

# CORMAS SPA

## SUSTAINABILITY REPORT for the YEAR 2021

ISSUED ON 04/30/2022

ACCORDING TO THE RJC COP 2019 STANDARD, THE ONU AGENDA 2030 PRINCIPLES, GRI INDICES



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## **1. GENERAL CONSIDERATIONS**

### **1.1 Description**

The Sustainability Report and Review is a public information document on the social effects of CORMAS SPA's activities.

It provides a report on the actions carried out and the future initiatives of the company.

It is drafted annually and reports the values, the situation and objectives of Cormas spa in the field of social and ethical relations.

It is elaborated by the Management, in collaboration with the other members of the Ethics Team, in accordance with the requirements of the SA8000 standard used as guidelines to address these aspects in a systematic way.

The document includes both the Corporate Sustainability Policy and the Review of Management, aimed at defining, verifying, correcting and improving the commitment of CORMAS SPA.

The Sustainability Report and Review, in fact, has a double value:

- It is a management tool for the Management as it measures its Sustainability Policy and the other policies and procedures adopted to apply the Standard and the performance results, with a view to continuous improvement
- It is a means of communication because it informs and collects information from interested parties who, in this way, participate better and more widely in the conduct. This document is transmitted to all employees by posting on the company bulletin board, personal training of CORMAS Spa through the company website, a means also used for transmission to interested parties. [www.cormasspa.it](http://www.cormasspa.it)

### **1.2 Recipients**

The Report / Review is aimed at subjects who have significant relationships with CORMAS SPA and in particular to:

- Employees;
- Customers;
- Local community;

- Providers
- Contractors
- consumers

The company asks these subjects to participate, directly or indirectly, in this common commitment to improvement.

### **1.3 Objectives**

The objective of the Report and Review is to provide a report on the initiatives developed by CORMAS SPA and to communicate, in a clear and transparent way to all interested parties, the results obtained in the field of sustainability.

More specifically, the Social Responsibility / Sustainability Report and Review aims to:

- Evaluate the values of sustainability, social commitments, principles and rules of reference, with a view to continuous improvement
- Provide information on the social effects coming from the choices of society
- Encourage dialogue, involvement and consent of interested parties
- Fully implement the Social Responsibility and Sustainability System

In creating the Sustainability Report, we took into consideration the 17 objectives of the 2030 AGENDA that the ONU has defined as important goals to which we must strive and towards which we must direct our commitment and our efforts.

The certifications and codes of conduct to which we adhere (RJC COP 2019, ONU AGENDA 2030, GLOBAL REPORTING INITIATIVE just to name a few) have helped us to identify some actions aimed at achieving some specific objectives.

This financial statement is intended to describe what was done during the year in relation to these principles.

### **1.4 Regulatory elements**

The organization must comply with local, national and other applicable laws, prevailing industry standards and other requirements to which the organization adheres. When such laws, regulations or

other requirements to which the organization adheres concern the same issue, the provision that is more favorable to workers must be applied.

The organization must also respect the principles of the following international instruments:

RJC COP 2019

RJC COC 2017

T.U. 81/2008 Law on the health and safety of workers

Regulation 679/2016

CCNL of reference (SILVER AND TERTIARY GOLDSMITHS, TRADE)

Statute of workers law 300/1970

Law 68/99 hiring protected categories

Legislative Decree 66/2003 Organization of working hours

Dignity Decree Legislative Decree 87/2018

Guidelines for the construction of the organization and control models Legislative Decree 231

ILO Convention 1 (Duration of Work - Industry) and Recommendation 116 (Reduction of working hours)

ILO Conventions 29 (Forced Labor) and 105 (Abolition of Forced Labor)

ILO Convention 87 (Freedom of Association and Protection of the Right to Organize)

ILO Convention 98 (Right to organize and collective bargaining)

ILO conventions 100 (Equality of pay) and 111 (Discrimination - employment and profession)

ILO Convention 102 (Social Security - minimum standards)

ILO Convention 131 (Definition of the minimum wage)

ILO Convention 135 (Workers' representatives)

ILO Convention 138 and Recommendation 146 (Minimum age)

ILO Convention 155 and Recommendation 164 (Safety and Health at Work)

ILO Convention 159 (Vocational and occupational reintegration - disabled people)

ILO Convention 169 (Indigenous and Tribal Peoples)

ILO Convention 177 (Home Work)

ILO Convention 181 (Private Employment Agencies)

ILO Convention 182 (Worst Forms of Child Labor)

ILO Convention 183 (Protection of Maternity)

ILO Code of Conduct on HIV / AIDS and the World of Work

Universal Declaration of Human Rights

International Covenant on Economic, Social and Cultural Rights

International Covenant on Civil and Political Rights

United Nations Convention on the Rights of the Child

United Nations Convention on the Elimination of All Forms of Discrimination Against Women

United Nations Convention on the Elimination of All Forms of Racial Discrimination

United Nations Guiding Principles on Business and Human Rights

OECD guidelines for multinational companies

Legislative Decree 152/2006 Consolidated Environmental Law

## **2. PROFILE OF CORMAS SPA**

### **2.1 Company history and profile**

Cormas s.pa. is a refining operating in Creazzo (VI) since 1985.

The company carries out processing, recovery and refining of precious metals and commercial activity of gold, silver and ppgm in the provincial, national and international context. The company was founded in 1985 and since that moment has always been at the side of the goldsmith world, providing a service of recovery and refining of precious metals deriving from production processes or from the recovery of raw material from finished products or from waste / scraps of processing. .

The company has obtained the Recycling certificate for the year 2021 from WRC (World Resources Company GmbH) for the complete reintroduction of its waste within the life cycle of raw materials.

In 2022, it also obtained an important recognition from CRIBIS, with regard to the level of commercial reliability, a "minimum" rating in the risk of termination and a level of financial consistency equal to "2A".

#### CORMAS PRODUCTS and COMPULSORY REGULATIONS

The products made are materials of pure gold, silver, pgm with titration ratio carried out by cupellation. The company complies with all mandatory sector regulations, from the anti-money laundering legislation to the communication of all transactions exceeding a certain economic amount (UIF communication) in addition to the national regulations relating to the health and safety system (T.U. 81/2008) to the regulation European Privacy Policy (679/2016), the regulations relating to the use of chemical products (Reach Regulation 1907/2016), the application of the T.U. Environmental 152/2016 and all regulations relating to Labor Law.

#### THE MARKET

The market in which the company operates is both local, national and international. Alongside a manufacturing company, a gold buyer and an industrial company, it is able to carry out the required refining activities in a few hours.

#### COMPETITION

The competition is made up of other companies in the area capable of carrying out the refining service. Cormas has been operating in the goldsmith world for several years and has created loyal customers over time. The customers are present at an international level, so much so that Cormas spa covers both the classic national goldsmith districts and customers present in the main world areas specialized in the production of articles with precious materials.

#### PROVIDERS

Some of suppliers for Cormas are also mostly customers. The same actors who supply the material to be processed are also the customers who purchase pure raw material. Other suppliers are companies

that trade raw materials or that supply products useful for the production or ancillary services to the production of Cormas spa.

#### THE EMPLOYEES

The employees of Cormas spa are divided between operators in the production area and personnel assigned to administrative and commercial activities. All staff are trained for the role they hold or monitored in that sense. The goal is to always have competent personnel in the role they are called upon to fill. The company's goal is to have and trust the employee in the role they play and in the importance that each of the employees has in the success of the company.

#### THE FACTORIES: DIMENSIONS AND DEPARTMENTS

The company is developed in a factory located in Creazzo (VI) in via F. Filzi 46. The factory is spread over an area of about 1000 square meters.

#### INFRASTRUCTURE: MACHINERY AND EQUIPMENT

The company is equipped with refining plants and furnaces for the melting and production of ingots.

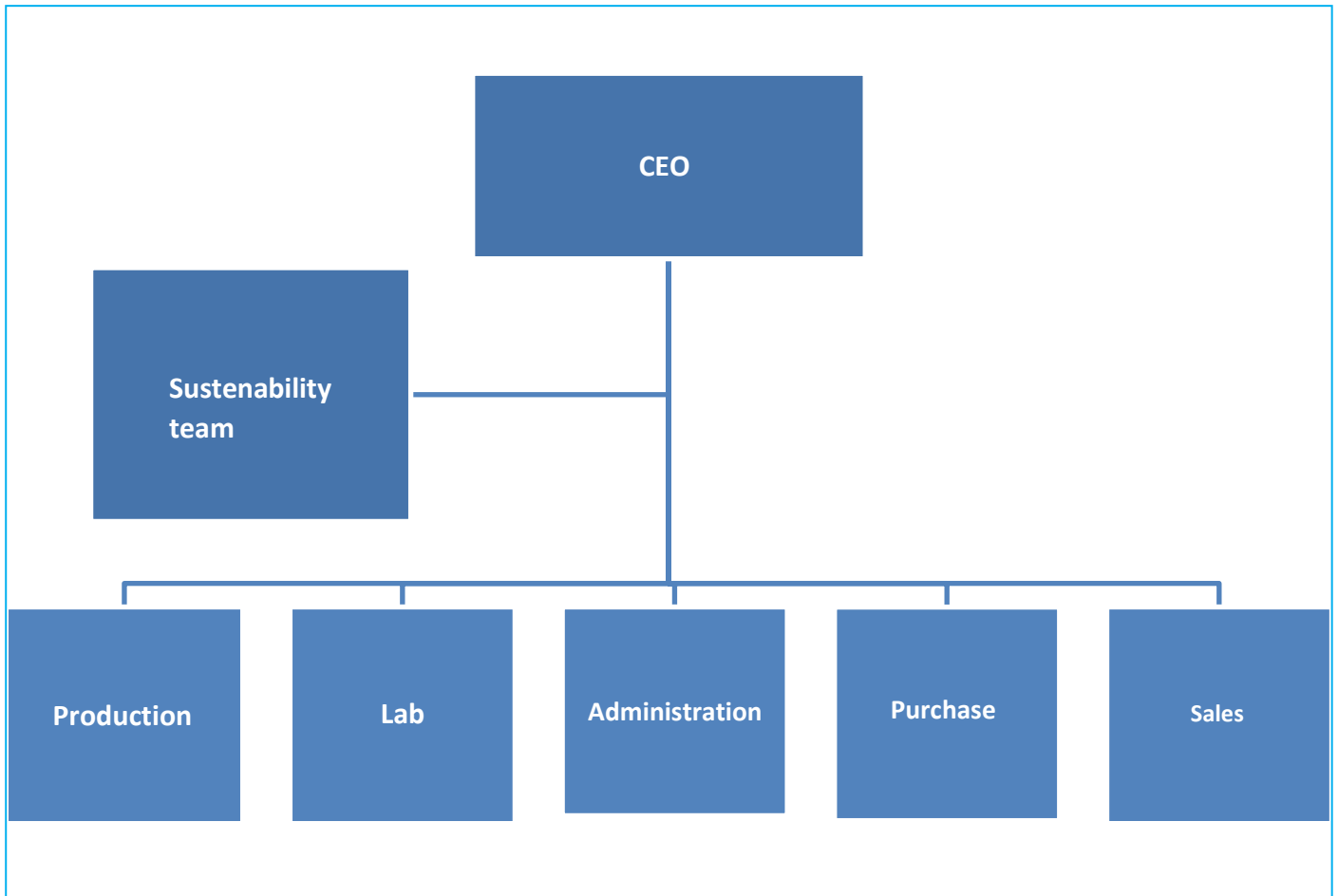
Next to the production area is the laboratory where the metal titration is carried out.

An adjacent building houses the administrative staff.

## **2.2 Organizational structure and responsibilities**



The organizational structure is depicted in the organization chart. For the sustainability system, Cormas spa makes use of a sustainability team.



### 2.3 Sustainability Team

The main responsibilities regarding the eitco System are summarized below:

#### Sustainability Team

- Consisting of workers representative and company management, has the task of monitoring the correct functioning of the social responsibility and sustainability system
- Facilitates communication between workers and management as it includes their representatives who therefore play the role of direct spokesperson

- Identifies and assesses the risks by assigning priority orders to the areas with the greatest potential for non-compliance with the Sustainability policy
- It carries out monitoring activities in the workplace to keep under control:
  - a) compliance with the sustainability policy;
  - b) the implementation of the actions planned to address the risks identified by the sustainability team;
  - c) the effectiveness of the methods adopted to satisfy the organization's policies and the requirements of the standard
- Participates in the preparation of the Sustainability Report and Review
- Guarantees the application of the actions implemented for the resolution of non-conformities and the implementation of corrective and preventive actions
- Participate in the development of the training plan
- Responsible for relations with the certification body
- Responsible for relations with interested parties.

## **2.4 Ethical company policy**

Cormas spa has therefore decided to develop and apply a Corporate Sustainability System consistent with the RJC COP standard.

To this purpose, the company undertakes to adhere and comply with:

- All requirements of the sustainability policy compliant with the RJC COP 2019 standard
- To the Conventions of the International Labor Organization (ILO)
- To the United Nations Convention on the Rights of the Child
- To the Universal Declaration of Human Rights
- To the United Nations Convention on the Elimination of All Forms of Discrimination Against Women and All Forms of Racial Discrimination
- To the International Covenant on Civil and Political Rights and on Economic, Social and Cultural Rights.

- To all relevant national and international laws, including Legislative Decree 81/2008 and subsequent amendments, relating to health and safety in the workplace and to Regulation 679/2016 relating to the confidentiality and processing of personal data.
- To Legislative Decree 152/2006 Consolidated Environmental Law

The introduction of a Sustainability system in CORMAS SPA has the following general objectives:

- The prevention of situations that are detrimental to the rights of the person
- Increasing the efficiency of its organizational structure and supply chain
- The dissemination of a culture of SUSTAINABILITY through a permanent process of training, involvement and empowerment of staff
- Rationalization of the structure and procedures with the clear and balanced definition of tasks and responsibilities
- The establishment of a stimulating and rewarding corporate climate for the professional growth of staff
- Participation and contribution to solidarity / social initiatives
- The commitment to disseminate ethical principles to all stakeholders (interested parties)

The company undertakes to comply with the principles set out in the Sustainability System and in carrying out its activities it requires its employees / collaborators / suppliers to comply with the regulatory requirements regarding:

- Child and child labor
- Voluntary employment
- Health & Safety
- Freedom of association and right to collective bargaining
- Discrimination
- Disciplinary practices
- Working hours

- Salary
- Attention to the environment
- Anti-corruption
- Legality / fight against fraud

## 2.5 Values

CORMAS SPA, consequently, recognizes as fundamental the human values primarily represented by:

- Honesty, understood as the quality of someone who is morally upright, especially in relationships with others;
- Loyalty, understood as loyalty to the principles and identity of the company;
- Responsibility, understood as awareness of one's actions and related consequences;
- Commitment, understood as understanding one's role and as the ability to carry it out successfully
- Transparency, understood as the linearity of acts and behaviors, without altering reality
- Respect, understood as respect and attention in the behavior of others
- Solidarity, understood both as an interest in others in sharing commitments and responsibilities, and as mutual assistance

## 3. INTERESTED PARTIES (STAKEHOLDERS)

The interested parties identified in the CORMAS SPA sustainability system can be divided into two different groups:

INTERNAL STAKEHOLDER:	EXTERNAL STAKEHOLDER:
<ul style="list-style-type: none"> <li>• Management, property</li> <li>• Staff</li> </ul>	<ul style="list-style-type: none"> <li>• Suppliers</li> <li>• Customers</li> <li>• Collectivity</li> <li>• Advisoring</li> <li>• Public institutions</li> </ul>

Each group has a series of different expectations, needs and interests towards the company.

**In general:**

As regard to internal stakeholders, corporate sustainability is manifested and affirmed in guaranteeing compliance with the rules, in involvement and mutual trust, in a company climate suitable for promoting the greatest possible protection of employees and collaborators, in the desire to promote growth of each person's skills, generating satisfaction each for their needs and aspirations.

With respect to external stakeholders, sustainability is expressed in a varied way and in relation to the roles that each of them assumes and which can be summarized in the awareness of interacting with a company whose attention to sustainability is evident, certified by independent bodies and made explicit also through these financial statements.

**In particular:****Ownership and Business Management:**

The ethical need is to produce profit and business growth without compromising one's social responsibility and sustainability, by failing to respect the rights of the resources used (human and environmental), as well as producing and creating benefits from the dissemination of the ethical principles that support it.

**Process of satisfaction:**

Trying to increase profits by identifying a business that is increasingly attentive to social responsibility and sustainability, generating the benefits of internal and external satisfaction necessary to achieve the objectives of an economic nature and personal and team gratification.

**Personal**

The ethical requirement is to satisfy one's own needs, economic and personal fulfillment, based on one's attitudes, beliefs and aspirations, and to work in an environment that does not jeopardize one's health and safety and the environment.

**Process of satisfaction**

Implement a management system that respects the inspiring ethical principles, verifying the satisfaction of the socio-economic, health and safety and environmental needs of the staff employed, in relation to their aptitudes and aspirations, continuously improving the effectiveness of the methods defined to achieve the objectives ethical places.

### **Providers**

The ethical requirement is to establish a fruitful collaboration in economic terms and business growth, without compromising its sustainability, by failing to respect the rights of the resources used (human and environmental).

#### Process of satisfaction:

Establish clear relationships of collaboration and create a partnership in the activity aimed at respecting the rights of its workers and the environment and collaborate in jointly identified improvement actions.

### **Customers and final consumers**

The ethical requirement is to have one's needs met in relation to the product and service purchased without, with this, compromising the respect for the rights of the resources used to make it; not to damage one's image by associating with conduct that is not very responsible from an ethical and environmental point of view towards the community.

#### Process of satisfaction:

Satisfy the needs of customers by creating lasting collaborations, define a communication channel with them that allows to receive reports, suggestions and complaints.

### **Community**

Ethical need is to see satisfied one's will to protect and if possible improve the well-being and image of the community, understood as businesses and citizens.

#### Process of satisfaction:

Over time build a socially responsible and sustainable business model that can contribute to the satisfaction of the image needs of the community in which we grow and concretely inspire all the subjects that are part of it (businesses and citizens); spreading wealth in the area by creating jobs and reducing environmental impacts.

### **Control bodies and public institutions**

The ethical need is to see mandatory regulations or dictated by agreements / commitments defined in order to guarantee aspects such as fairness, respect, legality, compliance, seriousness in relations with the community.

### Process of satisfaction

Comply with all mandatory regulations and periodically verify compliance with them through internal audits. Promote the above principles within the company.

## **4. SUSTAINABILITY REQUIREMENTS**



### **PRINCIPLE 1: NO POVERTY**

**CHILDREN HAVE THE RIGHT TO PLAY AND LIVE THEIR CHILDHOOD WITHOUT BEING FORCED TO WORK.**



#### 4.1 Child Labor

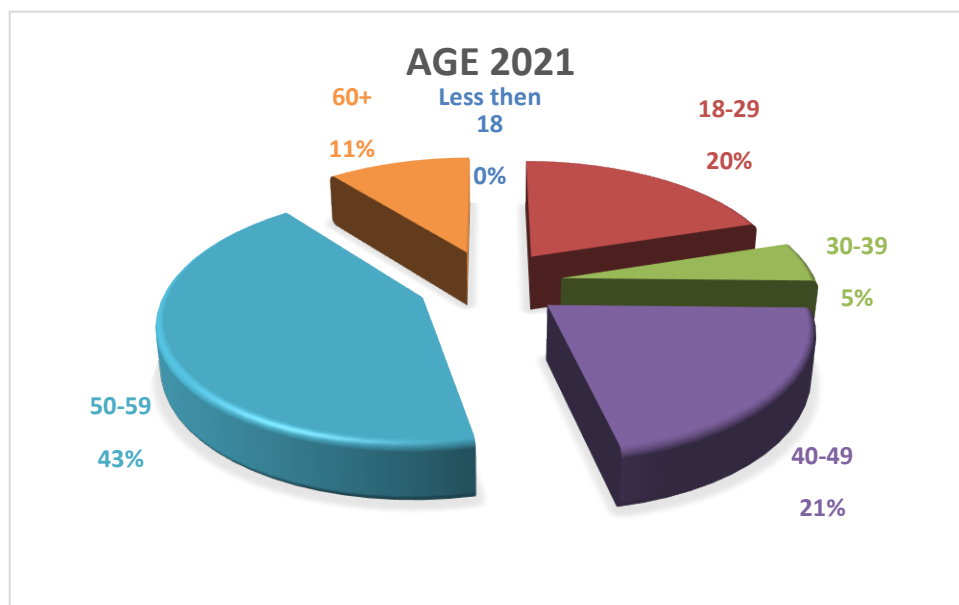
CORMAS SPA does not make use of, nor does it in any way support the use of child labor.

In any case, as required by the RJC COP 2019 standard, the company has defined a specific procedure for remedial actions of child and youth labor, which highlights the activity of adequate financial and other support established by the company, necessary children and young workers involved to allow them to attend school and stay there until they no longer fall within the definition of a child or young worker.

The child labor procedure was disclosed within the company, posted on the company bulletin board and posted on the website.

In the event that CORMAS SPA benefited from youth work, it would be managed according to what is defined by national laws and, in any case, it could only be carried out outside compulsory education hours.

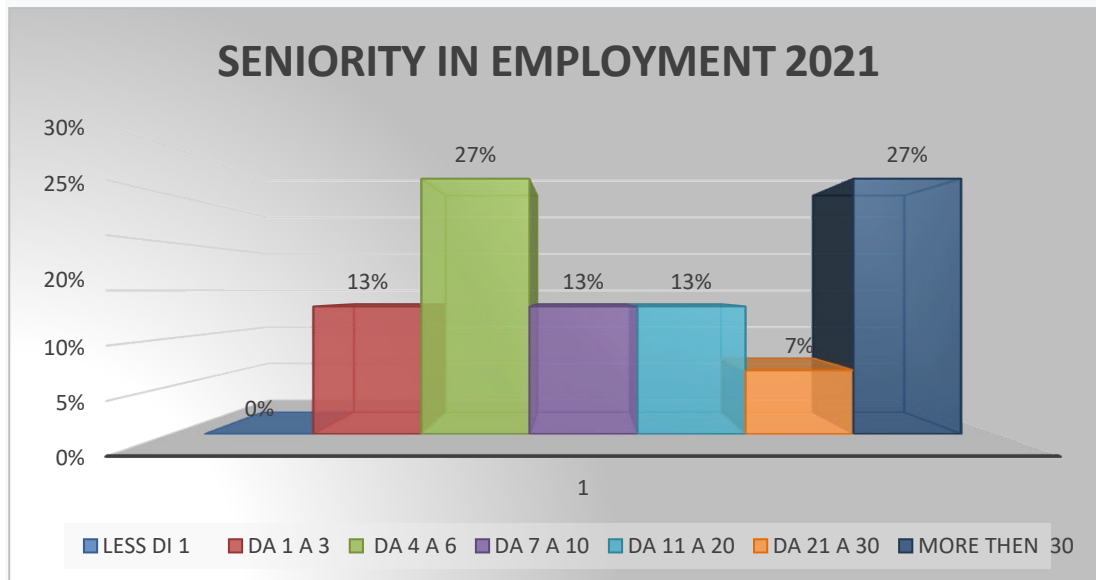
In no case could the time spent between school, work and travel exceed 10 hours a day and in no case should working hours exceed 8 hours a day. Young workers are prohibited from working at night and,



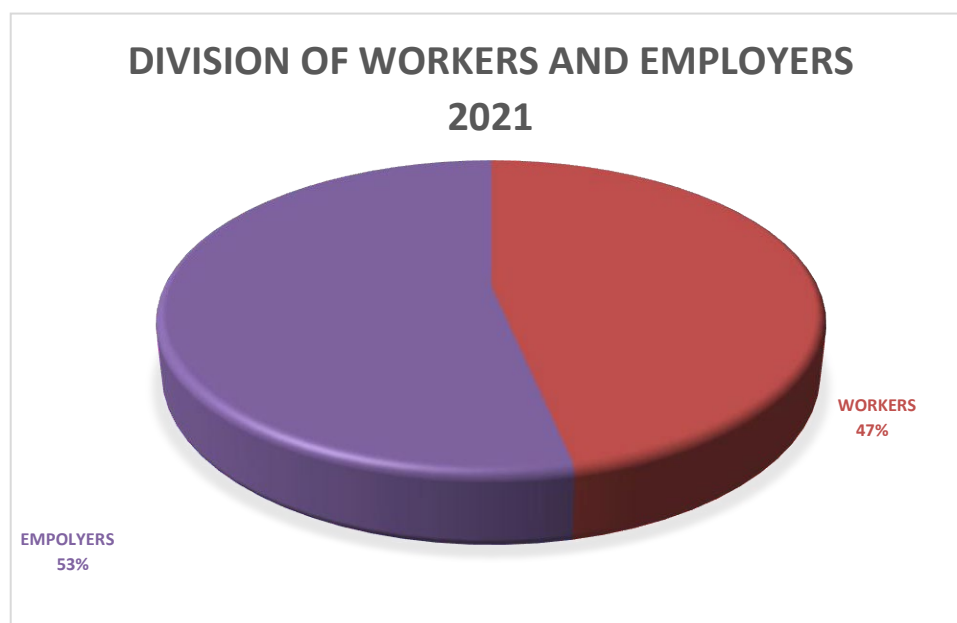
in no case, the company will act in order to harm the physical and mental safety of the child or young worker.



As can be seen from the graph, more than half of the workers are in the middle of their working life. In recent years, the company has been organizing itself to manage the generational change.



The staff is largely very loyal. 27% of the staff have been in the company for 37 years and most of the staff have well consolidated the skills related to their job.



The company does not use forms of labor administration through temporary agencies. The staff are all hired for an indefinite period.



#### GOAL 2022

Not using child labor. In the event of improper use, implementation of the remedial actions listed in the specific procedure.

Investing in the generational transition by supporting the practice of apprenticeship. Where possible, support school-to-work alternation through agreements with schools for the reception of students.

#### **4.2 Forced and compulsory labor**

There are no forms of forced labor.

Overtime work is freely chosen and it is not compulsory.

The company does not keep any documents or money as a deposit to oblige the worker.

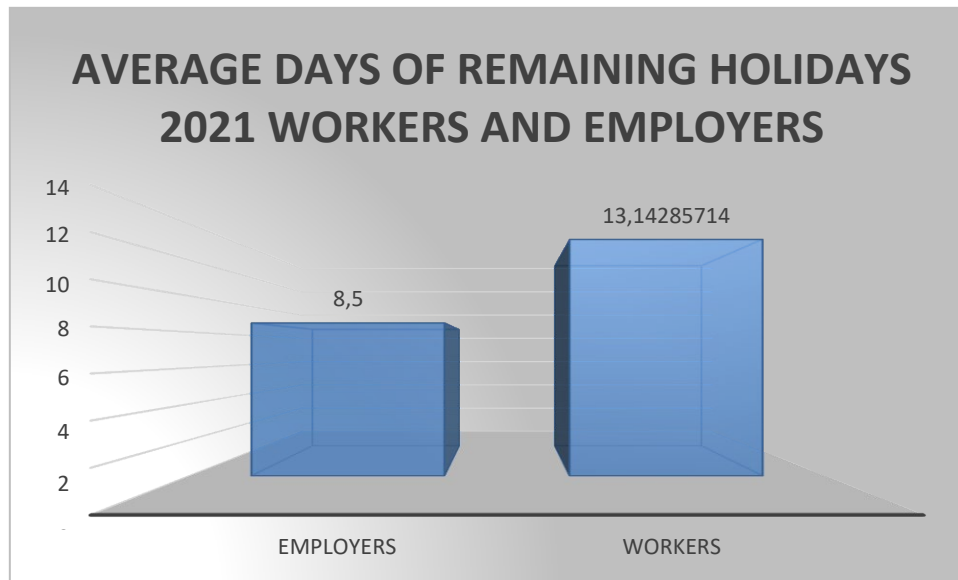
In the company there is large freedom of expression and any support is given to the human trafficking.

In order to facilitate the application of this requirement, the company undertakes to ensure that all workers are fully aware of the rights and duties coming from the employment contract by:

- Clear communication of the national collective bargaining agreement with which the staff is hired
- Issue of a copy of the individual contract to the worker
- Wide availability on the part of the personnel administration to provide collaborators with all

information relating to the contract, pay slip, etc.

The number of overtime hours per each person varies from person to person. As required by the CCNL applied, overtime hours must not exceed 8 per week and 250 hours per year.



The staff working in the production area have a greater number of residual holidays, a symptom of greater presence at work and greater difficulty in being able to be absent from work due to particular competence and versatility in the execution of production activities. Associated with the generational change, the company's commitment in the coming years will be aimed at finding personnel capable of being interchangeable also in order to improve the current situation in terms of the possibility of fully performing the annual leave for each worker.

Overtime hours are absent.



GOAL 2022:

Not using forced labor. Guarantee the weeks of vacation per year provided for by the CCNL.



## **PRINCIPLE 3: HEALTH AND WELLNESS**

**WE GUARANTEE HEALTH AND SAFETY IN THE WORKPLACE.**

**WE TRAIN ON THE PROHIBITION OF THE USE OF ALCOHOL AND DRUGS.**

**WE PROTECT THE PREGNANT WOMAN AND THE WORKING MOTHER**

### **4.3 Health and safety**

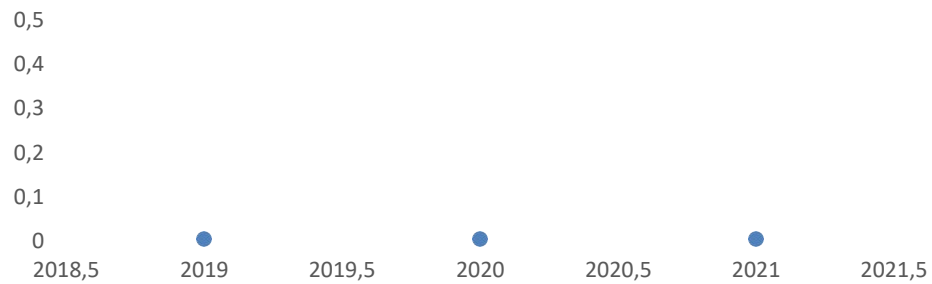
The management, together with the RSPP, RLS and COMPETENT DOCTOR of CORMAS SPA considers among the primary objectives of the company to protect the health and safety of workers, adopting procedures, performances, control systems and information and training systems in order to ensure:

- In carrying out work activities that safety aspects are considered essential;
- That all the risks associated with both the work activities carried out by the company staff and related to the environment and corporate infrastructures are identified and objectively assessed;
- That all technical management measures are adopted to prevent or limit any possible accidental event that could cause injuries or damage to health;
- That all company figures, at various levels (managers, function managers, supervisors ...) participate, based on their own duties and skills, in achieving the health and safety objectives of the workers
- That their training is carried out and updated with specific reference to the job performed;
- That procedures are defined with control and compliance systems.

All the obligations relating to the Consolidated Law 81 - 2008 are kept under control by means of specific schedules.

## **INJURIES**

1  
0,9  
0,8  
0,7  
0,6



#### GOALS 2022:

- Guarantee the correct and continuous use of the personal protective equipment supplied to eliminate or minimize the risk of injury;
- Continue with the realization of at least 1 evacuation test per year per work shift. Be punctual in the periodic execution of these tests by simulating different possible scenarios.
- Continue with the First Aid Kit Contents Monitoring System.
- Arrange for recording procedures for the periodic verification of the safety devices of the machines.
- Promote correct and safe behavior within the company

#### 4.4 Freedom of association and right to collective bargaining

All staff have the right to form, organize, and participate in trade unions of their choice and to bargain collectively with the organization.

The company does not in any way hinder the possibility for workers to join a trade union.

Trade union meetings can be held periodically and freely within the company and during working hours, within the limits established by law: 10 hours per year paid per worker or outside working hours (unlimited hours) - see what is governed by the Statute of workers Law 300/1970

There are no union members in the company, but the company does not in any way limit the right of each worker to join any union.



GOAL 2022:

Promote the freedom of association, promoting the conduct of trade union activities and collective bargaining.

## PRINCIPLE 5 and 10: GENDER EQUALITY AND REDUCTION OF INEQUALITIES



**We guarantee equal opportunities; gender equality, equality in wages and in training**

### 4.5 Discrimination

In the company there is no form of discrimination in hiring, remuneration, access to training, promotion, termination of the relationship or retirement, based on race, national, territorial or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, trade union membership, political opinions, age, or any other conditions that could give rise to discrimination.

In no case does CORMAS SPA interfere with the exercise of staff rights to follow their own political or religious beliefs, family commitments and responsibilities, sexual orientation, needs related to their national or social origin, race, disability, gender, trade union membership, etc.

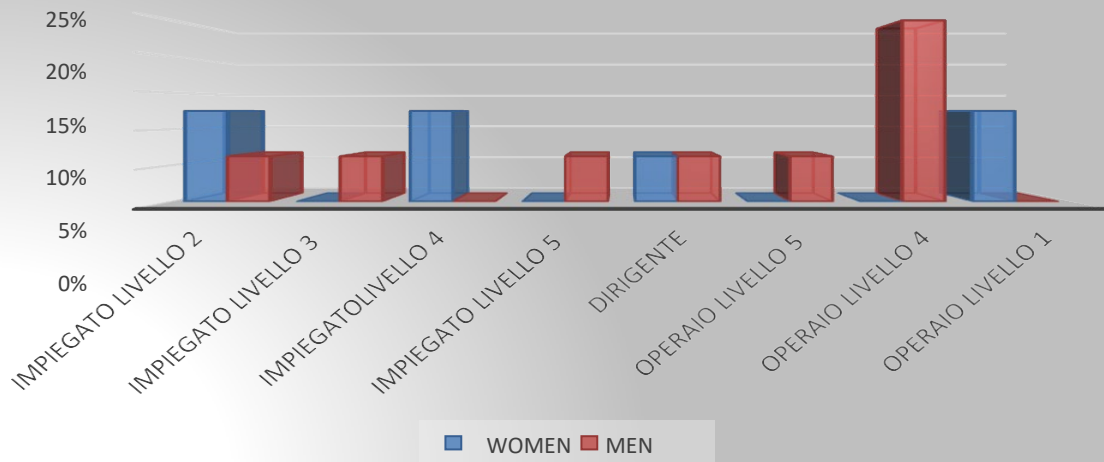
The company tends to respect forms of positive discrimination in hiring protected categories within the limits set by law. Law 68/99 establishes that companies with more than 15 employees must hire at least one worker belonging to protected categories. The legislation provides for an increasing of these hires, with the increase of employees. From 15 to 35 employees it provides for the hiring of a disabled person, from 36 to 50 of two, from 51 to 150 in a percentage of 7% plus one etc.

CORMAS SPA monitors the company climate internally in order to avoid cases of physical and verbal abuse and behaviors that are threatening, offensive, aimed at exploitation or sexually coercive for all company workers wherever they operate.

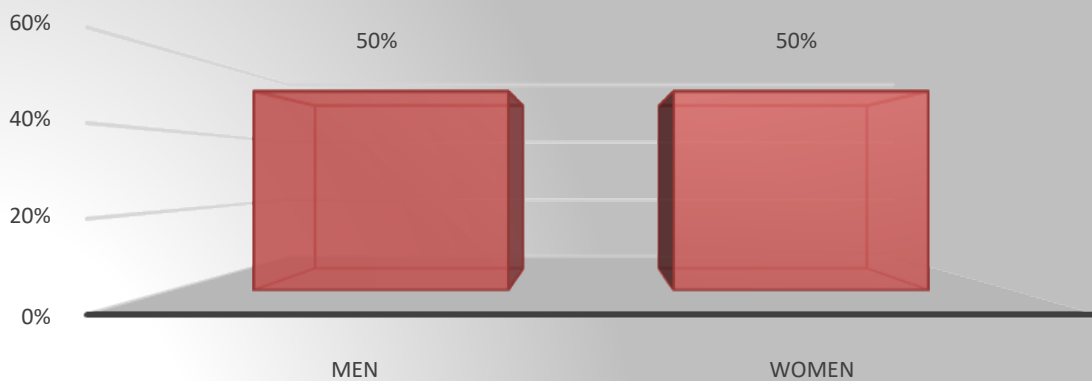
In our company, the sustainability team constantly monitors the absence of such situations and, if necessary, intervenes promptly to eliminate any form of possible discrimination.

The company in no way subjects workers to pregnancy or virginity tests.

## CONTRACTUAL FRAMEWORK 2021



## Percentage of men/women in management roles 2021





Each recruitment takes place through a selection process that provides for a meritocratic and democratic evaluation. The parameters defined as hiring standard are completely unrelated to discriminatory concepts.

The company aims at a path of professional growth of employees through an annual performance evaluation and an assessment of the potential and wishes of the workers.

The staff are mostly local. 90% are of Italian nationality and 10% of European nationality.

There are no foreigners in management roles. The company is a S.P.A. with Sole Administrator.



GOAL 2022:

Guarantee equal access to the employment opportunities offered by CORMAS SPA,  
promoting equal opportunities in the company.

## PRINCIPLE 8 and 10: DECENT WORK AND REDUCING INEQUALITIES



### 4.6 Disciplinary practices

The company treats all staff with dignity and respect. A system of gradual communication of violations by workers has been implemented in the company, in order to encourage cohesion between management and workers together with an awareness on the part of workers of the errors that must not be repeated. The severity of the actions taken is strictly related to the damage / violation and the recurrence of the same.

In particular, the main rule to be adopted is to follow a gradual process consisting of:

- verbal warnings
- written warnings
- fines

- suspensions
- dismissal

The application of these actions takes place in compliance with the required requirements:

- in the Consolidated Law on 81/2008;
- in the National Collective Agreement

In the last 5 years there have been no disciplinary practices.



GOAL 2022:

Guarantee equal treatment in the event of disciplinary practices to employees of CORMAS SPA by adopting the provisions of the disciplinary procedures. Aiming at the constant absence of disciplinary practices and at a climate of collaboration and harmony.



## PRINCIPLE 8: DECENT WORK

### 4.7 Working hours

In CORMAS SPA the working hours are made up of 40 hours a week, 8 hours a day, 5 days a week. The staff respects the following hours: 08.00-12.30; 13.30-17.

In particular, the company complies with the requirements of the national collective agreement for the sector and the Legislative Decree 66/2003. The duration of normal working hours must not exceed 40 hours per week. The national contract requires no more than two hours of overtime per day and 8 hours per week. In addition:

- each worker has the right to a minimum rest period of 11 hours during the 24 hours;
- the work break is foreseen if the daily working hours exceed six hours;
- for each seven-day period the worker must benefit from a minimum period of uninterrupted rest of 24 hours, usually on Sundays, to which are added 11 daily rest periods
- each worker must benefit from paid annual leave of at least four weeks.

The detection of attendance and the monitoring of overtime hours is managed through a stamping / badge.



GOAL 2021:

Monitor compliance with weekly and annual overtime hours.

Guarantee at least 4 weeks of vacation per year to staff and provide a repayment plan for those who have accumulated holidays in the previous year.

## PRINCIPLES 2 AND 8: ZERO HUNGER AND DECENT WORK



### 4.8 Remuneration

The remuneration is consistent with the national collective labor agreement applied in the company and is higher than the living wage. The company keeps a copy of the CCNL in the company available for workers (human resources office).

The living wage was calculated based on the calculation of the poverty threshold issued annually by INAIL (1096.87 euros) and was compared to the minimum wage present in the company and to the provisions of the National Collective Labor Agreement, noting that no wage in the company is lower than this value.

The remuneration includes all the deductions provided for by law and is always consistent with the hours worked and the role covered. 100% of the workers are covered by health care.



GOAL 2022:

Ensure compliance with the provisions of the CCNL applied with respect to employee remuneration.

Ensure compliance with the monthly salary payment without delay.

Correctly remunerate overtime work, through the increase provided for by the CCNL.

## **PRINCIPLES 6 AND 12,13,14,15: CLEAN WATER, RESPONSIBLE PRODUCTION AND CONSUMPTION, LIFE ON LAND, CLIMATE CHANGE AND LIFE UNDER THE SEA**



### **4.9 Environmental protection and environmental performance**

CORMAS SPA is based in Creazzo (VI). The company headquarters is located in an area for artisanal use. CORMAS SPA has identified an environmental management system manager with the task of monitoring compliance with all mandatory environmental regulations.

The company obtained the Single Environmental Authorization (AUA) with the file 31713 / AMB on 02/05/2013 (expiration 2028) for emissions into the atmosphere. The chimneys are monitored annually as per the prescriptions received. The last check dates back to 11/22/2021.

The heating systems are regularly checked and the system is regularly registered in the portal of the Veneto Region CIRCE.

The air conditioning systems are monitored annually by personnel competent in FGAS regulations: there are no leaks in the systems present.

From the point of view of the analysis of the relevant environmental aspects, we can consider the following matrices:

**WATER:** CORMAS SPA operates in an industrial area.

In the company, the consumption of water resources is monitored, as illustrated in the table;

**AIR:** CORMAS SPA has a Single Environmental Authorization (AUA) in relation to emissions into the atmosphere. Analytical checks are carried out once a year to ensure compliance of emissions with legal limits.

**WASTE:** MUDs are regularly presented in CORMAS SPA (last of 04/29/2021). Below are the data on disposal.

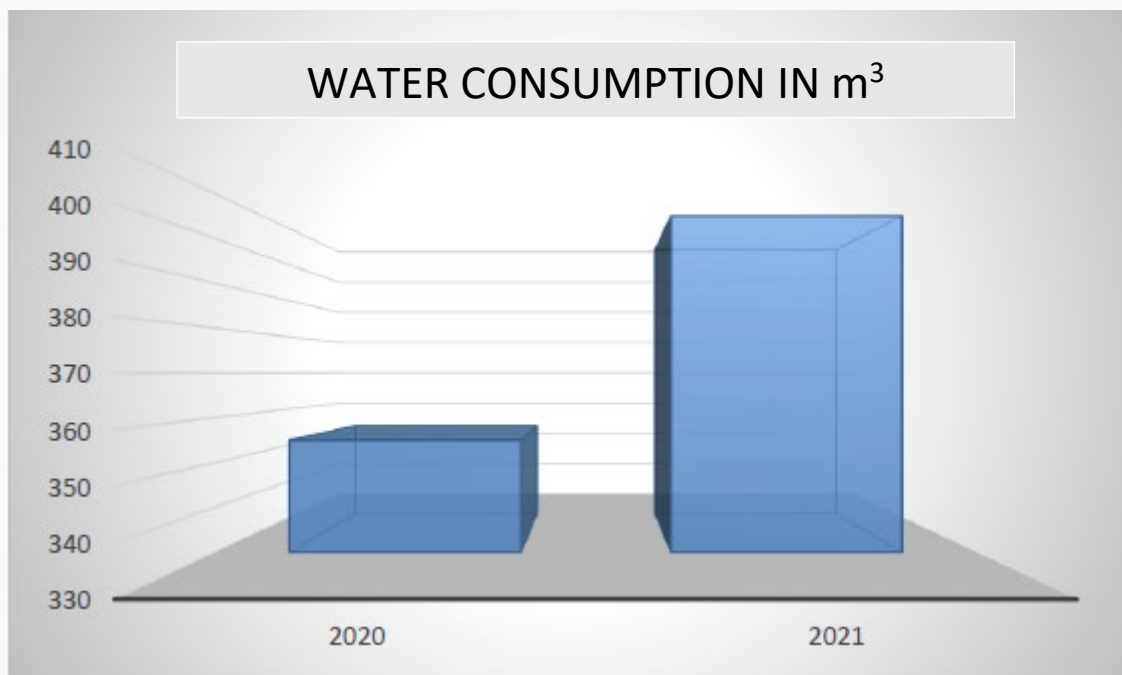
**SOIL:** for the soil part there are no relevant environmental aspects.

The consumption of the main resources is regularly monitored, such as:

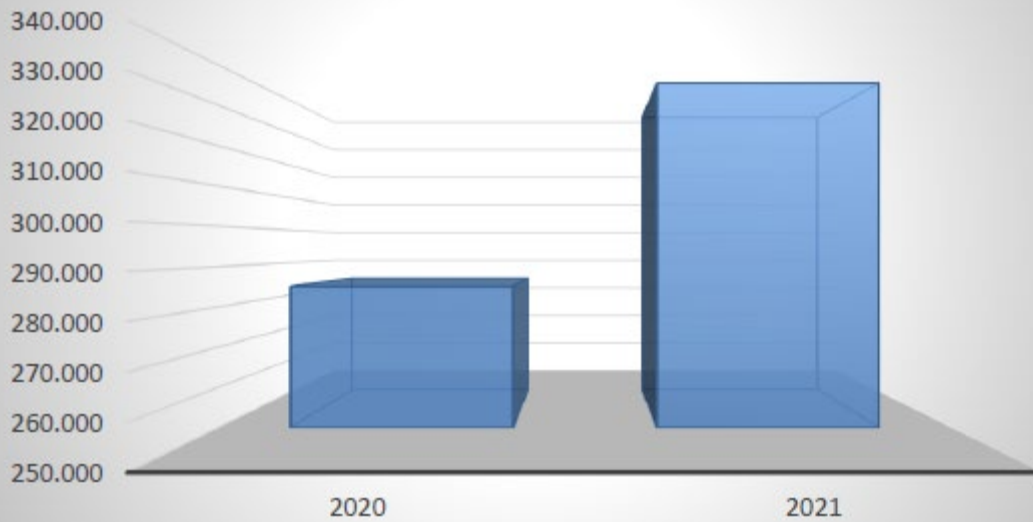
✓ water

✓ gas

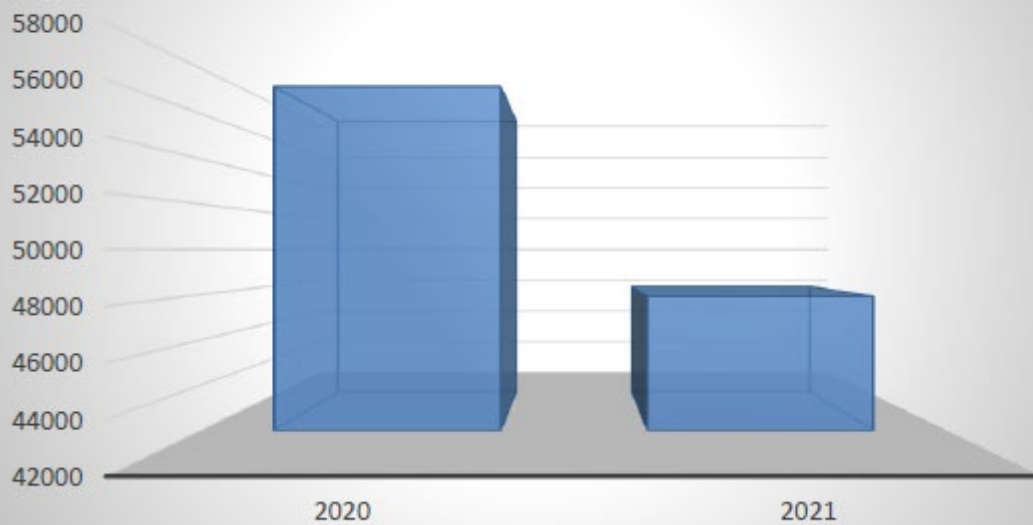
✓ electricity



### ELECTRICITY CONSUMPTION IN kWh



### GAS CONSUMPTION IN Smc



Gas consumption in 2020 is higher than in 2021 for a reason linked to an adjustment made by the supplying body and is not determined by a real increase in the same.



The increase in energy, water and gas consumption is justified by the increase in production in 2021. We remember the problems caused by the 2020 pandemic.

As far as waste management is concerned, there is a careful monitoring of all waste, management through disposal forms and the search to always give to companies that can carry out the recovery of waste in the form of material or energy.



#### ENVIRONMENTAL GOALS FOR 2022:

Constant monitoring of consumption in order to identify possible improvements in terms of sustainability over time.

#### 4.10 Management System

CORMAS SPA has equipped itself with a sustainability management system compliant with the RJC Cop 2019 standard.

Here are some basic elements of the sustainability system:

**Sustainability policy:** issued, posted on the notice board and present on the website.

**Management review:** on an annual basis, management reviews the results of the sustainability system. In this occasion, the management verifies the achievement of all the objectives linked to all the aspects examined and eventually sets corrective actions and approves the improvement plan.

**Planning and implementation:** with a view to continuous improvement for an awareness of all the staff in charge of the topics related to sustainability aspects, CORMAS SPA implements and prepares training plans that integrate courses at various staff levels in the training activities issues of social responsibility.

Suppliers are constantly monitored through a system for collecting information, verifying the certifications in their possession.

#### **PRINCIPLE 17: PARTNERSHIP TO ACHIEVE GOALS**



In compliance with the provisions of the RJC Cop standard, Cormas spa carried out a due diligence assessment of both suppliers and customers in order to highlight compliance with the sustainability requirements expressed by the RJC Sustainability Policy.

**Control of Suppliers:** CORMAS SPA's goal is to help improve sustainability throughout the production chain.

The company has established and maintains procedures for the evaluation and selection of suppliers, based on their ability to meet the requirements of the sustainability policy.

The requirements established for the achievement of the company objectives in this field are:

- Selection of reliable suppliers compliant with sustainability requirements
- Monitoring of supplier performance over time
- Adoption, by the supplier, of any corrective actions in the event of incomplete compliance with ethical requirements
- Involvement of the supplier in the process of continuous improvement of the social responsibility system of enterprise.



The procedure for monitoring and evaluating suppliers according to the RJC Cop standard has been defined and has begun to be implemented by contacting suppliers and asking them to adhere to the principles of sustainability.

Operationally, the assessment of suppliers was carried out by asking all suppliers to comply with the sustainability requirements, by sending the membership form.

**Customer control:** CORMAS SPA carries out a due diligence assessment of its customers aware of the fact that a sustainability system can be effective if all the players involved strive to achieve the objectives set by standards such as RJC COP 2019.

**Problems, reports, corrective actions:** the management of complaints of the sustainability system guarantees, through the application of the recall / reporting procedure, the possibility for interested parties to transmit reports or complaints, or provide information regarding the ethical management system, as well as compliance with system and reference standard requirements. Communications in writing (even in anonymous form with regard to employees) may concern:

- Third parties (suppliers, customers, etc.); such communications must be sent by post, fax or e-mail to the contacts indicated on the form available on the company website.
- Employees and internal collaborators. Such communications can be direct involving the representatives of the sustainability team or in written form as detailed in the instructions given to each worker.

**Ethical reports:** to date, no ethical reports have been received either from internal staff or from interested parties. Ethical reporting refers to reports relating to social responsibility, sustainability (environmental) and corruption and fraud.



**ETHICAL GOALS FOR 2022:**

0 REPORTS FOR ETHICAL VIOLATIONS, INCENTIVE POINTS FOR IMPROVEMENT

**Anti-corruption and fraud:** The company has put in place a system of constant monitoring of operating practices in order to avoid situations of corruption or fraud. During 2021, no non-

conformities were detected on these issues and no reports were received from either internal or external stakeholders. In fact, the company has a system, even anonymous, for reporting any type of violation related to this issue.

Appropriate training is carried out annually on anti-corruption issues for professionals particularly at risk in this area.



#### **ETHICAL GOALS FOR 2022:**

0 SITUATIONS OF CORRUPTION AND FRAUD; 0 REPORTS ON NON-COMPLIANCE WITH ANTI-CORRUPTION AND ANTI-FRAUD RULES.

**Internal communication:** the company aims to disseminate and make the sustainability policy available to all employees and collaborators of the company. This initiative, in line with the corporate line and dissemination of information and activities carried out, arises from the awareness of the importance of employee involvement on the issues addressed by the RJC COP 2019 standard. In this regard, the company makes the Sustainability policy, provides training on ethical principles to all staff and makes a copy of the Sustainability Report available in the company reception.

**External communication:** communicating in detail and informing correctly has always been a priority objective for CORMAS SPA. A need that has grown hand in hand with the multiplication, in recent years, of the media.

Listening to customer needs and communicating with them are activities that provide a useful listening channel for verifying the level of user satisfaction, and for getting to know the perception of the company in a timely and comprehensive manner.

The Sustainability Report, posted on the website, allows all external stakeholders to know the company's objectives and performance in terms of sustainability.

