



 **Dierre**
GROUP

Sustainability
Report **2023**

TABLE OF CONTENTS

1. Gruppo Dierre	5
1.1 The history and evolution of Gruppo Dierre.....	10
1.2 The governance structure.....	11
1.3 Ethics, integrity and transparency.....	14
1.4 Economic performance.....	16
2. Approach to Sustainability	20
2.1 Materiality Analysis.....	20
3. Product responsibility	27
3.1 Our products.....	27
3.2 Innovation, research and development	29
3.3 Product quality and safety	30
3.4 Brand identity and customer relations.....	31
3.5 Communication and responsible marketing	32
4. Responsibility towards people	34
4.1 Gruppo Dierre human resources	34
4.2 Personnel management and development	35
4.3 Respect for human rights.....	38
4.4 Our commitment to the well-being, health and safety of employees.....	39
5. Environmental responsibility	42
5.1 Our commitment to the environment.....	42

5.2 Energy consumption and emissions	43
5.3 Waste	45
5.4 Materials and packaging	46
6. Social responsibility	49
6.1 Sustainable supply chain management	49
6.2 Collaboration and partnership development	53
7. Methodological Note	56
8. Performance indicators	57
9. GRI Content index	71

Letter to the stakeholders

Dear Stakeholders,

We are pleased to present you with the Sustainability Report 2023, a document that chronicles the significant achievements and progress we have made on our journey towards a more sustainable and responsible future. This year was marked by important developments on the sustainability front, in particular with regard to the evolution of our **environmental, social and governance (ESG)** impact reporting, through which we were able to even more effectively tell of our efforts to enhance our energy efficiency, the capabilities of our employees, and the awareness of our path towards a more sustainable future.

It was precisely from this last point that we started, with our first **group-wide materiality analysis**, carried out through a structured **workshop** involving our core officers, which allowed us to identify and better understand our stakeholders' priorities and expectations in ESG terms, a fundamental building block to strengthen our sustainability strategies, making them even more aligned to the needs of our operating environment and the communities we interact with.

In parallel, we have increased our investments to improve energy efficiency and our environmental footprint by expanding our renewable energy capacity, enabling us to achieve tangible results in terms of CO₂ emissions reduction. However, we are aware that many efforts will be needed in the near future to map emissions along our value chain, and thus formulate effective plans to reduce and contain greenhouse gases related to our activities. Dierre is ready to accept these challenges, certain that along the way it will be able to count on the people who have always worked with **professionalism and dedication** behind our products, and who in our Group find the space to express their potential to the full. For this reason, as you will see in this document's pages, significant efforts are dedicated to training and innovation, which we are sure will pay off and be reflected in our growth.

We hope that these and many other aspects, duly described in this document, will grab your attention, and convey to you our determination to pursue a **sustainable development** model, capable of creating value not just for the company but also for the environment and future generations. Our commitment to sustainability will continue to be a central pillar of our corporate strategies, knowing that today's choices will shape our future.

Thank you for your trust and constant support. We are excited about continuing along this path of growth and sustainability with you.

Kind regards,
Sit back and enjoy the read,

The President
Giuseppe Rubbiani

1. Gruppo Dierre

"One Group. Many solutions."

Dierre designs, manufactures and markets **technologically advanced guards and components with high aesthetic impact for industrial automation** in the most diverse sectors, from Food, to Ceramics, from Automotive to Pharmaceutical, from Nautical to Electronic.

Experience, design creativity and drive for research converge in a single great reality to give life to **Profiles, Perimeter and Modular Protections, Linear Guides, Conveyor Lines, Industrial Automations, Industrial Soundproofing, Protection Systems and Operator Stations** that are among the most efficient and innovative in Europe.

In a very short time, Dierre has created a network of companies linked together by the same passion for quality and excellence, for a future of continuous growth, diversifying its offer in order to acquire a greater share in foreign markets and to be recognized as a **leading manufacturer of fully customisable safety, handling, soundproofing and robotics solutions.**

"Safety is the Future"

The constant **attention to safety**, combined with **creativity and innovation**, has made Gruppo Dierre the leader in the production of safety guards, handling systems and industrial robotics.



EMPLOYMENT and ECONOMIC IMPACT

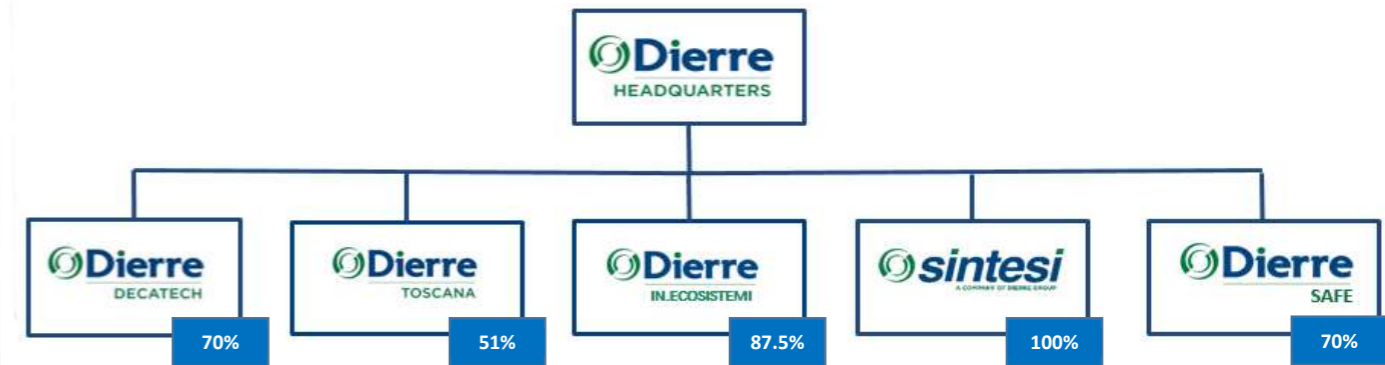
333 employees and collaborators
A turnover of **over 59** million euros

SOCIAL AND ENVIRONMENTAL IMPACT



858 tCO₂ of emissions produced (Scope 1 and Scope 2 - Location based)
13.539 GJ of energy consumption
711 tons of waste produced
3,069 Hours of training

The structure of the Group



Founded in Spezzano in 1997, Dierre is a large Group made up of manufacturing companies located in the major industrialised areas of Italy (Emilia-Romagna, Lombardy, Veneto and Tuscany), whose common mission is to safeguard lives in the industrial environment through their products and systems.

During 2019 Dierre became part of the NB Aurora fund, listed in Italy on the MIV market, in order to further strengthen the Group's competitive position on the reference markets. Also in the same year, the Group took an important step towards improving and integrating its expertise in the field of industrial robots. Dierre Robotics, in fact, acquired a majority stake in Smart Application s.r.l., a Reggio-Emilia based company in the robotic applications sector. Robotics has merged with Dierre S.p.A. since 1st November 2021.

The companies In.Ecosistemi S.r.l. in Codevigo (in the province of Padua), leader in the sector of industrial soundproofing solutions, and DCM s.r.l. in Lavagno (in the province of Verona), a company active in the sector of accident prevention and plastic material processing, were acquired in 2021. Dierre Safe S.r.l. was also established in 2021, formerly K_Safe S.r.l. (Malo, in the province of Vicenza), a company specializing in iron accident prevention protections and door kits.

Although this document refers to the 2023 reporting year, we anticipate that 2024 was a very important year for the history of Dierre Group, since, in February, the majority share of the Group was acquired by the private equity fund Alto Capital V. The business plan envisages, within the next few years, strategic acquisitions in Italy and abroad that will strengthen Dierre's position as a reference player in the sector and capable of excelling internationally in terms of structure and production capacity, as well as the commissioning of two new 'Industry 5.0' plants based on the use of artificial intelligence.

In May of the same year, the merger of the companies Dierre Decatech, Dierre Safe and Dierre Toscana was finalised.

Group locations

The companies of the Group are strategically distributed throughout the Italian country, with facilities located close to industrial districts and the areas in which the Group's main customers operate, in order to guarantee a flexible and timely service. The headquarters of the Group is in Fiorano Modenese, where the Parent Company, Dierre S.p.A., is located. Altogether, the Dierre Group has 17 facilities and warehouses covering a total area of approximately 41,000 square metres.



Dierre inaugurated the **Group's new Logistics Hub** in Mantua on 15 December 2023, which became operational in January 2024. The new hub covers an area of 3,000 square metres, playing a crucial role for the entire Group in the storage of aluminium profiles and accessories.



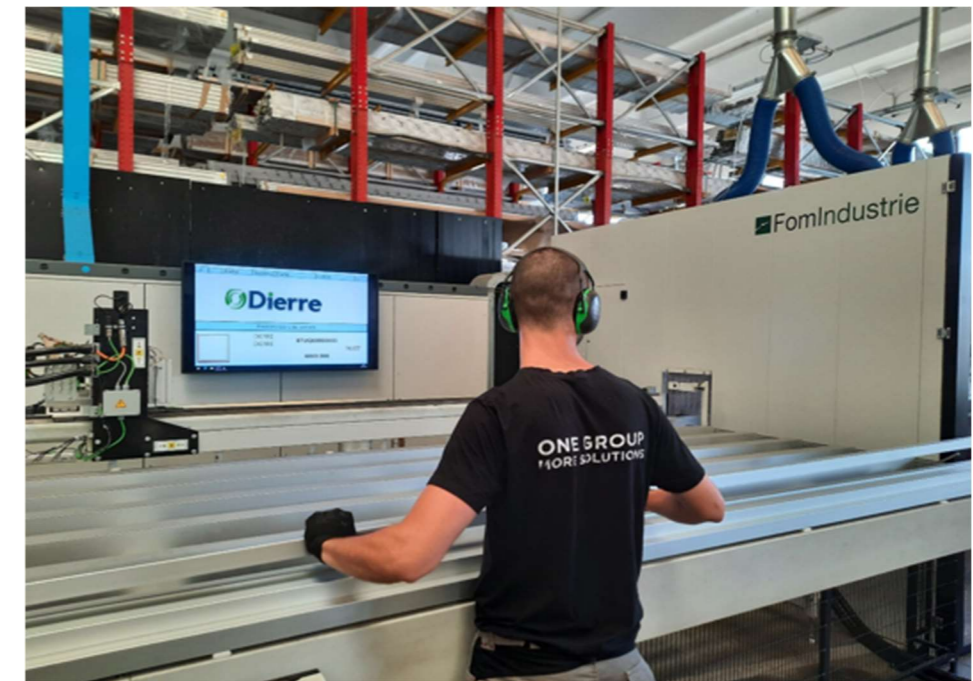
Equipped with automatic compactable warehouses and a state-of-the-art cutting line, it will be the base point for Dierre Group's new e-commerce service.



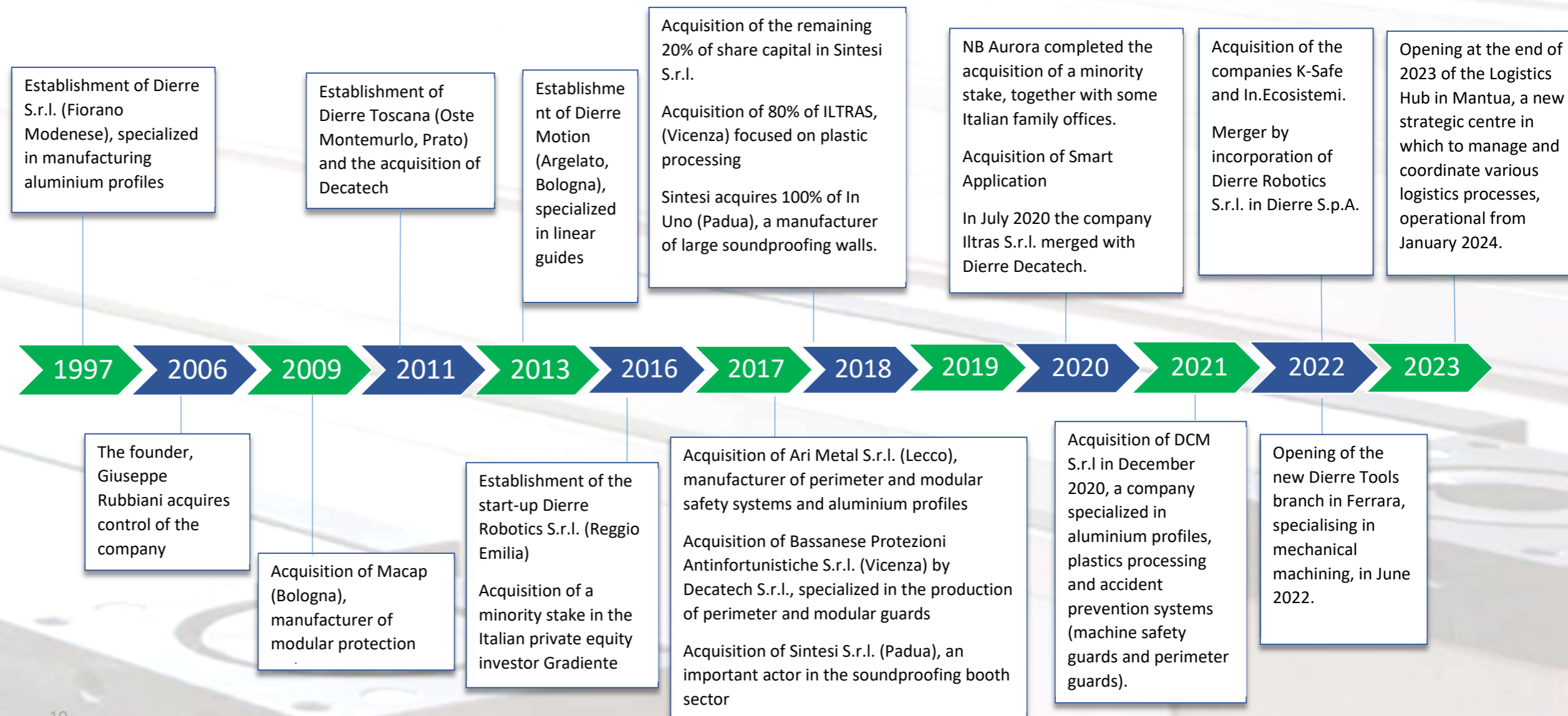
The Group's business model

The Group's business model stands out because in addition to its standard production, Dierre also offers **analysis, design and technical consultancy** services for **customized solutions**. By working closely with the customer in all stages of production, Dierre is able to produce unique and fully customized products, right down to the finest detail.

The in-house management of all processes, from design to production to quality control and structured workspaces designed to ensure maximum efficiency, guarantee **extremely short lead times while maintaining high standards of precision and quality**.



1.1 The history and evolution of Gruppo Dierre



1.2 The governance structure

As of 31 December 2023, the Board of Directors of Dierre S.p.A. is made up of 5 men of which 20% are 30-50 years old and 80% are over 50 years old. The Board of Directors¹ is chaired by Giuseppe Rubbiani, who is chairman and director with delegated powers. Rubbiani founded Dierre in 1994 and has been running the business ever since; his delegated powers stem from his knowledge of the business and industry gained over the years. The criteria for choosing the Directors, established by the Shareholders' Meeting, refer to specific skills and knowledge of the Group's reference market, in addition to compliance with the independence requirements.

Currently, in Dierre, the highest governing body delegates to the HSE Manager the task of collecting the necessary data for sustainability reporting, in cooperation with the managers of the various companies within the Group. In Dierre S.p.A., the facility managers of the operating units have been appointed as delegated managers for safety and the environment, while in Sintesi S.r.l., there is a delegated employer for safety and the environment. At the end of the reporting process, the highest governing body views the Sustainability Report, even though there is no formal approval step by the Board of Directors. This approach ensures a streamlined process, allowing Dierre to maintain oversight of its important sustainability efforts.

¹ Following the sale of the company to the Alto Capital V Dierre fund, the Board of Directors was reappointed on 29/04/24 with the following members: Giuseppe Rubbiani, Lorenzo Carù, Antonio Gervasi, Federico Zaffaroni, Stefano Scarpis, Gianmarco Gandolfi and Paolo Gai. In fact, the acquisition by the private equity fund Alto Capital V of the majority stake in the Dierre Group was finalised on 14 February 2024. The transaction includes a significant reinvestment by Giuseppe

In the company's governance model, the performance appraisal process is organised in a transparent and efficient manner. Economic performance is reported quarterly, ensuring continuous monitoring of results. Other assessments, relating to specific roles or officers, are delegated to the relevant corporate officers, ensuring in-depth and specialised control.

The Board of Directors (BoD) receives a fixed remuneration, determined according to the responsibilities assigned. Only certain delegated members and senior managers receive variable remuneration, linked to the achievement of defined economic targets.

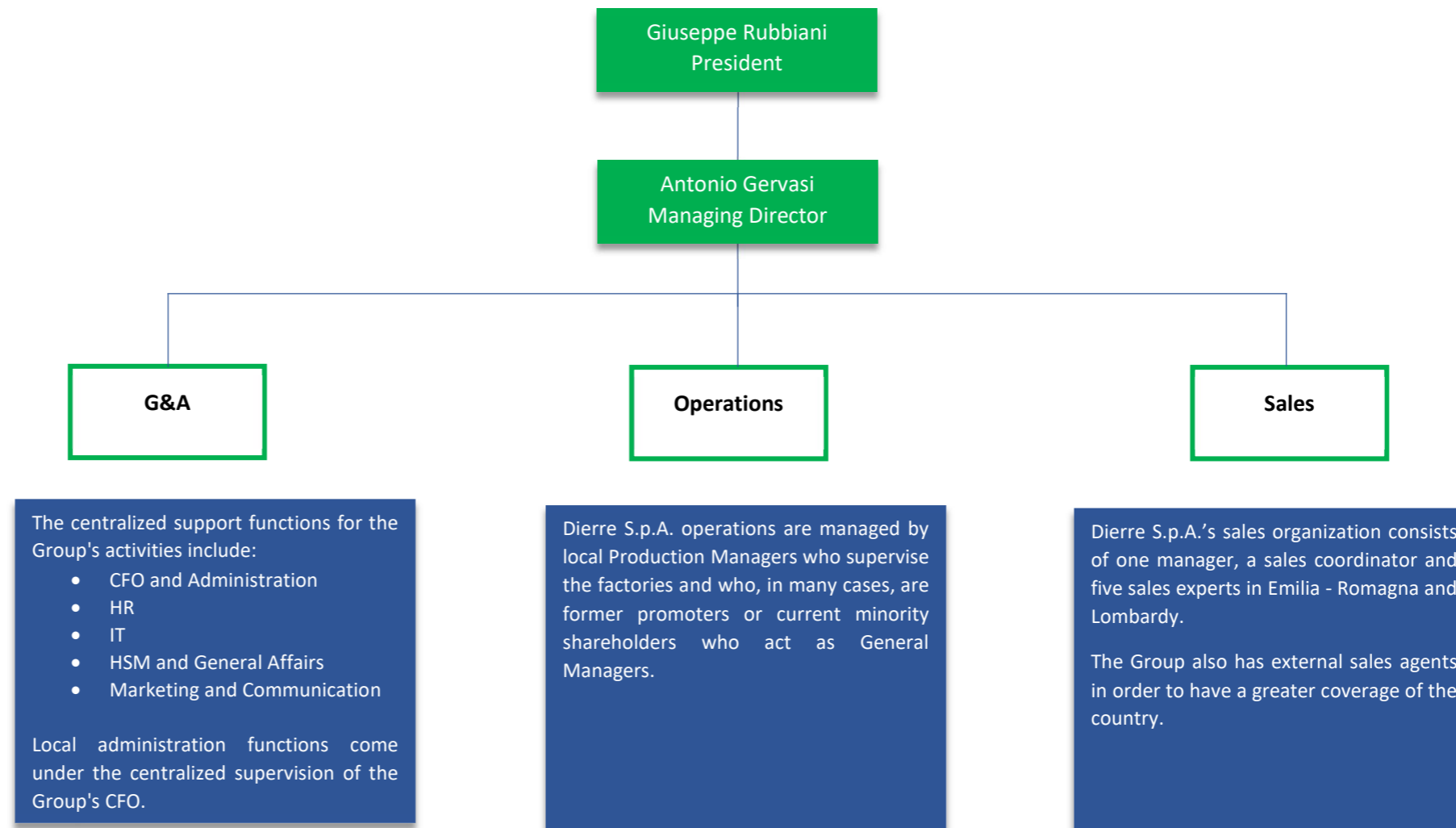
Although there is no remuneration committee, the board of auditors supervises the adequacy of remuneration, assessing its consistency with the operating powers and company size. Furthermore, board members are the shareholders' voice, thus reflecting the will of the shareholders in the governance of the company. The ratio of the annual total remuneration of the highest-paid individual and the median annual total remuneration of the Group's employees, excluding that individual, is 3.87².

Composition of Dierre's Board of Directors as at 31 December 2023

Rubbiani, founder of the Dierre Group in 1997, of the NB Aurora fund, which entered Dierre's capital in 2019 to support its growth and internationalisation.

²The highest paid individual is the Managing Director of the company. Please note that it is not possible to calculate letter b of the indicator because the highest-paid individual, with reference to the two financial years 2023 and 2022, does not coincide with the same person.

Name and Surname	Gender	Age group	Role
Giuseppe Rubbiani	Man	>50	Chairman of the Board of Directors
Antonio Gervasi	Man	30-50	Managing Director
Giorgio Maria Roberto Tadolini	Man	>50	Director
Lorenzo Carù	Man	>50	Director
Sogaro Francesco Nicola Massimo	Man	>50	Director



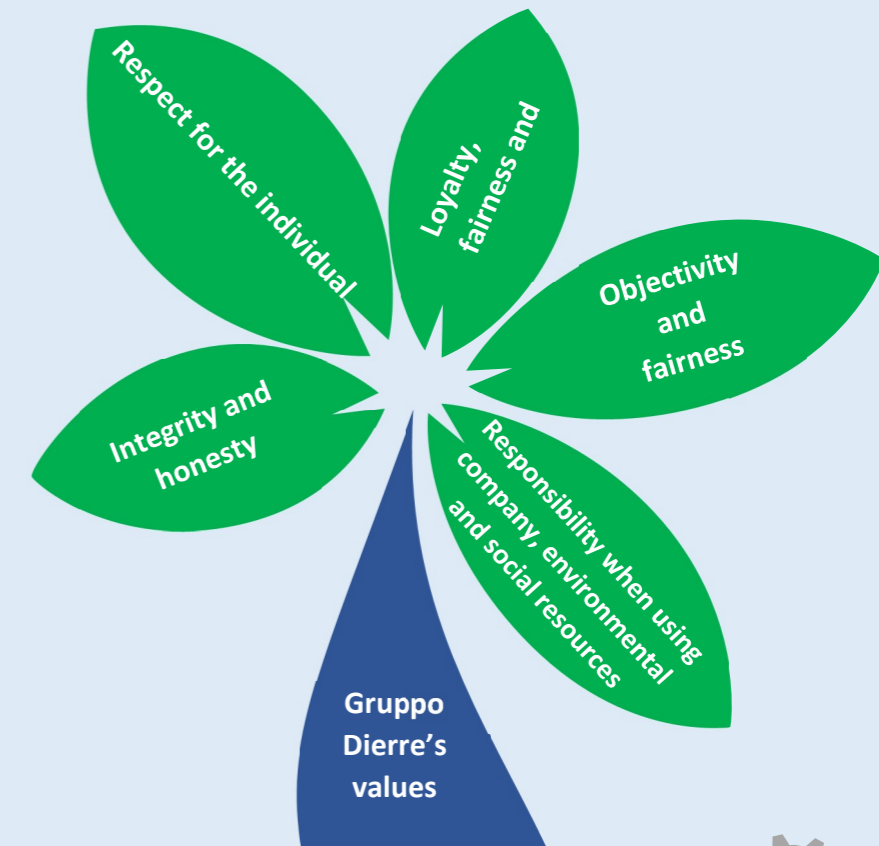
1.3 Ethics, integrity and transparency

Gruppo Dierre operates in compliance with the principles of ethics, integrity and transparency by adopting the following instruments:

- the **Organization and Management Model** pursuant to Legislative Decree 231/01 adopted by Dierre S.p.A. Sintesi S.r.l. inspired by the principles of the Code of Ethics, complies with specific legal requirements to prevent certain offences from being committed as provided for by Legislative Decree 231/2001, including in particular, environmental offences, corporate offences, offences in breach of regulations concerning health and safety in the workplace,. Dierre has a Supervisory Body (hereinafter "SB") for the functioning and observance of Model 231; all recipients of the Model who come across any unlawful behaviour can communicate it to the Supervisory Body via a dedicated email. The activation of a platform through which employees will be able to make anonymous reports is also planned. It should be noted that no reports were received by the SB during 2021.
- the **Code of Ethics of the Parent Company and** of the Parent Company and of Sintesi S.r.l., available on their respective websites, sets out the rights, duties and responsibilities of the company with respect to all those with whom it enters into a relationship. This instrument contributes to the implementation of the Group's social responsibility policy, knowing that taking in to account social and environmental issues helps to minimize exposure to compliance and reputational risks and strengthens the sense of belonging among its interlocutors.

The Parent Company requires that none of the subsidiaries engage in conduct or make decisions that may undermine the integrity and reputation of the Group. In

compliance with the autonomy of the subsidiaries, Dierre S.p.A. requires the latter to enforce the values expressed in the Parent Company's Code of Ethics, conforming their conduct to them in compliance with the laws and any applicable legislation. It also considers compliance with Model 231 and knowledge of the Code of Ethics to be required for contracting companies and suppliers through a specific clause added to procurement or supply contracts and in purchase orders; in case of non-compliance Dierre reserves the right to terminate the agreement.



Managing conflicts of interest is considered an essential element in ensuring integrity and transparency within the organisation. The company takes a proactive approach that involves identifying, assessing and mitigating potential conflicts of interest. All employees, collaborators and managers are required to promptly report situations in which personal interests could influence business decisions. Through the implementation of the aforementioned tools, such as the Code of Ethics and the Organisation and Management Model, the Group promotes awareness of the importance of avoiding any involvement in decisions that could compromise impartiality. Internal control processes and governance procedures ensure constant vigilance and the proper handling of any conflicts that may arise, thereby strengthening trust between all parties involved.

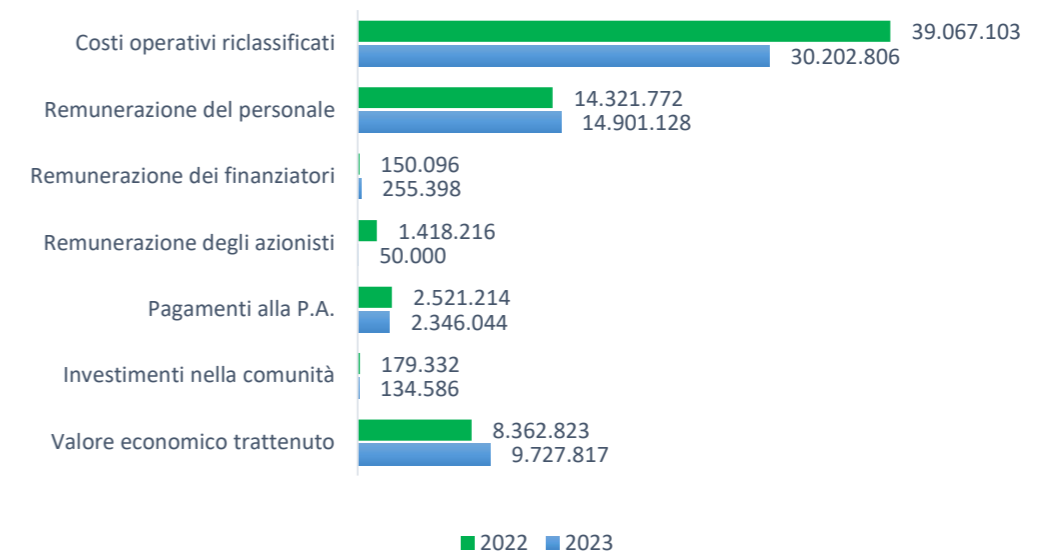
1.4 Economic performance

In 2023, the **economic value directly generated** by Dierre amounted to **EUR 57.6 million**, a decrease of 12.7% compared to 2022. In 2023, the Group retained 16.9 per cent of the economic value generated, while the **economic value distributed** was approximately EUR 47.9 million. Most of this value was used to cover reclassified operating expenses (63.1%), followed by staff remuneration (31.1%) and payments to the public administration (4.9%).

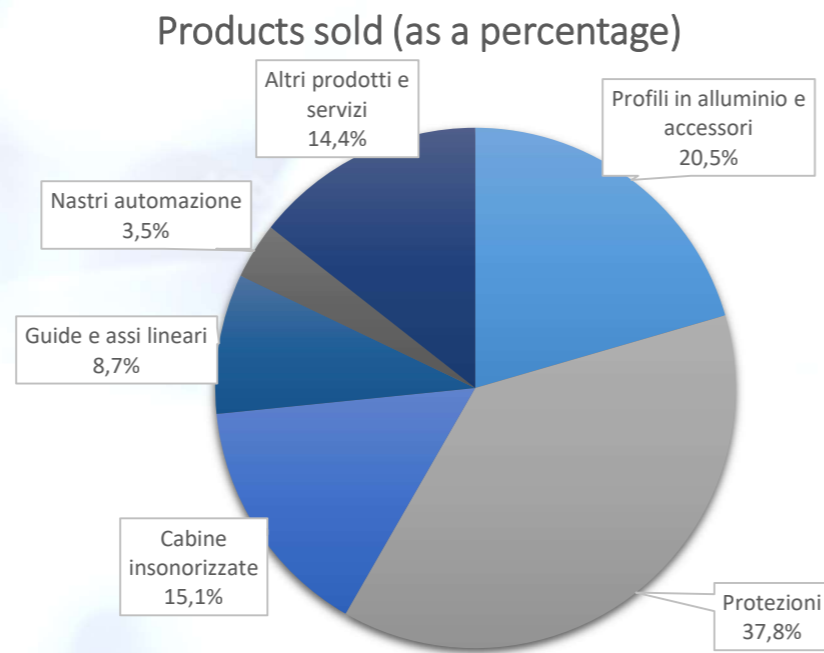
The Dierre Group also distinguished itself for its commitment to contributing to the socio-economic development of the community, providing **donations and sponsorships** in support of sports, charitable and cultural associations for a total of about 135,000 Euro, of which more than 126,000 Euro in the form of donations to its employees.

Despite the fact that in 2023 there was a slight decrease in the main corporate performance indicators on economic value generated and distributed compared to 2022, the Dierre Group continues to show strong stability, having achieved a positive operating result. Dierre also continues to show a constant commitment to technological development and the growth of employee and community welfare, with strategic investments that strengthen its role as a responsible company in the region.

Economic value distributed and retained by the Group

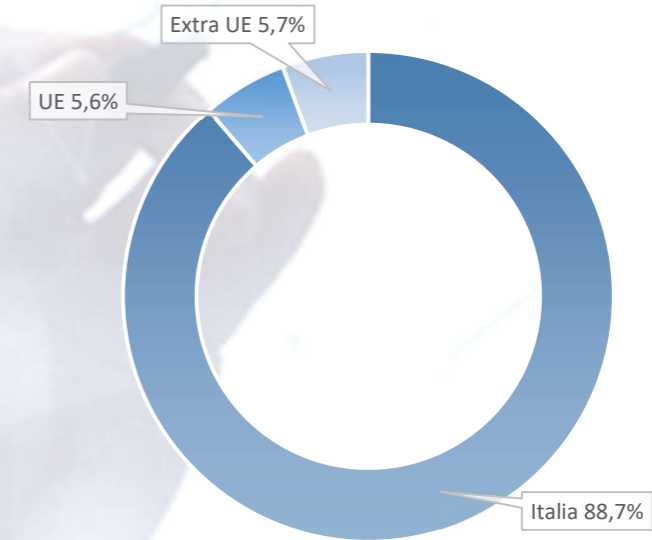


During 2023, modular guards will remain the Dierre Group's **best-selling products**, accounting for around 38% of total sales. Other product categories include aluminium profiles (21%), soundproof booths (15%) and linear systems (9%) among the top sellers.



The vast majority of the Group's customers remain Italian (about 89%), but there is also an increase in the percentage of Dierre's international customers (11%) compared to 2022 (9%).

Breakdown of the number of customers by geographical area (percentage)





**2. The Group's
path towards a
sustainable future**



2. Approach to Sustainability

2.1 Materiality Analysis

The Dierre Group conducted its first materiality analysis in 2023, in line with the GRI Sustainability Reporting Standards, a fundamental process to identify and understand the most significant sustainability issues for the Group and its stakeholders. The analysis assessed the economic, environmental and social impacts of Dierre's activities, both current and potential, also taking into account the expectations of all stakeholders, and then identified material topics for the Group. The concept of materiality is, in fact, closely linked to the concept of impact: material topics are those that represent the organisation's most significant impacts on the economy, the environment and people, including impacts on human rights.

The methodology adopted followed the following steps:

1. Understanding the context and identifying impacts

The first phase was dedicated to analysing the operating context and sustainability landscape in which the Dierre Group operates. Business activities, business relations and sustainability dynamics relevant to the sector were analysed. In addition, stakeholder categories were mapped to identify all those who are affected by the Group's activities or who, in turn, exert significant influence on the company. This phase also included a benchmarking analysis on sustainability issues reported by major competitors, with the aim of comparing and aligning Dierre with industry best practices and evolving regulatory expectations.



2. Impact significance assessment

In the next phase, the impacts were submitted to the assessment of a representative and qualified sample of the Dierre Group's Top Management through the organisation of a materiality workshop, during which they were asked to assess the significance of the impacts, also taking into account the point of view of the previously identified reference stakeholders.

Each impact identified was subjected to a significance analysis, assessing its importance against three key criteria:

- Scale: The severity of the impact, also considering the possibility of its reversal.

- Scope: The number of persons or entities involved or impacted.
- Probability: The possibility of a potential impact actually occurring.

The compilation of these assessments made it possible to establish a ranking of the most significant impacts for Dierre and its stakeholders.

3. Prioritisation of impacts

A materiality threshold was defined after the assessment, which made it possible to identify the impacts considered most relevant and a priority. These impacts were then united into material topics, i.e. the sustainability areas on which the Dierre Group will focus its future actions and this reporting.

The results were shared with top management in order to validate the conclusions and define the final list of impacts guiding the Sustainability Report 2023.

The table below lists the material impacts resulting from the three steps described above:

Material Topics	Impact	Description	Impact type	GRI reference standard
Value creation	Generation and distribution of economic value	Positive economic impacts generated by the Group through its business activities for employees, local communities, suppliers and other stakeholders	Positive Current	GRI 201: Economic performance (2016)

Human resource management and development	Employee well-being satisfaction	Promotion of employee satisfaction and well-being through the implementation of dedicated well-being activities and benefits within a healthy and stimulating working environment	Positive Current	N/A
	Recruiting and talent attraction	Corporate growth and development enable recruiting initiatives to attract new resources and talent	Positive Potential	GRI 401: Employment (2016)
	Training and growth of workers	Improving workers' skills through training and professional development activities, general and technical programmes, also linked to personalised growth and evaluation objectives (e.g. career development plans)	Positive Current	GRI 404: Training and education (2016)

Emissions and climate change	Generation of direct and indirect GHG emissions (Scope 1 and 2)	Contribution to climate change through direct and indirect energy GHG emissions related to activities carried out in the organisation's branches and sites	Negative Current	GRI 305: Emissions (2016)
	Generation of indirect GHG emissions (Scope 3)	Generation of GHG emissions related to production and transport activities along the value chain not included in Scope 1 and Scope 2 (e.g. inbound and outbound logistics, home-work journeys of own employees, GHG emissions related to the purchase of raw materials, services along the supply chain, business travel, waste treatment)	Negative Current	

Material and packaging management	Use of materials	Environmental impact related to the use of production materials, also along the supply chain	Negative Current	GRI 301: Materials (2016)
Waste management	Generation of process and end-of-life product waste	Environmental impacts related to hazardous and non-hazardous waste generation and disposal	Negative Current	GRI 306: Waste (2020)
Customer cybersecurity & privacy	Breach and loss of customer data and poor IT security management	Violations of applicable legislation and failure to apply the best data management procedures to the detriment of stakeholder privacy	Negative Current	GRI 418: Customer Privacy (2016)
Employee health and safety	Accidents in the workplace	Accidents or other incidents in the workplace with negative consequences for the health of employees or external collaborators	Negative Current	GRI 403: Occupational health and safety (2018)

Responsible supply chain management	Negative environmental impacts along the supply chain	Negative impacts related to the procurement of goods and services from suppliers, in particular with regard to their impacts on environmental aspects	Negative Current	GRI 308: Environmental assessment of suppliers (2016)
	Negative social impacts along the supply chain	Negative impacts related to the procurement of goods and services from suppliers, in particular with regard to their impacts on social aspects	Negative Current	GRI 414: Social assessment of suppliers (2016)
	Local sourcing	Proportion of spending on local suppliers	Positive Current	GRI 204: Procurement practices (2016)
	Violation of human rights	Violation of human rights (e.g. right to freedom of association and collective bargaining, child labour, forced or compulsory labour) along the supply	Negative Potential	GRI 407: Freedom of association and collective bargaining (2016)

		chain and within the company		GRI 408: Child labour (2016) GRI 409: Forced or compulsory labour (2016)
Energy consumption	Energy consumption from renewable and non-renewable sources	Consumption of energy from renewable and non-renewable sources, with consequent negative impacts on the environment and reduction of the energy stock.	Negative Current	GRI 302: Energy (2016)
Ethics and compliance with laws and regulations	Violations of the code of ethics and incidents of corruption	Unethical behaviour in the conduct of activities within the workplace, which may lead to violations of the code of ethics and/or incidents of corruption with negative impacts on people and economic systems	Negative Potential	GRI 205: Anti-corruption (2016)

	Non-compliance with laws, regulations and standards	Non-compliance with applicable laws, regulations, internal and external standards with indirect economic impacts on employees, customers and suppliers	Negative Potential	N/A
Product innovation and eco-sustainability	Product and process innovation	Positive impacts on people and economic systems generated by technological process and product innovations related to research and development activities	Positive Current	N/A
	Environmental impact of products	Environmental impacts related to product life cycle	Negative Current	N/A
Product quality and safety	Negative impacts due to inadequate product quality and integrity characteristics	Negative impacts due to inadequate product quality and integrity characteristics	Negative Potential	GRI 416: Customer health and safety (2016)

Straightforward marketing and communication	Misleading communications and incomplete information on the composition of the products, and their correct use and disposal	Misleading communications and incomplete information on the composition of the products, and their correct use and disposal	Negative Potential	GRI 417: Marketing and labelling (2016)
Diversity and equal opportunity	Diversity of governance bodies and employees	Absence of diversity in governing bodies and among employees with direct and indirect impacts on the affirmation of equality	Negative Potential	GRI 405: Diversity and equal opportunity (2016)
	Discriminatory non-inclusive practices in the workplace	Negative impacts on employee satisfaction and motivation due to discrimination (e.g. related to gender, age, ethnicity, etc.) or other non-inclusive practices	Negative Potential	GRI 406: Non-discrimination (2016)

Within the group, sustainability commitments are assigned to various levels of the organisation, ensuring that every operational department is involved in achieving the set goals. The Sustainability Project for the following year is presented in the budget at the end of the year, based on the needs that have arisen during the year. These needs may arise from various factors, such as the results of energy diagnoses, analyses of internal consumption, comparisons between different companies within the group, excessive operating costs or the initiation of voluntary improvement actions. If the project is approved by the board of directors, the activity is planned and integrated into the organisation's strategies, operational policies and daily procedures. In this way, the group ensures that sustainability commitments are an integral part of decision-making and operational management.

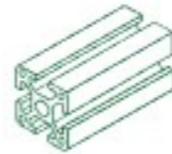
3. Product responsibility



3. Product responsibility

3.1 Our products

At Dierre, experience, creative design and a research-driven approach all converge in a single company to provide customized solutions for efficient and safe industrial applications.



Quality and endurance are the characteristics that distinguish Dierre's **production of modular aluminium profiles**. The Group offers a range of over 300 **profiles**, which are able to respond to the different needs that emerge in the design of frames, heavy structures for automatic machines, industrial guards and workbenches.

As they are modular, the **aluminium profiles** are in fact extremely versatile from an application point of view and lend themselves to different uses.

The **production of modular aluminium profiles** is completed by a wide availability of coupling accessories, which contribute to the stability and resistance of the structures made with Dierre Group profiles.



Thanks to twenty years of experience, Dierre S.p.A. designs and produces **linear modules**, offering the most complete and widest range on the market. Thanks to the use of technologically advanced tools for design and production, the Motion Division is able to offer multiple standard and customized solutions.

The **precision and quality of the extrusions**, the internal production of the various parts and the use of primary brand components are some of the elements that allow us to provide a reliable and high-quality product.



Sintesi and In.Ecosistemi are companies specialized in the field of **industrial soundproofing** and the manufacture of booths, operator protection systems and workstations for the machinery sector, thus completing the Dierre Group's offer with innovative and design-oriented products.



The **Conveyor lines** are **modular conveyor belts** designed for assembly on Conveyor System units, i.e. production lines created to facilitate the assembly or fast and optimized transport of products, production waste and packages. With its experience in designing solutions to make the production units of companies belonging to different industrial sectors safer and more efficient, **Dierre Group** offers seven types of **modular conveyor belts** to meet the needs of every type of plant.



From the most technological heart of the Group arise solutions for **industrial automation**, which can find application in various processes such as dispensing, screwing, manipulation, milling and welding, allowing the performance and reliability of the machines to be increased, depending on the customer's needs.



Dierre Group designs tailor-made **perimeter and modular guards for machinery and production lines** operating in the most varied industrial and tailor-made sectors.

All products are the result of careful research in the mechanical field conducted with the aim of creating versatile guards that can even be installed on very complex systems.

The Dierre Group perimeter protections make **production lines** safe for operators, giving essentiality and linearity to the machinery installation area. The products are in fact compact and also refined from a design point of view, designed for companies that wish to combine the efficiency of their production lines with a high-level aesthetic image.

The perimeter and modular protections designed by **Dierre Group** are made in full compliance with the relevant **international regulations**. Some products, such as the *Self-Balance* line, also have dedicated **patents** which make the offer to the customer exclusive.

3.2 Innovation, research and development



“The real challenge is to go beyond innovation, so that technology becomes the key to accessing new business opportunities”

The continuing global challenges and the needs of an evolving market drive the Group to invest continuously in research & development. Every day, engineers and designers share their experience and skills to **develop innovative and functional products that are capable of looking towards the future** in order to stay one-step ahead.

Dierre S.p.A. houses an office dedicated to **Research and Development**, in which specialized technicians from other locations also work. The centre was created to guarantee its customers cutting-edge solutions of efficient and safe customized products.

Sintesi follows the same line, independently developing its own projects as it creates different products compared to those of the parent company.

The Group has taken on a well-established position as a **technology partner** for the development of specific and complex projects, which it customises according to the particular needs of its customers, thanks to its innovative capacity and experience consolidated over time.

In particular, during the 2022 financial year, the Group carried out pre-competitive activities of an innovative nature, directing its efforts on the following projects:

- **Research and development project:** study, design and testing for the development of structural components and functional protections, technologically advanced and with a high aesthetic impact which stand out on the reference market, for industrial automation applied to multiple market sectors.
- **Technological innovation project:** study, conception, design and development of new or improved products from a technical and performance point of view, to expand the company range.
- **Design project and aesthetic conception:** study, conception and development activities for the expansion of the company's product range, significantly improved on the aesthetic side, in order to make them more appealing for the end customer.

The success of these projects was possible thanks to the fundamental contribution of the people who devoted time and effort to research and development. Specifically, in 2023, staff invested a total of 8,279 hours in these activities, with a total investment of approximately €278,000.

3.3 Product quality and safety

Gruppo Dierre pays close attention to the quality and safety of its products.

This is why it started a **process of drafting and formalising procedures in the area of product quality and safety control**, which then led to the **renewal of UNI EN ISO 9001:2015 certification** for Dierre S.p.A. in 2023. Having this type of process certification is a further guarantee on the quality of the service offered, the primary objective of which is to effectively satisfy its customers.

To improve its processes aimed at offering a quality product, a **Quality Policy** has been implemented at Group level, reflecting the constant attention the Group devotes to its customers, with the aim of maintaining a continuous, participative relationship focused on their needs. This collaboration allows Dierre to collect information on product performance and analyse it to reduce the risk of anomalies.

Customer satisfaction is a key priority for the Group, which always operates without disregarding respect for the environment and people. Its policies aim at preventing pollution, accidents and occupational disease, also promoting energy saving as well as compliance with all applicable conformity obligations.

Sales orders: 23,684

Incidents of non-compliance: 675

Complaints for **non-conformity out of the total orders** processed: 2.9%

The product quality control procedures are done regularly and constantly. To ensure further efficiency in the processes, the Group has assigned dedicated professionals for this purpose, and right from the acceptance phase (and for some parts from the design phase) a sample check is made using a functional and safety check aimed at assessing the conformity of the products, in accordance with the guidelines of the **Machinery Directive**. On request, tests can also be carried out by specialized external laboratories.

3.4 Brand identity and customer relations

The Gruppo Dierre Brand is based on three fundamental pillars:

- ✓ **Customization**
- ✓ **Design**
- ✓ **Continuous innovation**

Dierre also offers analysis, design and technical consultancy services for customized solutions. By working closely with its customer in all stages of production, **unique** and fully **customised products** are created, right down to the finest detail.

Sintesi, increases Dierre's range by offering its customers innovative and aesthetically refined industrial soundproofing and protection systems thanks to a **recognizable and high visual impact design**.

Looking to the future through continuous research is essential for the Group. This is why everyday technicians and designers dedicate their efforts to developing **innovative products of the highest quality**.

Customer relations are based on:

- full **transparency and fairness**;
- maintaining **high quality standards** of its products and maximizing customer satisfaction;
- **replying promptly to complaints**;
- a commitment to make its facilities and services accessible to people with disabilities, **eliminating any architectural barriers**;

- compliance with the law, with particular reference to anti-money laundering regulations, as well as handling stolen goods and the use of money, goods or benefits of unlawful origin;
- regular monitoring the achievement of customer satisfaction and loyalty objectives.

3.5 Communication and responsible marketing

The Group is strongly committed to ensuring compliance with the principles of transparency and confidentiality, in accordance with the **GDPR**, for the protection of privacy and data protection. In particular, it strives:

- to provide truthful, complete, transparent and comprehensible information to allow the recipients to make informed decisions regarding the relationships to be maintained with the Group itself or which involve the Group;
- to update, disclose and enforce the “Policy” issued by the Parent Company regarding the management, processing and communication to third parties of confidential information, to which it requires the recipients to comply with;
- to safeguard the confidentiality of data and information that the employee and/or collaborator may be in possession of;
- to consider confidentiality as a cornerstone of corporate activity and fundamental for the reputation of the Group and the trust that customers place in it. It is therefore expressly forbidden to communicate, divulge or make improper use of data, information or news concerning customers or third parties in general, with whom the Group has, or is about to have, business relations.

Dierre’s commitment to safeguarding the privacy and sensitive data is confirmed by there being **no episodes of customer data being lost or stolen or complaints** being made during 2023.

Corporate communication on initiatives and products is done via **social** channels (LinkedIn), website and newsletter. From this point of view, Dierre's 2023 was characterised by an intensification of communication via social media; in particular, there was a significant increase in followers and views on **LinkedIn** (from about 500 to over 3,000 followers over the last few years), as well as a general intensification of institutional communication by the Group.

Furthermore, in 2023 Dierre launched a new section on its YouTube channel called “*We are Dierre*”. The content of this new section complements the traditional product videos and differs from them in that it involves Group employees in their creation. This content is created with the aim of also showing the human side of the company.

Dierre agents comply with the company's Customer Service Management (CSM), with the aim of quickly resolving customer problems and needs.

It should also be noted that there **were no cases of non-compliance** concerning marketing communications during 2023.



4. Responsibility towards people

4. Responsibility towards people

4.1 Gruppo Dierre human resources

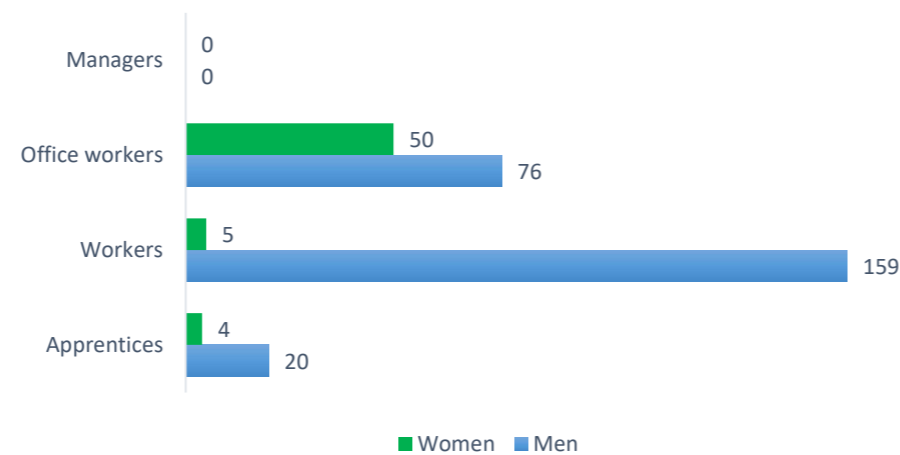
The Dierre Group regards its employees and collaborators as a key resource for the continuous growth and innovation of its business. As at 31 December 2023, the Group had a total of 327 employees, an increase of almost 4% over the previous year. To these are added 6 external collaborators, bringing the total workforce to 333.

The Group has 9 legally protected status workers, representing almost 3% of the employee workforce.

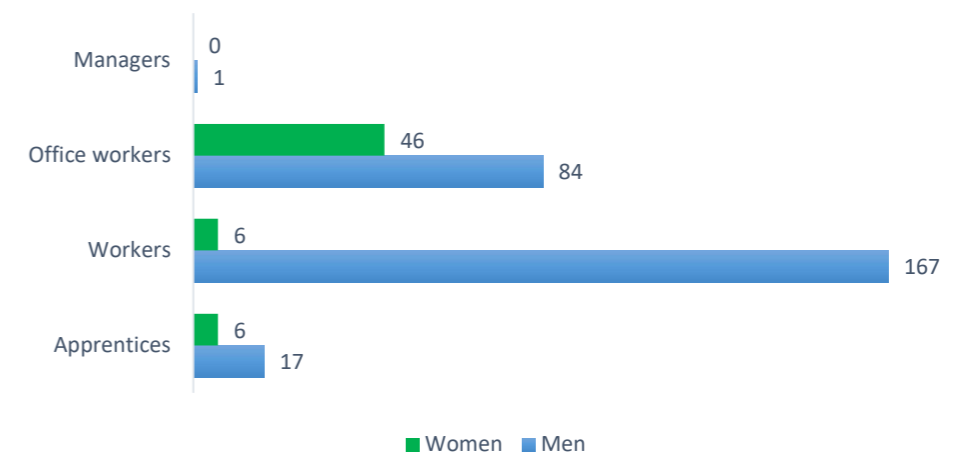
This tangibly demonstrates the Group's commitment to inclusion and diversity: this approach not only fosters a fair and respectful working environment, but also promotes an open and innovative corporate culture.

It should also be noted that the Group did not record any cases of discrimination in the workplace during 2023.

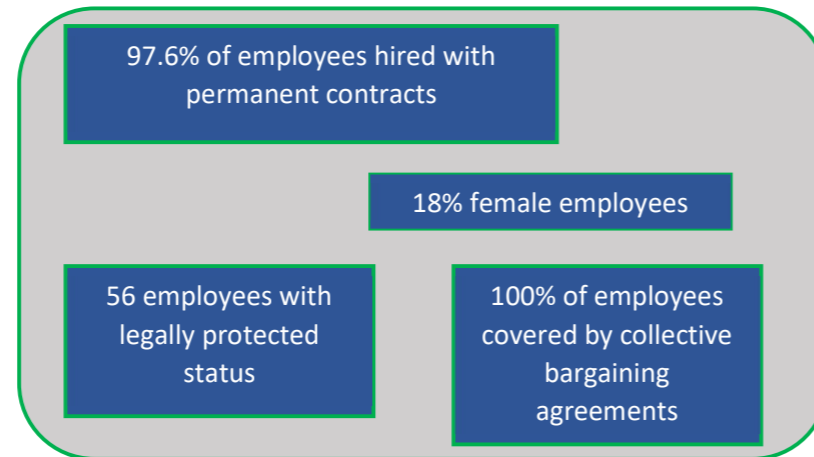
Employees split into professional category and gender as of 31 December 2022



Employees split into professional category and gender as of 31 December 2023



4.2 Personnel management and development

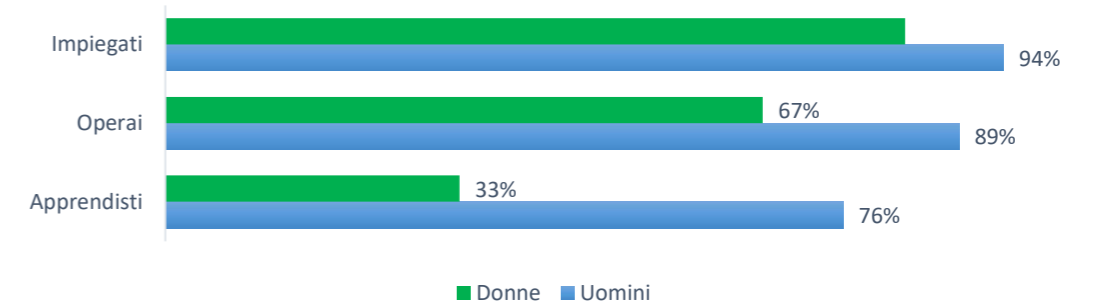


Great attention is paid to the training of all staff, encouraging participation in refresher courses and training programmes. In this way, individual skills and legitimate aspirations can develop in line with the achievement of common goals.

Dierre **selects, appoints, rewards and manages staff on the basis of merit and ability**, without discrimination. The company evaluation system is managed transparently and objectively in accordance with the principles set out in the Code of Ethics, which is a prerequisite for the application of the reward and career progression systems provided for in contractual regulations to reinforce motivation and give fair rewards to encourage the achievement of excellent results.

During 2023, over 87% of the total Group employees, received a **regular and transparent assessment of their performance** through the use of assessment forms and the definition of individual objectives, ranging from managing personal relationships to respecting delivery times. An update of the assessment forms for first-level employees is currently underway.

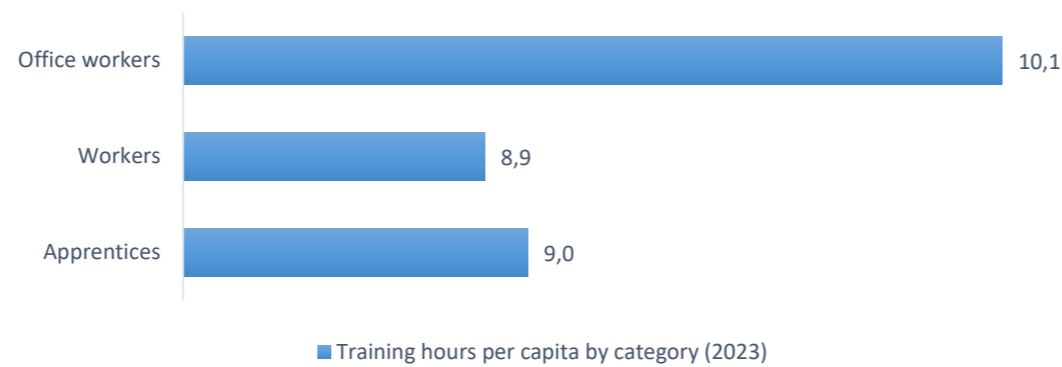
Percentage of employees who received a performance review (2023)



In the same year, the Group provided **3,069 hours of training**, more than 1,300 of which were dedicated to health and safety issues. The total number of training hours is up sharply from 2022 (2,278 hours in total), demonstrating Dierre's substantial commitment to the growth and development of its personnel.

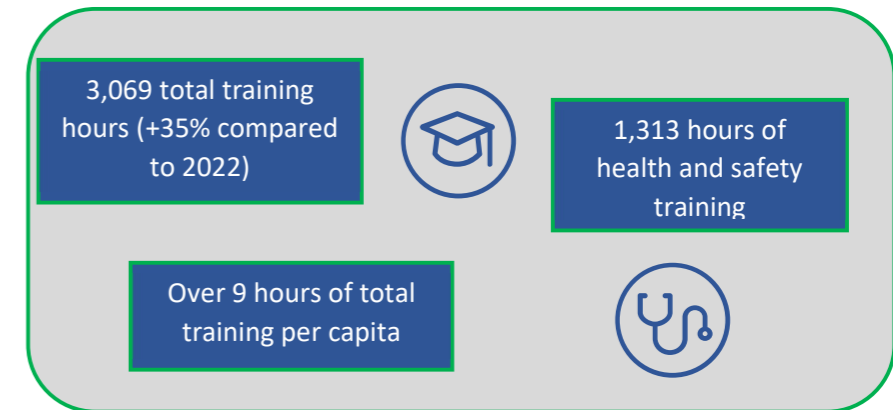
The annual training plan includes in-depth studies in different areas, such as 'linguistics', 'internationalisation', 'technical area', 'IT' and 'production area'. There are also initiatives aimed at promoting the awareness of the values and rules of conduct referred to in the Code of Ethics. For newly hired employees there is a training programme on the contents of the Code of Ethics as part of the company integration courses.

Training hours per capita by category (2023)



Some employees, belonging to specific professional categories within the Dierre Group, undertook training courses aimed at strengthening and improving time management, project management, English language skills and the use of computer software such as Excel.

The **“My personal development” project** launched in 2021, continues, which included the involvement of all Group employees with the aim of increasing personal skills, or life skills, improving the individual's awareness and identity, developing their talent and potential. This programme aims to develop the talent and potential of employees, focusing on the concepts of authenticity, assertiveness, acceptance and self-responsibility to improve in managing themselves, colleagues and individuals outside the organisation.



In addition, a three-year Cyber Security Awareness training project was launched in June 2023. The course, which is mandatory for all employees, is delivered via the ‘Cyber Guru’ e-learning platform and aims to provide the necessary skills to protect both the individual and the organisation from cyber attacks.

In 2023, the first phase of implementation of the **Welfare in Doing Industry** platform, which started in 2022, was further consolidated. Thanks to this instrument, employees have access to a bonus welfare system that offers them the possibility of using their performance bonus through vouchers that allow them to purchase a wide range of services.

In relation to the salary increase provided for by the metalworking industry CCNL (National Collective Labour Agreement), in 2024, the Dierre Group assessed the meritocratic and retributive aspect of its workforce, making the appropriate choices, always trying to ensure that workers are adequately remunerated to cope with an ever-changing economic environment.

As proof of this, the Group has autonomously decided to provide concrete support to its employees by making an **extraordinary contribution on the Welfare platform**.

Starting in 2024, a training programme will also be introduced at Dierre S.p.A. to improve the use of **corporate welfare platforms**, with plans to extend it to other Group branches by 2025.



In 2023, the Dierre Group won another important award with the **Quality Seal for School-Work Alternation** awarded by Confindustria. This is an award for companies that stand out for the high quality of their School-Work Alliance training courses.

In fact, in 2023 nine students from secondary schools such as the Fondazione Aldini Valeriani in Bologna (FAV), the Istituto Volta in Sassuolo and the Istituto Ferrari in Maranello took part in this project in collaboration with Dierre.

This seal testifies to the Dierre Group's commitment to enhancing the training of new generations in favour of a correctly oriented and effective entry into the world of work for both companies and future workers.

4.3 Respect for human rights

Dierre regards the protection of **physical safety, freedom** and individual **personality** as fundamental. Consequently, any activity that may cause harm to personal safety, as well as any form of exploitation or reduction to a state of subjection, is rejected.

In order to ensure full respect for the individual, the Group is also committed to **complying with and ensuring that its employees, suppliers, collaborators and partners comply with current employment protection legislation**, especially with regard to child labour.

Every employee who, during the performance of his or her work becomes aware of actions of conduct that may affect personal safety, as indicated above, as well as any discriminatory conduct, has the duty to notify their manager and the 'Supervisory body' immediately.

The Group is committed to offering equal job opportunities and professional growth to all employees according to their skills and professional qualifications, without discrimination, nepotism or favouritism.

Dierre operates in full compliance with the freedom of association legislation and the right to collective bargaining, in compliance with the provisions of the Code of Ethics.

100% of the Group's employees are covered by collective bargaining agreements; the reference CCNL is the metalworker for all companies in the Group.

4.4 Our commitment to the well-being, health and safety of employees

Safeguarding the moral integrity and physical safety of employees is a requirement for carrying out work. Gruppo Dierre strives to ensure the protection of the health and safety of its employees and collaborators and undertakes to consolidate and disseminate the culture of safety, develop risk awareness and promote responsible conduct by all its personnel.

Dierre provides for specific tests and medical examinations to ensure a healthy and safe working environment, especially for employees who perform tasks that may pose risks to the safety, integrity and health of third parties.

The following are the main principles pursued by the Group in the field of health and safety at work:

- avoiding risks;
- evaluating the risks that cannot be avoided;
- combating the risks at source;
- adapting the work to the individual, especially as regards the design of work places, the choice of work equipment and the choice of working and production methods, with a view, in particular, to alleviating monotonous work and to reducing their effect on health;
- adapting to technical progress;
- replacing the dangerous by the non-dangerous or the less dangerous;
- developing a coherent overall prevention policy which covers technology,

organization of work, working conditions, social relationships and the influence of factors related to the working environment;

- giving collective protective measures priority over individual protective measures;
- giving appropriate instructions to the workers.

The Group follows these principles in order to adopt the measures required to protect the safety and health of workers, including the prevention of occupational hazards, information and training.

Occupational health assessments are carried out annually for all production personnel and every two or five years for all clerical staff, depending on age.

Worker's health and safety representatives have been elected who attend the annual meeting and are involved in the risk assessment and planning of improvement measures.

Dierre's training program includes courses on health and safety in order to ensure that its employees have sufficient awareness of these issues. **1,313 hours of health and safety training were provided in 2023.**

In 2023, the Dierre Group also provided itself with an updated version of the **Risk Assessment Document (DVR).**

During 2023, 16 injuries occurred, an increase compared to the 12 injuries recorded in 2022. These are mainly injuries from trauma, cuts and foreign bodies in the eye. However, it is important to emphasise that no serious accidents³ occurred in 2023, an achievement that demonstrates Dierre's ongoing commitment to occupational safety. Dierre will work even harder alongside its employees, in order to increase their awareness, and ensure a safe workplace.

³ Work-related accidents that results in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months. The injury falls into this

category since the worker, following a hand laceration, underwent an operation more than 6 months after the date of the injury.

5. Environmental responsibility



5. Environmental responsibility

5.1 Our commitment to the environment

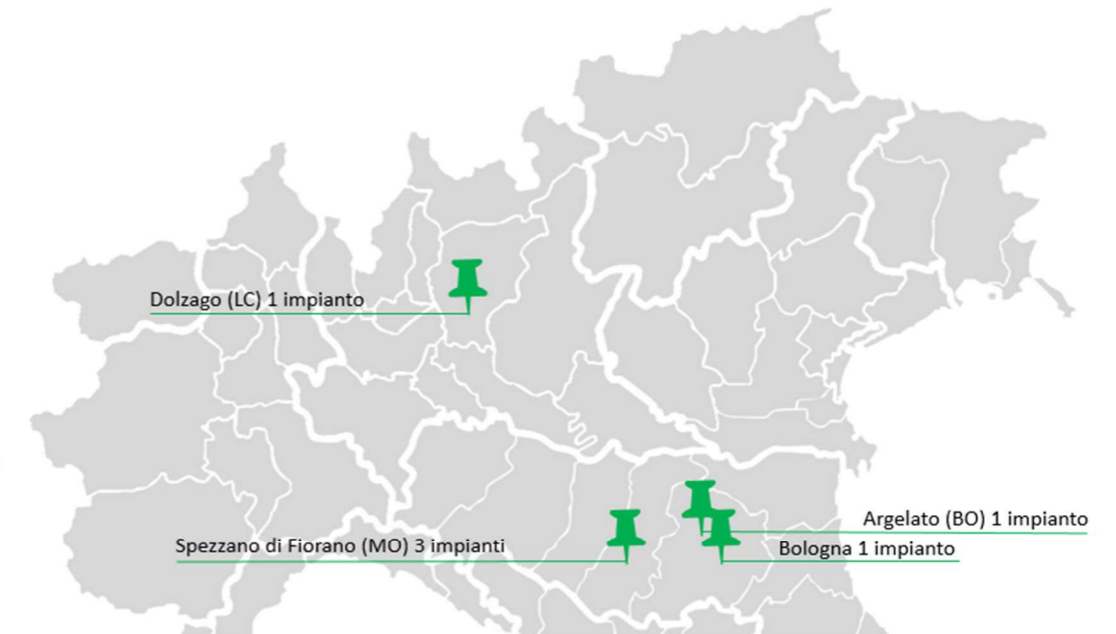
The Group is committed to environmental protection, with the aim of continuously improving its environmental performance through:

- raising the awareness of trading partners, employees and collaborators on environmental issues;
- an approach to design aimed at minimizing the environmental impact that could arise from the design choices made and pollution prevention.
- compliance with national and EU legislation and regulations on environmental matters.

Environmental protection is a priority issue for the Dierre Group, which has shown its commitment to this cause by successfully launching a **renewable energy production project**.

In 2020, the Group obtained a loan from the Energy Fund for Emilia-Romagna, which enabled the installation of **four renewable energy generation plants**⁴ to cover part of its consumption, contributing to the reduction of CO₂ and energy costs.

⁴ The plants came into operation between September 2020 and the first half of 2022.



The map above shows the geographical location of Dierre S.p.A.'s plants. The last plant became operational in 2022. In 2023, a photovoltaic platform roof with an output of 100 kWh was installed in Spezzano di Fiorano, which went into operation in October. In addition, charging stations for electric vehicles were installed at the Fiorano and Dolzago sites in the same year.

The installation of the photovoltaic systems allowed Dierre to produce clean energy totalling 287,622 kWh in 2022 and 303,918 kWh in 2023. As a result, the use of renewable sources for energy production generated savings of 55.62 tonnes of CO₂ in 2022 and 62.93 tonnes of CO₂ in 2023. These numbers highlight Dierre's tangible commitment to the environment.

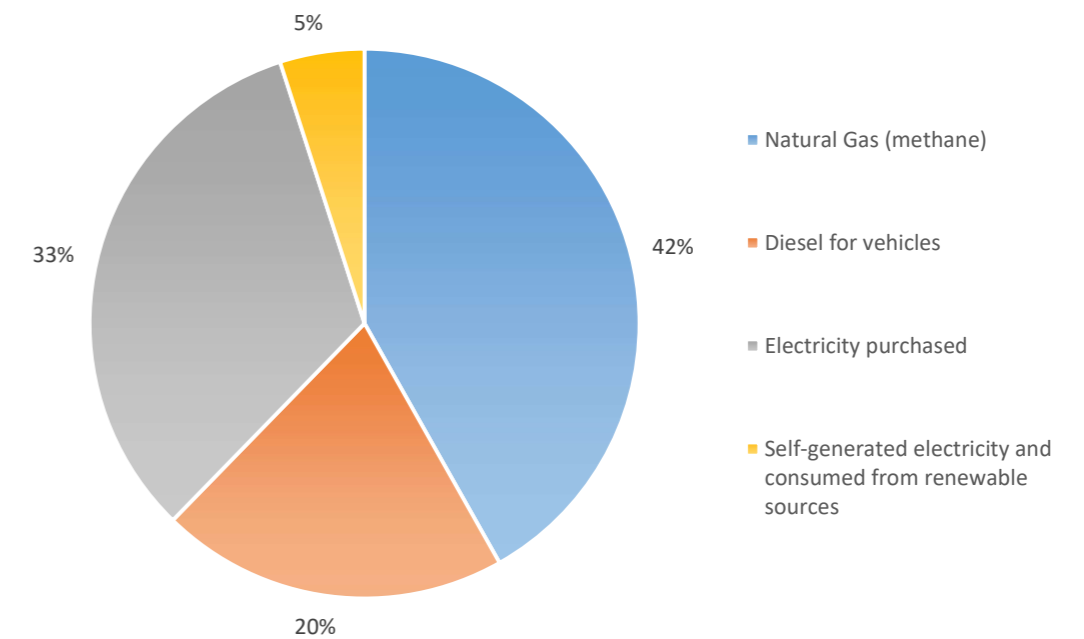
5.2 Energy consumption and emissions⁵

In 2023, the Dierre Group consumed a total of **13,539 GJ**⁶ of energy at its 14 production sites, 5.2% less than in 2022.

Most energy consumption comes from methane gas, which accounts for 42% of the total and is used for heating. This is followed by electricity used in the production process, which accounts for about 33% of consumption. Both methane gas consumption (5,663 GJ) and electricity consumption (5,104 GJ) decreased by 5.5 per cent and 7.7 per cent respectively compared to 2022. As far as diesel is concerned, it is used exclusively for automotive purposes, fuelling mainly the car fleet and forklift trucks, with a consumption of 2,272 GJ, which remains substantially stable compared to 2,758 GJ in 2022.

Through the installation of **photovoltaic systems**, Dierre produces 1,094 GJ of renewable energy, an increase of 5.7% compared to 2022, which is partly transferred to the grid (420 GJ), partly consumed (674 GJ).

Group energy consumption (in percent)



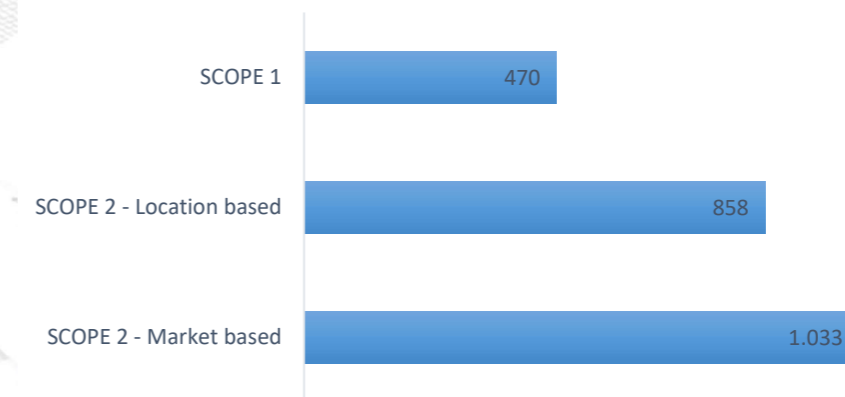
⁵ Following an improvement in the reporting system, the data regarding energy consumption for 2022 is shown again and differs from the data published in the previous Sustainability Report. For the value indicated in the 2022 Sustainability Report, please refer to the document published on the Group's website.

⁶ The following conversion factors were used to calculate the energy consumption in GJ:

- Natural Gas: 40,344 GJ/1000*Stdm3 (Source: DEFRA 2023);
- Diesel for vehicles: 37,819101 GJ/t (Source: DEFRA 2023).

The **direct emissions** generated by the Group in 2023 from the use of methane and diesel fuel (**Scope 1**)⁷ amounted to around 470 tons of CO₂ (4% less compared to 2022) while emissions from the consumption of electricity calculated according to the **Market based** method⁸ (Scope 2) amount to 1,033 tons of CO₂ (-7% less compared to 2022), if added to Scope 1 emissions. On the other hand, using the **Location based** accounting method, Scope 2 emissions and Scope 1 emissions amounted to 858 tons of CO₂ (6% less compared to 2022). Ultimately, the downward trend in emissions shown in 2023 is in line with the decreases in methane gas and electricity consumption in the same year.

Total GHG emissions (tCO₂) in 2023



⁷Following an improvement in the reporting system, the data relating to Scope 1 emissions for 2022 are restated with respect to those published in the previous Sustainability Report. For previously published data, please refer to the 2022 Sustainability Report. The emission factors used for the calculation of Scope 1 are:

- Natural Gas: 2,03839 tCO₂/1000m³ (Source: DEFRA - UK Government - GHG Conversion Factors for Company Reporting, 2023 and 2022);
- Diesel for vehicles: 2,51206 tCO₂/1000l (Source: DEFRA - UK Government - GHG Conversion Factors for Company Reporting, 2023 and 2022);

Scope 1 emissions are expressed in tons of CO₂, as the source used does not include the emission factors of gases other than CO₂.

⁸Following an improvement in the reporting system, the data relating to Scope 2 emissions for 2022 are restated with respect to those published in the previous Sustainability Report. The GRI Sustainability Reporting Standards provide two methods for calculating Scope 2 emissions, the "Location-based method" and the "Market-based method". Both calculation methods were used to calculate Scope 2 emissions, in line with the GRI Sustainability Reporting Standards. The Market-based calculation is based on the CO₂ emissions emitted by energy suppliers from which the Organization purchases electricity through a direct contract, and can be calculated by taking into account: Energy Guarantees of Origin certificates and direct agreements with suppliers, supplier specific emission factors, "residual mix" emission factors, i.e. untracked or unclaimed energy and emissions (method used, with Italy 2023 emission factor: 457 gCO₂/kWh- source: AIB - European Residual Mixes 2023). The Location-based method is based on average energy emission factors for well-defined geographical areas, including local, sub-national or national boundaries (methodology used, with Italy 2023 emission factor: 315 gCO₂/kWh- source: Terna, International Comparisons, 2019). Scope 2 emissions are expressed in tons of CO₂, however the percentage of methane and nitrous oxide has a negligible effect on total greenhouse gas emissions (CO₂e) as inferred from the technical reference literature.

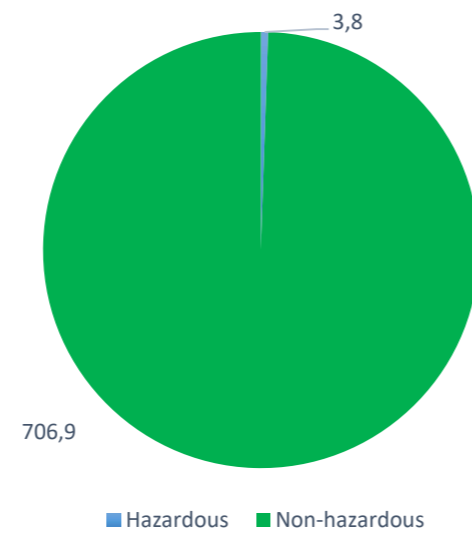
5.3 Waste⁹

During 2023, Dierre produced a total of 711 tonnes of waste, a decrease of 4.2 per cent compared to 2022. Almost all of this waste is non-hazardous (99.5%), while hazardous waste accounts for just 0.5% of the total.

The Group favours recovery as a method of waste disposal.

Group favours recovery as the main method of waste disposal. Along this line, Sintesi S.r.l., which deals with the design and production of industrial soundproofing and protection and contributes to 42% of the total waste, has implemented a materials separation process during the decommissioning phase, thus facilitating their recovery.¹⁰

Waste produced in 2023 (in tonnes)



⁹Following an improvement in the reporting system, the data relating to waste for 2022 are restated with respect to those published in the previous Sustainability Report. For the data published in the 2022 Sustainability Report, please refer to the document published on the Group's website.

¹⁰Please note that a large component of the waste produced by Sintesi S.r.l., as by the other companies in the Group, is made up of easily recoverable ferrous and/or aluminium materials, extending the life cycle of the material used.

5.4 Materials and packaging

The main raw materials used by Dierre Group for manufacturing are **steel and aluminium**.

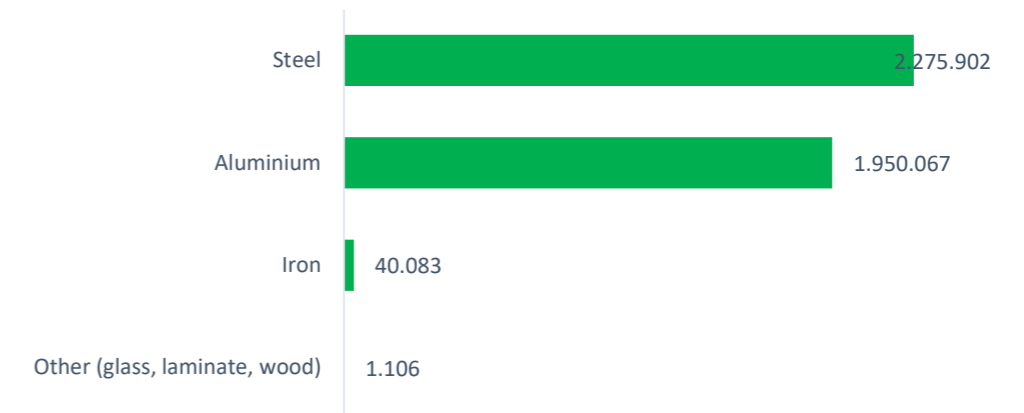
During 2023, 2,053 tonnes of steel (corresponding to 69% of the total materials), 876 tonnes of **aluminium** (29.4%), of which approximately 52 tonnes of aluminium composite, over 42 tonnes of **iron** (1.4%) and a residual share (0.2%) of **other materials** (5 tonnes), including mainly **glass** (4.6 tonnes) were purchased¹².

The Group mainly uses **pallets, cardboard and plastic film** for packaging its products. During 2023, more than 173 tonnes of pallets were used, of which 1,742 kg **were recycled**. This is a step forward for Dierre towards the goal of favouring the use of recycled materials wherever possible.

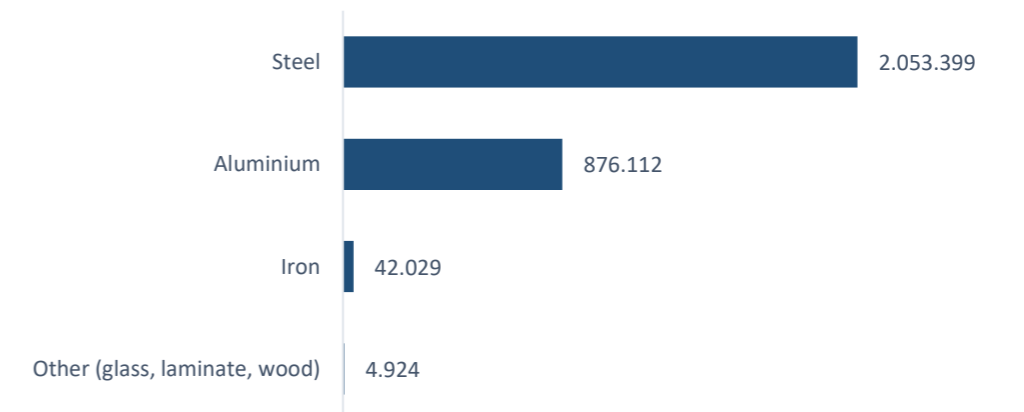
It should be noted that the pallet used (pressed or normal type) is certified with the **FAO ISPM15** standard, which guarantees compliance with phytosanitary measures that reduce the risk of introduction and spread of quarantine parasites from wooden packaging associated with the movement of packaging material in international trade.

The Group also used around 29 tonnes of cardboard and 27 tonnes of plastic film for its packaging.

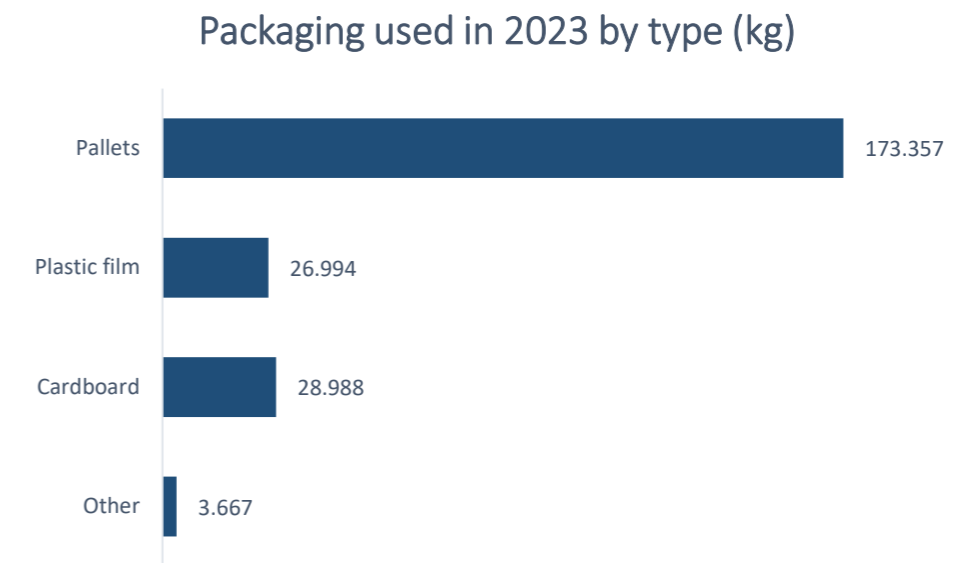
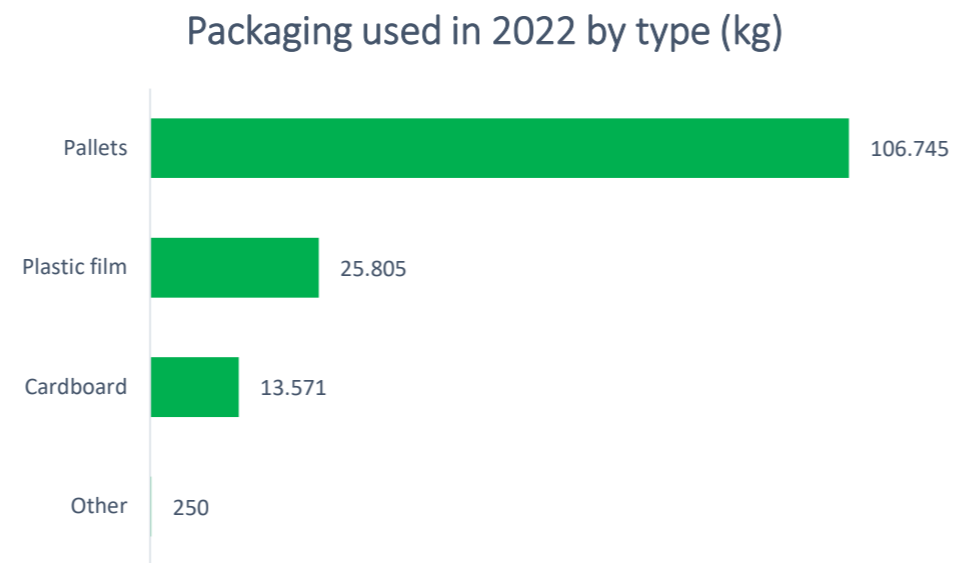
Raw materials used in 2022 (kg)



Raw materials used in 2023 (kg)



¹² Following an improvement in the reporting system, the data relating to materials used in 2022 are restated with respect to those published in the previous Sustainability Report. For the data published in the 2022 Sustainability Report, please refer to the document published on the Group's website. In addition, plastics were not counted because the unit of measurement made available by the Group does not comply with the GRI Standard.



CURRENT Objective: The Dierre Group aims to favour the use of recycled materials and to source from certified suppliers

6. Social Responsibility



6. Social responsibility

6.1 Sustainable supply chain management

As indicated in the Code of Ethics, as regards business relationships, all those who work for and with Gruppo Dierre are required to:

- promote fair and correct conduct in every area of its business, condemning any possible form of disruption to the freedom of trade or industry as well as any form of unlawful competition, fraud, counterfeiting or misappropriation of industrial property rights;
- to oppose and reject any conduct aimed at obtaining confidential information about competitors, in compliance with current antitrust and fair competition regulations, and undertake not to take any actions that may constitute a breach of such regulations;
- to protect their intellectual property rights and those of others, including copyrights, patents, trademarks and identification marks, by following the policies and procedures provided for their protection;
- to oppose and reject any conduct aimed at acquiring business in an illicit manner, by offering or promising money or other benefits that are not due.

The Group is **committed to developing relationships of correctness and transparency with its suppliers**. In particular, they are ensured the same equal opportunities and dignity, criteria and systems for the constant monitoring of the quality of goods / services provided, as well as supply contracts based on fairness, especially regarding terms of payment and the cost of administrative formalities.

In the supplier selection process, the Group takes into account the professionalism and business structure of its suppliers, the quality, the price, production methods, delivery and performance of service. The Group also takes into account the supplier's ability to meet its **confidentiality obligations**.

The types of suppliers considered critical from an environmental point of view, and to which this procedure applies, are as follows:

- Suppliers of substances or preparations that are dangerous to the environment;
- Waste disposal companies;
- Service providers (analysis laboratories, consultancies) and logistics (transport).

The generic evaluation of suppliers is, on the other hand, carried out on the suppliers of:

- Dierre-designed/specified components/parts, including special processes;
- strategic services;
- commercial components from a catalogue, which supply non-compliant components during the year;
- Any Outsourced Processes.

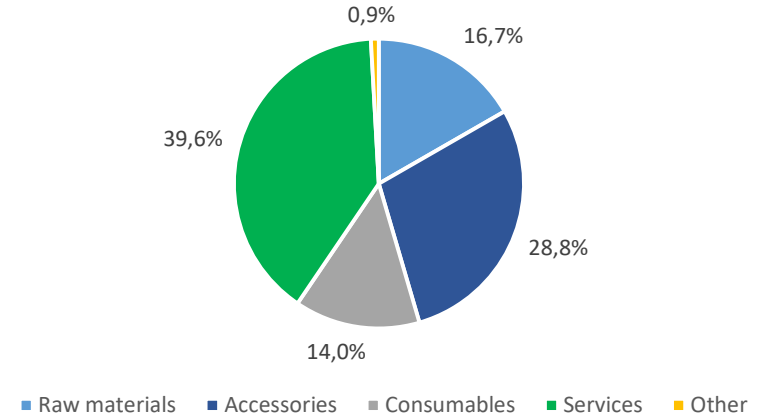
The Group also requires its suppliers and partners to comply with current employment legislation, especially as regards child labour, gender equality, working conditions and hours, as well as to social security and pension contributions, and wages.

Dierre Group worked with **nearly 1,700 suppliers** in 2023. Of these, the largest category is service providers (around 40%), followed by suppliers of accessories and raw materials. The latter, at the same time, represent the most impactful category in economic terms: the Dierre Group's spending on this type of supplier was close to **EUR 18.4 million** in 2023, accounting for almost half (46.2%) of the Group's total spending on suppliers.

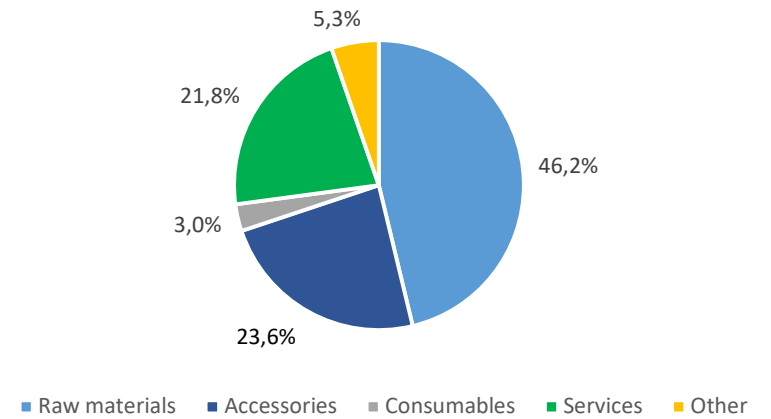
Other supplier categories significant for Dierre in terms of economic outlay are suppliers of accessories (23.6% of total expenditure) and service providers (21.8%). Lastly, purchases from suppliers of consumables and other residual categories account for a total share of 8.3% of Dierre's total supplier expenditure.

Whenever possible, Dierre prefers to purchase from local suppliers to generate value in the communities where it operates. As proof of this commitment, in 2023 Dierre invested approximately EUR 24.2 million in Italian suppliers, accounting

Purchases by supply category in 2023
(no. of suppliers)



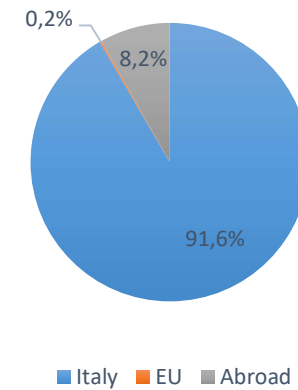
Purchases by supply category in 2023
(proportion of expenditure)



for approximately 92% of the total expenditure; proportionally, this is an increase in the percentage of purchases from local suppliers, since in 2022, this figure stood at 89% of total purchases.

The remainder of Dierre's purchases in 2023 went mainly to non-EU suppliers (8.2%), with a residual share of purchases from suppliers located in the European Union (0.2%).

Distribution of purchases by geographical area (% of total spending) in 2023



6.2 Collaboration and partnership development

Doing business today means putting yourself at the centre of the community and the area in which you work because it is also from there that a company derives its strength, identity and credibility.

Among the values that inspire Dierre, besides safety and eco-sustainability, **corporate social responsibility** stands out. The Group has always promoted and supported sports, cultural and solidarity projects aimed at solving problems with a social and ethical impact, thus contributing to the wellbeing of the community.

Embracing the principles of social sustainability, Dierre is committed to promoting cultural events and shows, such as the Maggio Fioranese and La Tavola di Bisanzio. Furthermore, in collaboration with the

University of Modena, it organised “business lessons” to train and inspire the next generation of leaders in the entrepreneurial world. This partnership, the result of a synergy between the corporate and



academic sectors, offers local students a unique opportunity to learn from industry professionals, acquiring practical skills and strategic knowledge.

For Dierre, sport is also a **key element for sustainability**, as it encourages an active and healthy lifestyle, promotes values such as loyalty and respect, and fosters social integration and inclusiveness.

In addition to **safety and eco-sustainability**, one of the **values** that has always inspired the Dierre Group is **corporate social responsibility**. The Group has always promoted and supported sports, cultural and solidarity projects aimed at overcoming issues that have a social and ethical impact and consequently the wellbeing of the community.

Sport is a key element of sustainability, as it promotes an active and healthy lifestyle, encourages values such as loyalty and respect, and fosters social integration and inclusiveness.

In this context, Dierre is actively involved in sponsoring various realities, thus contributing to their development and growth. In 2023, it offered its support to Sassuolo's Idea Volley (women's volleyball A2 Series) and AC Fiorano (promoting men's football). In addition, the commitment to promoting amateur sporting events continues in collaboration with the **Ferrara Triathlon Club**, one of the first clubs to register with the **Italian Triathlon Federation**. Again this year, Dierre is one of the sponsors of the Ferrara club

that has been promoting triathlon sports for over 30 years. In addition to



the Ferrara Triathlon Club, Dierre also supports the **Bocciofila Fioranese**.



The Group also supports the **Bimbi Sperduti** project, an amateur sports association that has set itself the goal of bringing a football school back to San Prospero, allowing local children to play football and have fun.

7. Methodological Note

This Sustainability Report of the Dierre Group covers the period from 1 January to 31 December 2023 and has been prepared in accordance with the “Global Reporting Initiative Sustainability Reporting Standards” defined by the GRI - Global Reporting Initiative, according to the “In accordance” reporting option. To ensure that the data can be compared over time, a comparison with 2022 data has been indicated, wherever available. The Report is published annually. The selection of aspects and indicators useful to define the content to be reported was carried out according to an internal analysis conducted in order to identify the main areas of impact of the Group's activities.

The boundary of the economic and social data and information is the same as that of the Gruppo Dierre Consolidated Financial Statement as of 31 December 2023. With reference to environmental data and information, the reporting boundary coincides with the Group's production sites, trade site and warehouses.

In order to ensure the reliability of data, the use of estimates has been limited as much as possible and, if used, are based on the best available methodologies and have been appropriately disclosed.

In relation to the changes to the size, organizational structure, ownership structure and supply chain of the Group which occurred in 2023, it should be noted that the following factories have been closed:

- Factory 6 - Automation Via Dell'industria -Cavriago (RE);
- Factory 3 LAVAGNO (VR) Via Ponte Asse 21/c, trade site.

Meanwhile, in December 2023 Dierre inaugurated the Group's new logistics hub in Mantua, which became operational in January 2024.

This document is not subject to external assurance.

For further information and suggestions regarding the Gruppo Dierre Sustainability Report, please contact: info@dierre.eu.

This document is also available on the Gruppo Dierre website: www.dierre.eu

8. Performance indicators

Responsibility towards people

GRI DISCLOSURE STANDARD 2-7

Total number of employees by type of contract and gender						
	as of 31 December 2022			as of 31 December 2023		
Type of contract	Men	Women	Total	Men	Women	Total
Permanent	238	56	294	261	58	319
Fixed term	17	3	20	8	-	8
Total	255	59	314	269	58	327

Number of employees by type of employment and gender						
	as of 31 December 2022			as of 31 December 2023		
Type of employment	Men	Women	Total	Men	Women	Total
Full-time	253	50	303	267	49	316
Part-time	2	9	11	2	9	11
% Part-time	1%	15%	4%	1%	16%	3%
Total	255	59	314	269	58	327

GRI DISCLOSURE STANDARD 2-8

Total number of workers who are not employees						
	as of 31 December 2022			as of 31 December 2023		
	Men	Women	Total	Men	Women	Total
Contingent workers	13	1	14	4	2	6
Other	-	-	-	-	-	-
Total	13	1	14	4	2	6

GRI DISCLOSURE STANDARD 405-1

Number of employees by professional category and gender (headcount)						
	as of 31 December 2022			as of 31 December 2023		
	Men	Women	Total	Men	Women	Total
Managers	-	-	-	1	-	1
Office workers	76	50	126	84	46	130
Workers	159	5	164	167	6	173
Apprentices	20	4	24	17	6	23
Total	255	59	314	269	58	327

Number of employees by professional category and age group (headcount)								
	as of 31 December 2022				as of 31 December 2023			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Managers	-	-	-	-	-	1	-	1
Office workers	28	75	23	126	22	79	29	130
Workers	22	104	38	164	28	105	40	173
Apprentices	23	-	1	24	23	-	-	23
Total	73	179	62	314	73	185	69	327

Number of employees by professional category and gender						
	as of 31 December 2022			as of 31 December 2023		
	Men	Women	Total	Men	Women	Total
Managers	-	-	-	0.3%	-	0.3%
Office workers	24.2%	15.9%	40.1%	25.7%	14.1%	39.8%
Workers	50.6%	1.6%	52.2%	51.1%	1.8%	52.9%
Apprentices	6.4%	1.3%	7.6%	5.2%	1.8%	7.0%
Total	81.2%	18.8%	100.0%	82.3%	17.7%	100.0%

Number of employees by professional category and age group								
	as of 31 December 2022				as of 31 December 2023			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Managers	-	-	-	-	-	0.3%	-	0.3%
Office workers	8.9%	23.9%	7.3%	40.1%	6.7%	24.2%	8.9%	39.8%
Workers	7.0%	33.1%	12.1%	52.2%	8.6%	32.1%	12.2%	52.9%
Apprentices	7.3%	-	0.3%	7.6%	7.0%	-	-	7.0%
Total	23.2%	57.0%	19.7%	100.0%	22.3%	56.6%	21.1%	100.0%

Protected categories and other indicators of diversity by professional category and gender						
	as of 31 December 2022			as of 31 December 2023		
Professional category	Men	Women	Total	Men	Women	Total
Managers	-	-	-	-	-	-
Non-Italian citizenship	-	-	-	-	-	-
Belonging to protected categories	-	-	-	-	-	-
Office workers	2	4	6	3	2	5
Non-Italian citizenship	1	1	2	2	1	3

Belonging to protected categories	1	3	4	1	1	2
Workers	47	-	47	50	-	50
Non-Italian citizenship	40	-	40	43	-	43
Belonging to protected categories	7	-	7	7	-	7
Apprentices	1	-	1	1	-	1
Non-Italian citizenship	1	-	1	1	-	1
Belonging to protected categories	-	-	-	-	-	-
Total	50	4	54	54	2	56

Composition of the Board of Directors of Dierre S.p.A. by gender and age group (%)								
	as of 31 December 2022				as of 31 December 2023			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Men	0%	33%	67%	100%	0%	20%	80%	100%
Women	-	-	-	-	-	-	-	-

GRI DISCLOSURE STANDARD 2-30

Percentage of employees covered by collective bargaining agreements		
	as of 31 December 2022	as of 31 December 2023
Total employees	314	327
Employees covered by collective bargaining agreements	314	327
Percentage out of total employees	100%	100%

GRI DISCLOSURE STANDARD 401-1

New employee hires by gender and age group 2022				
	<30 years	30- 50 years	>50 years	Total
Men	15	29	8	52

Women	2	5	2	9
Total	17	34	10	61
New employee hires by gender and age group 2023				
	<30 years	30- 50 years	>50 years	Total
Men	28	26	8	62
Women	5	3	-	8
Total	33	29	8	70

Rate of new employee hires by gender and age group 2022				
	<30 years	30- 50 years	>50 years	Total
Men	4.8%	9.2%	2.5%	16.6%
Women	0.6%	1.6%	0.6%	2.9%
Total	5.4%	10.8%	3.2%	19.4%

Rate of new employee hires by gender and age group 2023				
	<30 years	30- 50 years	>50 years	Total
Men	8.6%	8.0%	2.4%	19.0%
Women	1.5%	0.9%	-	2.4%
Total	10.1%	8.9%	2.4%	21.4%

Total number of outgoing employees by gender and age group in 2022				
	<30 years	30- 50 years	>50 years	Total
Men	13	29	12	54
Women	1	3	1	5
Total	14	32	13	59

Total number of outgoing employees by gender and age group in 2023				
	<30 years	30- 50 years	>50 years	Total
Men	19	20	9	48
Women	3	4	2	9
Total	22	24	11	57

Rate of turnover by gender and age group in 2022				
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	<30 years	30- 50 years	>50 years	Total
Men	4.1%	9.2%	3.8%	17.2%
Women	0.3%	1.0%	0.3%	1.6%
Total	4.5%	10.2%	4.1%	18.8%
Rate of turnover by gender and age group in 2023				
	<30 years	30- 50 years	>50 years	Total
Men	5.8%	6.1%	2.8%	14.7%
Women	0.9%	1.2%	0.6%	2.8%
Total	6.7%	7.4%	3.4%	17.5%

GRI DISCLOSURE STANDARD 404-1

Hours of mandatory training for employees, by professional category and gender in 2022									
	No. Hours Men	Total employees men	No. hours per capita men	No. Hours Women	Total employees women	No. hours per capita women	No. Hours Total	Total employees	No. hours per capita
Managers	-	-	-	-	-	-	-	-	-
Office workers	101	76	1.3	66	50	1.3	167	126	1.3
Workers	863	159	5.4	11	5	2.2	874	164	5.3
Apprentices	392	20	19.6	-	4	-	392	24	16.3
Total	1,356	255	5.3	77	59	1.3	1,433	314	4.6
Hours of mandatory training for employees, by professional category and gender in 2023									
	N. Hours Men	Total employees men	N. hours per capita men	N. Hours Women	Total employees women	N. hours per capita women	N. Hours Total	Total employees	N. hours per capita
Managers	-	1	-	-	-	-	-	1	-
Office workers	188	84	2.2	86	46	1.9	74	130	2.1
Workers	949	167	5.7	16	6	2.7	965	173	5.6

Apprentices	58	17	3.4	16	6	2.7	74	23	3.2
Total	1,195	269	4.5	118	58	2.0	1,313	327	4.0

Hours of non-mandatory training for employees, by professional category and gender in 2022

	No. Hours Men	Total employees men	N. hours per capita men	N. Hours Women	Total employees women	N. hours per capita women	N. Hours Total	Total employees	N. hours per capita
Managers	-	-	-	-	-	-	-	-	-
Office workers	140	76	1.8	118	50	2.4	258	126	2
Workers	504	159	3.2	28	5	5.6	532	164	3.2
Apprentices	55	20	2.8	-	4	-	55	24	2.3
Total	699	255	2.7	146	59	2.5	845	314	2.7

Hours of non-mandatory training for employees, by professional category and gender in 2023

	N. Hours Men	Total employees men	N. hours per capita men	N. Hours Women	Total employees women	N. hours per capita women	N. Hours Total	Total employees	N. hours per capita
Managers	-	1	-	-	-	-	-	1	-
Office workers	898	84	10.7	143	46	3.1	1,041	130	8.0
Workers	549	167	3.3	32	6	5.3	581	173	3.4
Apprentices	73	17	4.3	61	6	10.2	134	23	5.8
Total	1,520	269	5.7	236	58	4.1	1,756	327	5.4

Hours of mandatory and non-mandatory training for employees, by professional category and gender in 2022

	N. Hours Men	Total employees men	N. hours per capita men	N. Hours Women	Total employees women	N. hours per capita women	N. Hours Total	Total employees	N. hours per capita
Managers	-	-	-	-	-	-	-	-	-
Office workers	241	76	3	184	50	4	425	126	3

Workers	1,367	159	9	39	5	8	1,406	164	9
Apprentices	447	20	22	-	4	-	447	24	19
Total	2,055	255	8	223	59	4	2,278	314	7
Hours of mandatory and non-mandatory training for employees, by professional category and gender in 2023									
	N. Hours Men	Total employees men	N. hours per capita men	N. Hours Women	Total employees women	N. hours per capita women	N. Hours Total	Total employees	N. hours per capita
Managers	-	1	-	-	-	-	-	1	-
Office workers	1,086	84	12.9	229	46	5.0	1,315	130	10.1
Workers	1,498	167	9.0	48	6	8.0	1,546	173	8.9
Apprentices	131	17	7.7	77	6	12.8	208	23	9.0
Total	2,715	269	10.1	354	58	6.1	3,069	327	9.4

GRI DISCLOSURE STANDARD 403-9

Number of employee fatalities and work-related injuries		
	2022	2023
Number of fatalities as a result of work-related injury	-	-
Number of high-consequence work-related injuries ¹² (excluding fatalities)	-	-
Number of recordable work-related injuries	12	16
Rate of employee fatalities and rate of work-related injuries		
	2022	2023
Rate of fatalities as a result of work-related injury	-	-
Rate of high-consequence work-related injuries (excluding fatalities)	-	-

¹² Work-related accidents that results in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months

Rate of recordable work-related injuries ¹³	21.6	29.5
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Number of non-employee worker fatalities and work-related injuries		
	2022	2023
Number of fatalities as a result of work-related injury	-	-
Total number of serious occupational accidents ¹⁴ (excluding fatalities)	-	-
Number of recordable work-related injuries	-	1
Rate of non-employee worker fatalities and rate of work-related injuries		
	2022	2023
Rate of fatalities as a result of work-related injury	-	-
Rate of high-consequence work-related injuries (excluding fatalities)	-	-
Rate of recordable work-related injuries ¹⁴	-	64.0

¹³ The injury rate was calculated as the ratio between the total number of injuries and the total number of hours worked, using a multiplication factor of 1,000,000. The data only includes accidents on the commute from home to work if the transport was arranged by the company. The number of hours worked by Group employees in 2022 is equal to 555,790 and in 2023 it is equal to 542,410.

¹⁴ The injury rate was calculated as the ratio between the total number of injuries and the total number of hours worked, using a multiplication factor of 1,000,000. The data only includes accidents on the commute from home to work if the transport was arranged by the company. The number of hours worked by Group employees in 2022 is equal to 7,382 and in 2023 it is equal to 15,613.

Environmental responsibility

GRI DISCLOSURE STANDARD 301-1

Raw materials (kg) ¹⁵				
Raw materials	2022		2023	
	Quantity	% renewable	Quantity	% renewable
Steel	2,275,902	0%	2,053,399	0%
Aluminium	1,950,067	0%	876,112	0%
<i>of which composite aluminium</i>	51,716	0%	51,810	0%
Iron	40,083	0%	42,029	0%
Other (glass, laminate, wood)	1,106	0%	4,924	0%
Total	4,267,158	0%	2,976,463	0%
Packaging materials (kg)				
Packaging	2022		2023	
	Quantity	% renewable	Quantity	% renewable
Cardboard	13,571	0%	28,988	0%
Pallets	106,745	0%	173,357	0%
<i>of which recycled pallets</i>	-	0%	1,742	0%
Plastic film	25,805	0%	26,944	0%
Other	250	0%	3,667	0%
Total	146,371	0%	233,006	0%

¹⁵ Following an improvement in the reporting system, the data relating to materials used in 2022 are restated with respect to those published in the previous Sustainability Report. For the data published in the 2022 Sustainability Report, please refer to the document published on the Group's website.

GRI DISCLOSURE STANDARD 302-1¹⁶

Energy consumption by source ¹⁷		2022		2023	
Type of consumption	Unit of measurement	Total	Total (GJ)	Total	Total (GJ)
Natural Gas (methane)	Smc	151,408	5,990	140,359	5,663
Diesel for vehicles	litres	72,231	2,758	73,293	2,772
Electricity purchased	kWh	1,345,266	4,843	1,230,668	4,430
<i>Of which from renewable sources</i>	kWh	-	-	-	-
Self-generated electricity and consumed from photovoltaic systems	kWh	191,031	688	187,147	674
Self-generated electricity sold to the grid from photovoltaic systems	kWh	96,591	348	116,771	420
Total energy consumption			14,279		13,539
Renewable energy			688		674
Non-renewable energy			13,591		12,865
Renewable energy as % of the total			4.8%		5.0%

¹⁶ The following conversion factors were used to calculate the energy consumption in GJ:

- Natural Gas: 40,344 GJ/1000*Stdm3 (Source: DEFRA 2023);

Diesel for vehicles: 37,819101 GJ/t (Source: DEFRA 2023).

¹⁷ Following an improvement in the reporting system, the data regarding energy consumption and emissions for 2022 are restated with respect to those published in the previous Sustainability Report. For previously published data, please refer to the 2022 Sustainability Report, published on the [Dierre Group](#) website.

GRI DISCLOSURE STANDARD 305-1 and 305-2¹⁸

Direct and indirect GHG emissions (tCO ₂) ¹⁹		
	2022	2023
SCOPE 1 ²⁰	490	470
SCOPE 2 - Location based ²¹	424	388
SCOPE 2 - Market based	615	562
SCOPE 1 + SCOPE 2 - Location based	914	858
SCOPE 1 + SCOPE 2 - Market based	1,105	1,033

¹⁸ The GRI Sustainability Reporting Standards provide two methods for calculating Scope 2 emissions, the “Location-based method” and the “Market-based method”.

The emission factors used for the calculation of Scope 1 are:

- Natural Gas: 2,03839 tCO₂/1000m³ (Source: DEFRA - UK Government - GHG Conversion Factors for Company Reporting, 2023 and 2022);
- Diesel for vehicles: 2,51206 tCO₂/1000l (Source: DEFRA - UK Government - GHG Conversion Factors for Company Reporting, 2023 and 2022);

Scope 1 emissions are expressed in tons of CO₂, as the source used does not include the emission factors of gases other than CO₂.

Both calculation methods were used to calculate Scope 2 emissions, in line with the GRI Sustainability Reporting Standards. The Market-based calculation is based on the CO₂ emissions emitted by energy suppliers from which the Organization purchases electricity through a direct contract, and can be calculated by taking into account: Energy Guarantees of Origin certificates and direct agreements with suppliers, supplier specific emission factors, “residual mix” emission factors, i.e. untracked or unclaimed energy and emissions (method used, with Italy 2023 emission factor: 457 gCO₂/kWh- source: AIB - European Residual Mixes 2023). The Location-based method is based on average energy emission factors for well-defined geographical areas, including local, sub-national or national boundaries (methodology used, with Italy 2023 emission factor: 315 gCO₂/kWh- source: Terna, International Comparisons, 2019). Scope 2 emissions are expressed in tons of CO₂, however the percentage of methane and nitrous oxide has a negligible effect on total greenhouse gas emissions (CO₂e) as inferred from the technical reference literature.

¹⁹ By convention, the data relating to the diesel consumption of the car fleet has been estimated at 70% of the overall fuel consumption, as it refers to mixed-use vehicles. Consequently, the data relating to the consumption of mixed-use vehicles for 2022 has been revised. For previously published data, please refer to the 2022 Sustainability Report.

²⁰Following an improvement in the reporting system, the data relating to Scope 1 emissions for 2022 are restated with respect to those published in the previous Sustainability Report. For previously published data, please refer to the 2022 Sustainability Report.

²¹Following an improvement in the reporting system, the data relating to Scope 2 emissions for 2022 are restated with respect to those published in the previous Sustainability Report. For previously published data, please refer to the 2022 Sustainability Report.

GRI DISCLOSURE STANDARD 306-3²²

Waste generated (t) in 2022				
CER code	Hazardous	Non-hazardous	Total	%
70213	-	17.01	17.01	2.29%
80318	-	0.02	0.02	0.003%
120101	-	292.22	292.22	39.40%
120102	-	12.12	12.12	1.63%
120103	-	16.23	16.23	2.19%
120104	-	25.90	25.90	3.49%
120105	-	47.11	47.11	6.35%
120117	-	0.04	0.04	0.01%
120199	-	151.09	151.09	20.37%
150101	-	9.17	9.17	1.24%
150103	-	23.40	23.40	3.15%
150106	-	42.49	42.49	5.73%
160211*	-	-	-	-
160213	-	-	-	-
160214	-	-	-	-
161001*	1.59	-	1.59	0.21%
170203	-	-	-	-
170402	-	74.48	74.48	10.04%
170405	-	26.84	26.84	3.62%
170603*	0.66	-	0.66	0.09%
170802	-	0.81	0.81	0.11%
170604	-	0.60	0.60	0.08%
TOTAL	2.25	739.52	741.76	100.00%

²²Following an improvement in the reporting system, the data relating to waste for 2022 are restated with respect to those published in the previous Sustainability Report. For the data published in the 2022 Sustainability Report, please refer to the document published on the Group's website.

%	0.30%	99.70%	100.00%	
Waste generated (t) in 2023				
CER code	Hazardous	Non-hazardous	Total	%
70213	-	17.14	17.14	2.41%
80318	-	0.29	0.29	0.04%
120101	-	259.02	259.02	36.45%
120103	-	10.17	10.17	1.43%
120104	-	24.15	24.15	3.40%
120105	-	23.35	23.35	3.29%
120117	-	0.03	0.03	0.004%
120199	-	129.83	129.83	18.27%
150101	-	13.30	13.30	1.87%
150103	-	31.72	31.72	4.46%
150106	-	44.63	44.63	6.28%
160211*	0.08	-	0.08	0.01%
160213	0.30	-	0.30	0.04%
160214	-	1.40	1.40	0.20%
161001*	1.97	-	1.97	0.28%
170203	-	0.44	0.44	0.06%
170402	-	58.49	58.49	8.23%
170405	-	42.85	42.85	6.03%
170603*	1.40	-	1.40	0.20%
170802	-	0.13	0.13	0.02%
170604	0.00	0.60	1	0%
TOTAL	3.75	706.89	710.64	100.00%
%	0.53%	99.47%	100.00%	

9. GRI Content index

Declaration of use	The Dierre Group reported in accordance with GRI standards for the period from 1 January 2023 to 31 December 2023
GRI 1 Used	GRI 1 - Fundamental Principles - 2021 Version
Relevant GRI sector standards	N/A

GRI STANDARDS	DISCLOSURE	LOCATION	OMISSION			REF. NO. GRI SECTOR STANDARD
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
General information						
GRI 2 - General Disclosures - 2021 version	2-1 Organisational details					
	2- 2 Entities included in the organisation's sustainability reporting					
	2-3 Reporting period, frequency and contact point					
	2-4 Restatements of information					
	2-5 External assurance	This				

GRI STANDARDS	DISCLOSURE	LOCATION	OMISSION			REF. NO. GRI SECTOR STANDARD
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
		Sustainability Report is not subject to Assurance				
	2- 6 Activities, value chain and other business relationships		The indicator is covered for requirement a, b.i , b.ii.			
	2- 7 Employees					
	2- 8 Workers who are not employees					
	2- 9 Governance structure and composition					
	2- 10 Nomination and structure of the highest governance body					

GRI STANDARDS	DISCLOSURE	LOCATION	OMISSION			REF. NO. GRI SECTOR STANDARD
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
	2-11 Chair of the highest governance body		Indicator only covered for requirement a			
	2-12 Role of the highest governance body in overseeing the management of impacts					
	2-13 Delegation of responsibility for managing impacts					
	2-14 Role of the highest governance body in sustainability reporting					
	2-15 Conflicts of Interest					
	2-16 Communication of critical concerns					
	2-17 Collective knowledge of the highest governance body	At present, there are no measures in place to implement the collective knowledge, skills				

GRI STANDARDS	DISCLOSURE	LOCATION	OMISSION			REF. NO. GRI SECTOR STANDARD
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
		and experience of the highest governance body regarding sustainable development.				
	2-18 Evaluation of the performance of the highest governance body					
	2-19 Remuneration policies					
	2-20 Process to determine remuneration					
	2-21 Annual total compensation ratio					
	2-22 Statement on sustainable development strategy					
	2-23 Policy commitments					

GRI STANDARDS	DISCLOSURE	LOCATION	OMISSION			REF. NO. GRI SECTOR STANDARD
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
	2-24 Embedding policy commitments					
	2-25 Processes to remediate negative impacts					
	2-26 Mechanisms for seeking advice and raising concerns					
	2-27 Compliance with laws and regulations					
	2-28 Membership associations	The Group is a member of Confindustria				
	2-29 Approach to stakeholder engagement					
	2-30 Collective bargaining agreements					
Material aspects						

GRI STANDARDS	DISCLOSURE	LOCATION	OMISSION			REF. NO. GRI SECTOR STANDARD
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
GRI 3 – Material topics – 2021 version	3-1 Process to determine material topics					
	3-2 List of material topics					
Product quality and safety						
GRI 3 – Material topics – 2021 version	3-3 Management of material topics					
GRI 416: Consumer health and safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents in 2023 of non-compliance concerning the health and safety impacts of products and services were recorded.				
Straightforward marketing and communication						

GRI STANDARDS	DISCLOSURE	LOCATION	OMISSION			REF. NO. GRI SECTOR STANDARD
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
GRI 3 – Material topics – 2021 version	3-3 Management of material topics					
GRI 417: Marketing and labelling 2016	417-2 Incidents of non-compliance concerning product and service information and labelling	During 2023, there were no cases of non-compliance regarding information and the labelling of products and services.				
	417-3 Incidents of non-compliance concerning marketing communications					
Employee health and safety						
GRI 3 – Material topics – 2021 version	3-3 Management of material topics					
GRI 403: Occupational health and safety	403-1 Occupational health and safety					

GRI STANDARDS	DISCLOSURE	LOCATION	OMISSION			REF. NO. GRI SECTOR STANDARD
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
2018	403-2 Hazard identification, risk assessment, and incident investigation					
	403-3 Occupational health services					
	403-4 Worker participation, consultation, and communication on occupational health and safety					
	403-5 Worker training on occupational health and safety					

GRI STANDARDS	DISCLOSURE	LOCATION	OMISSION			REF. NO. GRI SECTOR STANDARD
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
	403-6 Promotion of worker health					
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships					
	403-9 Work-related injuries					
Value creation						
GRI 3 – Material topics – 2021 version	3-3 Management of material topics					

GRI STANDARDS	DISCLOSURE	LOCATION	OMISSION			REF. NO. GRI SECTOR STANDARD
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed					
Ethics and compliance with laws and regulations						
GRI 3 – Material topics – 2021 version	3-3 Management of material topics					
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	No confirmed incidents of corruption were recorded in 2023.				
Customer cybersecurity & privacy						
GRI 3 – Material topics – 2021 version	3-3 Management of material topics					
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and					

GRI STANDARDS	DISCLOSURE	LOCATION	OMISSION			REF. NO. GRI SECTOR STANDARD
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
	losses of customer data					
Human resource management and development						
GRI 3 – Material topics – 2021 version	3-3 Management of material topics					
GRI 401: Employment 2016	401-1 New employee hires and employee turnover					
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Full-time employees do not receive benefits that are not also provided for part-time or fixed-term employees.				
GRI 404: Training and education 2016	404-1 Average hours of training 3,069 Hours of training per year per employee					
	404-3 Percentage of employees receiving					

GRI STANDARDS	DISCLOSURE	LOCATION	OMISSION			REF. NO. GRI SECTOR STANDARD
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
	regular performance and career development reviews					
Diversity and equal opportunity						
GRI 3 – Material topics – 2021 version	3-3 Management of material topics					
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees					
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken					
Responsible value chain management						
GRI 3 – Material topics – 2021 version	3-3 Management of material topics					
GRI 204: Procurement practices 2016	204- 1 Proportion of spending on local suppliers					

GRI STANDARDS	DISCLOSURE	LOCATION	OMISSION			REF. NO. GRI SECTOR STANDARD
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
GRI 308: Supplier environmental assessment 2016	308-1 New suppliers that were screened using environmental criteria					
GRI 407: Freedom of association and collective bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk					
GRI 408: Child labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour					
GRI 409: Forced or compulsory labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour					
GRI 414: Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria					

GRI STANDARDS	DISCLOSURE	LOCATION	OMISSION			REF. NO. GRI SECTOR STANDARD
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
Energy consumption						
GRI 3 – Material topics – 2021 version	3-3 Management of material topics					
GRI 302: Energy 2016	302-1 Energy consumption within the organization					
Emissions and climate change						
GRI 3 – Material topics – 2021 version	3-3 Management of material topics					
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions					
	305-2 Energy indirect (Scope 2)					

GRI STANDARDS	DISCLOSURE	LOCATION	OMISSION			REF. NO. GRI SECTOR STANDARD
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
	GHG emissions					
	305-3: Other indirect (Scope 3) GHG emissions			Data not currently available.	The company commits to start a reporting process from the next reporting year.	
Waste management						
GRI 3 – Material topics – 2021 version	3-3 Management of material topics					
GRI 306: Waste 2020	306-3 Waste generated					
Material and packaging management						
GRI 3 – Material topics – 2021 version	3-3 Management of material topics					
GRI 301: Materials 2016	301-1 Materials used by weight or volume					

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