



I N S A F E H A N D S

SUSTAINABILITY REPORT

2023



HIGHLIGHTS

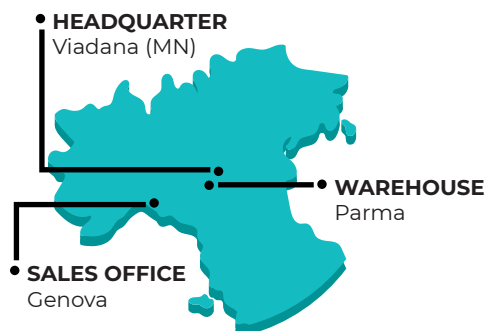
Read the entire
Sustainability Report



REFLEXX AT A GLANCE

Year of foundation: 2004

Where we are:



Business

+2.000
ACTIVE CLIENTS

+30
SERVED COUNTRIES



Product lines



Latex gloves



Nitrile gloves



Vinyl gloves



Polyethylene gloves



Supported gloves



Reusable gloves

Sales channels



Dental



Medical and laboratories



Cleaning



Industrial



Food



Cosmetics and
tattoo artist



Read the
Reflexx
catalogue

ESG JOURNEY

The Pillars

PLANET	PEOPLE, VALUE CHAIN AND COMMUNITIES	GOVERNANCE
<ul style="list-style-type: none"> •Resource management (materials, energy, logistics) •Waste management and circular economy •Greenhouse gas emissions / climate change •Product quality and safety •Sustainable packaging 	<ul style="list-style-type: none"> •Employment / Diversity and equal opportunities •Safety and health •Training •Respect for human rights •Value chain (customers and supply chain) •Management of local communities 	<ul style="list-style-type: none"> •Sound governance •Ethics, integrity, anti-corruption efforts, and corporate transparency •Innovation and R&D
		

Code of ethics

The Code of Ethics is available on the website www.reflexx.com and has been distributed digitally to major clients and suppliers.



Read the Reflexx Code of Ethics

Sustainability Policy

- Value of Employees
- Product Quality, Safety, and Innovation
- Respect for Human Rights
- Engagement with Communities and Stakeholders
- Efficient Use of Resources and Environmental Protection
- Responsible Supply Chain



Read the Reflexx Sustainability Policy

Management Systems



Membership and Ratings



Product Innovation

In **2021-2023**
13 new products
37 tests for a total investment of **55.000 €**

New products designed and introduced modifications:
 13 in 3 years (2021-2023)

Tests on new products

KPI	2021	2022	2023
Cimac tests on new products (n.)	5	3	2
Merieux Nutrisciences Chelab tests on new products (n.)	7	13	7

Tests with non conforming outcomes

KPI	2021	2022	2023
Tests Cimac with nonconformities (n.)	0	0	0
Tests Merieux Nutrisciences Chelab with non-conformities (n.)	0	3	2

Expenses and Investments in tests on new products

KPI	2021	2022	2023
Expenses and Investments in Cimac and Merieux Nutrisciences Chelab product tests (€)	21.237	22.394	11.349

Product Quality and Safety

In **2021-2023**

221 product tests for quality control and certification maintenance. Investment of approximately **302.000 €**

Products and certifications 2023

KPI	N. products
PPE CE Cat. 1	12
PPE CE Cat. 2	9
PPE CE Cat. 3	38
MD	32
FCM	30

Quality Expenditures and Investments

KPI	2021	2022	2023
Quality Expenditures and Investments (€)	4.100	4.100	17.100
Expenditures and Investments for maintaining CE certifications and FCM declarations (€)	83.077	96.894	96.900

Number of tests on products in the portfolio

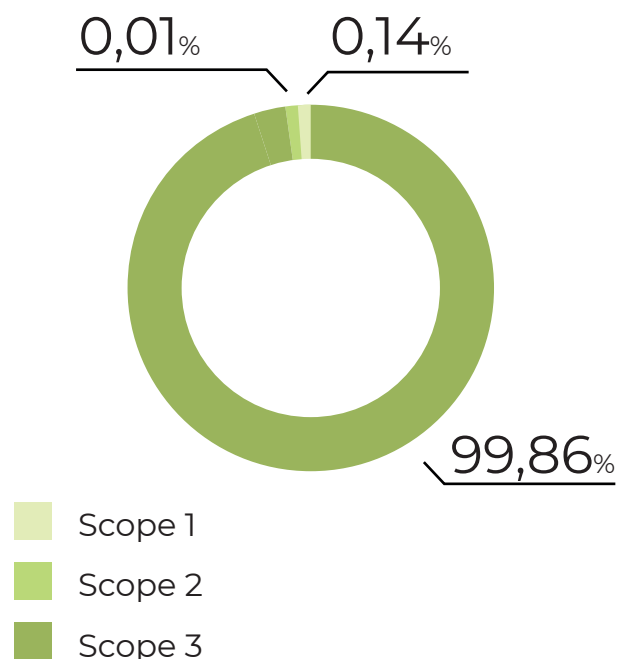
KPI	2021	2022	2023
Cimac tests on products (n.)	28	51	29
Merieux Nutrisciences Chelab tests on products (n.)	32	40	41

Carbon footprint

Emissions

Emissions	Scope	Category	Total tCO ₂ e
Direct emissions	1		20,73
		Total Scope 1	20,73
Indirect emissions	2		1,01
		Total Scope 2	1,01
	3	1	12.680,81
		2	15,56
		3	3,95
		4	448,87
		5	2,19
		6	8,82
		7	7,63
		8	135,98
		9	244,81
		12	1.731,37
Total Scope 3	15.279,30		
Total			15.301,72

Greenhouse gas emissions by scope for 2023



People

REFLEXX S.p.A. Identity Card

KPI	2023
Gender	58% men 42% women
Nationality	Italian
Average age	46
Average length of employment	5

Health and Safety

Workplace Injuries

KPI	2021	2022	2023
Total number of injuries	0	0	0
Number of serious injuries / Total number of injuries	0	0	0
Number of near misses	0	0	0
Average duration of absences due to injuries	0	0	0
Injury frequency rate	0	0	0
Injury severity rate	0	0	0
Number of recordable occupational diseases	0	0	0

Investments for the community

KPI	2021	2022	2023
Donations (€)	43.000	22.000	28.000
Sponsorships (€)	3.000	3.000	3.000

Investments for the community – distribution % by cause

KPI	2023
Cause Social commitment	90%
Cause Environment	10%

Investments for the community – distribution % by geographic destination

KPI	2023
Geographic destination Province of Genoa	52%
Geographic destination Province of Mantua	39%
Geographic destination Province of Parma	10%



Supply chain

100%

- Have a Code of Ethics.
- Have a risk management system, and 100% have been audited by SEDEX.

90%

- Have a board of directors.
- Have appointed a sustainability manager

70%

- Publish a Sustainability Report with a sustainability section.

100%

- Have management systems certified according to ISO 9001 and ISO 45001.
- Declare that they respect human rights.

90%

- Declare they qualify their supply chain.
- State to have a Diversity, Equity, and Inclusion policy.

90%

- have a carbon footprint measurement program.

80%

- Have invested in sustainable packaging and renewable energy.

70%

- Is certified ISO 14001. Scope 1 and 2 only.

30%

- Have started circular economy and sustainable logistics programs.

Among the service suppliers are:

- suppliers closely related to operations, such as inbound logistics, warehousing, and outbound logistics;
- service providers such as IT, labor consultants, privacy consultants, HSE managers, testing laboratories, and management systems.

The shipping agencies have been successfully operating in the market for a long time and are **UNI EN ISO 9001** certified.

Fercam Dachser is the qualified partner who has long managed the warehouse and outbound logistics and is committed to the following fronts:

- maintenance and development of the **UNI EN ISO 14001** management system;
- monitoring and, where possible, reducing the environmental impact in terms of energy resource use, atmospheric emissions, and waste management;
- involvement of personnel and stakeholders.

It maintain their commitments by implementing the following actions:



Adoption of a cutting-edge fleet with lower-impact fuels (e.g., bio-LNG, HVO), enabling emission reductions



development of intermodal transport;



adoption of energy efficiency systems in warehouses;



monitoring their performance and preparing sustainability reports;



monitoring CO2 emissions.



Reflexx S.p.A.

Via Passeri, 2 46019 - Viadana (MN) - ITALY
contatti@reflexx.com

www.reflexx.com