



# Sustainability Report 2023





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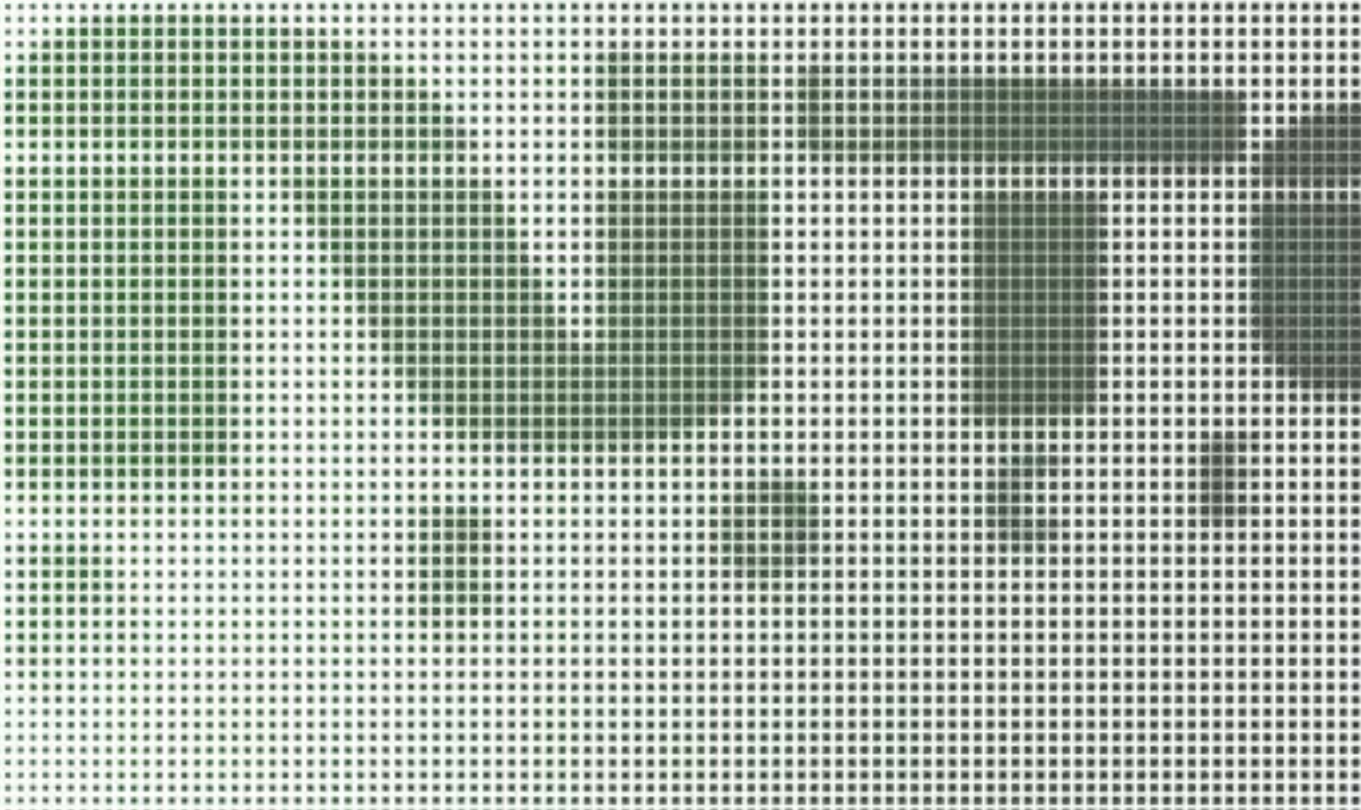
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# Letter to the stakeholders





Dear customers, suppliers, partners, collaborators and readers,

I am pleased to present our **fourth Voluntary Sustainability Report**, which transparently reports on the sustainability path undertaken by NTE Process.

The past year has been characterised by significant challenges and opportunities, and for this reason, I am particularly proud to share our progress and our initiatives in what we can consider the year in which our approach to ESG issues has reached a higher degree of **awareness and deep integration into the company strategy**.

During 2023, we continued to operate in an increasingly complex and fragmented geopolitical and economic context. Economic crises and political instability have created significant challenges for companies worldwide, including NTE Process. The volatility of some of the markets in which we operate have influenced our operations and our company strategy but despite these challenges, we have maintained our commitment to sustainability by evolving our approach: from structural, or simply responding to market demands, to proactive, thanks to the integration of ESG principles into our company strategy.

In this fourth year of reporting, we have structured our sustainability strategy so that three transformation trends could be achieved: the **improvement of monitoring environmental performance** through a more structured control of the management system; the incentive of **digitalisation** in all business processes through the harmonisation and integration of the different software used; the consolidation of the **relationship with stakeholders** through the increase of long-term synergies and the construction of new scenarios of constructive dialogue.

2023 was marked by the achievement of important milestones.

On the environmental front, we have obtained certification in compliance with the international standard ISO 14001, the main international standard for the formulation and maintenance of an environmental management system capable of supporting the company in improving its environmental performance through the reduction of impacts and the optimisation of resources. Furthermore, we have decided to offset the CO<sub>2</sub> emissions generated by our production activities (Scope 1) and by the supply of electricity (Scope 2) in 2022, by purchasing carbon credits to support a project for the production of wind energy carried

out in Karnataka in India, a country where NTE Process India, one of the Group companies of which NTE Process is a part, is based.

We have also reviewed the procedure for qualification and evaluation of suppliers, implementing a more precise and structured flow, which includes increased quality controls and improvement of audits.

Thanks to these actions, we were able to increase the score in the areas relating to the environment and sustainable purchases in the EcoVadis assessment, one of the most authoritative international suppliers of sustainability ratings, and to receive, for the second consecutive year, the "Gold Medal" recognition, assigned only to 5% of the evaluated companies.

In line with our commitment to social sustainability and corporate values, we have also continued to **support the local community** in which we operate through partnerships with local institutions, bodies, associations and non-profit organisations.

In order to guarantee the continuity of our sustainability path and the achievement of the objectives we have set for the coming years, it is necessary to approach the ESG challenges in a **conscious, coherent and innovative** manner so as to be able to face the next challenges virtuously.

The foundation of our commitment is our values, roots of our company and fundamental pillars of the NTE Process culture.



**Fabio Novelli**  
President & CEO



# 1. NTE Process





## 1.1 Who are we

NTE Process is the single source provider specialised in all stages of design, supply and innovation for all industrial sectors. NTE Process offers the most advanced process technology solutions for Industry 4.0. Innovative, patented and sustainable technologies: from pneumatic transport for the handling of powders and granules to the best process solutions such as pneumatic mixing, solid-liquid mixing, atomisation, drying, grinding, packaging, filtration and control of harmful emissions.

### HEADQUARTERS

NTE Process, Milan, Italy  
NTE Process Brasile, Sao Paulo, Brazil  
NTE Process India, Mumbai, India  
NOL-TEC Chile/Latam, Santiago, Chile

### PARTNER

Ohkawara Kakohki, Japan  
Okawara Manufacturing, Japan

### SALES OFFICE

Barcelona, Spain  
Breda, Netherland  
Cleveland, USA  
Istanbul, Turkey  
London, UK  
Lyon, France



**+ 80**  
**PEOPLE**



**~ 50%**  
**GRADUATES**



**+5000m²**  
**OFFICES/WORKSHOP**



**+6000**  
**PLANTS**



**8**  
**PATENT**



## History

It was the year 1998 when the founders of the company, Albino Novelli and his son Fabio, decided to put their engineering and business management experiences to good use by founding Nol-Tec Europe in a Joint Venture with Nol-Tec System Inc., an American company that deals with the design and construction of integrated bulk material handling and process automation systems in various industrial sectors.

In 2004, Roberta Novelli, Fabio's sister, joined the company as CFO and Head of Human Resources.

Since 2016, the company has established itself with the NTE Process brand precisely to communicate to the market the expansion and consolidation of its business to process solutions (atomisation,

drying, etc.). In this phase, the company best expresses the original idea of the founders of creating a highly innovative reality: thanks to the design of many patents and the success of the proposed solutions, it comes into contact and becomes a technological partner of companies of global importance.

In these years of growth, NTE Process goes through a path of change from a family business to a managerial company. Operational management is now ensured by Governance with the main function of operational management and implementation and control of management processes. This way of management contributed to obtaining the Deloitte "Best Managed Company" award for four consecutive years.

### 1998



Albino Novelli and his son Fabio found Nol-Tec Europe in Joint Venture with Nol-Tec System Inc.

### 2004



Roberta Novelli joins the company as CFO and Human Resources Manager.

### 2016



The company establishes itself with the NTE Process brand.

### 2023



For the fourth consecutive year, the company receives the award established by Deloitte "Best Managed Companies".



## 1.2 Mission and Vision



## Mission

*We want to be a reliable and punctual partner, offering quality services with excellent scientific expertise according to the principles: "SERVICE, QUALITY & COMPETENCE".*

*We want to actively participate in the growth of the best companies right from the project "concept" phase, acting as an industrial solution provider.*

We want to offer unique process solutions starting from the excellence of "Made in Italy" through strategic alliances and international partnerships.



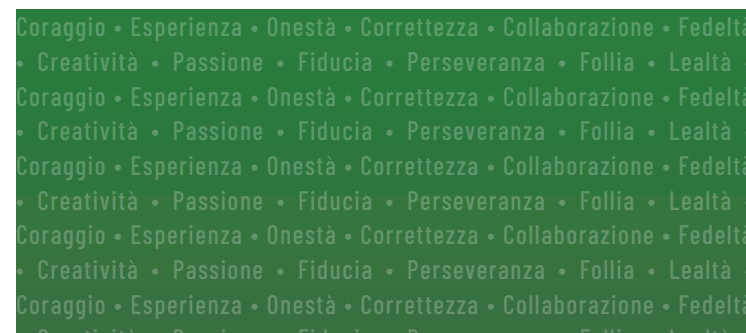
## Vision

*Being a "Pioneer" company, creating unique and innovative solutions for machines and industrial processes, through constant R&D and patent creation. We want the adoption of our ideas and solutions to have a positive impact on the Planet, helping our partners to produce in a more sustainable way.*



## Our values

Courage	Creativity
Resilience	Passion
Honesty	Fidelity
Correctness	Perseverance
Collaboration	Madness
Fidelity	Loyalty



**Conveying Ideas,  
Inspiring Solutions,  
Building Success!**



## 1.3 Sustainability for NTE Process

Process solutions and Industry 4.0 play a crucial role in **sustainable and digital transition paths**, as they support a variety of industrial sectors in improving process efficiency and reducing the use of natural resources. NTE Process is at the centre of the industrial machinery supply chain, which is increasingly diversified and internationalised. Similarly to the entire supply chain, NTE Process is interested in raising customer expectations, as far as the environmental and social sustainability profiles of the activities and the effectiveness of governance models are concerned. In turn, as a customer itself, the company is called upon to carefully monitor the **sustainability** of its **supply chain**.



ISO 14001:2015  
since 2023



ISO 9001:2015  
since 1999



ISO 45001:2018  
since 2021



ECOVADIS  
2023

### 1.3.1 The path to sustainability

To respond effectively to these expectations, NTE Process is pursuing a path aimed at improving its sustainability performance through a structured approach, starting from the formalisation of the company policies related to social, environmental and governance issues.

Since the start of this journey, NTE Process has achieved several tangible results, increasingly improving its level of integration of sustainability into the corporate activities.

In particular, during 2023 the company obtained certification in compliance with the international standard **ISO 14001** for its environmental management system and decided to offset the CO<sub>2</sub> emissions generated by production activities (Scope 1) and by the supply of electricity (Scope 2) in 2022, by purchasing carbon credits in support of a project for the production of wind energy carried out in Karnataka, India.

The implementation of ad hoc sustainability policies and actions over the last year has allowed NTE Process to increase the score in the areas relating to the environment and sustainable purchases in the **EcoVadis assessment**, one of the most accredited international

suppliers of sustainability ratings, and to receive, for the second consecutive year, the **"Gold Medal"** recognition, confirming itself in the 5% of the best companies evaluated by EcoVadis' team of international experts.

The publication of the **Sustainability Report** allows NTE Process to give full visibility to its **sustainability policies and actions** and to monitor its performance over time.

Thanks to the activities carried out in recent years, NTE Process contributes to the achievement of the Sustainable Development Goals (SDGs) defined by the UN within the 2030 Agenda for Sustainable Development. In the future, the company intends to intensify its contribution through the implementation of further initiatives, some already planned.



#### Actions already implemented

- Provision of in-depth and refresher courses aimed at strengthening technical, digital, administrative and commercial skills, for a total of **2,737 hours of training, up by 107% compared to 2022, 74% of which is voluntary**.
- Introduction of the "Academy" platform for internal corporate training.
- Participation of some company figures in Transversal Skills and Orientation courses within the **ELITE network**.
- Fair play education initiatives in collaboration with the Giana Erminio Sports Association.
- Awareness-raising initiatives on sustainable development in high schools.

#### Scheduled Actions

- Participation in further development paths offered by the Intesa Sanpaolo ELITE network.
- Enhancement of the internal "NTE Academy" platform dedicated to new and existing staff.
- Further awareness-raising initiatives at schools and institutes already planned.

## 4. QUALITY EDUCATION





**5. GENDER  
EQUALITY****Actions already implemented**

- Adoption of transparent and impartial procedures for the selection and remuneration of employees and collaborators, preventing any form of gender discrimination.
- Gradual increase of **female presence in the corporate population**.

**Scheduled Actions**

- In order to further reduce the inequality towards the female gender in the corporate population, NTE Process is committed to fostering the entry of female talent in STEM (Science, Technology, Engineering and Mathematics) disciplines in the coming years through collaborations with local Universities and the organisation of events with local educational institutions.

**8. DECENT WORK  
AND ECONOMIC  
GROWTH****Actions already implemented**

- 62 employees, of which 61 were hired indefinitely.
- Occupational Health and Safety Management System certified pursuant to the **ISO 45001** standard.
- No accidents in the three-year period 2021-2023.
- Breast cancer prevention campaign and breast examination for all female and male employees' family members.
- Performance appraisal process and bonus incentive linked to an MBO system for those with organisational responsibilities.
- Formalisation of a Remote working Policy.
- Welfare and health insurance system envisaged by the Metalworkers National Collective Labour Agreement.

**Scheduled Actions**

- Extension of the incentive system to all those determined to actively contribute to the company's growth and their own professional development through growth paths.
- Participation in further employee health promotion initiatives.
- Evaluation of the potential improvements to be made to the company welfare system.
- In the interests of transparency and clarity for employees, the company regulations are to be updated to make them more up-to-date and in line with the current corporate reality.

**Actions already implemented**

- Investment of 4% (of the value of production) per year in Research and Development (R&D) activities.
- NTE Scientific HUB: Research and Innovation Centre.
- Air Assist® M533 patent with ECO-DENSE TRONIC® registered trademark which, on particular system configurations, allows a reduction of up to 70% in emissions of energy and CO<sub>2</sub> emitted into the environment.
- Development of a range of technologies identified with the **"Powering A Greener World"** brand, including the dry injection of sorbents (DSI) - a consolidated system for the reduction of harmful emissions deriving from the combustion of coal, biomass, waste and other fossil fuels - and dry and wet filtration technologies for the control of solid particulate matter emitted into the environment and the control of odours.
- Installation of automated vertical warehouses.
- Completion of the warehouse digitisation process.

**Scheduled Actions**

- Implementation of the digitisation project to automate HR processes, improving data management and monitoring.

**Actions already implemented**

- Energy re-qualification** of the administrative offices located at the Gorgonzola headquarters completed in 2018 through the replacement of lighting fixtures with LED lights and the renovation of heating, cooling and ventilation systems with low-consumption solutions.
- Installation of **a generation plant powered by photovoltaic panels** at the headquarters of Gorgonzola, the workshop, the warehouse and the NTE Scientific Hub headquarters in Pessano con Bornago, capable of satisfying approximately 40% of the company's electricity needs through self-consumption.
- Compensation initiatives** for residual CO<sub>2</sub> and Scope 1 and Scope 2 emissions for the year 2022.
- Achievement of **ISO 14001** certification for the environmental management system.

**Scheduled Actions**

- Compensation initiatives for CO<sub>2</sub> emissions and Scope 1 and Scope 2 emissions for the year 2023.
- Definition of specific objectives relating to environmental impacts within the framework of ISO 14001 integrated with the corporate sustainability strategy.

**9. ENTERPRISE  
INNOVATION AND  
INFRASTRUCTURE****7. CLEAN AND  
AFFORDABLE ENERGY****13. COMBATING  
CLIMATE CHANGE**



## 1.3.2 Stakeholders and relevant sustainability issues

Relationships with the main stakeholders represent an essential element in this process. NTE Process is engaged in **constant dialogue with customers, suppliers and commercial partners**, which is aimed at identifying innovative solutions and managerial practices capable of promoting sustainability in the supply chain, and in the involvement of its employees and collaborators, with the aim of addressing innovative potential of the **human, social and intellectual capital** which they lead to sustainable development goals.

NTE Process's commitment focuses primarily on the issues that emerged as relevant from the materiality analysis (see 5.2 Materiality analysis).

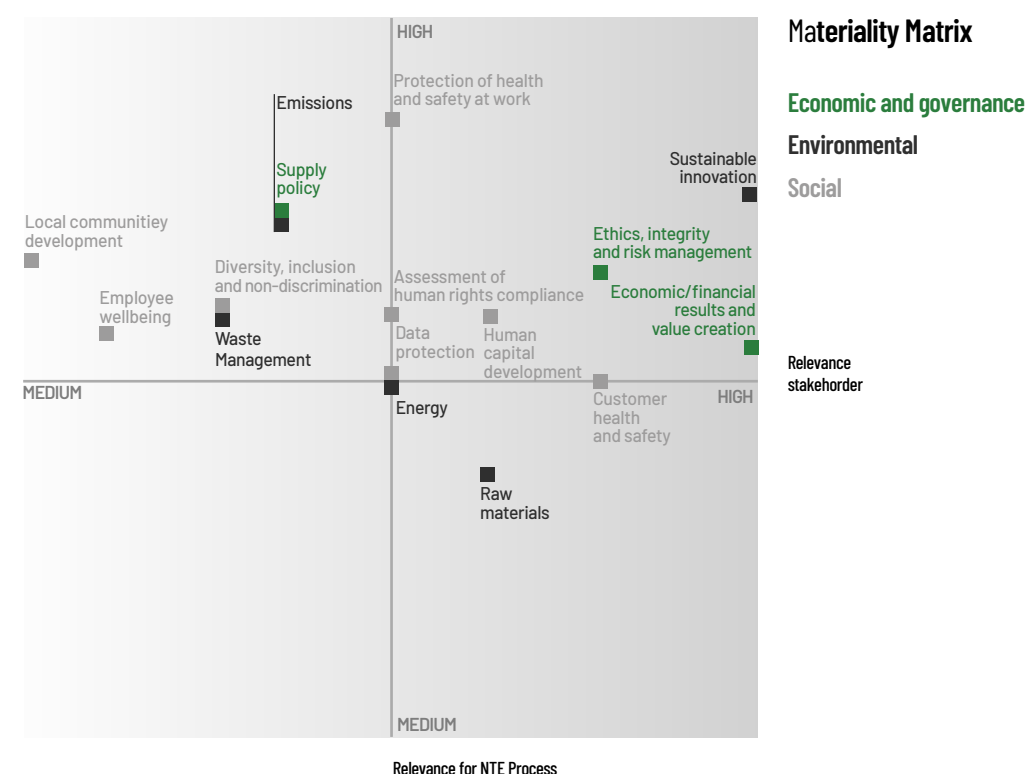
**Sustainable innovation** directly expresses the heart of NTE Process's mission and its main contribution to sustainable development.

Among the **economic and governance aspects**, the sharing of economic results with stakeholders and the safeguard of business ethics and integrity, also through proper risk management, represent essential conditions for the exercise of business activities.

At **environmental level**, the reduction of energy consumption and greenhouse gas emissions, the conscious consumption of materials and waste management are particularly important.

In the **social field**, attention to workers is expressed primarily in maintaining high standards of health and safety at work, in the development of human capital and in the protection of human rights along the value chain. Customer requests are incorporated into product quality and safety standards and data protection policies.

STAKEHOLDERS	DIALOGUE APPROACHES
 <b>CUSTOMERS</b>	Qualification and evaluation processes Auditing and adherence to Codes of Conduct Participation in trade fairs and events Participation in events organised by customers Website Social media Newsletter
 <b>EMPLOYEES</b>	Intranet Events dedicated to employees Training initiatives Informal consultation procedure Workers' Health and Safety Representative Dissemination of the Code of Conduct
 <b>LOCAL COMMUNITIES</b>	Media relations Participation in and support for projects and initiatives in the area Dialogue with local institutions Meetings with schools
 <b>SUPPLIERS</b>	Qualification and evaluation processes Audits Website Visits and inspections at suppliers' premises Dissemination of the Code of Conduct for Suppliers Participation in events
 <b>BANKS</b>	Compilation of ESG questionnaires Participation in events Website





### 1.3.3 The sustainability policy

NTE process has formalised a Corporate Sustainability Policy, which summarises its commitments to stakeholders regarding priority issues:

- ethics, integrity and legality;
- environmental responsibility and protection of natural capital;
- protection of health and safety at work;
- protection of human and workers' rights;
- development and enhancement of human capital;
- relationship with the community.

The Sustainability Policy is supported and integrated by a system of company policies relating to specific matters: environmental responsibility, health and safety at work, responsible purchasing, human and workers' rights.

These policies are applied in NTE Process's activities through constant information of employees and business partners and is subject to the supervision of the Governance Committee.

The Company recognises and respects the personal dignity and personality rights of each individual, as stated in the International Bill of Human Rights, and bases its action on compliance with the conventions of the International Labour Organisation and national and local regulations on workers' rights.

Following the achievement of the ISO 9001, ISO 45001 and ISO 14001 Certifications, the company has developed an integrated Quality, Health and Safety and Environment Policy.

### 1.4 Governance and organisational model

NTE Process is a limited liability company, wholly owned by NTE Holding Srl, an investment company referring to the Novelli family.

NTE Process has adopted the **traditional governance model** envisaged by Italian law. The **Board of Directors**, made up of the Chairman and the Chief Executive Officer, holds the powers of ordinary and extraordinary administration and plays a supervisory role with regard to issues relating to sustainability and internal control systems.

At management level, a **Corporate Governance** has been identified, which brings together the main corporate functions on a regular basis: Organisational Management, Administrative Area, Technical Area, Commercial Area and Supply Chain Office. The Committee has the task of coordinating and controlling the implementation of management processes, analysing company and individual performance indices and supporting the Board of Directors in evaluating the opportunities for new investments.

The Committee also includes the definition and updating of company policies and codes of conduct relating to sustainability issues, as well as the identification of objectives for improving social and environmental performance. In fact, the presence of a Sustainability Delegate and an ad hoc resource to play a coordinating role in ESG activities was established. The CEO evaluates and approves the actions to be implemented as the holder of the corporate entrepreneurial vision.

As part of its strategic policy-making functions, Governance meets periodically to analyse and assess the economic, financial, social, environmental and geopolitical risks that may affect the company's activities.

The participation of the key functions and its close collaboration with the Board of Directors guarantee a constant and effective coordination of the strategic plans on a quarterly basis, allowing NTE Process to respond promptly to customer needs and market dynamics.

Thanks to this management model, in 2023 NTE Process obtained, for the fourth consecutive year, the **Best Managed Company** award, assigned by Deloitte Private to companies in various sectors that

#### I membri della Governance



**Massimo Congedi**  
Corporate Technical Manager



**Emanuele Fratto**  
Corporate Sales Manager



**Alessandro Nasca**  
Supply Chain Manager



**Roberta Novelli**  
Corporate CFO



**Valentina Penatti**  
Customer Service Manager  
& Executive Assistant to CEO

# 1. NTE Process

stand out as Italian excellences, evaluating them on parameters of “strategy”, “skills and innovation”, “commitment and corporate culture”, “governance and performance measurement”, “internationalisation”, “supply chain” and “sustainability”.



Mariella Acernese and Emanuele Fratto, Sustainability Managers, receive the Best Managed Companies award.

**ITALIA BEST  
MANAGED  
COMPANIES**  
2020 | 2021 | 2022 | 2023

NTE process in 2023 was counted among the GOLD companies that won the award for the fourth consecutive year. An important milestone that testifies that – in a context of great complexity – the company has pursued its business vision by focusing on internationalisation, sustainability and digitalisation.

## 1.5 Ethics and integrity

NTE Process actively contributes to the development of a socio-economic system based on **legality** and operates in the market in a responsible and transparent manner, in full compliance with all applicable regulations in the jurisdictions in which it operates. This commitment is explicitly stated in the Sustainability Policy.

Through the Administrative Department, the company acts to prevent any risk of breaches of anti-corruption, anti-fraud and anti-money laundering regulations, fair competition and correct information to the market by all staff and stakeholders, and to investigate any suspicious behaviour.

The activities potentially most exposed to risk within NTE Process are those related to the issuing of orders to suppliers. To mitigate this risk, each order follows a procedure of control and verification by several managers involved. On the other hand, the risk of customer bribery is limited as the order acquired with the relevant details goes to the signature of the Commercial Management, CFO and Management. Furthermore, NTE Process adheres to the most stringent anti-corruption policies of the customers to whom the issuing of the orders themselves are subject.

The corporate **Code of Conduct**, provides NTE's employees and collaborators with guidelines aimed at avoiding situations of possible conflicts of interest and conduct that may unduly influence the company's actions or expose it to legal risks.

In 2023, it completed the implementation of a **whistleblowing channel**, allowing employees and stakeholders to anonymously and confidentially report suspected breaches of regulations and the Code of Conduct to senior management. Employees have been appropriately informed and trained in the use of this channel, and the link and related procedure are available to all stakeholders on the company website. No reports were recorded during the year.

With regard to the risks along the supply chain, NTE Process has drawn up its own Code of Conduct for Suppliers, which specifies the principles and rules of conduct expected by the partners, also in the matter of ethics, integrity and legality (for further information, please refer to paragraph 2.5 Monitoring the supply chain).

**THE COMPANY  
HAS INTRODUCED  
A CHANNEL OF  
WHISTLEBLOWING**



The solidity of the **business integrity safeguarding measures** adopted by the company is confirmed by the fact that in 2023 no cases of non-compliance with the anti-corruption and competition legislation or, in a broader sense, with the laws, socio-economic and environmental regulations applicable to the activity of NTE Process.

## 1.6 Economic performance and sharing of value

Of the economic value generated by NTE Process, 3.7% was retained by the company for the amortisation of past investments and allocations to funds and reserves, while as many as 96.3% was distributed to the stakeholders with whom NTE Process deals on a daily basis in the following forms:

- Suppliers: expenses for the purchase of goods and services;
- Collaborators: wages and salaries, contributions and severance indemnities;
- Lenders: interests on loans;
- Public Administration: income taxes and tax charges;
- Community: donations to Third Sector entities and sponsorships to sports associations.

The profits were not distributed, but used to fuel investments in infrastructure, research and innovation.

Economic values	2021	2022	2023
Economic value retained	11,4%	6,6%	3,7%
Distributed economic value	96,3%	93,4%	96,3%
Suppliers	68,5%	76,7%	78,4%
Collaborators	15,9%	14,5%	16,6%
Lenders	0,4%	0,3%	0,5%
Public administration	3,6%	1,8%	0,7%
Community	0,1%	0,1%	0,1%

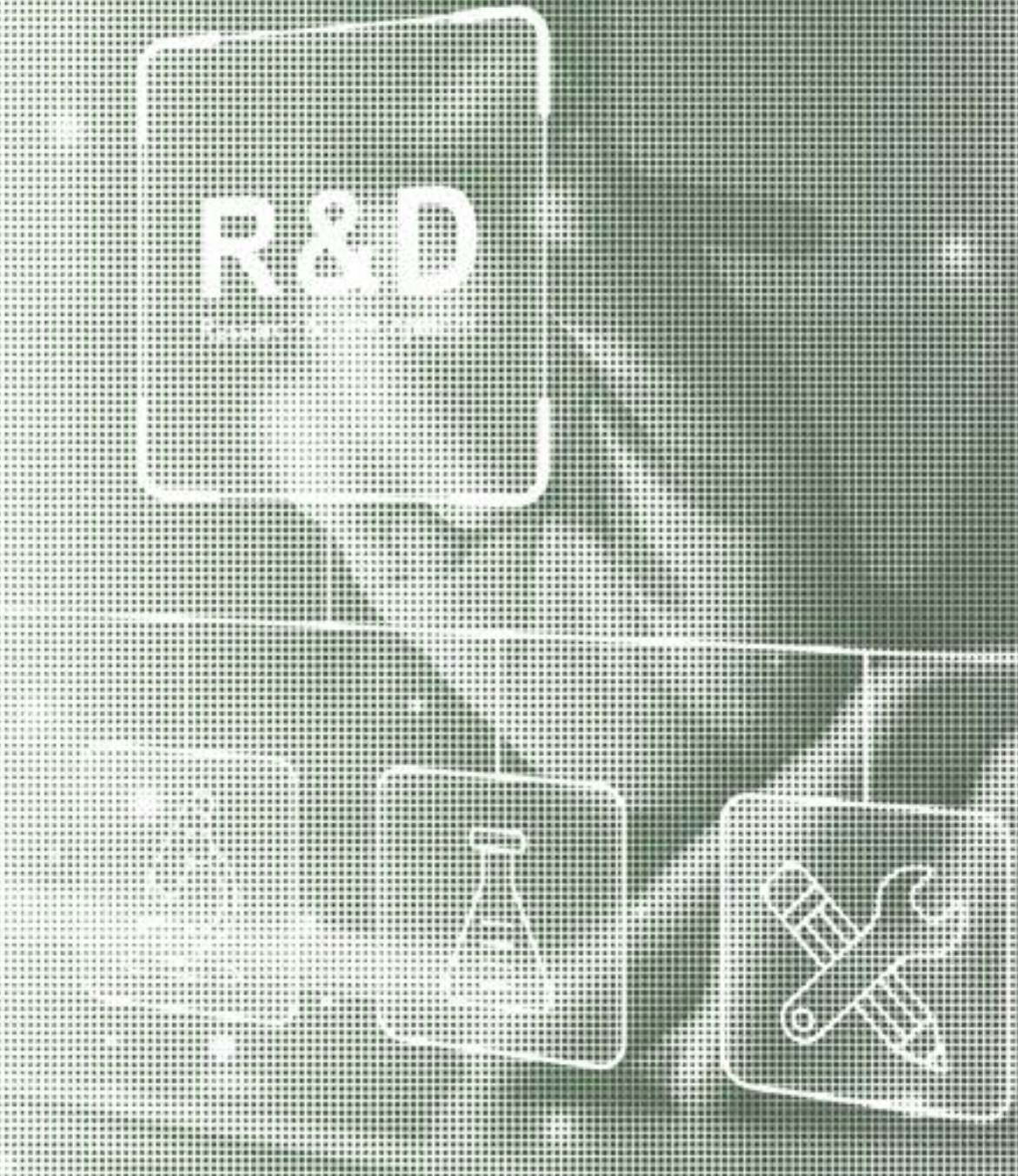
During 2023, the company continued its investment by making a significant investment in a new technology for mixing, drying, pneumatically transporting and dosing the raw materials in the battery production plants, giving rise to the company division "BATTERY"; the investment in this division for 2023 is entirely attributable to the Research and Development (R&D) activity. For this reason, NTE Process was able to benefit from tax credits for investments in R&D, as required by art. 1, subsection 35 of Italian Law 190/2014 and subsequent amendments.

With regard to transfer pricing practices, the company has three subsidiaries based abroad (Chile, Brazil, India), with which commercial transactions at arm's length have been established.

In 2023, the company introduced forward-looking analyses for the management of advance payments in order to improve the cash flow of taxes with a time horizon of at least two years, switching from the historical to the forward-looking method. To carry out this activity, the company invested in the Deputy CFO, who takes care of the company's tax obligations. Furthermore, starting from 2023, all tax returns are certified by an external auditor.



## 2. Innovation and quality





## 2.1 Process solutions

NTE Process is a specialist in bulk material handling and process solutions compatible with the European digital transition plan under **Industry 4.0**.

It offers high-tech machinery for bulk handling, conveying and mixing, as well as dosing, storage and bagging when required, for powders and granules used in numerous industries: food, chemical, feed, nutraceutical, rubber, glass, batteries, ceramics, cement, steel, power generation and others.

NTE Process uses patented technologies and, thanks to the experience of the best technological partners on the international market, offers process solutions and a path of innovation and development tailored to every need. Operating with different types of products, it is able to borrow our best practices from one sector to another and combine experience and the wealth of skills already successfully tested, in order to guarantee innovation and efficiency to all customers.

	<b>ANIMAL FEED</b>		<b>GLASS/FIBERGLASS</b>
	<b>BATTERY</b>		<b>MINING/CERAMIC</b>
	<b>BUILDING PRODUCTS</b>		<b>PETROLCHEMICAL</b>
	<b>CHEMICAL</b>		<b>PHARMACEUTICAL</b>
	<b>ENVIRONMENT</b>		<b>PLASTIC</b>
	<b>FOOD</b>		<b>POWER AND ENERGY</b>
	<b>FOUNDRY/STEEL</b>		<b>RUBBER/TIRE</b>



- Air Pollution Control**
- Automation & Control**
- Bulk Material Handling**
- Dosing & Weighing**
- Drying**
- In-Line Mixing**
- Integrated Grinding Solutions**
- Liquid Concentration & Dissolving**
- Packing Machine**
- Parallel Processing**
- Pneumatic Blending**
- Pneumatic Conveying**
- Process Engineering**
- Spray Drying**
- Test Plant & Research Centre**

## 2.2 Research and innovation to build our success

Patents and certifications valid worldwide are obtained thanks to the continuous commitment to technological innovation and the significant **investment in Research & Development**, which represents, in line with previous years, approximately **4% of the value of production generated in 2023**.

**THE  
COMPANY  
HAS AN  
INNOVATIVE  
CENTER  
RESEARCH**

The company's goal is to be a pioneer of innovation, thus adopting a proactive approach, not only aimed at responding to and satisfying the demands of our customers, but with the aspiration to anticipate them. The commitment in this scope is embodied in the **NTE Scientific Hub**, a Research and Innovation Centre based in Pessano con Bornago, in the province of Milan. Equipped with a laboratory and a 1:1 scale pilot plant unique in Italy and among the few in Europe and in the world for the completeness of the technologies available, it is an Italian excellence based on advanced technologies, entrepreneurial vision and typical Italian creativity.

Among the major innovations in the field of sustainability, in 2021 the company released a new dense phase pneumatic conveying technology designed and built to improve customers' sustainability. This is the **patented Air Assist® M533 with registered trademark ECO-DENSE TRONIC®** that allows on particular plant configurations a reduction of up to 70% of energy consumption and CO2 emissions into the environment, equivalent to 3,000 new trees planted each year for each plant that uses them. A result that brings economic benefits to customers and priceless environmental benefits for the Planet.



NTE Scientific Hub  
Pessano con Bornago.



**Pneumatic dense phase conveying system with patented technology**

**RATE +20%**

**AIR SAVING  
UP TO 70%**

**EFFICIENCY +40%**



**Sample chart  
of the pneumatic  
conveying cycles**

**Traditional system**

**Air Assist® M533**

**Air saving**



The awareness of the complexity involved in managing environmental aspects has led the company to develop a range of eco-friendly technologies identified with the "Powering A Greener World" brand, which also includes dry sorbent injection (DSI) technology: a consolidated system for the reduction of harmful emissions deriving from the combustion of coal, biomass, waste and other fossil fuels (including SOx, NOx, CO2, HCl, mercury and dioxins). In addition to this are the dry and wet filtration technologies (scubber) for the control of the solid particulate matter emitted into the environment and the control of odours.

In its approach to sustainable innovation, partnerships and collaborations with other companies also play a key role. At the end of 2022, NTE Process signed an agreement with the Norwegian company FREYR Battery, developer of new generation battery cell production plants, with the aim of supplying a complete and integrated powder drying and handling system for the Gigafactory of lithium battery cells planned by FREYR in Norway, known as Giga Arctic. NTE Process thus supports the production of clean batteries, which is fundamental for the energy transition.

NTE Process is also a strategic partner of Okawara MFG, a Japanese company specialised in the development of innovative technologies for drying processes, which play a key role in the field of recycling and recovery: thanks to these technologies, in fact, the waste generated during industrial production is transformed into fertilisers or energy, giving it new value.

Moreover, some of the NTE Holding group companies, of which NTE Process is leader, also offer sustainable solutions. STM Microtec, for example, offers the design and construction of grinding and dry dosing plants for products used in the industrial and ecological fields. STM's experience has been concentrated over the years in the research and development of injection and abatement systems for various pollutants derived from industrial and production processes. These integrated systems have given rise to a better environmental concept, which is responsible for compliance with the most restrictive environmental regulations in force for combustion emission gases and production waste. In the field of technologies for grinding and dry purification, it has developed new pollutant abatement systems. The machines, the production standards and the derived applications, are still today a point of reference for the abatement systems of polluting acids, heavy metals, dioxins and furans.

## 2.3 Product quality and safety

Ensuring product quality and safety is a fundamental commitment that NTE Process makes to its customers, taking action to incorporate their specific needs and standards.

For components manufactured or engineered to a design by NTE Process (pressure vessels, structures, carpentry, etc.), the company has defined its own **quality standard**, compliance with which is verified on the basis of the Quality Control Plan and a special protocol. **Inspections to verify the conformity** of materials are carried out directly at the supplier's premises, including in the presence of the customer.

Components not designed by NTE Process (rotocells, screw conveyors, feeders, fans, etc.) are accompanied by the supplier's Quality Control Plan and are subject to visual, functional and documentary **checks at the suppliers' premises and/or upon entry**. Should the customer identify additional technical specifications for a specific order, NTE Process draws up a dedicated **Quality Control Plan**.

Inspections are coordinated by the Quality Control Manager together with the Project Managers according to the order requirements; 129 were carried out in 2023. In 2023, 36 supplier non-conformities were identified: of these 32 were appropriately corrected and closed, 4 are being verified.

All non-conformities are, however, resolved before the FAT (Factory Acceptance Test) with the customers who have assessed the goods as compliant.

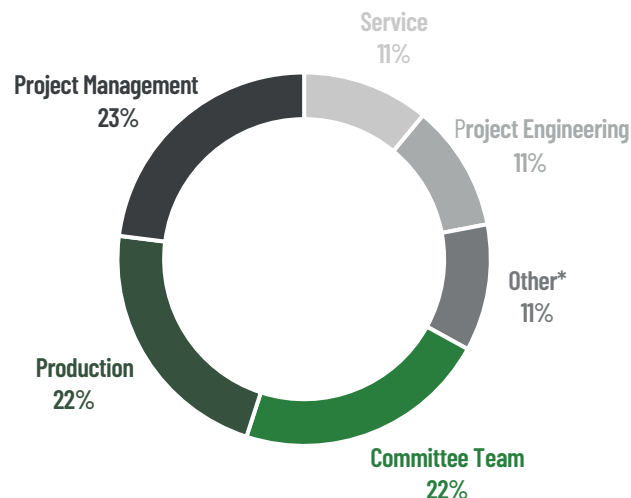
As regards internal non-conformity procedures, 45 were recorded in 2023, of which 39 were closed, 6 are being verified as evidence of a consolidated ISO path of analysis and resolution of cases.

In 2023, as in the previous two years, no cases of non-compliance with product safety regulations were found.

Each product delivered is accompanied by a **user and maintenance manual** which contains the certifications required by the standards and specifies the regulations for the safe operation of the system.

## Department internal non-conformity

\* Non-compliance open to more of a department<sup>†</sup>



Through the **complaints procedure**, customers are invited to report to NTE Process any incidents of non-conformity of products with respect to performance, quality standards or identification of hazards to workers' health and safety due to plant operation. NTE Process proceeds to analyse the causes of the problem encountered and implement recovery actions, such as restoring or discarding the malfunctioning object, and preventive actions aimed at resolving the root causes through a review of processes and tools. The non-conformity procedure also has the same function for the analysis and resolution of problems deriving from suppliers and/or internal processes. In 2023, there were 9 customer complaints, of which 8 were resolved and closed, and 1 were in the process of being resolved. All this allows us to improve customer satisfaction thanks to a constant and tangible follow-up to any reports.

## 2.4 Data protection

The ability to protect corporate data from external attacks is a prerequisite for safeguarding NTE Process' intellectual property and business continuity.

For this reason, the company has adopted a system of organisational safeguards to minimise the risk of data loss inside and outside the company perimeter. The use of mobile devices is governed by an **encryption policy**; remote connectivity is only granted to internal staff via a Virtual Private Network configured with double encryption and passwords that comply with complex identification criteria. Staff are made aware of possible cyber threats and the behaviour required to avoid them through constant **information and awareness-raising activities**. The Code of Conduct, defined in 2021, summarises the relevant rules with which all employees must comply.

In the event of an external attack or interruption of IT services, the presence of a backup system based on the synchronisation between two storage devices - one local on the premises and the other in a remote location - and a **Disaster Recovery plan** based on the replicas of the servers on the premises, are able to ensure the prompt resumption of business activities.

At the end of 2023, a project was launched to establish a new intercompany network infrastructure aimed at improving the speed of recovery in the event of line interruptions and simplifying disaster recovery operations.

The last year has marked an ever deeper integration of digitisation into corporate management processes. In order to ensure that the integrated digitisation of processes also corresponds to increased security and protection of digitised company information, a monitoring system capable of identifying and evaluating all anomalous activities, intrusions or malicious processes on the network will be implemented over the next two years in order to take timely action. This enhancement is intended to complement the protection system already existing in the company's IT processes, increasing control opportunities and lowering the likelihood of data leakage and abnormal intrusions.



NTE Process pays equal attention to the protection of information and personal data of its employees, customers and partners. The collection and processing of data for the purposes of internal and external communication activities (intranet, newsletter, website) is carried out in compliance with Italian Legislative Decree 196/2003 on privacy and the European Regulation 679/2016 – **GDPR**.

Confirming the effectiveness of the measures taken, in 2023 no loss or leakage of sensitive data was identified, nor were there any complaints about acts committed in breach of privacy.

## 2.5 Management of the supply chain

The design, assembly and installation activities performed by NTE Process typically represent the last production stage within the supply chain of its products.

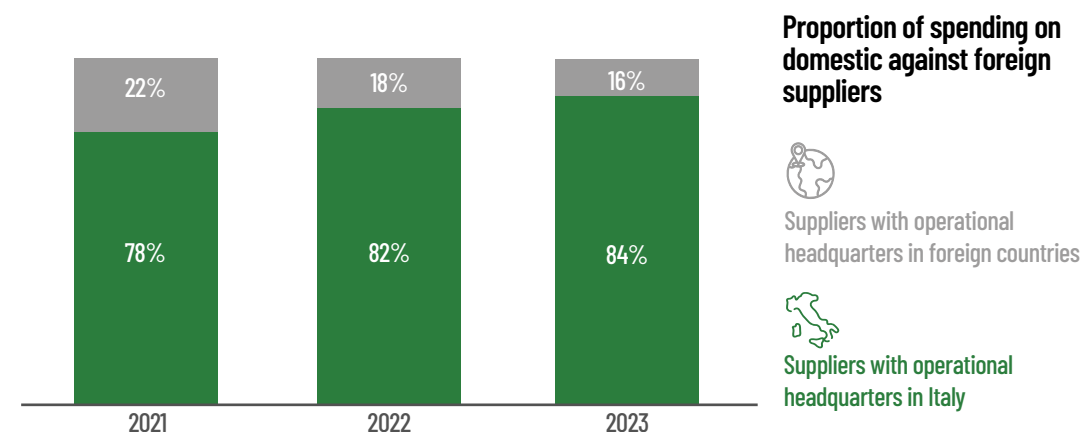
For the realisation of in-house designed solutions, the company relies on specialised suppliers for the procurement of carpentry materials, tanks, machinery, instrumentation and components. For their installation, NTE subcontracts part of the engineering and assembly activities.

Technical and economic conditions being equal, preference is given to the choice of Italian suppliers, in order to shorten the value chain and response times, and maximise the induced impact on the national territory. As at 31 December 2023, active suppliers based in Italy made up 87.5% of the total 447 and generated 84% of the annual expenses for purchases and services.

NTE Process is aware of the fact that the industrial automation supply chain, and not only, is highly complex, highly internationalised and dependent on the extraction of raw materials in countries considered critical and exposed to high environmental and social risks, in particular related to safety and workers' rights. In this context, it is the firm intention of NTE Process to strengthen

its analytical and management tools in order to achieve greater knowledge and better control of the supply chain, progressively involving suppliers in this process of improving supply chain control.

This commitment was partly implemented in 2023 through a review of the qualification and evaluation procedure, with the implementation of a more precise and structured flow, which includes quality controls and audits.



The updated procedure separates suppliers into two main categories: critical and free pass. A supplier is considered critical if its services/products are exclusive, without valid alternatives, if it presents a complexity above standards or if it is crucial for a critical phase of the order. In particular, this category always includes suppliers of carpentry, machining, painting, contract design/engineering and contract installations/services.

The qualification process dedicated to the "critical" category applies to any new supplier that is to work with NTE Process or to suppliers that have suffered major non-conformities. A new supplier is also one that has not been used for at least 3 years. The Quality Department organises the initial qualification/audit meeting at the supplier's premises, drawing on specific expertise if necessary.

The qualification consists of a check on **7 macro-areas**, whose evaluation defines a score from 0 to 100, according to the following weight criteria:

## Evaluation Criteria for Critical Suppliers

Macro Area	Aspects investigated	Weight on the final assessment
Internal quality management system	Presence of an ISO 9001 certified quality management system	15%
Production capacity	Components, materials and processes provided, material management and tracking procedures.	20%
Product control skills	Control and testing procedures, measuring instruments.	25%
Safety in the work environment	Presence of a safety organisation chart, presence of a safety management system (e.g. ISO 45001), training management, policies and actions for the protection of workers' rights.	15%
Respect for the environment	Presence of management systems (e.g. ISO 14001), policies and actions for the protection of the environment.	15%
Other sustainability criteria	Presence of a Sustainability Report.	5%
Financial auditing	Analysis of financial statements for the last 3 years.	5%

The evaluation criteria extend to sub-suppliers and sub-contractors whenever they are involved in the order.

The outcome of the qualification determines the initial evaluation of the supplier and/or the need for subsequent monitoring to obtain qualification. Furthermore, the quality department defines a dedicated supply control plan for each order. During each inspection, specific inspection forms are filled out and any non-conformities are reported. The quality controls may, in specific situations, change the supplier evaluation score.

For **so-called "Free Pass" suppliers**, the assessment comes from the initial qualification alone. The result of the evaluation is always defined by a score from 0 to 100 determined by checking several macro-areas: the type of documentation provided, reliability of

delivery times, level of defectiveness of delivered supplies, payment terms and the level of corporate sustainability, which contributes 5% to the evaluation.

Depending on the evaluation score obtained, the supplier, whether critical or "free pass", is classified in the company management system as:

- EXCELLENT supplier, when its score is between 90 and 100;
- GOOD supplier, but with points to earn to improve its evaluation, when its score is between 60 and 90;
- Supplier NOT TO BE USED, when its score is less than 60. In this case, a block will be entered in the supplier's counterpart in the management system preventing the supplier from being used; or suppliers to be upgraded because they have not been used for at least 3 years.

In 2023, 8 Audits and 40 inspections (maintenance audits) were carried out on both new and existing suppliers. The company ERP system has also been updated by introducing a section dedicated to the qualification of suppliers with the aim of making the reading of information clearer and more usable, also allowing the development of specific analyses and greater control over the supply chain.

In 2023, no purchases were recorded from the 3 direct suppliers in countries considered to be at high risk for workers' rights (People's Republic of China and India). The three suppliers have been used for years and have been qualified with a visit to the production sites aimed at verifying compliance with the requirements of NTE Process.

The analyses carried out in the preparation of this Report did not reveal a significant presence, in the materials and semi-finished products purchased by NTE Process, of minerals from areas of the world where there is conflict (tin, tantalum, titanium and gold).

In 2021, NTE prepared its own **Code of Conduct for Suppliers**, which specifies the principles and rules of conduct expected from partners for:

- ethics, integrity and legality (anti-money laundering, unfair competition and corruption, trade regulations, conflict of interest, data protection and intellectual property protection, product safety and compliance);
- environmental responsibility (monitoring of impacts and

<sup>1</sup> High-risk countries are those characterised by a level of labour market regulation below the global average, as measured by the Human Freedom Index 2023, and by the absence of adequate labour rights guarantees according to the Global Rights Index 2023 of the International Trade Unions Conferen



consumption efficiency, reduction of greenhouse gas emissions, treatment of hazardous materials and waste);  
-occupational health and safety;  
-human and workers' rights (combating child and forced labour, working hours, fair wages, diversity and inclusion, non-discrimination, freedom of association, tracking of materials that fuel conflict and privacy).

The signing of the document is required at the time of signing new contracts and participants are invited to transmit the Code to their suppliers, sub-suppliers and sub-contractors. NTE Process reserves the right to carry out the appropriate checks on compliance with the principles and rules contained therein by collecting and analysing information and documents, audits carried out directly or by third parties and on-site inspections. The identification of behaviours contrary to the Code of Conduct or such as to generate significant damage to the environment and to people during collaboration may result in the interruption of the relationship and the exclusion of the supplier from the register.

A purely selective and punitive approach, however, would risk excessively penalising certain suppliers and steering the company towards choices incompatible with market dynamics. For this reason, NTE Process is committed in parallel to proactively educating and supporting its partners, especially small ones, towards a progressive improvement of their environmental and social performance.

Over the last 3 years, out of 393 invitations, 221 suppliers adhered to the code, representing about 41% of the total spending value in the three-year period.



### 3. Respect for the environment

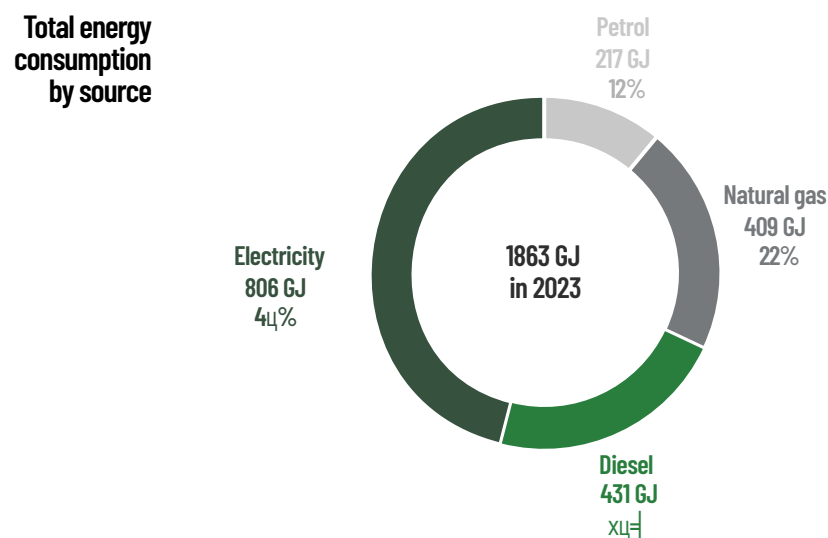




## 3.1 Energy management and fight against climate change

NTE Process is active in fighting climate change through the development of technological solutions that allow companies to reduce their energy consumption and their environmental impacts (see par. 2.2).

At the same time, the company is aware of the impacts generated along the industrial automation value chain, which includes activities with a high contribution of emissions such as metal extraction, logistics and plant disposal. In the current phase, NTE Process is committed to monitoring and reducing greenhouse gas emissions generated by the company's production activities and facilities (Scope 1) and by the supply of electricity (Scope 2).



Consumption of electricity is mainly due to the cooling and lighting of the offices. Between 2015 and 2018, the administrative offices of the Gorgonzola headquarters underwent a redevelopment process that saw the replacement of the lighting fixtures with LED lights and the

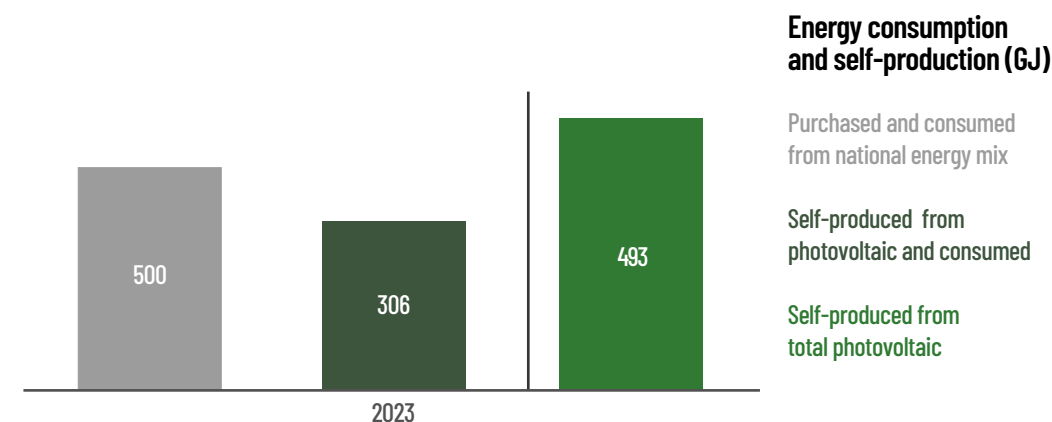
renovation of the heating, cooling and ventilation systems with low-consumption solutions. The reduction of energy consumption through small daily gestures: for this reason, our personnel is constantly made aware of respecting rules of responsible behaviour, such as turning off lights and printers at the end of the day, which can make a significant impact over the course of the year.

2022 marks an important step forward for NTE Process in the direction of energy autonomy and transition thanks to the commissioning of photovoltaic systems installed at the Gorgonzola headquarters, the workshop, the warehouse and the NTE Scientific Hub in Pessano con Bornago, with a total power output of 143 kWp. In 2023, the self-generated energy by NTE Process allowed to satisfy approximately 40% of the total energy needs through self-consumption.

In addition to consuming self-generated energy, to compensate for physiological peaks of lower plant productivity, NTE Process sources energy from an external energy provider, drawing from the national energy mix. During the year, the company conducted an evaluation for the replacement of the electricity supplier from 2024; this involved the request and evaluation of a change in terms of the energy mix, with the aim of moving towards a greater component of renewable energy.

The following graphs show that the total self-production capacity of the plants is equal to 60% of the company's needs<sup>2</sup>.

<sup>2</sup> Due to a technical anomaly, the amount of renewable energy produced by the NTE Process plant was not recorded for all months of 2023. For this reason, part of the data reported has been estimated based on the production of the year 2022.



As seen, in addition to electricity, NTE Process consumes methane gas to power and heat production plants and gasoline and diesel to power the company's fleet of 15 vehicles, including 6 petrol-powered hybrids. During the year 2023, there was an increase in methane gas, as the action of the photovoltaic-powered heat pumps installed at the Pessano headquarters was not enough to meet the heat needs of the company's offices. However, gas consumption remained lower than in 2022.

Due to an increase in internal travel, due both to greater use of company cars during trade fairs, and to the decision to make company cars available to visiting foreign colleagues instead of rental cars, fossil fuel consumption for the company fleet has also increased. As a result, there is a 10% growth in direct Scope 1 greenhouse gas emissions.

<sup>3</sup> In absence of a timely monitoring system, gasoline and diesel consumption are estimated on the basis of the expenses incurred during the year for refuelling.

The self-generation from photovoltaic plants has made it possible to obtain a considerable reduction in emissions from the purchase of energy: in 2023, in fact, NTE Process generated 63,5 tons of CO<sub>2</sub> Scope 2 (calculated using the "Market Based" method), in line with the values of 2022, compared to 87.5 in 2021, for a 27,4% reduction.

Taking into account Scope 1 and 2 (Market Based) emissions together, NTE Process generated 131,1 tons of CO<sub>2</sub> equivalent, a figure similar to what was recorded during the previous year (equal to 126,4).

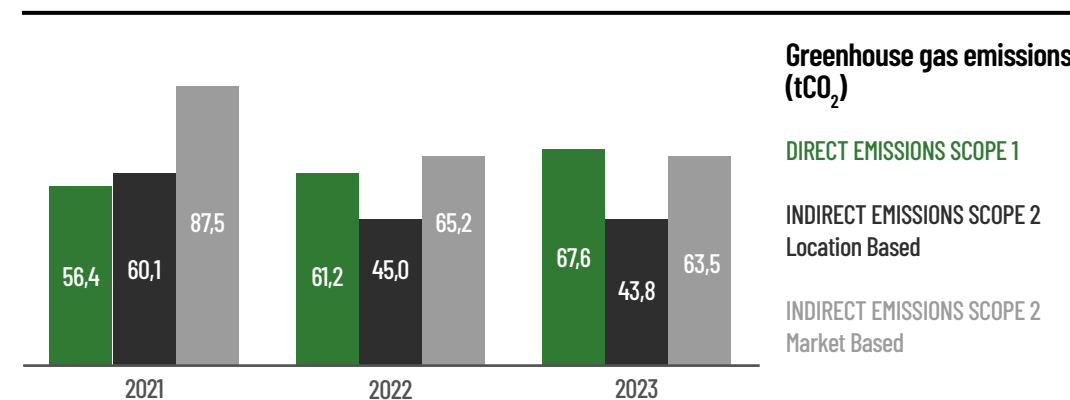
## SCOPE 1 EMISSIONS

Greenhouse gas emissions generated directly by the Organisation, deriving from fossil fuel combustion plants used for the operation of plants and from the company car fleet.

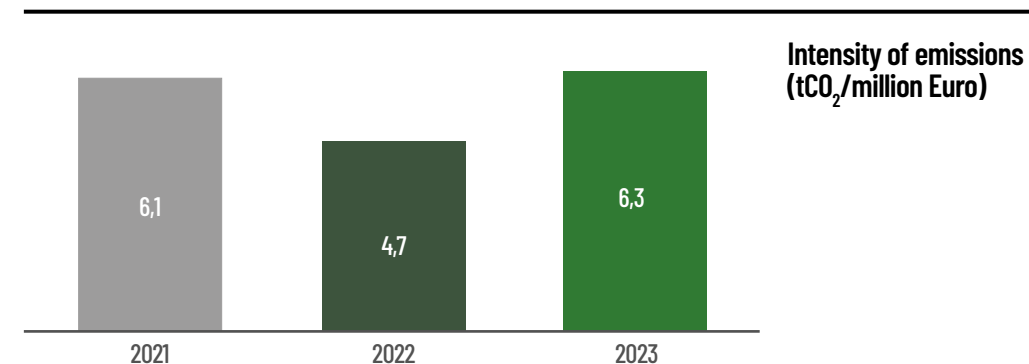
## SCOPE 2 EMISSIONS

Indirect emissions of greenhouse gases from the generation of electricity purchased. **Location Based:** refers to the emissions deriving from the emission factors related to the national energy mix.

**Market Based:** refers to the emissions deriving from the electricity provider that the organisation has specifically chosen. Should an Organisation decide to source 100% from renewable sources with a Guarantee of Origin, the Market Based emissions are equal to zero. Otherwise, they are calculated with emission factors representing the *residual mix*, i.e. unmonitored and unclaimed energy and emissions from renewable sources.



Emission intensities in relation to annual turnover are equal to 6.3 tons of CO<sub>2</sub> per million Euro in 2023.



In general, with regard to future actions in the field of energy and emissions, periodic meetings have been held to outline the improvement objectives to be pursued, consistent with the adoption of an environmental management system compliant with the ISO 14001 standard. These comparison sessions will lead us, by 2024, to define more clearly the objectives related to the vehicle fleet, energy supply and other issues of great environmental importance. The activities carried out directly by the company do not generate significant emissions of sulphur and nitrogen oxides or other pollutants.



## 3.2 Efficient use of resources

With the aim of limiting its negative impacts on the environment, NTE Process is committed to reducing the consumption of natural resources, aiming at maximum efficiency through awareness-raising initiatives and specific interventions on company activities.

The production activity of NTE Process is mainly concerned with the assembly of elements for the construction of plants; the main categories of materials processed in the course of this activity are therefore not raw materials in the strict sense, but **semi-finished products, metal carpentry materials and components**.

In view of the different product categories used depending on the orders and the complexity of the supply chain that affects these products, to date NTE Process does not have accurate data relating to the environmental impacts of the raw materials used by suppliers and related mitigation actions, such as recycling of metal and plastic components. The company is committed in the future to involving its direct partners in the disclosure of this information.

In addition to the semi-finished components and raw materials that are part of the final product, the production inputs also include the **packaging materials** of the products, which are almost exclusively of renewable origin.

In 2023, the decrease in the purchase of cardboard packaging, already recorded in 2022, continues. With regard to cardboard packaging, it should be noted that following the pandemic period, in order to cope with the economic backlash, the paper mills increased the minimum order quantities, forcing the company to purchase enough boxes in 2021 to cover, in part, the requirements for 2022 and 2023, the year in which only one order for the purchase of cartons was placed. On the other hand, the number of wooden boxes purchased increases, as a result of a resumption of shipments by sea. The "regenerated" wood part comes from the purchase of regenerated pallets.

Material	u.m.	2021	2022	2023
Wood	Kg	99.518	40.769	75.319
of which regenerated	kg	-	-	2.340
Plastic	Kg	1.425	1.778	1.822
Cardboard	Kg	2.420	740	375
Office paper *	Kg	300	347	463
TOTAL Packaging + office paper	Kg	103.663	43.633	78.019
of which renewable	Kg	102.238	41.885	76.197
	%	99	96	98
of which non-renewable	Kg	1.425	1.778	1.822
	%	1	4	2

### Packaging materials and office paper

\* The kilograms of paper consumed were estimated from the number of prints made, assuming that 80% of them were made in double-sided mode. The weight of an A4 sheet of paper is estimated to be 5 grams.

With the certification of its environmental management system in compliance with the international standard ISO 14001, the management of raw materials and materials is becoming increasingly important within the company, leading it to improve its quantitative data collection and monitoring systems, in order to define clear improvement objectives.

In recent years, the company has carried out several projects that have enabled it to streamline its material procurement processes. Of these, the **MRP project** (Material Requirement Planning) is aimed at the digitisation and optimisation of the processes and mainly concerns the Purchasing Department: the main objective is, in fact, the automatic planning of purchases. It starts with an analysis of material purchasing requirements, generated automatically via the company ERP: the software reads all requests coming in from orders received and analyses them according to the requirements expressed in terms of quantity, date of requirement and minimum purchase lot. The system also allows for the automatic selection of the optimal supplier based on parameters such as best price or shortest supply lead time. Thanks to the MRP system, it is possible to know at a glance what equipment and components are needed and to know the exact stock in the warehouse.

In addition, depending on the minimum stock defined by the Purchasing Department, the MRP allows for the automatic replenishment of components that one decides to keep permanently in stock. The system, therefore, not only identifies exactly what will need to be replenished but

also when to proceed with the order. Optimising purchasing processes by limiting the number of shipments also has among its effects the reduction of fuel consumption and thus of harmful emissions into the environment as well as the reduction of both incoming and outgoing packaging and its disposal.

In addition to the MRP project, in 2021, NTE Process installed its first **automatic vertical warehouse**, implemented during 2022. The vertical warehouse contains a specific software that communicates with the company ERP, allowing to manage 49 shelves over 7 meters high, while an internal robot brings to human height the drawer required for the picking or the expected loads.

In 2022, also from the viewpoint of logistics optimisation, the **Bar-Code project was launched**, which allows to achieve a high level of digitisation in the management of warehouse materials. The incoming goods are loaded into the warehouse through a terminal thanks to the use of bar codes, improving the time and reliability of the process. In 2023, the implementation of these innovations also took place in the production part.

## THE COMPANY IS COMMITTED TO REDUCE THE USE OF PLASTIC

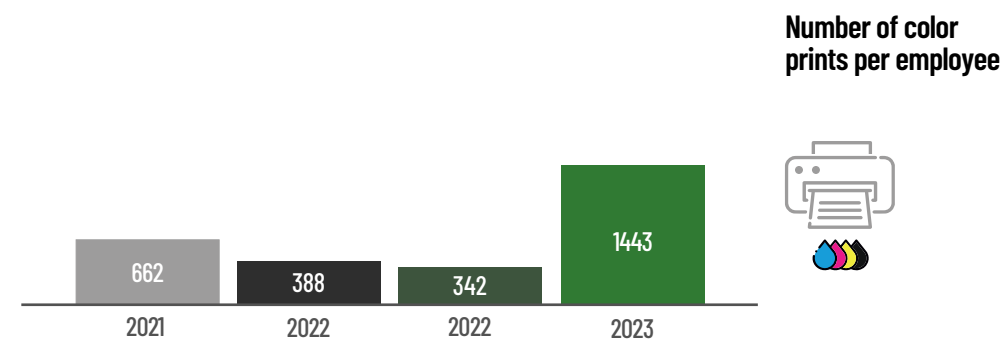
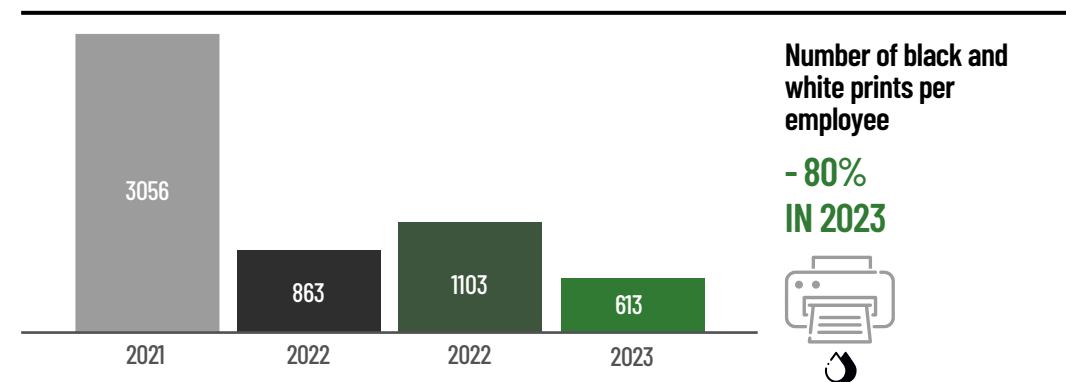
At the same time, the company has paid special attention to reducing the impacts of its production activities by purchasing paper, folders and binders made of recycled material or even pens and writing material with reduced plastic content or made of environmentally sustainable material. All employees were provided with water bottles, reusable cups and fabric bags in order to drastically **reduce the use of plastic**. The glasses and crockery available in water and coffee dispensers are either reusable or made of recyclable materials.

NTE Process also organises annual campaigns dedicated to reducing the origin of waste and limiting the use of printers. In this context, programs such as Wildix (electronic switchboard), Documenta PDM/PDL, which allows to archive documents and digitise the management of orders), Intranet and, more generally, all the investments made in the IT sector have resulted in a tangible reduction in paper consumption.

As for the number of prints, in 2023 there was a slight increase in the total compared to 2022 (+33%), and in particular the colour ones (+296%).

The number of prints compared to the number of employees in the company, however, remains at an average of about 7 prints per day in

2023, continuing to register a significant decrease compared to 2020, the year in which about 12 prints per head per day were calculated.





### 3.3 Waste management

As NTE Process has no direct production activities, it generates a limited volume of industrial waste. These originate from three main sources: **testing activities, purchased packaging materials and plant disposal**. Especially due to testing activities, the type and amounts of waste can vary significantly from year to year.

In detail, the disposal of iron and steel is due to metal carpentry stored in storage over the past years and which, in the reporting year, it was decided to dispose of together with the packaging (wood and plastic) that contained them.

As far as hazardous waste is concerned, it comes only from the testing operations carried out at the Scientific Hub pilot plant. The company policy gives priority to the return of product samples to the customer. However, in situations where the shipping costs are excessive for the recipient, the product samples are entrusted to specialised suppliers for processing on requests received.

**Industrial plants** built for customers can generate waste when, at the end of their life cycle, they need to be decommissioned. The long service life of the fittings, between 25 and 40 years, and the modular design that allows the replacement of individual components, significantly reduce the occurrence and extent of such impacts. Since this has not yet occurred, NTE Process does not have information about the disposal procedures of the decommissioned plants: as a future objective it undertakes, therefore, to develop relationships with customers to extend control over its products until the end of their use.


NTE Process entrusts the management of its waste to a small number of **qualified subjects**, who hold at least ISO 9001 certifications and, in some cases, legality ratings, ISO 45001 certifications for health and safety at work and ISO 14001 or EMAS environmental certifications. Among these is Vestisolidale, an non-profit social cooperative based in Cinisello Balsamo (MI) which since 1998 has operated in the field of environmental and social services, favouring job opportunities for disadvantaged people.

As a result of the certification in compliance with the international standard ISO 14001, a plan for the improvement of internal separate collection has been set up which provides for the positioning and

purchase of new containers aimed at promoting a correct separation of waste. The implementation of this initiative is planned for 2024.

The water withdrawals and discharges of NTE Process are residual and related exclusively to hygienic uses.

Waste category	2023	Waste category (quantity expressed in kg)
Iron and steel	4.100,0	
Wooden packaging	3.410,0	
Plastics (including packaging)	530,0	
Hazardous organic waste	45,0	
Toner	38,0	
Hazardous Inorganic Waste	23,0	
Absorbents, filter materials, rags and protective clothing, containing dangerous substances	0,0	
Unusable waste	0,0	
Non-hazardous inorganic waste	0,0	
Mixed packagings	0,0	
Insulating materials containing hazardous substances	0,0	
Non-hazardous organic waste	0,0	
<b>TOTAL WASTE</b>	<b>8.146,0</b>	
of which dangerous	68,0	
	0,8%	
of which not dangerous	8078,0	
	99,2%	
sent for disposal (D1-D15)	0,0	
	0,0%	
used as fuel or other means to produce energy (R1)	0,0	
	0,0%	
sent for recovery (R2-R12)	1.124,0	
	13,8%	
placed in stock to undergo one of the operations numbered R1 to R12 (R13)	7.022,0	
	86,2%	



**99,2%  
NOT DANGEROUS**



# 4. People and communities





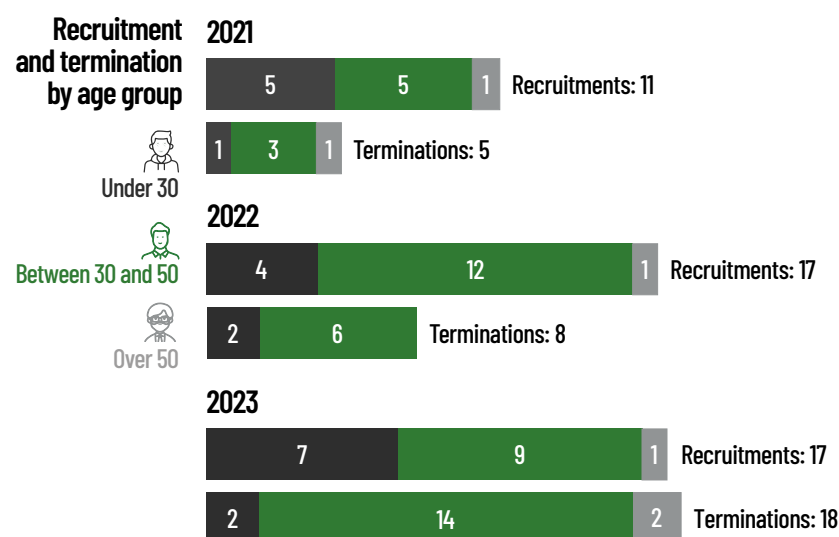
## 4.1 Protection and development of people

Aware of their essential role in the success and existence of the company, NTE Process puts its people at the centre, committing itself to professional training and guaranteeing them employment stability and security, within a corporate climate marked by listening to and valuing each talent.

NTE Process selects, recruits and remunerates its employees and collaborators following transparent and impartial procedures, preventing any form of discrimination or favouritism.

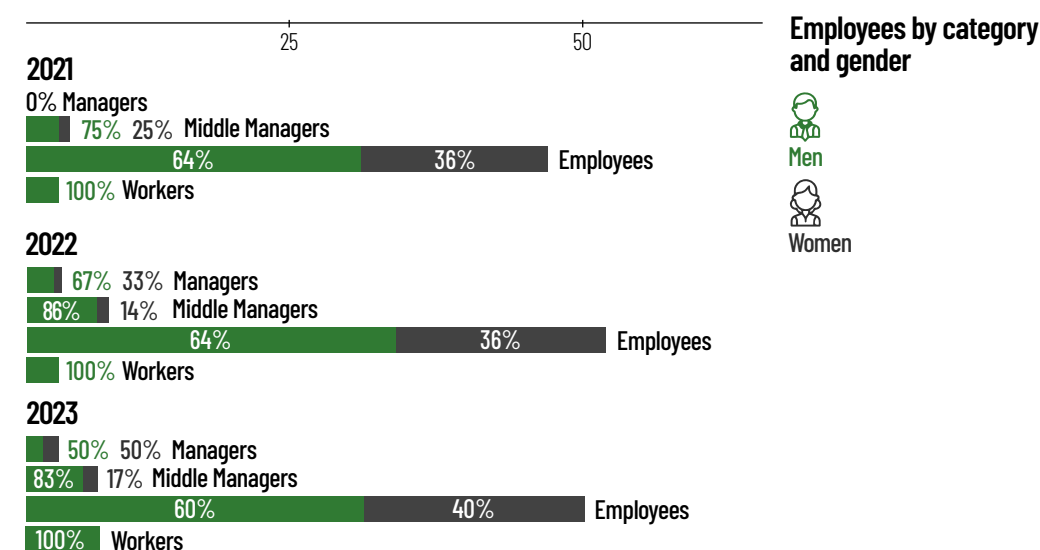
As at 31 December 2023, NTE had **62 employees**, almost all of whom were employed on a permanent basis and 93% on a full-time contract, pursuant to the national collective agreement for the metalworking industry. In addition to these are 13 collaborators, including interns, freelancers and employees.

During 2023, **17 new people** joined NTE against 18 terminations, resulting in an incoming turnover rate of 27.4% and an outgoing turnover rate of 29%.



In 2023, NTE Process collaborated with the Politecnico di Milano to promote new recruitment channels and attract young talent, with the aim of infusing new energy into the organisation, in particular by participating in events aimed at facilitating the entry of STEM university students into the world of work. The company intends to maintain this active partnership, recognising that direct interaction with academic institutions offers the opportunity to have a proactive discussion to understand the real needs of students on one side and the world of work on the other, thus structuring mutual support.

With an incidence of 77%, the category most represented among employees is that of white collars, followed by junior managers (10% of the total) and managers.



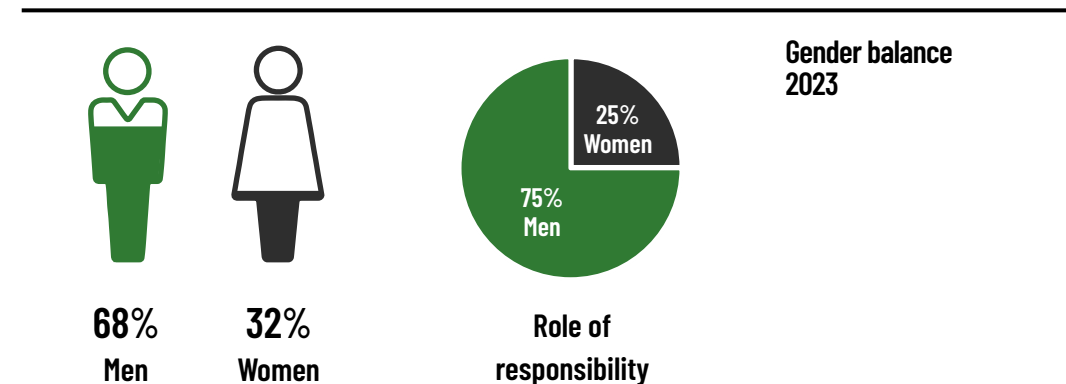
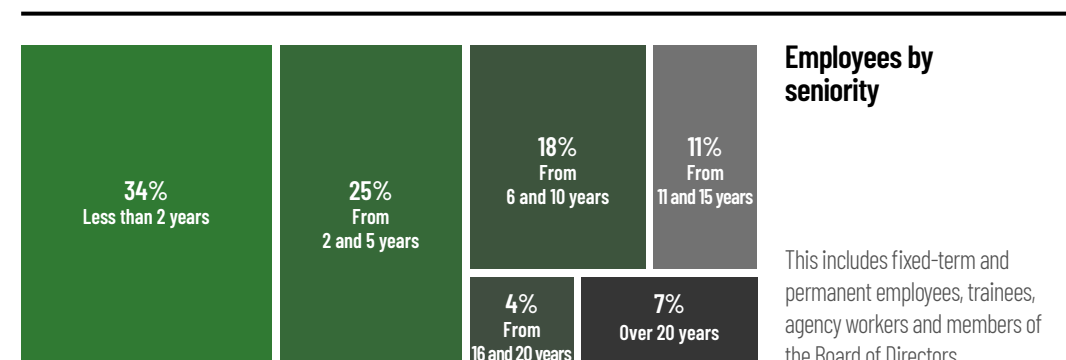
As far as seniority is concerned, the workforce is essentially divided between 40% who have been with the company for more than 5 years and the remainder who have been with the company for a shorter period, which is an indicator of organic growth in recent years in which new entrants have gradually enriched an established team. This calculation also includes external collaborators who provide long-term service, a strategic choice that allows the company to have the necessary flexibility to respond adequately to market demands, as well as being able to benefit from the support of resources particularly specialised in particular technical and technological areas.

The corporate population is male-dominated (68%). In order to reduce this preponderance over time, NTE Process is committed to fostering the entry of female talent in STEM (Science, Technology, Engineering and Mathematics) disciplines in the coming years, fostering the creation of a corporate climate that does not hinder females, creating a corporate environment that not only favours gender equality, but celebrates it as a value for the success of the company.

Attention and sensitivity to the **values of inclusion and diversity** are nurtured through communication and socialisation initiatives, such as the annual Women's and Family Days, as well as welfare initiatives such as the breast cancer prevention campaign in collaboration with LILT, (Box "Collaboration with LILT for breast cancer prevention", paragraph 4.2).

During 2023, the Whistleblowing policy was finalised and, in advance of legal obligations, the implementation of the related reporting platform was started. The whistleblowing channel represents a means through which employees, but also suppliers and customers, can report breaches, crimes, illegal behaviour and discrimination within the company, thus preserving the integrity, transparency and dignity of NTE Process. Within the platform, in line with the fundamental principles of NTE Process, further reporting categories have been integrated, not covered by the legislation, but aimed at protecting people even more, promoting the inclusion of company resources and guaranteeing their non-discrimination, with particular attention to women's rights and raising awareness on this important issue.

No incidents of discrimination in the workplace were reported during the reporting period.





## 4.1.1 Training, development and performance appraisal

The personal and professional development of employees through specific training courses is a central topic for NTE Process. For this reason, in addition to the legally required courses on occupational health and safety, the company provides in-depth and refresher courses in four main areas:

- technical skills, relating to knowledge of the solutions developed by NTE and its suppliers, the use of specific tools and equipment and quality management;
- digital skills related to the use of software applications;
- administrative skills;
- commercial and marketing skills;
- transversal or soft skills relating to good communication, team management, leadership.

Courses are selected considering specific technical needs, reward incentives and defined development paths. They are introduced to fill specific gaps, both technical and relational, or to promote a broader culture and direct it towards greater professionalism. These can be conducted in person, online, hybrid, at the company or externally, and the timing varies depending on the type of course and the individual path.

In 2023, NTE Process provided **2,737 hours of training, up 107% compared to 2022, 74% of which was voluntary**. This extraordinary result is mainly due to the development and enhancement of various training projects, including the introduction of the Academy, an innovative online platform dedicated to corporate training. This new initiative involved the registration of several lessons during the year, which were followed by colleagues and used for the onboarding of new collaborators with a technical profile. In 2024, the Academy will be enriched with new technical and business training videos, with the commitment to keep the contents up to date. However, it is important to emphasise that the Academy will not completely replace traditional face-to-face training, as it is considered crucial by the company in fostering interaction between departments to improve internal communication, workflows and the corporate climate.

In 2023, NTE also invested significantly in enhancing English language skills for almost all employees.

### MANAGERS



### MIDDLE MANAGERS



### EMPLOYEES



### WORKERS



### WOMEN



### MEN



### TOTAL



Average voluntary and compulsory hours by category and gender



Compulsory



Voluntary

Membership in the ELITE network continued, with NTE selected to participate in the third ELITE Lounge of Intesa San Paolo. This allowed the company to access training and development courses for senior management, focused on internationalisation, strategic innovation, corporate culture and good governance. The increase in training hours for junior managers and managers in 2023 is, therefore, largely attributable to the courses, workshops and webinars offered by the network. The number of training hours per capita of managers was also influenced by the decision to make a significant training investment in one of the resources.

With the appointment of department coordinators, there was an increase in training hours on both technical and soft skills, such as communication and leadership, to ensure that the new coordinators, chosen internally, were adequately prepared for their role.

The net increase in training hours is also the result of an improvement in the registration processes. In fact, the data collection work for the sustainability report highlighted the importance of accurate and reliable management of training hours.

In this perspective, in 2024, the introduction of a new platform for the management of human resources will facilitate the compilation and archiving of work data, including those related to training, and will allow the HR Department to manage employee processes more efficiently.

Similarly to training, NTE recognises staff evaluation as a fundamental tool for facilitating discussion and dialogue between managers and employees, enhancing the role and contribution of each individual and improving the organisational climate through the sharing of objectives. For this reason, a company climate and organisation survey was commissioned in 2019 from I-AER, Institute of Applied Economic Research, and the Performance Management Programme, an annual performance evaluation programme for company employees, was activated. Through moments of dialogue and one-to-one comparison from which shared reports are created and subsequently made available to the Human Resources Department.

The PMP begins with the "observation period", in which work performance is observed and measured. During this period, the project manager actively monitors, gives appropriate ongoing specific feedback and collects, where appropriate, tangible cases and examples of performance.

The central stage of the process is the "review period", which focuses on establishing a dialogue with each employee.

The interview preparation stage envisages that:

- the collaborator prepares, guided by a form, their self-assessment;
- the manager prepares his/her pre-assessment of the collaborator by filling in the "General evaluation form" and the "Skills evaluation form", based on his/her assessments of the facts.

An interview will then be scheduled, which will be attended by the manager and collaborator with the duly completed forms.

The main topics addressed during the interview concern the interpretation of the role and the review of the specific personal objectives, the objectives achieved, the strengths and areas for improvement, as well as ideas and development projects. At the end, the manager prepares a Dialogue Report, which summarises what was discussed during the interview. The PMP ends with the "planning period", for which the manager plans developments and improvement actions. In 2023, the PMP involved 29 employees, representing 46.8% of the company's population.

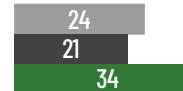
## MANAGERS



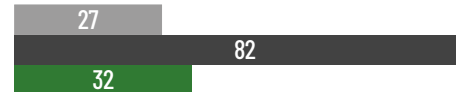
## MIDDLE MANAGERS



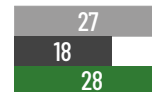
## EMPLOYEES



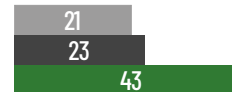
## WORKERS



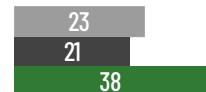
## WOMEN



## MEN



## TOTAL

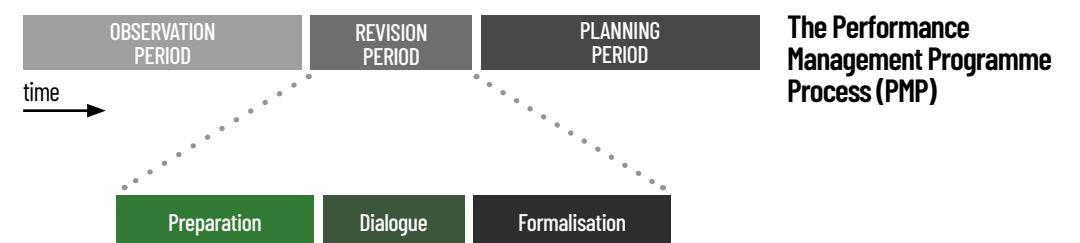


Annual average hours of training by category and gender

2021

2022

2023





For some positions of responsibility, the performance appraisal process is linked to an MBO (Management by Objectives) system: during the PMP meeting, objective and measurable individual objectives are identified, the achievement of which determines the disbursement of a bonus payment defined as a percentage of the Gross Annual Salary.

The MBO was initially tested in departments already accustomed to working for objectives and incentives (Sales & Marketing and Service), to be then extended to services and figures of general interest for the company (Quality, Project Management of special projects, Research and Development, Sector Managers).

In the coming years, NTE intends to further expand the incentive system by involving all those determined to actively contribute to the company's growth and their own professional developme

## 4.1.2 Employee welfare practices

NTE Process is committed to establishing and maintaining a positive work environment over time that allows and promotes the well-being of all collaborators. All employees on open-ended contracts, apprenticeships and fixed-term contracts with at least three months' seniority can benefit from the welfare and health insurance system envisaged by the Metalworkers National Collective Labour Agreement.

In 2023, the remote working policy was established, whereby each employee is allowed one day of remote working per week. The possibility of experimenting with different formulas (several days of extraordinary/full remote) against specific employee/company needs, for limited periods, was also introduced.

## 4.2 Health and safety at the centre

The protection of the health and safety of workers and all persons carrying out activities at the company's premises or during external operations is an essential principle for NTE Process.

As proof of this, over the last four years there has been no accident, either among employees or external staff.

	2021	2022	2023
<b>Number of recordable injuries</b>	0	0	0
of which occurred to employees	0	0	0
of which occurred to non-employees workers and contractors permanently present in the operational headquarters of NTE	0	0	0
<b>Number of injuries with serious consequences (more than 6 months of absence)</b>	0	0	0
of which occurred to employee	0	0	0
of which occurred to non-employees workers and contractors permanently present in the operational headquarters of NTE	0	0	0
<b>Number of deaths at work</b>	0	0	0
of which occurred to employees	0	0	0
of which occurred to non-employees workers and contractors permanently present in the operational headquarters of NTE	0	0	0
<b>Recordable work-related injury rate</b>	0	0	0
<b>For employees</b>	0	0	0
<b>For non-employees and contractors</b>	0	0	0

**Number of injuries in 2023**



**NO ACCIDENTS OCCURRED IN 2023**

This is certainly the result of the efforts made in the context of the development of the Company Occupational Health and Safety Management System (SGSL) certified in compliance with the ISO 45001:2018 standard, applied to all employees present in the two offices, which systematises and documents plans, procedures, roles

and responsibilities relating to:

- periodic analysis and assessment of risk factors;
- reporting of dangerous situations and the management procedures of the aforementioned;
- identification, analysis, control and assessment of accidents and occupational injuries, unusual facts, dangerous events and near misses and the necessary measures to reduce their recurrence;
- medical aids and devices available to workers;
- training plans of employees, managers and other subjects operating on NTE Process sites (suppliers, business partners, agents, visitors);
- methods of consulting and involving workers in the implementation, updating, improvement and evaluation of the SGSL.

In compliance with Italian Legislative Decree 81/2008 and 106/2009, NTE Process carries out a careful risk assessment, reported in the Risk Assessment Document RAD, prepared in collaboration with the external Health and Safety Officer (HSO), external occupational physician and the Workers' Safety Representative (RLS) within the company. The risk assessment is based on identifying hazards and estimating the probability of occurrence and the severity of the effect of adverse events. Particular attention is paid to the possible presence of dangerous substances capable of determining health hazards or occupational diseases. For this purpose, NTE Process selects and rejects product samples containing these substances supplied by customers to carry out tests at the pilot plant.

Appropriate prevention measures are identified for each source of danger, which include the definition of specific procedures and rules of conduct for specific activities aimed at reducing the level of risk, as well as sign systems and protection measures. These measures are subject to continuous improvement, thanks to the regular updating of the RAD.

The management of injuries, accidents and near misses is established in a specific procedure that defines the rules of conduct and the actions to be taken should an injury, an accident or a near miss occur. All workers who witness an event among those just mentioned or any dangerous situation have the responsibility to report the event immediately, using the methods and tools defined. If critical events for safety and health in the workplace are ascertained or become known, even though they have not had a negative outcome in terms of damage to persons or property (near miss), it is essential to carry out an analysis, which takes into consideration the causes and possible

effects that would have arisen, in order to identify any shortcomings and, above all, implement the appropriate measures to avoid another accident in the same context.



Some photos of the prevention day.

On the occasion of the celebration of International Women's Day, **NTE Process in collaboration with LILT**, the Italian Association for the Fight against Cancer - has decided to launch a **Breast Cancer Prevention Campaign**.

The company has decided to **donate a breast examination to its female staff members**. Furthermore, women under 40 also had a **breast ultrasound**; while colleagues over 40 were able to go for free to a LILT Space for a **mammogram**, both fundamental tests for the prevention of breast cancer.

**Not only were the more than 30 women working in the company involved, but also the male employees** who were able to let one of their family members take advantage of this valuable opportunity.

In addition to the days of free visits and examinations organised during the month of March, a series of messages were disseminated in the company through the Intranet and all the internal communication channels related to lifestyle, nutrition and on the correct prevention actions to be followed at all ages

**COLLABORATION WITH LILT FOR BREAST CANCER PREVENTION**





In 2023, all safety procedures relating to the NTE Scientific Hub, home of the R&D Department and the pilot plant, were reviewed and updated, with the aim of better protecting the safety and health of customers and suppliers visiting the premises.

With regard to health and safety training, the company has developed a specific training plan to fulfil the safety training obligations provided for by Italian Legislative Decree 81/08. NTE Process is aware that in addition to compulsory training, in order to ensure and prevent accidents at its premises, raising awareness and spreading a culture of health and safety among workers constitute fundamental and essential tools. With this objective, the company management is committed to:

- involving workers during the risk assessment process, explaining the purpose of the assessment and the reasons why they are asked for information on how to carry out their work activities;
- creating an internal communication system that takes into account the corporate hierarchy for reporting situations useful for improvement;
- consulting the Workers' Health and Safety Representative prior to the risk assessment process to provide information about the programme defined by the company;
- collecting useful observations from the Workers' Health and Safety Representative for improving the health and safety of workers;
- establish a programme of meetings between company safety figures to discuss health and safety issues.

The commitment to maintain a healthy and safe work environment also concerns external visitors and customers, who are involved in particular through proactive and transparent communication, providing clear information on the safety measures adopted and inviting them to follow the recommended practices, but also asking them for feedback to assess their satisfaction and collect concerns or suggestions to further improve the health and safety experience.

At the pilot plant, there is a signage of the sources of danger and access is provided with information on the rules of conduct to be adopted during the stay.

## 4.3 Working alongside the local community

Aware that, through its activities, it influences the socio-economic development of the context in which it operates, NTE Process is committed to establishing a balanced and positive relationship with the surrounding community, which enables it to generate shared value. In this perspective, NTE Process demonstrates its closeness to the community through its continuous support to local institutions and Third Sector entities, especially those active in the social, health and sports fields. Among these, in 2023 NTE Process supported:

-**LILT, Italian Association against Cancer**, through the company breast cancer prevention campaign (see Box "Collaboration with LILT for breast cancer prevention" paragraph 4.2)

-**The Giana Erminio di Gorgonzola Sports Association**, a football club with over 100 years of history currently active in Serie C, through sponsorship activity

-**FAST Italia**, an association committed to raising awareness and assistance to people living with Angelman syndrome, a rare genetic disease that affects the nervous system causing physical-motor and intellectual

-**PizzaAut**, a non-profit organisation that aims to promote the inclusion of autistic children through their inclusion in the world of work, contributing to the opening of the new restaurant in Monza.

Furthermore, in 2023 NTE Process made donations to Plan International Italia in support of the victims of the Turkish-Syrian earthquake and to the Emilia-Romagna Agency for Territorial Security and Civil Protection, as a contribution to the flood that affected the Region.

In addition to donations and economic support activities, NTE Process has participated in sustainability events organised by some stakeholders as a speaker and case study, having the opportunity to tell their own sustainability journey. With the unchanged conviction that school is the place of choice to activate educational projects on the environment, sustainability, cultural heritage, global citizenship, the collaboration with the Marconi institute in Gorgonzola also continued with the "NTE Process 4 school" event, thanks to which the company opened the doors of the NTE Scientific Hub to a class V (see Box "NTE Process 4 School").





The students of the Marconi Institute during the meeting at NTE Scientific Hub.

## "NTE PROCESS 4 SCHOOL"



The NTE Scientific Hub of Pessano con Bornago welcomed a class V of the Scientific High School of Applied Sciences of the Marconi Institute of Gorgonzola. The main objective of the event was to introduce young people to one of the flagships of the territory and allow them to directly explore the company's technologies. After a short introductory presentation, the students had the opportunity to deepen their understanding of the company's technologies and attend two tests: one concerning the pneumatic mixing of ground coffee, using the Jetmixer M537 solution, and the other concerning the pneumatic compression of plastic granules with digital technology. The day ended with a fun final game, in which the students answered a series of questions with excellent results. This concrete initiative was designed to make young people reflect on possible future job prospects.

The meeting was attended by the Mayor of Gorgonzola, Ilaria Scaccabarozzi, who has been promoting the collaboration between school and company since 2021. She commented: *"In these years of growth, I believe it is essential for young people who still do not know what they will do as adults to seize every opportunity that allows them to meet such dynamic personalities, environments and companies of our territory to concretely approach the world of work."*

This was not the first time that NTE Process and the Marconi Institute had met; already last year the company had organised a day involving over 150 students at the school's Aula Magna, focused on the topic of sustainability.



Fabio Novelli and Nico Acampora on the opening day of the Monza restaurant.

NTE Process has been **supporting PizzAut**, a pizzeria run by a group of autistic kids, since 2021. Together with Nico Acampora, the founder and father of an autistic child, they are building a great **model of inclusion**.

NTE Process supports this project that was born in Cassina de' Pecchi a few kilometers from the company's headquarters and brings with it shared values such as solidarity and courage.

In 2023, PizzAut expanded its plan by opening a new location in Monza supported by catering and rehabilitation professionals to create added value for all people with autism. NTE Process therefore decided to give its support to this project by becoming one of the **"100 bricks for Monza."**

**NTE PROCESS SUPPORTS THE OPENING OF A NEW RESTAURANT RUN BY AUTISTIC PEOPLE**

**PizzAut**  
NUTRIAMO L'INCLUSIONE



# 5. Methodological note





## 5.1 Reporting

This NTE Process Sustainability Report is drawn up in compliance with the GRI (Global Reporting Initiative) Standards, according to the “with reference” option. The document reports information relating to the issues of economic, social and environmental sustainability identified as relevant to the understanding of the company’s activity and impacts (paragraph 5.2 Materiality analysis). The financial statements were not subject to external assurance.

The reporting scope includes all the operational offices of NTE Process, a Limited Liability Company active in Italy with registered and operational offices at via Milano 14/N – Gorgonzola (MI). This document contains data and information referring to the fiscal year as at 31 December 2023. In order to allow the temporal comparability of the most significant indicators, the values for FY 2023 were compared with those for the two previous financial years. Where present, changes to the data set out in the previous financial statements are reported and justified in the text.

The document was drafted by the Marketing Department of NTE Process with the collaboration of the Governance Committee and with the methodological support of ALTIS Advisory – Spin-off of the Sacred Heart Catholic University of Milan, and was approved by the Board of Directors’ Meeting on 18 July 2024.

For further information on the Financial Statements, please contact [info@nte-process.com](mailto:info@nte-process.com).

## 5.2 Materiality analysis

The materiality analysis aims at identifying the most relevant sustainability issues (“materials”) for the company, whose reporting is necessary in order to allow an adequate understanding of the performance of the business and its impacts on stakeholders.

The analysis was carried out with reference to the principle of so-called double materiality, affirmed by the European Commission in the proposal for the Corporate Sustainability Reporting Directive.

A list of potentially relevant sustainability issues for NTE Process, identified on the basis of the GRI Standards and an analysis of the industrial machinery sector, was submitted to the company’s frontline management for evaluation. The proposed topics were assessed, first and foremost, on the basis of their association with potential negative and positive impacts of NTE activity on the environment, society and the economy. In order to assess the probability and magnitude of these impacts, managers took into account the elements that emerged in the company’s relationships with priority stakeholders (customers, employees and local communities). Secondly, the same issues were assessed on the basis of the significance of the potential financial impacts associated with them. In this regard, the impacts of NTE Process’s management approach to sustainability issues on revenue performance, access to new customers and credit were analysed.

The materiality matrix, shown in paragraph 1.3.2, groups the issues that have obtained an assessment of relevance above the average value in relation to the impacts on stakeholders and financial impacts.

Statement of use	NTE Process S.r.l. has submitted a report with reference to the Global Reporting Initiative Standards for the period 1 January – 31 December 2023
GRI 1 used	GRI 1 - Fundamental Principles - 2021 version
Relevant GRI sector standards	Not present at the time of approval of these Financial Statements

**GRI Standard correlation table**



INFORMATION	LOCATION
<b>GRI 2: GENERAL INFORMATION - 2021</b>	
<b>The organisation and its reporting practices</b>	
2-1 Organisational details	Chap. 1, sub. 1.4 Governance and organisational model Methodological Note
2-2 Entities included in the reporting of the sustainability of the organisation	Methodological Note
2-3 Reporting period, frequency and point of contact	Methodological Note
2-4 Restatement of information	Methodological Note
2-5 External Assurance	Methodological Note
<b>Activities and employees</b>	
2-6 Assets, value chain and others business relationships	Chap. 1, sub. 1.1 Who are we
2-7 Employees	Chap. 4, sub. 4.1 Protection and development of people
2-8 Non-Employees	Chap. 4, sub. 4.1 Protection and development of people
<b>Governance</b>	
2-9 Governance composition and structure	Chap. 1, sub. 1.4 Governance and organisational model
2-12 Role of the highest governing body in the control of impact management	Chap. 1, sub. 1.4 Governance and organisational model
2-13 Delegation of responsibility for impact management	Chap. 1, sub. 1.4 Governance and organisational model
2-14 Role of the highest governing body in sustainability reporting	Chap. 1, sub. 1.4 Governance and organisational model
2-15 Conflicts of interest	Chap. 1, sub. 1.5 Ethics and integrity
2-16 Communication of critical issues	Chap. 1, sub. 1.5 Ethics and integrity
<b>Strategy, policies and practices</b>	
2-22 Statement on the strategy of sustainable development	Letter to Stakeholders
2-23 Commitment in terms of policy	Chap. 1, sub. 1.3 Sustainability for NTE Process
2-24 Integration of commitments in terms of policy	Chap. 1, sub. 1.3 Sustainability for NTE Process
2-26 Mechanisms for clarification and to report concerns	Chap. 1, sub. 1.3 Sustainability for NTE Process
2-27 Compliance with laws and regulations	Chap. 1, sub. 1.5 Ethics and integrity
2-28 Membership in associations	The Company is a member of ANIMA – Confindustria Meccanica Varia

INFORMATION	LOCATION
<b>Stakeholder engagement</b>	
2-29 Approach to the involvement of stakeholders	Chap. 1, sub. 1.3 Sustainability for NTE Process
2-30 Collective contracts	Chap. 4, sub. 4.1 Protection and development of people
<b>ECONOMIC AND FINANCIAL RESULTS AND VALUE CREATION</b>	
<b>GRI 201: ECONOMIC PERFORMANCE - 2016</b>	
201-1 Direct economic value generated and distributed	Chap. 1, sub. 1.6 Economic performance and sharing of value
<b>DEVELOPMENT OF LOCAL COMMUNITIES</b>	
<b>GRI 203: INDIRECT ECONOMIC IMPACTS - 2016</b>	
203- 1: Infrastructure investments and services financed	Chap. 4, sub. 4.3 Working alongside the local community
<b>PROCUREMENT POLICY</b>	
<b>GRI 204: PROCUREMENT PRACTICES - 2016</b>	
204-1 Proportion of expenditure in favour of local suppliers	Chap. 2, sub. 2.5 Supply chain supervision
<b>ETHICS, INTEGRITY AND MANAGEMENT OF RISKS</b>	
<b>GRI 205: ANTI-CORRUPTION - 2016</b>	
205-3 Confirmed acts of corruption and actions taken	Chap. 1, sub. 1.5 Ethics and integrity
<b>GRI 206: ANTI-COMPETITIVE BEHAVIOUR - 2016</b>	
206-1 Legal actions for anti-competitive behaviour, antitrust and monopolistic practices	Chap. 1, sub. 1.5 Ethics and integrity
<b>CONSCIOUS CONSUMPTION OF MATERIALS</b>	
<b>GRI 301: MATERIALS - 2016</b>	
301-1 Materials used by weight or volume	Chap. 3, sub. 3.2 Efficient use of resources  The data reported concern packaging materials. Currently, the company's management systems and business relations with suppliers do not allow timely monitoring of the volume of purchased semi-finished products.
<b>ENERGY MANAGEMENT</b>	
<b>GRI 302: ENERGY - 2016</b>	
302-1 Energy consumption within the organisation	Chap. 3, sub. 3.1 Energy management and combating climate change

INFORMATION	LOCATION
ATMOSPHERIC EMISSIONS	
GRI 305: EMISSIONS – 2016	
305-1 Direct (Scope 1) GHG emissions	Chap. 3, sub. 3.1 Energy management and combating climate change
305-2 Energy indirect (Scope 2) GHG emissions	
305-4 Intensity of GHG emissions	
WASTE MANAGEMENT	
GRI 306: WASTE – 2020	
306-1 Production of waste and significant impacts related to waste	Chap. 3, sub. 3.3 Waste management
306-2 Management of significant impacts related to waste	
306-3 Waste produced	
306-4 Waste not intended for disposal	
306-5 Waste intended for disposal	
EMPLOYEE WELFARE	
GRI 401: EMPLOYMENT – 2016	
401-1 New employee hires and employee turnover	Chap. 4, sub. 4.1 Protection and development of people
OCCUPATIONAL HEALTH AND SAFETY PROTECTION	
GRI 403: OCCUPATIONAL HEALTH AND SAFETY – 2018	
403-1 Occupational health and safety management system	Chap. 4, sub. 4.2 Health and safety at the core
403-2 Hazard identification, risk assessment, and incident investigation	Chap. 4, sub. 4.2 Health and safety at the core
403-3 Occupational health services	Chap. 4, sub. 4.2 Health and safety at the core
403-4 Employee participation and consultation and communication on health and safety at work	Chap. 4, sub. 4.2 Health and safety at the core
403-5 Worker training on occupational health and safety	Chap. 4, sub. 4.2 Health and safety at the core
403-6 Promotion of employees' health	Chap. 4, sub. 4.1.2 Employee welfare practices Chap. 4, sub. 4.2 Health and safety at the core
403-7 Prevention and mitigation of workplace health and safety impacts within business relationships	Chap. 2, sub. 2.3 Product quality and safety Chap. 4, sub. 4.2 Health and safety at the core
403-9 Accidents at work	Chap. 4, sub. 4.2 Health and safety at the core

INFORMATION	LOCATION
HUMAN CAPITAL DEVELOPMENT	
GRI 404: TRAINING AND EDUCATION – 2016	
404-1 Average annual training hours per employee	Chap. 4, sub. 4.1.1 Training, development and performance appraisal
404-2 Employee skills upgrading and transition assistance programmes	
404-3 - Percentage of employees who receive a periodic evaluation of performance and professional development	
DIVERSITY, INCLUSION AND NON-DISCRIMINATION	
GRI 405: DIVERSITY AND EQUAL OPPORTUNITIES – 2016	
406-1 Incidents of discrimination and corrective actions taken	Chap. 4, sub. 4.1 Protection and development of people
GRI 406: NON-DISCRIMINATION – 2016	
406-1 Episodi di discriminazione e misure correttive adottate	Cap. 4, par. 4.1 Tutela e crescita delle persone
HUMAN AND WORKERS' RIGHTS	
GRI 408: CHILD LABOUR – 2016	
xxxx408-1 Activities and suppliers at significant risk of child labour incidents	Chap. 2, sub. 2.5 Supply chain supervision No activities at significant risk or incidents of child labour within the workplace were reported during the reporting period.
GRI 409: FORCED OR COMPULSORY LABOUR – 2016	
409-1 Activities and suppliers at significant risk of forced or compulsory labour incidents	Chap. 2, sub. 2.5 Supply chain supervision No activities at significant risk or incidents of forced labour within the workplace were reported during the reporting period.
GRI 412: ASSESSMENT OF RESPECT FOR HUMAN RIGHTS– 2016	
412-1 Activities that have been subject to human rights audits or impact assessments	Chap. 2, sub. 2.5 Supply chain supervision
QUALITY AND SAFETY OF CUSTOMERS	
GRI 416: HEALTH AND SAFETY OF CUSTOMERS – 2016	
416-2 Non-compliance incidents with regard to health and safety impacts of products and services	Chap. 2, sub. 2.3 Product quality and safety
GRI 418: CUSTOMER PRIVACY – 2016	
418-1 Proven complaints regarding customer privacy breaches and loss of customer data	Chap. 2, sub. 2.4 Data protection





## Sustainability Report 2023

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**ALTIS**  
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Spin-off dell'Università Cattolica del Sacro Cuore

