

SUSTAINABILITY REPORT 2024



YOUR CHOICE FOR FLUOROBASED PRODUCT
GUARNIFLON

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S.p.A.



LETTER TO STAKEHOLDERS

Dear Stakeholders,

It is with great pleasure that **GUARNIFLON** presents its first Sustainability Report. This important milestone is proof of the company's real commitment to creating an open, transparent dialogue with all stakeholders. Since it was founded in 1982, **GUARNIFLON** has followed a model of industrial growth based on technological innovation, the quality of the products, and respect for the environment and the communities in which it operates. Sustainability, today, is an integral part of the company's strategic vision and guides our daily actions, from designing high-performance materials to adopting increasingly efficient and responsible production processes. This report is an opportunity for **GUARNIFLON** to demonstrate the actions taken to ensure environmental sustainability, social responsibility, and ethics in corporate governance, as well as the results achieved in recent years. Last year, together with Maflon, we launched a process which has led to the identification of a sustainability strategy for the two companies. The goal of this process is to ensure that certain values deemed fundamental, such as lawfulness, integrity, and correctness, form the basis of all the decisions we take on a daily basis.

Our focus is, specifically, on those issues we have identified as priorities through a materiality analysis. They include:

- the responsible use of natural resources and materials;
- waste management and the promotion of circularity;
- safeguarding the health and safety of our people;
- maintaining superior quality and safety standards in the products offered;
- protecting the confidentiality of corporate data and information.

We recognise that the challenge of sustainability requires constant commitment, an ability to innovate, and collaboration across the entire value chain. With this first Sustainability Report we aim to lay out a path of continuous improvement aimed at monitoring our progress and building on the trust of our stakeholders: customers, employees, suppliers, local communities, and institutions.

I extend my heartfelt thanks to everyone who, with their daily dedication, supports **GUARNIFLON**'s sustainable growth by sharing and promoting the values of integrity and responsibility.

Angelo Fioroni
CEO

**GUARNIFLON'S
SUCCESS IN
NUMBERS**



500
**EMPLOYEES,
THROUGH A
NETWORK OF
10 OVERSEAS
COMPANIES**

4
LABORATORIES

**OVER
40 YEARS
OF EXPERIENCE
IN THE SECTOR**

**OVER
3,300
CUSTOMERS IN
MORE THAN 70
COUNTRIES**



GUARNIFLON-MAFLON'S SUSTAINABILITY PATH

1. GUARNIFLON-MAFLON'S SUSTAINABILITY PATH

Sustainability has always been an integral part of **GUARNIFLON**'s industrial approach. In recent years, in response to the need to monitor the impacts of the company's operations on the environment and on people, the process of integrating sustainability has become increasingly structured. In 2024, **GUARNIFLON**, together with Maflon, launched a process which has led to identifying a number of priority issues for the company's sustainable development. These issues were identified through an internal analysis which involved management and corporate stakeholders directly.



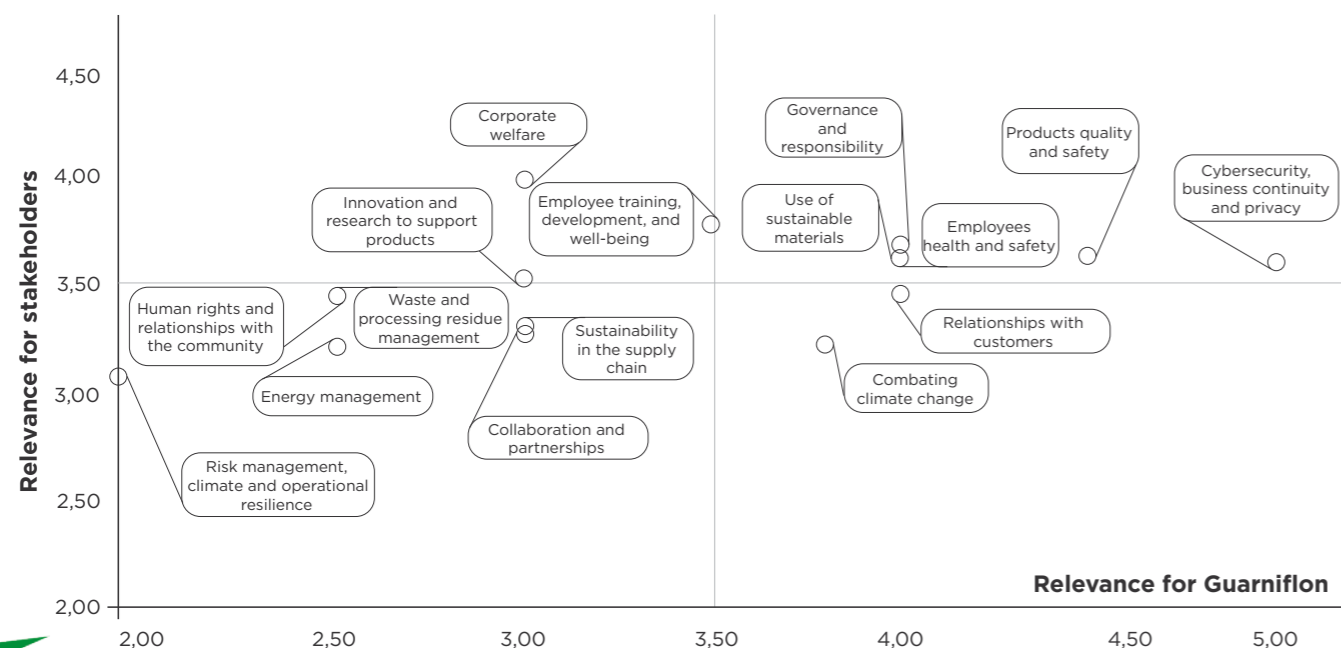
IMPACT MATERIALITY ANALYSIS

An impact materiality analysis is the methodological process used to identify the most significant sustainability issues for **GUARNIFLON**, that is, those issues which substantially affect the company's ability to generate long-term value. This process was developed in accordance with the European and international principles of reference, which included the ESRS – the European Sustainability Reporting Standards – developed by EFRAG (the European Financial Reporting Advisory Group), the Global Reporting Initiative (GRI) standards, and best practices in terms of sustainability reporting.

The impact materiality analysis is divided into the following three main phases:

- 1. Understanding the corporate context and the value chain:** the first phase involves carefully assessing **GUARNIFLON**'s activities, its current position with regard to sustainability aspects, its value chain (suppliers and customers), and the regulatory and competitive framework in which the company operates;
- 2. Identifying the potentially significant topics and their impacts:** **GUARNIFLON**'s Strategic Committee defined a set of potentially significant sustainability aspects, reflecting the impacts generated - in the short, medium and long term - on both the environment and people;
- 3. Involving stakeholders and assessing the significance of the impacts:** the topics identified were then submitted for review by the company's main stakeholders (including employees, customers, and suppliers) through a questionnaire. In parallel, the Strategic Committee also gave its assessment regarding the relevance of the various impacts.

The results from the entire process were summarised in the materiality impact matrix which associates each impact with the respective relevant topics. The material topics, i.e. those topics deemed to be priorities by both **GUARNIFLON** and its stakeholders, are shown in the upper right quadrant of the matrix.



THE GUARNIFLON-MAFLON SHARED SUSTAINABILITY STRATEGY

GUARNIFLON and Maflon have defined a common sustainability strategy in order to translate their shared vision and their corporate values into concrete actions. The goals are to increase operational efficiency, reduce the environmental impact, enhance the human capital, and pro-actively manage risks linked to environmental sustainability and social responsibility. For each aspect of the sustainability strategy, **GUARNIFLON** has set strategic goals and KPIs, which are aligned with the global commitments made in the UN's 2030 Agenda - the Sustainable Development Goals, SDGs - which define a roadmap to end poverty, protect the planet, and ensure prosperity in harmony with nature, recognising the crucial role played by the private sector in achieving the goals effectively.

ENVIRONMENTAL SUSTAINABILITY

Manage the company's activities in order to minimise any negative effects on the environment by preserving natural resources, using raw materials responsibly in production processes, and reducing the amount of waste generated as well as polluting emissions



SOCIAL RESPONSIBILITY

Generate a positive impact through initiatives which promote the health and well-being of employees, inclusion, diversity, and respect for human rights through the adoption of high product quality, and safety standards for end customers



ETHICS IN CORPORATE GOVERNANCE

Adopt ethical behaviour when managing and conducting the company's activities and in establishing business relationships with every other party with whom the company interacts



“Guarniflon has put itself at the helm of an international Group in continuous development, integrating human resources and technologies at the highest level across the world”

2.1 THE COMPANY

GUARNIFLON is an industrial company established in 1982 in Castelli Calepio (BG), Italy. It produces and processes PTFE (Polytetrafluoroethylene) and high-performance polymers. Over the course of forty years of operations, the company has progressively expanded its technical, logistical, and commercial capabilities by specialising in the supply of standard and custom components for critical applications in the following sectors: aerospace, chemical, automotive, electronic, food, and medical.

GUARNIFLON's growth can be seen on various fronts, which are the result of the company's industrial vision: the consolidation of its internal production capacity and the vertical integration of complementary technologies. This approach has led to the definition of an efficient organisational structure which integrates specialised divisions, dedicated production units, and an international sales network.

The operating structure is organised across several locations:





- the historical headquarters at Via Torquato Tasso 12, Tagliuno di Castelli Calepio, Italy, supported by the plants at Via Don Ravizza 86/90 and Via Aldo Moro 80/82, which house two laboratories, to produce PTFE powders and semi-finished products;
- the plant at Via I Maggio 29-31, Ospitaletto (BS), Italy, which houses a production area and a laboratory, to produce PTFE powders and micropowders and thermoplastic pellets;
- another laboratory is based at the plant in San Zenone degli Ezzelini (TV), Italy, and focuses on producing thermoplastic films.

2. THE CORPORATE IDENTITY

GUARNIFLON is a global network of 10 overseas companies operating in over 70 countries: in Germany through Maceplast Gmbh, in France with Maceplast S.A., in the United Kingdom with Maceplast UK Ltd. and VAC Innovation Ltd., in Romania with Maceplast Romania S.A., in Spain with Maceplast Espana SI, in the United States with IPM Industrial Plastics & Machine Inc., in Canada with Industrial Plastics Inc., in India with Guarniflon India PVT Ltd. and in China with Zhejiang Green Guarniflon Film Technology Co. Ltd..

GUARNIFLON is part of the Mazza Group, an industrial holding company which coordinates the operations of the operating companies both in Italy and overseas.

The international presence is further strengthened by participating in numerous trade shows which represent an important opportunity to introduce the excellence of the company’s products to the wider world. In 2024, **GUARNIFLON** took part in:

EXHIBITION	PAESE	SETTORE	PERIODO
 Hydrogen & Fuel Cells	Germany, Hannover	Hydrogen and fuel cells	22-26 April 2024
 IZB	Germany, Wolfsburg	Automotive	22-24 October 2024
 Hydrogen Tech Expo	Germany, Hamburg	Hydrogen supply chain	23-24 October 2024
 PTC Asia	China, Shanghai	Hydraulics	5-8 November 2024

GUARNIFLON’s history is one of constant growth, based on the consolidation of its core markets, developing advanced technological solutions, and deepening its technical know-how. In over forty years of operations, the company has achieved many significant milestones which underscore its commitment to excellence.

1982	1994	1997	1998	2000	2004	2007	2011	2013	2015	2016	2018	2019	2020	2021	2022	2024
GUARNIFLON S.P.A. is founded. The goal is to enter the Italian market with high-performing plastic components	MACEPLAST GERMANY The start of international expansion with the first subsidiary outside Italy, Maceplast Germany	MACEPLAST FRANCE the promising French market becomes the focus of the second international project with maceplast france	MACEPLAST UK Just a year later, the third subsidiary outside Italy opens in the United Kingdom: Maceplast UK	MACEPLAST RO With the launch of Maceplast Romania in Bucharest, expansion moves into eastern Europe	IPM Guarniflon enters the US market with the purchase of an existing plant, IPM	GUARNIFLON INDIA A strategic investment is made in India to reinforce and develop the PTFE raw materials business	MACEPLAST SPAIN A flag is planted in the Spanish market with the opening of Maceplast Spain	FLONTECH The capacity of compounds of raw materials is increased with the acquisition of a business unit	MAFLON The Maflon spinoff, a company specialising in fluorochemicals GHIVI Acquisition of Ghivi to increase the production capacity of seats for globe valves MAZZA HOLDING Mazza Holding established to guide the international Group	PATI The acquisition of the Italian company , Pati, is the first step into the fluoro-thermoplastic film sector	NEXTFLON The start-up, Nextflon, is launched to offer support to some Guarniflon departments	CHINA JOINT VENTURE Launch of a Joint Venture in China	KIT SOLUTIONS Kit Solutions, the “tailor of materials”, is established for composite applications in the aerospace sector	GHIRLANDI Acquisition of Ghirlandi, a leading Italian company in the processing of PTFE and thermoplastic materials	IPC INC. A new initiative in Canada. IPC Inc. boasts over 70 years of combined experience in the production of finished and semifinished PTFE products	VAC INNOVATION LTD. Vac Innovation, a company specialising in the distribution of technologies for composite materials, joins the Guarniflon Group through the subsidiary, Maceplast UK GUARNIFLON BEGINS ITS SUSTAINABILITY JOURNEY

2.2 CORPORATE GOVERNANCE AND THE CORPORATE MANAGEMENT SYSTEM

CORPORATE GOVERNANCE

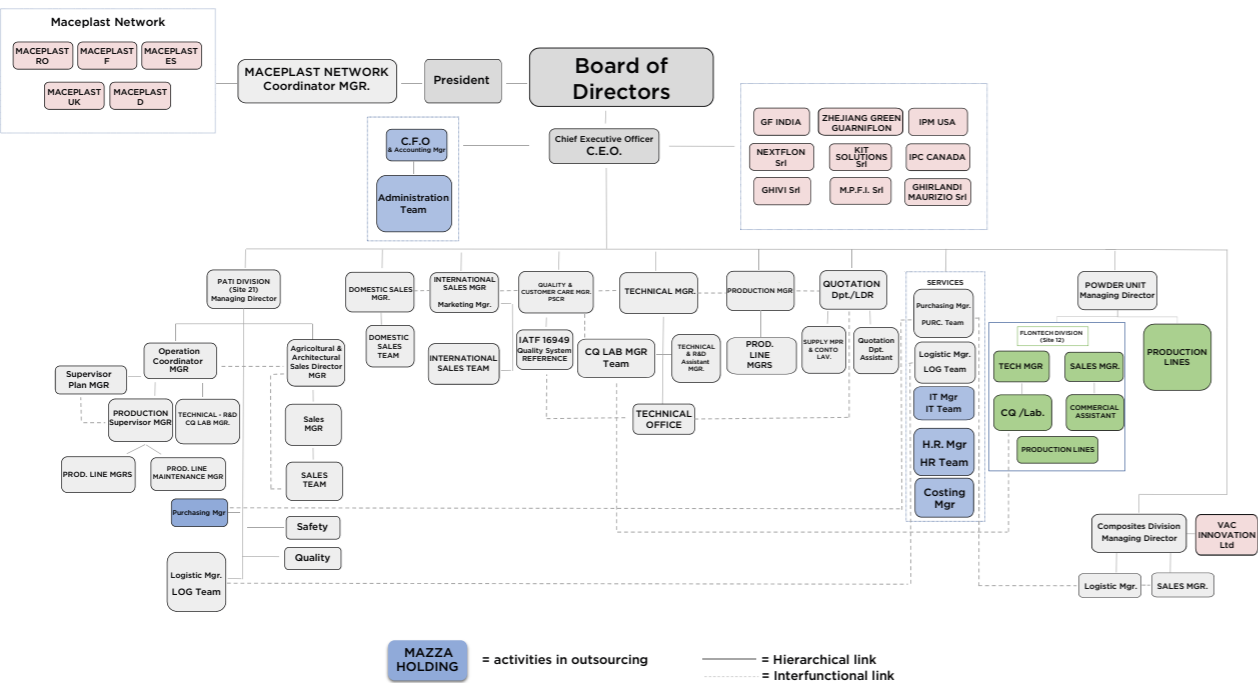
GUARNIFLON, with headquarters at Via Soave, 7, Milan, Italy, is a world leader in the PTFE sector. The Italian operations are based at:

- Via Torquato Tasso 12, Tagliuno di Castelli Calepio (BG), Italy, “Location 1”;
- Via Aldo Moro 80/82, Castelli Calepio (BG), Italy, “Location 2”;
- Via Don Ravizza 86/90, Castelli Calepio (BG), Italy, “Locations 4 and 5”;

These are supported by two divisions: PATI, Via Beltramini 50/52 – San Zenone degli Ezzelini (TV), Italy, and FLONTECH, Via I Maggio 29/31 - Ospitaletto (BS), Italy. The share capital is wholly held by Mazza Holding S.p.A..



The President of the Board of Directors is Luca Mazza. The Board of Directors is composed of: Giuseppe Mazza, Pietro Paolo Arcangeli, Piera Esposito, and Angelo Fioroni. The Board of Statutory Auditors is composed of three Statutory Auditors, one of whom is the President of the Board, and two Alternate Auditors.



The company has adopted a governance model founded on the principles of integrity, transparency, and innovation. The corporate management system is characterised by a strong integration

between the various functional areas, ensuring effective and efficient management of the main production, sales, and support activities. **GUARNIFLON**'s organisational structure has an international arrangement, which includes specialised operating divisions (Flontech® and Pati®), a network of sales branches in Europe (Maceplast), and production plants in India, the United States of America, Canada, and China. Well-equipped laboratories in every location ensure superior standards of product control, traceability, and compliance.

THE CORPORATE MANAGEMENT SYSTEM

GUARNIFLON has an ISO 9001 and IATF 16949 certified Quality System which covers all the operating locations. Activities are arranged to oversee the entire production cycle, from design to delivery, in accordance with the principles of traceability, quality control, and regulatory compliance. Every location has adopted a centralised documentation management system, which governs how every piece of documentation is organised and stored.

The **GUARNIFLON** product families include:

- 01 finished pieces of extruded material;
- 02 finished pieces of compression moulded material;
- 03 skived films of compression moulded material;
- 04 semi-finished products: extruded sheets, tubes and rods, compression moulded tubes and rods;
- 05 SE Series – gaskets for flat seals of compression moulded material;
- 06 powders/compounds based on compounded PTFEs;
- 07 PTFE micro-powders;
- 08 thermoplastic films (FEP-ETFE-PFA-EVA-LDPE-bioplastics-PVDF);
- 09 materials in kits for composite moulding.

The company operates in compliance with the most stringent regulatory standards and can supply certified materials, test certificates (EN 10204), and traceability for every batch upon request. The logistics network is supported by integrated information systems that can monitor orders, provide an interface with customers, and store all the technical documentation. The company has implemented a Quality Policy which establishes the commitment to the pursuit of excellence, something that has always distinguished **GUARNIFLON**'s operations; a Social Responsibility Policy that lays out fundamental principles to safeguard health and safety in the workplace; and an Environmental Policy that prevents risks to the environment.

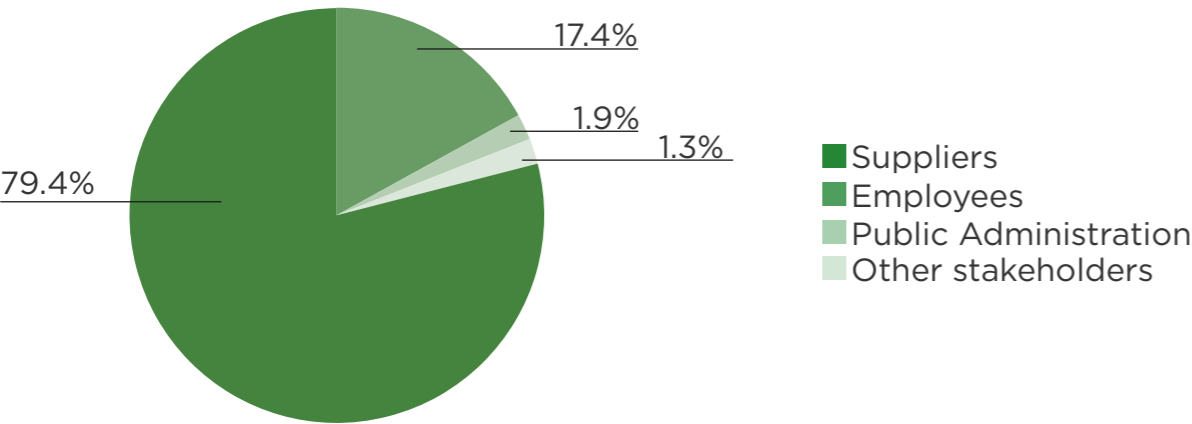
2.3 CREATING AND SHARING SUSTAINABLE VALUE

The economic value generated and distributed sums up the company’s ability to create and share value with every stakeholder. In 2024, **GUARNIFLON** generated an economic value of 88,977,496 euro, of which 81,495,376 euro was distributed to stakeholders. 64,696,481 euro is the value that was shared with suppliers of goods and services (79%), whilst 14,198,085 euro is the amount generated for employees (17%). 1,534,163 euro was distributed to the Public Administration (2%), whilst 7,482,120 euro was retained by the company to support its path of sustainable growth.

2024

Economic value generated by GUARNIFLON	88,977,496
Revenue from sales	88,977,496
Change in inventories of work in progress, semi-finished and finished products	-130,548
Other revenue and income	1,389,666
Financial income	1,721,613
Impairment of receivables and equity investments	-117,555
Economic value distributed by GUARNIFLON	81,495,376
Suppliers	64,696,481
Employees	14,198,085
Debt capital	1,156,547
Public Administration	1,534,163
Differences from foreign exchange	-89,900
Economic value retained by GUARNIFLON	7,482,120
Depreciation	3,210,234
Undistributed profit	4,271,886

ECONOMIC VALUE DISTRIBUTED BY GUARNIFLON



2.4 OUR COMMITMENT TO THE FIGHT AGAINST CLIMATE CHANGE

GUARNIFLON recognises climate change as one of today’s main global environmental challenges. It is committed to monitoring the emissions of the greenhouse gases (GHGs) produced as part of its industrial activities. In 2024, **GUARNIFLON** measured the energy it used and the GHG emissions it generated with the goals of increasing awareness of the environmental impact generated by the organisation and of laying the foundations to define progressive reduction strategies. In 2024, **GUARNIFLON** consumed an estimated 137,349 GJ* of energy.

* The conversion factors used are taken from the document, “UK Government GHG Conversion Factors for Company Reporting – Fuel properties”, DEFRA 2024.

ESTIMATED ENERGY CONSUMED

VARIABLE	DESCRIPTION	UNIT OF MEASUREMENT	2024
Natural gas	Natural gas consumed	Sm3	1,424,978.00
Vehicles	Km travelled by all company vehicles	km	1,352,815.00
Methane	Methane used in the cogeneration plant	kWh	12,923,906.00
Refrigerant gases	Leaks of refrigerant gases by fixed refrigeration equipment	kg	14.60
Electricity purchased	Electricity purchased from the grid and consumed	kWh	10,123,869.00
Electricity produced and consumed by the company	Electricity produced and consumed by the company thanks to the photovoltaic systems	kWh	474,670

EMISSIONS

The emissions calculation was done in compliance with the GHG Protocol with regard to:

- **Scope 1:** direct emissions from the consumption of fuel at production sites and by company vehicles;
- **Scope 2:** indirect emissions from the consumption of electricity purchased from the grid.

VARIABLE	UNIT OF MEASUREMENT	2024
Direct emissions from the consumption of natural gas	tCO2	2,914.68
Direct emissions linked to company vehicles	tCO2	220.97
Direct emissions from leaks of refrigerant gases	tCO2	20.25
Direct emissions from the consumption of methane to power the cogeneration plant	tCO2	2,618.90
Direct emissions (Scope 1)	tCO2	5,774.80
Indirect emissions from the consumption of electricity	tCO2	2,581.59
Indirect emissions(Scope 2) (location-based method)	tCO2	2,581.59

The emission factors adopted to quantify the Scope 1 and Scope 2 CO₂ emissions are provided below.

ENERGY SOURCE	EMISSION UNIT/ STARTING UNIT	EMISSION FACTOR	SOURCE
Natural gas	tCO2/Sm3	0.002045	DEFRA (Department for Environmental, Food & Rural Affairs) 2024
Methane	kgCO2/kWh	0.20264	DEFRA (Department for Environmental, Food & Rural Affairs) 2024
Electricity (location-based method)	kgCO2/kWh	0.255	Italian Institute for Environmental Protection and Research (ISPRA) 2023

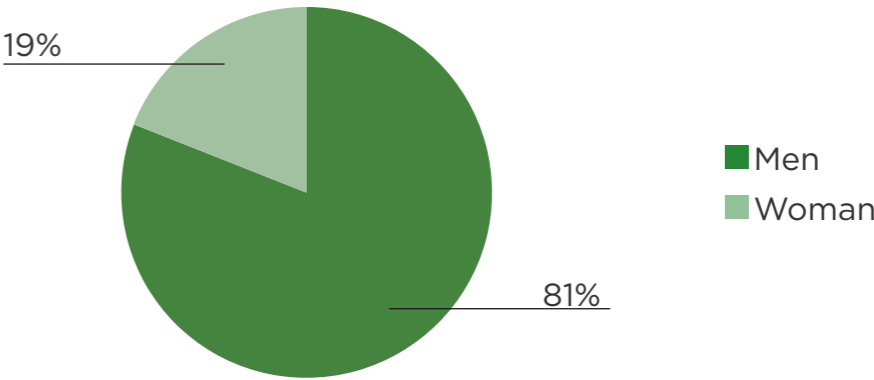
The definition of a baseline establishes the starting point for assessing the effects on the environment of the decisions made and for identifying additional interventions related to energy optimisation and increasing the share of renewable energy used in production processes.

2.5 OUR PEOPLE

GUARNIFLON recognises the value of people and pursues the goal of creating a harmonious and stimulating working environment. The policies adopted over time ensure respect for the fundamental rights of workers, their physical, cultural, and moral integrity, and equal opportunities. They promote cooperation and mutual respect and reject any and every form of discrimination based on age, gender, sexual orientation, state of health, disability, pregnancy, religion, ethnicity, culture, and political affiliation. **GUARNIFLON** employs a total of 244 people: 198 men and 46 women, 81% and 19%, respectively, of the total workforce. Workers represent the largest professional category.



PERSONNEL BROKEN DOWN BY GENDER - 2024



EMPLOYEES BY AGE

	WOMEN	MEN	TOTAL
Under 30	2	21	23
Between 30 and 50	29	102	131
Over 50	15	75	90
Total	46	198	244

9.4% of the people employed are aged under 30, 53.7% are aged between 30 and 50, with 36.9% who are over 50 years of age. **GUARNIFLON** guarantees equal pay across every company level.



3. METHODOLOGY

For the first time and voluntarily, GUARNIFLON publishes its Sustainability Report

The goal is to demonstrate to stakeholders the attention paid by the company to environmental, social, and corporate governance aspects, as well as the potential impacts and risks which derive from the actions taken and the activities carried out. The report has been prepared in compliance with the GRI Standards, the principles defined by the Global Reporting Initiative (GRI), and on the basis of the European Sustainability Reporting Standards (ESRS), issued by EFRAG (the European Financial Reporting Advisory Group), which constitute the standards of reference at the European and international levels. Also used as a reference are the frameworks defined by other standard setters: the Sustainability Accounting Standards Board (SASB), the International Business Council (IBC) at the World Economic Forum, and the OECD Guidelines for Multinational Enterprises; completing the picture are the best practices for sustainability reporting.

For a better understanding of the document, the section, “GRI-ESRS Content Index”, in the appendix, shows the link between the various parts of the report and the principles applied. This report also contains an overview of **GUARNIFLON**’s contribution to achieving the UN’s 17 Sustainable Development Goals (SDGs). The topics covered in the report are those deemed material following a process to assess relevance. This process involved **GUARNIFLON**’s Strategic Committee and its main stakeholders and sought to identify the priorities for the company and to define the guidelines for its strategic development strategy.

The information and data contained in this document refer to the year ending 31 December 2024 and relate to the parent company, Guarniflon S.p.A.. The exclusion of the subsidiaries does not undermine the understanding of the information contained herein regarding the activities carried out and the results achieved.

References to previous years have been included to allow comparative analysis and to support the understanding of the evolution in the company’s performance.





4. ENVIRONMENTAL SUSTAINABILITY

USE OF RESOURCES AND THE CIRCULAR ECONOMY

The safety of people, the regions in which we operate, and the communities who live there are our top priority. We ensure their safety through a production process aimed at efficiency, reducing waste, and developing circular economy solutions.

4.1 USE OF SUSTAINABLE MATERIALS

GUARNIFLON is committed to ensuring an efficient and responsible use of resources, moving its activities towards production models based on the principles of the circular economy, in line with the expectations of international markets and the environmental sustainability goals that have always featured in the company's history. **GUARNIFLON** carefully monitors the procurement of raw materials and the management of the waste generated by its processes. The goals are to reduce the amount of waste generated, enhance the recoverable parts of waste, and reduce the environmental impact along the entire value chain. These commitments are translated into the operating plan through the reuse of internal waste and the research efforts into more sustainable materials. In 2024, the total quantity of raw materials purchased reached:

7,345 ton
raw materials
purchased



WASTE MANAGEMENT

Resources and materials are used efficiently in GUARNIFLON’s production processes. The goals have always been to minimise waste from production processes and to reduce the overall generation of waste whilst ensuring waste management procedures comply with current regulations. Over the years, the company has taken a number of initiatives, including:

- monitoring production processes and improving their efficiency in order to reduce production wastage;
- reusing packaging waste generated at production sites;
- reusing production waste generated by production processes;
- collaborating with certain customers to regenerate production waste created as a result of reprocessing GUARNIFLON products.

The company works to increase the awareness of waste management among its employees and to nurture a culture of environmental sustainability. The aim is to encourage the adoption of collection methods that favour reusing, recycling or, where, necessary, disposal in compliance with best practices.

The waste generated by GUARNIFLON, through production or office activities, mainly consists of mixed material packaging, wood, and PTFE. The amount of waste disposed of in 2024 by GUARNIFLON is broken down as follows:



In 2024, less than 1% of the total waste generated was classified as hazardous according to the EWC (European Waste Catalogue) codes. The recovery, selection, and sorting of the waste disposed of by GUARNIFLON were assigned to authorised third parties which operate in compliance with current regulations and which guarantee the waste is properly managed.

MANAGING WATER RESOURCES

GUARNIFLON constantly monitors its consumption of water in order to ensure this resource is managed in a sustainable way. Although it does not represent a particularly important natural asset for the company, in recent years, certain measures have been taken to increase the amount of water reused and to reduce the consumption of it. Water is used in production processes and for hygiene and sanitation purposes. Water is supplied through the public supply network and a well owned by the company.

In 2024, GUARNIFLON used (withdrew) an amount of water estimated to be 7,032** m³.

USE OF SUSTAINABLE MATERIALS. ACTIONS AND KPIs

MATERIAL TOPIC	DESCRIPTION	MAIN ACTIONS 2024	GOALS FOR THE FUTURE
The use of sustainable materials	Encourage the adoption of sustainable and renewable materials in the design and production of products by promoting responsible procurement and recycling practices. The goals are to reduce the environmental impact, optimise the use of resources, and contribute to a circular economy	Monitor the quantity of waste generated	<ul style="list-style-type: none">• Continue the collaborations aimed at reusing production waste• Continue to monitor the company’s suppliers

KPI	UNIT OF MEASUREMENT	2024
Total quantity of raw materials purchased	tonnes	7,345
Total quantity of waste generated	tonnes	835
Total quantity of non-hazardous waste generated	tonnes	828
Total quantity of hazardous waste generated	tonnes	7
Water withdrawals	m3	7,032**

**Water consumption refers to the withdrawals from the public, urban supply network for industrial use.



5. SOCIAL RESPONSIBILITY

People are the real driving force of our success. We firmly believe that internal team cohesion and collaboration are essential in order to face and overcome challenges with enthusiasm, dedication, and an innovative spirit.

5.1 EMPLOYEES HEALTH AND SAFETY

ENSURING SAFETY IN WORKING ENVIRONMENTS

Managing health and safety in the workplace is crucial to safeguarding the physical and mental well-being of workers as well as to ensuring that the operating conditions comply with Italian Legislative Decree no. 81/2008, “The Consolidated Law on Health and Safety in the Workplace”. **GUARNIFLON** is committed to maintaining a clean, safe, and healthy working environment by minimising any potential source of danger. That is why the company has adopted a systematic approach designed to identify, assess, and manage the risks present in the workplace, implementing all the necessary preventive and protective measures to ensure these risks are mitigated effectively.

GUARNIFLON has produced, pursuant to the aforementioned Decree, a Risk Assessment Document for its operating locations. This document is updated periodically to reflect any organisational changes that might affect the risk profile associated with each job. To ensure the safety procedures are suitably understood and appropriately applied, every worker, when they are hired, receives appropriate training and information on the specific risks, the personal protective equipment (PPE) to be used, the relevant company contacts, and the rules of conduct to be observed. PPE plays an essential part in protecting health and safety since it helps prevent or minimise the exposure to the risks present in the working environment. In 2024, anti-slip footwear was distributed to every employee. In parallel, sizes were collected from employees in order to update and renew company clothing. The aim is to maintain adequate standards of safety and comfort in personal clothing. All safety devices, fire prevention and fire-fighting equipment, and PPE are made available in accordance with the law and are replaced in accordance with the technical expiry dates and the company’s maintenance schedules. Monitoring accidents is another tool used to assess the effectiveness of the adopted prevention measures and to inform improvement strategies for occupational health and safety. In 2024, 6 workplace accidents were recorded whilst no cases of occupational disease or ill health were reported. It is essential that all workers contribute actively to the creation of an effective safety management system and to the continuous updating of risk assessments and the adopted prevention measures. That is why so-called “near misses” are systematically mapped and analysed.

TRAINING ON HEALTH AND SAFETY

Training is a core element in ensuring not only compliance with current regulations on occupational health and safety, but also in promoting an organisational culture built on prevention and employee empowerment. In 2024, a total of 774 hours of training were delivered.

EMPLOYEE WELL-BEING

GUARNIFLON actively promotes a human resources management model that is based on employee well-being, personal growth, and the continuous improvement of the adopted measures, in accordance with the fundamental principles of dignity, equity, inclusion, and safety. Within the framework of its Social Responsibility Policy, **GUARNIFLON** adheres fully to current domestic legislation and is guided by international conventions and recommendations, particularly those issued by the United Nations and the International Labor Organization (ILO).

GUARNIFLON ensures its employees have access to supplementary healthcare as provided for by the National Collective Bargaining Agreement (Contratto Collettivo Nazionale di Lavoro, CNL) for the rubber and plastic sector. In addition, in 2023, the company set up an internal canteen service - managed through meal vouchers - for employees.

These measures constitute a fundamental part of the corporate strategy aimed at promoting the physical and psychological well-being of employees. The company unequivocally rejects any and every form of breach of human rights and the rights of workers. Furthermore, it is committed to ensuring fair, dignified, and respectful working conditions for every person. This commitment is also going to be formalised in the Human Rights Policy which **GUARNIFLON** is planning to work on in the coming year.

EMPLOYEES HEALTH AND SAFETY. ACTION AND KPIs

MATERIAL TOPIC	DESCRIPTION	MAIN ACTIONS 2024	GOALS FOR THE FUTURE
Employees health and safety	Ensure workers have a healthy and safe working environment with the aim of promoting employee well-being and improving working conditions	<ul style="list-style-type: none">Employee training on occupational health and safetyMonitor near missesProvide employees with meal vouchers	<ul style="list-style-type: none">Draw up a Human Rights PolicyDraw up a human resources management procedure

KPI	UNIT OF MEASUREMENT	2024
The presence of a system/procedure to assess hazards and risks in the workplace	Yes/No	Yes
Total number of training hours delivered to personnel on occupational health and safety	Hours	774
Total number of work-related injuries	No.	6
Rate of work-related injuries (the frequency of injuries calculated as: (no. injuries/no. of hours worked) x 1,000,000)	Number of injuries per million hours worked	16.5
Rate of deaths per work-related injuries (frequency of deaths per injury)	Number of deaths per injury per million hours worked	0
Number of deaths due to work-related injuries and diseases	No.	0
Number of cases of work-related ill health	No.	0

5.2 PRODUCTS QUALITY AND SAFETY

GUARNIFLON applies a quality management system which meets the requirements of the ISO 9001:2015 and IATF 16949:2016 standards. This system ensures that the entire production cycle - from the selection of raw materials to production - meets the superior quality standards for which the company has always been known. ISO 9001 certification was obtained for the first time in 1993.

The Quality System in place at **GUARNIFLON** includes more than 40 KPIs. Each organisational function has been assigned their KPIs, which are reported on annually, in order to ensure that the activities performed daily are closely monitored. The measurement and control system helps ensure that any deviations from the goals set are identified promptly. It provides the senior management team and every manager with a constantly updated overview of the company's performance.

The Quality System also includes a stringent supplier selection and qualification process, supported by a Vendor Rating system. Every supplier must be ISO 9001:2015 certified and, for certain product categories, IATF 16949:2016 certification is also required. Assessing suppliers also includes looking at specific criteria relating to environmental risk management and occupational health and safety.



CERTIFICATIONS



ISO 9001:2015

Quality Management System: a standard aimed at optimising processes and ensuring the quality of the products and services offered

IATF 16949:2016

Quality Management System: a specific standard for the automotive sector aimed at ensuring the quality of the products and the production processes

MATERIAL SAFETY AND COMPLIANCE

GUARNIFLON develops highly technical products for sectors which are strictly regulated, including the food, medical, chemical, and oil & gas sectors. The chemical and environmental safety of the materials used is guaranteed by the availability of safety data sheets for each product. As proof of the company’s commitment to the continuous improvement of the environmental sustainability of its products, in 2024, a laboratory study was carried out to verify the PFAS content in a representative sample. The results obtained comply with the proposed 2023 European Regulation as well as regulations in other countries such as the USA and Canada. Every product is subject to a series of checks during every phase of the production cycle. These checks include dimensional checks, thermal tests, and mechanical tests and, where required, samples are taken to be analysed at external laboratories. These activities are documented through test certificates which are issued in accordance with UNI EN 10204.

Each batch may be accompanied by:

**CERTIFICATES
FDA or
EU 10/2011
for contact
with food**

declarations
of conformity
**RoHS/
REACH**

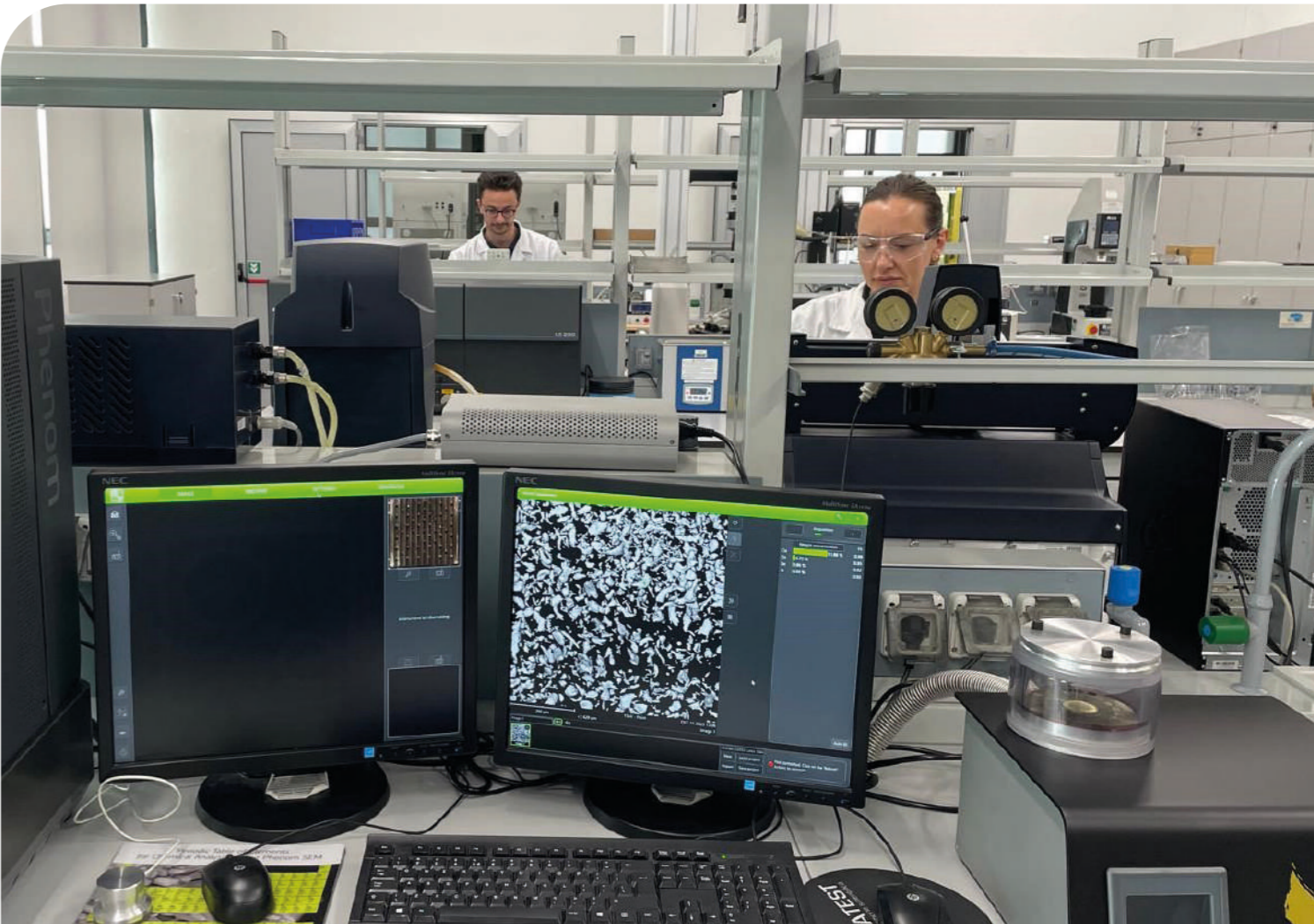
special
certifications
for the
aerospace
and medical
sector

Looking to the future, **GUARNIFLON** has plans to continue investing in order to improve the quality of its products and to ensure their utmost safety. In order to achieve these goals, the company intends to adopt a proactive approach; one that will not only allow the product offering to be adapted to market expectations but will also help create a constant and transparent dialogue with every customer.

PRODUCTS QUALITY AND SAFETY. ACTION AND KPIs

MATERIAL TOPIC	DESCRIPTION	MAIN ACTIONS 2024	GOALS FOR THE FUTURE
Product quality and safety	Ensure superior product and/or service standards in terms of quality and safety through the adoption of certifications and tests	<ul style="list-style-type: none">Monitor complaints and non-conformities	<ul style="list-style-type: none">Consolidate the results achieved by continuing to improve the efficiency of processes, maintaining high standards of quality, and focusing consistently on customer satisfactionUpdate the Quality Policy and define new procedures to continuously improve the Quality Management System

KPI	UNIT OF MEASUREMENT	2024
Cost of poor quality	Cost of poor quality/company turnover % assessment	0.67%
Customer complaints	Customer complaints/company turnover % assessment	0.38%





ETHICS IN CORPORATE GOVERNANCE

6. ETHICS IN CORPORATE GOVERNANCE

We are convinced that transparency and integrity are two values that are essential to managing a business responsibly and to strengthening the relationships with our partners, suppliers, and customers.

6.1 CYBERSECURITY, BUSINESS CONTINUITY, AND PRIVACY

In a scenario characterised by the rapid evolution of digital technologies, protecting IT infrastructure, the continuity of critical processes, and safeguarding sensitive data represent essential elements for ensuring operational resilience and regulatory compliance.

GUARNIFLON ensures that EU Regulation 2016/679 (known as the General Data Protection Regulation, GDPR), which regards the processing of personal data, is strictly applied and has implemented various technical measures designed to ensure IT security and the protection of data.

Guidelines and operating procedures have been formalised in the IT Security Policy, a document which governs access to company devices, the use of the LAN/Wi-Fi network and the VPN, the use of email and mobile devices, as well as measures in the event of loss. In support of these preventive measures, in July 2024, a Vulnerability Assessment, carried out by a specialist outside party, showed no significant vulnerabilities.

The company's IT security system undergoes constant updating and is supported by training activities and an IT service dedicated to the operational functions.

In addition, twice a year, High Availability (HA) and Business Continuity (BC) tests are carried out. The aim is to verify, respectively, whether, in the event of an issue in a server room, another room is able to replace it automatically, without interrupting services to users; and whether **GUARNIFLON** is able to keep critical business operations running even in the event of catastrophic events or serious disruptions. The goal, therefore, is to minimise the negative effect of these unforeseeable situations by ensuring operational continuity which is as close to normal as possible.

In 2024, no reports of breaches of customer privacy were received, whether from external supervisory bodies or from other stakeholders. Furthermore, no cases were reported of personal data being leaked, stolen or lost.

CYBERSECURITY, BUSINESS CONTINUITY, AND
PRIVACY. ACTIONS AND KPIs

MATERIAL TOPIC	DESCRIPTION	MAIN ACTIONS 2024	GOALS FOR THE FUTURE
Cybersecurity, business continuity, and privacy	Ensure availability by creating and maintaining an environment in which the integrity and confidentiality of corporate data and information, as well as that of every stakeholder, are protected from potential cyberattacks	<ul style="list-style-type: none">Carry out a Vulnerability AssessmentConduct tests to assess the availability of IT systems and the ability to keep critical business functions running	<ul style="list-style-type: none">Continue to monitor the security and confidentiality of IT assets and corporate know-how
KPI		UNIT OF MEASUREMENT	2024
Identified incidents of customer data being leaked, stolen or lost		No.	0
Complaints received regarding breaches of customer privacy		No.	0

6.2 GOVERNANCE AND RESPONSIBILITY

At the heart of **GUARNIFLON**'s actions is strict compliance with the law and applicable regulations regarding the development, manufacture, and marketing of products. This approach reflects the awareness that the company's success and keeping its leadership position in the market are inextricably linked to values such as correctness, integrity, lawfulness, and transparency. These principles, formalised in **GUARNIFLON**'s Code of Ethics, are to guide how the business is run and how relationships with stakeholders - both internal and external - are established and maintained. These principles are to be understood and applied by every individual who operates in the name and on behalf of the company.

The fundamental principles laid out in this document and in **GUARNIFLON**'s Policies also include:

- the absolute prohibition on the use of child labour, with the exception of any regulated scholastic training/educational placements for which the documented traceability of the ages of the individuals involved is guaranteed;
- the complete rejection of forced labour and any and every form of coercion, whether physical or psychological;
- the protection of the freedom of association and the right to collective bargaining, in compliance with the relevant contractual regulations (CCNL);

- the complete rejection of any and every form of discrimination based on race, origin, religion, disability, gender, sexual orientation, marital status, political opinion, trade union membership or any other personal or social condition;
- zero tolerance of any and every form of harassment or offensive behaviour including language, gestures, and inappropriate physical contact;
- the prohibition on coercive disciplinary practices, such as corporal punishment, verbal abuse, and threats;
- the guarantee of a decent wage, in compliance with the minimum wages established by the applicable national collective bargaining agreements and such as to ensure workers and their families are able to maintain suitable living conditions;
- the continuous improvement of occupational health and safety through preventive and corrective actions, clean and safe workplaces, and training for every employee;
- continuous training on social responsibility and health and safety, scheduled when joining the company and again at regular intervals.

Procedures have also been defined to check, both in advance and afterwards, that all operations are correct and consistent with the company's principles and objectives.

By drafting its Code of Ethics, **GUARNIFLON** addresses the need to identify those activities in which a criminal offence could arise and the sanctions that apply in the event of a breach or circumvention of the rules of conduct.

WHISTLEBLOWING

GUARNIFLON believes in the value of transparency. Through a structured whistleblowing policy, the company makes it possible for workers to report - in a safe, confidential way - any risks to health, irregularities, fraud, environmental damage or ethical or legal violations. This tool represents an important communication channel aimed at preventing unlawful behaviour whilst safeguarding people who report such behaviour from any potential retaliation.

Thanks to these measures, in 2024, no incidents were reported and no legal proceedings or actions were taken in relation to breaches of the regulations on free competition, monopolistic practices, and antitrust law, nor were any reports received of instances of active or passive corruption.

MANAGING THE VALUE CHAIN

All suppliers, sub-contractors, and business partners are engaged and monitored in order to ensure that they adhere to the same standards of social and environmental responsibility that **GUARNIFLON** is promoting. To this end, the company arranges periodic verification and assessment activities of the working conditions and respect for fundamental rights along the entire value chain.

GOVERNANCE AND RESPONSIBILITY. ACTIONS AND KPIS

MATERIAL TOPIC	DESCRIPTION	MAIN ACTIONS 2024	GOALS FOR THE FUTURE
Governance and responsibility	Adoption of management systems, codes of conduct, and regulations aimed at ensuring ethical governance and compliance with applicable regulations, in all areas of the company's operations	<ul style="list-style-type: none">Sign Supplier Codes of Conduct drawn up by their customersImplement procedures and principles in support of ethics and integrity	<ul style="list-style-type: none">Continue to promote the dissemination of and compliance with the fundamental ethical principles on which the company's activities are basedAdoption of a Human Rights PolicyDraw up a procedure to ensure the application of the principles laid out in the Code of Ethics in hiring processes

KPI	UNIT OF MEASUREMENT	2024
Total number of operations assessed as risky due to corruption issues	No.	0
% of operations assessed as risky due to corruption issues	%	0%
Total number of confirmed instances of corruption involving GUARNIFLON or its employees	No.	0
Presence of legal action, related to corruption, taken against GUARNIFLON or its employees	Yes/No	No
Number of legal actions, whether pending or settled, regarding anti-competitive behaviour or breaches of antitrust regulations	No.	0
Number of breaches of the regulations on free competition, monopolistic practices, and antitrust law, and instances of active or passive corruption	No.	0
Operations and suppliers at significant risk for incidents of child labour	No.	0
Operations and suppliers at significant risk for incidents of forced or compulsory labour	No.	0





GUARNIFLON'S ACTIONS AND GOALS FOR SUSTAINABLE DEVELOPMENT

ENVIRONMENTAL SUSTAINABILITY

MATERIAL TOPIC	DESCRIPTION	MAIN ACTIONS 2024	GOALS FOR THE FUTURE
Use of sustainable materials	Encourage the adoption of sustainable and renewable materials in the design and production of products by promoting responsible procurement and recycling practices. The goals are to reduce the environmental impact, optimise the use of resources, and contribute to a circular economy	<ul style="list-style-type: none">• Monitor the quantity of waste generated• Monitor the consumption of water	<ul style="list-style-type: none">• Continue with the collaborations aimed at reusing production waste• Continue monitoring suppliers

SOCIAL RESPONSIBILITY

MATERIAL TOPIC	DESCRIPTION	MAIN ACTIONS 2024	GOALS FOR THE FUTURE
Employees health and safety	Ensure workers have a healthy and safe working environment with the aim of promoting employee well-being and improving working conditions	<ul style="list-style-type: none">• Employee training on occupational health and safety• Monitor near misses• Provide employees with meal vouchers	<ul style="list-style-type: none">• Draw up a Human Rights Policy• Draw up a human resources management procedure
Products quality and safety	Ensure superior product and/or service standards in terms of quality and safety through the adoption of certifications and tests	<ul style="list-style-type: none">• Monitor complaints and non-conformities	<ul style="list-style-type: none">• Consolidate the results achieved by continuing to improve the efficiency of processes, maintaining high standards of quality, and focusing consistently on customer satisfaction• Update the Quality Policy and define new procedures to continuously improve the Quality Management System

ETHICS IN CORPORATE GOVERNANCE

MATERIAL TOPIC	DESCRIPTION	MAIN ACTIONS 2024	GOALS FOR THE FUTURE
Cybersecurity, business continuity, and privacy	Ensure availability by creating and maintaining an environment in which the integrity and confidentiality of corporate data and information, as well as that of every stakeholder, are protected from potential cyberattacks	<ul style="list-style-type: none">Carry out a Vulnerability AssessmentConduct tests to assess the availability of IT systems and the ability to keep critical business functions running	<ul style="list-style-type: none">Continue to monitor the security and confidentiality of IT assets and corporate know-how
Governance and responsibility	Adoption of management systems, codes of conduct, and regulations aimed at ensuring ethical governance and compliance with applicable regulations, in all areas of the company's operations	<ul style="list-style-type: none">Sign Supplier Codes of Conduct drawn up by their customersImplement procedures and principles in support of ethics and integrity	<ul style="list-style-type: none">Continue to promote the dissemination of and compliance with the fundamental ethical principles on which the company's activities are basedAdoption of a Human Rights PolicyDraw up a procedure to ensure the application of the principles laid out in the Code of Ethics in hiring processes

KPIs FOR SUSTAINABLE DEVELOPMENT

ENVIRONMENTAL SUSTAINABILITY

KPI	UNIT OF MEASUREMENT	2024
USE OF SUSTAINABLE MATERIALS		
Total quantity of raw materials purchased	tonnes	7,345
Total quantity of waste generated	tonnes	835
Total quantity of non-hazardous waste generated	tonnes	828
Total quantity of hazardous waste generated	tonnes	7
Water withdrawals	m3	7,032**

**Water consumption refers to the withdrawals from the public, urban supply network for industrial use.

SOCIAL RESPONSIBILITY

KPI	UNIT OF MEASUREMENT	2024
EMPLOYEES HEALTH AND SAFETY		
The presence of a system/procedure to assess hazards and risks in the workplace	Yes/No	Yes
Total number of training hours delivered to personnel on occupational health and safety	Hours	774
Total number of work-related injuries	No.	6
Rate of work-related injuries (the frequency of injuries calculated as: (no. injuries/no. of hours worked) x 1,000,000)	Number of injuries per million hours worked	16.5
Rate of deaths per work-related injuries (frequency of deaths per injury)	Number of deaths per injury per million hours worked	0
Number of deaths due to work-related injuries and diseases	No.	0
Number of cases of work-related ill health	No.	0
PRODUCTS QUALITY AND SAFETY		
Cost of poor quality	Cost of poor quality/ company turnover % assessment	0.67%
Customer complaints	Customer complaints/ company turnover % assessment	0.38%

ETHICS IN CORPORATE GOVERNANCE

KPI	UNIT OF MEASUREMENT	2024
CYBERSECURITY, BUSINESS CONTINUITY, AND PRIVACY		
Identified incidents of customer data being leaked, stolen or lost	No.	0
Complaints received regarding breaches of customer privacy	No.	0
GOVERNANCE AND RESPONSIBILITY		
Total number of operations assessed as risky due to corruption issues	No.	0
% of operations assessed as risky due to corruption issues	%	0%
Total number of confirmed instances of corruption involving GUARNIFLON or its employees	No.	0
Presence of legal action, related to corruption, taken against GUARNIFLON or its employees	Yes/No	No
Number of legal actions, whether pending or settled, regarding anti-competitive behaviour or breaches of antitrust regulations	No.	0
Number of breaches of the regulations on free competition, monopolistic practices, and antitrust law, and instances of active or passive corruption	No.	0
Operations and suppliers at significant risk for incidents of child labour	No.	0
Operations and suppliers at significant risk for incidents of forced or compulsory labour	No.	0

GRI-ESRS CONTENT INDEX

GUARNIFLON’s Sustainability Report has been drawn up in compliance with the GRI Standards, developed by the Global Reporting Initiative, and the ESRS principles, adopted by the European Commission for sustainability reporting and included in Directive 2022/2464/EU - the Corporate Sustainability Reporting Directive (CSRD). The table below has been created to show the connection between these principles and the report’s content.

GRI STANDARD		ESRS	REFERENCE IN THE REPORT
GRI 2. GENERAL DISCLOSURES			
2. General Disclosures	1. The organisation and its reporting practices	ESRS 2, specific paragraphs	6, 16, 23, 51
2. General Disclosures	2. Activities and workers	ESRS 2, specific paragraphs	13-17, 21
2. General Disclosures	3. Governance	ESRS 2, specific paragraphs	16
2. General Disclosures	4. Strategy, policies and practices	ESRS 2, specific paragraphs	Letter to Stakeholders, 5, 11, 17, 29-30, 33, 37
2. General Disclosures	5. The approach used to engage stakeholders	ESRS 2, specific paragraphs	10
GRI 3. MATERIAL TOPICS			
3. Material topics	3-1. The process used to determine the material topics	ESRS 2 BP-1 §AR 1 (a); IRO-1 §53 (b) ii to (b) iv	9-10
3. Material topics	3-2. List of material topics	ESRS 2 SBM-3 §48 (a) and (g)	10
3. Material topics	3-3. The management of material topics	ESRS 2 SBM-1§ 40 (e); SBM-3 §48 (c) i e (c) iv; MDR-P, MDR-A, MDR-M, e MDR-T; ESRS S1 S1-2 §27; S1-4 §39 e AR 40 (a); S1-5 §47 (b) e (c); ESRS S2 S2-2 §22; S2-4 §33, §AR 33 e §AR 36 (a); S2-5 §42 (b) e (c); ESRS S3 S3-2 §21; S3-4 §33, §AR 31, §AR 34 (a); S3-5 §42 (b) e (c); ESRS S4 S4-2 §20, S4-4 §31, §AR 30, e §AR 33 (a); S4- 5 §41 (b) e (c)	

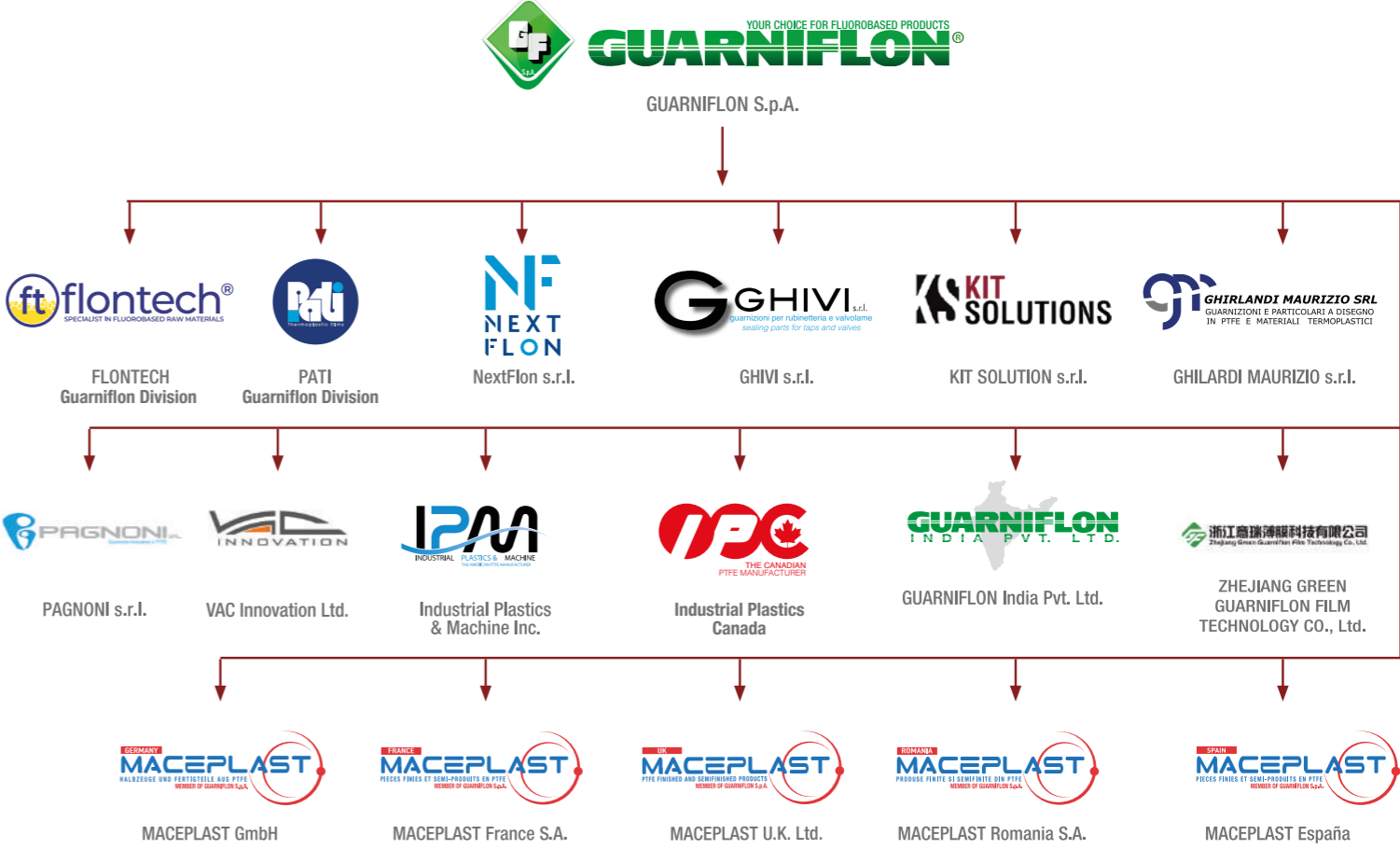
GRI STANDARD		ESRS	REFERENCE IN THE REPORT
TOPIC STANDARDS			
201. Economic performance	201-1. Direct economic value generated and distributed	-	18
205. Anti-corruption	205-1. Operations assessed for risks related to corruption	ESRS G1 G1-3 SAR 5	41, 46
205. Anti-corruption	205-3. Confirmed incidents of corruption and actions taken	ESRS G1 G1-4 S25	41, 46
206. Anti-competitive behaviour	206-1. Legal actions for anti-competitive behaviour, antitrust, and monopoly practices	-	41, 46
301. Materials	301-1. Materials used by weight or volume	ESRS E5 E5-4 S31 (a)	25, 27, 45
302. Energy	302-1. Energy consumption within the organisation	ESRS E1 E1-5 S37; S38; SAR 32 (a), (c), (e) and (f)	19
303. Water and effluents	303-3. Water withdrawal	ESRS 1 S11	27, 45
305. Emissions	305-1. Direct (Scope 1) GHG emissions	ESRS E1 E1-4 S34 (c); E1-6 S44 (a); S46; S50; SAR 25 (b) and (c); SAR 39 (a) - (d); SAR 40; AR S43(c) - (d)	20
305. Emissions	305-2. Energy indirect (Scope 2) GHG emissions	ESRS E1 E1-4 S34 (c); E1-6 S44 (b); S46; S49; S50; SAR 25 (b) and (c); SAR 39 (a) - (d); SAR 40; SAR 45 (a), (c), (d), and (f)	20
306. Waste	306-1. Waste generation and significant waste-related impacts	ESRS 2 SBM-3 S48 (a), (c) ii and iv; ESRS E5 E5-4 S30	26
306. Waste	306-2. Management of significant waste-related impacts	ESRS E5 E5-2 S17 and S20 (e) and (f); E5-5 S40 and SAR 33 (c)	26
306. Waste	306-3. Waste generated	ESRS E5 E5-5 S37 (a), S38 S40	26-27, 45
403. Occupational health and safety	403-1. Occupational health and safety management system	ESRS S1 S1-1 S23	29-31
403. Occupational health and safety	403-2. Hazard identification, risk assessment, and incident investigation	ESRS S1 S1-3 S32 (b) and S33	29-31
403. Occupational health and safety	403-5. Worker training on occupational health and safety	ESRS 1 SAR 16	30-31, 43, 45

GRI STANDARD		ESRS	REFERENCE IN THE REPORT
403. Occupational health and safety	403-9. Work-related injuries	ESRS S1 S1-4, S38 (a); S1-14 S88 (b) and (c); SAR 82	31, 45
403. Occupational health and safety	403-10. Work-related ill health	ESRS S1 S1-4, S38 (a); S1-14 S88 (b) and (d); S89; SAR 82	31, 45
405. Diversity and equal opportunity	405-1. Diversity of governance bodies and employees	ESRS S1 S24 (a)	16, 21
408. Child labour	408-1. Operations and suppliers at significant risk for incidents of child labour	ESRS S1 S14 (g); S1-1 S22 ESRS S2 S11 (b); S2-1 S18	41, 46
409. Forced or compulsory labour	409-1. Operations and suppliers at significant risk for incidents of forced or compulsory labour	ESRS S1 S14 (f); S1-1 S22 ESRS S2 S11 (b); S2-1 S18	41, 46
418. Customer privacy	418-1. Substantiated complaints concerning breaches of customer privacy and losses of customer data	ESRS S4 S4-3 SAR 23; S4-4 S35	37-38, 46

TABLE SHOWING THE CONNECTION BETWEEN MATERIAL TOPICS AND SDGs

This report lays out how GUARNIFLON is contributing to the achievement of the Sustainable Development Goals (SDGs) as defined in the UN's 2030 Agenda.

MATERIAL TOPIC	DESCRIPTION	SDGs
Use of sustainable materials	Encourage the adoption of sustainable and renewable materials in the design and production of products by promoting responsible procurement and recycling practices. The goals are to reduce the environmental impact, optimise the use of resources, and contribute to a circular economy	<div><div>6</div>CLEAN WATER AND SANITATION</div> <div><div>12</div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div>
Employees health and safety	Ensure workers have a healthy and safe working environment with the aim of promoting employee wellbeing and improving working conditions	<div><div>3</div>GOOD HEALTH AND WELL-BEING</div> <div><div>8</div>DECENT WORK AND ECONOMIC GROWTH</div>
Products quality and safety	Ensure superior product and/or service standards in terms of quality and safety through the adoption of certifications and tests	<div><div>12</div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div><div>16</div>PEACE, JUSTICE AND STRONG INSTITUTIONS</div>
Cybersecurity, business continuity, and privacy	Ensure availability by creating and maintaining an environment in which the integrity and confidentiality of corporate data and information, as well as that of every stakeholder, are protected from potential cyberattacks	<div><div>8</div>DECENT WORK AND ECONOMIC GROWTH</div> <div><div>16</div>PEACE, JUSTICE AND STRONG INSTITUTIONS</div>
Governance and responsibility	Adoption of management systems, codes of conduct, and regulations aimed at ensuring ethical governance and compliance with applicable regulations, in all areas of the company's operations	<div><div>16</div>PEACE, JUSTICE AND STRONG INSTITUTIONS</div>



YOUR CHOICE FOR FLUOROBASED PRODUCT

GUARNIFLON

GUARNIFLON S.p.A.

Operational headquarters: Via T. Tasso, 12 Tagliuno di Castelli Calepio (BG), Italy

Registered office: Via Soave 7 - 20135 Milan, Italy

tel: +39 035 4494311 | mail: info@guarniflon.com

www.guarniflon.com