



# SUSTAINABILITY REPORT 2024

**sicer**  
ITALIAN CERAMIC SURFACES

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recycled  
paper

# LETTER TO STAKEHOLDERS

Dear Stakeholders,

We are pleased to present the second edition of Sicer SPA's Sustainability Report, in which you will find detailed information on our environmental, social and governance initiatives, including the goals we have set for the future, committing ourselves to continuous improvement in this area. The first edition of our Report for the year 2023 represented a major milestone and an important opportunity to showcase how Sicer has worked with dedication in recent years to integrate sustainable practices into every aspect of our business. Sicer confirms its commitment to continuing a sustainable path with the awareness that companies have the power and responsibility to influence society and the economy in a significant way. Talking about sustainability means referring to a new concept of entrepreneurship, according to which the ultimate goal of a company must include the creation of economic, environmental and social value in the long term, for the benefit of stakeholders and the needs of future generations. The transition to sustainability has a direct impact on the well-being of the communities in which we operate.

By reducing our ecological impact and investing in social initiatives, we contribute to creating a healthier environment and a more equitable society.

This, in turn, can improve people's quality of life and stimulate local economic development. We want to express our commitment to supporting the people who work in our locations every day, the local community and, more generally, the environment that hosts us. The global economy in 2024 showed moderate but stable growth. However, the persistence of various conflicts and trade tensions continues to create a situation of serious instability and uncertainty in global markets. In this context, Sicer has nevertheless managed to achieve excellent results while maintaining a strong focus on sustainability issues.

We are aware that elements such as quality, research and innovation, inclusiveness, environmental protection and legality are fundamental to the sustainable and lasting growth of the company. We are convinced that sustainability must be integrated into every business decision and that economic success must go in lockstep with social and environmental progress. We invite you to read the Report and share your opinions and suggestions with us. Your voice is essential to guide our journey towards sustainability and ensure that our actions reflect the values we all share.

**Gianfranco Padovani**  
*Chairman of the Management Board*

## METHODOLOGICAL NOTE

Sicer S.p.A.'s Sustainability Report has been drawn up in accordance with the Global Reporting Initiative Sustainability Standards version 2021, defined by the Global Reporting Initiative. This report was drafted in accordance with the principles established by the GRI Standards: accuracy, balance between positive and negative impacts, clarity, comparability, completeness, sustainability context, timeliness and verifiability. The scope of reporting of qualitative and quantitative data and information refers to the two Italian locations of Sicer S.p.A. Quantitative information for which estimates have been used is indicated in the various sections of this document. The Report is drawn up on an annual basis and the drafting process involved the participation of managers from various Company Departments.

The Sustainability Report focuses on material issues, as well as on the concept of impact and due diligence. Material issues, as defined by the GRI Standards, are those aspects that reflect the most significant impacts of the organisation on the economy, the environment and the people, including those on human rights.

The Materiality Analysis process was divided into the following phases:

**1. Context analysis.**

An analysis was carried out to understand the context of the organisation, examining aspects such as the activities performed, business relationships, the sustainability context and relevant stakeholders.

**2. Identification of sustainability impacts.**

The main impacts of the organisation on the economy, environment and people have been identified. The issues identified were included in the list validated by management and stakeholders.



### **3. Assessment of the significance of impacts**

An assessment of the most significant impacts and issues was conducted by completing an evaluation questionnaire, assigning each issue a priority for action using a scale from 1 ("Not at all significant") to 5 ("Priority"). The company decided to involve a group of employees by holding a meeting to discuss and compare priorities related to the issues proposed.

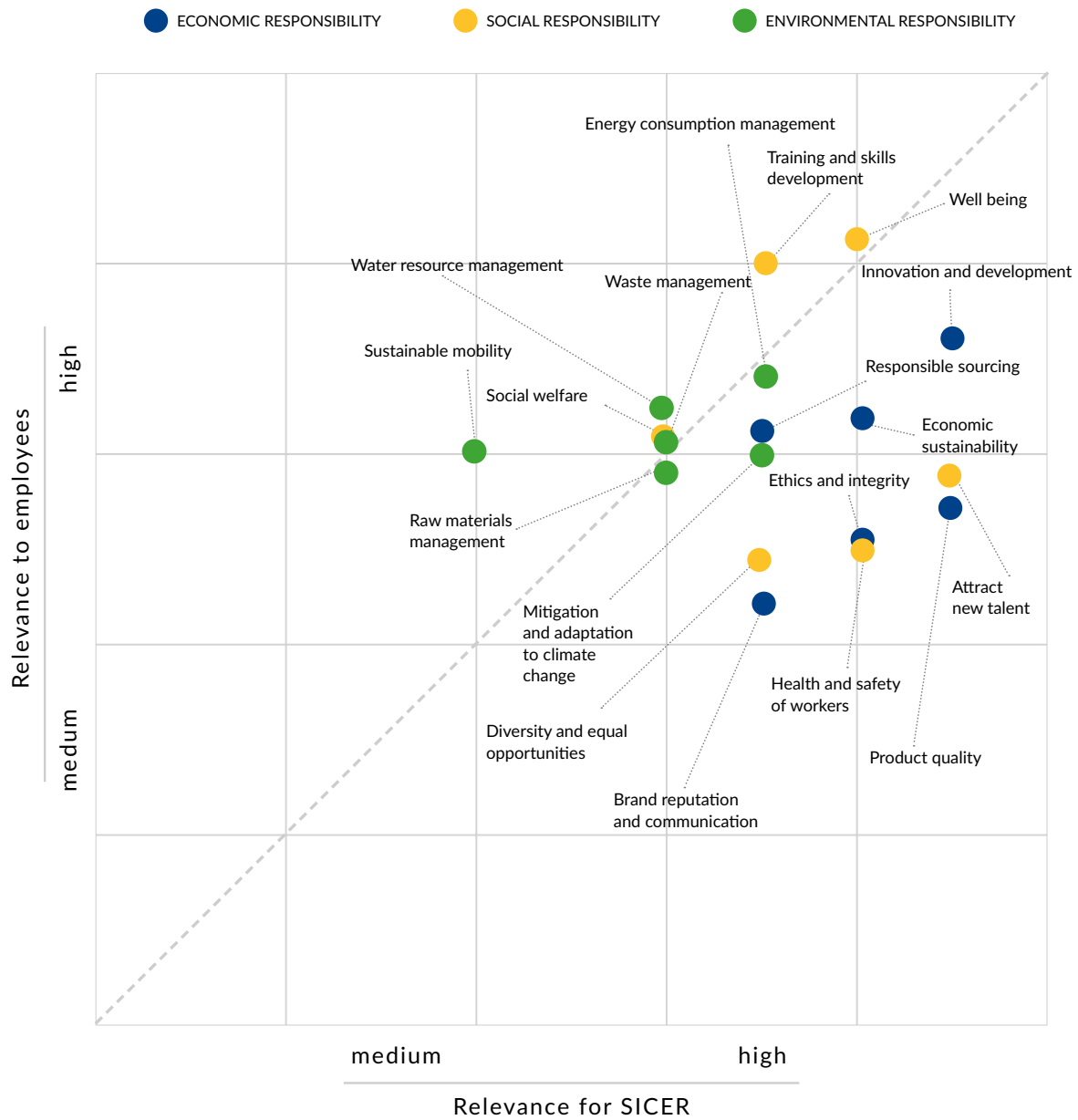
## **MATERIALITY MATRIX**

The materiality matrix shows that welfare and training and skills development are areas on which Sicer will need to focus its investments more in the near future. These issues are of great importance by both the Company and its employees. Innovation and development, Sicer's strengths, indicate a willingness to maintain a growing focus on this issue.

Responsible sourcing, which has gained considerable visibility, represents a challenge that will need to be addressed with increasing commitment in the coming years. Economic sustainability, a fundamental pillar, makes all other initiatives possible.

In the environmental field, energy consumption management receives considerable attention, linking up with the challenges of climate change mitigation and adaptation and water resource management, issues to which Sicer places the highest priority.

## MATERIALITY MATRIX





# APPROACH TO STAKEHOLDER ENGAGEMENT

Sicer promotes stakeholder engagement, in line with the commitments expressed in its sustainability policy and integrated corporate systems and the principles set out in its Code of Ethics, with a constructive approach that seeks to enhance the outcomes of dialogue and exchange.

Stakeholder	Method of involvement	Stakeholders' needs and expectations
<b>Employees and partners</b>	Communication notice boards; HR portal; Training and periodic updating courses dedicated to employees.	Reporting of activities to improve working conditions. Compliance with the Code of Ethics and labour rights. Compliance with the employment contract. Company commitment to environmental and production sustainability.
<b>Shareholders</b>	Shareholders' meeting; Publications on the website	Achievement of established targets. Development of SUSTAINABLE COMPANY MANAGEMENT. Compliance with the code of ethics. Adherence to GRI indicators. Correct application of MOG231.
<b>Customers</b>	Constant interaction with sales offices, participation in trade fairs, communications through the website and platforms such as LinkedIn	Product performance. Competitive prices. Flexibility in product development and delivery times. Requests for evidence on sustainability issues.
<b>Suppliers</b>	Constant communication with the purchasing department, website, and social networks.	Fair recognition of the sale price. Correct order planning to meet delivery times.
<b>Institutions, regional and local administrations, control and supervisory authorities</b>	Regular meetings	Compliance with deadlines set by legal requirements. Availability and readiness to conduct an inspection. Reliable communication channel.

<b>Trade associations</b>	Effective communication through offices and designated representatives.	Matching of fees due. Collaboration with members.
<b>Trade unions</b>	Communication and meetings through the RLS	Openness to dialogue. Openness to the appointment of the RLS
<b>Community</b>	Sponsorships, donations and online projects	Absence of noise and odour emissions. Production company operating in accordance with the authorisations granted. Availability of jobs. Pollutant emissions within limits.

## IMPACTS TABLE

Below are the top six issues representing the most significant impacts of Sicer, identified through the Impact Materiality Process.

**Innovation, research and development** Constant innovation in the services offered and processes, with positive effects on people and economic systems.



**Responsible sourcing** risk analysis along its supply chain, and development of a system for monitoring its suppliers according to ESG criteria.



**Mitigation and adaptation to climate change** implement measures to mitigate climate change by reducing emissions into the atmosphere, both in production processes and in the value chain.



**Energy consumption management** development of a plan to increasingly source energy from renewable sources and implement measures to reduce the amount of energy used.



### Corporate welfare and well-being

A contribution to a better quality of life for employees thanks to high levels of inclusivity and meritocracy in the workplace. Work-life balance, thanks to flexible working hours. Professional development also linked to growth opportunities.



### Enhancement, training and development of employees skills

Provide training and development courses for employees in order to improve their skills and offer a distinctive service on the market.



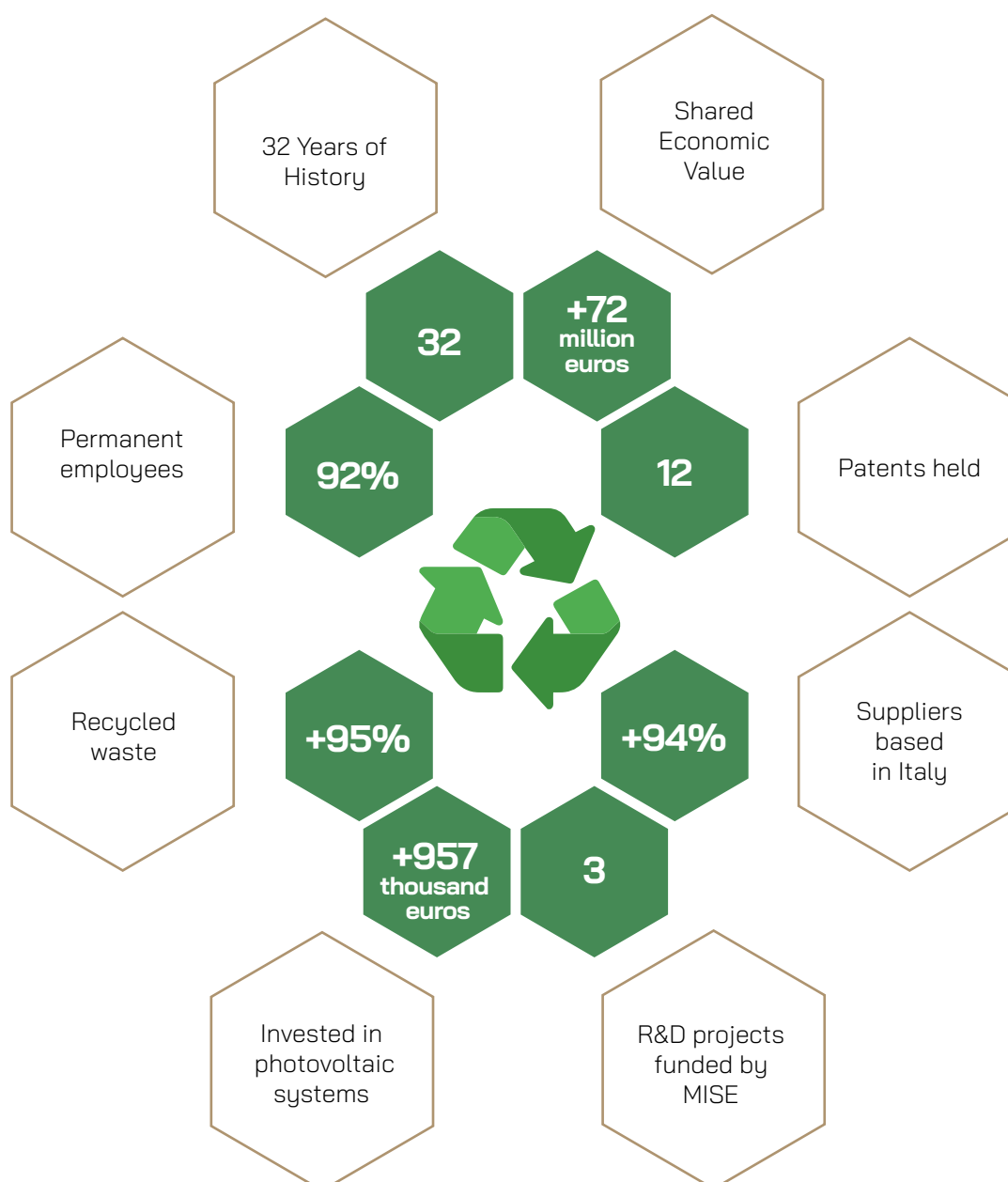
## THE ESG SUSTAINABILITY PROJECT

Sicer Italia obtained the prestigious ESG certification issued by ECOVADIS, through the evaluation of all Company processes, achieving Bronze certification with a score of 58/100. The methodology used by ECOVADIS analysed in detail the policies, actions and results achieved by the Company in the management of the environment, labour, ethics and human rights, as well as sustainable procurement and processes. This is only the first step towards the development of a Company that aims to be transparent, certified and supported by international institutions with a global vision of environmental issues and circular development, involving all internal and external stakeholders, such as suppliers, collaborators and customers. Sicer intends to continue the important virtuous path, undertaken with the ECOVADIS Company, improving every year with a higher score and qualification. The Company has decided to develop a MULTI-YEAR action plan following the guidelines set out in the UN's 2030 Agenda for Sustainable Development, aware of the importance of preserving the environment.

In December 2024, Sicer joined the Responsible Care programme, a voluntary initiative of the chemical industry promoted in Italy by Federchimica and at European level by Cefic (European Chemical Industry Council). Through Responsible Care, Sicer is committed to promoting sustainable development, integrating environmental and social responsibility into its business strategies and production processes. Joining the programme is a concrete step that confirms the Company's determination to operate in a transparent, responsible manner, focused on continuous improvement.



## GOALS ACHIEVED





# THE COMPANY



32

years of History

More  
than

500

employees worldwide

More  
than

50.000

m2 (square meters) of plants  
worldwide



## ABOUT US

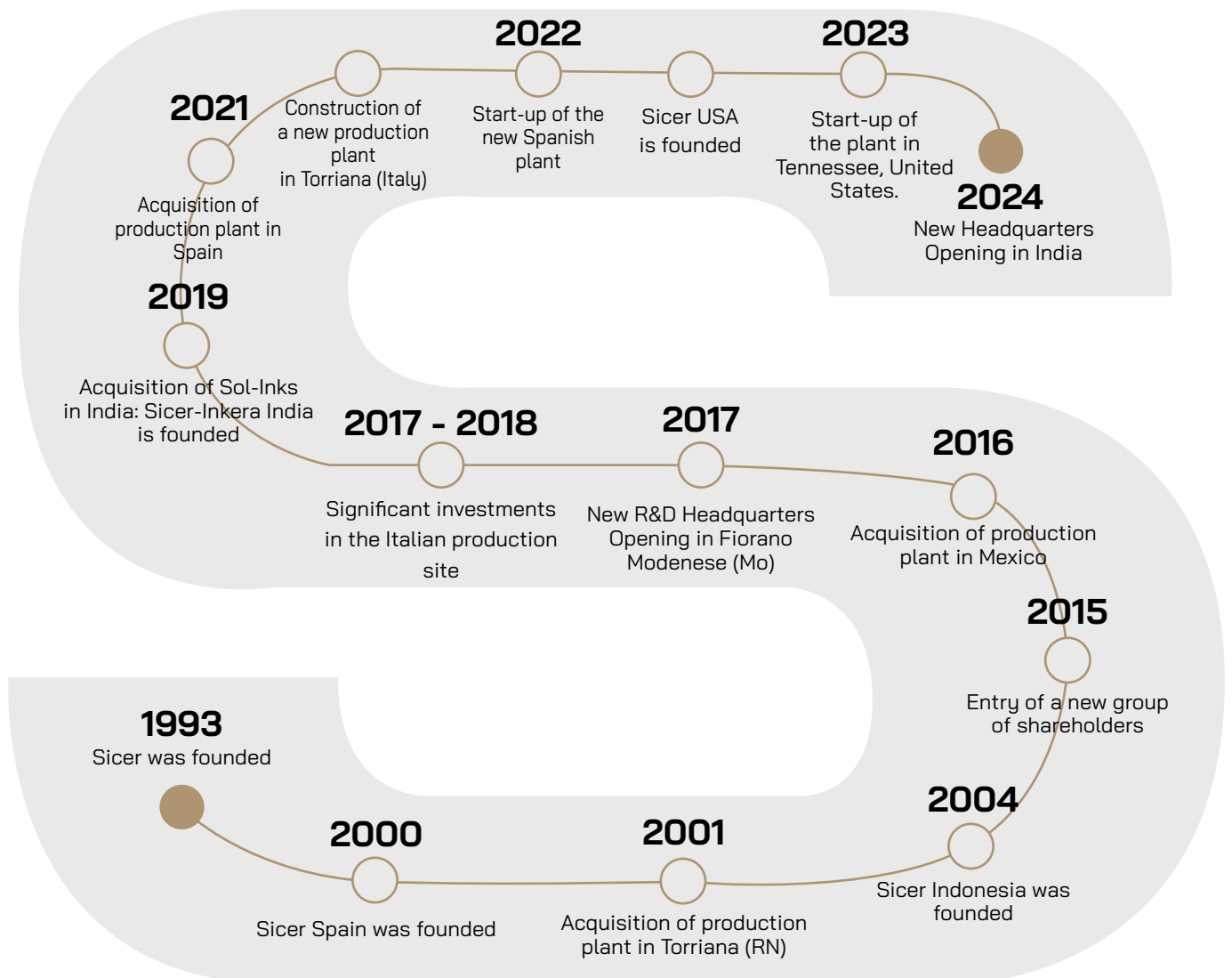
Sicer, an historic ceramic colour manufacturer, has been operating for 30 years in the production of vitrifying materials for both industrial and artistic ceramic surfaces.

Sicer Group has production and sales offices in all the major ceramic districts around the world. For years, it has been a world leader in the design, production and distribution of ceramic decoration materials, and today it is the partner of choice for the best manufacturers of large ceramic slabs.

Production includes a complete range of materials: frits, glazes, grits, inks, to which must be added a collection of exclusive 'specialities' reserved for the world of decoration.

The high technical level of the products and the focus on innovation and aesthetic research have always been distinctive and essential elements for the Group, as has customer service, which is the company's real strength.







## OUR LOCATION

Sicer has production and sales locations in all the world's major ceramic districts.

### **SICER S.P.A.**

**Activities:** Headquarter, R&D

**Location:** Ubersetto di Fiorano Modenese (Modena)

**Employees:** 99 people

**Details:** about 10.000 sq.m of wich ca 5.400 covered

### **SICER S.P.A.**

**Activities:** Production Plant

**Location:** Poggio Torriana (Rimini)

**Employees:** 114 people

**Details:** about 45.340 sq.m of wich ca 16.200 covered

### **Altre sedi nel mondo:**

#### **SICER ESPAÑA S.L.U.**

**Activities:** Melting, composting and ink's sieving.

**Location:** Onda, Castellon

**Employees:** 59 people

**Details:** about 18000 sq.m of wich ca 10.000 covered

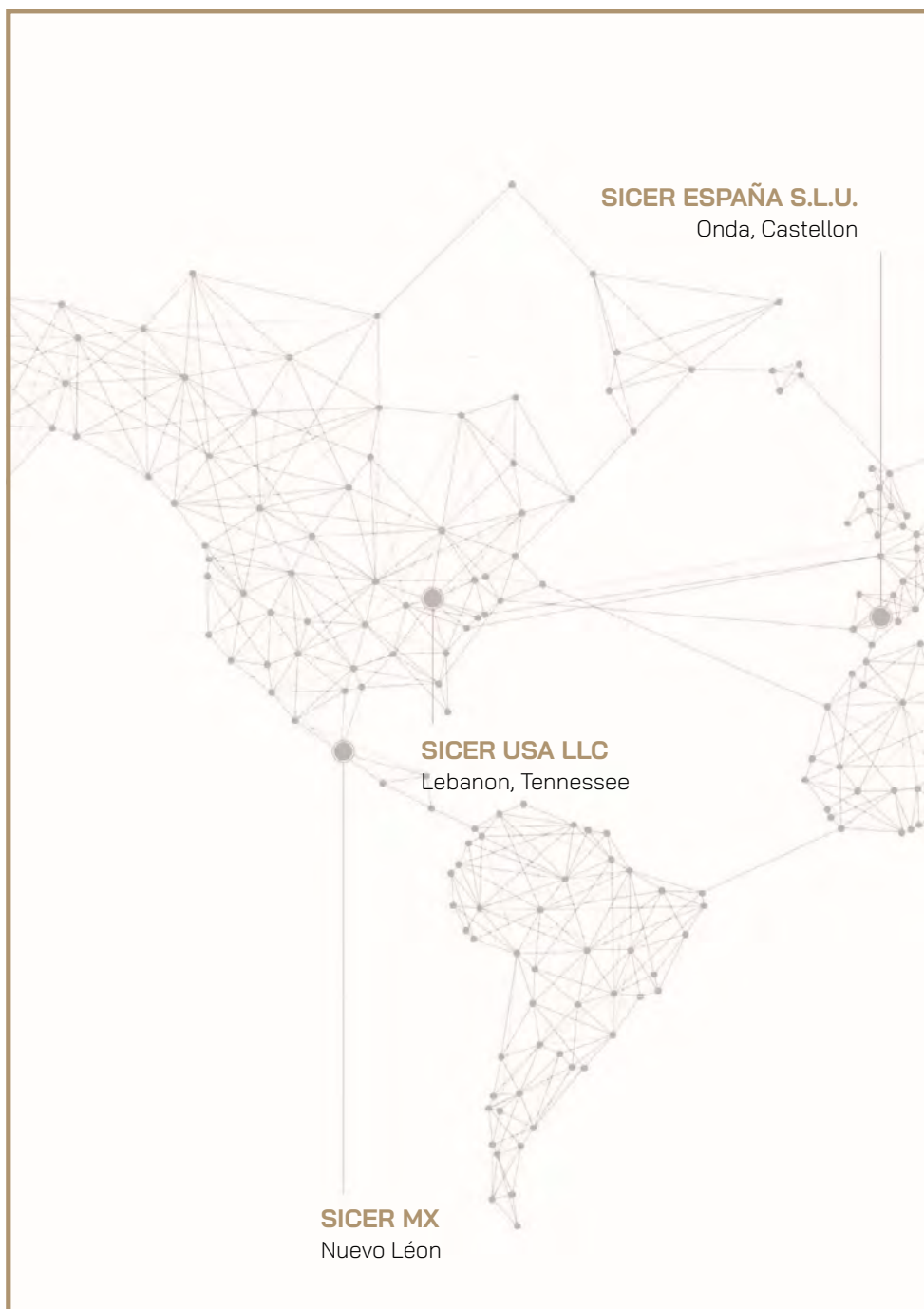
#### **SICER POLAND**

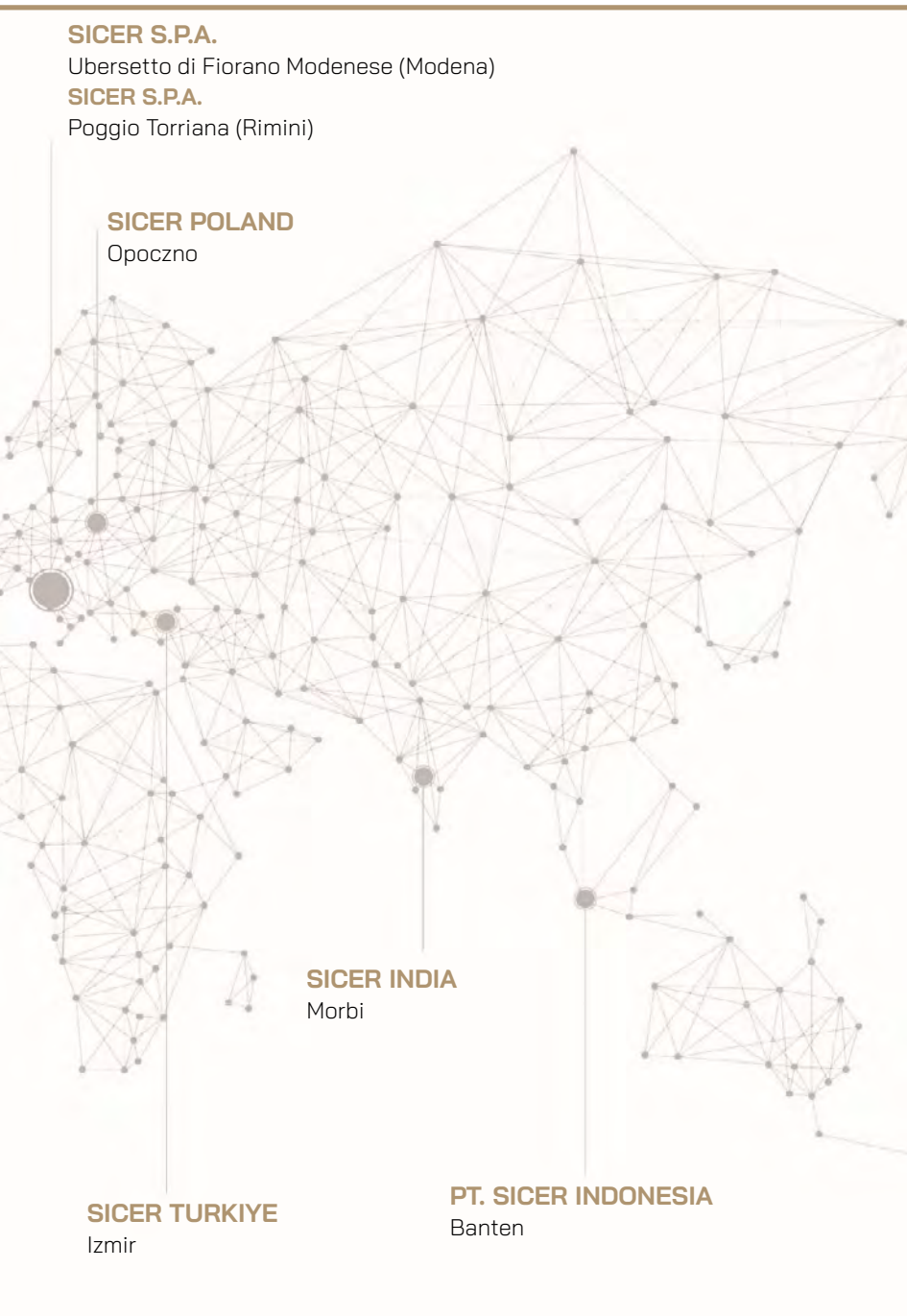
**Activities:** Composting and ink's sieving.

**Location:** Opoczno

**Employees:** 3 people

**Details:** about 2.000 sq.m of wich ca 600 covered



**SICER TURKIYE**

**Activities:** Composting and ink's sieving.

**Location:** Izmir

**Employees:** 5 people

**Details:** 300 sq.m

**PT. SICER INDONESIA**

**Activities:** Composting and ink's production.

**Location:** Banten

**Employees:** 81 people

**Details:** about 8500 sq.m of wich ca 3750 covered

**SICER MX**

**Activities:** Composting and ink's sieving.

**Location:** Nuevo León

**Employees:** 52 people

**Details:** about 16.000 sq.m of wich ca 4.000 covered

**SICER INDIA**

**Activities:** Composting and ink's production.

**Location:** Morbi

**Employees:** 121 people

**Details:** about 20.000 sq.m of wich ca 12.000 covered

**SICER USA LLC**

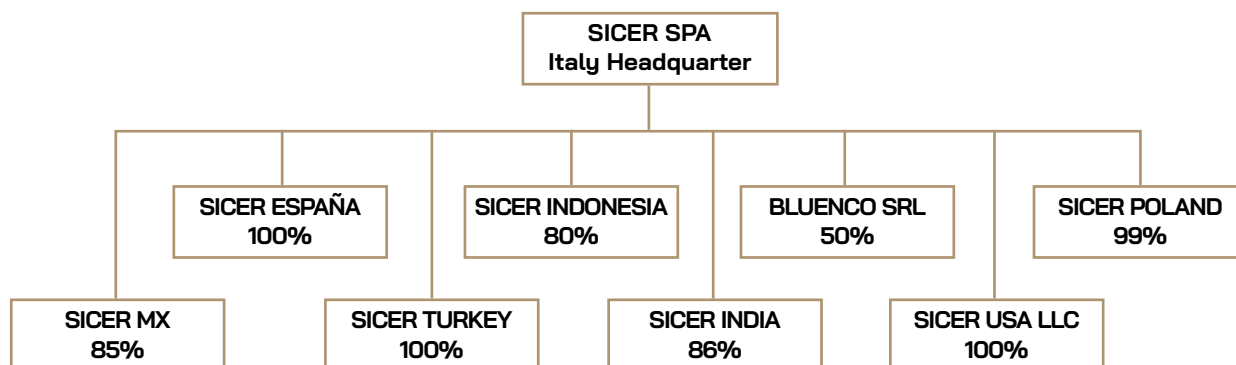
**Activities:** Production Plant

**Location:** Lebanon, Tennessee

**Employees:** 7 people

**Details:** about 10.300 sq.m of wich ca 3.763 covered

## CORPORATE STRUCTURE



## GOVERNANCE

Sicer S.p.A. adopts a traditional administration and control system consisting of the Shareholders' Meeting, the Board of Directors appointed by the Shareholders' Meeting and the Board of Statutory Auditors composed of independent professionals.

The Shareholders' Meeting also appoints the Accounting Firm. Since 31 December 2024, the firm in charge is BDO Italia Spa.

Sicer also adopts organisation, management and control models pursuant to Legislative Decree n. 231/2001 aimed at preventing, as far as possible, behaviors that could lead to the commission of offences covered by this decree.

In particular, it makes use of a Supervisory Body (SB) which reports periodically on the activities carried out and the results obtained.

The Shareholders' Meeting is composed of the holders of each share of share capital and is the Body responsible for deliberating in ordinary and extraordinary sessions on matters reserved to it by law and by the Articles of Association.

The governance of Sicer S.p.A. is entrusted to the Board of Directors and the Company's management. The Board of Directors is composed as follows:

**GIANFRANCO PADOVANI:** Company Representative; Chairman of the Board of Directors, Executive Director with responsibilities in the Commercial and Human Resources areas.

**GIULIANO FERRARI:** Company Representative; Employer. Chief Executive Officer with responsibilities in the following areas: Operations, Purchasing, Information Technology, Administration, Finance, and Control.

**MARCO MOLteni:** Member of the Board of Directors

**ELISABETTA BOZZONI PANTALEONI:** Member of the Board of Directors

**ALLEGRA PADOVANI:** Member of the Board of Directors

The Board of Directors has the function of control and final responsibility for the approval of multi-year strategies and annual budgets. Of the five members, three are part of the local community, that is the Emilia-Romagna Region.

The Company also makes use of the Supervisory Body (SB) appointed by the Board of Directors to monitor compliance with and the effective and efficient application of the 231 Model and to update it. This Body is composed of two people, one of whom is external to the Company in order to guarantee its own independence. The Company has also made an IT platform available to all employees for anonymously reporting any violations of the principles of the Code of Ethics.

Sicer's Corporate Bodies oversee sustainability issues and how they affect all those involved in the production chain, with the aim of:

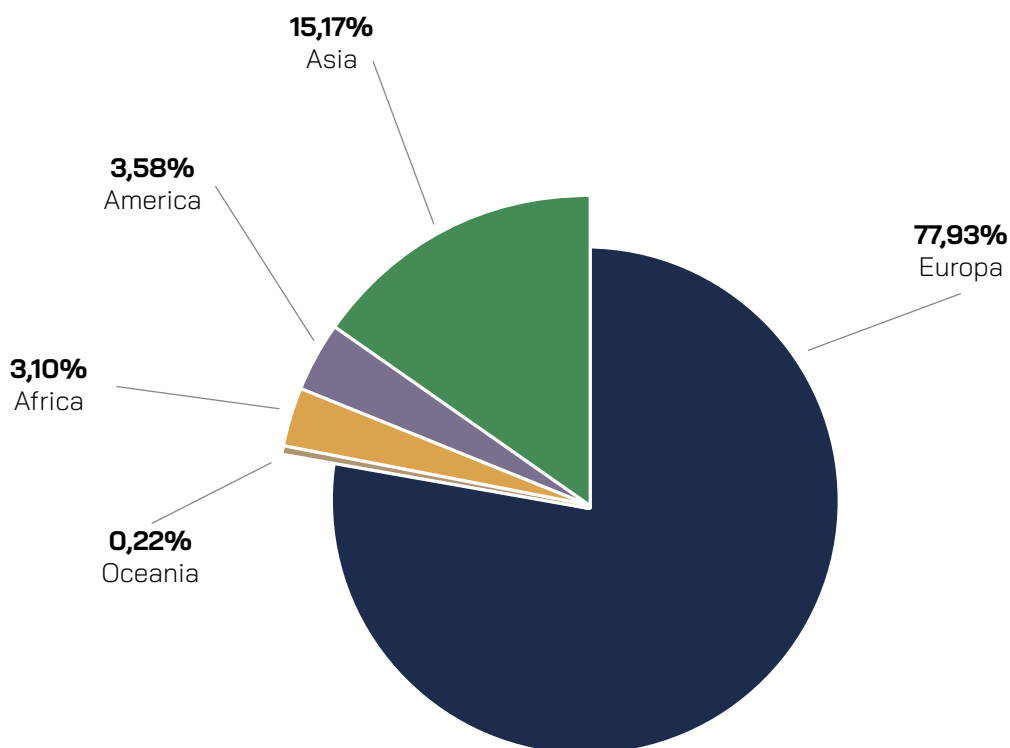
- Identify the sustainability issues that are most relevant to the Company;
- coordinate and oversee sustainability strategies in accordance with ESG standards;
- consider social and environmental aspects in business development strategies, also in compliance with applicable legislation;
- establishing social and environmental guidelines by defining indicators and multi-year improvement plans and monitoring their implementation
- allocate the necessary resources for the implementation of improvement plans.

Sicer has established an internal team that closely monitors all environmental, social and governance issues, reporting periodically to decision-making Bodies.

## COUNTRIES WE SERVE

An analysis of the countries we serve shows that Europe is the Company's main source of revenue, accounting for 77.93% of total income. Asia also plays a significant role, contributing 15.17% of total income. The African region represents another significant segment, contributing 3.10% of total income. The Americas contribute 3.58%, while Oceania represents 0.22% of total income.

### Revenue by geographical area - 2024



# MEMBERSHIP OF TRADE ASSOCIATIONS

Over time, Sicer has joined several trade associations, as a tangible sign of its commitment to being a proactive player in market dynamics and maintaining constant alignment with industry best practices.

## FEDERCHIMICA

Sicer has established its presence in the ceramic colour industry by joining FEDERCHIMICA. This association is the go-to place for coordinating and protecting the Italian chemical industry and its development, giving Sicer a platform to contribute to industry initiatives and stay up to date on the latest legal and technological developments.

## CIPER

Sicer's commitment to joining CIPER (Complex Inorganic Products Consortium for Emerging Regulations) reflects its interest in keeping up to date with the legal challenges of REACH regulations in the rest of the world in order to maintain and expand the commercial capacity of its products in compliance with local regulations.

## FRIT CONSORTIUM

Its membership of the FRIT Consortium highlights Sicer's commitment to meet the requirements of the REACH Regulation for frits.

## IP CONSORTIUM

Sicer has strengthened its position in the inorganic products sector through its participation in the IP Consortium. This European group aims to assist companies in complying with legal obligations relating to EU REACH and CLP regulations for complex inorganic pigments.

## COMPANY CERTIFICATIONS

As proof of its ongoing commitment to ensuring products of high-quality standards, with a view to continuous improvement and compliance with environmental regulations, Sicer Italia has obtained **UNI EN ISO 14001:2015 and ESG - ECOVADIS Certification**. Since 2019, Sicer Indonesia's Quality System has also obtained Quality Management System Certification - **UNI EN ISO 9001:2015**.



### UNI EN ISO 9001:2015

Effective since August 2007, it is the internationally recognised standard for the creation, implementation and management of a Quality Management System. Sicer recognises constant innovation and the pursuit of improvement as the key to approaching the future. Furthermore, the 9001 model becomes a strategic tool, as it reduces the risk of not delivering what has been promised to customers and measures performance through appropriate indicators.



### UNI EN ISO 14001:2015

Effective since September 2020, it is the internationally recognised standard for the creation, implementation and management of an Environmental Management System. By adhering to this standard, Sicer confirms its sensitivity to environmental issues, satisfying all legislative compliance obligations, identifying environmental impacts and risks, and addressing and evaluating opportunities for improvement.



### ECOVADIS

In May 2022, Sicer Italia submitted its business practices to ECOVADIS' ESG sustainability assessment, obtaining the 'Bronze Medal' and a score of 58/100 as an important recognition of its achievements. The methodology used by ECOVADIS analyses in detail the policies, actions and results achieved by the company in the management of the environment, labour, ethics and human rights, as well as sustainable procurement and processes. One of Sicer's future goals is certainly to improve every year with a higher score and qualification.

# ETHICS AND INTEGRITY

## VISION

Consolidate our position as a leading global partner in the industrial ceramics sector, adhering to ESG sustainability principles and broadening our horizons, while continuing to invest in the local area. To achieve these objectives, we intend to further increase the technical and aesthetic level of our products, progressively reduce our environmental impact and continue to guarantee timely and effective technical support for our customers.

## MISSION

Quality, innovation and service have always been the guiding principles that led us and made Sicer a leading Company in the production and distribution of vitrified materials for glazing and ceramic decoration. The constant pursuit of excellence and customer satisfaction motivates us every day to invest in innovation, in order to create high-quality products that respect the environment.

## 231 MODEL

Sicer has implemented the Organisation, Management and Control Model in accordance with Legislative Decree 231/2001. This model aims to outline the system of operational and behavioural rules that govern the entire activity of the Company. It also includes additional control elements aimed at preventing crimes and administrative offences subject to the application of the Decree. Such crimes are committed by individuals in senior positions or subordinates under their area of responsibility or supervision, which could imply the administrative liability of the Company. The primary objective of Model 231 is to create an organised and structured system of principles, procedures and controls aimed at preventing the offences covered by Legislative Decree 231/2001. During the reporting period, no reports of alleged violations of the Code of Ethics or the Organisation and Control Model were received.



# VALUES

## **Integrity, honesty, fairness and loyalty**

We are committed to complying with all applicable laws, anti-money laundering regulations and internal codes, preventing corruption and organised crime. We establish transparent, fair and respectful relationships with customers, suppliers and public authorities, operating in an environment of mutual trust.

## **Transparency and confidentiality**

We promote truthful, complete, transparent and understandable communication, both within and outside the Company, so that the other party is able to understand it and make informed decisions; we are committed to protecting the confidentiality of data and company know-how.

## **Sustainability**

We are committed to basing our business decisions on ESG principles in order to contribute to the creation of a more sustainable future.

## **Equity, objectivity, protection of individuals and work**

We promote freedom, security and individual well-being, while respecting human rights and the right to safe work and fair pay.

## **Product innovation**

We strongly believe in creating an open and stimulating work environment that encourages research and the exchange of ideas in order to innovate surfaces, formats and aesthetics to add value to the product.

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# CODE OF ETHICS

The Code of Ethics is an expression of the values that Sicer adopts and promotes with the aim of communicating and ensuring that all stakeholders behave in accordance with the ethical principles and standards established by the Board of Directors.

In 2017, the Company published the Code of Ethics on its official website and distributed it to suppliers, customers and employees to communicate and inform them of the Company's future intentions and to raise awareness among all those involved in the issues addressed.

The Code of Ethics is shared by Sicer Italia and its subsidiaries to create uniformity of values and objectives.



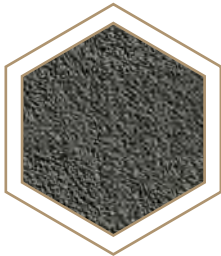


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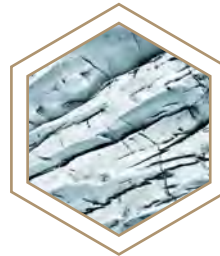
# PRODUCTS

# INDUSTRIAL PRODUCTS FOR FLOORING AND COVERINGS

Sicer Group manufactures a complete range of industrial products for floors and walls, as well as products for ceramic decoration. The Company meets the most complex requirements in the materials sector, including frits, glazes, grits and inks. The range also includes a collection specially designed for the ceramic decoration sector.



**Next Experienze  
Surfaces**

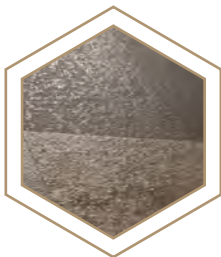


**Structure**

**SCD Digital material**



**Colored Grits  
in Fusione HP**

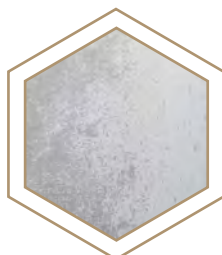


**GHR GRA  
GRS GRC Grits**

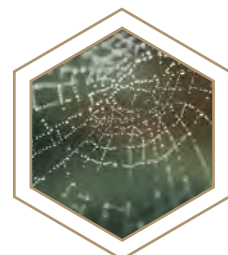


**Silky Rock Surfaces**

**Silkscreen prints SSA**

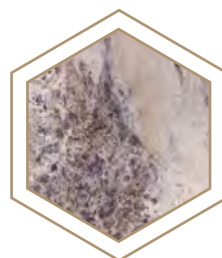


**Digital Glue:  
serie LOW EMISSION &  
serie WATER BASED**





Engobbi SSE

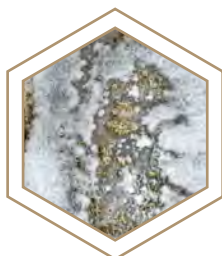


G R A DRY-LUX  
Grits

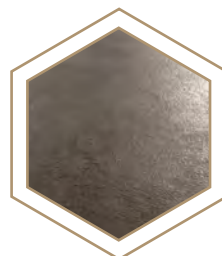
Fritte SF



LOW EMISSION Inks  
.LE serie



SSM Glazes



Laminated metallics  
SLA

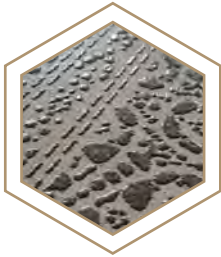
Coloring oxides SK



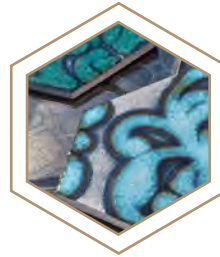
SCD Inks



# PRODUCTS FOR CERAMIC DECORATION



Grits  
for Monoporosa GMP

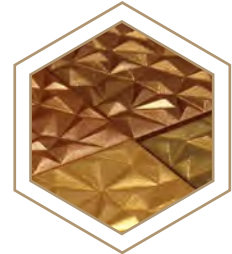


Raku Glazes

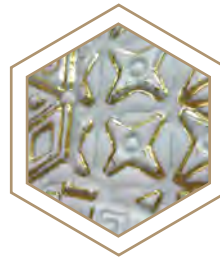
Digital decoration  
for tableware T-INK



Metallic Inks

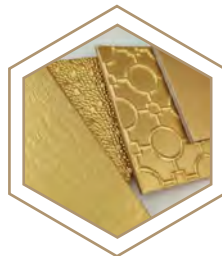


Inks for  
digital decoration  
DEK & PRECIOUS

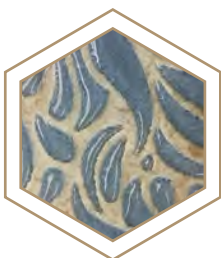
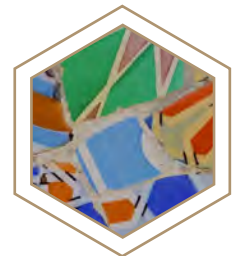


Precious metals and  
lustres

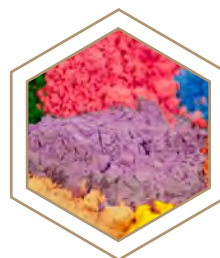
Colors for the  
cold decoration  
of glass and ceramics



Screen printing bases  
and thickness



Glass grits



Pigments  
for ceramic  
decoration



# SERVICES

## Support

The Company follows its customers step by step in the development of products, ensuring specialised pre- and post-sales technical support. The Company's global presence is guaranteed through its offices located in various parts of the world.



## Aesthetic design

The company offers its customers an in-house graphic design studio and a photography lab



# INNOVATION & DEVELOPMENT

The research and development laboratories work constantly to improve the quality and technical characteristics of all products, while developing new technologies aimed at saving energy and reducing environmental impact. Sicer pursues excellence in every product and guarantees each customer a customised solution. The Company has its own Academy dedicated to training and education for external technicians.

**The core of the ceramic glaze and colour producer's research consists of three main departments:**

**The research center of the ceramic glaze and colour producer is the Technology Lab**, a group of chemical engineers who, supported by the best technologies, are dedicated to the study and creation of innovative, high-quality products, taking into account environmental protection and the requests and needs of the end customer, which have always been the Company's primary targets.

**The Digital R&D Lab** is the department dedicated to the research and development of inks, materials and digital glues. In recent years, it has set itself an ambitious goal: to reduce its environmental impact while maintaining the same high-quality standards for its products. With this goal in mind, it has developed the well-known patented series of inks and digital glues .LE - LOW EMISSION and the brand new WATER BASED series.

**The DBU Lab** is the heart of ceramic decoration. A team of technicians and artists studies and researches precious ceramic materials to create unique and exclusive decorations.

Furthermore, in recent years, Sicer has decided to participate in funding for product and process innovation projects, in the firm belief that this is the right path to take for better management of raw materials, production processes and energy resources.

This path will lead to a reduction in environmental impact and an increase in internal resources that can be allocated to future projects, creating a virtuous circle aimed at continuous sustainable development. The R&D team is focused on the evolution of products and production processes, with a constant commitment to participating in public funding calls related to technological, process, and sustainable product development.



In 2024, the following research projects funded by the **MISE and launched in 2022 and 2023 will remain active.**

### First project goals:

- Lowering the firing temperature of the mixtures.
- Reducing the free crystalline silica content of ceramic substrates intended for sale.
- Reformulation of products to significantly reduce carbon-based compound emissions during the firing of high and low-temperature products.

### Second project: goals:

- Optimisation of the grit blasting process to reduce machine energy consumption and the amount of waste.
- Feasibility study on the use of hydrogen in combustion processes within the processing plant;
- Feasibility study of a process to produce oxygen from air.

### Third project goals:

- Continuous monitoring of the frit melting process through an advanced vision system combined with an artificial intelligence system.
- Development of highly durable ceramic decorations to ensure high mechanical and chemical resistance of ceramic tiles and slabs.

**Sicer currently holds 12 PATENTS** covering activities related to production processes, formulations, and the use of frits, inks, and digital materials. These patents led to innovations that enabled the Company to produce increasingly sustainable products.

## INDUSTRY 4.0

Sicer's Italian production plant in Torriana (RN) has successfully completed the digitisation process through an MES platform, allowing real-time integration of machines, people and systems, which is fundamental for Industry 4.0. Digitisation is crucial to develop efficient, flexible and sustainable business models. In addition, Manini Connect has been implemented in Torriana, an automated system that immediately detects structural anomalies following extraordinary events such as earthquakes or extreme weather conditions, ensuring greater efficiency, safety and sustainability, in line with Sicer's objectives of innovation and environmental respect.

## CUSTOMER HEALTH AND SAFETY

**Pollution:** Reducing harmful emissions into the air has become imperative for Sicer. This is why the LE LOW EMISSION series, that Sicer has developed, is formulated with innovative solvents that are chemically stable even at very high temperatures. Compared to all the best low-emission products currently on the market, this range offers excellent results, including a significant reduction in odour emissions (-70%) and formaldehyde emissions (-60%), as well as more than halving the concentration of aldehydes and SOV.

**Non-slip surfaces:** Sicer considers its customers' safety a top priority. Statistics on domestic accidents and injuries caused by accidental falls on slippery surfaces are alarming. This is why the Company has developed a new product called SILKY ROCK SURFACES, an innovative non-slip finish that can be used to create safe flooring with high aesthetic value. This surface provides reliable grip even in wet or dirty conditions, in accordance with DIN 51130:2014 and DIN 51097:1997 standards, guaranteeing a non-slip finish from R9 to R12, depending on customer requirements.

**Antibacterial:** Sicer is completing the development of an innovative antibacterial product, BACT-ZERO, which penetrates the ceramic surface to ensure long-lasting protection. Thanks to its special patented formula, which does not contain silver ions, it guarantees constant antibacterial action that does not wear off over time. Unlike most silver-based products, which lose their effectiveness over the years, Sicer's product guarantees inexhaustible action.





**+72**

million in distributed economic value

**SHARED VALUE**

	2024	2023
<b>Total economic value generated by Sicer Spa</b>	<b>78.121.536 €</b>	<b>77.953.496 €</b>
Operating costs	55.516.055 €	51.788.092 €
Employee salaries and benefits	12.925.861 €	11.910.125 €
Payments to capital providers	64.984 €	435.142 €
Public Administration Taxes and Payments	2.485.720 €	2.459.785 €
Community investments	603.154 €	542.590 €
<b>Total Distributed Economic Value</b>	<b>71.595.774 €</b>	<b>67.135.734 €</b>
<b>% Distributed Economic Value</b>	91,6%	86,1%
<b>Retained Economic Value</b>	<b>6.525.762 €</b>	<b>10.817.762 €</b>
<b>% Retained Economic Value</b>	8,4%	13,9%

Production value in 2024 amounted to € 78.122, substantially in line with the previous year. All key economic indicators confirm the Company's profitability. In 2024, Sicer distributed a total of € 71.596, representing 91.6% of total value generated. Most of the economic value generated was distributed to suppliers through operating costs. Additionally, the share distributed to personnel through salaries increased compared to the previous year (+8.5%). Sicer allocated a value of € 603.000 to the community, an increase compared to 2023 (+11.2%). The Company retained an economic value, before deferred taxes of € 6.526, equal to 8.4% of the value of production.

In carrying out its activities, the Company is exposed to various risks, including financial, market, credit, IT and physical risks arising, among other things, from climate change. During 2024, the financial risks and opportunities related to sustainability were identified, arising from environmental, social or governance issues and having a short- medium- and long-term influence on business performance. All risks are constantly monitored by management in order to implement the necessary measures to reduce their potential impact.

## FINANCIAL ASSISTANCE RECEIVED

The financial assistance received by Sicer in 2024 consists of a non-repayable grant for investment in research and development and an investment bonus, with a total value of € 2.190.979.

## SUPPORT FOR THE TERRITORY

Sicer is an active player in the social and territorial context where it is based. Supporting the local area is a key pillar of the Company's philosophy, translated into a series of initiatives aimed at promoting sustainable development, the well-being of local communities and the protection of cultural and environmental heritage. During 2024, Sicer demonstrated its support to local areas through a series of targeted investments. In particular:

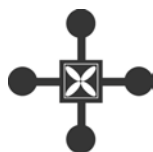


**Alma Finalis** (Association for the preservation of Finale's cultural heritage): Sicer has allocated a contribution of €1.000 to support the Alma Finalis Association in its mission to preserve the rich cultural heritage of Finale Emilia and its surroundings.



**RUI International University Residences Foundation:**

Sicer has provided a contribution of €9.000 to support the education of young university students, contributing through its donation to the awarding of subsidised tuition fees and scholarships to deserving students without adequate financial means.



**Basilica Metropolitana di Modena:** Sicer donated €1.850 to the Basilica Metropolitana of Modena, thereby supporting religious institutions and the spiritual heritage of the region.



**Italian Chemical Society:** With a contribution of €610, Sicer supported the Italian Chemical Society to promote the study and progress of chemistry and its applications.



**IL NODO - Association for Social Promotion - Amateur Sports Association:** Sicer has donated €2.000 as a sign of its commitment to promoting sport and social promotion.



**Fondazione Policlinico Sant'Orsola Onlus e AZIED. OSPEDALIERO-UNIVERSITA" DI MODENA:** Sicer made a total donation of €6.000 to support medical research and training in the healthcare sector.

Confirming the collaboration already established in previous years with the Modena University Hospital, in 2024 a new ultrasound scanner was purchased for the **Clinical Breast Centre and Mammography Screening Unit at the Policlinico Hospital**. This gesture demonstrates the Company's concrete commitment to promoting prevention and supporting health in the local area.





4

SUPPLIERS

**53%**

of supply expenditure allocated to local suppliers  
(Emilia-Romagna)

**93,7%**

of suppliers based in Italy

**2024**

analysis of raw material suppliers based also on  
social and environmental factors

Suppliers play a crucial role in the success and sustainability of Sicer's business. With the constant aim of optimising value for money, Sicer has launched and consolidated a project to analyse and evaluate its supply chain through the implementation of assessment criteria based on social and environmental factors. In particular, a specific questionnaire has been prepared to investigate the main sustainability issues with the aim of assigning a rating to all suppliers of raw materials that represent the majority of expenditure.

Even before these criteria came into force, Sicer initiated a process of transparency and sharing of corporate values with its suppliers by sending them the Code of Ethics, allowing them to examine it and understand the Company's expectations. In particular, this document requires suppliers to comply strictly with current labour legislation, with particular attention to child labour, women's work, working conditions and hours, social security, contributions and wages.

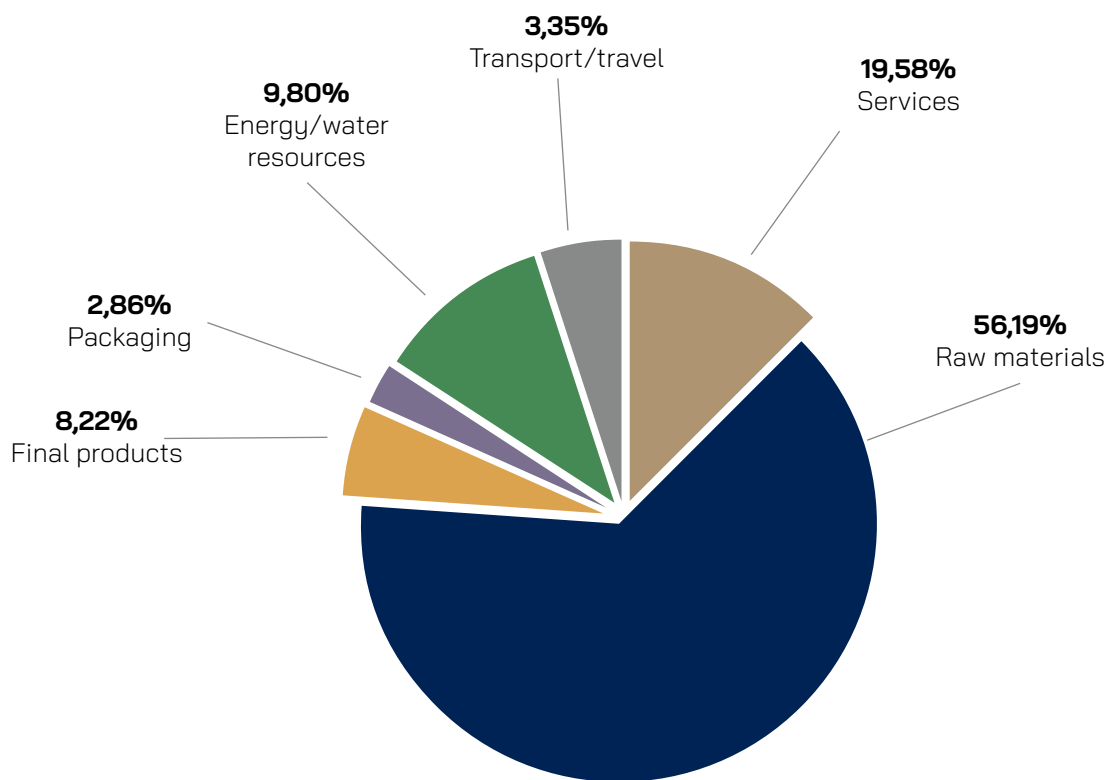
Sicer intends to continue its commitment to responsible sourcing by sharing the principles set out in the Supplier Code of Conduct and ensuring that they are monitored throughout the supply chain.



## EXPENDITURE FOR SUPPLIERS

The main component of expenditure allocated to suppliers is for the purchase of raw materials (56.2%). Energy/water resources account for 9.8% and transport/travel for 3.3% of expenditure. The percentage allocated to the purchase of finished products is 8.22%, while that for packaging is 2.9%. Services and other items of expenditure account for 19.6% of the total.

### Macro-areas of expenditure



Sicer concentrates most of its spending at national and local level. The term “local” refers to suppliers based in Emilia-Romagna, where the Group’s two Italian sites are located. The breakdown of spending by geographical area is shown in the table below.

Spending area	Local (E-R)	Italy (altro)	Europe	Extra UE
Raw materials	47%	42%	10%	1%
Final products	22%	39%	39%	0%
Packaging	85%	15%	0%	0%
Energy/water resources	76%	24%	0%	0%
Transport/travel	82%	6%	12%	0%
Services	63%	26%	6%	5%

In general, 53% of total expenditure goes to local suppliers; 35% to suppliers operating in other Italian regions; while 11% is invested in European suppliers. Although the percentage is more modest, 1% of funds is dedicated to suppliers outside Europe, indicating a global dimension in the supply chain.

	Number of suppliers	% Expense
Emilia Romagna	444	53%
Other / Italia	180	35%
Europe	32	11%
Extra Europe	10	1%
<b>Totale</b>	<b>666</b>	<b>100%</b>



5

# THE PEOPLE

92%

of employees on permanent contract.

Through policies that respect diversity, Sicer promotes a working environment that values the well-being and rights of all its employees. Well-being, professional growth and quality of the working environment are achieved through internal training, specialisation programs, monitoring systems and investments. This creates a stimulating and dynamic working environment where employees can grow both personally and professionally, thus contributing to the success and innovation of the Company.

In line with its sustainability policy, Sicer aims to:

- Provide working conditions that respect human rights, dignity, professional development and adequate remuneration;
- Ensuring equal opportunities regardless of gender identity, sexual orientation, religion, age, health, disability, trade union activity, political orientation, family and civil status, citizenship, social background;
- Ensure appropriate work schedules, avoiding excessive workloads, to ensure a healthy work-life balance;
- Ensure freedom of association and the right to collective bargaining by promoting open dialogue with employees and their representatives;
- Maintain safe working environments by complying with legal health and safety requirements and promoting appropriate preventive measures within company premises.
- Implement specific training activities for professional and cultural growth in relation to health and safety, management systems and environmental sustainability;
- Collaborate with local communities by promoting the employment of workers from the surrounding area.

To regulate working relationships with all employees, Sicer has adopted a company regulation, which is given to all workers and defines the use of Company assets, the management of working hours, holidays and leave.

Employees communicate with the Company through: area managers, Company employee representatives, employee associations, and the branch HR representative. They have access to the whistleblowing platform for all relevant reports of violations of the Code of Ethics and the current employment relationship



Hiring, both permanent and temporary, is carried out in accordance with the law regarding private employment relationships and the rules deriving from National and Company Collective Bargaining Agreements. The Company's recruitment plans, in terms of the number of resources planned, are validated by the board of directors during the budget definition process, as are the recruitment or promotion of Executives.

The recruitment and selection's process is carried out according to procedures that guarantee objectivity, fairness and transparency, using:

- Recruiting companies
- Authorised employment agencies
- Job centers
- Schools, institutes and universities
- Job advertisements
- Publication on the social network LINKEDIN or company website

Furthermore, SICER has always promoted the orientation of young people in the workplace by welcoming university interns and high school students into the Company.

# PROFESSIONAL PROFILES AND THEIR GENDER

As of 31 December 2024, Sicer has a total of 213 employees, of whom 48 are women and 165 are men. In addition, there are two workers hired through a temporary employment contract.

## Dipendenti

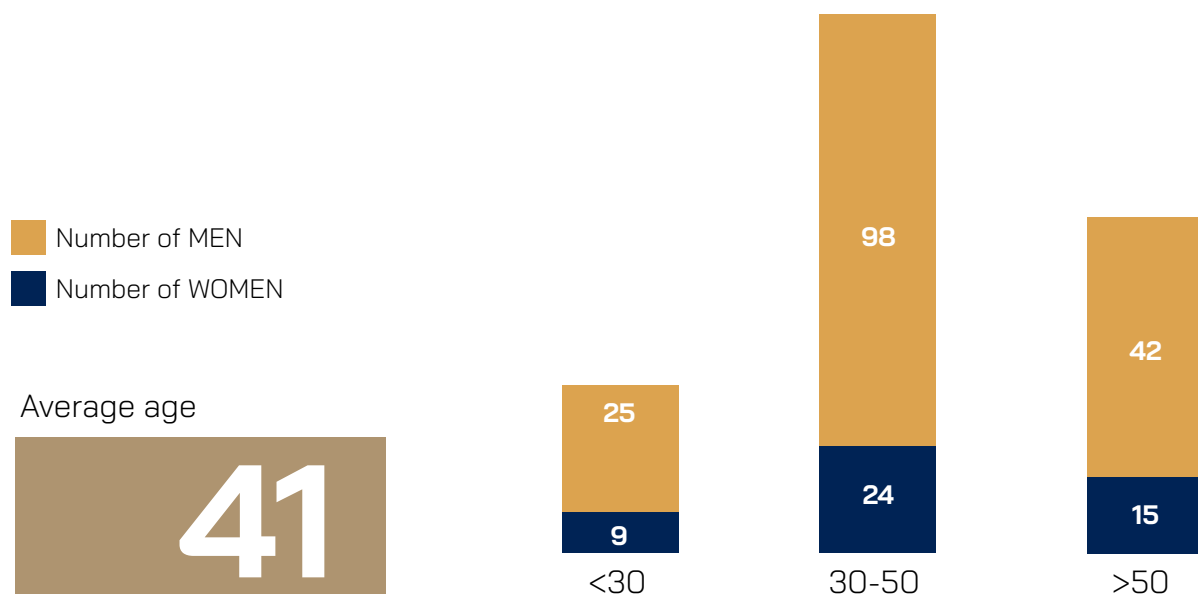


Professional profiles	Total	Women	Men
Manager	4	0	4
Middle manager	14	3	11
Employees	114	43	71
Workers	81	2	79
<b>Total</b>	<b>213</b>	<b>48</b>	<b>165</b>



## AGE AND GENDER OF EMPLOYEES

Sicer stands out for the maturity and experience of its employees, who are mainly in the 30-50 age group, with an overall average age of 41. There are also younger and older employees within the workforce. This generational diversity leads to a variety of perspectives and approaches, which can be useful in addressing challenges and seizing opportunities in a more comprehensive way.



## PARENTAL LEAVE

Parental leave is a fundamental aid in balancing work and family care needs. Sicer has always welcomed requests from its employees, paying attention to personal needs and Company organisation with a view to mutual respect.

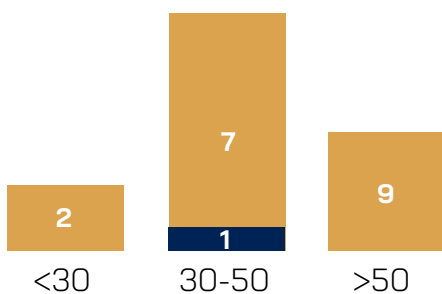
## TYPE OF CONTRACT AND EMPLOYEE TURNOVER

As evidence of Sicer's attention and commitment to guaranteeing stability and professional growth, 92% of employees are hired on permanent contracts. In addition, 10 people work part-time, reflecting Sicer's commitment to ensuring flexible working arrangements to contribute to the well-being of its employees. All workers have a national collective agreement for the chemical industry.

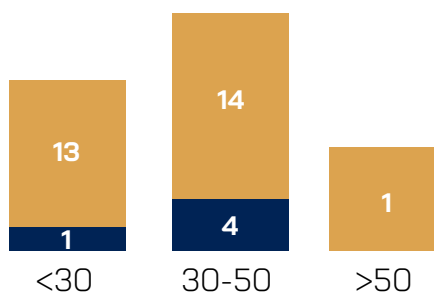
Employee working arrangements	Total	N. Women	N. Men
Part-time	10	7	3
Full-time	203	41	162
<b>Total</b>	<b>213</b>	<b>48</b>	<b>165</b>

In 2024, Sicer increased its workforce with a positive turnover of 17% compared to a negative turnover of 10%. Below are the details of the hires and terminations of employment.

### Terminations of employment



### New Hires



Number of men      Number of women

## WAGE

Equal wage for men and women is a fundamental principle for ensuring equality in the workplace, which Sicer constantly strives to achieve. Any wage differences that may arise are essentially due to seniority within the Company or the performance of different tasks. Analysis of employees' gross annual wages reveals slight wage differences between genders at various Company levels, mainly due to the generally lower representation of women (in line with industry percentages).

## WELFARE

Sicer is constantly committed to improving the working conditions and well-being of its employees. As explained in the 'The Company' section, Sicer has two Italian locations: one in Ubersetto and the other in Torriana. The Romagna production plant has a corporate welfare platform for staff, designed to be flexible and easily accessible, allowing employees to choose the services that best suit their personal and family needs.

A wellness area has been created for employees at the Ubersetto headquarters, and a cafeteria agreement has been put in place to allow them to enjoy lunch at reduced prices. Sicer is convinced that investing in the well-being of its employees not only improves the quality of working life, but also helps to create a more motivating and productive working environment.

## TRAINING

The Company's development and innovation are supported by trained employees and participants. Right after being hired, new employees attend to an intern training established by the area representative, to learn the necessary basics of their task to be able to fulfill it.

The Company's effort is to create a dynamic and engaging work environment to encourage personal and professional growth. Every year the Company establishes a plan to train its employees on responding to new changes, emerging technologies, regulatory developments, or specific department/

sector's needs. During 2024, Sicer trained its employees for a total of 1.899 hours of which 1.077 hours on safety and health and 822 hours on various topics, in particular: language courses, team coaching, updating tools and Company procedures, and environment sustainability

## HEALTH AND SAFETY AT WORK

Sicer has developed an internal management system to ensure compliance with workplace regulations, included 81 Decree and regulatory provision inspired to the principles of UNI EN ISO 45001, to guarantee an healthy and safe working environment. The current system comprehends some procedures to identify, evaluate and manage health and safety risks in the workplace, including the continuous employees' training, implementation of preventive controls and the constant supervision of working conditions. Moreover, Sicer supports the employees' active participation to promote an increasingly safe working environment and further refine its internal management system, with the aim of obtaining in the coming years UNI EN ISO 45001 certification.

To identify and evaluate risks are carried out:

- Specific Department's estimates based on production activities and equipment used.
- Specific estimates and corrective actions in case of an accident or near miss injury.
- Constant update of specific evaluation composing the DVR.
- Update and provision DUVRI (document of evaluation of interferential risks) towards companies in contract admitted inside the plant for activities and works required by Sicer S.p.A.

Sicer has nominated a Responsible of the Workers for Safety (in Italian RLS), to whom everyone can refer to report problems and risks related to safety of the workplace. RLS is responsible for receiving these reports and bringing them on the attention of the Head of the Prevention and Protection Service (RSPP). Once received the report on a problem or danger the RSPP take the necessary corrective action to eliminate or reduce the identified risk.

Furthermore, Sicer established a specific procedure to report near miss accidents or injuries. In this case a reporting form is filled out. It includes a description of the near miss injury and recommends corrective actions to prevent future accidents. These reports are classified and quantified at the end of the working year.

In Sicer, all employees are constantly trained on health and safety. In particular, the new hired received a specific training on the issue of security related to factory's activities and the specific department in which they work.

This training is provided by HSE office; oversaw by the Assistant in Charge; and integrated by the delivery of the Company's Risk Book. The time frame for training is in line with the specific support and training needs for each job and department.

At the end of the training, there's a post-Internal Specific Training learning test.

Plus, Department Supervisors give detailed and specific training on how to safely use machinery and equipment in their department so that each employee is fully prepared and aware of the measures necessary to perform their duties safely.



hours of Health and Safety training at work

During 2024, there were 5 accidents of the following types: impact/laceration accidents, accidents due to unintentional falls and slips.



6

# ENVIRONMENTAL RESPONSIBILITY

**957.558**

euros invested in photovoltaic systems

**100 %**

of water extracted from wells for industrial purposes reused internally

**95 %**

of waste produced undergoes recycling processes

Through a particular focus on the development of increasingly efficient and sustainable production processes, Sicer is committed to promoting business practices that respect the environment and contribute to social well-being. This includes the implementation of systems to monitor and reduce energy and water consumption and atmospheric emissions..

The registered office strictly complies with all relevant legal provisions and the production plant operates under AIA (Integrated Environmental Authorisation), which guarantees that all activities and related atmospheric emissions are managed in compliance with current environmental regulations. In 2020, Sicer obtained UNI EN ISO 14001 certification. This certification recognises conformity with international standards for environmental management and proves Sicer's commitment to reducing the impact of its activities and promoting sustainability in all Company operations.

The Company is also committed to raising awareness among its employees to promote a responsible use of resources and proper waste management. In particular, during the recruitment process, a Green Book is distributed, containing the main environmental and sustainability policies. Sicer adopts an ecological approach by using recycled materials for its products and opting for environmentally certified paper for printing. At the same time, Sicer is gradually digitising its marketing tools, offering brochures and catalogues in PDF format on its website. This transition to digitisation reduces the environmental impact of paper printing and offers greater accessibility and convenience to stakeholders.



## RESOURCES USED

### Materials used

The Company purchases a wide range of materials for its production activities. Among the materials used there are raw components such as minerals, oxides and carbonates, as well as dyes, inks, mixed compounds and additives. Oxygen and methane are used for combustion processes.

Packaging materials include recycled shrink wrap, reels and all materials necessary for optimal product transport. As evidence of its commitment to sustainability, the glass material used comes from recycling (201.62 t), as do nickel carbonate (10.82 t) and shrink wrap packaging (81.34 t).

### Type of materials used

Raw and semi-finished materials	u.m.	value
Minerals, oxides, carbonates	ton	36.308,50
Oxygen and methane	mc	10.796,30
Precious metals	ton	0,320
Dyes, inks, compounds, blends, auxiliaries, ink vehicles, additives, pigments, frits, atomized	ton	6.523,18
Grit	ton	1.312,46
<b>Packaging</b>		
Recycled shrink wrap	ton	81,34
Coils	ton	96,04

## Energy consumed within the organisation

Ceramic factories are companies with high energy consumption. For this reason, Sicer has decided to invest in the construction of photovoltaic systems.

Installation began in 2021 and was completed in 2024, reaching a total nominal generation capacity of 1.299 kW with an investment of € 957.558.

During 2024, Sicer managed to sustainably generate 20% of the electricity consumed through the photovoltaic system, an increase compared to the 14.15% recorded in 2023.

## Electricity consumption

The following table provides details of Sicer's electricity consumption, which in 2024 totalled 5.964.490 kWh. The data was obtained from an analysis of consumption reported on electricity bills.

### Electricity consumed

Year	kWh purchased	kWh self-produced from photovoltaic	Total
2023	4.443.757	732.731	5.176.488
2024	4.779.762	1.185.028	5.964.490
<b>Total GJ 2024*</b>	<b>17.206</b>	<b>4.266</b>	<b>21.472</b>

\*The following value was used for the conversion from kWh to GJ: 1 kWh = 0.0036 GJ

## Natural gas consumption

At both Company plants, natural gas is used both for heating buildings and for powering the colouring plant kilns. The data was obtained from an analysis of consumption reported on bills.

### Natural gas consumed

Year	smc
2023	3.865.669
2024	3.796.734
<b>Total GJ 2024*</b>	<b>149.591,32</b>

\*The following value was used for conversion from smc to GJ: 1 smc = 0.0394 GJ

## Fuel consumption for Company's cars

The diesel consumption of the Company's fleet, which comprises 45 cars, was also calculated. In 2024, these cars travelled a total of 883.627 km. The diesel consumption data was obtained from the Company fuel cards.

### Fuel consumption for Company's cars

Company	Diesel (mc)
2023	71,118
2024	77,36
<b>Total GJ 2024*</b>	<b>3.174,24</b>

\* The following value was used for the conversion from cubic metres of diesel fuel to GJ: 1 m<sup>3</sup> = 41,030 GJ

## Energy intensity

Energy intensity has been calculated, providing a complete view on the Company's energy effort, regarding to the generated tons of product in 2024.

Despite the increase in electricity consumption due to growth in production, Sicer has reduced its average consumption per tonne of product, as confirmed by the energy intensity index, which reflects an improvement compared to the previous year.

# 2,24

2,24 GJ/t of product per year

## Greenhouse gas emissions

Sicer has decided to calculate its direct and indirect emissions (Scope 1 and Scope 2) following the guidelines of the Greenhouse Gas Protocol (GHG Protocol).

Scope 1's emissions represent direct emissions from sources owned and strictly controlled by the Company. In Sicer's case, these emissions include those related to the use of fossil fuels within the Company (e.g. for the operation of melting furnaces, atomization machines, muffle furnaces and kilns) and emissions from the combustion produced by owned or rented vehicles (company cars).

Scope 1	mc 2024	Emission factor kg CO <sub>2</sub> e/unit	t CO <sub>2</sub> e Scope 1
Natural Gas	3.796,73	2,0454	7.765,92
Gas oil	7,73	2,0844	16,11
Diesel	69,64	2,5128	174,98
<b>Total</b>			<b>7.957,01</b>

Source: DEFRA GHG Conversion Factors 2024

Scope 2 emissions include all indirect emissions generated by the purchase of electricity from sources outside the Company. The location-based method was used to calculate these emissions, taking into account the emission factors calculated on the Italian energy mix. An emission factor of 0 is applied to the share of self-produced energy. Scope 2 emissions amount to 1.419,5 tons of CO<sub>2</sub>e.

Scope 2	kWh 2023	Emission factor kg CO <sub>2</sub> e/unit**	t CO <sub>2</sub> e Scope 2
Purchased electricity	4.779.462	0,297	1.419,5
<b>Total</b>			<b>1.419,5</b>

\*\* triplet 2019

Emission GHG	t CO <sub>2</sub> e Scope 1	t CO <sub>2</sub> e Scope 2	t CO <sub>2</sub> e totali
2023	7.689,78	1.319,80	9.009,58
2024	7.957,01	1.419,5	9.376,51

The value of 2023 emissions has been recalculated using the same conversion factor as for 2024. Scope 1 emissions increased from 7.690 tons of CO<sub>2</sub>e to 7.957 tons of CO<sub>2</sub>e, while Scope 2 emissions increased from 1.320 tons of CO<sub>2</sub>e to 1.419 tons of CO<sub>2</sub>e.

The increase in overall emissions reflects growth in terms of quantities produced. In 2024, however, Sicer maintained a constant emission intensity index compared to 2023, showing an improvement in the unit indicator.

### Emission intensity

**0,12**

0,12 t CO<sub>2</sub>e/t of product per year

## Water consumption

Considering water as a resource to be preserved is a categorical imperative in the current socio-environmental context; therefore, Sicer is committed to minimising the environmental impact of water use through water reuse strategies within its plants, in line with its commitment to environmental sustainability and operational efficiency.

At the Torriana production site, water extracted from wells for industrial purposes, together with water from plant washing, is first purified and then 100% recycled. Water extracted from wells is used to replenish water evaporated during the production process. The amount of water recycled is 288.200 megalitres, representing the savings in extraction or public water supply if industrial wastewater were not purified. Seen from another perspective, it would represent wastewater discharged into surface waters after purification.

### Source of withdrawal

Fonte di prelievo	Quantity in megalitres
Aqueduct	4,80
Groundwater	24,80
<b>Total</b>	<b>29,60</b>

Offices	use	Discharge/ treatment
Registered headquarters	toilets, kitchens	Sewerage
	ceramic applications & cleaning equipment	wastewater managed as waste
operational headquarters	toilets	sewerage
		purification and internal reuse

The quantity discharged into the sewerage system in 2024 amounts to 1.093 megalitres.





### Polluting emissions

All emissions into the atmosphere, both at the registered office and operating plant, are managed in compliance with the relevant environmental regulations. The plants that produce gaseous waste and all points where processing can create dust are equipped with vacuum systems with bag filters to reduce pollutants. Below are the mass flows emitted by the production plants (kilns, muffles, atomizers) at the Poggio Torriana (RN) site. The data were obtained through periodic sampling.

#### Relevant air emissions

	Total Dust	Nitrogen Oxides (NO2)	Sulfur Oxides (SO2)	Fluorine (F) Compounds
	kg/year	kg/year	kg/year	kg/year
2024	481,30	16.760	1.543	66,4

	Lead Compounds (Pb)	Boron Compounds (B)	Compound COV	TOTAL
	kg/year	kg/year	kg/year	kg/year
2024	2,86	3	109	18.965,56

### Waste

In 2024, Sicer produced a total of 1.264.510 tonnes of waste, divided between hazardous and non-hazardous waste. The production plant in Torriana (RN) generates approximately 89% of the total waste.

Over 90% of the waste produced by Sicer undergoes recycling processes.



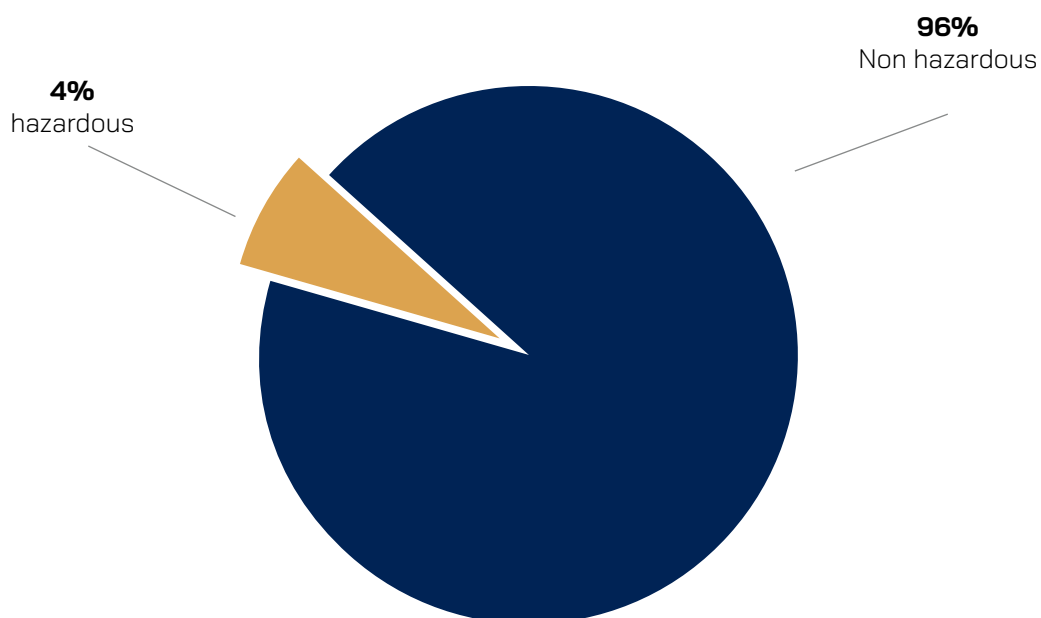
**Non-hazardous****kg**

Type of waste	Recycling	Disposal
Wooden packaging	90.610	
Mixed packaging	162.730	
Organic materials	38.500	
Aqueous sludge containing ceramic materials	542.470	
Bricks and tiles	95.260	
Refractory linings and materials	134.780	
Mixture residues not subjected to heat treatment	17.440	
Ink waste	33.140	64.520
Iron	57.640	
Printer toners out of stock	20	
Biodegradable waste (grass clippings/prunings)	7.840	
<b>Total</b>	<b>1.147.290</b>	<b>64.520</b>

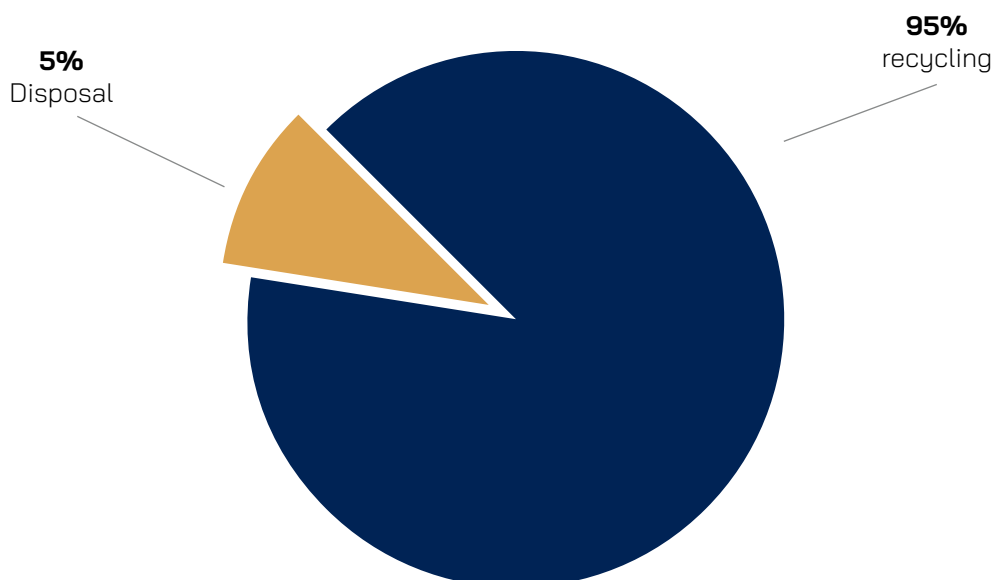
**Hazardous****kg**

Type of waste	Recycling	Disposal
Metal packaging with porous matrices	40	
Packaging containing residues of hazardous substances	16.700	
Ink waste containing hazardous substances	30.820	
Oils		200
Insulating materials containing hazardous substances		1.580
Discarded equipment containing hazardous substances	800	
Filter materials		1.940
Lead-acid batteries	200	
Waste paints and varnishes		420
<b>Total</b>	<b>48.560</b>	<b>4.140</b>

## Type of waste



## Destinazione rifiuti



Sicer's facilities are completely asbestos-free. The complete remediation of all roofing was completed in 2022, with the complete renovation of the Fiorano Modenese facility.

## POGGIO TORRIANA, AREA OF NATURAL INTEREST

Sicer's production plant is located in the municipality of Poggio Torriana (RN), in a relatively low-density production area, close to two areas of natural interest (SIC areas): Torriana, Montebello, Saiano, Uffogliano and Poggio Berni – Corpolò. Sicer operates under an Integrated Environmental Authorisation (AIA) and no direct or indirect impact on biodiversity caused by its production activities has been recorded. Furthermore, no species listed on the IUCN Red List have been found in the areas where the organisation operates..







7

GOALS



### Governance:

Consolidate the supplier performance monitoring process, with annual assessments based on quality, sustainability and observance of ethical, social and environmental criteria by 2026. Extend sustainability performance monitoring to the consolidated scope.



### Environmental:

Increase the share of renewable energy by purchasing energy with guarantees of their origin.

Create an organisational carbon footprint that includes Scope 1, 2 and 3 emissions.



### Social:

Organise ongoing training programs for employees, including topics related to sustainability, responsible use of resources and waste management. Sicer intends to significantly increase the number of training hours for its employees in the short to medium term.

Expand the corporate welfare program with new services and benefits.

# GRI CONTENT INDEX

STATEMENT OF USE	Sicer has reported the information mentioned in this GRI content index for the period 2024 in accordance with GRI Standards.
GRI 1 USED	GRI 1: 2021 Reporting Principles
STANDARD GRI SETTORIALI APPLICABILI	N/A

2	GENERAL INFORMATION	
THE ORGANISATION AND ITS REPORTING PRACTICES		
2-1	Organisational details	16-19
2-2	Entities included in the organisation's sustainability reporting	6
2-3	Reporting period, frequency and contact point	6
2-4	Information review	none
2-5	External assurance	unscheduled
ACTIVITIES AND WORKERS		
2-6	Activities, value chain and other business relationships	16, 30-34, 43-45
2-7	Employees	46-51
2-8	Non-employees	50
GOVERNANCE		
2-9	Governance structure and composition	20-22
2-10	Designation and selection of the Highest Governing Body	20
2-11	President of the Highest Governing Body	21
2-12	Role of the Highest Governing Body in supervising impacts	21



2-13	Delegation of responsibility for impact management	21
2-14	Role of the Highest Governing Body in sustainability reporting	21
2-15	Conflict of interest	21
2-16	Communication of critical issues	21
2-17	Collective knowledge of the Highest Governing Body	21
2-18	Performance evaluation of the Highest Governing Body	Information not available
2-19	Remuneration policies	49
2-20	Determining remuneration process	49
2-21	Ratio between total annual remuneration	Information not disclosed for confidentiality reasons
STRATEGY, POLICIES AND PRACTICES		
2-22	Statement on sustainable development strategy	4, 5
2-23	Policy commitments	47
2-24	Integration of policy commitments	21
2-25	Processes to remedy negative impacts	11, 12
2-26	Mechanisms for requesting clarification and raising concerns	48
2-27	Conformity with laws and regulations	26, 27, 57
2-28	Membership in associations	25
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2-29	Stakeholder Involvement Approach	10, 11
2-30	Collective agreements	52
3	MATERIAL THEMES	
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3-1	Determining material topics process	6-9
3-2	List of material topics	7
3-3	Management of material issues	8, 9

200	ECONOMIC ISSUES	
ECONOMIC PERFORMANCE		
201-1	Direct economic value generated and distributed	38, 39
202-2	Financial implications and other risks and opportunities due to climate change	40
201-3	Obligations related to defined benefit plans and other retirement plans	Not relevant
201-4	Financial assistance received from the government	40
MARKET PRESENCE		
202-1	Ratio of standard base salaries by gender compared to the local minimum wage	Information not reported for confidentiality reasons
202-2	Percentage of senior management recruited from the local community	21
INDIRECT ECONOMIC IMPACTS		
203-1	Infrastructure investments and services financed	40, 41
203-2	Significant indirect economic impacts	Not relevant
SUPPLY PRACTICES		
204-1	Proportion of expenditure on local suppliers	42-45
ANTI-CORRUPTION		
205-1	Operations assessed for corruption risks	20, 21, 27
205-2	Communication and training on anti-corruption policies and procedures	Information not available
205-3	Confirmed cases of corruption and actions taken	27
ANTI-COMPETITIVE BEHAVIOUR		
206-1	Legal actions related to anti-competitive behaviour, trust activities and monopolistic practices	No incidents occurred
TAXES - 2019		
207-1	Approach to taxes	Not relevant
207-2	Tax governance, control and risk management	Not relevant
207-3	Stakeholder engagement and management of tax-related concerns	Not relevant
207-4	Country-by-country reporting	Not relevant

300	ENVIRONMENTAL ISSUES	
<b>MATERIALS</b>		
301-1	Materials used by weight or volume	58
301-2	Recycled input materials used	58
301-3	Recovered or remanufactured products and related packaging materials	Information not available
<b>ENERGY</b>		
302-1	Energy consumed within the organisation	59, 60
302-2	Energy consumption outside the organisation	Information not available
302-3	Energy intensity	61
302-4	Reducing energy consumption	59
302-5	Reducing energy requirements of products and services	Not relevant
<b>WATER AND WATER DISPOSAL</b>		
303-1	Interactions with water as a shared resource	63
303-2	Management of impacts related to water discharge	63
303-3	Water extraction	63
303-4	Water discharge	63
303-5	Water consumption	63
<b>BIODIVERSITY</b>		
304-1	Operating sites owned, leased, managed in (or adjacent to) protected areas and areas of high biodiversity value outside protected areas	67
304-2	Significant impacts of activities, products and services on biodiversity	67
304-3	Protected or restored habitats	Not relevant
304-4	Species listed in the IUCN Red List and in national lists that are found in the organisation's areas of operation.	67

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305-1	Direct GHG emissions (Scope 1)	61
305-2	Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)	62
305-3	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Information not available
305-4	Greenhouse gas (GHG) emissions intensity	62
305-5	Reduction of greenhouse gas (GHG) emissions	62
305-6	Emissioni di sostanze che riducono lo strato di ozono (ODS)	Not relevant
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx) and other relevant air emissions	64
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306-1	Waste generation and significant impacts related to waste	64-66
306-2	Waste by type and disposal method	65,66
306-3	Waste generated	65,66
306-4	Waste not intended for disposal	65,66
306-5	Waste intended for disposal	65,66
SUPPLIERS' ENVIRONMENTAL ASSESSMENT		
308-1	New suppliers that have been assessed using environmental criteria	43
308-2	Negative environmental impacts in the supply chain and actions taken	Information not available
400	SOCIAL ISSUES	
EMPLOYMENT		
401-1	New hires and turnover	52
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Non relevant
401-3	Parental leave	51
RELATIONS BETWEEN WORKERS AND MANAGEMENT		
402-1	Minimum notice periods about operational changes	48

RELATIONS BETWEEN WORKERS AND MANAGEMENT		
403-1	Health and safety management system	54, 55
403-2	Danger identification, risk assessment and accident investigations	54, 55
403-3	Health services	54, 55
403-4	Worker participation and consultation, and communication on workplace health and safety	54, 55
403-5	Worker training on health and safety at work	54, 55
403-6	Promoting workers' health	54, 55
403-7	Prevention and mitigation of impacts on health and safety at work in business relationships	54, 55
403-8	Workers covered by an occupational health and safety management system	54, 55
403-9	Work related accidents	54, 55
403-10	Work-related disease	54, 55
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404-1	Average hours of training performed annually per employee	53, 54
404-2	Employee skills upgrading and transition assistance programs'	53, 54
404-3	Percentage of employees receiving regular performance and professional development reviews	Not relevant
ANTI-DISCRIMINATION POLICY		
405-1	Diversity in Governing Bodies and among employees	21
405-2	Ratio of basic salary and remuneration of women to men	Information not reported for reasons of privacy
ANTI-DISCRIMINATION POLICY		
406-1	Incident an discrimination and corrective measures taken	Not occurred
FREEDOM OF ASSOCIATION		
407-1	Activities and suppliers whose right to freedom of association and collective negotiation may be at risk	43

<b>CHILD LABOUR</b>		
408-1	activities and suppliers at significant risk of incidents of child labour	43
<b>FORCED AND MANDATORY LABOUR</b>		
409-1	Activities and suppliers at significant risk of forced or compulsory labour	43
<b>SAFETY PRACTICES</b>		
410-1	Security staff trained in human rights policies or procedures	Not relevant
<b>RIGHTS OF NATIVE PEOPLES</b>		
411-1	Episodes of rights violations against native peoples	not occurred
<b>LOCAL COMMUNITIES</b>		
413-1	Activities involving local communities, impact estimates and development programmes	Not relevant
413-2	Activities with significant and potential negative impacts on local communities	Not relevant
<b>SUPPLIER SOCIAL ASSESSMENT</b>		
414-1	New suppliers assessed using social criteria	43
414-2	Negative social impacts in the supply chain and measures taken	Information not available
<b>PUBLIC POLICY</b>		
415-1	Political contributions	Not relevant
<b>CUSTOMER HEALTH AND SAFETY</b>		
416-1	Assessment of health and safety impacts by product and service categories	37
416-2	Non-conformity incidents concerning health and safety impacts of products and services	Not occurred
<b>MARKETING AND LABELLING</b>		
417-1	Labelling requirements and information on products and services	37
417-2	Non-conformity issues concerning labelling and information on products and services	Not occurred
417-3	Non-conformity issues concerning marketing communications	Not occurred
<b>CUSTOMER PRIVACY</b>		
418-1	Proven complaints regarding violations of customer privacy and loss of customer data	Not occurred

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