGEND

- |  |  |
|--|--|
| 1 Renewable energy sources                                   | 9 Investing in research and development for a circular economy           |
| 2 CO <sub>2</sub> emissions                                  | 10 Financial investments for managing the climate risk                   |
| 3 Protection of water resources (Recovery of wash water)     | 11 Financial contributions to health and environmental research projects |
| 4 Using alternative packaging materials                      | 12 Training and developing employees                                     |
| 5 Using recycled and recyclable materials                    | 13 Promoting or setting up recycling systems                             |
| 6 Preserving water resources                                 | 14 Reducing the volume of waste  |
| 7 Raw materials that are renewable and readily biodegradable | 15 Occupational health and safety  |
| 8 Investments for the local community                        | 16 Promoting gender equality   |

# ENVIRONMENTAL RESPONSIBILITY

Italchimica continues on the path of ecological transition, focusing on efficiency, emission reduction and process transformation.

As temperatures rise, water evaporation increases, intensifying rainfall. 2024 also had the **most severe floods since 2013**, with almost a third of the river network exceeding the 'high' flood threshold. In September, **Storm Boris** hit central and eastern Europe, reaching as far as Italy and causing casualties, extensive damage and the evacuation of hundreds of thousands of people. In October, heavy rains in Spain caused **deadly floods in Valencia** and in other provinces such as Albacete, Cuenca and Málaga, with over 230 victims in Valencia alone.

As the **European Environment Agency (EEA)** highlights in the **European Climate Risk Assessment**, these events, combined with **environmental and social risk drivers**, pose major challenges. They compromise food and water security, energy security and financial stability, as well as the health of the general population, and so affect social cohesion and stability.

When applying the scales of severity used in European climate risk assessment, we see that several climate risks have already reached critical levels. If action is not taken now, most of the climate risks identified could reach critical or catastrophic levels by the end of this century. Hundreds of thousands of people would die from heatwaves and the economic losses from coastal flooding alone could exceed 1 trillion Euros per year.

In this context, Italchimica continues on the path of environmental transition, focusing on the efficient use of resources, on the reduction of emissions and on the energy transition.

Italchimica's corporate objectives align with the **SDGs of the 2030 Agenda** and include organisational, cultural and investment commitments.

The main areas of action concern the **circular economy**, in large part through the use of **recycled materials** and **ecodesign projects**; environmental protection, through the **reduction of our carbon footprint** and the **adoption of low-impact digital technologies**; and greater efficiency, via the optimisation of production processes, the use of **renewable energy** and the **electrification of logistics**.

Alongside our continuous efforts to improve our environmental footprint, Italchimica continues to collaborate with the local community. Italchimica is one of the signatories of the **Climate City Contract**, which outlines actions and targets to reduce net emissions in and around Padua to zero. Among the initiatives, the pilot project **+PADOVAxCHANGE** aims to digitise and decarbonise the city through an energy digital twin. This tool simulates hypothetical **consumption and decarbonisation** levels, supports the planning of real-time actions and involves local companies in the energy transition.

The main objectives are to:

- Decarbonise urban districts with concrete data;
- Develop a **Positive Energy District** in-line with the Climate City Contract;
- Optimise the use of **renewable energy sources** through digital simulations;
- Involve companies in the industrial area of Padua in the green transition.

# ENVIRONMENTAL RESPONSIBILITY GLOBAL GOALS

## HIGHLIGHTS 2024



**CLEAN AND  
AFFORDABLE  
ENERGY**



**CLIMATE ACTION**

➔ 7% of electricity requirements met by self-generation (green energy produced on-site).

★ Greenhouse Gas Certification at the organisation level (ISO 14064).

➔ PADOVAxCHANGE (the decarbonisation scenarios for the industrial area of Padua have been completed).

## STRATEGY OVER THE NEXT THREE YEARS (2025-2027)

● 20% of electricity demand coming from green energy.

● -25% of emissions from scopes 1 and 2 by 2027

● Padua Climate City Contract.

● Implementation of Carbon Footprint of Products (ISO 14067) by 2027 on dedicated lines.



## INNOVATIVE PROCESSES

➔ 97% efficiency of the production process for HDPE bottles.

➔ -16% HDPE waste thanks to the internal recovery system.

➔ 98% efficiency of the production process for PET bottles.

★ Installation of new blowers with advanced performance and efficiency.

★ Installation of a production waste recovery system.

● >97% efficiency on the HDPE production line by 2027.



**RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION**

## INNOVATIVE PRODUCTS

★ Extension of predominantly cellulose packaging to detergent lines.

● Contribution to the PRS Green Label certified supply chain by managing reusable pallets.

➔ 100% of the bottles used with a capacity of <5L contain at least 30% recycled materials.

● Extension of predominantly cellulose packaging to new product lines by 2027.

● More than 30% recycled plastic in our bottles by 2027.

★ The star indicates that an objective set in previous years has been achieved.  
➔ The direction of the arrow indicates the target trend compared to the previous year. No trend is shown for actions reported for the first time.

# ENVIRONMENTAL RESPONSIBILITY GLOBAL GOALS

## HIGHLIGHTS 2024



## STRATEGY OVER THE NEXT THREE YEARS (2025-2027)



### CLEAN WATER AND SANITATION

- ➔ 90% readily biodegradable organic raw materials in our portfolio.



### LIFE ON LAND

- >85% readily biodegradable organic raw materials used.
- Naturalness of raw materials traced along the entire supply chain by 2027.



### LIFE BELOW WATER

- ➔ 76% of detergent formulations are concentrated.
- ➔ Partial replacement of opacifiers which are potentially traceable to microplastics in detergent formulas.
- ➔ 37% wash water recovered
- -163 tons of CO<sub>2</sub> (85.7 tons of recycled silicone paper)
- 171.6 kg less CO<sub>2</sub> (717 kg of coffee waste used for renewable energy production).

- >70% of detergents formulated as concentrates.
- Total replacement of opacifiers which are potentially traceable to microplastics in detergent formulas by 2025.
- Development of a technology based on a treatment process for the recovery of wash waters by 2027.

- ★ The star indicates that an objective set in previous years has been achieved.
- ➔ The direction of the arrow indicates the target trend compared to the previous year. No trend is shown for actions reported for the first time.

# Environmental policy

The path to a sustainable future requires policies and courses of action designed to **protect the environment**. Being responsible towards future generations demands a commitment to the **careful use of natural resources** and the **minimisation of environmental impact**.

Italchimica's Environmental Policy establishes the fundamental principles of its planning and operations, with the aim of **complying with all legislative requirements** and applicable **regulatory requirements**. The Environmental Policy guides the company's ambitions in various areas, including:

- the fight against climate change;
- protection of local biodiversity;
- water and waste management;
- production of products with reduced environmental impact;
- promotion of a culture of sustainability through Italchimica's information and awareness-raising programme **Green Change Matters**.

The short-term goal is to extend this policy to the entire supply chain.



# Environmental management

Each year, Italchimica maintains environmental standard **ISO 14001:2015**, a concrete achievement that supports the continuous improvement of its environmental performance.

Italchimica's environmental management system applies the **PDCA** (Plan - Do - Check - Act) methodology, which includes planning objectives, implementing processes, monitoring results and taking action for improvement. The company applies **monitoring and control** measures to reduce its environmental impact, promoting the responsible use of resources and the prevention of pollution.

Operational goals include:

- **compliance with environmental regulations** in all destination countries;
- **improvement of process and product quality** in compliance with legislation;
- **limiting environmental impact** (resource optimisation, waste management, water and air pollution);
- adoption of **internal procedures for the protection of the environment**;
- continuous **improvement in environmental performance** ;
- design and implementation of plans to **achieve environmental objectives**;
- **periodic evaluation of results** and communication of objectives to company departments;
- **involvement of suppliers** in the company's environmental policy.

In addition, Italchimica obtains certifications such as the **EU Ecolabel** and the **CAM** label, which attest to the company's commitment to reduced environmental impact.

Since 2016, the company has adopted the Organisation and Management Model required by Italian Legislative Decree 231/2001 with the aim of **preventing environmental offences**.

So far, no non-compliance with environmental laws has been detected.

# Biodiversity

In expanding its sites, Italchimica carefully considers its impact on local biodiversity.

Biodiversity has significant environmental, social and economic value: it sustains essential ecosystem services for humans and contributes to climate change mitigation and adaptation. Its loss, largely linked to economic activities such as intensive agriculture and the exploitation of natural resources, poses a real risk to the business continuity of companies and their supply chains.

Both of Italchimica's production sites are located within an industrial zone on the urban outskirts of Padua. Based on their location, these areas are not subject to urban, environmental, cultural or hydrogeological constraints.

**In particular:**

- They are not covered by constraints relating to environmental assets (Regional Law of 12 May 2009);
- They do not fall within areas of land delimited by existing Hydrogeological Structure Plans;
- They are not part of protected areas;
- We are neither in the vicinity of special protection areas according to Italian Law 157 of 11 February 1992 'Rules for the protection of homeothermic wild fauna and for hunting', nor are we in the vicinity of sites of community importance as established by the EC Habitats Directive (Italian Presidential Decree 357 of 8 September 1997 and subsequent supplementation Italian Presidential Decree 120 of 12 March 2003).

Our business expansion favours the acquisition of already built-up areas for production, with a preference for redevelopment over the transformation of vacant lots.

**Italchimica's activities do not generate emissions of substances which are potentially harmful to local flora and fauna.**



# Formulation

Italchimica is committed to selecting ingredients with a reduced environmental impact, taking into account available options, production requirements and regulations.

By 2024, 90% of the organic raw materials used in products will be readily biodegradable.

RAW MATERIALS USED (tons)	2022	2023	2024
Components in the formulation of our mixtures (detergents, cosmetics, biocides)*	78.872	54.846	58.839
Components of our packaging	6.614 (4.146 plastic + 2.468 paper)	5.876 (3.901 plastic of which 1.148 recycled + 1.975 paper)	6.108 (4.207 plastic of which 1.124 recycled + 1.901 paper)
Total	85.486	60.722	64.947

\* Water, additives, waxes, dyes, enzymes, fragrances, glycolic extracts, sequestering agents, viscosifiers, preservatives, bleaches, surfactants, biocides, emulsifiers, emollients, solvents, surfactants, acids, bases, salts, solvents, silicones.

Looking at the trend over the past year, there has been an increase in the amount of raw materials used in the formulation of products and that of packaging components, compared to 2023. At the same time, the share of products complying with recognised environmental standards is also growing: in particular, the number of CAM certified (Minimum Environmental Criteria) and Ecolabel certified (the European label that certifies compliance with environmental criteria throughout a product's life cycle) references is increasing.

The continuous search for market transparency also concerns the degree of control we have over our supplies, including knowledge of the countries of origin of raw materials and the production chains from which they come. For this reason, one of the company's ambitions for the next three years is to trace the naturalness of raw materials along the entire supply chain.

# Packaging

Italchimica considers **packaging** a functional and strategic element of its business, managed with attention to the **efficiency of materials** and to constantly **reducing environmental impact**.

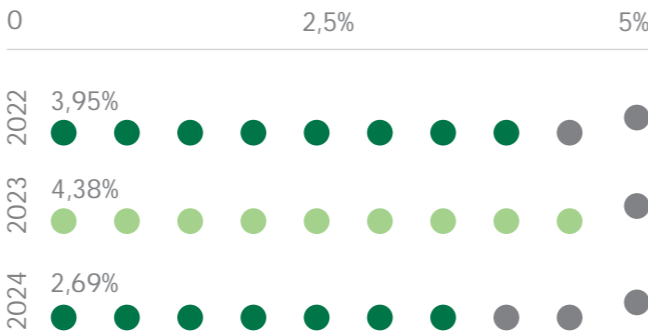
In 2023, a quota of at least **30% recycled plastic** in all bottles with a capacity of less than 5 L was reached, resulting in a decrease in the use of virgin plastic. The goal is to use 100% recycled plastic on certain lines by 2030, thanks also to the start-up of new plants.

At the same time, 75% of the detergent range is formulated in a **concentrated version**, which directly reduces the amount of plastic used per dose, leads to fewer bottles entering the market and reduces transport emissions.

In addition to the optimisation of primary packaging materials, Italchimica has extended its commitment to logistics, adopting solutions that reduce environmental impact along the distribution chain. The use of **reusable pallets** within a certified network helps to limit the consumption of disposable materials and improve transport efficiency, in line with the circular approach adopted for product packaging.

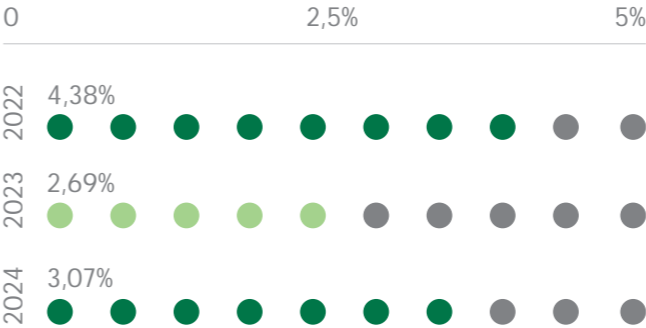
On the production side, Italchimica constantly monitors the **PET** and **HDPE** production processes to reduce waste and improve energy efficiency. The new HDPE blow moulding lines equipped with waste recovery systems reduce waste by 16% and increase overall process efficiency by 19%.

% of HDPE discarded in the production process



Regarding the production of PET bottles, the increasing use of **rPET** in preforms and improving efficiency are among Italchimica's main objectives.

% of PET discarded in the production process



The '**carton pack**' was also introduced in 2023. This new type of **cellulose-based packaging** is composed of **70% plant-based material**, which allows for lower energy use during production. The use of the carton pack will also be extended to new production lines in the next three years, with the aim of increasing the use of materials with a lower environmental impact.

Finally, Italchimica remains committed to the use of **recycled or FSC-certified paper** (a recognised sustainable forest management standard) and the digitisation of user instructions via QR codes, to promote more accessible and sustainable information for the consumer.



# Energy

At this stage in history, addressing the energy issue means coming to terms with the **energy transition**, which is closely linked to climate change and its environmental impact.

The scientists of the Intergovernmental Panel on Climate Change (IPCC) have indicated that the use of fossil fuels and unsustainable energy management have caused global temperatures to rise 1.1° C above pre-industrial levels. Countering climate change is one of today's global challenges, and the transition from fossil fuels to renewable energy sources is a necessary step which also requires a change in the way we think about energy consumption. It is essential that, regardless of how it's produced, energy is used in a rational and sustainable manner. Italtchimica has long been committed to this approach, investing in renewable sources and improving the energy efficiency of its production processes. The company's ambition is to have **net-zero emissions** by 2050. In order to realise this vision, between 2020 and 2022, Italtchimica installed more than 1,000 solar panels for the production of green power, satisfying

around 9% of the company's energy needs. In 2024, approximately **85% of the energy produced by the photovoltaic system was consumed on-site**.

SOLAR ENERGY 2024 (kWh)	
Self-generated photovoltaic electricity	510.808,98
Photovoltaic electricity fed into the grid	79.002,00
Self-consumed photovoltaic electricity	431.806,98

ENERGY CONSUMED WITHIN THE COMPANY	2022	2023	2024
ELECTRIC ENERGY (KWH)	5.495.401	5.395.111	5.988.328
INDICATOR kWh/ THOUSANDS PIECES PRODUCED	111,6	104,0	107,2
METHANE (kWh)	769.338	770.054	855.692
kWh GAS/PIECES PRODUCED INDICATOR	15,6	14,8	15,3

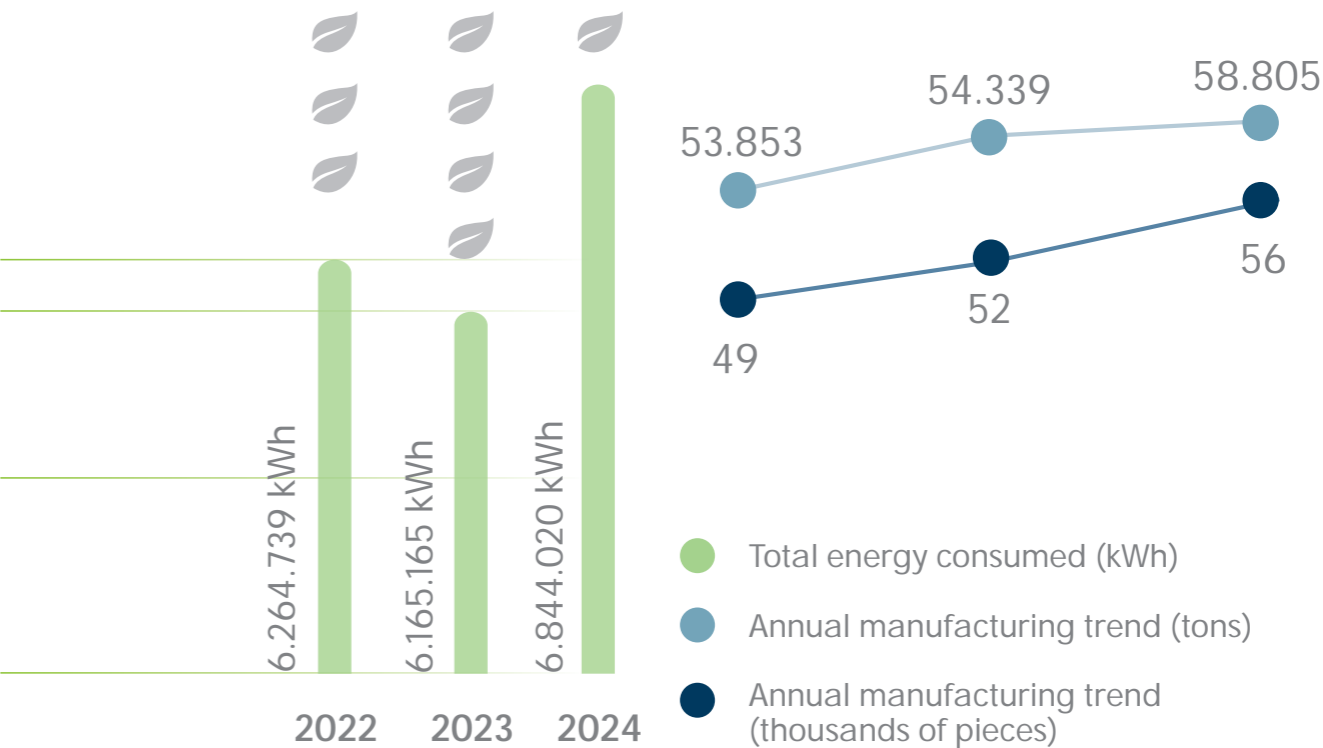
As part of its activities, Italtchimica uses **electricity and methane gas** to power its plants and machines, and also for air conditioning and lighting.

In 2024, Italtchimica recorded an **11% increase in electricity consumption** over 2023. This increase is partly attributable to increased production (+7.7%) and, to a lesser extent, energy use related to the construction of a new plant adjacent to the existing one. In terms of energy efficiency, the company replaced five blowing machines with three electric models in December 2024, a move that is expected to contribute to a reduction in energy use starting in 2025.

At the same time, the use of **methane gas** (converted in this financial report into kWh using the formula of 1 Smc = 10.69 kWh) also shows a similar **growth trend**. Energy consumption is mainly concentrated in the production plant, while the logistics site in Corso Spagna contributes only marginally (about 6% of the total electricity), due to limiting variables such as business hours, layout and installed equipment.

Italtchimica continues to invest in technologies designed to **save energy**. The installation of a new photovoltaic system on the roofs of a new factory is being studied. In addition, to support low-carbon economy targets, the company is initiating the purchase of Guarantee of Origin (GO) certificates for 1,000,000 kWh: assuming constant annual energy requirements, these certifications, together with in-house solar energy production, would cover around 20% of the company's energy use in 2025.

## TOTAL ENERGY CONSUMED WITHIN THE ORGANIZATION



# Water

Water is a limited renewable (but not inexhaustible) resource, and its availability is increasingly affected by climate change. According to the **World Resources Institute**, Italy will fall into the critical range for water stress by 2050. Therefore, the conscious use of water is also a priority for the industrial sector.

At Italcimica, water is central: it is used in production and washing processes and as an ingredient in products.

The company is working to reduce its water footprint by collaborating with stakeholders and adopting technologies that improve water efficiency.

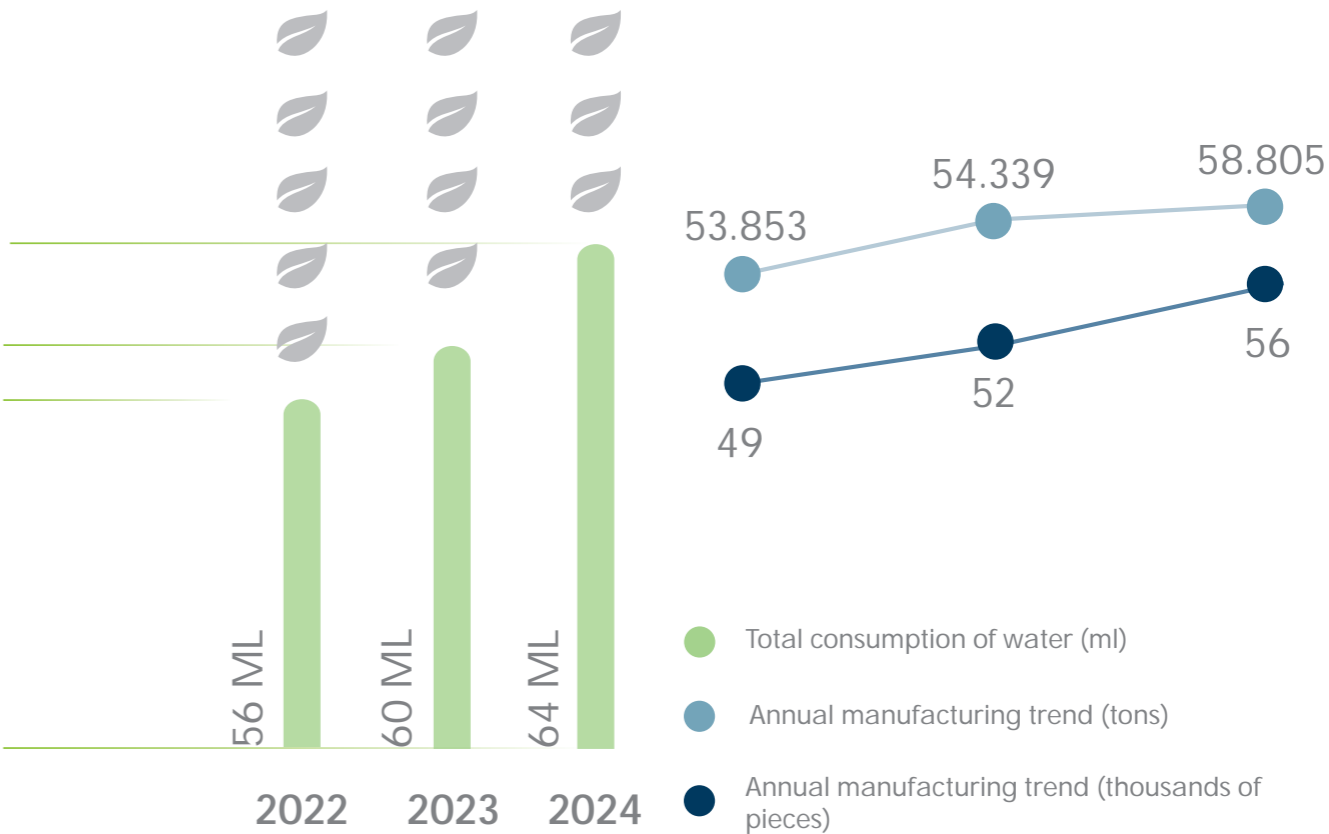
**Italcimica's main objectives include:**

- reduced consumption per finished product;
- protection of water quality throughout the supply chain;
- process innovation to reduce water requirements.

The production site, located in the province of Padua, is connected to the municipal network supplied by the **Brenta-Bacchiglione watershed**. The area has a medium-high level of water stress, but in 2024 the situation was relatively normal compared to previous years.

Italcimica measures and monitors water use through separate meters for production, civil and technical purposes. The **QHSE** office manages data collection and evaluates its progress over time. At Italcimica's Riviera Maestri del Lavoro site, about **70%** of all water consumption can be attributed to its use as a **raw material** in products, while the remaining **30%** is used for **washing and sanitation**. Overall, more than **99%** of the company's water consumption is attributable to production.

## TOTAL DRINKING WATER CONSUMPTION



In 2023 and 2024, Italcimica recorded an **average annual increase in water use of 6.5%** after a three-year period of substantial stability. This increase is proportional to production growth and in 2024 is accompanied by a **1.5% improvement in water efficiency** relative to production in tonnes.

The company takes operational measures to **minimize water use**, including raising staff awareness about wasting water in the toilets and standardising washing procedures to limit the amount of water used in company facilities. The production site is also equipped with a closed cycle system for cooling machinery, which allows the reuse of water.

In 2019, a **reverse osmosis system** for the treatment of water for production and washing was installed. The process generates a single industrial waste product – a concentrate mainly containing salts – which is disposed of via the municipal sewage system. In 2024, Italcimica discharged 12,008.40 m<sup>3</sup> of water, up from the previous year. The discharged product is monitored by accredited laboratories and is not hazardous to the environment. Italcimica has been granted a **Single Environmental Authorisation** and a civil domestic water discharge

authorisation, pursuant to applicable regulations (Italian Presidential Decree 59/2013 and Italian Legislative Decree 152/2006).

The company continues to research new technologies to further reduce water consumption and improve environmental performance.



# Emissions

The progressive reduction of **greenhouse gas (GHG)** emissions is a priority shared by governments, institutions and businesses.

**Climate change** is one of the main global environmental challenges today, as repeatedly stated at the biennial climate conferences known as COPs (Conference of the Parties).

The transition to an energy system which is less dependent on fossil fuels is a pillar of European policies, in-line with the goals of the Green Deal and climate neutrality by 2050.

Given that, Italcimica has outlined a concrete path to reduce its emissions, with the goal of halving direct and indirect emissions related to purchased energy by 2030. To help achieve that goal, the company has developed and updates a GHG inventory according to the ISO 14064-1:2018 standard, validated by an accredited third party, in-line with the requirements of EU Regulation 2023/2772 (ESRS E1).

**The study considered direct and indirect emissions related to Italcimica's product manufacturing processes, in particular:**

- **Direct emissions** from stationary plant, resulting from the combustion of natural gas in boilers for the purposes of generating steam and/or hot water; combustion emissions from mobile equipment, resulting from the use of cars and company vehicles; and direct fugitive emissions, resulting from loss of coolant from air conditioning systems in summer.

- **Indirect emissions**, which include emissions related to the supply and combustion of fuels for the production of electricity purchased by third parties and then consumed by the company; emissions related to the production and transport of raw materials entering the production plant; emissions due to the transport of finished products to customers/distributors; emissions resulting from staff commutes to and from work; emissions due to the disposal of site waste and to water consumption; emissions due to the photovoltaic system; emissions due to end-of-life management for products sold by the company.



GHG emission metrics are calculated by multiplying the production data and relative emission factors, defined by the **GWP** (Global Warming Potential) in the IPCC's Sixth Assessment Report (**AR6**). This method proposed by the **IPCC** (Intergovernmental Panel on Climate Change) is by far the most frequently used and recognised method by the international scientific community. Emissions are reported in tonnes of CO<sub>2</sub> equivalent (**tCO<sub>2</sub>eq**). Characterisation takes place through the

specific global warming potential factors of each of the **main greenhouse gases** (CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, SF<sub>6</sub>, PFC, HCFC). To estimate emissions, each production data point was then associated with an appropriate emission factor derived from Ecoinvent v3.11 and the emission factors proposed by **DEFRA** (Department for Environment, Food and Rural Affairs).

ISO STANDARD 14064 CATEGORY	EMISSION SOURCE	2023* (tCO <sub>2</sub> eq)	2024 (tCO <sub>2</sub> eq)
1 (SCOPE 1)	Mobile combustion	285	318
1 (SCOPE 1)	Stationary combustion	147	162
1 (SCOPE 1)	F-gas emissions	46	23
2 (SCOPE 2)	Purchased electricity	1.399	1.461
3 (SCOPE 3)	Transport of raw materials	1.409	1.697
3 (SCOPE 3)	Transport of finished product	7.992	8.851
3 (SCOPE 3)	Commuting	589	582
3 (SCOPE 3)	Indirect company cars	225	260
4 (SCOPE 3)	F-gas production	0	0
4 (SCOPE 3)	Raw material production	32.879	43.452
4 (SCOPE 3)	Total consumption of water	0	0
4 (SCOPE 3)	Solar panels	48	42
4 (SCOPE 3)	Factory waste	60	35
4 (SCOPE 3)	Transport of factory waste	44	38
4 (SCOPE 3)	Indirect stationary combustion	44	45
4 (SCOPE 3)	Indirect electricity purchased	622	627
5 (SCOPE 3)	End-of-life of the product	7.073	7.942
TOT	[t CO <sub>2</sub> eq]	52.863	65.535

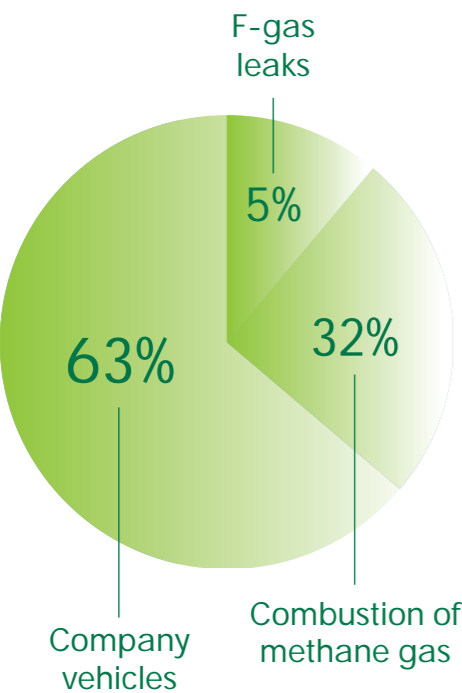
\* The 2023 figures shown here vary from those published in the previous report as they were further refined with a view to validation by the Certification Body; said revision took place after the publication of the report.

The table above shows that the categories causing the greatest impacts for Italtchimica during 2024 included the acquisition and transport of finished products from the production plant, and their end-of-life management. With regard to raw materials, the greatest impacts relate to the company's use of **surfactants**, and the **plastic preforms** which generally consist of **30% recycled plastic** (Polyethylene terephthalate RPET). The transporting of the company's finished products, which occurs mostly within Italy, is impacted by the weight of these products and also by the emissions related to their end of life.

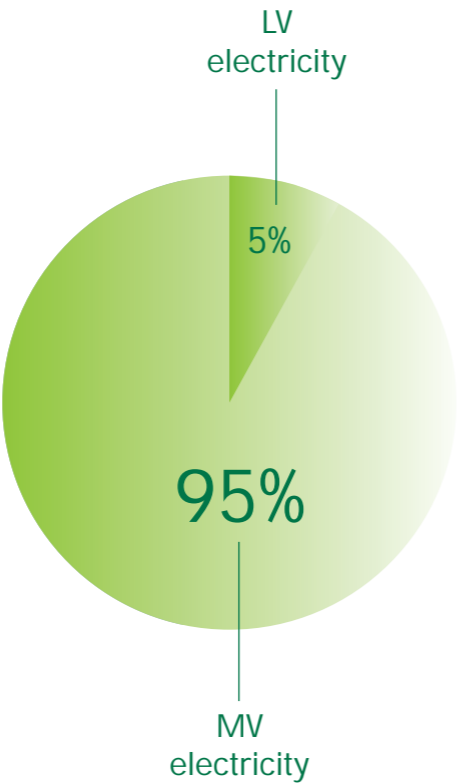
From the table above, we can see an increase in GHG emissions overall compared to 2023, the base year, for which the **GHG emission inventory** has been validated by an accredited certification body. This is mainly due to indirect emissions associated with the production of materials purchased by Italtchimica. In particular, emissions increased by 30% on average for the three most relevant products in terms of GHG emissions: **M152 and M084 surfactants and 30% RPET preforms**. This increase can at least in part be justified by the **increase in production**.

The graphs below illustrate the factors which contribute to Italtchimica's total impact in 2024, divided by scope.

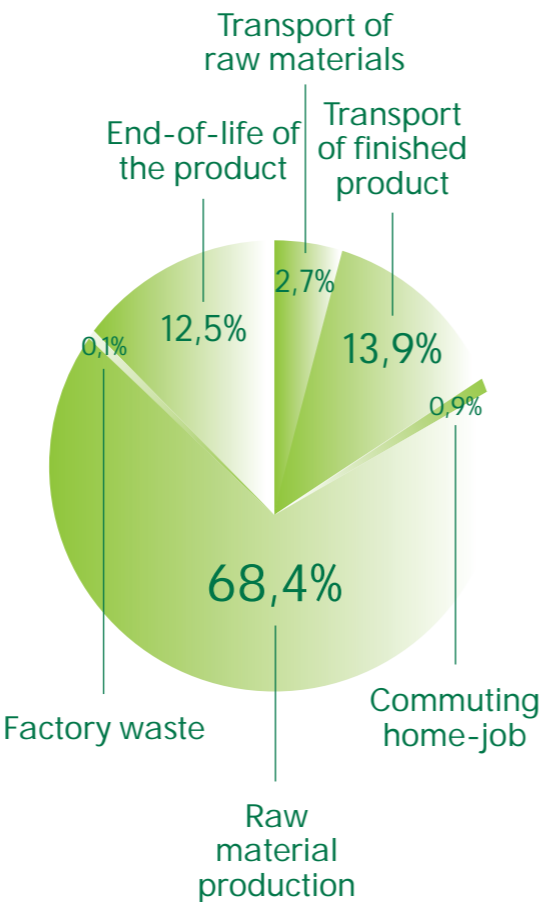
SCOPE 1



SCOPE 2



SCOPE 3



The findings of this study make it possible for Italtchimica to analyse in greater detail the areas in which it can take action to **decrease its contribution to climate change**. Italtchimica's emission reduction efforts focus on sources which it has direct control over, via a plan to increase the use of **electricity from renewable sources** and to **improve the finished product** in terms of packaging and contents.

The following table shows the total 2024 Italtchimica emissions of anthropogenic and biogenic CO<sub>2</sub>eq, divided between the different Scopes:

CATEGORY	BIOGENIC and ANTHROPOGENIC CO <sub>2</sub> EMISSIONS	Tonnes of CO <sub>2</sub> eq
SCOPE 1	0	0
SCOPE 2	0	0
SCOPE 3	9.564	-21.552
TOTALE	9.564	-21.552

In-line with the GHG inventory compiled according to the **ISO standard**, the 2024 figure is calculated by assigning a **positive factor for biogenic CO<sub>2</sub>eq** released and a negative factor for that absorbed. This differs from past years, in which the impact methodology was used, balancing the two contributions. **Absolute GHG emission values** are clearly impacted by the volume of output during the year. It is for this reason that the following table shows the emission values for the 3 Scopes under consideration, indexed in line with the total weight of products sold during 2024.

SOURCE OF GHG EMISSIONS	Tonnes of CO <sub>2</sub> eq
DIRECT EMISSIONS (SCOPE 1)	0,0075
INDIRECT EMISSIONS FROM IMPORTED ELECTRICITY (CORE - SCOPE 2)	0,0218
INDIRECT EMISSIONS (SCOPE 3)	0,9491

A relative comparison between these years indicates that emissions in 2024 decreased by 14% compared to 2023. The worsening compared to the year 2023 can be attributed to scope 3 emissions, an area in which Italtchimica does not yet have direct control, while scope 1 and 2 emissions remained at the previous year's levels.

Italtchimica has negligible environmental emissions. The limited use of methane gas in production sites results in very low levels of **NOx and SOx** emissions, while emissions of **dust, SOV and inorganic compounds** are virtually absent. The company has three emission points authorised pursuant to **article 269 of Italian Legislative Decree 152/2006** located in the blow moulding and mixing/filling departments. Emissions are checked by an accredited external laboratory on an annual basis.



# Waste

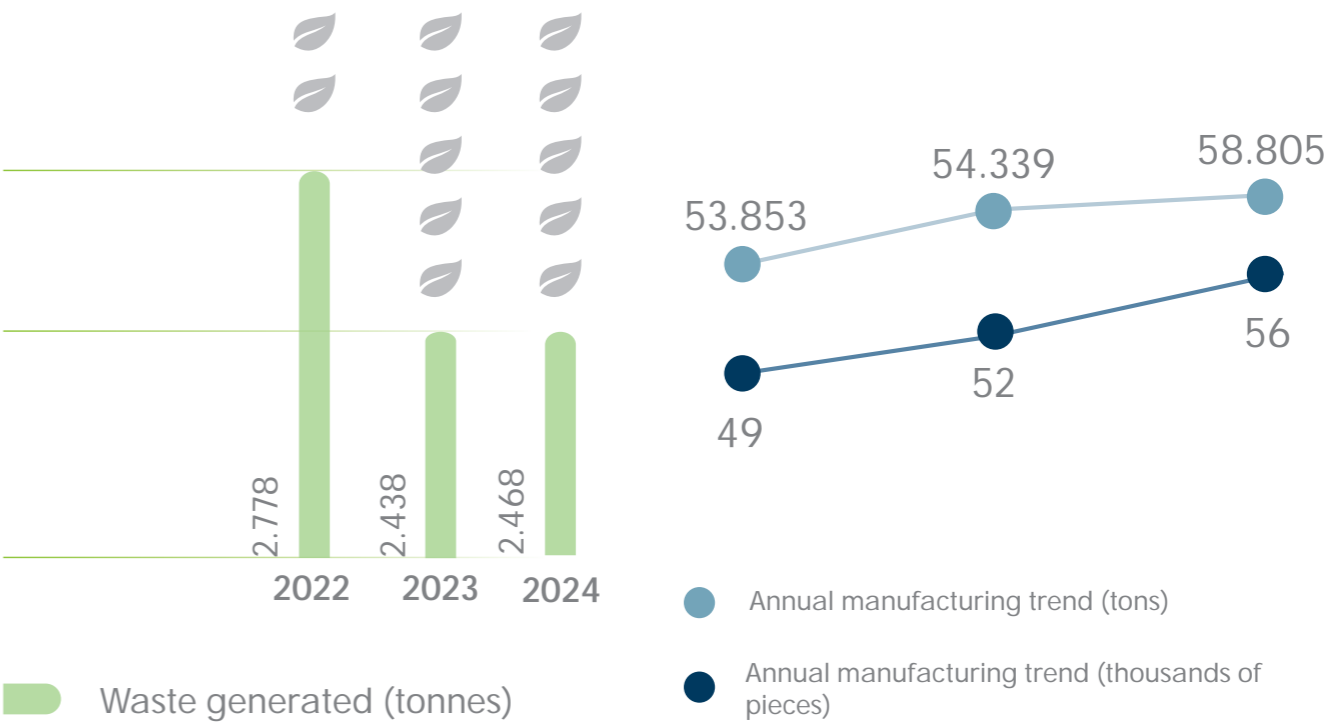
Italchimica works to **reduce waste production** and **enhance waste recovery**, including through collaboration with supply chain partners

The current pressure on natural resources and climate change in general make it necessary to **move beyond the linear ‘produce-consume-discard’ model** and strive for a circular economy. Italchimica is committed to adopting a systemic approach to waste management, with interventions involving all phases of the product life cycle, from design to end-of-life management of materials. The objective is to minimise environmental impact and generate **shared value** by going beyond mere regulatory compliance.

**To this end, Italchimica has:**

- lightened and reused packaging for **internal transport** between production and logistics sites;
- **increased concentrated formulations** to reduce the amount of wash water to be managed as waste;
- **optimised recovery systems** and the treatment of wash water;
- increased **in-house recovery of packaging**.

## 1. Annual amount of waste produced: 2. Annual manufacturing trend:



In 2023 and 2024, Italchimica significantly decreased the amount of waste produced, despite the increase in production, in-line with the measures taken for waste management. This trend is a continuation of the drop-off in waste seen already in 2022.

The improvement is mainly attributable to the significant reduction in wash water which accounts for approximately 73% of the waste produced, in addition to the optimised management of packaging waste and plastic waste. Furthermore, in 2024, 23% of special waste was to be recovered, a 2% increase over 2023.

Special and hazardous waste, the latter consisting mostly of wash water, is handled in accordance with applicable regulations, delivered to authorised partners which handle its transport and disposal.



% of waste:

Recovered waste Disposed of waste

0 50% 100%

2022



2023



2024



Wash waters produced from the sanitisation of tanks, mixers and machinery continue to be a significant source of waste to be managed, and are the subject of constant efforts to improve their recovery.

Since 2017, Italtchimica has progressively increased its wash water recovery, and has gone from 24% in 2021 to 37% in 2024.

% of water recovered

0 50% 100%

2022



2023



2024



With this in mind, Italtchimica aims to reinforce and improve upon its achievements to date, refining recovery procedures and developing new technology to separate water from contaminants and reintegrate it into the production cycle.

In addition to process innovation, there are several initiatives to promote circularity and try to reduce waste at all levels.

The main actions include:

- **Recovery of silicone paper labels:** separate collection system for silicone paper materials, which would normally end up in landfills or incinerated. Recovery of label liners, reducing environmental impact and producing labels with 100% recycled paper. In 2024, the company recycled 85.7 tonnes of material, reducing CO<sub>2</sub>eq emissions by 163 tonnes.
- **Recovery of used coffee grounds:** coffee waste as a source of renewable energy. Recovery of 717 kg of waste, producing energy and reducing CO<sub>2</sub>eq emissions by 171.6 kg.
- **End-user education on separating waste for recycling:** a QR code has been added to bottles and canisters to provide information how to properly recycle packaging. It helps consumers dispose of packaging correctly.
- **Production of primary brick packaging in plastic-coated paper cartons,** which are lighter, easier to transport and less energy-intensive to produce. Fully recyclable packaging composed of more than 70% renewable plant-origin cellulose which is FSC certified.
- **Combating marine pollution:** supporting European policies to reduce microplastic pollution in seas and oceans. Elimination of microbeads in cosmetics as of 2018, with biodegradable solutions for perfume encapsulations launched in 2023. Potentially due to microplastics, by 2026.

HAZARDOUS WASTE (kg)	2022	2023	2024
Wash water (EER 070601)	2.109.210	1.860.590	1.801.910
Ink waste containing hazardous substances (EER 080312)	30	140	80
Mineral oils for non-chlorinated hydraulic circuits (EER 130110)	540	15	0
Packaging containing residues of dangerous substances (EER 150110)	41.300	67.840	57.590
absorbents, filter materials, rags and protective clothing, contaminated with hazardous substances (EER 150202)	5.000	8.740	7.460
End-of-life equipment containing CFCs, HCFCs and HFCs (EER 160211)	0	0	0
Out-of-service equipment (EER 160213)	30	60	0
Waste collected and disposed of with precautions to avoid infection (EER 180103)	43	46	38
Laboratory chemicals containing or consisting of hazardous substances (EER 160506)	50	105	60
Packaging with hazardous porous solid matrices and empty pressure vessels (EER 150111)	0	40	40
Lead Acid Batteries (EER 16 06 01)	52	116	140
Spent printing toners containing hazardous substances (EER 080317)	0	0	0
NON-HAZARDOUS WASTE (kg)	2022	2023	2024
Spent printing toners (EER 08 03 18)	0	38	82
Paper and cardboard packaging (EER 150101)	296.718	280.901	325.075
Plastic waste (070213)	73.880	47.100	61.180
Plastic packaging (EER 150102)	5.8120	25.990	44.720
Wooden packaging (EER 150103)	72.868	55.754	64.930
Mixed-materials packaging (EER 150106)	47.820	20.500	9.200
Out-of-service equipment (EER 160214)	140	1.840	260
Iron and steel (EER 170405)	11.300	8.760	4.060
Other ferrous materials	0	450	0
Aluminium (EER 170402)	56.180	57.440	87.940
Aqueous waste solutions (EER 161002)	5.040	1.980	480
Bulky waste (EER 200307)	0	0	1.460
Total hazardous waste	2.156.255	1.937.692	1.868.138
Total non-hazardous waste	622.066	500.753	599.387
Total waste generated	2.778.321	2.438.445	2.467.525

# SOCIAL RESPONSABILITY

Social growth is intertwined with economic growth, generally measured by GDP. Today, corporate policies aim to **foster security and trust**, even within companies. In a context of uncertainty, especially for the younger generations, investments look not only to economic benefits, but also their impact on **quality of life and confidence**.



Italchimica recognises its role and participates in co-responsibility in social challenges, such as **work-life balance**, the **national birth rate** and **access to health care issues** relevant to the development of the territory.

Business ethics goes beyond compliance: it also encompasses values and behaviours integrated into corporate strategies. This approach supports dialogue with stakeholders and drives the goals of competitiveness and growth.

#### Employee benefits and job security:

- strengthen internal bonds and improve well-being in a competitive environment;
- maintain and enhance a company's corporate reputation, meeting stakeholder expectations.

The eighth CENSIS-Eudaimon Report confirms that benefits help attract and retain workers, improving quality of life and work-life balance.

With this in mind, Italchimica is strengthening its Human Resources Department and focusing on two objectives: to make personnel management more efficient and to draft an **HR development plan which includes:**

- **promotion of environmental responsibility** among employees;
- **policies of social responsibility** development and equity;
- **bolstering of frameworks for well-being** and work-life balance;
- **listening and responding to the needs of employees in terms of benefits.**

# SOCIAL RESPONSIBILITY GLOBAL GOALS

## HIGHLIGHTS 2024

## STRATEGY OVER THE NEXT THREE YEARS (2025-2027)



### DIGNIFIED WORK AND ECONOMIC GROWTH



8% jobs that meet relevant standards in terms of inclusiveness and workplace safety and health.

- Maintaining and improving services and benefits for employees.



### QUALITY TRAINING



360 hours of technical and soft skills training for all company sta .



1414 hours of training on safety.

- More training programmes for technical and soft skills.



### HEALTH AND WELLNESS



Maintenance of the ISO 45001 management system.



Accident frequency rate of 2.5.

- Implementation of the highest standards for occupational safety.
- Minimising the number of accidents by investing in health and safety in the workplace



### GENDER EQUALITY



Certification according to UNI PdR 125/2022 for gender equality.

- Training on policies and procedures concerning Diversity, Equity and Inclusion (DEI).



### SUSTAINABLE CITIES AND COMMUNITIES



City Climate Contract ensured that the annual targets set in the contract with the City of Padua are met.

- Meeting the future targets of the City Climate Contract for climate neutrality 2030.



The star indicates that an objective set in previous years has been achieved.



The direction of the arrow indicates the target trend compared to the previous year.



No trend is shown for actions reported for the first time.

# Human capital

People are the heart of Italchimica. Their dedication, capabilities and sense of responsibility make the company's growth and product quality possible.

In 2024, Italchimica had 219 employees from 15 different countries:

PLACE OF ORIGIN:	EMPLOYEES 2024:
Albanian	2
Argentinian	1
Bangladesh	2
Belgian	1
Cameroonian	1
Chilean	1
Colombian	1
Italian	176
Moroccan	2
Moldovan	13
Romanian	14
Serbian Montenegrin	1
German	1
Tunisian	2
Venezuelan	1

The daily objective is to create an **inclusive working environment** that is stable and welcoming, where every employee feels like they are part of a shared project. To facilitate the induction of new resources, Italchimica applies a structured onboarding programme that simplifies administrative aspects and facilitates **cross-functional coordination** in the first few months. The presence of foreign employees contributes to an **inclusive and multicultural environment**.

In 2024, the composition of the workforce was as follows:

CATEGORY	2022	2023	2024
Executives	3	3	6
Managers	13	14	16
Office workers	70	81	76
Blue-collar workers	107	104	121

The **growth in personnel** (+8% in 2024) involved all categories, with a significant increase among blue collar workers and managers, confirming the company's planned development.

The growth figures for the last three years are:

YEAR	No. of employees	Growth rate
2022	193	+10%
2023	202	+5%
2024	219	+8%

Italchimica recognises gender diversity as a strategic lever and includes objectives to enhance the role of women in its sustainable development plan.

Initiatives to support female staff include **motherhood bonuses**, a **reserved parking spot** during pregnancy and **personalised back-to-work training** after maternity leave.

In 2024, women accounted for 26.5% of the workforce, up from previous years:

YEAR	EMPLOYEES	WOMEN	EQUAL TO
2022	193	44	22,8%
2023	202	53	26,3%
2024	219	58	26,5%

The gender distribution by job category in 2024 was:

CATEGORY	2023	WOMEN	EQUAL TO
Blue-collar workers	121	8	7%
Office workers	76	48	63%
Managers	16	1	6%
Executives	6	1	17%



# Gender equality

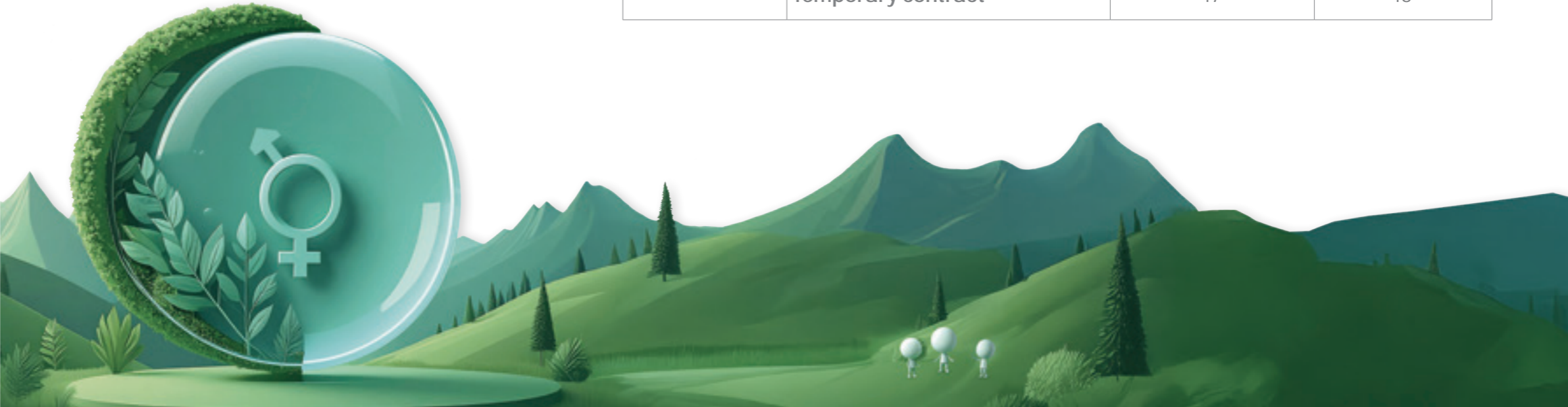
For Italchimica, **gender equality** is a priority and an opportunity to improve labour standards. Work-life balance is a strategic asset to attract talent and increase competitiveness. In 2024, the company continued down the **path towards UNI/PdR 125 certification** by constantly monitoring gender equality indicators.

Significant challenges for the **inclusion of women in the workforce and education** have persisted in recent years, including **gender-based violence, economic inequalities and low political participation levels**. In Italy, the female employment rate is among the lowest in Europe: in 2024, according to ISTAT, it was **66.5%**, about 9 points below the EU average (75.4%). The inequities between men and women are evident in the areas of work, decision-making, education and health.

The Italian government has introduced targeted measures to promote gender equality, including the **Gender Equality Certification** provided for in the NRRP (Mission M5: Inclusion and Cohesion). Based on the standard **UNI/PdR 125** (March 2022), this certification evaluates and guides corporate policies in six areas: culture and strategy, governance, human resources, growth opportunities and inclusion, pay equity and parental protection, and work-life balance.

For Italchimica, gender equality is a priority and an opportunity to improve labour standards. Work-life balance is a strategic asset to attract talent and increase competitiveness. In 2024, the company continued on the path to UNI/PdR 125 certification, constantly monitoring gender equality indicators. Data updated to 31 December 2024 show a **gender pay gap** which is **under 10%**, confirming a fair pay policy. In 2024, Italchimica held **training courses** to develop women's leadership and empowerment and launched

initiatives to raise awareness about gender equity and inclusive language. No incidents of discrimination were reported. To ensure transparency and security, an **anonymous reporting platform** accessible to all employees and stakeholders was created in December 2023.



# Stability

Italchimica believes that it is essential to offer **stable positions** with opportunities for **internal growth**. In 2024, 96% of employees had a **permanent contract**.

YEAR	TYPE OF CONTRACT	MEN	WOMEN
2022	Permanent contract	125	41
	Temporary contract	24	3
2023	Permanent contract	145	48
	Temporary contract	4	5
2024	Permanent contract	144	43
	Temporary contract	17	15

The entire workforce is governed by the collective agreements in force. Italcimica is committed to respecting them and promoting their contents among employees. It should be noted that the data refer only to employees.

In addition, Italcimica offers other types of contracts, subdivided as follows:

- **Temporary contracts:** 13 contractors in the production and logistics departments.
- **Interns:** 1, involved in in-house training courses.
- **Consultants:** 2, in the field of Communication, Marketing and Administration.
- **Administrators:** 3, with coordinated and continuous collaboration contracts.

With the exception of a seasonal increase in the production workforce, linked to the variability of production volumes, there were no fluctuations in the non-employee workforce. Over the past few years, Italcimica has progressively reduced the use of contractors, strengthening its organizational structure. Infrastructure investments and improved machine efficiency on the production line have optimised processes and reduced the need for temporary labour during seasonal peaks. This makes a greater stabilisation of resources possible, focusing efforts on qualified skills.

YEAR	TOTAL	PART-TIME	WOMEN
2022	193	1	1
2023	202	1	1
2024	219	1	1

TURNOVER RATE 2024

YEAR	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
< 30 years old	46	29	17	9,80%	3,33%	19,05%
30 < 50 years old	139	102	37	10,90%	12,07%	7,50%
> 50 years old	34	30	4	5,56%	3,23%	20,00%
TOTAL	219	161	58	9,88%	9,04%	12,12%

HIRED IN 2024

ETÀ	UOMINI	DONNE
< 30 years old	13	9
30 < 50 years old	25	17
> 50 years old	4	3
TOTAL	42	29

TERMINATED IN 2024

AGE	MEN	WOMEN
< 30 years old	5	1
30 < 50 years old	17	14
> 50 years old	2	1
TOTAL	24	16

The turnover rate in 2024 was 9.88%, down 14% from 2023. This improvement reflects the effectiveness of the retention and well-being policies implemented in recent years. The drop in turnover confirms the approach of Italcimica, which intends to continue along this path, intensifying its efforts to retain employees through company benefits, continuous training and professional growth.

# Well-being and employee benefits

Italcimica is committed to offering its employees a safe, healthy, comfortable and stimulating workplace. Individual well-being is considered a key element for the success of the company.

In order to improve the quality of life of workers, both in and outside the workplace, several company benefit initiatives have been implemented over the years.

The main ongoing benefits include:

- **Supplementary health insurance:** a plan that guarantees reimbursement or free benefits for healthcare at in-network facilities.
- **Family bonuses:** economic support for employees with children.
- **Flexible work hours:** employees are given flexibility in terms of when they arrive and leave, and lunch breaks can be scheduled according to work needs.
- **Seasonal fatigue:** distribution of vitamins in the winter and minerals in the summer to counteract fatigue related to the change of seasons.
- **Bike to work:** a safe place to park bicycles, promoting sustainable modes of transport.
- **Sport:** running and workout sessions led by professional personal trainers.
- **Maternity-friendly policies:** reserved parking spaces for pregnant women, close to the company entrance; a financial contribution at the birth of the child; customised training courses to support those returning to the workplace post-maternity.
- **Parental leave:** every six months, the company sends an information sheet to all employees concerning the regulations and characteristics of parental leave.

- **Food vouchers/canteen:** a company canteen service and daily meal vouchers, which can be used both internally and externally.
- **Literary café:** a company library with books available to read during coffee breaks, which employees can take home.
- **Time bank:** possibility of transforming overtime into free time by creating an 'individual overtime tracking account', with which overtime hours can be converted into paid leave.
- **Employee incentives:** excellent performance is rewarded through a specific incentive system; when the company achieves its target profits, employees get a performance bonus; an online discount platform for employees is in place, allowing them to purchase consumer goods and general services at subsidised prices; and the company shop allows employees to purchase Italcimica-branded products, thus becoming the company's main brand ambassadors.



# Health and safety

The founding principle of Italcimica’s corporate policy is the **prevention and reduction of the risk of accidents and occupational diseases** for all those directly or indirectly involved in company activities.

This commitment is translated into a constant enhancement of the company’s health and safety culture, with the aim of achieving **full awareness** among employees. Health and safety is not just the fulfilment of regulatory obligations; it also adds value via the creation of a working environment that promotes well-being.

The operational implementation of this approach takes the form of concrete actions, such as **continuous training** of personnel, the establishment of **safe working procedures** and the **monitoring of their effectiveness**. The company considers the **active involvement of workers in safety management**, transforming them from simple recipients of regulations into **protagonists of a change** in corporate culture that puts safety at the centre.

The goal of this commitment, which Italcimica has pursued with conviction from day one, is to create a workplace that meets the highest safety standards.

In 2016, the Management signed the **Integrated Environment and Safety Policy**, which outlines the company’s commitment to reducing and, where possible, eliminating risks to worker health and safety.

In order to ensure continuous improvement, Italcimica pursues the following operational guidelines:

- **Continuous improvement of safety management:** through the systematic identification of hazards, the assessment of associated risks and the setting of targets to eliminate or at least reduce them.
- **Risk prevention and reduction:** accidents and occupational diseases of all those directly or indirectly involved in company activities.
- **Defining roles and responsibilities:** ensuring adequate resources for the implementation, maintenance and improvement of the management system.
- **Skills and training:** ensuring that staff have the necessary health and safety training and knowledge.
- **Worker participation:** ensuring the active involvement and consultation of employees regarding health and safety issues in the workplace.

Italcimica continues to adopt an approach that minimises risk by involving all personnel in safety management. This is done through **periodic training, constant provision of information** and the **integration of safety into all daily activities**. The dissemination of safety culture, combined with individual responsibility, is central to maintaining a safe workplace and risk awareness. Italcimica **periodically updates** workers on health and safety improvements, accident trends and the scheduling of training.

EMPLOYEE SAFETY DATA	2022	2023	2024
Fatal injuries	0	0	0
1- to 3-day injuries	2	-	2
INAIL injuries (> 3 days)	5	5	6
commuting injuries	1	1	0
Injury rate *	3,9	2,7	2,5
The injury rate Absence> 3 days *	2,8	-	2,7
The injury rate Absence> 3 days (UNI 7249)*	13,9	2,7	1,6
Total working hours*	358.484	361.080	366.440

\*The rates are calculated per 100,000 hours worked and include employees, contractors, temporary workers and trainees.

All are invited to **actively participate** by submitting improvements to procedures and suggesting ways to reduce risks.

Safety training is mandatory for everyone. Most employees take the basic course, while the course on specific risks varies according to the role. For office workers, training **covers low-hazard risks** such as microclimate, lighting, computer screens and emergency procedures.



# Training

Training is a strategic tool for **professional growth** and the **development of skills**, and it shows that Italchimica **invests in its people**. It also supports talent acquisition and retention policies.

In 2023, Italchimica mapped all company roles, tasks and required skills. In 2024, it launched its first training courses to update or reinforce the skills identified as priorities.

Some employees attend executive and master courses in areas such as Administration and Finance, Operations, Environment, Human Resources, Project Management and Gender Equality. Staff members follow targeted courses on the use of IT tools, process optimisation software and graphical user interfaces.

All employees, including temporary workers and contractors, participate in an annual performance evaluation. The conversation with their direct supervisor is structured but open to employee input. Independent of employee incentives, each performance review is geared towards identifying areas for improvement and professional growth.

In 2024, the competence assessment programme will start again, initially for office staff, on an annual basis. As of 2025 it will also extend to blue-collar workers, with reviews conducted every six months.

Training is based on four phases:

1. **Training needs analysis** (e.g., a questionnaire);
2. **Course planning**;
3. **Courses**;
4. **Evaluation of satisfaction**.

In 2024, Italchimica provided **1414+360 hours** of training, an increase over 2023 (**995 hours**). The courses cover transversal and technical-specialised areas, and involve all levels of the company.

CATEGORY	F	M	TOT	TEACHING HOURS
DEI	68	168	236	57
English	13	12	25	24
Management	19	43	62	132
Negotiation of purchases	4	//	4	24
Law 231	7	101	108	1,5
Management System	2	2	4	16
Sustainability	7	101	108	61,5
Computer tools	6	2	8	12
Team building	40	39	79	24
Sales	4	10	14	8
TOTAL	185	495	681	360

# Italchimica and the community

Padua is among the 100 European cities selected to achieve climate neutrality by 2030, as part of the EU Mission on **Climate-Neutral and Smart Cities**.

It stems from the SECAP (Sustainable Energy and Climate Action Plan) and involves the active contribution of businesses, public bodies, universities and citizens.

Italchimica participates in the programme as a signatory of the Climate City Contract, a strategic document that establishes actions, emission reduction targets and resources to be mobilised at an urban level. The contract is implemented through open discussion and debate, involving local actors in thematic round tables, workshops and co-planning activities.

In 2024, Italchimica contributed to the 'Padua 2030' journey by participating in public meetings on three areas:

- Building renovation and renewable energy sources;
- Sustainable transport, the circular economy, and waste management.

Through this commitment, Italchimica strengthens its role in the community, helping build a more resilient, inclusive and shared ecological transition-oriented local ecosystem.



## ECONOMIC RESPONSIBILITY

**Economic soundness** is the basis of Italcimica's approach to business management. Profitability supports ESG investments and contributes to the growth of the company and its surroundings.

The **Board of Directors** makes strategic choices which focus on growth that balances economic results with social and environmental impacts.

According to OECD and UNEP<sup>1</sup> data updated to 2024, companies generate over 70% of global GDP and are central players in the economic transition.

By 2030, two gaps will have to be closed to maintain the path to climate neutrality:

- The **empowerment gap**: related to the ability of households to pay for essentials and to save;
- the **sustainability gap**: additional annual investments in low-carbon technologies estimated at around 4.5 trillion USD per year.

Economic growth is not enough on its own. We need targeted governmental intervention and innovative products and processes which originate within companies.

With this in mind, Italcimica integrates circular economy criteria into its industrial strategy, adopting models

oriented towards durability, reuse, and lower impact throughout the entire life cycle.

In 2024, the International Chamber of Commerce (ICC) identified cooperation between companies and institutions as a factor which facilitates a circular economy. Italcimica has adopted this approach by promoting a durable products with advanced environmental performance, designed for reuse or recycling. The company aims for a 'product-as-a-service' development model, integrating functionality, sustainability and user education.

The responsible management of economic resources is shared with stakeholders through transparent communication practices.

The goal is to create lasting economic value, boost confidence in the region and foster the resilience of industry in the long term.

<sup>1</sup> OECD and UNEP, 2024 Report on the Economic Transition to Climate Neutrality

# Economic impact

In 2024, Italcimica recorded revenue of **82.9 million euros**. The increase compared to the previous year is not only attributable to pricing, but also to **growth in sales volumes**.

Compared to 2023, revenue increased by **5,37%** (+€4.2 million), confirming the company's ability to extend its market share.

In parallel, Italcimica's Added Value grew by 5.35% (+1.4 million euros), demonstrating the resilience of its operating margin, which was already high in the previous year.  
On a multi-year basis, the **Compound Annual Growth Rate Compound Annual Growth Rate (CAGR)** of turnover for 2019-2024 was **4,83%**.

In absolute terms, the increase for that time frame was approximately **20,7 million**, equivalent to overall growth of **33%**.

## ECONOMIC RESPONSIBILITY GLOBAL GOALS

### HIGHLIGHTS 2024



#### DIGNIFIED WORK AND ECONOMIC GROWTH

- +5% revenue
- 3% added value invested in Research and Development

### STRATEGY OVER THE NEXT THREE YEARS (2025-2027)

- Business plan based on a **focused strategy** for a climate-neutral, resource-efficient and competitive economy.

- ★ The star indicates that an objective set in previous years has been achieved.
- ➡ The direction of the arrow indicates the target trend compared to the previous year.
- No trend is shown for actions reported for the first time.



# Added value

The creation of **value added** shows Italcimica’s ability to generate wealth and redistribute it among its stakeholders.

The **Added Value Prospectus** is the accounting link between the company’s **statutory financial statements** and its **Sustainability Report**. It makes it possible to measure the company’s net economic impact on the socio-economic system in monetary terms.

Added value is defined as the difference between **gross production** and the **consumption of goods and services**. It is calculated through a reclassification of items in the profit and loss statement. This approach makes it possible to clearly highlight the creation of economic value and its distribution among the main stakeholder categories: **employees**, **public administration**, the **credit system** and the **company** itself.

PRODUCTION VALUE	2022	2023	2024*
Revenues from sales and services	69.707.992	78.651.955	82.874.341
Changes in inventories of work in progress, semi-finished and finished products, and work in progress to order	821.642	399.231,00	218.508,00
Increases of non-current assets from in-house production	-	-	-
Other income	1.123.240	1.003.334	739.950
Total	71.652.874	79.256.058	83.832.799

INTERMEDIATE PRODUCTION COSTS	2022	2023	2024*
For raw, ancillary and consumable materials and goods	30.912.990	25.685.808	29.006.686
For services	18.668.115	20.506.748	23.263.715
For leased assets	3.986.020	4.111.581	3.939.387
Changes in the stock of raw, ancillary and consumable materials and goods	-253.745	1.225.481	-1.308.593
Other operating expenses	818.138	509.558	259.670
Total	54.131.518	52.039.176	55.160.865
ADDED VALUE	17.521.356	27.216.882	28.671.934

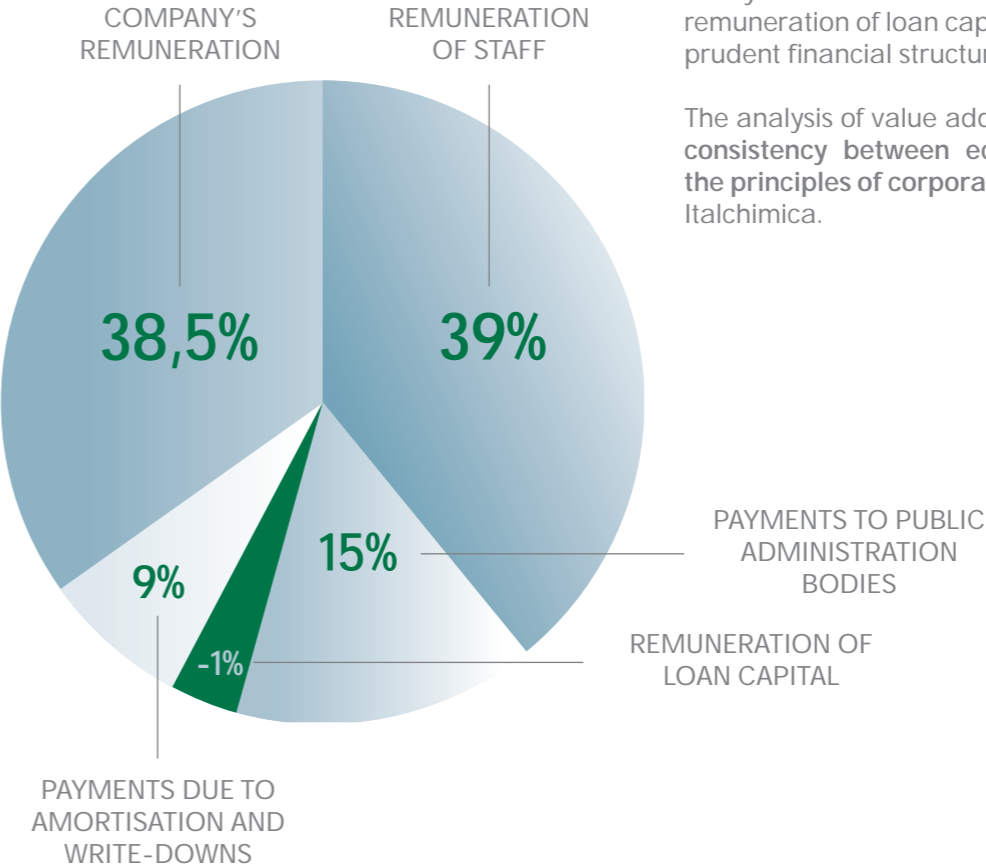
\*Budget not yet approved

In 2024, Italcimica generated added value of **28.6 million** euros, with revenues reaching **82.8 million**, up **5.35%** compared to the previous year. The **12.93%** increase in costs for raw materials and goods is attributable to the increase in production necessitated by higher demand. This is confirmed by the increase in raw material stocks, which grew by approximately **2.5 million** euros.

The value added is distributed mainly to **staff**, who absorb **39%** in the form of **salaries, social security contributions, severance pay and premiums**. This share confirms the company’s focus on its human resources and the strengthening of its management structure. The amount allocated to depreciation totalled **8.74%**, indicating Italcimica’s investments to make production processes more efficient.

Public Administration is allocated **15%** of the generated value, while the share retained by the company, amounting to **38.5%** reflects the company’s ability to self-finance and support future growth. The remuneration of loan capital is negative, in line with a prudent financial structure.

The analysis of value added distribution confirms the consistency between economic performance and the principles of corporate responsibility adopted by Italcimica.



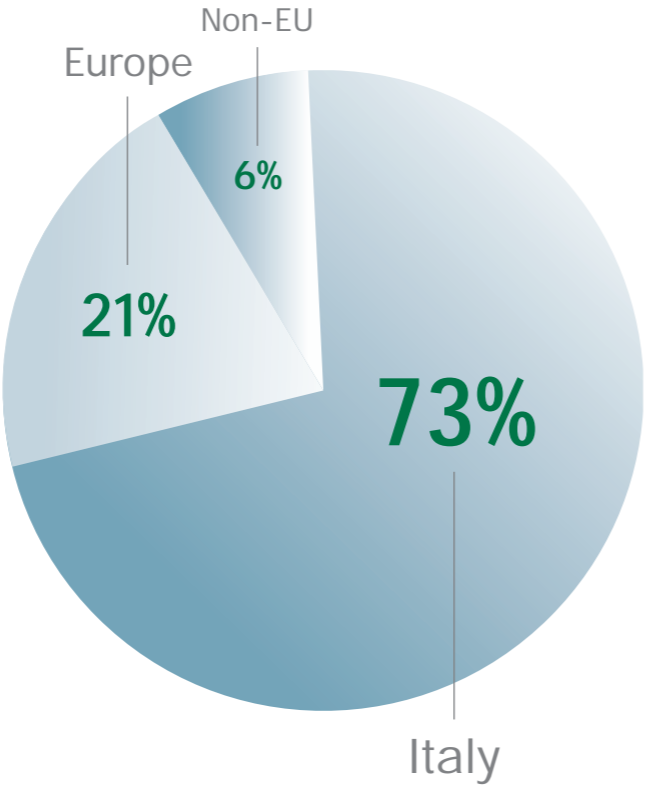
# Our production chain

In 2024, Italchimica had **140 suppliers**, of which 93 provide raw materials and 47 provide packaging/labelling, for a total cost of **€ 26,814,320**.

## SUPPLIERS

	2018	2019	2020
Active raw material suppliers for formulation	82	87	93
Active packaging suppliers	46	49	47
Total active suppliers	128	136	140
Suppliers' turnover	€ 37.299.805	€ 24.085.164	€ 26.814.320

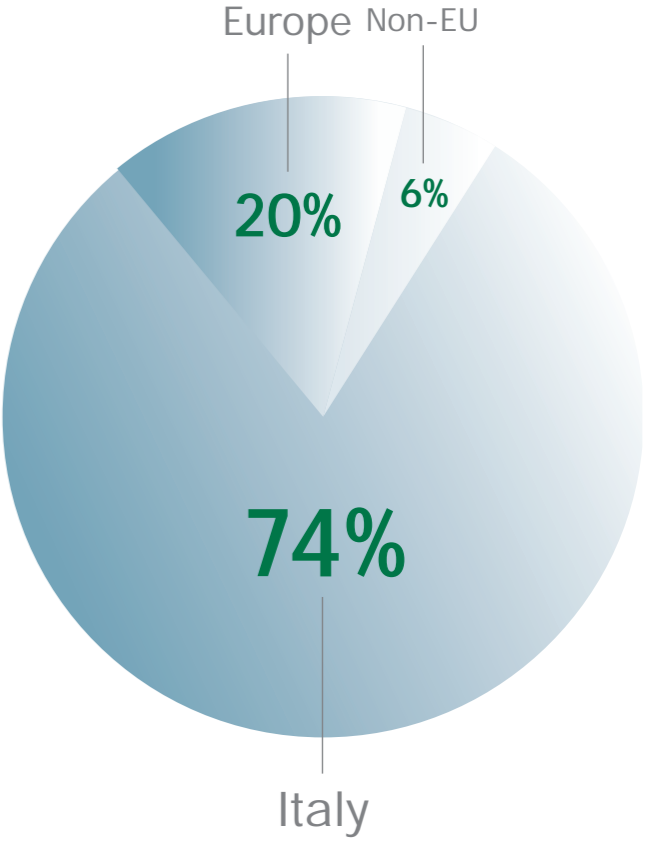
Italchimica's suppliers are mainly divided into **suppliers of raw materials and packaging**. In 2024, the number of suppliers remained more or less constant, as did the expenditure for the purchase of materials, despite the increase in production.



The company prefers to use Italian and/or European suppliers for the purchase of packaging and other accessories (**labels and cardboard boxes**), so as to minimise the risks associated with timing and delivery problems. For this reason, most of Italchimica's suppliers are **Italian (73%)** and, more generally, **European (94%)**.



74% of Italchimica's turnover in 2024 was derived from sales in Italy. European and non-European sales, on the other hand, account for about 26%. During the past year, there was a significant increase in European turnover, in line with the company's recent trend of foreign market expansion.



Per Italchimica è importante, quando è possibile, promuovere e sostenere la comunità e tale impegno è ben visibile dalla scelta, sia dei fornitori strategici, che dei servizi. In tal senso, distribuendo il valore della produzione agli stakeholder geograficamente vicini l'azienda contribuisce alla crescita locale.

The company's intention in the near future is to structure its expansion into **international markets**, increasingly positioning the company as a preferred partner and industry leader.

## CUSTOMERS

The majority of Italchimica's customers are Italian, but turnover from international customers is clearly increasing.

REVENUE*	2022	2023	2024
Total	€ 70.747.715	€ 79.367.318	€ 83.572.850
Italy	€ 56.316.408	€ 60.290.155	€ 62.326.562
Europe	€ 11.241.741	€ 15.274.574	€ 16.474.091
Extra-EU	€ 56.316.408	€ 3.802.589	€ 4.772.197

\*Data from the profit and loss account



## MARKETING AND COMMUNICATION FOR SUSTAINABILITY



### COMMUNICATING SUSTAINABILITY

## The value of sustainability

In 2024, Italcimica consolidated its commitment to **authentic and transparent communication**, capable of highlighting the sustainable choices that guide every phase of its products' life cycle.

It was a year defined by an important milestone: the launch of the **Orizon** line of household detergents which are **Air Label Score** certified, given the highest ratings (**A+** and **A**) for indoor air quality.

This innovation responds to the needs of consumers who are increasingly attentive to the healthiness of their homes, without sacrificing efficiency and environmental responsibility. Italcimica invests in concrete solutions to reduce environmental impact, including through packaging.

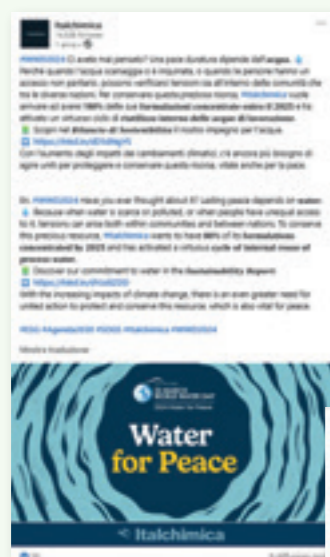


Thanks to a new in-house packaging line, some items in the Dermomed, Orizon and Beauty Escape lines are available in bottles made of a predominantly cellulose material with dual certification: FSC, for responsible forest management, and Aticelca, which certifies the ability to recycle paper cartons, according to the UNI 11743:2019 standard.



In addition to this important milestone, the year's intense communication efforts included awareness-raising social media campaigns with thematic focuses on, for example, water, packaging and the air, some of which were scheduled to coincide with international Awareness Days.

Ongoing dialogue with stakeholders through participation in local events and initiatives, some of which were connected to corporate social responsibility, has strengthened the link between Italcimica, its brands and the community, enhancing sustainability as a strategic and cultural lever.



## COMMUNICATING SUSTAINABILITY

# The Sustainability Report 2023

an important opportunity for confrontation and dialogue

The fifth Sustainability Report 2023 was shared with all stakeholders, communicated internally, presented at meetings and trade fairs, and disseminated to the media, to enhance transparency, consistency and involvement.



## EMPLOYEE ENGAGEMENT

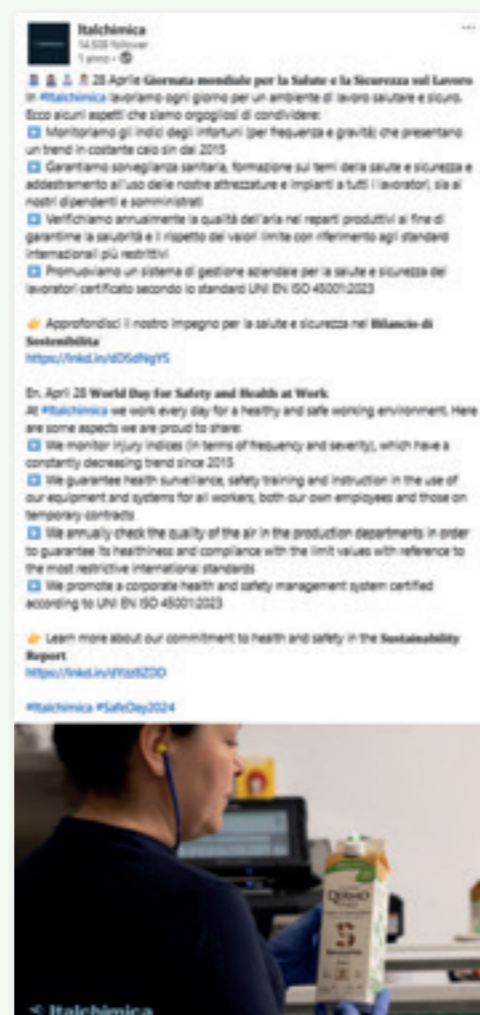
# ESG in the company: transparency, dialogue and involvement

During 2024, Italcimica strengthened its social and governance commitment, achieving **two significant milestones**:

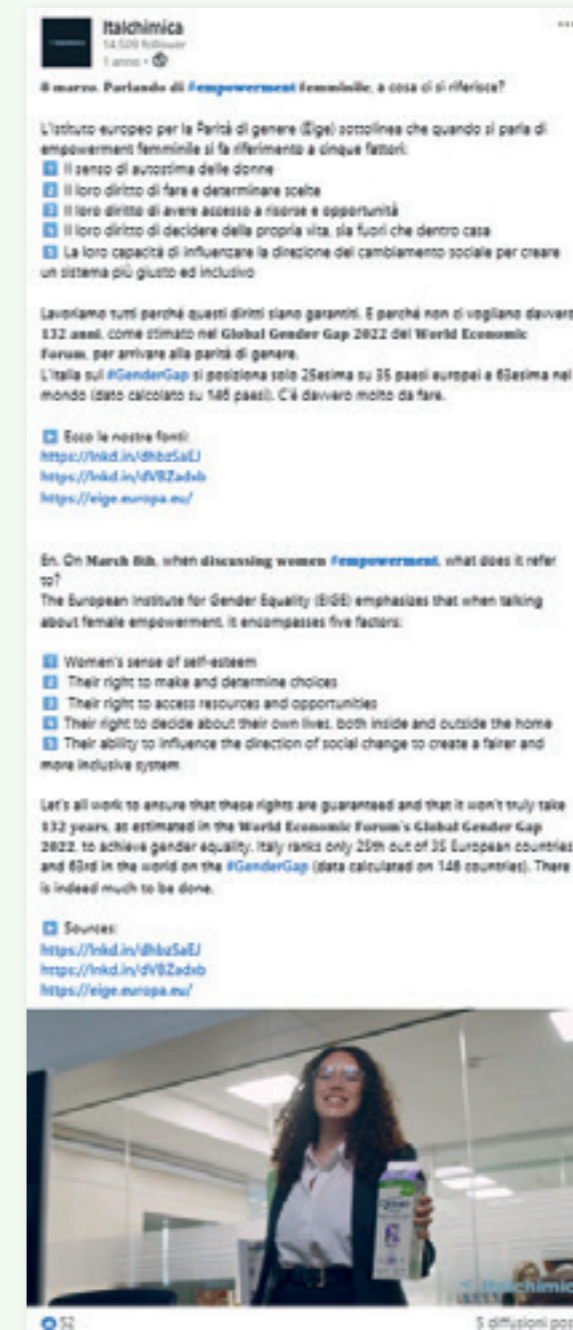
- Obtaining Gender Equality Certification;
- The activation of a whistle blowing system for the anonymous and secure reporting of unlawful conduct or conduct contrary to corporate values.



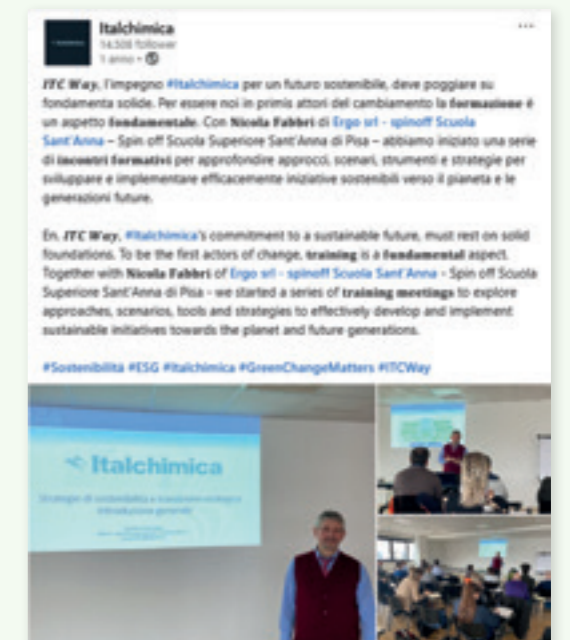
## World Day for Health and Safety at Work



## Italcimica for gender equality and women's empowerment



## Training meeting with Dr. Nicola Fabbri on sustainability strategies



The Academy promotes a conscious and efficient use of products, which also has concrete effects in terms of sustainability.

In 2024, Italcimica took a further step in corporate social responsibility by establishing the Italcimica Professional Academy, a structured training project to strengthen the skills of its sales network and thus offer a better service to operators in the detergent sector.



# EXTERNAL COMMUNICATION

# The many opportunities for public confrontation

During 2024, Italtchimica strengthened its commitment to sustainable innovation also through active and responsible communication, taking part in public discussions with the territory, institutions and other industry players.

In particular, at the “Designing the Future” Forum, promoted by Italia Economy, the company shared its vision on how research and development of technical and product solutions must increasingly integrate with environmental and social criteria.

Listening and dialogue with the community were also at the centre of participation in the “Dialoghi d’Impresa” festival, held at the M9 museum in Mestre. Italtchimica brought its own testimony within a discussion inspired by the provocative theme “Human resources do not exist. People exist”, which explored how corporate narration, if it starts from its protagonists, can become an engine of social and economic growth.



In 2024, Italtchimica strengthened its active role in the local sustainability network.

Climate City Contract Padua 2030 - an initiative promoted by the European Commission to achieve climate neutrality and, at the same time, participation in the “Models of Sustainable Development” project promoted by Confindustria Veneto Est allowed for the exchange of good practices among over 70 companies, fostering mutual learning and stimulating new synergies for truly sustainable development.



## Winning the b2B Beauty2Business Awards contests



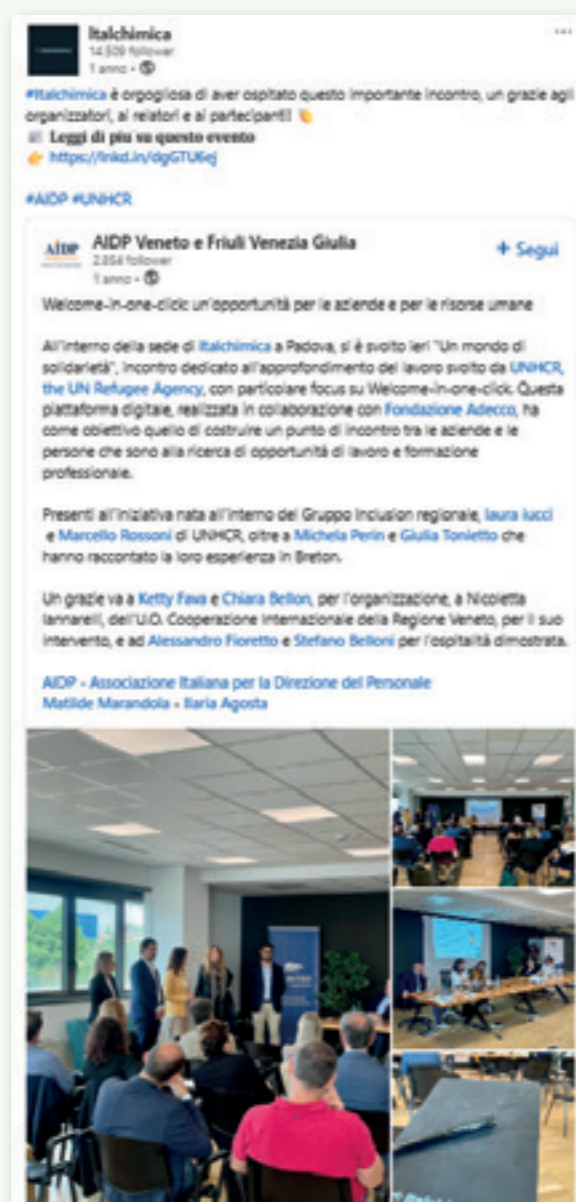
## Presentation at Sustainability Week





In line with this inclusive vision, Italtchimica also hosted on 22 May the meeting “A world of solidarity: building inclusive communities in support of refugees”, promoted by AIDP Veneto and Friuli-Venezia Giulia, to present the UNHCR’s Welcome project, which has already facilitated the job placement of more than 30.000 refugees, to companies.

By contributing to these moments of exchange, Italtchimica confirms itself as a company capable of interpreting sustainability as a shared value and a lever of positive transformation for the territory.



## RESULTS, AWARDS AND METRICS

# The results of communication actions 2024

2024 was a year of confirmations and new milestones for sustainability communication at Italtchimica.

For the third year running we are among the sustainability leaders according to Il Sole 24 Ore, and our Dermomed Recharge Box won the Brands Award. Attention is also growing online: the content dedicated to sustainability on LinkedIn continues to involve an attentive and participating community.

The Dermomed Hand Soap Cream Refill Box is 1st Place in the New Entry category of Brands Award 2023.

Our DERMOMed Hand Soap Refill Box triumphs, taking first place in the New Entry Personal Care and Hygiene category of the Brands Award 2023. A new entry with great prospects, which looks at the environment and a more sustainable lifestyle by limiting the single-use of plastic.



# The metrics of the engagement on LinkedIn

Overall engagement grew by over **450%**, accompanied by a **129%** increase in **direct interactions** (recommendations, comments, shares).

In 2024 Italcimica's editorial engagement on sustainability issues grew significantly: content published on LinkedIn **tripled** compared to the previous year (+233%). This generated a strong increase in visibility (+188% in impressions) and, above all, a **much more active engagement from the community**.

KPI	2023	2024	Increase %
Number of posts on Sustainability	9	30	+233%
Total impression	25.191	72.496	+187,8%
Total clicks	1.201	8.821	+634%
Totale interactions (Recommend / Comment / Di use)	662	1.517	+129%
Engagement	1.863	10.338	+455%



GRI STANDARD TOPICS	GRI STANDARD	DISCLOSURE STATEMENT	LOCATION IN THE DOCUMENT	OMITTED REQUIREMENTS, EXPLANATION AND FUTURE PLANNING
GRI 2: General Disclosure 2021	GENERAL INFORMATION		GENERAL INFORMATION	
	2-1	Organisational details	Our history; site descriptions; governance; our brand portfolio	
	2-2	Entities included in the organisation's sustainability reporting	Governance	
	2-3	Reporting period, frequency and contact point	Methodological note	
	2-4	Restatements of information	Methodological note	
	2-5	External assurance	Methodological note	
	2-6	Activities, value chain and other business relationships	Our production chain; Raw materials; Supplier relationships; Our brand portfolio	
	2-7	Employees	Human capital	
	2-8	Workers who are not employees	Human capital	
	2-9	Governance structure and composition	Governance	
	2-10	Nomination and selection of the highest governance body	Governance	Nomination and selection processes are not applicable since the highest body of the company is the ownership.
	2-11	Chair of the highest governance body	Governance	Senior management and directors coincide with ownership.
	2-12	Role of the highest governance body in overseeing the management of impacts.	Governance; Environmental management: process and product	
	2-13	Delegation of responsibility for managing impacts	Not yet in sustainability report.	Information not yet available as it does not apply to the Organisation.
	2-14	Role of the highest governance body in sustainability reporting	Letter to stakeholders	
	2-15	Conflicts of interest	Governance	
	2-16	Communication of critical concerns	Not yet in sustainability report	Information not yet available. The company undertakes to establish a communication and reporting process to the highest governance body in the medium to long term.
	2-17	Collective knowledge of the highest governance body	Not yet in sustainability report	The company undertakes to establish a process to bring forward the collective knowledge, capacity and experience of the highest governance body regarding sustainable development in the medium term.
	2-18	Evaluation of the performance of the highest governance body	Not yet in sustainability report	Currently not applicable for the structure of the highest Governance Body.
	2-19	Remuneration policies	Not yet in sustainability report	Currently not applicable for the structure of the highest Governance Body.
	2-20	Process to determine remuneration	Not yet in sustainability report	Information not yet available. The company undertakes to report on it in the medium term.
	2-21	Annual total compensation ratio	Not yet in sustainability report	Information not yet available. The company undertakes to report on it in the medium term.
	2-22	Statement on sustainable development strategy	Letter to stakeholders; Dialogue with Stakeholders; Environmental responsibility; Social responsibility; Economic responsibility	
	2-23	Policy commitments	Environmental responsibility: the scenario and our commitment; Social responsibility: human capital; Sta safety.	The company undertakes to integrate information in the medium to long term.
	2-24	Embedding policy commitments	Environmental responsibility: the scenario and our commitment; Social responsibility: human capital; Sta safety.	The company undertakes to integrate information in the medium to long term.

	2-25	Processes to remediate negative impacts		Not yet in sustainability report	Information not yet available. Studies to be carried out in the medium term.
	2-26	Mechanisms for seeking advice and raising concerns		Governance	Process being structured. The relevant data will be reported in the medium term.
	2-27	Compliance with laws and regulations		Not yet in sustainability report	The company is committed to establishing a system to report on how much information it provides in the medium to long term.
	2-28	Membership associations		Participation in Organisations and Associations	
	2-29	Approach to stakeholder engagement		Certifications and Awards	
	2-30	Collective bargaining agreements		Dialogue with stakeholders	
MATERIAL TOPICS				MATERIAL TOPICS	
GRI 3: Material topics 2021	3-1	Process to determine material topics		Methodological Notes, Materiality Analysis	
	3-2	List of material topics		Materiality analysis	
	3-3	Management of material topics		Materiality analysis	
SPECIFIC STANDARDS				SPECIFIC STANDARDS	
ECONOMIC TOPICS	201-1	Direct economic value generated and distributed		Economic impact; Value added; Our production chain	
	201-2	Financial implications and other risks and opportunities due to climate change		Not yet in sustainability report	The company considers that this activity needs significant planning. At least three years are considered necessary for such preparation. The report is likely to be published no earlier than 2025.
	201-3	Defined benefit plan obligations and other retirement plans		Not yet in sustainability report	Information not yet available. Studies to be carried out in the medium term.
	201-4	Financial assistance received from government		Not yet in sustainability report	Information not yet available. Studies to be carried out in the medium term.
	MARKET PRESENCE			MARKET PRESENCE	
	202-1	Relationships between the standard wage of a new hire by gender and the local minimum wage'		Not yet in sustainability report	Information not yet available. Studies to be carried out in the medium term.
	202-2	Proportion of senior management hired from the local community		Not yet in sustainability report	Information not yet available. Studies to be carried out in the medium term.
	INDIRECT ECONOMIC IMPACTS			INDIRECT ECONOMIC IMPACTS	
	203-1	Infrastructure investments and services supported		Not yet in sustainability report	Information not yet available. Studies to be carried out in the medium term.
	203-2	Significant indirect economic impacts (in the context of external benchmarks and stakeholder priorities such as national and international standards, protocols and policy programmes).		Not yet in sustainability report	Information not yet available. Studies to be carried out in the medium term.
	PROCUREMENT PRACTICES			PROCUREMENT PRACTICES	
	204-1	Proportion of spending on local suppliers		Not yet in sustainability report	Information not yet available. The company undertakes to report on it in the medium to long term.
	ANTI-CORRUPTION			ANTI-CORRUPTION	
	205-1	Operations assessed for risks related to corruption		Not yet in sustainability report	Information not yet available. Studies to be carried out in the medium term.
	205-2	Communication and training about anti-corruption policies and procedures		Not yet in sustainability report	Information not yet available. Studies to be carried out in the medium term.
	205-3	Confirmed incidents of corruption and actions taken		Not yet in sustainability report	Information not yet available. Studies to be carried out in the medium term.
	ANTI-COMPETITIVE BEHAVIOUR			ANTI-COMPETITIVE BEHAVIOUR	
	206-1	Legal actions for anti-competitive behaviour, anti-trust and monopoly practices		Not yet in sustainability report	Information not yet available. Studies to be carried out in the medium term.

ENVIRONMENTAL ISSUES	MATERIALS			MATERIALS		
	301-1	Materials used by weight or volume		Raw materials		
	301-2	Recycled input materials used		Raw materials		
	301-3	Reclaimed products and their packaging materials		Raw materials; Waste		
	ENERGY			ENERGY		
	302-1	Energy consumed within the organisation		Energy		
	302-2	Energy consumption outside of the organisation			Information not yet available. Studies to be carried out in the medium term.	
	302-3	Energy intensity		Energy		
	302-4	Reduction of energy consumption		Not yet in sustainability report	Information not yet available. Studies to be carried out in the medium term.	
	302-5	Reductions in energy requirements of products and services		Not yet in sustainability report	Information not yet available. Studies to be carried out in the medium term.	
	WATER			WATER		
	303-1	Interaction with water as a shared resource		Water		
	303-2	Management of water discharge-related impacts		Water		
	303-3	Water withdrawal		Water		
	303 -4	Water discharge		Water		
	303 -5	Water consumption		Water		
	BIODIVERSITY			BIODIVERSITY		
	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		Biodiversity focus		
	304-2	Significant impacts of activities, products and services on biodiversity		Not yet in sustainability report	Information not yet available. Studies to be carried out in the medium term.	
	304-3	Habitats protected or restored		Not yet in sustainability report	Information not yet available. The Organisation reserves the right to consider such opportunities.	
	304-4	Species listed on the IUCN Red List and national lists whose habitat is in the organisation's areas of operation		Not yet in sustainability report	Information not yet available. The company undertakes to report on it in the medium term.	
	EMISSIONS					
		305-1	Direct (Scope 1) GHG emissions		Emissions	
		305-2	Energy indirect (Scope 2) GHG emissions		Emissions	
		305-3	Other indirect (Scope 3) GHG emissions		Emissions	
		305-4	GHG emissions intensity		Emissions	
		305-5	Reduction of GHG emissions		Not yet in sustainability report	Information not yet available. Studies to be carried out in the medium term.
		305-6	Emissions of ozone-depleting substances (ODS)		Not in the financial statement	Not applicable
		305-7	Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant air emissions		Emissions	

ENVIRONMENTAL ISSUES	DISCHARGES AND WASTE			DISCHARGES AND WASTE		
	306-1	Waste generation and significant waste-related impacts		Water		
	306-2	Management of significant waste-related impacts		Waste		
	306-3	Waste generated		Waste		
	306-4	Waste diverted from disposal		Waste		
	306-5	Waste directed to disposal		Waste		
	ENVIRONMENTAL COMPLIANCE			ENVIRONMENTAL COMPLIANCE		
	307-1	Non-compliance with environmental laws and regulations		Environmental management		
	SUPPLIER ENVIRONMENTAL ASSESSMENT			SUPPLIER ENVIRONMENTAL ASSESSMENT		
	308-1	New suppliers that were screened using environmental criteria		Relationship with suppliers		
308-2	Negative environmental impacts in the supply chain and actions taken	Not yet in sustainability report		Information not yet available. The company undertakes to report on it in the medium term.		
EMPLOYMENT						
SOCIAL ISSUES	401-1	New employee hires and employee turnover		Human capital		
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		Not yet in sustainability report	Information not yet available. The company undertakes to report on it in the medium term.	
	401-3	Parental leave		Human capital		
	LABOUR/MANAGEMENT RELATIONS			LABOUR/MANAGEMENT RELATIONS		
	402-1	Minimum notice periods regarding operational changes		Not yet in sustainability report	The organisation has not formalised the minimum number of weeks’ notice before significant operational changes. However, no such incidents occurred during the observation period.	
	OCCUPATIONAL HEALTH AND SAFETY			OCCUPATIONAL HEALTH AND SAFETY		
	403-1	Occupational health and safety management system		Sta safety; Sta training		
	403- 2	Hazard identification, risk assessment and incident investigation		Sta safety; Sta training		
	403-3	Occupational health services		Sta safety; Sta training		
	403-4	Worker participation, consultation and communication on occupational health and safety		Sta safety; Sta training		
	403-5	Worker training on occupational health and safety		Sta safety; Sta training		
	403-6	Promotion of worker health		Welfare - Wellbeing		
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships		Sta safety		
	403-8	Workers covered by an occupational health and safety management system		Sta safety		
	403-9	Accidents at work		Sta safety; Sta training		
	403-10	Occupational diseases		Sta safety		

SOCIAL ISSUES	TRAINING AND EDUCATION			TRAINING AND EDUCATION	
	404-1	Average hours of training per year per employee		Sta safety; Sta training	
	404-2	Employee upskilling programs and transition assistance programs		Sta safety; Sta training	
	404-3	Percentage of employees who receive periodic performance and professional development evaluation		Sta safety; Sta training	
	DIVERSITY AND EQUAL OPPORTUNITIES			DIVERSITY AND EQUAL OPPORTUNITIES	
	405-1	Diversity in governance bodies and among employees		Human capital	
	405-2	Ratio of basic salary and remuneration of women compared to men		Human capital	
	NO DISCRIMINATION			NO DISCRIMINATION	
	406-1	Incidents of discrimination and corrective measures adopted		Human capital	
	FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING			FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING	
	407-1	Activities and suppliers where the right to freedom of association		Not yet in sustainability report	The organization encourages association and collective bargaining within itself by reminding its sta periodically, on an annual basis, of the opportunity to elect company union representatives for each production unit. The organization excludes child labor within its team. The sta of the human resources o ce is called upon to verify the age of the hiring personnel, checking their identity documents and professional data sheets issued by the competent Employment Center in the pre-hiring phase.
	CHILD LABOR			CHILD LABOR	
	408-1	Activities and suppliers at significant risk of child labor incidents		Not yet in sustainability report	Please review 407-1.
	FORCED LABOR			FORCED LABOR	
	409-1	Activities and suppliers at significant risk of incidents of forced or compulsory labor		Not yet in sustainability report	Likewise, the organization excludes forced and compulsory labor within it, monitoring compliance with the rules on working hours, breaks and rest periods. The organization has not yet implemented a system of verification and analysis of its suppliers that takes into account respect for the right to freedom of association and collective bargaining, the exclusion of child labor or forced labor, but is committed to implementing this system of control by 2025.
	SAFETY PRACTICES			SAFETY PRACTICES	
	410-1	Security personnel trained in human rights policies or procedures		Not yet in sustainability report	The organization does not employ direct or indirect security personnel. However, it is committed to preparing training content on human rights policies and procedures for its current and future sta by 2025.
	RIGHTS OF INDIGENOUS PEOPLES			RIGHTS OF INDIGENOUS PEOPLES	
	411-1	Episodes of violation of the rights of indigenous peoples		Not yet in sustainability report	The organization did not find any incidents of violation of the rights of indigenous peoples within itself during the reporting period.

HUMAN RIGHTS ASSESSMENT			HUMAN RIGHTS ASSESSMENT		
412-1	Activities that have been subject to checks regarding respect for human rights or impact assessments		Not yet in sustainability report	The organization does not have a formal control and verification system for respect for human rights within it. However, it did not find any incidents of violation of the rights of indigenous peoples within it during the reporting period. It undertakes to implement this control system by 2025.	
412-2	Training employees on policies or procedures on human rights		Not yet in sustainability report	The organization does not have training on human rights policies or procedures during the reporting period. However, it is committed to preparing training content in this sense by 2025.	
412-3	Significant investment agreements and contracts that include human rights clauses or have undergone a human rights assessment		Not yet in sustainability report	The organization has not signed significant investment agreements and contracts that include human rights clauses. It undertakes to evaluate the inclusion of such clauses in main agreements and contracts by 2025.	
LOCAL COMMUNITIES			LOCAL COMMUNITIES		
413-1	Activities that involve local community involvement, impact assessments and development programs		Not yet in sustainability report	The organization has not carried out an analysis of activities that may involve or impact local communities. However, it is committed to setting this analysis as a future objective to be achieved by 2025.	
413-2	Activities with significant potential and current negative impacts on local communities		Not yet in sustainability report	Please review 413-1.	
SOCIAL EVALUATION OF SUPPLIERS			SOCIAL EVALUATION OF SUPPLIERS		
414-1	New suppliers who have undergone evaluation using social criteria		Not yet in sustainability report	Information not yet available. Studies to be carried out in the medium term.	
414-2	Negative social impacts on the supply chain and actions taken		Not yet in sustainability report	Information not yet available. Studies to be carried out in the medium term.	
POLICY AND PUBLIC CONTRIBUTIONS			POLICY AND PUBLIC CONTRIBUTIONS		
415-1	Political contributions		Not yet in sustainability report	The organization did not make financial or in-kind political contributions during the reporting period.	
CUSTOMER HEALTH AND SAFETY			CUSTOMER HEALTH AND SAFETY		
416-1	Evaluation of health and safety impacts for product and service categories.		Not yet in sustainability report	Information not yet available. Studies to be carried out in the medium term.	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		Not yet in sustainability report	Information not yet available. Studies to be carried out in the medium term.	
MARKETING AND LABELING			MARKETING AND LABELING		
417-1	Incidents of non-compliance regarding information and labeling of products and services		Not yet in sustainability report	This information cannot be reported due to the limitations of the current IT tool. Inclusion of information planned for 2024.	
417-2	Incidents of non-compliance regarding information and labeling of products and services		Not yet in sustainability report	Information not yet available. Studies to be carried out in the medium term.	
417-3	Cases of non-compliance regarding marketing communications		Not yet in sustainability report	Information not yet available. Studies to be carried out in the medium term.	
CUSTOMER PRIVACY			CUSTOMER PRIVACY		
418-1	Substantiated complaints regarding breaches of customer privacy and loss of customer data		Not yet in sustainability report	The organization did not find any reports of violation of customer privacy in the reporting period.	
SOCIO-ECONOMIC COMPLIANCE			SOCIO-ECONOMIC COMPLIANCE		
419-1	Non-compliance with social laws and regulations and economical		Not yet in sustainability report	The organization did not find any violations of social laws and regulations in the reporting period and consequently no related sanctions were imposed.	

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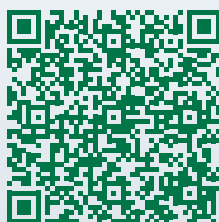


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