

SUSTAINABILITY REPORT

2022



Packaging dal 1978

SUSTAINABILITY REPORT

2022

The first Sustainability Report represents a summary of the goals achieved, of the values we pursue and which we have tried to disseminate over the years to stakeholders and future challenges that we are ready to face with the entrepreneurial pride that distinguishes us.


SUMMARY

1.	LETTER TO STAKEHOLDERS	p. 4
<hr/>		
2.	THE COMMITMENT TO SUSTAINABILITY	p. 6
2.1	Guide to the report	p. 8
2.2	Sustainable development goals	p. 12
<hr/>		
3.	COMPANY PROFILE	p. 14
3.1	History	p. 15
3.2	The company's business model	p. 22
3.3	Governance	p. 26
3.4	Certifications	p. 29
<hr/>		
4.	ANALYSIS OF MARKET AND COMPETITIVE CONTEXT	p. 30

5.	ANALYSIS AND MANAGEMENT OF BUSINESS RISKS IN WHICH THE COMPANY OPERATES	p. 34
5.1	Risks dependent on external variables	p. 35
5.1.1	Risks related to climate change	p. 36
5.2	Internal risks	p. 36
5.2.1	Risks related to governance	p. 37
5.2.2	Risks related to the protection of personal data	p. 37
<hr/>		
6.	ECONOMIC PERFORMANCE	p. 38
6.1	Turnover	p. 39
6.2	Margins and operating result	p. 40
6.3	Distributed economic value	p. 42
<hr/>		
7.	ENVIRONMENTAL PERFORMANCE AND STRATEGIES	p. 44
7.1	Environmental strategy	p. 45
7.2	Environmental performance	p. 50
7.2.1	Electricity	p. 50
7.2.2	Methane gas	p. 51
7.2.3	Automotive diesel	p. 52
7.2.4	Emissions	p. 52
7.2.5	Water	p. 53
<hr/>		
8.	SOCIAL PERFORMANCE AND STRATEGIES	p. 54
8.1	Stakeholders mapping and engagement	p. 55
8.2	Personnel	p. 57
8.2.1	Workers training	p. 58
8.2.2	Gender policy	p. 62
8.2.3	Health and safety at work	p. 64
8.2.4	Welfare and protection	p. 67
8.3	Relationships with suppliers and customers	p. 68
8.4	The community and the territory	p. 70
<hr/>		
9.	TABLES OF CORRESPONDENCE WITH GRI	p. 72

1.

LETTER TO
STAKEHOLDERS



We are increasingly aware that small everyday actions, which translate into policies, procedures, good practices, and above all into concrete actions within the company, can make a difference. That's why we have decided to use our company data to measure not only the profitability of activities but also the impact these activities have on the community. This allows us to set improvement objectives and reduce such impacts.

The creation of this document, made possible through the collaborative effort of all company components, is a tangible testament to the openness, dialogue and growth that SCATOLIFICIO E.M.A.R. aims to pursue together with all its stakeholders. Over the years, we have committed ourselves to promoting the implementation of policies for quality, environment, FSC® Chain of Custody, safety and social responsibility to all

actors involved in the company process. And we do not intend to stop here. We are confident that the future will present us with new challenges to contribute to building a more sustainable world. We feel ready and equipped to face them. However, we are also aware that this is not a challenge we can overcome alone. We need everyone's help; only together we can develop the immense potential we believe we have and direct it towards making the Earth a better place.

The three-year period 2023-2025 will see the realization of further significant investments aimed at increasing production capacity and strengthening the sustainability of processes and products, giving further impetus to the pace of growth and creativity that have always characterized us.

**The President
Mattioli Erino**

2.

THE
COMMITMENT TO
SUSTAINABILITY



SCATOLIFICIO E.M.A.R. intends to consolidate its corporate policies and strategies aimed at transforming the company into an increasingly sustainable entity, through **a management that can create integrated and balanced economic, social and environmental value**. Recognizing the importance of pursuing the values encompassed in the concept of sustainability for identification with the territory and the success of the business, we embarked on certifications of management systems obtained over the years. Today, with this first Sustainability Report, we confirm our willingness to go further.

SCATOLIFICIO E.M.A.R. owes its birth to the presence of a fervent footwear hub in the Serra de' Conti area, where it took its first steps in 1978. Then, aware of this experience, it chose to establish itself in another highly active footwear hub in the Marche region, that of Fermano. The origin of its success is closely tied to the territories of its facilities.

Hence, the strong attention to the sustainability of its business within the territory, aiming to retain part of the wealth produced within it, thus **ensuring economic and social development for the local community**.

Last but not least, the attention to the environment. Perhaps due to the characteristics of the primary raw material mainly used in the production process, paper and cardboard, the company has understood the importance of the circular economy and its reuse, thus seeking to recover most of the discarded material during processing. The company achieved FSC® product certification in 2012 to pay greater attention to the environmental impact of the raw material used. Additionally, in 2014, it obtained ISO 14001 environmental certification, also **to promote behaviors aimed at preventing pollution and environmental impacts resulting from production processes**.

2.1 Guide to the report

This is our first Sustainability Report, for a company like ours is not a legal obligation.

However, we have voluntarily chosen to present it, as an act of transparency and social responsibility.

The Sustainability Report has been drawn up based on the Global Reporting Initiative guidelines (GRI), independent international body recognized by the UN and main reference for sustainability reporting activities around the world. It measures the impact of the company's activities on the three main areas that define the concept of sustainability: environmental, social and economic.

Environmental sustainability refers to capacity of the company to guarantee standards and performance that go beyond those prescribed by current legislation, in particular with regards to greenhouse gas emissions and climate change, energy efficiency and renewable energy, waste, water, the efficient use of raw materials and the development of the circular economy.

Social sustainability relates to issues such as workers' health and safety, gender equality, systems of corporate welfare, fight against every form of discrimination, respect for human rights.

Economic sustainability concerns, in particular, the adoption of responsible behavior by the company, the compliance with current regulations and self-regulation codes, the contrast to each form of corruption, the supply chain management.

To report company's activities and performance, the sustainability report uses four groups of indicators according to the GRI guidelines:

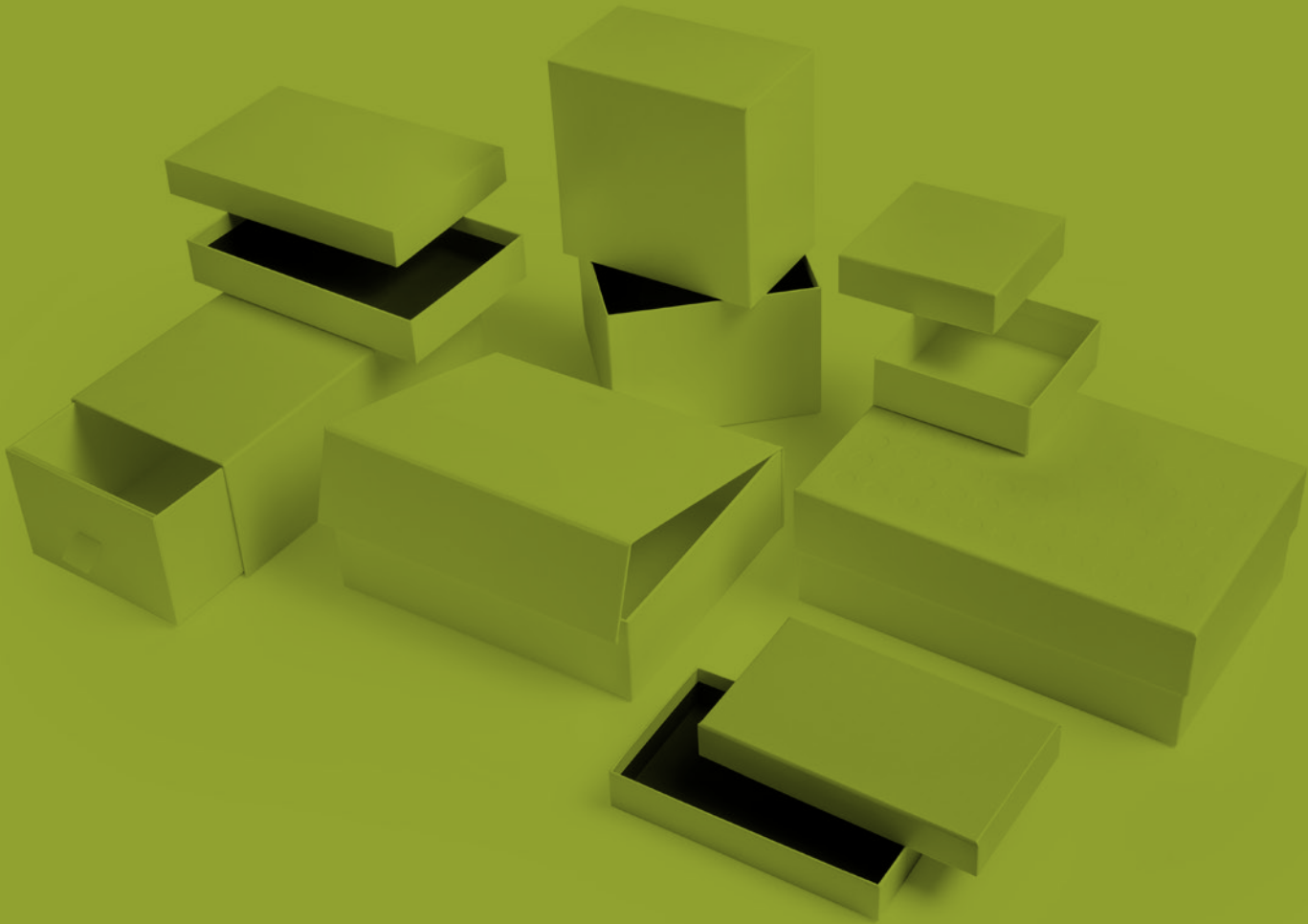
- indicators regarding governance;
- environmental indicators, concerning the main environmental aspects and in particular the use of materials, energy, emissions, waste, water;
- social indicators, concerning the main social aspects and in particular employees, safety at work, training, equal opportunities, relations with the territory;
- economic indicators, concerning the main economic data and in particular the added value distributed.

This Sustainability Report relates to the year 2022. In order to highlight the trends relating to the main indicators, 2020 and 2021 data are also reported.

The reporting perimeter of environmental, social and economic data includes the two production establishments owned:

- the headquarters in **Serra de' Conti** (AN);
- the production hub in **Montegranaro** (FM).

The materiality matrix, developed on the basis of a consultation with key stakeholders and management corporate, highlights the topics considered most relevant for the purposes of preparing the financial statements of Sustainability.



sustainability



economic



environmental

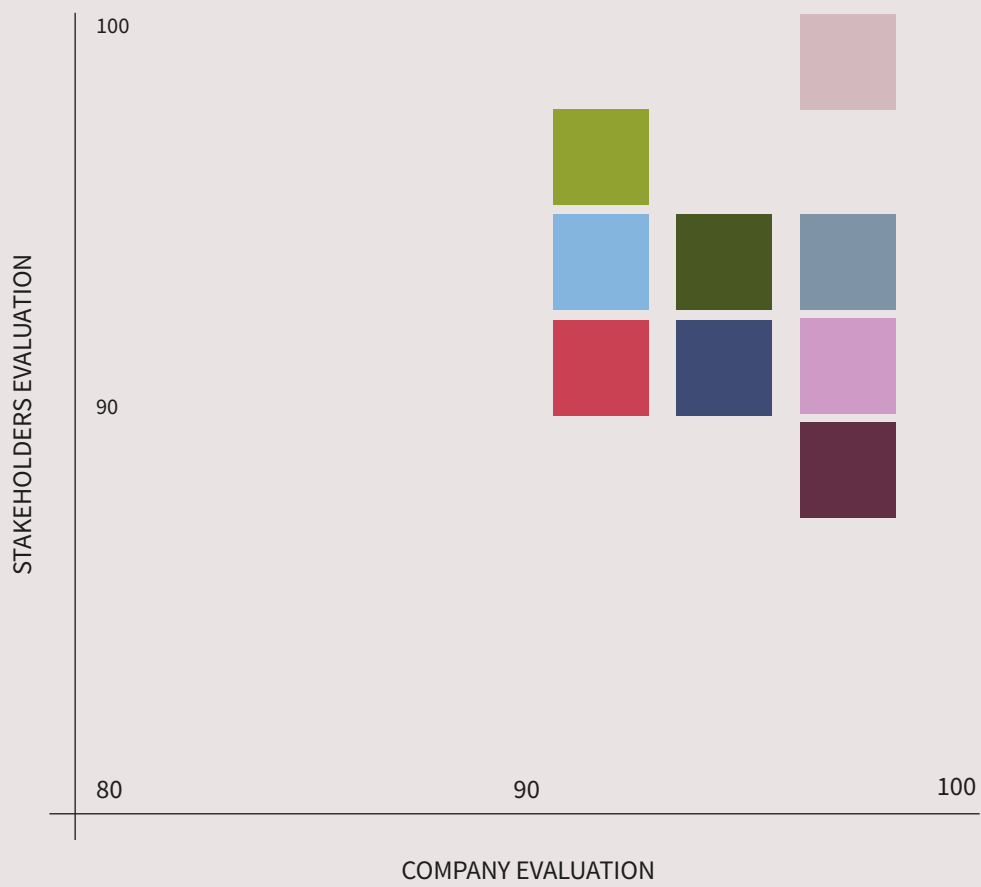


social



sustainability report

Consultation of main stakeholders and company management





economic sustainability



Creation of integrated value (economic, social, environmental)



Ethics, respect for rules, compliance



Development of synergies with public entities and private partners



Industrial growth



Technology and innovation of industrial processes



environmental sustainability



Waste valorization



Circular economy



Energy efficiency and renewable energy



social sustainability



Corporate welfare



Health and safety at work



Enhancement of Human Capital



Relations with the local community



Equal opportunities

2.2 Sustainable development goals

Activities and environmental, social, economic indicators are reported referring to the sustainable objectives of UN 2030 Agenda, through special symbols.

In 2015 the United Nations approved the Global Agenda for Sustainable Development, containing 17 objectives (Sustainable Development Goals–SDGs) to achieve by 2030. The UN underlines the need that all countries

commit to guide the global development towards sustainability. To achieve these objectives requires a strong commitment not only from the States and institutions, but also from companies and citizens.



3.3 Governance



4. Analysis of market and competitive context



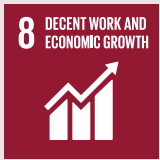
3.4 Certifications



5. Analysis and management of business risks in which the company operates



6. Economic performance



6.3 Distributed economic value



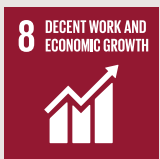
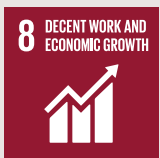
7. Environmental performance and strategies



8. Social performance and strategies



8.2 Personnel



8.2.4 Welfare and protection



8.3 Relations with suppliers and customers



8.4 The community and the territory

3.

COMPANY PROFILE

3.1 History

SCATOLIFICIO E.M.A.R. was born in 1978 as an artisan company thanks to the initiative of the three founding members, Mattioli Erino, Mattioli Enrico and Rossini Angelo, who have the intuition to invest in the paper industry and go **to serve the active footwear hub present in the area** of the municipalities of Serra de' Conti, headquarters of the company, and Arcevia.

Since **1998**, the sons of founding members begin to join the company, bringing an **innovative and competent vision** which, merged with the experience gained in the first 20 years of activity and the desire to grow and experiment, become the winning mix for the success that the company had in the years to come.

1st generation

Mattioli Erino
Giovannelli
Maria Luciana

Mattioli Enrico
Giacani
Clementina

Rossini Angelo
Agostinelli
Maria Concetta

2st generation

Mattioli Emanuela
Mattioli Sonia

Mattioli Mauro
Mattioli Francesca

Rossini Daniele
Rossini Marco
Rossini Roberta

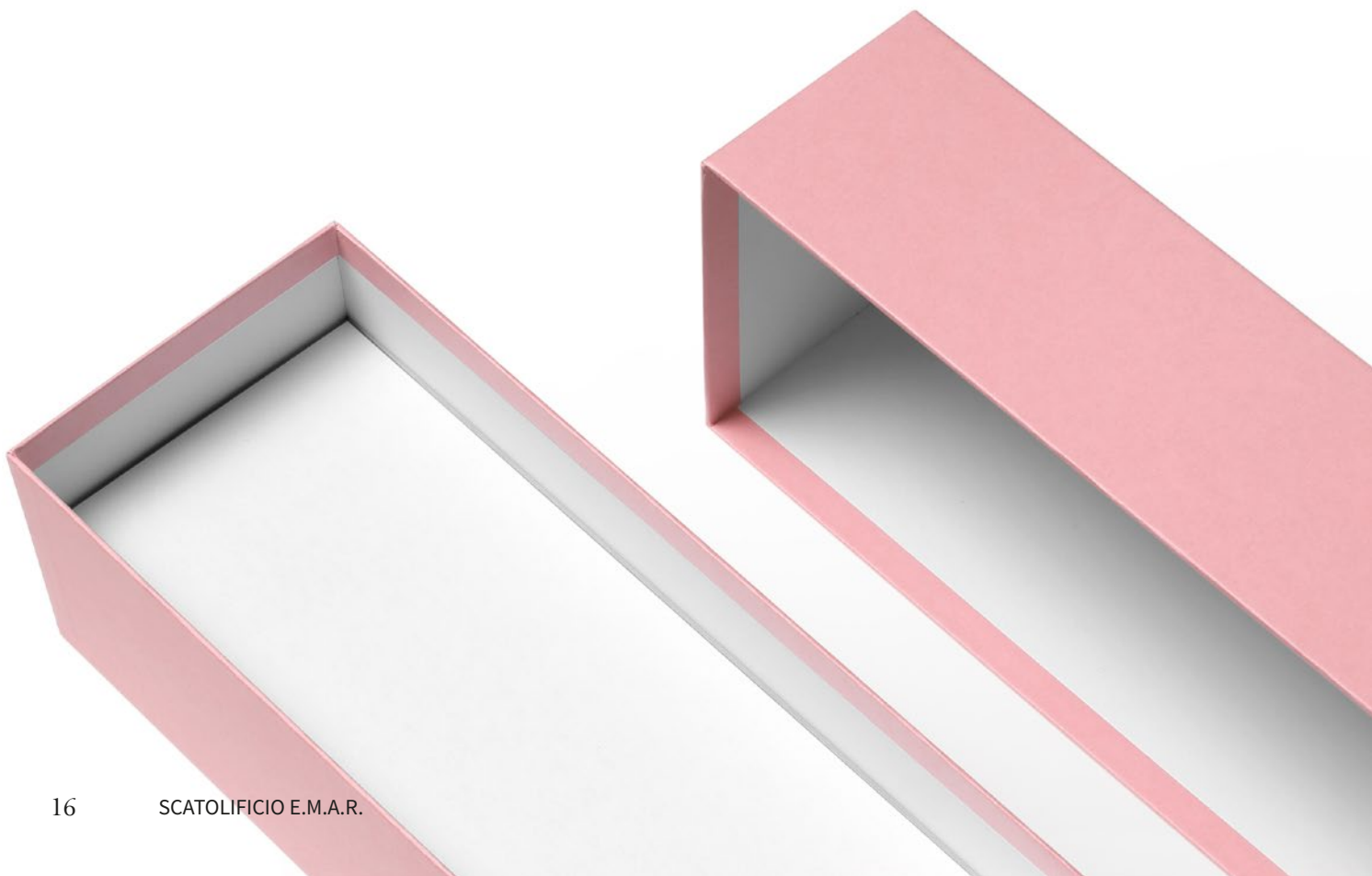
In **2005** it joined the trade association Confindustria at the territorial headquarters of Ancona. It is also associated with Conai since 2004.

In **2013** an **important expansion** of the production plant took place at Serra de' Conti headquarters, where it also creates an elegant and modern office area to accommodate the management and staff functions, who have now seen growing the number of related employees.

In 2014, understanding the strategic nature for its business, it acquires the control of Tipografia Cimarelli s.r.l. located in the municipality of Ostra, a few kilometers from the headquarters.

In **2017**, to respond to growing logistical needs of customers, the company carries out an expansion of the Serra de' Conti plant with the construction of a new finished products warehouse.

In **2022**, to improve production and logistics processes, respond to customer inquiries and satisfy the size of orders, SCATOLIFICIO E.M.A.R. undertakes a new expansion of the production plant, which will end in 2024, at the Serra de' Conti headquarters, through the construction of three new buildings mostly used as a warehouse for raw materials and finished products and partly as production factory.



Over 40 years of history

1978

SCATOLIFICIO E.M.A.R.
is born in Serra de' Conti (AN)

2016

SA 8000 certification



1998

The generation change starts



2017

Expansion of the factory
of Serra de' Conti (AN)



2005

Opening of the new production
plant in Montegranaro (FM)



2018

ISO 9001 certification



2012

FSC® certification



2022

Expansion of the factory
of Serra de' Conti (AN)



2014

ISO 14001 certification
Purchase of Tipografia Cimarelli
of Ostra (AN)




2023

New production unit
in Serra de' Conti (AN)





Our establishments between the Adriatic Sea and Marche Apennines

 Serra de' Conti  Ostra  Montegranaro







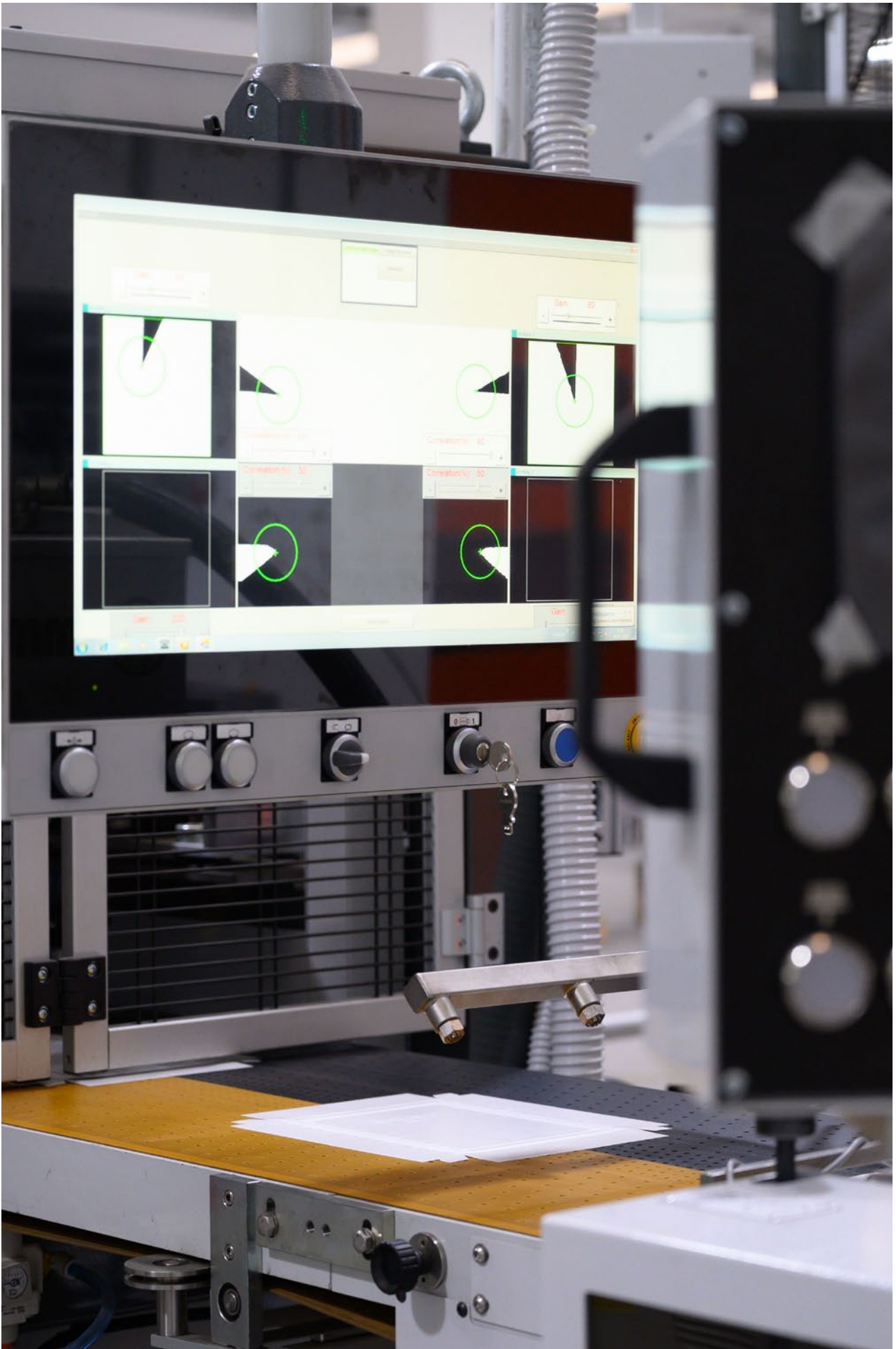
3.2 The company's business model


The company's business model is aimed at creation of value for stakeholders through valorization and investment in:

- **skills:** within the company premises they come passed down to young people by senior staff with more experience, the craftsmanship, the characteristics of the materials, the production processes, the characteristics and procedures of correct use of machinery, through hours of "on-job" training.
- **technology and innovation:** for years SCATOLIFICIO E.M.A.R. has been equipping itself with the most innovative machinery on the market, capable of a high level of productivity and flexibility, almost all interconnected and responsive to characteristics of the "Innovative Enterprise 4.0" model;
- **internal processes:** the company organization chart guarantees an excellent flow of information both from top to bottom low and vice versa, so as to have continuous feedback on any critical issues and to affix immediately the necessary corrections. Even transversally between the various staff there is a continuous exchange of ideas to perfect the company's 360° offering (quality, punctuality, efficiency, attention to environment, safety and economic/financial performance, to the territory in which the company operates);
- **R&D, patents and trademarks:** the experience gained and the continuous requests of customers induce SCATOLIFICIO E.M.A.R. to continuous activity research into new materials, new processes, of which some also formalized in the recognition of Spazio=Zero® brand and some patents;
- **quality of products and services offered:** certainly, one of the keys to business success is the "maniacal" attention to product quality. A careful control is carried out at every processing stage with the aim of tending to eliminate possible failures conformity found by the customer. Even the phase of the product packaging is taken care of down to the smallest details to ensure that it arrives at the customer's warehouses intact and perfectly preserved. To this end, also the selection of collaborators to whom to entrust the transport of the goods is carried out carefully, verifying the quality of the means and the service offered, in addition to compliance with high standards in terms of safety, ethics and environment;
- **attention to customer needs:** the company is very careful to understand and satisfy the needs of its customers, through the research and development of new products, the adoption of new materials, the offer of additional services.



Artisan skills in an industry





In the human touch
our added value

108 

Emar employees

85,000 

boxes produced in one day

3.3 Governance

The company adopts a traditional governance model, established by the Board of Directors and by the Board of Auditors composed of a Mayor Sole Auditor. The related appointments and compensations are renewed/modified periodically by the Assembly of the Members. The work of the Board of Directors is subject to control of the abovementioned Shareholders Meeting, which

verifies its work through monitoring and approval of corporate performance.

The control of the main Corporate functions as well as of functions relating to the various aspects of sustainability are assigned to second generation members/workers.



Board of Directors

Mattioli Erino

President of the Board of Directors and
Legal Representative of the company

Board of Statutory Auditors

Dr. De Gennaro Gerardo

Mayor Sole Auditor

Corporate functions and sustainability

Mattioli Emanuela

Programming Manager,
Purchasing Office and FSC®

Mattioli Francesca

Logistics Manager

Mattioli Mauro

Sales Manager,
R&D

Mattioli Sonia

Administrative Manager,
Human Resources and
Quality System, Environment,
Safety and SA 8000

Rossini Marco

Production manager

Rossini Daniele

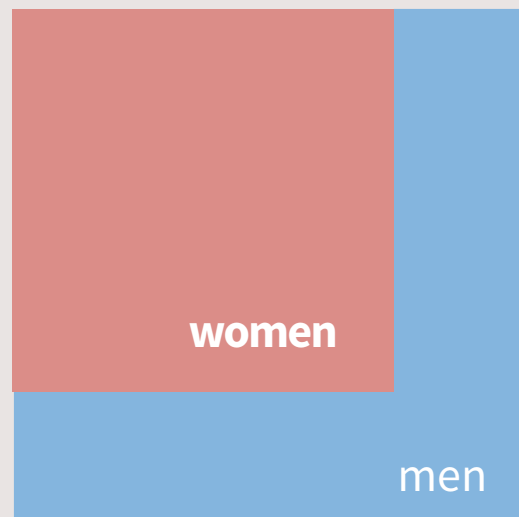
Machines Manager

The plurality of active members at the top of the main corporate functions guarantees a mutual control over the individual work to preclude the risk of carrying out corrupt or illicit activities.

None among the members of the Board of Directors and Team Corporate holds other roles that can place them in a position of Conflict of Interest between the interests of company and/or that of other stakeholders. The organization chart represented previously highlights that

50% of the Function Manager positions are held by women with equal economic treatment compared to their male colleagues. The corporate structure is also predominantly female with an overall share of 55.4%.

Composition of share capital



In 2023 the company has prepared and is disseminating to interested parties its **Code of Ethics** aimed at formalizing internal procedures in matters of legality and corruption, **with the aim of completing and integrating the procedures adopted to protect environment, safety at work and social responsibility,**

already implemented in the Company Management Systems, compliant with FSC® standards and SA 8000, ISO 9001 and ISO 14001 standards. To date, however, any episode of corruption has been detected in the company's history among the members of the Governance, nor among the employees.

3

4

12

3.4 Certifications

As already mentioned previously, SCATOLIFICIO E.M.A.R. has achieved over the years the following certifications, both for the headquarters of Serra de' Conti (AN) and establishment of Montegranaro (FM), to ensure and

maintain high standards in terms of Quality of products and processes, Safety and Health in the workplaces, Environment and Social Responsibility:

2012

FSC® certification

2016

SA 8000 certification

2014

ISO 14001 certification

2018

ISO 9001 certification



3

4

12

4.

ANALYSES OF MARKET AND COMPETITIVE CONTEXT

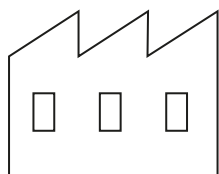
The whole production made in Italy

For over 40 years SCATOLIFICIO E.M.A.R. produces quality **packaging for luxury sector**, in particular fashion and accessories, leather goods, eyewear and retail. Capacity, organization and innovation have made possible the company to grow and stand out, by collaborating with the most prestigious national and international

brands. Approximately 85,000 boxes per day come out from SCATOLIFICIO E.M.A.R., thanks to advanced production lines and the use of the latest generation machineries. **An entirely industrial production Made in Italy, combined with expert craftsmanship and attention to the environment.**

2

production plants



12,200,000

rigid boxes produced in 2022

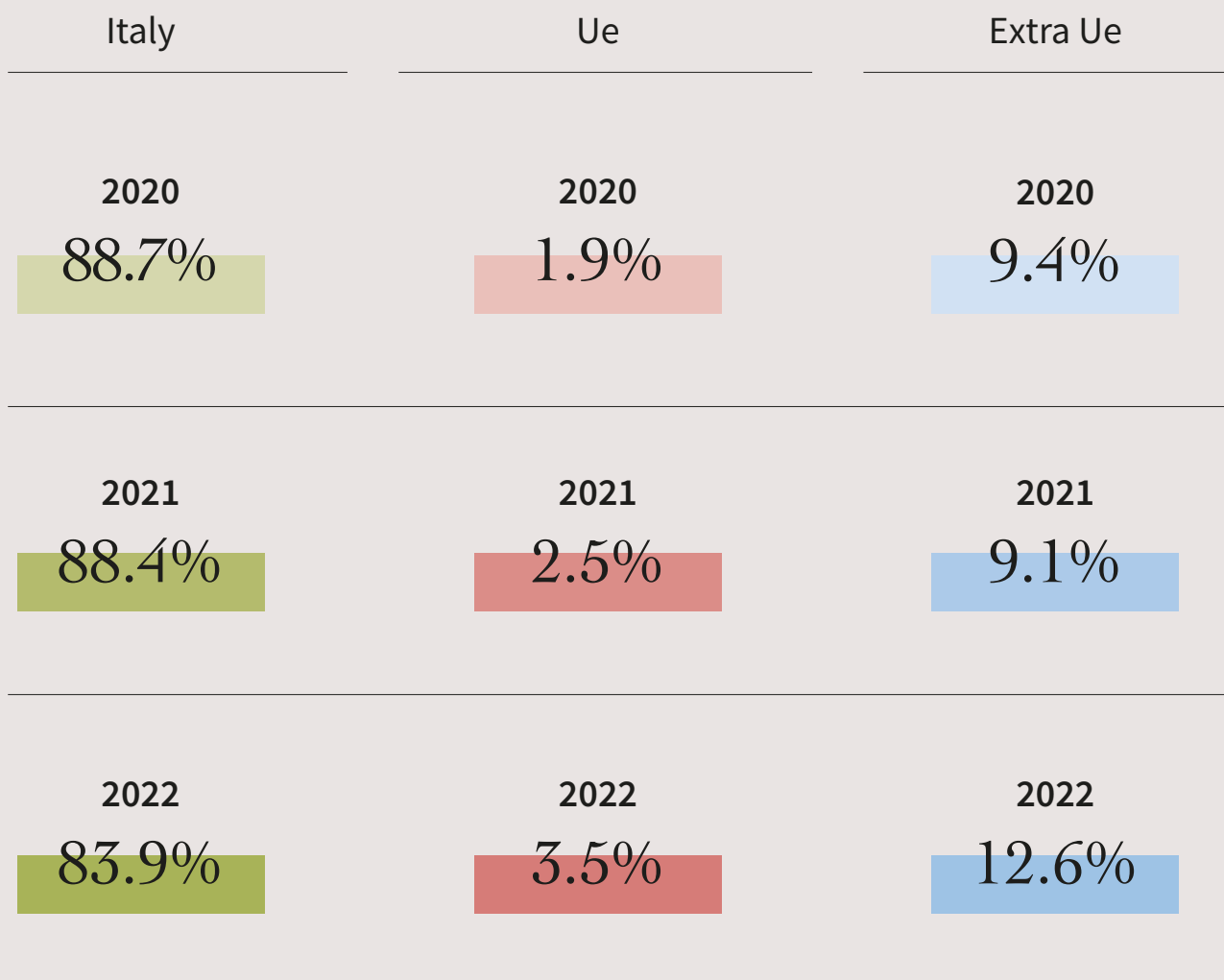
20,000

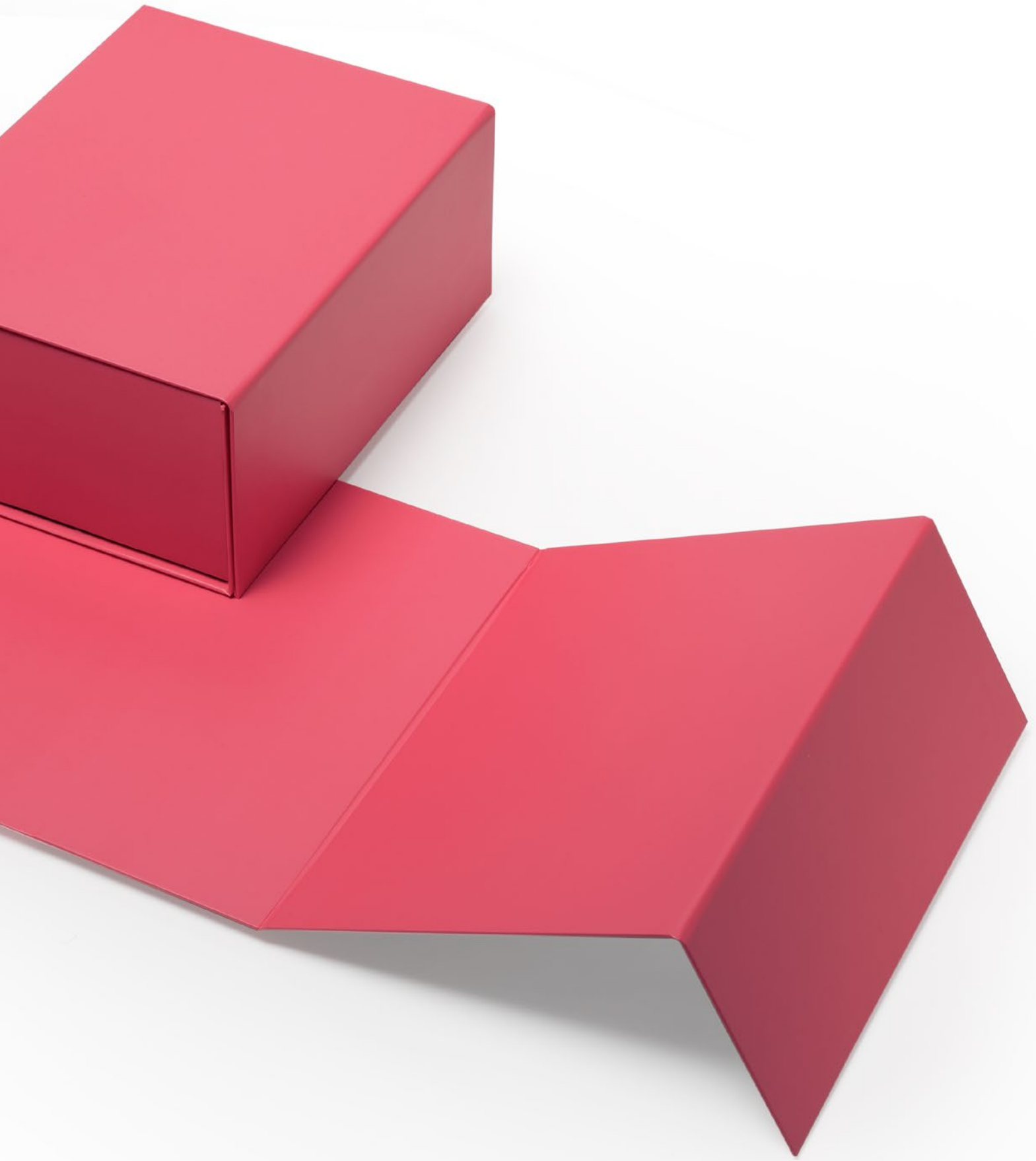
m² of total surface area



Due to its characteristics, the company places itself in a high range, among the few on the Italian market capable to meet the standards required by this type of clientele. The boxes that SCATOLIFICIO E.M.A.R. produces reach every part of the world.

Territorial distribution of turnover





5.

ANALYSIS AND MANAGEMENT OF BUSINESS RISKS IN WHICH THE COMPANY OPERATES

5.1 Risks dependent on external variables

- **The cost of raw materials used influences the cost of production:** this risk is managed by the competitive advantage from which the company benefits, thanks to the additional expansion of the raw materials warehouse, which allows to store significant quantities of material necessary for the production of the products;
- **risks linked to demand/macroeconomic cycle:** even periods of negative economic times or recession lead to a consequent reduction in demand for products and services offered, SCATOLIFICIO E.M.A.R. manages to maintain this risk low, thanks to the diversification of markets served;
- **the risk linked to dependence on key suppliers:** raw material suppliers operate in a sector of strong concentration; therefore, the increase in prices or the reduction in the quantities supplied could cause a risk for the company. This risk is managed thanks to maintaining diversified sources of supply;
- **IT risk and information management:** the continuous use of IT tools for the exchange of information, both internally and externally of the company, exposes to the risk of IT attacks and data loss. To protect itself from such risk the company has installed latest generation firewall and antivirus systems to defend its own corporate network. It also adopts correct management practices of information, formalized in a manual for the Privacy, shared and signed by all subjects who relate to the company (employees, customers, suppliers, consultants), in order to avoid information containing data inadvertently ends up in possession by unauthorized persons. Over the years no negative events have been recorded in this regard.
- **the risk linked to competitiveness:** the packaging sector is subject to a lot of competition that manifests itself in a strong tension on product prices and offered services. The company can manage and reduce this risk thanks to the ability to differentiate the offer, proposing to customers exclusive products, personalized and of excellent quality;

5.1.1 Risks related to climate changes

The company, due to the kind of production activity carried out, is not subject to the risk of causing environmental damage to the territory in which it operates.

To face the risks linked to climate change, the company has implemented structural corrective interventions, such as the raising of perimeter walls and modifications to the sewerage network.

5.2 Internal risks



5.2.1 Risks related to governance

The company considers the risk associated with the possibility of illicit acts to be low, as the department managers are also involved in the control of other processes and company decisions are shared by multiple parties and approved by the relevant collegial bodies.

Company performances (economic and not only) are monitored continuously throughout the year and analyzed by the Board to best evaluate them and decide any corrective measures to be made to the company strategy.

For the definition of medium-long term structural investments, business development plans are prepared with the definition of the economic/technical impacts and the most adequate financial coverage.

The work of the Directors, Members and employees is regulated by the Code of Ethics that the company has drawn up, as well as by specific job descriptions, adopted some time ago for the recognition of company certifications in the Quality, Social and Environmental fields.

5.2.2 Risks related to the protection of personal data

For the establishment and management of the work relationships with its employees, SCATOLIFICIO E.M.A.R. is the owner of the employees' personal data, pursuant to EU Regulation 679/2016. The data is processed with the support of paper, IT or telematic means, for the fulfillment of all legal and contractual obligations

connected to the employment relation, in compliance with all regulations regarding Privacy. The amount of personal data managed is limited and through the application of relevant company procedures the risk associated with their protection is low.

6.

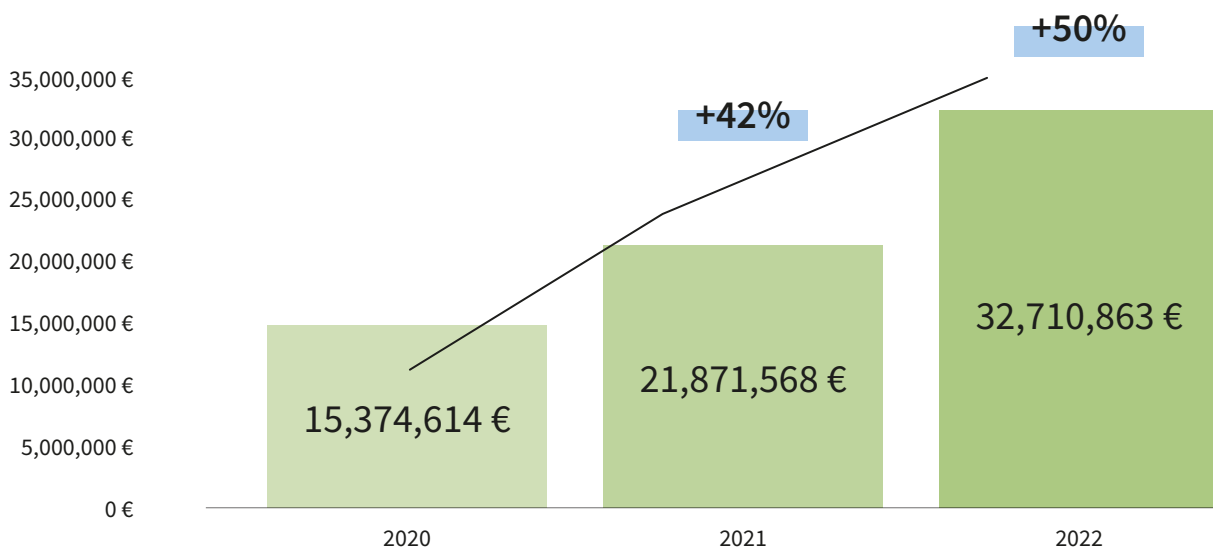
ECONOMIC PERFORMANCE



6.1 Turnover

In the past years turnover has grown, both thanks to the acquisition of new customers and thanks to the increase in sales to established customers.

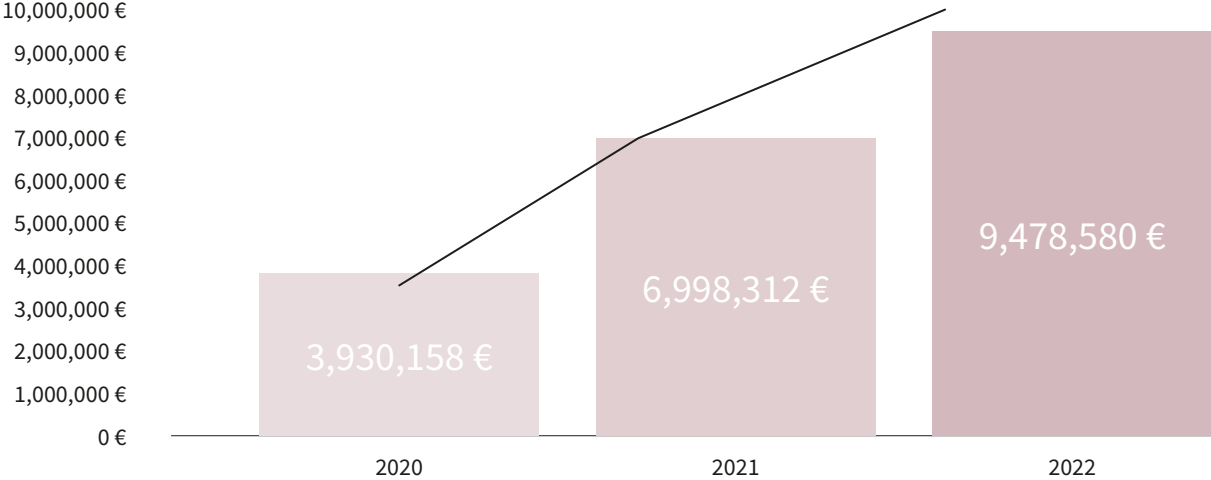
Turnover



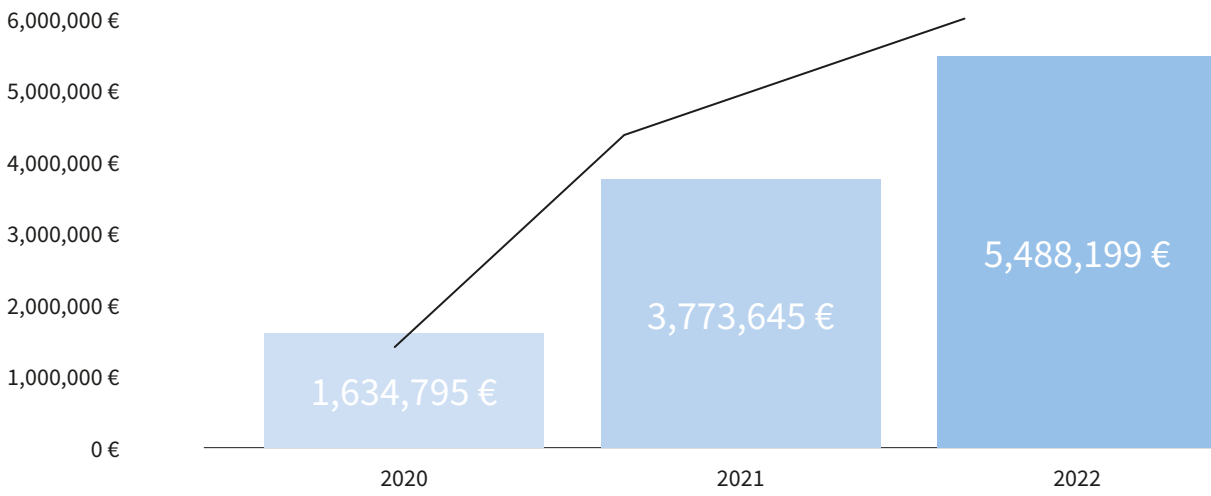
6.2 Marginality and operating result

The added value in 2022 was equal to € 9,478,580, the EBITDA equal to € 5,488,199, the net profit equal to € 3,213,419 as can be deduced from the financial statements registered at the Chamber of Commerce of Ancona on 13/06/2023.

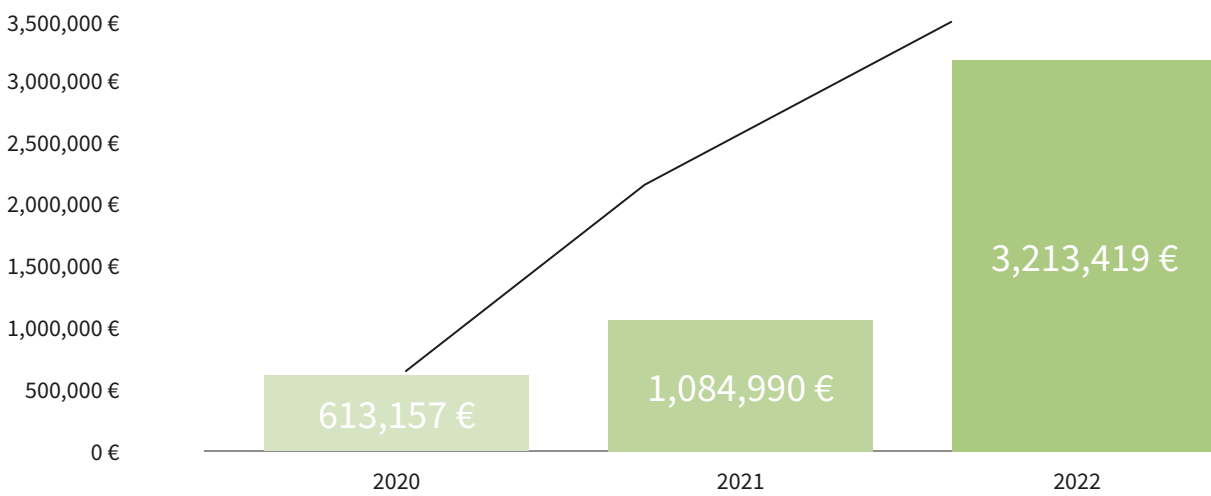
Added value



Ebitda



Operating profit



6.3 Distributed economic value

The main indicator that highlights the ability of a company to produce value is represented by the added value, which indicates the economic performance of the management and its ability to distribute wealth to stakeholders.

In 2022, the company distributed 3% of the wealth produced to the Public Administration; on the other hand it received aid in the form of contributions (capital, interest, ...) amounting to 0.7% of the value of production.

By proceeding with a specific reclassification of the balance sheet items it is possible to highlight how much of the value produced by the company has been distributed among the stakeholders and how much of the same has been retained in the company to be redistributed.

As it will be better illustrated in the specific paragraph, the company supported the local community by approximately € 30K in 2022 and intends to increase this commitment in 2023.

2022

Economic value generated:

33,283,346 €

100%

Distributed between

Suppliers	25,339,582 €	76%
Employees	4,303,982 €	13%
Shareholders and other financiers	971,451 €	3%
Public Administration	1,016,501 €	3%
Investments in the community	26,810 €	0%
Economic value retained	1,625,020 €	5%

7.

ENVIRONMENTAL PERFORMANCE AND STRATEGIES

7.1 Environmental strategy

The daily commitment to minimizing environmental impacts, from the design process of the boxes to the transport to the customer and end of life of the product by the final consumer, constitutes one of the founding values that distinguishes us.

The company strategy for protecting the environment and preventing pollution is reflected in the following operating practices:

- to make investments that generate a more rational use of energy. In the last three years (between completed and started):
 - construction of new buildings equipped with latest generation energy saving fixtures and systems;
 - re-insulation of the roof of the original building and consequent improvement of its energy class;
 - renewal of the compressed air systems (compressors, air dryers) of the two factories with latest generation machines with inverter technology and electronic regulation, to very low energy consumption;
 - purchase of new machineries with high energy efficiency and with the innovative characteristics required by Industry 4.0 standards;
 - renewal of the vehicle fleet, with the purchase of new ones, more efficient in terms of atmospheric emissions, to reduce diesel consumption; purchase of a methane vehicle also;
 - replacement of obsolete heating systems with latest generation heat pumps;
 - replacement of all old lighting with new devices, with led technology;
 - construction of a photovoltaic system with a nominal power of 230 KWp at the new Serra de' Conti building, completion of the works expected by 2023;

- to place products on the market with low environmental impact characteristics throughout the entire life cycle (production, transport, use, disposal) and with a high percentage of recycled raw material:

RECYCLED RAW MATERIAL USED

2020	2021	2022
60%	62%	72%

- reduce the impacts deriving from deforestation through the use of paper and cardboard of controlled origin and FSC® certified:

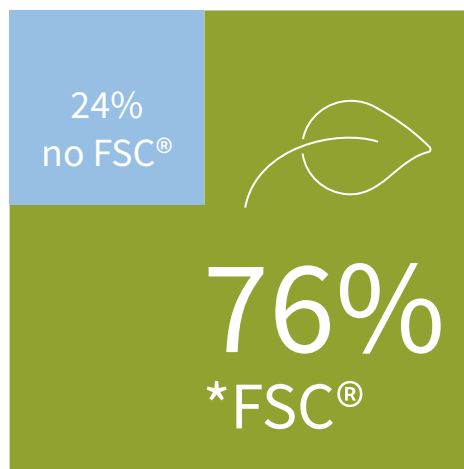
FSC® RAW MATERIAL USED

2020	2021	2022
78%	82%	86%

FSC® certification and Chain of Custody

The purpose of this certification is to promote and support the worldwide management of forests and plantations that are compatible with the environment, socially beneficial, i.e. respecting the rights of workers and local populations, and at the same time economically sustainable.

This certification, gained and maintained since 2012, certifies that the raw materials we use come from controlled and responsibly managed forests. Suppliers and subcontractors are fully involved and controlled by company managers.



*Suppliers of FSC® certified Raw Material

- to use glues and adhesives mainly of organic origin, paying the utmost attention not to use dangerous raw materials (pursuant to CPL 1272/2008):

ORGANIC GLUES		
2020	2021	2022
96%	96%	95%

- to produce and sell products with FSC® controlled origin certification:

FSC® FINISHED PRODUCTS		
2020	2021	2022
50%	61%	70%

- to design every single product in order to reduce waste of raw materials and energy, carefully controlling every phase of the company processes to avoid having non-compliant products:

	2020	2021	2022
Total non-compliant products Serra de' Conti	0.30%	0.27%	0.22%
Total non-compliant products Montegranaro	0.25%	0.37%	0.38%
Non-compliant goods/Turnover	0.24%	0.17%	0.24%

- to completely separate the waste produced to be able to send the majority of it to recovery.

Circular economy

The production process plans to send 100% of paper and cardboard waste to be pulped as secondary raw material and reusing it for the production of new recycled raw material, avoiding thus the felling of trees

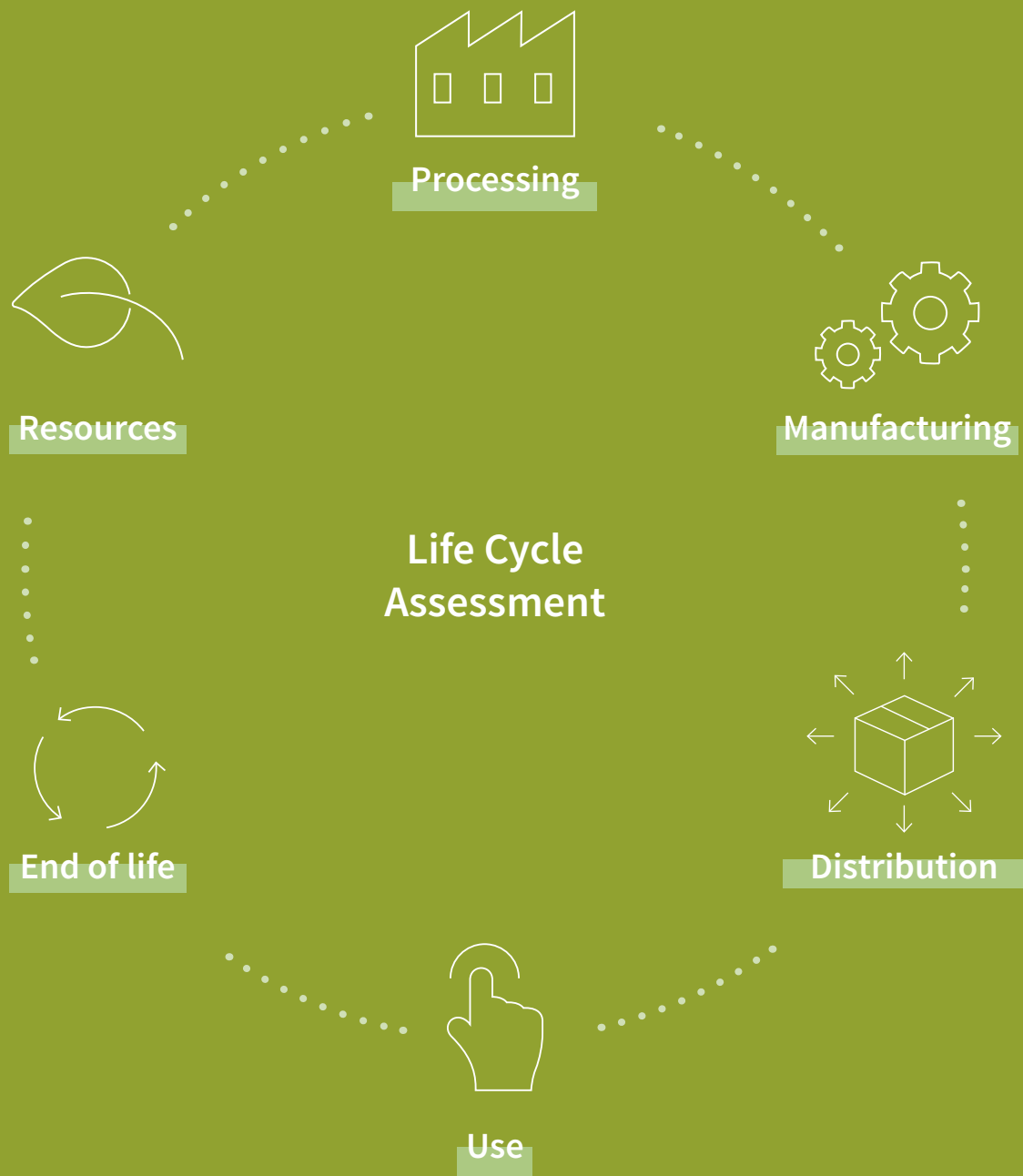
for the extraction of cellulose, the transport and use of new raw materials and the related environmental impacts, significantly reducing the creation of waste leaving the factories.

In the year 2022, 3,000 tons of waste paper were sent to paper mills to be reprocessed and transformed into new raw material.

In addition, paper and cardboard boxes are themselves an easily reusable material: also considering the aesthetic quality of our products, consumers are encouraged to use the box for other domestic uses before disposing of it in the urban separate waste collection of paper and cardboard (totally recyclable urban waste).

The product recycling methods are communicated to customers (business) via specific signs. In the history of the company, no incidents of non-compliance with what is indicated in this sign have ever been recorded.

	2020	2021	2022
Waste recovery	79.123 %	91.645 %	95.071 %
Non-hazardous waste	20.830 %	8.349 %	4.920 %
Hazardous waste	0.047 %	0.006 %	0.009 %



- monitoring the consumption of drinking water by encouraging initiatives for conscious use by workers and prohibiting any form of pollution of company waste (coming only from the toilets and kitchen);
- training employees and making them aware of these issues already at the time of hiring, by distributing to them a specific document containing the principles on which the Environmental Policy of SCATOLIFICIO E.M.A.R. is based;
- maintaining ISO 14001 environmental certification. The environmental certification of our processes by an accredited external organization, gained and maintained since 2014, is a further guarantee for all stakeholders not only of complete environmental legislative compliance, but above all of our effective management and continuous improvement of all environmental impacts linked to the activities carried out.

7.2 Environmental performance

We proceeded to measure energy consumption and report it, from time to time, with indicators appropriate to the source analyzed and emerges as follow.

7.2.1 Electricity

In our production processes we only use electricity.

	2020	2021	2022	2023	2024 (forecast data)
Electricity purchased from the national electricity grid	770 MWh	1,040 MWh	1,305 MWh		1,300 MWh
	100%	100%	100%		86%
Energy from renewable sources	21%	20%			
Self-produced energy					183 MWh
					12%

Energy intensity:

ELECTRICITY CONSUMPTION COMPARED TO PRODUCTION

2020	2021	2022
0.033 KWh	0.035 KWh	0.032 KWh

Energy intensity expresses the efficiency of energy use. The data highlights how, faced with an increase in the absolute value of energy consumption in MWh (given by the increase of company production and the number of machineries used therein), energy intensity fell (in 2022 by 9% compared to 2021). This confirms that the actions implemented are effective in terms

of energy saving and therefore must be maintained for years to come. The positive impact of putting into production with new photovoltaic system starting from 2024 is also highlighted, covering a percentage equal to approximately 12% of the foreseeable energy needs.

7.2.2 Methane gas

Methane gas is used only for the air conditioning of the offices and production area (heating and cooling).

METHANE (HEATING)

2020	2021	2022
33.245 m ³	40.426 m ³	41.995 m ³

Since methane is used only as a source of air conditioning and not directly in the production process, it was considered appropriate to relate it to the hours worked. The indicator highlights a drop in m³/h consumption of almost 30% in the three-year period, confirming that the company's strategic choices are going in the right direction.

Energy intensity:

METHANE (HEATING)

2020	2021	2022
0.32 m ³ /h worked	0.30 m ³ /h worked	0.23 m ³ /h worked

7.2.3 Automotive diesel

Our means of transport, with the exception of a small methane-powered truck, are all powered by diesel.

DIESEL CONSUMED (BY COMPANY VEHICLES)		
2020	2021	2022
62,174 Lt	71,438 Lt	67,593 Lt

Energy intensity highlights how the use of more modern vehicles has reduced the incidence of consumption per unit of product transported by approximately 37%.

Energy intensity:

DIESEL CONSUMED PER PRODUCT UNIT		
2020	2021	2022
0.0027 Lt	0.0024 Lt	0.0024 Lt

7.2.4 Emissions

The emissions released into the atmosphere during the normal performance of activities within the site relate only to the heating system, which is regularly checked by specialized technicians.

Diffused emissions (in small quantities) are generated by:

- a. paper powders for processing, internal handling of materials, waste and finished products;
- b. exhaust gases from vehicles used during the transport of raw materials (indirect), products and waste (indirect).

Starting from the year 2022 we have decided to monitor the quantity of greenhouse gas emissions measured in tCO₂eq (tons of equivalent CO₂):

	tCO ₂ eq
Scope 1	264.7
Scope 2	335.8
Scope 3	311.0
Scope 3 downstream	3796.0
Scope 3 upstream	1041.6
Total	5749.1

By analyzing the detail of the items grouped into the individual scopes, we have planned the following interventions:

- the construction of a photovoltaic system whose commissioning is scheduled for the end of 2023;
- the expansion of the canteen rooms at the Serra de' Conti headquarters, to make the staying in the

company during the lunch break more comfortable and limit travel between home and work using one's own means of transportation;

- the installation of two charging points for electric vehicles to serve company customers and visitors and in prevision of new electrically powered company vehicles.

7.2.5 Water

Our activity does not involve the use of significant quantities of water in the production process: the same water is used to prepare the glue necessary for the paper gluing process and for civil uses in the office and production areas. We get our supplies from the public aqueduct of the municipalities of Serra de' Conti and Montegranaro.

We send the waste water, similar to that of civil waste, to the public sewer system. Due to the nature of our activity we are not subject to the separation and treatment of rainwater (Marche Region Water Protection Plan). Rainwater is disposed in public sewers.

WATER CONSUMPTION

2020	2021	2022
1,275 m ³	1,475 m ³	1,807 m ³

WATER CONSUMPTION COMPARED TO PRODUCTION

2020	2021	2022
0.00005 m ³ /product unit	0.00005 m ³ /product unit	0.00004 m ³ /product unit

8.

SOCIAL PERFORMANCE AND STRATEGIES

8.1 Stakeholders mapping and engagement

We have always considered essential to build and maintain good relations with workers, collaborators, customers, suppliers, partners, company managers and institutions that are involved in company processes. With all of them we have developed relations based on maximum mutual trust, operating in compliance with national laws and regulations and rejecting any discrimination against people based on gender, race, culture, personal and social conditions, on religious and political beliefs.

Knowing the most relevant stakeholders for the organization is fundamental for us, as it allows us to better modulate the footprint of our activity, focusing on winning entrepreneurial choices, also in relation to different expectations of the interested parties.

The categories of stakeholders are the following:

Direct Stakeholders

- Shareholders and Managers personally involved in company management and primary stakeholders in obtaining the best performance from the company in all areas (Economic, Social, Environmental);
- Customers involved and informed about strategies, initiatives and activities carried out by the company, in order to make them aware of interacting with a company that is very attentive to sustainability issues;

- Employees and management (executives and managers): all subjects who operate in the name and on behalf of SCATOLIFICIO E.M.A.R. have been and will be progressively involved in the process followed by the company to achieve full sustainability, also through the training sessions that are planned every year;
- Long-term collaborators and consultants: SCATOLIFICIO E.M.A.R. relies on the collaboration of professional firms for payroll processing and tax and accounting assistance, which support the company in the proper performance of all the relations with the relevant national institutions (INPS, Revenue Agency, INAIL, ...);
- Contractors and technical partners: SCATOLIFICIO E.M.A.R. was structured with a system of awareness and verification of the work of suppliers, asking them, as significant elements for inclusion in the list of qualified suppliers and the maintenance of constructive and collaborative relations, to respect the rules and principles contained in the company policies and in the Code of Ethics. The commitment required from them includes the extension of the same concepts also to the chain of their sub-suppliers;
- Credit institutions: they support company activity (ordinary and extraordinary) by continuously monitoring its economic/financial and social performances.

Indirect Stakeholders

- suppliers of raw materials, other general goods and services;
- institutions that influence packaging choices;
- packaging recovery companies/consortia.

Occasional Stakeholders

- local public institutions and institutions responsible for checking legislative compliance;
- communities and citizens;
- trade associations;
- certification institutes.





8.2 Personnel

Role	Women	Men	Total
Employees	10%	7%	17%
Workers	10%	61%	83%

Working hours	Women	Men	Total
Part-time contracts	1%	2%	3%
Full-time contracts	31%	66%	97%

Types of contracts	Women	Men	Total
Temporary contracts	7%	13%	20%
Permanent contracts	22%	48%	70%
Apprentices	3%	7%	10%

8.2.1 Workers training

The management of work and collaboration relationships is based on respect for workers' rights and the professionalism of each of them. SCATOLIFICIO E.M.A.R. ensures that its workers and collaborators are suitable for the functions to be performed and are

also professionally qualified. To this end, it enhances and encourages the growth of human resources with training and retraining initiatives, taking into consideration the skills, aptitudes and abilities of individuals, without any discrimination.

Workers trained on safety, environment and ethics

2022

Employees	100%
-----------	------

Workers	100%
---------	------

On average, in 2022, classroom training for each employee amounted to 15.51 hours and concerned, in addition to the aforementioned topics, the growth of specific skills necessary for the best performance of the tasks inherent to the role held within the company organization.

Everyone's professional growth is promoted through the implementation of training plans and the use of tools suited to company needs.

The decisions taken in the management and development of personnel are based on meritocracy, guaranteeing the same opportunities for all workers.

At the time of hiring and periodically during their stay in the company, each worker receives comprehensive information and direct training sessions having as their object at least:

- the characteristics of the tasks and functions held, in order to carry out one's task with the utmost attention to product quality, environmental protection and one's own and others' health and safety;
- the regulatory, remunerative elements and social benefits granted;

- compliance with the measures adopted by the company and the behavior to be followed for the prevention and management of risks deriving from one's job and the activities/conditions present;
- the protection of one's own and others' health and safety in the workplace;
- the behaviors ethically accepted within the company and expressed in the Code of Ethics: prohibition of discrimination, harassment, corruption, etc.;
- the names of the elected Workers' Representatives and other company entities responsible for promoting social dialogue (e.g. Social Performance Team and Safety Committee pursuant to the SA 8000 standard; Prevention and Protection Service pursuant to Legislative D.Lgs. 81/08);
- information security and privacy protection.

The company is firmly convinced of the importance of correct and transparent management of its human heritage and is committed to:

- do not use child labour or forced labour:

Workers aged < 18 years

	Women	Men
Employees	0%	0%
Workers	0%	0%

- comply with current national legislation, international conventions and recommendations, including the resolutions of international institutions such as the ILO - International Labor Organization and the UN - United Nations Organization;
- respect freedom of association and the right to collective bargaining;
- contrast any form of discrimination and unequal treatment (in hiring, wages, access to training, career promotions) based on issues of race, nationality, religion, handicap, gender, sexual preferences, membership of trade unions, political affiliation;

	Women	Men	Total
Disabled	4%	1%	5%
Foreigners*	2%	2%	4%
*of which non-EU citizens	0	2%	2%

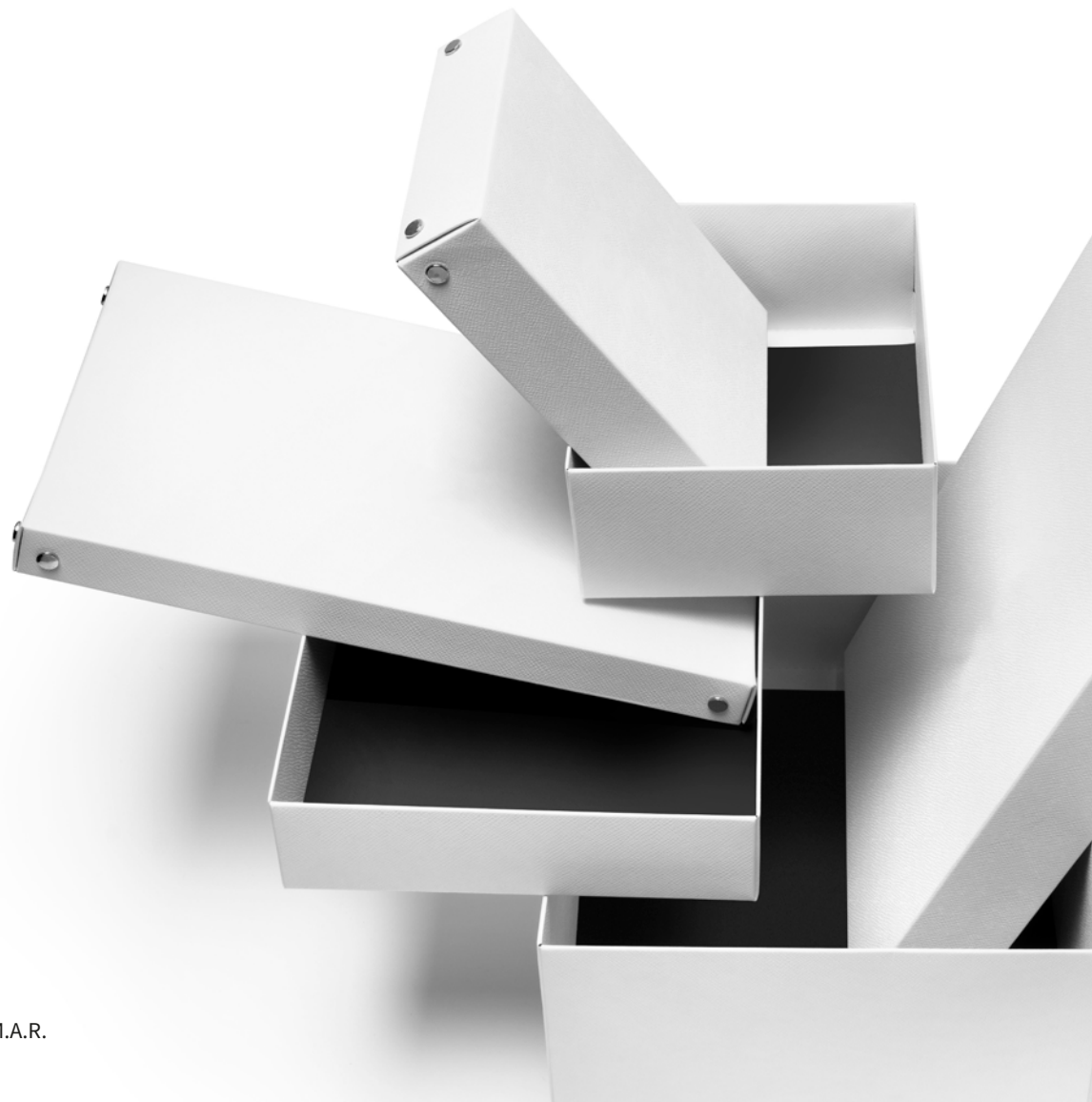
- condemn all illegal conducts likely to conflict with dignity or physical and/or moral integrity;

DISCIPLINARY MEASURES ON THE TOPICS OF SAFETY, ENVIRONMENT AND ETHICS 2022

Employees	0
Workers	3

- facilitate dialogue and raise awareness among workers to communicate improvement ideas and actions to members of Social Performance or through their representatives;
- apply the National Collective Category Agreement (CCNL Carta Industria) to all employees in a complete and impartial manner, promptly paying the established salary and paying all the relevant social security, welfare and insurance contributions;
- guarantee the protection of maternity and paternity, as well as disadvantaged people: in 2022, all employees who took advantage of parental leave regularly resumed service at the end of it, maintaining their previous assignment, previous job and previous salary level;

- promote and improve the conditions of safety, physical and mental well-being of its own collaborators with both preventive and corrective actions;
- develop and extend information, communication, education and training processes and promote dialogue with interested parties, to ensure efficient and effective application of the integrated company system.



SCATOLIFICIO E.M.A.R. promotes internal and external communication for issues relating to Quality, Environment, FSC® Chain of Custody and Social Responsibility through:

1. daily meetings and exchanges of ideas between managers and process workers and sharing of information necessary for organizing the work;
2. publications on the website of company policies and results;
3. the use of emails when interested parties make a written request and telephone for daily relations;
4. periodic meetings with workers and department managers to share objectives and comments on process monitoring indicators;
5. the use of the company noticeboard for press releases and information involving all workers.

The effectiveness of these communication methods is evaluated through staff meetings, education and training programs, internal inspections and audits and informal discussions.

The principles set out above have materialized in the following actions:

- during the months of March and April 2023, a series of meetings was organized with all the workers divided by department, during which, through questions and food for thought, we had the opportunity to measure the level of awareness of workers regarding environmental, health and safety aspects at work, the requirements of the SA 8000 standards, widespread ethical values and process quality aspects;

- in order to evaluate the level of employee satisfaction, all workers in the different departments were asked to write and then comment orally on the main positive and negative aspects of working at SCATOLIFICIO E.M.A.R. and their suggestions for improvement.

From the analysis of the responses, it was possible to deduce that the workers are more than satisfied with their working life at SCATOLIFICIO E.M.A.R. The main positive aspects perceived by workers concern:

- the dynamic, comfortable, young workplace;
- attention to safety at work;
- good relationships with colleagues;
- the availability of the Management in responding to the needs of the workers;
- flexible working hours;
- freedom and decision-making autonomy.

Training courses were organized for each plant during 2022 with the participation of occupational psychologists, which were highly appreciated by the workers. The two professionals have allowed us to communicate even more effectively the importance of participation, awareness and sharing with workers the values expressed in quality, environment, safety and ethics policies.

8.2.2 Gender policy

SCATOLIFICIO E.M.A.R. believes in gender equality and works to avoid discrimination in any form. Women, in decided increase regarding the previous years, constitu-

te today 32% of the company organic and are inserted as workers, employees and managers.

The presence of women as managers of the main company functions is notable: Administration and Human Resources, Purchasing and Planning, Logistics.

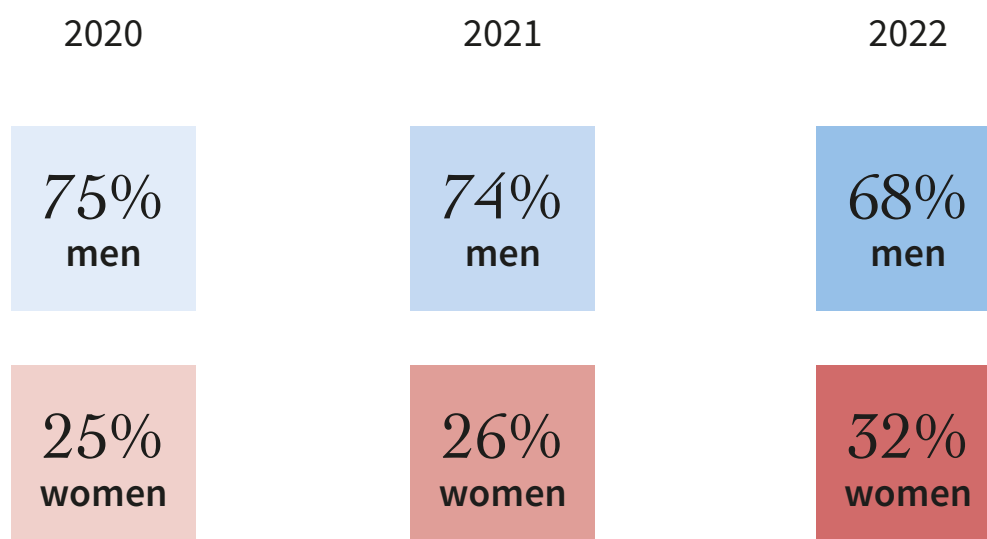
Furthermore, the company has chosen a woman as Sustainability Manager (already responsible for the integrated Quality-Environment-Safety system) and another woman as responsible for the FSC® Chain of Custody.

Woman is also the Manager of the company Prevention and Protection Service, pursuant to D.Lgs. 81/08 (external collaborator since 2014).

The salaries appear to be in line with those of male colleagues of the same level and experience. We can proudly state that the serene and family atmosphere

that reigns in the company is also the result of the ability to listen and the empathy that women are able to convey.

Summary of indicators



8.2.3 Health and safety at work

SCATOLIFICIO E.M.A.R. considers the safety and health of workers and external collaborators who operate in all workplaces, as an integral part of the company's management of its processes and activities. The main goal in this area is to prevent risks and minimize injuries, accidents, incidents and occupational diseases resulting from the activities carried out in all company offices.

In this regard, for years it has availed itself of the collaboration of a doctor specialized in Occupational Medicine, who in addition to providing pre-employment and periodic checks of the workers' state of health, mandatory by law, collaborates in the definition of guidelines and good practices to be implemented in the execution of the work and in the assignment or not of tasks to individual workers, based on what was found during the diagnostics.

100% of employees and temporary workers are subjected to this diagnostic activity of the worker's health status.

Information on the health status of the individual employee is managed by the company with the utmost confidentiality, as the consequent actions are implemented in such a way that the condition of the employee concerned cannot be deduced from them. All employees have free access to the PPE necessary for the safe performance of their work tasks and are periodically informed on the correct use of them and on the legal obligations linked to their use. In application of these principles and with a view to pursuing full compliance with D. Lgs. 81/08 and current legislation in the field of health and safety at work, SCATOLIFICIO E.M.A.R. undertakes to:

- comply with applicable laws, rules, regulations and other requirements;
- increase the culture of safety and prevention, through specific awareness and training activities, also directed at external collaborators;
- maintain safe and healthy working conditions, ensuring continuous improvement by involving and consulting workers, including through their representative, and making available all human and instrumental resources necessary for these purposes;
- encourage the use of procedures and processes aimed at preventing/reducing the risks present;
- design and build new systems and modify processes only after an adequate risk analysis;
- disseminate workplace health and safety objectives within the company, harmonized with the general objectives of the organization and the related implementation programs which are periodically verified;
- guarantee workers the rights provided for by Italian law and international regulations on health and safety at the workplace;
- guarantee to suitable workers and collaborators adequate safety standards, with particular regard to the machines and work equipment made available;

- promote and implement any reasonable initiative to eliminate or, where this is not possible, strongly reduce any risk that may generate a security hazard or a threat to the health of workers, employees and anyone is located within the business complex;
- maintain internal surveillance and monitoring systems within the company, which ensure compliance with the regulations dictated on safety and company procedures;
- maintain healthy characteristics in the current operational headquarters and in any extensions: spacious and functional places, ease of ventilation, brightness to work in the best conditions;
- ensure compliance with the smoking ban, in accordance with law no. 3 of 16 January 2003, in all workplaces;
- encourage dialogue with workers and their representatives, in order to find out about any new danger factors and any possible ideas for improving working conditions;
- ensure that the development of its activities is sustainable and compatible with the health and safety needs of workers.

Specifically, during 2022 it carried out the following actions:

1. purchase of two new compressed air mechanical lifts to facilitate the operator in packing cartons on pallets and for lifting glue bags to be dissolved;
2. purchase of new 4.0 machineries in both plants;
3. purchase of four new forklifts equipped with additional transit warning lights;
4. expansion of the raw materials and finished products warehouses of Serra de' Conti;
5. start of construction of a new production plant in Serra de' Conti;
6. definition and approval of the changing room expansion project serving the headquarters;
7. update of the corporate risk assessment document for the headquarters;
8. issuing and disseminating procedures for the safe use of forklift and order picking forklift;
9. adjustment of the number of employees of the fire emergency and first aid team in consideration of the work shifts and the increase in the number of workers. The new emergency team members have been specially trained to carry out this role.



% of fire emergency and first aid team workers out of the total number of workers

The company strategy in terms of safety and related actions for its implementation were reported through the detection of injuries at work and professional illnesses.

The indicators reveal an almost zero number of injuries, all minor, and with a low incidence in terms of days

of absence from work, frequency and severity indices. However, they were not found cases of occupational disease.

	2020	2021	2022
no. of injuries	1	-	2
no. total days lost due to injury	3.00	-	15.88
Frequency index ¹	9.68	-	11.12
Severity index ²	0.03	-	0.09
no. of occupational diseases	-	-	-

1

no. of total injuries x 1,000,000

Total hours worked in the year

2

no. total days lost due to injuries x 1,000

Total hours worked in the year



8.2.4 Welfare and protection

SCATOLIFICIO E.M.A.R. pays particular attention to workers' welfare policies as a tool to improve the working climate, the attractiveness of the company and work-life balance.

The company started a Corporate Welfare program in 2022, on its own voluntary initiative

in order to share part of the wealth generated with its employees and help them face the critical issues to which the current economic scenario exposes them (high bills, high spending, high interest, etc.) and thus improve their purchasing power. For this project SCATOLIFICIO E.M.A.R. has chosen Welfarebit s.r.l. as the service provision platform, technological partner

of the project called Welfare di Marca, initiated and promoted by the Union of Municipalities Le Terre della Marca Senone, aimed at creating a Territorial Welfare network through a partnership with businesses present in the area of the Misa and Nevola Valleys, to promote a circular economy.

8.3 Relationships with suppliers and customers

The conduct of SCATOLIFICIO E.M.A.R. towards customers, suppliers and partners is based on continuous dialogue, courtesy and availability, with a view to relationships of mutual fairness and full compliance with the contractually stipulated conditions.

The selection of suppliers is accurate and oriented towards companies that themselves adopt sustainable behaviors. Their monitoring is carried out following a specific internal procedure: quality/price ratio, reliability,

compliance with laws and regulations, respect for the environment and the rights of the human resources employed.

The main suppliers are asked to share and subscribe to the principles set out above and to complete a Self-Assessment Questionnaire and sign the Code of Ethics. From the analysis of the information received, it emerges as follows:

	2020	2021	2022
Qualified suppliers	93%	93%	92%
Suppliers to be qualified	7%	7%	8%
ISO 9001 certified suppliers	24%	24%	31%
ISO 14001 certified suppliers	13%	13%	19%
SA 8000 certified suppliers	3%	4%	4%

The prices applied are established based on a series of factors: quantity, type of product, requested delivery times and methods and other specific customer's requirements. Unfair competition practices, price reductions and auction rigging are excluded. The company has never been involved in legal action relating to anti-competitive behavior, trust activities and monopolistic practices.

The main objective of SCATOLIFICIO E.M.A.R. is to satisfy the requests of customers and interested parties, present and future needs and expectations, through continuous dialogue with them and the management of risks and opportunities of the reference context. For this reason, we ask suppliers, workers and collaborators to constantly commit to:

- produce materials and packaging of controlled quality, customizable according to specific needs, in compliance with national and international regulations;
- guarantee customers the continuous improvement of products and services through the minimization of defects and non-conformities, the responsible and procedural execution of their tasks by all staff and the continuous control of the activities carried out.

The product or solution supplied to the customer must meet the characteristics of quality and reliability, as established during the contracting and design phase.



8.4 The community and the territory

The promotion of the sustainable development of the territory is the priority objective for SCATOLIFICIO E.M.A.R., which collaborates with local authorities, in favor of social and cultural initiatives, and with local schools and universities. Among the most relevant initiatives:

- Sponsorship of ASD Monserra Soccer of Serra de' Conti;
- Sponsorship of ASD Avis Arcevia 1964 of Arcevia;
- Sponsorship of ASD Peter Pan of Serra de' Conti;
- Sponsorship of ASD Valmisa Running Group of Serra de' Conti;
- Sponsorship of the Nottenera Cultural Association of Serra de' Conti;
- Sponsorship of the Serra de' Conti Cicerchia Festival Association;
- Donation to Pro Loco Montecarotto for Verdicchio in Festa;
- Donation to Non-profit organization Mus-e of Fermo area;
- Donation to CRI, Senigallia section, on the occasion of the flood event that affected the Misa and Nevola valleys on 09/15/2022.



It is also noteworthy the recent commitment signed with the municipality of Serra de' Conti to contribute in part to the costs of renovating the old Augusto Novelli sports field, taking advantage of the relief granted by the Sport Bonus.

For years, for the School-Work Alternation training period, the company has hosted students enrolled at the IIS Corinaldesi-Padovano in Senigallia and at the IIS P. Cuppari in Jesi. The company also hosted

students from the Faculty of Economics and Business of the Polytechnic University of Marche and from the School of Foreign Languages and Literatures of the Carlo Bo University of Urbino.

9.

TABLES OF CORRESPONDENCE WITH THE GRI

GRI INDICATOR	DESCRIPTION	REFERENCE
INFORMATION ON THE REPORTING ORGANIZATION		
THE ORGANIZATION AND ITS REPORTING PRACTICES		
2-1	Organizational details	2 The commitment to sustainability
2-2	Entities included in the organization's sustainability reporting	3.1 History 3.4 Certifications
2-3	Reporting period, frequency and point of contact	2.1 Guide to the report
2-4	Review of information	-
2-5	External assurance	3.4 Certifications
ACTIVITIES AND WORKERS		
2-6	Activities, value chain and other business relationships	4 Analysis of market and competitive context
2-7	Employees	8.2 Personnel
2-8	Non-employee workers	-
GOVERNANCE		
2-9	Structure and governance composition	3.3 Governance
2-10	Appointment and selection of the highest governing body	-
2-11	President of the highest governing body	3.3 Governance
2-12	Role of the highest governing body in controlling impact management	3.3 Governance
2-13	Delegation of responsibility for impact management	3.3 Governance

2-14	Role of the highest governing body in sustainability reporting	7.2.4 Emissions
2-15	Conflicts of interest	3.3 Governance
2-16	Communication of critical issues	-
2-17	Collective knowledge of the highest governing body	-
2-18	Evaluation of the performance of the highest governing body	3.3 Governance
2-19	Rules regarding remuneration	3.3 Governance
2-20	Procedure for determining remuneration	3.3 Governance
2-21	Annual total compensation ratio	-
STRATEGY, POLICIES AND PRACTICES		
2-22	Declaration on the commitment sustainable development strategy	2 The commitment to sustainability
2-23	Policy commitment	-
2-24	Integration of policy commitments	3.3 Governance 3.4 Certifications
2-25	Processes aimed at remedying negative impacts	-
2-26	Mechanisms for requesting clarification and raising concerns	8.1 Stakeholder mapping and engagement
2-27	Compliance with laws and regulations	8.1 Stakeholder mapping and engagement 8.2.3 Health and safety at work 8.3 Relationships with suppliers and customers
2-28	Membership in associations	3 Company profile
STAKEHOLDERS ENGAGEMENT		
2-29	Approach to stakeholders engagement	8.1 Stakeholder mapping and engagement
2-30	Collective agreements	8.2.1 Workers training
INFORMATION AND INDICATIONS REGARDING THE MATERIAL TOPICS OF THE ORGANIZATION		
INFORMATION ON MATERIAL TOPICS		
3-1	Process of determining material topics	2.1 Guide to the report
3-2	List of material topics	2.1 Guide to the report
3-3	Management of material topics	-
ECONOMIC PERFORMANCE		
201-1	Direct economic value generated and distributed	6 Economic performances 6.3 Distributed economic value
201-2	Financial implications and other risks and opportunities resulting from climate change	5.1.1 Risks related to climate change

201-3	Obligations regarding defined benefit plans and other pension plans	-
201-4	Financial assistance received from government	6.3 Distributed economic value
PRESENCE ON THE MARKET		
202-1	Ratio of standard basic wages by gender to the local minimum wage	-
202-2	Percentage of senior management hired from the local community	-
INDIRECT ECONOMIC IMPACTS		
203-1	Investments in infrastructure and supported services	8.4 The community and the territory
203-2	Significant indirect economic impacts	-
PROCUREMENT PRACTICES		
204-1	Proportion of expenditure made to local suppliers	8.4 The community and the territory
ANTI-CORRUPTION		
205-1	Operations assessed to determine risks related to corruption	-
205-2	Communication and training on anti-corruption regulations and procedures	3.3 Governance
205-3	Confirmed incidents of corruption and measures adopted	3.3 Governance
ANTI-COMPETITIVE BEHAVIOR		
206-1	Legal actions relating to anticompetitive behavior, trust activities and monopolistic practices	8.3 Relationships with suppliers and customers
Taxes		
207-1	Approach to taxes	-
207-2	Tax-related governance, control and risk management	8.1 Stakeholders mapping and engagement
207-3	Stakeholders engagement and management of concerns related to taxes	-
207-4	Reporting by country	-
ENVIRONMENTAL PERFORMANCE		
RAW MATERIALS		
301-1	Materials used by weight or volume	7.1 Environmental strategy 7 Environmental performance and strategies
301-2	Input recycled materials used	7.1 Environmental strategy
301-3	Recovered products and related packaging materials	7 Environmental performance and strategies 7.1 Environmental strategy

ENERGY		
302-1	Energy consumption within the organization	7.2.1 Electricity
302-2	Energy consumption outside the organization	-
302-3	Energy intensity	7.2.1 Electricity
302-4	Reduction of energy consumption	7.2.1 Electricity
WATER		
303-1	Interactions with water as a shared resource	7.2.5 Water
303-2	Management of impacts related to the water discharge	7.2.5 Water
303-3	Water withdrawal	-
303-4	Water discharge	-
303-5	Water consumption	-
BIODIVERSITY		
304-1	Owned, leased or operating sites managed in protected areas and in areas of high value in terms of biodiversity outside protected areas or close to such areas	-
304-2	Significant impacts of activities, products and biodiversity services	-
304-3	Protected or restored habitats	-
304-4	Species on the National Conservation List and on the Red List of the IUCN with habitats in areas interested by operations	-
EMISSIONS		
305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	7.2.4 Emissions
305-2	Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)	7.2.4 Emissions
305-3	Other greenhouse gas (GHG) emissions indirect (Scope 3)	7.2.4 Emissions
305-4	Intensity of gas emissions greenhouse effect (GHG)	7.2.4 Emissions
305-5	Reduction of gas emissions greenhouse effect (GHG)	7.2.4 Emissions
305-6	Emissions of substances that reduce the layer of ozone (ODS)	-
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and others significant emissions into the air	-
DISCHARGE AND WASTE		
306-1	Water discharge by quality and destination	-

306-2	Waste by type and disposal method	7.1 Environmental strategy
306-3	Significant spills	-
306-4	Transport of hazardous waste	-
306-5	Water basins affected by water discharges and/or runoff	7.1 Environmental strategy
306-1	Waste generation and significant impacts related to waste	7.1 Environmental strategy
306-2	Management of significant impacts related to waste related	7.1 Environmental strategy
306-3	Generated waste	7.1 Environmental strategy
306-4	Waste not sent to landfill	7.1 Environmental strategy
306-5	Waste sent to landfill	
ENVIRONMENTAL EVALUATION OF SUPPLIERS		
308-1	New suppliers that have been selected using environmental criteria	8.3 Relationships with suppliers and customers
308-2	Negative environmental impacts in the supply chain and adopted measures	-
SOCIAL PERFORMANCE		
OCCUPATION		
401-1	Hiring of new employees and employees turnover	8.2 Personnel
401-2	Benefits for full-time employees who are not available to temporary or part-time employees	-
401-3	Parental leave	8.2.1 Workers training
MANAGEMENT OF WORK AND TRADE UNION RELATIONS		
402-1	Minimum notice periods regarding operational changes	-
HEALTH AND SAFETY AT WORK		
403-1	Health management system and safety at work	8.2.3 Health and safety at work
403-2	Hazard identification, evaluation of risk and accident investigations	8.2.3 Health and safety at work
403-3	Occupational health services	8.2.3 Health and safety at work
403-4	Participation and consultation of workers regarding programs of health and safety at work and related communication	8.2.3 Health and safety at work
403-5	Health training for workers and safety at work	8.2.1 Workers training
403-6	Promotion of workers' health	8.2.3 Health and safety at work

403-7	Prevention and mitigation of impacts on health and safety at work directly connected by business relationships	8.2.3 Health and safety at work
403-8	Workers covered by a management system of health and safety at work	8.2.3 Health and safety at work
403-9	Accidents at work	8.2.3 Health and safety at work
403-10	Occupational disease	-
TRAINING AND EDUCATION		
404-1	Average number of training hours per year per employee	8.2.1 Workers training
404-2	Skills refresher programs of employees and assistance in the transition	8.2.1 Workers training
404-3	Percentage of employees receiving periodic evaluations of their performance and professional development	-
DIVERSITY AND EQUAL OPPORTUNITIES		
405-1	Diversity in governance bodies and among employees	3.3 Governance 8.2 Personnel
405-2	Ratio between basic salary and remuneration of women compared to men	8.2.2 Gender policy
NON-DISCRIMINATION		
406-1	Episodes of discrimination and corrective measures adopted	-
FREEDOM OF ASSOCIATION, COLLECTIVE BARGAINING		
407-1	Activities and suppliers where the right to freedom of association and collective bargaining could be at risk	8.2.1 Workers training
CHILD LABOUR		
408-1	Activities and suppliers that present a significant risk of episodes of child labour	8.2.1 Workers training
FORCED LABOUR		
409-1	Activities and suppliers that present a significant risk of episodes of forced or obligatory labour	8.2.1 Workers training
SAFETY PRACTICES		
410-1	Security personnel who have attended training courses on practices or procedures regarding human rights	8.2.3 Health and safety at work
411-1	Episodes of violations of indigenous people's rights	-

LOCAL COMMUNITIES		
413-1	Operations with local community involvement, impact assessments and programs development	8.4 The community and the territory
413-2	Operations with significant real impacts and potential impacts on local communities	8.4 The community and the territory
SOCIAL EVALUATION OF SUPPLIERS		
414-1	New suppliers that have been selected using social criteria	8.3 Relationships with suppliers and customers
414-2	Negative social impacts in the chain of supply and actions taken	8.3 Relationships with suppliers and customers
PUBLIC POLICY		
415-1	Political contributions	-
HEALTH AND SAFETY OF CUSTOMERS		
416-1	Evaluation of impacts on health and safety of product and service categories	8.3 Relationships with suppliers and customers
416-2	Episodes of non-compliance relating to impacts on health and safety of products and services	-
MARKETING AND LABELING		
417-1	Labeling requirements and information about products and services	7.1 Environmental strategy
417-2	Episodes of non-compliance concerning labeling and information on products and services	7.1 Environmental strategy
417-3	Episodes of non-compliance concerning marketing communications	7.1 Environmental strategy
CUSTOMERS PRIVACY		
418-1	Well-founded complaints regarding violations of customers privacy and loss of their data	5.1 Risks dependent on external variables

SCATOLIFICIO E.M.A.R. S.R.L.

HEADQUARTERS AND ESTABLISHMENT

via E. Mattei, 9

60030 Serra de' Conti (AN)

Tel: +39 0731 879766

E-mail: info@scatolificioemar.com

ESTABLISHMENT

viale S. Pertini, snc

63812 Montegranaro (FM)

Tel: +39 0734 892806

E-mail: montegranaro@scatolificioemar.com

