

Sustainability Report

Year 2023



METALFAR
PRODOTTI INDUSTRIALI S.P.A

SINCE 1961
A FARINA COMPANY

Created by:



Sustainability Report

2023



METALFAR
PRODOTTI INDUSTRIALI S.P.A.

SINCE 1961
A FARINA COMPANY





Organisation Profile

GRI 2-1 • GRI 2-2 • GRI 2-6

Metalfar, in more than half a century of history, has become a leading manufacturer of fittings, known and appreciated all over the world. Metalfar has very large factories in which carbon, alloys and stainless materials of all grades and standards are produced. Metalfar also produces steel fittings, valves and special parts customized to customer drawings.

All equipment and machinery are made in-house to ensure maximum consistency and quality in products. Metalfar is entirely focused on the customer satisfaction, and such target goes through high quality requirements and achievements continuously needed from the market.

This reporting takes into account the arrangements of the head office in Via Pascoli, 23861 Cesana Brianza (LC). Today Metalfar is known to be one of the most efficient and expanding company in the steel industry and it is approved by all major chemical, petrochemical and oil companies. Extreme care is entrusted to the timely process control of each work center and major investments were dedicated to reporting structure based on product traceability.



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The goal of the family Metalfar Prodotti Industriali SpA is a socially and economically sustainable conduction, keeping the focus on respecting the environment that hosts us.

Eugenio Messa

Metalfar SpA General Manager METALFAR PRODOTTI INDUSTRIALI SPA



Reporting Information

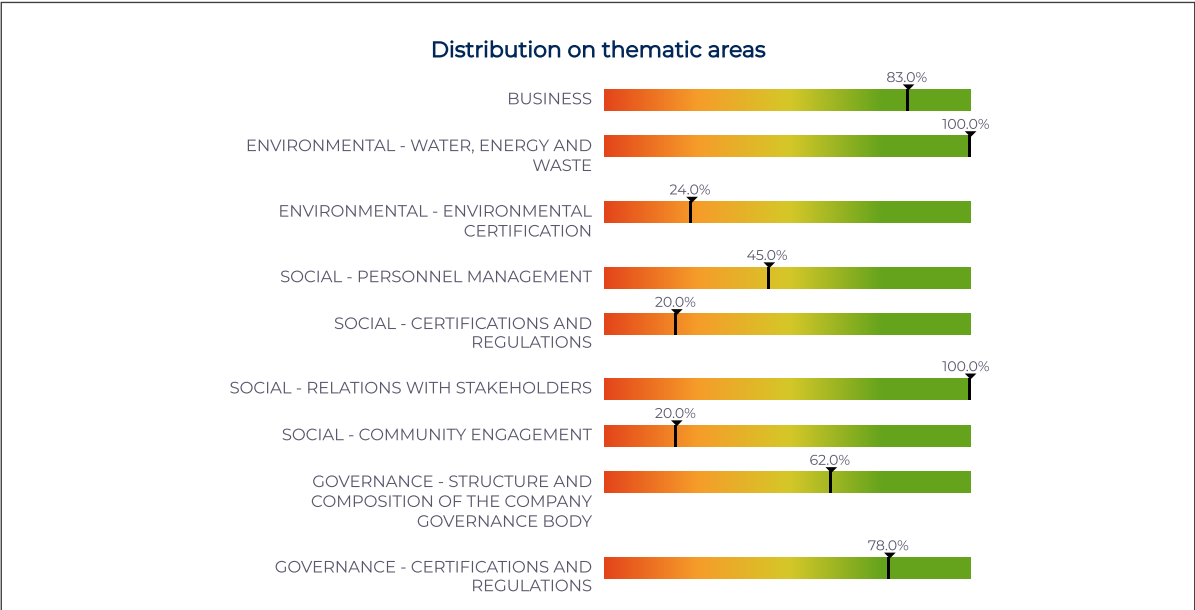
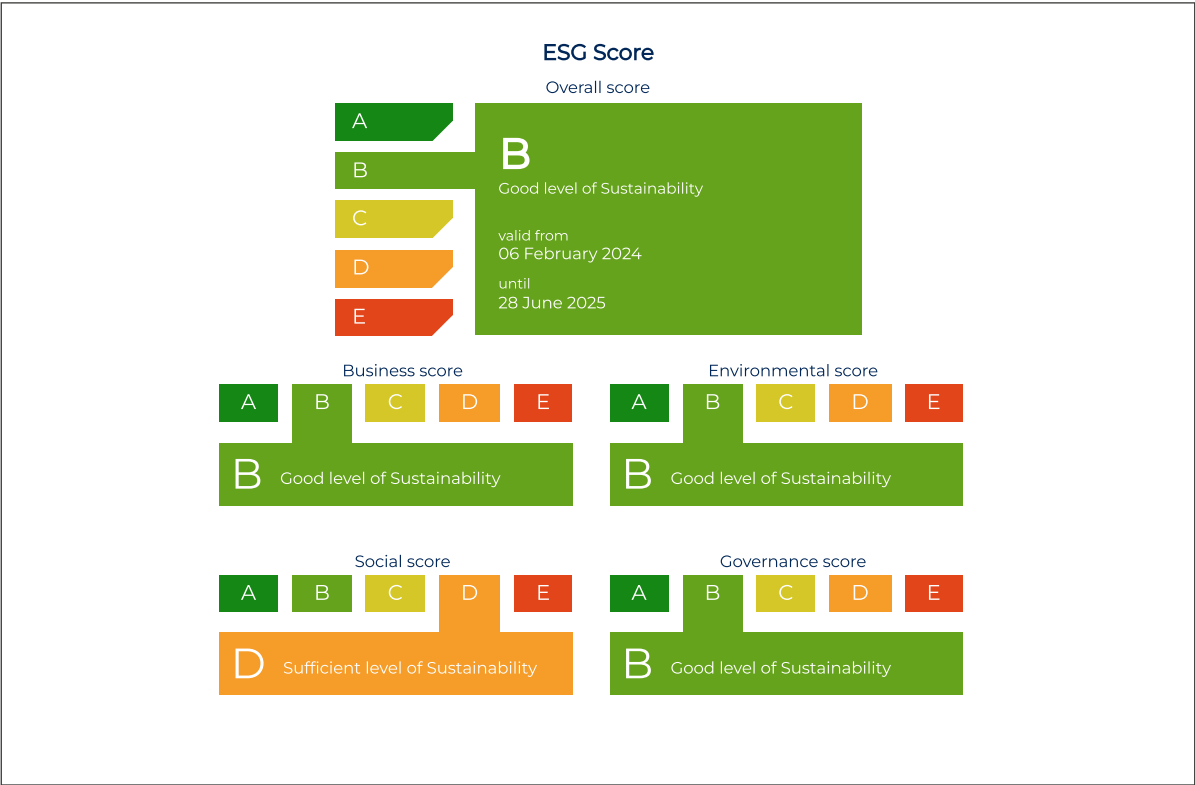
GRI 2-3 • GRI 2-4 • GRI 2-5

The company publishes its results regarding environmental and social sustainability within a special report, starting in 2023 and on an annual basis. The Sustainability Report has been prepared in accordance with the GRI Sustainability Reporting Standards, defined in 2016 by the Global Reporting Initiative (GRI Standards) and updated to 2022, in association with the Sustainability Accounting Standards Board (SASB) for the definition of material issues. This reporting has been audited by the designated auditor CRIF/CRIBIS in accordance with the principles and guidance contained in ISAE3000 (International Standard on Assurance Engagement 3000-Revised) of the International Auditing and Assurance Standards Board (IAASB). This sustainability report is prepared with reference to GRIs by ESG-VIEW (www.esg-view.com).

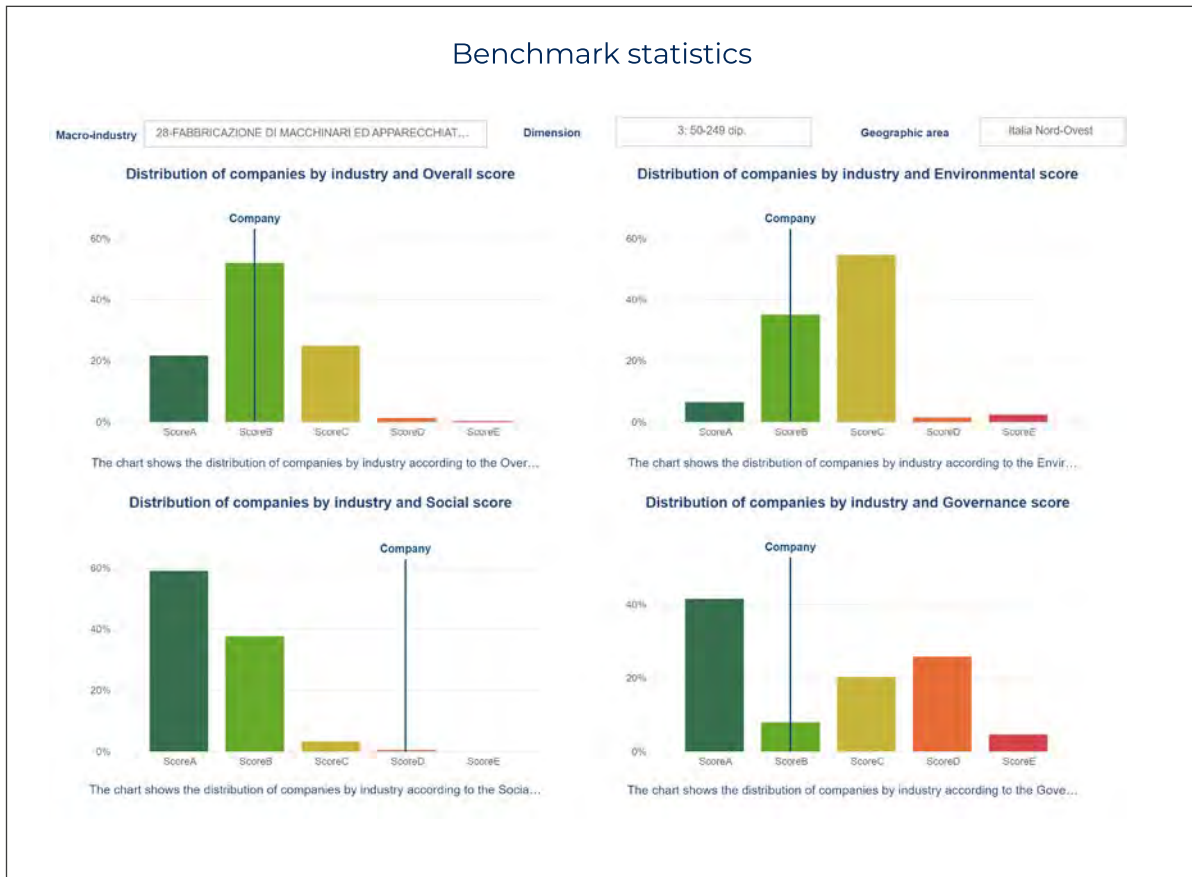
- ✔ **GRI Sustainability Reporting Standards**
- ✔ **Sustainability Accounting Standards Board (SASB)**
- ✔ **ISAE3000 International Auditing and Assurance Standard Board**

This statement is published on the website of METALFAR PRODOTTI INDUSTRIALI SPA, at <https://www.metalfar.com/>. You can request information at qam@metalfaritaly.com.

The reporting was based on the questionnaire administered to METALFAR PRODOTTI INDUSTRIALI SPA by Synesgy and can be viewed at URL www.synesgy.com/it/.



Benchmark statistics



Why was it important to complete the Synesgy questionnaire?

✓ It has enabled the company to create a virtuous circle with its customers, suppliers and all stakeholders.

✓ It relies on a platform that allows the validation of data already in the CRIF Ratings database.

✓ It is a questionnaire that can be used in all recognised banking circuits, as it is based on international measurement criteria (GRI-SDGs).

✓ It is constantly updated according to evolving reporting regulations.

✓ You can distribute the questionnaire to your suppliers to track your supply chain score.

✓ Data are shared in real time.



Stakeholder Engagement

GRI 2-29

The Goal of Stakeholder Engagement

The goal of strengthening a sustainable business model involves not only the monitoring and improvement of environmental and social impacts, but also the need for dialogue and discussion with stakeholders. The ability to understand and assess the needs and expectations of stakeholders takes on particular importance with a view to sharing a common value oriented toward improving the impact, quality and efficiency of corporate services and, at the same time, the well-being of stakeholders who directly or indirectly relate to the company. Thanks to the activity of listening/comparison with various stakeholders and local actors, it is possible to create the conditions to guide the sustainability strategies of the company itself, defining objectives in the common interest. METALFAR PRODOTTI INDUSTRIALI SPA has identified the stakeholders and related activities, defining the level of involvement in consideration of the functions and instruments of confrontation and dialogue. METALFAR PRODOTTI INDUSTRIALI SPA's system of relations with its stakeholders provides for activities, tools, channels and methods of involvement that take into account the different profiles and needs of stakeholders and the overall structure of the institutional system.

Stakeholder	Functions involved	Expectations	Activities	Engagemnt tools	Answer
Company: Investors and partners	Directorates, general affairs, commercial area, communication and Pr	Sharing quality standards, planning services and activities, comparing impacts and results	Several meetings during the year	Assemblies, presentations, communication exchanges, surveys on environmental sustainability issues	Presentation of projects, plans, reports and budgets
Employees and trade union representatives	Human Resources	Sharing values, objectives	Meetings and activities, meetings with trade union representatives scheduled	Assemblies, training sessions, dedicated meetings, refreshment areas, dedicated surveys, observatory	Trade union agreements
Clients	Commercial area	Greater knowledge of expectations	Meetings and activities scheduled throughout the year	Customer satisfaction surveys, newsletters, meetings and surveys on the subject of environmental sustainability	Presentation of investigation results
Suppliers of goods and services	Purchases	Large demand guarantee	Several meetings and contacts during the year	Selection procedures, exchange of documentation, meetings	Contracts
Institutions	Directions	Compliance with rules and regulations, respect for contracts and regulatory updates	Periodic meetings	Meetings and exchange of communications also in relation to regulations in contracts	Reports, surveys, budgets
Banks and lenders	Direction	Economic, financial and asset soundness and sustainability	Not periodic, but aimed at specific projects	Meetings and exchange of communications	Analysis reports, trade agreements
Local communities and communities	Communication and pr	Creating shared value	Various analysis and comparison activities	Communication and marketing campaigns	Events, open spaces, initiatives open to the public

SDGs: ONU Goals of Sustainable Development



On September 25th 2015, the Governments of 193 ONU member countries signed the 2030 Agenda for Sustainable Development.

An action program approved by the UN General Assembly, which includes 17 specific Objectives for Sustainable Development, framed within a broader action program that includes a total of 169 targets.

The 17 goals engage governments and nations, as well as individual businesses. ESG principles reflect what companies need to do.

Environmental

- ✓ Dependence on fossil fuels
- ✓ High water footprint
- ✓ Complicity in deforestation
- ✓ Waste disposal

Social

- ✓ Conflicts with local communities
- ✓ Attention to the safety and health of employees
- ✓ Protection of diversity
- ✓ Proper interpersonal relationships between employees

Governance

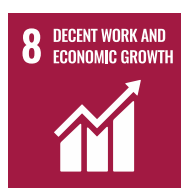
- ✓ Bonuses disproportionate to employees' salaries
- ✓ Involvement in corruption scandals
- ✓ Opening of offshore branches to evade tax

The SDGs of METALFAR INDUSTRIAL PRODUCTS SPA

The Synesgy questionnaire has enabled METALFAR PRODOTTI INDUSTRIALI SPA to map the materialities and issues in the area of sustainability, thus highlighting the most relevant facts carried out in the reporting year under consideration and providing its stakeholders with an immediate, but above all certified picture - since it responds to internationally recognized parameters - of its activities. The path of awareness started has led to the highlighting of a virtuous path by METALFAR PRODOTTI INDUSTRIALI SPA and witnessed by the concordance of its actions with 4 of the 17 SDGs (Sustainable Development Goals) parameters recognized by the United Nations.



7 AFFORDABLE AND CLEAN ENERGY
Clean and affordable energy
Integrate low-impact solutions into your production cycle through the use of sustainable energy sources.



8 DECENT WORK AND ECONOMIC GROWTH
Decent work and economic growth
Promote full and productive employment, decent working conditions and stimulate lasting economic growth.



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Enterprises, innovation and infrastructure
Resilient infrastructure, sustainable industrialization and innovation.



12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Responsible Consumption and Production
Ensuring sustainable patterns of production and consumption.

The tracking of issues through Synesgy and the 26 materialities, traceable to ESG areas, based on this emergence, has initiated a real path of awareness involving, through multiple communication channels, all stakeholders.





Environment



Environmental impacts management

GRI 2-24 • GRI 2-25 • GRI 3-3 • GRI 307

Organisations may be involved in impacts either through their own activities or because of their business relationships with other entities. It is therefore crucial for the company to identify the impacts it causes, but also those that it contributes to causing and that are directly related to its activities, products or services through a business relationship. In this context, the virtuous company is the one that highlights these impacts and identifies strategies to avoid, mitigate, remedy the negative impacts or further improve the positive ones.

The company monitors its environmental sustainability performance with specific quantitative indicators.

The company carries out its activities by applying an environmental management system.

The company holds third-party certifications recognized at a national or international level regarding the environment.

The company complies with regulatory requirements for additional environmental impact assessment tools, including Synesgy Supply Chain Leader.

Energy

GRI 302-1 • GRI 302-4

Energy consumption for the company, associated with rationalisation, is a fundamental parameter to describe the impact it has not only in terms of efficiency, but also in terms of its impact on the environment. The monitoring system in terms of energy used/distributed/saved allows the company to identify the areas in which it is most necessary to intervene for a better rationalisation of resources, with a view to an ever-improving strategy for its efficiency.

The company has an electricity consumption, in its owned and rented premises, of 16750000 kWh.



16750000 kWh Annual electricity consumption

In the last 5 years, the company has carried out energy efficiency interventions.

The energy efficiency was implemented in:

- Installing compressors with inverters.
- Replacement of lighting with LED lights.
- Constant air system check for leaks.

The value of the energy efficiency was 120000 €.



120000€ Value of energy efficiency

The company has estimated the percentage reduction in consumption compared to the year before the energy efficiency interventions.

The reduction in energy consumption is 2%.

Water and water discharges

GRI 303-5

Managing water resources in a sustainable manner is of paramount importance to the organisation's impact on the environment as a shared good to be preserved.

Working with stakeholders in this context is essential for the organisation to manage water resources sustainably as a shared good and to take into account the needs of other water users. Together with stakeholders, the organisation can define collective goals for water use, increased investment in infrastructure, policy promotion, capacity building and awareness-raising. It is therefore important, in this context, to involve its stakeholders, starting with those internal and closest to the company - employees, non-employee workers, consultants, suppliers, first and foremost - in order to share best practices in terms of rationalising water resources and making better use and exploitation of them.

The amount of water consumed by all company locations in one year is 18400 m3.



**18400 mc Water
consumed in
one year by all
company locations**

Emissions

GRI 305-1 • GRI 305-2 • GRI 305-3

Direct or indirect GHG emissions, emissions of other ozone-depleting gases and their monitoring, as well as actions aimed at their reduction, confirm the organisation's attitude towards reducing its production impact on the ecosystem. Also influencing the level of direct emissions are the energy sources owned or controlled by the organisation, such as electricity generation, heating, cooling and steam, as a result of the combustion of energy sources. Hence the importance of the company's monitoring of emissions, but also, and above all, its contribution to the increasing efficiency of energy resources influencing the levels of air emissions.

The company measures Greenhouse Gas emissions.

The total SCOPE 1 greenhouse gas emissions (direct emissions) amount to 1184.73 tCO2 eq.



1184.73 tCo2 eq Total Greenhouse Gas Emissions (Scope 1)

The total SCOPE 2 greenhouse gas emissions (indirect emissions from electricity generation/disposal of electricity) amount to 7104.14 tCO2eq.

The total SCOPE 3 greenhouse gas emissions (indirect emissions related to the supply chain) amount to 0.00 tCO2eq.

The company's fleet of vehicles includes:

Diesel	5
Petrol	3
Hybrids	1
Electric	22

Waste

GRI 306-2

In the context of the GRI Standards, the environmental dimension of sustainability concerns the impacts of an organisation on living and non-living natural systems, including soil, air, water and ecosystems. This context includes the issue of waste, which may be generated by the organisation's own activities, but may also be generated by upstream and downstream actors in the organisation's value chain. Waste, therefore, can have significant negative impacts on the environment and human health if poorly managed.

The total amount of waste produced during the last year by the company is 116 ton.

The company practices separate waste collection at its locations.

The company separates and recycles plastic waste.

The company separates and recycles electronic components/computer material waste.

The company separates and recycles glass waste.

The company recycles other materials, such as wood, separately.

The company separates and recycles paper waste.









People





Occupation

GRI 2-7 • GRI 2-24 • GRI 2-25 • GRI 2-30 • GRI 3-3 • GRI 401 • GRI 401-2 • GRI 403-1 • GRI 403-9 • GRI 405-1 • GRI 405-2 • GRI 406-1 • GRI 408-1 • GRI 409-1 • GRI 412-1

Fundamental is understanding the organisation’s approach to employment and job creation, as well as to recruitment, selection and retention of personnel and related practices, including the working conditions it offers.

The stability of its workforce from a contractual point of view, linked to internal welfare policies, is a fundamental element for the organisation to guarantee high productivity performance. A suitable working environment, which fosters social inclusion and work-life balance for employees, values diversity and offers equal opportunities, accompanied by welfare tools, improves the company’s performance and strengthens the organisation’s ability to adapt to extraordinary events.

The company monitors its sustainability performance with specific quantitative indicators, monitoring performance related to social management (including employee management).

The company conducts its business by implementing a system for managing the safety and health of its employees.

Number of employees (including interns and trainees) by professional category WOMEN.

Number of Office Workers	16
--------------------------	----

Number of employees (including interns and trainees) by professional category MEN.

Number of Directors	1
Number of Managers	1
Number of Office Workers	8
Number of Workers	65

Average annual remuneration by gender and by most represented professional category:

Women	35000
Men	35000

The average age of employees is between 30 and 50 years old.

The percentage of total employees with a fixed-term contract is 3 %.

The percentage of total employees with a part-time contract is 5 %.

The company has hired 5 % of employees belonging to protected categories ex 68/99 or disadvantaged subjects ex L.381/91 out of the total workforce.

The injuries occurred in the current year are less than or equal to 3.

The injuries occurred last year are less than or equal to 3.

The injuries occurred two years ago are less than or equal to 3.

The total number of days lost in the current year due to accidents resulting in temporary incapacity for work was less than or equal to 10.

The total number of days lost last year due to accidents resulting in temporary incapacity for work was less than or equal to 10.

The total number of days lost two years ago due to accidents resulting in temporary incapacity for work was less than or equal to 10.

The average total number of hours worked during the last year was 146757.



**146757 Hours
worked during
the last year**

Over the past year, the company has created 5 new jobs.



5 Jobs created during the year

The company applies metal contract February 05, 2021.

The company publishes the EDI policy covering discrimination based on gender, race, religion, sex or sexual orientation on its website.

The link where the company's EDI policy is published is Code of ethics:

<https://www.metalfar.com/documents/downloads/>.

In terms of welfare, the company provides its staff with agreements with local organisations (fuel vouchers/ spending vouchers/discounts).

The company makes life/accident insurance policies available to its staff.

The company, in terms of welfare, provides its staff with hourly flexibility/smart working.

The company measures the degree of satisfaction of its employees through a regular, periodic survey.

The company makes its human rights policy public on its website.

Training

GRI 401-1 • GRI 403-5 • GRI 404-1

The development and maintenance of professional skills and competencies are conditions that enable companies to pursue their strategic objectives of creating value for the organisation.



415 Hours of training provided during the year

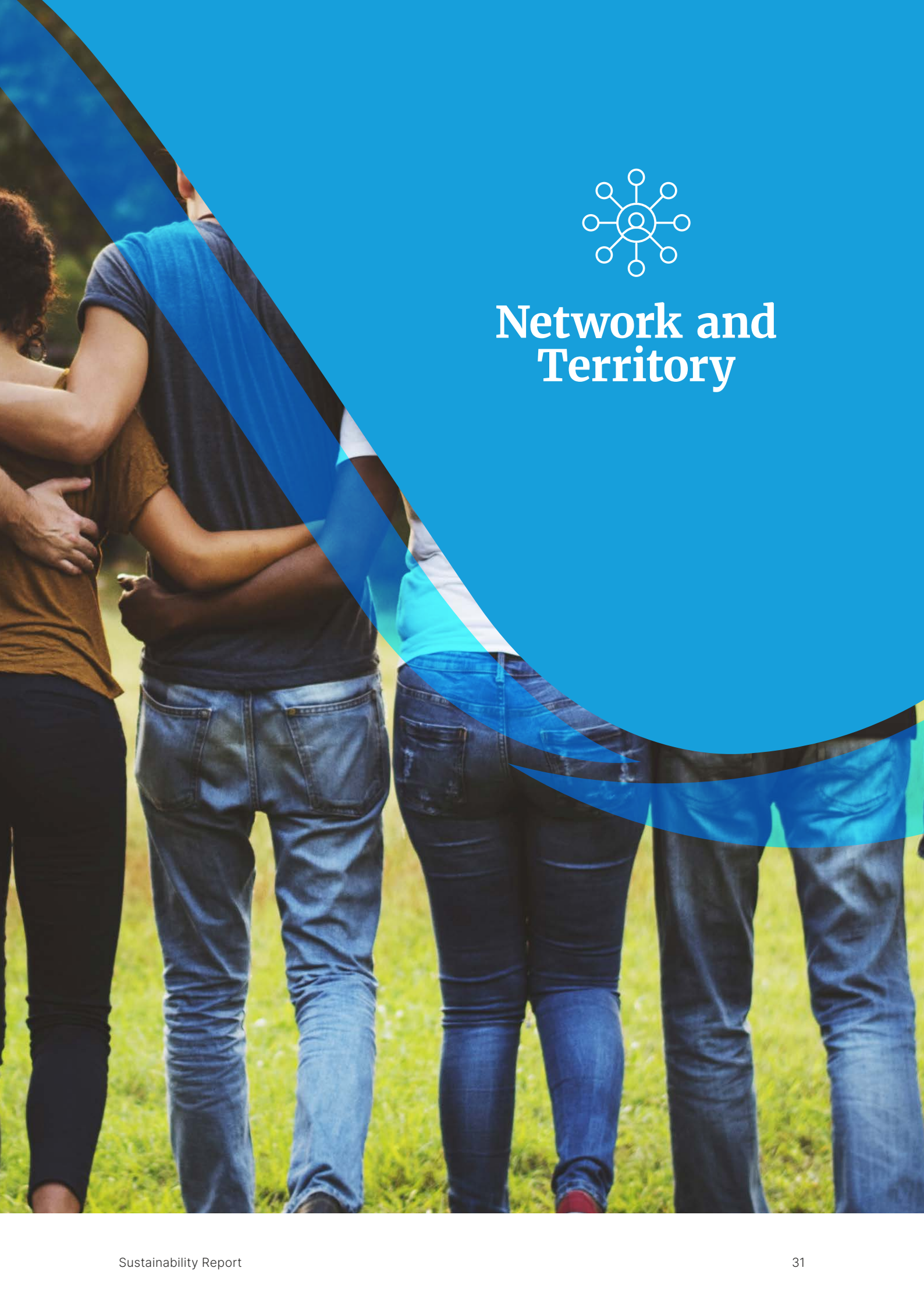
During the year, one of the main topics of the training provided was occupational health and safety.

During the year, one of the main themes of the training provided was the use of enterprise software and equipment, quality, sustainability.

During the year, one of the main topics of the training provided was the environment.







Network and Territory



Customer relations

GRI 418

In terms of customer relations, it is of great importance how the company considers the impacts on the health and safety of its customers, starting from the products and services it produces, and how these impacts are assessed in the different phases of the life cycle of its business, from the development of the product concept, to the research and development phase and possible subsequent certification. The same impact is to be sought in the realisation phases, then manufacturing and production, but also in marketing, up to supply, use and the attention that the company pays afterwards, including an after-sales support phase up to the end-of-life cycle of the product or service.

In this logic, the initiatives taken by the organisation to address the issue of security during the entire life cycle of a product or service and the evaluations pertaining to this issue, including the increasingly important privacy and data security, become relevant.

The company has a privacy and data security policy.







Business Model and innovation



Suppliers and procurement practices

GRI 2-24 • GRI 2-27 • GRI 204-1 • GRI 308-1 • GRI 414-1 • GRI 419-01

Within the framework of the organisation’s relationships with its suppliers, an extremely important chapter concerns their environmental assessment, meaning the commitments that suppliers make in terms of sustainability and behaviour consistent with these issues.

With a view to the constant improvement of impacts and mitigation of negative ones, the organisation is increasingly inclined to assess the compliant behaviours of suppliers in terms of social, economic and environmental impacts as these impacts directly and indirectly reflect on the value chain of the company itself.

Therefore, on the one hand, the organisation is driven to monitor supplier behaviour and, on the other, to define strategies and actions to limit the scope of those that have negative impacts.

The company carries out its activities by implementing a system for the management of supply relationships.

The company adopts a system for evaluating suppliers.

% on the total number of suppliers for each evaluation variable

Environmental certifications	100
Social certifications (healthcare and safety)	100
Geo proximity	100

The company certifies its quality management system, having obtained ISO 9001 certification.







Leadership and Governance





Governance

GRI 2-9 • GRI 2-28

The organisation's governance structure, composition, knowledge and roles are important to understand how the management of the organisation's impacts on the economy, the environment and people, including the impact on their human rights, is integrated into the organisation's strategy and operations, and how well the company itself is 'equipped' to oversee the management of impacts.

The corporate governance body is represented by a Board of Directors.

The governing body consists of 3 to 5 persons.

The Board of Directors has up to 3 independent members.

The presence of women on the governing body is over 50%.

The average age of the governing body is over 50.

The company is a member of trade associations.

The trade association of which he is a member is Confindustria Lecco-Como Italian Metallurgy Association.

Professional ethics

GRI 2-22 • GRI 2-23 • GRI 2-25

The organisation's political commitments must be aimed at responsible business conduct, including a commitment to respect human rights. These commitments constitute the company's values, principles and standards of behaviour and mission embedded within its business objectives. The human rights enshrined in national and international standards, coupled with the organisation's actions to prevent or mitigate potential negative impacts for each material issue, are the grid through which the company's activities must pass, with political commitment as an integral part of the company's strategy. It is therefore appropriate for the company to identify its risk factors and equip itself with strategic tools to address them.

The company manages risks in accordance with the existing regulations and considers social and environmental impact among the corporate risk factors.

The company implements sustainability initiatives and/or has a formalized sustainability mission and/or strategy to manage the economic, social, and environmental impacts resulting from its activities. In particular, the company's mission takes into account environmental and social factors that are also considered in the long-term strategy.

The company appointed a person dedicated to sustainability.



Normative compliance

GRI 2-22 • GRI 2-23 • GRI 2-24 • GRI 2-25 • GRI 3-2 • GRI 307-1 • GRI 419

The compliance of an organisation indicates the ability of its governing bodies to ensure that operations comply with certain performance parameters or universally recognised standards. In this context, obtaining certifications attesting to the high degree of compliance of a company's activity, sector or procedure becomes a guarantee in the eyes of stakeholders and those directly or indirectly involved in the company's value chain, with a view to reducing or mitigating negative impacts on particular sustainability-related issues, thus in the social, environmental and economic spheres.

The company publishes its environmental and social sustainability results in a dedicated report.

The company has been publishing results on its sustainability since 2022.



2022 First social and environmental sustainability report published

The company holds third-party certifications recognized at a national or international level regarding the quality of its products/services.

The company is compliant with the ISO 14001 standards on environmental management.



ISO 14001 Environmental Management

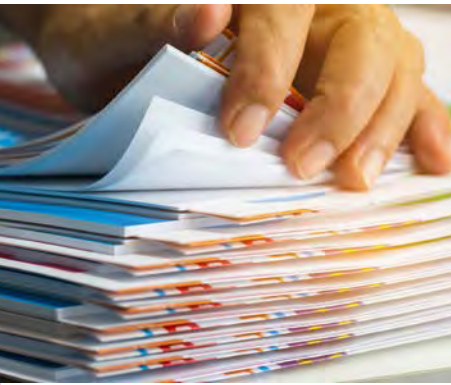
The company has internal controls, in particular a Risk Management Function.

The company has internal controls, in particular an Internal Audit Function.

The company has internal controls, in particular a compliance function.

There is a code of ethics that also deals with sustainability issues (including governance, social and environmental aspects).

The company announced this on its website. The link is <https://www.metalfar.com/documents/downloads/>.



The link where the company's Code of Ethics is published:
<https://www.metalfar.com/documents/downloads/>

Fiscal Governance and Anti-corruption

GRI 2-24 • GRI 205

In the company's operations, it comes into contact with a multiplicity of subjects: stakeholders, managers, employees, creditors and all other subjects whose interests are linked to the life of the company. It therefore becomes essential, when regulating these aspects, to define those practices that constitute corruption risk situations. By means of organisational models adopted by the company and internal/external procedures for mapping these risks, the company puts in place a series of strategies and initiatives to reduce or even completely eliminate cases of corruption. This normally takes place through an analysis of the entire corporate organisational structure and its internal control system, in order to verify its suitability for crime prevention purposes.

The company carries out its activities by implementing a system for the management and prevention of corruption.



Synesgy's recommend actions



Business and corporate governance

- Implement a system for energy management.
- Implement a Risk Management Function for the company's internal controls.
- Implement a system for environmental management.



Water, energy and waste

- Prefer electricity suppliers that produce mainly from renewable sources.
- Carry out energy efficiency measures (e.g., installation of solar panels or systems that allow the production or consumption of renewable sources; replacement of heating and/or air conditioning systems; replacement of classic light bulbs with low-consumption lighting sources such as LEDs).
- Consider acquiring facilities to produce energy from renewable sources.
- Calculate the carbon footprint of a central product/service in order to understand its environmental impact and identify appropriate improvement actions.

Environmental certification

- Adopt ISO 14001 certification on environmental management.
- Adopt ISO 50001 certification on energy management systems.
- Adopt environmental impact assessment tools, such as Life Cycle Assessment, Carbon Footprint, Water Footprint, Environmental Product Declaration, EcoLabel, EMAS registration.



Personnel Management, Certifications and Regulations

- Adopt OHSAS 18001 or UNI EN ISO 45001 certifications regarding worker health and safety management.
- Post on its website its corporate policy regarding Equality, Diversity and Inclusion issues.
- Adopt ISO 26000 certification on corporate social responsibility.



Regulatory certifications

- Adopt ISO 9001 certification on the quality management system.
- Have a code of ethics that includes references to sustainability issues.
- Adopt ISO 37001 certification on anti-bribery management (prevention of corruption).



Relationship with Stakeholders and the Territory

- Communicate its commitment to socio-environmental issues through the institutional website.

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