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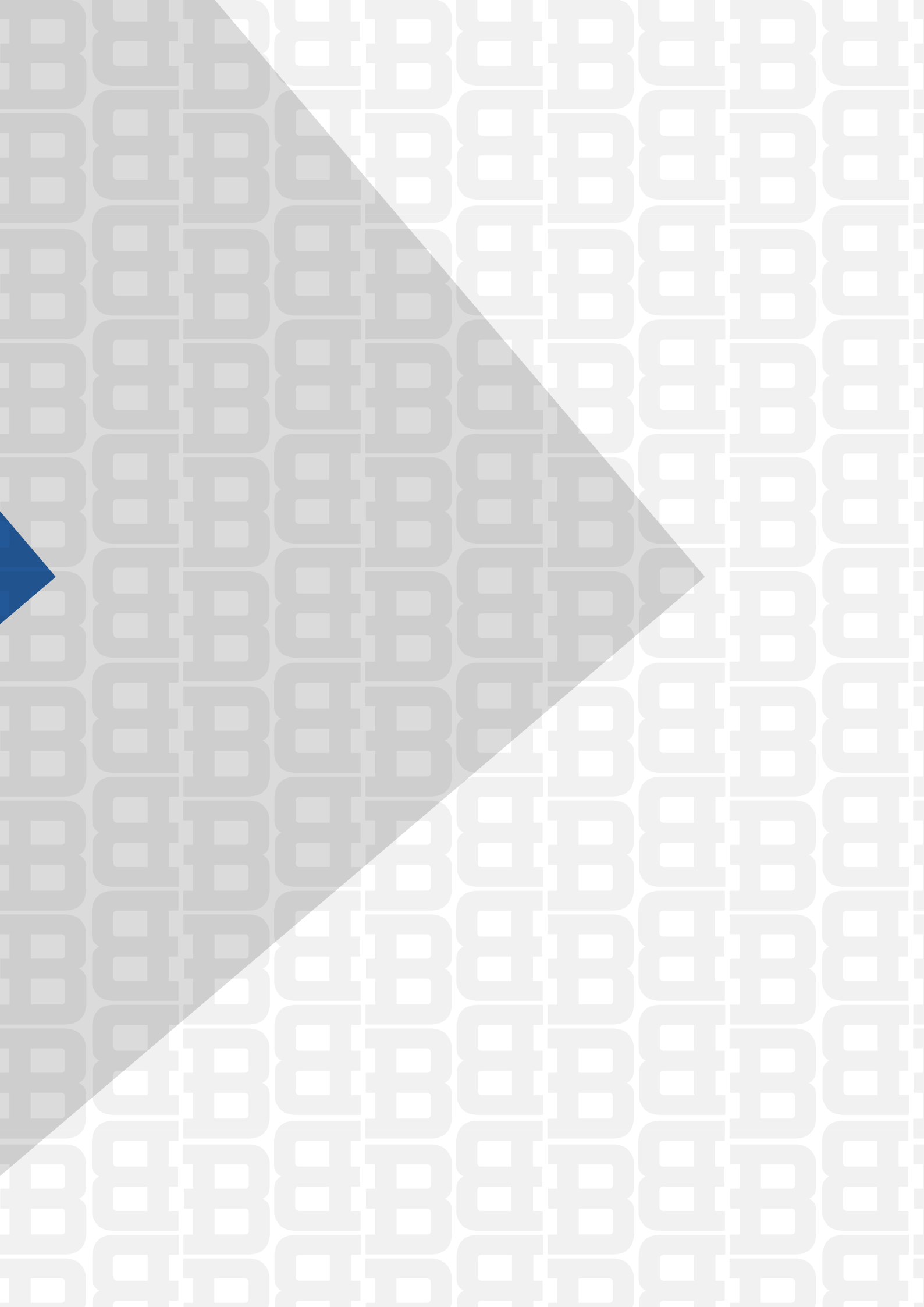
**G R O U P**

**SUSTAINABILITY REPORT**

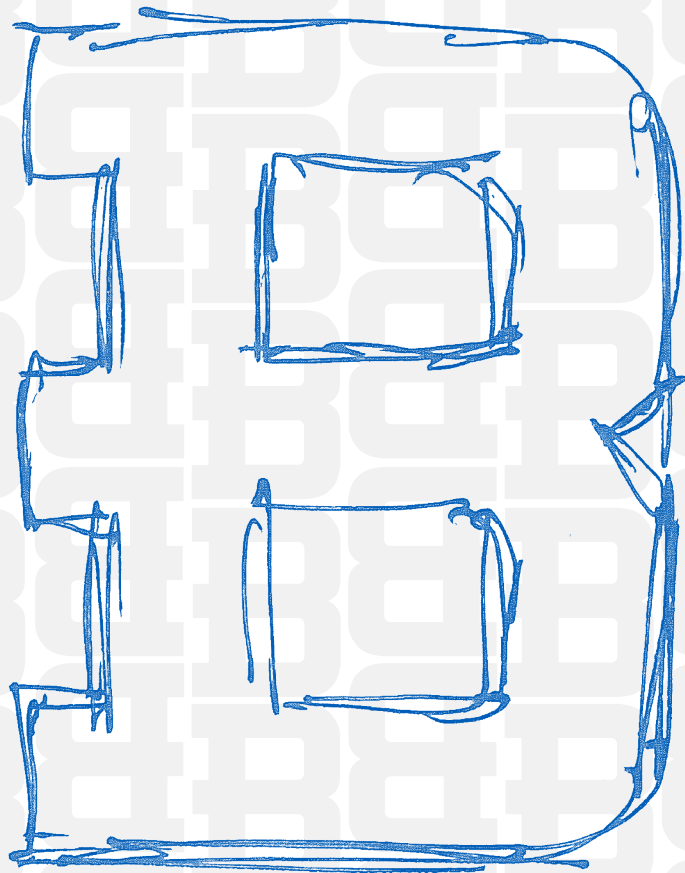
**2023**



**SUSTAINABILITY  
REPORT  
2023**



B O N D I N I



G R O U P

# Contents

<b>Letter to stakeholders</b>	6
<b>Methodological note</b>	7
<b>Our 2023 sustainability highlights</b>	9
<b>1. Energies of a group</b>	10
<b>1.1 The history of Bonomi Group</b>	12
1.1.1 Our companies	15
1.1.2 Group governance	30
<b>1.2 Our approach to sustainability</b>	34
1.2.1 Growing together with our stakeholders	34
1.2.2 Our sustainability priorities	39
<b>2. Innovation for products</b>	42
<b>2.1 Responsible supply chain management</b>	44
<b>2.2 High-performance, sustainable products</b>	46
<b>2.3 Use of innovative products and processes</b>	49
<b>3. Commitment to the environment</b>	54
<b>3.1 Promotion of circular processes</b>	57
<b>3.2 Combating climate change</b>	60
<b>3.3 Water resource management</b>	65
<b>4. Respect for people</b>	68
<b>4.1 The people that experience the company firsthand</b>	71
4.1.1 Diversity, equal opportunity and inclusion	73
<b>4.2 The health and safety of collaborators</b>	76
<b>4.3 Know-how and skill development</b>	79
<b>4.4 Promoting the well-being of collaborators</b>	84
<b>4.5 Supporting local communities</b>	86
<b>Tables of indicators</b>	87
<b>GRI Content Index</b>	100



## Letter to stakeholders

Dear stakeholders,

It is with pride that we present the Bonomi Group's second sustainability report to you and inform you clearly and openly of the results our companies have achieved. As you will see, our group is focused on two issues that we believe are fundamental to growth and development: sensitivity to the environment and, above all, attention to individuals because, we believe strongly in people, quite apart from the figures and the machines.

In a period of history, like the one we are living through, with all its uncertainties and the changes in society, finance, and technology, we are even more determined to continue on our path to ensure that our future will be one of greater respect for the environment, the planet's resources and for people. Our determination also arises from a strong sense of responsibility towards all those who work with us in order to guarantee high standards of excellence for our customers and suppliers, while maintaining a constant dialogue with the communities in which we are present and above all to offer our collaborators an increasingly higher quality of life.

To achieve this, we see this report as an opportunity to understand which issues will need most attention in the years to come. With the materiality analysis, we have in fact defined the sustainability issues on which we wish to focus in the future: innovation, climate change, health, safety, and training.

We face great challenges ahead, which we are ready to meet because we know we are not alone. We will have all the people in the Bonomi Group at our side who have contributed and will contribute to the success of our sustainability journey and whom we would wish to thank from the bottom of our hearts.

**Aldo and Carlo Bonomi**

## Methodological note

This document is the second edition of the Bonomi Group's sustainability report, published in order to share with all readers and stakeholders the results achieved and activities performed during 2023. This document allows us to illustrate the environmental and social performance of our group companies. This year the **scope of reporting** comprises not only the group companies **Rubinetterie Bresciane Bonomi S.p.A., Valpres S.r.l., Valbia S.r.l., Quam S.r.l. and Tecnovielle S.p.A.**, and **the holding company Bonomi Group S.p.A.**, but also **Ghibson S.r.l.**, a company acquired by the group in 2022. Our goal for the next few years is to expand the reporting scope to also cover our operations abroad. Furthermore, in these financial statements, whenever reference is made to the company Rubinetterie Bresciane Bonomi, it also includes the quantitative and qualitative reporting of the company Fra.Bo, acquired by the group in 2019 and merged by incorporation into Rubinetterie Bresciane Bonomi on January 1, 2023.

The report has been drafted voluntarily in accordance with the Global Reporting Initiative Standards (GRI standards), the most internationally recognized and widely used sustainability reporting tool. Reporting has followed the "*with reference to*" approach, in keeping with the latest 2021 edition, published by the Global Reporting Initiative (GRI), in accordance with the principles of balance, comparability, accuracy, timeliness, clarity, and reliability. The GRI indicators reported are shown in the reference table "GRI Content Index" in the appendix, which gives the reference paragraph of the indicator.

The content and quality of reporting reflect the materiality principle contained in the GRI Standards. The topics reported are those that were found to be most important and able to reflect the impacts generated by the Bonomi Group's activities (for more details see the section "Our sustainability priorities").

The sustainability report covers the period from January 1 to December 31, 2023, and provides a comparison with data for the fiscal years 2022 and 2021, including qualitative and quantitative indicators, so as to present a detailed picture of our activities and results. Data obtained through estimates are clearly indicated in the relative tables and charts.

Further details about objectives, activities, indicators or comments about this document can be requested via e-mail: [bonomi@bonomi.it](mailto:bonomi@bonomi.it).





## Our 2023 sustainability highlights



**764**  
Employees



**96%**  
Employees hired  
on a permanent basis



**40%**  
Women managers



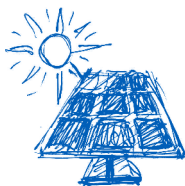
**28%**  
Employees under 30 years old



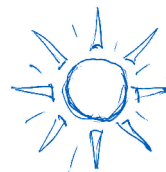
**+141**  
Recruitments in 2023



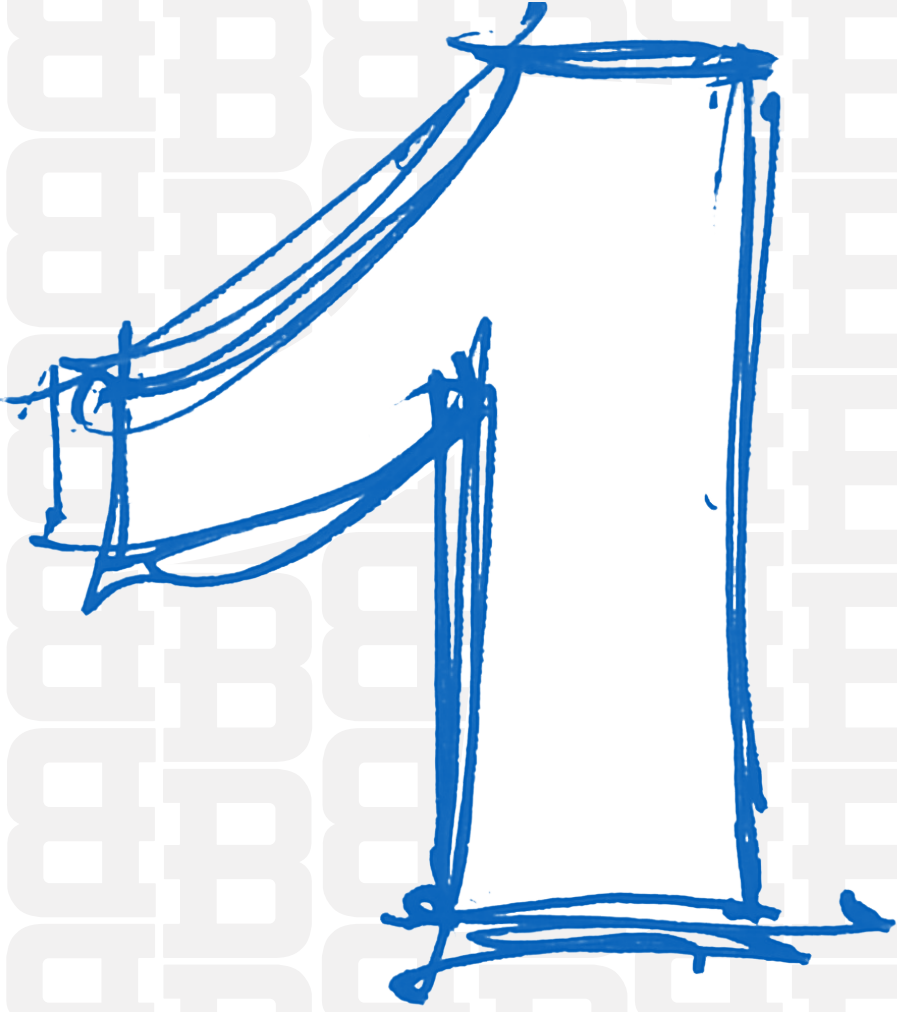
**+67%**  
Training hours compared  
to 2022



**5**  
Photovoltaic installations



**2,253 MWh**  
Self-consumed energy  
from renewable sources





# **Energies of a group**

# 1. Energies of a group

## 1.1 The history of Bonomi Group

We are a group with deep roots in the Brescia area that operates in the industrial plumbing, heating, and energy sectors for the **production of ball valves, butterfly valves, fittings, actuators, and other components** that **regulate the passage of liquid and gaseous fluids** destined for the **plumbing, industrial, marine, OEM, Oil&Gas, and multi-utility** markets. Over time, we have expanded our expertise where our goal is to create innovation and provide our customers with consistently effective and efficient responses.

### Figures for the group<sup>1</sup>



**+353 Mln**

Turnover 2023



**8**

Business units around the world



**10**

Production units



**+100**

Countries where we have established trading relationships



**256,843 sq.m**

Total surface area of production sites



**52**

Main alloys machined



**+100**

Trademarks and patents



**116**

Certifications



**+30,000**

Items sold

<sup>1</sup> The figures presented in the infographic cover all group companies while there are six companies within the scope of this sustainability report: Rubinetterie Bresciane Bonomi S.p.A., Valpres S.r.l., Valbia S.r.l., Quam S.r.l., Tecnovielle S.p.A. and Gibson S.r.l..

## A story begun looking to the future

Our story begins in **Lumezzane**, a well-known industrial district in the province of Brescia, where **Rubinetterie Bresciane Bonomi** was founded in **1901**. The company started out as a manufacturer of valves, but as the years went by we expanded our product offer, enthusiastically welcoming innovations in the sector. As our technical skills grew, in **1967** we patented a product that is widely used today: the **two-piece ball valve**.



In **1978** we founded **Valpres**, specializing in the production of **steel and cast iron ball valves** designed specifically to meet the needs of the industrial market. **Valbia** was founded in **1995**, making us the first company in Italy to **produce single and double-acting electric and pneumatic actuators**.

In **1980** we acquired **Univers**, a company specializing in the production of **lathe-made special design parts** made from non-ferrous alloys. This company was later merged with Rubinetterie Bresciane Bonomi.

In the **1990s** our **overseas expansion began**, with the establishment of several companies in the following decades in various countries around the world, namely Germany, the UK, India, the United States, Brazil, Russia, and China.

In the year **2000**, we acquired **Bossini Stampaggio**, which was later merged into Rubinetterie Bresciane Bonomi, vertically integrating production with the **hot forging stage**.

In tandem with this international growth, we decided to further expand our production capacity, inaugurating in **2014** the **Gussago plant of Rubinetterie Bresciane Bonomi**, a new 120,000 sq.m industrial hub **designed and built to ensure energy efficiency and improve the well-being of collaborators**<sup>4</sup> thanks to the construction of a canteen and gym open to all company workers. With the technologies implemented in the new plant, we were the first company in Lombardy to obtain A+ energy certification.

A few years later, in **2019**, to strengthen the business of Rubinetterie Bresciane Bonomi **we acquired Fra.Bo**, a leading manufacturer of fittings for plumbing installations; in early 2023 this company was merged with Rubinetterie Bresciane Bonomi. In **2020** we expanded our product offer for the Oil&Gas industry with the **acquisition of 70% of Quam and Loclain**, which was subsequently merged with Valpres. In **2021**, thinking along the same lines as for the acquisition of Fra.Bo, **we acquired Tecnovielle**, which specializes in the production of brass valves and fittings for polyethylene piping.

<sup>2</sup> In this sustainability report the term “collaborator” refers to both employees and non-employees, such as temporary agency workers.

In **2022** several companies joined our group: in may we **acquired Penta**, a company specializing in the production of metal-seated ball valves, and in October the companies **Ghibson Italia** and **Ghibson Co.** were acquired, expanding our range of butterfly and check valves. Finally, **AVS AB** - Automatik Ventilator System - then named **Bonomi Scandinavia**, a Swedish trading company supplying industrial equipment, was acquired.

In 2023, we acquired **Chibro**, a company specializing in the production of stainless steel and cupronickel pressfittings, push-fit system for gravity and vacuum drains, deck/bulkhead pipe penetrations, and **Savinox** a company that offers a wide range of stainless steel and special alloy products for the marine sector.

The expansion of our activities over the years has been guided by our ambition *to grow in order to be competitive and to be competitive in order to grow.*

## Areas in which we are present

Over the years we have developed specific skills and diversified our product portfolio in order to serve different **sectors**. Through our business, we work in **more than 100 countries** present in 3 continents, with 8 foreign units in **Europe** (Germany, UK, Sweden), **Asia** (China, India, Russia), and **America** (United States and Brazil).

### PLUMBING



We specialize in manufacturing **various types of valves**: ball, butterfly, and fittings made from materials such as brass, copper, bronze, and steel. We also offer a wide range of other components needed to complete **water and gas distribution and supply systems** of different sizes, such as check valves, reducers, balancing valves, and dirt separators. Thanks to collaboration between different group companies, we can offer the widest selection of press fittings completely made in Italy, offering a complete and high-quality range.

### INDUSTRIAL



We work with the utmost efficiency and pursue high-quality standards to offer various **products suitable for industrial applications**, such as process fluid supply systems in the food or automotive industries and gas distribution systems in petrochemical plants.

### MARINE



We are dedicated to the design, engineering and development of **specific products** required by the **naval industry**. Our products are specially designed to make fresh water, inert gas, fuel, lubricant, refrigeration, washing, desalination, ballast, bilge, and other third-class service circuits aboard ships and pleasure boats.

### ENERGY



We specialize in the design and development of **valves and control systems** for the **Oil&Gas industry**. The products in our range are marked by their durability, ease of maintenance, and possibility of customization according to users' needs.

## WATER&GAS



We collaborate with multiutility companies to offer **specialized solutions** for the construction of distribution networks for the **integrated water service** (water collection, supply, and purification) and **gas service**. We develop all products required for pipeline construction, starting from the point of origin of the distribution system to the point of delivery to the user.

## OEM

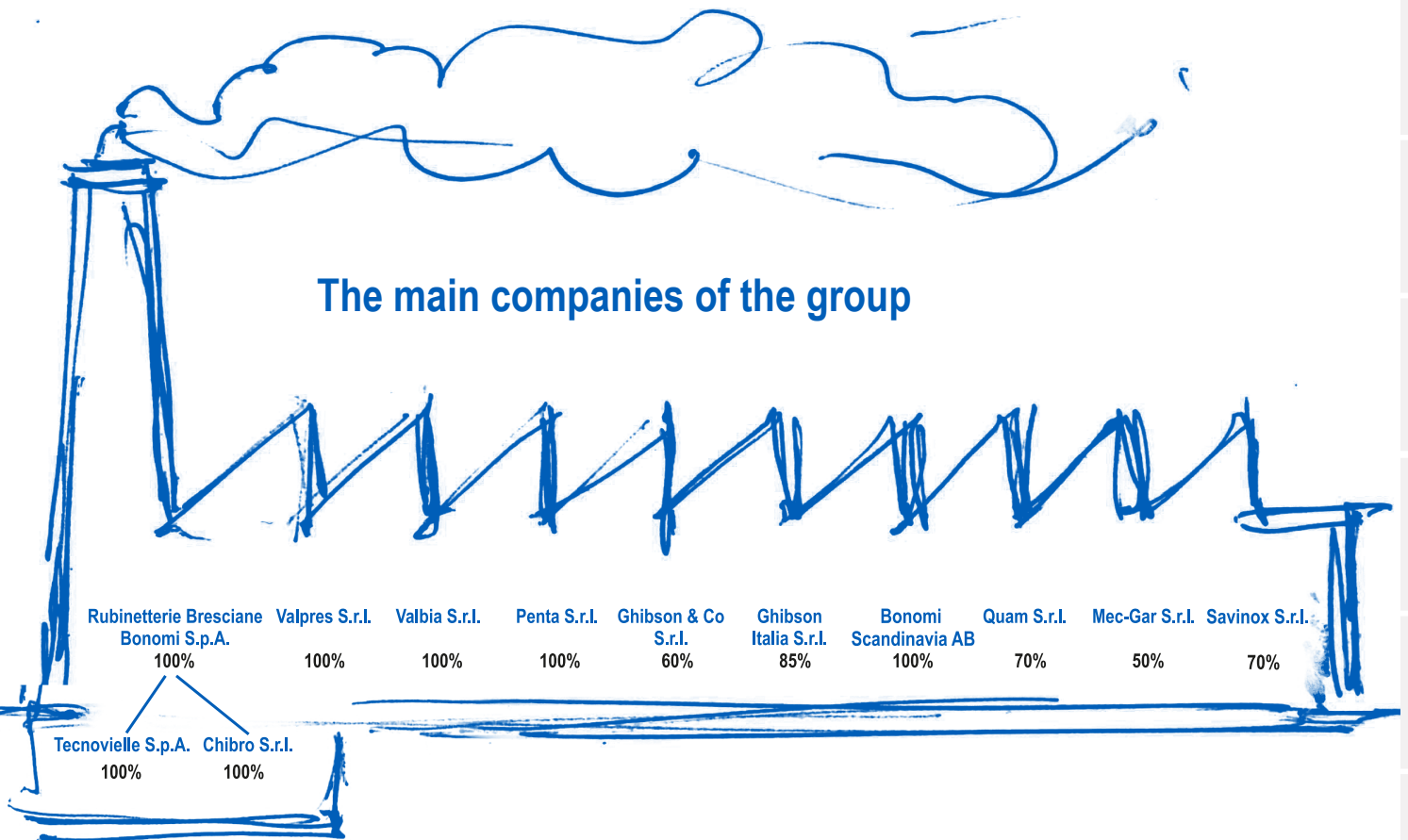


We undertake the engineering, evaluation, technical feasibility, and production of **customized small metal parts, molded or machined** components in a variety of materials, or **ad hoc products** developed **at the customer's request**. We base our work on the specifications and technical drawings provided and manufacture products with a variety of different materials according to requirements.

### 1.1.1 Our companies

Our group consists of **17 subsidiaries** controlled with a **stake greater than 50%** and another 7 companies<sup>3</sup> in which we have a stake of less than 20%. The subsidiary Rubinetterie Bresciane Bonomi S.p.A., the first company in the group to be established, also controls Tecnovielle S.p.A. and, as of 2023, Chibro S.r.l..

### The main companies of the group



<sup>3</sup> Cre.Io.ve, E-Novia Spa, BLIMP Srl, HIRIDE Srl, Project Engineering, Team Time Real Estate, SB.

In addition to the companies reported in this sustainability report and the companies Penta and the newly acquired Savinox S.r.l., the group controls **7 companies operating abroad**, which perform both industrial and commercial activities:

- Bonomi Brasil, 100%
- Bonomi Scandinavia, 100%
- Bonomi North America, 100%
- Bonomi GMBH, 100%
- Bonomi Shenzhen, 60%
- Bonomi GPK, 24.9%
- Bonomi UK, 20%



The **Bonomi Group** has an extended corporate set-up, yet the **heart of our production activities is in the Brescia area**, where our longest-established companies still operate. It is from these companies that we decided to **start our sustainability journey**, reporting on their environmental, social, and economic performance, with the aim, year after year, of extending the scope to all group companies.

The companies reported in our first sustainability report are:

### **Rubinerie Bresciane Bonomi S.p.A.**

Founded in 1901, it was the first company to be established in the group. It produces valves and fittings for various sectors, guaranteeing “made in Italy” production.

### **Valpres S.r.l.**

Established in 1978, it has established itself as a leading manufacturer of standard and custom valves for the industrial and energy sectors, made of steel and various special alloys.

### **Valbia S.r.l.**

Specializing since 1995 in the international-scale production and distribution of electric and pneumatic actuators and a wide range of automated valve combinations, suitable for a wide variety of applications.

### **Quam S.r.l.**

Founded in 2001, it designs and supplies special valves and control systems for the Oil&Gas industry, particularly for the upstream side, both onshore and offshore.

### **Tecnovielle S.p.A.**

It has been producing brass ball valves and fittings for polyethylene pipes since 1980, with products designed and built to last and meet market needs.

### **Ghibson Italia S.r.l.**

With more than 35 years of experience, it designs and develops custom butterfly valves, check valves, dumpers, ball valves for the most diverse industrial applications.



Production of ball valves, brass, bronze  
and steel fittings



REVENUES  
2023

€  
201  
Mln



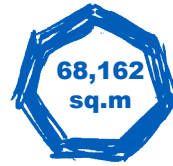
EMPLOYEES

462



PRODUCTION  
UNITS

3



SURFACE  
AREA

68,162  
sq.m



PRODUCTION  
CAPACITY

10,566  
t

## Divisions and products



Rubinetterie Bresciane Bonomi works in the **plumbing and heating sector**, supplying a wide range of ball and butterfly valves, fittings, pressure reducers, dirt separators, and heating accessories.



It engineers and manufactures valves of different types and fittings in different materials for **industrial systems** distributing water, gas, treated water, and oils.



It supplies ball valves, butterfly valves, and steel and cupronickel fittings ideal for **naval applications**.



It is present in the **Water&Gas** sector with ball valves for water and gas distribution networks, for meter entry/exit. The company has developed and patented several innovative valves, such as the **BUBBLE SFER QB**, a ball valve with guaranteed minimum vital flow.

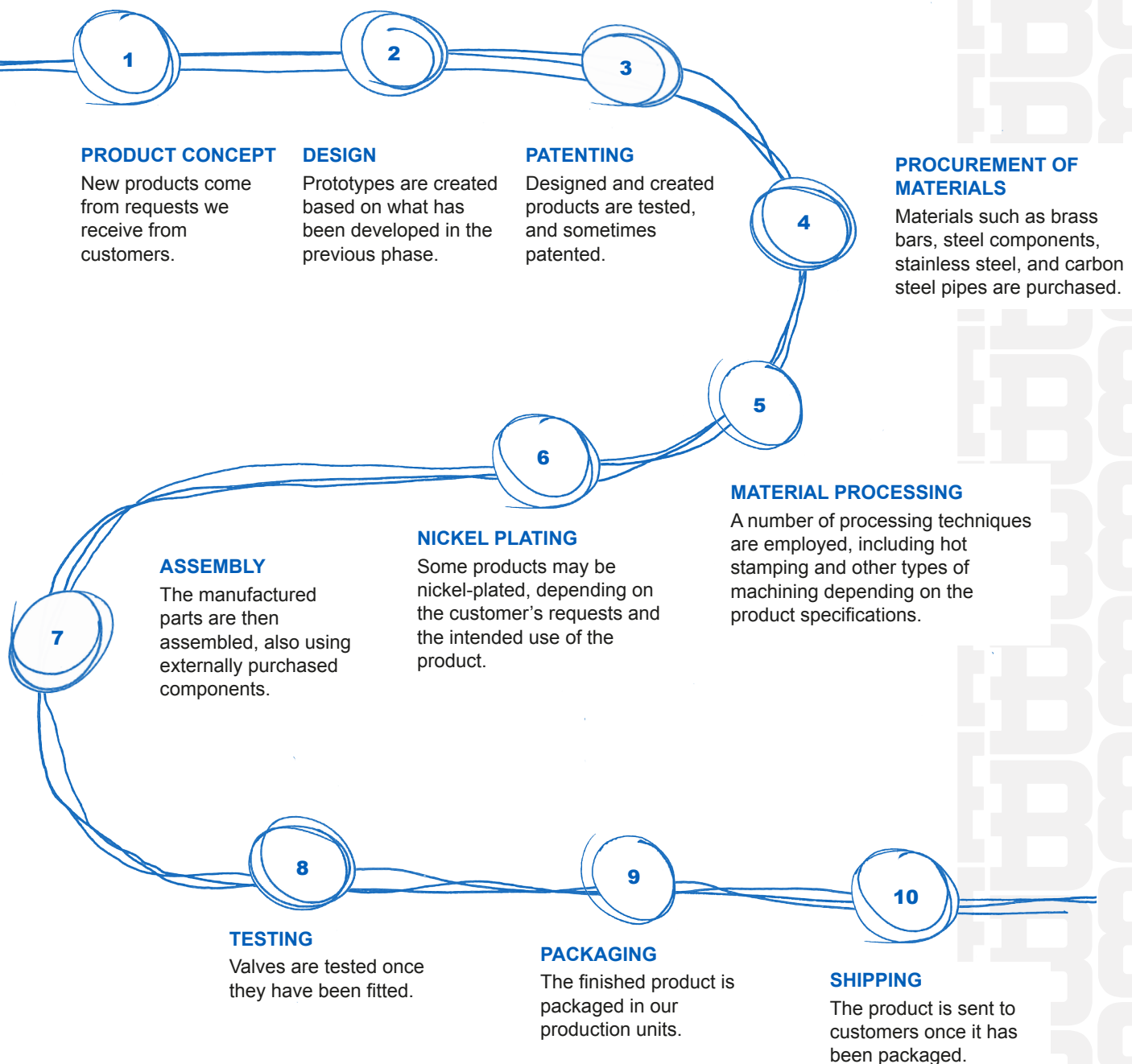


Over time it has structured an **OEM division** internally, which manufactures small machined metal parts and/or molded and machined components in sundry materials at the customer's request.

## Certifications

- ✓ ISO 45001
- ✓ ISO 50001
- ✓ ISO 14001
- ✓ ISO 9001
- ✓ AEOF

## The production process



# VALPRES

## Production of ball valves for industrial and energy sector



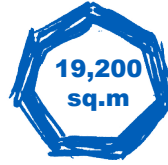
REVENUES  
2023



EMPLOYEES



PRODUCTION  
UNITS



SURFACE  
AREA



PRODUCTION  
CAPACITY

### Divisions and products



Valpres manufactures ball and butterfly valves in steel and special alloys for a host of **industrial applications**. From the automotive and the textile industry to the chemical sector and water treatment plants, Valpres offers standard and custom solutions to meet all kinds of needs.

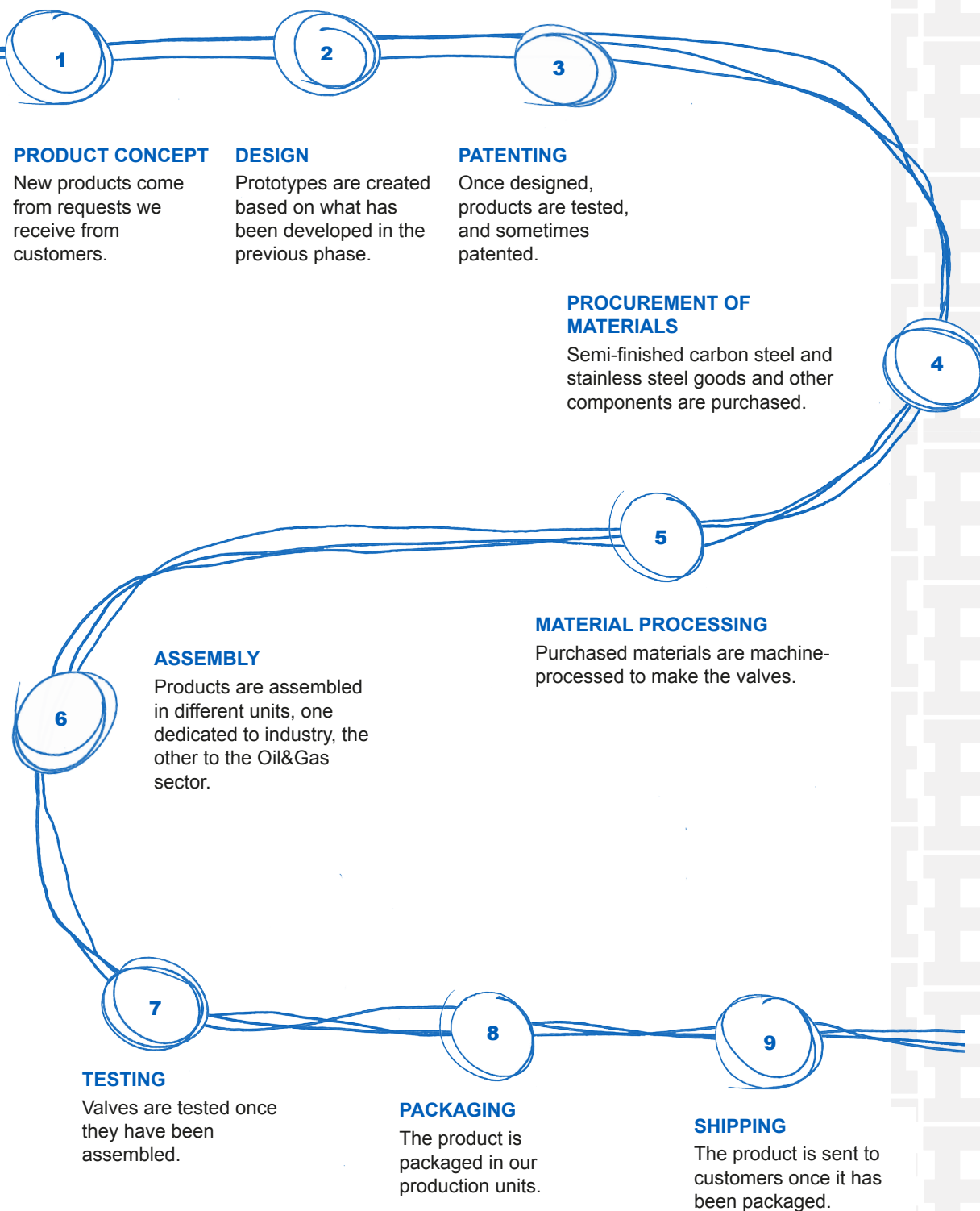


It offers components for the **renewable energy and Oil&Gas sectors**, such as trunnion, cryogenic floating, control, and regulating valves. Standing out among several excellent products is the exclusive patented **LOCPOWER** energy recovery valve.

### Certifications

- ✓ ISO 45001
- ✓ ISO 50001
- ✓ ISO 14001
- ✓ ISO 9001
- ✓ API 6A
- ✓ API 6D
- ✓ PED

## The production process





## Production of electric, pneumatic actuators and automated valves



REVENUES  
2023



EMPLOYEES



PRODUCTION  
UNITS



SURFACE  
AREA



PRODUCTION  
CAPACITY

### Divisions and products



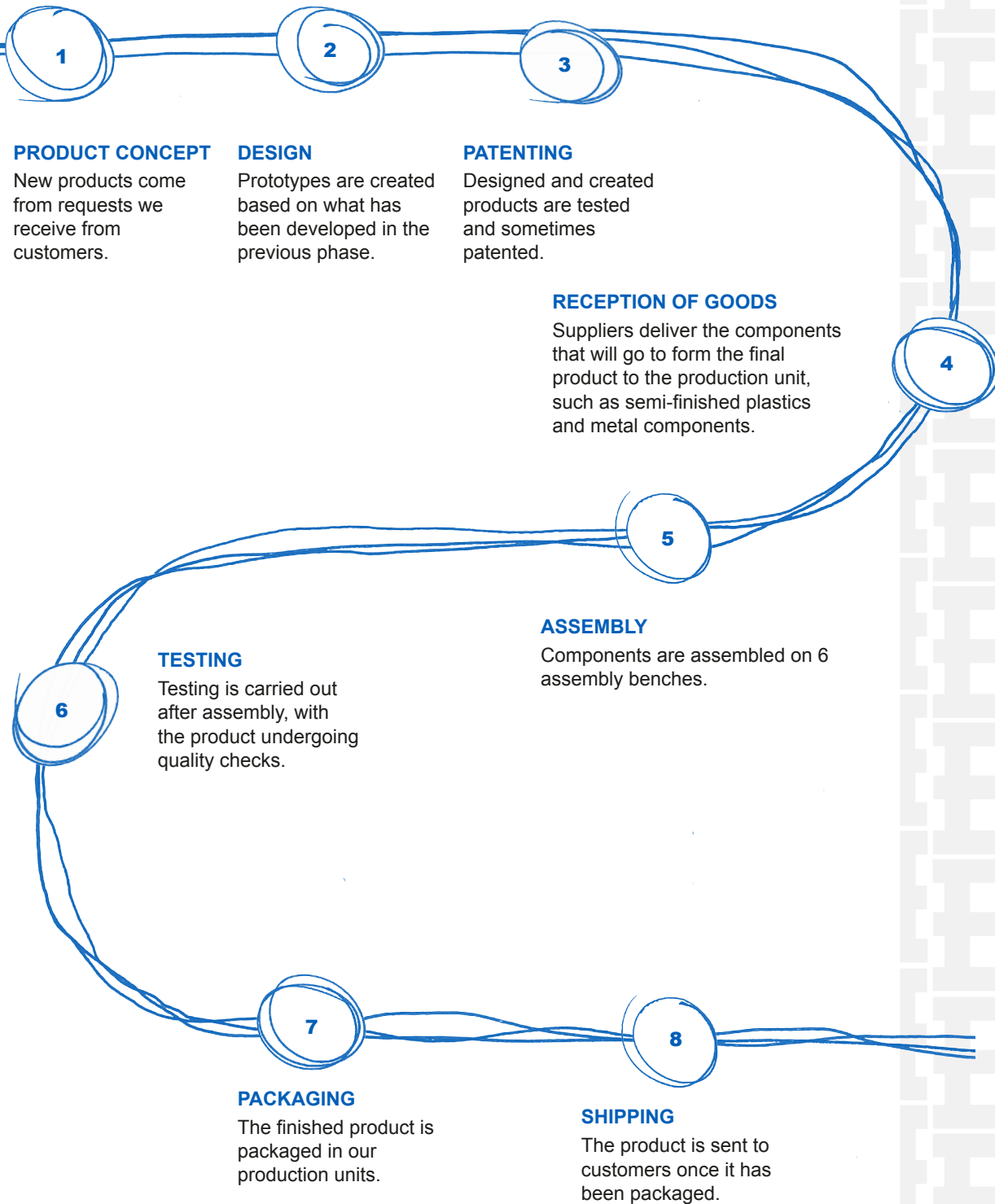
Valbia boasts a line of **industry-specific products** such as electric and pneumatic actuators and automated valves suitable for many types of installations. The range of applications is extensive: industrial, naval, OEM, Oil&Gas and multi-utility.

Among the most innovative products is the **MT multi-turn electric actuator**, patented and designed with innovative solutions such as the AC-Brushless motor.

### Certifications

- ✓ ISO 45001
- ✓ ISO 50001
- ✓ ISO 14001
- ✓ ISO 9001

## The production process





## Production of special valves and control systems for the Oil&Gas industry



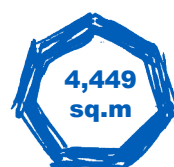
REVENUES  
2023



EMPLOYEES



PRODUCTION  
UNITS



SURFACE  
AREA

### Divisions and products



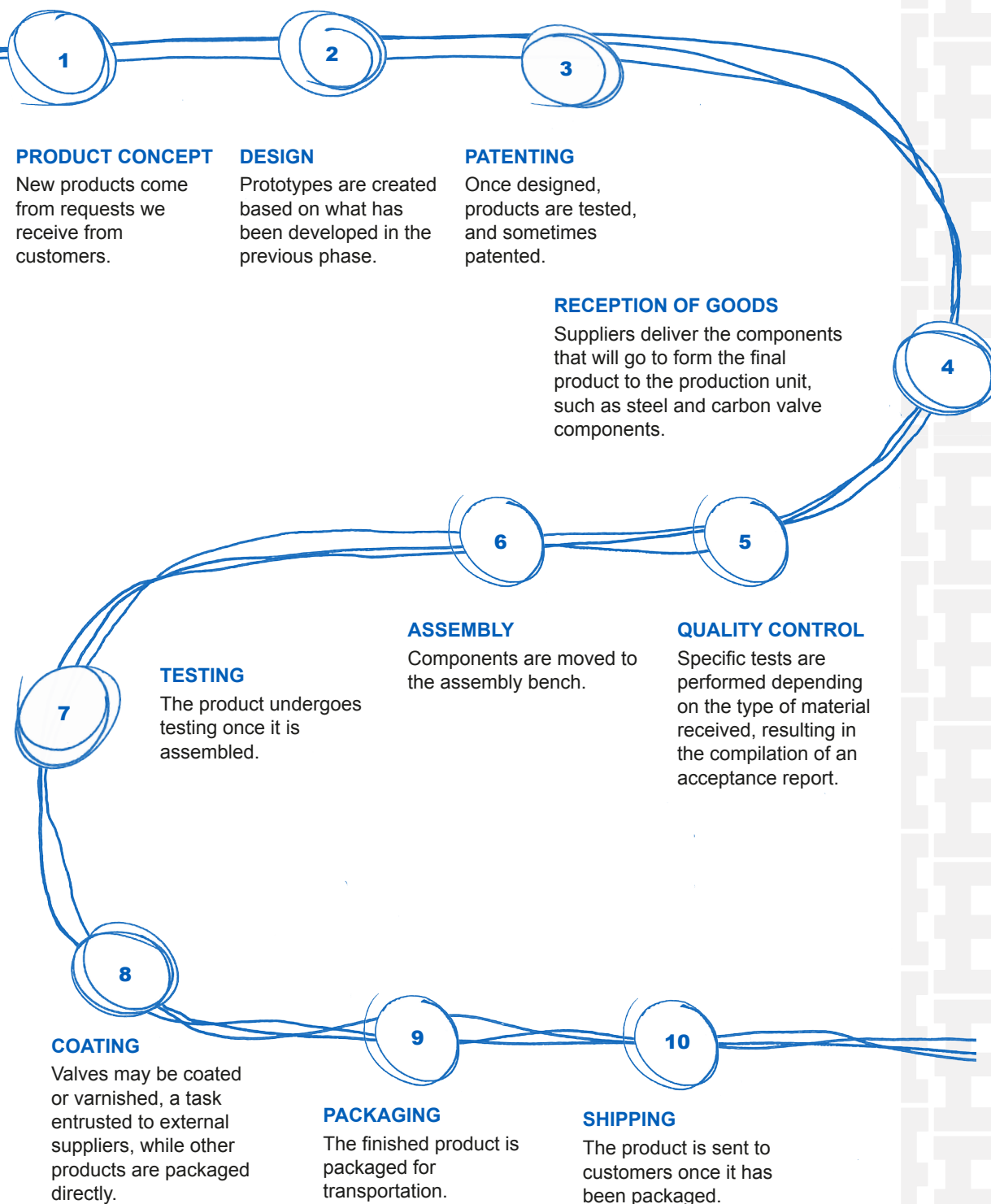
Quam assembles valves for the **Oil&Gas industry**, especially choke valves and gates, as well as HIPPS (High Integrity Pressure Protection System) applications, products and systems, devices consisting of one or more Quam gate valves, and HPU (Hydraulic Power Unit) and WHCP (Wellhead Control Panel) products.

### Certifications

- ✓ ISO 45001
- ✓ ISO 14001
- ✓ ISO 9001
- ✓ API 6A
- ✓ API 6D
- ✓ ATEX
- ✓ PED
- ✓ SIL 3



## The production process



## Production of ball valves and brass fittings



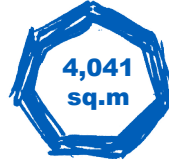
**REVENUES  
2023**



**EMPLOYEES**



**PRODUCTION  
UNITS**



**SURFACE  
AREA**



**PRODUCTION  
CAPACITY**

### Divisions and products



Tecnovielle manufactures valves suitable for the construction of small, medium, and large **installations for water and gas distribution and conveyance**.

Among the main products is the **SUPERFILTER** ball valve, which uses a filter and magnet to filter out metallic and non-metallic impurities in the system.



The **OEM division** engineers custom-made small parts according to specific customer requirements.



Tecnovielle manufactures **products used in industrial fields** such as ventilation, industrial automation, refrigeration, and professional plant engineering.

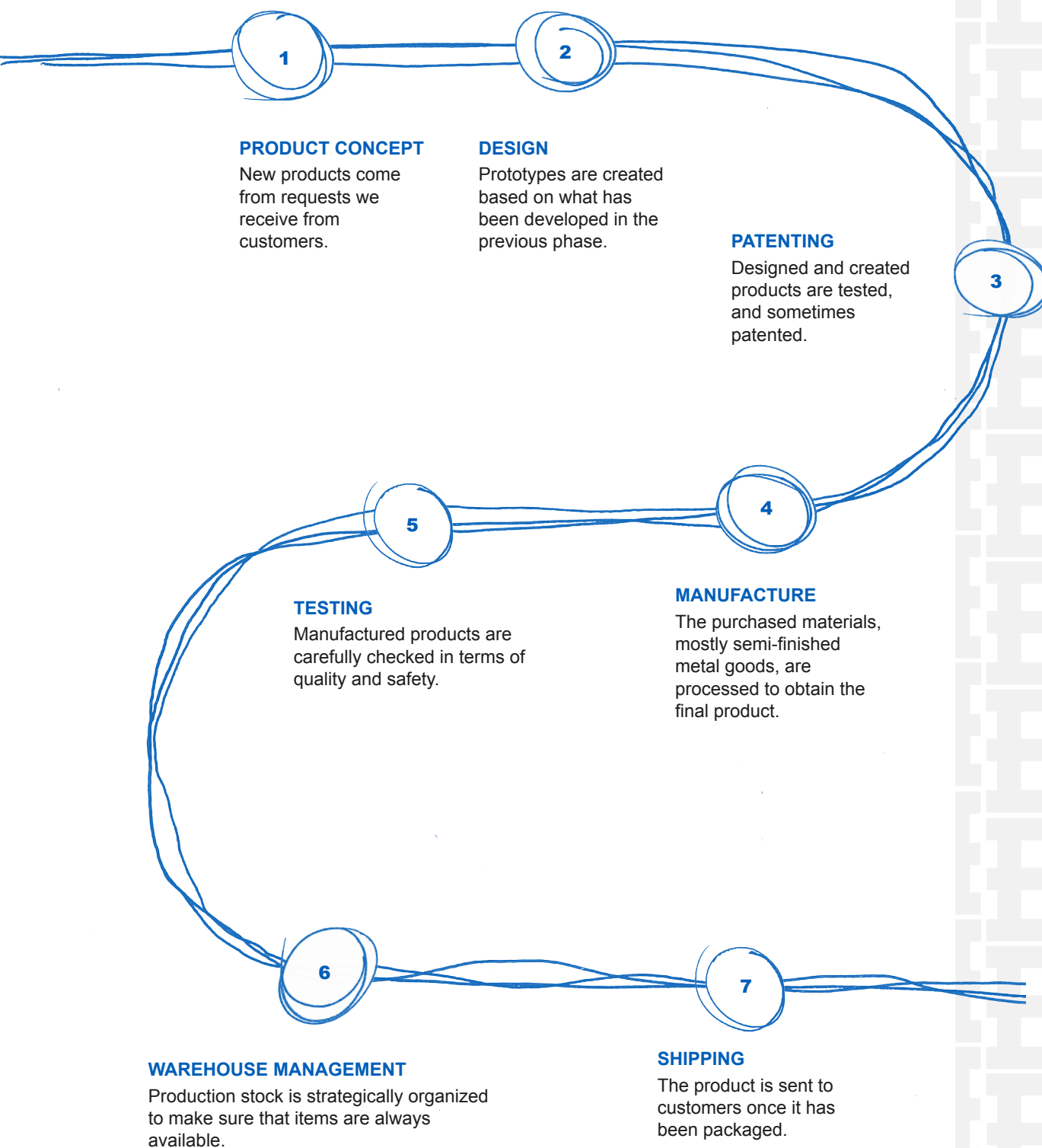


It creates products necessary for the **distribution lines of the integrated water service** (water collection, supply, and purification), and natural gas and LPG services.

## Certifications

- ✓ ISO 14001
- ✓ ISO 9001

## The production process





## Production of butterfly valves, check valves and dumpers



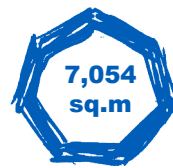
REVENUES  
2023



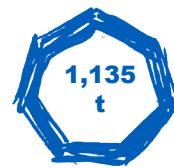
EMPLOYEES



PRODUCTION  
UNITS



SURFACE  
AREA



PRODUCTION  
CAPACITY

### Divisions and products



Gibson manufactures soft-seated, PTFE-seated, and HD double eccentric butterfly valves for abrasive and corrosive media, and metal-seated for air and smoke. Disc and clapet check valves.

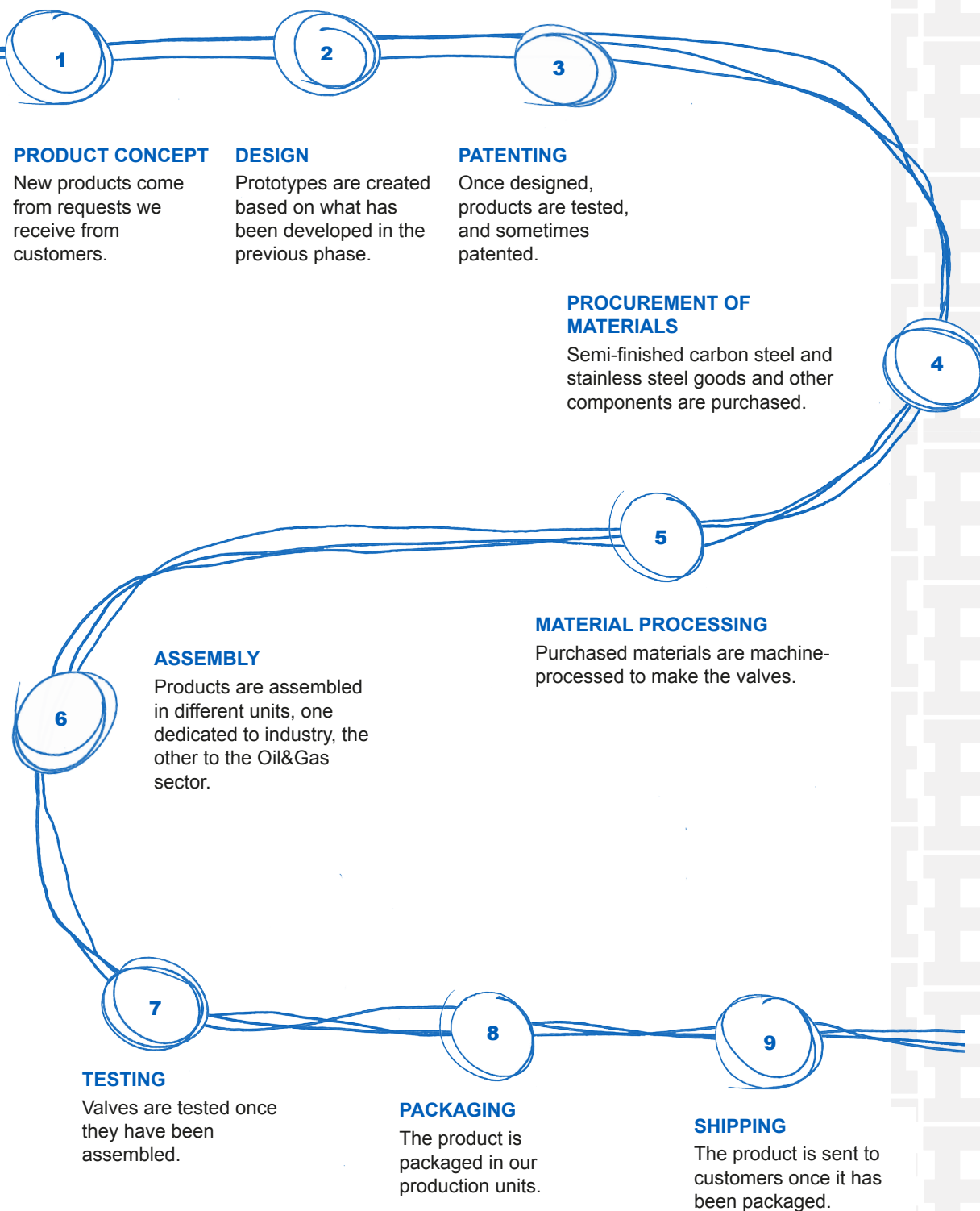
Gibson valves cover a host of different **industrial applications**, including marine applications, chemical processes, powder conveying systems and special liquids.

The company will also research and develop customized, state-of-the-art solutions.

### Certifications

- ✓ ISO 45001
- ✓ ISO 14001
- ✓ ISO 9001
- ✓ EAC
- ✓ DNV
- ✓ ATEX
- ✓ PED
- ✓ SIL
- ✓ FIRE TEST
- ✓ DVGW
- ✓ TA-luft
- ✓ IAPMO
- ✓ BUREAU VERITAS

## The production process



## 1.1.2 Group governance

### MISSION

We are a leading group made up of **people**, who share **values** and work with **passion** every day to create an Italian product of excellence in the world.

### VISION

We want to be the **international reference** in the sector through constant economic, technological and human growth.

Each day we strive to create a product of the highest quality that is recognized and appreciated all over the world. Our goal is to export the “made in Italy” mark outside our country to become **one of the international benchmarks in the sector**. We can achieve this through continuous and constant improvement in terms of both technology and cost by focusing on training and skill development for the people in our organization.

The **values** that guide us in the pursuit of these goals are based on tradition, innovation, know-how, people, respect, quality, and territory:



### TRADITION

Our journey is founded on the traditions and industrial knowledge handed down from generation to generation for over a century.



### INNOVATION

The quality of our products is underpinned by the spirit of research and innovation that drives the transformation of production processes within the group’s companies.



### KNOW-HOW

Thanks to our technical expertise and high level of specialization, we can ensure the continuous development of our products in order to fully meet customer requirements.



### PEOPLE

Relations with collaborators and efforts to ensure their well-being are based on respect for human rights and the creation of a healthy work environment.



### RESPECT

Our relations and dialogue with all our stakeholders are founded on the virtues of honesty and transparency.



### TERRITORY

Our relations with the territory are founded on respect for the environment and forging bonds with the communities in which we operate.



### QUALITY

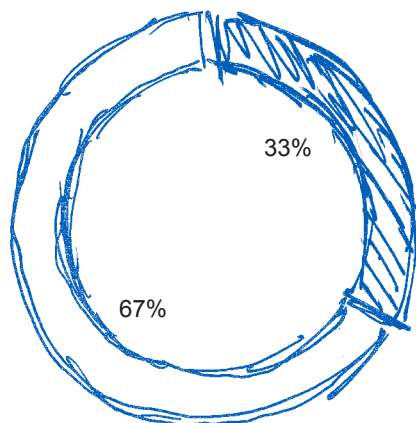
Our day-to-day efforts to pursue ever-higher quality are founded on product safety, compliance with regulations, and innovation.

At the same time, we **manage our business in a manner that is fair, transparent, and compliant with national and international laws**. In order to support the ethical conduct of our group's companies over the years, we have established governance bodies and tools that demonstrate our commitment to achieving the group's goals, while at the same time giving consideration to the interests of our internal and external stakeholders and establishing lasting relationships of trust with them.

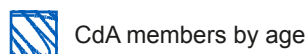
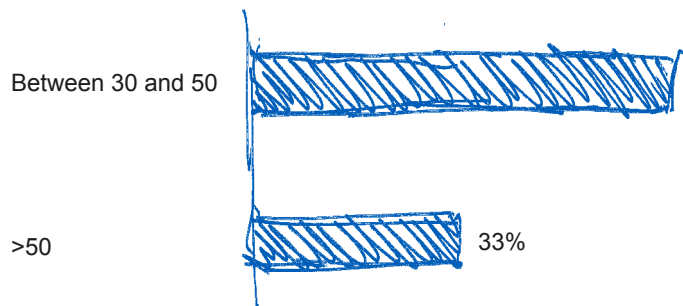
Our governance system consists of two main bodies: the **board of directors** and the **board of statutory auditors**.

The **board of directors** is responsible for **managing and administering the company**. It is composed of six members: the chairman and managing director, who are representatives of the company, and four directors. The chairman is assigned all responsibilities for managing the company, as required by law, including achieving the goals and objectives set by the corporate bodies and setting company policy. The board of directors consists of **two members over the age of 50 and four members aged between 30 and 50**, two of whom are women.

### CdA members by gender



### CdA members by age



The **board of statutory auditors** is the company's supervisory body entrusted with the task of **supervising** to ensure that the company's activities are **administered in accordance with its bylaws** and the provisions of the law; the supervision of accounting is assigned to an auditing firm. It consists of five members serving three-year terms, one of whom is a woman.

Each company to which this report refers is managed directly by **general management**, sharing some functions common to all group companies (except Quam S.r.l.): **human resources, administration, IT management, and marketing**.

## The code of ethics

In 2020, we decided to formalize our strong commitment to conducting our business in an ethically proper manner by adopting a code of ethics aimed at guiding the company in the pursuit of sound economic management and in conducting business in compliance with the social, environmental, and legal frameworks, conducting business in a fair manner and building strong and efficient relationships with internal and external stakeholders.

Our code of ethics defines the following values adopted by Bonomi Group companies:

- **Respect for human rights and workers' rights:** we believe that respect for internationally recognized human rights is fundamental and natural, and therefore condemn any form of harassment and harmful behavior, rejecting all forms of exploitation, and also asking our collaborators and suppliers to abide by these same principles.
- **Fairness and impartiality:** we aspire to operate in a fair and impartial manner towards all our stakeholders, respecting the diversity of existing relationships, and rejecting any kind of discrimination in the general management of our collaborators.
- **Honesty and transparency:** we believe that honesty is an essential part of business management, and consequently we establish relationships with all our stakeholders on the basis of fairness, consistency, loyalty, and mutual respect, making sure that dialogue with them is clear, transparent, accurate, and timely.
- **Observance of the law:** we believe it is imperative to act in compliance with national and international laws and regulations. Integrity and transparency are of paramount importance to us and therefore we do not condone dishonest or unlawful conduct, nor do we in any way tolerate corruption committed either by employees or by third parties acting for or on behalf of companies belonging to our group.
- **Respect for the environment:** we are committed to applying the best available technologies in our production processes and developing our activities with a view to enhancing natural resources and preserving the environment for present and future generations.
- **Respect for worker's health and safety:** we recognize the importance of worker's health and safety and therefore we ensure that they are guaranteed at all times by requiring collaborators to comply with the related requirements that apply to all business processes.
- **Confidentiality:** we ensure the confidentiality of the personal data in our possession, in accordance with applicable national legislation in force.



### The organization, management and control model

Our companies **Rubinetterie Bresciane Bonomi S.p.A., Valpres S.r.l. and Valbia S.r.l.**, in addition to acting in accordance with the group's code of ethics, have adopted an organization, management and control model (OMCM) pursuant to Legislative Decree 231/2001. The aim of the OMCM is to **identify activities in the scope of which environmental crimes or breaches of occupational health and safety laws might be committed.**

The model imposes the obligation to establish a **supervisory body (SB)**, tasked with **verifying the effectiveness of the adopted OMCM** with reference to the corporate set-up, periodically checking the adoption and application of protocols, conducting surveys on corporate activities for the updated mapping of sensitive activities and verifying the adequacy of the internal control system in relation to regulations. The SB is also tasked with reporting to the board of directors on the checks carried out.

**All MOCM infringements must be reported to the supervisory board by e-mail or mail, both channels ensuring the confidentiality of the identity of the person filing the report.**



Thanks to the control and management methods applied, in the three-year period 2021-2023 our group companies was not subject to any socio-economic penalties, and no instances of corruption occurred.

## Intensifying cybersecurity

Ensuring the confidentiality **of the personal data of all stakeholders** with whom we interact is an indispensable aspect of our organization for us to build strong relationships based on trust and respect for individual rights and laws, as well as to apply the values expressed in our code of ethics. In order to ensure data protection, we established a **unit dedicated to the management of information systems at the group level**. Over the years it has published a **conduct manual** designed to formalise procedures for data protection policies and it has been made available to all collaborators. The manual illustrates which organizational, physical, and logical security measures must be applied to prevent risks relating to the management and use of automated IT systems and hardcopy archives from arising. In order to map the risks to which group companies might be exposed with regard to the setting in which they operate and the activities they perform, **we perform an annual data protection risk assessment**, seeking to identify potential risks, security measures currently in use, and proposals for improvements, reviewed on a yearly basis. To date, **the main risks identified relate to information theft and damage to databases**.

Based on the results of this assessment, we develop procedures to implement the IT system and gradually consolidate processes. If we look at the risks considered, some of the procedures launched are extensions of backup systems for virtual and physical server machines, designed to increase data security and retention and also the introduction of a multi-factor authentication procedure, which requires more information from users during authentication to access enterprise tools and this also ensures greater security for information held.

Procedures and documents related to IT security are uploaded in full to a special platform in order to make them accessible to all collaborators. Furthermore, users affected by the procedures processed are notified through the same channel, thereby ensuring that users are kept constantly up-to-date on the processes to be followed.

Continuous monitoring of risks relating to IT systems and the annual implementation of procedures to increase data security resulted in no loss of data held by the company in the three-year period 2021-2023 and no breaches of customer privacy.

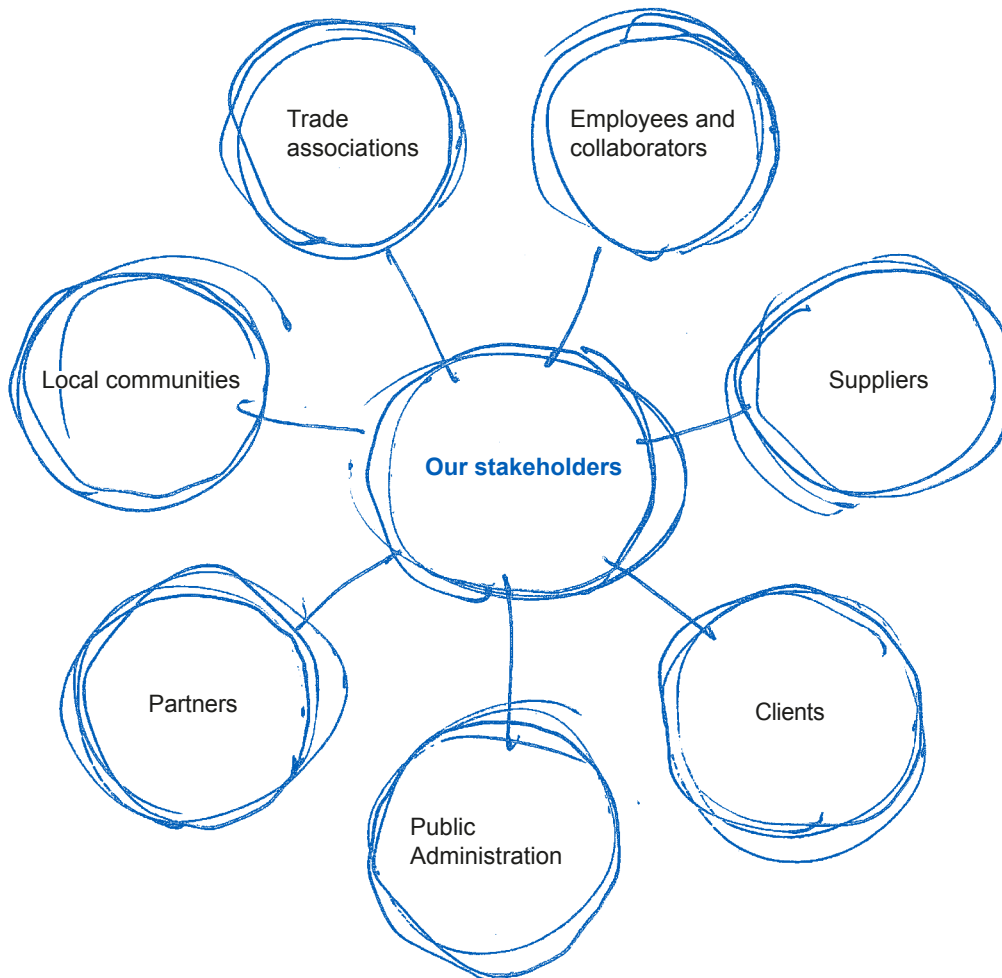
## 1.2 Our approach to sustainability

The decision to embark on a sustainability program stems from our organization's primary goal, which is growth. In order to promote growth that goes beyond the financial aspect, but which also includes **continuous improvement of our environmental and social performance**, we are committed to increasing the efficiency of the products we develop, by employing processes that reduce our environmental impact and supporting the professional growth of our employees. All of this led, in 2022, to the publication of our **first sustainability report**, which reports on the environmental, social, and economic aspects most important to our reality. In 2023, we renewed our commitment with the publication of the second edition of this document.

**The identification of our main stakeholders** was the first step in starting our journey towards sustainability. This step enabled us to identify the key players needed to achieve sustainable growth for the group and to work to comply with their expectations. Through constructive dialogue with our stakeholders and careful analysis of the context in which we operate, we have been able to define the material topics for the Bonomi Group, which form the foundation of our approach to sustainability.

### 1.2.1 Growing together with our stakeholders

To **embark on an effective sustainability strategy**, it is imperative that we identify the different categories of stakeholders with whom we interface and engage on a regular basis, to establish open and constructive dialogue in order to develop our activities responsibly. By establishing a relationship of trust in this way we are able to assess the impact of our actions, acquire direct feedback on our work, and **gain awareness of the needs and expectations of all the stakeholders involved**.



In order to gather this information and build lasting relationships, we have identified a variety of communication channels that are most effective in engaging with different stakeholder categories. This interaction constitutes the starting point for creating an effective and constructive engagement process that allows us to constantly monitor their views and needs.

<b>Category of stakeholder</b>	<b>Ways of engaging</b>
<b>Employees and collaborators</b>	<ul style="list-style-type: none"> <li>• Internal communications</li> <li>• Corporate documentation</li> <li>• Code of ethics</li> <li>• Physical and digital business communication media</li> <li>• Website</li> <li>• Social media</li> </ul>
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>• Audits</li> <li>• Constant dialogue and collaboration through the purchasing unit</li> <li>• Code of ethics</li> <li>• Website</li> <li>• Social media</li> </ul>
<b>Customers</b>	<ul style="list-style-type: none"> <li>• Constant dialogue and collaboration through the sales unit</li> <li>• Participation at trade fairs</li> <li>• Website</li> <li>• Social media</li> </ul>
<b>Public Administration</b>	<ul style="list-style-type: none"> <li>• Institutional communications</li> </ul>
<b>Partners</b>	<ul style="list-style-type: none"> <li>• Constant dialogue based on established collaborations</li> <li>• Website</li> <li>• Social media</li> <li>• Code of ethics</li> </ul>
<b>Local communities</b>	<ul style="list-style-type: none"> <li>• Cooperation with associations and participation in specific events</li> <li>• Website</li> <li>• Social media</li> </ul>
<b>Trade associations</b>	<ul style="list-style-type: none"> <li>• Participation in formal meetings, events, and gatherings</li> </ul>



## Trade associations and the participation of our companies

To make a contribution to the growth of and technological innovation in our industry and its sustainable development, we believe it is essential to join trade associations that can put us in contact with other entities operating in our field and with institutions.

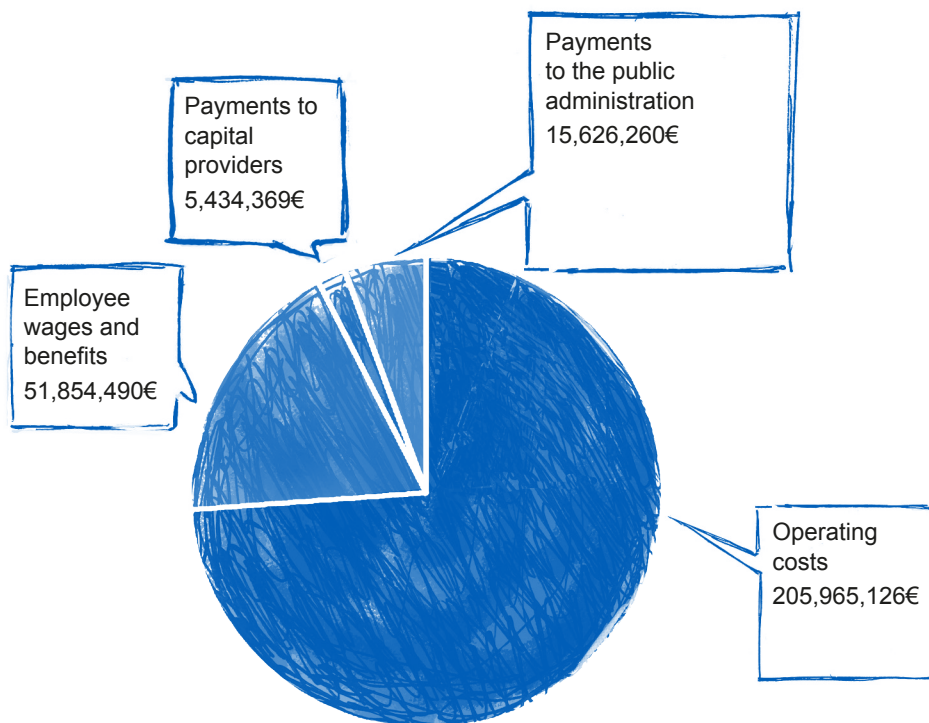
<b>Joint Italian Arab Chamber of Commerce</b>	An institutional and economic entity that aims to strengthen relations between Italy and the Arab world.	
<b>Confindustria</b>	A leading association representing manufacturing and service enterprises in Italy, with more than 150 thousand members.	   
<b>Giovani Imprenditori</b>	A Confindustria movement with around 13,000 members aimed at creating opportunities for younger generations and developing the country's social welfare through the development of industrial policies.	
<b>Anima</b>	An industrial trade organization of the Confindustria system representing mechanical engineering companies.	  
<b>Angaisa</b>	National association of plumbing, air conditioning, flooring, wall covering, and bathroom furnishing operators, aimed at protecting the general interests of the category, growing the industry and promoting relationships within it.	
<b>IBC</b>	Association of consumer goods industries, bringing together consumer goods manufacturing companies active in Italy and abroad, with the aim of promoting efficient and effective relations in this sector.	
<b>Valve Campus</b>	Association of manufacturing companies specializing in the production of valves for the entire Oil&Gas supply chain, established to promote know-how and the role Italy plays internationally in this field.	  
<b>Retimpresa</b>	Confindustria agency that promotes business aggregations and networks to strengthen supply chain cooperation and create value over the territory.	
<b>4manager</b>	Association for the general growth of industrial managers and entrepreneurs, planning and rolling out high value-added initiatives to meet emerging needs.	
<b>UNI-ente nazionale italiano di formazione</b>	A private non-profit association that carries out technical standardization activities, developing and publishing standards.	 
<b>C.S.M.T. Gestione SCARL</b>	A hub that develops projects by pooling expertise from academia and research, spin-offs and start-ups, companies, associations and institutions with a focus on innovation aimed at economic, environmental and social sustainability.	

<p><b>Federmeccanica</b></p>	<p>A trade union federation of the Italian metalworking industry that handles relations with Italian and European trade unions and institutions.</p>	
<p><b>Cassa di Assistenza Sanint</b></p>	<p>Non-profit association whose main purpose is to promote, implement, and provide social and/or health care benefits for its beneficiaries.</p>	
<p><b>Fondazione Next Generation</b></p>	<p>The foundation whose purpose is to promote a culture to enhance civic spirit, and a sense of belonging to the community - both Italian and European.</p>	
<p><b>Assomet</b></p>	<p>An association that represents Italian producers and processors of nonferrous metals, aluminum, lead, copper, zinc, nickel, tin, and magnesium.</p>	
<p><b>Previas II</b></p>	<p>A non-legal personality and non-profit association, available to companies that wish to provide their employees with certain welfare benefits as stipulated by national collective labor agreements, agreements with them, or company regulations.</p>	
<p><b>Consorzio Ecopolietilene</b></p>	<p>Consortium for the recycling of polyethylene waste goods.</p>	
<p><b>Confapi Industria Piacenza</b></p>	<p>Confederation of small and medium-sized enterprises.</p>	
<p><b>Associazione Museo Mille Miglia</b></p>	<p>Association of the “Mille Miglia” Museum.</p>	

## Generated value, distributed to our stakeholders<sup>4</sup>

Once again this year our activities generated positive economic results, to confirm the continuous growth of a company founded more than one hundred years ago, which operates every year with the same aim: to generate value for the local area, its stakeholders, and its growth. In 2023 we **generated value** totaling **€355,787,713**, up 10% year-on-year. We retained about 22% of this figure, needed to ensure the company's stability and allow future investment.

### Value distributed to stakeholders in 2023 (€)



About 78% of the value generated was distributed to our stakeholders, as follows:

- **€205,965,126 to suppliers**, through the purchase of goods and services.
- **€51,854,490 to employees**, in the form of wages and benefits.
- **€15,626,260 to the public administration**, in the form of taxes.
- **€5,434,369 to capital providers**.

<sup>4</sup> The data shown refer to the Bonomi Group's consolidated financial statements, therefore all group companies and not limited to the data of companies reported in this sustainability report.

## 1.2.2 Our sustainability priorities

Materiality analysis is an important tool for identifying the most important sustainability topics in relation to the impacts generated and suffered by the business, both current and potential, positive and negative, with the generation of externalities to all stakeholders. This tool makes it possible to define the strategy to follow for an increasingly sustainable future.

For the purpose of preparing the 2022 sustainability report, we conducted a detailed materiality analysis in accordance with the requirements of the most recent version of the GRI Standards (2021), which define material topics as those that reflect the most significant impacts generated by the company on the economy, the environment and people, also in the sphere of human rights, as a result of the organization's activities or business relationships.

The Bonomi Group's materiality analysis involved taking the following steps:

- **Understanding the business environment:** by making a careful analysis of key documents published by leading international organizations, we examined the context in which we operate and the relative trends. We then conducted a benchmarking analysis to identify the sustainability topics addressed most by companies in the sector. The results that emerged from this research in relation to our business activities, relations, and stakeholder expectations, enabled us to identify the sustainability topics most important to our group.
- **Identification of positive and negative impacts and related topics:** analysis of public documentation concerning our industry and knowledge of our activities and their effects on the outside world, in order to identify positive and negative, current and potential impacts generated by our company on the economy, the environment, and people.
- **Evaluation of the significance of impacts:** for each impact identified we looked at its significance in relation to our activities. This involved both the contact persons in different business units and senior management. The former were able to contribute to the assessment of impacts through their specific expertise, while senior management validated the results obtained. Significance was calculated by multiplying the likelihood of the impact occurring and its degree of severity, as assessed by the people involved.
- **Prioritization of the most significant impacts and definition of the list of material topics:** analysis of the values obtained in order to determine which impacts and associated topics are priorities for our group. Finally, we defined a materiality threshold to obtain a **list of 13 material topics**.

We traced each material topic that emerged from the analysis to the three categories on which we wish to act to improve our external impacts: **product, the environment, and people**<sup>5</sup>.

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<sup>5</sup>The cybersecurity topic emerged as material for the Bonomi Group, but given the characteristics of the company and the way the topic is handled, this aspect was reported in relation to group governance.

Since there had been no substantial changes to our operating environment, the **materiality analysis conducted for the preparation of the 2022 sustainability report was confirmed as also valid for the preparation of the 2023 report**. We will strive in future years to continue on the path of stakeholder engagement and improvement of our materiality analysis.

<b>PRODUCT</b>	<b>Responsible supply chain management</b>	To develop a supply chain that is alert to socio-environmental issues through the careful selection of suppliers who conduct their activities with respect for human rights and environmental legislation.
	<b>High-performance, sustainable products</b>	To purchase and use high-quality raw materials and materials with a reduced environmental impact, ensuring the production of sustainable, high-performance products.
	<b>Product and process innovation</b>	To develop innovative products, design new ways to conduct one's business, and digitize processes in order to bring innovation to local areas and generate economic benefits locally.
<b>THE ENVIRONMENT</b>	<b>Circularity of processes</b>	To increase the circularity of business processes at all stages by sourcing recycled raw materials and materials, recovering scrap and consequently reducing the amount of waste produced, and increasing the amount of waste treated using recovery methods.
	<b>Energy and emissions</b>	To combat climate change by implementing energy efficiency and energy saving policies, producing and purchasing energy from renewable sources in order to reduce greenhouse gas emissions generated by one's activities.
	<b>Water consumption</b>	To use water resources responsibly, implementing water efficiency activities that lead to a reduction in water withdrawal and consumption, and constructing facilities that promote water reuse.
<b>PEOPLE</b>	<b>Health and safety</b>	To implement policies and tools aimed at ensuring the health and safety of workers in all activities of the organization, spreading a culture of prevention and safety that reduces occupational accidents and injuries and the onset of occupational diseases.
	<b>People training and growth</b>	To empower employees to develop their technical skills by offering training plans based on their training needs, ensuring continuous professional growth that is aligned with business needs.
	<b>People's well-being and involvement</b>	To undertake welfare and home-work balance initiatives aimed at creating a stimulating and rewarding work environment that ensures the well-being of all company employees and an improved quality of life.
	<b>Diversity, equal opportunities and inclusion</b>	To create an inclusive work environment where employees feel satisfied, fulfilled and respected, that spreads a culture of diversity aimed at preventing episodes of discrimination.
	<b>Supporting local communities</b>	To cooperate with associations and bodies active in the local area by offering support for specific initiatives in order to contribute to the social and economic development of local communities.
	<b>Respect for human rights</b>	To conduct its activities in a manner that respects fundamental human rights (e.g. child labor, forced labor, freedom of association, etc.), both within the company and along its value chain.





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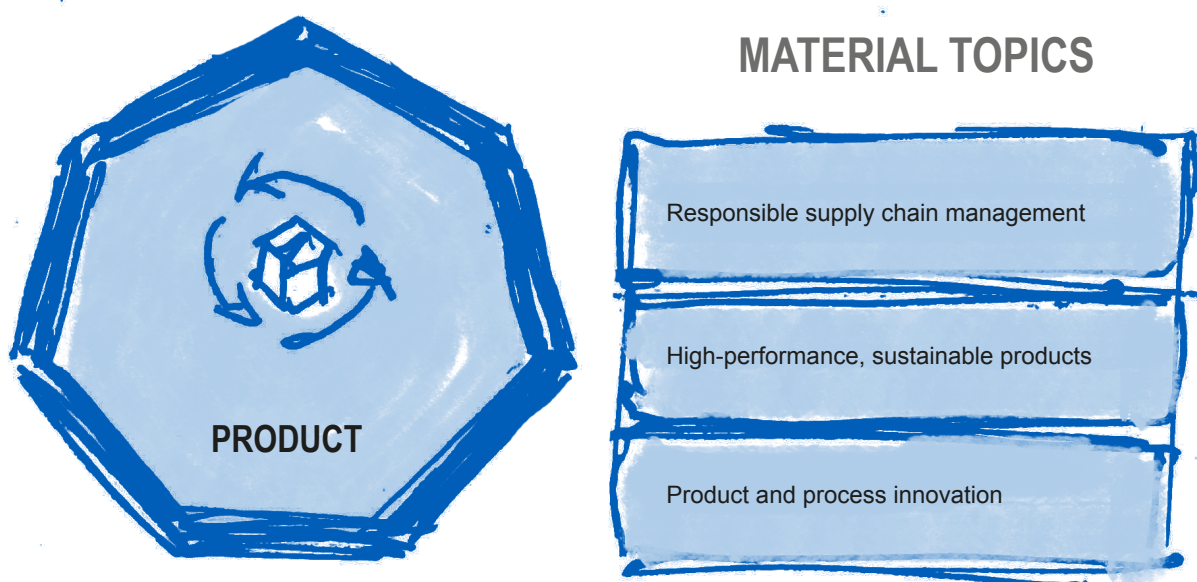
# **Innovation for products**

## 2. Innovation for products

**Innovation is a key element of our business approach. We invest in advanced technical resources and cooperate with external partners to develop cutting-edge solutions aimed at maximum customer satisfaction.**

In order to ensure the design of innovative products, it is essential that we work with our suppliers whom we consider to be external collaborators and with whom we establish a constant dialogue on the properties of the materials and semi-finished products that we purchase, where we aim to develop products of the highest quality that are fully compliant with current regulations. Close collaboration at the design stage enables us to achieve high quality products that are efficient and sustainable, using recyclable metal-based materials.

In our companies, innovation starts with people in the engineering department who work to develop and patent new, higher-performance products that raise the quality and constantly reduce the impact on the environment through greater energy efficiency.



### 2.1 Responsible supply chain management

**Quality, territoriality, continuity, and collaboration** are the key pillars on which we base our relationships with our suppliers. We believe that suppliers should be considered as complementary partners using their and our skills to produce the raw materials and semi-finished products that make up our products. To do this, it is important for us to select, when possible, suppliers operating in Italy, and more specifically Lombardy, in order to make cooperation on the development of materials with certain properties easier and more effective. Although we are always looking for new partners with whom to cooperate on the development of new products or to improve our product range, **we work with suppliers with whom we have built long-lasting relationships**. We have been working with some partners for more than 70 years, testifying to the importance of building valuable relationships from which both parties can benefit.

The geographic distribution of our suppliers varies according to the specific traits and needs of

group companies. In general, **most of our suppliers are located in Italy** and especially in Lombardy, the region where almost all of our companies are based. Where issues concerning the availability of materials, diversification, and technical quality come into play, companies in the Bonomi Group also source from abroad. **Valpres has several suppliers concentrated in the Far East, Valbia has some suppliers in Europe, Rubinetterie Bresciane Bonomi has suppliers in Germany, Greece, and China, and Quam in the United Kingdom, India, and the United Arab Emirates, while Ghibson has suppliers in Germany, Switzerland, China, and India.** Furthermore, the Bonomi Group divides its suppliers into two main categories: raw material suppliers and machining suppliers, the latter located mainly in Italy.

**All new suppliers to our companies are subject to qualification**, an activity carried out by our purchasing department, in order to ensure that our customers receive excellence and the highest quality in their products. Whenever we are looking for a new supplier, a “**supplier information questionnaire**” is sent out for initial evaluation of the firm’s technical and production characteristics. If the information in the questionnaire reflects our purchasing requirements, we **visit the supplier’s production plant to check that it is genuinely suitable and complies with the quality, environmental, and safety criteria we have requested.** Visits to incumbent suppliers, on the other hand, are carried out only when nonconformities are detected for products supplied. We are currently working to implement auditing activities more systematically.

For each Bonomi Group company, there is a **list of qualified suppliers, updated annually based on periodic evaluations** aimed at monitoring their **performance in terms of the quality and safety of the products supplied.**



## An example of qualification: the QUAM supplier questionnaire



The QUAM qualification process involves the administration manager and the head of the purchasing department, who **carefully evaluate potential suppliers** using a detailed questionnaire that collects the following information:

1. **General data:** this section requests information from the company regarding its master data, products, and services provided.
2. **Plant information:** this part asks for information about the company's organizational chart, production facilities, such as production capacity and key processes used, and information related to quality, safety, and environmental control.
3. **Quality information:** documents related to the quality management system, related certifications, and a brief description of the main related processes, such as the control of purchased products, are requested.
4. **Supply chain:** a brief description of suppliers related to those activities or products that are of interest to Quam is requested, as well as a description of how they are controlled.

With regard to the section that collects information on production plants, close attention is paid to health and safety and environmental management aspects, asking if and what certifications are held by the supplier, if there is a risk assessment document and if so if it is updated regularly. Finally, suppliers are asked to state whether their activities are carried out in compliance with regulations in order to properly manage production aspects that have an impact on the environment.

## 2.2 High-performance, sustainable products

We in the Bonomi Group strive to constantly expand our range of products both by improving existing products and by creating new designs that respond to customer needs and market trends.

This is why we perform a number of **analyses during the design phase** to gauge the feasibility of developing a new product or improving an existing one. This process begins with the **definition of basic requirements**, an analysis to examine the characteristics that the product will need to possess and the constraints to be considered during the different stages of its development. Analysis of the basic requirements constitutes the **first step in the design process**, essential for **ensuring that products comply with the necessary requirements and to prevent possible infringements of regulations or risks to the environment and to people**. Characteristics to be assessed using a basic requirements checklist include the following:

- Functional and performance requirements.
- Requirements related to laws or regulations.
- Information or solutions adopted in similar projects.

Furthermore, each “basic requirements” checklist also defines the aspects of the product that

determine part of its environmental impact, with an analysis of the procedures for the intended disposal method, the risks associated with the use of certain materials or substances, possible errors in the design or misuse of the product, the impacts on the environment during use, and the purpose of the packaging that will be used.

If sufficient information is gathered at the design stage and the requirements reflect our production needs and those of our customers, we move on to the **prototype stage**. Here, **we try to draw on the use of components already in production whenever possible, in order to limit the creation of new prototypes and reduce material use**. In fact, most products are designed to be disassembled so that their components can be replaced. In this way, we apply circular models right from the design stage.

Once the design is approved, we proceed to production, following rigorous processes in order to ensure high-quality standards. The products are monitored and checked at different stages, which allows us to perfect every aspect of our production process.

Products are checked at:

1. **Acceptance stage.**
2. **Production stage.**
3. **Final stage after placement in storage.**

The performance of these checks allows us to **promptly detect the presence of any nonconformities during operations and manage them as effectively as possible**. Where nonconformities are attributable to suppliers, these are formally notified with a “nonconformity report”, which opens a channel of communication with the supplier aimed at understanding how to resolve the problem and what corrective action will be put in place to prevent its recurrence in the future.

If **nonconformities occur during production stages**, these are formally reported to the **manager of the area concerned**, who will assess the nature of the problem and decide whether the product is a reject, whether it can be reworked, or whether to release the product as an exception or concession after its repair.

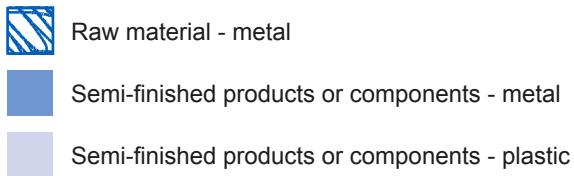
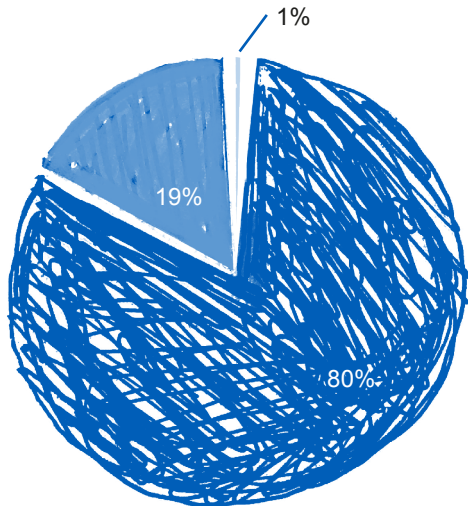
## The materials we work with

Our core business is the **production of valves, fittings, and actuators** composed mainly of the processing of brass (including that with low lead content), bronze and copper bars and rods, stainless steel, carbon steel and cupronickel pipes, and aluminum, stainless steel, and carbon steel components. These materials possess the important quality that they can be completely recycled indefinitely, maintaining the same characteristics in terms of performance.

Our products can then be recycled at the end of their life cycle and also **each time waste is generated during the production process** it is recovered and resold on a consignment basis to suppliers, thereby avoiding the generation of waste.

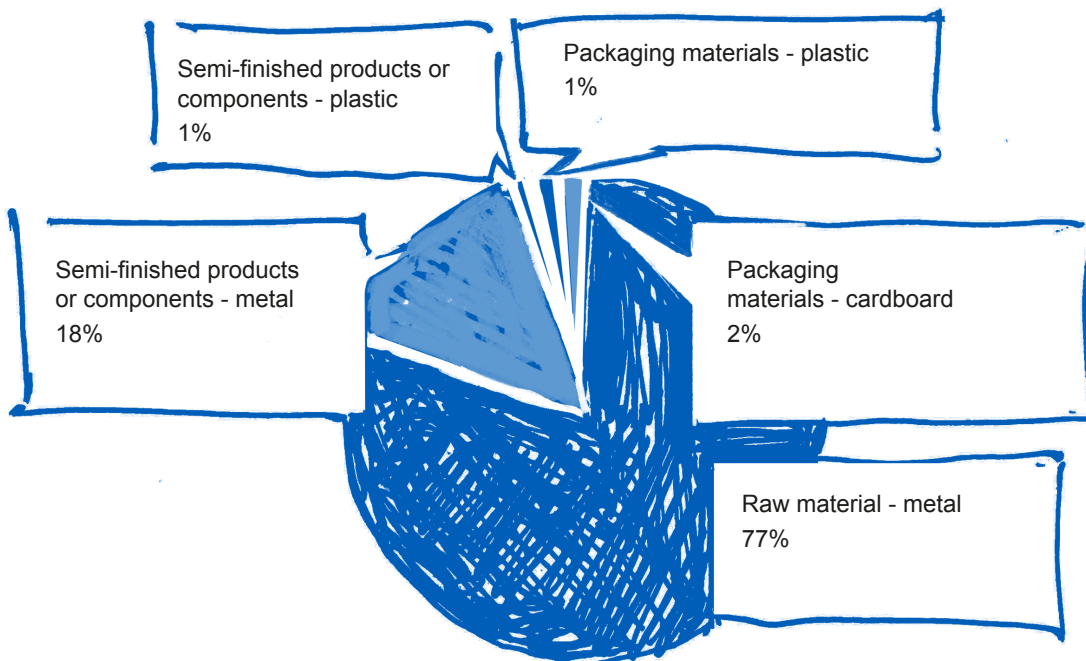
Furthermore, our products are also composed of **semi-finished plastic products**, such as gaskets, o-rings, and covers, which are applied to valves, fittings, and actuators, and also of electronic boards making up the latter.

## The main materials used for our products



In addition to semi-finished products and components, we use oils and lubricants as process materials and purchase plastic and paper packaging and wooden pallets.

## Total materials used in the production of our products in 2023



In 2023 we purchased 18,240 tons of materials to produce and package our products, a rise of 3% on 2022, in line with production trends in the various group companies.



## 2.3 Use of innovative products and processes

All of our companies are engaged in the **design and development of new products**, aiming for **continuous innovation in our product range through the creation of items that seek to improve our customers' processes**. We have developed several products that have since been patented, thanks to constant research on materials, performance, and design of solutions to reduce energy consumption and make facilities safer through their implementation.

Each company in our group, with its own specific traits, has its own **technical or product design office, within which a team carries out research and development activities**. This team presents projects to management, drafting documents that set out the project's objective, context of application, its stages of development, and its innovative characteristics. Once a project is approved, the product goes into production.

When creating new products we often work with different stakeholders, as we believe that **engaging with parties outside our organization allows an exchange of expertise that ensures added value in the creation of new solutions and reduces development time**. Over the years our companies have established relations with suppliers, universities, and customers. Furthermore, **for more than 10 years Rubinetterie Bresciane Bonomi has been part of the RUVARIS (faucet valves research and development) consortium**, a group of companies whose goal is to develop research and innovation projects for the sanitary faucet and valve industry, using materials that completely eliminate the release of heavy metals.

## Major projects launched

### Energy recovery with the LOCPOWER valve



The concept of kinetic energy dissipated by control valves has been known for many years.

If we wanted to install a turbine to recover the available energy, we would immediately have to deal with the adjustment capacity of the system and its design.

The first problem we face in sizing turbomachinery is choosing the flow rate at which it will have to work most of the time, so as to maximize energy production.

The turbine itself will not be able to regulate the flow rate from zero to the design point, just as it also will be unable to guarantee a flow rate greater than the predetermined one.

Valpres offers an innovative product that lends itself to raising the efficiency of waterworks, industrial and Oil&Gas systems: the patented LOCPOWER energy recovery valve.

LOCPOWER can be seen as both an innovative valve and a device for raising network efficiency; the innovative step lies precisely in merging two souls into a single object. This valve is equipped with an actuator for fluid control, a current generator, and a board for interfacing with the power grid, but the most fascinating aspect lies inside: a hydraulic turbine integrated in the valve body.

This device is a real regulating valve that, instead of dissipating the pressure drop, converts it into electrical energy through the use of integrated turbomachinery.

Produced electricity can then be “sold” to “the grid”, be partly or totally self-consumed by users also connected to the grid, and be consumed by users totally off-grid.

The areas of use for LOCPOWER today are: waterworks and district heating (as well as district cooling), the most promising sectors given the thirst for efficiency and broad availability of excess water volumes and pressures; and sectors such as industry, energy, and hydrocarbons.

Like all innovative technologies, the installation of an energy recovery valve can also benefit from incentives, which may vary depending on the context and the country where it is used.

In Italy, there is the hyper-amortization benefit related to Industry 4.0 that can be obtained thanks to the remote control and diagnostics part (actuator and panel side): to give a rough idea, 70-80% of the system value can benefit from this incentive.

Then there are energy bonds, or white certificates, rewarding clean energy production (each TOE, ton oil equivalent, entitles the user to one energy bond) used for self-consumption and the dedicated offtake incentive tariff to sell energy to the grid when it cannot be self-consumed.



*LOCPOWER energy harvesting valve during a flow test in our Valpres facility.*

### **VBall and control ball valves with cage**

We have developed several ranges of patented valves used to regulate and control liquids and gases for industrial use, waterworks, and Oil&Gas pipelines. These valves are designed to reduce pressure drops compared with conventional control valves.

Since pressure drops are closely bound to energy consumption, reducing them means having more efficient systems, consequently reducing the CO<sub>2</sub> emissions associated with it.

Thanks to the high flow capacity of this product, more compact, efficient, and sustainable systems can be designed. The broad control range typical of these innovative products very often makes it possible to cover the full range of flow rates with just one valve instead of two. It is also possible to select valves of a smaller size, lighter and more compact, compared to conventional ones.

All performance data for control valves are the result of years of R&D, experience in the field, laboratory testing, and fluid dynamic simulations. This has also led to the development of in-house software that easily and intuitively selects the correct valve, allowing the user to immediately see the reduction in size and the possibility of using fewer valves in a system. The software also makes it possible to calculate energy savings, and consequent CO<sub>2</sub> emission reduction, achievable from the selection of high-capacity Valpres products, in addition to noise and cavitation prediction for a better and healthier working environment.



### Separate control board



In 2022 Valbia developed an **electronic board to be used in quarter-turn actuators for marine installations** to respond to a still unresolved need: being able to control the actuator even in the event of a fault or voluntary interruption of the main electrical power line.

The project was born following the request of a customer who needed to operate the actuators, even in the event of a main power failure without having to use battery backups. Since this type of technology was not available to us at the time, we started working on it in order to build an object that presented several advantages for users: originally, to deal with a fault that caused a power outage, a particularly expensive and not always controllable backup system. **With the development of this electronic board**, it is possible to control **the main actuator without using third-party components** such as batteries and supercapacitors, **improving the safety of the system**.

Thanks to this electronic card it is possible to control the actuator via a secondary power supply line, even in the event of a failure of the main power supply line, with consequent economic advantages for users, greater safety, and reduction in the creation of waste related to use of buffer batteries and supercapacitors.

## Fast pneumatic actuators

**VALBIA**

In a world where speed is everything, Valbia has set out to stay ahead of the curve. After analyzing the performance of its standard models, it found that six sizes of the 82 series had characteristics suitable for use in applications where the operating speed was under half a second. The need then arose to see if it would be possible to extend these applications also to the rest of the models in the series. The focus shifted to the other sizes by conducting rigorous tests that led to the conclusion that these sizes did not reach the desired performance. A few weeks of work and design was therefore necessary after which prototypes were made by selecting six representative models from the range. These models were tested on our test benches and passed without excessive wear and tear. Next, construction drawings were created and the new products were given code numbers. The fast series, which is ATEX-certified, has now joined the rest of our certified production.



All companies in the Bonomi Group have laboratories at their disposal capable of carrying out all the appropriate functional tests and measurements of the condition of components, to ensure the adequacy of all products and pay constant attention to environmental impact.





# **Commitment to the environment**

### 3. Commitment to the environment

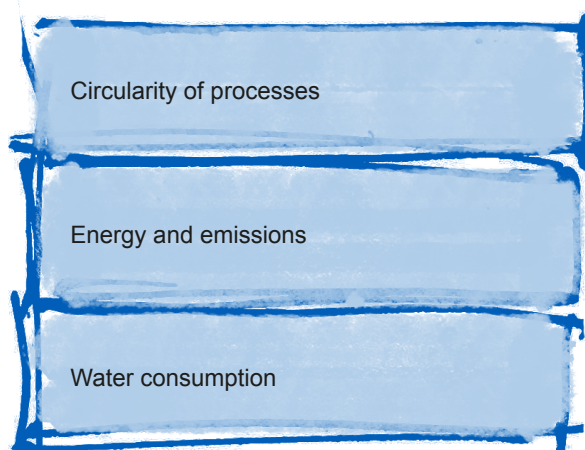
**We are aware of the impact our industrial activities can have on the environment, and pay special attention to environmental management in our production facilities.**

We have drawn up a corporate policy that commits us to promoting the long-term sustainable development of business that ensures environmental protection by preventing pollution in water, air, and soil and monitoring air emissions and waste generation. Our group's goal is to minimize environmental impact in our operations while promoting sustainability and innovation in production processes.

With this in mind, all our companies adopt a management system certified according to the ISO 14001 standard. This has enabled us to manage and monitor the environmental aspects of our activities and initiate improvement action, aimed at reducing waste and improving our environmental performance.



#### MATERIAL TOPICS





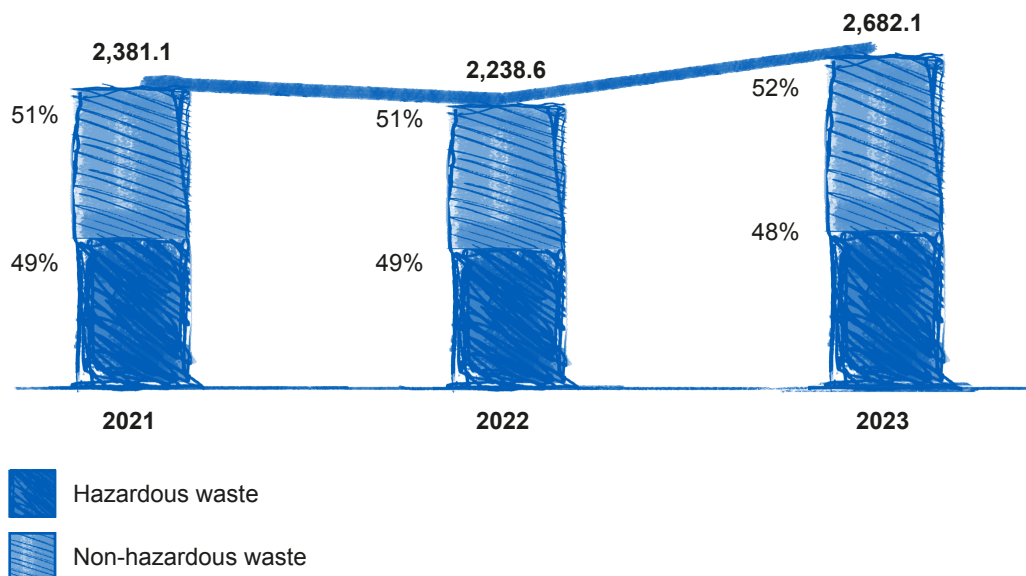
### 3.1 Promotion of circular processes

Various types of waste are produced in our companies resulting from purchase, production, and assembly activities. In addition to **paper, plastic, and wood packaging, we generate waste such as oils, solvents, emulsions, and batteries**, as well as **sundry metal waste resulting from production processes**. We have storage areas in our production facilities to manage and dispose of waste correctly, as follows:

- Liquid waste (oils, spent emulsions, etc.) is stored in special containers/tanks, equipped with containment basins.
- Processing scraps and miscellaneous waste (cardboard, plastic, wood, etc.) in appropriate containers/boxes/silos.
- Gas cylinders in designated fenced boxes.

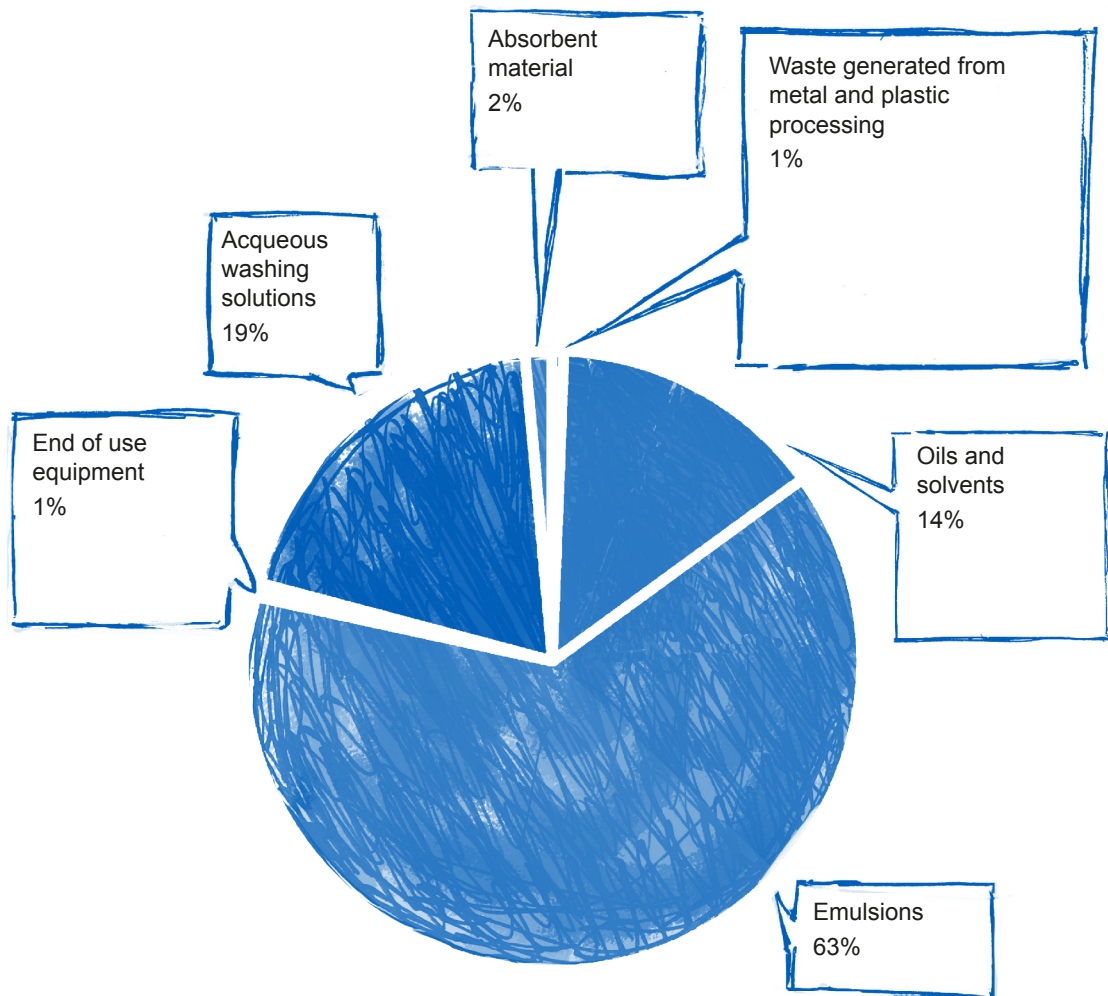
In 2023 we generated around **2,682 tons of waste, 48% hazardous and 52% non-hazardous waste**. The year-over-year increase in **waste generation was approximately 20%**. This was caused both by the expansion of the reporting scope and by an increase in turnover and productivity in several group companies.

#### Waste production over three years (t)



With regard to **hazardous waste** in particular, we generated about **823 tons of emulsion**, produced in machining processes and mechanical treatment of turning work. This **type of waste rose by 4% compared with 2022, as the demand for products and consequent processing increased**. However, some improvement actions carried out by our companies helped to reduce the amount of emulsion generated.

## Hazardous waste by type in 2023

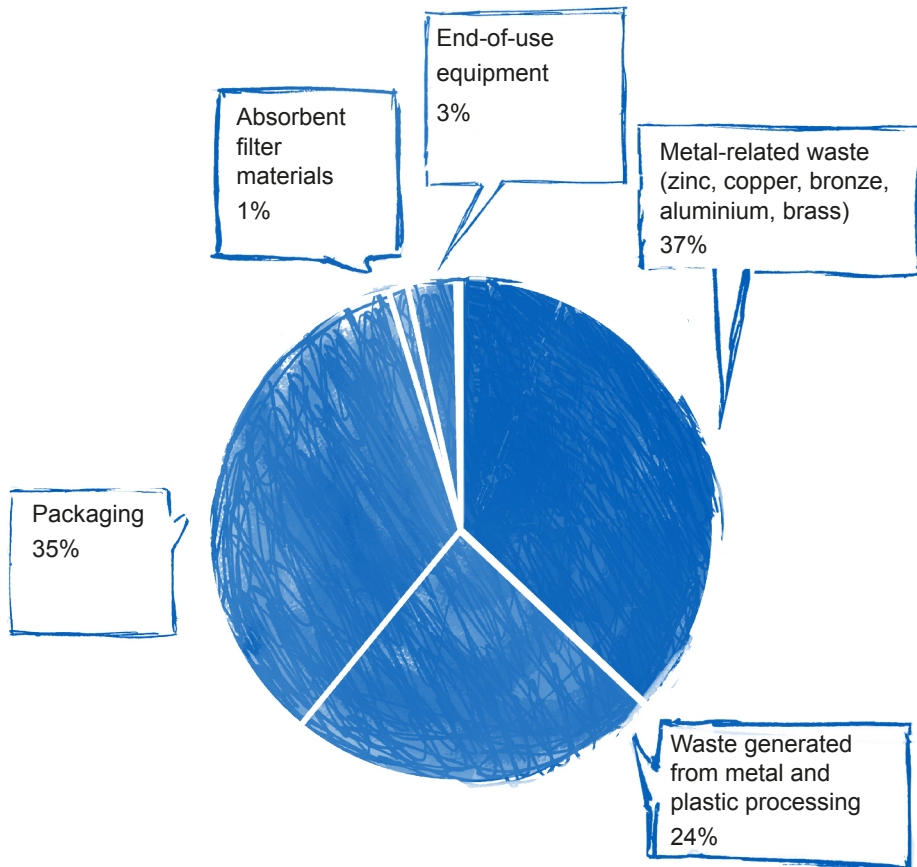


**Rubinetterie Bresciane Bonomi:** has begun to evaluate the possibility of separating oil from water, so that the latter can be cleaned and discharged into the sewage system and only the waste concentrate disposed of, recovering a substantial amount of water and thereby reducing the volume of waste.

**Valpres:** emulsion had previously been stored inside the basin of an uncovered tank, in which rainwater was also collected and then disposed of with the rest of the emulsion due to its lack of filtration. A new underground basin was then constructed under a canopy, acting as a cover, which prevented rainwater from mixing with the emulsion collected and expanding the volume of waste generated.

Our non-hazardous waste consists of **37% metals** generated by our production, and **35% packaging, used to deliver materials and components to us**. The packaging we use consists of different materials: paper and cardboard, plastic and wood, for the proper and safe handling of incoming and outgoing goods.

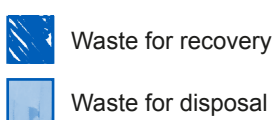
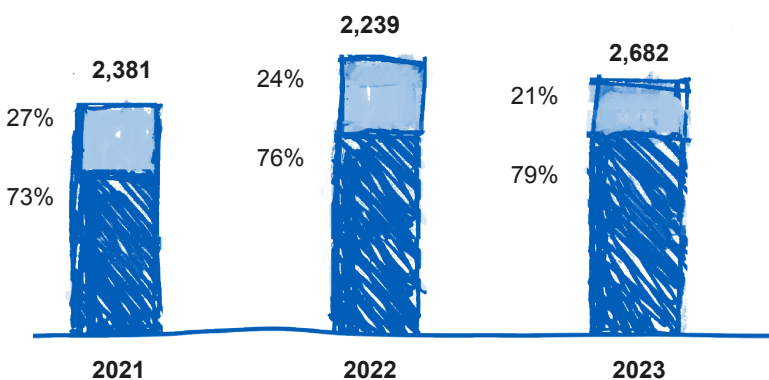
## Non-hazardous waste by type in 2023



In 2023 approximately **79% of the waste we generated was destined for recovery**. More specifically, 57% of hazardous waste was destined for recovery, consisting mainly of oils and solvents used in processing, emulsions, and absorbent materials. With regard to non-hazardous waste, on the other hand, 99% was destined for recovery through preparation for reuse, storage, and recycling. All waste from metals and from metal and plastic processing was recovered, as were end-of-life equipment and 99% of the packaging used.

The remainder was destined for disposal, consisting mainly of some of the emulsions generated and aqueous washing solutions.

## Total waste generated by destination (t)





## The recovery of processing by-products

In our production cycle **there are several stages of metal processing that generate by-products**. In our companies we **recover all the metal waste produced with a view to implementing circular economy models** that allow us to reduce the volume of waste generated and the resulting impact on the environment.

We recover different types of by-products in the form of turnings and chips:

- Copper and copper alloys (brass, bronze, and cupronickel).
- Carbon and stainless steels.
- Aluminum.

These by-products are then sold to companies and refineries for processing, giving them a new lease of life and avoiding the waste of valuable resources.

## 3.2 Combating climate change

As a manufacturing company, we employ energy to power not only production processes, but also general and auxiliary services. We therefore deploy operational and technological resources in order to reduce our impact on the environment related to energy consumption and the resulting generation of emissions.

Our companies use:

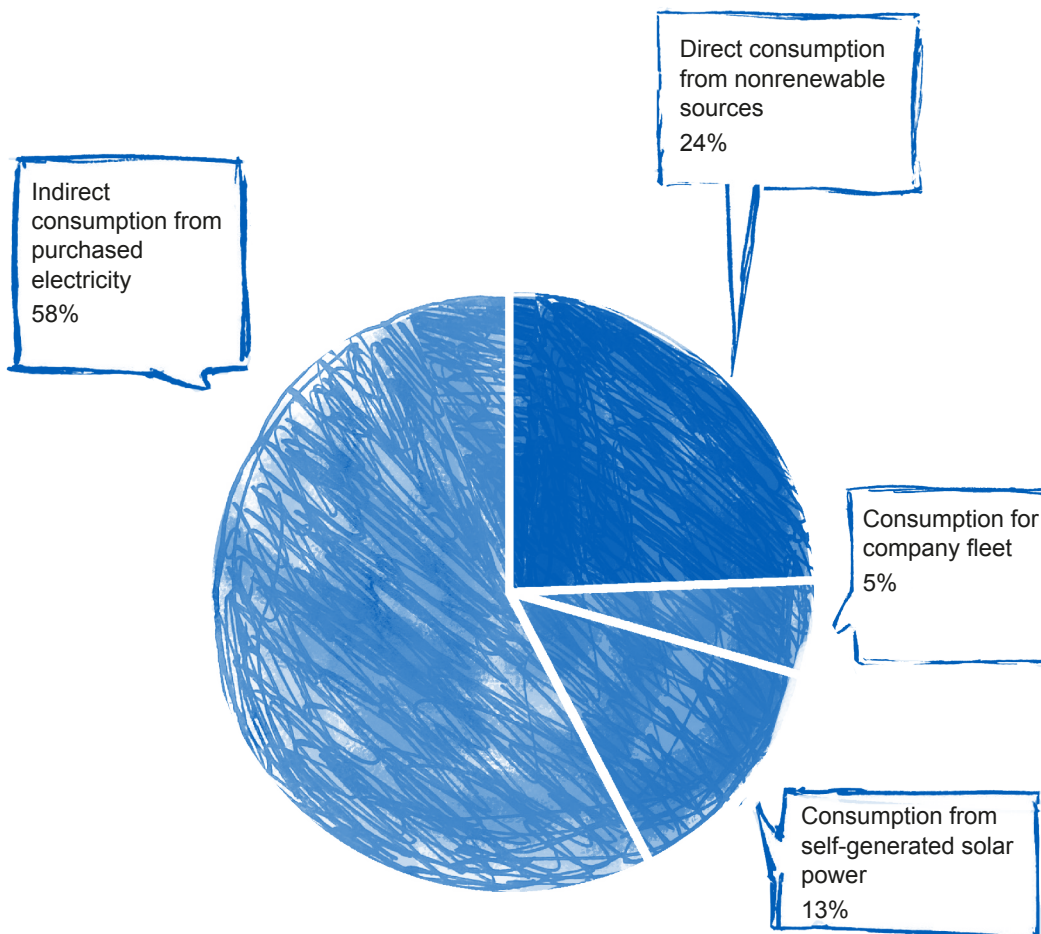
- **Electricity from our photovoltaic systems.**
- **Electricity acquired from non-renewable sources.**
- **Methane, used for heating our spaces and, only at the Rubinetterie Bresciane Bonomi plant in Gussago, for heating parts in the molding process.**

Furthermore:

- Valbia and Valpres use **LPG-fueled cylinders in the shipping department to heat shrink film for packaging** products on pallets.
- **Quam and Gibson** purchase electricity from 100% renewable sources.

We also have a company fleet consisting of cars, vans, and trucks, for transporting materials between group companies, or to and from suppliers from whom we purchase semi-finished products, components, or services that we have decided to outsource. This **fleet consists of gasoline, diesel, and electric-powered vehicles**.

## Energy consumption in 2023 by source



**Our current energy consumption benefits from investments made in past years** to implement a series of activities designed to improve energy efficiency and consequently reduce emissions and our impact on the environment. **In 2011** we installed our **first photovoltaic system** at Rubinetterie Bresciane Bonomi on the roof of the Gussago plant, which is now fully covered, and in **2015 at the Bordolano plant**. At Valpres, on the other hand, **the photovoltaic system has been in place since 2019**. The latter, as at Valbia, has **replaced its light bulbs with more efficient LED bulbs**, which was also carried out by Rubinetterie Bresciane Bonomi in 2019-2020. In addition, **older compressors have also been replaced over the years with new compressors with a better energy efficiency index**.

**Electricity meters** have been installed in the plants of all group companies, placed in the electrical boards in production bays and machinery, **to monitor the use of electricity** in order to analyze consumption data and take possible corrective measures.

The **Rubinetterie Bresciane Bonomi Gussago plant** also has a **geothermal system** used for heating and cooling the buildings, which means that 85% of the plant does not **use methane for heating**. Also, at Tecnovielle, several old machines have been replaced, such as the transfer processing machine, by new, higher-performance machinery.



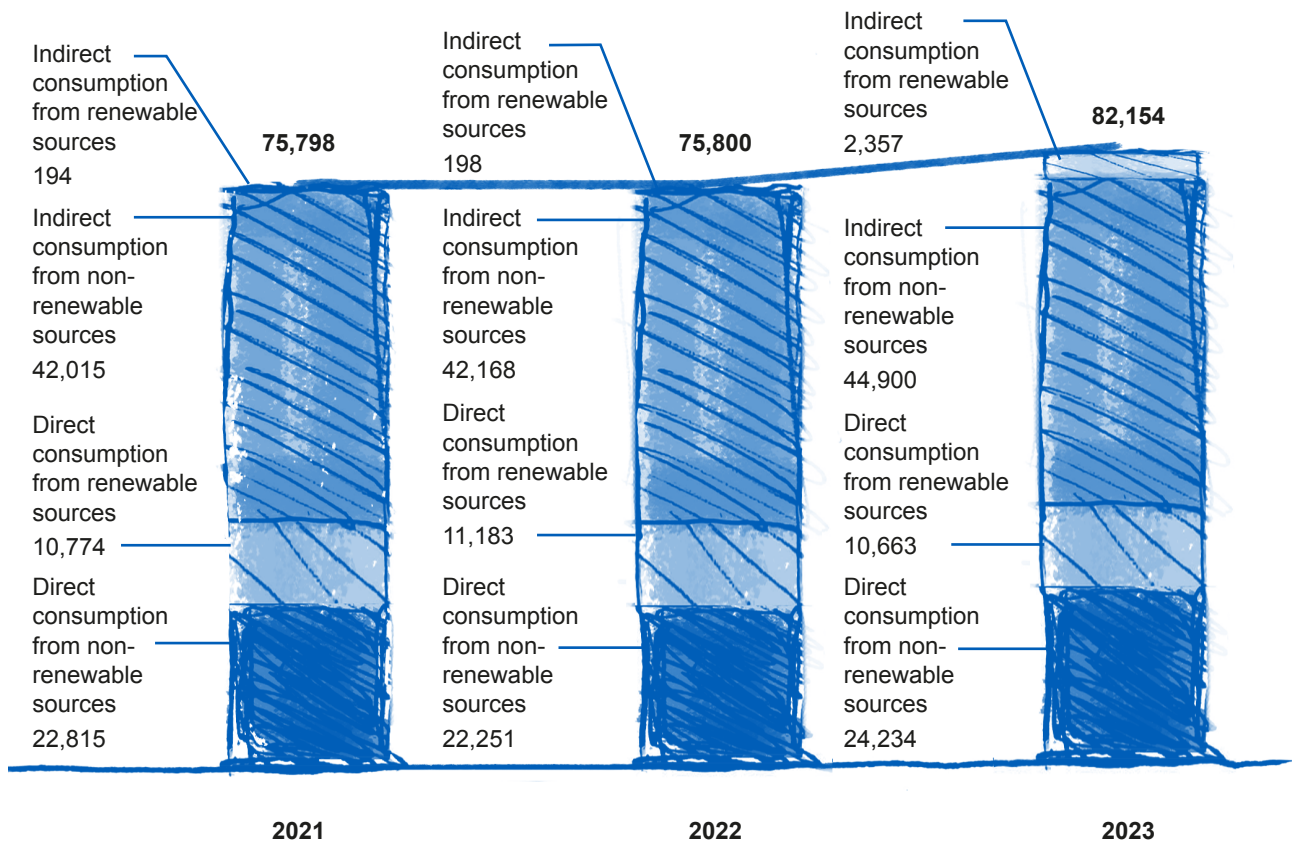
**ISO 50001 certification  
for energy management system**



Our companies Rubinetterie Bresciane Bonomi, Valpres and Valbia have energy management systems certified according to ISO 50001, with the goal of raising energy efficiency by measuring and documenting the activities that entail energy consumption in the company. Thanks to this certification, we have been able to further our knowledge about the energy activity of our processes and worked to make them more efficient through continuous monitoring.

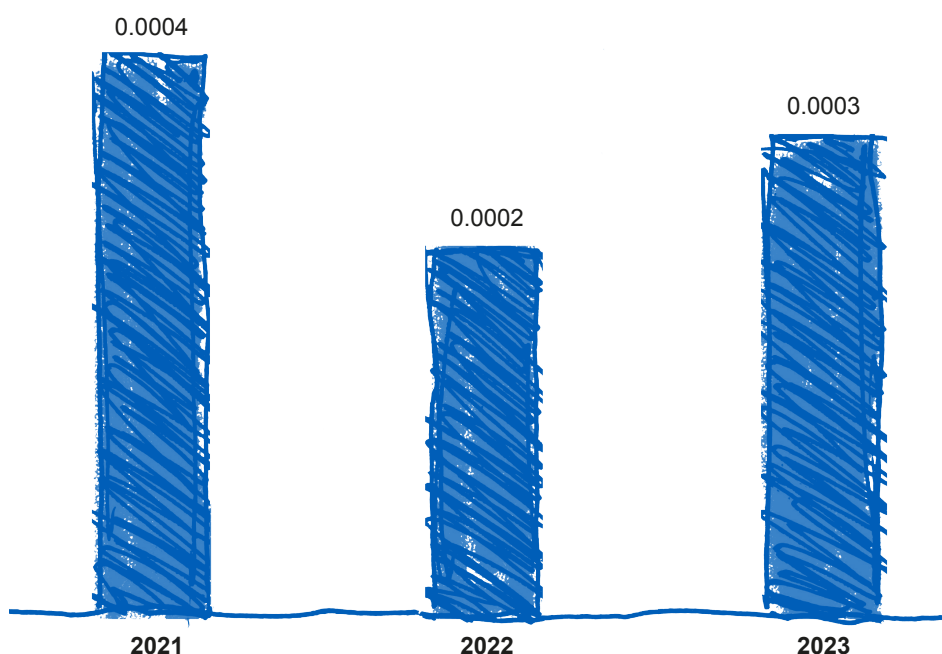
All activities performed in recent years have **resulted in current energy consumption levels**, which have remained steady over the three-year period. In 2023 we **consumed a total of 82,155 GJ**, a slight increase year-over-year. An analysis of the electricity consumption of individual group companies shows the efforts we make each day to progressively reduce consumption.

### Trend energy consumption by source (GJ)



Efficiency-raising initiatives implemented in recent years have been key to maintaining linear energy consumption even as production has increased. In fact, **although the value of production rose compared with 2022 (+5%), when compared with energy consumption, energy intensity (GJ/€ produced) rose by 4% and therefore less than proportionally.**

## Energy intensity (GJ/€ produced)



**Raising collaborators' awareness of energy efficiency**

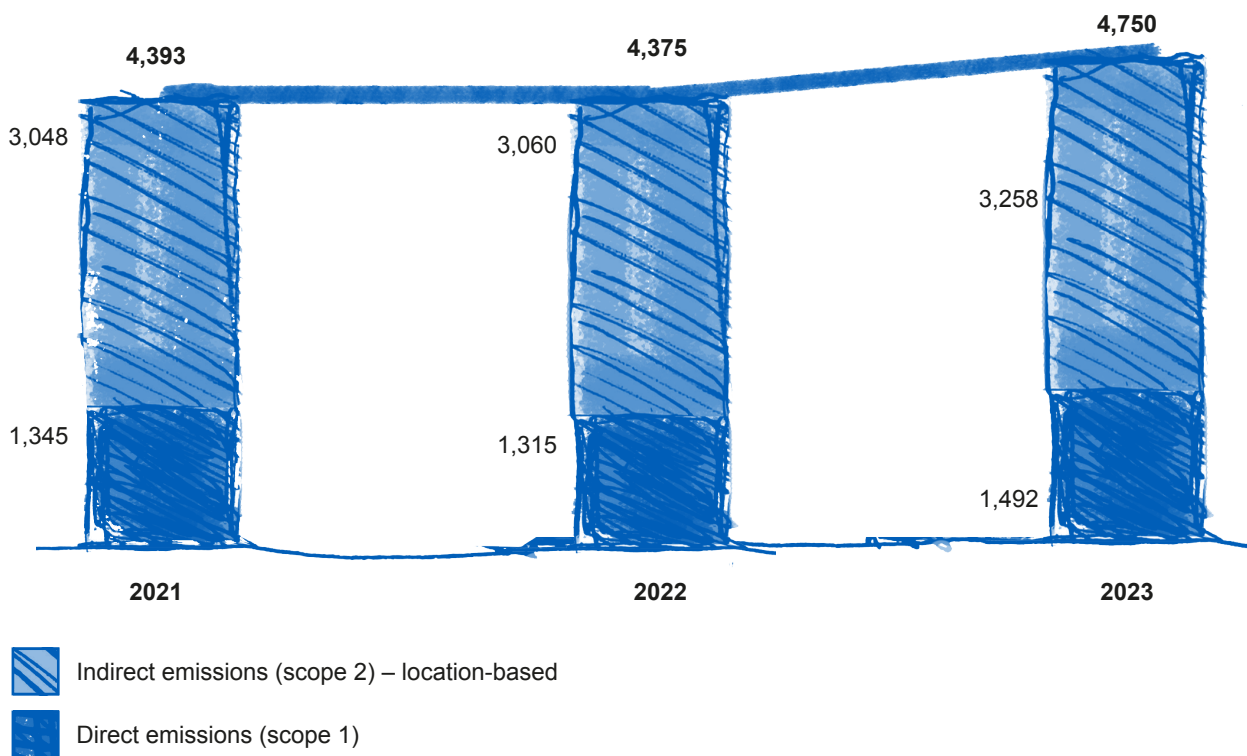


We believe that in order to raise the efficiency of our energy consumption we must raise awareness among collaborators regarding these issues and involve them in efforts to reduce consumption, both in production and in offices. Awareness is raised in Quam through e-mail communications sent at certain times of the year coinciding with the onset of the hot and cold seasons. At the Gussago plant in Rubinetterie Bresciane Bonomi, graphs are displayed on energy consumption trends, along with other environmental data, through panels put up in production units. Our goal is to extend this practice to also cover the remainder of the group's companies.

As a result of our energy consumption, our activities generate greenhouse gas emissions, which in 2023 amounted to **4,750 tCO<sub>2</sub>e**, respectively **1,492 tCO<sub>2</sub>e of scope 1** (i.e. direct emissions related to activities from our own sources), and **3,258 tCO<sub>2</sub>e of scope 2 emissions** (i.e. indirect emissions generated by the electricity we purchase and consume). The latter make up 69% of our total emissions, due to the fact that 58% of our energy consumption derives from purchased electricity.

Scope 1 and 2 emissions<sup>6</sup> were slightly up from 2022 as the reporting scope was broader. However, the figure for individual companies shows a linear trend and, in some cases, a decrease compared with the previous two-year period.

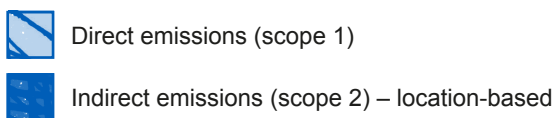
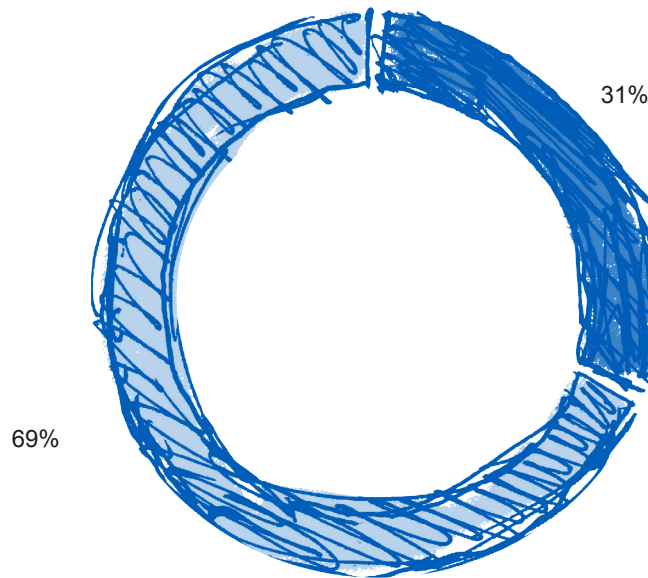
## Trend for emissions by scope type (tCO<sub>2</sub>e)



<sup>6</sup> Scope 1 and scope 2 emissions of CO<sub>2</sub>e were calculated using ISPRA 2021 emission factors for the 2021 values, ISPRA 2022 for 2022 values and ISPRA 2023 for 2023 values.



## Greenhouse emissions generated in 2023



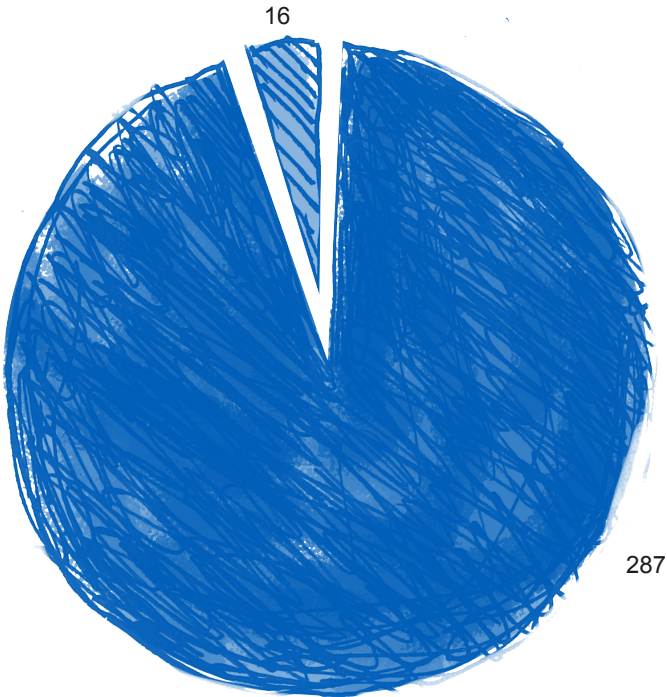
### 3.3 Water resource management

In our companies **water** is used **both for civilian use**, to supply the heating and cooling systems, and for **industrial use in certain stages of the production process**, particularly in emulsion treatment plants and in product testing stages. The use of water in these stages makes it difficult to apply improvement measures regarding its withdrawal and consumption, as a certain amount is needed to ensure that processes are carried out correctly and that products come up to required technical specifications. Therefore, over the past three years, water withdrawal has remained steady, with a **slight rise of 0.02% over 2022**.

In our companies Rubinetterie Bresciane Bonomi, Ghibson, and Valpres water comes from third-party water networks and is used for civilian use, and from wells, from which water can be drawn for industrial uses and, to a lesser extent, for civilian use. Valbia and Quam, on the other hand, withdraw water exclusively from the mains water supply. Overall, **water withdrawn from the mains supply accounts for 5% of water withdrawal, with the remainder drawn from wells<sup>7</sup>**.

<sup>7</sup> Water withdrawal for Tecnovielle activities has not been included here, as data are not available to date.

# Water withdrawal in 2023 by source (ML)



- Groundwater
- Third-party water resources

**Water withdrawal is therefore closely related to processing stages, and raising efficiency is a complex action that requires several feasibility studies on the various plants. We are nevertheless committed to taking action to monitor sampling and consumption in order to carefully decide which improvements could be implemented.**





**Respect  
for people**



## Respect for people

**Our group considers people to be a key factor for success. This is why we work in close contact with our collaborators to form a team with them, fostering a sense of belonging by building a positive work environment where they can feel appreciated and valued.**

We ensure that our collaborators work safely by adopting measures to prevent injuries and encourage their physical and mental well-being through programs and initiatives that promote a healthy lifestyle and a good work-life balance. We strive to ensure that our collaborators feel they are an integral part of our organization and wish to grow within it by providing them with opportunities to acquire and develop new skills to grow both personally and professionally. We treat all our collaborators fairly, ensuring that they have equal career opportunities, without any form of discrimination. Finally, we also aim to have a positive impact on people beyond company boundaries, which is why we are committed to supporting communities in the local areas in which we operate, through charitable actions and financial support to various associations.



### MATERIAL TOPICS

Diversity, equal opportunity and inclusion	People's well-being and involvement
Health and safety	Supporting local communities
People training and growth	Respect for human rights

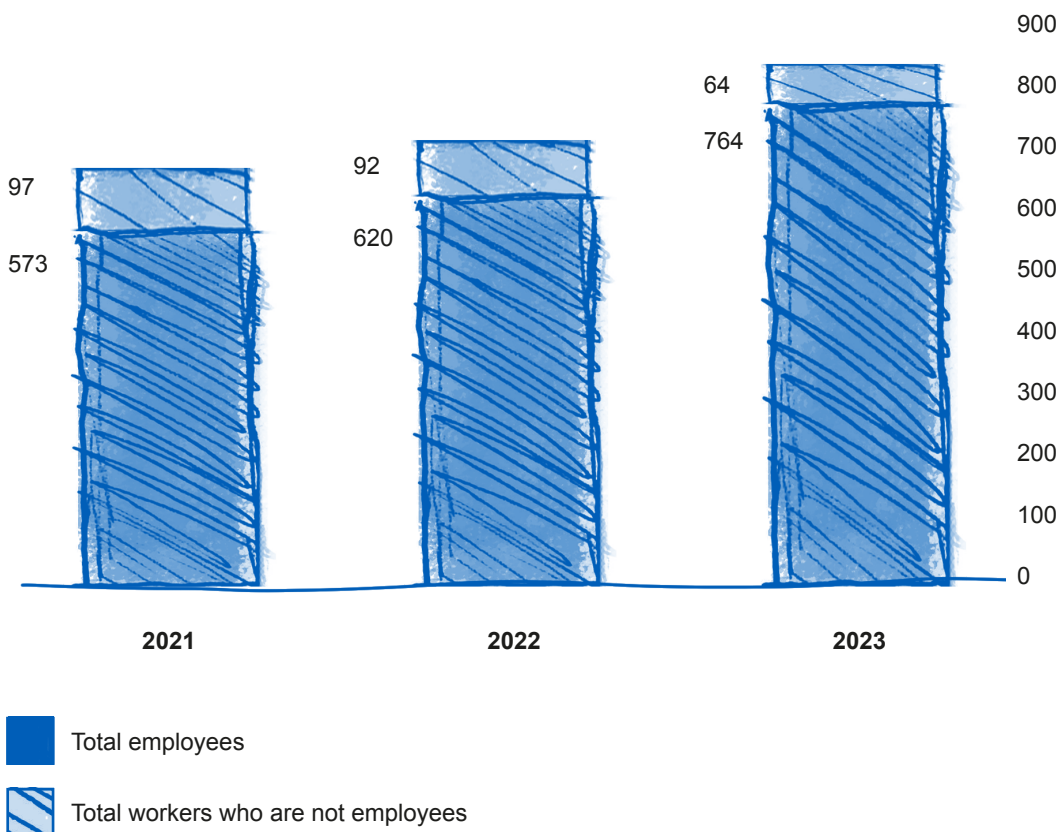
## 4.1 The people that experience the company firsthand

Our group is made up of people who work with passion every day to contribute to the growth of our companies. We invest in people because we believe this is key to creating a strong, dynamic, and resilient organization, driven by collaborators committed to making the company a driver of positive change.

Our companies have two main categories of collaborators: employees and non-employees, which are people who are not directly employed in our companies, but perform work in them. This category consists mainly of temporary and contract workers, who often begin their careers in our group through these forms of collaboration and who, in many cases, are then hired directly by our companies.

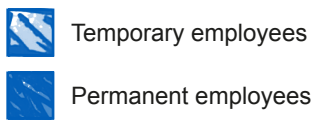
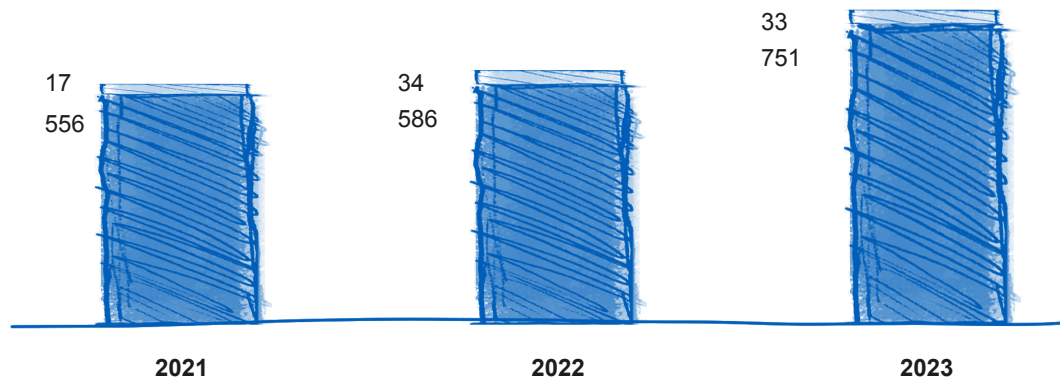
In 2023 non-employee workers made up 8% of our workforce, mainly filling roles in the production units of group companies.

### Total workers (no.)

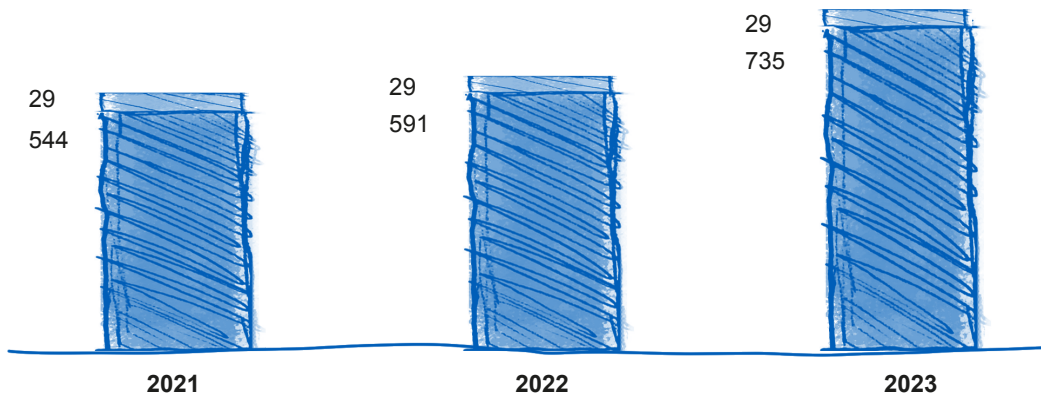


As concerns employees on the other hand, our companies are composed of a total of **764 employees, 23% more than in 2022** due in part to new hires that occurred during the year. More specifically, 96% of personnel were hired on permanent, full-time contracts.

## Personnel by contract type (no.)



## Employees by type of employment (no.)





## 4.1.1 Diversity, equal opportunity and inclusion

We aim to **build an environment which employees feel proud to be a part of**, which is **both fair and generates equal opportunities for all**, thereby ensuring that individual rights are fully respected. This commitment is clearly stated in our code of ethics, where, among our values, we state:

- **Respect for human rights and workers' rights**

We view respect for internationally recognized human rights as fundamental and natural, condemning all forms of labor exploitation, both direct and indirect. We condemn all forms of harassment and harmful behavior, respecting the freedom of workers, opposing all forms of modern slavery, such as forced labor and human trafficking, and demand of our employees and suppliers that the same principles be adopted and abided by. We recognize the right of workers to form labor unions and worker representation and ensure adequate remuneration for all employees by complying with the law on working hours and wages.

- **Fairness and impartiality**

We reject, in policies on hiring, remuneration, benefits, promotions, discipline, and retirement, and in the management of human resources in general, any discrimination based on age, gender, sexual orientation, health status, disability, pregnancy, ethnicity, nationality, political opinions and religious beliefs. We aim to act fairly and impartially towards all our stakeholders, with respect for the diversity of existing relationships.



## Equal opportunity policy



Our vision is to create an inclusive and respectful work environment, where every individual can express his or her full potential without fear of discrimination, harassment or persecution. In **2021, Quam developed an equal opportunity policy shared with all collaborators via company email and posted on the company's shared bulletin board.**

**The policy is enforced at all levels of the organization,** and managers are asked to be spokespeople for these principles, ensuring not only that they engage in behavior that avoids discrimination, but that the collaborators under them are responsible for doing the same, ensuring that any complaints of discrimination and harassment are taken up appropriately and addressed.

**This document also helps us to train our employees with clear definitions of what discrimination is, types of discrimination and how it can occur,** going on to define in what ways various activities need to be carried out to prevent it from occurring.

We have clear procedures for dealing with cases of discrimination, harassment or persecution, and protect those who report episodes of discrimination. Non-compliance with this policy is dealt with vigorously, and can result in disciplinary consequences up to and including immediate dismissal.

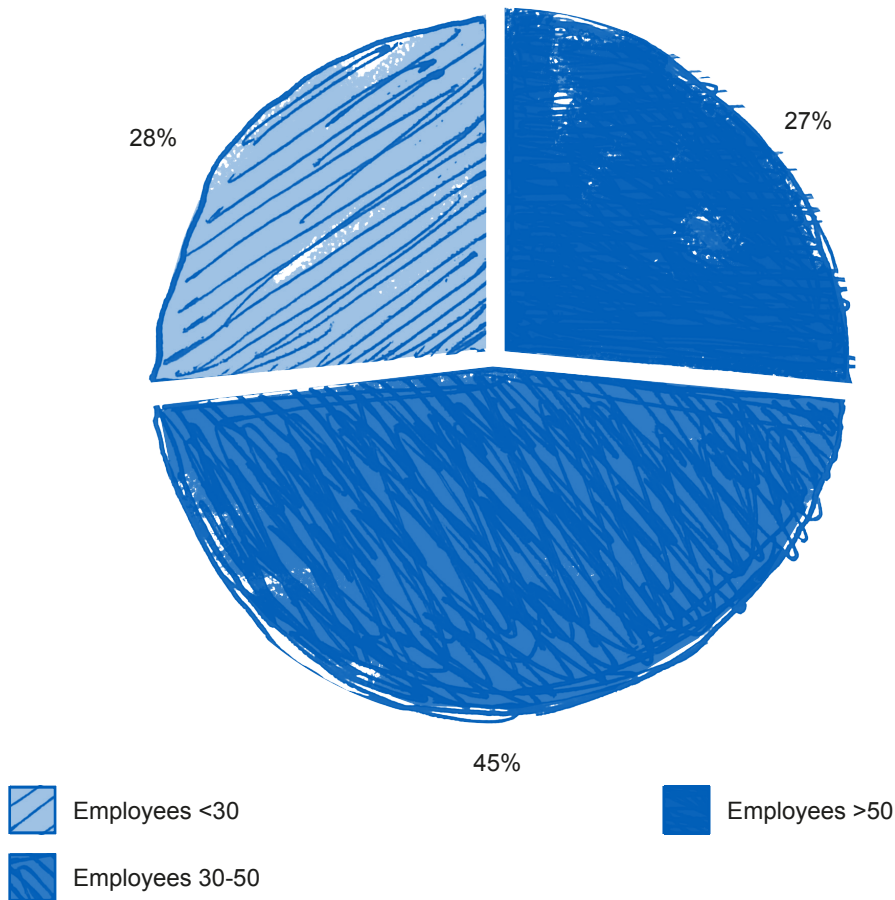
Quam's equal opportunity policy is periodically reviewed to ensure its adaptation to regulatory changes and best practices.

Our company workforce is composed of **18% women**, of whom 13% have blue-collar jobs and 39% perform white-collar roles. In addition, **40% of management positions are held by women**, as we believe that diversity at the management level is an added value for the company's growth and success, thanks to the contribution of diverse experiences and viewpoints, which are then reflected in more company efficient management. Compared to 2022 the number of men in the workforce rose by 25%, while the number of women increased by 15%.

**In terms of age, we are a very heterogeneous business:** 45% of our employees are between the ages of 30 and 50. Furthermore, in order to stimulate innovation and continuous growth within our companies, we have invested heavily in the search for young people and as a consequence we have recorded a **7% increase in personnel under the age of 30.**

Currently, **28%** of our employees are people with an **average age of under 30**, while the most common age group, **45% of employees**, is that from **30 to 50 years of age**. The remaining 27% are employees **over the age of 50.**

## Employees by age



### Inclusion in our business activities

- ✓ **Zero tolerance:** the company adopts a zero-tolerance policy in regard to discrimination and bullying, taking immediate corrective actions in the event of reports or substantiated cases.
- ✓ **Inclusion and respect:** whenever an employee is hired, human resources arrange a meeting with the department head to discuss the new hire's introduction. This includes issues related to his or her inclusion within the company, creating a space to discuss and address issues related to coexistence and integration in the group.
- ✓ **Placement of people with disabilities:** the company employs 29 people with disabilities belonging to protected categories. Their placement is carefully monitored in concert with the competent company physician, who helps the company to identify the limitations of each individual in order to assign them tasks that may be appropriate and allow them to fully express their skills.

## 4.2 The health and safety of collaborators

As a group operating in the mechanical engineering sector with more than five production sites, **we place the utmost attention on the management of health and safety in the workplace**, recognizing the importance of analyzing the risks present in the company and the application of preventive activities to safeguard the workforce and **promote a work environment where our collaborators**, especially the workers on production sites, **can work in safety**.

To achieve this we have adopted an **occupational health and safety management system** for our processes, certified in accordance with standard **ISO 45001**<sup>8</sup> by an external body.

After identifying activities and operations that might impact the health and safety of our collaborators, operating procedures or practices have been developed and documented for each kind of activity that might pose risks in order to manage and monitor the risks identified. These are drafted by competent personnel according to the activities identified and approved by the head of the management system.

In order to reduce risks and prevent possible hazards, we prepare a risk assessment document (DVR), which is followed by these improvement activities:

- **Elimination of hazards** insofar as possible.
- **Redefinition of processes and replacement of hazard-generating equipment** or materials with less risky alternatives.
- **Implementation of technical and organizational measures to minimize remaining hazards** and reduce risk exposure.
- **Make provision for workers to use collective protective equipment** to isolate people exposed to hazards that cannot be completely eliminated.
- **Provision of personal protective equipment** for workers exposed to residual risks.
- **Drafting of specific operating instructions** to help workers deal with residual risks.

In addition, risks can be prevented and reduced through the continuous maintenance of machinery, plant and equipment, and the preparation of conformity documentation.

The management of safety in our companies entails the involvement of our collaborators, whom we require to **promptly report potential hazards**, interfacing with supervisors and consulting the **workers' safety representative (RLS)**. At Rubinetteria Bresciane Bonomi plants, we monitor near misses by recording the reports that come in from workers and supervisors using special forms. At Valbia and Valpres, on the other hand, the supervisor records information on injuries, near misses and improper conduct in a register that is shared with all collaborators working in the plants. At Quam we have established a health and safety committee, made up of the RLS, the employer and two external figures, the competent physician and the RSPP (Prevention and Protection Officer). The committee meets twice a year to analyze any risks to people's safety, possible improvements, and the handling of emergencies. At Ghibson, a procedure has been established whereby near misses must be reported by supervisors, via email, to the employer and the RSPP.

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<sup>8</sup> All group companies have an ISO 45001 certified management system with the exception of Tecnovielle, which nevertheless applies the same procedures as the companies considered in this sustainability report.



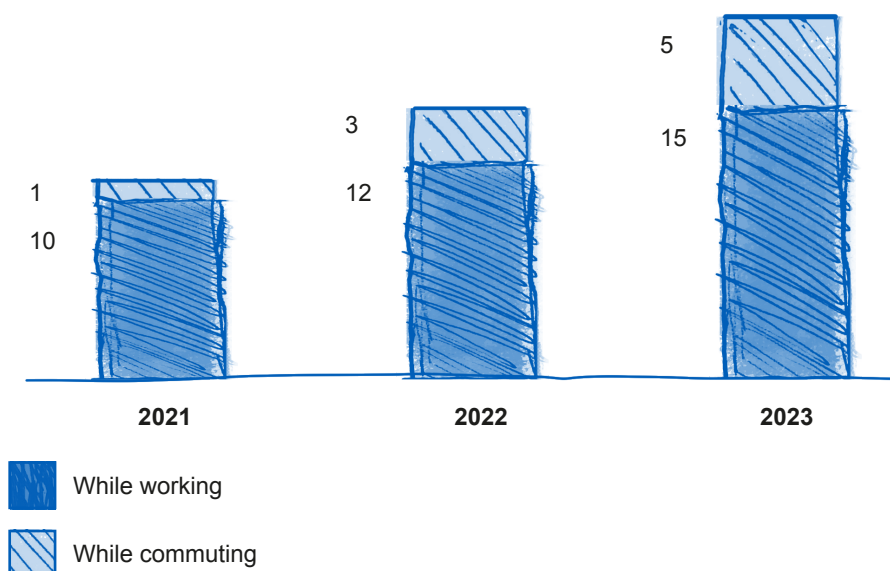
### Visible meetings to analyze injuries and near misses



**Monthly meetings are held at Rubinetterie Bresciane Bonomi for addressing issues related to health and safety and environmental topics.** In these meetings the health and safety team meets with department heads to discuss any problems and potential hazards present in plants, as well as accidents/injuries that occurred in the previous month. These meetings are very important as they are an opportunity **to reflect on potential improvements that can be implemented to prevent any hazards, thus reducing near misses and injuries.**

The main hazards present in our plants have been appropriately assessed in the risk assessment document, and operating instructions on safety have been issued on the basis of the highest risks which define the training that needs to be given to personnel and the delivery of the PPE required to perform activities safely.

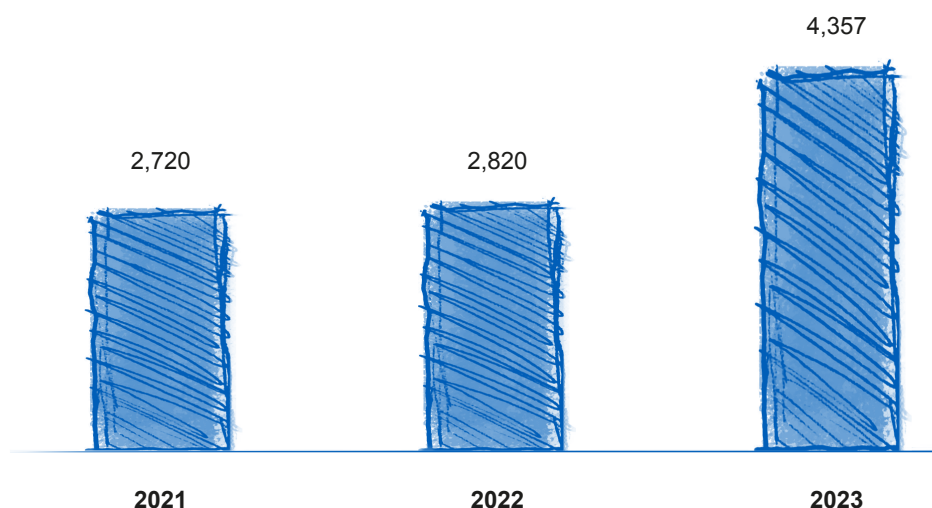
### Number of injuries in the last three years (employees)



Over the past three years, the **number of accidents has remained stable**, growing slightly for both accidents occurring at work and those while traveling. An **increase in the accident frequency index was recorded in 2023, which rose from 10.6 in 2022 to 11.8 in 2023**<sup>9</sup>. Notwithstanding this, **great attention is paid to the group companies to controls and monitoring accidents**. None of our companies recorded accidents with serious consequences<sup>10</sup> or occupational diseases in the three-year period under review.

Health and safety management also refers to the training of our employees. **In 2023, 4,357 hours of training on health and safety issues were given**, accounting for **55% of the total training hours provided during the year**. Compared to 2022, these increased by 65%, mainly due to an increase in hours provided by Rubinetteria Bresciane Bonomi (+175%). In group companies, a training plan is drawn up at the beginning of the year, in which training courses are decided. The health and safety team is also in charge of training new hires, which uses a checklist to explain to new hires the risks associated with his or her job.

## Health and safety training hours



In **2023 Rubinetteria Bresciane Bonomi sought to enhance the way in which operating instructions are delivered for the safe performance of activities and use of machinery**. Therefore, whenever new operating instructions are issued, **members of the health and safety team analyze them together with the workers concerned** to ensure that they **fully understand and read the instructions**, thereby helping to reduce the risks associated with the activities to be carried out in plants by applying the instructions provided.

<sup>9</sup> The "recordable work-related injury rate" is calculated on the basis of 1,000,000 hours worked, according to the following formula: (total recordable work-related injuries/hours worked) \* 1,000,000.

<sup>10</sup> Occupational injuries with serious consequences are considered injuries at work that result in damage from which the worker cannot recover, does not recover, or cannot realistically be expected to recover fully and return to his or her pre-accident state of health within six months.

## Supporting the well-being of employees

It is crucial for us to enable our employees to be able to work safely by protecting their health in the workplace, but we believe it is also important to help them take care of their health outside the boundaries of their professional activity. This is why we provide employees with **easy access to healthcare and medical services, both through internal initiatives and support from external bodies**. In keeping with this vision, each company in our group offers its employees a range of healthcare benefits thanks to the Metasalute fund, as per the national metalworkers' contract, allowing them to benefit from supplementary healthcare services not offered by the National Health Service, meeting the needs of employees. In the last two years, we have also offered employees easy access to some vaccinations: all employees have for example been offered free flu jabs for more than 15 years.



### Preventing cancer with the support of the ANT foundation

**In 2022** we began **working with the ANT foundation**, a **non-profit organization that provides specialized care**, on cancer prevention projects. Prevention is essential for reducing risks and possibly finding the disease in time, but it is not always carried out regularly. **Our desire was to facilitate this action by giving employees the opportunity to perform free screenings, on a voluntary basis, during working hours and on the premises of group companies**. We thus wanted to help employees take care of their health by facilitating access to this type of screening. The project has met with great success, and we aim to make it an initiative to be offered annually.

## 4.3 Know-how and skill development

**Our success is driven by the people who participate with passion in the life of the company every day**, thanks to the professional skills they put into practice. We therefore believe it is crucial to support the growth of our collaborators, with **training that enables them to grow professionally and personally**.

To understand the training needs of our employees and cross-reference them with the needs of the company, we have constructed **skill matrices**, which are **updated twice a year**. The goal we set ourselves for future years is to develop the tool for all offices and all departments. Skills are broken down into macro-categories (technical, departmental, language, and IT knowledge), each of which is made up of specific skills that are assessed on six levels:

<b>Expertise not required</b>	<b>Basic skill</b> The employee knows how to perform the task under standard conditions
<b>Skill to be acquired through training</b>	<b>Acquired skill</b> The employee knows how to perform the activity under non-standard conditions
<b>No expertise</b>	<b>In-depth skill</b> The employee is able to teach the activity/task performed

**Each skill is then evaluated together with the manager, who will also contribute to the definition of the person’s training goals**, identifying targets for each skill considered important for improving an employee’s performance and growth. **The training needs that emerge from the matrices are collected in order to define which courses need to be given during the year.** Training is provided both by external bodies as well as internally by the heads of the various departments or by employees with many years of experience in the company and is carried out both online and in-person.

Furthermore, if employees have special training needs that require specialization, **we give them the opportunity to enroll in master’s programs for which we reimburse tuition fees in part or in full** and put aside work days for their participation. We give employees this opportunity, which is an investment for us, as we believe it is necessary to promote their professional development and provide them with the opportunity to acquire new skills and knowledge relevant to their roles in the company.

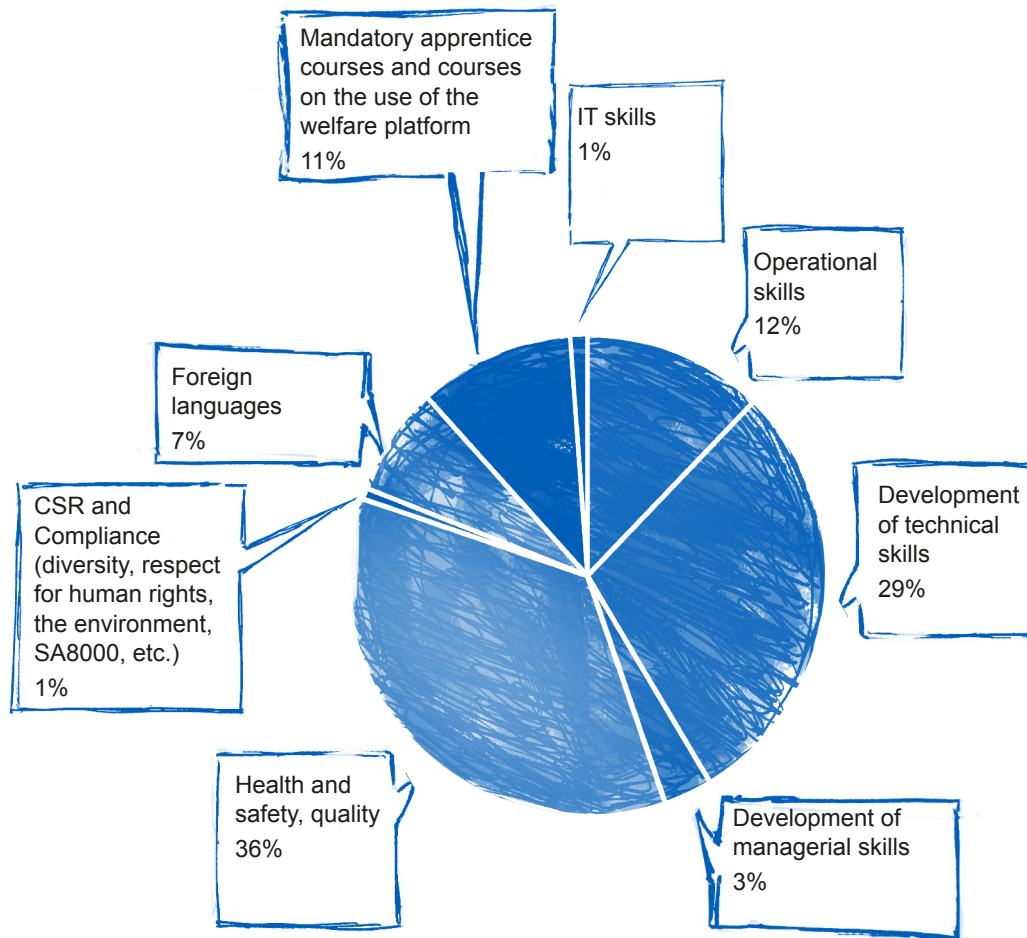
**Over 12,200 hours of training** were provided in **2023**, 67% more than in 2022. This upward trend is due in particular to the increasing importance of training for the various companies in the group.

Based on the training needs emerging from skill matrices, mandatory training, and business needs, training courses were conducted in a number of areas:

- **Operational skills**, such as courses on the use of equipment and the operation of departments.
- **Technical skills**, i.e. courses related to managing work activities for a particular role.
- **Managerial skills**, for the development of soft skills such as leadership and communication.
- **Foreign languages**, to improve language skills.
- **Health, safety and quality**, with both mandatory and non-mandatory training.
- **IT skills**, for the use of software and management systems.
- Mandatory courses for employees **with an apprenticeship contract**.
- Courses on using the **welfare platform**.
- **CSR and compliance**, such as GDPR data protection courses or “Model 231” courses.



## Training hours in 2023 by type

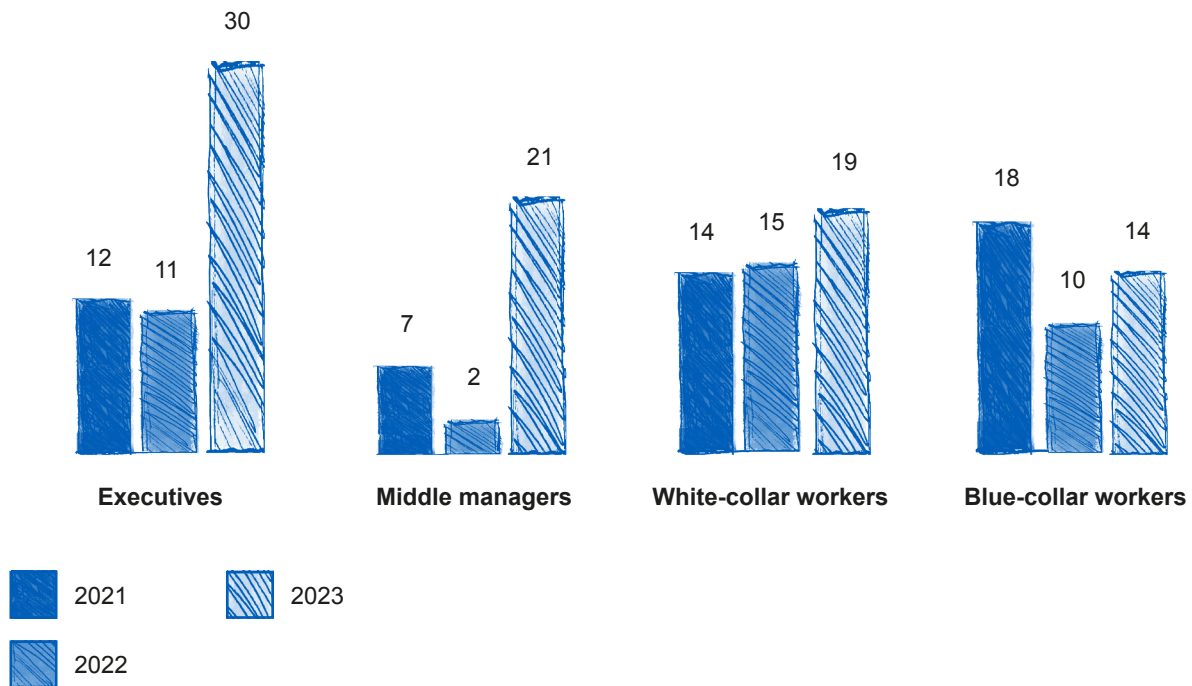


**In 2023, training gaps were found with respect to language skills.** As a consequence we increased our training in this area from a total of 392 training hours provided in 2022 to **902 hours in 2023 (130%)**.

In 2023, blue-collar and white-collar categories had **14 and 19 hours of training per capita, respectively**. We place great emphasis on the training of these employees, as they are composed largely of young employees with a need to develop more skills in order to grow professionally.

Managers also took an active part in training, since being in management we believe it is crucial for them to keep their knowledge up-to-date in order to be able to help their team perform their tasks in an optimal manner.

## Average training hours by employee category (h)



We are working to structure training paths in an increasingly systematic way, with the development of a real training plan that includes medium-term goals and a clear vision of the career possibilities within our organization.



### The story of the Bonomi Group Academy

Seeking to **attract new talent**, we established the **Bonomi Group Academy** in 2019. This **highly professionalizing training program, specially designed and given by teachers from inside and outside our companies**, has the aim of gradually bringing into our group young people who may lack experience who, by learning different notions, are better prepared for the start of this new professional adventure.

**The Academy is aimed at young graduates from all disciplines**, involving participants in a **four-week training course**. The courses are conducted by outside teachers and by our employees, who can thereby contribute by directly transferring their know-how and company philosophy. The courses are designed to develop technical and operational knowledge, such as design, mechanical drawing, our products' characteristics, quality, and the use of company systems. At the end of the course, both a group assessment and an individual assessment are carried out, after which participants are placed in the most suitable departments and given the opportunity to experience the company in a variety of roles. **Once the rotation is completed, a suitable role for final placement is determined, based on feedback received from managers.**

**2,184**  
hours of training  
provided in 2023  
at the Bordolano  
plant

In 2023, the Academy project only involved the **Bordolano site (Fra.Bo Division) of Rubinetterie Bresciane Bonomi**. This rapidly expanding site has a strong need to train **specialized technical professionals** as toolmakers and automated plant operators.

With a view to continuous improvement, after acquiring the expectations of the various participants, **as of 2024, involvement in the**

**Academy** will no longer be restricted to young graduates only, but internal personnel will also be involved, with the objective of providing them with all the skills and expertise they need to perform their roles effectively and reduce the likelihood of personnel turnover.

We have trained 93 people in this way since the first edition.

## We assess our employees' performance

The **performance review system** in our group **plays a crucial role in supporting the growth and progress of our employees**. It enables them to have a clear understanding of their accomplishments and opportunities for improvement and makes a significant contribution to our ongoing efforts for continuous improvement and company growth.

In our companies **Rubinetterie Bresciane Bonomi, Valbia, and Valpres** we have implemented an employee performance evaluation system to assess their individual performance and contribution. This evaluation is carried out annually based on objective and subjective criteria.

Objective aspects	Subjective aspects
<ul style="list-style-type: none"> <li>Employee seniority</li> <li>Position within the organization</li> </ul>	<ul style="list-style-type: none"> <li>Employee's professionalism</li> <li>Flexibility</li> </ul>

The evaluation is carried out by the employee's supervisor or manager and forms the basis for the allocation of company bonuses.

**We are working on a new appraisal system that not only assesses these aspects but also considers conformity to company values and various soft skills that are essential in performing activities.** The most fundamental new element will be the **customization of appraisal items according to the employee's role**, in order to consider all the aspects that are essential for holding a given position. In order to commence bringing in the new assessment methodology, a pilot project was launched at Valpres in 2023, to be implemented in 2024, which, if successful, will be implemented in other group companies.

In 2023, 43% of our companies' employees were assessed, as Quam and Tecnovielle do not apply a review system. Executives and middle managers are the categories that have benefited most from the appraisal system. With the new review system we will seek to extend this process to all employees.

## 4.4 Promoting the well-being of collaborators

**Promoting the well-being of collaborators forms a key part of our business strategies, with the aim of building a healthy and fulfilling work environment** that recognizes the value and importance of the people who contribute to the company's success and growth. We feel it is essential to create the conditions that will enable them to work in a stimulating and rewarding environment, ensuring an adequate work-life balance to improve their quality of life. To achieve this, we have undertaken a number of initiatives over the years aimed at attaining this goal.



### **GYM**

Rubinetterie Bresciane has its own gym, which is open to all employees of group companies located in the vicinity, to promote a healthy and active lifestyle.



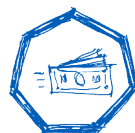
### **CANTEEN**

All companies have a canteen, with the exception of Quam, offering well-balanced meals and choices that cater to everybody's nutritional requirements.



### **FLEXIBLE WORKING HOURS**

We give all employees who do not work shifts the opportunity to start their working day at different times in order to cater to their needs and achieve a better work-home balance.



### **WELFARE PLATFORM**

Each employee is granted a spendable sum using a platform where a number of welfare services are available. In 2022 we gave out an extra €400 to 586 employees to raise their spending power.



### **NURSERY**

We have agreements with 3 local nurseries to facilitate employees who have small children. In order to improve this initiative and allow as many people as possible to gain access to this service, we are drafting a questionnaire to understand which facilities are most easily accessible to them in order to start working with new and more convenient ones.

Furthermore, our employees also receive a performance bonus at the end of the year, commensurate with their performance. These benefits are paid to all employees, both part-time and full-time, on permanent employment contracts. We believe these benefits are key to improving the quality of life for our employees and making life in the company more stimulating.



### The WELSTEP Network

Created by the president of Bonomi Group and 13 other local companies, the WELSTEP Network is **a network of companies that seeks to spread wellness plans designed for the employees of participating companies**, creating synergies in the local area. The benefits of this initiative are twofold: employees can **obtain benefits aimed at improving their quality of life**, while **companies can improve the climate in the company and employee loyalty**.

Companies that are part of the network meet at least twice a year and, coordinated by our human resources managers, discuss benefits and initiatives that have been successful among collaborators. An example is our agreement with daycare centers, which we initiated and was then taken up by other companies in the network. Companies are thus able to benefit from this continuous dialogue and undertake welfare initiatives that are truly appreciated and effectively implemented.

## 4.5 Supporting local communities

**We want to be not only an economic player, but also a positive and constructive contributor to the local areas in which we operate**, supporting local communities and generating a positive social impact. We cooperate with associations and nonprofit organizations chosen on the basis of specific time periods, events, and community needs.

In 2023 we assisted the community and the local area by supporting associations and nonprofit organizations in the following areas:

Donations	<b>Support for public services</b>	Donations to local bodies such as parishes, nursery schools, civil defense, and fire-fighting departments in order to help develop public services that can meet the needs of local communities.
	<b>Charity and medical research</b>	Donations to foundations or organizations operating in the spheres of medical care or scientific research to combat specific diseases and improve people's health and well-being.
	<b>Emergency situations</b>	Donations intended to provide immediate aid and support to associations involved in helping people in emergency situations.
	<b>Social foundations and organizations</b>	Donations to nonprofit entities engaged in social, welfare, cultural, and educational activities that benefit the community. These organizations work to improve the quality of life of people who are disadvantaged, vulnerable, or in need of help.
	<b>Art and culture</b>	Donations to cultural and artistic institutions, organizations, or projects, such as museums, theaters, festivals, fine arts institutes, promoters of literature, music, dance, and other art forms. These donations help preserve and promote the cultural and artistic heritage of communities.
	<b>Education</b>	Grants for scholarships to the children of the most deserving employees, for schools of different order and grade.

Also, sponsorships of entities and companies are another way of showing our commitment to supporting the community and contributing to the social and economic progress of the local areas in which we operate. We sponsor a number of associations, with the goal of investing in the construction of a stronger and more resilient community and thereby forming part of meaningful initiatives that bring tangible benefits to the communities in which we operate.

Sponsorships	<b>Support for culture and education</b>	We have allocated funds to support cultural associations and educational centers for promoting artistic, historical and musical activities. We have also invested in projects to offer educational programs aimed at fostering personal growth and skill acquisition.
	<b>Enhancement of sports and wellness</b>	We believe that sports play a crucial role in promoting the physical and mental well-being of the community. We have therefore sponsored local sports groups and associations to encourage active sport and an active lifestyle.

## Tables of indicators

GRI 201-1 direct economic value directly generated and distributed <sup>11</sup>			
Economic value (euro)	2021	2022	2023
<b>Directly generated economic value</b>	<b>266,248,167 €</b>	<b>322,245,915 €</b>	<b>355,787,713 €</b>
Operating costs	164,249,799 €	200,494,859 €	205,965,126 €
Salaries and employee benefits	39,203,746 €	43,376,001 €	51,854,490 €
Payments to capital providers	1,432,718 €	2,674,067 €	5,434,369 €
Payments to the public administration	7,716,408 €	12,495,717 €	15,626,260 €
<b>Economic value distributed</b>	<b>212,602,671 €</b>	<b>259,040,644 €</b>	<b>278,880,245 €</b>
<b>Economic value retained</b>	<b>53,645,496 €</b>	<b>63,205,271 €</b>	<b>76,907,468 €</b>

GRI 301-1 materials used by weight or volume			
Materials used (t)	2021	2022	2023
<b>Non-renewable materials used</b>	<b>17,083</b>	<b>17,336</b>	<b>17,698</b>
Raw material - metal	14,466	14,273	14,098
Semi-finished products or components - metal	2,428	2,844	3,333
Semi-finished products or components - electronic boards	2	2	6
Semi-finished products or components - plastic	113	133	160
Associated process materials - oils and lubricants	58	63	76
Packaging materials - plastic packaging <sup>12</sup>	17	20	25
<b>Renewable materials used</b>	<b>402</b>	<b>403</b>	<b>542</b>
Packaging materials - wood	96	86	173
Packaging material - cardboard	306	317	369
<b>Total</b>	<b>17,485</b>	<b>17,739</b>	<b>18,240</b>

GRI 301-2 recycled input materials used			
Recycled input materials (t)	2021	2022	2023
Total inputs used	17,485	17,739	18,240
Total input materials recovered	344	356	359
<b>Percentage of recycled input materials (%)</b>	<b>2%</b>	<b>2%</b>	<b>2%</b>

<sup>11</sup> The data represented refer to the Bonomi Group's consolidated financial statements, thus including all group companies and not limited to the data of the companies reported in this sustainability report.

<sup>12</sup> The data on plastic packaging for 2021 and 2022 have been revised compared to the previous sustainability report.

<b>GRI 302-1 energy consumption within the organization</b>			
<b>Energy consumption (GJ)</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
<b>Direct energy consumption</b>	<b>33,588</b>	<b>33,434</b>	<b>34,897</b>
<b>From non-renewable sources</b>	<b>19,996</b>	<b>19,197</b>	<b>20,109</b>
Natural gas	19,977	19,172	19,995
LPG	19	25	25
<b>Fuel consumption for the company fleet</b>	<b>2,819</b>	<b>3,055</b>	<b>4,215</b>
Gasoline	25	23	357
Diesel	2,794	3,032	3,858
<b>Self-generated solar energy</b>	<b>10,774</b>	<b>11,183</b>	<b>10,663</b>
of which self-consumed	8,577	8,666	8,109
of which sold in/to grid	2,197	2,517	2,554
<b>Indirect energy consumption</b>	<b>42,209</b>	<b>42,365</b>	<b>47,257</b>
<b>Electricity purchased</b>	<b>42,209</b>	<b>42,365</b>	<b>47,257</b>
From non-renewable sources	42,105	42,168	44,900
From renewable sources	194	198	2,357
<b>Total energy consumption</b>	<b>75,798</b>	<b>75,800</b>	<b>82,154</b>

<b>GRI 305-1 direct GHG emissions (scope 1); 305-2 indirect GHG emissions (scope 2)</b>			
<b>Emissions of CO<sub>2</sub>e direct and indirect (t CO<sub>2</sub>e)</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
<b>Direct emissions (scope 1)</b>	<b>1,345</b>	<b>1,315</b>	<b>1,492</b>
<b>From non-renewable sources</b>	<b>1,132</b>	<b>1,087</b>	<b>1,178</b>
Natural gas	1,131	1,085	1,176
LPG	1	2	2
<b>From corporate vehicles</b>	<b>212</b>	<b>228</b>	<b>314</b>
Gasoline	2	2	26
Diesel	211	226	288
<b>Indirect emissions (scope 2) - location-based</b>	<b>3,048</b>	<b>3,060</b>	<b>3,258</b>
<b>Total indirect energy consumption</b>	<b>3,048</b>	<b>3,060</b>	<b>3,258</b>
Electricity purchased	3,048	3,060	3,258
<b>Total emissions (scope 1 + scope 2)</b>	<b>4,393</b>	<b>4,375</b>	<b>4,750</b>

N.B. scope 1 and scope 2 emissions of CO<sub>2</sub>e were calculated using ISPRA 2021 emission factors for 2021 values, ISPRA 2022 for 2022 values and ISPRA 2023 for 2023 values.



GRI 303-3 water withdrawal						
Water withdrawal, by source and type (ML)	2021		2022		2023	
	Total	of which from water-stressed areas	Total	of which from water-stressed areas	Total	of which from water-stressed areas
<b>Groundwater</b>	<b>289</b>	<b>289</b>	<b>289</b>	<b>289</b>	<b>287</b>	<b>286</b>
Freshwater	289	289	289	289	287	286
<b>Third-party water resources</b>	<b>13</b>	<b>0</b>	<b>14</b>	<b>0</b>	<b>16</b>	<b>0</b>
Freshwater	13	0	14	0	16	0
<b>Total water withdrawal</b>	<b>302</b>	<b>289</b>	<b>302</b>	<b>289</b>	<b>303</b>	<b>286</b>

N.B. water withdrawal for Tecnovielle activities has not been not included here, as data are not available to date.

GRI 306-3 waste generated (t)			
Waste generated by type	2021	2022	2023
<b>Hazardous waste</b>	<b>1,178.1</b>	<b>1,101.6</b>	<b>1,299.1</b>
Waste generated from metal and plastic processing	8.9	5.9	7.9
Oils and solvents	54.6	51.2	186.8
Emulsions	744.2	788.7	823.8
Packaging	1.9	1.7	3
Discontinued equipment	1.8	2.0	6.5
Chemicals and laboratory materials	0.1	0.0	0.00
Aqueous washing solutions	351.4	236.7	252.3
Gas in pressure vessels	0.0	0.1	0.00
Absorbent material	15.3	14.9	18.6
Aqueous liquid wastes	0.0	0.3	0.0
Mercury-containing waste	0.0	0.1	0.2
<b>Non-hazardous waste</b>	<b>1,203.0</b>	<b>1,137.0</b>	<b>1,383</b>
Waste from metals (zinc, copper, bronze, aluminum, brass)	491.3	399.2	512.7
Waste generated from metal and plastic processing	218.7	218.0	329.5
Packaging	446.0	453.4	476.3
Absorbents, filter materials	0.0	14.5	17.4
Discontinued equipment	45.5	26.6	42.8
Aqueous liquid wastes	0.3	5.5	1.0
Plastic	0.0	0.0	1.3
Construction and demolition waste	1.2	2.7	2.0
Waste from sewer cleaning	0.0	16.7	0.0
Mercury-containing waste	0.0	0.0	0.0
Glass	0.0	0.5	0.0
<b>Total waste produced</b>	<b>2,381.1</b>	<b>2,238.6</b>	<b>2,682.1</b>

GRI 306-4 waste diverted from disposal (t)			
Waste diverted from disposal by composition	2021	2022	2023
<b>Hazardous waste</b>	<b>531.2</b>	<b>583.0</b>	<b>783.3</b>
Oils and solvents	46.2	44.2	178.7
Packaging	1.9	1.7	2.9
Absorbent material	15.2	14.9	18.6
Waste generated from metal and plastic processing	8.9	5.9	7.9
Discontinued equipment	1.8	2.0	6.2
Aqueous washing solutions	0.0	0.9	0.0
Mercury-containing waste	0.0	0.1	0.2
Emulsions	457.2	513.3	523.8
Gas in pressure vessels	0.0	0.1	0.0
<b>Non-hazardous waste</b>	<b>1,202.6</b>	<b>1,128.4</b>	<b>1,375</b>
Waste from metals	491.3	399.2	512.7
Aqueous liquid wastes	0.0	0.0	0.0
Packaging	445.9	450.3	470.1
Waste generated from metal and plastic processing	218.7	218.0	329.5
Glass	0.0	0.5	0.0
Discontinued equipment	45.5	26.6	42.8
Plastic	0.0	0.0	1.0
Mercury-containing waste	0.0	0.0	0.4
Absorbents, filter materials	0.0	14.5	17.0
Construction and demolition waste	1.2	2.7	1.5
Waste from sewer cleaning	0.0	16.7	0.0
<b>Total waste</b>	<b>1,733.8</b>	<b>1,711.4</b>	<b>2,113.3</b>

GRI 306-4 waste diverted from disposal (t)			
Waste not landfilled by recovery mode	2021	2022	2023
<b>Hazardous waste</b>	<b>531.2</b>	<b>583.0</b>	<b>738.3</b>
Preparation for reuse	40.0	46.1	183.3
Storage of waste	491.2	536.9	555
<b>Non-hazardous waste</b>	<b>1,202.6</b>	<b>1,128.4</b>	<b>1,375</b>
Preparation for reuse	577.6	489.1	583.3
Recycling	289.2	290.2	0.0
Storage of waste	335.8	349.1	791.7
<b>Total waste</b>	<b>1,733.8</b>	<b>1,711.4</b>	<b>2,113.3</b>

GRI 306-5 waste directed to disposal (t)			
Waste directed to disposal landfills by composition	2021	2022	2023
<b>Hazardous waste</b>	<b>646.9</b>	<b>518.5</b>	<b>560.7</b>
Oils and solvents	8.3	7.0	8.0
Absorbent material	0.1	0.1	0.0
Aqueous washing solutions	351.4	235.8	252.3
Packaging	0.0	0.0	0.1
Emulsions	287.0	275.3	299.9
Laboratory chemicals	0.1	0.0	0.0
Discontinued equipment	0.0	0.0	0.4
Aqueous liquid wastes	0.0	0.3	0.8
<b>Non-hazardous waste</b>	<b>0.5</b>	<b>8.6</b>	<b>7.5</b>
Packaging	0.1	3.1	6.5
Batteries and accumulators	0.0	5.50.0	1.0
Aqueous liquid wastes	647.4	527.2	568.2
<b>Total waste</b>	<b>487.6</b>	<b>647.4</b>	<b>527.2</b>

GRI 306-5 waste directed to disposal (t)			
Waste directed to disposal, by disposal operation	2021	2022	2023
<b>Hazardous waste</b>	<b>646.9</b>	<b>518.5</b>	<b>560.7</b>
Landfilling	0.5	0.4	0.2
Other disposal operations	646.4	518.1	560.5
<b>Non-hazardous waste</b>	<b>0.5</b>	<b>8.6</b>	<b>7.5</b>
Landfilling	0.5	8.6	7.5
<b>Total waste</b>	<b>647.5</b>	<b>527.1</b>	<b>568.2</b>

GRI 2-7 employees									
Employees by type of employment	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Total</b>	<b>462</b>	<b>111</b>	<b>573</b>	<b>501</b>	<b>119</b>	<b>620</b>	<b>627</b>	<b>137</b>	<b>764</b>
Full-time	449	95	544	489	102	591	618	117	735
Part-time	13	16	29	12	17	29	9	20	29

GRI 2-7 employees									
Employees by contract type	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Total</b>	<b>462</b>	<b>111</b>	<b>573</b>	<b>501</b>	<b>119</b>	<b>620</b>	<b>627</b>	<b>137</b>	<b>764</b>
Permanent employees	448	108	556	472	114	586	599	132	731
Temporary employees	14	3	17	29	5	34	28	5	33

N.B. there are no employees on “non-guaranteed hours” contracts in our companies.

GRI 2-7 employees									
Employees with disabilities	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Total</b>	<b>24</b>	<b>5</b>	<b>29</b>	<b>25</b>	<b>5</b>	<b>30</b>	<b>31</b>	<b>5</b>	<b>36</b>
Employees with disabilities	23	5	28	24	5	29	30	5	35
Other protected categories/members of other minority groups	1	0	1	1	0	1	1	-	1

GRI 2-8 workers who are not employees									
Workers who are not employees	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Total employees</b>	<b>462</b>	<b>111</b>	<b>573</b>	<b>501</b>	<b>119</b>	<b>620</b>	<b>627</b>	<b>137</b>	<b>764</b>
<b>Total non-employee workers</b>	<b>82</b>	<b>15</b>	<b>97</b>	<b>83</b>	<b>9</b>	<b>92</b>	<b>60</b>	<b>4</b>	<b>64</b>
Temporary workers	46	0	46	44	0	44	58	4	62
Contract workers	34	14	48	34	7	41	-	-	-
Contractors	2	1	3	4	2	6	2	-	2
Apprentices	-	-	-	1	-	-	-	-	-
<b>Total workers</b>	<b>544</b>	<b>126</b>	<b>670</b>	<b>584</b>	<b>128</b>	<b>712</b>	<b>687</b>	<b>141</b>	<b>828</b>

GRI 2-30 collective bargaining agreements									
Employees covered by collective bargaining agreements	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Employees covered by collective bargaining agreements	462	111	573	501	119	620	627	137	764
Total employees	462	111	573	501	119	620	627	137	764
Percentage of employees covered by collective bargaining agreements	100%	100%	100%	100%	100%	100%	100%	100%	100%

GRI 401-1 new employee hires and turnover									
Total new hires and terminations by contract type and gender	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Total Hires</b>	<b>62</b>	<b>11</b>	<b>73</b>	<b>81</b>	<b>20</b>	<b>101</b>	<b>118</b>	<b>23</b>	<b>141</b>
Permanent employees	37	8	45	50	15	65	89	19	108
Temporary employees	25	3	28	31	5	36	29	4	33
<b>Total Terminations</b>	<b>47</b>	<b>8</b>	<b>55</b>	<b>42</b>	<b>12</b>	<b>54</b>	<b>72</b>	<b>22</b>	<b>94</b>
Permanent employees	37	8	45	34	12	46	59	20	79
Temporary employees	10	0	10	8	0	8	13	2	15
<b>Employee hire rate</b>	<b>13%</b>	<b>10%</b>	<b>13%</b>	<b>16%</b>	<b>17%</b>	<b>16%</b>	<b>19%</b>	<b>17%</b>	<b>19%</b>
<b>Employee turnover</b>	<b>11%</b>	<b>7%</b>	<b>10%</b>	<b>9%</b>	<b>11%</b>	<b>9%</b>	<b>14%</b>	<b>18%</b>	<b>15%</b>

N.B. there are no employees on “non-guaranteed hours” contracts.

New hires and terminations relate to the companies Rubinetterie Bresciane, Tecnovielle, Quam, Valbia, and Vapres. No new hires and terminations are reported for Ghibson, a company acquired in 2022 and the parent company Bonomi Group in the reporting scope since 2023. The employee hire rate is calculated as the ratio of personnel hired in the reporting year to personnel employed in the previous year.

Employee turnover is calculated as the ratio of personnel leaving the group in the reporting year to personnel employed in the previous year.

GRI 401-1 new employee hires Gibson			
Total new hires and terminations by contract type and gender	2023		
	Men	Women	Total
<b>Total hires</b>	<b>14</b>	<b>2</b>	<b>16</b>
Permanent employees	10	1	11
Temporary employees	4	1	5
<b>Total terminations</b>	<b>8</b>	<b>3</b>	<b>11</b>
Permanent employees	7	1	8
Temporary employees	1	2	3

GRI 401-1 new employee hires Bonomi Group			
Total new hires and terminations by contract type and gender	2023		
	Men	Women	Total
<b>Total hires</b>	<b>4</b>	<b>2</b>	<b>6</b>
Permanent employees	4	2	6
Temporary employees	0	0	0
<b>Total terminations</b>	<b>0</b>	<b>0</b>	<b>0</b>
Permanent employees	0	0	0
Temporary employees	0	0	0

GRI 401-1 new employee hires and turnover												
Total new hires and terminations by contract type and age	2021				2022				2023			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
<b>Total hires</b>	<b>45</b>	<b>24</b>	<b>4</b>	<b>73</b>	<b>56</b>	<b>32</b>	<b>13</b>	<b>101</b>	<b>88</b>	<b>44</b>	<b>9</b>	<b>141</b>
Permanent employees	29	13	3	45	42	15	8	65	69	31	8	108
Temporary employees	16	11	1	28	14	17	5	36	19	13	1	33
<b>Total terminations</b>	<b>19</b>	<b>19</b>	<b>16</b>	<b>54</b>	<b>24</b>	<b>20</b>	<b>10</b>	<b>54</b>	<b>31</b>	<b>43</b>	<b>20</b>	<b>94</b>
Permanent employees	12	15	16	43	21	17	8	46	21	38	20	79
Temporary employees	7	4	0	11	3	3	2	8	10	5	0	15
<b>Employee hire rate</b>	<b>33%</b>	<b>8%</b>	<b>3%</b>	<b>13%</b>	<b>35%</b>	<b>11%</b>	<b>8%</b>	<b>16%</b>	<b>41%</b>	<b>13%</b>	<b>5%</b>	<b>19%</b>
<b>Employee turnover</b>	<b>16%</b>	<b>6%</b>	<b>12%</b>	<b>10%</b>	<b>18%</b>	<b>7%</b>	<b>7%</b>	<b>9%</b>	<b>19%</b>	<b>15%</b>	<b>12%</b>	<b>15%</b>

N.B. there are no employees on “non-guaranteed hours” contracts.

The hire rate and employee turnover data refer to the companies Rubinetteria Bresciane, Tecnovielle, Quam, Valbia, and Vapres. There are no hire rate and employee turnover data for Ghibson, a company acquired in 2022, and the parent company Bonomi Group on a perimeter from 2023.

The employee hire rate is calculated as the ratio of personnel hired in the reference year to personnel employed in the previous year.

Employee turnover is calculated as the ratio of personnel leaving the group in the reference year to personnel employed in the previous year.

GRI 401-1 new employee hires and turnover Ghibson				
Total new hires and terminations by contract type and gender	2023			
	<30	30-50	>50	Total
<b>Total hires</b>	<b>7</b>	<b>7</b>	<b>2</b>	<b>16</b>
Permanent employees	6	4	1	11
Temporary employees	1	3	1	5
<b>Total terminations</b>	<b>2</b>	<b>5</b>	<b>2</b>	<b>9</b>
Permanent employees	1	5	2	8
Temporary employees	1	0	0	1

### GRI 401-1 new employee hires and turnover Bonomi Group

Total new hires and terminations by contract type and gender	2023			
	<30	30-50	>50	Total
<b>Total hires</b>	<b>0</b>	<b>2</b>	<b>4</b>	<b>6</b>
Permanent employees	0	2	4	6
Temporary employees	0	0	0	0
<b>Total terminations</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Permanent employees	0	0	0	0
Temporary employees	0	0	0	0

### GRI 403-9 work-related Injuries

Recordable work-related injuries (n) - employees	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
While working	10	0	<b>10</b>	11	1	<b>12</b>	13	2	<b>15</b>
While commuting	0	1	<b>1</b>	2	1	<b>3</b>	4	1	<b>5</b>
<b>Total</b>	<b>10</b>	<b>1</b>	<b>11</b>	<b>13</b>	<b>2</b>	<b>15</b>	<b>17</b>	<b>3</b>	<b>20</b>
<b>Hours worked (h)</b>	903,461	183,750	<b>1,087,211</b>	944,086	192,311	<b>1,136,397</b>	1,067,041	206,108	<b>1,273,149</b>
<b>Work-related injury rate</b>	<b>11.07%</b>	<b>0%</b>	<b>9.2%</b>	<b>11.65%</b>	<b>5.2%</b>	<b>10.56%</b>	<b>12.18%</b>	<b>9.70%</b>	<b>11.78%</b>
Recordable work-related injuries (n) - workers who are not employees	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
While working	4	1	<b>5</b>	4	1	<b>5</b>	3	0	<b>3</b>
While commuting	1	0	<b>1</b>	1	0	<b>1</b>	0	0	<b>0</b>
<b>Total</b>	<b>5</b>	<b>1</b>	<b>6</b>	<b>5</b>	<b>1</b>	<b>6</b>	<b>3</b>	<b>0</b>	<b>3</b>
<b>Hours worked (h)</b>	126,952	25,045	<b>151,997</b>	143,720	20,626	<b>164,346</b>	106,662	4,793	<b>111,725</b>
<b>Work-related injury rate</b>	<b>31.51%</b>	<b>39.93%</b>	<b>32.9%</b>	<b>27.83%</b>	<b>48.48%</b>	<b>30.42%</b>	<b>28.13%</b>	<b>0%</b>	<b>26.85%</b>

N.B. there were no work-related fatalities or injuries with serious consequences; these rates are thus 0%.  
The "recordable work-related injury rate" is calculated on the basis of 1,000,000 hours worked, according to the following formula: (total recordable work-related injuries/hours worked) \* 1,000,000.



GRI 404-1 average hours of annual training per employee									
Average hours of training, by gender and category	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Total</b>	<b>18</b>	<b>6</b>	<b>16</b>	<b>13</b>	<b>7</b>	<b>12</b>	<b>17</b>	<b>12</b>	<b>16</b>
Executives	10	14	12	8	16	11	6	68	30
Middle managers	7	-	7	2	-		21	0	21
White-collar workers	17	6	14	17	10	15	20	16	19
Blue-collar workers	20	5	18	11	4	10	15	2	14

GRI 404-3 percentage of employees receiving regular performance and career development reviews									
Percentage of employees receiving regular performance and career development reviews, by gender and category	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	40%	20%	30%	67%	50%	60%	67%	50%	60%
Middle managers	88%	-	88%	89%	-	89%	47%	-	47%
White-collar workers	53%	37%	49%	51%	44%	49%	52%	48%	51%
Blue-collar workers	49%	13%	44%	45%	12%	40%	41%	12%	38%
<b>Total</b>	<b>51%</b>	<b>26%</b>	<b>46%</b>	<b>48%</b>	<b>30%</b>	<b>45%</b>	<b>45%</b>	<b>34%</b>	<b>43%</b>

GRI 405-1 diversity of governance bodies and employees									
Employees by category and gender	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	5	5	10	3	2	5	3	2	5
Middle managers	8	0	8	9	0	9	17	0	17
White-collar workers	172	60	232	182	66	248	215	84	299
Blue-collar workers	277	46	323	307	51	358	392	51	443
<b>Total (n.)</b>	<b>462</b>	<b>111</b>	<b>573</b>	<b>501</b>	<b>119</b>	<b>620</b>	<b>627</b>	<b>137</b>	<b>764</b>

### GRI 405-1 diversity of governance bodies and employees

Employees by category and age	2021				2022				2023			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Executives	0	6	4	<b>10</b>	0	1	4	<b>5</b>	0	2	3	<b>5</b>
Middle managers	0	3	5	<b>8</b>	0	3	6	<b>9</b>	0	5	12	<b>17</b>
White-collar workers	51	135	46	<b>232</b>	57	134	57	<b>248</b>	75	152	72	<b>299</b>
Blue-collar workers	85	156	82	<b>323</b>	104	158	96	<b>358</b>	138	188	117	<b>443</b>
<b>Total (n.)</b>	<b>136</b>	<b>300</b>	<b>137</b>	<b>573</b>	<b>161</b>	<b>296</b>	<b>163</b>	<b>620</b>	<b>213</b>	<b>347</b>	<b>204</b>	<b>764</b>

### GRI 405-1 diversity of governance bodies and employees

Members of governance bodies by gender and age	2021			2022			2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<30	-	-	-	-	-	-	-	-	-
tra 30 e 50	2	2	<b>4</b>	2	2	<b>4</b>	2	2	<b>4</b>
> 50	2	-	<b>2</b>	2	-	<b>2</b>	2	-	<b>2</b>
<b>Total</b>	<b>4</b>	<b>2</b>	<b>6</b>	<b>4</b>	<b>2</b>	<b>6</b>	<b>4</b>	<b>2</b>	<b>6</b>

### GRI 416-2 Incidents of non-compliance regarding health and safety impacts of products and services

Number of incidents of non-compliance with regulations and/or voluntary codes regarding health and safety impacts of products and services	2021	2022	2023
<b>Total</b>	<b>0</b>	<b>0</b>	<b>4</b>
Incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0
Incidents of non-compliance with regulations resulting in a warning	0	0	0
Incidents of non-compliance with voluntary codes	0	0	4

NB: in Quam, during the ISO 9001-14001-45001 Certification renewal audit, the Entity found 4 minor nonconformities, regarding environmental process operational controls, training for PPE Category III use, and environmental disclosures. Nonconformities were resolved with the revision and implementation of dedicated system procedures and training for the personnel involved.



## GRI Content Index

<b>Statement of Use</b>	Bonomi Group has reported the information cited in this GRI content index for the period 01/01/2023 to 12/31/2023 “with reference to” the GRI Standards
<b>GRI 1 used</b>	GRI 1: core principles 2021
<b>GRI Sector applicable standards</b>	N/A - awaiting publication of the industry-specific standard

<b>GRI Standard</b>	<b>Disclosure</b>	<b>Reference paragraph and notes</b>
<b>GRI 2: General disclosures 2021</b>	2-1 Organizational details	Methodological note
	2-2 Entities included in the organization's sustainability reporting	Methodological note
	2-3 Reporting period, frequency, and point of contact	Methodological note
	2-4 Review of information	Methodological note
	2-5 External assurance	<i>These financial statements are not subject to auditing</i>
	2-7 Employees	The people who experience the company firsthand; Diversity, equal opportunity, and inclusion; GRI indicator tables
	2-8 Workers who are not employees	The people that experience the company firsthand; GRI indicator tables
	2-9 Governance structure and composition	Group governance
	2-14 Role of the highest governance body in sustainability reporting	Methodological note
	2-27 Compliance with laws and regulations	Group governance
	2-28 Membership of Associations	Growing together with our stakeholders
	2-29 Approach to stakeholder engagement	Growing together with our stakeholders
2-30 Collective bargaining agreements	GRI indicator tables	
<b>Material topics</b>		
<b>GRI 3: material topics 2021</b>	3-1 Process for determining material topics	Our sustainability priorities
	3-2 List of material topics	Our sustainability priorities

<b>Energy and emissions</b>		
<b>GRI 3: material topics 2021</b>	3-3 Management of material topics	Combating climate change
<b>GRI 302: energy 2016</b>	302-1 Energy consumed within the organization	Combating climate change; GRI indicator tables
	302-3 Energy intensity	Combating climate change; GRI indicator tables
<b>GRI 305: emissions 2016</b>	305-1 Direct GHG emissions (scope 1)	Combating climate change; GRI indicator tables
	305-2 Indirect GHG emissions (scope 2)	Combating climate change; GRI indicator tables
<b>Water consumption</b>		
<b>GRI 3: material topics 2021</b>	3-3 Management of material topics	Water resource management
<b>GRI 303: water and effluents 2018</b>	303-3 Water Withdrawal	Water resource management; GRI indicator tables
<b>Circularity of processes</b>		
<b>GRI 3: material topics 202</b>	3-3 Management of material topics	Promotion of circular processes
<b>GRI 306: waste 2020</b>	306-1 Waste generation and significant waste-related impacts	Promotion of circular processes
	306-2 Management of significant waste-related impacts	Promotion of circular processes
	306-3 Waste generated	Promotion of circular processes; GRI indicator tables
	306-4 Waste diverted from disposal	Promotion of circular processes; GRI indicator tables
	306-5 Waste directed to disposal	Promotion of circular processes; GRI indicator tables

<b>Health and safety</b>		
<b>GRI 3: material topics 2021</b>	3-3 Management of material topics	The health and safety of collaborators
<b>GRI 403: occupational health and safety 2018</b>	403-1 Occupational health and safety management system	The health and safety of collaborators
	403-2 Identification of hazards, risk assessment, and accident investigation	The health and safety of collaborators
	403-4 Worker participation and consultation and communication on occupational health and safety	The health and safety of collaborators
	403-5 Training of workers in the sphere of occupational health and safety	The health and safety of collaborators
	403-6 Workers' health promotion	The health and safety of collaborators
	403-7 Prevention and mitigation of occupational health and safety impacts in trading relationships	The health and safety of collaborators
	403-8 Workers covered by an occupational health and safety management system	The health and safety of collaborators
	403-9 Work-related injuries	The health and safety of collaborators; GRI indicator tables
	403-10 Occupational diseases	The health and safety of collaborators; GRI indicator tables
<b>People's well-being and involvement</b>		
<b>GRI 3: material topics 2021</b>	3-3 Management of material topics	Know-how and skill development
<b>GRI 404: training 2016</b>	401-1 New employee hires and turnover	Know-how and skill development; GRI indicator tables
	404-3 Percentage of employees receiving periodic performance and career development reviews	Know-how and skill development; GRI indicator tables
<b>People's well-being and involvement</b>		
<b>GRI 3: material topics 2021</b>	3-3 Management of material topics	Promoting the well-being of collaborators
<b>GRI 401: employment 2016</b>	401-1 New employee hires and turnover	Promoting the well-being of collaborators; GRI indicator tables
	401-2 Benefits for full-time employees that are not available for temporary or part-time employees	Promoting the well-being of collaborators

<b>Supporting local communities</b>		
<b>GRI 3: material topics 2021</b>	3-3 Management of material topics	Supporting local communities
<b>GRI 201: economic performance 2016</b>	201-1 Directly generated and distributed economic value	Our approach to sustainability, growing together with our stakeholders; GRI indicator tables
<b>Diversity, equal opportunities, and inclusion</b>		
<b>GRI 3: material topics 2021</b>	3-3 Management of material topics	Diversity, equal opportunities, and inclusion
<b>GRI 405: diversity and inclusion 2016</b>	405-1 Diversity of governance bodies and employees	Diversity, equal opportunity, and inclusion; GRI indicator tables
<b>GRI 406: non-discrimination 2016</b>	406-1 Cases of discrimination and corrective measures taken	No episodes of discrimination were reported in the three-year period
<b>High-performance, sustainable products</b>		
<b>GRI 3: material topics 2021</b>	3-3 Management of material topics	High-performance, sustainable products
<b>GRI 301: materials 2016</b>	301-1 Materials used by weight or volume	High-performance, sustainable products; GRI indicator tables
	GRI 301-2 Recycled input materials used	GRI indicator tables
<b>GRI 416: customer health and safety 2016</b>	416-2 Episodes of non-compliance regarding health and safety impacts of products and services	No cases of non-compliance were reported during the reporting period
<b>Product and process innovation</b>		
<b>GRI 3: material topics 2021</b>	3-3 Management of material topics	Use of innovative products and processes
<b>Responsible supply chain management</b>		
<b>GRI 3: material topics 2021</b>	3-3 Management of material topics	Responsible supply chain management
<b>Cybersecurity</b>		
<b>GRI 3: material topics 2021</b>	3-3 Management of material topics	Group governance, intensifying cybersecurity
<b>GRI 418: customer privacy 2016</b>	418-1 Proven complaints regarding customer privacy breaches and data loss	Group governance, intensifying cybersecurity
<b>Prerequisite - ethical conduct</b>		
<b>GRI 205: anti-corruption 2016</b>	205-3 Established episodes of corruption and actions taken	Group governance

