

Sustainability Report 2021



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Letter to the stakeholders

Dear Stakeholders,

This year too, we would like to share the third Gruppo Dierre Sustainability Report with you. It is produced on a voluntary basis and is a great opportunity for us to inform you, in a transparent and continuous way, about our economic performance, current projects and the initiatives we have implemented in terms of social responsibility.

Our Group consists of almost 320 people that, even in an undoubtedly complicated scenario such as the one characterized by the Covid-19 pandemic and by the Russia-Ukraine conflict, has been able to demonstrate its strength and capacity for innovation. We have first of all guaranteed a safe working environment for our staff and collaborators by implementing specific safety protocols to limit the risk of contracting the virus, and have continued to provide training courses on health and safety. The Group has maintained its drive towards continuous innovation, bringing investments for research and development from Euro 362 to 492 thousand. This choice is due to the lead position that the Group has taken in Italy and by the wide range of products it offers, from the production of safety guards to industrial robotics.

Our company is therefore fully aware of the importance of continuous innovation, without forgetting however the importance that environmental protection aspects have for our activities: this is also why we have made a commitment to improve our environmental performance through the production and use of renewable energy, which we started to implement in 2020 and 2021 with the installation of 6 photovoltaic systems.

2022, the year this Report was published, is Dierre's 25th year in business, which confirms its leadership in the production of fully customizable anti-accident solutions, handling systems, soundproofing and robotics and of being a safe and reliable partner now and in the future.

We are motivated towards continuous growth and to improving our efforts in the field of sustainability, by exchanging ideas with our customers, staff and people from the area. We are also ready to seize the opportunities that will arise once this difficult situation, which we have dealt with successfully so far, is over.

Sit back and enjoy the read

The President
Giuseppe Rubbiani

1. Gruppo Dierre

“One Group. Many solutions.”

Dierre designs, manufactures and markets **safety guards and technologically advanced components with high aesthetic impact for industrial automation** in the most diverse sectors, from Food to Ceramics, from Automotive to Pharmaceutical, from Nautical to Electronic.

Experience, creative design and a research-driven approach all converge in a single major company to provide **Profiles, Perimeter and Modular Protections, Linear Guides, Conveyor Lines, Cartesian and Anthropomorphic Robots, Industrial Soundproofing, Operator Protection Systems and Workstations** among the most efficient and innovative in Europe.

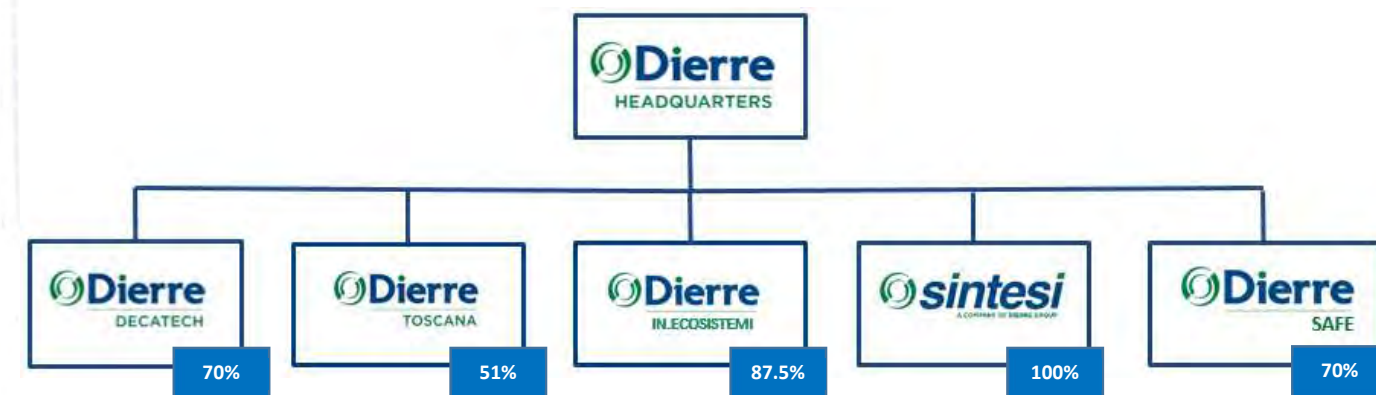
In a very short time, Dierre has been able to innovate and create a network of companies linked together by the same passion for quality and excellence, for a future of continuous growth, diversifying its offer in order to acquire a greater share in foreign markets and to be recognized as **the leader in the field of fully customizable safety guards, handling systems, soundproofing and industrial robotics.**

“Safety is the Future”

The constant **attention to safety**, combined with **creativity and innovation**, has made Gruppo Dierre the leader in the production of safety guards, handling systems and industrial robotics.



The structure of the Group



Dierre, founded in Spezzano in 1997, is a large Group made up of manufacturing companies located in the most industrialized Italian areas (Emilia Romagna, Lombardy, Veneto and Tuscany) whose common mission is to safeguard lives in the industrial environment through their products and systems.

In 2019 Dierre has become part of the NB Aurora fund, listed in Italy on the MIV market, to further strengthen the Group's competitive position in its target markets. Always in the same year, the Group also took an important step towards improving and integrating its expertise in the field of industrial robots. Dierre Robotics in fact, acquired a majority stake in Smart Application s.r.l., a Reggio-Emilia based company in the robotic applications sector. Starting from 1 November 2021, Robotics was merged with Dierre S.p.A.

In 2021 the companies In.Ecosistemi S.r.l.

(Padua) leader in the sector of industrial soundproofing solutions and DCM s.r.l. (Verona), a company active in the sector of accident prevention protections and the processing of plastics, were acquired. Dierre Safe S.r.l. was also established in 2021, (formerly K_Safe S.r.l., Vicenza), a company specialized in iron safety guards and door kits.

Dierre Group locations

The companies of the Group are strategically distributed throughout the Italian country, with facilities located close to industrial districts and the areas in which the Group’s main customers operate, in order to guarantee a flexible and timely service. The headquarters of the Group is in Fiorano Modenese, where the Parent Company, Dierre S.p.A., is located. The Dierre Group's factories are 14 overall, and extend over a total area of more than 34,000 square metres.



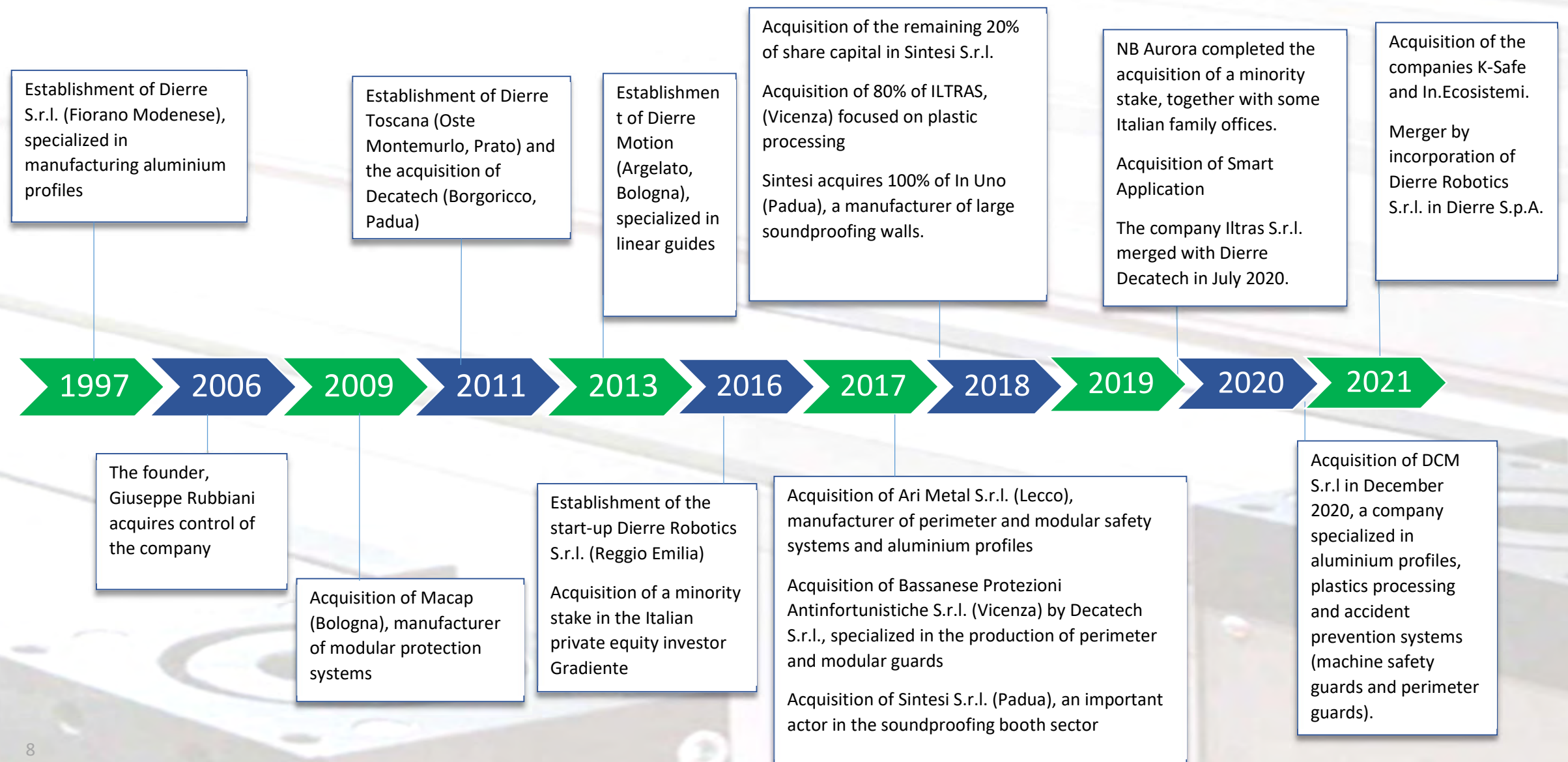
The Group's business model

The Group's business model stands out because in addition to its standard production, Dierre also offers **analysis, design and technical consultancy services for customized solutions**. By working closely with the customer in all stages of production, Dierre is able to produce unique and fully customized products, right down to the finest detail.

The in-house management of all processes, from design to production to quality control and structured workspaces designed to ensure maximum efficiency, guarantee **extremely short lead times while maintaining high standards of precision and quality**.



1.1 The history and evolution of Gruppo Dierre

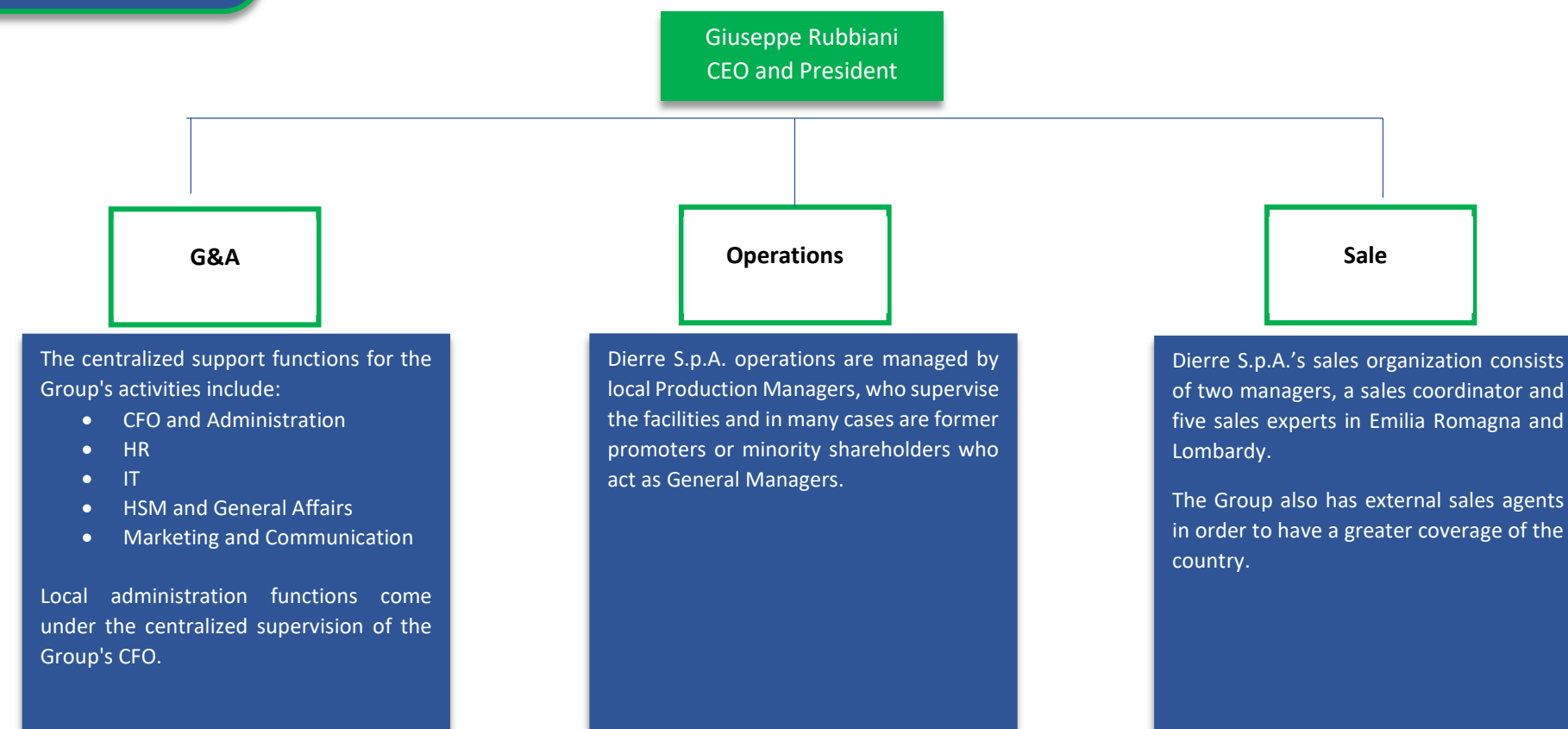


1.2 The governance structure

Composition of the Board of Directors

- Giuseppe Rubbiani
- Giorgio Maria Roberto Tadolini
- Francesco Nicola Massimo Sogaro
- Stefano Socci*
- Lorenzo Carù

As of 31 December 2021, the Board of Directors of Dierre S.p.A. is made up of 5 people, of which 20% are 30-50 years old and 80% are over 50 years old. The Board of Directors is chaired by Giuseppe Rubbiani.



1.3 Ethics, integrity and transparency

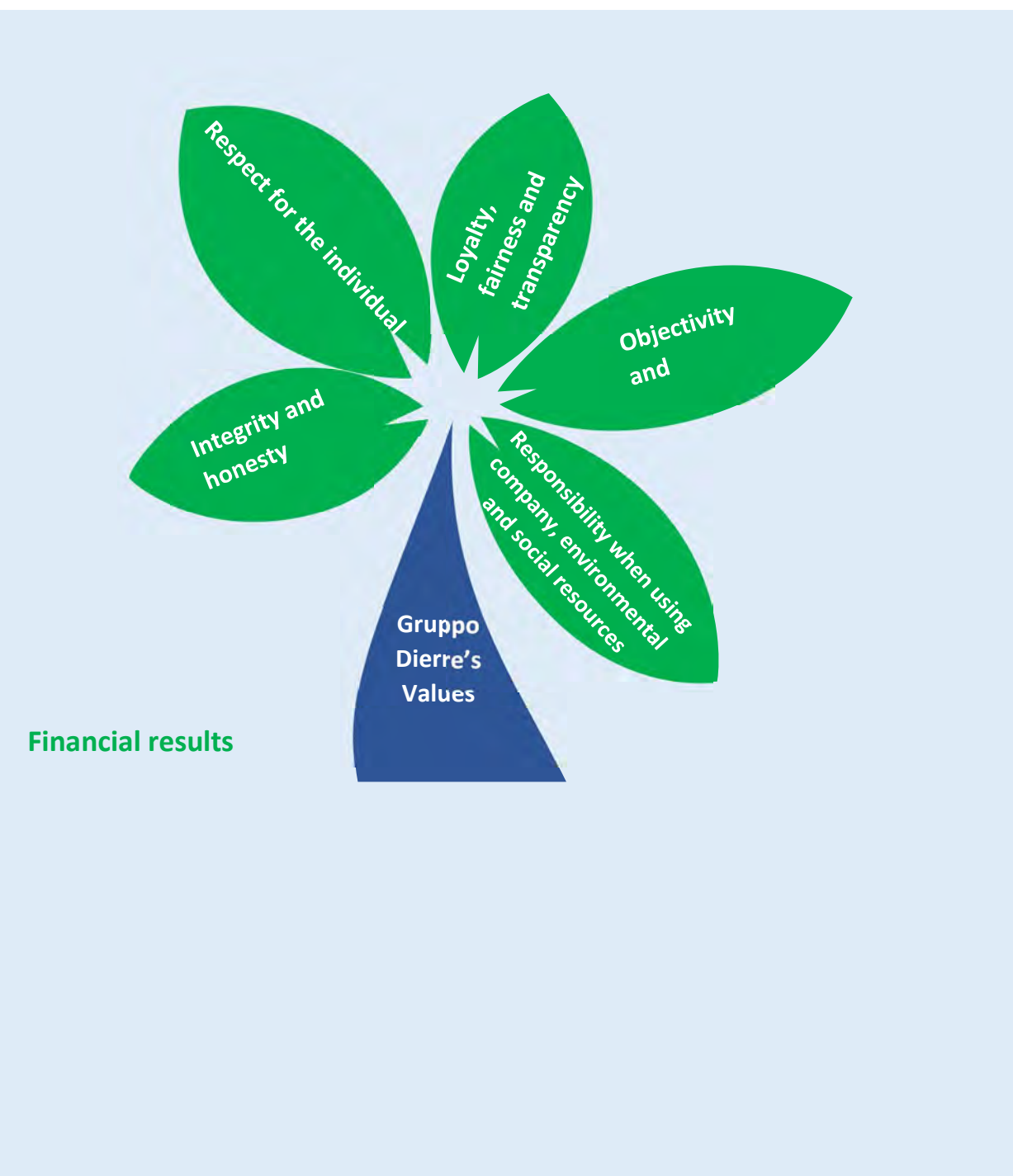
Gruppo Dierre operates in compliance with the principles of ethics, integrity and transparency by adopting the following instruments:

- the **Organization and Management Model** pursuant to Legislative Decree 231/01 adopted by Dierre S.p.A. And Sintesi S.r.l. inspired by the principles of the Code of Ethics, complies with specific legal requirements to prevent certain offences from being committed as provided for by Legislative Decree 231/2001, including in particular, environmental offences, corporate offences, offences in breach of regulations concerning health and safety in the workplace, corruption. Dierre has a Supervisory Body (hereinafter SB) responsible for supervising the correct functioning and observance of Model 231; all recipients of the Model who come across any illegal behaviour can communicate it to the Supervisory Body via a dedicated email. A platform is also planned through which employees can make anonymous reports. It should be noted that in 2021 no reports were received by the SB.
- the **Code of Ethics** of the Parent Company and of Sintesi S.r.l., available on the relevant websites, sets out the rights, duties and responsibilities of the company with respect to all those with whom it enters into a relationship. This instrument contributes to the implementation of the Group's social responsibility policy, knowing that taking in to account social and environmental issues helps to minimize exposure to compliance and reputational risks and strengthens the sense of belonging among its interlocutors.

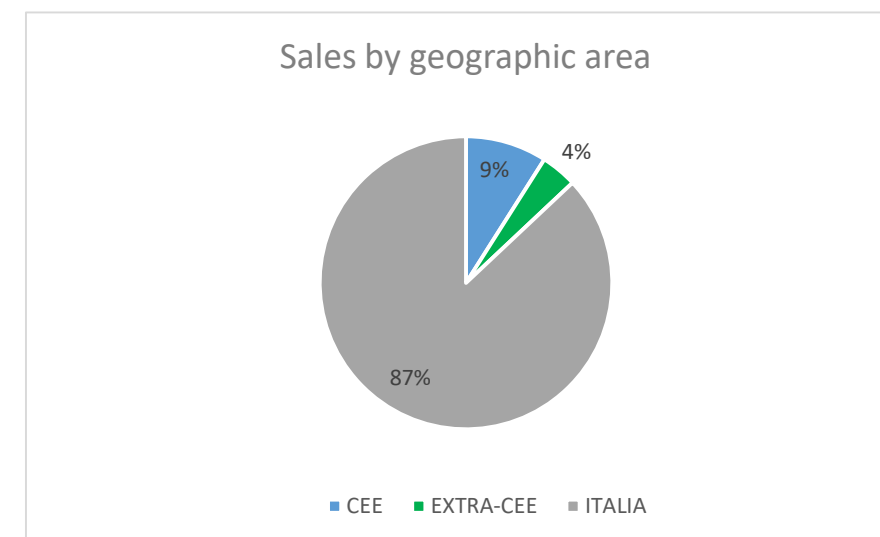
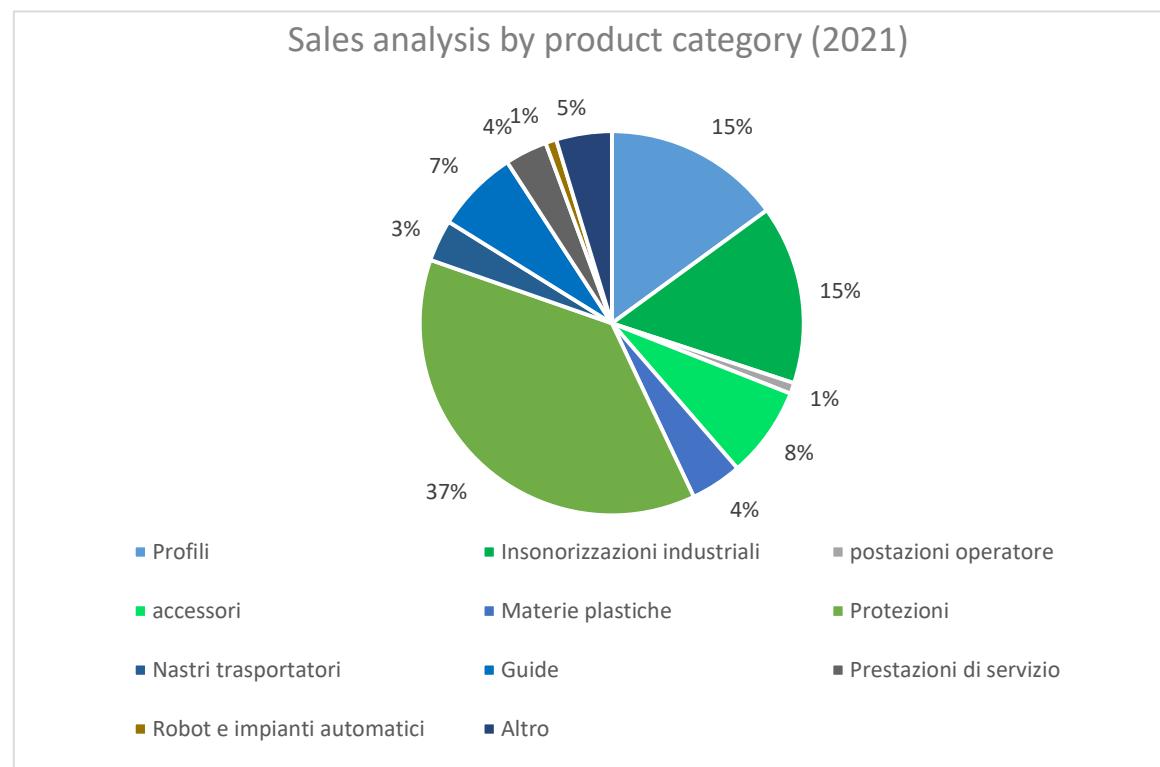
The Parent Company requires that none of the subsidiaries engage in conduct or make decisions that may undermine the integrity and reputation of the Group.


In compliance with the autonomy of the subsidiaries, the parent company Dierre S.p.A. requires the latter to comply with the same values expressed by the Parent Company's Code of Ethics, conforming their conduct to them in compliance with the laws and any applicable legislation.

Compliance with Model 231 and knowledge of the Code of Ethics is also required from contractors and suppliers through a specific clause included in procurement or administration contracts and purchase orders; in the event of non-fulfilment, Dierre reserves the right to terminate the agreement.



In 2021, the best-selling products were modular guards, which represent 37% of total sales, followed by industrial soundproofing (15%) and aluminium profiles (15%). The Group's customers are mainly Italian (87%), in line with 2020.



A silhouette of a person with their arms raised in a gesture of triumph or joy, set against a vibrant sunset sky. The sun is low on the horizon, creating a warm, golden glow. The person's shadow is cast against the sky, and their arms are spread wide. The background shows a clear sky with some light clouds and a distant mountain range.

2. Approach to Sustainability



Initiatives to support the local area and communities

Over € 490,000 invested in R&D

301 Permanent employees

5,715 Hours of training



18% Female employees

100% Employees covered by collective bargaining agreements

14,103 GJ energy consumption



967 Tons of waste produced (0.49% hazardous)

The Group's Third Sustainability Report

2. Approach to Sustainability

2.1 The sustainability strategy

Gruppo Dierre's stakeholders



The Group believes it is extremely important to maintain a direct and continuous relationship with both its internal and external stakeholders, based on trust and transparency. It is for this reason that it has identified its main stakeholders, in order to identify the stakeholders with whom it collaborates, constantly monitor their interests and expectations, any impacts on them and the impacts they have on the Group.

For the next few years, the Group has the goal of starting a process of involving its stakeholders in defining material issues.

Gruppo Dierre's material topics

In accordance with the provisions of the GRI Sustainability Reporting Standards, in 2020, Gruppo Dierre carried out an initial analysis to identify the material topics, i.e. the most significant aspects that reflect the significant economic, environmental and social impacts that affect the company's *business* and influence the assessments and decisions of *stakeholders*.

The process of identifying the issues was carried out using *benchmark* analysis aimed at identifying the current trends in the reference context and among the main *peers* and *competitors*, followed by an internal analysis involving the main corporate functions and led to the aspects to be included in this Sustainability Report to be defined.

During 2021, no significant changes occurred such as to modify the strategic and operational approach of the Group. The issues that emerged as relevant from the analysis carried out in 2020 were found to be in line with the priorities of Dierre and its stakeholders for this reporting year too. The 14 material issues identified, listed below divided by macro-area, were therefore also considered valid for 2021:

PRODUCT RESPONSIBILITY

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

SOCIAL RESPONSIBILITY

- ❖ Supply chain management

RESPONSIBILITY TOWARDS PEOPLE

- ❖ Employee health and safety
- ❖ Human resource management and development
- ❖ Workers rights

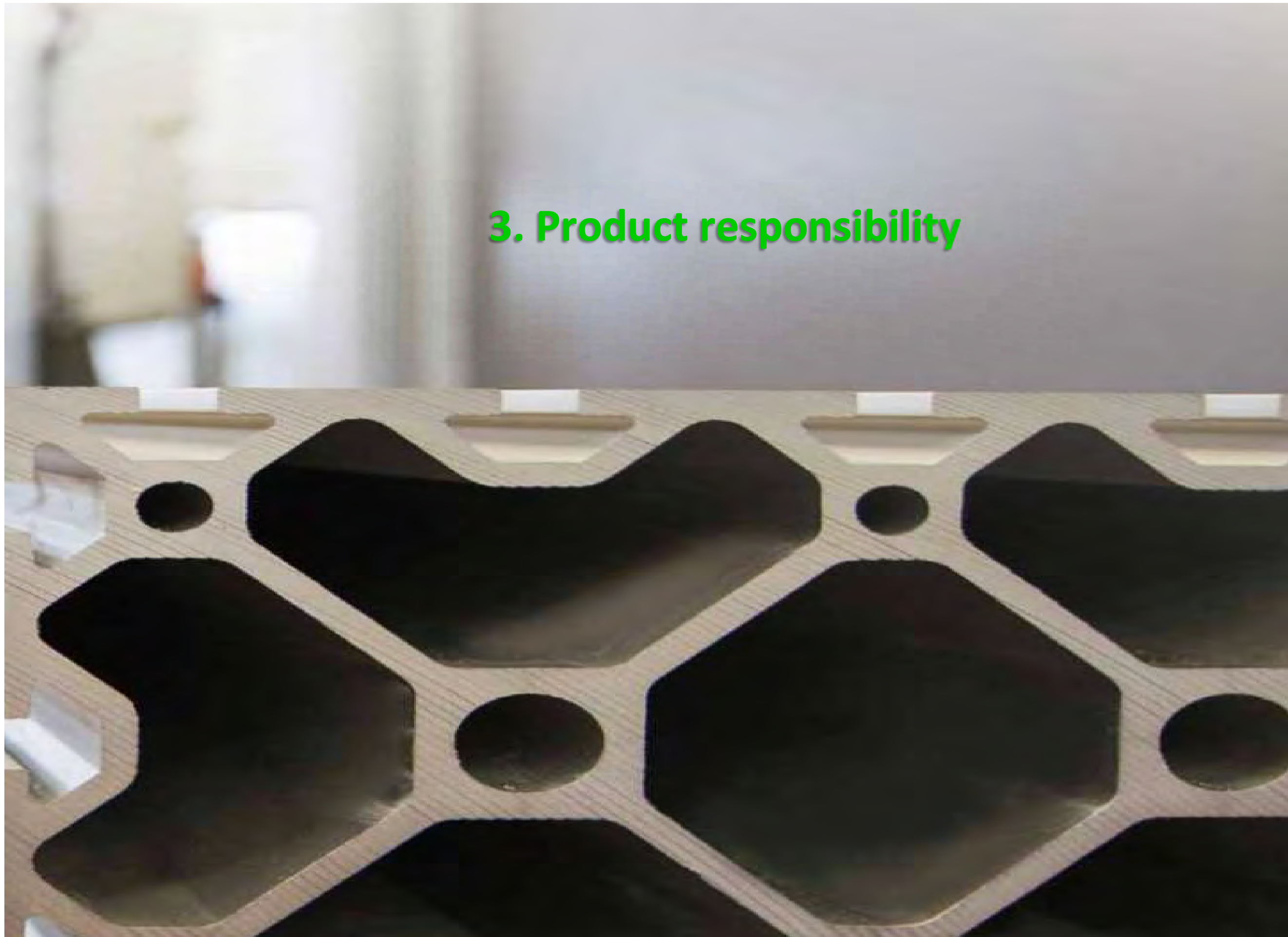
ETHICS AND COMPLIANCE

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

ENVIRONMENTAL RESPONSIBILITY

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

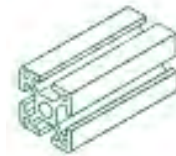
3. Product responsibility



3. Product responsibility

3.1 Our products

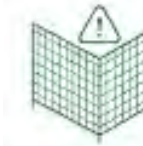
At Dierre, experience, creative design and a research-driven approach all converge in a single company to provide customized solutions for efficient and safe industrial applications.



Quality and resistance are the outstanding features in the **production of modular aluminium profiles** by Dierre Group. Dierre offers a range of over 250 **profiles**, which are able to meet the different needs that arise in the design of frames, heavy structures for automatic machines, industrial guards and work benches.

As they are modular, the aluminium profiles are in fact extremely versatile from an application point of view and are suitable for various uses.

The **production of modular aluminium profiles** is completed by a wide range of joining accessories, which contribute to the stability and strength of the structures made with Dierre Group profiles.



Dierre Group designs custom-made **perimeter and modular protections for machinery and production lines** operating in the most varied industrial and custom-made sectors.

All products are the result of careful research in the mechanical field conducted with the aim of creating versatile protections that can also be installed on very complex systems.

Dierre Group perimeter protections make production lines safe for operators, giving essentiality and linearity to the machinery installation area. The products are in fact compact and well-finished also from the design point of view, designed for companies wishing to combine the efficiency of their production lines with a high-level aesthetic image.

The perimeter and modular protections designed by **Dierre Group** are made in full compliance with the relevant **international standards**. Some products, such as the *Self-Balance* line, also have dedicated **patents** that make the offer exclusive to the customer.



Protective barriers and transparent dividing screens, systems with self-supporting clamps and/or with feet and wheels.



Thanks to twenty years of experience, Dierre S.p.A. designs and manufactures **linear modules**, offering the most complete and widest range on the market. Thanks to the use of technologically advanced tools for design and production, the Motion Division is able to offer multiple standard and customized solutions. The **precision and quality of the extrusions**, the internal production of the different parts and the use of primary brand components are some of the elements that allow us to provide a reliable and high quality product.



Sintesi, a company specialized in the field of **industrial soundproofing** and the manufacture of industrial operator protection systems and workstations for the machinery and industrial plant engineering sector, expands Gruppo Dierre's range with innovative products and sophisticated design.

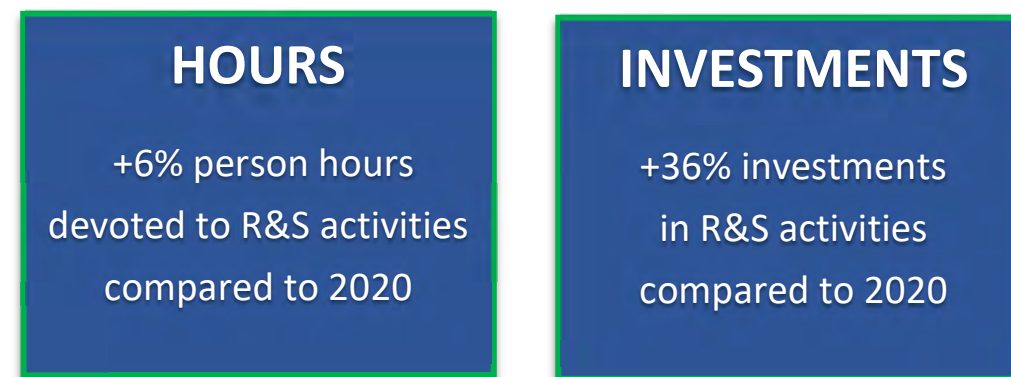


The **Conveyor lines** are **modular conveyor belts** designed for assembly on Conveyor System units, or production lines designed to facilitate the assembly or fast and optimized transport of products, production waste and packages. With its experience in the design of solutions to make the production units of companies belonging to different industrial sectors safer and more efficient, **Dierre Group** offers seven types of **modular conveyor belts** to meet the needs of each type of plant.



High precision **Cartesian** and **anthropomorphic robots** are being designed and developed by the technological core of the company. Dispensing, screw driving, manipulation, milling and welding are just some of the processes in which these solutions can be applied to improve the performance and reliability of machines.

3.2 Innovation, research and development



"The real challenge is to go beyond innovation, so that technology becomes the key to accessing new business opportunities"

The continuing global challenges and the needs of an evolving market drive the Group to invest continuously in research & development. Every day, engineers and designers share their experience and skills to **develop innovative and functional products that are capable of looking towards the future** in order to stay one-step ahead.

Dierre S.p.A. houses an office dedicated to **Research and Development**, where specialized technicians from other locations also work. The centre was created to provide its customers with cutting-edge solutions for efficient and safe customized products.

Sintesi follows the same line, which independently develops its own projects as it produces different products to those of Dierre S.p.A.

The Dierre Group has taken on a consolidated role as a **technological partner** for developing specific and complex projects, customized according to the needs of our customers; over 8500 customized projects per year, thanks to its innovative capacity and experience consolidated over the years.

In particular, during the 2021 financial year, Dierre S.p.A. carried out precompetitive activities of an innovative nature, directing its efforts to the following projects:

- **Research and development project:** study, design and testing for the development of structural components and functional protections, technologically advanced and with a high aesthetic impact, for industrial automation applied to multiple market sectors, that are distinctive on the reference market.
- **Technological innovation project:** study, conception, design and development of new or improved products from a technical and performance point of view, to expand the corporate range.
- **Design and aesthetic ideation project:** study, conception and development activities for the expansion of the company's product range, significantly improved from the aesthetic side, in order to make them more appealing for the end customer.

The people who have invested hours of work in research and development play a fundamental role in the success of these projects. More specifically, 33 were employed, both clerks and workers of various levels and with different roles, who worked 949 hours on the first project (3 people), 3,670 on the second (23 people) and 4,511 on the last (25 people) for a total of 9,130 hours. The investment in each project was approximately € 24,700, € 98,000 and € 129,000 respectively, for a total of over € 250,000.

Similarly, as many projects were also conducted by Sintesi S.r.l., the details of which are presented below:

- **Continuation of technical study activities:** analysis, research and development for protection, soundproofing and operator handling systems with innovative technical and industrial design solutions:
 - development of a new sliding system for the corrugated cardboard on the roof of the soundproofing cabins
 - fall arrest devices for vertical sliding doors.
- **Innovation project:** replacement of welding activities with gluing, definition of a standard panel, reduction of the complexity of screws, glass gasket, structure for the Stefani door jig, reduction of welding times.
- **Design and aesthetic study activities for new product solutions, for:** anchor protection system, design study for circular material protection system, design study for fpt operator cabin, design study for processing support, design study for first additive cabin ref. 8078.

In developing the Sintesi projects, 2,633 hours were spent respectively for the first project (employees) and 1,251 hours for the second (employees), for a total of 3,884 hours. A total of 6 employees and 16 service providers worked on the aforementioned projects.

The investment in each project was approximately € 109,080, € 105,580 and € 26,125 respectively, for a total of over € 240,000, demonstrating the importance of innovation and modernization of its products for Dierre.

The overall total of hours dedicated to research and development in 2021 were over 13 thousand, while in 2020 there were 12,266 recorded hours; as regards investments, in 2021 a total of about € 500 thousand was invested, while in 2020 € 362 thousand.

	2020	2021
INVESTMENTS	€ 362,000	€ 500,00
person hours devoted to R&D activities	>12,200	>13,000

Goal **ACHIEVED**: 36% increase in investments in research and development compared to 2020



3.3 Product quality and safety

Gruppo Dierre pays close attention to the quality and safety of its products.

During 2020, a **process of drafting and formalizing procedures for checking the quality and safety of products was started**, that led Dierre S.p.A. to obtain the ISO 9001:2015 certification in 2021. For Dierre S.p.A., having this type of process certification represents a further guarantee on the quality of the proposed service, whose primary objective is to offer its customers complete and effective satisfaction.

In order to improve its processes aimed at product quality, the Quality Policy and the procedures for assessing and selecting suppliers have been prepared on a Group level, the latter topic is covered in more depth in the chapter dedicated to suppliers ("Responsible supply chain management").

The **Quality Policy** of Dierre S.p.A. highlights the great attention to the customer that has always distinguished the Group, which aims to have a constant participated and attentive to every need relationship with its customers. Thanks to this collaborative relationship, Dierre is able to collect information on the performance of its products and analyse them in order to reduce the risk of anomalies.

The product quality control procedures are regular and constant. In order to ensure even greater process efficiency, Dierre has assigned specific professional roles for this purpose. The procedures in place include **First Article Inspection** (FAI), which only concerns the workshop and, more specifically, the milling



Fulfilled orders: 27,037

Complaints for non-compliance: 668
Complaints for non-compliance out of the total volume of fulfilled orders: 2.5%

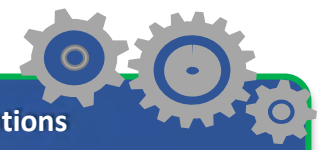
operations. The procedure must be applied to the first outgoing piece immediately after tooling and before starting production for the warehouse material. Therefore, evidence of at least one FAI carried out must be given to each tooling done.

In particular, the Group follows the **Machinery Directive**, which provides guidelines regarding the elements that have to be verified as regards product safety.

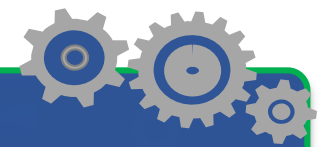
For some parts, a random check is already carried out to assess the conformity of the products using functional and safety tests at the acceptance stage, and for some pieces even in the design phase. On request, tests can also be carried out by specialized external laboratories.

The attention that the Group pays to the quality of its products can be seen from the data regarding complaints received from customers. It should be noted that compared to the previous report, the data is processed in a different way as a new management system has been adopted.

Goal *IN PROGRESS*: Obtaining UNI EN ISO 45001 (Health and Safety Management System) and UNI EN ISO 14001 certifications (Environmental Management System) in the coming years



Goal *IN PROGRESS*: Extension of the procedures for achieving UNI EN ISO 9001 Certification to all Group companies



3.4 Brand identity and customer relations

The Gruppo Dierre Brand is based on three fundamental pillars:

- ✓ **Customization**
- ✓ **Design**
- ✓ **Continuous innovation**

Dierre also offers analysis, design and technical consultancy services for customized solutions. By working closely with its customer in all stages of production, Dierre is able to produce **unique** and fully **customized products**, right down to the finest detail.

Sintesi, one of the Group's strategic partners, increases Gruppo Dierre's range by offering its customers innovative and aesthetically refined industrial soundproofing and protection systems thanks to a **recognizable and high visual impact design**.

Looking to the future through continuous research is essential for the Group. This is why every day technicians and designers dedicate their efforts to developing **innovative products of the highest quality**.

The Group is sensitive and attentive to the quality of the relationship with customers and its continuous improvement, which is a prerequisite for the process of creating and distributing value within the company. The excellence of the products and services offered and the guarantee of giving an immediate and competent answer to requests, are the distinctive elements of Dierre's relationship with its customers.

Customer relations are based on:

- full **transparency and fairness**
- maintaining **high quality standards** of its products and maximizing customer satisfaction,
- **replying promptly to complaints,**
- a commitment to make its facilities and services accessible to people with disabilities, **eliminating any architectural barriers,**
- compliance with the law, with particular reference to anti-money laundering regulations, as well as handling stolen goods and the use of money, goods or benefits of unlawful origin,
- the regular monitoring of achieving customer satisfaction and loyalty objectives.

3.5 Responsible Communication and Marketing

The Group is committed to respecting the principles of transparency and confidentiality and the GDPR for the protection of privacy and respect for data, in particular it strives:

- to provide truthful, complete, transparent and comprehensible information to allow the recipients to make informed decisions regarding the relationships to be maintained with the Group itself or which involve the Group;
- to update, disclose and enforce the “Policy” issued by the Parent Company regarding the management, processing and communication to third parties of confidential information, to which it requires the recipients to comply with;
- to safeguard the confidentiality of data and information that the employee and/or collaborator may be in possession of;
- to consider confidentiality as a cornerstone of corporate activity and fundamental for the reputation of the Group and the trust that customers place in it. It is therefore expressly forbidden to communicate, divulge or make improper use of data, information or news concerning customers or third parties in general, with whom the Group has, or is about to have, business relations.

Dierre’s commitment to safeguarding the privacy and sensitive data of which it becomes aware when carrying out its business is confirmed by there being no episodes of Customer data being lost or stolen or complaints being made during 2021.

In 2021 Dierre Group won the **"1,000 Best Performer Companies"** award, an initiative promoted by ItalyPost, a Community Corporation aimed at promoting the growth of business and work culture.

The event wanted to celebrate the main best companies in the area that stand out in the national economic landscape for their entrepreneurial intelligence and foresight: it is an explicit recognition of entrepreneurs who create wealth and work tangibly and effectively with their businesses.

The selection of the companies was based on the 2017-2020 reports and the evaluation of all the financial and structural organization parameters that contribute to establishing the solidity of the company.

Corporate communication on initiatives and products is done via social channels (LinkedIn), website and newsletter.

Dierre’s agents comply with the company’s Customer Service Management (CSM), with the aim of quickly resolving customer problems and requests.

Trade fairs: a place for communicating and meeting up

Trade fairs are an important occasion for Gruppo Dierre for promoting the company and meeting its customers. Given the Covid-19 Pandemic, it was not possible for the Group to maintain its commitment to organize and participate at trade fairs, even in 2021, because almost all the scheduled events were postponed. The Group is confident that with the on-going improvement in the health situation, it will be possible to safely organize these important occasions, which allow it to personally meet its customers.



4. Responsibility towards people

4. Responsibility towards people

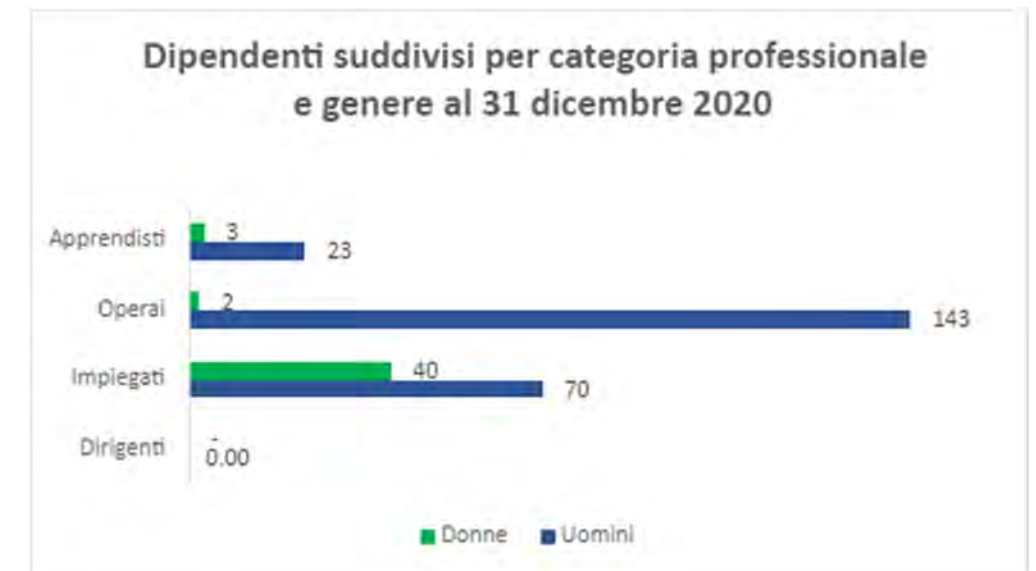
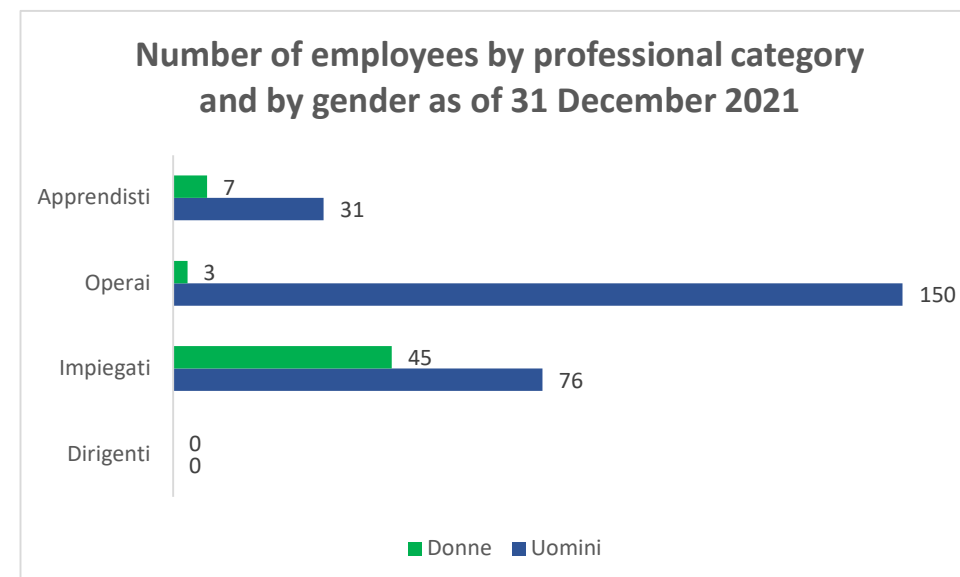
4.1 Gruppo Dierre human resources

Gruppo Dierre regards its employees and collaborators as a valuable resource for innovation and the continuous growth of its business.

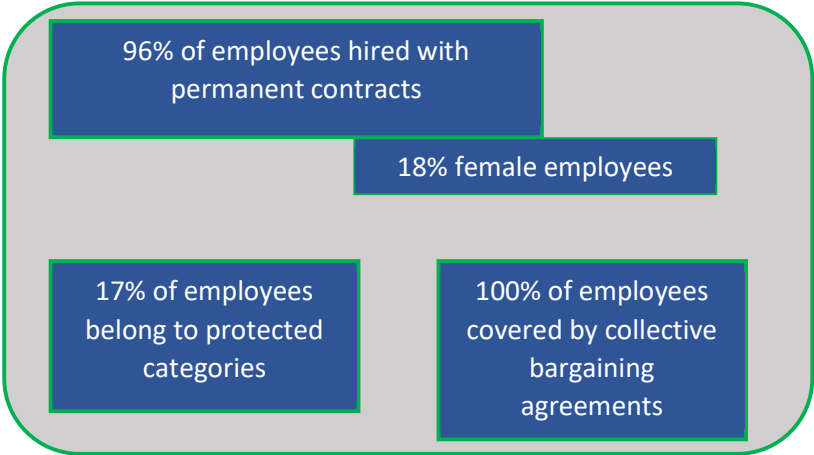
As of 31 December 2021, the Group had 312 employees and 8 external collaborators, making a total workforce of 320, an increase of 11% compared to 2020. The entry rate stands at 19% while the turnover at 17%.

Women account for 18% of all employees. There are 53 workers belonging to protected categories, 17% of the Group's employees.

No incidents of discrimination in the workplace were reported by the Group during 2021.



4.2 Personnel management and development



The Group undertakes to train all employees and to encourage their participation in refresher courses and training programs so that the genuine ambitions and skills of individuals are developed in line with corporate objectives.

Dierre **selects, appoints, rewards and manages staff on the basis of merit and ability**, without discrimination. The company evaluation system is managed transparently and objectively in accordance with the principles set out in the Code of Ethics, which is a prerequisite for the application of the reward and career progression systems provided for in contractual regulations to reinforce motivation and give fair rewards to encourage the achievement of excellent results.

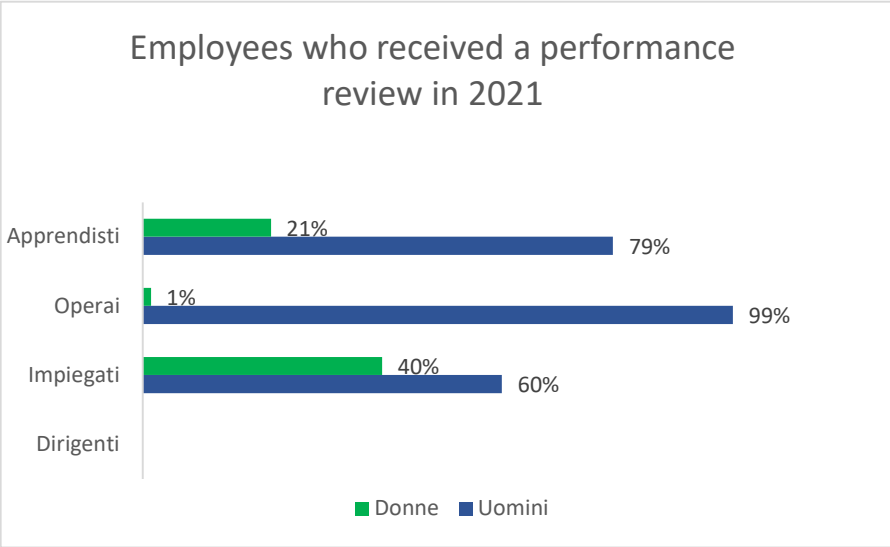
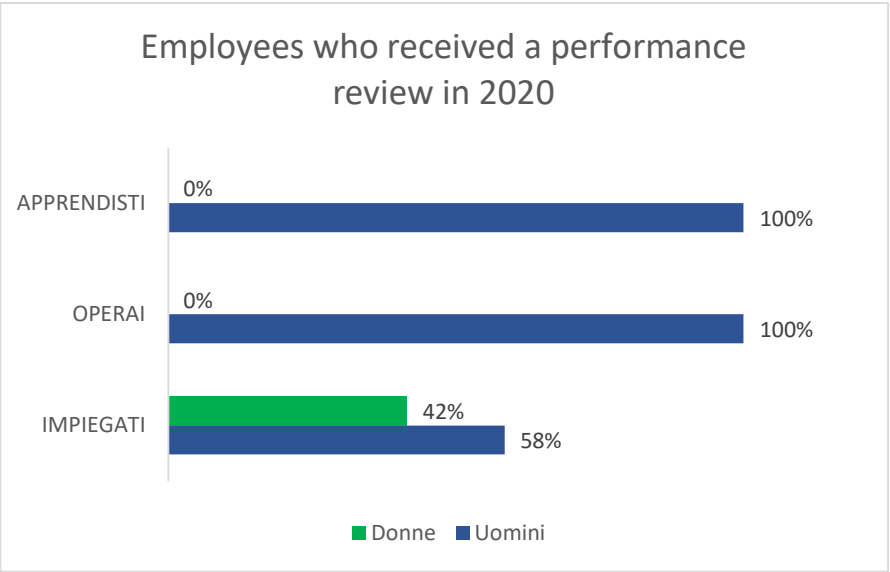
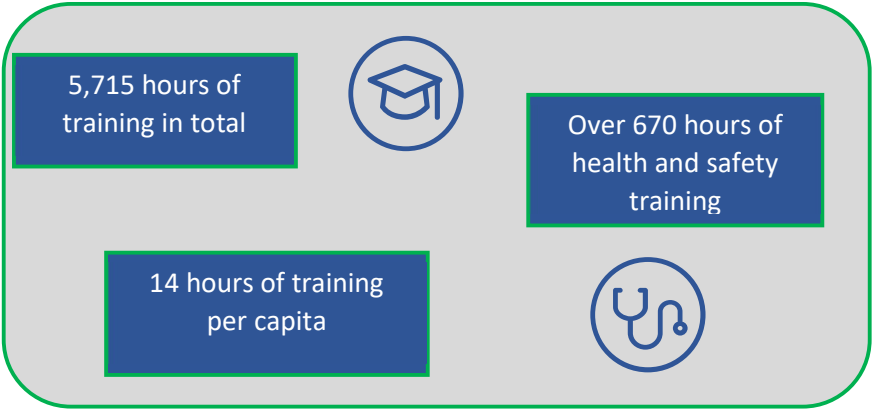
During 2021, all the employees of the Parent Company, equal to 48% of the total number of Group employees, received a regular and transparent performance evaluation through the use of evaluation forms and the definition of individual objectives, ranging from the management of personal relationships to compliance with delivery times. An update of the first-level employee evaluation forms is currently underway.

In 2021, the Group provided **approximately 5,715 hours of training**, of which over 670 were dedicated to health and safety, a significant 40% increase compared to 2020 (3,989). Despite the challenges caused by the pandemic and the need to resort to **distance learning**, the company anyway wanted to ensure, with a view to continuity with previous years, a training program aimed at reinforcing aspects related to the health and safety of its employees. To achieve this goal, a collaboration has been initiated with the University of Padua.

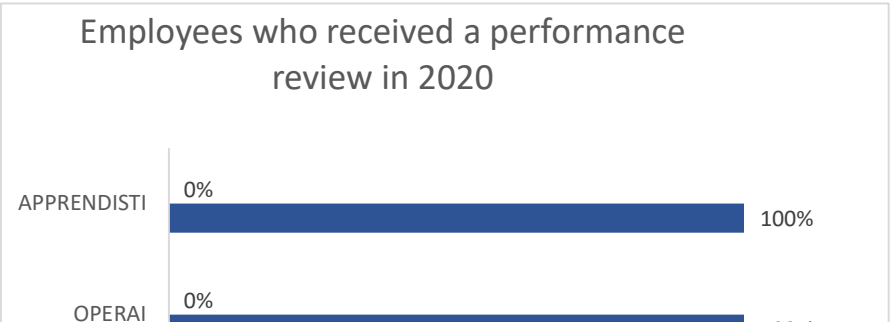
Dierre's training plan provides, in line with the requirements of the Group's national metalworking collective agreement, for 24 hours of compulsory training divided over three years (2019, 2020 and 2021). Among the courses provided to employees of Dierre S.p.A. there will be, during 2021, and partly in 2022, courses on the adoption of a healthy lifestyle, on the implementation of the Zucchetti management software and on reading technical drawings.

Dierre's annual training program also includes advanced training in the following areas: "languages", "internationalization", "technical area", "IT" and "production area". There are also initiatives aimed at promoting the awareness of the values and rules of conduct referred to in the Code of Ethics. For new hires, a specific training program is provided on the Code of Ethics as part of the company introduction courses.

In 2021, the "**My personal development**" project was launched, which envisaged the involvement of the managers of the Group's locations with the aim of increasing personal skills, or *life skills*, improving the awareness and identity of the individual, developing their talent and potential. This training intervention aims to improve people's work skills in order to make them "4A People" (Authentic, Assertive, Accepting, Accountable) in managing themselves, colleagues and outsiders. At the moment the project has been aimed at first level employees of the Fiorano office.



Goal **ACHIEVED**: Increase in employee well-being through the offer of agreements for welfare services



4.3 Respect for human rights

The Group's essential value is to safeguard personal safety, freedom and individual personality.

Gruppo Dierre **strongly condemns any form of discrimination or violence on racial, ethnic, national or religious grounds.**

It also gives **primary importance to the protection of minors** and condemns all forms of exploitation.

It is therefore forbidden (and completely unrelated to the Group) to misuse IT systems and, in particular, to use them to implement or even merely assist conduct relating to offences involving child pornography, even involving virtual images.

In order to ensure full respect for the individual, the Group is also committed to **complying with and ensuring that its employees, suppliers, collaborators and partners comply with current employment protection legislation**, especially with regard to child labour.

Every employee who, during the performance of his or her work becomes aware of actions of conduct that may affect personal safety, as indicated above, as well as any discriminatory conduct, has the duty to notify their manager and the 'Supervisory Body' immediately.

The Group is committed to offering equal job opportunities and professional growth to all employees according to their skills and professional qualifications, without discrimination, nepotism or favouritism.

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

100% of the Group's employees are covered by collective bargaining agreements (CCNL); the CCNL of reference is metalworking for all the Group companies.

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

Safeguarding the moral integrity and physical safety of employees is a requirement for carrying out work. Gruppo Dierre strives to ensure the protection of the health and safety of its employees and collaborators and undertakes to consolidate and disseminate the culture of safety, develop risk awareness and promote responsible conduct by all its personnel.

In the current, complicated scenario of the **Covid-19** pandemic, first we have guaranteed a safe working environment for our employees and collaborators by implementing specific safety protocols to limit the risk of contracting the virus and have continued to provide training courses on health and safety. In addition to this, employees are given the opportunity, where necessary, to smart work. In May 2020, the **Dierre S.p.A prevention manual** had already been appropriately integrated with risk management related to the Covid-19 pandemic. In this regard, a document has been drawn up for the assessment of the biological risk related to the spread of Covid-19, also containing the health devices aimed at the correct management of this risk and a specific anti-contagion protocol, which are an integral part of the DUVRI (Combined Interference Risk Assessment Report).

Lastly, the Group provides for specific tests and medical visits to ascertain the absence of the use of drugs, psychotropic substances and alcoholic beverages by certain employees who perform tasks that may involve risks to safety, integrity and health of third parties.

The Group operates and makes its decisions in accordance with the following basic principles and criteria regarding occupational health and safety:

- avoiding risks;
- evaluating the risks that cannot be avoided;
- combating the risks at source;
- adapting the work to the individual, especially as regards the design of work places, the choice of work equipment and the choice of working and production methods, with a view, in particular, to alleviating monotonous work and to reducing their effect on health;
- adapting to technical progress;
- replacing the dangerous by the non-dangerous or the less dangerous;
- developing a coherent overall prevention policy which covers technology, organization of work, working conditions, social relationships and the influence of factors related to the working environment;
- giving collective protective measures priority over individual protective measures;
- giving appropriate instructions to the workers.

The Group follows these principles in order to adopt the measures required to protect the safety and health of workers, including the prevention of occupational hazards, information and training.

Occupational health assessments are carried out annually for all production personnel and every two or five years for all clerical staff, depending on age.

Worker's health and safety representatives have been elected who attend the annual meeting and are involved in the risk assessment and planning of improvement measures.

Dierre's training program includes courses on health and safety in order to ensure that its employees have sufficient awareness of these issues. Over **670 hours of health and safety training** were provided in 2021.

9 injuries occurred in 2021, one of which serious¹, in line with 2020 (10 injuries). The injury rate stood at 16% down from 2020 (28%).

For the **well-being of its employees**, Dierre has adopted a contractual welfare system that provides for the provision of vouchers that can be used for shopping and petrol vouchers worth € 200. The "Fare Industria" Welfare platform was also implemented in 2021 and will be activated from 2022. Thanks to it, employees will have the opportunity to use their vouchers to purchase a wider range of services and choose to use their performance bonus on the platform.

¹ Work-related accidents that results in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months. The accident falls into

this category since the worker, following a laceration to the hand, underwent an operation after more than 6 months from the date of the accident.

5. Environmental responsibility



5. Environmental responsibility

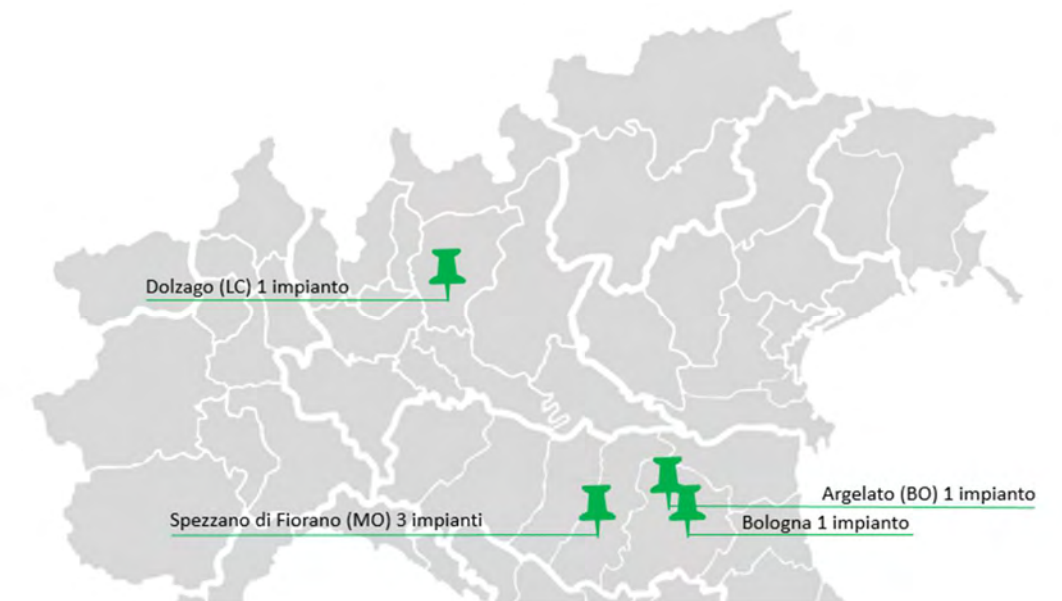
5.1 Our commitment to the environment

The group is committed to pursuing environmental protection, with the aim of continuously improving its environmental performance through:

- raising the awareness of shareholders, employees and collaborators on environmental issues,
- an approach to design aimed at minimizing the environmental impact that could arise from the design choices made and pollution prevention,
- compliance with national and EU legislation and regulations on environmental matters.

Environmental protection is of a priority issue for the Group. Gruppo Dierre has demonstrated its commitment to this by successfully launching a **renewable energy project**.

In fact, in 2020 the Group applied to access the Energy Fund for Emilia Romagna created to provide incentives aimed at reducing energy consumption and climate change emissions, including the installation of plant for producing energy from renewable sources.



The investment project involved the **construction of 3 power generation plants from renewable sources²** capable of covering part of the energy requirements and contributing to the reduction of CO₂ and energy costs.

The Group's commitment to the energy transition also continued in 2021, installing another 3 photovoltaic systems. In particular, the installation of the last energy production plant in Dolzago was completed in 2021 and will be operational from 2022. At the moment all the plants in operation belong to Dierre S.p.A., their geographical location is shown in the map above.

The objective of the project was to reduce greenhouse gas emissions through the production of clean energy, with **an estimated saving of 111.62 tons of CO₂** (source Ecoinvent), corresponding to an overall production of 210,606 kWh/year.

Goal **ACHIEVED**: increase in investments aimed at developing environmental sustainability and energy efficiency



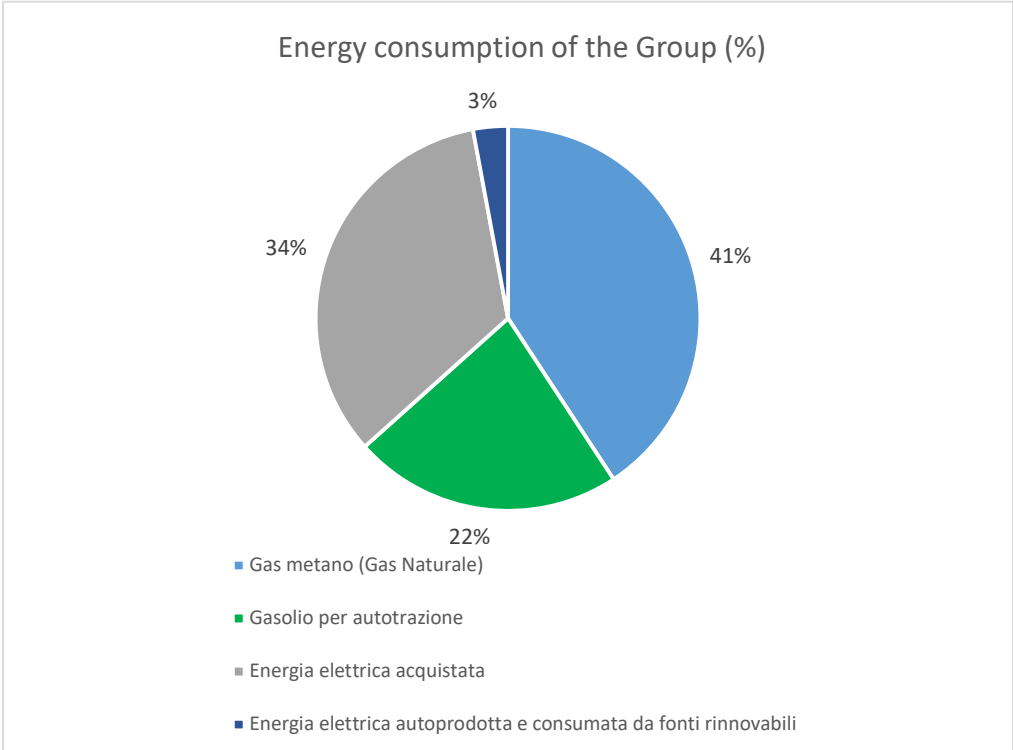
² The systems were put into service in September 2020.

5.2 Energy consumption and emissions

In 2021, Gruppo Dierre consumed a total of **14,103** GJ³ of energy at its 15 production sites, up by 23% compared to 2020 due to an increase in production.

The most significant amount of energy consumption comes from methane (41%), which is used for heating, followed by the electricity used by the Group in the production processes, which represents approximately 36% of the total. Compared to 2020, diesel is no longer used for heating, but is used exclusively for transport, in particular to power the fleet of cars and forklifts (equal to 3,217 GJ).

Through the installation of photovoltaic systems, the Group produces 549 GJ of renewable energy, an increase of 128% compared to 2020, which is partly sold to the grid (132 GJ), partly consumed (417 GJ).



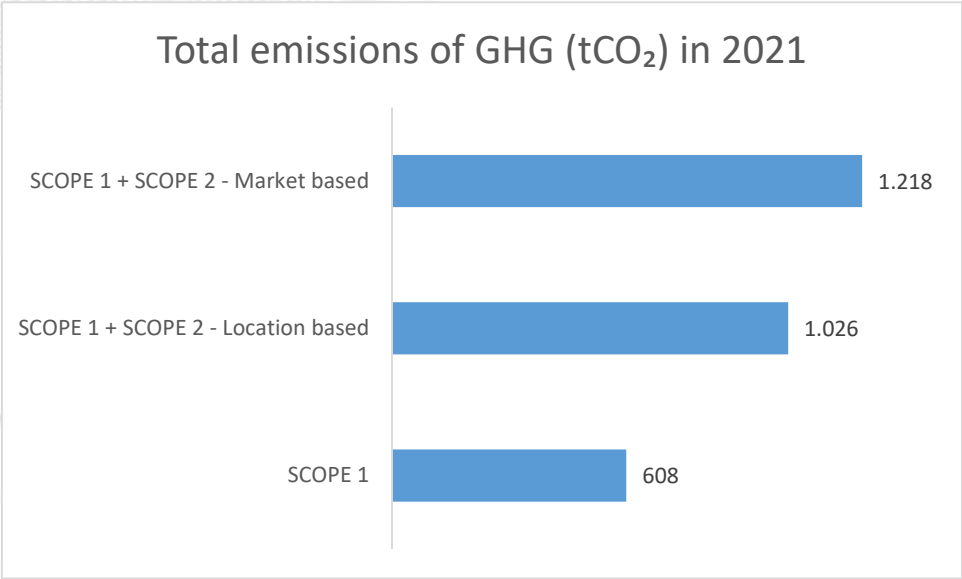
³ The following conversion factors were used to calculate the energy consumption in GJ:

- Natural Gas: 35,281 GJ/1000*StdM3 (Source: Min.of the Environment 2021)
- Heating oil: 42,873 GJ/t (Source: Min.of the Environment 2021)

- Diesel for vehicles: 42,78 GJ/t (Source: NIR: ITALIAN GREENHOUSE GAS INVENTORY 1990-2017. NATIONAL INVENTORY REPORT 2020)

The direct emissions generated by the Group in 2021 from the use of methane and diesel oil (Scope 1) amounted to 608 tons of CO₂ (36% more compared to 2020) while emissions from the consumption of electricity calculated according to the Market based method⁴ (Scope 2), amount to 1,218 tons of CO₂ (27% more compared to 2020), if added to Scope 1 emissions. On the other hand, using the Location based accounting method, Scope 2 emissions and Scope 1 emissions amounted to 1,026 tons of CO₂ (30% more compared to 2020). As regards atmospheric emissions other than CO₂, for 2021, the emissions of NO_x and SO_x were zero; as regards other emissions, the Dierre SpA and Sintesi plants produced 58 kg of particulate matter (PM), (8% less compared to 2020).

In addition, no emissions of ozone-depleting substances (ODS)⁵ were generated by the Group in 2021.



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

- Natural Gas: 1,983 tCO₂/1000stdm³ (Source: Min. of the Environment 2021)
- Diesel for vehicles: 3,151 tCO₂/t (Source: ISPRA 2021)
- Heating oil: 3,155 tCO₂/t (Source: Min. of the Environment 2021)

Scope 1 emissions are expressed in tons of CO₂, as the source used does not include the emission factors of gases other than CO₂.

⁴ The GRI Sustainability Reporting Standards provide two methods for calculating Scope 2 emissions, the “Location-based method” and the “Market-based method”. For the calculation of Scope 2 emissions, in line with the GRI Sustainability Reporting Standards, both calculation methods were used. The Market-based calculation is based on the CO₂ emissions emitted by energy suppliers from which the Organization purchases electricity through a direct contract, and can be calculated by

taking into account: Energy Guarantees of Origin certificates and direct agreements with suppliers, supplier specific emission factors, “residual mix” emission factors, i.e. untracked or unclaimed energy and emissions (method used, with Italy 2021 emission factor: 459 gCO₂/kWh- source: AIB - European Residual Mixes 2021). The Location-based method is based on average energy emission factors for well-defined geographical areas, including local, sub-national or national boundaries (methodology used, with Italy 2021 emission factor: 315 gCO₂/kWh- source: Terna 2018/2019). Scope 2 emissions are expressed in tons of CO₂, however the percentage of methane and nitrous oxide has a negligible effect on the total greenhouse gas emissions (CO₂e) as inferred from the technical reference literature.

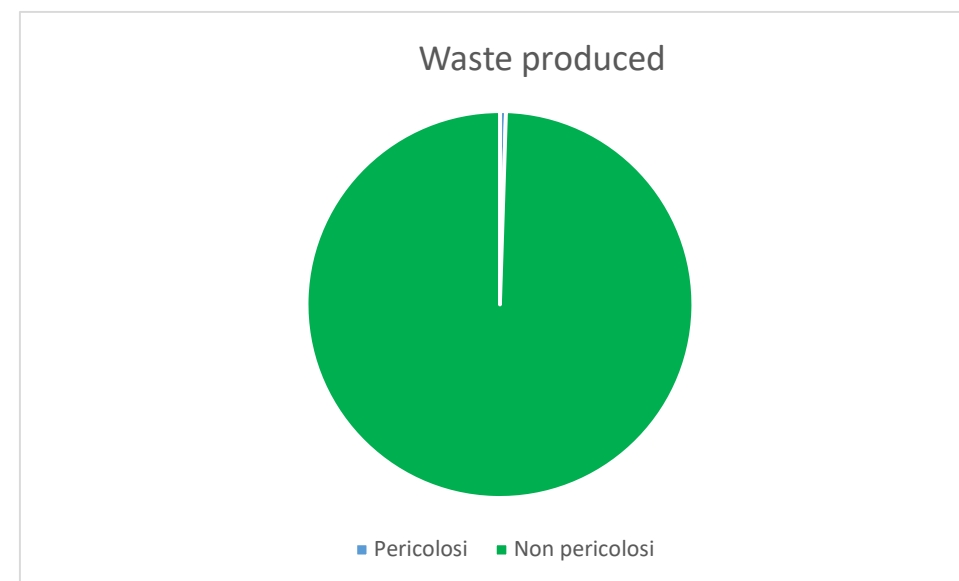
⁵ ODS (ozone-depleting substance): substances with an ozone depletion potential (ODP) greater than 0 that can deplete the stratospheric ozone layer.

5.3 Waste

During 2021, the Group produced a total of 967 tons of waste, an increase of 86% compared to 2020 due to the acquisition of the new companies and extraordinary disposal of material. Almost all of this waste is non-hazardous (0.49%), while hazardous waste amounts to 808 tons (99.51%).

The Group favours recovery as a method of waste disposal.

In this perspective, Sintesi S.r.l., which designs and manufactures soundproofing and industrial safety guards, and which alone produces 40% of the total waste, has taken steps to implement a process to separate materials that are being disposed of, which makes their recovery much easier.



5.4 Materials and packaging

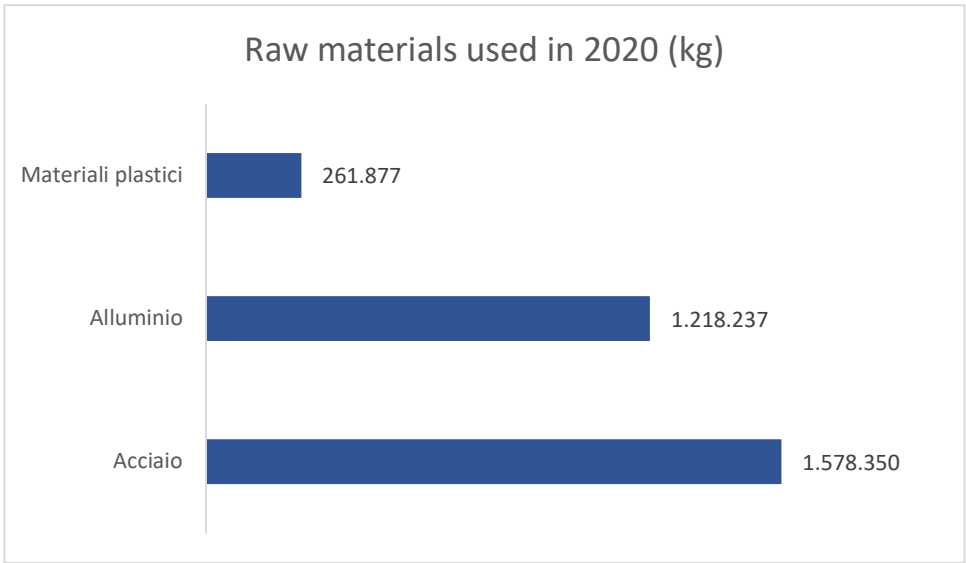
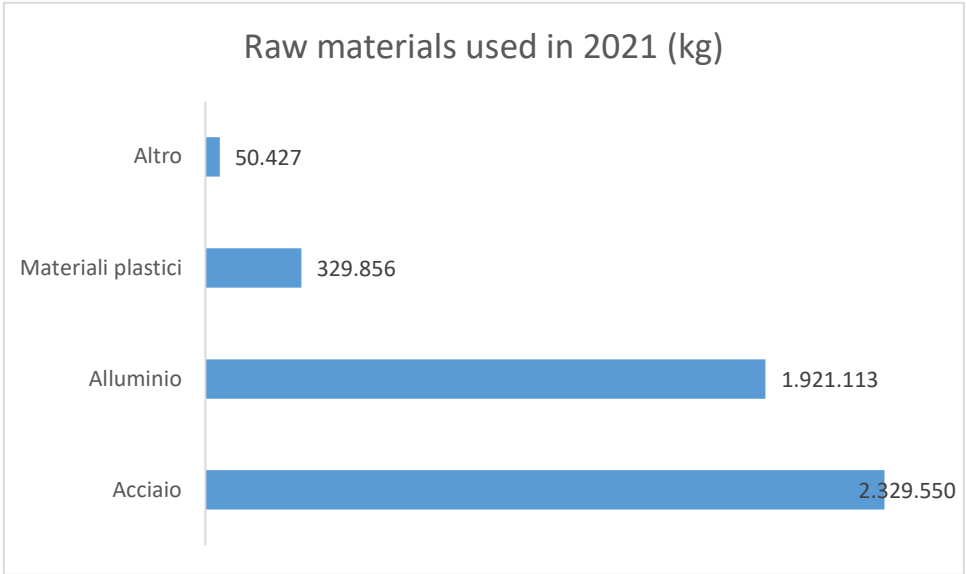
The main raw materials used by Gruppo Dierre for manufacturing are **steel and aluminium**. The Group also uses small amounts of plastic for some components of its products.

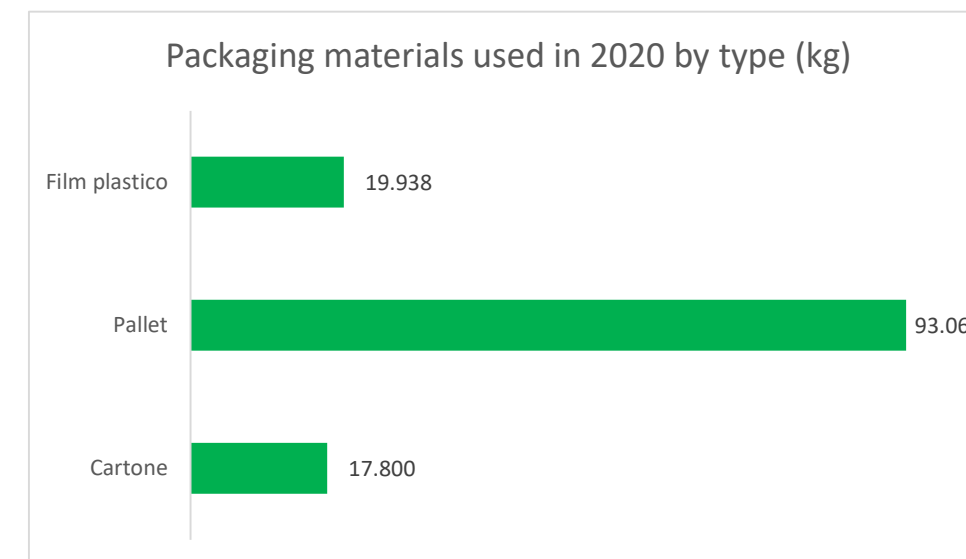
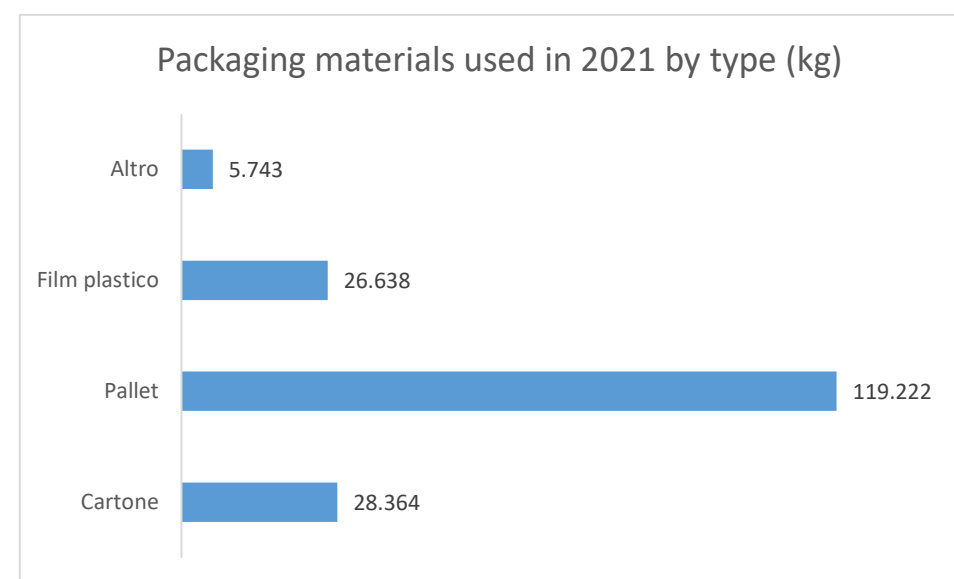
In 2021, the Group used 2,330 t of steel (50%), 1,921 t of **aluminium (41%)** of which 46 tons was composite aluminium, and 329,856 kg. **plastic materials (7%)**.

The Group mainly uses **pallets, cardboard and plastic film** for packaging. In 2021, 119 tons of pallets (66%), more than 28 tons of cardboard (16%) and 26,637 kg plastic film (15%) were used.

As can also be seen from the graphs on this and the following page, in 2021 the consumption of raw materials and packaging increased by 50% to meet production needs.

It should be noted that the pallet used is of the pressed type and is certified with the **FAO ISPM15** standard, which guarantees compliance with phytosanitary measures that reduce the risk of introducing and spreading quarantine parasites associated with the handling of wooden packaging material in international trade.





Goal *IN PROGRESS*: The Dierre Group sets itself the goal of preferring the use of recycled materials and sourcing from certified suppliers

6. Social Responsibility



6. Social responsibility

6.1 Sustainable supply chain management

As indicated in the Code of Ethics, as regards business relationships, all those who work for and with Gruppo Dierre are required to:

- promote fair and correct conduct in every area of its business, condemning any possible form of disruption to the freedom of trade or industry as well as any form of unlawful competition, fraud, counterfeiting or misappropriation of industrial property rights;
- to oppose and reject any conduct aimed at obtaining confidential information about competitors, in compliance with current antitrust and fair competition regulations, and undertake not to take any actions that may constitute a breach of such regulations;
- to protect their intellectual property rights and those of others, including copyrights, patents, trademarks and identification marks, by following the policies and procedures provided for their protection;
- to oppose and reject any conduct aimed at acquiring business in an illicit manner, by offering or promising money or other benefits that are not due.

The Group is **committed to developing relationships of correctness and transparency with its suppliers**. In particular, they are ensured the same equal opportunities and dignity, criteria and systems for the constant monitoring of the quality of goods / services provided and supply contracts based on fairness, especially regarding terms of payment and the cost of administrative formalities.

In the supplier selection process, the Group takes into account the professionalism and business structure of its suppliers, the quality, the price, production methods, delivery and performance of service. The Group **also assesses the supplier's ability to comply with confidentiality obligations, as well as social and environmental responsibility**. Dierre has adopted a **supplier assessment and qualification procedure for goods and services, whose activities may be critical for the Group from the point of view of environmental impact** and has defined the methods and responsibilities for managing them.

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

- Suppliers of substances or preparations that are dangerous to the environment;
- Waste disposal companies;
- Service providers (analysis laboratories, consultancies) and logistics (transport).

On the other hand, the generic assessment of suppliers is done on suppliers of:

- Components / custom made parts / to Dierre specification, including special processes;

- strategic services;
- commercial components in the catalogue, which supply Non-Compliant components during the year;
- Any Outsourcing Processes.

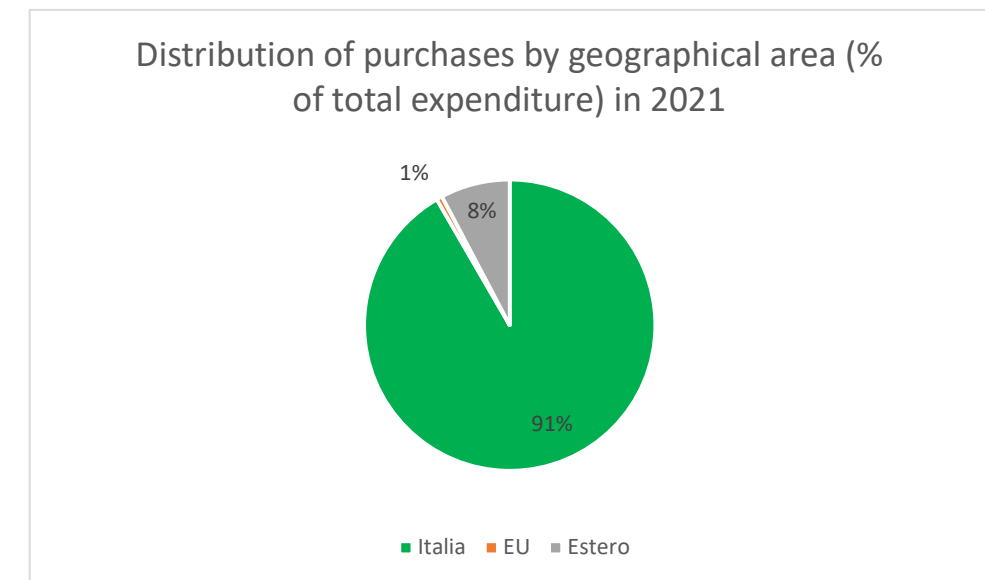
In 2021, 142 suppliers were assessed.

Dierre divides its supplies into two product categories:

- **Trade supplies:** all those products purchased from the catalogue, or with physical and technical characteristics and product specifications already defined in advance and which are procured on the international market. There is no Dierre drawing or specification for this component in the management system.
- **Custom made supplies /to Dierre specification:** means all those products that Dierre procures according to its own specifications / drawings. There is always a Dierre drawing or specification for these components in the management system. There is always a Dierre drawing or specification for these components in the management system.

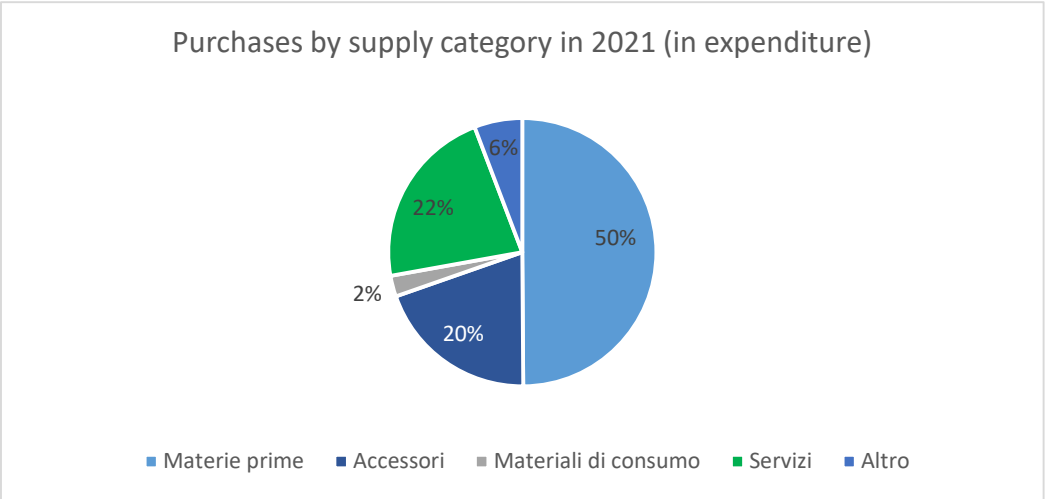
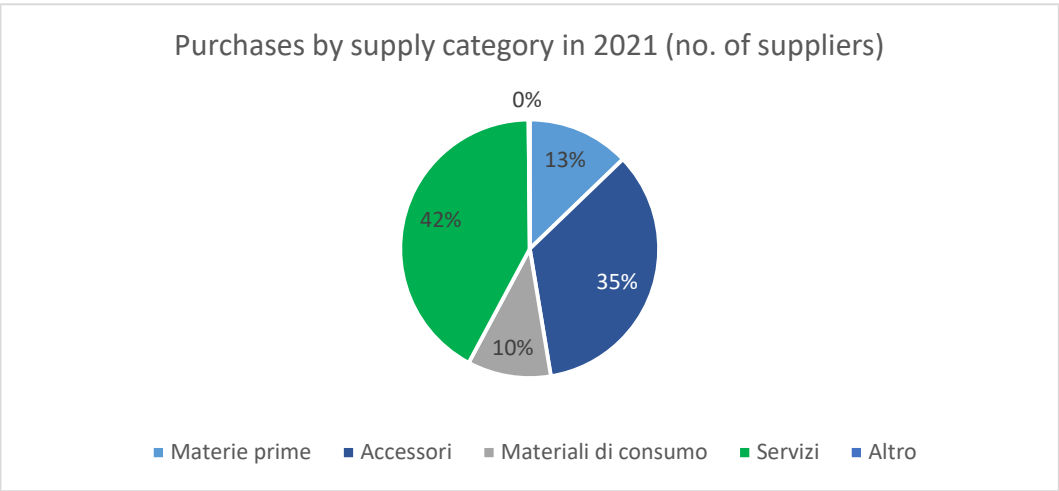
The Group also requires its suppliers and partners to comply with current employment legislation, especially as regards child labour, women's rights, working conditions and hours, social security and pension contributions, and wages.

In 2021, the Dierre Group collaborated with more than **1,427 suppliers**, an increase of approximately 42% compared to 2020. Of these, 600 Services (42%), 493 supply Accessories (35%) and 183 supply Raw Materials (13%).



The most significant category in economic terms is that of suppliers of raw materials that accounted for Group annual purchases of over € 15 million (50%), followed by service providers that accounted for over € 7 million (22%), while suppliers of accessories accounted for over € 6 million (20%). Purchases of other consumables and packaging represent an insignificant amount of total purchases.

Whenever possible, Gruppo Dierre prefers to purchase from local suppliers⁶ in order to create value for the communities in which the Group operates. Out of a total expenditure of approximately 31 million euros, almost all of the Group's purchases in 2021 were from suppliers that are considered local (over 29 million euros), in line with 2020.



⁶ Gruppo Dierre considers suppliers as being local if they have their registered office in Italy. For significant branches, reference is made to the Italian locations.

6.2 Collaboration and partnership development

Doing business today means putting yourself at the centre of the community and the area in which you work because it is also from there that a company derives its strength, identity and credibility.

In addition to safety and eco-sustainability, one of the values that has always inspired Gruppo Dierre is **corporate social responsibility**. The Group has always promoted and supported sports, cultural and solidarity projects aimed at overcoming issues that have a social and ethical impact and consequently the well-being of the community.

Dierre Group, in collaboration with NB Aurora, is one of the official sponsors of the project "**Support Merit - Scholarship for orphaned students**" promoted by the LUISS University of Rome, which has always been committed to guaranteeing the right to education for the most deserving students, regardless of social and economic class or country of origin and to support students who find themselves having to face unexpected personal difficulties. This important initiative has allowed funds to be

raised to support the study path of a deserving orphan student, in economic difficulty following the loss of one of her parents. By supporting the concepts of social sustainability, Dierre Group thus shares its commitment to promoting actions aimed at increasing the opportunities for inclusion with respect to disadvantaged conditions and difficult contextual situations.

In addition, Gruppo Dierre's commitment to promoting amateur sporting events , continues together with the **Ferrara Triathlon Club**, one of the first companies enrolled in the Italian Triathlon Federation. Founded in 1984, the registration number of the Ferrara Triathlon Club is number 6 in chronological order. Again this year, Dierre is one of the sponsors of the Ferrara club that has been promoting Triathlon sports for over 30 years In addition to the Ferrara Triathlon Club, Dierre also supports the Fiorano Bocciofila, the Corlo MTB Association and the Cimone Skiteam.



7. Appendix

Boundaries of the material topics

MATERIAL TOPIC	GRI STANDARD	IMPACT BOUNDARY	GROUP INVOLVEMENT
Ethics, integrity and transparency	ANTI-CORRUPTION (GRI 205) ANTI-COMPETITIVE BEHAVIOUR (GRI 206)	Gruppo Dierre	Caused by the Group
Compliance	ENVIRONMENTAL COMPLIANCE (GRI 307) SOCIOECONOMIC COMPLIANCE (GRI 419)	Gruppo Dierre	Caused by the Group
Value creation	-	Gruppo Dierre	Caused by the Group
Product quality and safety	CUSTOMER HEALTH AND SAFETY (GRI 416)	Gruppo Dierre	Caused by the Group
Brand identity	-	Gruppo Dierre	Caused by the Group
Innovation, Research and Development	-	Gruppo Dierre	Caused by the Group
Responsible Marketing	MARKETING AND LABELLING (GRI 417) CUSTOMER PRIVACY (GRI 418)	Gruppo Dierre	Caused by the Group
Energy consumption	ENERGY (GRI 302)	Gruppo Dierre	Caused by the Group
Emissions and climate change	EMISSIONS (GRI 305)	Dierre Group and electricity suppliers	Caused by the Group and directly linked to through a business relationship
Waste and packaging	WASTE (GRI 306) MATERIALS (GRI 301)	Production facilities	Caused by the Group
Human resource management and development	EMPLOYMENT (GRI 401) TRAINING AND EDUCATION (GRI 404)	Gruppo Dierre	Caused by the Group
Employee health and safety	OCCUPATIONAL HEALTH AND SAFETY (GRI 403)	Gruppo Dierre employees ⁷	Caused by the Group
Workers rights	DIVERSITY AND EQUAL OPPORTUNITY (GRI 405) NON-DISCRIMINATION (GRI 406)	Gruppo Dierre	Caused by the Group
Supply chain management	PROCUREMENT PRACTICES (GRI 204)	Gruppo Dierre	Caused by the Group

⁷ The boundary of the data on health and safety only includes employees. The Group will make a more detailed analysis on the importance of non-employee workers in order to assess the need to collect data from the employers of external collaborators and suppliers operating at the Group's facilities and/or under the Group's control and to evaluate the quality and accuracy of this data, over which it does not have direct control.

8. Methodological Note

The aim of this document, which is Gruppo Dierre's first Sustainability Report, is to communicate the Group's sustainability strategies and its performance in the field of environmental, social and economic sustainability for the year 2021 (from 1 January as of December 31) in a transparent manner. To ensure that the data can be compared over time, a comparison with 2020 data has been indicated, wherever available.

The Annual Report was drawn up using a selection of "GRI Sustainability Reporting Standards" published by the Global Reporting Initiative (GRI) as indicated in the "GRI content index" table. This makes it possible to highlight the coverage of the GRI indicators associated with each sustainability issue shown in this document.

The boundary of the economic and social data and information is the same as that of the Gruppo Dierre Consolidated Financial Statement as of 31 December 2021. With reference to environmental data and information, the reporting perimeter coincides with the Group's production sites, the commercial site and the warehouses, with the exception of the Dierre Safe S.r.l. plant, as it was acquired on 6 July 2021.

In order to ensure the reliability of data, the use of estimates has been limited as much as possible and, if used, are based on the best available methodologies and have been appropriately disclosed.

With regard to the significant changes relating to the size, organizational structure, ownership structure and supply chain of the Group which occurred in 2021, it should be noted that Dierre acquired: on 15 December 2020, with effect from 1 January 2021, DCM S.r.l ; on 16 March 2021 the company Dierre Safe S.r.l .; on 30 June 2021 the company In.Ecosistemi and lastly, on 8 June 2021 the Dierre Robotics company was incorporated into Dierre S.p.A. through merger.

This document is not subject to external assurance.

For further information and suggestions regarding the Gruppo Dierre Sustainability Report, please contact: info@dierre.eu.

This document is also available on the Gruppo Dierre website: www.dierre.eu

Performance indicators

Responsibility towards people

GRI DISCLOSURE STANDARD 102-8

Total number of employees and contractors by professional category and by gender as of						
	31/12/2020			31/12/2021		
	Men	Women	Total	Men	Women	Total
Employees	236	45	281	257	55	312
Managers	-	-	-	-	-	-
Office workers	70	40	110	76	45	121
Workers	143	2	145	150	3	153
Apprentices	23	3	26	31	7	38
Contractors	14	2	16	7	1	8
Contingent workers	5	1	6	6	1	7
Other (agents, consultants, etc.)	9	1	10	1	-	1
Total Workforce	250	47	297	264	56	320

Number of employees by type of contract and gender as of						
	31/12/2020			31/12/2021		
Type of contract	Men	Women	Total	Men	Women	Total
Permanent	229	46	275	247	54	301
Fixed term	6	-	6	10	1	11
Total	235	46	281	257	55	312

Total number of employees by type of employment and gender as of						
	31/12/2020			31/12/2021		
Type of employment	Men	Women	Total	Men	Women	Total
Full-time	232	38	270	253	46	299
Part-time	3	8	11	4	9	13
% Part-time	1.28%	17.39%	3.91%	1.56%	16.36%	4.17
Total	235	46	281	257	55	312

GRI DISCLOSURE STANDARD 405-1

Number of employees by by professional category, age group and gender as of 31 December 2020							
	<30 years		30- 50 years		>50 years		Total
	Men	Women	Men	Women	Men	Women	
Managers	0	0	0	0	0	0	0
Office workers	11	6	45	22	14	12	110
Workers	27	0	87	1	30	1	146
Apprentices	21	3	0	1	0	0	25
Total	59	9	132	24	44	13	281
Number of employees by by professional category, age group and gender as of 31 December 2021							
	<30 years		30- 50 years		>50 years		Total
	Men	Women	Men	Women	Men	Women	
Managers	-	-	-	-	-	-	-
Office workers	15	6	46	29	15	10	121
Workers	17	-	95	1	38	2	153
Apprentices	29	6	1	1	1	-	38
Total	61	12	142	31	54	12	312

Percentage of employees by professional category, age group and gender as of 31 December 2020							
	<30 years		30- 50 years		>50 years		Total
	Men	Women	Men	Women	Men	Women	
Managers	0	0	0	0	0	0	0
Office workers	10%	5%	41%	20%	13%	11%	10%
Workers	18%	0%	60%	1%	21%	1%	18%
Apprentices	84%	12%	0%	4%	0%	0%	84%
Total	21%	3%	47%	9%	16%	5%	100%

Percentage of employees by professional category, age group and gender as of 31 December 2021							
	<30 years		30- 50 years		>50 years		Total
	Men	Women	Men	Women	Men	Women	
Managers	-	-	-	-	-	-	-
Office workers	12%	5%	38%	24%	12%	8%	100%
Workers	11%	0%	62%	1%	25%	1%	100%
Apprentices	76%	16%	3%	3%	3%	0%	100%
Total	20%	4%	46%	10%	17%	4%	100%

Protected categories and other indicators of diversity by professional category and gender as of						
Professional category	31/12/2020			31/12/2021		
	Men	Women	Total	Men	Women	Total
Managers	-	-	-	-	-	-
Non-Italian citizenship	0	0	-	0	0	-
Belonging to protected categories	0	0	-	0	0	-
Office workers	3	2	5	2	4	6
Non-Italian citizenship	0	0	-	1	1	2

Belonging to protected categories	3	2	5	1	3	4
Workers	41	-	41	39	4	43
Non-Italian citizenship	34	0	34	38	-	38
Belonging to protected categories	7	0	7	1	4	5
Apprentices	-	-	-	2	2	4
Non-Italian citizenship	0	0	-	2	2	4
Belonging to protected categories	0	0	-	0	0	-
Total	44	2	46	43	10	53

Composition of the Board of Directors of Dierre S.p.A. by gender and age group as of 31 December 2021 (%)				
	<30 years	30-50 years	>50 years	Total
Men	0%	20%	80%	100%
Women	-	-	-	-

GRI DISCLOSURE STANDARD 102-41

Percentages employees covered by collective bargaining agreements as of 31 December 2021	
Total employees	312
Employees covered by collective bargaining agreements	312
Percentage of total employees	100%

GRI DISCLOSURE STANDARD 401-1

New employee hires by gender and age group in 2020				
	<30 years	30- 50 years	>50 years	Total
Men	14	15	3	32
Women	-	2	-	2
Total	14	17	3	34

New employee hires by gender and age group in 2021				
--	--	--	--	--

	<30 years	30- 50 years	>50 years	Total
Men	23	20	6	49
Women	3	6	2	11
Total	26	26	8	60

Rate of new employee hires by gender and age group in 2020				
	<30 years	30- 50 years	>50 years	Total
Men	24%	11%	7%	14%
Women	0%	8%	0%	4%
Total	21%	11%	5%	12%
Rate of new employee hires by gender and age group 2021				
	<30 years	30- 50 years	>50 years	Total
Men	38%	14%	11%	19%
Women	25%	19%	17%	20%
Total	16%	15%	12%	19%

Total number of outgoing employee by gender and age group in 2020				
	<30 years	30- 50 years	>50 years	Total
Men	7	17	5	29
Women	1	-	2	3
Total	8	17	7	32
Total number of outgoing employees by gender and age group in 2021				
	<30 years	30- 50 years	>50 years	Total
Men	12	30	6	48
Women	-	3	1	4
Total	12	33	7	52

Turnover rate by gender and age group in 2020				
	<30 years	30- 50 years	>50 years	Total
Men	12%	13%	11%	12%
Women	11%	0%	15%	7%
Total	12%	11%	12%	11%
Turnover rate by gender and age group in 2021				

	<30 years	30- 50 years	>50 years	Total
Men	20%	21%	11%	19%
Women	0%	10%	8%	7%
Total	16%	19%	11%	17%

GRI DISCLOSURE STANDARD 404-1

Hours of-mandatory training for employees, by professional category and gender in 2020									
	N. Hours Men	Total employees men	N. hours per capita men	N. Hours Women	Total employees women	N. hours per capita women	N. Hours Total	Total employees	N. hours per capita
Managers	-	-	-	-	-	0	-	-	0
Office workers	107	70	2	24	40	0.6	131	110	1.19
Workers	506	143	4	-	2	0	506	145	3.49
Apprentices	87	23	4	-	3	0	87	26	3.35
Total	700	236	3	24	45	1	724	281	3

Hours of-mandatory training for employees, by professional category and gender in 2021									
	N. Hours Men	Total employees men	N. hours per capita men	N. Hours Women	Total employees women	N. hours per capita women	N. Hours Total	Total employees	N. hours per capita
Managers	-	-	-	-	-	-	-	-	-
Office workers	1,185	76	15.6	621	45	13.8	1,806	121	15
Workers	2,183	150	14.5	33	3	11	2,216	153	14.5
Apprentices	446	31	14.3	-	7	-	446	38	11.7
Total	3,814	257	15	654	55	12	4,468	312	14

Hours of non-mandatory training for employees, by professional category and gender 2020									
	N. Hours Men	Total employees men	N. hours per capita men	N. Hours Women	Total employees women	N. hours per capita women	N. Hours Total	Total employees	N. hours per capita
Managers	-	-	-	-	-	-	-	-	0
Office workers	682	70	10	1,237	40	31	1,920	110	17.45

Workers	571	143	4	-	2	-	571	145	3.93
Apprentices	767	23	33	8	3	3	775	26	29.79
Total	2,019	236	9	1,245	45	28	3,265	281	12
Hours of non-mandatory training for employees, by professional category and gender in 2021									
	N. Hours Men	Total employees men	N. hours per capita men	N. Hours Women	Total employees women	N. hours per capita women	N. Hours Total	Total employees	N. hours per capita
Managers	-	-	-	-	-	-	-	-	-
Office workers	696	76	9.2	264	45	5.9	960	121	8
Workers	241	150	1.6	-	3	-	241	153	2
Apprentices	47	31	1.5	-	7	-	47	38	1.2
Total	984	257	3.8	264	55	4.8	1,247.5	312	4

Hours of mandatory and non-mandatory training for employees, by professional category and gender in 2020									
	N. Hours Men	Total employees men	N. hours per capita men	N. Hours Women	Total employees women	N. hours per capita women	N. Hours Total	Total employees	N. hours per capita
Managers	-	-	-	-	-	-	-	-	-
Office workers	789	71	11	1.261	42	30	2.051	113	18
Workers	1.077	153	7	-	3	-	1.077	156	7
Apprentices	854	24	36	8	3	3	862	27	32
Total	2.719	248	11	1.269	48	26	3.989	296	13
Hours of mandatory and non-mandatory training for employees, by professional category and gender in 2021									
	N. Hours Men	Total employees men	N. hours per capita men	N. Hours Women	Total employees women	N. hours per capita women	N. Hours Total	Total employees	N. hours per capita
Managers	-	-	-	-	-	-	-	-	-
Office workers	1,881	152	12	885	90	10	2,766	242	11

Workers	2,424	300	8	33	6	6	2,457	306	8
Apprentices	493	62	8	-	14	-	493	76	6
Total	4,797	514	9	918	110	8	5,715	624	9

GRI DISCLOSURE STANDARD 403-9

Number of fatalities and work-related injuries for		
	2020	2021
Number of fatalities as a result of work-related injury	-	-
Number of high-consequence work-related injuries ⁸ (excluding fatalities)	-	1
Number of recordable work-related injuries	10	9

Rate of fatalities and rate of work-related injuries for employees		
	2020	2021
Rate of fatalities as a result of work-related injury	-	-
Rate of high-consequence work-related injuries (excluding fatalities)	-	1.77%
Rate of recordable work-related injuries ⁹	28%	16%

⁸ Work-related accidents that results in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months. The accident falls into this category since the worker, following a laceration to the hand, underwent an operation after more than 6 months from the date of the accident.

⁹ The injury rate was calculated as the ratio between the total number of injuries and the total number of hours worked, using a multiplication factor of 1,000,000. The data only includes accidents on the commute from home to work if the transport was arranged by the company. The number of hours worked by Group employees in 2020 was 354,533 and in 2021 it was 565,470.

Environmental responsibility

GRI DISCLOSURE STANDARD 301-1

Raw materials (kg)				
Raw materials	2020		2021	
	Quantity	% renewable	Quantity	% renewable
Steel	1,578,350	0%	2,392,550	0%
Aluminium	1,218,237	0%	1,921,113	0%
<i>of which composite aluminium</i>	39,376	0%	46,080	0%
Plastic materials	261,877	0%	329,856	0%
Other	4705	0%	50,427	0%
Total	3,063,169	0%	4,630,946	0%

Packaging materials (kg)				
Packaging	2020		2021	
	Quantity	% renewable	Quantity	% renewable
Cardboard	17800	0%	28,364	0%
<i>of which FSC certified</i>	-	0%	-	0%
<i>of which recycled</i>	-	0%	-	0%
Pallets	93,062	0%	119,222	0%
<i>of which recycled</i>	-	0%	-	0%
Plastic film	19,938	0%	26,637	0%
<i>of which recycled</i>	-	0%	-	0%
Other	5,752	0%	5,743	0%
Total	136,552	0%	179,966	0%

GRI DISCLOSURE STANDARD 302-1¹⁰

Energy consumption by source ¹¹		2020		2021	
Type of consumption	Unit of measurement	Total	Total (GJ)	Total	Total (GJ)
Natural Gas (methane)	Smc	121,702	4,296	164,098	5,790
Heating oil	litres	5,670	204	-	-
Diesel for vehicles	litres	82,314	2,958	89,525	3,217
Electricity purchased	kWh	1,066,288	3,839	1,408,250	5,070
<i>Of which from renewable sources</i>	kWh	-	-	-	-
Self-generated electricity and consumed from photovoltaic systems	kWh	55,530	200	115,783	417
Self-generated electricity sold to the grid from photovoltaic systems	kWh	11,855	43	36,609	132
Total energy consumption			11,497	14,235	
Renewable energy			200	417	
Non-renewable energy			11,297	13,818	
Renewable energy as % of the total			1.7%	2.9%	

¹⁰ The following conversion factors were used to calculate the energy consumption in GJ:

- Natural Gas: 35,281 GJ/1000*StdM3 (Source: Min.of Environment 2021)
- Heating oil: 42,873 GJ/t (Source: Min.of Environment 2021)
- Diesel for vehicles: 42,78 GJ/t (Source: NIR: ITALIAN GREENHOUSE GAS INVENTORY 1990-2017. NATIONAL INVENTORY REPORT 2020)

¹¹ Following an improvement in the reporting system, the data regarding energy consumption and emissions for 2020 have been restated with respect to those published in the previous Sustainability Report. For previously published data, please refer to the 2020 Sustainability Report, published on the [Dierre Group](#) website.

GRI DISCLOSURE STANDARD 305-1 and 305-2¹²

Direct and indirect GHG emissions (tCO ₂)		
	2020	2021
SCOPE 1	447	608
SCOPE 2 - Location based	358	419
SCOPE 2 - Market based	489	610
SCOPE 1 + SCOPE 2 - Location based	805	1,026
SCOPE 1 + SCOPE 2 - Market based	936	1,218

¹² 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: 0,001983 tCO₂/sm³(Sources: Min. of Environment 2021)
- Diesel for vehicles: 3,151 tCO₂/t (Source: ISPRA 2021)
- Heating oil: 3,155 tCO₂/t (Source: ISPRA 2020)

Scope 1 emissions are expressed in tons of CO₂, as the source used does not include the emission factors of gases other than CO₂.

It should be noted that the 2021 figure does not include the company Dierre Safe S.r.l., acquired on 6/07/2021, which will be included starting from the next financial year.

Both calculation methods were used to calculate Scope 2 emissions, in line with the GRI Sustainability Reporting Standards. The Market-based calculation is based on the CO₂ emissions emitted by energy suppliers from which the Organization purchases electricity through a contract, and can be calculated by taking into account: Energy Guarantees of Origin certificates and direct agreements with suppliers, supplier specific emission factors, “residual mix” emission factors, i.e. untracked or unclaimed energy and emissions (method used, with Italy 2021 emission factor: 0.459 kg CO₂/kWh- source: AIB - European Residual Mixes 2021). The Location-based method is based on average energy emission factors for well-defined geographical areas, including local, sub-national or national boundaries (methodology used, with Italy 2021 emission factor: 0.315 kg CO₂/kWh- source: Terna 2018/2019). Scope 2 emissions are expressed in tons of CO₂, however the percentage of methane and nitrous oxide has a negligible effect on the total greenhouse gas emissions (CO₂e) as inferred the technical reference literature.

Scope 1 emissions are expressed in tons of CO₂, as the source used does not include the emission factors of gases other than CO₂.

GRI DISCLOSURE STANDARD 305-7

Other significant emissions (kg)		
	2020	2021
Particulate matter (PM)	63.08	58
Other standard categories of emissions identified in the applicable legislation	0.00	0
Total	63.08	58

GRI DISCLOSURE STANDARD 306-3¹³

Waste produced (tons) in 2020				
CER Code	Hazardous	Non-hazardous	Total	%
70213	0	32.3	32	6%
80318	0	0.09	0	0%
100911	0	0	0	0
120101	0	280.62	281	54%
120102	0	3.36	3	1%
120103	0	12.26	12	2%
120104	0	14.22	14	3%
120105	0	6.19	6	1%
120199	0	0	0	0%
150101	0	14.76	15	3%
150102	0	0	-	0%
150103	0	33.68	34	6%
150106	0	30.63	31	6%
150016	0	20.2	20	4%

¹³For 2021 it was decided to proceed with the reporting of waste data using the new Standard GRI 306 (Waste), published by the Global Reporting Initiative (GRI) in 2020 to replace the version used so far, published in 2016. For comparative purposes, the data relating to 2020 have therefore been restated with respect to those published in the previous Sustainability Report. For previously published data, please refer to the 2020 Sustainability Report, published on the [Dierre Group](#) website.

150110*	0	0	-	0%
150111*	0	0	-	0%
160211*	0	0	-	0%
160213	0	0	0	0%
160214	0	3.97	4	1%
160216	0	0.03	0	0%
161001*	0	0.76	1	0%
170203	0	1.51	2	0%
170402	0	32.975	33	6%
120117	0	2.26	2	0%
170405	0	26.7	27	5%
170411	0	0	-	0%
170603*	2.01	0	2	0%
170802	0	0.84	1	0%
120109*	0.04	0	0	0%
130110*	0	0	0	0%
130205*	0.1	0	0	0%
200121	0.016	0	0	0%
200307	0	0	0	0%
TOTAL	2.17	517	520	100%
%	0.42%	99.58%	100%	0%
Waste produced (tons) in 2021				
Disposal method	Hazardous	Non-hazardous	Total	%
70213	0	27.041	27	3%
80318	0	0	-	0%
100911	0.98	0	1	0%
120101	0	318.36	318	33%
120102	0	1.8	2	0%
120103	0	17.13	17	2%
120104	0	10.25	10	1%
120105	0	5.83	6	1%

120199	0	153.37	153	16%
150101	0	73.58	74	8%
150102	0	0.19	0	0%
150103	0	35.42	35	4%
150106	0	38.46	38	4%
150016	0	18.78	19	2%
150110*	0.04	0	0	0%
150111*	0.08	0	0	0%
160211*	0.02	0	0	0%
160213	0	0.03	0	0%
160214	0	28.13	28	3%
160216	0	0.02	0	0%
161001*	1.08	5.5	7	1%
170203	0	0.91	1	0%
170402	0	60.83	61	6%
120117	0	2.829	3	0%
170405	0	154.715	155	16%
170411	0	0.28	0	0%
170603*	1.78	0	2	0%
170802	0	8.48	8	1%
120109*	0.45	0	0	0%
130110*	0.15	0	0	0%
130205*	0.17	0	0	0%
200121	0	0	-	0%
200307	0	0.76	1	0%
TOTAL	5	962	967	100%
%	0.49%	99.51%	1	0%

9. GRI Content index

This refers to the following GRI disclosures:

GRI Standards	Disclosure	Page	Omissions
GRI 102: GENERAL STANDARD DISCLOSURES (2016)			
Organizational profile			
102-1	Name of the organization	4-6	
102-2	Activities, brands, products, and services	4; 17-18	
102-3	Location of headquarters	6	
102-4	Location of operations	6	
102-5	Ownership and legal form	5	
102-6	Markets serviced	11	
102-7	Scale of the organization	6; 11; 17-18	
102-8	Information on employees and other workers	27; 47-52	
102-9	Supply chain	41-43	
102-10	Significant changes to the organization and its supply chain	41	

Strategy			
102-14	Statement from senior decision-maker	3	
Ethics and integrity			
102-16	Values, principles, standards, and norms of behaviour	10	
Governance			
102-18	Governance structure	9	
Stakeholder engagement			
102-40	List of stakeholder groups	14	
102-41	Collective bargaining agreements	26; 42	
102-42	Identifying and selecting stakeholders	14	
102-44	Key topics and concerns raised	15; 45	
Reporting practice			
102-45	Entities included in the consolidated financial statements	5; 46	
102-46	Defining report content and topic boundaries	38; 46	
102-47	List of material topics	15; 45	
102-48	Restatements of information	46	
102-49	Changes in reporting	46	
102-50	Reporting period	46	
102-51	Date of most recent report	Previous Gruppo Dierre's Sustainability Report was published in 2021	
102-52	Reporting cycle	46	

102-53	Contact point for questions regarding the report	46	
102-54	Claims of reporting in accordance with the GRI Standards	46	
102-55	GRI Content index	62-72	
102-56	External assurance	46	
TOPIC-SPECIFIC STANDARDS			
Material topic: Ethics, integrity and transparency			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its boundary	15; 45	
103-2	The management approach and its components	10	
103-3	Evaluation of the management approach	10	
GRI 205: Anti-corruption (2016)			
205-3	Confirmed incidents of corruption and actions taken	No confirmed incidents of corruption were recorded in 2021.	
GRI 206: Anti-competitive behaviour (2016)			
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	No legal action was brought against the Group for anti-competitive practices and/or violations of regulations regarding anti-trust and monopoly practices in 2021.	
Material topic: Compliance			
GRI 103: Management Approach (2016)			

103-1	Explanation of the material topic and its boundary	15; 45	
103-2	The management approach and its components	10	
103-3	Evaluation of the management approach	10	
GRI 307: Environmental compliance (2016)			
307-1	Non-compliance with environmental laws and regulations	During 2021, there were no fines or non-monetary sanctions for non-compliance with environmental laws and regulations	
GRI 419: Socioeconomic compliance (2016)			
419-1	Non-compliance with laws and regulations in the social and economic area	There were no cases of non-compliance regarding information and the labelling of products and services in 2021.	
Material topic: Product quality and safety			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its boundary	15; 45	
103-2	The management approach and its components	21	
103-3	Evaluation of the management approach	21	
GRI 416: Customer health and safety (2016)			
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No confirmed incidents in 2021 of non-compliance concerning the health and safety impacts of	

		products and services were recorded in 2020.	
Material topic: Responsible marketing			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its boundary	15; 45	
103-2	The management approach and its components	24	
103-3	Evaluation of the management approach	24	
GRI 417: Marketing and labelling (2016)			
417-2	Incidents of non-compliance concerning product and service information and labelling	During 2021, there were no cases of non-compliance regarding information and the labelling of products and services.	
GRI 305: Customer Privacy (2016)			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	24	
Material topic: Energy consumption			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its boundary	15; 45	
103-2	The management approach and its components	34	
103-3	Evaluation of the management approach	34	
GRI 302: Energy (2016)			

302-1	Energy consumption within the organization	34; 57	
Material topic: Emissions and climate change			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its boundary	15; 45	
103-2	The management approach and its components	36	
103-3	Evaluation of the management approach	36	
GRI 305: Emissions (2016)			
305-1	Direct GHG emissions (Scope 1)	36; 58	
305-2	Energy indirect (Scope 2) GHG emissions	36; 58	
305-6	Emissions of ozone-depleting substances (ODS)	36	
305-7	Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant air emissions	36; 59	
Material topic: Waste and packaging			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its boundary	15; 45	
103-2	The management approach and its components	34; 37	
103-3	Evaluation of the management approach	34; 37	

GRI 306: Waste (2018)			
306-3	waste produced	37; 59-61	
GRI 301: Materials (2016)			
301-1	Materials used by weight or volume	34; 56-57	
Material topic: Occupational health and safety			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its boundary	15; 45	
103-2	The management approach and its components	31-32	
103-3	Evaluation of the management approach	31-32	
GRI 403: Occupational health and safety (2018)			
403-1	Occupational health and safety management system	31-32	
403-2	Hazard identification, risk assessment, and incident investigation	31-32	
403-3	Occupational health services	31-32	
403-4	Worker participation, consultation, and communication on occupational health and safety	31-32	
403-5	Worker training on occupational health and safety	31-32	
403-6	Promotion of worker health	31-32	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by	31-32	

	business relationships		
403-9	Work-related injuries	32; 54-55	
Material topic: Human resource management and development			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its boundary	15; 45	
103-2	The management approach and its components	27-30	
103-3	Evaluation of the management approach	27-30	
GRI 401: Employment (2016)			
401-1	New employee hires and employee turnover	50-52	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Full-time employees do not receive benefits that are not also provided for part-time or fixed-term employees.	
GRI 404: Training and education (2016)			
404-1	Average hours of training per year per employee	28; 52-54	
404-3	Percentage of employees receiving regular performance and career development reviews	28; 54	
Material topic: Workers rights			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its boundary	15; 45	

103-2	The management approach and its components	30-32	
103-3	Evaluation of the management approach	30-32	
GRI 405: Diversity and equal opportunity (2016)			
405-1	Diversity of governance bodies and employees	9; 28; 47-50	
GRI 406: Non-discrimination (2016)			
406-1	Incidents of discrimination and corrective actions taken	27-29	
Material topic: Supply chain management			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its boundary	15; 45	
103-2	The management approach and its components	41	
103-3	Evaluation of the management approach	41	
GRI 204: Procurement practices (2016)			
204-1	Proportion of spending on local suppliers	41	
Material topic: Value creation			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its boundary	15; 45	
103-2	The management approach and its components	11	
103-3	Evaluation of the	11	

	management approach		
Material topic: Brand identity			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its boundary	15; 45	
103-2	The management approach and its components	24	
103-3	Evaluation of the management approach	24	
Material topic: Innovation, Research and Development			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its boundary	15; 45	
103-2	The management approach and its components	19-20	
103-3	Evaluation of the management approach	19-20	

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