



# **SUSTAINABILITY PROJECT**

*Our commitment for a better future*



## SUSTAINABILITY PROJECT

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MASSIFOND S.p.A. signed its commitment to help to create a better future for next generations, defining and supporting targeted policies and launching improvement projects aimed to business sustainability.

Our commitment is inspired by the structural framework of commitments stipulated by the United Nations which is based on the following objectives for sustainable development:



Referring to these concepts, we evaluate which of these aspects we might be able to positively influence with our present and future choices and define structural framework of reference on which to base our improvement path.

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The goals that have been deemed influenceable by Company's decisions are the following:




1. No Poverty
2. Zero Hunger
3. Good Health and Well-Being
4. Quality Education
5. Gender Equality
6. Clean Water and Sanitation
7. Affordable and Clean Energy
8. Decent Work and Economic Growth
9. Responsible Consumption and Production
10. Climate Action
11. Life below Water
12. Life on Land

For each of these points, the company areas within which the activities related to the specific topics are carried out and the implementation methods through which the Company can actively contribute to the achievement of the set objectives have been defined and summarized in the following tables





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N°	Macro Sustainability Goal	Involved Business Area	In che modo possiamo contribuire al suo raggiungimento
1		<ul style="list-style-type: none"> <li>Administration and accounting</li> </ul>	<ul style="list-style-type: none"> <li>Evaluation of initiatives to allocate a portion of company profits to poverty reduction projects around the world</li> <li>Re-distribution policy of part of profits to employees</li> </ul>
2		<ul style="list-style-type: none"> <li>Administration and accounting</li> </ul>	<ul style="list-style-type: none"> <li>Evaluation of initiatives to allocate a portion of company profits to projects to reduce world hunger</li> </ul>
3		<ul style="list-style-type: none"> <li>Occupational Safety</li> <li>Safety Management System</li> <li>Welfare</li> </ul>	<ul style="list-style-type: none"> <li>Italian Law Application Dlgs 81/08</li> <li>Certified Safety Management System in accordance with ISO 45001</li> <li>Benefit for employees which includes the stipulation of a health insurance policy</li> <li>Contribution system for canteen costs</li> <li>Free water distribution system to employees with provision of water bottles</li> <li>Economic incentive systems with performance bonuses</li> <li>Policy of redistribution of part of profits to employees</li> </ul>
4		<ul style="list-style-type: none"> <li>Administration and accounting</li> </ul>	<ul style="list-style-type: none"> <li>Evaluation of initiatives to allocate a part of company profits to projects aimed at improving education, its accessibility through scholarships, the safety of local schools</li> </ul>
5		<ul style="list-style-type: none"> <li>Gender equality</li> <li>Search and hiring of human resources</li> </ul>	<ul style="list-style-type: none"> <li>Implementation of a management system for gender equality in accordance with UNI/PdR 125</li> </ul>

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6		<ul style="list-style-type: none"> <li>• Administration and accounting</li> </ul>	<ul style="list-style-type: none"> <li>• Evaluation of initiatives to allocate a portion of company profits to projects aimed at supporting developing countries in matters of water and related sanitation, including water collection systems, desalination, water efficiency, wastewater treatment, recycling and reuse technologies</li> </ul>
7		<ul style="list-style-type: none"> <li>• Environmental Management System</li> <li>• Energy Management</li> </ul>	<ul style="list-style-type: none"> <li>• Certified Environmental Management System in accordance with ISO 14001</li> <li>• Implementation of an Energy Management System in accordance with ISO 50001</li> <li>• Evaluation of projects aimed at energy efficiency and better use of resources</li> <li>• Evaluation of investments in the purchase and/or production of energy deriving from renewable sources</li> </ul>
8		<ul style="list-style-type: none"> <li>• Employment policies</li> <li>• Remuneration policies</li> <li>• Growth strategies</li> <li>• Working conditions</li> </ul>	<ul style="list-style-type: none"> <li>• Italian Law Application Dlgs 81/08</li> <li>• Certified Safety Management System in accordance with ISO 45001</li> <li>• Consolidation-oriented business plan</li> <li>• Implementation of Business Continuity logic</li> <li>• Implementation of a data and information management system compliant with TISAX and ISO 27001 requirements</li> <li>• Implementation of the organizational model pursuant to Italian Law Dlgs 231</li> <li>• Implementation of a management system for social responsibility in accordance with the SA 8000 standard</li> </ul>

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9		<ul style="list-style-type: none"> <li>• Technological choices</li> <li>• Logistical choices</li> <li>• Supply chain involvement</li> <li>• Management of raw materials</li> <li>• Waste management</li> </ul>	<ul style="list-style-type: none"> <li>• Definition and flow down of a supply chain sustainability policy</li> <li>• Adoption of raw material recyclability policies for the foundry</li> <li>• Implementation of a project aimed at reusing exhausted sand in other sectors to give new life to industrial waste</li> </ul>
10		<ul style="list-style-type: none"> <li>• CO<sub>2</sub> emissions reduction</li> <li>• CO<sub>2</sub> compensation</li> </ul>	<ul style="list-style-type: none"> <li>• Calculation of CO<sub>2</sub> emissions for existing production activities</li> <li>• Evaluation of possible solutions for reducing CO<sub>2</sub> emissions for existing production activities</li> <li>• Evaluation of CO<sub>2</sub> emissions compensation systems</li> </ul>
11		<ul style="list-style-type: none"> <li>• Reduction in the use of plastic</li> <li>• Use of ecological chemicals</li> </ul>	<ul style="list-style-type: none"> <li>• Evaluation of possible solutions for reducing the use of plastic</li> <li>• Evaluation of the possibility of using water-based and low-toxicity chemicals</li> </ul>
12		<ul style="list-style-type: none"> <li>• Waste separation</li> </ul>	<ul style="list-style-type: none"> <li>• Separate waste management</li> </ul>

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MASSIFOND S.p.A. believes it can contribute with its choices to the achievement of the goals defined through the adoption of a business sustainability policy developed on the centralized fundamental implementation lines on the environment, safety, ethics and human rights.

Based on the high-level objectives of our sustainability policy, specific policies are defined for the different aspects that contribute to improving the sustainability of the business.

The achievement of the objectives of each policy is managed by means of an improvement plan which is regularly monitored by the Management and the effectiveness of the actions undertaken is evaluated by means of measurable indicators reviewed on a regular basis.

Orbassano, December 18<sup>th</sup>, 2023

CEO

Dott. Luca Bigliani