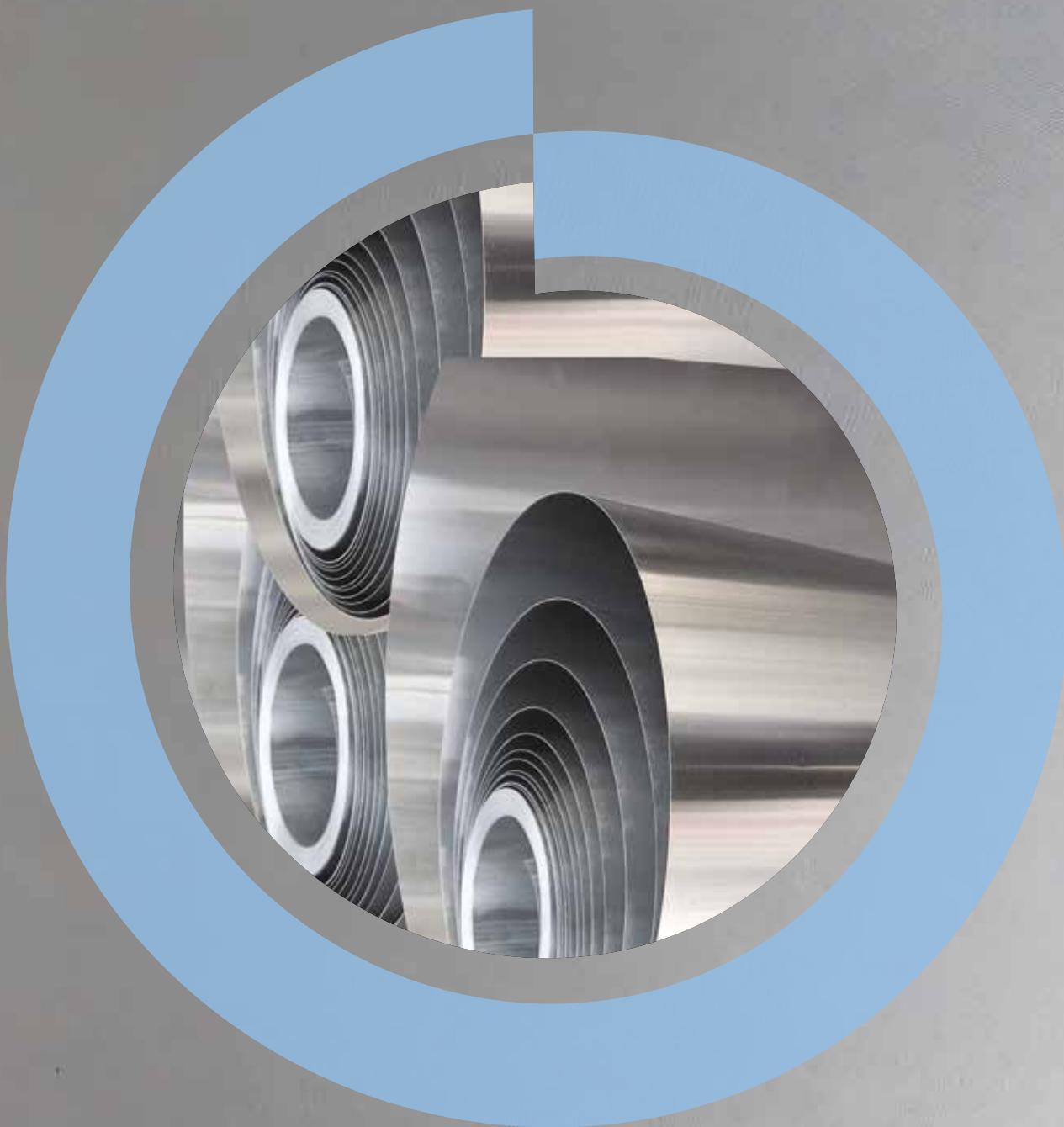


# SUSTAINABILITY REPORT 2023



SUSTAINABILITY  
**REPORT**  
2023



# INDEX

Letter to stakeholders	4
Methodological note	6

<b>1 The Cauvin Group</b>	<b>9</b>
1.1 Over 130 years of history, five generations	10

<b>2 Alluminio di Qualità</b>	<b>13</b>
2.1 Our story, our vision	14
2.2 Mission and values	18
2.3 Sectors served and services offered	20
2.3.1 The sectors in which we operate	20
2.3.2 Our services	22
2.4 2023 highlights	26

<b>3 The path of sustainability</b>	<b>31</b>
3.1 The approach to sustainability	32
3.2 Our Stakeholders	34
3.3 Materiality analysis	36

<b>4 Economic and governance responsibility</b>	<b>39</b>
4.1 Governance structure	41
4.2 Business ethics and integrity	42
4.3 Creating value	44
4.4 Privacy and cybersecurity	46
4.5 Sustainable supply chain	48

<b>5 Product and customer responsibilities</b>	<b>53</b>
5.1 Sustainable aluminium	54
5.1.1 Certifications and declarations of conformity	56
5.2 Innovation and digitization	58
5.3 Customer relations	62

<b>6 Responsibility to people</b>	<b>69</b>
6.1 Our people	70
6.1.1 Development and enhancement of human resources	73
6.2 Health and safety	76
6.2.1 Preventive actions	78
6.2.2 Health and Safety Training	80

<b>7 Environmental Responsibility</b>	<b>83</b>
7.1 Environmental impact Management	84
7.1.1 Energy transition and the fight against climate change	85
7.1.2 Resource management and circular economy	88

<b>8 Responsibility for the future</b>	<b>93</b>
8.1 Improvement objectives: The next steps	98

<b>Annex</b>	<b>101</b>
Detail tables	102
Impacts generated	108
Correlation material topics - GRI Standards	112
GRI Content Index	114

# LETTER TO STAKEHOLDERS

Dear readers,

We have decided to draw up this second Sustainability Report in order to try to make known to all those who today are defined as Stakeholders, that is to say all the subjects who are directly or indirectly involved and influenced by our activity, the principles that underlie the management of our Company together with the results and projects that we intend to implement in the coming years.

Alluminio di Qualità is controlled by Vittorio Cauvin S.p.A, Holding of the Cauvin Group born more than 130 years ago in 1890, which today has arrived at the fifth generation of the family. Alluminio di Qualità was established in 1986 and is now the leader in Italy in the distribution of semi-finished products in aluminium alloys.

The change in the economic and social environment, the continuous evolution of the demands of the final customers and the emergence of a global market, have made it necessary to adapt rapidly to the evolution of the competitive scenario. In addition, the clear impact of human activity on the environment has underlined the need for companies to make greater efforts to take responsibility for sustainability.

Therefore, during 2023, Alluminio di Qualità has continued the reporting path of its sustainability activities with the strategic objective of making the benefits transparent to Stakeholders. These premises have led us to the realization of this Sustainability Report, which reflects our corporate culture.

The Report describe not only the values and mission that guide the Company in carrying out its activities, but also what happened in 2023, a year marked by a trend in discontinuous demand, in an Italian market characterized by a steady fall in prices and high competition over weak demand.

It should be remembered that never, since 2023, since the end of the Second World War, have tensions and the risks of instability fuelled by a worrying interweaving of political, economic, and religious problems been so high.

The many variables at stake in the international arena, the increasing humanitarian emergencies and the increasing social inequalities have considerably increased the level of global uncertainty.

The continuing war in Ukraine and the unexpected dramatic tightening of the historic Israeli-Palestinian conflict have increasingly accentuated the contrast between "Western countries" and most other nations, by pushing for the formation of two opposing blocs that will change global political-economic balances soon.

The effects of climate change and increased awareness that we face a global challenge to which we are all called to protect the planet and future generations have also become increasingly apparent. In this context, Alluminio di Qualità has recorded a total turnover of over EUR 75 million in 2023, a result which is a source of pride but also makes us feel even more responsible for our people and the communities in which we operate.

Our challenge is to engage in the ongoing management and development of our businesses to generate positive change that everyone can benefit from. Therefore, we must consider being sustainable and financially sound as a firm guide to our daily choices.

Sustainability in Alluminio di Qualità is an integral part of the Governance and sees the Management personally involved in the supervision of the strategic choices, in the sustainability guidelines and in the environmental and social objectives.

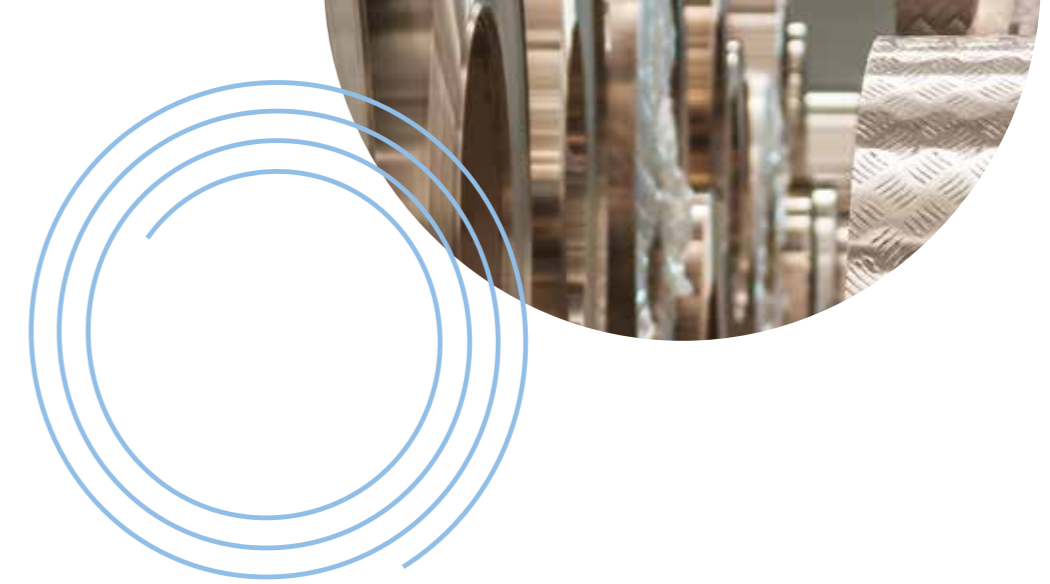
The organization in place and the actions undertaken will lead to quality aluminium setting new and ambitious targets in the environmental and social fields as well.

With this document we intend to continue and strengthen a relationship with Stakeholders based on cohesion, trust and mutual commitment, because only through these values can an increasingly virtuous path be realized.

Good reading,

**Ernesto Cauvin** (President)

**Mattia Marconi** (Chief Executive Officer)



# METHODOLOGICAL NOTE

This document constitutes the second Sustainability Report (hereinafter also "Report") of Alluminio di Qualità S.p.A. (hereinafter also "Alluminio di Qualità" and "Company"), drawn up on December 31, 2023, represents part of the Company's sustainability path.

Over time, Alluminio di Qualità has undertaken a growing number of sustainability initiatives, both in the environmental and social spheres and in governance. Since 2022, the Company has decided, on a voluntary basis, to set up and value the initiatives undertaken through the Sustainability Report. The document is the main reporting tool for the Company's environmental and social performance, by means of which the Company intends to become more aware of the present and identify actions to be taken for an increasingly sustainability-oriented future aimed at achieving the UN Sustainable Development Goals defined in Agenda 2030 (SDGs).

The Report is prepared by reporting a selection of the "Global Reporting Initiative Sustainability Reporting Standards" (GRI-referenced claims) defined by the Global Reporting Initiative (GRI).

In line with the requirements of the GRI Standards, Alluminio di Qualità has been inspired by the principles of Stakeholder inclusiveness

and completeness for the definition of the contents, evaluating its sustainability context beforehand; the principles of balance, clarity, accuracy, timeliness, comparability, and reliability, to ensure the quality of the information and the adequacy of the methods of presentation.

This document has been prepared to the extent necessary to ensure an understanding of Alluminio di Qualità activity, its results and the impact produced on "material" issues, for the period from 1<sup>st</sup> January 2023 to 31<sup>st</sup> December 2023. Reporting is set to annual. In order to allow comparability of data over time, where possible a comparison was made with data for the period from 1<sup>st</sup> January 2022 to 31<sup>st</sup> December 2022. Moreover, for a correct representation of performance and to guarantee the reliability of the data, the use of estimates has been limited as much as possible and, if present, has been appropriately reported.

The non-financial disclosure presented in the Report reflects the principle of "Materiality" or relevance, which characterizes the GRI Standards. The Materiality analysis process is described in "3.3 Materiality Analysis".

In order to align itself with the methodological update of the GRI Standards, Alluminio di Qualità

has approached an initial impact assessment in order to identify the most important impacts on the economy, the environment and on people, including those on human rights, in the context of its activities and business relationships (so-called "material topics"). The objective was to draw up a document that reflects, as much as possible, the reality of the Company, also through specific activities of Stakeholder engagement. Specifically, the Company has conducted an online survey involving some of the employees, top management, business partners and suppliers, clients, banks, and the financial community.

For the next few years, Alluminio di Qualità aims to expand the audience of Stakeholders and further diversify the modalities of Stakeholder involvement. The process of Stakeholder involvement and related activities are also specified in paragraph "3.2 Our Stakeholders".

The perimeter of the data and information in the financial statements refers to Alluminio di Qualità S.p.A.

The Sustainability Report is published on the website of Alluminio di Qualità at [www.alluminiodiqualita.it](http://www.alluminiodiqualita.it) (in the "Sustainability" section).

For information on the Sustainability Report for Alluminio di Qualità, please contact the following e-mail address: [marco.bruzzone@alq-cauvin.it](mailto:marco.bruzzone@alq-cauvin.it) referring to Marco Bruzzone and focusing on "Sustainability Report".





# 1

## THE CAUVIN GROUP

1.1 Over 130 years of history, five generations

10

1.1

# OVER 130 YEARS OF HISTORY, FIVE GENERATIONS

Over the course of five generations, the Cauvin Group has continuously grown by **diversifying its activities** through two World Wars and continuous changes in the markets, developing relations with the main producers in the various sectors and paying ever greater attention to **the needs of Italian and foreign customers.**

The Cauvin family has always maintained control of the Group by developing a **careful**

**policy of alliances and partnerships** in the various operating companies.

The result of the work of five generations is today a group of companies operating in **the trading, distribution and processing of fertilizers, steel, aluminium and non-ferrous metals, ferro alloys and in international procurement.**



# STRUCTURE OF THE GROUP



Fertilizers



Steel



Aluminium and non-ferrous metals



Ferro alloys



Procurement



# 2

## ALLUMINIO DI QUALITÀ

<b>2.1</b>	Our story, our vision	14
<b>2.2</b>	Mission and values	18
<b>2.3</b>	Sectors served and services offered	20
<b>2.3.1</b>	The sectors in which we operate	20
<b>2.3.2</b>	Our services	22
<b>2.4</b>	2023 highlights	26

Alluminio di Qualità S.p.A. was founded in Genoa in 1986 and today is the leading Italian Service Centre and distributor of flat-rolled and extruded aluminium alloy semis for a **wide range of industrial sectors, including the building & construction, automotive and shipbuilding industries**, a clear result of more than 35 years' experience in the light metal trading sector.

Through its own qualified sales organisation, it supplies a **wide range of semi-finished products** in commercial formats or cut to size throughout Italy and abroad from the Service Centre in **Villafranca di Verona**, which is equipped with the most advanced plants for cut to length and slitting, cutting and processing of plates and sheets, and from the warehouses in **Campi Bisenzio (FI)**, where the cutting and processing of extrusions is carried out, and in **Vignole Borbera (AL)**.

Commitment, expertise and continuous investments aimed at boosting the service to the Customer, also thanks to a logistics service with its own vehicles and third-party carriers, allow it to satisfy the widest range of customer requirements and assist them in the choice and

use of materials in the design and manufacture of products, machinery and plants.

Before reaching today's structure and dimension, the Company has made a development journey that draws its origins in **1977**, with **Max Cauvin's** intuition to see for the first time an ALCOA aluminium plate in France, and the first agreements in the following year between Vittorio Cauvin and the American multinational will be followed those with RAI-Slim in 1985 for the distribution of profiles for door and window frames in Liguria. Thus, **in 1986 Alluminio di Qualità was born**, soon taking over from Alumix the distribution center of Genoa: **in the 1990s, the use of aluminium was constantly growing, and the market share held in Liguria was significant.**

To expand sales and areas of competence, companies were subsequently opened in Piedmont (**Comtometal**) and in Tuscany (**Alluminio Toscana**) with local partners, already active in the sector. After a few years, however, it became clear that the door and window frames market had narrowed due for its dynamics and the competition fed by many more competitive

Italian producers, and for this reason it did not allow the Company to reach the desired dimension. Thus, following the **strategy of growth through alliances** in this sector, in 1997, Alluminio di Qualità diversified into the industrial sector through the exchange of shareholdings with the **Predieri Group of Reggio Emilia**, which boasted a strong presence in its own region but also, like the Cauvin, wanted to expand its areas of expertise.

The project envisioned as its ultimate goal, after an initial period of cooperation while maintaining control of each other's regional societies, the possible establishment of a single entity of national significance.

A first step in this direction was taken **in 2009** with **the merger of Alluminio di Qualità with Alluminio Toscana and Comtometal**, which saw Vittorio Cauvin as a 60% shareholder, Predieri Group at 37% and Eugenio Paroletti at 3%. The Predieri Group began to face some difficulties: In 2010, Alluminio di Qualità acquired the subsidiary Lampro, specialized in the distribution of pre-painted rolled products in Lombardy and in 2013 Vittorio Cauvin acquired its stake in Alluminio di

Qualità, rising to 97%. During the same period, the Company's staff was strengthened with various commercial resources coming from the closure of Corus.

In **2010**, another important transaction was concluded enabling the decisive dimensional jump, and that was the lease of the **Fover Alluminio** business unit from the Company's composition with creditors, concluded after three years of managing the leased business through the Fover Alluminio di Qualità vehicle, with the purchase and merger into Alluminio di Qualità.

In the following years, the company will face an important reorganization with the closure of the distribution centers of Nichelino (TO) and Cesano Boscone (MI) and the enucleation of the activities related to the window frames in the center of Genoa Bolzaneto, which will then be spun off in 2019 into an ad hoc Company as they are no longer synergic with the core business. On the other hand, **the expansion and strengthening of the Villafranca service center** will continue, which will be equipped with increasingly efficient and advanced machinery, and of the Campi Bisenzio (FI) center with the doubling of the

## OUR STORY, OUR VISION

covered areas in 2022, for a widespread logistic coverage from north to center-south Italy.

**Mattia Marconi**, after having coordinated the process of organizational reorganization, joined **Eugenio Paoletti** in the direction of the Company in 2015 and takes over from him in 2020, completing a project born many years earlier, which started from a clear vision of the market and the ambition to create a player of national relevance.

**With the same vision, Metal Link was born in 2020, a commercial and logistic alliance with Baratè S.p.A.**, a distributor specialized in the field

of molds and mechanics, a reality complementary to Alluminio di Qualità. The goal is to create the most **important commercial platform in Italy** for the distribution of a complete portfolio of semi-finished products in all the different aluminium alloys.

The alliance will make it possible to address the difficult years following the covid-19 pandemic, but it will cease in February 2022. Nonetheless, Alluminio di Qualità pursues in its multisectoral growth strategy, with particular attention to the development of its processes and services and digital sales channels.

Even today, continuous growth takes place thanks to both partnerships with important operators in the various sectors of activity and the collaboration of qualified managers and highly specialized employees in the tasks performed, and thanks to the innovation of computerized processes implemented annually.

Alluminio di Qualità is committed to constantly improving itself in order to make the productive activity more sustainable and to guarantee a **higher product quality** for the customer, by adopting technological, structural and logistical efficiency practices.



## MISSION AND VALUES

**Alluminio di Qualità, in accordance with the Cauvin Group's values, has the objective of pursuing sustainable development and achievements over time, respecting its own tradition and its Stakeholders.**

Providing quality products and satisfying the customers' wishes are the strengths of the Company, and, combined with the support of the partners, the collaboration between managers and the progressive specialization of the employees, guarantee a continuous development and improvement of the activity.

Alluminio di Qualità cares about the opinion of its Stakeholders, and for this reason it is committed to building and maintaining relationships based on trust, continuity and reliability, which translate into good reputation towards them.

To this end, the Company assumes the following values, in line with the Group, that guide the professional activity of all those who are part of the organization:

### HONORABILITY

Alluminio di Qualità operates while maintaining its own requirements of respectability and good reputation;

### COMPETENCE

The Company acts responsibly in order to provide a first quality product;

### PROFESSIONALISM

Alluminio di Qualità always ensures the highest level of commitment and professionalism on behalf of all those who collaborate with the Company, in order to achieve clear Company objectives and the maximum customer satisfaction;

### TRUST

The Company builds its relationships on continuity, reliability and good reputation towards all business partners;

### OPENNESS TO CHANGE

Alluminio di Qualità operates with dynamism by being careful to market changes and socio-economic evolutions, ensuring continuity with the past while respecting its own tradition;

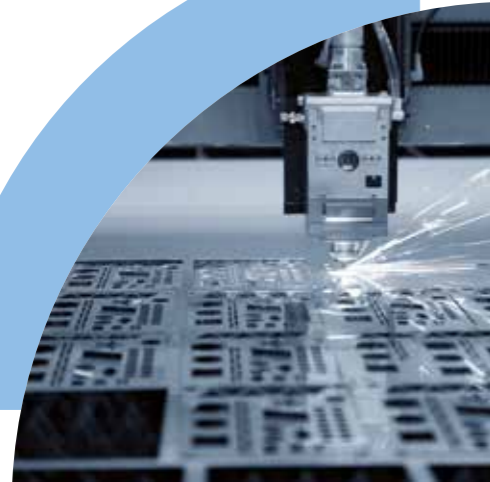
### SAFETY IN THE WORKING ENVIRONMENT

With respect for the individual, consistently with the relevant regulations, the Company ensures the creation and management of a working environment that protects the health and safety of employees.



## SECTORS SERVED AND SERVICES OFFERED

### 2.3.1 THE SECTORS IN WHICH WE OPERATE



#### INDUSTRY

From light carpentry to mechanical engineering, from industrial vehicles to railways, from furniture to lighting technology, we offer a complete portfolio of flat rolled products (sheets and plates) and extruded bars and profiles available from stock in various aluminium alloys, from series 1XXX to series 7XXX, supplied in various thicknesses and commercial formats as well as cut to size according to customer requirements.



#### SHIPBUILDING

For more than 30 years we have been a reference point in Italy and abroad for the construction of aluminium hulls and superstructures for super and mega yacht. Construction sheets and plates in alloy 5083 H111/H321, from 3 to 40 mm thick, in 2000x6000 format or shaped by plasma cutting, extruded bars and profiles and friction stir welded panels are available from stock, supplied with certifications from the main international classification bodies.



#### AUTOMOTIVE

The only Service Centre in Italy specialised in supplying from stock flat-rolled 6016/6111 T4 and 5182 O/H111 alloys with the certifications required by the main car manufacturers, with EDT, Drylube and Ti/Zr Passivation surface treatments, in different widths and thicknesses. We offer a tailor-made service with cut to length, slitting line and Drylube lubrication application.



#### BUILDING & CONSTRUCTION

As the official distributor for Italy of Luxe Coat, we can offer continuous and 'sheet-to-sheet' pre-painted flat-rolled semis up to 3 mm, both liquid and powder-coated, in commercial formats and cut to size, in an unlimited range of colours. All products offer durability and high performance guarantees, with Class A1 fire reaction certification.

## SECTORS SERVED AND SERVICES OFFERED

### 2.3.2 OUR SERVICES

Between the Service Center of Villafranca di Verona (VR) and Campi Bisenzio (FI), Alluminio di Qualità has 3 processing lines for levelling, cut to length and strips slitting, 2 lines for plasma cutting of plates and sheets, 2 numerically controlled

sawing machines for cutting plates and extrusions and 1 line for the automatic application of pvc sheet to sheet, with a total covered surface of about 14.000 m<sup>2</sup> and an annual cutting capacity exceeding 15.000 tons.



#### LEVELLING AND CUT TO LENGTH LINE:

The line is capable of cutting thicknesses from 0.4 to 6 mm, depending on the alloy, for a width of up to 1600 mm and a length of 8000 mm. Cutting is carried out with a 143 kW rotary shear, automated, with a guaranteed cut length of +/- 0.25 mm. The plant is equipped with a detensioning system, belts for checking diagonals and flatness of outgoing sheets, 3 stacking tables and material unloading. Application of protective film on both sides and interleaving paper.



#### CUT TO LENGTH AND BLANKING LINE:

Levelling and cut to length line in sheets and blanks, capable of cutting thicknesses from 0.4 to 3 mm depending on the alloy, for a width range of 200-1050 mm and a length range of 300-2000 mm. Cutting is performed with an automated flying shear, with a guaranteed cut of +/- 0.25 mm in length. Application of protective film on both sides and interleaving paper.



#### SLITTING LINE AND DRY LUBE LUBRICATION:

The line is capable of cutting thicknesses from 0.4 to 6 mm, depending on the alloys, for a width range of 300-1650 mm. The plant is equipped with a shearing table with rubber-coated blades and spacers to be able to produce strips up to a minimum width of 30 mm. Cutting tolerances with precision measurable in tenths of a millimetre are possible. The plant is equipped with a Ravarini&Castoldi electrostatic oiling machine for the application of DRY LUBE lubricant.



#### PLASMA CUTTING LINE:

Two plasma cutting lines of the latest generation for pre-processing from sheets and plates for shipbuilding market. Thanks to two independent cutting heads we can work continuously on a working cutting area of 3000x30000 mm loading up to 4 sheets of 2000x6000 mm format. The plant is equipped with two Hypertherm 260XD plasma generators with automatic console gas which, with a maximum output current of 260 A, allows the cutting of sheets and plates in the thickness range of 3 to 40 mm. In addition, two 16-nozzle Rea Jet ink jet markers are installed for alphanumeric marking and linear marking of cut pieces.



## SECTORS SERVED AND SERVICES OFFERED

### 2.3.2 OUR SERVICES



#### BAR SAWING MACHINE:

BONETTI's latest-generation numerically controlled sawing machine, with the capacity to perform single or series cuts, in 'no stop' mode, at a variable band saw speed between 500÷3000 m/min on bars with a maximum diameter of 540 mm and with a cutting tolerance of  $\pm 0.3$  mm.



#### PLATE SAWING MACHINE:

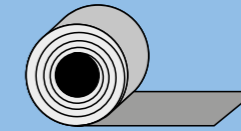
BRIGANTO's latest-generation sawing machine capable of cutting plates in the thickness range 5÷200 mm, with a roller table measuring 6200x4200 mm, guaranteeing a cut straightness of  $\pm 0.1$  mm over 3 metres in length.



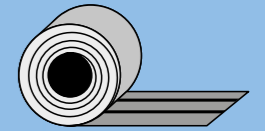
#### PROTECTIVE FILMS APPLICATION LINE:

For the application of various types of films sheet-to-sheet on both sides or single-sided, capable of processing thicknesses from 0.4 to 10 mm with a width range of 500-2000 mm and length range of 1000-4000 mm. The plant is also equipped with a second bench for automatic packaging of new pallets.

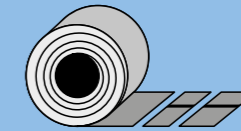
### ALL THE ALUMINIUM YOU WANT



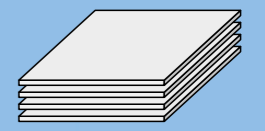
COILS



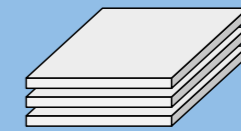
STRIPS



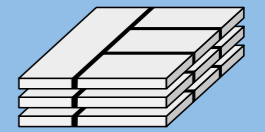
BLANKS



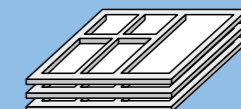
SHEETS



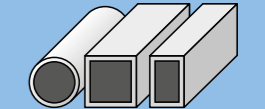
PLATES



CUT-TO-LENGTH PLATES



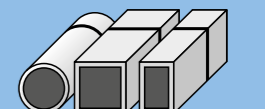
PRE-PROCESSED



ROUND, SQUARE,  
RECTANGULAR TUBES



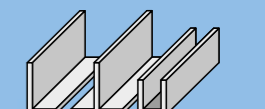
ROUND, SQUARE,  
RECTANGULAR, FLAT BARS



CUT-TO-SIZE TUBES



CUT TO SIZE BARS



L, T, U SECTION PROFILES

# THE 2023 HIGHLIGHTS



# 2023

## SIGNIFICANT EVENTS

february

Participation at the **MECSPE** fair dedicated to the sector of Mechanics

**1<sup>st</sup> training meeting** "Evolution of Skills" - Villafranca di Verona

march

Honored of the **Award FELIX Industry** - High Honor of Report 2022

april

Participation at the **Lamiera** Fair

**2<sup>nd</sup> training meeting** "Evolution of skills" - Novi Ligure

may

Published the first **Annual Report of Sustainability FY 2022**

june

Closed the order with the manufacturer **FAGOR** of a new combo line, **laser blanking line + CTL at width 2150 mm**, range of thickness 0,5-5 mm, to make the shaped blank for the automotive sector and expand to the 2000 width the cut to length capabilities in all sectors. Alluminio di Qualità in 2025 will become the third Service Center in Europe to have such a such a facility

august

Participation at the **SAIE** fair in Bari

**3<sup>rd</sup> training meeting** "Evolution of skills" - Sestri Levante

october

**Flooding in Tuscany** and flooding of the Center of Campi Bisenzio

november

**Installation** at Villafranca Service Center of Briganto **plate sawing machine** 4050x6050 mm up to thickness 200mm

december



# 3

## THE PATH OF SUSTAINABILITY

<b>3.1</b>	The approach to sustainability	32
<b>3.2</b>	Our stakeholders	34
<b>3.3</b>	Materiality analysis	36

## THE APPROACH TO SUSTAINABILITY

Through this Report, Alluminio di Qualità continues the path of Sustainability started in 2022, aware of the growing importance of integrating sustainability issues into its business strategies.

The main goal is to identify the positive or negative impacts associated with the relevant issues, monitor the performance of the ESG objectives set for the following years, going beyond the mere regulatory requirement, but incorporating sustainability as an integral part of its work.



## OUR STAKEHOLDERS

In planning and managing its activities and initiatives, Alluminio di Qualità pays the utmost attention to relations with its Stakeholders, committing itself to ensuring a transparent and continuous dialog both inside and outside society. The goal is to understand the expectations and needs of all people or entities interacting with the Company, in order to implement the necessary activities in a perspective of mutual improvement. Alluminio di Qualità is aware that only thanks to its stakeholders it has been possible to build over time a reputation of prestige, which needs to be cultivated through an inclusive and participatory management up to the surrounding territory and strategic partners.

Stakeholder involvement is also crucial in the implementation of development strategies and in the planning of sustainability activities.

For this reason, in 2022 Alluminio di Qualità conducted a benchmark activity of the main operators of the *metals sector* in order to identify its key Stakeholders, which have been

confirmed for the current year. The mapping of the Stakeholders identified in 2022 was discussed by Top Management, which made the necessary changes and additions to align the categories identified through the benchmark analysis with the actual set of subjects with which Alluminio di Qualità interfaces in the management of its activities.

The results of the analysis carried out in 2022 and the subsequent confirmation by Top Management in the current year, have led to the definition of the Stakeholder map, a summary representation of the categories of subjects who influence the activity of Alluminio di Qualità or on which the activities of Alluminio di Qualità have an influence. Among the categories represented, some are also identifiable as “shareholder” of Alluminio di Qualità, since they substantially influence management decisions and are particularly interested in the strategic lines taken.

These include Alluminio di Qualità employees and Top Management, suppliers and business partners, and customers.

**Stakeholders are those entities or individuals that can reasonably be significantly affected by the organization’s activities and that may affect the performance of the Company.**

**For this reason, Alluminio di Qualità places the active involvement of its Stakeholders at the center of its sustainability path.**

This analysis has led to the identification of ten categories of relevant stakeholders:



This phase, together with the identification of the expectations and interests of each individual category of Stakeholders, represents one of the indispensable phases to define the contents of this Sustainability Report, with the intent of illustrating the main initiatives carried out in the ESG context during the year. The main Stakeholders of Alluminio di Qualità have been actively involved in the evaluation and prioritization of the most significant impacts for the Company, as detailed in the following paragraph.

# MATERIALITY ANALYSIS

**The impact is defined as the effect that an organization has (current impact) or could have (potential impact) on the economy, environment, and people. Moreover, the impact can be positive if it contributes to the sustainable progress of people, local communities, and the environment, or negative if it does harm.**

This Report was drawn up on the basis of a materiality analysis carried out in accordance with the reporting standards of the global reporting initiative, in their most recent version (GRI Standards 2021). This approach has allowed the identification of the most relevant aspects that reflect current or potential impacts, both positive and negative, in the economic, environmental, and social spheres closely linked to the business of the Company. These aspects are fundamental for the identification and management of risks and opportunities of the Company and contribute to directing the Company strategy on issues relevant to the business and to Stakeholders. With a view to ensuring the continuous improvement of the reporting process, the materiality analysis of Alluminio di Qualità in 2023 has undergone several variations compared to the previous year. The process began with the benchmark analysis carried out on the main companies operating in the *metals sector*. In particular, Alluminio di

Qualità carried out an update of the analysis carried out in 2022, aimed at identifying variations both on the best practices present in the reference market and in relation to the issues identified by the competitors.

The companies were then examined with in order to identify their most significant impacts in terms of sustainability, which reflect the major economic, environmental and social effects that each company has or might have, including those on human rights as a result of its activities or business relationships.

In accordance with the forecasts of the GRI Sustainability Reporting Standards, the Company has used the information resulting from Stakeholder engagement activities as one of the inputs necessary to identify and evaluate its impacts on the economy, the environment, and people, also for the purpose of drafting this Sustainability Report. In fact, in continuity with the previous year, Alluminio di Qualità has involved its most important Stakeholders in the analysis of Materiality through an online survey.

For its second Sustainability Report, Alluminio di Qualità has decided to update the survey submitted to its Stakeholders, in order to meet the requirements of GRI 3 – material issues.

In fact, in the 2023 survey, Stakeholders were asked to assess the impacts that could be relevant to the Company.

The assessments were expressed on a scale of 1 (not relevant) to 5 (very relevant) for each impact and allowed identification of their positioning in terms of relevance to Alluminio di Qualità.

At this stage, Stakeholders voted the impacts associated with each material topic based on the following parameters:

## POSITIVE IMPACTS

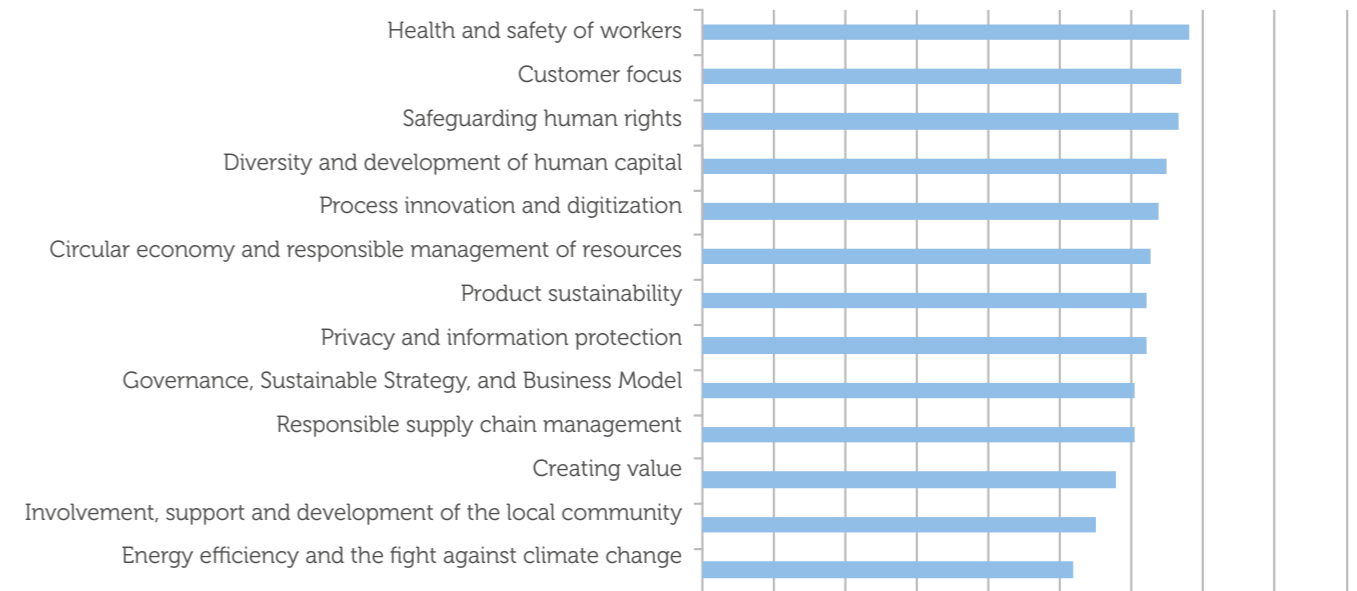
- Scale, that is how positive the impact is or could be.
- Scope, that is how widespread the impact is or could be.
- Likelihood, which is the chance of the impact happening.

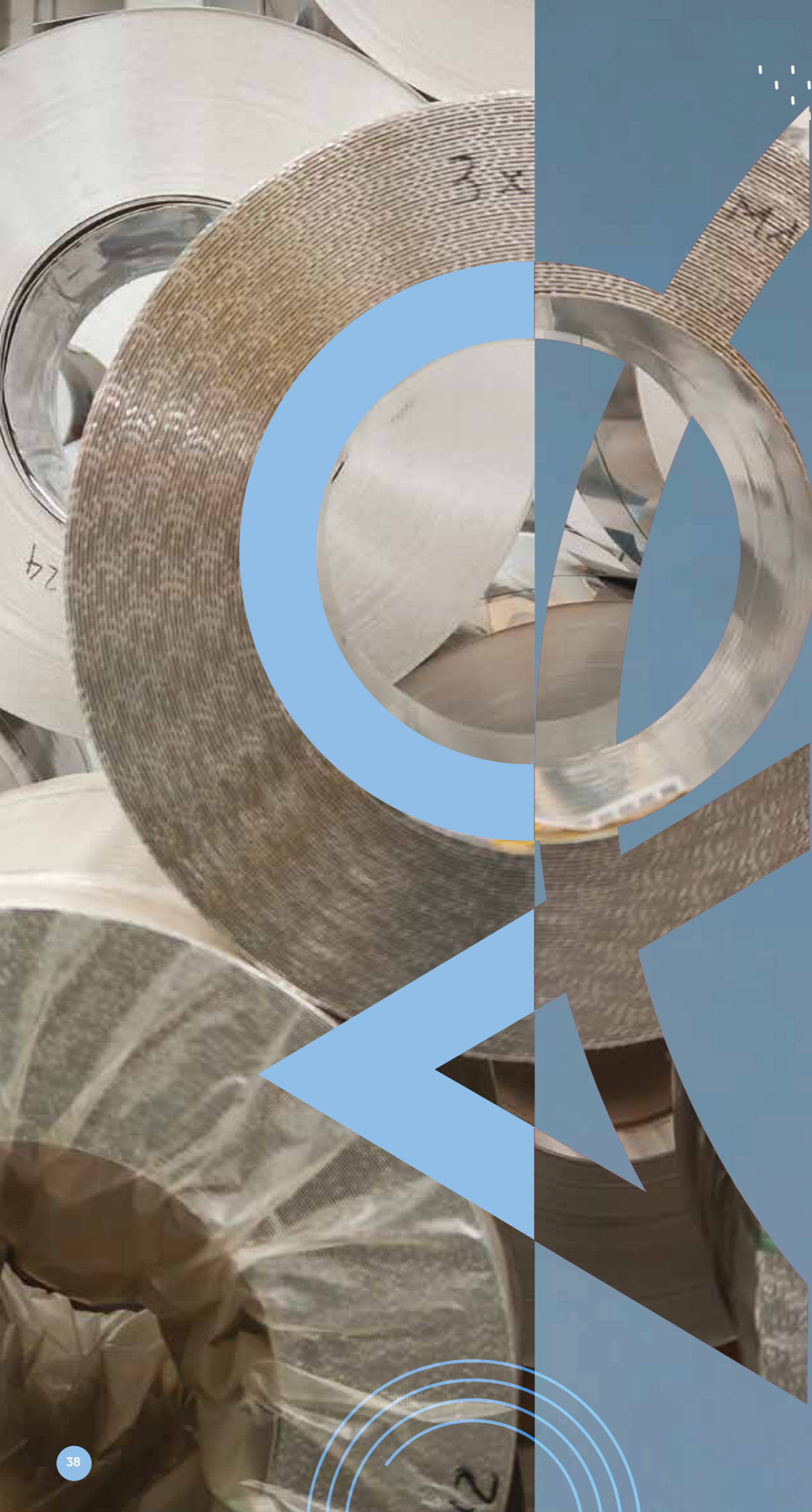
## NEGATIVE IMPACTS

- Severity, which depends on:
  - Scale: How severe is the impact;
  - Scope: How widespread the impact is;
  - Irremediability: How difficult it is to neutralize or repair the damage caused by the impact.
- Likelihood, which is the chance of that the impact happening.

Following the elaboration of the results, Alluminio di Qualità has finally elaborated the prioritization of material topics, which expresses the importance that the latter have both for the Stakeholders and for the Company.

## MATERIAL TOPICS PRIORITIZATION





# 4

## ECONOMIC AND **GOVERNANCE** RESPONSIBILITY

<b>4.1</b>	Governance structure	41
<b>4.2</b>	Business ethics and integrity	42
<b>4.3</b>	Creating value	44
<b>4.4</b>	Privacy and cybersecurity	46
<b>4.5</b>	Sustainable supply chain	48



Alluminio di Qualità pays the utmost attention to the need to ensure fair and transparent conditions in the conduct of business activities, to protect its image and reputation, acting in response to the expectations of its stakeholders. Alluminio di Qualità is also committed to enhancing the

work of its employees and is also aware of the importance of preventing the commission of unlawful behavior by its directors, employees, and collaborators subject to management or supervision by the Company.

The company also has a Management Team consisting of 7 members and involved in the corporate management. Specifically, the Team is personally involved in the supervision of

strategic choices and guidelines for sustainability, particularly in the pursuit of environmental and social goals.

# 4.1

## GOVERNANCE STRUCTURE

The governance structure of Alluminio di Qualità is equipped with a traditional administration system, consisting of a Board of Directors and a Board of Statutory Auditors.

for the strategic management of Alluminio di Qualità. It has the greatest powers for the ordinary and extraordinary management of the Company, as well as for the legal representation of the Company toward third parties.

The governing body is represented by the Board of Directors, within which the President of the Board and the Chief Executive Officer are appointed. The Board of Directors is the body responsible

In particular, the **Board of Directors** consists of 4 members.

COMPONENTS	LOAD	AGE GROUP
Cauvin Ernesto	President	>50
Marconi Mattia	Chief Executive Officer	30-50
Cauvin Umberto	Councilor	>50
Cauvin Michele	Councilor	>50

The **Board of Statutory Auditors**, on the other hand, consists of 5 members, 3 of whom are active and 2 temporaries.

Its role is to ensure that the laws are complied with and that the principles of sound administration are respected.

COMPONENTS	LOAD	AGE GROUP
Bisio Paolo	President	>50
Rovida Marcello	Mayor	30-50
Figari Luigi	Mayor	30-50
D'Alauro Gabriele	Deputy Mayor	30-50
Bolla Pittaluga Sebastiano	Deputy Mayor	>50



<b>Mattia Marconi</b>	CEO
<b>Giacomo Amerio</b>	Purchasing manager
<b>Piero Remaggi</b>	Production & logistics manager
<b>Marco Mortaro</b>	Deputy production manager
<b>Stefano Mancini</b>	Head of northwest area industrial sector - Head of automotive sector
<b>Pier Luigi Cappelletti</b>	Head of northeast area industrial sector
<b>Umberto Merelli</b>	Products manager

## BUSINESS ETHICS AND INTEGRITY

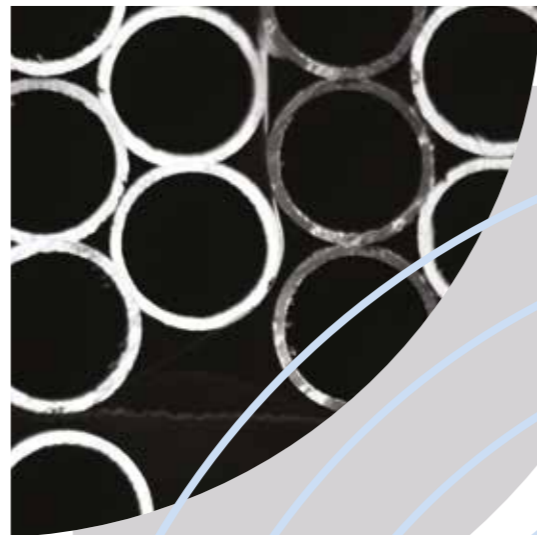
Alluminio di Qualità has adopted the Cauvin Group Code of Ethics, which constitutes the set of principles, duties and responsibilities that the Group assumes toward its Stakeholders. The Group assumes some values that guide the daily professional activity and the strategic choices of all those who collaborate with the Group.

Through the Code of Ethics, the Cauvin Group identifies the set of values that guide the professional activity and all the strategic choices of all those who work and collaborate with the Group companies:

- ✓ Honorability,
- ✓ Competence,
- ✓ Professionalism,
- ✓ Trust,
- ✓ Openness to change,
- ✓ Safety in the working environment.

The Code of Ethics is made known to all interested parties through its inclusion in the company intranet, in the specific section of the Group's website, and through communication to staff, business partners, consultants, customers and suppliers, with an invitation to consult.

Alluminio di Qualità also has a Company Policy setting out the guidelines of conduct and standards of ethics and confidentiality to be followed by directors, auditors, employees, and employees of the Company.



### REPORTING ILLEGAL ACTIVITIES

In order to ensure compliance with the Group's principles and values, in December 2023 was introduced the **Whistleblowing procedure**, aimed at facilitating the reporting of violations of the Code of Ethics and offenses, as provided for by European legislation and Legislative Decree 24/2023.

The purpose of this procedure is to regulate the process of receiving, analyzing, and processing internal reports, guaranteeing the confidentiality of the Reporting agent, and establishing a protection regime applicable in case of retaliatory conduct.

Through this procedure, the Group aims to encourage the reporting process by Top Management, members of social bodies, employees, partners, customers, suppliers, consultants and collaborators.

The owner of the reporting process is a collegial body within the Group Holding which, depending on the nature and complexity of the reporting, can use the investigation and assessment of the reporting, the support and collaboration of internal competent business functions and/or external consultants.

As a confirm of the proper management of business relationships, there were no instances of non-compliance with laws and regulations in 2023 and no incidents of active and/or passive corruption were detected. In addition, there have been no ongoing or concluded legal action regarding anti-competitive behavior or violations of antitrust and monopoly laws.

Similarly, the Company has not detected any reports of violations of the Code of Ethics through the Whistleblowing platform.

# CREATING VALUE

Alluminio di Qualità pursues a **growth of short and long-term strategy**, with a clear vision of its mission – to become the Italian master distributor – and of its objectives to be achieved.

For this reason, it pays particular attention to the strengthening of assets, to the reinvestment of profits for the expansion of processes and services and to the payment of fair remuneration to shareholders over time.

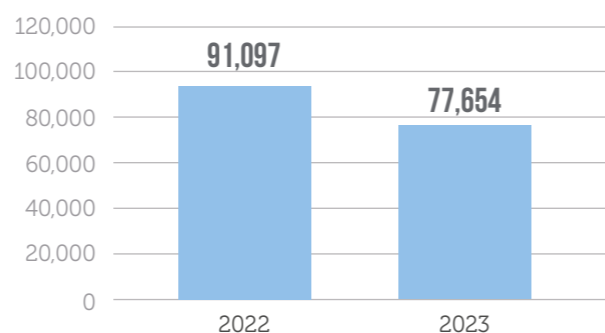
The Company, therefore, considers fundamental the issue of correct and transparent accounting, also being aware of its relevance to Stakeholders.

For this purpose, the Company decided to measure the economic value generated and distributed<sup>1</sup>, according to the reclassification of the income statement, monitoring the financial solidity of the Company and the distribution of the value generated to the main Stakeholders and/or reinvested to favor the growth of the business.

On December 31, 2023, the economic value generated by Alluminio di Qualità was 77,653,504 Euro, a reduction of about 15% compared to the previous year due to the decrease in the average price of aluminium.

The average price of aluminium on the London Metal Exchange in 2023 fell from usd 2703/tons in 2022 to usd 2249/tons (-16.7%), having reached a maximum of usd 2662/tons and a minimum of USD 2123/tons.

## GENERATED ECONOMIC VALUE (Euro thousand)



The percentage of value distributed to stakeholders remained almost the same as 2022, maintaining a share of 95%, and the same

happened to the retained value (intended to cover depreciation and the increase in capital reserves) constituted by the remaining 5%.

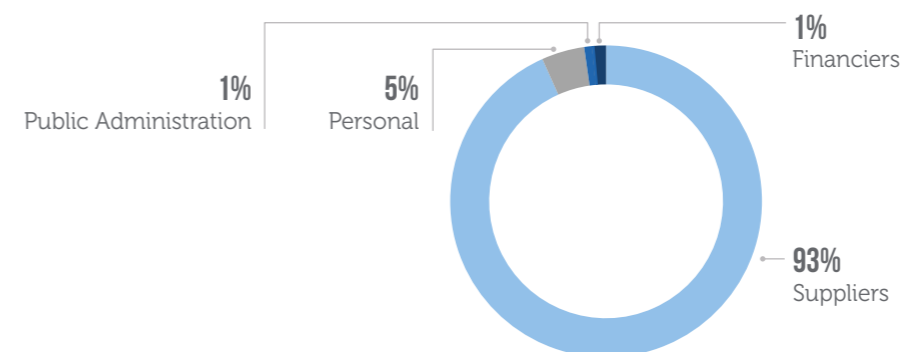
## DIRECTLY GENERATED AND DISTRIBUTED ECONOMIC VALUE



In relation to the distributed value, 93% is used to cover the operating expenses, while the

employee has benefited by 4,5%.

## DIRECTLY GENERATED AND DISTRIBUTED ECONOMIC VALUE 2023



The statutory audit activity is entrusted under the law to a legal audit company registered in a special register appointed by the Shareholders' Meeting on a reasoned proposal from the Board

of Statutory Auditors. With the shareholders' meeting of 21<sup>st</sup> June 2021, the position, for the period 2021-2023, was conferred on the auditing company **Deloitte & Touche S.p.A.**

1 - The value generated and distributed represents the difference between revenue and costs incurred for:  
 - the purchase of goods and services – remuneration of suppliers – represented by Operating expenses and other costs;  
 - human capital – staff remuneration;  
 - Taxes and duties - remuneration to the Public Administration;  
 - interest rates – remuneration of investors – represented by financial charges.

# PRIVACY AND CYBERSECURITY

Alluminio di Qualità is compliant with **the European Union Data Protection Regulation** (GDPR 2016/679), ensuring high safety standards and rules to allow proper processing of personal data. The Company, being aware of the importance of the subject and in compliance with the legislative provisions, provides all users with the information on the protection of data at the time of their recruitment and undertakes to update the internal documentation on the subject (e.g. registers, dossiers) annually, promptly communicating any changes to its collaborators.

Several security measures have been implemented over the years, such as:

- The use of **Cynet**, a **monitoring software for all the servers** present on the network of the organization and user workstations, that provides the antivirus, allowing to contact a specialized SOC in case of problems;
- **The introduction of a two-factor authentication system** for external connections;
- The use of **dedicated passwords for each operator**, with different functionality permissions including passwords dedicated to each operator with different functionality permissions;
- Introduction of a **Firewall protection system** with security suite having anti-ransomware function<sup>2</sup>;



- The implementation of **Antigena Mail**, a software to **proactively monitor everything that arrives by e-mail**, to prevent users from opening malicious or suspicious e-mails;

Alluminio di Qualità adopts a proactive approach in the field of privacy protection, formalized through the implementation of **the VAPT (Vulnerability Assessment and penetration Testing) system**. Every year, the Company undergoes a process that consists of assessing the vulnerabilities of the informatic system, followed by simulating a cyber-attack to assess the effectiveness of security countermeasures.

This system draws its name from the two approaches that characterize it and that are carried out consecutively by the Company:



**Vulnerability Assessment (VA)**, the process aimed at identifying vulnerabilities in informatic systems and simultaneously assessing the risk of attack by hackers. During this phase, the Company systematically analyzes applications, systems, and networks for vulnerabilities that could be used by hackers to access or compromise the system;



**Penetration Test (PE)**, a simulation of an informatic attack by a team of cyber security experts to identify and assess vulnerabilities in an organization's systems.

Thanks to the contribution of several collaborators involved in the two activities mentioned above, the Company can ensure the maximum effectiveness and objectivity both for the detection of vulnerabilities and for testing them.

Following the Vulnerability Assessment conducted in 2022, the Company found potential vulnerabilities for some of the exposed services – mainly web sites – that were based on inefficient machines and technologies. For this reason, Alluminio di Qualità has embarked on a process of modernization of its systems, which was completed in 2023. As a result of this process, the web site management has been outsourced to third-party companies that have completely rewritten them; in this way, the Company is able to guarantee higher levels of security by eliminating the vulnerabilities detected. To date, Alluminio di Qualità does not detect any additional system vulnerabilities. The next Penetration Test will be held in June 2024.

As far as data protection and processing are concerned, the organization has several levels of backup:

- First level, through which at the end of the working day a complete copy of all the data assets present on several servers is created, subsequently poured into a dedicated storage at the sites of Genoa;

- Second level, which sends a further copy of data to the Villafranca site in Verona, in order to have a backup on a remote site;
- Third level, which consists of exporting three times a week a set of tapes, to have an always up-to-date and completely offline copy stored in the safe. Periodically, the quality of the backup is tested by sample restores of individual files or entire virtual machines.

Users have also been trained to know who to contact in case of anomalous events or data breach, as well as having a six-month password change policy.

As a demonstration of the effectiveness of the actions taken by Alluminio di Qualità, **there were no substantiated complaints during the two-year reporting period regarding breaches of customer privacy or data leaks**.

Given the sensitivity of the theme, Alluminio di Qualità aims to ensure continuous improvement in the protection of data and privacy of its employees. In this context, the Company's future objective is to introduce a *disaster recovery site*<sup>3</sup>, located at the site of Vignole Borbera (AL). In addition, on a Group level, a negotiation is underway for the introduction of a new software for monitoring the entire network 24 hours a day, 7 days a week.

<sup>2</sup> - The ransom Malware, or ransomware, is a type of malware that blocks access to users' personal files or systems and requires payment of a ransom to make them accessible again.

<sup>3</sup> - Disaster recovery is the process that returns an organization's IT infrastructure, data, and business operations to normal following an incident that caused an outage.

## SUSTAINABLE SUPPLY CHAIN

Alluminio di Qualità builds relationships with its suppliers based on **trust and collaboration**, such as to maintain a stable collaboration over time.

**The quality of the suppliers** is a fundamental requirement for the achievement of the objectives set by the Company and, therefore, **constant selection, qualification and evaluation processes** are adopted.

To this end, all selected suppliers are in line with the values contained in the **Cauvin Group Code of Ethics**, in order to develop efficient collaborations with a view to growth and constant improvement of relationships for both the Company and its Stakeholders.

Alluminio di Qualità selects its suppliers based on their origin, which is mainly Italian and European, in order to satisfy the best of the customers' requests.

The only exceptions that are present as a non-EU geographical source occupy less than 5% of the total supply. In the last period, because of growing geopolitical tensions both in the Middle East and due to the Russian-Ukrainian conflict, Alluminio di Qualità is committed to monitoring the origin

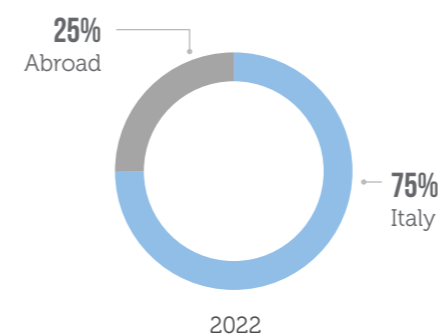
of the materials even more closely and increases attention also in the selection of new suppliers located in sensitive areas.

This strategic approach to suppliers' management has become a real point of strength, allowing the Company to guarantee both a **greater speed in the times of supply and the respect of the requirements of preferential origin of the material demanded by many customers**. At the same time, favoring a supply chain characterized by a strong concentration in the national market allows Alluminio di Qualità to maintain its competitive position, especially following the latest geo-political events that ended up weakened many companies whose supply chain had activities located in foreign markets outside the European Union.

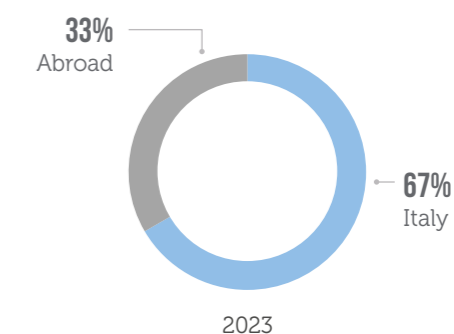
In support of the strategy of managing the supply chain of Alluminio di Qualità, **the percentage of expenditure to local suppliers<sup>4</sup> in 2023 is 66.6%** compared to 33.4% of expenditure to foreign suppliers.

4 - Local suppliers are suppliers based in Italy.

### PROPORTION OF SPENDING ON LOCAL SUPPLIERS



The portion of spending on local suppliers scores an 11% less than the previous year. This is mainly due to the growth in demand



for materials for the mechanics sector, whose main suppliers are located outside the national territory.



### CBAM REGULATION

Regulation (EU) 2023/956, published by the European Parliament on 10<sup>th</sup> May 2023, introduces the CBAM, Carbon Border Adjustment Mechanism. This regulation is an essential element of the European Green Deal, which aims to reduce greenhouse gas emissions by at least 55% by 2030 compared to 1990 levels and to achieve climate neutrality by 2050.

The CBAM aims to ensure that efforts to reduce EU greenhouse gas emissions are not undermined by a simultaneous increase in emissions outside its borders for goods produced in third countries that are imported into the European Union. The CBAM, which entered into force on 1<sup>st</sup> October 2023, affects organizations importing goods that include cement, iron, steel, aluminium, fertilizers, hydrogen, and electricity in the EU.

In the "transitional" phase, which begins with the date of entry into force of the Regulation and ends on 31<sup>st</sup> December 2025, the tax will not be applied to imported goods, but only information will be collected on the quantities of incoming products

subject to CBAM, including the assessment of incorporated emissions.

At its final stage, from 1<sup>st</sup> January 2026, the CBAM provides for the application of a price for emissions incorporated into imported products, comparable to that borne by EU producers under the existing emission allowance trading scheme (EU ETS). In particular, the importer, qualified as a CBAM registrant, will have to purchase the CBAM certificates corresponding to the emissions incorporated at the price that would have been paid if the goods had been manufactured in Europe. The operator (exporter) operating plants outside the EU, on the other hand, will have to communicate to the importer (reporting CBAM) the greenhouse gas emissions incorporated into goods exported to the EU.

This regulation strengthens the strategy of favoring local suppliers already undertaken by Alluminio di Qualità, which is already compliant with the communication of all the data required during the transitional phase.

## SUSTAINABLE SUPPLY CHAIN

### EVALUATION OF SUPPLIERS

The Company is committed to establish long-term relationships with its suppliers, with the aim of creating real partnerships, which allow a more in-depth knowledge of the work ethics and the quality of the suppliers themselves.

To build long-lasting partnerships that increase the value of products and business processes, Alluminio di Qualità evaluates each supplier individually by completing an assessment sheet from the procurement process manager.

The evaluation takes six parameters into account:

- 1 The outcome of previous supplies, concerning the quality of the supply and the completeness of the documentation
- 2 The prices of the materials or services
- 3 The level of the service, relating to the delivery times and the response times by the commercial offices of the supplier
- 4 The continuity of the relationship
- 5 The impact of the non-conforming material on the total supplied
- 6 The flexibility with respect to particular requirements

Each parameter corresponds to a score (from 1 to 10), the total sum of which, calculated based on the weight of each parameter, allows to identify the supplier as **suitable, unsuitable or suitable with reserve**.

Furthermore, being aware of the importance of the impacts of the supply chain, the Company undertakes to implement soon the system of qualification and evaluation of suppliers with **environmental, social and governance** requirements.



### RECYCLED ALUMINIUM

In 2023, Alluminio di Qualità purchased from its aluminium suppliers about 58% of aluminium produced by recycling.



# 5

## 4. PRODUCT AND CUSTOMER RESPONSIBILITIES

<b>5.1</b>	Sustainable aluminium	54
<b>5.1.1</b>	Certifications and declarations of conformity	56
<b>5.2</b>	Innovation and digitization	58
<b>5.3</b>	Customer relations	62

## SUSTAINABLE ALUMINIUM

**The Company has built its experience on the processing of a 100% recyclable and reusable metal, which maintains the energy used for its primary production for years, substantially reducing the energy used for each subsequent transformation.**

The re-use of processing waste and scrap delivered from Alluminio di Qualità through closed cycles to its suppliers contributes in a fundamental way to the transition towards the circular economy, limiting energy consumption and waste production.

In terms of sustainability, aluminium guarantees endless recyclability. In fact, secondary aluminium, compared to primary aluminium, allows **to reduce considerably the environmental impact** due to its production, thanks above all to a process of transformation that by its nature allows an energy saving.

Aluminium manages to maintain its original characteristics over time, using less energy at each processing step. In recent years we have seen the progressive increase in the use of aluminium, now considered intrinsically sustainable material, due to its **highly recoverable and recyclable nature**, and the consequent reduction in the use of environmentally impacting materials, such as plastic.

5.1

# SUSTAINABLE ALUMINIUM

## 5.1.1 CERTIFICATIONS AND DECLARATIONS OF CONFORMITY

### ISO 9001 CERTIFIED

Alluminio di Qualità monitors and guarantees quality through **the Quality Management System UNI EN ISO 9001:2015** applicable to the operating offices of Villafranca and Campi Bisenzio.



The Company has decided to adopt this system aiming to maximum customer satisfaction, to increase the value of the products and to improve its performance through the guarantee of maximum transparency together with a constant revision of the regulations and a periodic comparison with the auditors.

### INDUSTRY CERTIFICATIONS

In the automotive sector, Alluminio di Qualità can supply its customers with approved alloys accompanied by the certifications of the manufacturers, while in the shipbuilding

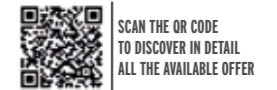
sector the material is always accompanied by the certifications of the main International Classification Bodies.

## AUTOMOTIVE



FORMATS				CERTIFICATIONS
[EN-AW]	5182 0 + EDT + DRY LUBE + Ti/Zr 6016 T4 + EDT + DRY LUBE + Ti/Zr 6111 T4 + EDT + DRY LUBE			STELLANTIS (MS) VW (TL) BMW (GS) MERCEDES (MBN) RENAULT (RN) DAIMLER (DBL)

## SHIPBUILDING



FORMATS				CERTIFICATIONS
[EN-AW]	5083 H111/H321			RINA LRS ABS BV
FORMATS				
[EN-AW]	6060 T6	6060 T6 6063 T6 6082 T6	6060 T6 6082 T6 5083	

## DECLARATIONS OF CONFORMITY

To meet the customers' needs, Alluminio di Qualità is equipped with the following declarations of conformity:

- **RoHS Declaration of Conformity III**, through which the Company declares that the aluminium alloy semi-finished products supplied as coils, strip, sheet metal, plates and extrusions do not contain any of the hazardous substances within the meaning of Directive 2015/863/EU (RoHS III);
- **Reach Declaration of Conformity**, through which the Company declares that it only processes substances contained in the semi-finished products purchased from its suppliers and that none of the SVHCs (list of candidate substances which are extremely worrying for authorization published in accordance with Article 59 of reach Regulation) it is present in our articles in a concentration of 0.1% or more;
- **Conflict Minerals statement**, through which the Company confirms that the semi-finished products supplied do not contain Raw materials in contravention of US law ("Dodd-Frank Wall Street Reform and Consumer Protection Act") and Regulation (EU) 2017/821 of the European Parliament and of the Council, Regulations relating to minerals from mines located in the "Conflict-Minerals" region;
- **Declaration of Food Conformity**, through which the Company may declare that the semi-finished products supplied are produced in accordance with:
  - UNI EN 602;
  - Italian Republic Ministerial Decree No. 76 of 18 April 2007;
  - EC Regulation No 1935/2004 of 27/10/2004.
  - EC Regulation 2023/2006 of 22/12/2006
  - Arrêté du 27/08/1987 art. 3.
- **Declaration Content recycled material**, through which the Company may declare that the semi-finished products supplied have been produced:
  - using a certain percentage of recycled material, mainly obtained from pre-consumer collection;
  - the percentage of raw material used.

## INNOVATION AND DIGITALIZATION

In 2023, Alluminio di Qualità continued the digital transformation journey undertaken in previous years, with the aim of increasing the efficiency of internal processes through the limitation of the use of paper instruments and the progressive digitization of operational and data storage instruments.

The *DMS (Document Management System)*, a system that the Company has been equipped with for some time to streamline the business operating processes linked to the administrative and purchasing area, is part of this process. In fact, the software allows to:

- automate the information processes related to the requests of offer between the commercial offices and the purchasing office, optimizing the performances with the tools of control and reporting to the vanguard;
- organize the information in the best way by making it immediately available in the Company and keeping the documents in accordance with the law.

With the same platform Alluminio di Qualità manages the information flows of the non-conformities by monitoring the cases verified thanks to the statistics generated directly from the portal.

With a view to digital transformation, in 2022 Alluminio di Qualità undertook a **renewal process of the company portal**, which made it possible for business partners to access the dedicated section (MYAQ) to view and download orders, certificates, delivery notes and courtesy invoices.

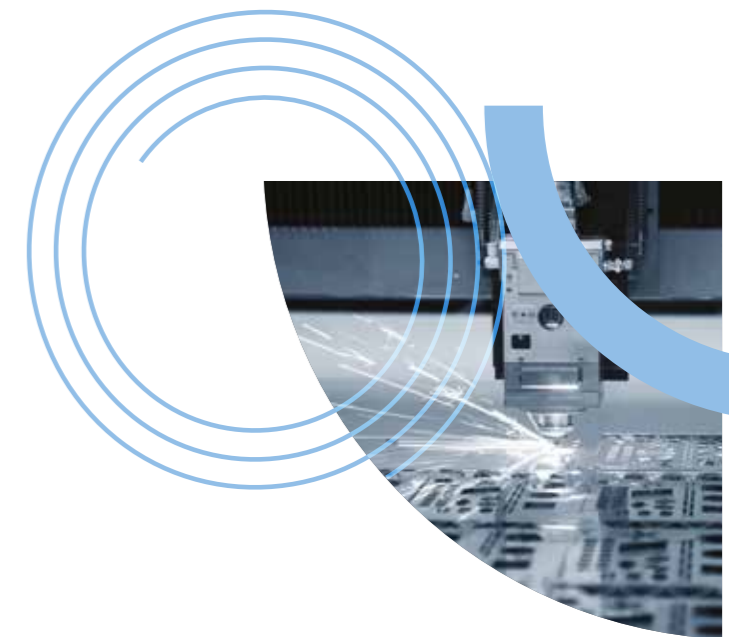
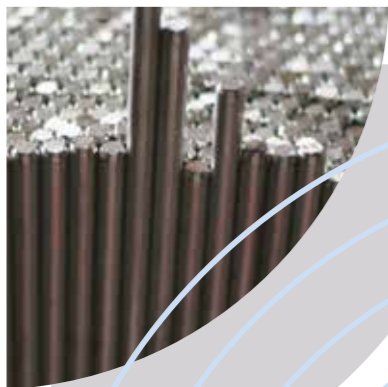
In 2023, the Company continued the process undertaken, setting itself the objective of improving the customer experience on the company portal, allowing loyal customers to customize and streamline the purchase process. This will involve moving from a **passive portal**, that is, a simple repository from which the customer can download the desired documentation, to an **active portal**, in which the customer will not only find his order history, but it will have the possibility to interact with the offer of Alluminio di Qualità through the creation of a customized trolley.

Today the Company has completed the configuration of the new interactive portal and is proceeding with the installation of automatic sales price lists and the creation of the architecture of prices and products for order management.

The entry into operation of this platform is the prerequisite for achieving the second objective that the Company has set itself with a view to digital transformation, namely the introduction of:

- **Customer relationship Management System (CRM)**, for managing customer relationships;
- **Transport Management System (TMS)**, a platform that uses technology to plan, execute and optimize physical movement of products, both inbound and outbound, ensuring shipping time is within target and appropriate documentation is available.

The Business Intelligence feature was also significantly enhanced at the end of 2023. Through the replacement of the previous system with the Qlik portal,<sup>5-6</sup> Alluminio di Qualità has access to various dashboards that allow to visualize all the quantitative data related to quantities sold and purchased, trends of the historical orders for each customer, availability of warehouse in real time, marginality and much more. The new platform allows the entire commercial network to navigate data more easily and analyze them more efficiently.



5 - The data was calculated on 88.6% of the total aluminium purchased.

6 - Qlik offers a data fabric for modern data architectures and next-generation data analytics, thanks to the advanced Qlik Staige™, a suite of AI features, machine learning and data automation.

## INNOVATION AND DIGITALIZATION

### PROCESS INNOVATION

Alluminio di Qualità has one of the most efficient service centers in Italy thanks to its high specialization in the transformation of flat rolled and extruded aluminium alloy products and the modern process technologies of its plants.

To support this, several investments were implemented in 2023 with the aim of **expanding the supply and improving the quality of Alluminio di Qualità processes and services**. In particular, the Company has consolidated the product-service combination in the mechanical sector, boasting one of the most complete offers thanks to the inclusion of extrusions and plates in the different alloys required by customers.

This was made possible by the installation of the new *plate saw machine* with a thickness of up to 200 mm, completed in December 2023. This new line, together with the *bar saw machine* installed in 2022, allows the offer of cut to size of extrusions and plates according to the customer's needs.

During 2023, Alluminio di Qualità took another important step in the realization of the strategic investment plan to support the company's growth, ordering a combined *coil fed laser blanking line and cut to length* with 2150 mm wide.

This will allow to offer the any-shaped blanks to the automotive customers, filling the width gap also in the cut to length of the coils. The line, for which 18 months of delivery are foreseen, will be in operation at the service center of Villafranca di Verona by the end of May 2025.

## DETAILS OF INVESTMENTS IN 2023

### INVESTMENTS IN PROCESS INNOVATION

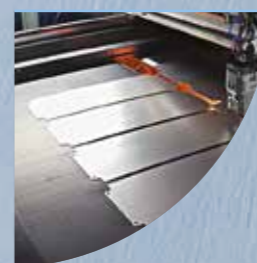


Plate saw machine (warehouse VR)



Coil fed laser blanking line + CTL (warehouse VR)



Revamping Bar saw machine (warehouse FI)

### INVESTMENTS IN DIGITALIZATION



Customer experience platform - Production Software

## CUSTOMER RELATIONS

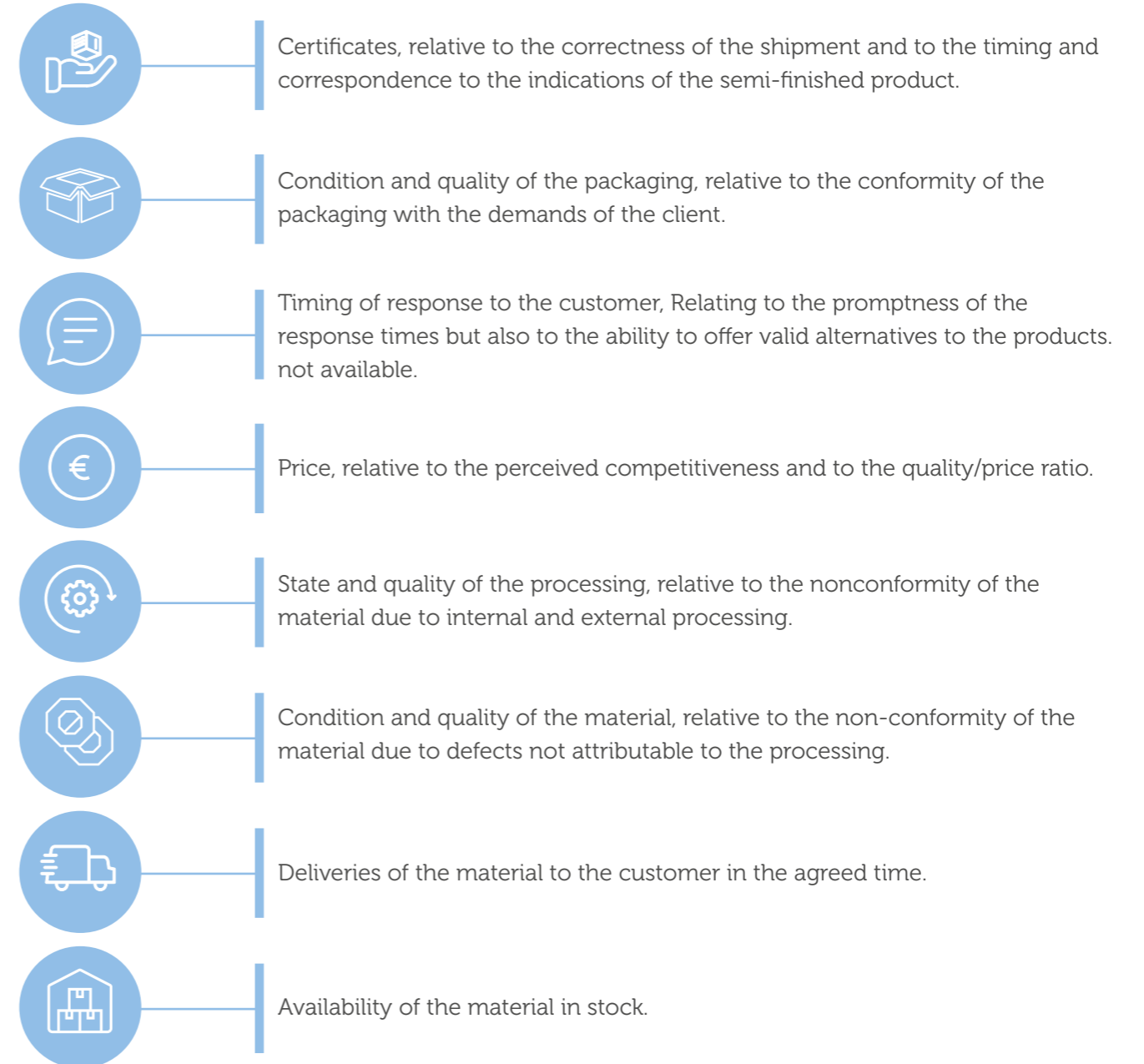
Alluminio di Qualità is aware of the importance of **customer satisfaction**, and for this purpose it builds its own relationships on the trust and the ability to adapt its services to the wishes and needs of the Customer, in the perspective of longevity and profitable relationships. Customer satisfaction for the Company is the product of **commitment, professionalism and constant investments** aimed at the improvement of customer service, which allows not only to satisfy the wider needs of its customers, but also to assist the latter in the selection and use of materials to be used in the design and manufacture of products, machinery, and plants.

The attention to customer satisfaction finds systematic feedback in the **process of monitoring**, specifically through information received from the sellers and from the customers, guaranteeing receptivity and propositivity with respect to the needs in constant evolution.

In particular, Alluminio di Qualità has consolidated a **system of indirect satisfaction detection**, which provides for the collection of data according to eight parameters of evaluation by the sales staff on a monthly basis.

This system, considered more efficient than a sampling through direct questionnaire due to the fragmentation of the Company's customer portfolio, allows Alluminio di Qualità to better understand where it is necessary to intervene to improve the organization in order to consolidate and increase its presence on the market.

The eight parameters of evaluation of the customer satisfaction, below in order of increasing importance, allow to also evaluate the activity of the company on a wide spectrum, and to receive the customer opinion also in an indirect way.



The assessment forms are filled out by sales representatives based on the satisfaction they perceive from their *customer platform*. The collected data are subsequently inserted monthly in a file divided by sector and operating unit, on which a statistic is then composed and analyzed monthly by the area sales heads.

Overall, the company's total value is stable at 3,04, thanks to widely positive satisfaction factors and positioned in a value range of 2,44 to 3,49. In particular, there is a slight increase in the "customer response time" factor (+0,20) compared to the previous year.



## CUSTOMER RELATIONS

### COMPLAINT MANAGEMENT

Together with the customer's satisfaction, Alluminio di Qualità analyzes **customer complaints**, with the aim of studying the causes and frequency of occurrence and to prevent recurrence of the same. The Company uses the statistics extracted from the **DMS software (Document Management System)** that is responsible for managing all the workflow of non-conformities, and all the related authorizations such as the return of the material or the issuance of credit notes.

Reports follow a predefined path depending on the source of the report and the cause.



In 2023 there were an average of 53 complaints per quarter, with an average incidence of 0.93% on total sales volume, a reduction of 38% compared to 2022. 73% of the claims received results from **supplier-attributable non-conformity** on the supplied material, while only in the remaining part results from **non-conformity attributable to internal causes** (internal processing and/or internal handling).

The aim of the corrective action is to eliminate, if possible, definitively, the causes and effects of non-conformity which may have negative consequences on the Company, and consequently on the material release process, on the quality management system and on customer satisfaction. The monitoring of complaints is a preliminary phase of daily data collection, which are entered monthly in a statistic generated automatically by the system, finally analyzed on a quarterly basis.

Following the execution of corrective or preventive action, specific checks are carried out on the new action introduced, using quality indicators identified to monitor the achievement of the objectives set and the correct decision-making.

In support of the proper management of the customer relationship, there were **no instances of non-compliance with the regulations and/or self-regulatory codes concerning the health and safety impacts of products and services in 2023.**

In order to offer an ever-higher quality service that meets the customers' needs and guarantees their satisfaction, in the near future the Company intends to start the project of setting KPIs on the "Service Level", in other words, the ability to fulfill the order lines according to the time agreed with the customer, implementing a constant monitoring system and the consequent definition of improvement steps.



### SOURCE OF THE CONCERN

- Exterior: The customer submits a complaint to Alluminio di Qualità following the purchase of the material
- Internal: Alluminio di Qualità submits a complaint to the supplier, indicating any non-conformity of the purchased material



### CAUSE OF THE CONCERN

- External: Non-conformity of the material and non-compliance with the quality standards due to external processes (supply, transport, external processing)
- Internal: Non-conformity of the material and non-compliance with the quality standards due to internal processes



# 6

## RESPONSIBILITY TO PEOPLE

<b>6.1</b>	Our people	70
<b>6.1.1</b>	Development and enhancement of human resources	73
<b>6.2</b>	Health and safety	76
<b>6.2.1</b>	Preventive actions	78
<b>6.2.2</b>	Health and Safety Training	80

The sustainability path pursued by Alluminio di Qualità places specific attention in directing corporate management to the maximum protection of Human expressed in the broadest respect for people and the concept of inclusion, through a commitment to spread and promote a culture of social responsibility both in internal management and in relations with Stakeholders.

In particular, Alluminio di Qualità protects the right to fair and decent work, avoiding all forms of forced or child labor, towards which it expresses a zero-tolerance strategy. It also rejects the employment of personnel younger than the minimum age established by law for employment, as well as all forms of forced labor, by guaranteeing conditions of use in accordance with applicable laws and regulations and the right to perform work without any form of physical and/or psychological coercion.

## SUPPORT TO THE LOCAL COMMUNITY

Alluminio di Qualità takes care of the needs of the community and contributes to its economic development. In fact, through **donations** and the **generation of professional opportunities**, the Company manages to generate positive impacts towards the local community. In particular, in 2023 the Company offered its support to the following realities:



**Happydu Onlus**, an association whose objective is to improve the quality of life of children and young people living in conditions of extreme insecurity in Namibia, in particular by guaranteeing them a good level of education, health support, basic necessities and sports and musical education.



**The Youth Diabetes Association of Trentino**, an association that promotes the knowledge of juvenile diabetes, fosters health care throughout the provincial territory and is committed to seeking financial support from private bodies for the collection of funds for self-financing.



**Pediatric Surgery ODV**, an association of volunteers born within the operative Unit of Pediatric Surgery of the Hospital S. Chiara di Trento with the aim both to provide free pediatric health care and services to children in poverty and to support humanitarian interventions.



**Open Area Services**, a social enterprise, born in Milan in 1993, with the aim of taking care of people who live in situations of fragility, through a network of social-health, welfare, educational and housing services.



**UNITALSI (Italian National Union for sick Transport in Lourdes and International Shrines)**, association of social promotion and voluntary organization forming part of the National Civil Protection Service. In particular, Alluminio di Qualità actively supports the project of the little ones, born from the attention to the needs of the families encountered in the pilgrimages and in the daily activities organized by UNITALSI on the territories.

6.1

# OUR PEOPLE

Alluminio di Qualità considers its employees a **fundamental and precious resource**, dedicating to them an attention that goes beyond mere regulation or formalized procedures. In fact, the management personally knows all its employees, who are supported with all the necessary resources from the Company.

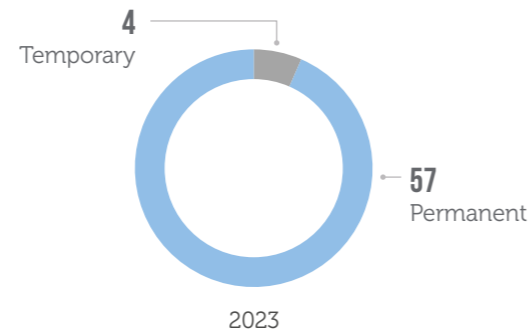
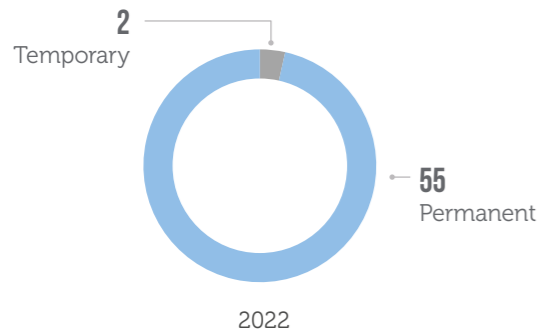
The Company commits to establish **welcoming climate of mutual trust**, promoting a positive

working environment that allows employees to express their individuality in respect of their own functions, participating in dialectic way in activities and developing the team spirit.

As of 31 December 2023, the staff composition was **61 workers**, 4 more than in the previous year. Of these, 57 are employed for an indefinite period and 4 are employed for a fixed period.

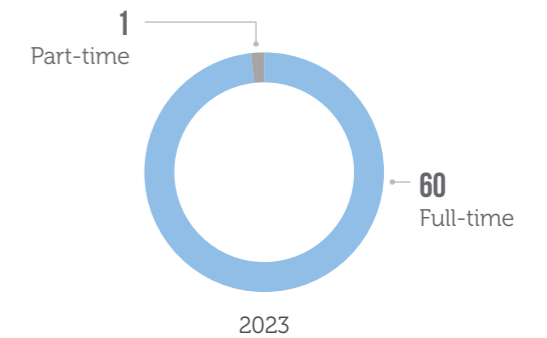
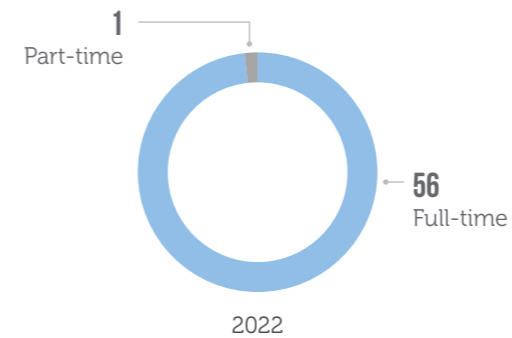
requirements for working hours, sick leave, permits during working hours, holidays, framework, contractual level, and disciplinary measures.

## NUMBER OF EMPLOYEES PER CONTRACT TYPE



All employees are covered by **NCLA** (National collective Labor Agreement), in particular, by NCLA for Tertiary Trade and Services and NCLA for Transport and Logistics for 3 employees. The applied NCLA define the required regulatory

## NUMBER OF EMPLOYEES PER FULL TIME/ PART TIME



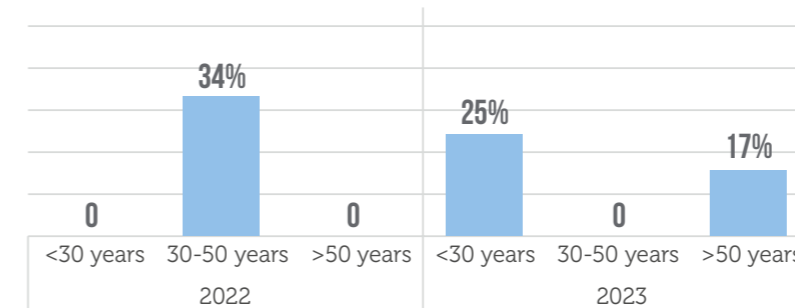
Alluminio di Qualità also offers the possibility to adhere to **part-time** working formulas. In continuity with the previous year, as of December 31, 2023, there is only one resource entered under a part-time contract.

Moreover, in order to meet employees' needs, Alluminio di Qualità provides the possibility to work in smart working mode in case of necessity and if the job carried out allows it,

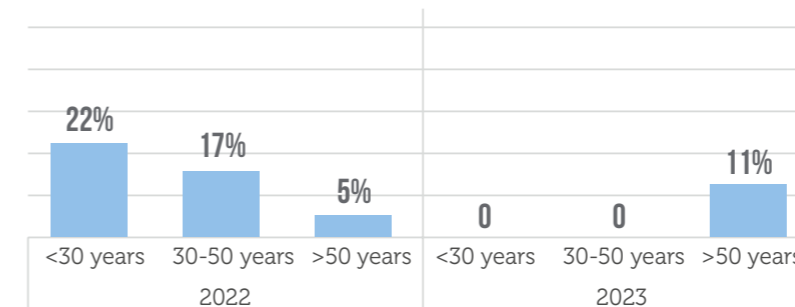
despite the absence of any formal trade union agreement.

Over the two-year period, **the rate of outgoing turnover remained lower than the rate of incoming turnover**. In particular, 6 employees were recruited in 2023, of which 3 belong in the age group under 30 years, and 3 belong in the age group over 50 years.

## NEW EMPLOYEE HIRES



## EMPLOYEE TURNOVER

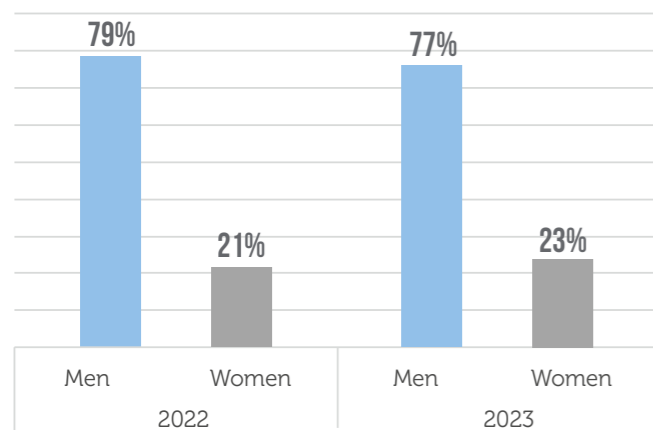


## OUR PEOPLE

Consistent with the previous year, in 2023 the composition of the staff sees most male employees qualified as workers, due to the nature of the activities carried out.

The female component is mainly found covering office positions, especially for carrying out front office activities and business relations.

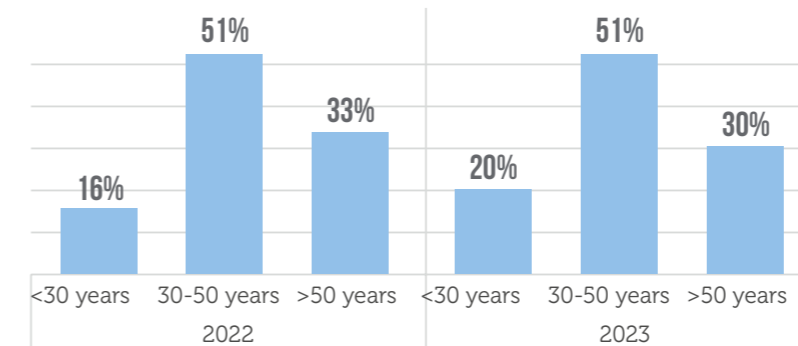
### TOTAL NUMBER OF EMPLOYEES PER GENDER



Alluminio di Qualità is also committed to promoting distribution in the various generations. Most employees belong to the age range between 30 and 50 years. In 2023, in view of a progressive generational change, the proportion of employees in the age group under 30 grew, bringing a slight decrease in the number of employees in the age group above 50.



### TOTAL NUMBER OF EMPLOYEES BY AGE GROUP



Finally, with a view to ensuring equal opportunities, in 2023 the Company collaborates with **4 employees belonging to**

**the protected categories**, all of which can be traced to the professional category of blue collars.

## 6.1.1 DEVELOPMENT AND ENHANCEMENT OF HUMAN RESOURCES

The professionalism of the employees is an invaluable resource for the Group, and, for this reason, the selection process is entrusted by a specialized company, which carries out this activity with the utmost rigor. The personnel identified are then interviewed by the Company's managers and in the event of a positive outcome, the onboarding procedures begin.

These include the sharing of the content of **the Group Code of Ethics, the Privacy Policy, the Disciplinary Code, and the Company Regulations**, in order to ensure the alignment of the employee with values shared by Alluminio di Qualità and other Group companies.

In addition to the general documentation and the training given to each new employee, **specific training is carried out on data monitoring and privacy**, in accordance with the GDPR, in a different way according to the specific function that the new employee will have to fulfill within the company.

The welfare discipline in the strict sense is applied only to the Management Team, through the provision of an amount of welfare credits; however, several initiatives are planned each year aimed at all employees: from fuel vouchers and shopping vouchers to the issue of extra-professional accident policies, from the organization of events and company dinners to training events and team building for employees.

As far as bonuses are concerned, employees of the commercial function are provided with a formalized incentive system to achieve the objectives set in **the MBO (Management by objectives) platform**, which is delivered at the beginning of the year, so that the individual and business objectives are perfectly aligned.

In general, all business functions have **moments of comparison** with employees, whether formalized or not, so that managers are led to make informed decisions about the delivery of awards or promotions.

## TRAINING COACHING JOURNEY

As part of the training, following the two preparatory kick-offs carried out in 2022, in 2023 the Company undertook and completed the “*skills evolution*” coaching path. This project, aimed at the apical figures, management, and internal and external commercial figures, has been designed to allow all the people involved to improve their soft skills in the communicative and relational field.

## TEAM BUILDING TRAINING EXPERIENCES

To help share what you have learned, the coaching journey has also been enhanced by three team building sessions, which concluded the three events with a duration of two days each held in March, May, and October 2023.

These events were held in collaboration with Maatmox, a company specializing in training and motivational experiences, outdoor training, events, team building and challenge.

Through these activities, Alluminio di Qualità promotes the growth of its human resources by encouraging involvement, relationships, and communication in the Company, developing soft skills and positive thinking, strengthening integration and team spirit.

The objective of the journey was to analyze sales practices and transform them into an operational model, to facilitate the creation of a group commercial culture and to strengthen the evolutionary process of younger resources. Due to the success of the program, Alluminio di Qualità decided to renew the coaching journey for the two-year period 2024-2025.

Among the activities carried out, the employees of Alluminio di Qualità took part in an event dedicated to raising awareness of sustainability issues. The activity, which is called “*Spy Game – Sustainability operation*”, played a team game in which the participants (as secret agents divided into teams) have been called upon to solve a series of missions and face trials all linked to the knowledge of the 17 SDGs and whose aim is to improve the world through sustainable development.



## METHODOLOGY: CYCLE OF KLOB

Through the *cycle of Kolb*, participants experience, reflect on it, conceptualize it, and find its practical application (experimentation) in daily work and personal activity. The concept is based on the logic that any experience necessarily requires emotional involvement that accelerates personal learning. Experience unconsciously liberates the individual’s “way of being”, with a guarantee of high learning and motivation.

This methodology enables real employee engagement.

Alluminio di Qualità is committed to ensuring and constantly improving the **protection of the health and safety** of its workers, third parties and the community in which it operates, developing processes aimed at eliminating and mitigating the risk of incidents, injuries, non-compliance episodes and occupational diseases.

To this end, the Company promotes an enlarged and participatory management of health and safety activities at work, through the implementation of internal and external communication, interviews aimed at risk assessment, training and information activities

and awareness raising and monitoring activities affecting safety, taking appropriate preventive and corrective actions.

At the base of the Occupational Safety Management System is the risk Assessment process, which is formalized within the **Risk Assessment Document (DVR)**. During this process, the Company carries out documentary checks, on-site visits and interviews, in order to assess the risks on the basis of the **likelihood of occurrence and the severity** of the associated damage.

As of 31<sup>st</sup> December 2023, none of the risks related to Alluminio di Qualità activities, relating both to direct employees and to outside workers, falls into the category of "serious risk".

In particular, the Company identifies the following main risks:

- Risk from **exposure to noise**, for which instrumental and phonometric measurements have been carried out in the field and as a result of which otoprotectors have been supplied;
- Risk from **manual handling of loads**, for which mechanical aids have been provided and adequate working spaces have been ensured. In order to avoid accidents, the work has also been organized in such a way as to ensure the execution of the movement by two persons in collaboration where necessary;
- **Pedestrian investment risk** in particular as regards the use of mules. The Company mitigates this risk through the creation of pedestrian routes in the workplace.

The Company, in accordance with the provisions of Legislative Decree 81/2008, proceeded to appoint the Head of the Prevention and Protection Service (RSPP), the Coordinating Competent Doctor and Competent Doctors for each location as well as identifying the persons in charge, with the additional function of internal contact person for coordination with the RSPP. Furthermore, Alluminio di Qualità has a Policy for the protection of Health and Safety, which highlights the involvement and responsibility of all company functions, each according to their own powers and responsibilities, in achieving the safety objectives.

In addition, an **emergency management team** has been established with the aim of implementing, if necessary, an emergency response to minimize the possible consequences on people and the environment, as well as damage to facilities, installations, equipment, and materials.

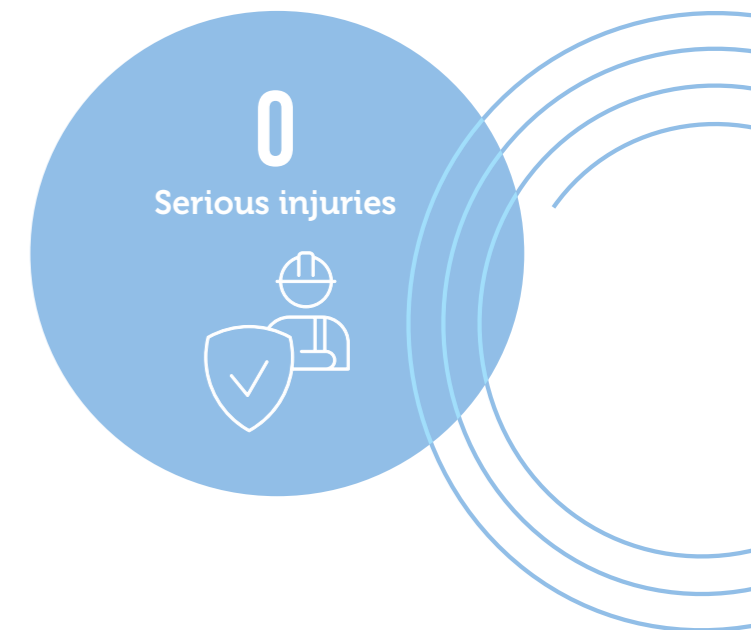
Finally, the Company holds **annual safety meetings** in which the Company's health and safety activities, changes to processes and the related risk assessment, are communicated to the safety workers' representatives, the results of the accident analysis and the health status of the workforce. Where necessary, information shall also be provided on any surveillance activities carried out by external control bodies.

In the event of incidents, in order to mitigate the risk of recurrence, Alluminio di Qualità provides for a data collection procedure, reconstruction of the event and identification of the causes, in such a way as to be able to define and plan corrective and preventive actions that are implemented and for which the effectiveness is then verified.

To confirm the effectiveness of the Security Management System adopted by the Company, **in the two years 2022-2023 there were no cases of recorded accidents between employees and between external collaborators and no serious injury**. Moreover, there were **no cases of occupational disease, consistent with the previous year**.

## DVR UPDATE

According to legal obligations, Alluminio di Qualità commits to update the DVR whenever changes in the Company layout occur or because of the introduction of new machinery. The Company plans the next update in 2024, aimed at integrating the vibration risk assessment with the relevant preventive measures taken. Carpets are installed to facilitate the dissipation of electrostatic charge that may result from the accumulation of static electricity on aluminium sheets and the provision of footwear useful to prevent this risk. In addition, the new document will be integrated with the new fire certification for the Villafranca plant, which is currently being updated following the installation of photovoltaic panels.



## 6.2.1 PREVENTIVE ACTIONS

The Company has already implemented some actions with a **preventive purpose** to guarantee full respect for the health and safety of its employees, such as:

- The precise definition of the roles and the assignment of preventive and protection tasks in the organizational structure, so as to assess adequately the risks to health and safety at work arising from the business processes;
- The implementation of collective and individual prevention and protection measures, ensuring the conformity of workplaces, places of refreshment and ancillary rooms through checks and maintenance, and providing personal protective equipment;
- The provision of information, training and training of staff;
- Preventive and periodic monitoring of workers' health status by means of investigations carried out by the competent doctor at the premises, who also conducts counseling activities during preventive and periodic inspections;
- The definition of procedures for emergency management, with consequent setting up of the emergency management services for both technical and health emergencies;
- The selection of its contractors, based on preventive and ongoing cooperation and coordination;

- The conduct of periodic audits to ascertain the state of compliance of the activities carried out with mandatory regulatory requirements and an annual review of the performance of the company security system.

Specifically with regard to **contractors**, in order to implement the necessary measures relating to the interference risks that may vary according to the service carried out (e.g., risk of collision between vehicles, risk of pedestrian investment, risk of falling of the materials handled, etc.), the Company has defined a procedure consisting of two phases:

- Verification of compliance with the technical professional fitness requirements necessary for the provision of the contracted service;
- Definition of contractual agreements also considering the costs for security and preventive and ongoing cooperation and coordination activities.

In respect of **third-party haulers** who can enter the Company's premises for loading or unloading materials, in order to prevent the risk of collision between vehicles (e.g., truck – lift truck), the risk of investment of pedestrians or the risk of falling material moved, Alluminio di Qualità defines specific instructions of conduct.

Finally, in the case of **suppliers of working equipment**, in order to ensure that the machinery purchased complies with the safety requirements, Alluminio di Qualità carries out an in-depth pre-purchase assessment, making sure that the good is equipped with the necessary safety systems and is accompanied by the documentation required by the legislation in force, such as the EC Declaration of Conformity and the operating and maintenance manual.

A similar approach is taken about **suppliers of Personal Protective Equipment (PPE)** for which, together with the economic offer, a technical data sheet and a declaration of conformity are required, in order to assess the compliance of the requirements of the PPE with the evidence in the risk assessment process and to ensure that the device complies with the applicable legislation.



## 6.2.2 HEALTH AND SAFETY TRAINING

Consistent with the regulations, the Company involves its employees in training activities related to the field of Health and Safety at work, in particular:



General and specific risk training, including a 4-hour general module for all workers, 4 hours of specific risk training for clerical and commercial workers and 12 hours of specific risk training for all other workers. A five-yearly update of 6 hours is foreseen



Training in the use of work equipment, including training in the use of overhead cranes, which is carried out by means of on-the job training.



Training for forklift truck users. There is a 5-yearly update of 4 hours.



8-hour training for supervisors and 16-hour specific training for managerial roles. There is a five-yearly update of 6 hours.



Training for fire-fighting and first aid officers. Refresher training of 5 and 3 years of 5 hours respectively is provided.



Training for Workers' Safety Representatives with annual update. An annual update of 8 hours is foreseen.

During these training activities, in addition to examining the risks associated with the task and the activities carried out, the prevention and protection measures, collective and individual, are illustrated. At the same time, the Company takes advantage of these opportunities to

remind all employees of the obligation to report any deficiencies or non-compliance that are known during the activities. These reports are a fundamental contribution to the prevention and continuous improvement of health and safety conditions.



# 7

## ENVIRONMENTAL RESPONSIBILITY

<b>7.1</b>	Environmental impact Management	84
<b>7.1.1</b>	Energy transition and climate action	85
<b>7.1.2</b>	Resource management and circular economy	88

## ENVIRONMENTAL IMPACT MANAGEMENT

Alluminio di Qualità is characterized by particular attention to the theme of the circular economy, which is listed in the European Green Deal<sup>7</sup> as the instrument for achieving the goal of climate neutrality and contributing to economic growth unrelated to the use of resources.

### Sustainability and environmental responsibility

are a key element of business, combining strategic choices with environmental needs. In carrying out its activities, the Company commits **to reduce its environmental impact** through aluminium transformation and recycling activities, energy efficiency initiatives and the dissemination of good conduct and personnel training in environmental and sustainability issues.

In addition to the differentiated collection practice adopted in all offices, there is a separate collection of the waste divided by aluminium alloy deriving from the processing process, thus reducing the consumption of natural resources, and reducing the production of waste giving them new life.

Alluminio di Qualità, through the realization of sustainable projects, makes its organization more energy efficient, generating in turn a lower environmental impact thanks also to the **partial use of renewable energies** that allow to reduce emissions. In addition, the Company promotes awareness-raising initiatives for its employees around climate change.

### 7.1.1 ENERGY TRANSITION AND CLIMATE ACTION

The commitment to improving energy efficiency and reducing consumption is a fundamental part of the Alluminio di Qualità ethics and is reflected in various initiatives carried out over the years.

Due to the nature of its activities, the Company concentrates its consumption mainly on the level of electricity used for the supply of plants and structures, whose share decreased in 2023 thanks to the entry into operation at full speed of the **photovoltaic system** installed in 2022 at the Villafranca plant. Thanks to this initiative, Alluminio di Qualità produced **903.334 GJ of energy** in 2023, compared to 41.688 GJ of self-generated energy in 2022, when the plant had not yet fully started operation.

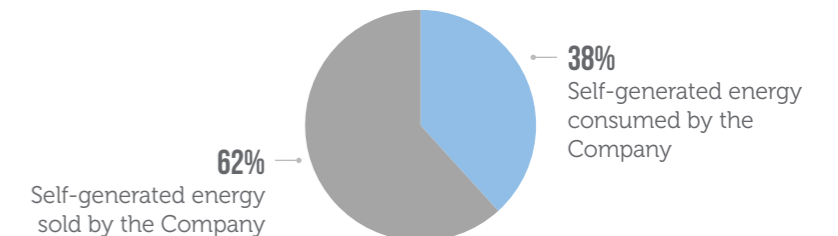
Of the total self-generated energy, the Company consumed an amount of **345.69 GJ**, while the remaining quota of 557.65 GJ, which was not consumed during the closing times and periods of the center of Villafranca, was sold by the Company.

**345.686 GJ**

compared to  
1,437.948 GJ  
of energy purchased



### SELF-GENERATED ENERGY (2023)



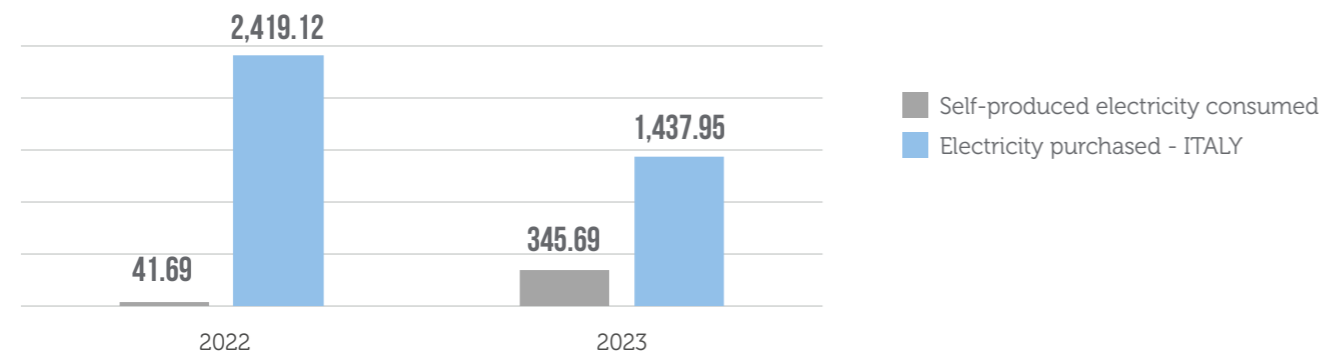
7 - A European Green deal (europa.EU)

# ENVIRONMENTAL IMPACT MANAGEMENT

As regards the energy purchased, in 2023 there was a **41% reduction compared to the previous year for a total of 1,437.95 GJ**. This variance is mainly due to the introduction of photovoltaic. Compared to the estimates made in 2022, in 2023 the Company achieved a self-generated share of electricity demand of about 40%, including electricity sold.

Finally, in order to reduce the consumption of the means for logistics and at the same time to favor a significant saving of electric energy and the reduction of CO2 emissions, the Company has also proceeded to the complete replacement of the vehicle fleet with modern means equipped with innovative systems for recharging the batteries. According to the manufacturer's estimates, the new forklifts generate annual energy savings of around 31.74 GJ.

## ENERGY CONSUMPTION (GJ)



Regarding other energy sources, there was an increase in diesel consumption caused by the purchase of trucks for the transport of materials, in particular 2 vehicles for the Villafranca site and 1 for the Campi Bisenzio site, all previously not owned by the Company. Moreover, in 2023 there was an increase in petrol consumption, due to the increase in cars with internal combustion engines.

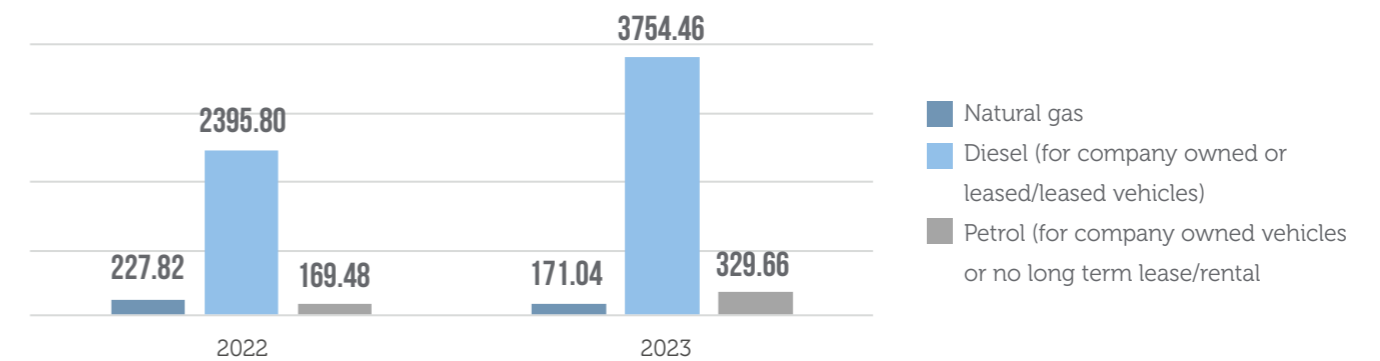
Specifically, as of December 31, 2023, the car park consists of:

- Ten cars and three diesel trucks;
- Five endothermic cars, which contribute to the consumption of petrol.

In addition, the car park has been expanded with respect to the previous year; however, the Company aims to reduce the associated impact by gradually advancing the project of transition toward the hybrid, for which in 2022 the recharging columns were installed in the center of Villafranca.

The consumption of natural Gas is mainly used for the heating of the Company's offices. Compared to 2022, it saw a 25% decrease.

## FUEL CONSUMPTION (GJ)



With regards to **Scope 1 emissions<sup>8</sup>**, they are emissions from sources owned or controlled by the organization, while **Scope 2 indirect emissions** are emissions from the production of electricity, heat or steam imported and consumed by the organization.

As far as the calculation of scope 2 emissions is concerned, two distinct calculation approaches are used: **"Location-based"** and **"Market-based"**.

The "Location-based" approach uses average energy generation emission factors for well-defined geographic boundaries, including local, subnational, or national boundaries.

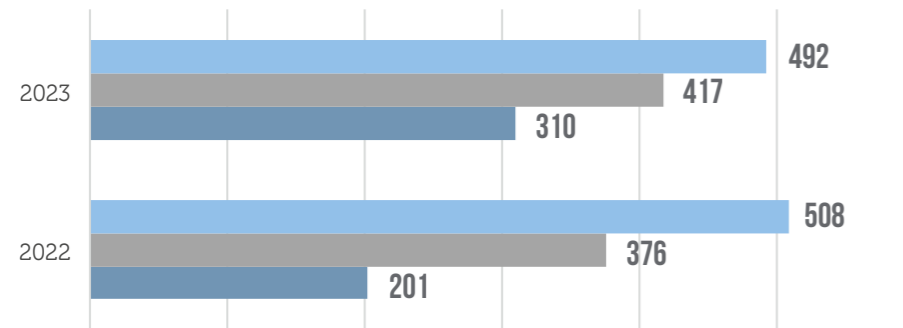
The "Market-based" approach considers electricity purchased as a whole, including electricity purchased from renewable sources through Guarantee of Origins certificates.

8 - The Green House gases (GHG) Protocol Corporate Standard classifies scope 1 direct emissions, scope 2 indirect emissions and scope 3 indirect emissions from the supply chain.

7.1

# ENVIRONMENTAL IMPACT MANAGEMENT

## CO<sub>2</sub> EMISSIONS (tonCO<sub>2</sub>)



■ Scope 1 and Scope 2 (Market-Based) ■ Scope 1 and Scope 2 (Location-Based) ■ Scope 1 Emissions

Emissions increased in line with the increase in consumption in 2023, except for Scope 2 emissions calculated using the Market-based

method, which recorded a reduction due to the lower consumption of electricity purchased.

## 7.1.2 RESOURCE MANAGEMENT AND CIRCULAR ECONOMY

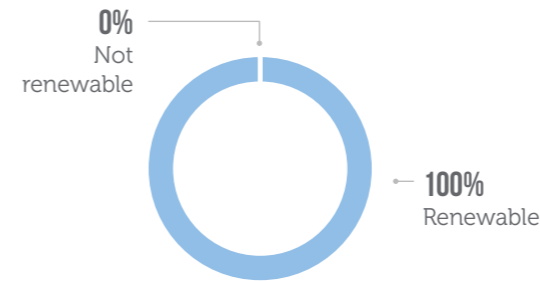
Alluminio di Qualità, through the processing of renewable materials and the recovery of the processing waste, manages to **reduce its environmental footprint** deriving from the carrying out of the activities.

The Company is committed to managing resources efficiently, **limiting waste and managing waste production in a sustainable way**. Waste disposal involves the correct division of materials, implementing different procedures

for processing waste and general waste. Containers are provided outside the Company's facilities for the collection of all recyclable waste, including paper and cardboard, plastic, and iron, for collection from the public collection service as they are comparable to municipal waste.

All the packaging materials used by the Company, which include interposed paper, corrugated cardboard, cardboard cores, and cardboard corners, are renewable and entirely recycled.

## MATERIALS USED IN 2023



In 2023, the volume of materials used for business activities remained almost unchanged compared<sup>9</sup> to 2022. Due to the sensitivity of the data, it is not possible to explain the quantities of the materials used, however, it should be noted that 100% of the materials used are considered renewable, in line with 2022.

Among the projects to reduce the environmental impact, in 2023 the Company modified the format of the wooden pallet used for packaging, in order to reduce the amount of material used for each pallet. According to the estimates of Alluminio di Qualità, the reduction per bench is up to 16%

**58%**  
of the aluminium used by Alluminio di Qualità is **produced by recycling**

The table on the margin shows the reduction in the use of wood reached with the new pallets.

Pallet	OLD VERSION	NEW VERSION	Diff %
	Ton for pallet	Ton for pallet	
1000x2000	0.02555	0.02135	-16%
1250x2500	0.0356	0.0304	-15%
1250x3000	0.0405	0.03425	-15%
1500x3000	0.0428	0.0365	-15%
1550x3000	0.0432	0.0369	-15%

The recycling of alloys has been a valuable activity of the Alluminio di Qualità business since its foundation, in line with the principles of circular economy and sustainability. The aluminium alloys used by the Company are produced from primary aluminium or scrap by recycling. Recycling, in

addition to reducing costs, also reduces the environmental impact, for example by limiting the extraction of Raw materials and reducing the emissions required for the transport of materials.

<sup>9</sup> - Due to the sensitivity of the data, it is not possible to declare the total volume of materials used during 2023.

# ENVIRONMENTAL IMPACT MANAGEMENT

## ALUMINUM ALLOYS:

1000

### ALLOYS SERIES 1000

(Industrially pure aluminium - at least 99%) the alloys of this series are characterized by excellent corrosion resistance, high thermal and electrical conductivity, good machinability, rather low mechanical characteristics.

2000

### 2000 SERIES ALLOYS

The main alloy element is copper; in some alloys there are added magnesium and manganese. They are heat-treated alloys and have excellent machinability.

3000

### 3000 SERIES ALLOYS

3000 series industrial alloys contain 1-1.5% manganese. This element considerably increases the mechanical strength characteristics of aluminium.

5000

### 5000 SERIES ALLOYS

The 5000 series industrial alloys have a magnesium content of > 3, which gives properties of corrosion resistance, as well as good heat resistance and excellent ductility and machinability properties.

6000

### 6000 SERIES ALLOYS

6000 series materials are bonded with magnesium and silicon. They are heat-treated alloys; after heat-treatment they develop intermediate mechanical characteristics: Good mechanical resistance, relatively low sensitivity to hardening, good resistance to corrosion.

7000

### 7000 SERIES ALLOYS

The main alloy element is zinc. These alloys are heat-treated alloys; these alloys develop the highest mechanical characteristics among aluminium alloys.

The Company adopts recycling practices, through a procedure of separation of production-related or non-conformity waste, in the various main alloys. This procedure allows the material to be singled out in its main alloys, preparing it for the stage of reprocessing and transformation into a new product.

To carry out this procedure, Alluminio di Qualità has equipped itself with special containers for the collection of all types of alloys, especially for those sectors that require specific alloys such as the shipbuilding and the automotive sector. The final goal of this procedure is to return to the producer the alloys already separated, in a circularity perspective, thus allowing the waste to be returned to the production process. Thanks to the intrinsic qualities of aluminium, the process of recovery, transformation and reuse allows continuous recycling without causing material alterations.

Among the future projects, in order to further facilitate the aluminium recycling process, the Company commits to create a "closed loop" system with its suppliers, to which the scrap will be sold in order to be able to be returned to the foundries.

All the waste produced from Alluminio di Qualità belongs to the category of non-hazardous waste. Compared to the previous year, a decrease of 36% was recorded, mainly due to the replacement of iron and steel in packaging with plastic strapping.

Transformation

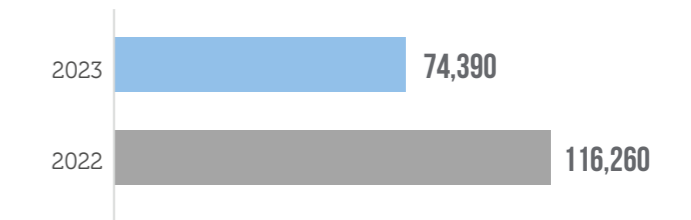
Use

Disposal

Collection

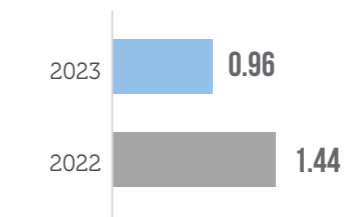
In addition, in 2022, the Company carried out an extraordinary disposal operation for wooden packaging, which led to an increase in the waste produced.

### WASTE GENERATED (t) NON-HAZARDOUS



The Company's working activity does not require the use of water; however, it is used for hygienic-domestic purposes, although it does not represent a significant consumption. During the two-year period, the water sampling remained almost constant.

### WATER WHITDRAWAL (Megaliters)





# 8

## RESPONSIBILITY FOR THE **FUTURE**

8.1 Improvement objectives: The next steps

98

# RESPONSIBILITY FOR THE FUTURE

The Sustainable Development Goals (SDGs) are 17 goals approved in September 2015 by the governments of the 193 member countries of the United Nations General Assembly and recognize the close link between human well-being and the health of natural systems, highlighting the common challenges facing all countries for a sustainable future.

The goals are part of the ambitious action program for peace and prosperity for people and the planet, known as Agenda 2030 for Sustainable Development, and fall into 169 targets.

The SDGs are universal, targeting both developing and advanced countries, and are built on the integration of the three dimensions of sustainable development: Environmental, social, and economic.

The 17 goals therefore concern various areas of development, from the fight against hunger to the elimination of inequalities, from the protection of natural resources to urban development, from agriculture to consumption patterns.

## SUSTAINABLE DEVELOPMENT GOALS



## CULTURE OF A FORWARD LOOKING PRESENT

Alluminio di Qualità wants to improve its impact on the territory and on people, promoting a development based on responsibility and constant commitment to sustainability.

For this reason, it has embarked on a business growth path that embraces sustainability in every aspect. The Company has set out a plan of objectives, divided into three main strategic lines – Digitilization, Development of Human Capital and Technology and Innovation in Production – which demonstrate how Alluminio di Qualità has at heart the commitment to promote respect for the environment, of the territory and of the people.

These strategic guidelines will be enriched, in the coming years, with the definition of a more detailed action plan which will concern the entire value chain of Alluminio di Qualità, as well as the strengthening of good practices for the management of the most relevant sustainability issues for the company.

The strategic objectives of Alluminio di Qualità materialize the company's culture of sustainability, and these strategic lines can be correlated to the 17 objectives set by the 2030 Agenda for Sustainable Development.

The Company has examined the 169 targets in which SDGs are declined, identifying those to which it can contribute most to the daily execution of its activities.



# RESPONSIBILITY FOR THE FUTURE

These SDGs are, as specified in the following graph:

**Goal 3** - Health and well-being,

**Goal 5** - Gender equality,

**Goal 8** - Decent work and economic growth,

**Goal 9** - Industry, innovation and infrastructure,

**Goal 12** - Consumption and responsible,

**Goal 13** - Climate action.

## OUR CONTRIBUTION TO THE SDGS

### DEVELOPMENT OF HUMAN CAPITAL

Role and contribution of Alluminio di Qualità in the development of human capital, through job generation.

**SDGs contribution:**



**Initiatives taken:**

- Development of training paths for key people and functional areas in order to increase skills;
- Development of existing welfare initiatives;
- New recruitment of employees, with particular attention to the age group under 36 and the protected categories under Law 68/1999.

### TECHNOLOGY AND INNOVATION IN PRODUCTION

The role and contribution of Alluminio di Qualità in promoting initiatives, at all levels, to fight climate change.

**SDGs contribution:**



**Initiatives taken:**

- New investments in plant and machinery "Industry 4.0";
- New investments in installations to help improve the circular economy, reduce consumption and reduce waste;
- New investments to reduce our environmental impact in terms of reducing net CO<sub>2</sub> emissions.

### DIGITALIZATION

Role and contribution of Alluminio di Qualità in generating value for the local community and the environment.

**SDGs contribution:**



**Initiatives taken:**

- Develop a digital platform to improve the customer experience;
- Introduction of CRM to improve the management of the sales network;
- Introduction of TMS for the improvement of logistics and expediting;
- Development of an advanced BI platform to improve operational efficiency and decision-making.

## DIRECT AND INDIRECT CORRELATIONS TO THE SDGS OF ALLUMINIO DI QUALITÀ ACTIVITIES AND STRATEGIC LINES

### SUSTAINABILITY CULTURE



## IMPROVEMENT OBJECTIVES: THE NEXT STEPS

With a view to reducing its environmental impact and optimizing transport, the parent company Vittorio Cauvin S.p.A. is working on a project to internalize logistics.

This project provides for the creation of the new company Movimet S.r.l. (hereinafter also "Movimet"), wholly owned by Vittorio Cauvin S.p.A. and intended to serve the logistics of Alluminio di Qualità and Acciai di Qualità, and other Group companies.



The establishment of the new company will make it possible to optimize logistics flows on three fronts: Infra-warehouse logistics (or "Hub-to-Hub"), incoming logistics and outgoing logistics. This will be made possible thanks to the exploitation of synergies:

- For infra-warehouse transfers, thanks to the geographical location of the warehouses of the different companies, allowing to exploit the logistic routes and avoiding to travel with empty load;
- For collection from suppliers and delivery to customers, where the first ones are located near the centers of the different companies, allowing the matching on the same route of delivery and collection of the goods.

Through the exploitation of these synergies, the objective is to fully saturate the means of transport that will be available to Movimet, in order to allow route optimization and mitigate the associated environmental and economic impact.

Movimet is expected to become operational in the second half of 2024.





# ANNEX

Detail tables	102
Impact generated	108
Correlation material topics - GRI Standards	112
GRI Content Index	114

# DETAIL TABLES

## CREATING VALUE

### GRI 201-1 Direct economic value generated and distributed (in EUR thousands)

ECONOMIC VALUE	2022 <sup>10</sup>	2023
<b>Direct economic value generated</b>	<b>91,097</b>	<b>77,654</b>
<b>Economic value distributed</b>	<b>87,331</b>	<b>73,776</b>
Operational costs	83,101	68,797
Remuneration of collaborators	2,941	3,288
Remuneration of investors	253	593
Dividends	1	1
Remuneration of the Public Administration	1,018	1,067
Donations and liberalities	17	30
<b>Retained economic value</b>	<b>3,766</b>	<b>3,878</b>

## RESPONSIBLE SUPPLY CHAIN MANAGEMENT

### GRI 204-1 Proportion of spending on local suppliers

	2022	2023
Local	75%	67%
Not local	25%	33%
<b>Total Vendor spend</b>	<b>100%</b>	<b>100%</b>

10 - Following an improvement in the reporting process, the 2022 data on economic value were restated from the previous Sustainability Report. For the previously published data, please refer to the 2022 Sustainability Report, published on the website Sustainability – Alluminio di Qualità (alluminiodiquality.it)

## ENERGY EFFICIENCY AND THE FIGHT AGAINST CLIMATE CHANGE

### GRI 302-1 Energy consumed within the organization

ENERGY	UNIT OF MEASURE	2022	2023
Natural gas	GJ	228 <sup>11</sup>	171
Diesel <i>(for company owned or leased/leased vehicles)</i>	GJ	2,396	3,754
Petrol <i>(for company owned vehicles or on long term lease/rental)</i>	GJ	169	330
Self-generated electricity	GJ	42	346
Electricity purchased - ITALY	GJ	2,419	1,438
<b>Total energy consumption</b>	<b>GJ</b>	<b>5,214</b>	<b>6,039</b>
<b>Renewable energy</b>	<b>GJ</b>	<b>42</b>	<b>346</b>
<b>% Renewable energy</b>	<b>%</b>	<b>0.80%</b>	<b>6%</b>

### GRI 305-1: Direct (Scope 1) GHG Emissions

### GRI 305-2: Energy indirect (Scope 2) GHG emissions

EMISSIONS - tCO <sub>2</sub> eq	2022	2023
Total Direct Emissions (Scope 1)	201	310
Total Indirect Emissions (Scope 2) - Location-based	175	107
Total Indirect Emissions (Scope 2) - Market-based	307	183
<b>Total Scope 1 and Scope 2 (Location-Based) Emissions</b>	<b>376</b>	<b>417</b>
<b>Total Scope 1 and Scope 2 (Market-Based) Emissions</b>	<b>508</b>	<b>492</b>

11 - Following an improvement in the reporting process, the 2022 data on natural gas consumption were restated compared to the previous Sustainability Report. For the previously published data, please refer to the 2022 Sustainability Report, published on the website Sostenibilità – Alluminio di Qualità (alluminiodiquality.it)

## CIRCULAR ECONOMY AND RESPONSIBLE MANAGEMENT OF RESOURCES

Type of material <sup>12</sup>	UNIT OF MEASURE	2022	2023
		Renewable	Renewable
Paper interposed	%	0.1%	0.1%
Corrugated board (100/1250/1500)	%	0.2%	0.3%
Wooden pallets (timber)	%	2.3%	2.6%
Cardboard corners	%	0.1%	0.2%
Painted / oxidized	%	9.7%	9.5%
Estrusi 7000	%	0.1%	0%
Extrusions 7000	%	0.1%	0%
Aluminium alloys	%	83.3%	82.3%
Naval alloys (processing waste)	%	0.3%	0.4%
Industrial alloys (processing waste)	%	0.9%	0.7%
<b>Total</b>	<b>%</b>	<b>100%</b>	<b>100%</b>

### Materials used that come from recycling

TYPE OF MATERIAL	UNIT OF MEASURE	Tot recycled material	
		2022	2023
Paper interposed	%	100%	100%
Corrugated board (100/1250/1500)	%	100%	100%
Corrugated cardboard	%	100%	100%
Cardboard corners	%	100%	100%

### GRI 303-3 Water withdrawal

WITHDRAWAL SOURCE	UNIT OF MEASURE	2022		2023	
		(january 1 – december 31)		(january 1 – december 31)	
		All areas	Water stress areas	All areas	Water stress areas
Third-party water	MI	1	-	1	-
<b>Total water withdrawal</b>	<b>MI</b>	<b>1</b>	<b>-</b>	<b>1</b>	<b>-</b>

### GRI 306-3 Wastes generated

WASTE COMPOSITION	UNIT OF MEASUREMENT	2022			2023		
		(january 1 – december 31)			(january 1 – december 31)		
		Hazardous	Non Hazardous	Total	Hazardous	Non Hazardous	Total
Iron and steel	t		24,360	24,360		10,040	10,040
Paper and cardboard	t		45,040	45,040		41,720	41,720
Packing mixed materials	t		17,040	17,040		22,630	22,630
Wooden packaging	t		29,820	29,820		-	-
<b>Total</b>	<b>t</b>		<b>116,260</b>	<b>116,260</b>		<b>74,390</b>	<b>74,390</b>
<b>Percentage</b>	<b>%</b>	<b>0%</b>	<b>100%</b>	<b>100%</b>	<b>0%</b>	<b>100%</b>	<b>100%</b>

## DIVERSITY AND DEVELOPMENT OF HUMAN CAPITAL

### GRI 2-7 Employees

TYPE OF CONTRACT	2022			2023		
	Men	Women	Total	Men	Women	Total
Temporary	2	-	2	4	-	4
Permanent	43	12	55	43	14	57
<b>Total</b>	<b>45</b>	<b>12</b>	<b>57</b>	<b>47</b>	<b>14</b>	<b>61</b>

### GRI 2-7 Employees

FULL-TIME / PART-TIME	2022			2023		
	Men	Women	Total	Men	Women	Total
Full-time	44	12	56	46	14	60
Part-time	1	-	1	1	-	1
<b>Total</b>	<b>45</b>	<b>12</b>	<b>57</b>	<b>47</b>	<b>14</b>	<b>61</b>

<sup>12</sup> - The data represents % to KG of the material. It was chosen to display the figure in % since the weight in KG is considered a sensitive data for the Society.

### GRI 404-1: Average hours of training per year per employee

HOURS OF TRAINING	2022			2023		
	Men	Women	Total	Men	Women	Total
Executives	0.0	0.0	0.0	0.0	0.0	0.0
Middle management	4.8	0.0	4.8	5.8	0.0	5.8
Employees	10.0	6.0	8.2	7.9	7.9	7.9
Workers	0.4	0.0	0.4	4.2	0.0	4.2
<b>Total</b>	<b>3.6</b>	<b>5.5</b>	<b>4.0</b>	<b>5.8</b>	<b>7.9</b>	<b>6.3</b>

### GRI 405-1: Diversity of governance bodies and employees

PROFESSIONAL CATEGORY	2022		2023	
	Men	Women	Men	Women
Executives	0%	0%	0%	0%
Middle management	100%	0%	100%	0%
Employees	54%	46%	46%	54%
Workers	96%	4%	100%	0%
<b>Total</b>	<b>79%</b>	<b>21%</b>	<b>77%</b>	<b>23%</b>

### GRI 405-1: Diversity of governance bodies and employees

PROFESSIONAL CATEGORY	2022			2023		
	<30 years	30-50 years	>50 years	<30 years	30-50 years	>50 years
Executives	0%	0%	0%	0%	0%	0%
Middle management	0%	60%	40%	0%	75%	25%
Employees	21%	63%	17%	19%	65%	15%
Workers	14%	39%	46%	23%	35%	42%
<b>Total</b>	<b>16%</b>	<b>51%</b>	<b>33%</b>	<b>20%</b>	<b>51%</b>	<b>30%</b>

### GRI 401-1: NEW HIRES AND EMPLOYEE TURNOVER

NUMBER OF NEW EMPLOYEE HIRES	2022			2023		
	<30 years	30-50 years	>50 years	<30 years	30-50 years	>50 years
Men	0	9	0	2	-	3
Women	0	1	0	1	-	-
<b>Total</b>	<b>0</b>	<b>10</b>	<b>0</b>	<b>3</b>	<b>-</b>	<b>3</b>
<b>Incoming turnover rate (%)</b>	<b>0%</b>	<b>34%</b>	<b>0%</b>	<b>25%</b>	<b>0%</b>	<b>17%</b>

### GRI 401-1: New hires and employee turnover

NUMBER OF EMPLOYEE TURNOVER	2022			2023		
	<30 years	30-50 years	>50 years	<30 years	30-50 years	>50 years
Men	1	4	1	-	-	2
Women	1	1	0	-	-	-
<b>Total</b>	<b>2</b>	<b>5</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>2</b>
<b>Outgoing turnover rate (%)</b>	<b>22%</b>	<b>17%</b>	<b>5%</b>	<b>0%</b>	<b>0%</b>	<b>11%</b>

## OCCUPATIONAL HEALTH AND SAFETY

### GRI 403-9 (2018): Work-related injuries

RATES OF EMPLOYEE WORK-RELATED INJURIES	UNIT OF MEASURE	2022	2023
<b>Number of total work-related injuries of employees<sup>13</sup></b>	<b>n.</b>	<b>0</b>	<b>0</b>
of which:			
Fatal injuries	n.	0	0
High-consequence work-related injuries <sup>14</sup>	n.	0	0
Recordable work-related injuries <sup>15</sup>	n.	2	0
<b>Number of hours worked by employees</b>	<b>n.</b>	<b>98,854</b>	<b>98,738</b>
GRI Work-related injury rates <sup>16</sup>			
Rate of total injuries/number of hours worked	%	0%	0%
Rate of fatalities /number of hours worked	%	-	-
Rate high-consequence work-related injuries/ number of hours worked	%	-	-
Rate of recordable work-related injuries/ number of hours worked	%	-	-

13 - "Accidents at work" means all injuries to which death, days of absence, restrictions on work, transfer to other duties, medical treatment beyond first aid, loss of knowledge can be achieved. These are all accidents caused by risks and dangers to which workers are exposed in the workplace (e.g. death, amputations, tears, fractures, hernia, burns, loss of knowledge and paralysis).

14 - "Accidents at work with serious consequences" means accidents involving at least 6 months, therefore excluding deaths.

15 - "Other accidents" means accidents which have led to less than six months in consequence.

16 - The calculation of injury indices was based on 100,000 hours worked, according to the following formulae:

- Total accident/hours worked ratio: (Total work-related injuries/hours worked) \* 100,000;
- Fatal injury/hours worked ratio: (Total fatal injuries/hours worked) \* 100,000;
- Ratio of serious injury/hours worked: (Total serious injury/hours worked) \* 100,000;
- Ratio of other injuries/hours worked: (Total other injuries/hours worked) \* 100,000.

# IMPACTS GENERATED

MATERIAL TOPICS	IMPACT	NATURE OF IMPACT	INVOLVEMENT OF THE COMPANY
<b>Energy efficiency and the fight against climate change</b>	The Company contributes to climate change due to the increase in the generation of climate-altering emissions in the atmosphere and the consumption of energy from non-renewable sources by the Company, with consequent negative impacts on the environment.	Negative	Caused by the Company
<b>Circular economy and responsible management of resources</b>	The Company generates potential negative impacts on ecosystems through the overexploitation of water resources and the introduction of agents' pollutants in water with soil and groundwater contamination	Negative	Caused by the Company
	The Company contributes to a greater circularity in processes through the reuse of recyclable and recycled materials.	Positive	Caused by the Company
	The Company generates a negative impact through the production of waste and its inadequate disposal.	Positive	Caused by the Company
<b>Involvement, support and development of the local community</b>	The Society contributes to the socio-economic development of local communities through donations, sponsorship, participation in local initiatives and the creation of professional opportunities.	Negative	Caused by the Company

MATERIAL TOPICS	IMPACT	NATURE OF IMPACT	INVOLVEMENT OF THE COMPANY
<b>Diversity and development of human capital</b>	The Company promotes an environment of work that puts employee well-being first, promoting values like inclusion, gender equality and skills development	Positive	Caused by the Company
	The Company creates a work environment that attracts and retains talent through the promotion of training, professional development, and performance evaluation programs	Positive	Caused by the Company
	Potential episodes of discrimination and/or abuse	Negative	Caused and directly connected to the Company through its commercial relations
<b>Safeguarding human rights</b>	Potential violation of human rights along the value chain (e.g., Right to freedom of association and collective bargaining, child labor, forced or compulsory labor) with repercussions on human dignity and the development of the community.	Negative	Caused and directly connected to the Company through its commercial relations
	Prevention and mitigation of impacts on health and safety at work, including through the promoting behaviors managers, training in health and safety and so systems development and adoption state-of-the-art management safety at work	Positive	Caused by the Company
<b>Occupational health and safety</b>	Potential cases of increase in incidents at work and occupational diseases, including those due to lack of suitable procedures or to non-monitoring and application of management systems in the field of health and safety	Negative	Caused by the Company

MATERIAL TOPICS	IMPACT	NATURE OF IMPACT	INVOLVEMENT OF THE COMPANY
<b>Creating value</b>	The Company's ability to generate economic value, safeguard business continuity and ensure the distribution of value to stakeholders (e.g., employees, suppliers, and shareholders)	Positive	Caused by the Company
	Potential value erosion of the organization and failure to redistribution of generated value to stakeholders	Negative	Caused by the Company
<b>Governance, Sustainable Strategy, and Business Model</b>	The Company spreads business ethics and sustainability values, communicating and training employees, business partners and other stakeholders on anti-corruption regulations and procedures and spreading ESG culture	Positive	Caused by the Company
	Failure to reach the objectives necessary to ensure sustainable business development	Negative	Caused by the Company
	Potential corruption and/or non-compliance with and laws regulations, behavior anti-competitive and practical monopolistic, with relative social/environmental/economic consequences negative and attached reputational damage.	Negative	Caused by the Company
<b>Privacy and information protection</b>	Potential security breaches that involve customer privacy and loss of customer data, including potential intentional security breaches from third parties (e.g., cyber-attacks)	Negative	Caused by the Company
<b>Responsible supply chain management</b>	Contributing to the creation of sustainable supply chains through the selection of local suppliers and the	Caused by the Company	Caused and directly connected to the Company through its commercial relations
	Potential negative impacts due to suppliers not being selected, evaluated, and monitored according to ESG criteria	Negative	Caused and directly connected to the Company through its commercial relations

MATERIAL TOPICS	IMPACT	NATURE OF IMPACT	INVOLVEMENT OF THE COMPANY
<b>Customer care</b>	Creation of a relationship of trust with the customer based on support during the decision-making process, compliance with the regulations in force in the field of transparency, the correct management of complaints and the ability to respond in an efficient and timely manner to his requests	Positive	Caused and directly connected to the Company through its commercial relations
	Reduction in sales volume of individual products due to an	Negative	Caused by the Company
<b>Product sustainability</b>	The Company develops and offers to its customers an offer of traceable and certified products, in compliance with the regulations in force.	Positive	Caused and directly connected to the Company through its commercial relations
	Increase industry quality standards	Positive	Caused and directly connected to the Company through its commercial relations
<b>Process innovation and digitization</b>	The Company guarantees a high standard of innovation for its products/services through the efficiency and automation of processes and the use of innovative machinery.	Positive	Caused and directly connected to the Company through its commercial relations

# CORRELATION MATERIAL TOPICS

## GRI STANDARDS

SCOPE ESG	MATERIAL TOPIC	PERIMETER		RECONCILIATION TOPIC GRI
		WHERE THE IMPACT OCCURS	TYPE OF IMPACT	
<b>Environmental</b>	Energy efficiency and the fight against climate change	Company	Caused by the Company	GRI 3: Material topics (2021) GRI 302: Energy GRI 305: Emissions
	Circular economy and responsible management of resources	Companies, suppliers, and business partners	Caused by the Company	GRI 3: Material topics (2021) GRI 301: Materials GRI 303: Water and water drains GRI 306: Waste
<b>Social</b>	Involvement, support and development of the local community	Company, Local Community	Caused and directly connected to the Company through its commercial relations	N/A.
	Safeguarding human rights	Companies, suppliers and business partners	Caused by the Company and directly connected through a business relationship	GRI 3: Material topics (2021)
	Diversity and development of human capital	Company	Caused by the Company and directly connected through a business relationship	GRI 3: Material topics (2021) GRI 2-7: Employees GRI 401: Employment GRI 404: Training and education GRI 405: Diversity and equal opportunities GRI 406: Non-discrimination
	Occupational health and safety	Company	Caused by the Company	GRI 3: Material topics (2021) GRI 403: Health and safety at work

SCOPE ESG	MATERIAL TOPIC	PERIMETER		RECONCILIATION TOPIC GRI
		WHERE THE IMPACT OCCURS	TYPE OF IMPACT	
<b>Governance</b>	Creating value	Company	Caused by the Company	GRI 3: Material topics (2021) GRI 201: Economic performance
	Governance, Sustainable Strategy, and Business Model	Companies, suppliers, Government, Institutions and Regulatory bodies	Caused by the Company	GRI 3: Material topics (2021) GRI 205: Anti-corruption GRI 206: Anti-competitive behavior
	Responsible supply chain management	Companies, suppliers, and business partners Company	Caused by the Company and directly connected through a business relationship	GRI 3: Material topics (2021) GRI 204: Supply practices
	Privacy and information protection	Società, Clienti	Caused by the Company	GRI 418: Consumer Privacy
<b>Product and customer responsibilities</b>	Customer care	Companies, customers	Caused by the Company and directly connected through a business relationship	GRI 3: Material topics (2021) GRI 416: Customer health and safety
	Product sustainability	Companies, customers, suppliers, and business partners	Caused by the Company and directly connected through a business relationship	N/A
	Process innovation and digitization	Company	Caused by the Company and directly connected through a business relationship	N/A

# GRI

## CONTENT INDEX

THE TABLE BELOW SUMMARIZES THE GRI INDICATORS REPORTED IN THIS SUSTAINABILITY REPORT.

### GRI 2: GENERAL INFORMATION (2021)

GRI INDICATOR	PAGE	NOTES AND OMISSIONS
<b>Declaration of use</b>	Alluminio di Qualità has submitted a report in accordance with GRI Standards for the period from 1 January 2022 to 31 December 2023	
<b>GRI 1 used</b>	GRI 1 - Foundation – 2021 Version	
<b>Relevant GRI industry standard</b>	Not applicable	
<b>The organization and its reporting practices</b>		
GRI 2-1	Organizational details	14-15
GRI 2-2	Entities included in the organization's sustainability reporting	6-7
GRI 2-3	Reporting period, frequency, and contact point	6-7
GRI 2-4	Restatements of information	6-7
GRI 2-5	External assurance	6-7 The 2023 Sustainability Report is not subject to external assurance
<b>Activities and workers</b>		
GRI 2-6	Activities, value chain and other business relationships	20-25
GRI 2-7	Employees	70-71; 105
<b>Governance</b>		
GRI 2-9	Governance structure and composition	41
GRI 2-10	Nomination and selection of the highest governance body	41

GRI INDICATOR	PAGE	NOTES AND OMISSIONS
<b>Strategy, policies and practices</b>		
GRI 2-22	Statement on sustainable development strategy	4-5
GRI 2-27	Compliance with laws and regulations	43
<b>Stakeholder engagement</b>		
GRI 2-29	Approach to stakeholder engagement	34-35
GRI 2-30	Collective bargaining agreements	70
<b>SPECIFIC STANDARD DISCLOSURE</b>		

### GRI 3: MATERIAL TOPICS (2021)

#### Material Topic: Governance, Sustainable Strategy and Business Model

#### MATERIAL TOPICS (2021)

GRI 3-3	Management of material topics	42-43
---------	-------------------------------	-------

#### GRI 205: ANTI-CORRUPTION (2016)

GRI 205-3	Confirmed incidents of corruption and actions taken	There were no corruption incidents during 2023.
-----------	---	---

#### GRI 206: ANTI-COMPETITIVE BEHAVIOR

GRI 206-1	Legal actions related to anti-competitive behavior, anti-trust and monopoly practices	There were no anti-competitive episodes during 2023.
-----------	---	--

#### Material Topic: Creating value

#### GRI 3: MATERIAL TOPICS (2021)

GRI 3-3	Management of material topics	44-45
---------	-------------------------------	-------

#### GRI 201: ECONOMIC PERFORMANCE

GRI 201-1	Direct economic value generated and distributed	44-45; 102
-----------	---	------------

GRI INDICATOR		PAGE	NOTES AND OMISSIONS
<b>Material Topic: Responsible Supply Chain Management</b>			
<b>GRI 3: MATERIAL TOPICS (2021)</b>			
GRI 3-3	Management of material topics	48-51	
<b>GRI 204: SUPPLY PRACTICES</b>			
GRI 204-1	Proportion of spending to leased suppliers	49; 102	
<b>Material Topic: Privacy and Information Protection</b>			
<b>GRI 3: MATERIAL TOPICS (2021)</b>			
GRI 3-3	Management of material topics	46-47	
<b>GRI 418: CONSUMER PRIVACY</b>			
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	During 2023, there were no proven complaints about customer privacy breaches and loss of customer data	
<b>Material Topic: Circular economy and responsible resource management</b>			
<b>GRI 3: MATERIAL TOPICS (2021)</b>			
GRI 3-3	Management of material topics	88-91	
<b>GRI 303: WATER AND WATER DRAINS</b>			
GRI 303-1	Interaction with water as a shared resource	91	
GRI 303-3	Water withdrawals	91; 104	
<b>GRI 301: MATERIALS</b>			
GRI 301-1	Materials used by weight or volume	89; 104	
GRI 301-2	Recycled input materials used	89; 104	
<b>GRI 306: WASTE</b>			
GRI 306-3	Waste generated	91; 105	

GRI INDICATOR		PAGE	NOTES AND OMISSIONS
<b>Material Topic: Energy efficiency and the fight against climate change</b>			
<b>GRI 3: MATERIAL TOPICS (2021)</b>			
GRI 3-3	Management of material topics	84-88	
<b>GRI 302: ENERGY</b>			
GRI 302-1	Energy consumption within the organization	86-87; 103	
<b>GRI 305: EMISSIONS</b>			
GRI 305-1	Direct (Scope 1) GHG Emissions	88; 103	
GRI 305-2	Energy indirect (Scope 2) GHG Emissions	88; 103	
<b>Material Topic: Diversity and development of human capital</b>			
<b>GRI 3: MATERIAL TOPICS (2021)</b>			
GRI 3-3	Management of material topics	70-75	
<b>GRI 401: EMPLOYMENT</b>			
GRI 401-1	New employee hires and turnover	71; 106-107	
<b>GRI 404: TRAINING AND EDUCATION</b>			
GRI 404-1	Average hours of training per year per employee	106	
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY</b>			
GRI 405-1	Diversity of governance bodies and employees	72; 106	
<b>GRI 406: NON-DISCRIMINATION</b>			
GRI 406-1	Incidents of discrimination and corrective actions taken	There were no cases of discrimination during 2023.	
<b>GRI 401: EMPLOYMENT</b>			
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	73	

GRI INDICATOR		PAGE	NOTES AND OMISSIONS
<b>Material Topic: Customer Care</b>			
<b>GRI 3: MATERIAL TOPICS (2021)</b>			
GRI 3-3	Management of material topics	62-65	
<b>GRI 416: CUSTOMER HEALTH AND SAFETY</b>			
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	There were no incidents of non-compliance in 2023 regarding the health and safety impacts of products and services	
<b>Material Topic: Occupational health and safety</b>			
<b>GRI 3: MATERIAL TOPICS (2021)</b>			
GRI 3-3	Management of material topics	76-81	
<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY (2018)</b>			
GRI 403-1	Occupational health and safety management system	76-81	
GRI 403-2	Hazard identification, risk assessment, and incident investigation	76-81	
GRI 403-3	Occupational health services	76-81	
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	76-81	
GRI 403-5	Worker training on occupational health and safety	76-81	
GRI 403-6	Promotion of worker health	76-81	
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	76-81	
GRI 403-9	Work-related injuries	77	
GRI 403-10	Work-related ill health	77	
<b>Material Topic: Involvement, support, and development of the local community</b>			
<b>GRI 3: MATERIAL TOPICS (2021)</b>			
GRI 3-3	Management of material topics	68	

GRI INDICATOR		PAGE	NOTES AND OMISSIONS
<b>Material Topic: Safeguarding human rights</b>			
<b>GRI 3: MATERIAL TOPICS (2021)</b>			
GRI 3-3	Management of material topics	68	
<b>Material Topic: Product sustainability</b>			
<b>GRI 3: MATERIAL TOPICS (2021)</b>			
GRI 3-3	Management of material topics	54-57	
<b>Material Topic: Process innovation and digitization</b>			
<b>GRI 3: MATERIAL TOPICS (2021)</b>			
GRI 3-3	Management of material topics	58-61	







## **GENOA**

Headquarters and Administrative Offices

Genova 16121

Via XX Settembre, 31/7

Tel. +39 010 53971

Fax. +39 010 5397236

## **VILAFRANCA**

Sales Offices and Service Centre

Villafranca 37069 (VR)

Via Olanda, 3

Tel: +39 045 6302222

Fax: + 39 045 6300457

## **CAMPI BISENZIO**

Sale Offices and Warehouse

Campi Bisenzio 50013 (FI)

Via Giobetti, 3

Tel: +39 055 8825060

Fax: +39 055 8824916

## **VIGNOLE BORBERA**

Service Centre

Vignole Borbera 15060

Località Precipiano, 13b

