SUSTAINABILITY REPORT

DI MAURO
flexible packaging

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2023

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LETTER TO STAKEHOLDERS

I am pleased to present the third edition of the Sustainability Report of Di Mauro Officine Grafiche S.p.A. that reports the activities carried out during the year 2023. After the first post-pandemic year, characterized by a very challenging economic phase due to the soaring cost of all production factors, 2023 was equally complex.
Despite a significant reduction in consumption, especially in the first part of the year, inflation has grown at a rapid pace unknown for many years and interest rates have risen rapidly, making borrowing and investment more expensive.

The geopolitical situation, already unstable in 2023, has been further complicated by the continuation of the Russian-Ukrainian war and the beginning of a new phase of conflict between Israel and Palestine, events that risk compromising global balances.

ESG issues are becoming increasingly central in the lives of communities and companies; Di Mauro falls within the parameters defined by the CSRD; therefore, it will be obliged to perform Non-Financial Reporting from the 2025 financial statements. Di Mauro senior management and collaborators are aware of the strategic importance of planning, operating and reporting according to the new ESR standards issued by EFRAG and everyone in the company sees this obligation not as yet another fulfillment but as a precious trail to follow in the continuous path of improvement of the company's work from an Environmental, Social and Government point of view.

We are aware that only by working in compliance with ESG parameters will the company be sustainable over time and be able to thrive even from the most classic point of

view of doing business, that of producing wealth, not only for shareholders and their employees, but for all stakeholders.

Di Mauro's sustainability team has therefore decided to prepare in advance for the 2025 appointment and already for the year 2024, although not mandatory, it intends to draw up the Sustainability Report according to the new parameters and for the entire Group. Our motto is "sustainability runs in the family"; it is true that family businesses have the concept of sustainability in their DNA because they operate according to long-term visions and, especially the long-lived ones such as Di Mauro, which in 2025, will celebrate 130 years of activity, wish to produce well-being not only for the generation in charge but also for future generations. However, it is equally true that having to "put black on white" ESG improvement projects allows the company to work not only qualitatively but also quantitatively and to measure the results.

The company designs and manufactures flexible packaging for the food market, Pharma and Home&Personal care. It is therefore strongly committed to the design and manufacture of recyclable packaging in mono-material plastic and, where possible, in paper to meet the need to store, transport and communicate for the products it packages and at the same time, minimize the impact of its product on the environment. After a period in which public opinion and institutions looked at plastic with a strongly ideological negative view, the final version of the PPWR (Packaging & Packaging Waste Regulation) of the European Parliament is more realistic and, although it can be improved, adheres to the idea on which the supply chain has devoted its best R&D energies: the recyclability of packaging.

The company has always paid attention to the impact of its process on the environment. Since 2005, it has had the Integrated Environmental Certification (ISO 14001) and has always been under the parameters required for Certification.

Social issues within and outside the company perimeter have and will have the same dignity over time; the growth and well-being of employees, respect for minorities, gender diversity, attention to the community in which it operates, collaboration with charitable, cultural and scientific organizations.

Last but not least, the continuous process of improving Governance. Accurate and transparent communication to all stakeholders, a Board of Directors composed of family members operating in the company and a high-profile independent member, the presence of women, at least bi-monthly meetings, always supported by detailed documents and often enlightening comparisons, guarantee the company informed and shared decisions, in which ESG issues are increasingly important.

Velleda Virno (CEO)

METHODOLOGICAL NOTE

The publication of the **third edition of the Sustainability Report** once again 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 the performance related 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 determining part of Di Mauro Officine Grafiche business, which 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 financial year 1 January 2023 - 31 December 2023 **(reporting period)** and was prepared taking as reference the guidelines defined by the edition issued in 2021 of the **Global Reporting Initiative (GRI) Standards** according to the level of application "with reference to". Where possible or deemed appropriate, the data relating to 2023 have been compared with the information relating to the previous two years.
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 information subject to disclosure. An active contribution was requested from the various company contacts involved in terms of:

- update and confirmation of the 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 their areas of expertise) all the information reported in the document.

The report is made up of 5 chapters, reflecting the various dimensions by which the activities of the Organization are 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, economic results, attention to the environment and the relationship with employees and the local community. At the beginning of each chapter, references have been included to the main Sustainable Development Goals (the so-called SDGs) of the 2030 Agenda of the UN to which the Organization can contribute through the correct monitoring of the ESG aspects connected to its operations.
The disclosure has been prepared according to the **Materiality Principle**. The topics covered in the Sustainability Report, in fact, are those considered "material" (relevant) as they are able to reflect the main impacts (positive or negative, actual or potential, short or long term) that the activities of Di Mauro Officine Graphics are (or could be) capable of generating on the economy, the environment and people. These **material ESG aspects** were identified by conducting the update of a **structured materiality analysis** according to the approach described in the section "Dialogue with stakeholders and materiality analysis".
The **reporting perimeter** includes exclusively the headquarters located in Cava de' Tirreni. Any changes with respect to to this reporting perimeter are included in the document in order to provide the organization's stakeholders with further details and informative elements, which have been appropriately indicated in the following paragraphs.
To request more information, you may contact the company at the following addresses:

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sustainability@dimauroog.it
www.dimauroflexiblepackaging.it

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Identity and Governance

Material topics reported	• Involvement and dialogue with stakeholders • Inclusion of ESG aspects in short, medium and long term strategy
SDGs supported	5 9 16
2023 key results	• Over 126 years of history • Adoption of the Code of Ethics, 231 MOG (Organizational and Management Model) and Whistleblowing reporting mechanism for responsible and transparent business management • Acquisition of the company **Conter S.r.l.** • Definition by the Sustainable Operating Team of a Strategic Sustainability Plan, approved by the Board of Directors • Improved legality rating (from ★ ++ to ★ ★) • ECOVADIS Certification renewal
Key future objectives	• Pursue the objectives defined by the Strategic Sustainability Plan • Further increase the score of the legality rating • Achievement of ISCC+ certification

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 the printing, lamination and finishing processes of the product. In carrying out these activities, the Group also provides graphical support to its customers and and supervises shipping logistics.

The packaging created by Di Mauro is sold in over 20 European and non-European countries. The international success of the Organization is mainly due to the adoption of a business model that places customers and their needs at the center and that is 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.

Company history

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, favoring the transition of the business from craftsmanship to industry.

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 production facility and equipped with the most advanced technologies for production. The subsequent investments made by Di Mauro over the last twenty years have also 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 were 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.

During the 2023 financial year, Di Mauro continued its growth policy; in fact, in November, the company Conter S.r.l. was acquired, a company specialising in the production of blisters, in lacquered aluminium and trays for the Pharma sector. The company is well established and has its own market; therefore, the transaction has significant intrinsic value and also contributes to expanding the customer portfolio in this sector.

In addition, in the same year was the acquisition of an industrial factory belonging to the company Cavaceram, a manufacturer of ceramics, with the aim of creating a new division dedicated to the production of pouches[1]. Di Mauro has developed new products in this sector, made entirely of recyclable monofilm, which allow a 70% saving in plastic compared to rigid solutions, such as bottles.

1. Pouches are stand-up bags made of flexible plastic, such as refills for soaps and detergents or for packaging food, e.g. olives.

1895

Foundation of "Di Mauro Emilio fu Nicola"

Foundation of "Di Mauro Officine Grafiche s.p.a."

1967

2003

Start of investment plan for the construction of a new plant

Inauguration of the new production plant

2011

2019

Acquisition of Alucart s.p.a.

Acquisition of Conter S.r.l.

2023

2024

Inauguration of the production site of Mauro pouch maker

Mission and Values

"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 recognizes, shares and promotes, in the awareness that conduct inspired by the principles of **diligence**, **correctness** and **loyalty** constitutes an important engine for the economic and social development of organizations and communities in which they operate.

Within its Code of Ethics, Di Mauro formally recognizes the essential importance of its human capital and requires its employees and collaborators to **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.

5. Corporate social role

Since its inception, Di Mauro has shown attention to the territory by offering an important contribution to the economic and social development of the context in which it has descended and always taking into account the needs of the local community.

6. Legality

In all the activities it carries out, Di Mauro acts in compliance with its Articles of Association, with the laws and regulations in force in all the countries in which it operates. It therefore asks the Recipients of the Code to maintain attitudes that do not tarnish the moral and professional reliability of the Company

7. Protection of the environment

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 minimising 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 2023, 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 enrolled in the appropriate register. This entity carries out the audit in accordance with international auditing standards, ensuring that the Financial Statements truthfully and correctly represent the Company's financial position, economic result and cash flows at the end of each financial year.

CORPORATE BODY COMPOSITION BY GENDER	2023			2022			2021		
	women	men	TOT	women	men	TOT	women	men	TOT
BoD	2	5	7	2	5	7	2	5	7
Board of Statutory Auditors	0	3	3	0	3	3	0	3	3
SB	0	2	2	0	2	2	0	2	2
Independent Auditor	0	1	1	0	1	1	0	1	1
TOTAL	2	11	13	2	11	13	2	11	13
PERCENTUALE	15%	85%	100%	15%	85%	100%	15%	85%	100%

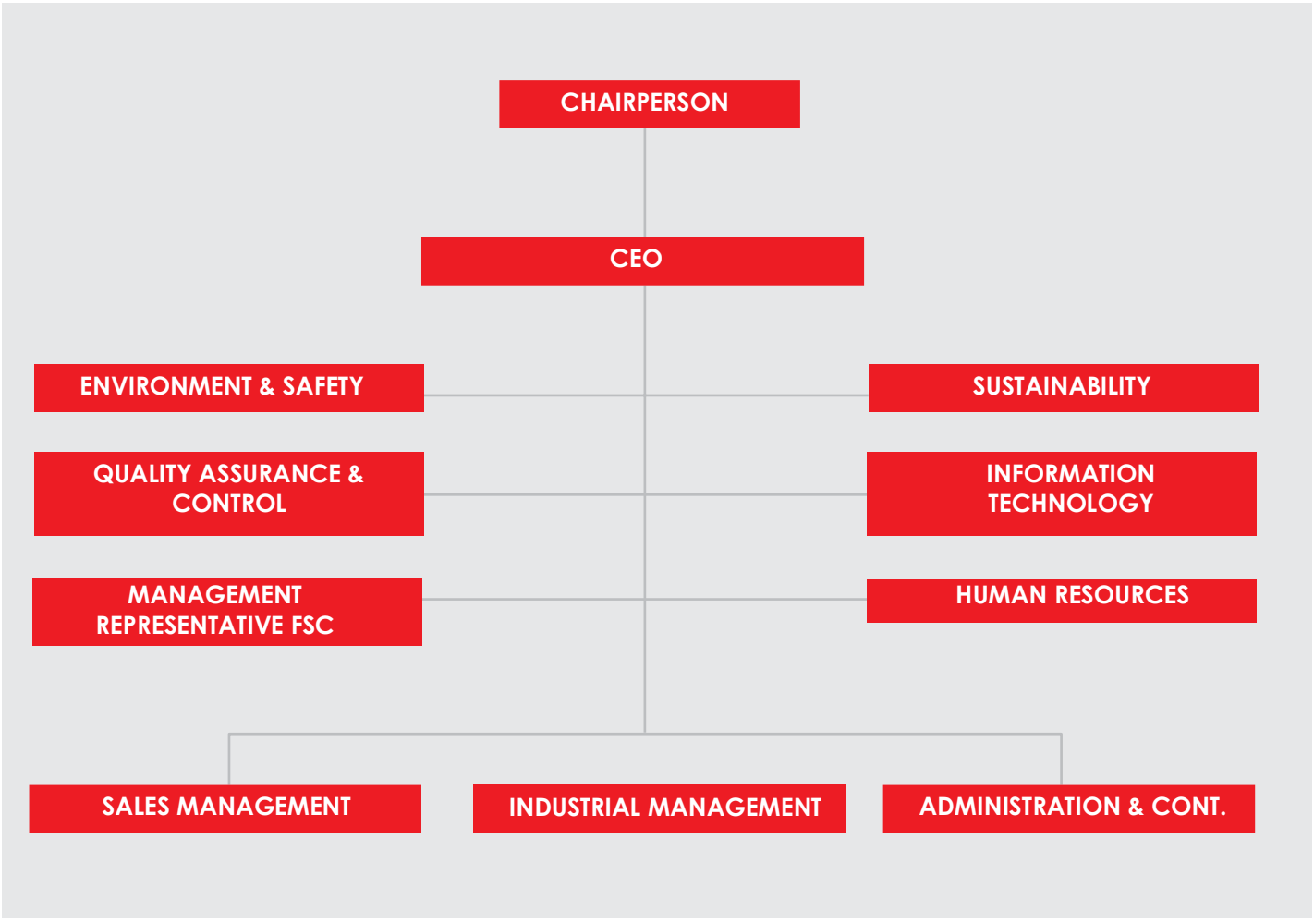
CORPORATE BODY COMPOSITION BY AGE GROUP	2023				2022				2021			
	<30	30 50	<50	TOT	<30	30 50	<50	TOT	<30	30 50	<50	TOT
BoD	0	1	6	7	0	1	6	7	0	1	6	7
Board of Statutory Auditors	0	0	3	3	0	0	3	3	0	0	3	3
SB	0	2	0	2	0	2	0	2	0	2	0	2
Independent Auditor	0	0	1	1	0	0	1	1	0	0	1	1
TOTAL	0	3	10	13	0	3	10	13	0	3	10	13
PERCENTAGE	0	23%	77%	100%	0	23%	77%	100%	0	23%	77%	100%

NAME SURNAME DIRECTOR	ROLE CHAIRPERSON/ DIRECTOR	GENDER	INDEPENDENT DIRECTOR (YES/NO)	EXECUTIVE/ NON-EXECUTIVE MEMBER	ELECTION DATE*	NO. OTHER SIGNIFICANT ASSIGNMENTS	SIGNIFICANT SKILLS
Raffaele Virno	Chairperson	M	NO	YES	29/11/1982 17/05/2022	Chairperson Di Mauro Holding spa	Chairperson
Velleda Virno	Chief Executive Officer	F	NO	YES	15/05/1999 17/05/2022	Chief Unico Alucart spa	Chief Executive Officer
Armando Accarino	Director	M	NO	YES	23/04/2012 17/05/2022	Director Di Mauro Holding spa and IMAG spa	Marketing & Communication
Niso Bartolucci	Director with proxies	M	NO	YES	24/06/2003 17/05/2022	Director Di Mauro Holding spa and IMAG spa	Sustainability Manager
Guido Corbetta	Director	M	SI	YES	26/04/2018 17/05/2022	University lecturer Business consultant Advisor at other companies	External advisor Expert in strategy, entrepreneurship, governance

NAME SURNAME DIRECTOR	ROLE CHAIRPERSON/ DIRECTOR	GENDER	INDEPENDENT DIRECTOR (YES/NO)	EXECUTIVE/NON-EXECUTIVE MEMBER	ELECTION DATE[2]	NO. OTHER SIGNIFICANT ASSIGNMENTS	SIGNIFICANT SKILLS
Antonio Romaldo	Director	M	NO	YES	23/04/2012 17.5.22	Director Di Mauro Holding spa and IMAG spa Sole director Metelliana Logistica srl	Industrial Director
Giselda Virno	Director	F	NO	YES	24/06/2003 17.5.22	Director Flex Packaging AL spa	Marketing Director

2. The first date indicated refers to the first election, the second indicates the last renewal of the office.

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



THE SUSTAINABILITY OPERATING TEAM DI MAURO OFFICINE GRAFICHE

During the 2022 financial year, the **Sustainability Operating Team** (SOT) was established, which has the task of assisting the Board of Directors in assessments and decisions relating to sustainability issues from an ESG perspective and with reference to the SDGs of the UN 2030 agenda.

The working group, made up of the managers of the key areas of the company (see the table below), was immediately assigned the task of defining the Group's **Strategic Sustainability Plan**.

INTERESTED PARTY	CORPORATE FUNCTION	AREAS OF COMPETENCE
Rino Adinolfi	HR Managers	Personnel
Niso Bartolucci	Sustainability Manager	Sustainability (group coordinator)
Antonio Romaldo	Industrial Director	Production, Environment, Safety, Energy, Quality
Lucio Senatore	Administration Manager	Administration and finance
Giselda Virno	Sales Manager	Sales, R&D
Velleda Virno	Chief Executive Officer	General Department, purchasing

During 2023, the Team met 4 times, during which it worked on some points of the strategic sustainability plan, assigning priorities and objectives to the various items, as reported in the minutes of the meetings.

Among the critical points that emerged, of highlight were the need to increase the hours of training per capita provided (objective: from 2 to 8 to be achieved in 2024) and the opportunity to evaluate suppliers also from the point of view of ESG parameters. To this end, a software house was commissioned to create a computer platform for the administration of a questionnaire on sustainability issues. The platform was delivered in December 2023 and is in the process of being disseminated during 2024.

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 examine3 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 its **Quality, Safety and Environmental Management System**, Di Mauro Officine Grafiche conducted a detailed analysis of the reference organizational context in 2022, in order to promote effective identification and management of the main risks associated with its business.
The analysis was conducted according to the **PESTEL methodology** (Political, Economy, Social, Technological, Environmental and Legal), 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.

3. 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	**Global balances undermined** by the Russian-Ukrainian war, Israeli-Palestinian crisis, Houthi attacks on ships in the Red Sea/Suez Canal	Implementation of a redistribution of material orders from the Middle and Far East in the most balanced way possible, also anticipating orders compared to the past.
ECONOMIC SPHERE	**Acquisition of customers by the competition** through competitive pricing enabled by the implementation of less expensive alternative technologies.	Consolidation of the ability of the flexo company, Alucart, to also serve multinational customers. Currently, orders are sorted between the two plants based on lot size and profitability. Having saturated the production capacity of the flexo, a new printing machine was installed at the Milan site
	Customers move to flexo, a cheaper technology than rotogravure	Search for new customers with very high quality and service needs to replace the volumes diverted to Alucart.
SOCIAL SPHERE	Risks relating to the **turnover of critical professionals**	Commitment to creating a work environment favorable to workers to discourage turnover and commitment to developing a corporate set of soft and hard skills that allows any resignations to be quickly replaced.
	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.
TECHNOLOGICAL SPHERE	Risk in using **obsolete equipment** with a consequent increase in production costs	Installation of a new rotogravure in Cava dei Tirreni and a new flexographic in Alucart, both with considerable advantages in terms of energy consumption and reduction of set-up scrap. Purchase and installation of a new machine for packaging DoyPack bags (for refills of soaps and detergents) in recyclable mono-material with a saving of 70- 75% of plastic compared to rigid bottles. Maintenance of the performance of the equipment park through a careful program of checks and maintenance.

SCOPE	MAIN RISKS IDENTIFIED	ACTIONS TAKEN
ENVIRONMENTAL SPHERE	**Failure to comply with applicable provisions in the environmental sphere.**	Maintenance of the ISO 14001 Environmental Management System. Presence in the workforce of qualified personnel in environmental matters. Intensification of controls, even compared to those required in the HAGUE.
LEGAL SPHERE	**Failure to comply with applicable product regulations.**	Development of internal know-how. Identification of an expert Compliance manager. 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 the Organizational, Management and Control 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 MOG (Organizational and Management 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, there were no incidents of corruption or other cases attributable to the crimes included in the 231 MOG. 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.

As part of MOG231, the development of software for anonymous reporting (Whistleblowing) has been completed in accordance with Legislative Decree no. 24 of 10 March 2023. The reporting mechanism is published on the homepage of the company website and is accessible by any individual inside or outside the Organization in order to allow anyone to report in a confidential manner irregularities or fraudulent transactions of which they have become aware. The Supervisory Body (SB) is the only entity in charge and empowered to receive reports and decide whether to follow up. The presence of the Whistleblowing mechanism has been communicated to the entire company population through a specific information sheet together with the delivery of the relevant paper procedure. In addition, this procedure is available on the website through the Di Mauro channel (infomediatek.it).
Reported below are the training hours provided to employees and the Board of Directors regarding MOG231 and Anti-Corruption and Whistleblowing Reporting Mechanism:

HOURS OF TRAINING ON 231/ANTI-CORRUPTION	2023 hours	2022 hours	2021 hours
BoD	10	28	7
Employees	86	24	0

Lastly, 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 appropriate 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 contractual relationships with its suppliers, the Company requires the commitment to share and respect the principles set out in the Code of Ethics. Violation of said principles therefore constitutes a breach of contract determining termination of the relationship.

LEGALITY RATING

The legality rating is a concise indicator of compliance with high standards of legality by companies requesting it. The rating constitutes a recognition that is assigned to companies that demonstrate that they adopt correct, ethical and legally compliant business practices; it is conferred by independent third-party bodies that evaluate various aspects of the Company, such as transparency, compliance with tax and labor regulations, waste management and compliance with safety standards.

This recognition takes the form of a score between a minimum of one and a maximum of three "stars". These stars can be increased up to three by assigning a "+" for each additional requirement, with every three "+" a star is added.

Di Mauro Officine Grafiche improved on the previous score, obtaining **two stars** as a sign of commitment on the part of the Company to respect the laws and rules, as well as to adopt ethical and responsible management. This recognition helps provide assurance to customers and commercial partners that the company operates in a transparent and reliable manner.

AGCM AUTORITÀ GARANTE DELLA CONCORRENZA E DEL MERCATO

RATING DELLA LEGALITÀ

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)**
- **FSC®-Mix (2022)**

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.

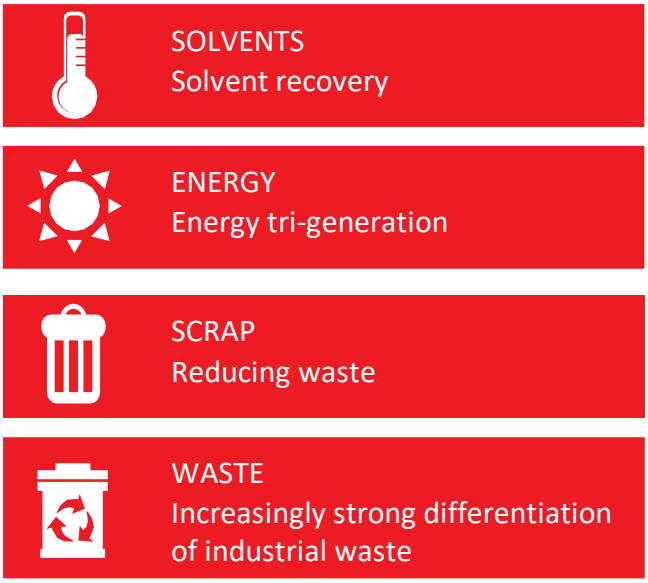
Di Mauro has been on the **ECOVADIS** platform since 2017; in 2023, Di Mauro renewed the certificate, obtaining a SILVER score with a **score of 66%** and a percentile of 88%.

The objective of obtaining the ISCC+ certification for the guarantee of the chain of custody by 2023 has been postponed in order to include in the scope of certification also the new division for the production of pouches; the new objective is therefore to achieve it by 2024.

Di Mauro Officine Grafiche has also launched a **research and development process** aimed at the re-design and reformulation of its products with the ultimate goal of creating a **pack** 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 minimising the environmental impacts** generated by its **production activities and by its facilities**. Among the initiatives implemented over the years by Di Mauro are projects in areas such as:



The positive and tangible effects generated by these investments on an economic, social and reputational level have encouraged the Organization to proceed in this direction also in the future.

As described in the "Governance Model" section of this report, starting from 2023, the task of assisting the Board of Directors in assessments and decisions relating to sustainability issues, as well as defining the Group's Strategic Sustainability Plan, will be the responsibility of the newly established **Sustainability Operating Team**.

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 promotes these initiatives, aware that the 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 comparison approaches and tools implemented by the company allows it to maintain constant interaction between parties and effectively monitor topics directly or indirectly linked to ESG aspects.

STAKEHOLDER CATEGORY	Main channels of interaction and dialogue	Main topics covered
CUSTOMERS AND 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 programs • 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 personnel. • Sharing with individual trade unions on processes to define performance bonuses and the management of positive and negative production demand peaks.
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 2021, Di Mauro Officine Grafiche, upstream of the reporting process launched for the preparation of the Sustainability Report, conducted a **materiality analysis** aimed at identifying the **ESG issues** considered relevant and significant for its business and stakeholders. Said issues are defined as "material" because they are able to reflect the main impacts (positive and negative, actual and potential, short and long term) that corporate activities are able to generate directly or indirectly on the economy, the environment and people.

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 issues for the context in which Di Mauro operates**. The analysis was carried out taking as reference the **international standard ISO 26000**, which defines the key principles of Corporate Social Responsibility (CSR), and provides guidelines on how such principles can be implemented by Organizations. The sample companies were examined according to their level of disclosure of information regarding 6 main areas: Governance; People; Products; Supply & Value Chain; Community; 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 have made it possible to define the actual level of relevance of the issues previously identified for Di Mauro Officine Grafiche and its stakeholders.

Identity and Governance

Social Responsibility

Environmental responsibility

Product responsibility

Economic responsibility

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 f materiality to be attributed to the various issues, considering, respectively, the **point of view of the Organization** (along the y-axis) and the **perspective 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.

For 2023, the results achieved through carrying out these analyses were deemed by the company Board to still be valid and consistent in describing the organizational reality and the external context in which the Organization operates.

In line with the requirements set out in the new GRI 3 Standard, the following table describes, for each material topic: the main impacts related to the topic and the activities that generate the impacts; the main ESG risks associated with the topic under consideration; the main policies, instruments and monitoring methods adopted to monitor the topic and prevent or limit the related negative impacts; the following table shows the targets defined by the company within its Strategic Sustainability Plan.

ESG Area	Material topics	Connected impact	Activity that generates impact	Associated risks	Policies and tools to monitor	Target from Strategic Plan
Identity and Governance (G)	Involvement and dialogue with stakeholders	Possibility of having a positive or negative impact on: • Di Mauro's reputational capital in the eyes of its main stakeholders (e.g. customers, financial institutions and investors, etc.) • Social and economic development of the communities in which Di Mauro operates through dialogue with the main stakeholders • Inclination towards innovation and investments, and the subsequent strengthening of Di Mauro's competitive position	• Listening and dialogue channels addressed to stakeholders (e.g. surveys, collection of messages and reports, etc.) • Dialogue and collaborations with investors and customers	• Reputational risk resulting from a negative perception of the Organization by the stakeholders	• Corporate Code of Ethics • Listening and feedback channels • MOG 231 • Various certifications achieved by the Organization (FSC, BRC, etc.) • QSA Integrated Management System	• Completion of internal and external stakeholder structure mapping (assessment in terms of dependence and influence) • Publication Sustainability Report
Identity and Governance (G)	Inclusion of ESG aspects in short, medium and long term strategy	Possibility of having a positive or negative impact on: • Di Mauro's reputational capital in the eyes of its main stakeholders (e.g. customers, financial institutions and investors, etc.) • Contribution to the achievement of the Sustainable Development Goals (SDGs) of the UN Agenda 2030, with positive or negative impacts on the environmental, social and economic areas • Availability of investments / capital to benefit the economic ecosystem in which it operates • Resilience rate of the Organization and guarantee of business continuity • Inclination towards innovation and investments, and the subsequent strengthening of Di Mauro's competitive position	• Adoption of authoritative ESG standards and frameworks in business strategy (e.g.: SDGs, Global Reporting Initiative, ecc.)	• Reputational risk • Strategic risk of non-compliance with international standards of responsible and sustainable management	• Environmental and social policy • Sustainability Operation Team • MOG 231 • QSA Integrated Management System • Various certifications achieved by the Organization (FSC, BRC, etc.)	• Mapping, assessment and monitoring of ESG risks • Development and adoption of an Operational Sustainability Plan that defines objectives, KPIs, resources, timing, etc.

ESG Area	Material topics	Connected impact	Activity that generates impact	Associated risks	Policies and tools to monitor	Target from Strategic Plan
Product Responsibility	Product eco-design and sustainable packaging development	Possibility of having a positive or negative impact on: • Resilience rate of the Organization and guarantee of business continuity • Level of exposure to operational risks related to market volatility (e.g.: availability and costs of energy and material resources, etc.) • Inclination towards innovation and investments, and the subsequent strengthening of Di Mauro's competitive position • Transition activities to low emission technologies and environmental impacts Rate of resilience of the Organization and guarantee of business continuity	• Research and Development of materials with high environmental performance of products and packaging • Research and development of innovative product strategies that can promote eco-friendly design	• Reputational risk • Strategic risk • Operational risk	• Procedures for the acquisition of patents • Sustainability Operation Team • Various certifications achieved by the Organization (FSC, BRC, etc.)	• Constant reduction of the environmental impacts associated with the product (e.g. lower volumes of materials, use of recyclable or compostable laminates, etc.) • Mapping and reporting of the level of adoption of the principles of the circular economy in products • Implementation of LCA studies on product and packaging
Product Responsibility	Sustainable product, process and service innovation	Possibility of having a positive or negative impact on: • Availability of investments / capital for the benefit of the economic ecosystem in which it operates with an important effect, for example: on employment rates at local level • Availability in the markets of products and services with high environmental / social performance • Stability of employment for company personnel according to the resilience and competitiveness of the organization in the reference economic system • Ability to attract investments and access to capital by the Organization • Inclination towards innovation and investments, and the subsequent strengthening of Di Mauro's competitive position • Transition activities to low emission technologies and environmental impacts	• Research and development for sustainable solutions • Improved energy efficiency in company processes • Training on ESG issues for personnel	• Reputational risk • Compliance risk	• Procedures for the acquisition of patents • Sustainability Operation Team • QSA Integrated Management System • Various certifications achieved by the Organization (FSC, BRC, etc.)	• Constant use of the Best Available Technologies (BAT) within the production processes • Identification of business opportunities related to the application of the principles of the circular economy (e.g.: extension of the life cycle of products, industrial symbiosis, servitisation, etc.)
Product Responsibility	Communication, marketing, and labelling	Possibility of having a positive or negative impact on: • Awareness-raising and awareness of customers and the market • Solidity of brand awareness and brand equity	• Personnel training •Stakeholder and consumer involvement	• Reputational risk • Compliance risk	• Procedure and monitoring of marketing resource management • Various certifications achieved by the Organization (FSC, BRC, etc.)	• Creation of diversified digital media for marketing communication • Maintaining BRC Packaging certification • Maintaining FSC certification • Achievement of ISCC+ certification

ESG Area	Material topics	Connected impact	Activity that generates impact	Associated risks	Policies and tools to monitor	Target from Strategic Plan
Product Responsibility	Product quality and safety	Possibility of having a positive or negative impact on: • Availability of investments / capital to benefit the economic ecosystem in which it operates (e.g. sector of reference, geographical district, etc.), with an important effect, for example, on employment rates at local level • Implementation in the markets of sustainable products	• Product research and development • Introduction of product quality control systems • Use of high quality and safe materials	• Reputational risk • Strategic risk • Operational risk	• Quality control procedure • Safety certifications • QSA Integrated Management System • Various certifications achieved by the Organization (FSC, BRC, etc.)	
Economic responsibility	Responsible supply chain management	Possibility of having a positive or negative impact on: • Respect of laws and regulations (also of a voluntary nature) in force in the economic, environmental and social area • Management of environmental impacts along the chain (e.g.: emissions of greenhouse gases, energy and water consumption, responsible selection of materials, etc.) • Management of social impacts along the chain (e.g.: health and safety of workers, protection of human rights, adequate remuneration policies, etc.) • Well-being and prosperity for all subjects along the chain • Resilience rate of the Organization and guarantee of business continuity	• Supplier evaluation criteria • Supply chain monitoring and control system • Development and collaboration with suppliers	• Reputational risk • Operational risk • Compliance risk	• Monitoring and quality control of suppliers • Sustainability Operation Team • Various certifications achieved by the Organization (FSC, BRC, etc.)	• Vendor rating that includes ESG parameters • Partnerships along the value chain with a view to sustainable procurement
Environmental Responsibility (E)	Responsible management of water resources	Possibility of having a positive or negative impact on: • Protection of biodiversity and ecosystems in which Di Mauro operates (e.g.: in terms of air quality, soil, water bodies, etc.) • The health and well-being of local communities that depend on the water bodies where the discharges take place • Prevention or (vice versa) assignment of dministrative/interdictory/criminal sanctions resulting from non-compliance with laws and regulations (also of a voluntary nature) • Level of exposure to operational risks related to ease of access to water resources • Transition activities to low emission technologies and environmental impacts	• Implementation of low water consumption technologies and water recycling practices	• Reputational risk • Compliance risk	• Environmental Policy • Sustainability Operation Team • QSA Integrated Management System	Constant updating of the Water Management Plan

ESG Area	Material topics	Connected impact	Activity that generates impact	Associated risks	Policies and tools to monitor	Target from Strategic Plan
Environmental Responsibility (E)	Energy efficiency and fight against climate change	Possibility of having a positive or negative impact on: • Protection of biodiversity and ecosystems in which Di Mauro operates (e.g.: in terms of air quality, soil, water bodies, etc.) • Exposure of local communities and territory to extreme weather events (e.g. floods, inundations, hurricanes, desertification, etc.) • Well-being and prosperity of the main stakeholders with which Di Mauro interacts (e.g.: local communities, business partners, etc.) • Level of exposure to operational risks related to the volatility of the energy market • Transition activities to low emission technologies and environmental impacts	• Training on ESG issues for personnel • Adoption of a LED lighting system • Use of renewable energy sources • Encourage the use of sustainable means of transport among employees • Implement systems to control efficiency and energy consumption	• Compliance risk • Strategic risk of non-compliance with international standards of responsible and sustainable management • Reputational risk	• Environmental Policy • Sustainability Operation Team • QSA Integrated Management System	• Mapping of the carbon footprint at plant level • Development of a plan of abatement and offsetting of emissions • Adherence to emissions monitoring and offsetting programs offered by couriers and airlines. • Completion of relamping processes with LED lights in all company locations • 100% of the electricity used comes from renewable sources
Environmental Responsibility (E)	Waste management and circular economy initiatives	Possibility of having a positive or negative impact on: • Di Mauro's reputational capital in the eyes of its main stakeholders (e.g. customers, financial institutions and investors, etc.) • Local community health and well-being as a result of correct and responsible waste management that does not generate pollution in the atmosphere, water or bodies of water • Prevention or (vice versa) assignment of administrative/interdictory/criminal sanctions resulting from non-compliance with laws and regulations (also of a voluntary nature) • Inclination towards innovation and the subsequent strengthening of Di Mauro's competitive position • Rate of resilience of the Organization and guarantee of business continuity (risk of interruption of activities due to the deterioration of the geographical context in which it operates)	• Analysis of the life cycle of the materials used and the identification of methods for reducing and recycling waste • Managing waste in compliance with environmental regulations • Training on ESG issues for personnel	• Compliance risk • Strategic risk of non-compliance with customer requirements	• Environmental Policy • Sustainability Operation Team • Various certifications achieved by the Organization (FSC, BRC, etc.) • QSA Integrated Management System	• Start-up for the recovery of semi-finished products and waste accumulated during production processes (aim for 100%) • Identification of opportunities for implementation of industrial symbiosis programs with other local Organizations (Started with ENEA

ESG Area	Material topics	Connected impact	Activity that generates impact	Associated risks	Policies and tools to monitor	Target from Strategic Plan
Environmental Responsibility (E)	Reduction of polluting emissions in air, water and soil	Possibility of having a positive or negative impact on: • Protection of biodiversity and ecosystems in which Di Mauro operates (e.g.: in terms of air quality, soil, water bodies, etc.) • Exposure of local communities and territory to extreme weather events (e.g. floods, inundations, hurricanes, desertification, etc.) • Well-being and prosperity of the main stakeholders with which the Organization interacts (e.g.: local communities, business partners, etc.) • Prevention or (vice versa) assignment of administrative/interdictory/criminal sanctions esulting from non-compliance with laws and regulations (also of a voluntary nature) • Transition activities to low emission technologies and environmental impacts	• Improved energy efficiency through the use of renewable energy sources • Control systems for air emissions generated and released • Water resource control systems • Responsible waste management • Training on ESG issues for personnel	• Compliance risk • Strategic risk of non-compliance with international standards of responsible and sustainable management • Reputational risk	• Environmental Policy • Sustainability Operation Team • Various certifications achieved by the Organization (FSC, BRC, etc.) • QSA Integrated Management System	• Maintaining the Integrated Environmental Authorization (AIA) • Development of an environmental dashboard
Social Responsibility (S)	Attraction of talent, and personnel development and engagement	Possibility of having a positive or negative impact on: • Development and enhancement of the skills of each collaborator • Level of exposure to operational risks associated with inadequate expertise of company personnel with reference to technical and/or soft skills • Level of exposure to operational risks related to staff turnover and insufficient levels of employee retention • Resilience rate of the Organization and guarantee of business continuity	• Creation of training plans • Career development plans • Remuneratio n policies and mechanisms • Employee performance monitoring systems	• Reputational and strategic risk, in terms of loss of trust on the part of competitiveness • Operational risk, in terms of increased turnover	• Corporate Code of Ethics • Labor law regulations and contracts for collective national labor (CCNL) • Development of meetings of personnel training	• Carrying out a mapping of the skills present in the company • Increase in training hours provided to personnel • Maintaining the signing of contracts that are permanent with 100% of personnel • MBOs connected to ESG aspects
Social Responsibility (S)	Worker health and safety	Possibility of having a positive or negative impact on: • Frequency and severity of accidents at work and occupational diseases • Related work stress levels experienced by company personnel • Prevention or (vice versa) assignment of administrative/interdictory/criminal sanctions resulting from non-compliance with laws and regulations (also of a voluntary nature) • Level of exposure to operational risks related to high rates of accidents, occupational diseases and absenteeism • Level of exposure to operational risks related to staff turnover and insufficient levels of employee retention • Resilience rate of the Organization and guarantee of business continuity	• Set of services, initiatives and welfare tools aimed at improving the well-being of employees • Training of employees on the relevant topics	• Operational risk, in terms of increase in accidents and level of stress related to the workplace • Compliance risk • Reputational risk, also in terms of lack of trust and personnel dissatisfaction	• Corporate Code of Ethics • Procedure for accidents • DVR (Risk assessment document) • QSA Integrated Management System	• Maintaining the ISO 45001 certification

ESG Area	Material topics	Connected impact	Activity that generates impact	Associated risks	Policies and tools to monitor	Target from Strategic Plan
Social Responsibility (S)	Relations with local communities and impacts generated in the territory	Possibility of having a positive or negative impact on: • Di Mauro's reputational capital in the eyes of its main stakeholders (e.g. customers, financial institutions and investors, etc.) • Local employment and impact on the territory • Social and economic development of the communities in which Di Mauro operates through active listening to the main stakeholders • Solidity of brand awareness and brand equity • Resilience rate of the Organization and guarantee of business continuity	• Involvement of communities through listening and dialogue channels addressed to stakeholders (e.g. surveys, collection of messages and reports, etc.) • Dialogue and collaborations with local communities • Local job creation • Collaboration with local suppliers • Investments in local charities and cultural activities	• Reputational risk, in terms of loss of trust by local communities	• Corporate Code of Ethics	• Investment in the local labor market and inclusion of subjects belonging to disadvantaged categories • Consolidate partnerships with the main national and international universities to train and raise awareness among young people on sustainability issues

Product responsibility

Material topics reported	• Product quality and safety • Product eco-design and sustainable packaging development • Sustainable product, process and service innovation • Communication, marketing, and labelling
SDGs supported	3 9
2023 key results	• Maintaining the **BRC Global Standard** for food safety along the supply chain • Sale of **packaging designed for recycling** equal to 23% of total production • Winners of the **"Worldstar Awards 2023"** award received at the INTERPACK international fair for the sustainable packaging of PE feed bags • Conducting **customer satisfaction** surveys aimed at continuous improvement of products and services
Key future objectives	• Further increasing the quantities of sustainable single-material or paper-based products, also in view of the obligations imposed by the European Packaging Regulation (PPWR)

Di Mauro Group'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** (90% of turnover) and **Pharmaceutical** and **Home & Personal Care** (10% 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 great **knowledge of materials** such as plastic, aluminum 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 (polymers, paper, regenerated cellulose, aluminum foil) composed of one or more layers bonded by the application of adhesives or through the extrusion of a polyethylene film. The combination of the properties of various materials allow final products to be obtained that are capable of guaranteeing the highest performance.

The proposal for a regulation on packaging and packaging waste (PPWR), published by the European Commission on 30.11.22, has crossed the entire value chain: from large resin producers, to brand owners and retailers.

PPWR has established that by 2030, all packaging must be recyclable, reusable or compostable.
We have all been called to imagine the next generation of packaging, which, with the same presentation and preservation performance of the product, can return, appropriately selected, to being raw material in a virtuous life cycle.

The version approved by Parliament in 2024, after reuse, rewards flexible packaging for its lightness however, on the condition that it is recyclable, therefore mono-material.

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 CHEESE

READY-MADE DISHES

CONFECTIONERY

SAUCES

BEVERAGES

COFFEE

PERSONAL CARE

COSMETICS

HOME HYGIENE

PHARMA

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.

The Organization has voluntarily adhered to the **BRC Global Standard**, an internationally recognized GFSI (Global Food Safety Initiative) standard with the aim of offering its stakeholders a high-profile service in terms of product safety and transparency and in particular for customers who operate in global markets, who therefore require solid guarantees in terms of food safety with reference to the regulations of the different countries.

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**;
• Adoption of an accurate traceability system;
• **Control of standards for work environments, the product, the process and personnel;**
• Appropriate **specifications** for:
– raw materials (including packaging materials);
– finished products, intermediate products/ semi-finished products (where required),
– supplier monitoring;
– site location;
– proper accumulation, collection and disposal of waste materials;
– hygiene and organizational standards for personnel;
– 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	**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 129/97/EC). However, **Decree Law 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 1935/2004/EC**, 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 (i.e. in direct contact with food), comply with current regulations, in particular:

- Regulation (EU) no. 10/2011, as amended
- Regulation (EC) 1935/2004, as amended (article 3, article 11, paragraph 5, article 15, and article 17);
- Regulation 1895/2005/EC (regulating the use of epoxy derivatives: BDGE, NOGE, and BFGDE);
- Regulation (EC) no. 2023/2006, as amended;
- Ministerial Decree 21/03/1973, as amended.

The same requirements of the food sector are also requested 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:

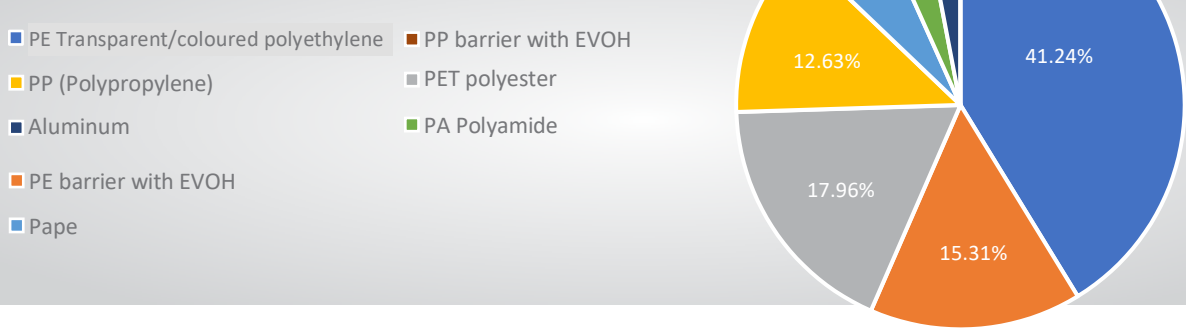
• PET (polyethylene terephthalate polyester) is used to provide structure and thermo-resistance;

• PE (polyethylene) is used to create a sealing layer and gas and water vapour barrier,

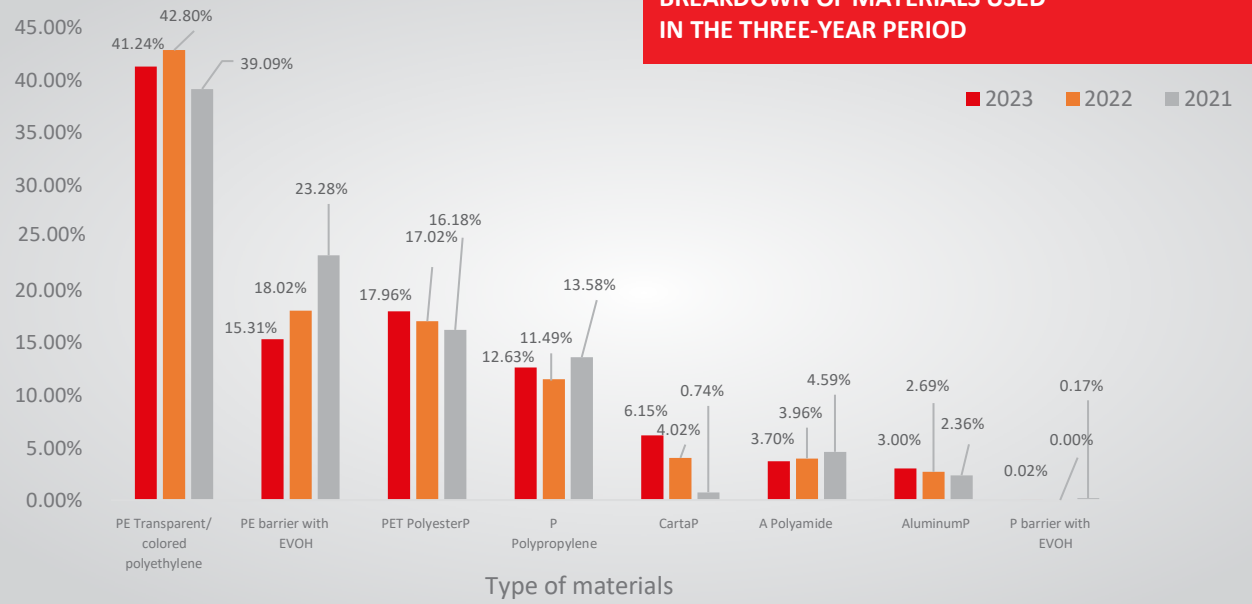
• PP (polypropylene) and Nylon (PA = (polyamide) are used to provide the packaging with greater puncture resistance. However, in recent years there has been a growing trend towards using packaging made up of a single type of polymer, in order to facilitate recycling at the end of its life.

The material most used by the Organization is polyethylene, which, in its variants, in 2023, made up 56.5% of the total materials used in the production process.

BREAKDOWN OF MATERIALS USED IN 2023



BREAKDOWN OF MATERIALS USED IN THE THREE-YEAR PERIOD



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 environmental impacts** while fully fulfilling its purpose and maintaining its functions unchanged.

To this end, Di Mauro concentrated its R&D activities even more 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 and/or volume**: reduction of thickness, elimination of certain packaging elements, size optimizations.
- **Development of recyclable films and laminates**: 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**: 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 & Personal Care. In 2023, the sale of packaging designed for recycling accounted for 23% of total production, with a slight increase over the previous year.

Customers who have adopted these innovative specifications have anticipated the choices that will soon be mandatory, agreeing to pay more for the material to be packaged,

to reduce the production speed or to intervene with investments on their packaging machines.

This is to intercept a need of the consumer who wants to know where to confer the waste and waits for the waste to return to being a resource.

Placing a claim of recyclability on the packaging is the right ambition

in the face of many efforts and Di Mauro, to protect its customers, accompanies materials that can be recycled with a certification issued by accredited bodies (Cyclos-HTP, Recyclass, ATICELCA), in accordance with ISO 14021, which regulates voluntary environmental claims.

Consistent with the weight reduction of the packaging and the need to use mono-materials, in 2023, DM approved an important investment that was divided into the following points:

Purchase of a plant dedicated to the preparation of Doypack for the manufacture of refills that express a weight reduction of 70% compared to rigid packaging

Design and industrialization of recyclable laminates suitable for forming in Doypack

Identification of partners to integrate delivery devices of the same chemical nature into mono-material pouches

Recourse to accredited bodies for the certification of sustainability performance

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, market segment in which the company Alucart specializes, acquired in 2019.

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. To foster relations with Pharma customers, Di Mauro has invested in the acquisition of Conter, which has been operating in this sector for 25 years and completes the service to customers with the very small batches of supply.

Conter has also made it easier for Di Mauro to start relationships with new customers and discover their needs.

Another important sector is that of cleaning.

As reported above, in order to better dialogue with this Industry, the Organization has equipped itself with a plant entirely dedicated to the production of refills, after having redesigned them in a sustainable way.

After Covid and the withdrawal to internal suppliers, for DM, the national market represents 75% of its turnover. However, the presence of an important, international customer portfolio has allowed the company to build an excellent reputation at both European and global level.

For some specialties, in fact, the Organization also exports overseas.

Di Mauro proposes itself as a partner that offers all-round service; it supports **customers through all phases of pack production**, from the design of materials and graphics, to approval and industrialization.

Non-conformities, however inevitable despite the utmost attention, are managed, in accordance with the relevant Quality System procedure, with on-site visits and with the utmost collaboration with the customer and the manufacturers of the packaging machines.

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.

To obtain an objective perception of **customer satisfaction**, the starting point is the analysis of turnover, paying attention to the most significant fluctuations recorded by customers.

For losses, the causes (price, quality, service) are analysed, and for developments, the relative success factors are identified.

Since the reference market for Di Mauro is Business to Business (B2B), the company does not manage sensitive data that could lead to a violation of 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.

Economic Performance

Material topics reported	• Responsible supply chain management
SDGs supported	8 9 12
2023 key results	• increase of **1.85%** in revenues • Return on investment (**ROI**) was **7.33%**. • Implementation of supplier selection systems based on ESG criteria • **Certification FSC** (Forest Stewardship Council)
Key future objectives	• Consolidate and improve positioning on the traditional market • Increase business volumes in other product sectors other than food (Pharmaceuticals and Cosmetics)

Operating performance

The 2023 operating performance of Di Mauro Officine Grafiche is characterized by an increase in revenues (+1.85%), amounting to 77.6 ML/€ (77% Italy; 20% CEE; 3% Extra CEE).

Variation due to the reduction in sales prices followed by the reduction in prices of productive factors; while the quantity sold increased by 3.83%.

ECONOMIC DATA	2023	2022	2021
Revenues from sales	77,618,947	76,207,490	60,568,014
EBITDA	11,873,865	6,103,697	7,795,262
EBIT	7,184,385	2,687,957	3,951,978

REVENUES BY GEOGRAPHIC AREA	2023	2022	2021
Italy	59,600,843	55,913,597	42,478,601
Europe	15,341,403	17,833,618	14,759,524
Extra EEC	2,676,701	2,460,275	3,329,889

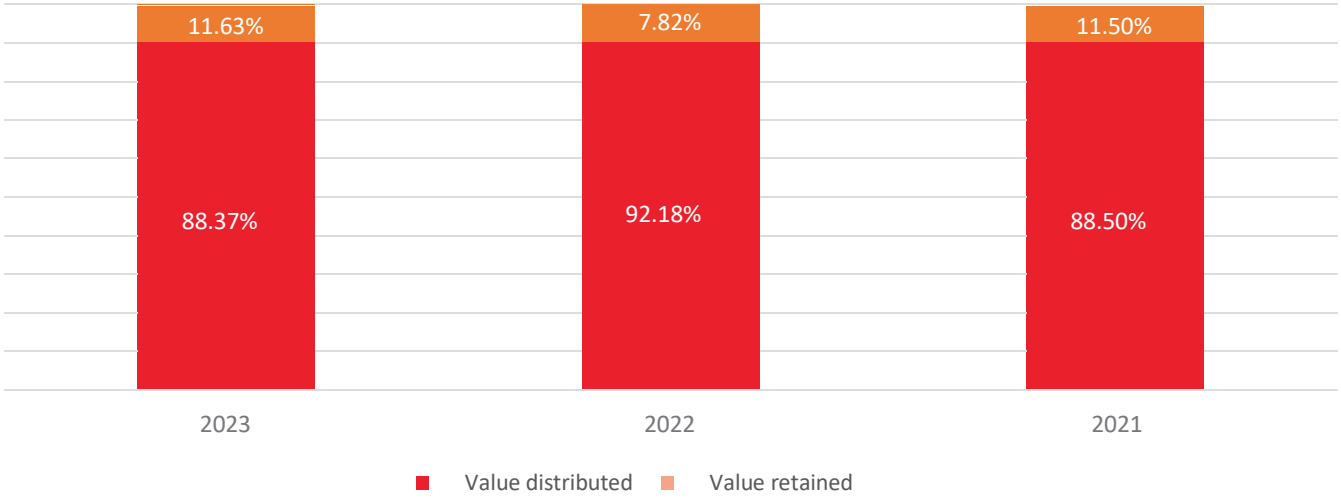
Value creation and distribution

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 in fact 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, **88.37%** of the Economic Value Generated **was distributed to the main stakeholders, while the remaining 11.63% was retained**.

ECONOMIC VALUE GENERATED AND DISTRIBUTED



In 2023, the **return on investment** (ROI) was 7.33%.

ECONOMIC DATA	2023	2022	2021
ROI	7.33%	2.75%	4.07%
NFP / EBITDA	0.44	0.77	0.34
Third-party resources / Own resources	0.68	0.79	0.80

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 over the long. term. Indeed, the group's purchasing management has a considerable impact on three significant aspects:

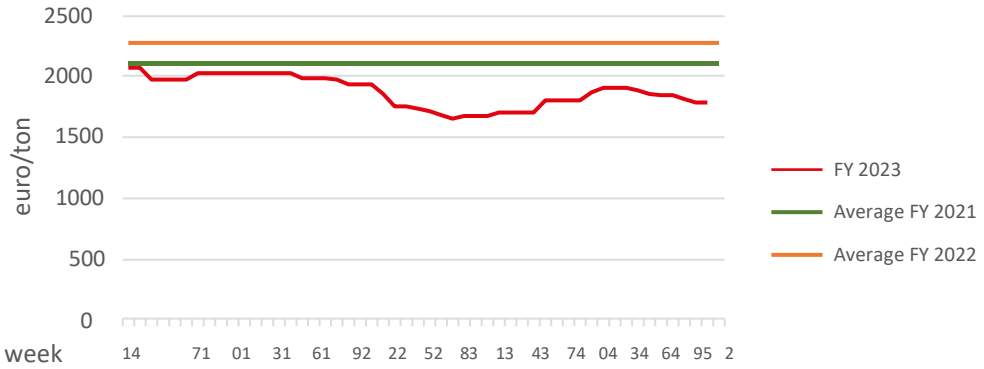
- **Short-term liquidity**, a key element in maintaining business relations with strategic suppliers;
- **Quality and accessibility of raw materials;**
- **Precise management of the capital tied up in inventories**, in order to avoid excessive storage of material resources, and ensure more profitable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

The external context is unstable. The severe market instability of the previous year, due to the ongoing war between Ukraine and Russia, was followed by an economy that suffered the backlash from inflation and the consequent contraction in consumption. The scenario was characterized by stagnant demand, not very effervescent and in some sectors even in sharp decline. In particular, the market was widely supplied due to the availability of untapped production capacity.
The analysis of the trend of our main raw material (PE), through the study of the ICIS Lor LDPE[4] index, shows that the average cost of resin was precisely lower than the averages of the previous 2 years. This testifies to the low effervescence of demand and a static market.

ICIS LOR LDPE Domestic Prices - FD EU (min)



4. ICIS- Independent Commodity Intelligence Service: index that provides a measure of global or regional petrochemical prices over time and is the reference used to evaluate the performance of raw materials.

In order to respond to the drop in raw material costs, avoid price collapses and recover margins, some European producers have decided to close lines.
This ultimately led to an increase in the average cost of the resin.

During this period, lead times have shortened significantly and the stability of prices has allowed Di Mauro not to detect excessive problems in the procurement of raw materials. An attempt has been made to reduce the stocks created the previous year due to severe instability and uncertainty.

Nevertheless, the war that broke out in Israel and the serious crisis in the Red Sea generated a new instability. In fact, the attack of cargo ships passing through the Suez Canal has led to a serious deterioration in the security of international transport, which has led to a sharp rise in freight costs for commodities from Asia and a consequent increase in lead times.

To avoid experiencing slowdowns, for some raw materials, mainly for import commodities (OPA and PET), the supply chain has resorted to alternative sources of supply. First and foremost, use was made of approved distributors who have guaranteed quantities and delivery times. The use of this supply channel deteriorates margins when used for long periods of time. The Company therefore used this system solely to cover the first delay generated by the circumnavigation.
In order to deal with the supply problems caused by the external political/social context, Di Mauro has dealt with:

- reviewing supply lead time
- re-establishing the balance with delivery times to customers
- using approved alternative sources of supply

In addition, Di Mauro has consolidated and started the approval of raw materials from other non-European countries, which has allowed to counteract the attempt to increase the prices of European producers and to have raw materials from countries where the country risk is moderate.

The focus on **transport** remained high, both for incoming raw materials and for outgoing finished products. In particular, during the year 2023, road transport was critical in Europe, mainly due to the failure to comply with delivery times, which is instead physiological for the goods transported by ship, due to customs clearance procedures. With reference to the finished products, Di Mauro has signed **agreements with new carriers**, in order to better manage deliveries to customers. For incoming raw materials, in the final part of the year, the Company has advanced orders to suppliers in order to better manage new lead times.
In other cases, approved distributors were used to cover unforeseen needs.

Raw material prices stabilized at an average level lower than in 2022, registering an overall reduction of approximately 15%.
This is due to the immediate effect of reducing energy costs. In any case, the average price level remains sustained and not comparable to the average level of the years prior to 2022.

With reference to green energy, the feasibility study for a photovoltaic system is in an advanced design phase. The purchase has been concluded for a plant aimed at producing energy equal to 753 kw. Delivery and assembly are imminent.

In the meantime, in order to manage any emergency situations, we completed the installation of an LPG tank that served to provide us with a double supply channel for the boilers, in the event of a gas shortage.

Furthermore, to respond to the needs dictated by the new international panorama, the Organization has focused on the **search for backup suppliers** who could support it in dealing with the shortage of raw materials that had arisen. Di Mauro continues to purchase raw materials also from accredited resellers who integrate country5 and raw material shortage6 risks in their core business, and manage to provide a greater guarantee of delivery.

To carry out its production activities, Di Mauro Officine Grafiche mainly purchases raw materials deriving from petroleum, aluminum and cellulose, as well as using auxiliary materials, such as pigments and adhesives, for which it sources from the chemical sector. In the fiscal year, **82.49% of materials spending** was 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.

TYPES OF PURCHASES	2023	2022	2021
Raw materials	82.49%	83.18%	82%
Auxiliary materials	16.74%	14.39%	16.30%
Semi-processed products	0.05%	0.01%	0.30%
Finished products	0.72%	2.42%	1.40%

Of Di Mauro's **suppliers, 54%** are located in **Italy**. This favors and improves the stability and duration of relations with them, response times, usual procedures for orders and payments, purchase prices, changes or cancellations of orders. However, the preference of local suppliers is not always possible, as the national market does not satisfy, in technical and quantitative terms, all the production capacities the company needs.
The opening of the market and the epilogue of the pandemic have confirmed the trend towards sourcing commodities from sources of non-European origin, which tend to be more convenient.

5. Country Risk means the risk that we may face due to events in the country of origin of raw materials that could compromise their supply, due to political or economic and social circumstances, such as war, pandemics, civil wars.

6. Raw material shortage risk means the risk that we are required to face for raw materials, the procurement sources of which are limited or which are subject to specific restrictions and which at times could experience a worldwide shortage situation.

LOCATION OF SUPPLIERS OF RAW AND AUXILIARY MATERIALS	2023 % of total	2022 % of total	2021 % of total
% of LOCAL suppliers located in ITALY	54%	55%	59%
% of suppliers located in EUROPE	30%	30%	28%
% of suppliers located in the REST OF THE WORLD	16%	15%	13%
TOTAL SUPPLIERS	100%	100%	100%

BUDGET SPENT ON LOCAL SUPPLIERS RAW AND AUXILIARY MATERIALS	2023 % of total	2022 % of total	2021 % of total
Budget spent on LOCAL suppliers located in ITALY	75.6%	80%	85%
Budget spent on suppliers located in EUROPE	16.7%	11%	5%
Budget expenditure on suppliers located in the REST OF THE WORLD	7.7%	9%	10%
TOTAL EXPENDITURE ON SUPPLIERS	100%	100%	100%

In the last year, the number of suppliers has increased by 15%. Apart from the physiological exit of some suppliers for technical or quality reasons, the Organization has had to face the demand for new raw materials to meet the need for sustainable solutions that mainly materializes, in projects of mono-material structures, PE and PP base. This activity required tests and approvals of films suitable for creating recyclable structures and considered more sustainable by the market. The design phase was very intense and aimed at creating "green" alternatives.

Projects involving the use of paper have grown and in 2023, there were countless requests for study, especially for the use of functional papers (sealants, barrier, etc.). The analysis of the structures processed in 2023 recorded an increase in the raw material used in the production of films so-called 'virtuous', from 16.9% to 17.5%.

In particular, there was an increase in requests for:
- supply of mono-material structures;
- downsizing films, making packaging lighter;
- evaluation of films from PCR;
- design of mono-film structures.

The demand for compostable remains stagnant, due to a shortage of raw materials and the limits of application for the packaging of food and pharma products.

The procedures that guide the **selection process of new suppliers** involve the careful analysis of a set of **qualitative and quantitative parameters** in order to guarantee both the economic advantage for the Company and compliance with 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

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. The company aims to establish mutually respectful relations with suppliers. The goal is to build long-term, valuable partnerships, based on the importance of suppliers for a sustainable supply chain.

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.

Di Mauro has set itself the goal of **preferring suppliers who invest in sustainability**.

Although a formal system for selecting strategic suppliers based on ESG issues has not yet been implemented, during 2023, Di Mauro studied and adopted a **system suitable for verifying**, with the Organization's suppliers, the existence and compliance with the principles of sustainability. The system considers both the economic, environmental and social impacts of the supply chain, as well as compliance with the ethical and social principles on which the Group is founded.

An external IT consulting company was also appointed to create an application that automatically provides suppliers with a **request for acceptance of the code of ethics** in compliance with the three fundamental principles of the Group: ecosystem integrity, economic efficiency and prosperity, and social equity.

Finally, **questionnaires** were prepared and administered, in addition to quality ones, to classify and track the sustainable practices of suppliers.
The objective is to evaluate the work of raw material suppliers and third parties in compliance with current legislation, respect for human rights, the prohibition of child labor, employee health and safety, environmental protection, the prevention of corruption and conflicts of interest, the promotion of competition, eco-sustainability and the prohibition of the use of conflict minerals.

From a **circular economy** perspective, Di Mauro intends to increase the use of eco-sustainable materials in its production processes. To this end, the company tends to encourage suppliers to research and develop products that are directly recyclable or that

contribute to making the finished product recyclable, with the involvement of multinational resin producers in sustainable innovation projects. The objective of recyclability implies a design and study phase that does not ignore the quality of the suppliers, however which can actually find the best results, only if we work alongside organized partners committed to the development of circularity of the product. Its **innovation**, as a primary index of sustainability, implies the search for new raw materials, to be used to produce recyclable finished products.

This is achieved if the objectives are shared with the suppliers who support and participate in the supply chain in the pursuit of the objectives. In 2022, Di Mauro obtained **FSC (Forest Stewardship Council) certification** and in 2023, it processed an interesting amount of FSC-certified paper, guaranteeing through the management of the mass balance, certification to requesting customers.

FSC Chain of Custody certification provides credible assurance that products sold with an FSC claim come from well-managed forests, controlled sources or reclaimed materials.

During the reference year, Di Mauro also activated the process to obtain the **ISCC plus certification** (International Sustainability & Carbon Certification). It is a sustainability certification system linked to the 'objectives' included in the 2030 Agenda and in particular to no. 12, aimed at "Ensuring sustainable models of production and consumption". As for the FSC, also for the ISCC plus, the sustainability of a product must be certified along the entire production chain. The objective is to trace the presence of recycled material in the finished product. With a mass balance, drawn up according to predefined and transparent rules, Di Mauro will be able to ascertain the sustainability of the finished product.

Always with the aim of reducing its environmental impact, Di Mauro aims to **optimize incoming logistics flows**, in order to reduce waste and CO_2 emissions. The Organization intends to sign specific agreements with external warehouses close to the production site, which allow the reduction of km of road transport of goods.

Environmental responsibility

Material topics reported	• Energy efficiency and climate change • Responsible management of water resources • Reduction of polluting emissions in air, water and soil • Waste management and circular economy initiatives
SDGs supported	6 7 12
2023 key results	• Reduction of 6% in **natural gas** consumption; • Of consumed electricity, **19%** comes from **renewable sources**; • Reduction of **14%** in **water withdrawals**; • Reduction of 3% in **greenhouse gas** emissions; • **Recycling rate of plastic material** equal to 15%.
Key future objectives	• Installation and start-up of the photovoltaic system • Installation and start-up of a high-efficiency chiller to replace the existing chiller • Increase in the % of energy from renewable sources up to 33% also considering the photovoltaic system • Reduction of GHG by 400 tCO_2/year • Further efficiency of production processes from an energy point of view

Environmental policy

The protection, safeguarding and preservation of the environment are an integral part of the story of Di Mauro Officine Grafiche that 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 in 2015, a **tri-generation plant** able to produce part of the electricity requirement while simultaneously guaranteeing the recovery of thermal waste, diathermic oil, hot water and (through an absorber) chilled water, with a saving of approximately 1,000 tCO_2/year.

Finally, the Organization applies the **best available technologies** on the market (the so-called "BAT") for the treatment of surfaces with organic solvents, in order to reduce solvent emissions, which are thanks to a system for abatement and recovery that is specially installed. The recovered solvent is used for internal purposes and the surplus sold.

Consumption

Electrical consumption

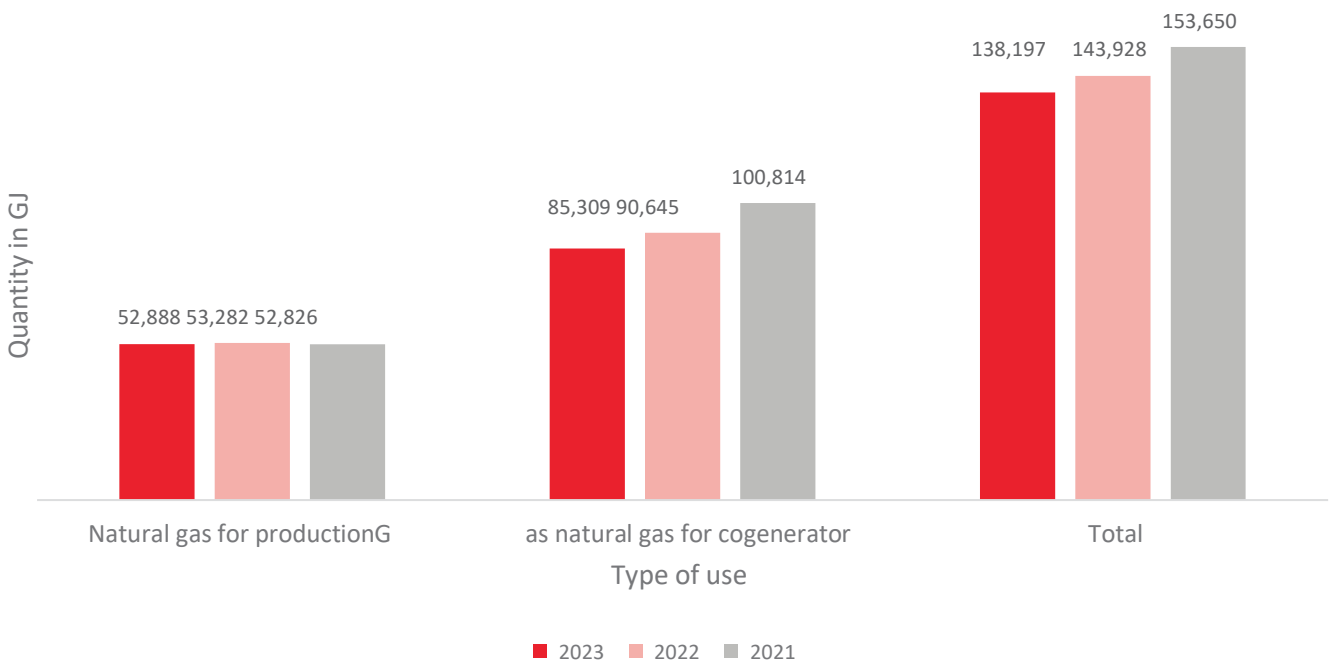
The energy sources used by Di Mauro Officine Grafiche consist of **natural gas and electricity**.

With reference to **natural gas**, consumption recorded in 2023 was slightly lower than in 2022, equal to **138,197 GJ**[7], of which 53,288 GJ (about 38% of the total) attributable to the functioning of the production processes and 85,309 GJ (the remaining 62%) linked to powering the cogenerator.

The reduction of the latter item compared to 2022 (-6%), in particular, is attributable to the reduction of the hours of use of the cogenerator (-8% of hours) determined by a number of lower production shifts in the first half of 2023.

7 The conversion factors used to transform the different energy quantities into GJ are taken from the Defra 2021 database (UK Department for Environment, Food and Rural Affairs).

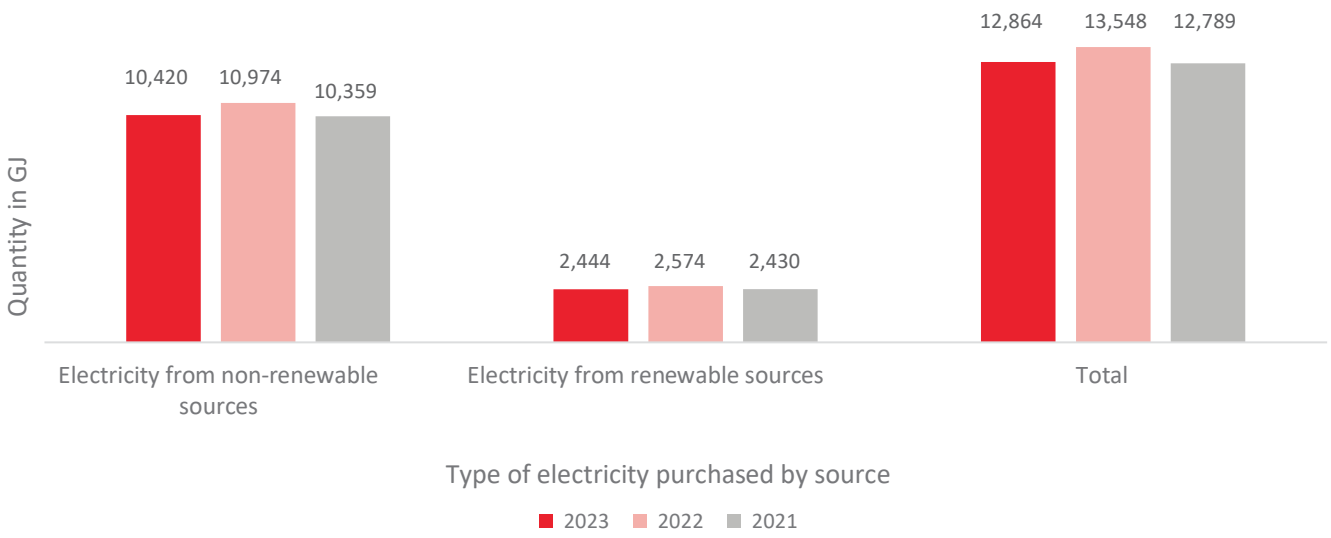
NATURAL GAS CONSUMPTION (GJ)



In 2023, **electricity consumption** was lower than the previous year (-5%). This reduction was partly attributable to the better use of the cogenerator linked to a different organization of production shifts. Of the approximately 12,864 GJ consumed, 2,444 GJ (19% of the total) derived from renewable sources according to the information declared by the supplier in the procurement contract stipulated with the Company.

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

ELECTRICITY CONSUMPTION (GJ)



The photovoltaic panel system has not yet been installed due to bureaucratic problems; commissioning is expected by 2024.

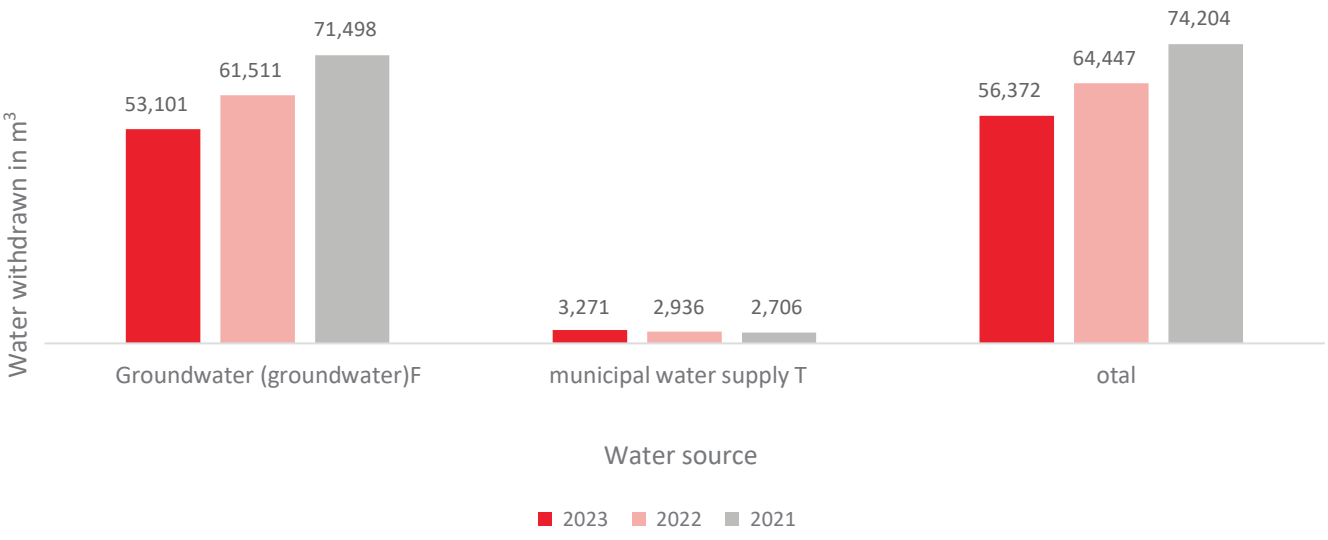
Water consumption

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 2023, the **water withdrawals** operated by Di Mauro Officine Grafiche were significantly lower than in those recorded in 2022 (**-14% in volume**). This reduction is attributable to the careful management of the water resource which, after the osmosis system became fully operational, saw the further optimization of the purges on the evaporative towers, with consequent optimization of the withdrawals.

Also for 2023, in accordance with the requirements for the renewal of its Integrated Environmental Authorization (AIA), the Organization has drawn up a plan for correct water management (Water Management Plan) and constant monitoring of consumption of water resources.

WATER WITHDRAWAL BY SOURCE (m3)



Reduction of emissions

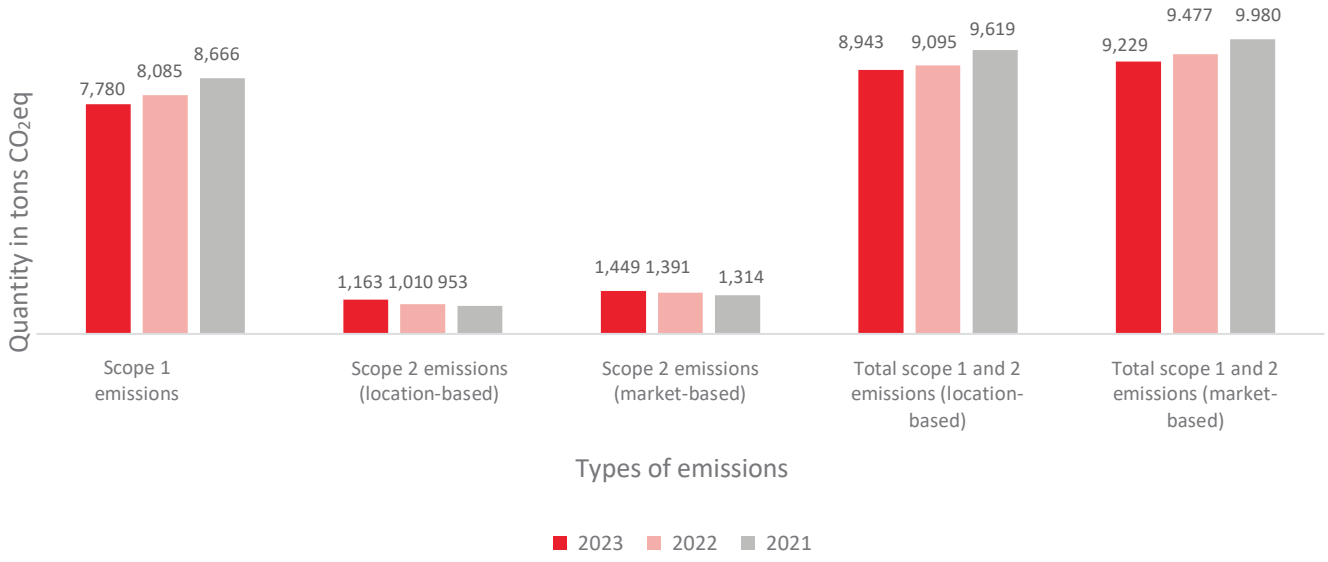
Greenhouse gas emissions are mainly generated by two clearly identifiable sources:
• The use of the **production boiler**;
• The operation of the **trigeneration plant**.

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. The location-based methodology considers the average intensity of greenhouse gas emissions of the networks on which energy consumption occurs using mainly the data relating to the average emission factor of the network. The market-based methodology considers the emissions from electricity that the Organization has intentionally chosen under contractual form.

The decrease in greenhouse gas emissions recorded in 2023 is attributable to the decrease in natural gas consumption reported in the previous section **(**-3% compared to 2022)[8]**.**

8. The emission factors used to calculate the tCO_2e of Scope 1 are taken from the Defra 2021, 2022 databases. 2023 (UK Department for Environment, Food and Rural Affairs).
The emission factors used to calculate Scope 2 according to the location-based method for the years 2022 and 2021, are taken from Joint Research Center Data Catalogue 2020. For the year 2023, they are taken from the ISPRA 2023 database.
The emission factors used to calculate Scope 2 according to the market-based method are the European Residual Mixes "AIB". It is reported that, despite the decrease in electricity consumption compared to the previous year, Scope 2 emissions slightly increased due to the increase in the relative emission factors for the year 2023.

GREENHOUSE GAS EMISSIONS (TONS CO_2EQ)

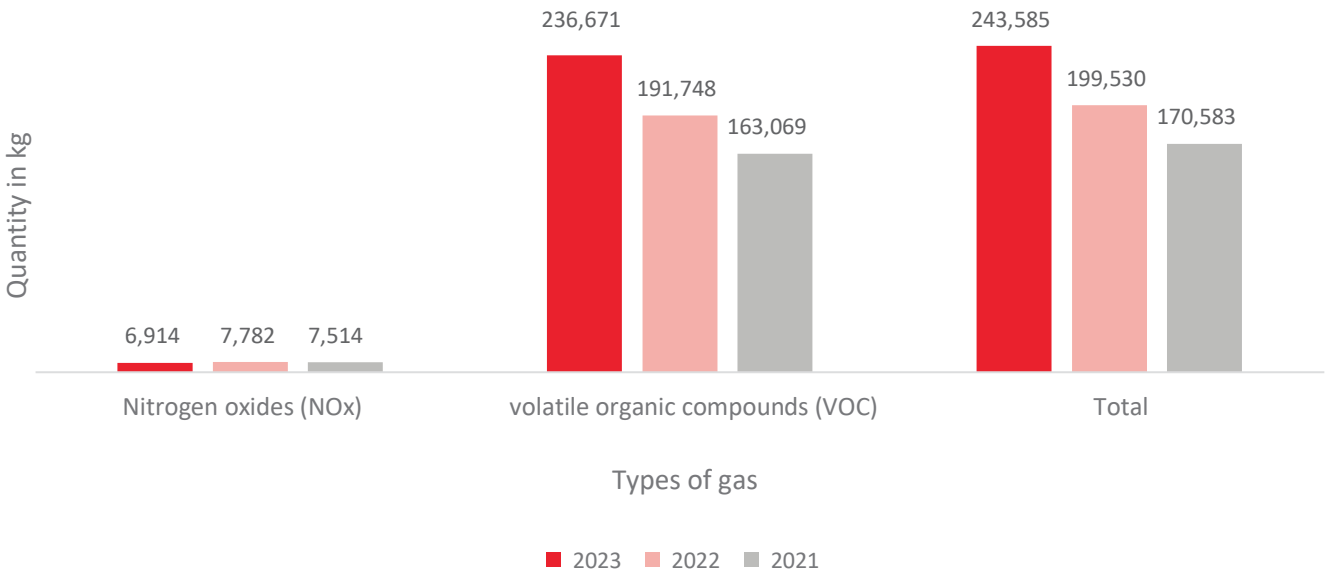


All gas emissions are constantly monitored and the various duly authorized emission points are periodically checked and supervised by the appropriate bodies in charge. In addition, all buildings and work areas are equipped with dedicated systems which keep them constantly well-ventilated and free from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

In particular:
• **Nitrogen oxide emissions** (**6,914 kg in 202[9], -13% compared to 2022**) are generated by the operation of the boiler and cogenerator;
• **Volatile organic compound emissions** (**236,671 kg in 2023, +19% compared to 2022**) are attributable to the operation of the solvent abatement and recovery plant, and to the high volatility of the solvents themselves during use.

9. This value was calculated as the average flow detected between areas during 2 subsequent analyses carried out in 2023. For the boiler, constant operation was estimated over the course of the year (24 hours a day for 365 days from 1 January to 31 December 2023), while for the trigenerator the hours of actual use were considered.

DIRECT GAS EMISSIONS (Kg)



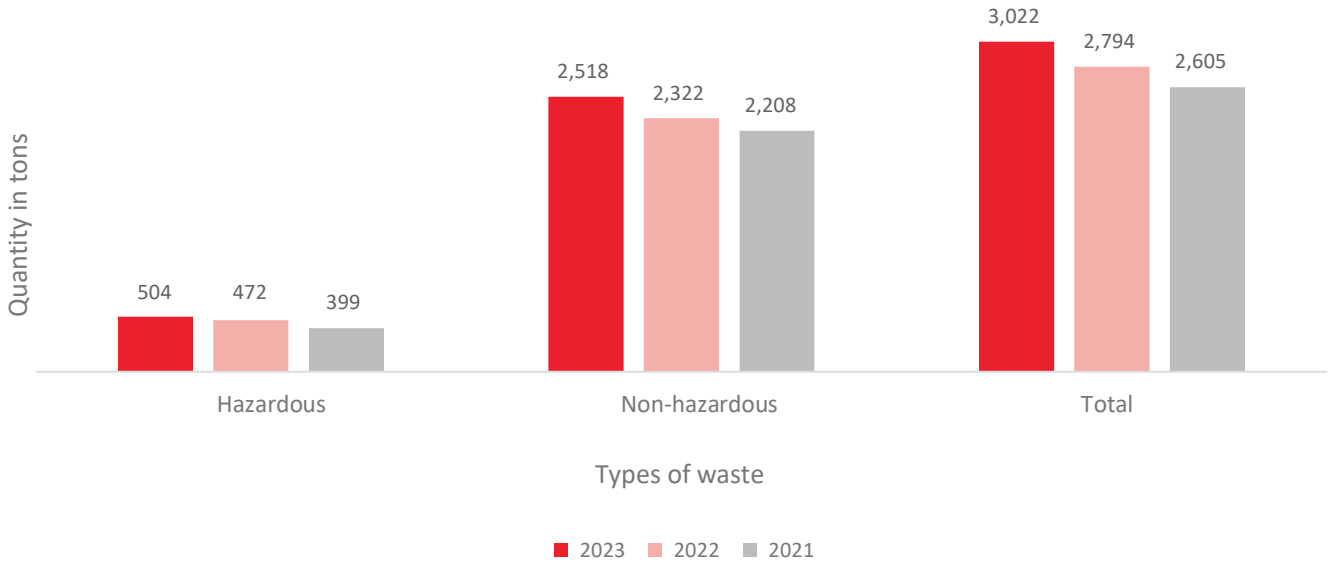
General and industrial waste management

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 slight increase in the volumes of hazardous waste (glue and ink waste) and non-hazardous waste (plastic waste) generated in 2023 (**+8% compared to 2022**) is mostly linked to the increase in test orders for the realization of new structures, in particular mono-materials, and the increase in trimming operations carried out on raw material reels due to the shortage of materials on the market;

MAIN TYPES OF WASTE PRODUCED (TONS)



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. Only the material that cannot be re-evaluated becomes waste, therefore process waste, which is analyzed by an accredited laboratory, defining 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 2023, a **recycling rate equal to 15%** by weight of the quantities initially accumulated (22% in 2022; 20% in 2021).

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.

FINAL PROCESSING METHODS OF WASTE GENERATED BY DI MAURO	2023		2022		2021	
	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous
Recovery, including energy recovery	113	2,170	173	2,294	76	2,219
Incineration	391	349	299	28	326	24
Total[10] (tons)	504	2,519	472	2,322	402	2,243

Industrial waste effluents generated by Di Mauro come from the **photoforming** department. Water is sent to an activated sludge biological purifier, into which the purges of the cooling towers and the osmosis system also flow, in strict compliance with current regulations.

10 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

Material topics reported	• Worker health and safety • Relations with local communities and impacts generated in the territory • Attraction of talent, and personnel development and engagement
SDGs supported	3 4 5 8
2023 key results	• Hiring rate of 3% • 560 hours of training for employees • Management system compliant with the ISO45001 standard and integrated with the ISO9001 and ISO14001 Management Systems.
Key future objectives	• Increase training hours for employees • Increase in hours of training for young people on the topic of sustainability • Mapping of corporate skills • Maintaining permanent contracts • MBO connected to ESG (Scrap result bonus) • Welfare portal

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 dynamic operations, 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;
• commit to stimulating growth of potential and talent, recognising 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 its 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 labor law and the criteria of collective contract national labor (CCNL), which the Company stipulated

with workers' representative organizations. The collective contracts 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.

INCREASE IN PAID REST DAYS FOR PERSONNEL INVOLVED IN THE 3X5 SHIFT

The CCNL (collective contract national labor) in force in the company provides for 12 days of rest for workers involved in the 3X5 shift paid annually, providing a weekly working time of 40 hours; Di Mauro, with a union agreement at company level, has granted the aforementioned workers an additional 8 days of rest per year in addition to the provisions of the CCNL and allows them to rest on the fifth day (Friday) of the week on which there is the night shift.

The intent of this agreement is to reduce the number of night shifts during the week and therefore encourage better recovery of the psycho-physical energies of the staff involved in the shifts, as well as economic gratification, as staff do not lose holidays or wages, despite working one day less.

This work organization entails a higher business cost of €104,000 per year for the company and a reduction of the total number of work shifts available, but is highly appreciated by the staff involved in the shifts.

The staff concerned are 105 out of 159 workers. All production departments are involved, including services (workshop, shipping, reception).

Workforce composition

At 31 December 2023, Di Mauro Officine Grafiche had 211 employees, of which 75% classified as blue collar workers. The preponderant presence of male personnel (95%) reflects the general situation in the sector. 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 ensure maximum inclusion.

This is evident considering the composition of white collar personnel, in which the percentage of female employees is 20%. In 2023, the company stabilized 5 professional figures (also called "units") concerning operating personnel with a permanent employment contract.

The number of employees by type of qualification and gender is shown below:

NUMBER OF EMPLOYEES BY CATEGORY	31/12/2023			31/12/2022			31/12/2021		
	F	M	TOT	F	M	TOT	F	M	TOT
Directors	1	1	2	1	1	2	1	1	2
Managers	0	5	5	0	5	5	0	5	5
Employees	10	35	45	10	35	45	8	33	41
Manual workers	0	159	159	1	153	154	1	155	156
TOTAL	**11**	**200**	**211**	**12**	194	**206**	**10**	**194**	**204**
Percentage	**5%**	**95%**	**100%**	**6%**	94%	**100%**	**5%**	**95%**	**100%**

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 2023, Di Mauro employed 15 resources belonging to the protected categories, increasing the resources of the year 2023 (13 in the previous year); the reference table is shown below:

NUMBER OF EMPLOYEES BELONGING TO PROTECTED CATEGORIES	31/12/2023			31/12/2022			31/12/2021		
	F	M	TOT	F	M	TOT	F	M	TOT
Employees	1	3	4	1	3	4	1	1	2
Manual workers	0	11	11	0	9	9	0	9	9
TOTAL	**1**	**14**	**15**	**1**	**12**	**13**	**1**	**10**	**11**

Di Mauro guarantees the stability and continuity of employment for its employees. Of workers, **98.5%** are employed on permanent contracts (for this category of workers, 99% are full-time).

NUMBER OF EMPLOYEES BY TYPE OF EMPLOYMENT & CONTRACT	31/12/2023			31/12/2022			31/12/2021		
	F	M	TOT	F	M	TOT	F	M	TOT
Fixed-term	0	1	1	1	2	3	0	0	0
Permanent contract	11	199	210	11	192	203	10	194	204
TOTAL	**11**	**200**	**211**	**12**	**194**	**206**	**10**	**194**	**204**
Full-time	11	200	211	11	193	205	9	194	203
Part-time	0	0	0	1	1	1	1	0	1
TOTAL	**11**	**200**	**211**	**12**	**194**	**206**	**10**	**194**	**204**

In addition, a breakdown of employees by qualification and age range is provided below. As of 31/12/2023, 51% of the corporate population was under the age of 50, also considering the large number of professionals, interns, trainees and interns who collaborate with the Company. The percentage of over-fifty employees is still 49.3%, especially if both white (73%) and blue (41.5%) collar workers are considered.

NUMBER OF EMPLOYEES BY TYPE OF QUALIFICATION AND AGE RANGE	31/12/2023				31.12.22				31.12.21			
AGE RANGE	> 30	30 50	> 50	TOT	> 30	30 50	> 50	TOT	> 30	30 50	> 50	TOT
Directors	0	1	1	2	0	1	1	2	0	1	1	2
Managers	0	1	4	5	0	1	4	5	0	2	3	5
Employees	1	11	33	45	1	18	26	45	0	20	21	41
Manual workers	0	93	66	159	1	91	62	154	1	92	63	156
TOTAL	**1**	**106**	**104**	**211**	**2**	**111**	**93**	**206**	**1**	**115**	**88**	**204**
Percentage %	**0.5**	**50.2**	**49.3**	**100**	**1%**	**54%**	**45%**	**100%**	**1%**	**56%**	**43%**	**100%**

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.

During the 2023 financial year, Di Mauro hired **6 new resources, as reported above: 5 permanent units and 1 fixed-term unit**. Four units aged between 30 and 40, 2 over 40.
In 2023, a **hiring rate of 3%** was recorded. Conversely, the **resignation rate at 31/12/2023 was 0.5%**.

ENTERED and LEFT at 31/12/ 2023	Females	Males	TOT	<30	30-50	>50
Employees at 31/12/23	12	194	194	2	107	97
Newly hired personnel	2	6	6	1	5	2
Terminated	0	6	6	0	0	6

ENTERED and LEFT at 31/12/ 2022	Females	Males	TOT	<30	30-50	>50
Employees at 31/12/22	12	194	206	2	107	97
Newly hired personnel	2	6	8	1	5	2
Terminated	0	6	6	0	0	6

ENTERED and LEFT at 31/12/ 2021	Females	Males	TOT	<30	30-50	>50
Employees at 31/12/21	10	194	204	2	115	88
Newly hired personnel	2	6	8	1	5	2
Terminated	0	6	6	0	0	6

Development of human capital

Corporate growth comes from realising 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 2023, the company provided **560 hours of training** to its employees, compared to 475 hours of training in 2022. The courses mainly focused on:

USE OF DIISOCYANATES	Training for the use of diisocyanates (printing departments, test pulls and lamination); the course involved 90 employees for 2 hours of training.
FORKLIFT OPERATORS TRAINING	Training to be qualified to use the forklift (3 employees for a total of 12 hours).
AWP training	Training for the use of aerial platforms (8 employees for 4 hours)
Principles of social responsibility Law 231 - Code of Ethics - Sustainability - Whistleblowing	Training for personnel of administrative, commercial and technical offices (48 units for 2 hours)
Company Sustainability - Export, New rules	Seminar (80 hours for 2 employees)

Adding to these courses is the **learning experience in the field**, aimed at transferring specific skills, information and notions of the business context and of professional dynamics.

TOTAL TRAINING HOURS PROVIDED BY CATEGORY	2023			2022			2021 [11]		
	F	M	TOT	F	M	TOT	F	M	TOT
Directors	2	0	2	8	24	32	2	33	35
Managers	0	6	6	0	14	14	0	20	20
Employees	100	148	248	9	35	44	0	185	185
Manual workers	0	304	304	0	385	385	2	92	94
TOTAL	**102**	**458**	**560**	**17**	**458**	**475**	**4**	**330**	**334**

Health, safety and 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 **legislation** and **agreements** applicable to safety;

• 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 the **ISO45001** standard and integrated with the ISO9001 and ISO14001 Management Systems. In support of this system, the company draws up a **Risk Assessment Document** (DVR) for each production activity, analyzing 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

11 The data relating to the 2021 financial year have been adjusted compared to as was reported in the 2021 Sustainability Report as a result of an improvement in the calculation method.

and safety of systems used throughout the production process.

In 2023, Di Mauro recorded **7 accidents** at work (none of which serious), a slight increase compared to the 5 accidents reported in 2022. During the three-year period, there were no cases of occupational disease.
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 order to monitor the trend of accidents, Di Mauro calculates the annual accident rate as follows:
• **Accident rate**: [(No. of recordable accidents at work/No. of hours worked) x 1,000,000];

In particular, the accident rate measures the accident trend in terms of the number of cases reported per every million hours worked. In 2023, the rate was 19.56[12], a slight increase compared to previous years.

TYPE OF ACCIDENT AT WORK [13]	2023	2022	2021
Number of fatal accidents at work	0	0	0
Accidents at work with severe consequences[14]	0	0	0
Minor occupational accidents	7	5	5
Commuting accidents	0	0	0
TOTAL	**7**	**5**	**5**
Hours worked	357,826	347,498	361,420
Rate of recordable accidents at work [15]	19.56	14.38	13.83

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 the mandatory requirements and any specific needs. In 2023, the mandatory training courses were provided to update forklift truck drivers and diisocyanates.

12 The accident rate refers to the trend in accidents only for direct employees of Di Mauro Officine Grafiche.
13 The accident rates for the three-year period were calculated on the events recorded only for employees.
14 Work-related accident that leads to death or injury from which the worker cannot recover, does not recover or cannot realistically be expected to recover fully and return to the pre-accident state of health within 6 months.
15 Calculated on the basis of 1,000,000 hours worked.

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 continues to sponsor 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 in Sustainable Materials and Technologies for Packaging** (MATESPACK) at the University of Salerno, in order to train new talents to be included in local companies.

In addition, during 2023, Di Mauro welcomed at its headquarters middle schools from the surrounding area and students from the Basilio Focaccia Higher Technical Institute with a chemical address to illustrate the company's activities, both in terms of processes and sustainability. The Sustainability Manager also participated in national working groups (Sustainability Committee GIFLEX) and international (CEFLEX, FPE) and at events on the topic of packaging sustainability.

Finally, Di Mauro is a member of various trade associations, including:
– Confindustria Salerno, of which the CEO Velleda Virno is Vice 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.
– American Chamber of Commerce in Italy

Di Mauro's continuous commitment to research, improvement and updating has been rewarded with some important awards during 2023, such as:
• Worldstar Awards during the fair INTERPACK 2023
• Best in Flexo 2023, organized by ATIF.

GRI reference table

Statement of use	Di Mauro Officine Grafiche SpA has drawn up this 2022 Sustainability Report with the GRI Sustainability Reporting Standards according to the "with reference to" option for the period 1 January 2022 to 31 December 2022
GRI 1	GRI 1 - Fundamental Principles - version 2021
GRI Sector Standard applicable	No GRI Sector Standard applicable.

GRI Standard Title	GRI disclosure number	GRI disclosure title	References Chapter/Paragraph	Page number	Notes
GRI 2: General Disclosures 2021	2-1	Organizational details	Methodological note	7	
	2-2	Entities included in the sustainability reporting of the organization	Methodological note	7	
	2-3	Period of reporting, frequency and point of contact	Methodological note	7	
	2-6	Activities, brands, products and services	Responsibility of product	35	
	2-7	Employees	Responsibility social/composition of the workforce	62	
	2-9	Structure and composition of the governance	Identity and governance/ governance model	14	
	2-10	Appointments and selection of the highest governing body	Identity and governance/ governance model	14	
	2-11	Chairperson of the highest governing body	Identity and governance/ governance model	14	
	2-12	Role of the highest governing body in the control of management of impacts	Identity and governance/ governance model	14	
	2-22	Statement on development strategy sustainable	Identity and governance/ approach to sustainability	23	
	2-23	Commitment in terms of policy	Identity and governance/ transparent management and integrity of the business	21	
	2-27	Compliance with laws and regulations	Identity and governance/ transparent management and integrity of the business	21	
	2-28	Belonging to associations	Social responsibility/ relation with the community	68	
	2-29	Approach to stakeholder engagement	Identity and governance/ dialogue with stakeholders and analysis of materiality	25	
	2-30	Collective agreements	Responsibility social/political for personnel	61	

GRI Standard Title	GRI disclosure number	GRI disclosure title	References Chapter/Paragraph	Page number	Notes
GRI 3: Material topics 2021	3-1	Process for determining material topics	Identity and governance/dialogue with stakeholders and materiality analysis	25	
	3-2	List of material topics	Identity and governance/dialogue with stakeholders and materiality analysis	28	
	3-3	Management of material topics	Identity and governance/dialogue with stakeholders and materiality analysis	29	
GRI 200 – Economic topics					
GRI 3: Material topics 2021	3-3	Management of material topics	Economic performance	44	
GRI 201: Performance economic 2016	201-1	Direct economic value generated and distributed	Economic performance/creation and distribution of value	45	GRI partially covered
GRI 204: Procurement practices 2016	204-1	Proportion of spending on local suppliers	Economic performance/management of the supply chain	46	
GRI 205: Anti-corruption 2016	205-2	Communication and training on anti-corruption policies and procedures	Identity and governance/transparent management and business integrity	21	
	205-3	Established incidents of corruption and actions taken	Identity and governance/transparent management and business integrity	21	
GRI 207: Taxes 2019	207-1	Approach to taxation	Identity and governance/transparent management and business integrity	21	
GRI 300 - Environmental topics					
GRI 3: Material topics 2021	3-3	Management of material topics	Environmental responsibility	52	
GRI 301: Materials 2016	301-1	Materials used by weight or volume	Product responsibility / responsible use of materials	39	
	301-2	Recycled input materials used	Product responsibility / responsible use of materials	39	
GRI 302: Energy 2016	302-1	Energy consumed within the organization	Environmental responsibility/consumption	53	
	302-2	Energy consumed outside the organization	Environmental responsibility/consumption	53	
	302-4	Reduction of energy consumption	Environmental responsibility/consumption	53	

GRI Standard Title	GRI disclosure number	GRI disclosure title	References Chapter/Paragraph	Page number	Notes
GRI 303: Water and effluents 2018	303-1	Interaction with water as a shared resource	Environmental responsibility/consumption	54	
	303-3	Water withdrawal	Environmental responsibility/consumption	54	
	303-5	Water consumption	Environmental responsibility/consumption	54	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Environmental responsibility/emissions reduction	55	
	305-2	Indirect GHG emissions from energy consumption (Scope 2)	Environmental responsibility/emissions reduction	55	
	305-5	Reduction of GHG emissions	Environmental responsibility/emissions reduction	55	
	305-6	Emissions of ozone-depleting substances (ODS)	Environmental responsibility/emissions reduction	57	
	305-7	Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant emissions	Environmental responsibility/emissions reduction	57	
GRI 306: Waste 2020	306-3	Waste produced	Environmental responsibility/general and industrial waste management	57	
	306-4	Waste not destined for disposal	Environmental responsibility/general and industrial waste management	57	
	306-5	Waste for disposal	Environmental responsibility/general and industrial waste management	57	
GRI 400 - Social topics					
GRI 3: Material topics 2021	3-3	Management of material topics	Social responsibility	60	
GRI 401: Employment 2016	401-1	New recruitment and turnover	Social responsibility/ composition of the workforce	64	
	401-2	Benefits provided for full-time employees, but not for part-time or fixed-term employees	Social responsibility/ policies for personnel	60	

GRI Standard Title	GRI disclosure number	GRI disclosure title	References Chapter/Paragraph	Page number	Notes
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Social responsibility/ health, safety and protection of workers	66	
	403-5	Worker training on health and safety at work	Social responsibility/ health, safety and protection of workers	66	
	403-9	Accidents at work	Social responsibility/ health, safety and protection of workers	66	
	403-10	Occupational illnesses	Social responsibility/ health, safety and protection of workers	66	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Social responsibility/ human capital development	65	
	404-2	Programs for upgrading employee skills and transition assistance programs	Social responsibility/ human capital development	65	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity in governing bodies and among employees	Social responsibility/ composition of the workforce	62	
GRI 406: Non Discrimination 2016	406-1	Incidents of discrimination and corrective measures adopted			No episodes of discrimination occurred in 2023
GRI 416: Customer Health and Safety 2016	416-2	Incidents of non-compliance concerning impacts on the health and safety of products and services	Social responsibility/ health, safety and protection of workers	66	
GRI 417: Marketing and labelling 2016	417-1	Information and labeling requirements for products and services	Product responsibility/product and service quality and safety	35	
	417-2	Incidents of non-compliance concerning labelling and product and service information			In 2023, no cases of non-compliance occurred regarding labelling and information on products and services
	417-3	Incidents of non-compliance concerning marketing communications			In 2023, there were no incidents of non-compliance regarding marketing communications

GRI Standard Title	GRI disclosure number	GRI disclosure title	References Chapter/Paragraph	Page number	Notes
GRI 418: Customer Privacy 2018	418-1	Proven complaints regarding violations of customer privacy and loss of customer data	Product responsibility / customer relations	42	

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