



I N S A F E H A N D S

SUSTAINABILITY REPORT

2023







SUSTAINABILITY REPORT

2023



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1.

CEO STATEMENT



Dear Stakeholders,

It is with great enthusiasm and a sense of responsibility that I present to you the first Sustainability Report of our company. This document represents not only an important step for our organization but also the beginning of a journey towards sustainable growth and a commitment to a better future for everyone.

Over the past year, we performed a preliminary materiality analysis, consulting relevant stakeholders, also at an international level, to identify the areas of most importance and impact.

This analysis has allowed us to define three fundamental pillars that will guide our ESG commitment: Planet, People, Supply Chains and Community, and Governance, which we will detail further below.

These pillars represent the foundations upon which we will build our sustainable future, committing to continually improving our practices and minimizing our environmental impact.

At the same time, we have undertaken a thorough analysis of our carbon footprint, leveraging the expertise of professionals. The results of this analysis have been a great source of reflection for me. Discovering the significant impact that our activity has on the environment deeply impressed me. However, this awareness also strengthened my belief that the sustainable growth of our company is the best path forward.

We are aware that the path to sustainability is long and challenging, but we are determined to do our best to create a better world. Your trust and collaboration will be essential to achieving these ambitious goals.

We thank you for your continued support and are excited to share with you the progress we will make along this journey.

Gianni Isetti
CEO and Sole Administrator

A handwritten signature in black ink, which appears to read "Gianni Isetti". The signature is fluid and cursive, written on a light-colored background.

2.

REFLEXX PROFILE

Historical Evolution

REFLEXX was founded at the end of 2004 under the name SGR S.r.l., named after its Partners, and only in 2007 did it decide to enter the world of protective gloves with a range of products under the REFLEXX brand. After transforming it into REFLEXX S.r.l. and subsequently into REFLEXX S.p.A., Gianni Isetti acquired the majority and then full ownership in 2018.

From the beginning, REFLEXX has experienced steady growth in volume and turnover, except for the fluctuating years of the pandemic, thanks to an increase in the number of products, its workforce, and the markets served, in addition to the choice to develop its business also in foreign markets.

Identity

REFLEXX designs, produces (by collaborating with the best manufacturing companies in the Far East), and distributes gloves for professional use, hand safety and injury prevention, and medical use. REFLEXX gloves (disposable and

reusable) are made from various materials depending on the application: latex, vinyl, nitrile, polyethylene, and other innovative materials.

Vision

REFLEXX aims to be a leader in the professional glove sector, ensuring the safety, quality, and innovation of its products. With its ESG pathway, it adds a commitment to environmental and social sustainability.

Mission

REFLEXX aims to achieve the following objectives:

- efficiently and swiftly supply the market with professional gloves that offer maximum protection and performance, with extreme attention to consistent product quality;
- continuously seek innovative products and materials that can offer the best protection at the best possible cost;
- combine economic results with a commitment to environmental and social sustainability.

65

PRODUCTS IN
OUR RANGE

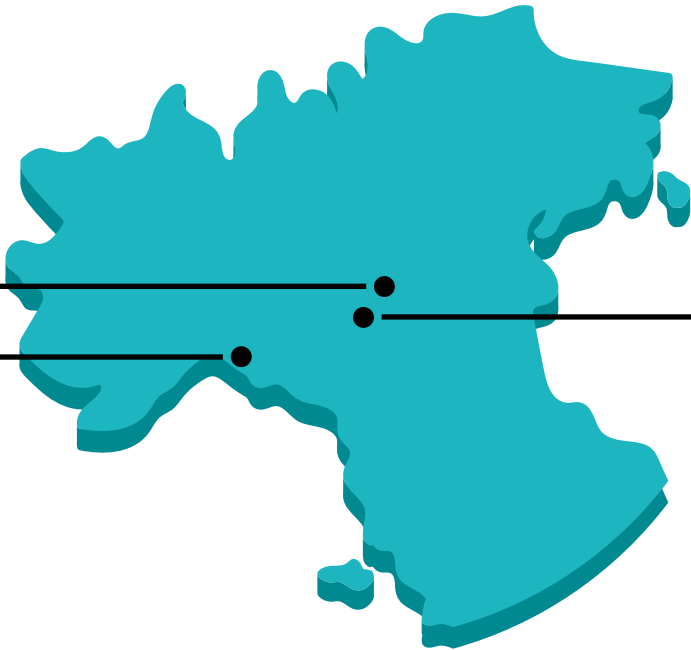
MORE THAN

2.000

CUSTOMERS IN
29 COUNTRIES



● **HEADQUARTER**
Viadana (MN)



● **WAREHOUSE**
Parma



● **SALES OFFICE**
Genova



Context, Markets, and Products

In a context characterized by continuous developments related to COVID-19 and macroeconomic factors such as ongoing supply chain issues, currency fluctuations, and inflationary pressures, manufacturers from East Asia have continued to hold the largest global market share of exports, with the United States and the European Union as primary importers.

With the transition into the endemic phase, glove consumption has decreased from its peak levels, but it has become entrenched as a good practice in various sectors, such as the food service industry. In the years following the

pandemic, global supply surpluses have led to slower purchase demand, affecting average selling prices. Simultaneously, there has been an increase in raw material costs and rising energy expenses.

In this context, REFLEXX designs, procures, and markets 65 products for 5 markets and applications, serving approximately 2,000 Italian and international customers.

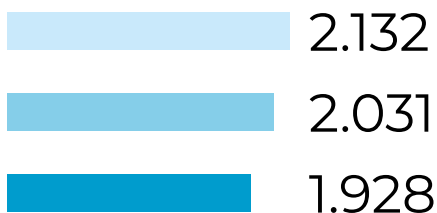
24% of the revenue is generated from bio-based products.



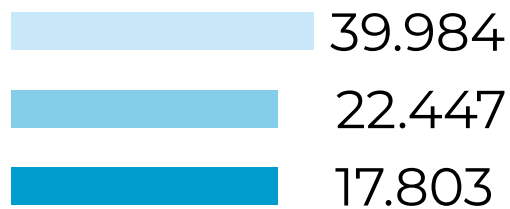
BUSINESS PROFILE

2021 2022 2023

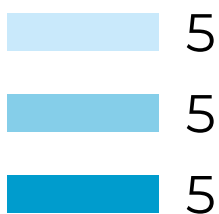
Customers



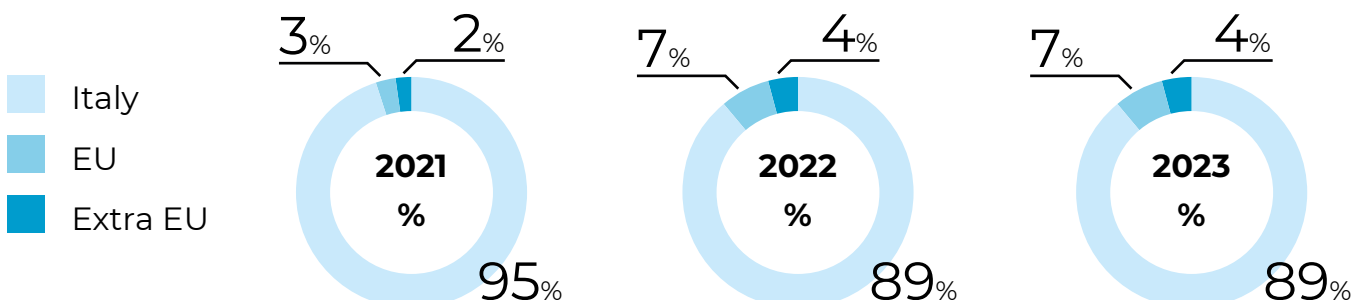
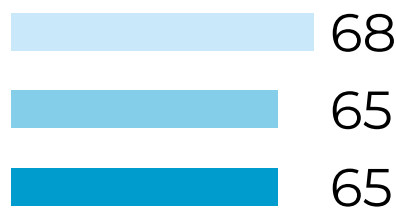
Revenues (K€)



Markets and applications



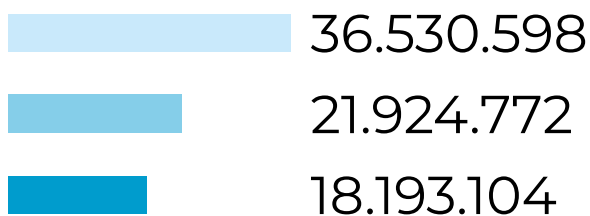
Products



VALUE GENERATED AND DISTRIBUTED

2021 2022 2023

Economic value generated (€)



KPI	2021	%	2022	%	2023	%
Economic value generated	36.530.598		21.924.772		18.193.104	
Economic value distributed	34.210.892		20.582.478		16.898.605	
To suppliers of goods and services	32.418.997	94,7	19.269.395	93,6	15.630.180	92,5
To employees	966.315	2,8	815.493	4,0	805.054	4,8
To capital providers	9.178	0,0	16.285	0,1	-14.669	-0,1
To public administration*	773.582	2,3	453.305	2,2	447.040	2,6
To the community	43.000	0,1	28.000	0,1	31.000	0,2
Economic value retained**	2.319.706		1.342.294		1.294.499	

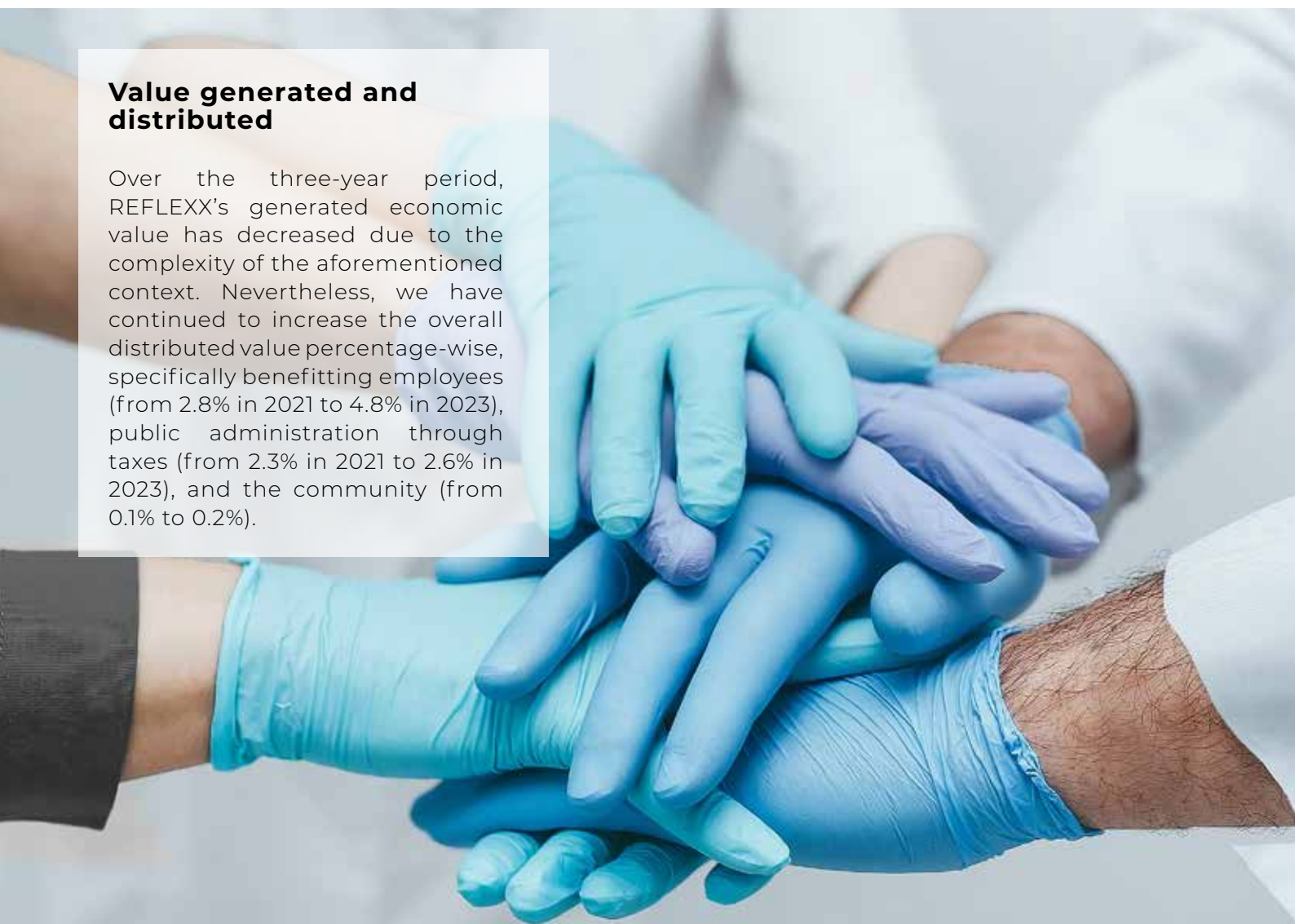
*Taxes

Scope: REFLEXX S.p.A, Source: CEO

**Including operating profit

Value generated and distributed

Over the three-year period, REFLEXX's generated economic value has decreased due to the complexity of the aforementioned context. Nevertheless, we have continued to increase the overall distributed value percentage-wise, specifically benefitting employees (from 2.8% in 2021 to 4.8% in 2023), public administration through taxes (from 2.3% in 2021 to 2.6% in 2023), and the community (from 0.1% to 0.2%).





3. COMPANY STRUCTURE AND GOVERNANCE

Current Structure of the Group

Currently, REFLEXX is a sole ownership limited company represented by Gianni Isetti.

Governance Composition

The governance structure is headed by the CEO and Sole Director, responsible for the strategic direction and oversight of REFLEXX S.p.A.'s business activities.

Corporate Bodies - Director

Sole Director:
Gianni Isetti

In office until the approval of the 2025 financial statements, he is vested by the Bylaws with broad powers for the ordinary and extraordinary management of the Company and, in particular, has the authority to perform all acts deemed appropriate for the implementation and achievement of corporate goals.

Corporate Bodies - Board of Statutory Auditors

Appointed by the Assembly and in office until the approval of the 2025 financial statements, the Board of Statutory Auditors is tasked with overseeing the operations and corporate structure. The Board of Statutory Auditors, which also has responsibilities for accounting oversight, ensures compliance with laws, the Corporate Bylaws, and proper administrative practices, with particular attention to organizational, administrative, and accounting arrangements.

Corporate Bodies

Sole Director: Gianni Isetti

Board of Statutory Auditors:

Chairman: Vincenzo Campo Antico

Statutory Auditors: Luca Giacometti and Marco Marini

Audit Firm: S.R.C. Società di Revisione Contabile S.r.l. Unipersonale.

Code of Ethics

REFLEXX aims to guide its internal and external activities in accordance with the Code of Ethics, believing that the success of the company cannot be separated from ethical conduct in business operations.

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

Read REFLEXX's Code of Ethics.

https://www.reflexx.com/wp-content/uploads/Codice-etico-REFLEXX_ita.pdf



Membership and Ratings

In 2023, REFLEXX joined **SEDEX** and completed the Self Assessment Questionnaire (SAQ), focusing particularly on labor practices, health and safety, human rights, and supply chain management. SEDEX is a not-for-profit organization founded in the UK in 2004 by several large retail companies.

The purpose of SEDEX is to simplify business management in a way that benefits everyone ("making it simpler to do business that is good for everyone").

SEDEX Advance is an online database and data exchange platform that helps companies identify, manage, and mitigate ethical risks within their supply chains. Since its launch, more than 50,000 companies across over 150 countries and various industries have chosen the SEDEX platform to manage their supply chains and share relevant ethical and social information.

Through the **Synesgy** platform and based on recommendations from some of our clients, on September 29, 2023, we received an ESG evaluation. REFLEXX achieved a "B - Good" score, valid for one year until September 28, 2024.

Synesgy's methodology follows internationally accepted sustainability standards such as the Global Reporting Initiative (GRI) and the Sustainable Development Goals (SDGs), and it was developed by CRIF Ratings, a credit rating agency supervised by ESMA.



Sustainability Governance

Since July 2023, REFLEXX has decided to gain a deeper understanding of sustainability issues and integrate them into its strategy, policies, and processes. Below is the sustainability governance framework:

- **Sole Director and CEO**

Reviews and approves the strategic and financial plan;

Reviews and approves the annual budget and Group plan, integrating key guidelines to promote a sustainable business model and lay the foundation for long-term value creation;

Responsible for approving and overseeing the Sustainability Report;

Reviews the major company rules and procedures relevant to stakeholders;

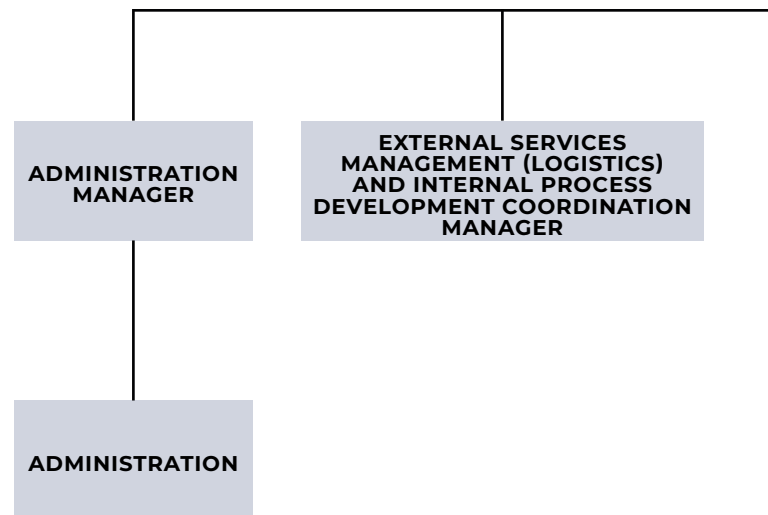
Oversees the definition and implementation of the business model and sets guidelines for management.

- **Front-line Management Committee**

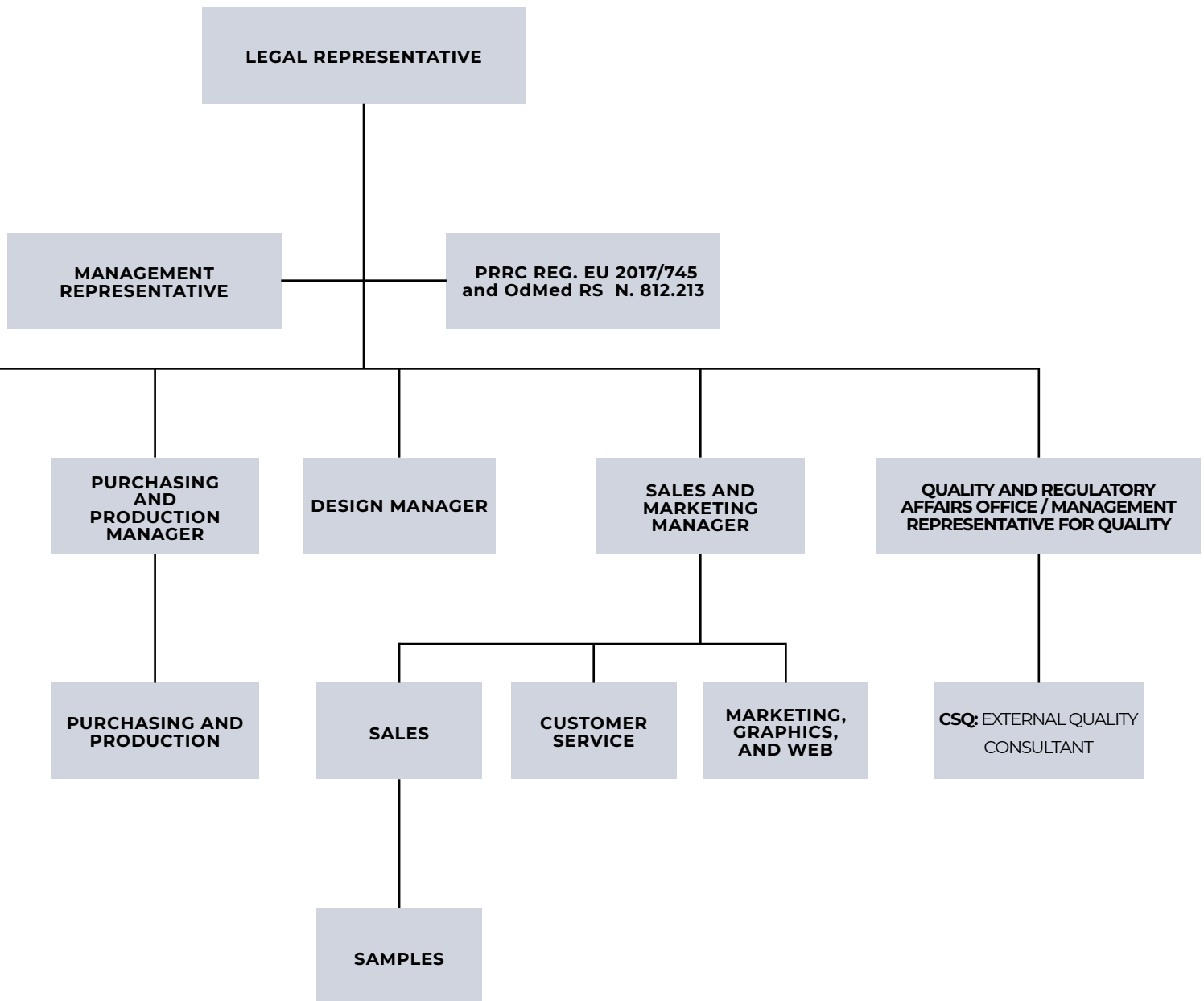
Monitors sustainability issues related to business operations and interactions with stakeholders.

- **Corporate Functions**

Integrate ESG factors into their decision-making and operational processes to create sustainable long-term value.



Company Organization Chart



Sustainability Policy

The sustainability policy identifies the principles that guide REFLEXX towards responsible management of its impacts on its people, the communities it operates in, and the environment.

Recognizing the importance of each individual in responsible growth, we aim to contribute to improving the quality of life for our employees and customers.

REFLEXX conducts its activities in accordance with the ten principles of the United Nations Global Compact, a voluntary initiative sharing sustainability values (human rights, labor, environment, and anti-corruption). We are committed to a path of continuous improvement, aiming to integrate ESG (Environmental, Social, and Governance) issues into our business processes and risk and opportunity assessments, monitoring progress, reporting results, and actively engaging our stakeholders.

The Six Principles of the Sustainability Policy

● Value of Employees

We believe in the value of our people, with their diversity and rights. We commit to engaging and developing their skills and competencies through information and training activities at all

organizational levels. We ensure that recruitment, training, development, and career advancement are based on merit and free from any form of discrimination. Integrity is essential to the Group, and we discourage corruption practices in every way.

● Product Quality, Safety, and Innovation

We ensure a consistently high level of quality, health, and safety for our products. We strive for our products to offer maximum protection and performance with strict attention to product quality consistency. Alongside product suppliers, REFLEXX studies and promotes product innovation towards more eco-friendly options, advocating them to customers where applicable.

Click here to learn more about REFLEXX's **sustainability policy**.

<https://www.reflexx.com/en/sustainability/>



- **Respect for Human Rights**

We are committed to upholding human rights in our operations, guided by the United Nations Universal Declaration of Human Rights, fostering responsible supply chain practices with suppliers and business partners. We reject any form of irregular labor and promote policies that enhance the psychophysical well-being of our personnel.

- **Engagement with Communities and Stakeholders**

We operate with a focus on sustainable development through systematic stakeholder engagement: analyzing the operating context, identifying stakeholder needs, and involving them in our processes. We allocate 2% of gross profit to non-profit initiatives aligned with our values and linked to local communities.



- **Efficient Use of Resources and Environmental Protection**

We promote the efficient use of energy resources and the reduction of greenhouse gas emissions through energy efficiency and the promotion of renewable sources. To minimize the impact of our activities on the environment, we are committed to improving packaging, waste management, process digitalization, and logistics. We encourage our suppliers to enhance their environmental performance and support them in their improvement processes wherever possible.

- **Responsible Supply Chain**

REFLEXX monitors supplier behavior through the administration of a dedicated ESG Questionnaire, which contributes to their evaluation and qualification under the quality management system. We promote continuous improvement in sustainability throughout the supply chain, fostering ongoing dialogue with suppliers, including responding to new customer requirements and engaging in co-design aimed at creating sustainable value.



The Management ensures that the Sustainability Policy:

- Meets the company's needs;
- Includes a commitment to meet requirements and achieve continuous improvement;
- Includes a commitment to comply with applicable mandatory regulations;
- Provides a framework for establishing and reviewing set objectives;
- Is periodically verified through Management Review;
- Is communicated, understood, and implemented at all levels within the company;
- Is available to stakeholders;
- Is periodically reviewed for ongoing suitability;
- Is revised in case of changes.



Management Systems

REFLEXX is committed to daily improvement in relationships with customers and other relevant stakeholders. For this reason, in 2018 the company decided to adopt a Management System in compliance with the **UNI EN ISO 9001:2015** standards, aiming to regulate all organizational and operational activities of the entire company system systematically, planned, and documented.

In 2023, REFLEXX initiated the process to obtain **UNI EN ISO 13485** certification, achieved in 2024.



4.

BUSINESS MODEL, STRATEGY, RISKS AND OPPORTUNITIES

Business Model

REFLEXX is a company that imports products by selecting them based on the intersection of market demands and manufacturer proposals, identifying the best solutions in terms of quality and price ratio. Leveraging its warehouse in Italy, REFLEXX sells products for immediate delivery to customers.

Legally classified as a 'manufacturer', REFLEXX shares the responsibilities with qualified companies in the Far East who act as the actual producers.

The value chain for REFLEXX's production, sales and marketing of gloves involves the following stages:

- Production of latex or fossil-based materials;
- Glove manufacturing in charge of leading manufacturing companies in the Far East;
- Inbound logistics: sea transport from Far East ports to Italian ports;
- Inbound logistics: land transport from Italian ports to the warehouse;
- Outsourced management of the logistics warehouse;
- Outbound logistics: land transport and distribution to customers.



REFLEXX S.p.A.'s processes are divided into:

Primary processes, which, in exchange for incurred costs, generate value for customers and consequently generate revenue for the company: Purchasing, Operations, Sales and Marketing. Inbound logistics (from Far East port to Italian port and from Italian port to warehouse), warehouse management, and outbound logistics are outsourced to qualified partners;

Support processes, which are activities that support the primary activities representing the core business of the company: Strategy, Administration, Internal Process Coordination (including Human Resources), Quality.



Our SDGs

REFLEXX, in carrying out its activities, contributes to achieving the SDGs.

Through its activities REFLEXX can contribute to Seven SDGs, with three primary ones: SDG3 (Good Health and Well-being), SDG8 (Decent Work and Economic Growth), SDG12 (Responsible Consumption and Production).

The 2030 Agenda for Sustainable Development is an action plan for people, planet, and prosperity adopted in September 2015 by the governments of all 193 UN member states. It encompasses 17 Sustainable Development Goals (SDGs).



PRIMARY SDGs



SECONDARY SDGs



Our SDGs

Below are the targets related to the priority goals on which REFLEXX can make a positive contribution:

SGDs	Target	Target description
	Target 3.9	By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water, and soil pollution and contamination.
	Target 8.4 Target 8.5	Progressively improve through 2030 global resource efficiency in consumption and production, and endeavour to decouple economic growth from environmental degradation, in accordance with the ten-year framework of programs on sustainable consumption and production, with developed countries taking the lead. By 2030 achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.
	Target 5.5	Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.
	Target 9.4	By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capacities.
	Target 12.2 Target 12.5 Target 12.6	By 2030 achieve sustainable management and efficient use of natural resources. BY 2030 substantially reduce waste generation through prevention, reduction, recycling, and reuse. Encourage companies, especially large and transnational corporations, to adopt sustainable practices and integrate sustainability information into their reporting cycles.
	Target 13.2	Integrate climate change measures into national policies, strategies, and planning.
	Target 17.1 Target 17.10	Promote partnerships and collaboration for sustainable development.

5.

STAKEHOLDERS ENGAGEMENT AND MATERIALITY ANALYSIS

Stakeholders Engagement

The importance of building a transparent and collaborative relationship with all stakeholders in a context of transformation has become even more significant this year, especially during a period when necessary pandemic control measures and the requirement for interpersonal distancing have heavily influenced travel and face-to-face meetings.



The principles that will guide REFLEXX's stakeholder engagement activities from now on are essentially five:

- Identify through mapping activities the various categories of stakeholders the Group interacts with;
- Analyze and understand stakeholders' profile and the Group's positioning towards them;
- Deepen understanding of the interests and most relevant issues for each category of stakeholder, including through ongoing improvement and periodic updating of materiality analysis;
- Initiate projects on material issues by collaborating with directly or indirectly affected stakeholders;
- Periodically communicate to stakeholders the management results related to material issues of mutual interest through sustainability reporting and all other company communication and reporting tools.



STAKEHOLDERS MAP



-  Internal Stakeholders
-  External Stakeholders

*Stakeholders **involved** in materiality analysis

Stakeholders: Needs and Engagement Approaches

The principles guiding the Group's communication internally and externally are consistent with those outlined in the Code of Ethics. The Group firmly believes that the success of the enterprise hinges on ethical conduct in engaging with various stakeholders and implementing numerous sustainability initiatives.



Category of stakeholders	Expectations / Needs	Forms of engagement
Employees	Diversity, Inclusion, and Equal Opportunities. Professional development for all categories of employees. Participation in company life and related initiatives. Work-life balance. Job stability. Safety and health in the workplace.	Employee training, participation in social events, involvement in industry association meetings/events, participation in trade fairs, team building, materiality analysis.
Agents	Business ethics. Product quality and safety. Collaboration. Product innovation. Up-to-date information.	Participation in meetings, participation in trade fairs, team building, materiality analysis.
Customers	Ethical business conduct. Product quality and safety. Fair pricing. Product innovation. Environmental impact minimization. Respect for human rights. Responsible supply chain.	Offering high standards of product quality and safety, thereby developing trusted relationships with customers, conducting customer satisfaction surveys, materiality analysis. Communication of news on social media and the website.
Suppliers	Long-term partnerships. Co-design. Adherence to payment terms and conditions.	Consolidation of relationships, adherence to payment deadlines, co-design, selection and management of suppliers with a focus on quality, sustainability, and compliance with current regulations in terms of fairness, materiality analysis. Communication of news on social media and the website.
Financial institutions / Banks	Corporate Governance and Risk Management. Transparency and timeliness in financial and sustainability reporting. Assessment of climate and environmental risks.	Budget, industrial plan updates, materiality analysis. Communication of news on social media and the website.
Associations (sectoral and territorial) - Assosistema, Confindustria, and Confindustria Genoa	Participation in working groups. Promotion of the association.	Participation in working groups, seminars, events, materiality analysis. Communication of news on social media and the website.
Institutions and local communities	Protection of the territory and the environment. Support for social causes in the local communities where REFLEXX operates.	Support through donations. Communication of news on social media and the website.
Media	Company information.	Communication of news on social media (Facebook, LinkedIn, and Instagram) and on the website.

Marketing and Communication

Social Media

In 2023, REFLEXX invested in its presence on social networks, consistently recording growing numbers.

Throughout the year, there were other external communication opportunities, such as the paid social media advertising campaign in Italy and Greece, which was beneficial for lead generation.



39

Videos on our YouTube channel

REFLEXX'S FOLLOWERS



600



1.600



Other communication tools:

- The new product catalog;
- the activation of a chat service on reflexx.com where users write for advice or questions.

Trade Shows 2023

In 2023, REFLEXX participated with its own booth at the following trade shows:

Issa Pulire in Milan – May, cleaning sector fair (every 2 years);

Safety Expo in Bergamo – September, safety sector fair (annual);

A+A in Düsseldorf – October, safety sector fair (every 2 years).



Materiality Analysis

This year, the first Sustainability Report was published.

In autumn 2023, a process was initiated to identify and define the sustainability issues relevant to refining the sustainability strategy, improving the targets, enhancing reporting, and strengthening relationships with key stakeholders. A preliminary list of items was developed based on macro-trends, internal documentation, guidelines and international standards, industry benchmarks, which was subsequently refined. This list underwent evaluation through a questionnaire.

Specifically, the questionnaire identified **27 ESG topics** relevant to REFLEXX's business type

and/or market focus, aimed at conducting materiality analysis and gathering insights to enhance approach and performance by integrating feedback from relevant stakeholders.

For the first year, a limited sample of stakeholders was selected: internal stakeholders based on their corporate responsibilities, and external stakeholders based on their strategic importance across different stakeholder categories.

The process for updating material topics included the following activities as outlined in the table:

Identification of Relevant Topics	Attribution of Internal and External Relevance	Definition and Creation of Material Topics
<p>Through:</p> <ul style="list-style-type: none"> Analysis of internal documentation Analysis of macro-trends Risk analysis Analysis of industry standards, including GRI, Sustainability Accounting Standards Board (SASB) Peer analysis within the industry 	<p>Internal relevance through:</p> <ul style="list-style-type: none"> 1-on-1 interviews and surveys administered to employees and agents. <p>External relevance through:</p> <ul style="list-style-type: none"> Structured questionnaires to a selected sample of relevant stakeholders within their category and for the business (customers, suppliers, financial community,...) Peer benchmarking Analysis of reporting standards 	<p>Through:</p> <ul style="list-style-type: none"> Cross-referencing the results from both categories Construction of the list of material topics Validation by the CEO

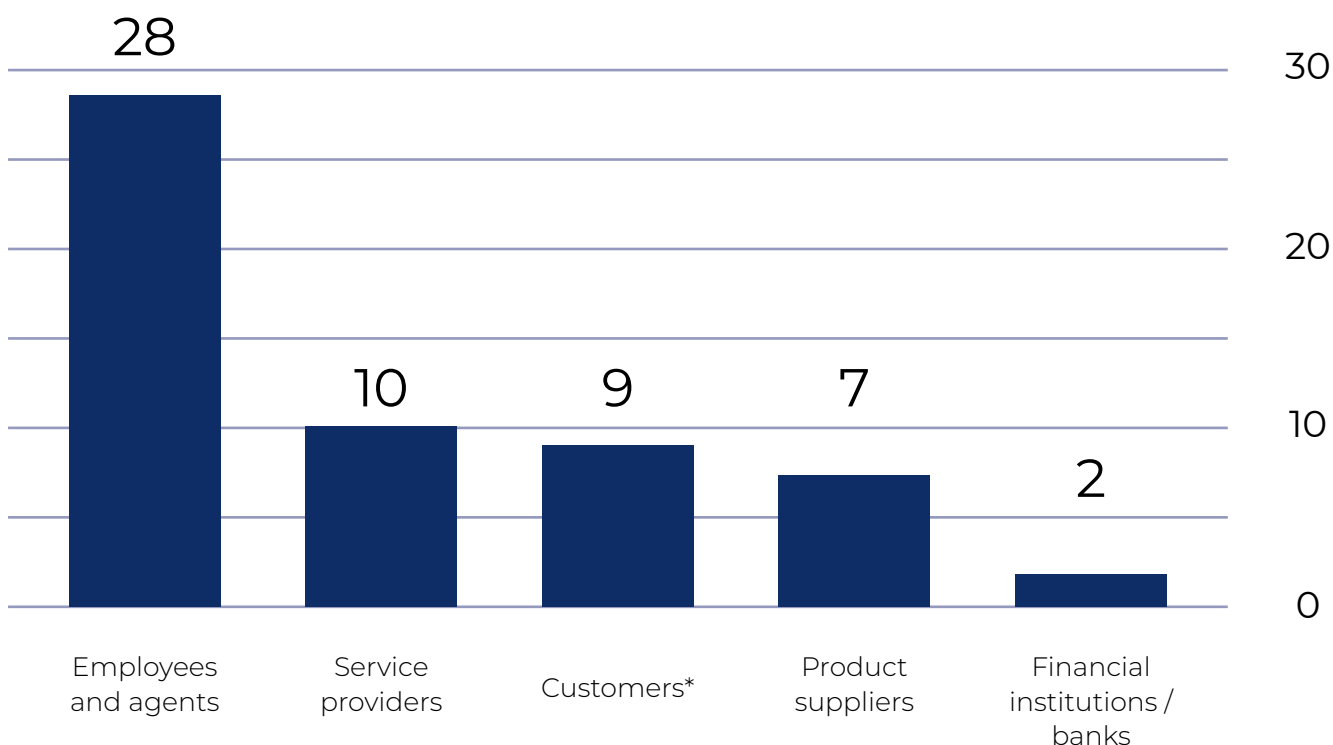


At international level, **55 stakeholders** took part as shown in the following chart.

The analysis of the results allowed for discussions on sustainability aspects and identification of the most relevant topics (so-called “material topics”) for REFLEXX and its stakeholders. In this way, REFLEXX could assess the level of “alignment” or “misalignment”

between internal relevance and external expectations on these issues, overlaying them with the company’s strategy, action plans, and processes aimed at meeting stakeholder expectations.

These same topics will guide the planning of activities to make our business increasingly sustainable.



**Few but excellent clients, knowledgeable about the subject. They represent 6% of total turnover and 28% of turnover from clients sensitive to ESG issues and therefore engaged in materiality analysis.*





6. MATERIAL TOPICS

The stakeholder engagement activity has highlighted an awareness of sustainability issues among stakeholders and within the company, as well as the intent to send a clear message about the increasingly sustainable strategy being pursued.

The material topics are **14**, divided as follows by scope:

- **Environmental (E):** Product sustainability, responsible waste management and circular economy, sustainable packaging, responsible energy management, emissions management/climate change, product quality and safety, efficient use of natural raw materials;

- **Social (S):** Respect for human rights, health and safety, diversity and equal opportunities, employee welfare and well-being, sustainable supply chain management, management of local communities;
- **Governance (G):** Ethics, corporate integrity and transparency, strong governance, anti-corruption efforts, innovation and R&D.

ESG 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

REFLEXX's material topics have been linked to impacts, risks, and opportunities, and correlated with the mitigation actions in the process of adoption by the company.

For the first year, the assessment remained qualitative.

PLANET

Material Themes	Impacts	Risks	Opportunities	Mitigation Actions
Management of Resources	Negative Impact: Use of non-renewable fossil resources (material and energy). Positive Impact: Increasing substitution with bio-based materials, logistics with biofuels.	Strategic (sustainability), operational (efficiency), financial, and compliance.	Reputational, market, climate change mitigation	<ul style="list-style-type: none"> •Collaboration plans with supplier manufacturers to obtain increasingly sustainable products made with renewable resources •Continuous monitoring of KPIs •Improvement programs
Waste management and circular economy	Negative impact: End-of-life for non-recyclable products leading to incineration or landfill	Included are climate (physical and transition), financial, and compliance aspects.	Reputational, market, climate change mitigation	<ul style="list-style-type: none"> •End-of-life mapping •Carbon footprint monitoring •Product innovation •Partnerships for end-of-life management •Compliance with procedures and continuous KPI monitoring •Improvement programs
Greenhouse gas emissions / climate change	Negative impact: Impact of purchasing gloves from the Far East	Strategic, including climate (physical and transition), financial.	Reputational, market, climate change mitigation	<ul style="list-style-type: none"> •Measurement and reduction of carbon footprint •Product innovation •Increased use of bio-based products •Logistics and warehouse efficiency •Use of lower impact fuels or fleet conversion •Improvement programs
Product Quality and Safety	Negative impact: market losses, sanctions, legal proceedings. Positive impact: prevention and protection of hands and overall health.	Strategic, operational, compliance, and financial.	Reputational, market.	<ul style="list-style-type: none"> •Agreements with qualified manufacturing partners for product innovation •Training •Monitoring product quality and safety, and customer satisfaction •Improvement programs
Sustainable Packaging	Negative impact: use of plastic and paper/ cardboard. Positive impact: reduction in packaging volumes.	Strategic, market, financial.	Reputational, market, climate change mitigation	<ul style="list-style-type: none"> •Agreements with qualified production partners for sustainable packaging (recyclable, FSC-certified, elimination of plastic, reduction of paper/cardboard) •Agreements with qualified production partners for packaging innovation projects •Adherence to procedures and continuous KPI monitoring •Improvement programs

PEOPLE, VALUE CHAIN, AND COMMUNITIES

Material Themes	Impacts	Risks	Opportunities	Mitigation Actions
Employment / Diversity and equal opportunities for employees	Positive impact: Employee satisfaction.	Strategic and Financial.	Human capital, Reputational.	<ul style="list-style-type: none"> •Further consolidation of the organization and introduction of a more articulated welfare plan •Training •Promotion of Diversity & Inclusion
Occupational Health and safety	Negative impact: injuries Positive impact: contribution to health culture and prevention and protection	Strategic, Operational, Compliance, and Financial	Human capital, Reputational	<ul style="list-style-type: none"> •Strengthening the culture of health and safety linked to workers' well-being •Training •Measurement, analysis, and sharing of accidents and near misses
Training and personnel development	Negative impact: skills obsolescence Positive impact: skills updating, retention	Strategic and Financial	Human capital, Reputational	<ul style="list-style-type: none"> •Continuous growth of skills in both hard and soft areas to promote widespread managerial and leadership capabilities
Respect for Human Rights	Negative impact: Difficulty monitoring of the respect for human rights along the supply chain. Positive impact: Loyalty.	Strategic	Human capital, Reputational, Market	<ul style="list-style-type: none"> •Awareness •Code of ethics •Continuous monitoring along the supply chain •Contractual clauses
Value chain (customers and supply chain)	Negative impact: non-compliance with human rights and environmental standards along the supply chain. Positive impact: cultural change within the supply chain starting from SMEs.	Strategic	Human capital, Relational, Market	<ul style="list-style-type: none"> •Code of ethics •Continuous improvement •Intensification / due diligence on the supply chain •Contractual clauses and agreements

GOVERNANCE

Material Themes	Impacts	Risks	Opportunities	Mitigation Actions
Sound Governance	Negative Impact: business closure. Positive Impact: long-term survival and competitiveness.	Strategic and Financial	Reputational, Market, Human capital	<ul style="list-style-type: none"> •Strengthening of corporate processes for sustainability governance, sustainable strategy, and sustainability reporting
Ethics, integrity, anti-corruption, and corporate transparency	Negative impact: business closure. Positive impact: long-term survival and competitiveness.	Strategic and Financial	Reputational, Market, Human capital	<ul style="list-style-type: none"> •Code of ethics •Due diligence •Strengthening of corporate processes for governing sustainability, sustainable strategy, and sustainability reporting
Innovation and R&D	Negative impact: closure of activities. Positive impact: survival and long-term competitiveness.	Strategic and Financial	Reputational, Market, Human capital	<ul style="list-style-type: none"> •Agreements with qualified manufacturing partners for product innovation •Training •Monitoring of sustainable trends and technologies •Improvement programs

PLANET

Resource Management

A cornerstone of our Corporate Policy concerns environmental protection both within our own operations and throughout the upstream supply chain.

To understand REFLEXX's environmental impacts, it's important to note that the company outsources production to manufacturers in East Asia. Among our three operational bases in Italy (headquarters in Viadana, headquarters in Genoa, warehouse in Parma), only Genoa is company-owned.

Environmental data is available for the year 2023, during which we also measured our carbon footprint.

Materials Used

The materials primarily consist of gloves made from various materials, produced through outsourcing and imported, along with the materials used for their packaging.

Principal materials purchased and used related to glove products and their packaging (kg) (GRI 301)

KPI	2023
Gloves	3.083.286,60
Paper	378.111,44
Cartons	207.263,91
Plastic bags	5.399,13
Plastic packaging materials	901,33
User information sheets	436,52

Scope: REFLEXX S.p.A. Source: CEO, Purchases

Fuel for Fleet Vehicles

As of December 31, 2023, the company fleet consisted of 7 vehicles (6 cars and 1 van). It was supplied with 5,775 liters of diesel, 207 liters of HVO, and 1,645 liters of gasoline during the year 2023.

Water

Water is primarily used for civil purposes and is not monitored.

Electricity Management

Electricity consumption is exclusively for the operational headquarters (offices) in Genoa. The other locations are rented, so consumption is accounted for by the respective owners.

The purchased and consumed energy in 2023 amounted to approximately 3,545 kWh.

Inbound and Outbound Logistics

We transport gloves by sea from ports in East Asia to Ligurian ports, and from there by truck to the warehouse in Parma for REFLEXX branded products (and from there to customers by truck as per demand), or directly to final customers in the case of private label products. The calculation does not include transports organized by customers with their own direct pickup.

Inbound logistic (tkm) (GRI 301)

KPI	2023
Cargo ships	40.815.245,86
Trucks	420.155,03

Scope: REFLEXX S.p.A. Source: CEO

Outbound logistic (tkm) (GRI 301)

KPI	2023
Trucks	1.511.175,81

Scope: REFLEXX S.p.A. Source: CEO

Waste Recovery and Circular Economy

The waste generated during the production process at REFLEXX is primarily related to urban waste from Genoa office and is subject to separate collection programs.

Waste (GRI 301)

KPI	2023
Waste collected for recycling (kg)	183,10
Waste transport (tkm)	1.639,73

Scope: REFLEXX S.p.A. Source: CEO

Regarding waste production, the data provided by the company is divided between non-recyclable and recyclable waste. In the case of non-recyclable waste, it is assumed that 51% ends up in landfills and the remaining 49% is incinerated, as hypothesized in the ISPRA Report. For recyclable waste, it is assumed to be 100% recycled. Regarding waste related to glove products in the warehouse that impact the end-of-life of our products, we are considering initiatives to be launched with selected partners.

Atmospheric Emissions Management

It is widely known that climate change, one of the main causes of biodiversity alteration, must be contained by respecting the Paris Agreements and achieving a 55% reduction in greenhouse gas emissions by 2030 through the implementation of the 13 legislative proposals on energy and climate of the Fit for 55, presented in 2021 by the European Commission and included within the European Green Deal.

Within the periodic reports published by the Intergovernmental Panel on Climate Change (IPCC – www.ipcc.org), it is recognized with clear technical arguments that the evidence of global warming is unequivocal across all environmental sectors, and increasing. Among the many reports, particular attention is drawn to the IPCC's Sixth Assessment Report "Climate Change 2021 - The Physical Science Basis", which not only confirmed that human activities are responsible with a **95% probability for the observed global warming since 1950**, but also confirmed that the predictions regarding the effects of climate change are worrying even for the future of humanity on planet Earth.



REFLEXX has decided to measure its carbon footprint. The **Carbon Footprint of an Organization (CFO)** represents the overall carbon footprint of the organization, expressing the greenhouse gas (GHG) emissions associated with its activities. The CFO can be assessed according to the GHG Protocol Corporate Accounting and Reporting Standard, the international standard that provides technical guidelines for assessing an organization's greenhouse gas emissions based on the principles of:

- Relevance
- Completeness
- Consistency
- Transparency
- Accuracy

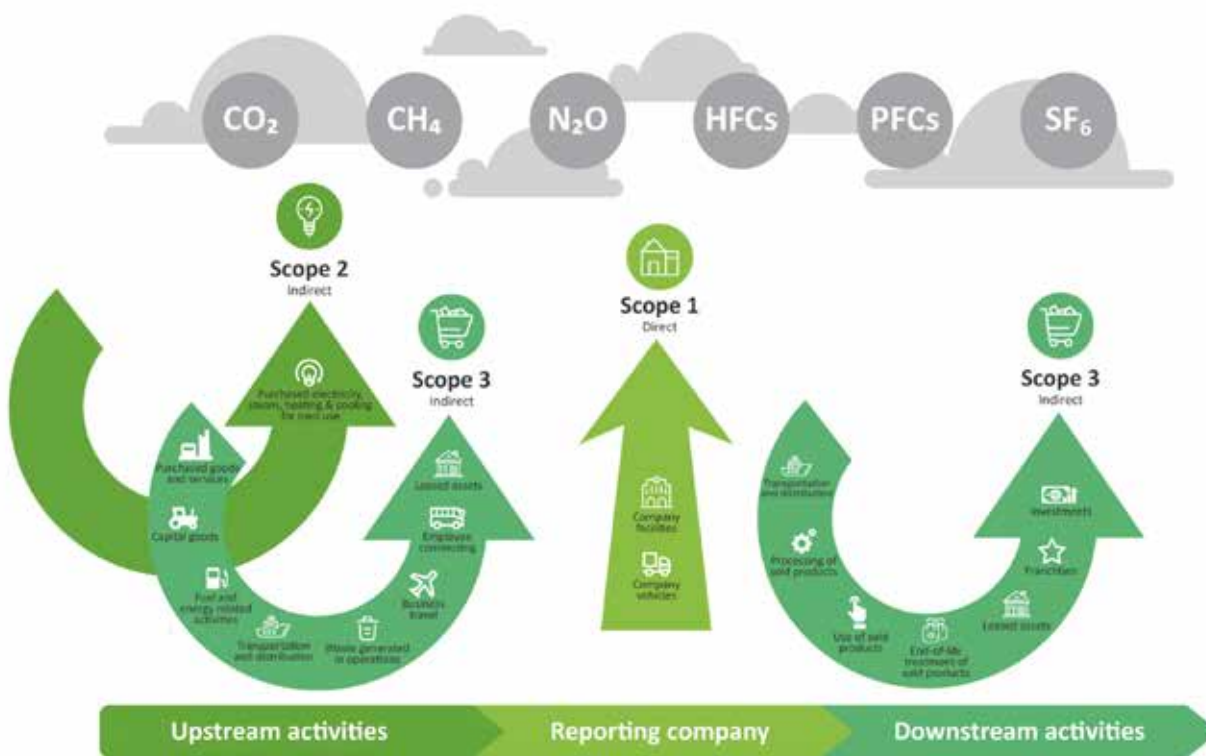
The standard categorizes greenhouse gas emissions into 3 scopes.

Scope 1: Direct emissions from sources within the organizational boundaries, owned and/or directly controlled by the organization. Examples include combustion of methane gas, fuel in company vehicles, process emissions.

Scope 2: Indirect emissions from the consumption of purchased electricity, steam, heating, and cooling. Examples include electricity consumption and heat consumption from district heating.

Scope 3: Other indirect emissions, categorized into 15 categories:

- 1 Purchased goods and services
- 2 Capital goods
- 3 Fuel- and energy-related activities
- 4 Upstream transportation and distribution
- 5 Waste generated in operations
- 6 Business travel
- 7 Employee commuting
- 8 Upstream leased assets
- 9 Downstream transportation and distribution
- 10 Processing of sold products
- 11 Use of sold products
- 12 End-of-life treatment of sold products
- 13 Downstream leased assets
- 14 Franchises
- 15 Investments



*Credits GHG protocol



The analysis of GHG emissions was conducted with reference to the GHG Protocol Corporate Accounting and Reporting Standard and with the support of **RETE CLIMA Società Benefit**. The reference year for data collection is 2023. The organizational boundaries considered for the analysis were defined to include GHG emissions associated with activities conducted at the offices located in Viadana (MN), the warehouses in Parma, and the operational headquarters in Genoa.

To establish the reporting boundaries, direct and indirect emissions and removals associated with the organization's operations were identified: significant GHG emissions related to business activities were identified within the reporting boundaries. Specifically, in Scope 3, only 10 out of 15 categories were evaluated as significant and reportable for the analyzed company.

Scope 1:

1.1 Mobile combustion sources: Diesel for company vehicles

Scope 2:

2.1 Consumption of purchased electricity by the organization: Electric energy

Scope 3:

- 3.1 Purchased goods and services
- 3.2 Capital goods
- 3.3 Fuel- and energy-related activities (upstream fuel and energy indirect emissions)
- 3.4 Upstream transportation and distribution
- 3.5 Waste generated in operations
- 3.6 Employee business travel
- 3.7 Employee commuting and teleworking
- 3.8 Upstream leased assets
- 3.9 Downstream transportation and distribution
- 3.12 End-of-life of sold products | Disposal of end-of-life products

The methodology used in this study for quantifying greenhouse gas emissions is based on calculation. The choice of this method is consistent with the company's size and the quantity and type of sources within the organizational boundaries; the method is also easily reproducible in subsequent years for comparative purposes. The quantification of GHG emissions is

performed by multiplying activity data by the corresponding emission factor, resulting in tonnes of CO₂ equivalent. All activity data related to greenhouse gas emissions in this study were modeled using recognized international databases such as EcoInvent.

Emissions (GRI 305)

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	

Direct emissions sources of **Scope 1** generate emissions totaling **20.73 tCO₂e**, which corresponds to **0.14%** of the total.

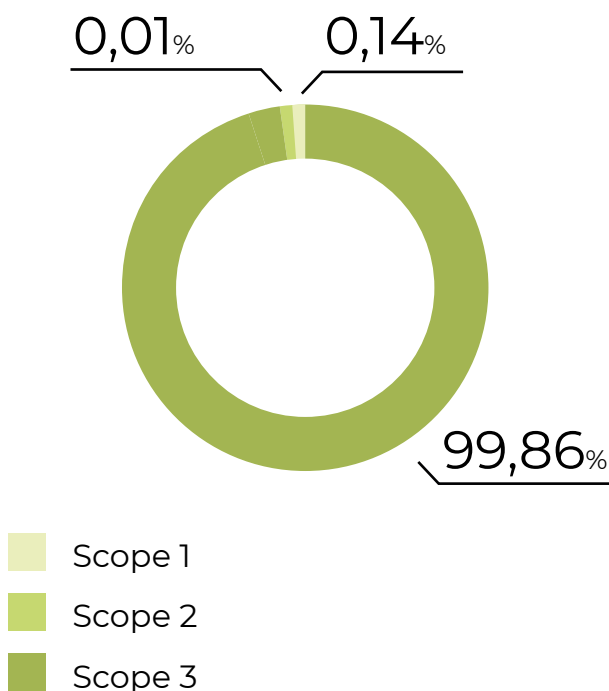
Indirect GHG emissions of **Scope 2** amount to **1.01 tCO₂e**, contributing approximately **0.01%** of the company's greenhouse gas emissions. GHG emissions of **Scope 3** amount to **15,279.98 tCO₂e**, equivalent to **99.86%** of the total annual emissions.

Focusing on the specific 10 categories analyzed for Scope 3, the highest emissions, in absolute terms, come from Category 1, which involves the purchase of products by the company (82.87% of the total inventory, primarily for resale under the company's brand), upstream transportation (Category 4, 2.94% of emissions), and downstream transportation (Category 9,

1.60%) for products sold by the company; **all categories that represent the company's core business.**

Category 12, relating to the end-of-life of sold products, is also significant, accounting for 11.31% of the company's total emissions. This category includes emissions from the end-of-life treatment of products sold by REFLEXX. In this category, to calculate the emissions, assumptions were made regarding the end-of-life of the main products sold and the average disposal of mixed waste in Italy, due to the lack of specific company data.

Greenhouse gas emissions by scope for 2023 (GRI 305)



Scope: REFLEXX S.p.A. plant and headquarter,
 Source: CEO, Purchases, Operations with technical support from RETE Clima

Product Quality and Safety

REFLEXX offers over 50 products, including both single-use and reusable gloves. These gloves are made from various materials depending on their application: **latex, vinyl, nitrile, polyethylene, and supported work gloves.**

Depending on their specific characteristics, the products comply with the following regulations:

Medical Devices

EU Regulation 2017/745, which came into force on May 26, 2021, across all EU countries, replaces Directive 93/42/EEC and sets out requirements for the production of medical gloves, including labeling obligations and assessment of biological safety and validity.

As medical devices, the gloves ensure protection against cross-contamination for both patients and users, serving as effective barriers against biological fluids and microorganisms.

EN standards 455 parts 1, 2, 3, and 4.

AQL 1,5 is the Acceptable Quality Level of the product, indicating the maximum number of defects permissible during a sample inspection. The higher the AQL value, the lower the product quality. Stringent European regulations for medical devices (EN 455-1 standard) and Personal Protective Equipment (EU Regulation 2016/425 - EN 374-2 standard) uniformly require an AQL for micro-holes ≤ 1.5 as an effective barrier against microorganisms (fungi and bacteria);

Personal Protective Equipment

EU Regulation 2016/425 repealed and replaced the previous Directive 89/686/EEC in April 2018 and identifies 3 categories of PPE based on risk definition:

- **CAT I:** Minor risks, self-certification;
- **CAT II:** Intermediate risks (excluding I and III), certified by notified body;
- **CAT III:** Very serious risks that can cause death or irreversible health damage, certified by notified body.

Only notified bodies are authorized to issue CE marking certifications for CAT II and CAT III.

Without the CE marking, the glove cannot be sold or used in a professional environment;

FCM (Food Contact Material)

Regulation DPR777/82, Legislative Decree 108/92, and DM 21/03/1973 and subsequent amendments, EU Regulation 1935/2004/EEC and EU Regulation 10/2011. The food glove is not just a fundamental hygienic device but also falls under FCM. "Food Contact Material must be manufactured according to good manufacturing practices so as not to transfer to foodstuffs components in quantities that: pose a risk to human health; cause an unacceptable change in the composition of the food; cause a deterioration of the organoleptic characteristics of the food."

All parties in the food chain (producer/importer/distributor/end user) are legally obliged to verify and comply with the requirements of FCM legislation. In accordance with the law, Reflexx conducts global migration and specific migration tests on its gloves using chemicals that simulate the behavior of all food groups, as per the table below.

24% of revenue comes from bio-based products.

Most of our products are CE Cat 3 PPE, DM, and FCM compliant.

Products and Certifications 2023 (WEF)

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

Scope: REFLEXX S.p.A. Source: Quality

Read REFLEXX'S catalogue
https://www.reflexx.com/wp-content/uploads/Catalogue-2023_web.pdf

Quality is a key aspect for REFLEXX.

In 2023, REFLEXX embarked on the path to obtain ISO 13485 certification, which was then achieved in 2024.

Expenditures and investments in quality over the three-year period include costs for maintaining ISO 9001 certification, the design of new certifications (e.g., ISO 13485), consultancy fees, and expenses for maintaining CE certifications and FCM declarations.

Quality Expenditures and Investments (WEF)

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

Scope: REFLEXX S.p.A. Source: Quality

The Quality Office also oversees testing related to both existing and new products in the portfolio. Tests are conducted by accredited external laboratories. For CE Cat.3 and Cat.2 tests as PPE, notified bodies (e.g., Cimac) issue CE certificates and perform annual internal audits.

For assessing suitability for food contact (FCM), tests are conducted by Merieux Nutrisciences Chelab for the following activities: food suitability projects, supplier assessments, and periodic internal checks. In case of negative outcomes, products undergo further analysis and may be rejected or subject to usage limitations.

Number of tests on products in the portfolio (WEF)

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

Scope: REFLEXX S.p.A. Source: Quality

Packaging

REFLEXX manufactures both disposable and reusable gloves.

Disposable gloves are packaged in cardboard boxes with inner packs typically containing 50 to 200 pieces, and outer cartons containing 10 to 20 inner packs.

Reusable gloves have primary packaging in plastic (a single bag per pair and a polybag containing 10 pairs) and secondary packaging in cardboard (cardboard box containing 50 to 150 pairs packaged in bags).

REFLEXX aims to embark on a path of improving its packaging to make it more sustainable.

In 2023, REFLEXX took action on certain product types to achieve a reduction in packaging volumes.

The company will continue with a detailed analysis together with its suppliers to understand further areas for improving packaging and reducing its environmental impact.



Reduction in packaging volumes in 2023

Item	Material	Outer dimensions 2022 / CBM	Inner dimensions 2023 / CBM	Delta Volume	% Volume	Weighted
R40	LATEX	0,022229	0,015829	-28,8%	2,70%	-0,8%
R46	LATEX	0,024800	0,020121	-18,9%	10,90%	-2,1%
R70	NITRILE	0,024800	0,021688	-12,5%	7,40%	-0,9%
R76	NITRILE	0,018963	0,015215	-19,8%	7,70%	-1,5%
R78	NITRILE	0,017722	0,016740	-5,5%	9,90%	-0,5%
R36	VINYL	0,019688	0,015731	-20,3%	6,60%	-1,3%
Total reduction in volumes						-7,2%

Scope: REFLEXX S.p.A. Source: CEO

PEOPLE, VALUE CHAIN AND COMMUNITIES

Employment, Welfare, and Well-being

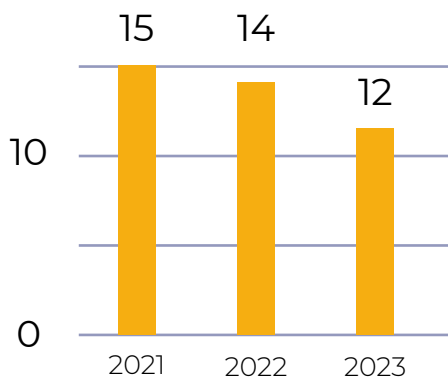
As of December 31, 2023, there were 12 employees. The decrease over the three-year period was due to voluntary resignations stemming from different lifestyle choices. The number will increase again starting in 2024.

All employees are covered by the National Collective Labor Agreement (CCNL). Over 80% of employees have permanent contracts (80% of women and 86% of men).

83% of them are employed full-time. The choice of part-time work was voluntary for two employees. In the case of the first employee, it was at 70% based on role requirements. In the case of the second employee, it was for work-life balance needs.

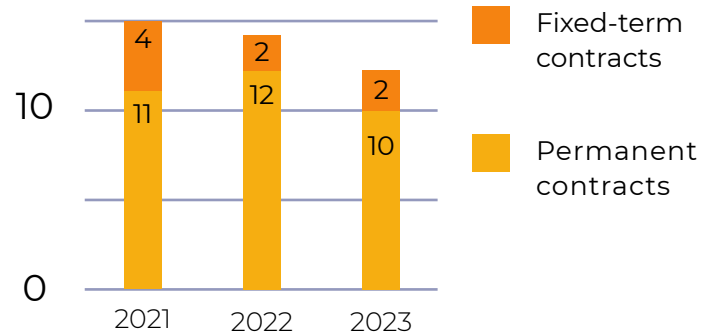
All employees can benefit from flexible working hours when necessary. 33% of employees work on-site, 42% have a hybrid contract with 3 days on-site and 2 days of remote work, while the remaining 25% have contracts exclusively for remote work.

Employment (GRI 401)
Number of employees at REFLEXX S.p.A. over the three-year period (n.)



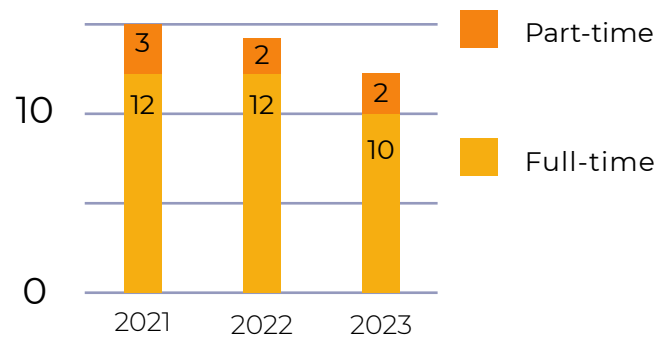
Scope: REFLEXX S.p.A.
Source: Internal processes coordination

Employment (GRI 401)
Breakdown by contract duration (n.)



Scope: REFLEXX S.p.A.
Source: Internal processes coordination

Employment (GRI 401)
Distribution by employment type (n.)



Scope: REFLEXX S.p.A.
Source: Internal processes coordination

In 2023, the turnover rate for new hires improved (with no departures) and predominantly involved the younger age group (<30 years old).

Turnover (GRI 401)

KPI	2021	2022	2023
Inflow turnover	13%	0%	8%
which < 30 years	100%	0%	100%
30-50 years	0%	0%	0%
> 50 years	0%	0%	0%
Outflow turnover	6%	21%	0%
which < 30 years	100%	7%	0%
30-50 years	0%	7%	0%
> 50 years	0%	7%	0%

Scope: REFLEXX S.p.A.
Source: Internal processes coordination

Parental leave was taken by one woman in the past three years who chose not to return to work after maternity leave due to personal reasons unrelated to any discomfort with the company.

REFLEXX organizes a company meeting twice a year attended by employees. Once a year, agents are also invited to participate for training and information purposes.

Diversity and equal opportunities

The company's workforce comprises Italian nationals, with women accounting for 42% (5 individuals).

The average age is 46 years old, with 42% of employees under the age of 50. The average length of employment at the company is 5 years.

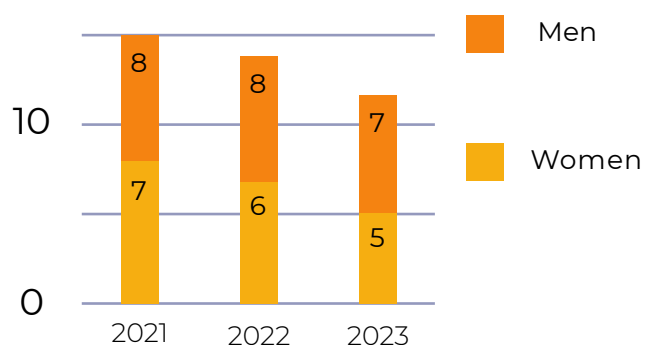
REFLEXX S.p.A. Identity Card (GRI 401)

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

Scope: REFLEXX S.p.A.

Source: Internal processes coordination

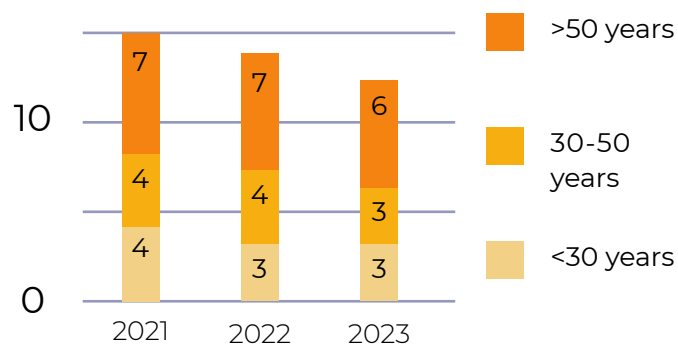
Occupation and Diversity (GRI 405) Gender Distribution (n.)



Scope: REFLEXX S.p.A.

Source: Internal processes coordination

Occupation and Diversity (GRI 405) Age distribution (n.)



Scope: REFLEXX S.p.A.

Source: Internal processes coordination

REFLEXX, in compliance with current regulations and the National Collective Labor Agreement (CCNL), ensures adherence to legal minimum wage standards, ensuring that salaries are sufficient to meet essential worker needs. The management of employment relationships is based on respect for individuals, fairness, and equal opportunities, without any discrimination based on gender, race, religious beliefs, political opinions, age, or health status. Any form of discrimination against individuals is strictly prohibited.

Compensation and Remuneration

The average monthly base salary per capita stands at approximately 2,649 euros, compared to a monthly living wage of 1,277.25 euros in Lombardy and 1,142.11 euros in Liguria (Source: Wage indicator).

A performance bonus mechanism has been defined, with a formalized plan for primary functions (sales, procurement, and internal process coordination). Incentive plans are measurable on a precise scale and based on company volumes and profitability, shared across the organization. For all other employees not covered by variable plans, no detailed plan has been formalized, but the same incentive system applies.

To determine the gender pay gap, base salary and remuneration at different levels were analyzed, focusing exclusively on levels where both men and women are present.

Gender pay gap exists at levels 1 and 2 and is slightly narrower in base salary compared to total remuneration. The differences are attributed to differences in job functions and roles at the same level.

Ratio of basic salary and total remuneration for women compared to men (GRI 405-2)

Gender pay gap in base salary	2023
liv Q	1,35
liv 1	0,73
liv 2	0,96
Gender pay gap in total remuneration	2023
liv Q	1,30
liv 1	0,75
liv 2	0,94

Scope: REFLEXX S.p.A.

Source: Internal processes coordination

Occupational Health and Safety

Despite being classified as low risk, REFLEXX considers the safeguarding of workers' health and safety of paramount importance, aiming not only to comply with specific legal requirements but also to continuously improve working conditions.

REFLEXX utilizes an external RSPP (Responsabile del Servizio di Prevenzione e Protezione, Health and Safety Manager).

Activities are classified as low risk.

Over the triennial period, employees attended safety courses totaling 99 hours.

There were no recorded accidents or occupational illnesses during the triennial period.

REFLEXX will continue to closely monitor hazardous conditions and near misses.

Workplace Injuries (GRI 403-9)

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

Scope: REFLEXX S.p.A. Source: RSPP

Training and skills development

REFLEXX is an agile company built upon the expertise of a group of individuals who represent its core assets.

Upon hiring new employees, REFLEXX arranges specific training in safety procedures, especially for those who lack certification or whose certifications have expired.

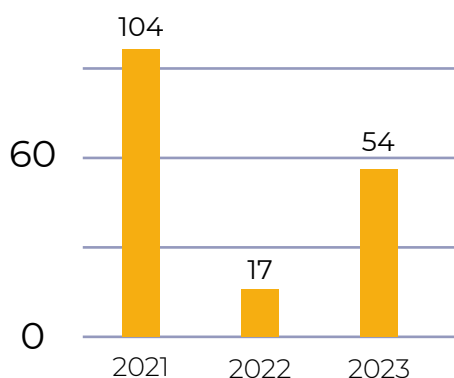
It monitors the expiration of these certifications and schedules update sessions accordingly.

Total training hours decreased from 104 (including 88 mandatory safety hours) in 2021 to 54 in 2023, averaging 4.5 hours of training per employee annually. The reduction is primarily due to mandatory safety courses predominantly undertaken in 2021. Excluding these, training hours remained stable for the first two years of the period and then increased.

Training courses over the triennium included health and safety of workers and products (low-risk office updates, fire safety courses, first aid training, FCM, Compliance with REACH and CLP), EU Privacy Regulation, EU Medical Devices Regulation 2017/745, and handling customer complaints and conflicts.

In tackling the definition of the ESG path and drafting the first sustainability report, the importance of measuring and monitoring employee professional training emerged as crucial for enhancing REFLEXX's performance and growth. The company aims to undertake more accurate and frequent measurement to manage this issue throughout the year.

Training (GRI 404)
Total training hours



Scope: REFLEXX S.p.A.
 Source: Internal processes coordination

Human Rights

REFLEXX respects local, national laws and other applicable regulations, prevailing industry norms, and other requirements to which the company adheres.

REFLEXX is committed to:

- Respect and disseminate to stakeholders, both internal and external, the commitment not to use of child labor and to promote all actions aimed at developing a culture of protection for young workers.
- Not use forced labor as a source of income and workforce but suppress the use of forced or compulsory labor in any form.
- Ensure a safe and healthy work environment and adopt effective measures to prevent potential accidents, injuries, or illnesses that may occur as a result of, in relation to, or during the course of work.
- Grant all personnel the right to form, participate in, and organize unions of their choice, and to bargain collectively with the company, without negative consequences or retaliation.

- Neither resort to nor support any form of discrimination in hiring, remuneration, access to training, promotion, termination of employment, or retirement based on race, national, territorial or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age, or any other condition that could lead to discrimination.

- Treat all personnel with dignity and respect. Do not use or tolerate the use of corporal punishment, physical or mental coercion, or verbal abuse against personnel.

- Respect the provisions of the Constitution of the Italian Republic, the Workers' Statute, and the relevant National Collective Labor Agreement (CCNL), regarding compliance with working hours, rest periods, and public, civil, and religious holidays.

- In accordance with applicable law and the National Collective Labor Agreement (Contratto Collettivo Nazionale del Lavoro), ensure compliance with legal minimum wage requirements concerning remuneration characteristics, ensuring that wages are adequate to meet the essential needs of workers.

In terms of evidence, please refer to the KPIs listed below, in addition to other points in the document such as workplace safety and health or remuneration.

Human Rights (GRI 407, 408, 409)

KPI	2021	2022	2023
Number of underage employees in the company	0	0	0
Minimum wage	> living wage	> living wage	> living wage
Number of internal reports	0	0	0
% of employees enrolled in the union	0	0	0
Hours of strikes/total working hours	0	0	0

Scope: REFLEXX S.p.A.
 Source: Internal processes coordination

Value Chain

Customers

Our customers are a key resource for us, and we aim to satisfy them by offering products that ensure maximum protection and performance, with a strong focus on consistent quality.

Customers (GRI 400)

KPI	2021	2022	2023
Number of customers	2.132	2.031	1.928
% customers Italy	95	89	89
% customers EU	3	7	7
% customers non-EU	2	4	4

Scope: REFLEXX S.p.A.
Source: Sales and Marketing

We serve various markets such as:

Industrial, mechanical, and automotive



Cleaning



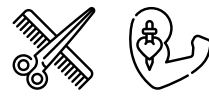
Food (including Ho.Re.Ca.)



Dental, medical, and laboratories



Aesthetics, hairdressers, tattoo artists



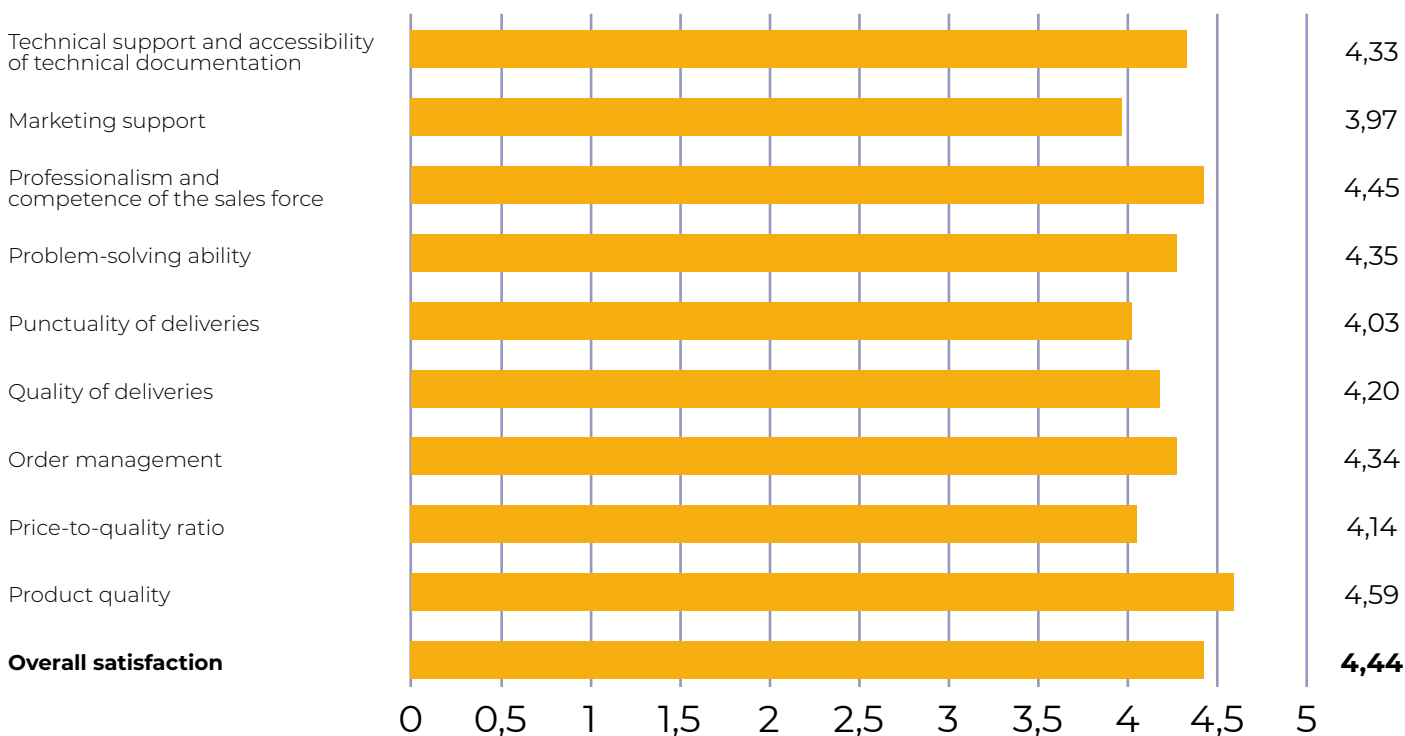
In 2023, REFLEXX conducted a **customer satisfaction** survey that received 127 responses out of 1,890 surveys sent exclusively to Italian customers.

In addition to overall satisfaction, the following areas were investigated:

- Product quality
- Price-to-quality ratio
- Product range
- Order management
- Quality and punctuality of deliveries
- Professionalism of the sales force
- Interpersonal skills of the sales force
- Marketing support
- Technical support and accessibility of technical documentation

Customers reported high satisfaction levels on average (4.44 on a scale of 1-5, where 1 = very dissatisfied and 5 = extremely satisfied).

Customer satisfaction (GRI 400)



Scope: REFLEXX S.p.A. Source: Sales and Marketing

REFLEXX testimonials

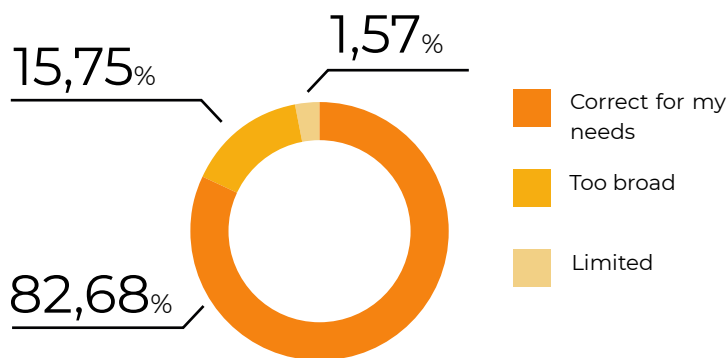
Click the link to watch the video testimonial



<https://www.youtube.com/watch?v=aBGaUdvDruU>

From the materiality analysis, it emerged that customers recognize REFLEXX for its pursuit of innovative sustainable alternative materials, high-quality and environmentally friendly products, the Green Eco Dot certificate for packaging recycling, initiatives in favor of local communities, the code of ethics, and stakeholder engagement activities.

Product Range (GRI 400)



Supply Chain

REFLEXX operates with suppliers of goods (suppliers producing gloves) and services (logistics suppliers, subcontracted warehouse managers, other support services such as IT, consultants, etc.).

Supply Chain (GRI 204-1)

KPI	2023
Cost for the purchase of raw materials, subsidiaries, goods consumption, and services (€)	15.630.180
N. of qualified goods suppliers	10
N. of qualified service suppliers	16

Scope: REFLEXX S.p.A. Source: Purchases, Self-Assessment questionnaire sent to suppliers in 2023

REFLEXX outsources the production of gloves to qualified suppliers, with whom it maintains continuous and long-lasting relationships. In 2023, there were 10 such suppliers, originating from East Asian countries (Malaysia, China, Thailand, and Sri Lanka).

A contract (Quality Agreement) is drawn up with each supplier, outlining the procurement requirements, the contractual responsibilities of the buyer/supplier, and the conditions for contract termination. To ensure the quality requirements of the procurement process at the time of order planning, the following documentation is requested from suppliers:

- ISO 9001 and ISO 13485 (for medical devices) company certifications;
- REACH compliance certifications;
- Product compliance certifications (PPE and MD);
- Documentation related to viral penetration tests (ASTM-F-1671) and biocompatibility sensitization tests for MDs (ISO 10993-10);
- Food contact suitability tests for FCM; declaration of product shelf-life and results;
- Aging tests.

To better understand them from an ESG perspective, REFLEXX sent them a Self-Assessment questionnaire between November and December 2023. All suppliers have a code of ethics that addresses topics such as

transparency, fairness in management, and anti-corruption.

90% have a board of directors (in two cases with internal committees called Risk Management and Sustainability or only Sustainability, and in four cases with variable remuneration of top and senior managers linked to ESG performance). 90% of the supplier companies have appointed a sustainability manager and 70% publish a Sustainability Report or an Annual Report with a sustainability section.

100% have a risk management system, and 100% have been audited by the SEDEX Supplier Ethical Data Exchange (SEDEX) (<https://www.sedex.com/solutions/sedex-platform/>). 90% of the suppliers declare they qualify their supply chain.

100% of the suppliers have management systems certified according to ISO 9001 and ISO 45001, while 70% also have ISO 14001 certification.

From an environmental perspective, 90% of the suppliers have a carbon footprint measurement program (for 70% limited to scopes 1-2), a system to identify, track, and manage hazardous substances, and have implemented a waste recycling and reuse plan.

80% have invested in sustainable packaging and renewable energy projects. Only 30% of the supplier companies have started circular economy and sustainable logistics programs.

From a social perspective, 100% of the suppliers declare that they respect human rights (child labor, forced and compulsory labor, healthy and safe workplaces, irregular and undeclared work, freedom of association, working hours, remuneration). 90% state they have a Diversity, Equity, and Inclusion policy.

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.

These suppliers have also been involved in the materiality analysis and will progressively be called upon, depending on their nature and importance, to contribute to the ESG and decarbonization journey specifically.

Regarding the category of suppliers related to operations, REFLEXX has agreements with qualified shipping agencies that organize the transport of goods by sea from Asian ports to Italian ports and by land from Italian ports to the warehouse, as well as with a qualified partner who has long managed the warehouse and outbound logistics.

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

The qualified partner who has long managed the warehouse and outbound logistics 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.

They 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.



Community

REFLEXX works towards sustainable development through a systematic process of stakeholder engagement: analyzing the context in which it operates, identifying stakeholder needs, and involving them. REFLEXX is committed to allocating 2% of its gross profit to non-profit initiatives that align with its values and are connected to the local communities it belongs to.

Investments for the community

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

Scope: REFLEXX S.p.A. Source: CEO

In 2023, the areas of allocation were 90% social commitment and 10% the environment.

In 100% of cases, REFLEXX donated funds to local communities, primarily in Genoa, followed by Mantua and then Parma.

Investments for the community – distribution % by cause

KPI	2023
Cause Social commitment	90%
Cause Environment	10%

Scope: REFLEXX S.p.A. Source: CEO

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%

Scope: REFLEXX S.p.A. Source: CEO

GOVERNANCE

Material topics related to Governance for REFLEXX include robust governance, ethics, integrity, anti-corruption efforts, corporate transparency, and finally, innovation and R&D.

The primary themes related to governance in the strict sense and ethical business conduct were addressed earlier.

The topic of Innovation and R&D will be discussed below.

REFLEXX is at the beginning of a journey rooted in the vision and ethics of its founder but must also assess its strengths and resources.

Innovation and R&D

For REFLEXX, it is essential to analyze market trends and continually provide new solutions, new products, or updates to existing portfolio products.

All tests for the design of new products therefore include the evaluation of multiple suppliers for a new product to be included (chemical permeation tests, viral penetration tests, mechanical resistance tests, food suitability tests) and finally tests on competitor products.

New product launches and performance improvements (WEF) (n.)

Year	New products designed and introduced modifications:
2021	<ol style="list-style-type: none"> 1. Reflexx L96, thick latex glove, PPE cat III, MD; 2. Reflexx L1100, ambidextrous long cuff latex glove, PPE cat III, MD; 3. Reflexx T25, TPE glove, PPE cat III, MD, food; 4. Reflexx T22, TPE glove, PPE cat I, food; 5. Reflexx N80B, nitrile glove, PPE cat III, MD, food; 6. Reflexx N81, nitrile glove, PPE cat III, MD, food; 7. Feather Nitrex nero, nitrile glove, PPE cat I
2022	<ol style="list-style-type: none"> 1. Reflexx 94 updated with mechanical resistance and food suitability; 2. Reflexx NBio, nitrile glove with accelerated biodegradation, PPE cat III, MD, food.
2023	<ol style="list-style-type: none"> 1. Reflexx N65 Plus, long cuff nitrile glove PPE cat III, food; 2. Reflexx N82, pink nitrile glove PPE cat I, MD; 3. Reflexx L45, black latex glove PPE cat I, MD; 4. Reflexx N73, nitrile glove PPE cat III, MD, food

Scope: REFLEXX S.p.A. Source: Quality

Tests on new products (WEF) (n.)

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

Scope: REFLEXX S.p.A. Source: Quality

In the Research and Development phase, when conducting tests for product design, there can be different paths. If the results of Merieux Nutrisciences Chelab tests are approved by REFLEXX, they are reported on the packaging as product characteristics (total food or with usage limitations) in accordance with FCM regulations. However, if the outcomes are unsatisfactory, REFLEXX removes the food suitability from the project. Non-conformities identified by Cimac tests are reported directly as they prevent certification processes from proceeding.

Tests with non conforming outcomes (WEF) (n.)

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

Scope: REFLEXX S.p.A. Source: Quality.

Note: The data reported here as NC refers only to the suitability results declared, which are not confirmed in subsequent control tests on different batches.

Expenses and investments incurred by Reflexx for tests on new products are added to those conducted on portfolio products to achieve an average value exceeding 90,000 euros per year.

Expenses and Investments in tests on new products (WEF)

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

Scope: REFLEXX S.p.A. Source: Quality









exx 46
L 100
exx 46
M 100




7.

FUTURE PERSPECTIVES AND TARGETS

Themes	Material topic	Objective	Roles involved
PLANET  	Resource management (materials, energy, logistics)	<ul style="list-style-type: none"> •Measure annually • Evaluate more sustainable materials, co-designing with manufacturers •Assess electricity supply with Guarantees of Origin from renewable sources •Analyze the use of company vehicles to explore fleet optimization possibilities. Opt for vehicles with electric or hybrid engines, or alternatively capable of using HVO (emission reduction) •Consider extending the same requirements to the partner managing inbound logistics and outsourced warehouse. 	CEO (supervision), PROCUREMENT, INTERNAL PROCESS COORDINATION, QUALITY
	Waste management and circular economy	<ul style="list-style-type: none"> •Evaluate end-of-life glove recovery projects •Evaluate recovery projects with manufacturers 	CEO (supervision), PROCUREMENT, SALES AND MARKETING
	Greenhouse gas emissions / climate change	<ul style="list-style-type: none"> •Measure carbon footprint annually •Initiate a reduction program •For residual emissions, consider offsetting with projects in East Asian areas 	CEO (supervision), PROCUREMENT, INTERNAL PROCESS COORDINATION
	Product quality and safety	<ul style="list-style-type: none"> •Continue investments in product quality and safety •Intensify the already continuous dialogue with manufacturers for a path of continuous improvement 	CEO (supervision), PROCUREMENT, and QUALITY
	Sustainable packaging	<ul style="list-style-type: none"> •Gather detailed data on current packaging and sustainable alternatives •Evaluate impacts of packaging changes 	CEO (supervision), PROCUREMENT, SALES AND MARKETING

Themes	Material topics	Objective	Roles involved
PEOPLE, VALUE CHAIN AND COMMUNITIES  	Employment / Diversity and Equal Opportunities	<ul style="list-style-type: none"> Formalize and continuously update the organizational chart: roles and responsibilities Promote equal opportunities Communicate internally 	CEO (supervision), INTERNAL PROCESS COORDINATION
	Safety and health	<ul style="list-style-type: none"> Formalize processes Promote a culture of hand health 	CEO (supervision), INTERNAL PROCESS COORDINATION, QUALITY, MARKETING
	Training	<ul style="list-style-type: none"> Formalize the process Record training hours Increase the number of training hours, including sustainability content 	CEO (supervision), INTERNAL PROCESS COORDINATION
	Respect for human rights	<ul style="list-style-type: none"> Periodically update and disseminate the Code of Ethics Conduct continuous monitoring both internally and with suppliers 	CEO (supervision), INTERNAL PROCESS COORDINATION, PROCUREMENT
	Value chain (customers and supply chain)	<ul style="list-style-type: none"> Conduct periodic assessment of the supply chain on ESG issues with feedback Consider conducting SEDEX audits Integrate assessment and audit findings into the company's supplier qualification process Strengthen dialogue with manufacturers to define corrective and preventive action plans Continuously gather customer needs in terms of ESG 	CEO (supervision), INTERNAL PROCESS COORDINATION, PROCUREMENT, SALES AND MARKETING

Themes	Material topic	Objective	Roles involved
GOVERNANCE  	Sound governance	<ul style="list-style-type: none"> Periodically update and disseminate the code of ethics Integrate sustainability into business functions and processes Report ESG performance through the sustainability report and other channels 	CEO, INTERNAL PROCESS COORDINATION
	Ethics, integrity, anti-corruption, and corporate transparency	<ul style="list-style-type: none"> Periodically update and disseminate the code of ethics Integrate adherence to the code of ethics into manufacturers' Quality Agreement 	CEO, INTERNAL PROCESS COORDINATION, PROCUREMENT, QUALITY
	Innovation and R&D	<ul style="list-style-type: none"> Continuously gather customer needs in terms of ESG Strengthen dialogue with manufacturers to co-design sustainable innovative products Measure market impacts of sustainable innovations 	CEO, PROCUREMENT, QUALITY, SALES AND MARKETING

8.

METHODOLOGY

The Sustainability Report represents the voluntary tool through which REFLEXX S.p.A. intends to communicate, both internally and externally, the effects resulting from the strategies adopted regarding environmental, social, and economic impacts.

Through its **first edition**, REFLEXX S.p.A.'s Sustainability Report aims to transparently and comprehensively communicate the performance and commitment undertaken during the fiscal year 2023 on sustainability issues. The topics addressed in the document encompass economic, social, environmental, and governance spheres, selected through a materiality analysis process conducted for the first time this year. In 2023, this process engaged 55 internal and external stakeholders who contributed to identifying and evaluating REFLEXX S.p.A.'s material topics.

The Sustainability Report has been prepared in accordance with the Global Reporting Initiative (GRI) Sustainability Reporting Standards as defined by the Global Reporting Initiative. To facilitate document readability and summarize the correlation between the GRI Standards and the main topics covered in the report, please refer to the GRI Content Index and the Cross-Reference Table with other standards.

Scope and consolidation criteria

The document contains data and information for the fiscal year ending on December 31, 2023. The consolidation scope aligns with REFLEXX S.p.A.'s statutory financial statements.

Reporting process and methodology

The process of collecting information and data was coordinated by the CEO of REFLEXX S.p.A., who is responsible for the accuracy of the information provided, in collaboration with all operational functions within the company's reporting scope.

Quantitative information in the Sustainability Report originates from the following sources:

Economic/financial figures, expenses, and investments come from the Administration function and the CEO of REFLEXX S.p.A.;

Governance and compliance data are provided by the CEO of REFLEXX S.p.A.;

Supply chain data are supplied by the Purchasing function of REFLEXX S.p.A.;

Customer-related data are sourced from the Sales and Marketing function of REFLEXX S.p.A.;

Data related to materials and energy come from the CEO of REFLEXX S.p.A., where available;

Emissions are calculated using GHG Protocol references with technical support from RETE

CLIMA Società Benefit;

Information on management systems and H&S performance originates from the RSPP of REFLEXX S.p.A.;

Data related to personnel and professional competence management refer to the company's workforce as of December 31, 2023, and are provided by the CEO and Internal Process Coordination of REFLEXX S.p.A.

The scope and sources are specified at the bottom of each table.

To ensure comparability over time of the most significant indicators and to allow readers to compare performance achieved, current values are compared with those of the previous two fiscal years using graphs and tables.

Furthermore, to ensure data reliability, the use of estimates has been minimized, and any estimates used are based on consolidated approximations over the years.

In preparing the Sustainability Report, the following principles in the reporting cycle were considered: stakeholder engagement, sustainability, materiality, completeness, accuracy, balance, transparency, comparability, reliability, and timeliness.

Please note that external assurance of the Sustainability Report 2023 was not sought.

Reporting period	01.01.2023-31.12.2023
Frequency	Annual
Last published document	None
Document accessibility	https://www.reflexx.com/it/sostenibilita/
Headquarter	Reflexx S.p.A. Via Passeri 2 46019 Viadana (MN) Italia
Contact persons	Gianni Isetti - CEO
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9.

GRI CONTENT INDEX

GRI Standard	GRI Disclosure	Indicator description	References	Notes and omissions
GENERAL INFORMATION				
REFLEXX S.p.A. has reported the information referenced in this GRI Content Index for the period 01.01.2023-31.12.2023 (and where possible for the triennium 2021-2023) in accordance with the GRI Standards.				
GRI 2 – GENERAL DISCLOSURES 2021	2-1	Organizational details	pp. 6-7	
	2-2	Entities included in the organization's sustainability reporting	Methodology	
	2-3	Reporting period, frequency, and contact point	Methodology	
	2-4	Restatement of information	Methodology	
	2-5	External assurance	Absent	First report
	2-6	Activities, value chain, and other business relationships	pp. 6-9, 18-19	
	2-7	Employees	pp. 23-24, 39-42	
	2-8	Workers who are not employees	pp. 23-24	0
	2-9	Governance structure and composition	p. 10	
	2-10	Nomination and selection of the highest governance body	n.a.	n.a.
	2-11	Chair of the highest governance body	p. 10	
	2-12	Role of the highest governance body in overseeing the management of impacts	p. 10	
	2-13	Delegation of responsibility for sustainability impacts	pp. 10, 12-13	
	2-14	Role of the highest governance body in sustainability reporting	p. 12	
	2-15	Conflicts of interest	pp. 14-17	
	2-16	Communication of critical concerns	pp. 14-17	
	2-17	Collective knowledge of the highest governance body	n.a.	n.a.
	2-18	Evaluation of the performance of the highest governance body	n.a.	n.a.
	2-19	Remuneration policies	n.a.	n.a.
	2-20	Process to determine remuneration	n.a.	n.a.

GRI Standard	GRI Disclosure	Indicator description	References	Notes and omissions
GRI 2 – GENERAL DISCLOSURES 2021	2-18	Evaluation of the performance of the highest governance body	n.a.	n.a.
	2-19	Remuneration policies	n.a.	n.a.
	2-20	Process to determine remuneration	n.a.	n.a.
	2-21	Annual total compensation ratio	n.a.	n.a.
	2-22	Statement on sustainable development strategy	p. 5	
	2-23	Policy commitments	pp. 14-17, 20-21, 50-51	
	2-24	Embedding policy commitments	pp. 12-13, 14-17, 20-21	
	2-25	Processes to remediate negative impacts	pp. 50-51	
	2-26	Mechanisms for seeking advice and raising concerns	pp. 12-13	
	2-27	Compliance with laws and regulations	pp. 36-37	
	2-28	Membership associations	pp. 23-24	
	2-29	Approach to stakeholder engagement	pp. 23-24	
	2-30	Collective bargaining agreements	pp. 39-42	
MATERIAL TOPICS				
GRI 3 – MATERIAL TOPICS 2021	3-1	Process to determine material topics	pp. 26-31	
	3-2	List of material topics	pp. 26-31	
	3-3	Management of material topics	pp. 26-31	
MATERIAL TOPICS				
PLANET				
MATERIALS USED				
GRI 301 MATERIALS USED 2016	301	Materials used	p. 32	
WASTE MANAGEMENT / CIRCULAR ECONOMY				
GRI 306 WASTE 2016	305-1; 305-2; 305-5.	Waste management	pp. 33-36	
GREENHOUSE GAS EMISSIONS MANAGEMENT				
GRI 305 EMISSIONS	306-307	Direct GHG emissions (Scope 1); Indirect GHG emissions from energy consumption (Scope 2); GHG emissions reduction.	pp. 33-36	
SUSTAINABLE PACKAGING				
GRI 417 MARKETING AND LABELING	417	Sustainable packaging	p. 38	

GRI Standard	GRI Disclosure	Indicator description	References	Notes and omissions
PEOPLE, VALUE CHAIN AND COMMUNITIES				
EMPLOYMENT / WELFARE / EMPLOYEE WELL-BEING				
GRI 401 EMPLOYMENT 2016	2-7 e 2-8	Information on employees and other workers	pp. 39-42	
	401-1	New hires and turnover	pp. 39-42	
	401-2	Benefits provided to full-time employees, but not to part-time or temporary contract employees	pp. 39-42	
GRI 405 DIVERSITY AND EQUAL OPPORTUNITIES	405-1	Diversity in governance bodies and among employees	pp. 39-42	
EMPLOYEE TRAINING AND DEVELOPMENT				
GRI 404 TRAINING AND EDUCATION	404-1	Average hours of annual training per employee	pp. 41-42	
	404-2	Employee skills upgrading programs and transition assistance programs	pp. 41-42	
	404-3	Percentage of employees receiving regular performance reviews and professional development	pp. 41-42	
OCCUPATIONAL HEALTH AND SAFETY				
GRI 403 HEALTH AND SAFETY	403-1	Occupational health and safety management system	p. 41	
	403-2	Hazard identification, risk assessment, and incident investigation	p. 41	
	403-5	Worker training on health and safety	p. 41	
	403-9	Work-related injuries	p. 41	
HUMAN RIGHTS				
GRI 407-409 HUMAN RIGHTS	407; 408; 409	Respect for human rights	p. 42	
PRODUCT QUALITY AND SAFETY				
GRI 416 CUSTOMER HEALTH AND SAFETY	416-1; 416-2	Product quality and safety	pp. 36-37	
CUSTOMERS				
GRI 416 CUSTOMER HEALTH AND SAFETY GRI 417 MARKETING AND LABELING	416-1; 416-2	Customers	pp. 43-44	

GRI Standard	GRI Disclosure	Indicator description	References	Notes and omissions
RESPONSIBLE SUPPLY CHAIN				
GRI 102-9: SUPPLY CHAIN GRI 102-10: CHANGES IN THE ORGANIZATION AND SUPPLY CHAIN	2-6	Supply chain	pp. 45-46	
MANAGEMENT OF LOCAL COMMUNITIES				
GRI 413: LOCAL COMMUNITIES	413	Local communities	p. 47	
GOVERNANCE				
INNOVATION AND RESEARCH & DEVELOPMENT				
INNOVATION AND RESEARCH & DEVELOPMENT	WEF	Investments in sustainable transition	pp. 47-48	
SOUND GOVERNANCE				
GRI 2 - GENERAL INFORMATION 2021	Da 2-9 a 2-14	Reference to Governance section	pp. 10, 12-13	
INTEGRITY, ANTI-CORRUPTION, AND TRANSPARENCY				
GRI 2 - GENERAL INFORMATION 2021	Da 2-9 a 2-14	Reference to Ethics and Integrity section	pp. 10-11, 12-13	

10. CROSS-REFERENCE TABLE GRI VS OTHER FRAMEWORKS

MATERIAL TOPICS	CSR AND VSME TOPICS	CORRELATION WITH GRI STANDARDS	CORRELATION WITH WEF	CORRELATION WITH SASB
PLANET				
<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"> •ESRS E1,E5 •Basic metrics (B 3 – B 11) nergy and GHG emissions Air, water, soil pollution Biodiversity Water Resource use, EC, Waste 	<ul style="list-style-type: none"> •GRI 301 MATERIALS •GRI 302: ENERGY •GRI 305: EMISSIONS •GRI 306: WASTE 	<ul style="list-style-type: none"> •Greenhouse gas (GHG) emissions 	<ul style="list-style-type: none"> •Greenhouse Gas Emissions & Energy Management •Waste & Hazardous Materials Management •Product Quality and Safety •Material Sourcing & Efficiency
PEOPLE, VALUE CHAIN AND COMMUNITIES				
<ul style="list-style-type: none"> •Employment / Diversity and equal opportunities promotion •Health and safety •Training •Respect for human rights •Value chain (customers and supply chain) •Local community management 	<ul style="list-style-type: none"> •ESRS S1-S3 •Basic metrics (B 3 – B 11) Employment Health and Safety Training, Remuneration, Collective bargaining 	<ul style="list-style-type: none"> •GRI 401: EMPLOYMENT •GRI 405: DIVERSITY AND EQUAL OPPORTUNITIES •GRI 403: HEALTH AND SAFETY •GRI 404: TRAINING AND EDUCATION •GRI 416: CUSTOMER HEALTH AND SAFETY •GRI 102-9: SUPPLY CHAIN •GRI 102-10: CHANGES IN THE ORGANIZATION AND SUPPLY CHAIN 	<ul style="list-style-type: none"> •Health and safety (%) •Absolute number and rate of employment •Diversity and inclusion (%) •Training provided (#, \$) 	<ul style="list-style-type: none"> •Labor Practices •Employee Engagement, Diversity & Inclusion •Workforce health and safety •Product Quality & Safety •Customer Privacy •Supply Chain Management •Material Sourcing & Efficiency
GOVERNANCE				
<ul style="list-style-type: none"> •Sound governance •Ethics, integrity, anti-corruption, and corporate transparency •Innovation and R&D (Research & Development) 	<ul style="list-style-type: none"> •ESRS S1-S3 •Basic metrics (B 3 – B 11) Convictions and sanctions for corruption 	<ul style="list-style-type: none"> •N.A. PER R&D •GRI 102-22 •GRI 205: ANTICORRUZIONE 	<ul style="list-style-type: none"> •Total R&D expenses (\$) •Governance body composition •Anti-corruption 	<ul style="list-style-type: none"> •Product Design & Lifecycle Management •Business Ethics



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