



Sustainability  
Report  
2019

## Contents

Letter to the Stakeholders.....	3
<b>1. The Dierre Group .....</b>	<b>4</b>
1.1 History and evolution of the Dierre Group.....	8
1.2 The governance structure.....	9
1.3 Ethics, integrity and transparency .....	10
1.4 The economic results.....	11
<b>2. Sustainability approach .....</b>	<b>14</b>
2.1 The sustainability strategy .....	14
<b>3. Product liability .....</b>	<b>18</b>
3.1 Our products .....	18
3.2 Innovation, research and development .....	20
3.3 Product quality and safety.....	21
3.4 Brand identity and customer relationship .....	22
3.5 Responsible communication and marketing .....	23
<b>4. Responsibility towards people.....</b>	<b>25</b>
4.1 The Dierre Group human resources.....	25
4.2 Personnel management and development.....	26
4.3 Respect for human rights.....	27
4.4 Our commitment for the well-being, health and safety of employees.....	28
<b>5. Environmental responsibility.....</b>	<b>30</b>
5.1 Our commitment for the environment.....	30
5.2 Energy consumption and emissions .....	31
5.3 Waste .....	33
5.4 Materials and packaging.....	34
<b>6. Social responsibility .....</b>	<b>36</b>
6.1 Responsible management of the supply chain.....	36
<b>7. Appendix.....</b>	<b>39</b>
<b>8. Methodological Note .....</b>	<b>51</b>
<b>9. GRI content index .....</b>	<b>52</b>

## Letter to the Stakeholders

We are a group of almost 300 people and we offer our customers all over the world a wide range of products, placing ourselves as a leader in the production of safety protections, handling systems and industrial robotics. This year, for the first time and on a voluntary basis, we have started a path of communication and non-financial reporting relating to the Group's results and economic, social and environmental impacts for 2019, prepared according to recognized guidelines on an international level. Considering sustainability reporting as an opportunity, through this first Sustainability Report Dierre Group wishes to share with all those with whom it has a relationship, in a transparent and continuous way, its social responsibility initiatives, its results and ongoing projects.

In a short time Dierre has been able to renew itself by creating a network of companies, united by the same passion for quality and excellence, which allowed it to consolidate its leadership both in Italy and in Germany. Our future goal is to continue to grow, diversifying the offer to conquer new foreign market shares and to be recognized as the main operator in the sector of protections and components for automatic machines.

We have always constantly focused on the safety, of our products and of our collaborators. The sudden spread of the health emergency caused by Covid-19 did not find us unprepared: despite the inevitable uncertainties regarding the future, the Group put in place all the policies aimed at containing the inevitable negative effects of the pandemic by applying immediately and rigorously the necessary measures to reduce the risk of contagion, such as social distancing, the use of masks and gloves, the constant sanitisation of the workplace and making use of smart working for the first time, thus ensuring at the same time safety at its workplaces and the continuity of production activities.

Much remains to be done, but this document represents the first step in a path of commitment and attention towards sustainability topics, towards our customers, the environment, our people and the area, to understand and therefore manage our impacts and make our business more competitive.

The Chairman  
Giuseppe Rubbiani

# 1. The Dierre Group

## 1. The Dierre Group

*“One Group. Many solutions”.*

Dierre designs, manufactures and markets technologically advanced and highly aesthetic protections and components for industrial automation in the most diverse sectors.

In a short time Dierre was able to renew itself by creating a network of companies, united by the same passion for quality and excellence with the aim for the future of continuing to grow, diversifying the offer to conquer new market shares and to be recognized as **the main operator in the sector of protections and components for automatic machines.**

*“Safety is the Future”*

The constant **attention to safety**, combined with **creativity and innovation**, has made the Dierre Group a leader in the production of accident prevention protections, handling systems and industrial robotics.



**ECONOMIC-  
OCCUPATIONAL IMPACT**

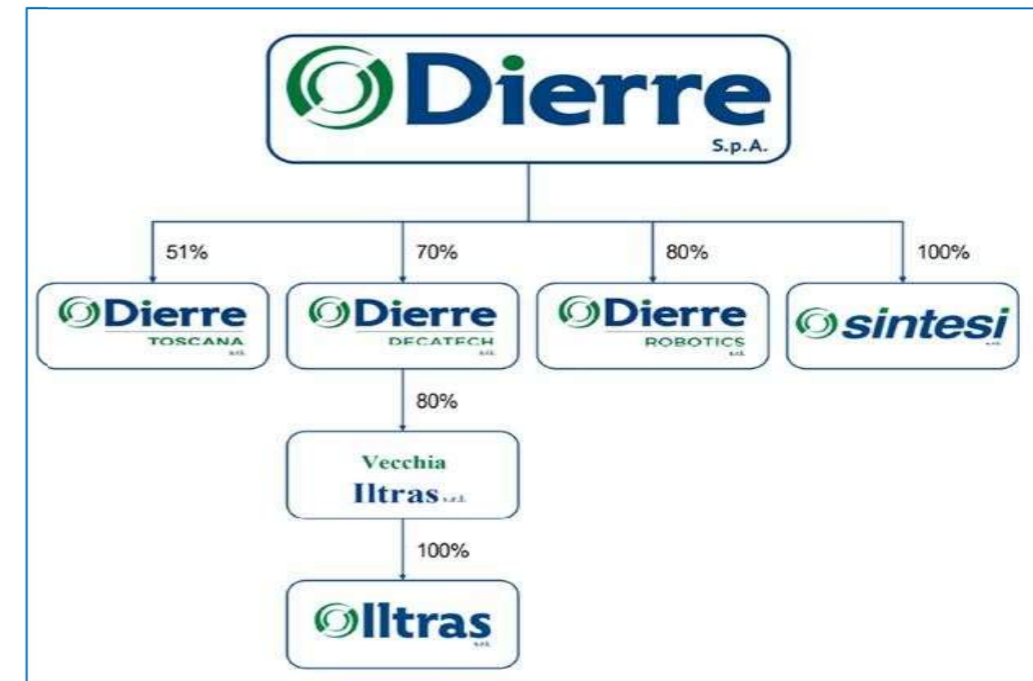
**280** employees  
**More than 45** million Euro  
of turnover



**ENVIRONMENTAL AND  
SOCIAL IMPACT**

**935 tCO<sub>2</sub>** of emissions  
produced (Scope 1 and  
Scope 2 – Location based)  
**12,972 GJ** of energy consumed  
**264 tons** of waste produced  
**More than 5,000 hours** of  
training

**Group structure\***



Founded in 1997 in Spezzano, Dierre is a large group made up of manufacturing companies located in Emilia Romagna, Lombardy, Veneto and Tuscany, whose common mission is to protect lives in the industrial environment through its products and systems.

During 2019, Dierre signed an agreement with the international investment company NB Aurora S.A. SICAF-RAIF (NB Aurora \*\*), for the sale of a 49.9% stake in the Group's share capital. This transaction had the primary objective of further strengthening the Group's competitive position in its reference markets.

The Group also took an important step towards perfecting and integrating its know-how in the field of industrial robots in 2019. In fact, Dierre Robotics has acquired the majority stake of Smart Application s.r.l., a Reggio Emilia based company in the field of robotics applications. The merger by incorporation took place on 1 May 2019, with retroactive tax effect from 1 January 2019.

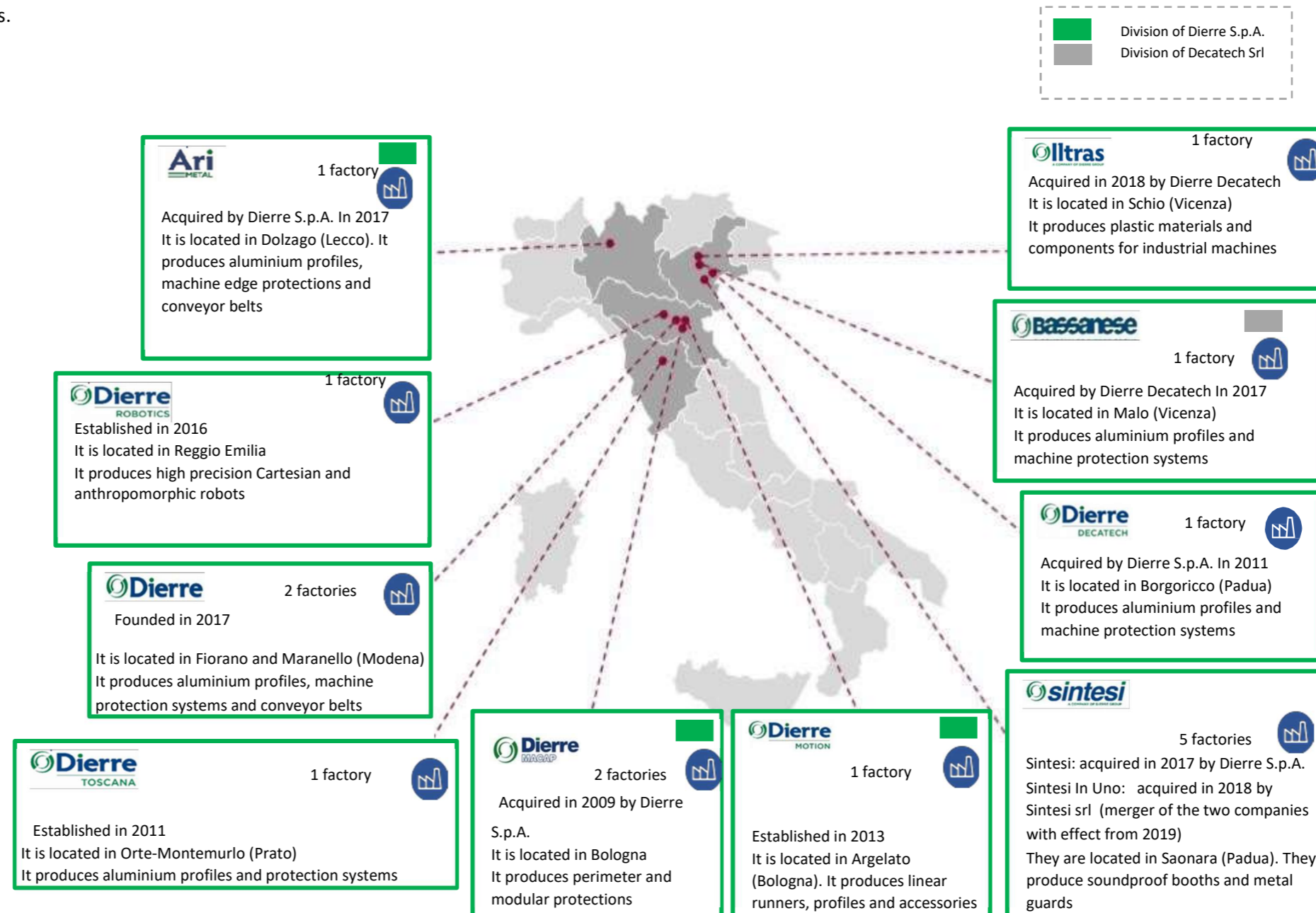
\* It should be noted that the Vecchia Iltras company is in liquidation.

\*\* NB Aurora is a permanent capital vehicle listed in Italy on the MIV market.

## Dierre Group locations

The Group companies are strategically distributed throughout the country, with plants located near industrial districts and where the main customers are located, in order to guarantee a flexible and timely service. The Group's headquarters is in Fiorano Modenese, where the Parent company Dierre S.p.A. is located.

Overall, Dierre Group's factories extend over a total area of **over 20,000 square meters**, including **17,354 m2** of the 16 production sites and **3,549 m2** of offices.



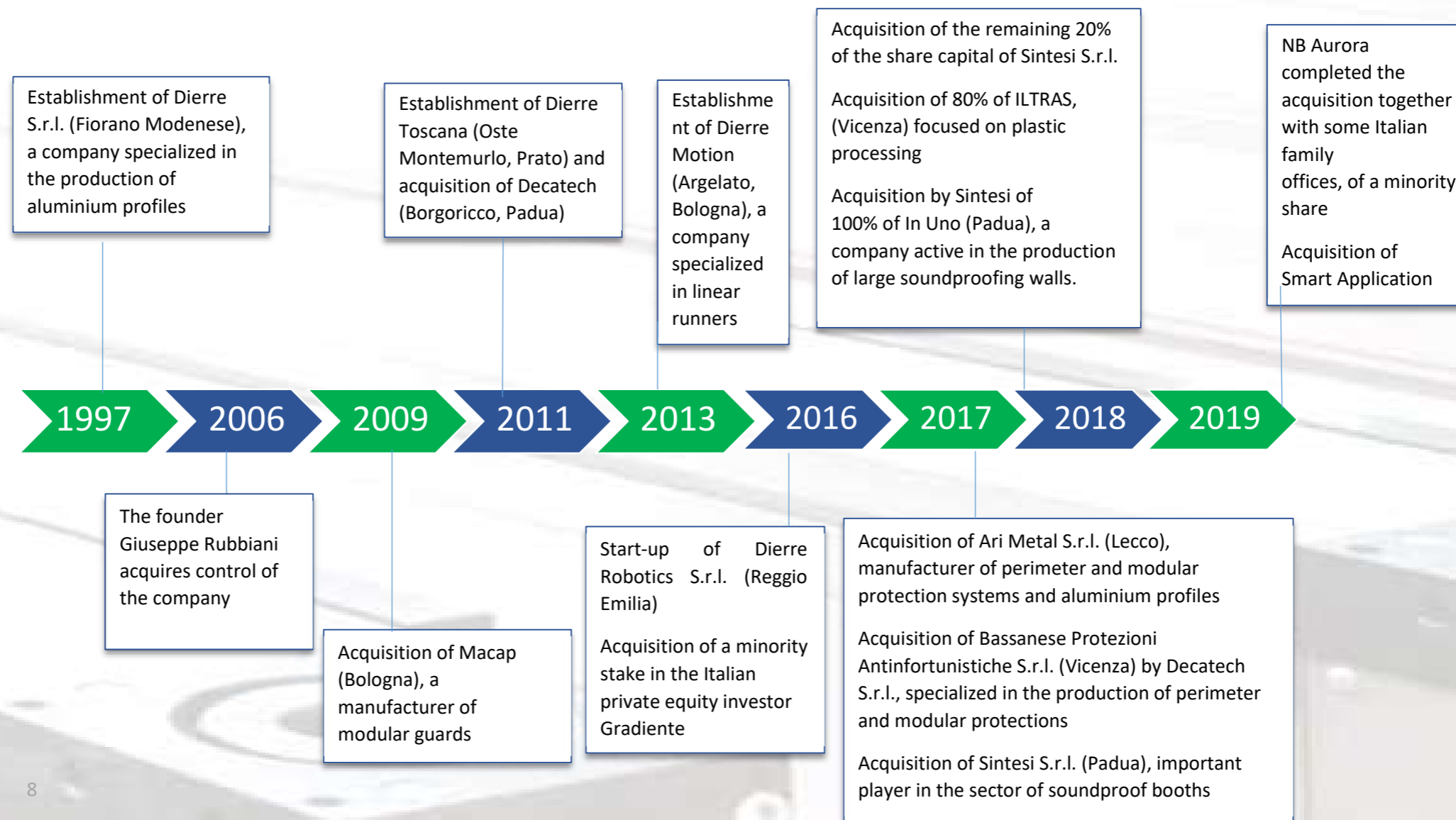
### The Group's business model

The Group's business model stands out because, in addition to standard production, Dierre offers an **analysis, design and technical consultancy** service for the realization of **customized projects**. Unique and entirely customized products are created, even in the smallest details, from close collaboration with the customer in all production phases.

The internal management of all processes, from design to production, up to quality control and the work environments structured to obtain maximum production efficiency, guarantee **extremely fast delivery times while maintaining high standards of precision and quality**.



## 1.1 History and evolution of the Dierre Group



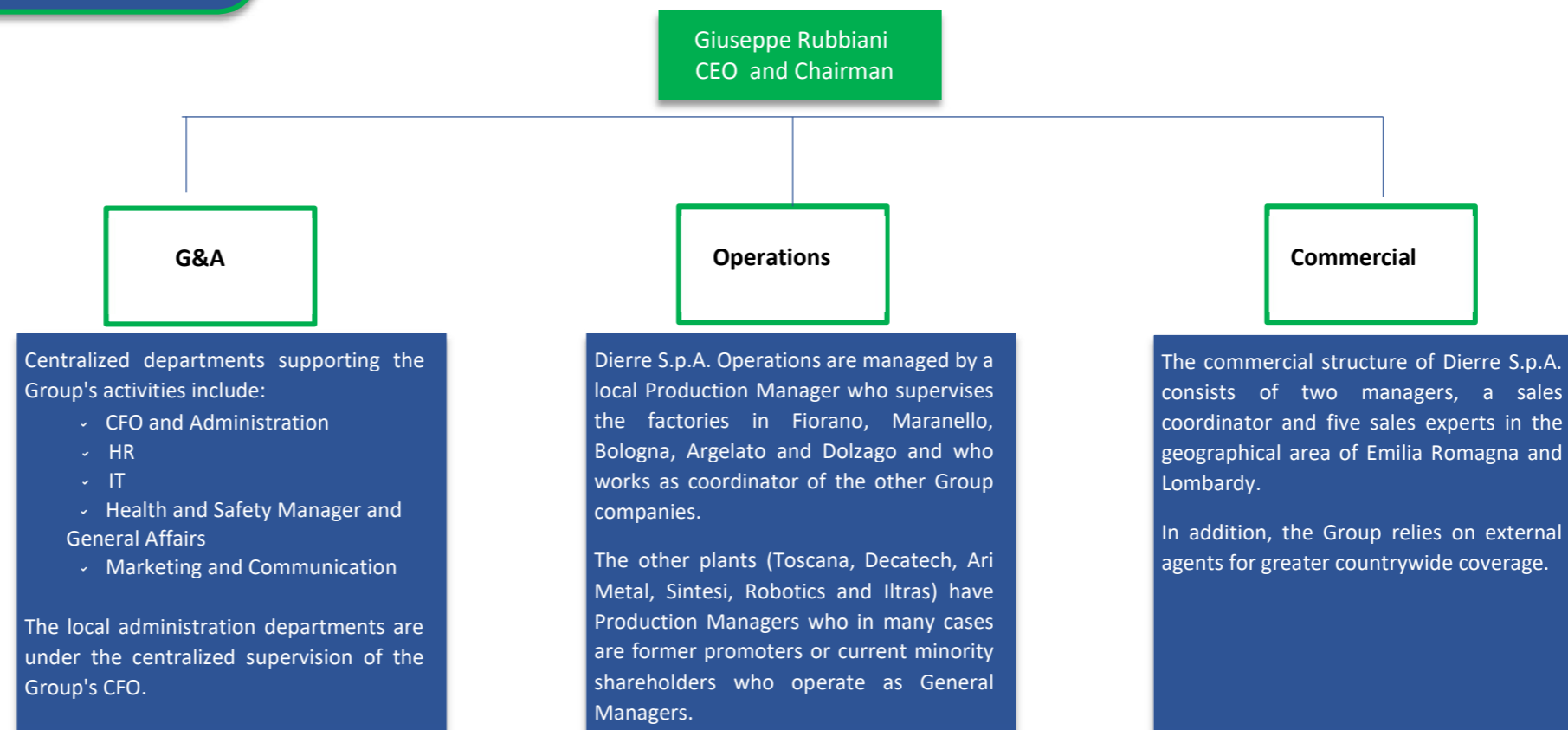


## 1.2 The governance structure

### BoD composition

- Giuseppe Rubbiani
- Giorgio Maria Roberto Tadolini
- Francesco Nicola Massimo Sogaro
- Gianluca Balestrazzi
- Lorenzo Carù

The Board of Directors of Dierre S.p.A. as of 31 December 2019 consists of 5 members, in particular, 5 men, of which 20% between 30-50 years old and 80% over 50 years old. The BoD is chaired by Giuseppe Rubbiani.

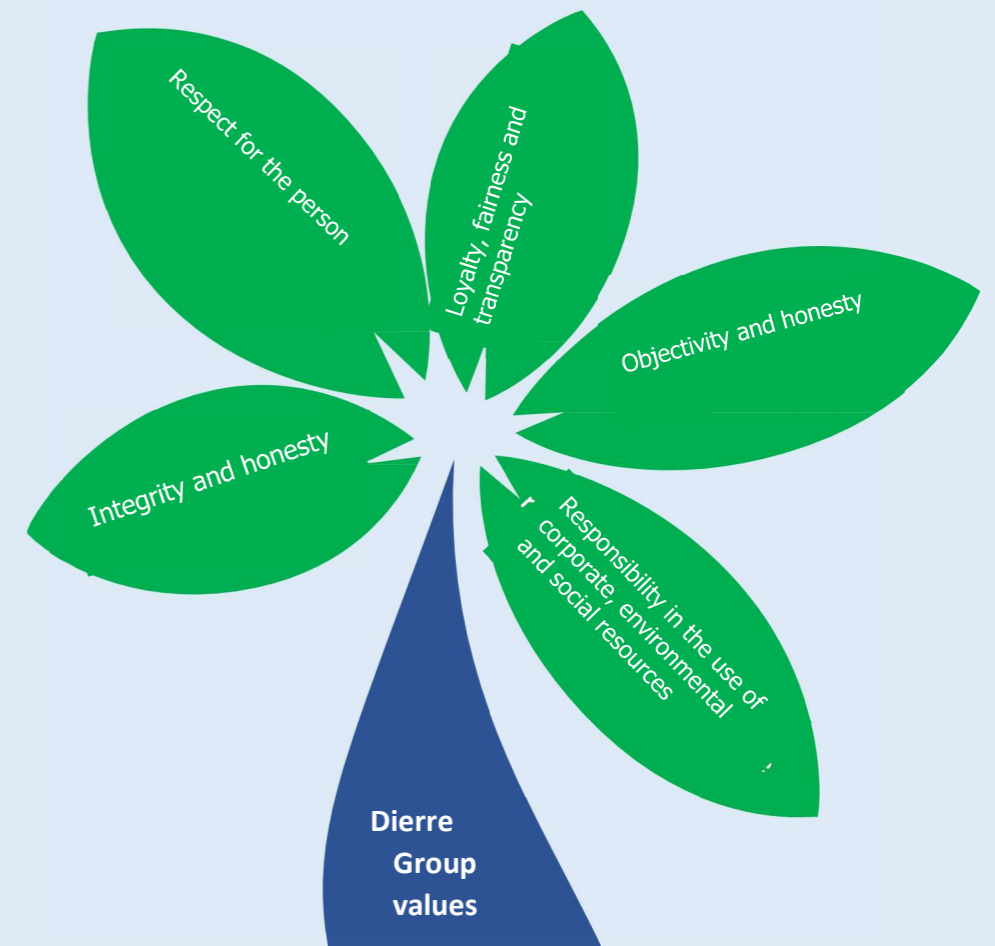


### 1.3 Ethics, integrity and transparency

The Dierre Group operates in compliance with the principles of ethics, integrity and transparency through the adoption of the following instruments:

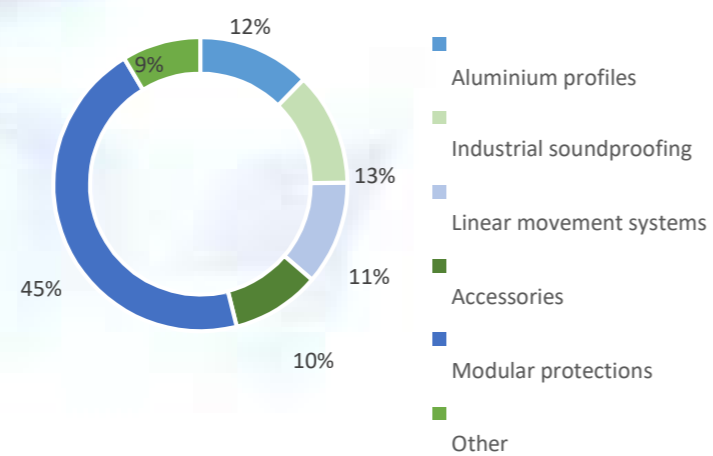
- ✓ the **Organization and Management Model** of Dierre S.p.A., ex. Legislative Decree 231/01, based on the principles of the Code of Ethics, responds to specific legal requirements, in order to prevent particular types of offences being committed as envisaged by Legislative Decree 231/2001, which include environmental crimes, corporate crimes, crimes in violation of health and safety at work rules, corruption crimes;
- ✓ the **Code of Ethics** sets out the rights, duties and responsibilities of the company with respect to all the parties with whom it enters into a relationship. This tool contributes to implementing the Group's social responsibility policy, aware that consideration of social and environmental issues contributes to minimizing exposure to compliance and reputation risks, thus strengthening the sense of belonging in its representatives.

The Parent Company requires that none of the subsidiaries engage in behaviour or make decisions that are prejudicial to the integrity and reputation of the Group. In compliance with the autonomy of the subsidiaries, the Parent Company requires the latter to incorporate the same values expressed in the Parent Company's Code of Ethics into their Code of Ethics, adapting their conduct to them in compliance with the laws and all applicable regulations.

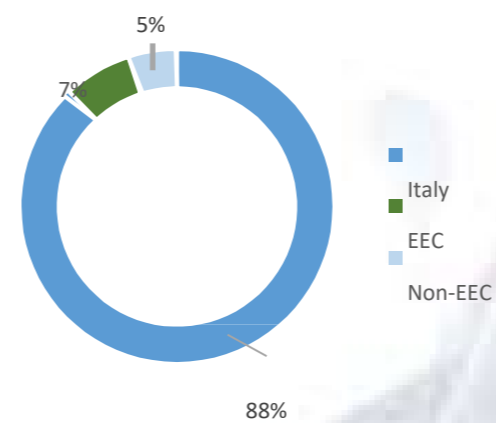


## 1.4 The economic results

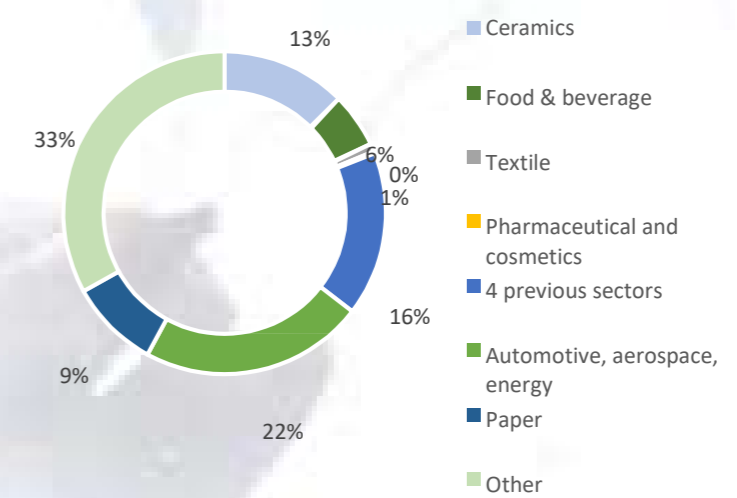
Sales by product category



Sales by geographical area



Sales by sector



During 2019, the most sold products are modular protections, which represent 45% of total sales, followed by industrial soundproofing (13%) and aluminium profiles (12%).

The Group's customers are mainly Italian (88%) and operate in various sectors, mainly in automotive, aerospace and energy (22%).



**2. Sustainability Approach**

**2. Approccio alla Sostenibilità**



Initiatives to support the area and local communities

Over € 287 of investments in R&D

272 Permanent employees



16% Female employees

5,065 Hours of training

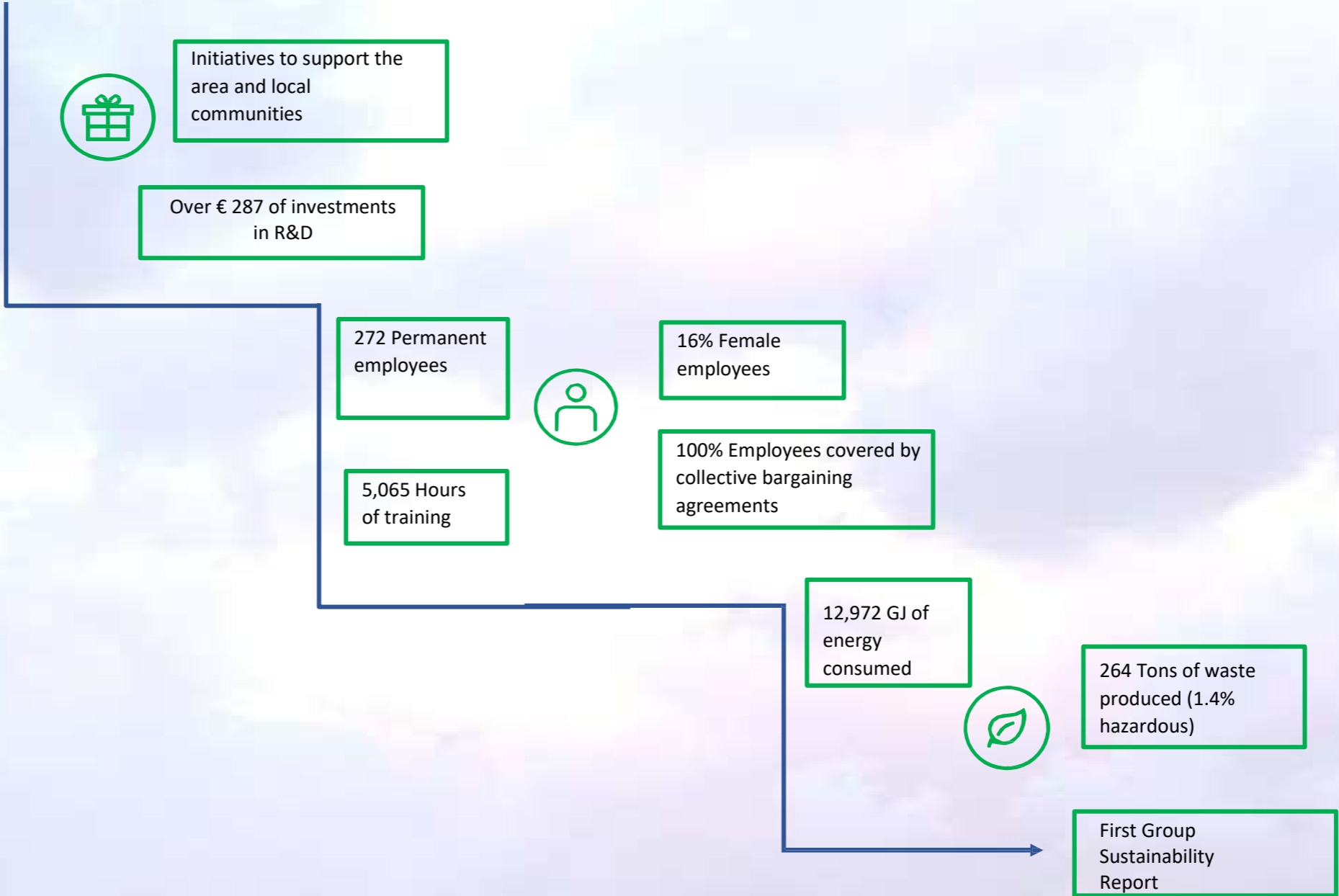
100% Employees covered by collective bargaining agreements

12,972 GJ of energy consumed



264 Tons of waste produced (1.4% hazardous)

First Group Sustainability Report



## 2. Sustainability approach

### 2.1 The sustainability strategy

#### Dierre Group stakeholders



The Dierre Group has carried out an analysis of its stakeholders in order to constantly monitor the organization's impacts on stakeholders, the impacts of stakeholders on the organization and their expectations. The Group believes it is of primary importance to maintain a direct and continuous relationship with its internal and external stakeholders.

## The material topics for the Dierre Group

In accordance with the provisions of the GRI Sustainability Reporting Standards, in 2019 the Dierre Group carried out a first analysis in order to identify the material topics, i.e. the most significant aspects that reflect the main economic, environmental and social impacts and that affect the *business* of the company, the assessments and the decisions of the *stakeholders*.

The process of identifying the topics was carried out on the basis of a *benchmark* analysis aimed at identifying the trends underway in the reference context and with the main *peers* and *competitors*, which was followed by an internal analysis that saw the involvement of the main corporate departments and led to the definition of the aspects to be reported in this Sustainability Report.

14 material topics were identified, listed below, divided by macro-area:

### PRODUCT LIABILITY

- ❖ Product quality and safety
- ❖ Innovation, research and development
- ❖ Responsible marketing
- ❖ Brand identity

### SOCIAL RESPONSIBILITY

- ❖ Supply chain management

### RESPONSIBILITY TOWARDS PEOPLE

- ❖ Employees' health and safety
- ❖ Human resources management and development
- ❖ Workers' rights

### ETHICS AND COMPLIANCE

- ❖ Ethics, integrity and transparency
- ❖ Compliance
- ❖ Value creation

### ENVIRONMENTAL RESPONSIBILITY

- ❖ Energy consumption
- ❖ Emissions and climate change
- ❖ Waste and packaging

### MECSPE: Dierre among the greenest companies

A survey by the MECSPE Observatory revealed that companies are more sensitive to the topic of sustainability, which today becomes increasingly crucial in corporate decisions.

34% of the companies involved say they have increased their commitment towards new environmental policies, 32% are aware of the importance of this aspect and are committed to considering it in the future while 15% consider sustainability an important competitive advantage, especially with foreign markets in mind. There is still a 19% of them that believe it is a marginal element and limit themselves to applying the legal provisions.

In this scenario, **MECSPE, in collaboration with Tecniche Nuove**, has created the virtual and real path "I do more" aimed at **rewarding the exhibiting companies that stand out most for the adoption of an eco-friendly policy.**

Among the most virtuous companies **MECSPE also selected Dierre.**





### 3. Product liability



### 3. Product liability

#### 3.1 Our products

Experience, design creativity and research drive converge in Dierre in a single great reality to create customized solutions for efficient and safe industrial applications.



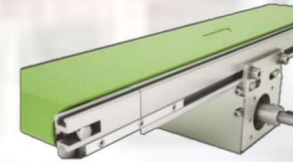
Dierre **linear runners** are designed to facilitate the automation of industrial machines and production processes and allow precise and silent movements with minimal friction.



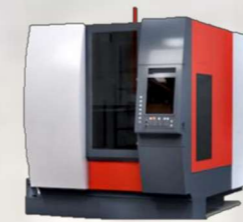
Dierre boasts a range of over 200 high quality extruded **aluminium alloy profiles** to resist over time and meet any and every need.



From careful research in the mechanical field and rigorous attention to detail, **perimeter and modular protections** of different sizes and colours are created, designed to adapt to the most complex needs to guarantee total safety.



Dierre **conveyor lines**, characterized by speed, durability and customization options, are the right solution for industrial handling needs even in particularly small spaces.



Sintesi, a specialist company in the industrial soundproofing sector and in the construction of protection systems and operator workstations for the "machinery" and industrial plant sector, expands the Dierre Group's offer with innovative products and sophisticated design.

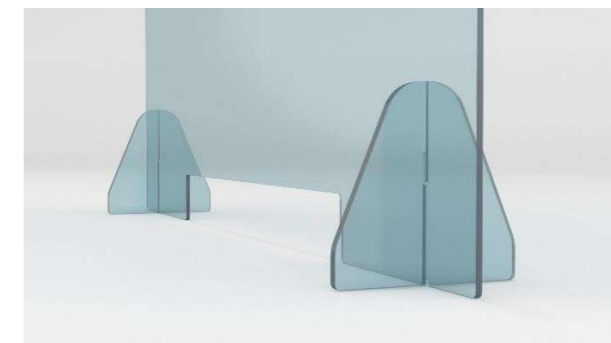
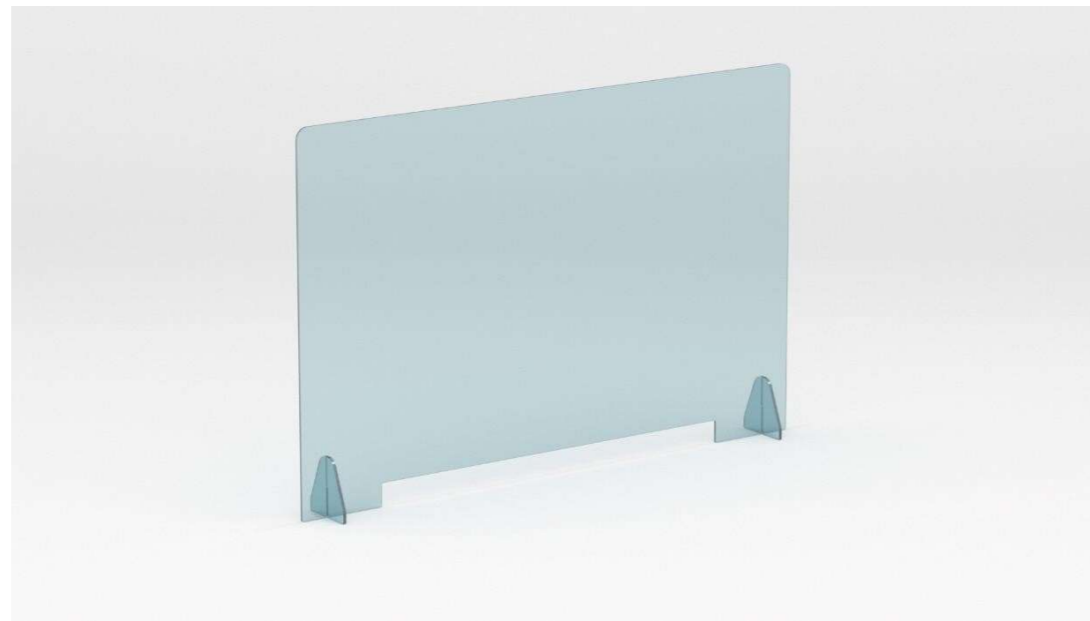


**Cartesian robots** and high precision **anthropomorphic robots**, which are used in processes such as dispensing, screwing, handling, milling and welding, allowing an increase in the performance and reliability of the machines, spring from the Group's most technological soul.

### Iltras, a Dierre Group company in Veneto, launches the new Covid-19 protective screen

Iltras, a **Dierre Group** company in Veneto, in one of the areas worst hit by **Covid-19**, reacts to the difficulty of the moment and has launched on the market, for all businesses that continue to operate, a **new product to protect** against contagion: a **5 mm thick transparent acrylic protective screen**, available in 4 standard formats and on request in customizable formats.

The **transparent acrylic protective screen** is ideal in all those sectors or businesses that have direct contact between operators and the public/customers.



These are some of the features of the **Iltras protective screen**:

- ✓ **Versatility of use:** easy to assemble and move for any need
- ✓ **4 standard sizes available:** customized sizes available on request to meet all needs
- ✓ **Efficient immediate protection:** defence barrier impermeable to any virus
- ✓ **Effective future prevention:** a healthy habit for the future too

### 3.2 Innovation, research and development

*“The real challenge is to go beyond innovation, because technology becomes the key to accessing new business opportunities”*

The continuous global challenges and the needs of an evolving market urge the Group to constantly invest in research and development. Technicians and designers put their experience and their ingenuity into the field every day to **shape innovative and functional products that can look to the future**, to always be one step ahead.

During 2019 Dierre completed the project:

Study, design and testing activities for the development of structural components and functional protections, technologically advanced and with high aesthetic impact, for industrial automation applied to multiple market sectors.

## INVESTMENTS

Over € 287,000  
in R&D

## HOURS

11,482 personnel  
hours employed in R&D

### Dierre participates in the 8th edition of the Mascagni Prize

The Dierre Group was selected from among the companies participating in the 8th edition of the Paolo Mascagni Prize.

This is an acknowledgement instituted by Central Emilia Area Confindustria, in collaboration with Resto del Carlino. The Prize, dedicated to “growing businesses”, aims to **promote those companies that continue to grow** in spite of the crisis by increasing turnover, **investing in research and innovation projects**, conquering spaces in new markets.



### 3.3 Product quality and safety

The Dierre Group pays great attention to the quality and safety of its products.

During 2019, a **process of drafting and formalizing procedures for the control of product quality and safety was launched**, with the aim of meeting the requirements of the UNI EN ISO 9001 standard. To this end, the Group plans to prepare, among others, the Quality Policy and the procedures for assessing and selecting suppliers.

However, product control procedures are regular and constant already. In order to ensure even greater process efficiency, the company has dedicated specific professionals for this purpose.

In particular, the Group follows the guidelines of the **Machinery Directive** which regard the elements that must be verified as regards product safety.

Already from the acceptance phase, and for some pieces from the design phase, a sample check is carried out through a functional and safety check aimed at assessing the conformity of the products. Checks are carried out by specialized external laboratories at the customer's request.

The attention that the Group pays to the quality of its products is confirmed in the data relating to complaints received from customers.

Items sold: 55,550

Complaints for non-compliance: 494

Complaints for non-compliance out of the total items sold: 0.89%



### 3.4 Brand identity and customer relationship

The Dierre Group brand is based on three fundamental pillars:

- ✓ **Customization**
- ✓ **Design**
- ✓ **Constant innovation**

Dierre offers an analysis, design and technical consultancy service for the realization of customized projects. **Unique** and entirely **customized products** are created, even in the smallest details, from close collaboration with the customer in all production phases.

Sintesi, the Group's strategic partner, expands the Dierre offer by offering customers industrial soundproofing and protection systems that are completely innovative and highly sought after, thanks to a **recognizable design with a visual impact**.

Looking to the future through constant research is fundamental for the Group. For this reason, technicians and designers dedicate their time every day to the development of **innovative and high quality products**.

The Group demonstrates a constant sensitivity and attention to the quality of the relationship with customers and its continuous improvement, as this is a necessary prerequisite in the process of creating and distributing value in the company. The excellence of the products and services offered and the guarantee of giving an immediate and qualified response to requests, are the distinctive elements of Dierre's relationship with customers.

Customer relations are based on:

- **full transparency and fairness;**
- maintaining **high quality standards** for its products and maximizing customer satisfaction;
- **prompt response to complaints;**
- a commitment to make its centres and services accessible to disabled people, by **eliminating any architectural barriers;**
- compliance with the law, with particular reference to the provisions on anti-money laundering, as well as the fight against receiving stolen goods and the use of money, goods or benefits of illegal origin;
- regular monitoring of the achievement of customer satisfaction and loyalty objectives.

### 3.5 Responsible communication and marketing

The Group is committed to respecting the principles of transparency and confidentiality, in particular:

- ✓ to disseminate truthful, complete, transparent and comprehensible information, so as to allow recipients to make informed decisions regarding the relationships to be maintained with the Group or that they see it involved with;
- ✓ to update, disclose and enforce the “Policy” issued by the Parent Company regarding the management, processing and communication to third parties of confidential information, of which it reminds the recipients to respect;
- ✓ to protect the confidentiality of data and information belonging to the employee and/or collaborator;
- ✓ to consider confidentiality as the cornerstone in carrying out the corporate business, fundamental for the Group's reputation and the trust that customers place in the latter. It is therefore expressly forbidden to communicate, disseminate or misuse confidential data, information or news concerning customers or third parties in general, with whom the Group maintains, or is about to entertain, business relationships.

Dierres commitment to protecting the privacy and sensitive data that it becomes aware of within the corporate business is confirmed by the absence, during 2019, of episodes of loss or theft of customer data and of complaints thereof.

### Trade fairs: communication and meeting space

For the Dierre Group, trade fairs are an important promotional event for contact with its customers.

In 2019 Dierre participated in **MOTEK** - the international exhibition in the automation, production and assembly, food technology and material flow sectors - and in **MECSPE**, an appointment dedicated to innovations for the manufacturing industry.





4. Responsibility towards people



## 4. Responsibility towards people

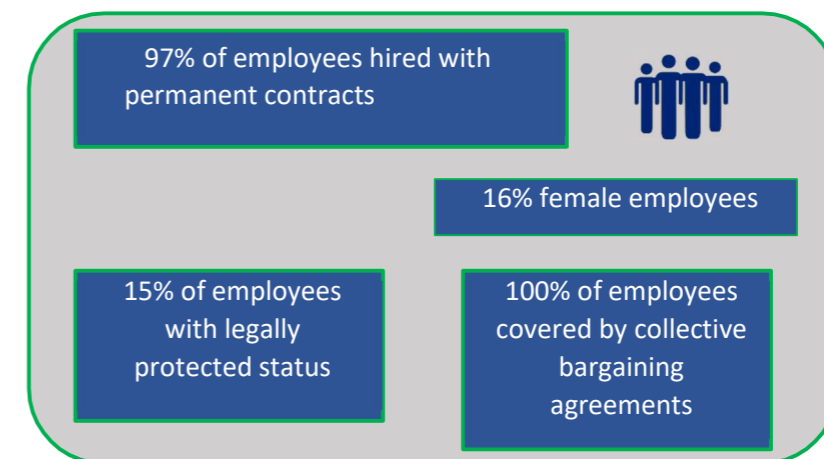
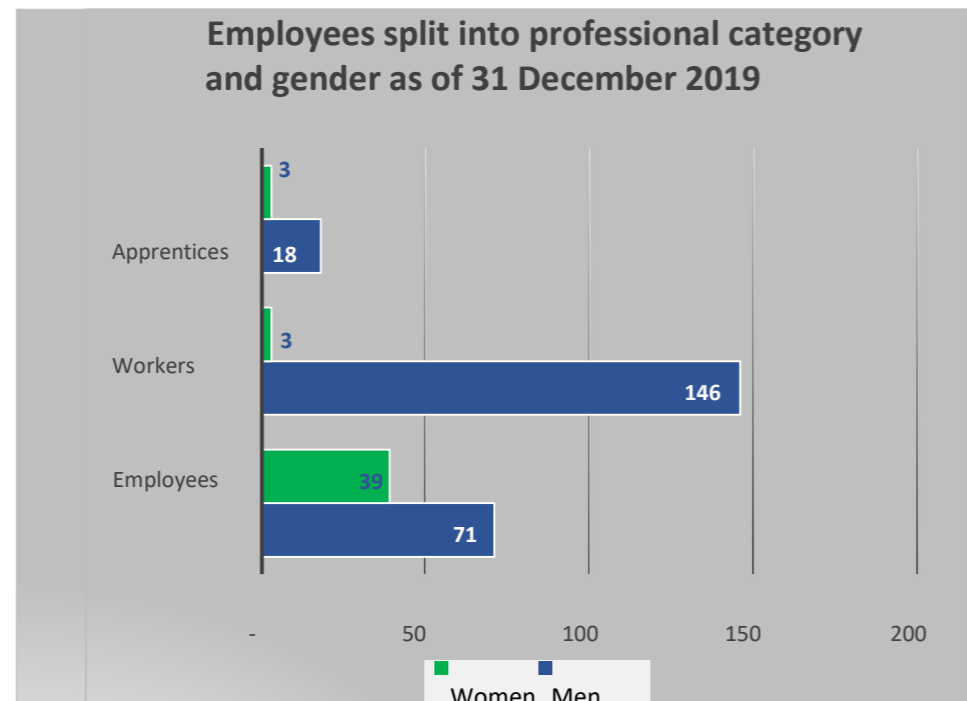
### 4.1 The Dierre Group human resources

The Dierre Group considers its employees and collaborators as a precious resource for the continuous growth and innovation of its business.

As of 31 December 2019, the Group has 280 employees and 16 external collaborators, for a total workforce of 296.

Women represent 16% of the employees. There are 41 workers having a legally protected status, 15% of the Group's employees.

During 2019 the Group did not record cases of discrimination in the workplace.



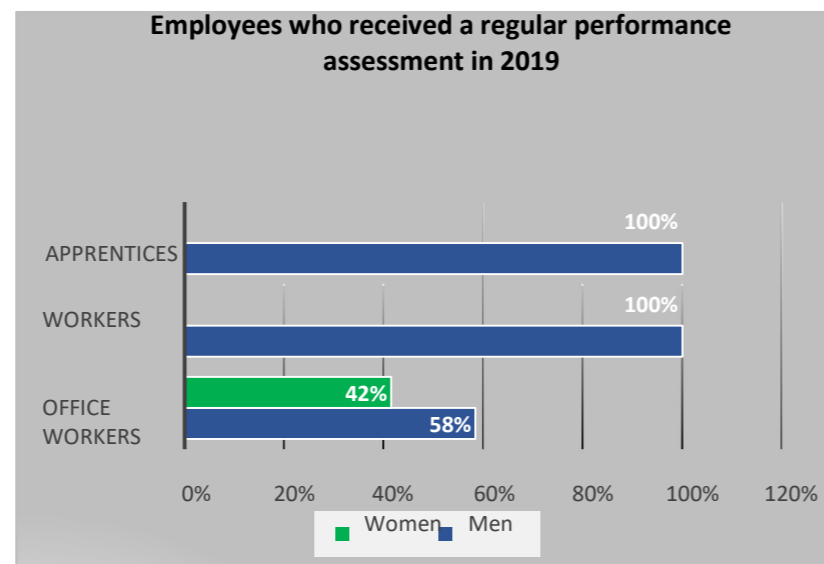
## 4.2 Personnel management and development

The Group is committed to taking care of the training of all employees and to encourage their participation in refresher courses and training programmes so that the skills and legitimate aspirations of individuals are realized in conjunction with the achievement of the corporate objectives.

Dierre **selects, hires, remunerates and manages personnel based on the criteria of merit and competence** without any discrimination. The company evaluation system is managed transparently and objectively, in accordance with the principles enshrined in the Code of Ethics, which is a prerequisite for the application of the incentive and career progression systems provided for in the contractual regulations in order to strengthen motivation, fairly reward and encourage the achievement of excellent results. During 2019, all the employees of the Parent Company, equal to 49% of the total Group employees, received a regular and transparent evaluation of their performance.

In 2019, the Group dispensed **over 5,000 training hours**.

Dierre's annual training plan also provides for the study of the following areas: "linguistics", "internationalization", "technical area", "computer science" and "production area". Initiatives are also planned to promote awareness of the values and behavioural rules referred to in the Code of Ethics. For new recruits, a training programme is provided on the contents of the Code of Ethics in the context of company integration courses



### 4.3 Respect for human rights

The Group has as its essential value safeguarding the integrity of the person, freedom and individual personality.

The Dierre Group **strongly condemns any form of discrimination or violence for racial, ethnic, national or religious reasons.**

It also attributes **primary importance to the protection of minors** and to the repression of any type of exploitation of them.

For this purpose, incorrect use of IT tools and, in particular, their use aimed at setting up or even just facilitating possible conduct relating to the crime of child pornography, possibly having also to do with virtual images, is therefore prohibited and completely alien to the Group.

In addition, in order to guarantee full respect for the person, the Group is committed to **respecting and enforcing its employees, suppliers, collaborators and partners with the current legislation on job protection**, with particular attention to child labour.

Every employee who, in carrying out their work, becomes aware of acts or behaviour that may favour the injury of personal safety as identified above, as well as discriminatory behaviour, has the duty to immediately notify their superiors and the Supervisory Body.

The Group is committed to offering equal employment and professional growth opportunities to all employees on the basis of their professional skills and qualifications, without any discrimination, as well as any form of nepotism or favouritism.

Dierre operates in full respect of the freedom of association and the right to collective bargaining, in compliance with the provisions of the Code of Ethics.

100% of Group employees are covered by collective bargaining agreements

#### Team building for the Dierre sales force

In September 2019, the Dierre Group organized **SAFETY 1st** in Mantua, at the Goparc facility, **the team building event** dedicated to its **sales force**.

Both the Management and the sales force, divided into 10 teams made up of three participants each, have put in place common strategies and empathies to win their heats.

At the end of the event, the three best ranked teams were awarded.



#### 4.4 Our commitment for the well-being, health and safety of employees

Safeguarding the employee's moral and physical integrity is a necessary condition for working. The Dierre Group works to ensure the the health and safety of its employees and collaborators is safeguarded and is also committed to consolidating and spreading the culture of safety, developing awareness of the risks and promoting responsible behaviour by all staff.

The Group operates and adopts its decisions in compliance with the following fundamental principles and criteria regarding health and safety at work:

- ✓ avoiding risks;
- ✓ assessing those risks that cannot be avoided;
- ✓ tackling risks at source;
- ✓ adapting the work to man, in particular as regards workplace design and the choice of work equipment and work and production methods, as well as mitigating monotonous work and repetitive work and reducing the effects of these jobs on health;
- ✓ taking into account the degree of evolution of technology;
- ✓ replacing what is dangerous with what is not dangerous or less dangerous;
- ✓ planning prevention, aiming for a coherent complex that integrates

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<sup>1</sup> The figure relating to the hours of training on health and safety relating to Dierre Toscana has been estimated.

technique, work organization, working conditions, social relations and the influence of factors in the work environment;

- ✓ giving precedence to collective protection measures over individual protection measures;
- ✓ giving appropriate instructions to workers.

These principles are followed by the Group in order to adopt the necessary measures for the protection of the safety and health of workers, including activities for the prevention of professional, information and training risks.

Periodic fitness visits are carried out annually for all production staff and with the periodicity associated with age, every two or five years, for all employee staff.

Workers' safety representatives have been elected who participate in the periodic annual meeting and are involved in the risk assessment and in the planning of the improvement measures.

Dierre's training plan includes courses on health and safety in order to ensure adequate awareness of its employees on these topics. During 2019 over **500<sup>1</sup> hours of health and safety training were provided.**

During 2019, 13 accidents occurred, none of which were serious<sup>2</sup>.

<sup>2</sup> Accidents at work that led to damage from which the worker cannot recover, does not recover or is unrealistic to predict that he will fully recover by returning to the state of health prior to the accident within 6 months.

## 5. Environmental responsibility



## 5. Environmental responsibility

### 5.1 Our commitment for the environment

The Group undertakes to pursue the protection of the environment, having as its objective the continuous improvement of its environmental performance through:

- ✓ raising awareness of shareholders, employees and collaborators on environmental topics;
- ✓ an approach to the design activity aimed at minimizing the environmental impacts that could be a consequence of the design choices made and the prevention of pollution;
- ✓ compliance with national and Community environmental legislation and regulations.

Attention to environmental protection is a priority topic for the Group. The Dierre Group has shown its commitment to this cause by successfully starting a **project for the production of renewable energy**.

In 2019, the Group participated in the call for tenders to access financing from the Energy Fund for Emilia Romagna which aims to provide incentives aimed at reducing energy consumption and climate-changing emissions, including the installation of energy production plants from renewable sources.

The investment project concerns the **construction of 3 generation plants from renewable sources** capable of covering part of consumption, contributing to the reduction of CO<sub>2</sub> and energy costs. The plan has set itself

the objective of reducing greenhouse gas emissions through the production of clean energy, with an **estimated saving of 74.21 tons of CO<sub>2</sub>** (Ecoinvent source), corresponding to a total production of 143,705 kWh/year.



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<sup>3</sup>The construction of the 3 renewable generation plants is scheduled for July 2020.

## 5.2 Energy consumption and emissions

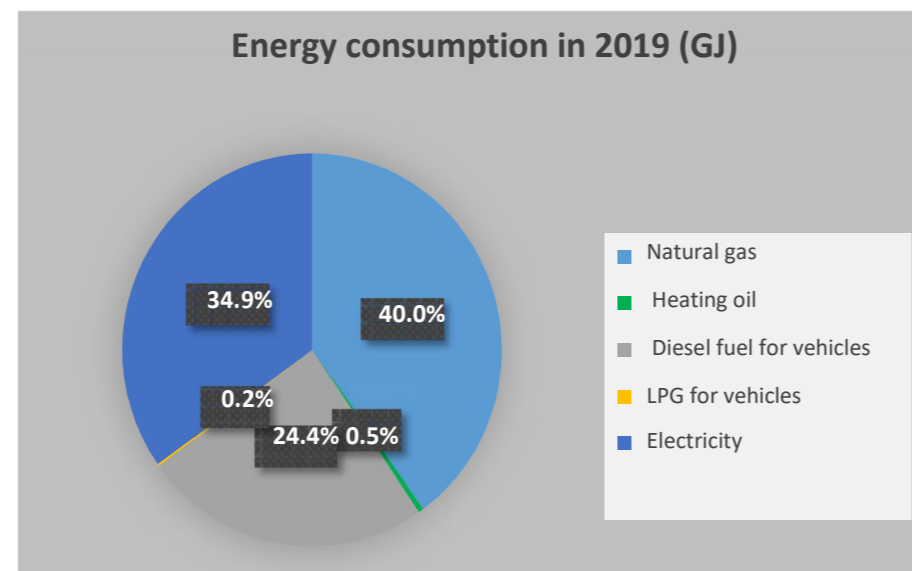
In 2019 the Dierre Group consumed a total of 12,972 GJ<sup>4</sup> of energy at its 14 production sites.

The most significant portion of energy consumption derives from natural gas (40%) used for heating, followed by the consumption of electricity used by the Group in the production process, which represents approximately 35% of the total. A part of the Group's consumption is attributable to the use of diesel for

heating (over 62 GJ) and diesel for transport and LPG used to power the car fleet and forklifts (equal to respectively 3,168 GJ and over 23 GJ).

Through the installation of a photovoltaic system, the Group produces 85.91 GJ of renewable energy, which is entirely transferred to the grid.

The direct emissions generated by the Group in 2019 deriving from the consumption of natural gas, diesel and LPG (Scope 1) amount to 530 tons of CO<sub>2</sub>, while the emissions deriving from the consumption of electricity calculated according to the method.



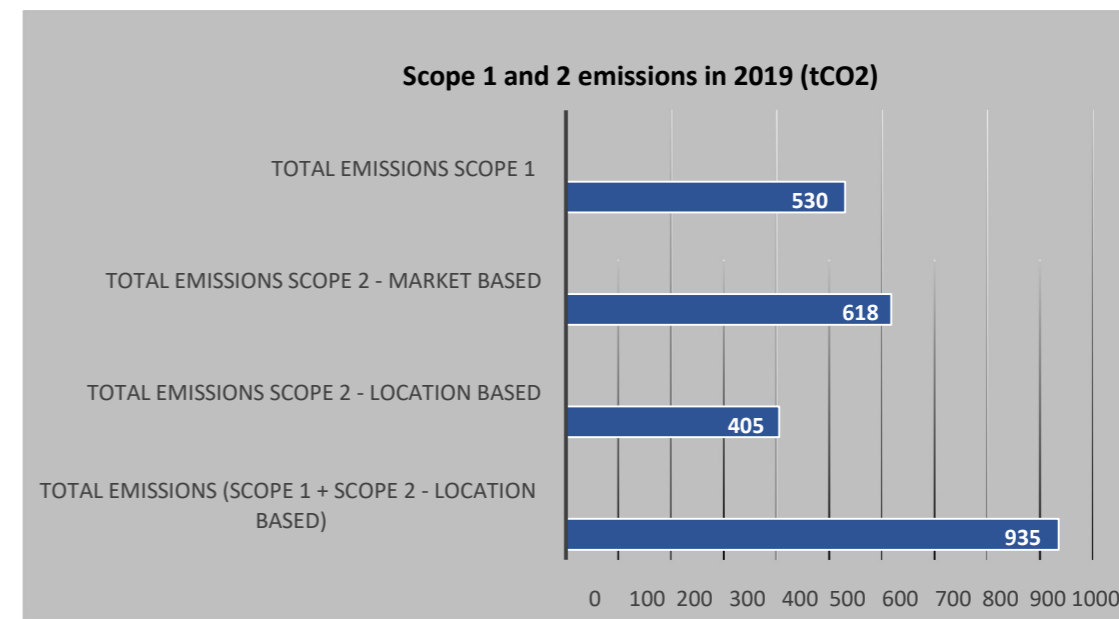
<sup>4</sup> The following conversion factors were used for the calculation of energy consumption in GJ:

- Natural Gas: 35.303 GJ/1000\*StdM3 (Source: ISPRA 2019)
- Heating oil: 42.877 GJ/t (Source: ISPRA 2019)
- Diesel for vehicles: 42.78 GJ/t (Source: NIR:ITALIAN GREENHOUSE GAS INVENTORY 1990-2017. NATIONAL INVENTORY REPORT 2019)

- LPG for transport: 46.13 GJ/t (Source: NIR:ITALIAN GREENHOUSE GAS INVENTORY 1990-2017. NATIONAL INVENTORY REPORT 2019)

Market based<sup>5</sup> (Scope 2) amount to 618.4 tons of CO<sub>2</sub>. The emissions generated during 2019 are therefore attributable, for 46%, to the use of fuels and 54% to the consumption of electricity. Using, however, the Location based calculation method, Scope 2 emissions are equal to 405 tons of CO<sub>2</sub>. As regards the quantification of other atmospheric emissions other than CO<sub>2</sub> emissions, for 2019 NO<sub>x</sub> and SO<sub>x</sub> emissions are equal to zero; as regards the other emissions, the Dierre Toscana and Sintesi plants produced 66.88 kg of particulate matter (PM).

In addition, during 2019, the Group did not generate emissions of ozone depleting substances (ODS)<sup>6</sup>



<sup>5</sup> The GRI Sustainability Reporting Standards provide two methods for calculating Scope 2 emissions, the "Location-based method" and the "Market-based method".

The emission factors used for the calculation of Scope 1 are:

- Natural Gas: 1.975 tCO<sub>2</sub>/1000\*Stdm<sup>3</sup> (Sources: ISPRA 2019)
- Diesel for vehicles: 3.151 tCO<sub>2</sub>/t (Sources: ISPRA 2019)
- Heating oil: 3.155 tCO<sub>2</sub>/t (Sources: ISPRA 2019)
- LPG for transport: 3.026 tCO<sub>2</sub>/t (Sources: ISPRA 2019)

Scope 1 emissions are expressed in tons of CO<sub>2</sub>, as the source used does not report the emission factors of other gases other than CO<sub>2</sub>.

For the calculation of Scope 2 emissions, in line with the GRI Sustainability Reporting Standards, both calculation methods have been used. The Market-based is based on the CO<sub>2</sub> emissions emitted by the energy suppliers from which the Organization buys electricity through a contract and can be calculated considering: certificates of guarantee of origin of the energy and

direct contracts with suppliers, supplier-specific emission factors, emission factors relating to the "residual mix", that is, energy and emissions not monitored or unclaimed (method used, with Italy 2019 emission factor: 0.83 kgCO<sub>2</sub>/kWh- source: AIB - European Residual Mixes 2018). The Location-based method is based on average emission factors relating to power generation by well-defined geographic boundaries, including local, sub national or national boundaries (method used, with Italy 2019 emission factor: 0,316 kgCO<sub>2</sub>/kWh- source: ISPRA 2019) Scope 2 emissions are expressed in tons of CO<sub>2</sub>, however the percentage of natural gas and nitrous oxide has a negligible effect on total greenhouse gas emissions (CO<sub>2</sub> equivalent) as can be deduced from the reference technical literature.

<sup>6</sup> DS (ozone-depleting substance): substances with ozone depleting potential (ODP) greater than 0, capable of reducing the ozone layer present in the atmosphere.

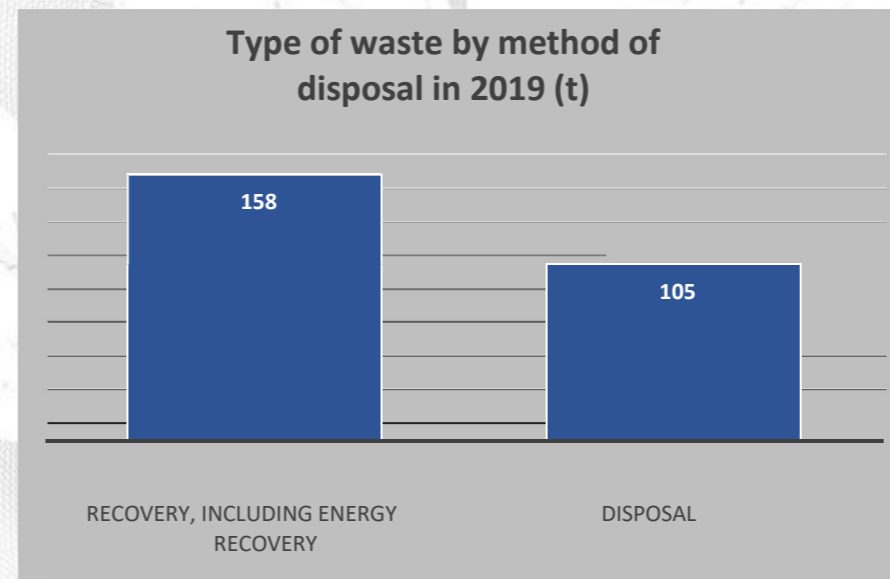


### 5.3 Waste

During 2019 the Group produced a total of 264 tons of waste. Of these, almost all waste falls into the category of non-hazardous waste (99%), while hazardous waste amounts to 4 tons (1.35%).

The Group favours recovery as a method of waste disposal and in 2019 it **recovered 158 tons of waste produced, 60% of the total.**

With this in mind, Sintesi Srl, which deals with the design and production of soundproofing and industrial guards and which alone produces 9% of total waste, has worked to implement a process of separation of materials during the disposal phase which greatly facilitates their recovery.



## 5.4 Materials and packaging

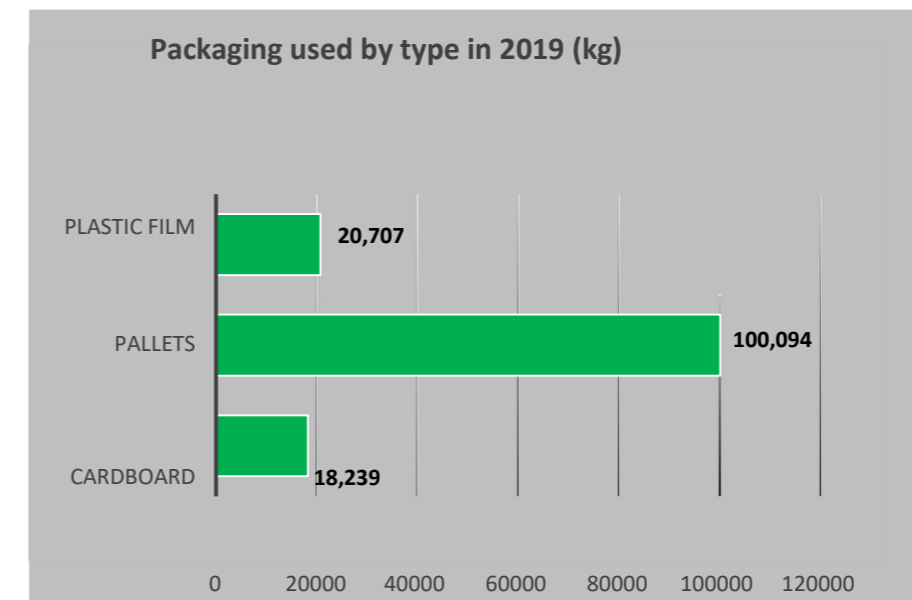
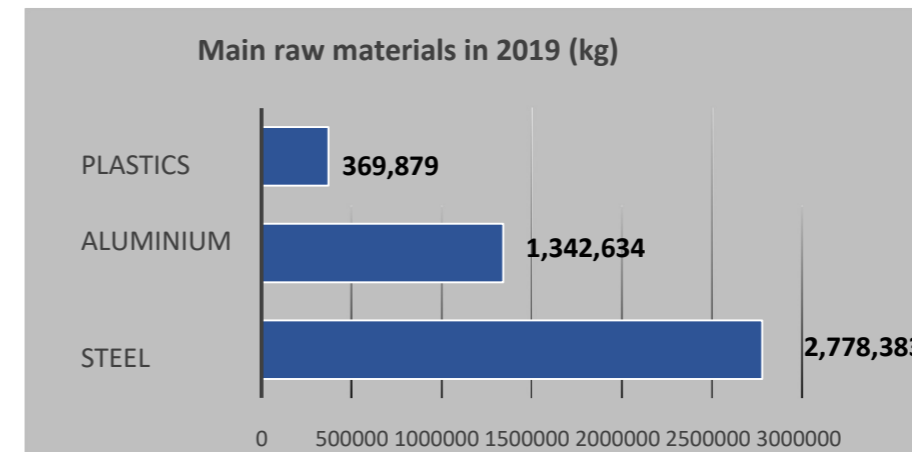
The main raw materials used by the Dierre Group for its production activity are mainly **steel and aluminium**.

The Group also uses plastics in small quantities for some of its products components.

In 2019, the Group used 2,778,383 kg of steel (62%), 1,324,634 kg of **aluminium (30%)** of which 43,123 kg of composite aluminium and 369,879 kg of **plastic materials (8%)**.

For packaging, the Group mainly uses **pallets, cardboard and plastic film**.

During 2019, 100,094 kg of pallets (72%) were used, 20,707 kg of plastic film (15%) and 18,239 kg of cardboard (13%).



## 6. Social responsibility



## 6. Social responsibility

### 6.1 Responsible management of the supply chain

As set forth in the Code of Ethics, in the context of commercial relations, all those who work with and for the Dierre Group are required to:

- ✓ promote fair and correct behaviour in each sector of the business, condemning any possible disturbance to the freedom of industry or commerce, as well as any possible form of unlawful competition, fraud, counterfeiting or usurpation of industrial property rights;
- ✓ oppose and reject any behaviour aimed at obtaining confidential information relating to its competitors on the market in compliance with the applicable antitrust and fair competition regulations, committing not to undertake initiatives that could constitute violations of this legislation;
- ✓ safeguard their own and others' intellectual property rights, including copyrights, patents, trademarks and signs of recognition, following the policies and procedures envisaged for their protection;
- ✓ oppose and reject any behaviour aimed at acquiring commercial opportunities illegally, offering or promising money or other undue benefits.

The Group is committed to developing relationships of fairness and transparency with its suppliers. In particular, they are assured equal dignity and opportunities, criteria and systems for constant monitoring of the quality of the services and goods/services provided and supply contracts based on fairness, especially with regard to payment terms and onerousness of the administrative requirements.

In the supplier selection process, the Group takes into account the professionalism and business structure of the suppliers, the quality, the price, the methods of carrying out the product/service and delivery. The Group **also assesses the supplier's ability to meet confidentiality obligations as well as compliance with social and environmental responsibility criteria**. Dierre has in fact adopted a **procedure for the qualification and evaluation of suppliers of goods and services, whose activities can be critical for the Group from the point of view of environmental impacts**, by defining the methods and responsibilities for managing them.

The types of supply that are considered critical from an environmental point of view, and to which this procedure applies, are as follows:

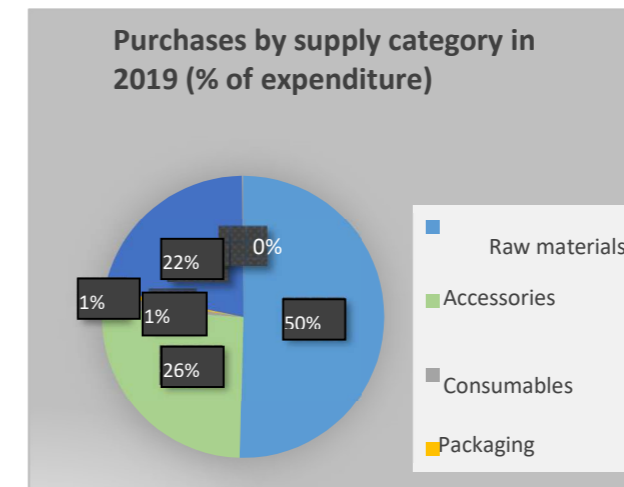
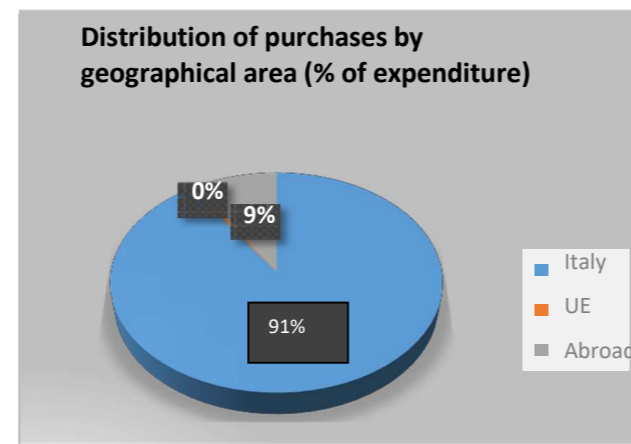
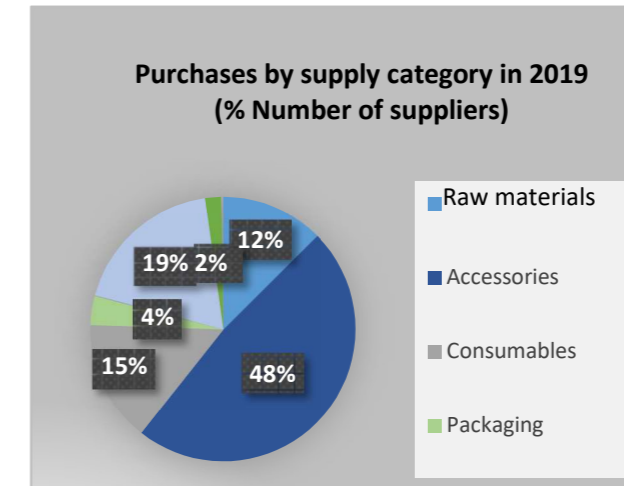
- Suppliers of substances or preparations that are harmful for the environment;
- Waste disposers;
- Service providers (analysis laboratories, consultancy) and logistics (transport).

The Group requires that its suppliers and partners also comply promptly with the current labour legislation, with particular attention to child labour, women's work, working conditions and hours, social security and wages.

In 2019, the Dierre Group collaborated with more than **900 suppliers**. Of these, 462 are suppliers of accessories (48%), 179 are service providers (19%) and 120 of raw materials (12%).

The most significant category in economic terms is that of suppliers of raw materials for a Group purchase turnover of over € 10 million (50%), while accessory suppliers have an impact on turnover of over € 5 million (26%), followed by service providers for a turnover of over € 4 million (22%). The other purchases of consumables and packaging represent an insignificant share of the total purchases.

**Where possible, the Dierre Group prefers purchases made from local suppliers**, in order to create value for the communities where the Group operates. Out of a total of around 18 million Euro, in 2019 almost all Group purchases come from suppliers considered local (over 16 million Euro)<sup>8</sup>



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<sup>7</sup>In the case of the Dierre Group, local suppliers are those with registered offices in Italy.

<sup>8</sup>The figure relating to purchases from local suppliers does not include Dierre Robotics.

## 6.2 Development of cooperation and partnerships



In Dierre's vision, doing business today means putting the company and the area in which it operates at the centre, because it is also from them that a company derives its strength, its identity and its credibility.

**Among the values** that have always inspired the Dierre Group, **in addition to safety and eco-sustainability**, we can also include **corporate social responsibility**: in fact, the Group has always promoted and supported projects, sports, cultural and solidarity aimed at solving problems that have a social and ethical impact and the consequent well-being of the reference community.

The Group provided its support for the development of the **"Robotic Arm"** project presented on the occasion of "Matera 2019", the cultural programme that was held in Matera, European Capital of Culture 2019, in which public and private entities met to create a project capable of combining art, technology and educational

opportunities for young people. Thanks to the support of the Municipality of Fiorano and two local companies - Dierre Group of Fiorano and A.T.O.M. Srl of Maranello - and starting from an idea by the artist Francesco Finotti, the FabLab of Fiorano Modenese has created a **remote-controlled robotic arm that did cave paintings on the walls of a cave house**. The initiative was attended by students from two middle schools, involved in the realization of the drawings to be reproduced in the cave house by the robot. Together with the Municipality of Fiorano, the



Dierre Group and A.T.O.M. Srl of Maranello have decided to support the project for the Maranello schools, that also provides a **technological educational path which consists in the creation of a touch sound panel** with an audio history of Matera, through interviews with people who lived inside the city's cave houses. The Group has also chosen to entrust the provision of some services to the **Aliante Social Cooperative**, initiating a stable collaboration with great social value. As usual, also in 2019, the Group participated in the **Gala evening organized by Rock No War! NGO**, a voluntary association active for several years in the field of international solidarity. The funds raised during the event were dedicated to supporting the **"After us"** project, aimed at **supporting people with disabilities and their families**.

## 7. Appendix

### Perimeter of material topics

MATERIAL ISSUES	GRI STANDARDS	IMPACT BOUNDARY	GROUP INVOLVEMENT
Ethics, integrity and transparency	ANTI-CORRUPTION (GRI 205) ANTI-COMPETITIVE PRACTICES (GRI 206)	The Dierre Group	Attributable to the Group
Compliance	ENVIRONMENTAL COMPLIANCE (GRI 307) SOCIO-ECONOMIC COMPLIANCE (GRI 419)	The Dierre Group	Attributable to the Group
Value creation	-	The Dierre Group	Attributable to the Group
Product quality and safety	CUSTOMER HEALTH AND SAFETY (GRI 416)	The Dierre Group	Attributable to the Group
Brand identity	-	The Dierre Group	Attributable to the Group
Innovation, research and development	-	The Dierre Group	Attributable to the Group
Responsible marketing	MARKETING AND LABELLING (GRI 417) CUSTOMER PRIVACY (GRI 418)	The Dierre Group	Attributable to the Group
Energy consumption	ENERGY (GRI 302)	Production sites	Attributable to the Group
Emissions and climate change	EMMISSIONS (GRI 305)	Production sites and electricity suppliers	Attributable to the Group and connected directly through a business relationship
Waste and packaging	WATER DISCHARGES AND EFFLUENTS (GRI 306) MATERIALS (GRI 301)	Production sites	Attributable to the Group
Human resources management and development	EMPLOYMENT (GRI 401) TRAINING (GRI 404)	The Dierre Group	Attributable to the Group
Employees' health and safety	HEALTH AND SAFETY AT WORK (GRI 403)	Dierre Group <sup>9</sup> Employees	Attributable to the Group
Workers' rights	DIVERSITY AND EQUAL OPPORTUNITY (GRI 405) NON-DISCRIMINATION (GRI 406)	The Dierre Group	Attributable to the Group
Supply chain management	PROCUREMENT PRACTICES (GRI 204)	The Dierre Group	Attributable to the Group

<sup>9</sup> The perimeter of health and safety data includes employees only. The Group will look into its analysis of the significance of other non-employees, in order to assess the need to collect data from employers of external collaborators and suppliers who operate at the Group's offices and/or under the control of the Group, assessing the quality and accuracy of such data over which it does not exercise direct control.



Performance indicators

Responsibility towards people

GRI STANDARDS 102-8 INFORMATION

Total number of employees and external collaborators divided by professional category and gender as at 31 December 2019			
	Men	Wome	Total
<b>Dependent employees</b>	<b>235</b>	<b>45</b>	<b>280</b>
Managers	-	-	-
Office workers	71	39	110
Workers	146	3	149
Apprentices	18	3	21
<b>Outside collaborators</b>	<b>16</b>	<b>-</b>	<b>16</b>
Contracted workers	7	-	7
Other (agents, consultants, etc.)	9	-	9
<b>Total workforce</b>	<b>251</b>	<b>45</b>	<b>296</b>

Total number of employees divided by contract type and gender as at 31 December 2019			
Contract type	Men	Wome	Total
Permanent	229	43	272
Fixed-term	6	2	8
<b>Total</b>	<b>235</b>	<b>45</b>	<b>280</b>

Total number of employees divided by employment type and gender as at 31 December 2019			
Employment type	Men	Wome	Total
Full-time	231	37	268
Part-time	4	8	12
% Part-time	2%	18%	4%

Total	235	45	280
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**GRI STANDARDS 405-1 INFORMATION**

Total number of employees divided by professional category, age range and gender as at 31 December 2019							
	<30 years		30-50 years		>50 years		Total
	Men	Women	Men	Women	Men	Women	
Managers	-	-	-	-	-	-	-
Office workers	11	9	46	18	14	12	110
Workers	29	1	61	32	25	1	149
Apprentices	16	2	2	1	-	-	21
<b>Total</b>	<b>56</b>	<b>12</b>	<b>109</b>	<b>51</b>	<b>39</b>	<b>13</b>	<b>280</b>

Total number of employees divided by professional category, age range and gender as at 31 December 2019							
	<30 years		30-50 years		>50 years		Total
	Men	Women	Men	Women	Men	Women	
Managers	-	-	-	-	-	-	0%
Office workers	10%	8%	16%	16%	13%	11%	39%
Workers	19%	1%	21%	21%	17%	1%	53%
Apprentices	76%	10%	5%	5%	0%	0%	8%
<b>Total</b>	<b>20%</b>	<b>4%</b>	<b>39%</b>	<b>18%</b>	<b>14%</b>	<b>5%</b>	<b>100%</b>

Legally protected status and other indicators of diversity by professional category and gender as at 31 December 2019			
Professional category	Men	Wome	Total
<b>Managers</b>	-	-	-
Non-Italian citizenship	-	-	-
With legally protected status	-	-	-
<b>Office workers</b>	4	2	6
Non-Italian citizenship	-	-	-
With legally protected status	4	2	6
<b>Workers</b>	40	-	40
Non-Italian citizenship	35	-	35
With legally protected status	5	-	5
<b>Apprentices</b>	-	1	1
Non-Italian citizenship	-	1	1
With legally protected status	-	-	-
<b>Total</b>	40	1	41

Composition of the Board of Directors of Dierre S.p.A. by gender and age range as at 31 December 2019 (%)				
	<30 years	30-50 years	>50 years	Total
Men	0%	20%	80%	100%
Women	0%	0%	0%	0%

#### GRI STANDARDS 102-41 INFORMATION

Percentage of employees covered by collective bargaining agreements	
Total employees	280
Employees covered by collective bargaining agreements	280
Percentage of total employees	100%

#### GRI STANDARDS 401-1 INFORMATION

Total number of incoming employees by gender and age range in 2019				
	<30 years old	30-50 years old	>50 years old	Total
Men	20	22	1	43
Women	5	3	-	8
Total	25	25	1	51

Hiring rate by gender and age range in 2019				
	<30 years old	30-50 years old	>50 years old	Total
Men	35.7%	20.2%	2.6%	21.1%
Women	41.7%	5.9%	0.0%	10.5%
Total	36.8%	15.6%	1.9%	18.2%

Total number of outgoing employees by gender and age range in 2019				
	<30 years old	30-50 years old	>50 years old	Total
Men	12	16	-	28

Women	1	4	2	7
<b>Total</b>	<b>13</b>	<b>20</b>	<b>2</b>	<b>35</b>

Turnover rate by gender and age range in 2019				
	<30 years old	30-50 years old	>50 years old	Total
Men	21.4%	14.7%	0.0%	13.7%
Women	8.3%	7.8%	15.4%	9.2%
<b>Total</b>	<b>19.1%</b>	<b>12.5%</b>	<b>3.8%</b>	<b>12.5%</b>

#### GRI STANDARDS 404-1 INFORMATION

Hours of compulsory employee training, by professional category and gender in 2019									
	No. of hours Men	Total male employees	No. of hours per capita	No. of hours Women	Total female employees	No. of hours per capita	No. of hours Total	Total employees	No. of hours per capita
Managers	-	-	-	-	-	-	-	-	-
Office workers	880	71	12.39	345	39	8.85	1,225	110	11.14
Workers	2,502	146	17.14	14	3	4.67	2,516	149	16.89
Apprentices	180	18	10.00	20	3	6.67	200	21	9.52
<b>Total</b>	<b>3,562</b>	<b>235</b>	<b>15.2</b>	<b>379</b>	<b>45</b>	<b>8.4</b>	<b>3,941</b>	<b>280</b>	<b>14.1</b>

Hours of non-compulsory employee training, by professional category and gender in 2019									
	No. of hours Men	Total male employees	No. of hours per capita	No. of hours Women	Total female employees	No. of hours per capita	No. of hours Total	Total employees	No. of hours per capita
Managers	-	-	-	-	-	-	-	-	-
Office workers	636	71	8.96	358	39	9.18	994	110	9.04
Workers	98	146	0.67	-	3	-	98	149	0.66
Apprentices	-	18	-	32	3	10.67	32	21	1.52
<b>Total</b>	<b>734</b>	<b>235</b>	<b>3.1</b>	<b>390</b>	<b>45</b>	<b>8.7</b>	<b>1,124</b>	<b>280</b>	<b>4.0</b>

Hours of compulsory and non-compulsory employee training, by professional category and gender in 2019									
	No. of hours Men	Total male employees	No. of hours per capita	No. of hours Women	Total female employees	No. of hours per capita	No. of hours Total	Total employees	No. of hours per capita
Managers	-	-	-	-	-	-	-	-	-
Office workers	1,516	71	21.35	703	39	18.03	2,219	110	20.17
Workers	2,600	146	17.81	14	3	4.67	2,614	149	17.54
Apprentices	180	18	10.00	52	3	17.33	232	21	11.05
<b>Total</b>	<b>4,296</b>	<b>235</b>	<b>18.3</b>	<b>769</b>	<b>45</b>	<b>17.1</b>	<b>5,065</b>	<b>280</b>	<b>18.1</b>

#### GRI STANDARDS 404-3 INFORMATION

Percentage of employees who receive a periodic assessment of performance and professional development, by gender and professional category			
Professional category	Men	Wome	Total
Managers	-	-	0%
Office workers	58%	42%	47%
Workers	100%	0%	50%
Apprentices	100%	0%	3%
<b>Total</b>	<b>80%</b>	<b>20%</b>	<b>100%</b>

**GRI STANDARDS 403-9 INFORMATION**

Number of employee deaths and accidents at work in 2019	
Total number of deaths from workplace accidents	-
Total number of serious accidents at work <sup>10</sup> (excluding deaths)	-
Total number of recordable workplace accidents	13

Rate of employee deaths and accidents at work in 2019	
Rate of deaths from workplace accidents	-
Rate of serious accidents at work (excluding deaths)	-
Total number of recordable workplace accidents <sup>11</sup>	27.4

<sup>10</sup> Accidents at work that led to damage from which the worker cannot recover, does not recover or is unrealistic to predict that he will fully recover by returning to the state of health prior to the accident within 6 months.

<sup>11</sup> The accident rate was calculated as the ratio between the total number of accidents and the total hours worked, using a multiplication factor of 1,000,000. The data includes accidents on the journey from home to work only if transport has been managed by the organization.

## Responsibility towards the environment

### GRI STANDARDS 301-1 INFORMATION

Main raw materials (kg) in 2019		
Raw materials	2019	
	Quantity	% renewable
Steel	2,778,383	0%
Aluminium	1,342,634	0%
<i>of which aluminium composite</i>	43,123	
Plastics	369,879	0%

Main packing materials (kg) in 2019		
Packaging	2019	
	Quantity	% renewable
Cardboard	18,239	0%
<i>of which FSC certified</i>	0	
<i>of which recycled</i>	0	
Pallets	100,094	0%
<i>of which recycled</i>	0	
Plastic film	20,707	0%
<i>of which recycled</i>	0	



**GRI STANDARDS 302-112 INFORMATION**

Energy consumption by source in 2019			
Type of consumption	Unit of	Total	Total (GJ)
Methane (Natural) Gas	Stan	147,169	5,196
Heating oil	litre	1,730	62
Diesel for vehicles	litre	88,152	3,168
LPG for transport	litre	899	23
Electricity purchased	KWh	1,280,354	4,609
Self-produced electricity and sold on the grid from renewable sources (photovoltaic)	KWh	23,863	86
<b>Total energy consumption</b>			<b>12,972</b>
Renewable energy			86
Non-renewable energy			13,058
<b>% Renewable energy out of the total</b>			<b>0.66%</b>

<sup>12</sup>The following conversion factors were used for the calculation of energy consumption in GJ:

- Natural Gas: 35.303 GJ/1000\*Stdm3 (Source: ISPRA 2019)
- Heating oil: 42.877 GJ/t (Source: ISPRA 2019)
- Diesel for vehicles: 42.78 GJ/t (Source: NIR:ITALIAN GREENHOUSE GAS INVENTORY 1990-2017. NATIONAL INVENTORY REPORT 2019)
- LPG for transport: 46.13 GJ/t (Source: NIR:ITALIAN GREENHOUSE GAS INVENTORY 1990-2017. NATIONAL INVENTORY REPORT 2019)

**GRI STANDARDS 305-1 and 305-213 INFORMATION**

Direct and indirect GHG emissions (tCO <sub>2</sub> ) in 2019	
SCOPE 1	530
SCOPE 2 - Location based	405
SCOPE 2 - Market based	618
<b>SCOPE 1 + SCOPE 2 - Location based</b>	<b>935</b>
<b>SCOPE 1 + SCOPE 2 - Market based</b>	<b>1,149</b>

**GRI STANDARDS 305-7 INFORMATION**

Other significant emissions (kg) in 2019	
Particulate matter (PM)	66.88
Other standard emission categories identified in the applicable legislation	0.00
<b>Total</b>	<b>66.88</b>

<sup>13</sup>The GRI Sustainability Reporting Standards provide for two Scope 2 emission calculation methods, the "Location-based method" and the "Market-based method".

The emission factors used for the calculation of Scope 1 are:

- Natural Gas: 1.975 tCO<sub>2</sub>/1000\*Stdm<sup>3</sup> (Sources: ISPRA 2019)
- Diesel for vehicles: 3.151 tCO<sub>2</sub>/t (Sources: ISPRA 2019)
- Heating oil: 3.155 tCO<sub>2</sub>/t (Sources: ISPRA 2019)
- LPG for transport: 3.026 tCO<sub>2</sub>/t (Sources: ISPRA 2019)

LScope 1 emissions are expressed in tons of CO<sub>2</sub>, 2as the source used does not report the emission factors of other gases other than CO<sub>2</sub>.

For the calculation of Scope 2 emissions, in line with the GRI Sustainability Reporting Standards, both calculation methods were used. The Market-based is based on the CO<sub>2</sub> emissions 2 emitted by the energy suppliers from which the Organization buys electricity through a contract and can be calculated considering: certificates of guarantee of origin of energy and direct contracts with suppliers, supplier specific emission factors, emission factors relating to the residual mix, i.e. energy and emissions not monitored or unclaimed (methodology used, with emission factor Italy 2019: 0.483 kgCO<sub>2</sub>/kWh -source: AIB - European Residual Mixes 2018). The Location-based method is based on average emission factors relating to the generation of energy by well-defined geographical boundaries, including local, sub-national or national borders (methodology used, with emission factor Italy 2019: 0.316 kgCO<sub>2</sub>/kWh- source: ISPRA 2019). Scope 2 emissions are expressed in tons of CO<sub>2</sub>, however the percentage of natural gas and nitrous oxide has a negligible effect on total greenhouse gas emissions (CO<sub>2</sub> equivalent) as can be deduced from the reference technical literature.

**GRI STANDARDS 306-2 INFORMATION**

Waste by type of disposal (t) in 2019				
Disposal method	Hazardous	Non-hazardous	Total	%
Treatment	0.0	0.0	0.0	0%
Recycling	0.0	0.0	0.0	0%
Composting	0.0	0.0	0.0	0%
Recovery, including energy recovery	1.4	157.0	158.5	60%
Incineration (thermal destruction)	0.0	0.0	0.0	0%
Deep well injection	0.0	0.0	0.0	0%
Rubbish dump	0.0	0.0	0.0	0%
Disposal	2.1	102.9	105.0	40%
Other	0.0	0.0	0.0	0%
<b>TOTAL</b>	<b>4</b>	<b>260</b>	<b>264</b>	<b>100%</b>
%	1.35%	98.65%		

## 8. Methodological Note

This document, which is the first Dierre Group Sustainability Report, has the objective of transparently communicating the Group's sustainability strategies, its performance in the area of environmental, social and economic sustainability in relation to the financial year 2019 (from 1 January to 31 December).

The Report has been drawn up showing a selection of the "GRI Sustainability Reporting Standards" published by the Global Reporting Initiative (GRI), as indicated in the table "GRI content index", which allows the coverage of the GRI indicators associated with each sustainability topic reported in this document to be highlighted. As regards the specific Standard GRI 403 (Health and safety at work), the most recent 2018 version was adopted.

The perimeter of economic and social data and information is the same as that of the Dierre Group Consolidated Financial Statements as at 31 December 2019. With reference to environmental data and information, the reporting perimeter includes the Group's production sites.

In order to ensure the reliability of the data, the use of estimates was limited as much as possible, which, if present, are appropriately highlighted and based on the best available methodologies.

With regard to the significant changes relating to the size, organizational structure, ownership structure and supply chain of the Group which occurred in 2019, it should be noted that during 2019 Dierre signed an agreement with the international investment company NB Aurora S.A. SICAF-RAIF ("NB Aurora"), for the sale of a 49.9% stake in the Group's share capital. In 2019, the Group company Dierre Robotics acquired the majority stake of Smart Application s.r.l. The merger by incorporation took place on 1 May 2019, with retroactive tax effect from 1 January 2019.

The document is not subject to external assurance.

For further information and suggestions regarding the Dierre Group Sustainability Report, please contact: [info@dierre.eu](mailto:info@dierre.eu).

This document is also available on the Dierre Group's website: [www.dierre.eu](http://www.dierre.eu).

## 9. GRI content index

This material refers to the following GRI disclosures:

GRI Standards	Disclosure	Page	Notes
<b>GRI 102: GENERAL STANDARD DISCLOSURES (2016)</b>			
<b>Organization profile</b>			
102-1	Organization name	4	
102-2	Activities, brands, products	4; 18-19	
102-3	Headquarters location	6	
102-4	Place of activities	6	
102-5	Ownership and legal form	5	
102-6	Markets served	11	
102-7	Organization size	6; 11; 37	
102-8	Information on employees and other workers	25; 40	
102-9	Supply chain	36-37.	
102-10	Significant changes to the organization and its supply chain	51	
<b>Strategy</b>			
102-14	Statement by a	3	

	senior		
<b>Ethics and integrity</b>			
102-16	Values, principles, standards and rules of conduct	10	
<b>Governance</b>			
102-18	Governance structure of the organization	9	
<b>Stakeholder involvement</b>			
102-40	List of stakeholder groups	14	
102-41	Collective bargaining agreements	25; 27; 43	
102-42	Stakeholder identification and selection	14	
102-44	Key topics and critical topics	15; 39	
<b>Reporting practices</b>			
102-45	Entities included in the consolidated financial statements	5; 51	
102-46	Defining the report content and perimeters of the topics	39; 51	
102-47	List of material topics	15; 39	
102-48	Information review	First year of reporting	
102-49	Changes in reporting	First year of reporting	
102-50	Reporting period	51	
102-51	Date of the most recent report	First year of reporting	

102-52	Reporting periodicity	51	
102-53	Contacts to ask for information regarding the report	51	
102-54	Statement on reporting in accordance with GRI Standards	51	
102-55	GRI content index	52-62	
102-56	External assurance	51	
<b>TOPIC-SPECIFIC STANDARDS</b>			
<b>Material topics: Ethics, integrity and transparency</b>			
<b>GRI 103: Issue Management (2016)</b>			
103-1	Explanation of the material topic and its perimeter	15; 39	
103-2	Management methods and its components	10	
103-3	Assessment of management methods	10	
<b>GRI 205: Anti-corruption (2016)</b>			
205-3	Established bribery episodes and actions taken	During 2019 there were no ascertained episodes of bribery.	
<b>ISPRA 206) Anti-competitive practices (2016)</b>			
206-1	Lawsuits for anti-competitive practices, antitrust and monopolistic practices	During 2019 there were no legal actions against the Group with reference to anti-competitive practices and/or violations of	

		anti-trust regulations and monopolistic practices.	
<b>Material topics: Compliance</b>			
<b>GRI 103: Issue Management (2016)</b>			
<b>103-1</b>	Explanation of the material topic and its perimeter	15; 39	
<b>103-2</b>	Management methods and its components	10	
<b>103-3</b>	Assessment of management methods	10	
<b>GRI 307: Environmental compliance (2016)</b>			
<b>307-1</b>	Non-compliance with environmental laws and regulations	In 2019 there were no fines or non-monetary sanctions for non-compliance with environmental laws and regulations.	
<b>GRI 419: Socio-economic compliance (2016)</b>			
<b>419-1</b>	Non-compliance with social and economic laws and regulations	During 2019 there were no cases of non-compliance with social and economic laws and regulations.	
<b>Material topics: Product quality and safety</b>			
<b>GRI 103: Issue Management (2016)</b>			
<b>103-1</b>	Explanation of the material topic and its perimeter	15; 39	
<b>103-2</b>	Management methods and	21	



	its components		
103-3	Assessment of management methods	21	
<b>GRI 416: Customer health and safety (2016)</b>			
416-2	Non-compliance episodes concerning impacts on the health and safety of products and services	During 2019 there were no episodes of non-compliance concerning impacts on the health and safety of products and services	
<b>Material topics: Responsible marketing</b>			
<b>GRI 103: Issue Management (2016)</b>			
103-1	Explanation of the material topic and its perimeter	15; 39	
103-2	Management methods and its components	23	
103-3	Assessment of management methods	23	
<b>GRI 417: Marketing and labelling (2016)</b>			
417-2	Episodes of non-compliance regarding information and labelling of products and services	During 2019 there were no cases of non-compliance with information and labelling of products and	
<b>GRI 305: Customer privacy (2016)</b>			
418-1	Proven complaints about violations of	23	

	customer privacy and loss of customer data		
<b>Material topics: Energy consumption</b>			
<b>GRI 103: Issue Management (2016)</b>			
103-1	Explanation of the material topic and its perimeter	15; 39	
103-2	Management methods and its components	30	
103-3	Assessment of management methods	30	
<b>GRI 302: Energy (2016)</b>			
302-1	Energy consumed within the organization	31; 48	
<b>Material topics: Emissions and climate change</b>			
<b>GRI 103: Issue Management (2016)</b>			
103-1	Explanation of the material topic and its perimeter	15; 39	
103-2	Management methods and its components	30	
103-3	Assessment of management methods	30	
<b>GRI 305: Emissions (2016)</b>			
305-1	Direct GHG emissions (Scope 1)	32; 49	
305-2	Indirect GHG emissions from	32; 49	

	energy consumption (Scope 2)		
305-6	Emissions of substances harmful to ozone (ODS, "ozone-depleting substances")	32	
305-7	Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant emissions	32; 49	
<b>Material topics: Waste and packaging</b>			
<b>GRI 103: Issue Management (2016)</b>			
103-1	Explanation of the material topic and its perimeter	15; 39	
103-2	Management methods and its components	30; 33	
103-3	Assessment of management methods	30; 33	
<b>GRI 306: Water discharges and effluents (2016)</b>			
306-2	Waste by type and disposal method	33; 50	
<b>GRI 301: Materials (2016)</b>			
301-1	Materials used by weight or volume	34; 47	
<b>Material topics: Health and safety in the workplace</b>			
<b>GRI 103: Issue Management (2016)</b>			
103-1	Explanation of the material topic and its perimeter	15; 39	

103-2	Management methods and its components	28	
103-3	Assessment of management methods	28	
<b>GRI 403: Health and safety at work (2018)</b>			
403-1	Occupational health and safety management system	28	
403-2	Hazard identification, risk assessment and accident investigation	28	
403-3	Occupational health services	28	
403-4	Participation and consultation of workers and communication on health and safety at work	28	
403-5	Training workers on health and safety at work	28	
403-6	Promotion of workers' health	28	
403-7	Prevention and mitigation of workplace health and safety impacts within commercial relationships	28	
403-9	Accidents at work	28; 46	
<b>Material topics: Human resources management and development</b>			
<b>GRI 103: Issue Management (2016)</b>			
103-1	Explanation of the material topic and its	15; 39	

	perimeter		
103-2	Management methods and its components	25-27	
103-3	Assessment of management methods	25-27	
<b>GRI 401: Occupation (2016)</b>			
401-1	New hires and turnover	43-44	
401-2	Benefits provided for full-time employees, but not for part-time or temporary workers	There are no benefits for full-time employees that are not provided for part-time or temporary workers.	
<b>GRI 404: Training and education (2016)</b>			
404-1	Average hours of annual training per employee	26; 44-45	
404-3	Percentage of employees who receive a periodic assessment of performance and professional development	26; 45	
<b>Material topics: Workers' rights</b>			
<b>GRI 103: Issue Management (2016)</b>			
103-1	Explanation of the material topic and its perimeter	15; 39	
103-2	Management methods and its components	26-27	
103-3	Assessment of management	26-27	

	methods		
<b>GRI 405: Diversity and equal opportunities (2016)</b>			
405-1	Diversity in governing bodies and among	9; 25; 41-43	
<b>GRI 406: Non-discrimination (2016)</b>			
406-1	Discrimination episodes and corrective measures taken	25	
<b>Material topics: Supply chain management</b>			
<b>GRI 103: Issue Management (2016)</b>			
103-1	Explanation of the material topic and its perimeter	15; 39	
103-2	Management methods and its components	36-37	
103-3	Assessment of management methods	36-37	
<b>GRI 204: Procurement practices (2016)</b>			
204-1	Proportion of expenditure with local suppliers	37	
<b>Material topics: Value creation</b>			
<b>GRI 103: Issue Management (2016)</b>			
103-1	Explanation of the material topic and its perimeter	15; 39	
103-2	Management methods and its components	11	
103-3	Assessment of management	11	

	methods		
<b>Material topics: Brand identity</b>			
<b>GRI 103: Issue Management (2016)</b>			
<b>103-1</b>	Explanation of the material topic and its perimeter	15; 39	
<b>103-2</b>	Management methods and its components	22	
<b>103-3</b>	Assessment of management methods	22	
<b>Material topics: Innovation, research and development</b>			
<b>GRI 103: Issue Management (2016)</b>			
<b>103-1</b>	Explanation of the material topic and its perimeter	15; 38	
<b>103-2</b>	Management methods and its components	20	
<b>103-3</b>	Assessment of management methods	20	

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