SUSTAINABILITY REPORT

DI MAURO
flexible packaging

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2021

DI MAURO
flexible packaging

LETTER TO OUR STAKEHOLDERS

It is with pride that I present the first **Sustainability Report** drawn up by Di Mauro Officine Grafiche and referring to the year ending on 31st December 2021.
When we talk about corporate sustainability, we are referring to a new conception of entrepreneurial activity, according to which the ultimate goal of the company cannot consist only in maximizing profit, but must also be extended to the **creation of economic, environmental and social value** over the long term, for the benefit of all corporate stakeholders and the needs of future generations.
Since 2020, the whole world has experienced the profound health crisis due to the spread of the Covid-19 pandemic, the effects of which have brought the entire Italian economic sector to its knees and generated disastrous consequences also for the social sphere. In the last year, the worsening of the crisis that has hit global supply chains and the outbreak of the war in Ukraine have added further complexity and volatility to an already extremely uncertain scenario, both in Italy and worldwide.

For Di Mauro, **sustainability** primarily represents an assumption of responsibility and a commitment to reduce the impacts of company activities and to implement concrete initiatives for the benefit of society and the protection of the environment. But sustainability also means **integrity**, a transversal and fundamental factor for the success of the company, to which we dedicate continuous attention: from the research and development of packaging solutions with reduced environmental impacts to the use of recycled materials; from attention to customer needs to effective risk management; from sharing a corporate culture based on transparency to investing in training.

From this point of view, the **Sustainability Report** represents a voluntary and strategic disclosure tool on company performance 360 degrees in the round, and capable of providing a complete overview of the activities carried out by Di Mauro, and of communicating transparently

the goals that the company sets itself for the future, with reference not only to economic and financial aspects, but also in order to generate social and environmental value for itself and for its stakeholders.

This first **Sustainability Report** bears witness to our conviction that elements such as quality, research and innovation, social relations, inclusiveness, environmental protection and legality are fundamental for the sustainable and long-lasting growth of our company.

Velleda Virno (CEO)

METHODOLOGICAL NOTE

The publication of this first edition of the **Sustainability Report** responds to the growing need for Di Mauro Officine Grafiche to report to all stakeholders not only on the company's performance in the economic and financial sphere, but also in relation to the set of environmental and social impacts generated by the organization and its business activities.

The drafting of the document takes the form of a **voluntary exercise for the company**, which is not a large public interest entity required to report on non-financial performance as per Legislative Decree 254/2016. Sustainability, however, is an integral and instrumental part of Di Mauro Officine Grafiche's business, which is why it has decided to undertake a structured approach of non-financial reporting, in order to achieve an increasingly complete and transparent disclosure to its main stakeholders.

This report refers to the year 1 January 2021 - 31 December 2021 (the reporting period) and has been drafted in compliance with the guidelines defined by the **Global Reporting Initiative (GRI) Standards** 2016, according to the "GRI - referenced" approach. Also, where possible or deemed opportune, the data relating to the last financial year have been compared with the information relating to the previous financial year.

The development of the Sustainability Report has been based on an **organized and articulated reporting process**, which saw the involvement of all corporate offices responsible for collecting and managing the information subject to the disclosure. An active contribution was requested from the various company contacts involved in terms of:

- Identification and assessment of environmental, social and governance (ESG) topics;
- Selection of significant initiatives and projects to be described in the document;
- Data collection, analysis and consolidation, with the role of verifying and validating (each for area of expertise) all the information reported in the document.

The report is made up of 5 chapters, reflecting the various dimensions by which the activity of the organization has been examined. Starting with corporate identity, the report details the areas in which the company's sustainability is expressed, such as the quality of the products and services offered, the economic results, the attention given to the environment, and relations with employees and the local community.

The disclosure has been prepared according to the **Materiality Principle**. Thus, the topics covered in the Sustainability Report are those considered "material", or relevant, in reflecting the social and and environmental aspects of Di Mauro Officine Grafiche's activities, or influencing the decisions of its stakeholders. These material **ESG aspects** were identified by conducting a **structured materiality analysis** according to the approach described in the section "Dialogue with stakeholders and materiality analysis".

The **reporting boundary** exclusively includes the headquarters located in Cava de' Tirreni. Any changes with respect to this reporting boundary are included in the document in order to provide the organization's stakeholders with further details and informative elements, and have been dutifully indicated in the following paragraphs.

To request more information, contact the company at the following addresses:
info@dimauroog.it
sustainability@dimauroog.it
www.dimauroflexiblepackaging.it

Highlights 2021

- Over 126 years of history
- Adoption of a 231 Organizational Model for responsible and transparent business management
- Adoption of the BRC Global Standard for Food Safety
- Adoption of a QSA Integrated Management System certified to ISO 9001, ISO 45001 and ISO 14001
- 88.5% of generated added value was distributed among the main stakeholders
- 59% of suppliers located in Italy
- 100% of workers hired with permanent contracts
- Funding of the Master's in Sustainable Materials and Technologies for Packaging (MATESPACK) at the University of Salerno
- Integrated Environmental Authorization (AIA) award
- 19% of consumed electricity comes from renewable sources
- -26% water withdrawals compared to 2020

CONTENTS

Letter to our stakeholders 5
Methodological Note 7
Highlights 2021 8

Identity and Governance 10
History 10
Mission and Values 12
Governance Model 14
Risk Management 17
Transparent Management and Business Integrity 20
Sustainability Approach 22
Dialogue with Stakeholders and Materiality Analysis 24

Product Responsibility 28
Products and Services of Di Mauro Group 28
Product and Service Quality and Safety 30
Responsible Use of Materials 32
Process and Product Innovation 33
Customer Relations 36

Economic Performance 38
Management Performance 38
Value Creation and Distribution 39
Supply Chain Management 40

Environmental Responsibility 43
Environmental Policy 43
Consumption 43
Reduction of emissions 46
General and industrial waste management 48

Social Responsibility 50
Personnel Policies 50
Workforce Composition 51
Development of Human Capital 55
Health and Safety and the Protection of Workers 56
Relations with the Community 58

GRI reference table 59

Identity and Governance

Di Mauro Officine Grafiche designs and manufactures flexible packaging for food, pharmaceutical, detergent and cosmetic markets.

All production stages are carried out in factories owned by the Group, which carefully and meticulously supervises the production of printing plates and product printing, laminating and finishing processes. In carrying out these activities, the Group also provides graphical support to its customers and supervises the logistics of shipments. The packaging created by Di Mauro is sold in over 20 European and non-European countries, including the important market of the United States of America. The international success of the organization is mainly due to the adoption of a business model that places at its centre the customer and customer needs, such as to allow the systematic development of customized solutions. This approach favours the establishment of lasting business relations, also by virtue of the possibility of carrying out re-orders in line with defined requirements, as well as speed and flexibility in delivery times.

The origins of the more than 100-year-old history of Di Mauro Officine Grafiche date back to 1895, the year in which the ancestral printing business of the current organization was founded by the entrepreneur Emilio di Mauro, in Cava de' Tirreni, Salerno, Italy.

In the 1930s, the entrepreneur's two sons, Renato and Antonio, were able to make important structural changes to the company, favouring the transition of the business from a craft to an industrial model.

In response to the strong growth affecting the packaged products sector in the 1960s, Renato di Mauro, who had by then become an established publisher, created the company Di Mauro Officine Grafiche S.p.A. in 1967, to operate in the food packaging sector and specialize, in particular, in the production of bags for transporting and storing pasta and other dry products. Production began under the management of his son-in-law, the engineer Raffaele Virno, relying on a flexographic press and a laminator for plastic films.

At the end of the 1970s, production was further enhanced by the installation of the company's first rotogravure printing machine and a flat-head extruder for extrusion lamination. The implementation of these interventions and the entrepreneurial spirit shown by the engineer Virno allowed the company to develop a strong innovative spirit, and acquire new customers in Italy and abroad, including in the fresh food sector, through both technological and market diversification.

In the 2000s, the implementation of an important investment plan allowed the company to create a cutting-edge facility equipped with the most advanced production technologies. Subsequent investments made by Di Mauro in the last twenty years have mainly

concerned areas such as automation, R&D, and the progressive implementation of environmental and production efficiency systems. At the same time, a series of “open factory” initiatives have been carried out in order to bring the local community closer to the company’s business, and promote a more conscious and responsible use of the packaging created by the company.

Finally, in 2019, Di Mauro acquired Alucart S.p.A. of Mazzo di Rho (MI), which also operated in the packaging sector but was characterized by a leaner organizational structure and the possession of flexographic technology.

1895

Foundation of Di Mauro Emilio fu Nicola

Foundation of Di Mauro Officine Grafiche S.p.A.

1967

2003

New facility investment plan launch

Acquisition of Alucart S.p.A.

2019

Mission

"We base the development of new products on our skills and ability to listen to customers. We count on a harmonious and dynamic work environment and on cutting-edge machinery. Our success is mainly due to the people who, working with passion and professionalism, have contributed to the assertion of our growth policy"
(Eng. Raffaele Virno, Chairperson of Di Mauro Officine Grafiche)

The words of engineer Virno represent not only the cardinal principles on which Di Mauro's business activities are based, but also the strong sense of responsibility with which the organization operates in relation to its local community and the interests of all its stakeholders.

THE CODE OF ETHICS ADOPTED BY DI MAURO OFFICINE GRAFICHE

The shareholders, governing bodies and employees, in the exercise of their respective duties, must be inspired by and comply with the fundamental principles formalized in the organization's Code of Ethics, as approved by the Shareholders' Meeting on 26 April 2018.

The Code of Ethics represents an essential pillar for the development of an **increasingly responsible, transparent management model based on the creation of shared value for all stakeholders**.
This document brings together the set of values that Di Mauro recognises, shares and promotes, in the awareness that conduct inspired by the principles of **diligence, fairness and loyalty** constitutes an important engine for the economic and social development of organizations and communities.

Within its Code of Ethics, Di Mauro formally recognizes the essential importance of its human capital and expects that its employees and collaborators **act constantly with honesty, passion and integrity**, building relationships with stakeholders based on **mutual trust**.

The decision to use a tool belonging to the sphere of Corporate Social Responsibility (CSR) in order to promote and consolidate best conduct practices derives from the group's awareness and desire to clearly and coherently **guide all strategic choices that significantly affect the life of the company**. The adoption of this tool, indeed, implies a constant examination of the methods of definition and implementation of founding values, their translation into daily practice, and continuous monitoring of generated effects, as well as of the suitability of the tool used.

1. The Importance of Human Resources

The company attaches great importance to human resources. It promotes a work environment that stimulates talent and the development of the potential of each employee and collaborator. Human resources are managed in full respect of equal opportunities and merit, and of individual characteristics, both personal and professional.

2. Integrity and Fairness

In historical evolution, ethical principles have been considered the scaffolding on which community living is built, in an awareness that only through shared rules can we carry forward a heritage of wisdom, pride and honour, such as that which distinguishes Di Mauro. Understanding and respecting such rules of conduct is a central to both external and internal dynamics and relationships. The mere pursuit of economic profit must never justify conduct that is contrary to fairness and honesty, beyond compliance with applicable laws in force.

3. Innovation

The company attaches great importance to the continuous improvement of its products, and works towards making packaging increasingly sustainable, thanks to mono-material and paper-based formulations, by which its is possible to achieve the maximum degree of recyclability.

4. Tolerance towards everyone

The company, in internal relations and with partners, recognizes and respects dignity and equality as inalienable values. It does not engage in or condone any form of discrimination based on age, ethnicity, geographical origin, political or trade union opinions, sexual orientation or gender identity, physical or mental disabilities, or any other personal characteristics not relevant to the professional sphere.

7. Environmental Protection

Sustainability is a central theme for the packaging industry. Di Mauro feels a great responsibility towards the market and towards the environment. The company never stops working on improving its products by investing in minimizing the environmental impacts of its production cycle.

8. Clarity in disclosures

The external dissemination of news, data and information relating to the company is characterized by respect for the right to information and is reserved for the corporate functions with such competence.

9. Confidentiality

The company takes great care of the confidentiality of information concerning the management of all company activities. Collaborators, employees and consultants must take care not to use information, obtained during the performance of their activities, for purposes unrelated to said activities or against the exclusive interests of the company.

10. Fair Competition

The principles of legality, fairness and loyalty inspire all of the company's activities. Honouring one's word and commitments are cornerstones that inspire the company in its daily business activities. The company recognizes that free and fair competition is a key factor for the development and improvement of the company.

Governance Model

Di Mauro Officine Grafiche is a limited company owned by the families Di Mauro and Bartolucci.

The organization's main office has been located, since the foundation of the company, in Cava de' Tirreni, Salerno, and not only are administrative and commercial activities carried out at this site, but also the main production tasks. In addition to the headquarters, Di Mauro has a commercial office near Strasbourg, France, and is the owner of Alucart S.p.A., a flexible packaging manufacturing company based in Milan.

The Di Mauro Group is managed by a **Board of Directors** made up of 7 members, one of whom is an independent director. The BoD plays a central role in the strategic guidance of the company, as well as in the overall supervision of business activities. Its many functions include:

- Approval of the financial year budget and the company's financing plan;
- Appointment and definition of roles and remuneration of the CEO and company executives;
- Analysis of the Financial Statements before approval by the Shareholders' Meeting.

At 31 December 2021, the BoD of Di Mauro Officine Grafiche was composed as follows:

RAFFAELE VIRNO	Chairperson
VELLEDA VIRNO	Chief Executive Officer
ARMANDO ACCARINO	Director
NISO BARTOLUCCI	Director
GUIDO CORBETTA	Director
ANTONIO ROMALDO	Director
GISELDA VIRNO	Director

As required by the Italian Civil Code, the activities of the BoD are overseen and supervised by a **Board of Statutory Auditors**, which verifies compliance with the principles of proper administration and accounting regularity. Di Mauro's Board of Statutory Auditors is made up of 3 members, who are periodically informed by the Directors on the progress of corporate management and its foreseeable evolution.

OSCAR DE FRANCISCIS	Chairperson
ROBERTO CERCIELLO	Auditor
GAETANO ZAMBRANO	Auditor

In line with the implementation of the company's 231 Organizational Model (see also the section entitled "Transparent Management and Business Integrity"), Di Mauro also has a **Supervisory Body** made up of 2 members, which has the task of supervising compliance with all regulations relating to the environment, safety and compliance with the criteria expressed in the company's Code of Ethics.

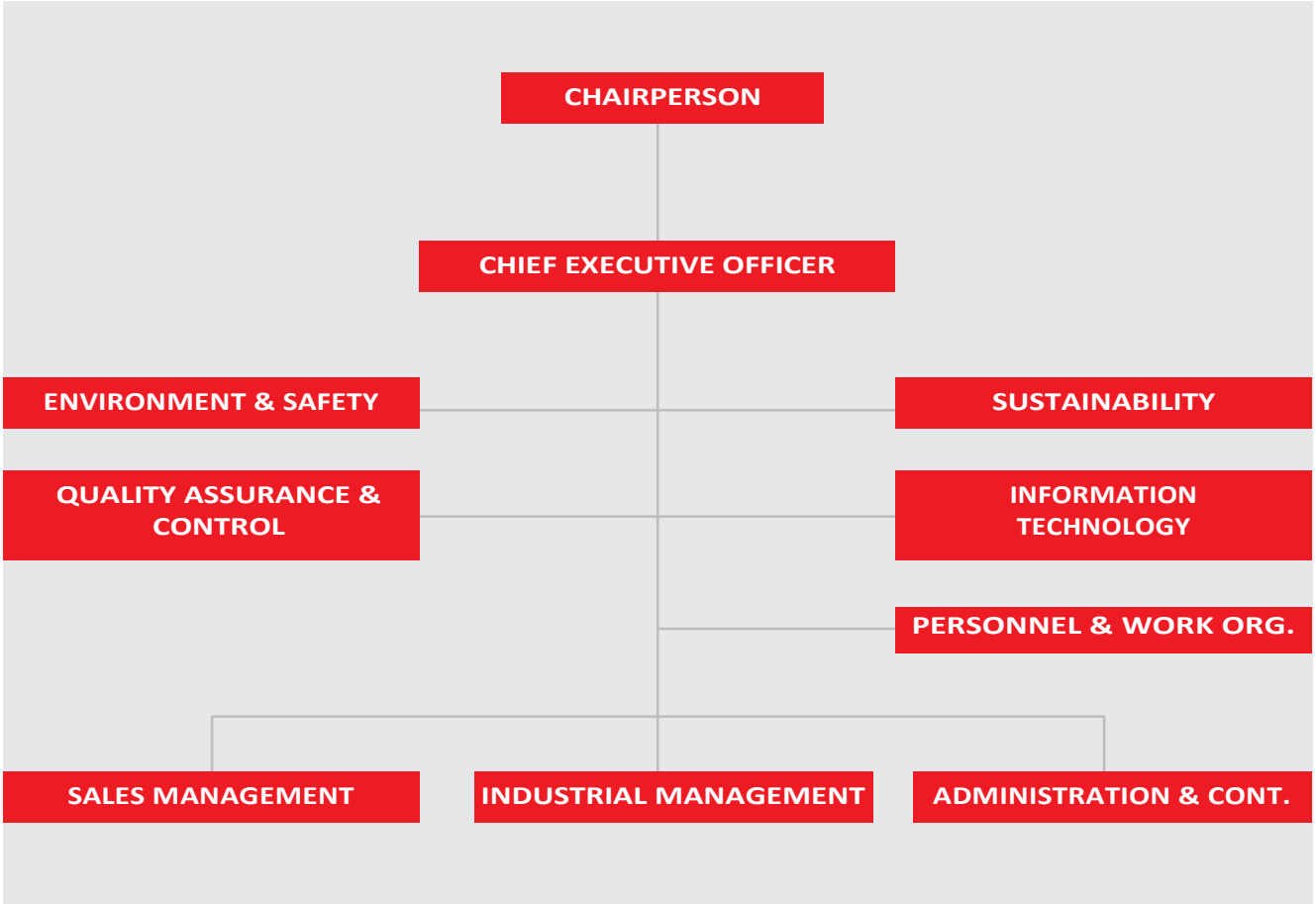
The auditing of the company's accounts is carried out by an Independent Auditor registered

in the appropriate register. This entity carries out such auditing in accordance with international auditing standards, to ensure that the Financial Statements represent a truthful and correct overview of the equity and financial situation of the company, its economic results and cash flows at the end of each financial year.

CORPORATE BODY COMPOSITION BY GENDER	2021			2020		
	women	men	TOT	women	men	TOT
BoD	2	5	7	2	5	7
Board of Statutory Auditors	0	3	3	0	3	3
Supervisory Board	0	2	2	0	2	2
Independent Auditor	0	1	1	0	1	1
TOTAL	2	11	13	2	11	13
PERCENTAGE	15%	85%	100%	15%	85%	100%

CORPORATE BODY COMPOSITION BY AGE GROUP	2021				2020			
	<30	30-50	>50	TOT	<30	30-50	>50	TOT
BoD	-	1	6	7	-	1	6	7
Board of Statutory Auditors	-	-	3	3	-	-	3	3
Supervisory Board	-	2	-	2	-	2	-	2
Independent Auditor	-	-	1	1	-	-	1	1
TOTAL	-	3	10	13	-	3	10	13
PERCENTAGE	-	23%	77%	100%	-	23%	77%	100%

Finally, the following organizational chart provides a graphic representation of the organizational structure adopted by Di Mauro Officine Grafiche.



Risk Management

Risk assessment consists in identifying and measuring adverse events to which the organization is exposed and which could directly or indirectly generate negative impacts on its ability to generate value efficiently in the short, medium and long term.

This process allows the company to examine[1] the real risks to which it is exposed, and identify intervention priorities for which it is advisable to develop actions to prevent and mitigate the identified risks (**risk management**). As part of the process of its Integrated Quality, Safety and Environmental Management System, Di Mauro Officine Grafiche conducted a detailed analysis of the reference organizational context in 2020, in order to promote effective identification and management of the main risks associated with its business. The analysis was conducted according to the PESTEL (Political, Economy, Social, Technological, Environmental and Legal) methodology, based on an assessment of macro-environmental variables with the aim of identifying the main elements of discontinuity that may be relevant in the corporate decision-making process, in strategic choices, and in the company's operations.

POLITICAL SPHERE	Political stability, fiscal policy, provisions applying to external trade and social protections.
ECONOMIC SPHERE	Economic cycles, trends, interest rates, money supply, inflation, unemployment, and disposable income.
SOCIAL SPHERE	Demographics, income, social behaviours, information, changes in values, lifestyles, work and leisure habits, consumer behaviours.
TECHNOLOGICAL SPHERE	New inventions, the speed of technology transfer, reference legal conditions for research and development.
ENVIRONMENTAL SPHERE	Laws on environmental protection, waste disposal, energy consumption, taxes, fees, substitution, knowledge.
LEGAL SPHERE	Laws of anti-trust, the right to work, and corporations.

[1] In terms of the probability of occurrence of the adverse event and potential impact of this phenomenon on the business continuity of the organization.

SCOPE	MAIN RISKS IDENTIFIED	ACTIONS TAKEN
POLITICAL SPHERE	Development of **protectionist policies** in American and Asian markets.	Constant monitoring of international political developments.
	Fluctuations in the availability of raw materials following sudden changes in demand from Asian markets.	Launch of a process of redistribution of the quotas of non-European suppliers of critical product categories (OPA) to European suppliers.
ECONOMIC SPHERE	**Acquisition of customers by the competition** through competitive pricing enabled by the implementation of less expensive alternative technologies.	While maintaining rotogravure printing technology as a reference, which guarantees high quality standards, important investments have been made in order to make production processes more efficient: - Automation of the cutting department for handling reels and their packaging; - Automation of the galvano-engraving system; - Automation of the semi-finished and finished product warehouse; - Automation of handling via the installation of LGV trolleys; - Energy efficiency via the construction of a trigeneration plant.
	Loss of revenue due to a lack of a roto backup site.	Signing of an agreement with companies in the sector to provide backups in case of need.
SOCIAL SPHERE	Risks relating to the **turnover of critical professionals.**	Commitment to developing a company background of soft and hard skills that maintains two reference persons for each key role.
	Issues relating to the environmental **impacts of production activities and the health and safety of workers.**	Implementation of the HSE Management System certified to ISO 45001. Development of planning, control, monitoring, participation and training processes concerning the environment and health and safety.

SCOPE	MAIN RISKS IDENTIFIED	ACTIONS TAKEN
TECHNOLOGICAL SPHERE	Risk in using **obsolete equipment** with a consequent increase in production costs.	Implementation of a substantial investment plan to improve production efficiency. Maintenance of the performance of the equipment park through a careful programme of checks and maintenance.
	Purchase of **equipment that does not comply with current health and safety standards.**	Checks aimed at guaranteeing the safety of the equipment: - Verification of the qualifications of the supplier; - Verification of essential safety requirements (obligations that each manufacturer must satisfy to declare compliant machinery)
ENVIRONMENTAL SPHERE	**Failure to comply with applicable provisions in the environmental sphere.**	Implementation of the ISO 14001 Environmental Management System. Presence in the workforce of qualified personnel in environmental matters.
LEGAL SPHERE	**Failure to comply with applicable product regulations.**	Development of internal know-how. Implementation of a QSE Integrated Management System certified to ISO 9001, ISO 14001, ISO 45001 and BRC standards. Membership of various trade associations (Giflex, Italian Packaging Institute, etc.).

Transparent Management and Business Integrity

On 9 December 2020, the Board of Directors of Di Mauro Officine Grafiche adopted an Organisational, Management and Control Model (231 Model) pursuant to Italian Legislative Decree 231/01, which has the objective of representing the system of operational and behavioural rules governing the company's activities, as well as additional control elements the company has adopted in order to prevent crimes and administrative offences to which the decree applies, committed by individuals in senior positions and by individuals according to their area of competence or supervision, from which the administrative liability of the company may derive, in application of the provisions of Decree 231.

The 231 Model was formalized following a mapping of company processes aimed at identifying areas most at risk within the organization, and ad hoc audits are periodically conducted by an external body aimed at verifying that these procedures are respected by all employees and directors. The organization has strongly promoted the adoption of the principles and guidelines defined in the 231 Model:
- Internally, through the implementation of opportune awareness-raising and training initiatives aimed at personnel;
- Externally, by inserting a termination clause in contracts with customers and suppliers in the event of any violation of Decree 231 by the counter-party.

During the reporting period, no incidents of corruption or other cases attributable to offences referred to in the 231 Decree were recorded. Likewise, no legal actions are pending against the company concerning anti-competitive behaviour, violations of antitrust regulations, related monopolistic practices or violation of human or workers' rights.

TRAINING HOURS ON THE 231 MODEL/ ANTI-CORRUPTION	2021 hrs	2020 hrs
BoD	7	21
Employees	–	–

Concurrently, the selection and qualification processes of suppliers and external collaborators for the procurement of goods and services are based on assessments aimed at identifying partners of proven quality, integrity, reliability, and cost-effectiveness. The procurement processes are based on compliance with principles and laws aimed at protecting competition and guaranteeing transparency and efficiency in the selection process.

All employees and collaborators who participate in the choice of suppliers are required to:
- Act with objective and documentable criteria;
- Not accept any form of personal advantage;
- Verify, through suitable documentation, that the subjects involved have the means and resources adequate for the needs and image of the company;

• Guarantee the traceability of choices by keeping documents proving compliance with internal procedures and the purposes of the procurement;
• Promptly report any behaviour potentially contrary to the principles and values of the Code of Ethics. In its contractual relationships with suppliers, the company asks for a commitment in sharing and respecting the principles set out in its Code of Ethics.
Violation of said principles therefore constitutes a breach of contract determining termination of the relationship.

Sustainability Approach

Sustainability, understood by its broadest sense (that is, inclusive of its environmental, social and governance aspects), plays a central role in the strategy implemented by Di Mauro Officine Grafiche. By carefully integrating ESG factors into its business model, the organization is able to develop technological, managerial and operational solutions such as to:

- **Maximize the efficiency of company processes and activities**, with clear advantages linked to the consolidation of its competitiveness in markets;
- **Actively contribute to the sustainable development of its business** from an environmental, economic and social point of view. As described in the previous sections, Di Mauro has adopted an **Organizational and Management Model pursuant to Italian Legislative Decree 231** and its own **Code of Ethics**.

Over the years, the organization has adopted Management Systems certified to the following standards:

- **ISO 9001 for quality** (first obtained in 1996)
- **BRC Packaging** (2005)
- **ISO 14001 for environmental matters** (2005)
- **ISO 45001 for health and safety** (2012)

Obtaining such certifications demonstrates Di Mauro's desire to constantly improve its performance in terms of quality, safety and environmental protection.
The benefits obtained from the implementation of the various management systems are tangible both within the organization (in terms of the prevention and reduction of non-conformities, accidents, and possible environmental damage, etc.) and externally, as they are assets valued by both customers and regulatory bodies.

In this context, in May 2022, Di Mauro also obtained **certification to the FSC® standard**. FSC® labelling identifies wood products from forests managed correctly and responsibly, according to rigorous environmental, social and economic standards.

The top management is also evaluating the possibility of obtaining ISCC+ certification in relation to the quantity of recycled materials in its products.

Di Mauro has also launched a research and development process aimed at the re-design and re-formulation

of its products with the ultimate goal of creating packaging which, without compromising its functional characteristics, is constantly in line with the environmental sensitivity of the group, and allows for the reduction, as far as possible, of the environmental impacts associated with the accumulation of plastic substances in natural systems. Indeed, in recent years, the top management has allocated considerable resources to the pursuit of an easily recyclable product that can be reintroduced into the production cycle once it has reached the end of its life. Accordingly, there are many customers (e.g. Findus, Lactalis, Kraft Heinz) that the organization has supported in the design, assessment, certification and industrialization process of recyclable packaging, through constant collaboration with brand owners, producers and verification bodies.

In addition to the focus reserved for the development of products with high sustainability performance, the organization's efforts are aimed at limiting and minimizing the environmental impacts generated by its production activities and by its facilities. Initiatives implemented by Di Mauro over the years thus include projects in such areas as the recovery of solvents, the tri-generation of energy, the reduction of waste, and an increasingly strong differentiation of industrial waste. The positive and tangible effects of such investments from an economic, social and reputational point of view have confirmed the organization's desire to continue on this path in the future.

Dialogue with Stakeholders and Materiality Analysis

Maintaining a **constant, consolidated and transparent** relationship with stakeholders is a fundamental condition for the development of business activities, and is indicative of the level of accountability that the group has assumed in relation to the economic and social context with which it interacts. **Di Mauro recognizes as stakeholders all those parties (e.g. institutions, organizations, groups and individuals) who, more or less directly and to varying degrees, affect or are affected by its activities.**

Since the needs and priorities of different kinds of stakeholder can be extremely varied and heterogeneous, a good understanding of them by Di Mauro Officine Grafiche is of primary importance, in order to:
- Promptly manage potential and emerging critical issues;
- Define actions to be implemented in response to identified interests;
- Identify the most effective communication and engagement channels for interacting with the various parties involved.

To meet the expectations of its stakeholders in a timely manner, the organization **adopts a proactive approach**, promoting constant dialogue and the mutual sharing of needs and requirements. The group is committed to such an initiative, aware that opportunities for discussion represent an opportunity for growth and enrichment for all those involved.

The commitment to progressively develop a corporate culture focused on the creation of shared value for stakeholders is evident in the **numerous channels of dialogue** adopted by Di Mauro Officine Grafiche to effectively interact with them. The system of communication and sharing approaches and tools put in place by the company allows it to maintain continuous interactions between parties and monitor effectively topics directly or indirectly related to ESG aspects.

STAKEHOLDER CATEGORY	Main channels of interaction and dialogue	Main topics covered
CUSTOMERS & SUPPLIERS	• Website. • Visits to the customer or Di Mauro's site. • On-demand contact with reference Di Mauro representatives. • Commercial meetings (live or remotely) to share information on market trends, new materials and services, new acquisitions (customer side), etc. • Customer care service • Market research and focus groups • Sector fairs	• Information aimed at improving trade-offs between the price, quality and environmental sustainability of products and processes.
SHAREHOLDERS & INVESTORS	• Daily sharing (via meeting minutes, email, certified email, etc.) with the organizational structures in charge. • Sharing of periodic reports.	• Sharing on management performance from an economic, financial, strategic and operational point of view (e.g. performance of the work portfolio, the launch of innovative projects, deviations from annual objectives of the Strategic Plan)
HUMAN RESOURCES & TRADE UNIONS	• Internal communication programmes • Training courses • Reserved channel and e-mail box for 231 Model reports. • 2 formal meetings a year with all employees.	• Update for the benefit of all employees on the performance of the company. • Collection of suggestions, advice and issues raised by staff. • Sharing with individual trade unions on processes to define performance bonuses and the management of positive and negative production demand peaks.
WIDER COMMUNITY	• Website. • Organization of public events and social and cultural activities. • Participation in fairs and events organized by third parties.	• Bringing the community closer to the company reality.

STAKEHOLDER CATEGORY	Main channels of interaction and dialogue	Main topics covered
INSTITUTIONS	• Municipality of Cava de' Tirreni • ARPAC • Confindustria Salerno	• Proactive leadership • Participation in institutional events aimed at disseminating information. • Participation in projects, tenders and research.
MEDIA	• Specialized press • LinkedIn	• Sharing of new regulations on packaging and sustainability. • Information regarding continuous research in the field of innovation and eco-design. • Strengthening of the relationship with the local territory and community.

In line with the organization's commitment to sustainability, understood as a management model that is careful and respectful of environmental, social and economic spheres, and upstream of the reporting process launched for the preparation of the 2021 Sustainability Report, Di Mauro Officine Grafiche conducted a **materiality analysis** to identify the **ESG topics** considered material and thus significant for its business and stakeholders.

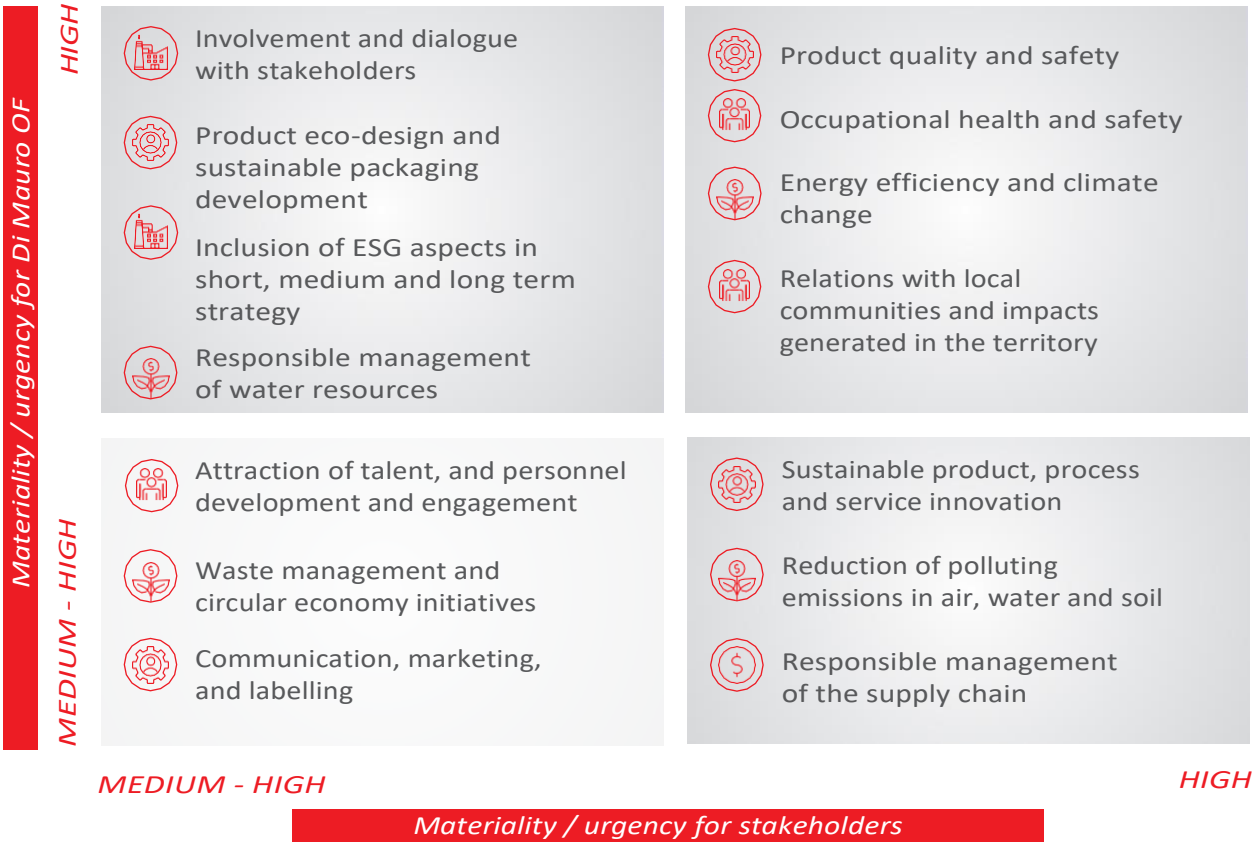
This process was divided into two main phases:
• Initially, a benchmark analysis conducted on a sample of 5 competitor and comparable companies made it possible to **define a set of significant ESG topics for the context in Di Mauro operates**. The analysis was carried out taking the international **standard ISO 26000** as a reference, which defines the key principles of Corporate Social Responsibility (CSR), and provides guidelines on how such principles can be implemented by organisations. The sample companies were examined according to their level of disclosure of information regarding 6 main areas: Governance; People; Products; Supply & Value Chain; Community; and Environment.
• Subsequently, an analysis of the results obtained from the benchmark analysis, a study of internal documentation already adopted by the organization and dialogue with a group of key contacts referring to the main company functions

- Identity and Governance
- Social Responsibility
- Product Responsibility
- Economic Responsibility
- Environmental Responsibility

made it possible to define the effective level of materiality concerning the issues previously identified for Di Mauro Officine Grafiche and its stakeholders.

The matrix thus obtained offers a synthetic representation of the results emerging from the various analyses. It consists of a Cartesian plane defined by two axes representing the degree of materiality to be attributed to the various issues, considering, respectively, the **point of view of the organization** (along the y-axis) and that of its **stakeholders** (along the x-axis).

From the analysis carried out, **14 material topics** relating to 5 macro-areas were identified: Identity and Governance; Product Responsibility; Economic Responsibility; Environmental Responsibility; and Social Responsibility.
Proper and careful handling of these issues is considered essential to guarantee business continuity and preserve the organization's ability to generate value in the short, medium and long term.



Product Responsibility

Di Mauro's Products and Services

Di Mauro Officine Grafiche produces **flexible packaging**, in reels and bags, for the direct packaging of food, medicines and home and personal care products. The product sectors mainly served by the organization include **Food & Beverages** (85% of turnover) and **Pharmaceuticals** and **Home & Personal Care** (15% of turnover).

Regarding flexible packaging, the company has specialist **know-how** in two particular aspects. Firstly, Di Mauro specializes in printing, as packaging must be customized with customer brands and artwork describing contents, indications relating to traceability, nutritional tables, and environmental labelling. Secondly, the company has in-depth know-how regarding materials, such as plastic, aluminium and paper, that can be combined to create the right preservation conditions packaging must offer to the packaged product. Finally, adding to this know-how is that relating to the packaging machinery by which the packaging is closed in order to preserve the product, as well as considerable knowledge of the products themselves, at least in terms of shelf life and the risk of alteration along their distribution chain.

For the production of packaging, films are mainly used, made of materials such as polymers, paper, regenerated cellulose and aluminium foil, and composed of one or more layers bonded by applying adhesives or by extruding in a polyethylene film. The combination of the properties of various materials allows final products to be obtained that are capable of guaranteeing the highest performance. Given the growing attention of consumers to environmental issues and the consequent development of more aware spending and consumption models, the organization has begun to design and produce packaging based on **mono-material structures**, which facilitate the recovery and recycling of materials at the end of their life. The extreme versatility of the films used in the production process represents a strength of flexible packaging, which, thanks to its specific qualities, lends itself to various uses, such as to:

- **Contain**
  Packaging is an envelope that surrounds and contains the product, making it more practical to transport, purchase, and use.
- **Protect**
  The presence of packaging guarantees the hygienic safety of the product and preserves its main characteristics.
- **Transport**
  Thanks to packaging, products can be transported easily, even over long distances.
- **Preserve**
  Packaging prolongs the life of a product, allowing it to be stored for a long time.
- **Communicate**
  Information labels applied to packaging are the "identity card" of the marketed products.

PRODUCT CATEGORIES

PROCESSED MEATS

CHEESES

MOZZARELLA

READY MEALS

CONFECTIONERY

SAUCES

BEVERAGES

COFFEE

PERSONAL CARE

COSMETICS

HOME HYGIENE

PHARMACEUTICALS

Product and Service Quality and Safety

Product safety is an essential condition for packaging intended for contact with food, medicines and home and personal care products. The business philosophy of Di Mauro Officine Grafiche is based on the conception, production and marketing of products that comply with the highest standards of quality and safety in all the markets in which the organization operates.

To offer its stakeholders the highest quality service in terms of product safety and transparency, particularly for customers operating in global markets and who therefore need solid guarantees in terms of food safety in relation to the regulations of the various countries, the organization voluntarily adheres to the BRC Global Standard, an internationally recognized Global Food Safety Initiative (GFSI)standard. The standard demands compliance with a series of requirements aimed at strengthening and promoting food safety throughout the supply chain, including the following provisions:

- Adoption of **best practices**;
- Adoption of a **HACCP system**;
- Adoption of a documented **quality management system**;
- **Control of standards for work environments, the product, the process and personnel;**
- Appropriate **specifications** for:

– Raw materials (including packaging materials);
– Finished products, intermediate/ semi-finished products (where required);
– Supplier monitoring;
– Site location;
– Proper accumulation, collection and disposal of waste materials;
– Hygiene and organizational standards for staff;
– Process control.

Compliance with these provisions is guaranteed by Di Mauro Officine Grafiche through the implementation of a specific **Management System** and a **Control Plan** used for checks on materials, semi-finished products and finished products, and guaranteeing the safety, quality and effectiveness of all the product categories developed, produced and distributed. Furthermore, sample migration analyses are carried out by accredited external laboratories, in order to monitor the transfer of chemical substances from materials to food, and ascertain that products comply with the relevant reference standards.
The safety and quality of the product are guaranteed through to the final consumer also through the information given on the **product labelling**. Flexible packaging must carry a set of information that may relate to the packaging itself and/or its contents. This information is indispensable for the correct management of the entire life cycle, and may vary according to the reference product category and the related specific or transversal regulations applicable to the product in question.

INFORMATION REGARDING THE PACKAGING CONTENTS

In the food sector, packaging must include information on the food it contains, such as ingredients, nutritional tables and special warnings. The regulatory reference in this regard is **Regulation (EU) No. 1169/2011,** as amended.

The obligation to provide information about the composition of foods is the direct responsibility of the food producer, who must integrate this information into the graphics of the packaging or on an applied self-adhesive label.

INDICATIONS REGARDING THE END OF LIFE OF THE PACKAGING

Italian **Decree Law No. 116** of 3 September 2020, implementing Directive (EU) 2018/851 on waste, and Directive (EU) 2018/852 on packaging and packaging waste, imposes the obligation, on the part of the producer, to indicate on the packaging the composition of the packaging itself in order to facilitate the end user in separating waste for separate collection. All packaging must bear a code that identifies the material from which it is made (in accordance with Decision (EC) 129/97).

However, Italian Law Decree No. 228 of 30 December 2021 postponed the obligation of this labelling until 31 December 2022. Therefore, starting from 1 January 2023, packaging without environmental labelling can no longer be placed on the market.

USEFUL INFORMATION FOR THE TRACEABILITY OF THE PACKAGING

To ensure the traceability of the materials supplied by the company, in accordance with **Regulation (EC) 1935/2004**, each packaging reel shipped, as well as secondary sales units (e.g. pallets, boxes), bears a label with information through which it is possible, if necessary, to trace the raw materials used, the dates of its production, and the technological processes used.

All packaging produced for the food sector, being mainly “primary” packaging, that is in direct contact with food, must comply with current regulations, in particular:

- Regulation (EU) No. 10/2011, as amended.
- Regulation (EC) 1935/2004, as amended (incl. Art. 3 and Art. 11, Para. 5, Art. 15, and Art. 17)
- Regulation (EC) 1895/2005 (regulating the use of epoxy derivatives: BADGE, NOGE, and BFGDE)
- Regulation (EC) No. 2023/2006, as amended.
- Italian Ministerial Decree 21/03/1973, as amended. The same requirements of the food sector are also required for packaging intended for home and personal care products.

Responsible Use of Materials

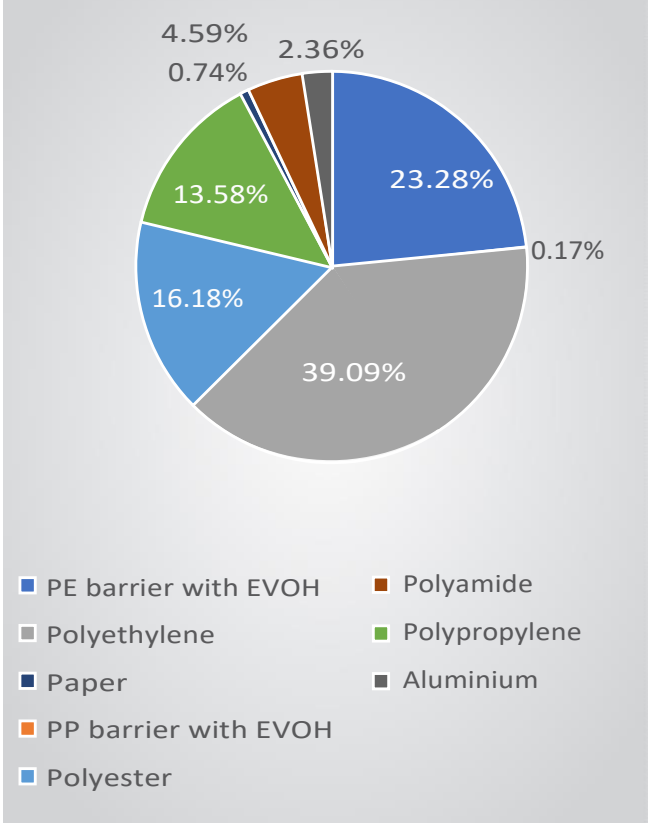
In carrying out its production and marketing activities, Di Mauro procures, from selected suppliers, a varied quantity of materials, mainly consisting of plastic films. The materials used vary according to the qualities required in the final packaging, for example:

- PET (polyethylene terephthalate polyester) is used to provide structure and thermo-resistance;
- PE (polyethylene) is used to create a sealing layer and gas and water vapour barrier;
- PP (polypropylene) and Nylon (polyamide) are used to provide the packaging with greater puncture resistance.

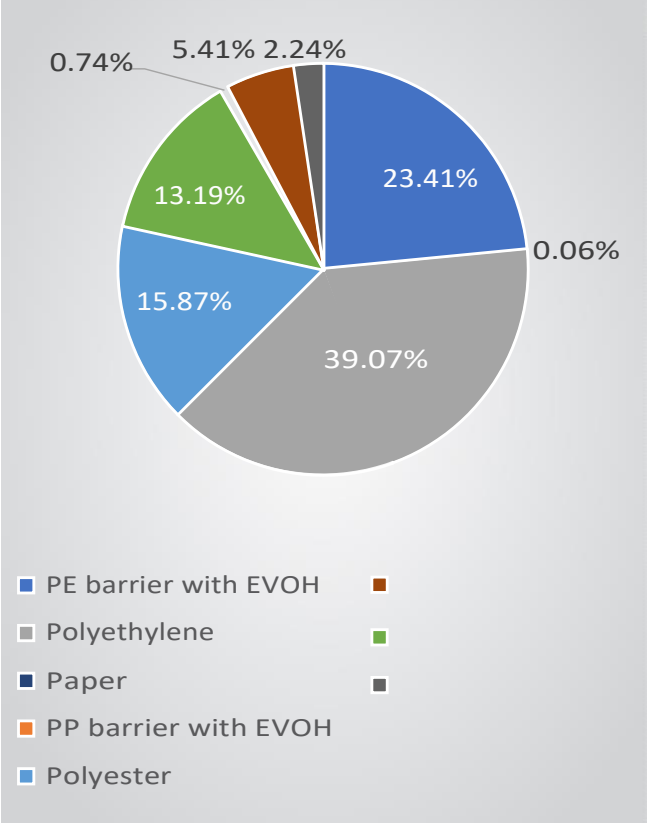
However, in recent years there has been a growing trend towards using packaging made up of a single type of polymer, in order to facilitate recycling at the end of its life.

The material most used by the organization is polyethylene, which in its variants, in 2021, made up 62.4% of the total materials used in the production process.

BREAKDOWN OF MATERIALS USED IN 2021



BREAKDOWN OF MATERIALS USED IN 2020



Process and Product Innovation

Research and development and **technological innovation** have always characterized the packaging industry, whose business is constantly growing and expanding, as consumers increasingly demand products that ever more convenient and easy to use in everyday life.

In this context, the combination of product and innovation that distinguishes the business strategy of Di Mauro Officine Grafiche guarantees the organization a prominent position in the market, and the ability to satisfy complex needs, both in terms of products and services for customers, in an ever-changing world where social and environmental challenges have become increasingly urgent.

The growing sensitivity to environmental issues seen over recent decades has posed an important challenge for the world of packaging: to reduce packaging's environmental impacts while fully fulfilling its purpose and functional demands. To this end, Di Mauro has focused its R&D activities on the development of more sustainable packaging, to anticipate and implement market demands. The main provisions adopted by the organization to reduce the environmental impact of packaging include:

- Reductions in **weight, volume and thickness**, the elimination of certain packaging elements, size optimizations.
- **Development of recyclable films** and laminates, for example, mono-materials or mono-resin laminates (PE, PP, PP/PE mix, or paper, or, in some cases, PET) that can be recovered and recycled, providing new second generation raw materials.
- Use of **recycled materials** in the films that make up the laminate.
- **Development of compostable laminates** that can be disposed of in the organic fraction of separate waste collection and transformed into compost in industrial composting plants.
- **Paper**

In recent years, the main objective on which the research of Di Mauro Officine Grafiche has focused concerns the **design and production of recyclable laminates**, in line with circular economy criteria, despite the lack of national and international infrastructures preventing the full expression of the progress made in terms of the recycling of materials. Often, in fact, technically suitable products are not effectively recycled due to a lack of organization in the collection, sorting, recycling and reuse of recoverable materials.

The result of this research, which began several years ago, was the production and marketing of recyclable structures that have replaced previous multi-material combinations used in various sectors, mainly food sector, but also home and personal care. In 2021, the sale of packaging designed for recycling accounted for 19% of the total production.

For some of these products, it was possible to obtain recyclability certifications from accredited third-party bodies (Cyclos-HTP, Recyclass, ATICELCA), to have objective feedback on the quality of the laminates, and to offer customers the possibility of inserting product claims based on technical, scientific documentation, in accordance with ISO 14021, which regulates voluntary environmental claims.
Based on the provisions described above, the main projects completed or under way in the field of eco-design in the 2020-21 two-year period are listed below:

RECYFLEX® PE MOZZARELLA

Recyflex® PE Mozzarella: development and fine-tuning of a mono-material recyclable polyethylene laminate for the packaging of mozzarella in its preserving liquid, replacing currently used OPA+PE laminates. The 94% recyclability of the packaging has been certified under Class B of the Recyclass standard. The product, created in collaboration with Galbani/Lactalis, was a finalist in the Best Packaging Awards 2021, and is currently in the process of being approved by various customers.

RECYFLEX® PE HOME & PERSONAL CARE

Recyflex® PE Home & Personal Care: development and fine-tuning of a recyclable mono-material film in polyethylene for stand-up pouches (with or without spout) for packaging detergents for the home and personal care, as an alternative to using PET+OPA+PE or PET+PE multi-material laminates.

RECYFLEX® PE READY MEALS

Development and fine-tuning of a mono-material recyclable polyethylene film for making sachets, to replace PET+PE or PET+COEXPP multi-material laminates. The new packaging has been certified by an accredited certification body as 95% recyclable in the polyethylene waste management collection and recovery chain. The product is currently in circulation on the market.

CERTIFICATE

Recyclability of Packaging

Di Mauro Officine Grafiche S.p.A.
Vi Giovanni Cesare 1/A
I-84013 Cava dei Tirreni (SA)Italy

Designation

Printed pillow film bag for frozen food – Monomaterial PE

Test result

Allocation to path/specification:	Plastic Films, Fraction no. 310, 310-1 (DE)
Assessment via path/specification:	Plastic Films, Fraction no. 310, 310-1 (DE)
Recyclate (final product):	LDPE-regranulate

95 %

Institute cyclos - HTP

IN-CARTA® TRAY

Development and fine-tuning of a predominantly paper-based laminate for the production of trays for cured meats and cheeses, with recyclable paper, as a replacement for currently used plastic trays. The product has been tested by an accredited laboratory according to the ATICELCA 501:2019 methodology, and has been assessed as Grade B, and therefore recyclable in the paper waste management chain, with good results. The product is marketed in large-scale distribution sector.

RECYFLEX® PP HOME & PERSONAL CARE

Development and fine-tuning of a mono-material recyclable polypropylene film for stand-up pouches (with or without spout) for packaging detergents for the home and personal care, as an alternative to PET+OPA+PE or PET+PE multi-material laminates.

PE FEED BAGS

Development and fine-tuning of a recyclable mono-material film in polyethylene for the production of bags suitable for packaging animal feed, to replace the current CPA+PE multi-material.

RECYTRAY®

Development and fine-tuning of an APET-based laminate with a gas barrier, for making thermoformable trays for salami and cheese, recyclable in the APET waste management chain, to replace currently used APET+PE or APET+PE/EVOH/PE multi-material plastic trays.

Furthermore, to support research and development activities, Di Mauro Officine Grafiche, in addition to making use of the support of some of its strategic suppliers for the development of innovative films, it has developed **partnerships with universities**, such as the Department of Industrial Engineering of the University of Salerno, and **research centres**, such as the French Agrifood Technical Centre (CTCPA). The objective of the collaboration with the University of Salerno (UNISA) is, as per the stipulated contract, the "*Development of new eco-sustainable laminates: characterization and comparative evaluation with standard laminates*", in which Di Mauro makes use of the collaboration for analyses, consultancy, and certification. CTCPA, in France, has involved Di Mauro as a partner in an experimental project aimed at optimizing the recovery of food trays made of rigid material (polypropylene or polyester), with the company supplying various types of laminates for tray tops, designed to facilitate separation from the container.

Customer Relations

Di Mauro is strongly oriented to product quality and safety, and to full customer satisfaction. Thanks to the new systems of the Cava de' Tirreni facility and the constant investment in modern, cutting-edge technologies, the organization supplies various multinational and national brands, as well as medium to small companies, for which the company Alucart, acquired in 2019, provides an excellent service. In particular, the company's products are mainly aimed at the food market, the first recipient of flexible packs in terms of volume. This clientele is distinguished by multinationals, private groups and employers. In addition to the food sector, Di Mauro also works with pharmaceutical companies, mainly multinationals, and detergent companies. The significant international customer portfolio has allowed the company to build an excellent reputation at both European and global level. 70% of the products are sold in Italy, while the remaining share is mainly destined for Germany, France and Poland. Interesting trade routes are also opening up to the USA and Canada.

The type of product sold to all customers is flexible packaging, which is modified and adapted to respond to specific needs and detailed requirements. Indeed, Di Mauro supports the customer throughout the phases of the production of the pack, from the design of the composition in terms of materials through to the graphics, testing, industrialization, placing on the market, responses to requests for improvement, and the management of any use issues. During the production of product batches, some cases of non-compliance may emerge. This number can be more or less high depending on the year, but the resulting damages are always very limited, and customers have always recognized the excellent management of non-conformities.

Di Mauro establishes a direct relationship with its customers, interacting with various professional figures, such as purchasing managers, packaging development managers, sustainability managers, quality managers, marketing managers, logistics managers and invoicing managers. Among these, the decision-making interlocutor is the packaging purchasing manager in the supply chain, who may coincide in the company CEO or the category manager.

In order to provide an increasingly efficient and performing service and product, the organization conducts customer satisfaction surveys every year, implemented through a precise methodology defined by an internal procedure. Monitoring is carried out taking into consideration customers in relation to which a reduction in turnover and a discontinuity in orders has been seen from one financial year to the next. These checks are aimed at understanding the causes that led to such a deterioration in the relationship with the customer, with a view to continuous optimize the services offered. The last related evaluation was carried out in May 2021. Since the nature of the relationship with customers is essentially Business to Business, Di Mauro does not handle sensitive data that could lead to a violation of personal privacy. In the event of exchanges relating to the development of projects that it is opportune to kept confidential, specific confidentiality contracts are stipulated, such as NDAs.

Although, in 2021, Di Mauro recorded a growth in turnover compared to 2020 (see also the chapter entitled “Economic Performance”), the main points of attention that the organization intends to monitor in the future concern:

- Growing difficulties in boosting sales abroad, mainly due to the impossibility of organizing travel and trade fairs due to the continuation of the pandemic;
- A lack of willingness of customers to allow certifications to be completed, since they want to avoid interrupting the production process, made more complex by the pandemic situation and related safety measures.

Economic Performance

Management Performance

The 2021 management performance of Di Mauro Officine Grafiche was characterized by an **increase in its economic and financial performance**.
In the fiscal year, the company recorded a positive increase in revenues (+9.9%), amounting to **Euro 60,568,014**.
Approximately **70.1% of the revenues derive from the national territory**, followed by Europe (24.4%) and international countries (5.5%).

Di Mauro is also looking with growing interest to the overseas market and the USA, with several long-standing customers investing in the American continent and expressing the need for local support, with the same characteristics of reliability and flexibility always guaranteed by the company. As of today, on the east coast of the United States, Di Mauro has added a logistics site to optimize deliveries to customers who produce there, but the impulse to create a production site is growing stronger, both to better serve customers and approach an interesting growing market.

ECONOMIC DATA	2021	2020
Italy	42,478,601	40,254,737
Europe	14,759,524	12,513,179
Extra EEC	3,329,889	2,301,748

REVENUES BY GEOGRAPHIC AREA	2021	2020
Italy	42,478,601	40,254,737
Europe	14,759,524	12,513,179
Extra EEC	3,329,889	2,301,748

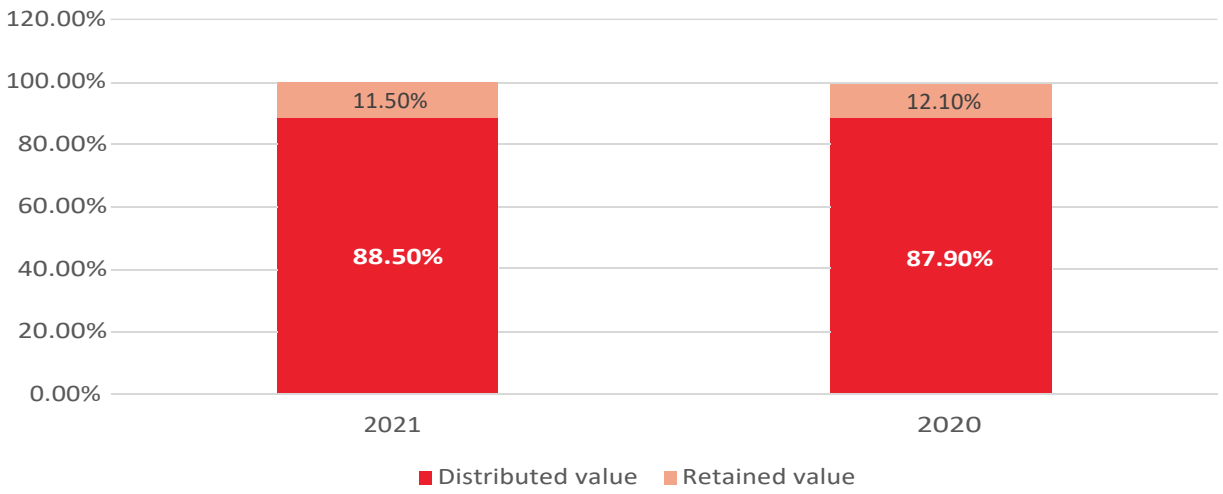
Value Creation and Distribution

Economic value generated and distributed represents the **capacity of a company to create wealth and distribute it among its stakeholders**. The **Economic Value Generated** by Di Mauro is mostly distributed to the various stakeholders with whom the company comes into contact in carrying out its activities, in accordance with the cost-effectiveness of management and the expectations of the interlocutors themselves.

The Economic Value Retained, determined as the difference between the Economic Value Generated and the Economic Value Distributed, represents, on the other hand, the set of financial resources dedicated to economic growth and the financial stability of the company, as well as the creation of new wealth for the benefit of the stakeholders.

In the fiscal year, 88.5% of the Economic Value Generated **was distributed to the main stakeholders, while the remaining 11.5% was retained.**

ECONOMIC VALUE GENERATED



In 2021, the return on investment (ROI) was 4.07%.

ECONOMIC DATA	2021	2020
ROI	4.07%	4.68%
NFP / EBITDA	0.34	0.86
Third-party resources / Own resources	0.80	0.74

Supply Chain Management

Responsible purchasing management represents a strategic activity for Di Mauro. Considering that over half of the organization's turnover is invested in the purchase of raw materials, the development of an effective and efficient procurement process represents an essential process in order to obtain profitable business results in the long term. Indeed, the group's purchasing management has a considerable impact on three significant aspects:

- **Short-term liquidity**, a key element in maintaining business relations with strategic suppliers;
- **Quality and accessibility of raw materials**;
- **Precise management of the capital tied up in inventories**, in order to avoid excessive storage of material resources, and ensure more profitable capital investments.

With the aim of implementing a virtuous procurement process, Di Mauro has adopted a management approach aimed at compliance with high quality standards, adequate delivery times, punctual and efficient service, and the containment of costs. Particular attention is paid to the continuous monitoring and improvement of all operational processes relating to the procurement of materials, from the definition of raw material production needs through to the payment of invoices, centralized operating systems, voice codes, budgeting and planning procedures, supplier and material qualifications, accounting, logistics, and transport.

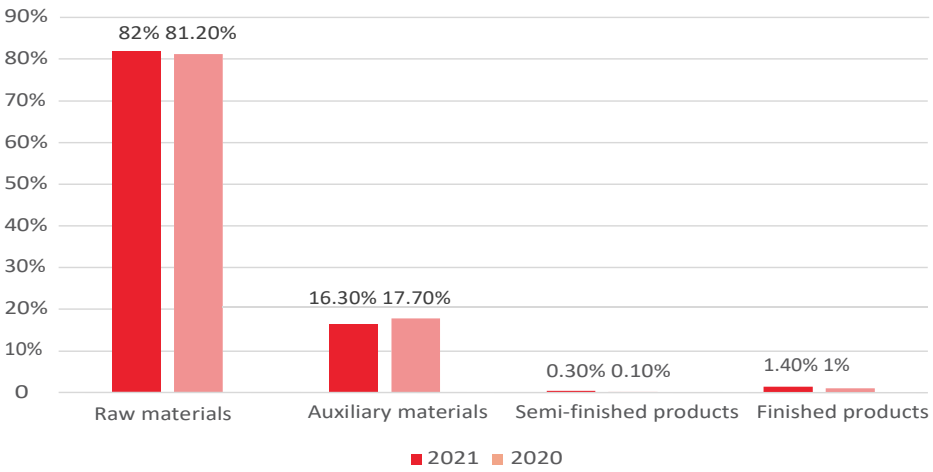
For the realization of its production activities, Di Mauro Officine Grafiche mainly purchases raw materials that derive from petroleum, aluminium and cellulose, as well as using auxiliary materials, such as pigments and adhesives, sourced from the chemical sector. In the fiscal year, **82% of materials spending was primarily for the purchase of raw materials**. The company takes care of its procurement needs by mainly turning to specific **transformers in the flexible packaging sector**, and, to a lesser extent, to **resellers** who deal with distributing the products supplied by large multinationals or by other transformers.

In the last two years, the market instability caused by the Covid-19 pandemic led the entire structure of the organization to make significant changes to the supply chain. Due to the cessation of various production activities and the closures of ports, following the establishment of the national lockdown, Di Mauro decided to broaden its supply chain, in order to continue to guarantee constant production for its customers.

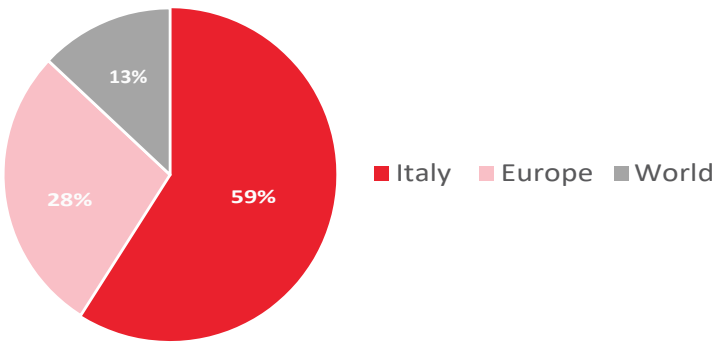
59% of Di Mauro's suppliers are located in Italy. This favours and improves

the stability and duration of relations with them, response times, standard procedures for orders and payments, purchase prices, and modifications to or cancellations of orders. However, privileging local suppliers is not always possible, as the national market does not satisfy, in technical and quantitative terms, the production capacity needs of the company.

TYPES OF PURCHASES



LOCATION OF MATERIALS SUPPLIERS - RAW & AUXILIARY	2021 % of total	2020 % of total
% of LOCAL suppliers located in ITALY	59%	56%
% of suppliers located in EUROPE	28%	27%
% of suppliers in the REST OF THE WORLD	13%	17%
TOTAL SUPPLIERS	100%	100%



BUDGET SPENT ON LOCAL SUPPLIERS OF RAW & AUXILIARY MATERIALS	2021 % of total	2020 % of total
Budget spent on LOCAL suppliers located in ITALY	85%	81%
Budget spent on suppliers located in EUROPE	5%	5%
Budget spent on suppliers located in the REST OF THE WORLD	10%	14%
TOTAL EXPENDITURE ON SUPPLIERS	100%	100%

Concurrently, with the health emergency dictated by the spread of Covid-19, Di Mauro Officine Grafiche had to face a significant shortage of raw materials resulting from new market allocations and measures undertaken by the main extractive countries, which, with the aim of reducing their CO_2 emissions, have significantly reduced the production of raw materials, as in the case of China.

In order to respond to the new international scenario, the organization has focused on a search for backup suppliers that could support it in dealing with the shortage of raw materials that has arisen. In the last year, the **number of suppliers increased by 13.4%**. In this situation, Di Mauro Officine Grafiche found itself buying raw materials mainly from resellers who integrate country and raw material shortage risks in their core business, and manage to provide a greater guarantee of delivery.
The procedures that guide the process of selecting new suppliers provide for the careful analysis of a set of qualitative and quantitative parameters, in order to ensure both an economic advantage for Di Mauro, and respect for the ethical principles and values of the company. Suppliers are selected only if they satisfy the following production and management criteria:

- Excellent reputation in the market;
- Geographical location;
- Reliability regarding technical specifications;
- Delivery times and flexibility;
- Competitiveness.

Once its Supplier Register has been updated, Di Mauro continuously monitors the activities carried out by its suppliers, with particular attention to service levels and qualitative specifications listed above.

Currently, the selection process adopted by Di Mauro does not provide for an assessment of suppliers based on ESG criteria, but it is the organization's intention to develop a procurement process that makes it possible to analyse the economic, environmental and social impacts of its supply chain, in order to bring it into line with the ethical and social principles on which the group is founded.

In most cases, the relationships established with suppliers of raw and auxiliary materials do not depend only on the signing of a contract, but also from agreements that are concluded on the basis of legal frameworks, including the periodic updating of price lists, the sharing of requirements and the transmission of orders, and regular and guaranteed supplies. The relationships, established on trust and maximum collaboration, are the result of lasting and regular relationships that are consolidated after an initial period of mutual approval and getting to know one another.

Environmental Responsibility

Environmental Policy

The protection, safeguarding and preservation of the environment are an integral part of Di Mauro's story and go beyond simple regulatory compliance.

The organization undertakes to apply the highest standards in the field of environmental protection through:
- The implementation, maintenance and continuous improvement of its QSA Integrated Management System, certified to ISO 9001, ISO 45001 and ISO 14001 standards;
- Constant attention to the reduction of waste and atmospheric emissions generated by company activities;
- The application of a monitoring and control plan aimed at an increasingly efficient use of energy, material and water resources in production processes.

Di Mauro renewed its Integrated Environmental Authorization (IEA) in October 2021, and installed a trigeneration plant in 2015, which is capable of producing part of the company's electricity requirements while simultaneously guaranteeing the recovery of thermal waste, diathermic oil, hot water, and, through an absorber, chilled water, making savings of around 1,000 tCO2/year.

Finally, the organization applies the best available technologies (BAT) on the market for the treatment of surfaces with organic solvents, in order to reduce solvent emissions via a specially installed abatement and recovery plant. The recovered solvent is used for internal purposes and the surplus sold.

Consumption

The energy sources used by Di Mauro Officine Grafiche consist of natural gas and electricity.

Regarding natural gas, the consumption recorded in 2021 totalled 153,650 GJ, with 52,836 GJ (about 34% of the total) attributable to production processes and 100,814 GJ (the remaining 66%) linked to the power supply of the cogenerator. The increase in the latter item compared to 2020 (+11%), in particular, is attributable to the increase in production shifts and in the use of the cogenerator for the portion of energy fed into the grid and sold.

In 2021, electricity consumption was lower than the previous year (-11%). This reduction was partly attributable to the use of the cogenerator for the purpose of feeding electricity into the grid. Of the approximately 12,789 GJ consumed, 2,430 GJ (19% of the total) derived from renewable sources, based on the information declared by the supplier in the procurement contract stipulated with the company.

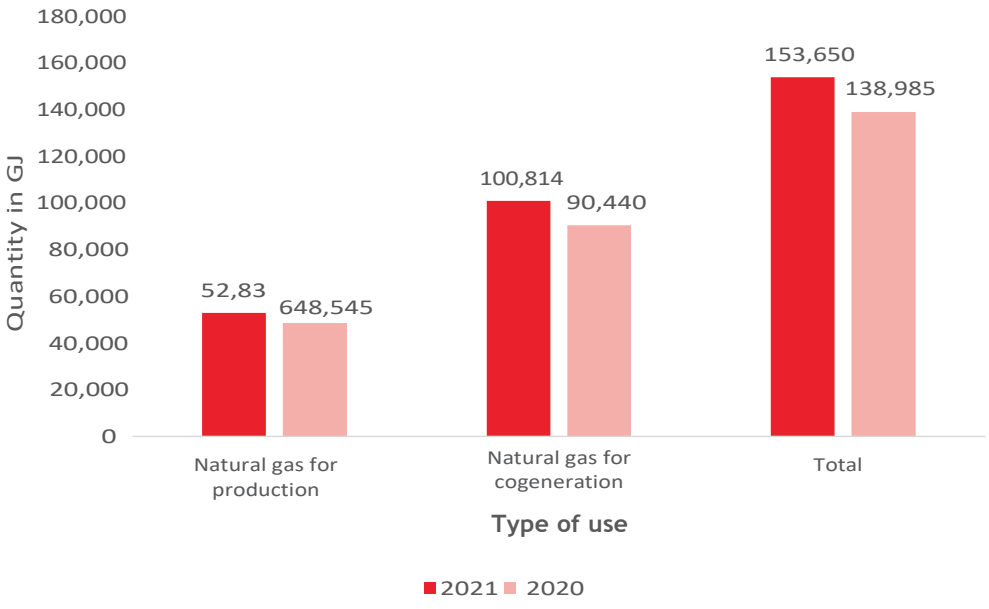
Furthermore, Di Mauro is completing a relamping process aimed at installing LED lights throughout the Cava de' Tirreni facility.

From a plant engineering point of view, Di Mauro Officine Grafiche is able to limit its water consumption thanks to the use of closed cooling circuits. The withdrawal of water from the outside is necessary exclusively in order to compensate for volumes of water subject to evaporation or purging for technical reasons.

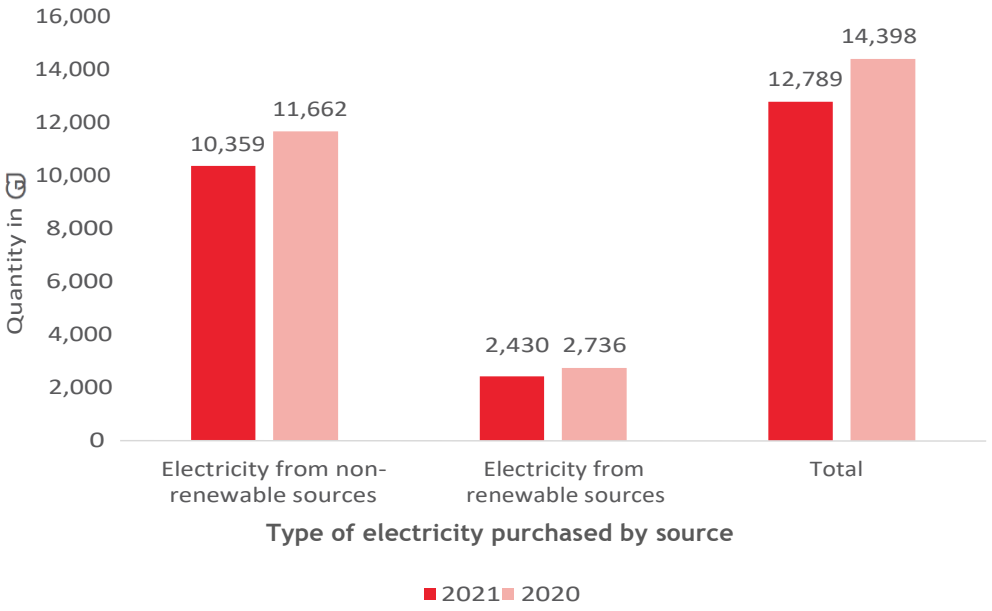
In 2021, water withdrawals by Di Mauro Officine Grafiche were significantly lower than those recorded in 2020 (-26% in terms of volume). This reduction is attributable to the full operation of the osmosis system recently installed by the company, which made it possible to contain the concentration of salts in recirculated water, therefore limiting the need to purge via evaporative towers.

In accordance with the requirements for the renewal of its Integrated Environmental Authorization (AIA), the organization has recently drawn up a plan for improved water resources management and constant monitoring. Furthermore, in 2021, the commissioning of an interface exchanger, between the process refrigeration circuit and refrigeration conditioning circuit, allowed Di Mauro to make the use of chilled water from the trigenerator more efficient.

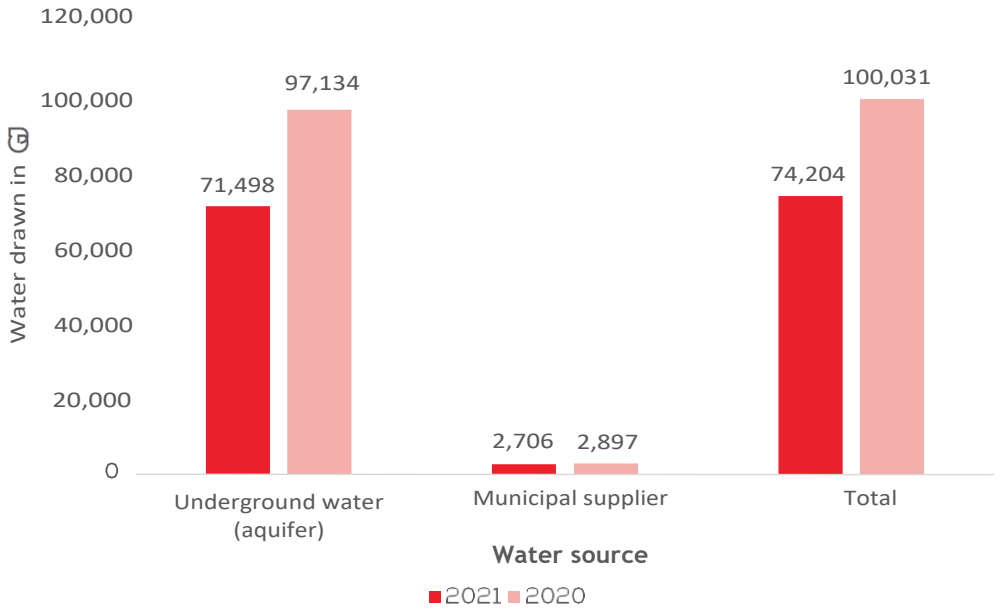
NATURAL GAS CONSUMPTION (GJ)



ELECTRICITY CONSUMPTION (GJ)



WATER WITHDRAWAL BY SOURCE (M³)



Reduction of emissions

Greenhouse gas emissions are mainly generated by two clearly identifiable sources:
- The use of the production boiler;
- The operation of the trigeneration plant.

For full compliance with GRI Standards, Scope 2 emissions linked to the purchase and consumption of electricity were calculated using both the "location-based" approach and the "market-based" approach.
While the location-based methodology considers the average intensity of greenhouse gas emissions of networks on which energy consumption is recorded, mainly using data relating to the average emission factor of the network, the market-based methodology considers emissions from electricity that the organization has intentionally chosen under contractual form.

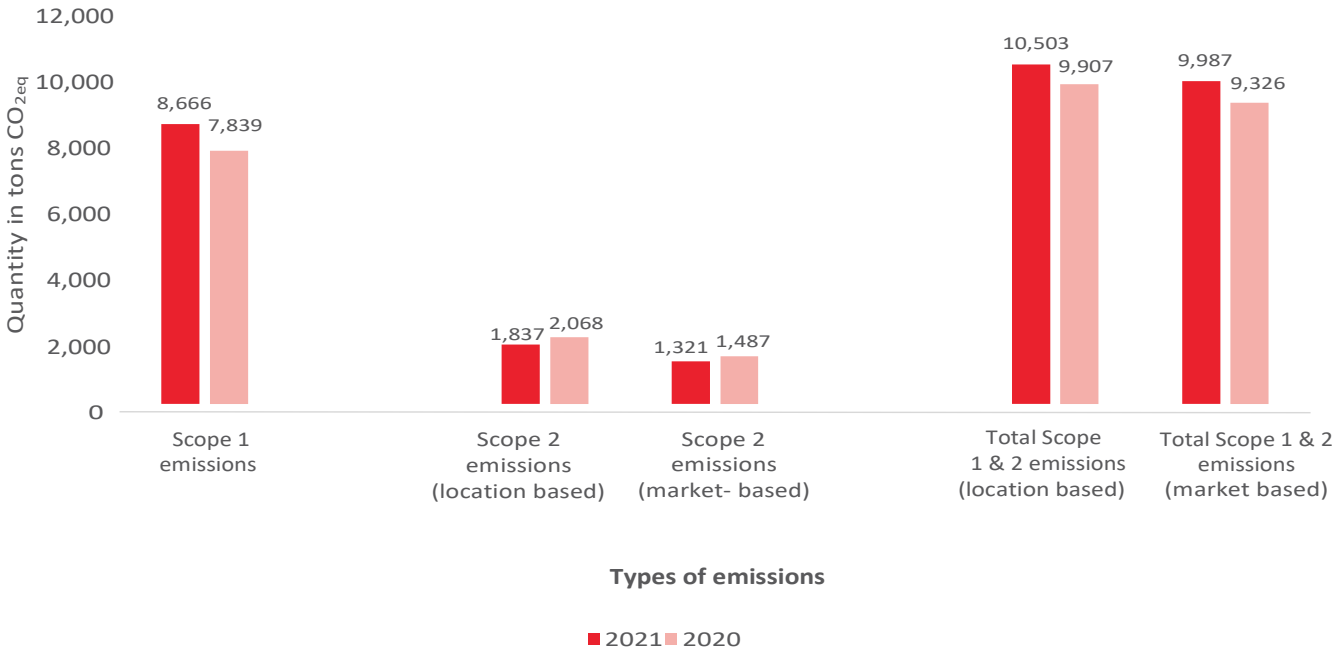
The increase in greenhouse gas emissions recorded in 2021 is attributable to the increase in natural gas consumption reported in the previous section (+11% compared to 2020).

All gas emissions are constantly monitored and the various duly authorized emission points are periodically checked and supervised by the appropriate bodies in charge. In addition, all buildings and work areas are equipped with dedicated systems which keep them constantly well-ventilated and free from potentially harmful substances for the personnel present.

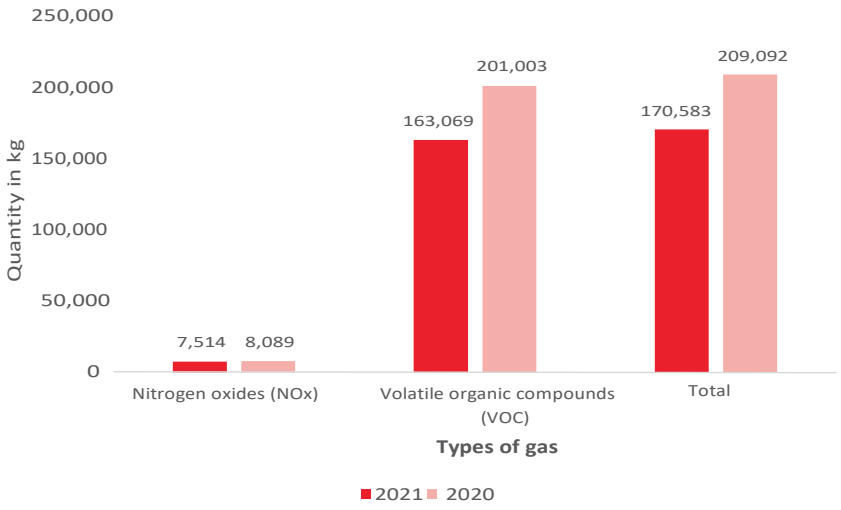
In particular:
- Nitrogen oxide emissions (7,514 kg in 2021[2], -7% compared to 2020) are generated by the operation of the boiler and cogenerator;
- Volatile organic compound emissions (163,069 kg in 2021, -19% compared to 2020) are attributable to the operation of the solvent abatement and recovery plant, and to the high volatility of the solvents themselves during use.

2 - This value was calculated as the average flow detected between areas during subsequent analyses carried out in 2021. For the boiler, constant operation during the year was assumed (24 hours a day for 365 days from 1 January to 31 December 2021), while, for the trigenerator, the hours of actual use were considered.

GREENHOUSE GAS EMISSIONS (CO_2EQ TONS)



DIRECT GAS EMISSIONS (KG)



General and industrial waste management

Di Mauro Officine Grafiche has always paid great attention to the management of the waste it produces, first of all by trying to reduce its quantity, and then to consistently increase its subsequent recovery, in order to limit its disposal as much as possible.

The production of waste mainly relates to production waste (above all, plastic films), inks, residual adhesives, and wood, cardboard and plastic packaging.

The increase in the volumes of non-hazardous waste generated in 2021 (+17% compared to 2020) is mostly linked to:
• Regarding plastic waste, the increase in trial orders for the realization of new structured products, particularly involving recyclable mono-materials, and the increase in finishing operations carried out on reels of raw material due to the lack of materials on the market;
• Regarding wood waste, the application of more selective criteria for the reuse of pallets.

For mono-material products, meticulous waste separation is carried out throughout production processes, with the aim of separating it properly for delivery to companies authorized to treat and recover the different materials. Therefore, only materials that cannot be revalued become waste, and therefore process waste, which is analysed by an accredited laboratory to determine its final destination (recovery or disposal) and any hazard class. The process is implemented so that micro-collections can be organized within the production facility, and, periodically, contents are emptied into specific containers, duly authorized for storage.

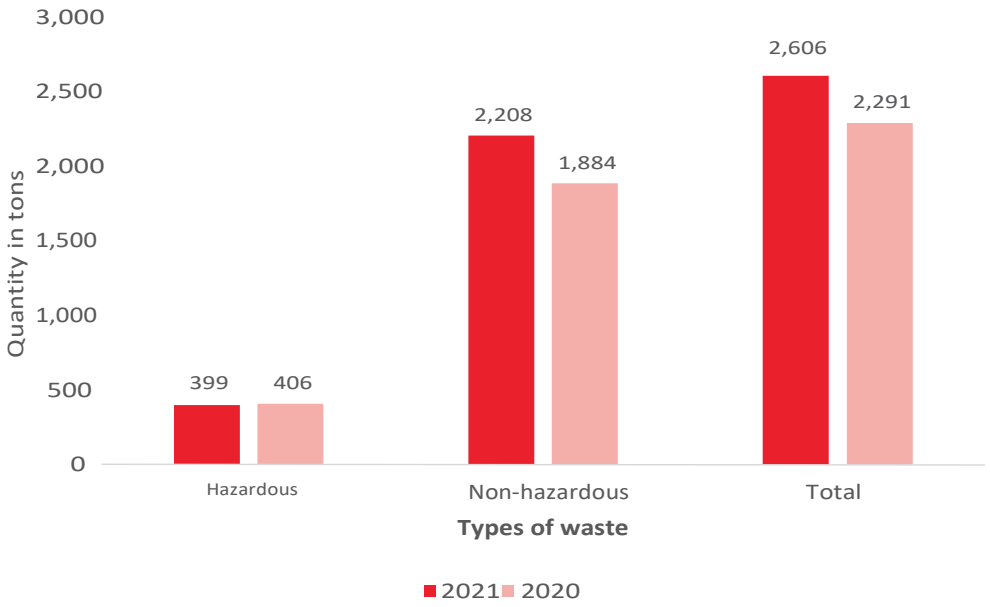
Regarding plastic, in particular, Di Mauro Officine Grafiche launched a special project for the differentiation of waste based on the types of plastics it contains. The initiative made it possible to allocate appropriately differentiated materials to specialized recycling centres, guaranteeing in 2021 a recycling rate of over 20% by weight of the quantities initially accumulated (16% in 2020).

Regarding inks, improvements in the efficiency of distillation systems and returns management led to a significant decrease in rejected volumes compared to previous years.

Since the organization does not have waste disposal facilities of its own, all hazardous waste generated by company activities is transported to authorized disposal sites. Industrial waste effluents generated by Di Mauro come from the photoforming department.

The waste-waters are sent to an activated sludge biological purifier, which also collects purges of waste-water from the cooling towers and osmosis system, in strict compliance with applicable regulations.

MAIN TYPES OF WASTE PRODUCED (TONS)



FINAL PROCESSING METHODS OF WASTE GENERATED BY DI MAURO	2021		2020	
	Hazardous	Non-hazardous	Hazardous	Non-hazardous
Recovery, including energy recovery	76	2,219	31	1,890
Incineration	326	24	380	18
Total[3] (tons)	402	2,243	411	1,908

3 - The overall values are higher than those illustrated in the previous graph, since the totality of the waste was considered rather than the quantities relating only to the main types of waste materials.

Social Responsibility

Personnel Policies

For Di Mauro, people management starts from the desire to constantly strengthen the professional and managerial skills of resources, through the logic of alignment of entrepreneurial strategy with organizational development. Accordingly, the people who work within the organization represent a key stakeholder that the company undertakes to protect and engage, with the aim of promoting a dynamic operativity, a constant exchange of information and know-how, and the development of constructive and positive relationships.
In this sense, Di Mauro promotes a work environment that aspires to the development of potential and talent, to integrity and honesty, to mutual respect and to the protection of the health of employees and collaborators. As established in the company's Code of Ethics, each manager and facility manager must:

- Consider the individual characteristics of each employee and collaborator;
- Undertake to stimulate the growth of potential and talent, recognizing the value of initiative, collaboration, and innovation;
- Supervise so that no prejudicial, denigrating or discriminatory situations occur within the workplace;
- Promote relations between employees and collaborators based on the values of fairness, mutual respect, good manners, and loyalty;
- Orient actions with objectivity and balance, with a view to valuing and empowering employees and collaborators;
- Guarantee that employees can carry out their work in safe and healthy conditions, in compliance with the provisions of applicable laws;
- Avoid situations that require employees or collaborators to act against the Code of Ethics or against the law.

In order to pursue these objectives, Di Mauro operates in full compliance with labour law and the criteria of national collective bargaining agreements (CCNL), which the company have stipulated with workers' representative organisations. The collective bargaining agreements are supplementary contracts that regulate employment relationships in each sector category, guaranteeing workers a series of economic benefits (e.g. salary, seniority benefits), regulatory benefits (e.g. working hours, qualifications and roles, relationship stability), and welfare benefits.
In this regard, Di Mauro guarantees its resources **a set of services, initiatives and tools aimed at improving the well-being of employees**, including attendance bonuses, meal vouchers, shopping vouchers, loans, book vouchers, and scholarships for children.
The contracts signed by the company also provide for the possibility of disbursing a **participation bonus** linked to the achievement of efficiency, quality and safety objectives, by both management and employees.

Workforce Composition

At 31 December 2021, Di Mauro Officine Grafiche had **204 employees**, of which **76% classified as blue collar workers**. The overwhelming presence of male personnel (95%) reflects the general situation in the sector, in which men are traditionally employed to a greater extent than women. However, **equal treatment and the promotion of diversity** are founding values of the company, which takes concrete steps to ensure equal opportunities for all personnel and maximum inclusion. This is evident considering the composition of white collar personnel, in which the percentage of female employees is 20%.

In 2022, with reference to the 2021 financial year, Di Mauro received the **Industria Felix Award** for being *"Among the best female-run companies with an international vocation for management performance and financial reliability according to Cerved, with registered office in Campania"*.

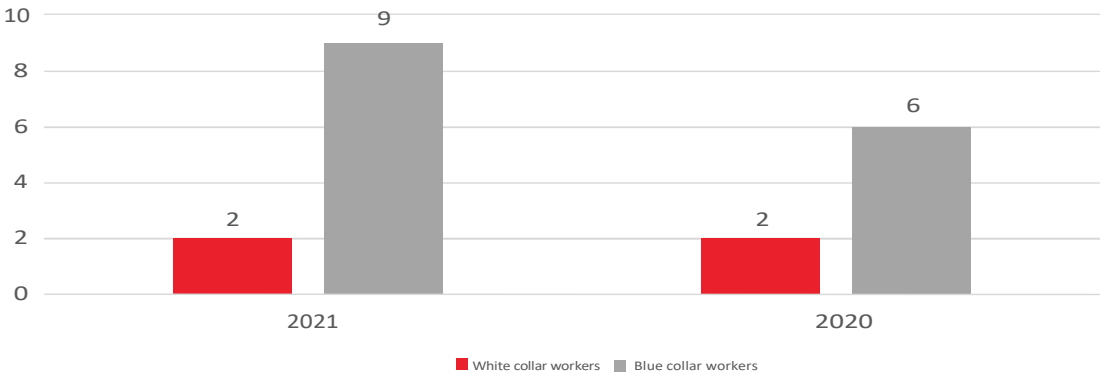
NUMBER OF EMPLOYEES BY CATEGORY	31/12/2021			31/12/2020		
	Women	Men	TOT	Women	Men	TOT
Directors	2	1	2	2		2
Managers		5	5		6	6
White collar workers	8	33	41	8	34	42
Blue collar workers	1	155	156	2	155	157
TOTAL	10	194	204	12	195	207

PERSONNEL COMPOSITION AT 31/12/2021

The same commitment is also confirmed concerning workers belonging to the protected categories defined by current regulations, to whom the organization offers concrete opportunities for stable employment, setting itself the goal of **protecting the most fragile and promoting their professional growth.** In 2021, Di Mauro employed **11 resources belonging to protected categories** (+37% compared to the previous year). In the same period, the company launched **two internship/ traineeship contracts**, one at its research laboratory, and the other in process engineering.

NUMBER OF EMPLOYEES BELONGING TO PROTECTED CATEGORIES	31/12/2021			31/12/2020		
	Women	Men	TOT	Women	Men	TOT
White collar workers	1	1	2	1	1	2
Blue collar workers		9	9		6	6
TOTAL	1	10	11	1	7	8

NUMBER OF EMPLOYEES BELONGING TO PROTECTED CATEGORIES



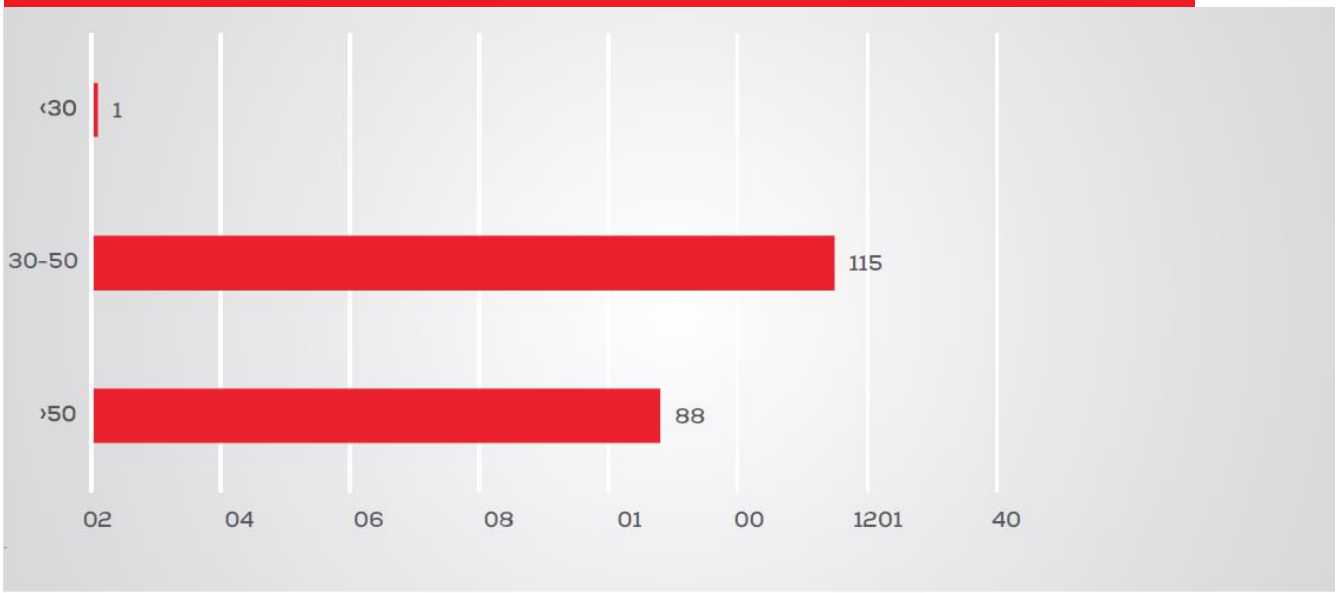
In a socio-economic context characterized by the Covid-19 pandemic, Di Mauro is committed to guaranteeing the stability and continuity of employment for its employees.

This commitment is also demonstrated by the fact that **100%** of workers are hired under **permanent contracts**, and in 99% of cases full-time contracts.

NUMBER OF EMPLOYEES BY TYPE OF EMPLOYMENT & CONTRACT	31/12/2021			31/12/2020		
	Women	Men	TOT	Women	Men	TOT
Fixed term	0	0	0	0	0	0
Permanent	10	194	204	12	195	207
TOTAL	10	194	204	12	195	207
Full time	9	194	203	11	195	206
Part time	1	0	1	1		1
TOTAL	10	194	204	12	195	207

The percentage of over-fifty employees (43%) is considerable, particularly if both white (51%) and blue (38%) collar workers are considered. However, at 31/12, 57% of the corporate population was **under the age of 50, also considering the large number of temporary professionals, trainees and interns who collaborate with the company**.

NUMBER OF EMPLOYEES BY AGE GROUP



In selecting new talent and searching for resources with specialist profiles, Di Mauro relies on select experts, including head hunters and research companies. Considering operational personnel, recruitment is instead based on the collection of applications sent spontaneously, or sent to the company through the involvement of already employed personnel.

Recruitment takes place with the intention of hiring resources on a permanent basis after an initial probationary period.
In the year, Di Mauro hired **2 new resources** (both aged between 30 and 50), recording a **hiring rate of 0.98%.** Conversely, the **resignation rate at 31/12/2021 was 0.49%.**

ENTERED and LEFT at 31/12/ 2021	Women	Men	TOT	<30	30-50	>50
Employees at 31/12/21	10	194	204	2	115	88
New hires	0	2	2	0	2	0
Resignees	0	1	1	0	1	0

ENTERED and LEFT at 31/12/ 2020	Women	Men	TOT	<30	30-50	>50
Employees at 31/12/20	12	195	207	1	120	86
New hires	0	2	2	0	2	0
Resignees	1	4	5	0	0	5

Development of Human Capital

Corporate growth comes from realizing the potential of all employees within the organization. Indeed, through **training and the assessment of potential and performance**, it is possible to define opportune career paths for individual resources, as growth processes that are implemented over time, and which, if carried out regularly and consistently, make it possible to develop advanced transversal skills ("soft skills") and technical skills ("hard skills") across all company functions. Overall, training allows Di Mauro to effectively cope with the changes taking place in a sector that increasingly demands the possession of multidisciplinary knowledge and the ability to offer technologically advanced solutions.

In 2021, the company provided **132 hours of training** to its employees, approximately 21% less than in 2020. This contraction is attributable to the pandemic, which severely penalized training activities, in terms of both their organization and carrying out. The courses mainly focused on:

- BRC principles – good hygiene practices applied to the packaging sector (22 hours);
- Good Manufacturing Practice for the Pharma sector applied to the production of flexible packaging (22 hours); PES and PAV (80 hours);
- Seminar on "Materials and Objects in Contact with Food" (8 hours);
- Sustainability Ambassador: Skills for the Transition to Sustainability (16 hours).

Adding to these courses is the learning experience in the field, which transfers the specific skills, information and notions of the business context and of professional dynamics.

TRAINING HOURS DELIVERED	2021			2020		
	Women	Men	TOT	Women	Men	TOT
Directors	0	4	4	0	0	0
Managers	0	0	0	0	0	0
White collar workers	8	24	32	16	32	48
Blue collar workers	4	108	112	0	120	120
TOTAL	12	120	148	16	152	168

Health and Safety and the Protection of Workers

By virtue of the activities that characterize its business, Di Mauro has always considered the issues of health and safety in the workplace and the prevention of accidents and occupational diseases as fundamental in its business operations. The company's vision of worker well-being and safety includes:

- Compliance with applicable safety legislation and agreements;
- Constant commitment to improvement and the prevention of injuries and accidents;
- Training and updating of employees on health and safety issues, so that workers are sensitized and trained to carry out their tasks safely and to assume their individual responsibilities.

To this end, Di Mauro has adopted a **Workers' Health and Safety Management System** compliant with the requirements of **ISO45001** and integrated with the ISO9001 and ISO14001 Management Systems. In support of this system, the company draws up a **Risk Assessment Document (RAD)** for each production activity, analysing residual risks and related prevention measures to be adopted.

The main risk factors identified relate to:

- Fire risk;
- Manual handling of loads;
- Physical agents;
- Electromagnetic fields;
- Carcinogenic and mutagenic chemical risk;
- Work-related stress;
- Work at height;
- Work in a confined space;
- Ionizing radiations;
- Explosion.

In order to mitigate and counter the occurrence of such dangers, the company has set up a Risk Prevention and Worker Protection Service under the responsibility of a manager and two employees. Furthermore, via the software COSWIN, it guarantees the correct functionality and safety of systems used throughout the production process.

In 2021, Di Mauro recorded 5 accidents at work (none of which serious), and a case of a "near-miss". These data are in line with those in 2020.

Although the single number of accidents that occur every year does not provide, as such, a complete and exhaustive view of the efficiency of the prevention and protection activities put in place, it does constitute one form of data for evaluating progress in corporate safety management. In addition to this data, the company uses the following indices to monitor the trend of accidents:

- **Frequency Index**, given by the formula: [(No. accidents/No. hours worked) x 1,000,000];
- **Severity Index**, given by the formula: [(No. accident days/No. hours worked) x 1,000].

While the Frequency Index measures the accident trend considering the number of cases reported per every million hours worked, the Severity Index expresses the seriousness of accidents at work in terms of conventional days lost per every thousand hours worked. In 2021, the two indices were respectively equal at 13.8 (13.9 in 2020) and 0.09 (0.21 in 2020)[4].

Training also plays an important role in making operators aware of the correct use of machinery and the safety procedures to be adopted.

In this regard, Di Mauro uses dedicated software that guarantees an efficient organization of health and safety training, taking into consideration mandatory obligations and specific needs. In 2021, mandatory training courses were provided to workers, expert and instructed operators, safety representatives, safety officers, and Art.37 specific training. In the near future, the company intends to improve the training of supervisors, in order to involve them more on issues relating to health and safety.

ACCIDENTS & OCCUPATIONAL DISEASES	2021			2020		
	Women	Men	TOT	Women	Men	TOT
Fatal accidents at work	0	0	0	0	0	0
Accidents at work with severe consequences [5]	0	0	0	0	0	0
Minor occupational accidents	0	5	5	0	5	5
Commuting accidents	0	0	0	0	0	0
Cases of occupational disease	0	0	0	0	0	0
Deaths from occupational disease	0	0	0	0	0	0
Number of hours worked	17,512	343,908	361,420	18,756	339,692	358,448

4 - The indices refer to the trend in accidents only for direct employees of Di Mauro Officine Grafiche.
5 - Occupational injury leading to death or injury from which the worker cannot recover, or does not or is not expected to recover fully to pre-injury health within 6 months (Source: GRI Standard GRI 403).

Relations with the Community

Since its foundation, Di Mauro has cultivated a strong relationship with its local area and a responsible and continuous dialogue with the community. Through its own resources, the organization supports and finances various charitable associations and cultural initiatives that contribute to the well-being of the surrounding area and create shared value for the entire community. In particular, the Organization supports:

- "La Nostra Famiglia" association for disabled children;
- MAC (Music, Art and Entertainment) Festival;
- Parish of Santa Lucia, which runs a kindergarten;
- "Sportello dei Sogni" association, which aims to make the dreams of adults and children with cancer come true;
- ONLUS Trame Africane charity, which builds health and school facilities in Africa;

Furthermore, Di Mauro sponsors various cultural initiatives, such as the Armando Di Mauro International Running Race, established in 1962 with its patronage, and which continues to take place, attracting athletes from all over the world. In addition to these initiatives, the company funds a **Master's in Sustainable Materials and Technologies for Packaging** (MATESPACK) at the University of Salerno, aimed at training new talents and qualifying them for work in local companies. Finally, Di Mauro is a member of various trade associations, including:

- Confindustria Salerno, of which the CEO Velleda Virno is the Chair with Responsibility for Sustainability and Industrial Policies;
- Giflex, Italian Association of Flexible Packaging Manufacturers;
- FPE, European Association of Flexible Packaging Manufacturers;
- Italian Packaging Institute;
- Ambassadors of the Packaging Ethics Charter;
- CEFLEX, European Consortium of Companies in the Flexible Packaging Supply Chain for the Transition to the Circular Economy;
- RecyClass, Association of Plastic Recyclers;
- AIDAF, Italian Association of Family Businesses.

Di Mauro's growth and successes led the company to receive various important awards in 2021, including:

- Finalists at Best Packaging 2021, organized by the Italian Packaging Institute;
- Best in Flexo 2021, organized by ATIF;
- Ecopack 2021, organized by CONAI.

Chairperson Raffaele Virno also received, in 2021, the honour of Meritorious Citizen of the City of Cava de' Tirreni.

GRI reference table

GRI Standard Title	GRI disclosure number	GRI disclosure title	Page number	Note
GRI 102: General Disclosures Organizational Profile	102-1	Organization name	Cover	
	102-2	Activities, brands, products and services	28-29; 34-35	
	102-3	Location of main sites	14	
	102-4	Countries of operation	36	
	102-5	Ownership structure and legal form	14	
	102-6	Markets served	36	
	102-8	Information on employees and other workers	53	
	102-9	Supply chain	40-42	
	102-10	Significant organization and supply chain changes	42	
	102-11	Precautionary approach	17-19	
	102-12	External initiatives	58	
	102-13	Participation in associations	58	
GRI 102: General Disclosures Strategy	102-14	Statement from senior decision-maker	Letter to our stakeholders	
	102-15	Main impacts, risks and opportunities	17-19	
GRI 102: General Disclosures Ethics and integrity	102-16	Values, principles, standards and norms of behaviour	12-13	
GRI 102: General Disclosures Governance	102-26	Role of the highest governing body in establishing goals, values, and strategies	14	
GRI 102: General Disclosure Stakeholder engagement	102-40	List of stakeholder groups	25-26	
	102-41	Collective bargaining agreements	50	
	102-42	Identifying and selecting stakeholders	24	
	102-43	Methods of engaging stakeholders	25-26	
GRI 102: General Disclosure Reporting practices	102-45	Subjects included in Financial Statements	Methodological note	
	102-46	Defining report content and topic boundaries	Methodological note	
	102-49	Significant changes in reporting		Not applicable since this is the first edition of the report
	102-50	Reporting period	Methodological note	
	102-51	Date of the most recent report	Methodological note	
	102-52	Reporting frequency	Methodological note	
	102-53	Contact point for questions regarding the report	Methodological note	
	102-54	Claims of reporting in accordance with the GRI Standards	GRI Content Index	

GRI Standard Title	GRI disclosure number	GRI disclosure title	Page number	Note
GRI 103: General Disclosures Management approach	103-2	Management management approach and its components	22-26; 30-31; 33-36; 40-41; 43-44; 46; 48-49; 54-58	
	103-3	Evaluation of the management approach	22-26; 30-31; 33-36; 40-41; 43-44; 46; 48-49; 54-58	
GRI 200 – Economic topics				
GRI 201: Economic performance Specific information	201-1	Direct economic value generated and distributed	39	GRI partially covered
GRI 204: Procurement practices Specific disclosures	204-1	Proportion of spending on local suppliers	42	
GRI 205: Anti-corruption Topic-specific disclosures	205-2	Communication and training on anti-corruption policies and procedures	20	
	205-3	Confirmed incidents of corruption and actions taken		There were no incidents of corruption recorded in the reporting period
GRI 207: Taxes	207-1	Approach to tax	38	
GRI 300 - Environmental topics				
GRI 301: Materials	301-1	Materials used by weight or volume	32	
	301-2	Recycled input materials used	32	
GRI 302: Energy	302-1	Energy consumption within the organization	43-45	
	302-4	Reduction of energy consumption	43	
GRI 303: Water and effluents	303-1	Interactions with water as a shared resource	44-45	
	303-3	Water withdrawal	45	
GRI 305: Emissions	305-1	Direct (Scope 1) GHG emissions	46-47	
	305-2	Energy indirect (Scope 2) GHG emissions	46-47	
	305-5	Reduction of GHG emissions	46-47	
	305-6	Emissions of ozone-depleting substances (ODS)	47	
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX) and other significant emissions	47	

GRI Standard Title	GRI disclosure number	GRI disclosure title	Page number	Note
GRI 306: Waste	306-3	Waste generated	48-49	
	306-4	Waste directed to disposal	49	
	306-5	Waste diverted from disposal	49	
GRI 307: Environmental compliance	307-1	Non-compliance with environmental laws and regulations		There were no incidents of non-compliance recorded with laws a nd regulations in environmental matters in the reporting period
GRI 308: Supplier environmental assessment	308-1	New suppliers that were screened using environmental criteria	42	GRI partially covered
GRI 400 - Social topics				
GRI 401: Employment	401-1	New hires and employee turnover	54	
	401-2	Benefits provided for full-time employees, but not for part-time or temporary employees	50	
GRI 403: Occupational health and safety	403-1	Occupational health and safety management system	56	
	403-5	Worker training on occupational health and safety	56-57	
	403-9	Work-related injuries	57	
	403-10	Work-related ill health	57	
GRI 404: Training and education	404-1	Average hours of training per year per employee	55	
	404-2	Programs for upgrading employee skills and transition assistance programs	55	
GRI 405: Diversity and equal opportunities	405-1	Diversity in governing bodies and among employees	15; 51-53	
GRI 406: Non-discrimination	406-1	Incidents of discrimination and corrective actions taken		No incidents of discrimination were recorder in the reporting period
GRI 414: Supplier social assessment	414-1	New suppliers that were screened using social criteria	42	GRI partially covered
GRI 416: Health and safety of customers	416-2	Incidents of non-compliance concerning impacts on health and safety of products and services		There were no incidents recorded of non-compliance concerning impacts on the health and safety of products and services in the reporting period

GRI Standard Title	GRI disclosure number	GRI disclosure title	Page number	Note
GRI 417: Marketing and labelling	417-1	Requirements for product and service information and labelling	31	
	417-2	Incidents of non-compliance concerning product and service information and labelling		There were no incidents of non-compliance recorded regarding information and labelling of products and services in the reporting period
	417-3	Cases of non-compliance concerning marketing communications		There were no incidents recorded of non-compliance concerning marketing communications in the reporting period
GRI 418: Customer privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		There were no complaints concerning changes in customer privacy during the reporting period
GRI 419: Socioeconomic compliance	419-1	Non-compliance with laws and regulations in social and economic matters		No incidents of non-compliance with laws and regulations were recorded in social and economic matters in the reporting period

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