



*Guala* dispensing

Sustainability  
Report  
2024

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Report  
2024

<b>1</b>	<b>Letter from the President</b>	<b>6</b>	<b>5</b>	<b>People and social impact</b>	<b>45</b>
				Introduction	46
<b>2</b>	<b>2024 in numbers</b>	<b>9</b>		Our workforce	47
				Health and safety	50
<b>3</b>	<b>The Gualadisensing Group: governance and policy for sustainability</b>	<b>11</b>		Skill development	53
	An international presence	13		Social impact	55
	Sustainability governance	14			
	Corporate Company Policy	17	<b>6</b>	<b>Plants and environmental impact</b>	<b>59</b>
	Materiality analysis	19		Introduction	60
				Energy	61
<b>4</b>	<b>Products and innovations</b>	<b>27</b>		CO <sub>2</sub> emissions	64
	Regulatory evolutions	28		Waste management	66
	Product portfolio analysis	30	<b>7</b>	<b>Sustainability assessments and associations</b>	<b>69</b>
				Recyclclass, European Bioplastic, Unionplast	70
				Ecovadis, CDP, SMETA	71
			<b>8</b>	<b>Appendix</b>	<b>73</b>
				Methodology and scope	74
				Social data	76
				Environmental data	82

# Letter from the President

2024 has once again been a year of strong growth for our Group. We have achieved these results despite an increasingly complex geopolitical landscape and growing uncertainty in the markets – factors that continue to pose risks for medium- to long-term investments and projects. This makes us even more grateful for the trust our customers place in us, choosing us once again as their partner in delivering increasingly sustainable packaging solutions.

Every new project we develop embraces key sustainability principles – recyclability, compostability, lightweighting, and the use of innovative materials – tailored to the specific needs of the products offered by our divisions: Home & Care, Food, and Pharma. At Guala Dispensing, we have long been committed to these priorities, working proactively with customers and suppliers to anticipate future regulatory and market requirements.

Some key figures from this Sustainability Report illustrate that commitment:

- 100 patent families
- 9% of employees involved in R&D activities
- 5% of revenue invested in R&D
- 90% of sales generated from sustainable products

But the Report tells a broader story: the value of our people, the performance of our production sites, and the strong ties we maintain with the communities around us. I encourage everyone to read it carefully.

Sustainability, innovation, and collaboration remain the core values that guide every decision we make. Every day, we take on new challenges with the ambition to continually improve the quality of our products, ensure a safe and inspiring workplace, and contribute responsibly to the well-being of our communities and the environment in which we operate.

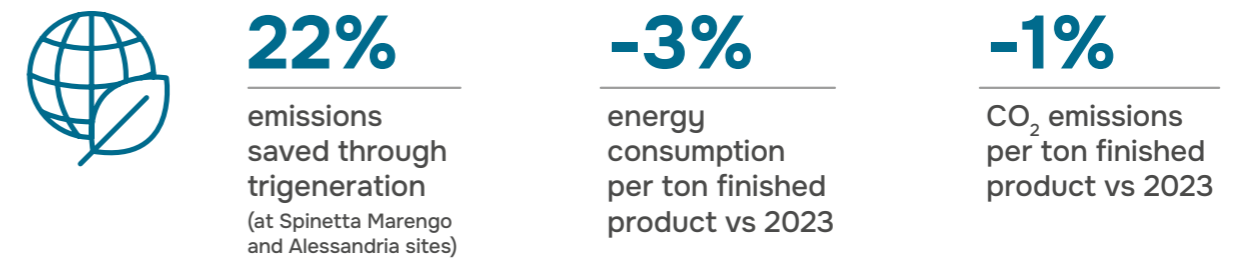
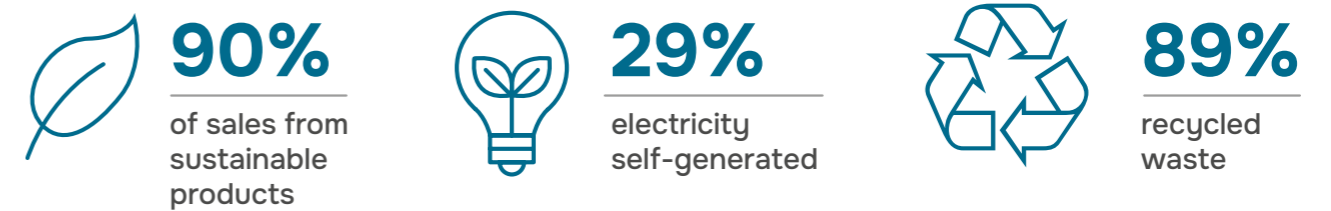


We look to the future with optimism and determination, supported by a robust investment plan and a portfolio of new projects that will bring fresh energy and drive the launch of new products to support our continued growth. In this context, the significant organizational changes we have recently begun represent another strategic step to strengthen our structure and equip us to seize the opportunities ahead. In May 2025, we appointed a new CEO. His vision and expertise will play a vital role in steering Guala Dispensing through future challenges – further reinforcing the values that define us and strengthening our leadership position in the market.

I wish you an insightful and engaging read.

**Stefano Guala**  
*President*

# 2024 in numbers

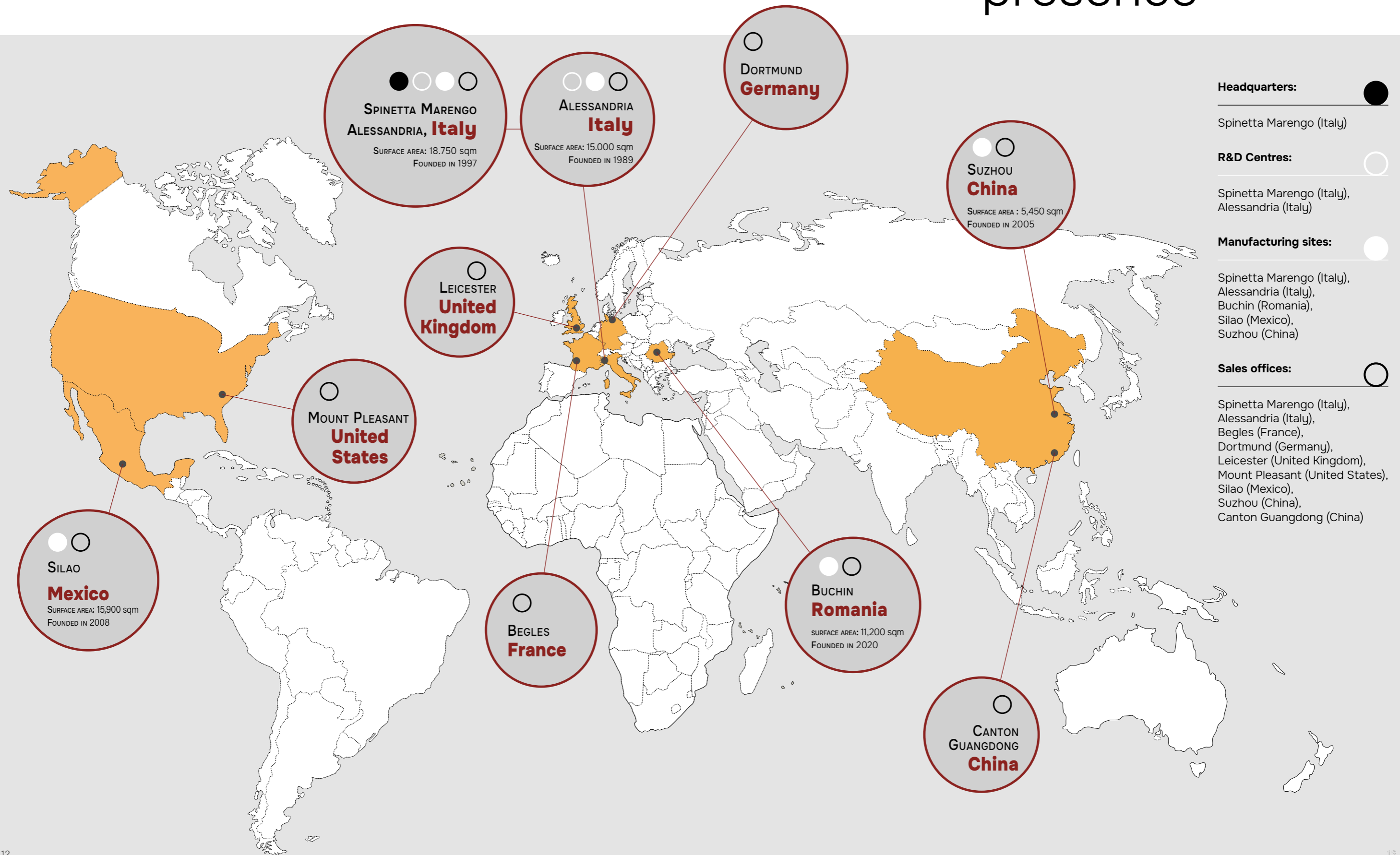


***Guala** dispensing*  
*Guala Group company*

The Gualadisensing  
Group  
governance and policy  
for sustainability



# An international presence



- Headquarters:** ● Spinetta Marengo (Italy)
- R&D Centres:** ○ Spinetta Marengo (Italy), Alessandria (Italy)
- Manufacturing sites:** ● Spinetta Marengo (Italy), Alessandria (Italy), Buchin (Romania), Silao (Mexico), Suzhou (China)
- Sales offices:** ○ Spinetta Marengo (Italy), Alessandria (Italy), Begles (France), Dortmund (Germany), Leicester (United Kingdom), Mount Pleasant (United States), Silao (Mexico), Suzhou (China), Canton Guangdong (China)

# Sustainability governance

## Vision

To be a market leader, guaranteeing excellent quality and hinging our innovation on sustainability.

## Mission

To be our clients' beacon for anything that has to do with plastic packaging, and offer our people a healthy company, a pleasant environment and a place where they can do their part for the planet, within a vision of sustainability.

## A clear and shared direction

Like previous years, 2024 was marked by tensions and difficult moments. Geopolitical crisis situations at the international level persisted and even multiplied, leading to humanitarian crises and serious impacts on the stability of entire areas.

Furthermore, as regards the specific situation of the packaging sector, 2024 saw the work on national and supranational regulatory proposals continue. While discussions for an international treaty promoted by the United Nations continued, the EU's institutions approved a new Packaging and Packaging Waste Regulation, which clearly regulates the sector in all member countries. A summary of the regulation is provided in the "Regulatory evolutions" section in chapter 4.

In an international context still so full of uncertainty, today it is more important and necessary than ever to follow a clear direction and pursue ambitious but realistic objectives. For this reason, also in 2024 the Gualadispensing Group faced and advanced the challenge of sustainability with determination, in the firm belief that this is the way to healthy and lasting growth from an environmental, social, and economic standpoint.

This Report, now in its fifth edition, once again offers a complete picture of our products, processes and working environment, presenting the results that emerge from the monitoring of various KPIs collected by our plants around the world, and above all the results of the innovations implemented to develop and offer increasingly circular products to the market. To do this, the Report itself continues on its path of maturation towards the most stringent standards on the subject, highlighting the outcome of our assessments on the impacts, risks and opportunities relating to sustainability issues. For further information, please see the dedicated section: "Materiality analysis" in chapter 3.

Company Management supervised the work of the sustainability team – with particular focus on the definition of impacts, risks, and opportunities, the carbon footprint, and the circularity of the product portfolio – through various activities: LCA (Life Cycle Assessment) studies and new ecodesign proposals, monitoring of environmental KPIs in our manufacturing plants, and evaluation of ethics, labour practices, and human rights according to dedicated international methods.

To be our clients' beacon for anything that has to do with plastic packaging, and offer our people a healthy company, a pleasant environment and a place where they can do their part for the planet, within a vision of sustainability.

Directly taking part in technical groups such as RecyClass and conducting studies in collaboration with external partners has allowed us to investigate issues related to products' end of life and recyclability.

Thanks to the constant search for innovative design solutions, the evaluation of alternative materials, and the efforts to lighten products – crucial activities, which have always been part of our daily work – we have achieved ambitious objectives in the use of recycled materials, extended the evaluations in progress to new opportunities based on feedstock derived from renewable sources, reduced the use of resources, and pursued the achievement of better recyclability results. All these topics are described in further detail in the "Product portfolio analysis" section in chapter 4.

Addressing issues related to sustainability with a dedicated management structure, under the guidance of the Corporate R&D and Quality Director, has allowed us to support the needs of our clients in a more timely manner regarding product circularity, climate change, carbon footprint, and environmental impact, collaborating and fully sharing objectives and work plans.

The sustainability team continued its work in synergy with all company departments, with great enthusiasm and excellent results. We are aware, however, that the journey has just begun: the mission of the Gualadispensing Group and therefore of its Company Management is to accelerate the sustainable evolution of the company by setting ever more ambitious goals, bolstered by the excellence of our products and the efficiency of our processes, but above all by the dedication and experience of our people – true engine of innovation and business growth.



To be a market leader,  
guaranteeing excellent quality  
and hinging our innovation  
on sustainability.

# Corporate Company Policy

The Gualadispensing Group aims to provide a level of service that consistently meets or exceeds the expectations of all its interlocutors, both internal and external, always renewing its commitment to quality, the environment, the health and safety of workers, as well as the safety of the products offered for sale.

We are aware that this goal can only be achieved with true customer-oriented service, not with a mere supplier approach but with a partnership attitude, and that each of us plays an indispensable role in improving performances.

With these premises and inspired by a clear set of principles, Company Management has defined a policy that allows the Group not only to meet the applicable legal requirements but to commit to continuous improvement.

## **CUSTOMER SATISFACTION AND CONTINUOUS IMPROVEMENT**

We put customers' satisfaction and needs at the centre of our work, maintaining a high level of quality in our products and offering assistance services also in the development of products and processes. Our integrated management system is aimed at continuous improvement of each production site's product safety and quality culture.

## **ENVIRONMENTAL SUSTAINABILITY AND CIRCULAR ECONOMY**

Climate change makes it necessary to take concrete action to ensure the continuity of the organisation over time. We therefore adopt the principles of the circular economy at all levels, and implement them with the best technologies available. We prevent and/or reduce the environmental impacts of our activity, also paying attention to the eco-friendly behaviour of the end user.

## **RESPONSIBLE USE OF NATURAL RESOURCES**

The natural raw materials we use are always produced and used in compliance with the applicable standards for the protection of human rights, the health and safety of workers, and the protection of the environment. We support sustainable development along the entire supply chain. For instance, we use natural raw materials (and their derivatives) that come exclusively from sources that do not contribute to the deforestation or the degradation of primary or high conservation value forests.

## **SAFETY OF THE PRODUCTS PLACED ON THE MARKET**

Our products are safe, comply with all mandatory regulations, and meet the specified quality requirements, reflecting the responsibility we feel towards customers. We guarantee the products we place on the market are safer than ever by monitoring the entire supply chain.

## RISK ASSESSMENT

We evaluate our context – with any risks and opportunities it entails for the achievement of our objectives – to monitor stakeholder expectations and technical and technological evolutions. With a view to prevention and system functionality, we apply the principle of risk assessment to respond adequately to emergency situations.

## TECHNICAL AND SCIENTIFIC PROGRESS

We support research and development in the field of materials and technologies also with the aim of guaranteeing the improvement of products' environmental performance. Our goal is to understand and anticipate the needs of clients and end consumers, adopting the latest technologies available for process automation and innovative artificial intelligence systems.

## ETHICAL SUSTAINABILITY, HEALTH AND SAFETY OF WORKERS

We are aligned with the ethical principles of the Universal Declaration of Human Rights of the United Nations and with the Conventions adopted by the ILO (International Labour Organisation) on the protection of working mothers, on the prohibition of child labour and on the protection from discrimination arising from differences in gender, age, origin or specific type of contract.

We operate in order to reduce all risks to the health and safety of workers, accidents at work and occupational diseases, also through the engagement, consultation and continuous training of all personnel.

## ENGAGEMENT

The application of all these principles is also guaranteed in relationships with suppliers, organisations, institutions and communities. We value individual skills and professionalism and support internal efficiency, through a system of interpersonal relationships based on mutual and professional respect.

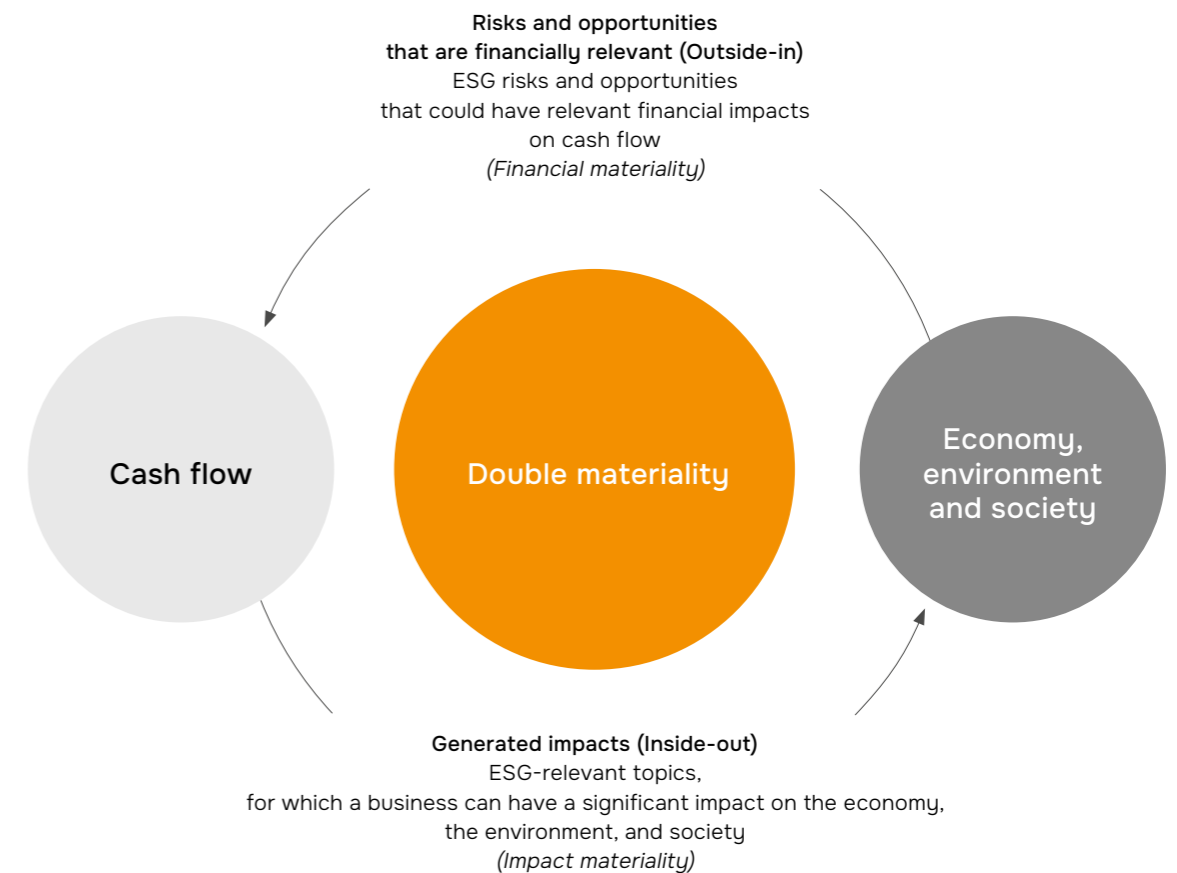
The Group's plants, in the various divisions, apply the ISO 9001 standard from a Corporate perspective and are aligned with the principles of the ISO 14001 and ISO 45001 standards, with the global BRCGS Packaging standard and, where applicable, with the ISO 13485 standard.

We value individual skills and professionalism and support internal efficiency.

# Materiality analysis

## Introduction

Materiality analysis is the process that guides organisations in identifying, evaluating, and categorising issues that have an impact on their business and on the context in which they operate. In addition to being a tool closely linked to sustainability information, guiding its content, it provides strategic support for understanding the distinctive characteristics of a business and the related sustainability context, and for monitoring the evolution of risks and opportunities. Finally, a materiality analysis is presented to sum up and highlight which aspects are relevant and material for the strategic development of the organisation. At the same time, as part of the study of the context, the analysis allows for better understanding of stakeholders' expectations and interests, collecting and analysing information about their positions and perspectives about certain issues.



## Phases of the project

During 2023 we conducted, for the first time, a double materiality analysis, with the aim of determining our relevant impacts, risks, and opportunities and the corresponding material topics in the environmental, social, and governance fields. The materiality analysis was carried out according to the guidelines provided by the GRI standards and in line with the approach proposed by the new ESRS. For this reason the analysis, as described in the following sections, focused both on the impacts generated by the activities on people and on the environment (materiality impact, Inside out) and on the way in which sustainability topics impact the business in terms of continuity and economic-financial results (financial materiality, Outside in).

The double materiality analysis was divided into several phases aimed at obtaining, at the end of the process, a list of the impacts, risks, and opportunities and of the relevant topics associated with them.



### 1. PRELIMINARY ANALYSIS

To understand the regulatory and sustainability context of the Group and of its value chain, as well as to grasp both global and specific ESG trends for packaging, we conducted a preliminary context analysis, with the support of leading data providers present on the market, and a benchmark analysis of companies operating, directly or indirectly, in the relevant sector. Based on the input results obtained from these analyses, we identified multiple potentially relevant sustainability topics; by studying the latter in depth, we were able to develop a list of impacts, risks, and opportunities to be subsequently subjected to detailed assessment.

### 2. ASSESSMENT ACTIVITY

The evaluations for impact and financial relevance were carried out by the internal functions responsible for the selected topics, and subsequently assessed in detail by Company Management during dedicated sessions and workshops.

The project involved the following functions: Quality Assurance; Research and Development; Human Resources; Health, Safety and Environment; Administration.

### 3. RESULTS OF THE MATERIALITY ANALYSIS

The results obtained during the activities that engaged the management were reviewed by the working group in order to develop a list of material topics for the Gualadispening Group, as presented in the tables hereinafter.

The list of topics, impacts, risks, and opportunities was finally submitted for final approval by Company Management.

### 4. ALIGNING REPORTING

Once the analysis was concluded, a project finally began to verify the existing alignment between the identified topics and the reporting methods applied for the Sustainability Report resulting in the identification of new information and reference KPIs to monitor.

### 5. FINALIZATION AND DISCLOSURE

During 2024, the analysis was refined and the assessment is now presented with a greater differentiation of evaluations to provide a more comprehensive picture. At the same time, some items have been simplified to facilitate the presentation.

#### IMPACT MATERIALITY (INSIDE OUT)

A sustainability topic is material from the impact perspective when it has actual or potential, positive or negative impacts in the short, medium, or long term on people or on the environment.

As regards its assessment, impact materiality is calculated according to a specific formula:

$$\text{Impact materiality} = \text{likelihood} \times \text{severity}$$

The severity of an impact is based, in turn, on three variables: scale, scope, and irremediable nature.

Specifically, the following are included in the definition of impact:

- Impacts caused by the business, or to which the business contributed;
- Impacts directly connected to the business's activities, its products/services, or its commercial relations (including the value chain, upstream and downstream).

#### FINANCIAL MATERIALITY (OUTSIDE IN)

A sustainability topic is material from the financial perspective when it has actual or potential, significant impacts on the business, its results, and its situation.

Also in this case, a specific formula is used:

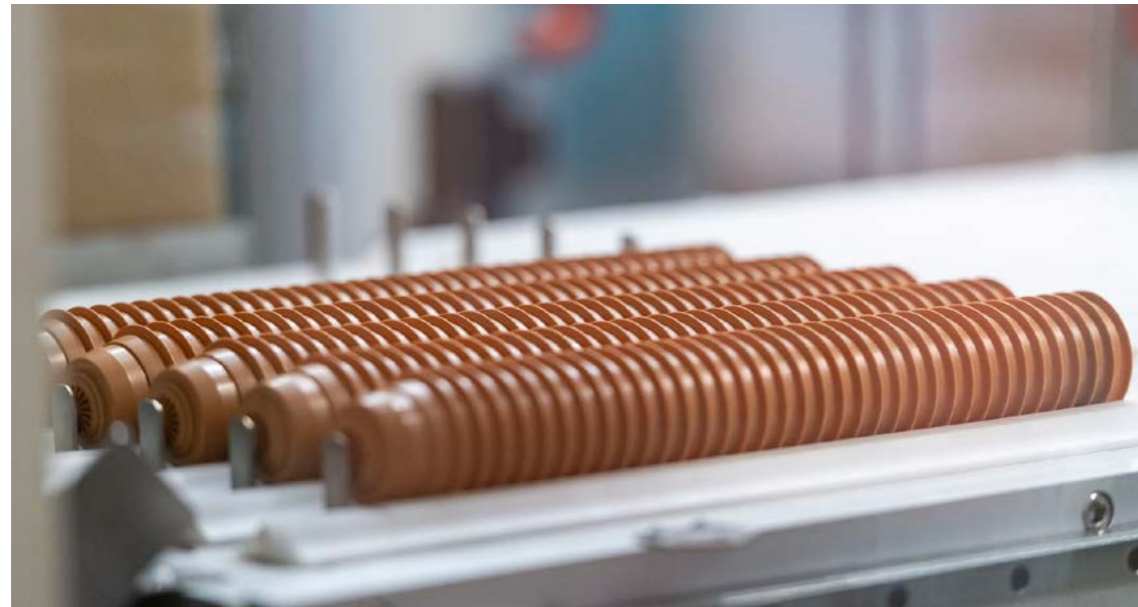
$$\text{Financial materiality} = \text{likelihood} \times \text{scale of the potential financial effects}$$

Financial materiality is not limited to topics that are under the business's control, but instead extends to the material risks and opportunities that can be attributed to direct or indirect business relations with other players that are part of the value chain.

## Results of the materiality analysis

Below we present the complete list of material impacts, risks, and opportunities for the Gualadispensing Group, sorted on a scale that considers four different priority levels: High, Medium-high, Medium and Medium-low relevance.

For each key material topic, the ESG impacts according to impact materiality are displayed on the left, and financial risks and opportunities are displayed on the right.



The double materiality analysis was divided into several phases aimed at obtaining, at the end of the process, a list of the impacts, risks, and opportunities and of the relevant topics associated with them.

R Risk O Opportunity A Actual P Potential + Positive - Negative ○○○ High threshold ○○ Medium threshold

IMPACT MATERIALITY			Material Topics	FINANCIAL MATERIALITY			
Impact materiality	Impacts Description	Sub- topics		Sotto-categoria	Description of Risks and Opportunities	Financial materiality	
<b>ENVIRONMENT</b>							
A- ○○	Energy consumption mainly from non-renewable sources, with consequent negative impacts on the environment	Energy	E1 - Climate change	Energy	Energy transition risk linked to the fluctuation of energy supply costs, also due to the development of international, geopolitical and macroeconomic situations and with direct effects on operations	R ○○○	
A- ○○○	Contribution to climate change through direct and indirect GHG emissions related to the company's operations and the organization's upstream and downstream activities	Climate change mitigation		Climate change mitigation	Demand for products with a lower carbon footprint, demonstrated by impact assessments and life cycle carbon footprint (LCA)	O ○○○	
P- ○○	Contribution to air pollution through other pollutant emissions (SO2, NOX, NMVOC, PM 2.5, NH3)	Pollution of air	E2 - Pollution				
A- ○○	Environmental impact linked to the use of non-renewable raw materials	Resources inflows, including resource use	E5 - Circular economy	Resources inflows, including resource use	Vulnerability and rising costs of non-renewable and depleting, recycled and sustainable raw materials, due to poor availability and events in the geopolitical and macroeconomic scenario	R ○○○	
A+ ○○○	Positive impacts on the environment and communities due to research and development of innovative products that are attentive to market needs, in line with the principles of the circular economy and sustainable design					Transition risk linked to new regulations on the circularity of packaging with direct impact on product development and its attractiveness on the market, with competitors presenting alternative products with more sustainable characteristics	R ○○○
A- ○○○	Environmental impact due to the failure to recycle or reuse products introduced on the market	Resource outflows related to products and services		Resource outflows related to products and services	Competitive advantage given by new solutions and technologies aimed at more sustainable, circular products that comply with new market demands (recyclable, compostable, recycled or bio-based content, ...)	O ○○	
P- ○○	Contribution to pollution due to the release of substances or the product into the environment (soil, air, water)				Shift in public opinion and consumer preferences towards alternative products to plastic	R ○○	

IMPACT MATERIALITY			← Material Topics →	FINANCIAL MATERIALITY		
Impact materiality	Impacts Description	Sub- topics		Sotto-categoria	Description of Risks and Opportunities	Financial materiality
<b>SOCIAL</b>						
<b>A+</b> ○○	Employee satisfaction and well-being thanks to the presence of corporate welfare policies, a proper work-life balance and well-being initiatives		S1 - Own workforce		Exposure to criticism and protests from unions or workers' organizations, regarding working conditions and company practices, causing possible tensions with staff	<b>R</b> ○○
<b>A+</b> ○○	Positive impacts, direct and indirect, on the local community due to the creation of specialized job positions and the development of professional opportunities, especially for young talents	Working conditions		Working conditions	Opportunity to improve company culture and attract talents by enhancing employee well-being through welfare programs, promoting a positive and collaborative work environment and improving overall engagement levels and productivity	○○ ○
<b>P-</b> ○○○	Accidents, occupational diseases or other incidents in the workplace, with negative consequences for the health of direct or external workers					
<b>A+</b> ○○○	Improving workers' skills through training and professional development activities, linked to growth objectives and personalized evaluation	Equal treatment and opportunities for all				
<b>P-</b> ○○	Unsustainable practices and violation of human rights along the supply chain with consequent environmental, social and reputational impacts	Working conditions & Other work-related rights		S2 - Workers in the value chain		
<b>A+</b> ○○	Economic impacts shared with the local communities in which the company operates, contributions and donations for social and cultural events and initiatives	Communities' economic, social and cultural rights		S3 - Affected communities		

IMPACT MATERIALITY			← Material Topics →	FINANCIAL MATERIALITY		
Impact materiality	Impacts Description	Sub- topics		Sotto-categoria	Description of Risks and Opportunities	Financial materiality
<b>SOCIAL</b>						
<b>P-</b> ○○	Customer security and privacy breaches and loss of customer data	Information-related impacts for consumers and/or end- users	S4 - Consumers and end-users	Information-related impacts for consumers and/or end- users	Cybersecurity and data protection vulnerabilities, with potential implications for customer privacy and stakeholder trust, and possible sanctions	<b>R</b> ○○
				Personal safety of consumers and/or end- users	Increased sales and market share through improved quality perceived by customers and consumers thanks to the ability to provide high-performance products that meet the needs and requirements of the market	○○○ ○
					Recognition by customers of high safety standards in production processes and product development, compliance with regulations and/or voluntary codes regarding product impacts on consumer health and safety	○○○ ○
<b>GOVERNANCE</b>						
			G1 - Business conduct	Political engagement & lobbying activity	Increased brand reputation, market share and ability to develop circular solutions for flexible packaging through proactive participation in industry bodies and associations, contributing to the development of industry standards and regulations	○○○ ○

4

Products and  
innovations

# Regulatory evolutions

In a market context where the use of packaging is growing in various sectors and applications, packaging is perceived to be increasingly connected to the content it carries, protects and allows to be used. At the same time, consumers' demand is increasing for solutions that are more sustainable and therefore more circular throughout products' entire life span. Proper management of products' and packaging's end of life has become one of the main drivers in design choices, at the heart of the technical challenges that processing companies have to face. This trend is evident not only in the requests from customers and consumers, but perhaps even more in the legislative evolutions underway in various geographical areas.

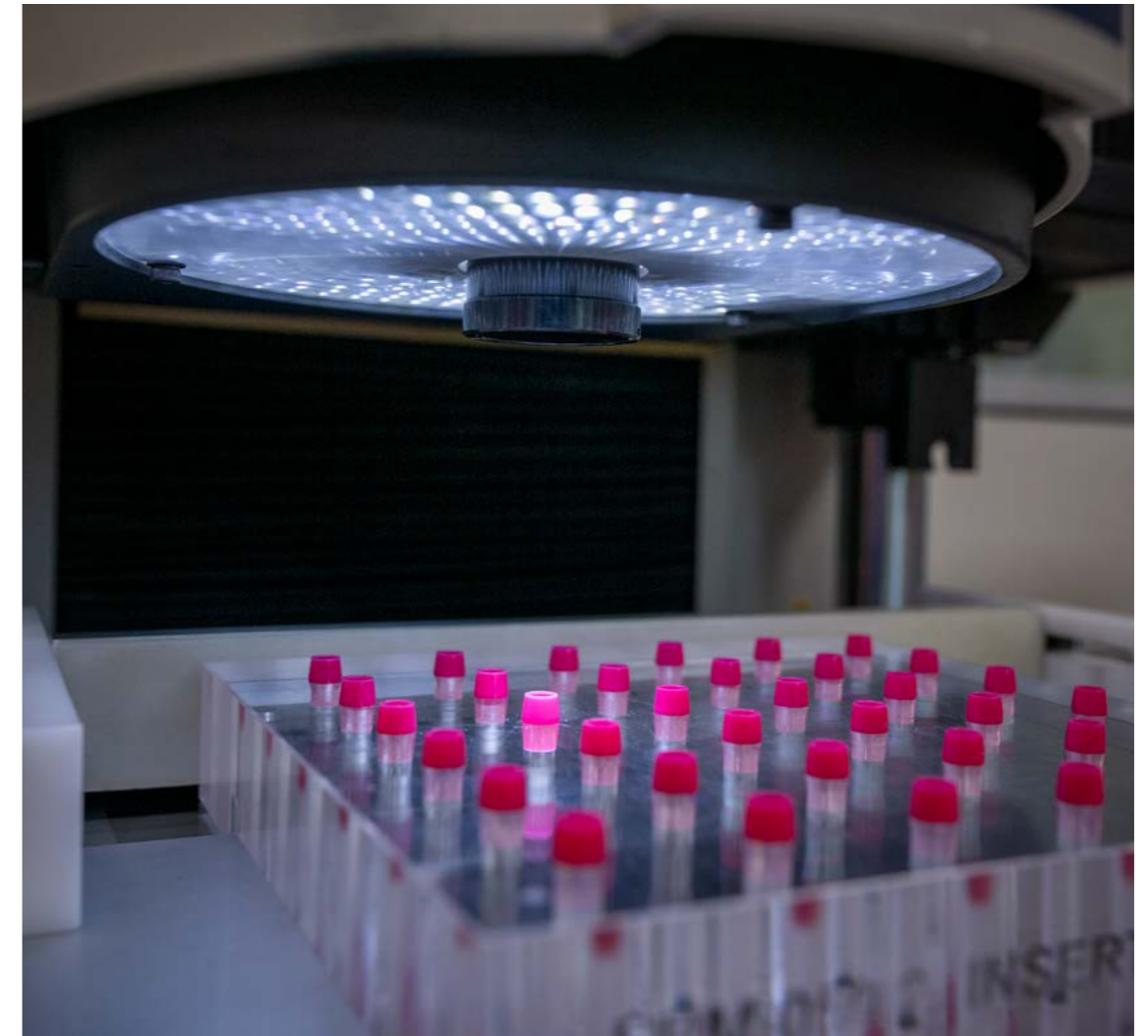
In fact, during 2024, development activities and, in some cases, finalization of new regulations in many geographical areas have advanced.

Probably the most significant development is the finalization of the new European Regulation on Packaging and Packaging Waste 2025/40 (so-called PPWR), approved at the end of the year and published in the Official Journal at the beginning of 2025. The Regulation, which will be applicable from August 2026, aims to profoundly change the production, logistics and large-scale distribution sectors, the waste management chain as well as citizens' habits to achieve ambitious EU objectives. The Regulation in fact introduces important minimum requirements in terms of recyclability of packaging, minimum recycled plastic content, lightweighting and provides for a harmonization of the environmental labeling systems for packaging to harmonize the disposal methods by end consumers. Despite the approval of the Regulation, there remain areas of interpretation and uncertainties given the need, in the coming years, to support the specific measures with secondary regulatory instruments that will determine methodologies and details.

Other important developments have concerned the advancement, in some US states, of local provisions such as the introduction of producer responsibility schemes (or Extended Producer Responsibility, EPR) to promote private involvement in collection systems.

Instead, the activities launched during 2022 by the United Nations to lead to the drafting and approval of an international treaty to combat plastic pollution, as already done in the past regarding the fight against climate change, have not led to a conclusion of the negotiations by 2024 as previously planned. It is expected that these activities may continue in 2025 to seek a definitive compromise between all the countries involved.

In such a fast-changing legal context, it is essential to monitor these drivers for change to identify risks and opportunities for business and turn them into ideas for concrete action, to improve the environmental performance of our products. Therefore, the following sections provide an overview of the main areas of development that Gualadisensing has already explored, achieving important results. In the years to come, every effort in this direction will become even more essential to meet increasingly stringent sustainability requirements.



Monitoring the drivers for change and seizing opportunities for concrete improvement actions in terms of environmental performance of products.

# Product portfolio analysis

## A synergistic corporate structure for sustainability

The Gualadisensing Group is a global player in the production of thermoplastic items, intended for the home and personal care, food, pharmaceutical, medical and cosmetic sectors. Our main activities are the research, development and design of new products and the transformation of plastics using injection moulding technology for the assembly of semi-finished products, which our clients use to package or complete the consumer goods they offer to millions of end consumers.

The fields of application – under the supervision of our headquarters in Spinetta Marengo, in the province of Alessandria, Italy – are divided into different areas: the production of sprayers and pump dispensers, which are the focus of the Home & Care Division; the production of beverage capsules led by the Food Division; and finally primary and secondary pharmaceutical packaging and single-dose strips, which are the core business of the Pharma Division.



The management and strategic direction of the R&D and Sustainability areas are a responsibility of the Corporate R&D and Quality Director, who oversees the activities carried out by specific technical teams, the evaluation of products' environmental sustainability performance and any action for improvement. Operating at a corporate level allows the Sustainability area to leverage the synergies existing between the three divisions, aligning objectives and work plans.

The sustainability team is entrusted, among other things, with monitoring regulatory developments (see the “Regulatory evolutions” section) and guidelines in terms of recyclability and circularity of plastic packaging, identifying opportunities and possible risks associated with the changing international scenario and market trends; the team also evaluates products' circularity through internal analyses, Life Cycle Assessment (LCA) studies (see the “Life Cycle Assessment” section), external tests and third-party certifications.

The working groups dedicated to product design are coordinated by the R&D managers of the Home & Care, Food, and Pharma Divisions, who report directly to the Corporate R&D and Quality Director. This management structure allows for the two divisions to follow a shared approach, while maintaining a focus on specific industry applications.

With over 500 designs and about 100 patent families, as well as corporate and product trademarks, Guala Dispensing has always invested in intellectual property as a key for success over 30 years of packaging history.



### KPI

## Strategic objectives and clear principles

The Gualadisensing Group aims to be a leader in its market by guaranteeing product excellence and placing sustainability at the centre of its innovation processes. The goal is to offer clients a beacon for any need related to plastic packaging, while building a healthy business and a pleasant environment for personnel, where everyone can do their part for the planet with a view to sustainability.

In particular, we focus on the following areas:

- Natural resources and environmental impact**  
 The raw materials we use are produced in compliance with applicable standards for the protection of the environment. We measure, prevent and reduce the environmental impacts of our manufacturing activities.
- Product circularity**  
 We adopt the principles of the circular economy by looking at all stages in goods' life cycle, from when we choose raw materials to the end of products' life, including consumer behaviour when using the product.

The application of these principles is ensured internally at all levels and is integrated into every business decision. We express the same commitment also externally, in relations with suppliers, organisations, institutions, communities and clients.

## A targeted and effective contribution to lowering environmental impact

Today, manufacturing companies play a decisive role in introducing potential solutions and in leading concrete improvement, through a critical vision of their activities and products. For this reason, it is essential to correctly identify the areas of action on which to focus to provide a targeted and effective contribution, aimed at significantly reducing all environmental impacts in the long term.

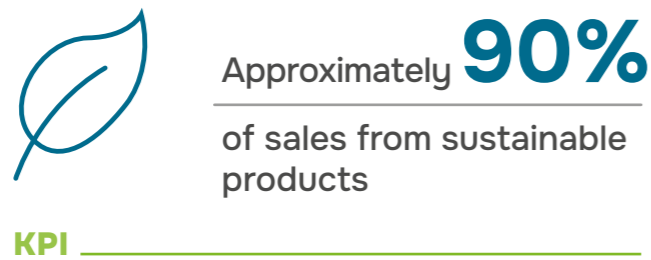
The Gualadisensing Group promotes product circularity and adopts improvement plans based on in-depth analyses of its portfolio.

The strategy is based on the following crucial themes:

- Weight reduction
- Recyclability
- Use of recycled material content
- Product reuse
- Compostability

Analyzing the sales of the Home & Care and Food divisions according to criteria of recyclability (based on EN 13430 standard), lightness compared to previous versions of the same product and compostability, we can determine that approximately 90% of sales in 2024 respected one of these sustainability criteria. The analysis does not consider the sales of the Pharma division since these products follow logics that are not necessarily compatible with the sustainability criterias mentioned above, having to respond primarily to health and/or authorization needs.

The following sections elaborate on each point by focusing on objectives, actions and key performance indicators (KPIs).



## Weight reduction

The LCA analyses we have carried out in recent years have highlighted how products' carbon footprint is influenced by the materials chosen to manufacture them and the efficiency of the production processes implemented: therefore, both the type and quantity of plastic used play an important role in terms of environmental impact.

For this reason, we continuously analyse our portfolio looking for new opportunities to optimise weights, by redesigning products or components while keeping performance during use unchanged.

For example, following an investment by the Food Division in the research and development of ever lighter solutions, we have successfully reduced the weight of the Dolce Gusto® compatible capsules in the barrier version and Dolce Gusto® compatible capsules in polypropylene, saving up to 30% of the material compared to previous models.

On the other hand, over the years, the Home & Care Division has implemented a progressive reduction in the weight and number of components used for sprayers, achieving extremely compact solutions for systems such as the Atom Z. Another example is the integration of the spring and trigger in a single component for the TS6, which therefore boasts a further reduction in weight as well as a more functional assembly.



Over **60%**  
of the capsules sold  
adopted a lighter solution  
than the original product

KPI

## Recyclability

Packaging recyclability is one of the topics of greatest interest for the sector and among the main ones addressed in the new European Regulation on Packaging and Packaging Waste (PPWR). The objectives set for 2030 provide that any packaging included in the scope of applicability of the legislation must comply with a minimum threshold of recyclability before it can be made available on the reference market. Many parameters contribute to the establishment of such threshold, including and not limited to:

- the reference recycling stream, i.e. where the packaging will be disposed of. In the case of plastic products, that would be mainly the PET or HDPE streams, depending on the prevalent material;
- all the materials used in the product and their characteristics, including any inks or labels;
- the size of the product;
- ease of emptying.

The goal is not only to recover as much material as possible during the recycling phase, but also to achieve a high-quality recycled product downstream. This allows for a more efficient use of post-consumer material.

The Group continues to support initiatives aimed at enhancing the end of life of its products, minimising waste and working to support the recovery of valuable material. We are already going beyond the minimum requirements applicable according to current legislation, considering various recyclability guidelines recognised in Europe and looking at the North American context as well. The topic is not only very current but also rapidly evolving. Today, a series of different tools are available: guidelines, online tools, laboratory tests and certification bodies. We try to monitor these developments and determine internal development lines to guide our design and development efforts. The actions we are currently taking include the following:

- precise analysis of the product portfolio, in order to have a complete and exhaustive overview of the current situation, supported in many cases by external assessments performed by qualified and internationally recognised laboratories;
- identification of any areas of intervention;
- design of products made of polyolefins only, with the gradual exclusion of disqualifying materials that can compromise the material selection process, the recycling phase or the quality of the recycled material in the relevant stream;
- design of mono-material PP or PE products, depending on the design and application, to push recyclability to the highest levels by further improving the quality of the recycled material.



## Use of recycled material content

The choice of materials is crucial to improve the environmental impact of the product, as demonstrated in the LCA analyses we have conducted in recent years and presented in the “Life Cycle Assessment” section, but also to promote the reuse of post-consumer mechanical recycling materials with a view to circularity.

To date, the use of virgin materials in our packaging accounts for over 40% of the carbon footprint, thus representing a significant opportunity. For several years, the Gualadisensing Group has committed to incorporating recycled materials into its products, when allowed by regulations put in place to protect consumers’ health, initially focusing on the trigger range. Executing and achieving this goal requires:

- constant dialogue with current suppliers, to jointly identify new materials to test and to compare expected and actual performances;
- careful research and evaluation of new suppliers, to expand the set of raw materials available;
- the identification of the most suitable components to accommodate recycled materials, based on their functionality and both technical and regulatory requirements;
- the execution of precise tests to evaluate the mechanical and chemical properties of individual components, as well as the performance of the finished product;
- the implementation of new materials on moulding and assembly lines, checking for any criticalities in the industrial scale-up phase;
- correct communication: internally, between technical teams and the sales department, in order to highlight and understand strengths and limitations in the use of post-consumer resins (PCRs), but also externally, towards clients, to find together the best solutions considering environmental and business aspects at the same time.

The resources involved therefore include different areas and functions, including Purchasing, R&D, Quality, Production and Sales.

This is why we form multidisciplinary teams, for example to solve the technical challenges associated with the use of recycled polymers in production processes on machines calibrated for virgin plastics, which require reviewing some process parameters – such as cycle time for moulding – or checking indicators such as the melting index.

Thanks in part to this approach, Gualadisensing currently boasts an important technical result: we successfully tested up to 70% recycled content in sprayers (depending on the platform).

The trigger sprayer, in particular, is a very complex product when compared to other types of packaging: depending on the features and the platform considered, it can require between 8 and 17 components that must interact with each other following a precise mechanism. The keyword is functionality: everything must work in a certain way to guarantee the liquid is correctly dispensed, in a delicate balance determined by factors such as the design of individual pieces and the properties of the materials used.

Depending on the mix of plastics from which they are derived, materials from mechanical recycling feature much more variable chemical-physical properties and characteristics compared to virgin material. For this reason, managing and incorporating PCRs into a product is always a challenge – which becomes even harder when combined with the commitment to reducing weight that has driven the evolution of our sprayers for years.

But Gualadisensing's research does not stop in the face of these difficulties: we constantly evaluate new grades of plastic to push beyond the results we have achieved, aware of the impact that materials have in product life cycle assessments. During the year, the Italian plant of the Home & Care division obtained the RecyClass certification for the use and traceability of recycled plastic materials.



**75%**

of the products in our trigger range can incorporate at least 30% of recycled material by weight

KPI

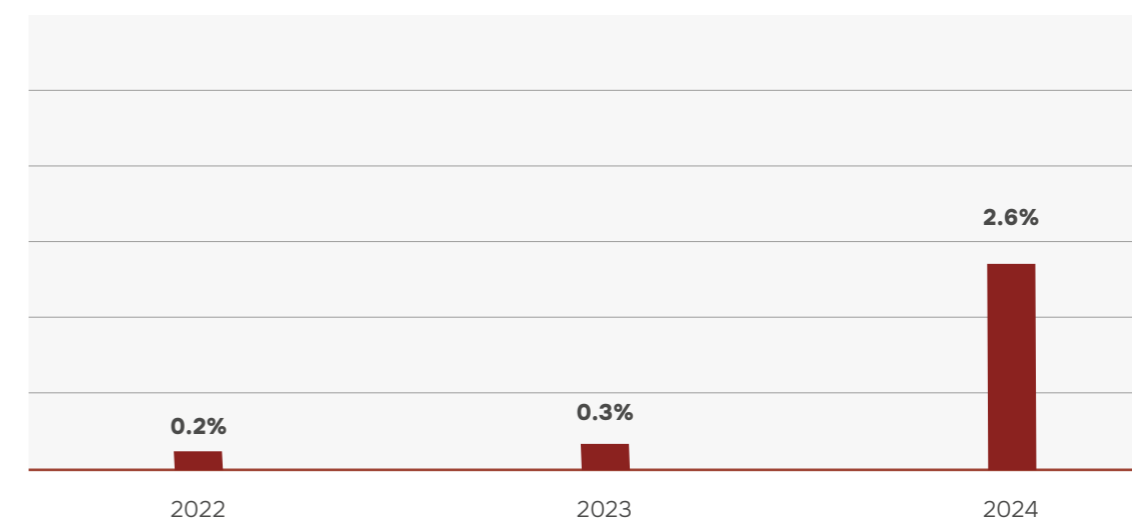
Within the context of the PPWR, the content of recycled material will be subject to pre-established objectives, with a minimum percentage of inclusion varying depending on the application. While the use of post-consumer mechanically recycled materials has been a topic of discussion for several years as regards standard plastic packaging, for packaging that can come into contact with sensitive products (food or personal care products) solutions compatible with more restrictive health and security standards must be considered.

Chemical recycling offers a potential alternative, with materials certified under globally recognised systems based on the concept of chain of custody, according to which all supply entities involved must be certified to ensure materials' traceability. An example of this is the International Sustainability and Carbon Certification (ISCC): an independent initiative and a certification system that supports a sustainable, fully traceable supply chain with no impact on forests and the climate, with the aim of promoting sustainable business through the use of recycled materials. In particular, the ISCC Plus scheme applies to chemicals, plastics, and packaging. The Pharma Division – for the Alessandria, Italy plant – obtained the ISCC Plus certification in 2023 for the management of chemically recycled materials; unlike mechanical recycling, this process guarantees the resulting material is salubrious even for sensitive applications.

The real benefit in the use of recycled materials is obtained when the product is successful on the market: for this reason, it is important to work on solutions that are effective from an environmental point of view but which also guarantee adequate performance, and which are still sustainable in terms of production costs and therefore final price for customers.

Finally, we cannot fail to mention further constraints upstream, due to the limited availability of PCR plastics on the market. Thanks to the technical progresses and the potential level of recycled plastic we were able to achieve with the evolutions of our product portfolio in 2024, we recorded a strong increase in the use of recycled materials after years when the trend had remained flat: the 2024 figure is equal to 2.6% of the total materials used, which is still modest but significantly more than the previous years.

USE OF RECYCLED PLASTIC CONTENTI



## Product reuse

Where applicable, reuse can prevent and reduce the negative impacts of packaging and packaging waste on the environment and on health. Packaging can be considered reusable only if it meets a series of requirements, including:

- Packaging must be designed for the maximum number of reuses, in normal usage conditions;
- Reuse must not compromise the quality and hygiene standards of the product and must not endanger the health or safety of those who carry out the operations related to reuse.

The Home & Care Division pays particular attention to the design and durability of its products, subjecting them to above-standard stress tests. In practice, this translates into various activities: it is important, for example, to design closures that adapt to the standard necks of our clients' bottles using a ring nut, and that are easy to open and close for the end consumer. We also conduct performance tests on our sprayers, for which a minimum 5,000 activations while maintaining dispensing quality are required: most of our trigger platforms go much further, reaching up to 17,000 activations with standard formulations. Today, such high durability is a great added value because it supports and encourages correct behaviours among consumers, who can drastically reduce the impact of their purchases on the environment by reusing packaging.

As regards reuse, the working groups involved mainly belong to the technical area (R&D and Quality) but liaise regularly with Sales, to support client requests and the potential pairing of sprayers with the use of concentrated refills.



**88%**

of the products in the trigger range can offer a solution suitable for reuse by consumers

KPI

## Compostability

The Food Division has set for itself ambitious targets for the production of capsules capable of accommodating compostable materials, in line with the approach of promoting ever-increasing circularity for products in all phases of the life cycle.

Indeed, the use of this type of material makes it possible to confer product and packaging together in the bin for biodegradable waste without requiring separation, which can be a nuisance in some food applications. Compostable solutions can simplify waste management for end consumers, so they can carry out the process properly and avoid polluting the plastic recycling stream with biodegradable residues, thus allowing for a better quality of the final recycled material. By directing compostable plastic packaging and the residue inside it to composting processes – whether industrial or at-home – materials can be recovered in the form of compost suitable for various uses. Industrial or at-home composting processes require different final performances, according to cycles requiring specific times, pressures, temperatures and humidity levels.

For this reason, the Food Division has activated a series of specific activities:

- expansion of the portfolio and improvement of compostable solutions for capsules, working on design in terms of geometry and thickness. These parameters are decisive for the quality of the product dispensed and performance during use, as well as for the disintegration of the capsule during the composting process;
- identification of new suppliers and evaluation of new materials, both for the capsule body and for complementary components;
- extension of certifications for industrial and at-home composting;
- investment in state-of-the-art equipment for production processes.



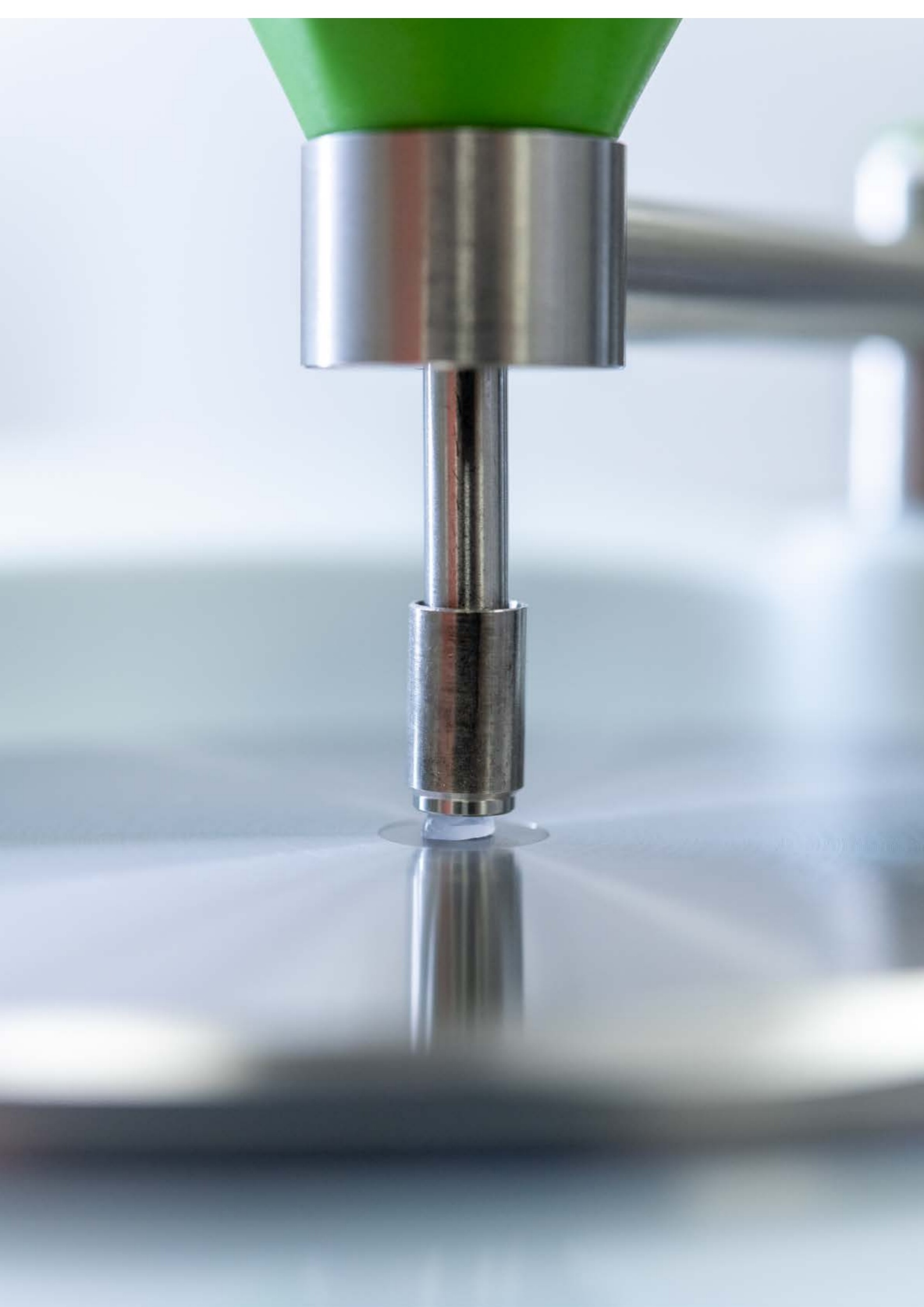
More than **80%**

of our capsule platforms can provide a compostable solution

KPI



In 2024, the Food division introduced Flora, our innovative range of compostable capsules for both coffee and solubles. Our pods are compatible with all NESPRESSO® machines and are TÜV certified to dissolve within 90 days in industrial compostable conditions and 180 days in home compostable environments. Flora capsules are available in different colors, surface effects and internal volumes to meet various customer demands.



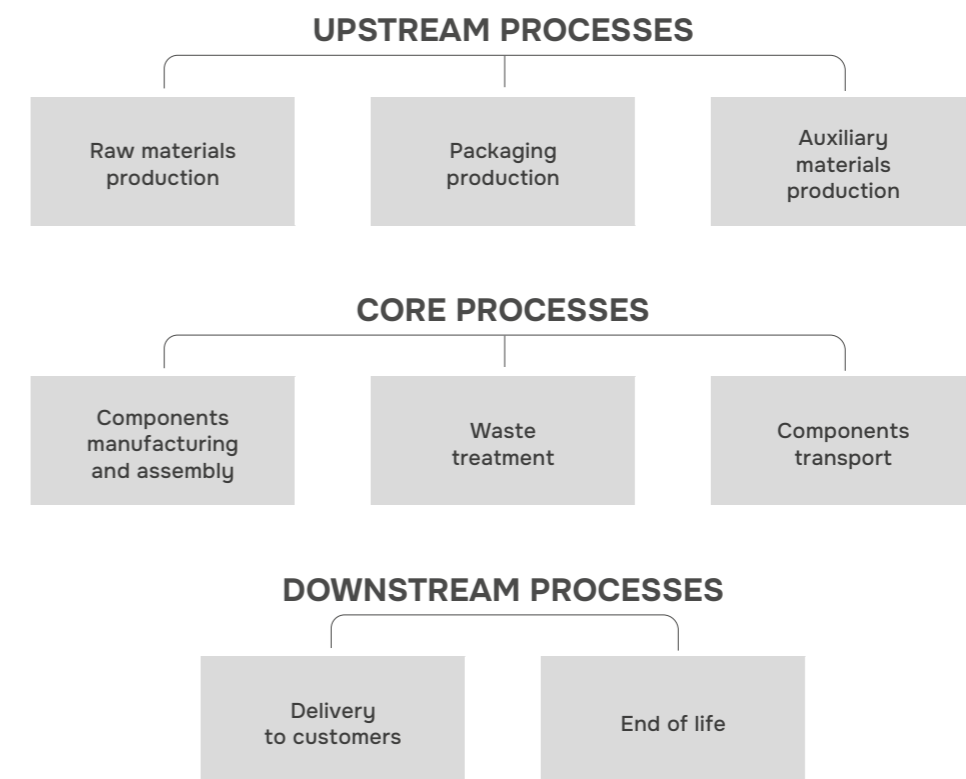
## LCA

### PRODUCT ENVIRONMENTAL IMPACT

Starting in 2021, the Gualadisensing Group adopted the LCA (Life Cycle Assessment) methodology to measure its products' environmental impact and to start improvement actions in a framework of ecodesign. Over the years, the assessments have been gradually extended to different platforms in the portfolio, to achieve an increasingly complete and thorough view.

The method used complies with ISO 14040/14044 standards, and the assessments are carried out with SimaPro software. The functional unit is represented by the single product unit (trigger sprayer or capsule).

In line with relevant legislation, the LCA study included the different phases of the product's life cycle "from cradle to gate" - i.e. from the extraction of raw materials to the moment the finished product exits the plant - and during distribution. In some studies, we included also product's end of life: from disposal at the end of its useful life to waste management, thus moving, in this case, to the "cradle to grave" approach. Results are then presented dividing the processes between *upstream*, *core* and *downstream*.



Upstream processes include the extraction of raw materials and their transport, as well as the production of finished products (polypropylene, polyethylene, etc.) and primary and secondary packaging.

Core processes, on the other hand, include manufacturing activities, the consumption of resources by the company, and the treatment and disposal of waste generated during production.

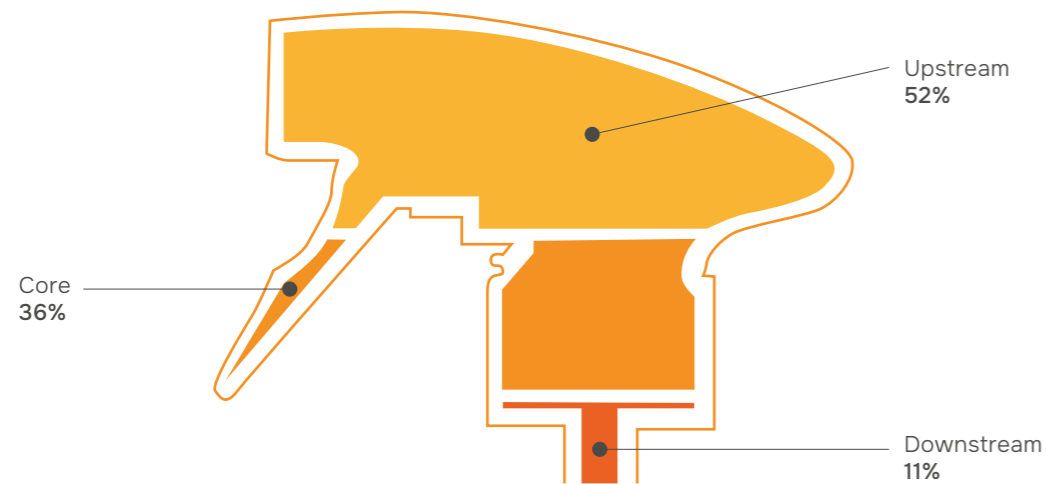
Finally, downstream processes coincide with the distribution of the packaged product and in some cases end-of-life scenarios including recycling, compostability or other forms of disposal.

## THE CARBON FOOTPRINT

Greenhouse gas emissions related to the studies on the triggers analyzed are generated mainly in the upstream phase due to the materials used: the supply of resins, therefore, plays a fundamental role. The impact of production activities (core) and end-of-life are significantly lower.

## TS5 CARBON FOOTPRINT

THE CARBON FOOTPRINT OF THE DIFFERENT PHASES CONSIDERED, IN THE REFERENCE SCENARIO

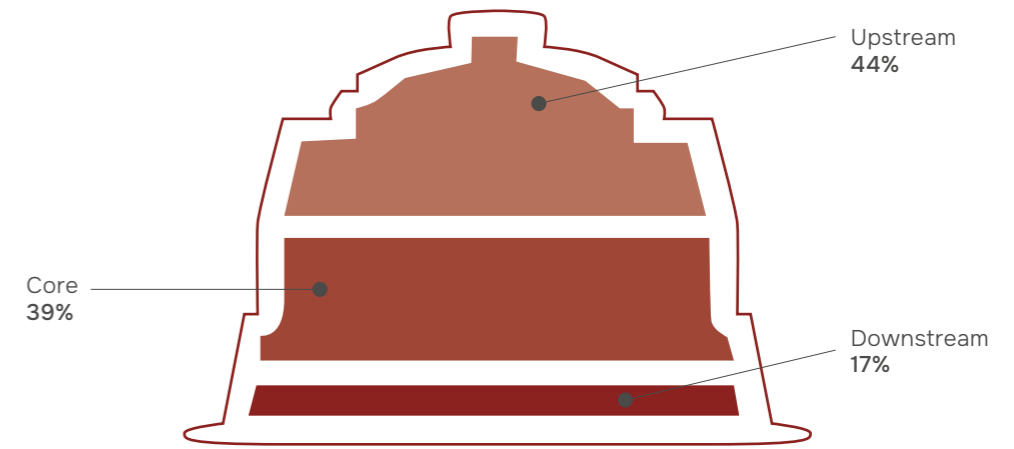


Given the preponderance of emissions from raw materials, from the studies carried out we can also deduce the reduction margins potentially achievable through the adoption of alternative materials such as recycled resins.

The introduction of mechanically recycled plastics allows for the reduction of the direct exploitation of fossil fuel sources.

The LCA studies carried out allow for the estimation of this benefit through different scenarios and hypotheses. Given the variables and the different conceivable materials, a recycled content between 30% and 50% of the total weight of the trigger allows for a reduction of approximately -12% in terms of CO<sub>2</sub> if compared with the reference product (virgin materials).

Similar considerations concern the products of the Food division, for which the studies show a slightly higher incidence of the production phase which reaches approximately 39% of the total, thus approaching the impact generated in the upstream phases.



## EMISSIONS INVENTORY – SCOPE 1, 2 AND 3

In addition to calculating the impacts of Product Carbon Footprint specific to some products, we complete analyses on the total emissions generated internally and externally by the company and along the value chain. We therefore measure the scope 1 and 2 emissions, linked to the energy consumption of our plants, as detailed in chapter 6 - Plants and environmental impact and chapter 8 - Appendix.

We also estimate the upstream and downstream emissions (so-called scope 3) linked to various categories of the GHG Protocol standard. Further details are provided in the tables in the Appendix - chapter 8. These analyses produce results consistent with what is described in the previous sections relating to LCA studies, albeit with different proportions linked to different methodologies and estimation factors. In any case, the predominant phase in terms of impacts on the climate is still linked to upstream activities and in particular to the procurement of raw materials.

## CO<sub>2</sub> EMISSION BREAKDOWN

	TON CO <sub>2</sub>
Upstream (scope 3)	99,893
Core (scope 1 e 2)	43,762
Downstream (scope 3)	10,844
2024 Total	154,499



5

People and  
social impact

# Introduction

Our ethical principles align with the Universal Declaration of Human Rights of the United Nations and with the Conventions adopted by the ILO (International Labour Organisation) on the protection of male and female workers, refusing any discrimination based on gender, age, origin, religion and sexual orientation.

We work every day to reduce risks for health and safety, accidents at work and occupational diseases, also by engaging, consulting and continuously training personnel. To learn more about the policy we have adopted for worker safety, please refer to the “Corporate Company Policy” section.

Responsibility for personnel management and administration lies with the corporate-level Director of Human Resources, who supervises the activities carried out by the working groups in the Spinetta Marengo headquarters and coordinates the efforts made by foreign sites. HR management is therefore a centralised function that makes use of dedicated people in local production sites.



# Our workforce

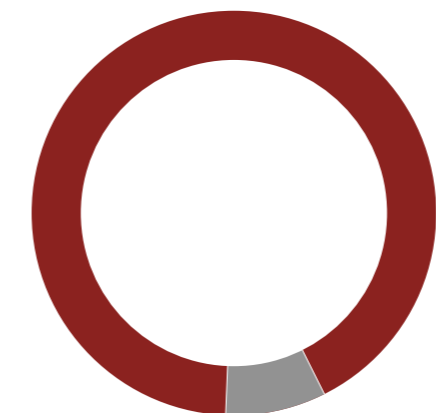
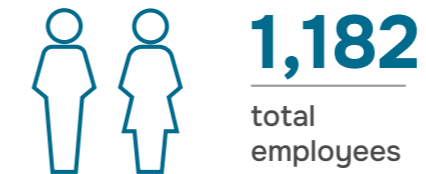
At the end of 2024, the Gualadispensing Group had a total of 1,182 employees spread over 5 production sites in 3 different geographical areas (Europe, Asia, America): 8% more than 2023.

In addition, there are 137 collaborators – equal to approximately 10% of the total workforce – who are not direct employees of the Group.

We are committed to building a diverse and inclusive culture where employees feel welcomed, valued and treated fairly. Our diversity in terms of geographical areas, backgrounds, skills and talents makes the work environment multicultural and open to innovation and new challenges.

Furthermore, this diversity also proves essential to understand the wide variety of needs expressed by consumers, and therefore to always generate new proposals for our customers to satisfy the market.

## EMPLOYEES BY COUNTRY

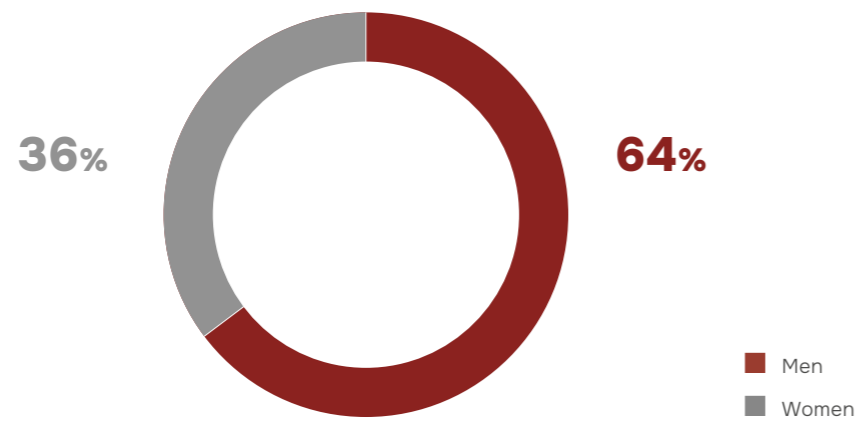


**137** collaborators equal to approximately **10%** of the total - are not direct employees of the Group

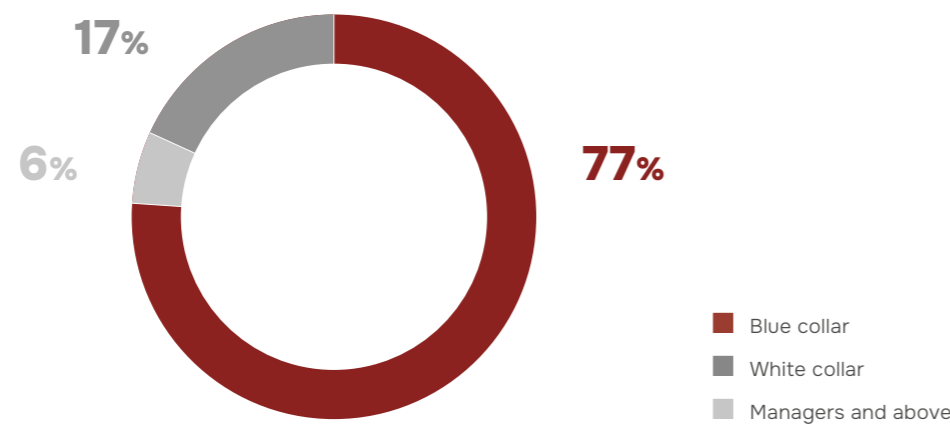


The majority of Group employees are male, reflecting the historical link between gender and the nature of the prevailing activity on our sites (which clearly emerges from the distribution by type of employee on a global scale, represented in the chart).

#### EMPLOYEES BY GENDER

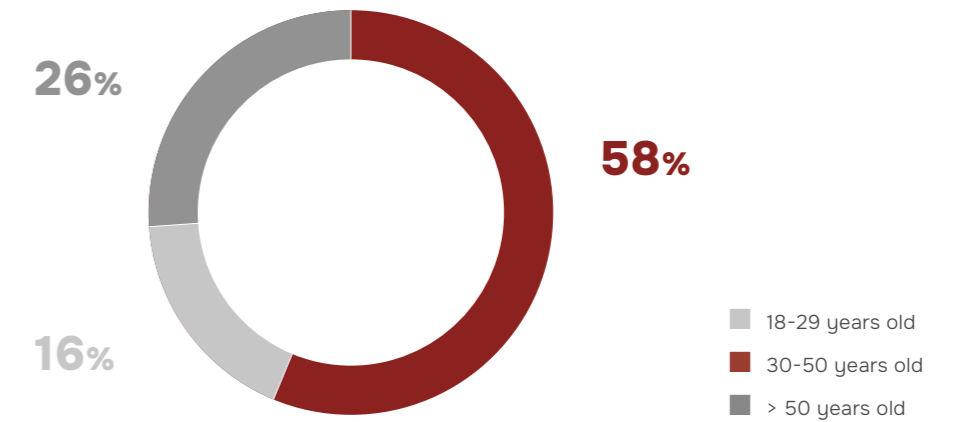


#### EMPLOYEES BY TYPE



The Group also fosters diversity by promoting employment opportunities for people with disabilities, who make up approximately 3% of the employees in our global operations.

#### EMPLOYEES BY AGE GROUP



By analysing the characteristics of the employees in detail, we can see that the majority, around 58%, are between the ages of 30 and 50, while only 16% are under 30 and none are under 18.

We strive to meet the needs of our employees with regards to their stability, organisation and professional and personal development, favouring stable and long-lasting work relationships. Indeed:

- Almost all our employees have a permanent contract;
- 81% of Group employees are covered by collective labour agreements, based on local requirements and common practices.

In addition, in 2024 the Guala Dispensing site in Spinetta Marengo introduced the option of remote working in the welfare plan for people whose job is compatible with such practice, with the aim of favouring forms of work organisation that allow for better harmonisation between professional and personal needs.

Our diversity in terms of geographical areas, backgrounds, skills and talents makes the work environment multicultural and open to innovation and new challenges.

# Health and safety

We work daily to guarantee the protection of health and safety in the workplace for all our employees, external collaborators and visitors, committing to continuous improvement in these areas.

In the last decade, the culture of health and safety in the company has undergone a remarkable evolution, emerging as a right and a duty for both employees and employers.

For its full implementation, awareness, training and collaboration are key: three values that our Group has supported by carrying out various initiatives in the past year, in order to continue to promote the culture of safety and improve people's conditions at work, in compliance with current regulations.

In general, our occupational safety management system focuses on the following main points:

- Ensure compliance with safety and hygiene regulations concerning company products, processes and services;
- Promote safe and healthy work conditions through the prevention of accidents, the reduction of risks and the elimination of dangers in the workplace;
- Promote initiatives aimed at preventing accidents;
- Encourage the engagement and awareness of all employees and their safety representatives, through the dissemination of information and various training initiatives;
- Pursue continuous improvement through periodic reviews and audits.

Training and continuous updates are essential to raise workers' awareness and keep their attention high on issues related to people's health and safety. For this reason, in 2024, approximately 48% of the training hours provided to our employees were focused on health, safety and environment (HSE) topics.



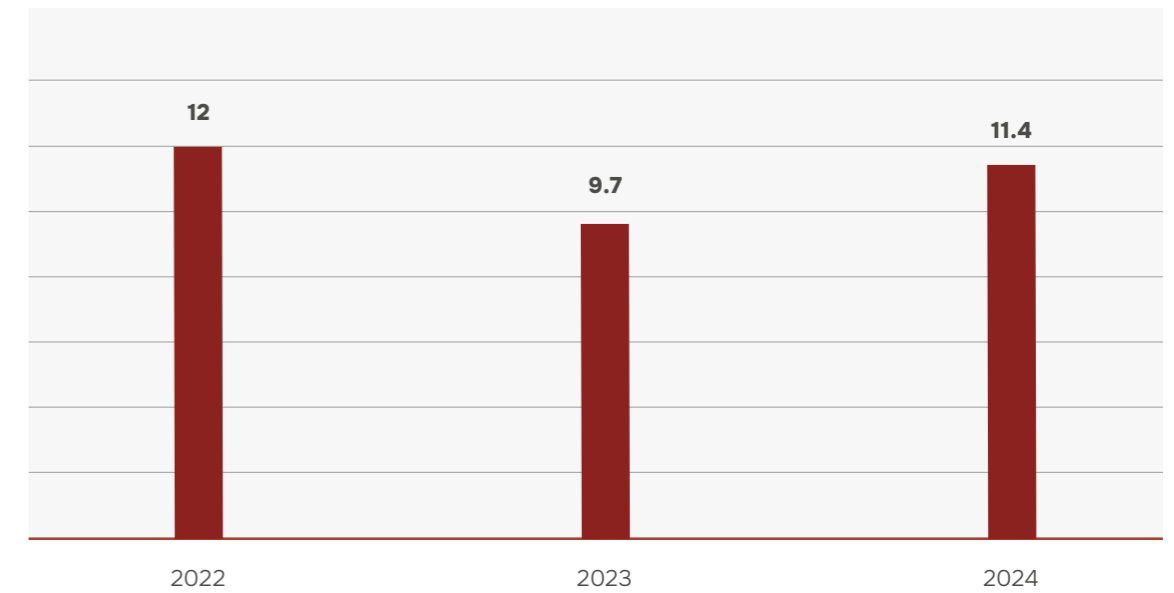
**48%**

of training hours on health, safety and environment topics

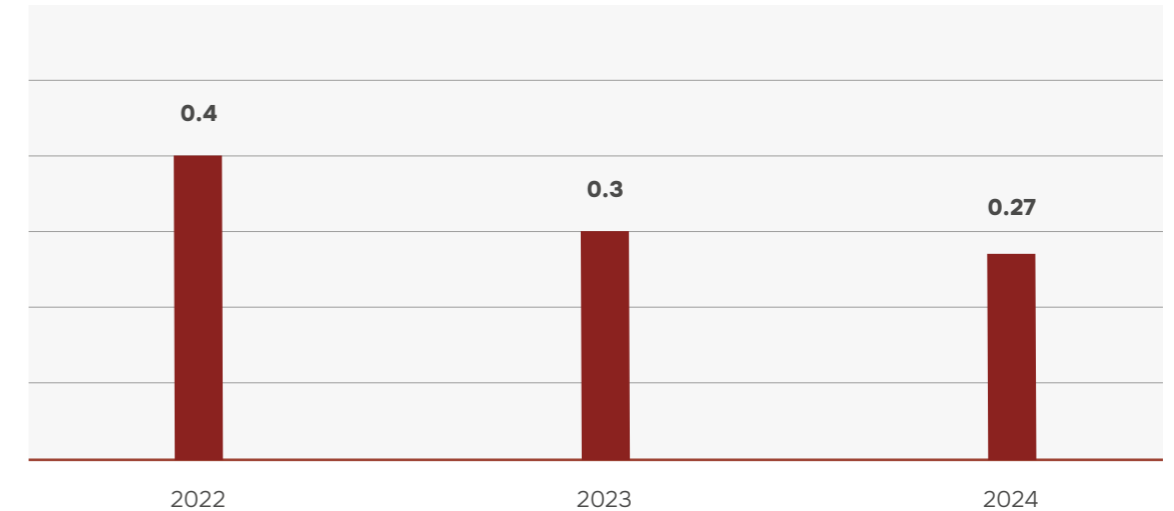
KPI

Our efforts, regarding both plants and people's behaviours, have led to an improvement in the accident severity index, confirming the positive trend of the previous year.

FREQUENCY OF INJURIES



SEVERITY OF INJURIES



**100%**

of workers covered by a health and safety management system

KPI



## Sustainable mobility

In 2023, in line with new regulations, the Italian plants in the Gualadisensing Group started a journey meant to favour sustainable mobility where possible. Indeed, all private and public organisations are required to implement suitable initiatives to manage their employees' mobility, with a special focus on systematic home-workplace-home commutes.

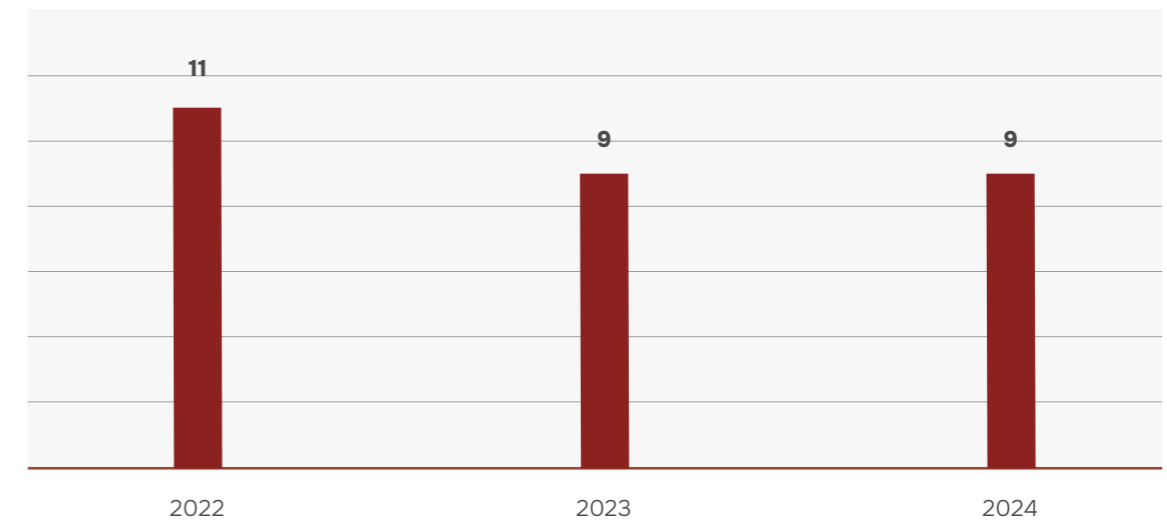
The key person for such initiatives is the Mobility Manager, whose activity is geared towards promoting forms of mobility that are sustainable from the environmental, financial and social standpoint, leading to positive change in people's attitudes and habits. In practical terms, Mobility Managers offer their support to decision-making, planning and scheduling activities and to the promotion of sustainable mobility solutions. Their main tool in this context is employees' home-workplace commute plan, with the goal of reducing the use of individual private means of transport and of minimising the environmental impact caused by traffic.

# Skill development

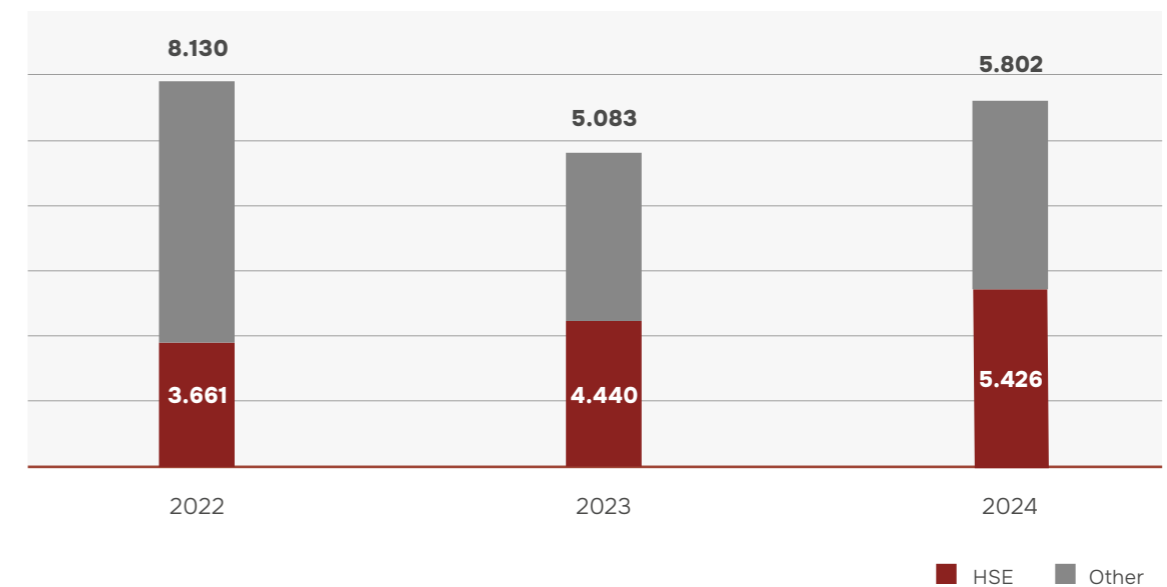
We aim to preserve and protect our employees' know-how, experience and competencies, while helping them develop new skills through various learning opportunities.

In 2024, employee training showed an 18% increase in total training hours compared to 2023, with an average of 9 hours per employee.

HOURS OF TRAINING



HOURS OF TRAINING PER EMPLOYEE



■ HSE ■ Other

## Academy Project

The project aims to create a tool for young graduates to approach the world of work. The collaboration with the company Gi Group - an ally in personnel recruitment and selection - and with Proplast - a technology centre whose mission is to create a multidisciplinary network in the world of polymers and composites, integrating the academic world with the industrial one - allowed the introduction of new graduates in technical areas specialised in maintenance and technical areas related to research and development. Through field work, the project participants were given the opportunity to put into practice what they had already acquired and at the same time to learn in the company by working alongside qualified personnel.



# Social impact

Recognising that our responsibility goes beyond our core business, we support initiatives of social value to help everyone achieve a better future. We aspire to respond to concrete needs and generate a lasting positive impact on communities, using part of the income generated by the Group.

For years, we have been supporting the SociAL Foundation, born in early 2013 on the initiative of the Guala family. The Foundation operates in the area of Alessandria in Italy, where the company was born and still has its headquarters, selecting projects in the field of education, culture and social services, promoted and implemented by non-profit third parties. It also organises training sessions, informative conferences and seminars in collaboration with local partners.

**314**

projects supported through tenders since 2013

**107**

own projects supported since 2013

**433**

total projects funded since 2013

**€ 9.5 millions**

disbursed in total since 2013

**29**

projects activated in 2024

**€ 790,000**

awarded in 2024

**€ 470,000**

financing from Gualadispinging

## #1 "Artmosphere - Radici Urbane"

The "Artmosphere Radici Urbane" project is an initiative to create a multi-arts festival in the Borgo Rovereto neighbourhood, involving various actors in the city's artistic promotion. The aim is to join forces to offer a rich programme of entertainment, integration, culture and education. The festival hosts encounters and performances, thus offering a wide range of cultural experiences and representing a unique opportunity for the development of Alessandria, not only from an artistic point of view, but also by involving local businesses to support the project. The aim of "Artmosphere Radici Urbane" is to enhance the city's cultural roots and promote a synergy between art and commerce.

## #2 Foundation Cigno Onlus - RI.V.I.V.E.RE.

The project aims to counteract the isolation, fatigue and loss of relationships that is often associated with cancer and related medical treatments. Working in synergy with the health services, rehabilitation and social reintegration paths are addressed, on aspects that the National Health Service cannot guarantee. Scientific data show that group motor activities have a positive impact on recovering the quality of life of people even without cancer. The project intends to offer adapted physical activity courses to cancer patients, chronically ill or disabled people.

## #3 Christmas market with Cambalache

During the Christmas holidays, the Gualadisensing group, at its Spinetta Marengo and Alessandria plants, decided to support important issues such as social inclusion and environmental protection. Through Cambalache - an association that works in the area, engaging daily in assisting the integration of young people, women and migrants and promoting innovative urban social agriculture projects - employees were given the opportunity to support the initiatives through the purchase of their products: mostly honey and its derivatives, but also vegetables and fruit are distributed locally and nationally with a view to self-financing and promoting the project.

## #4 Scholarships for children of employees in Mexico

With the aim of encouraging and supporting schooling and supporting students and families along this path in the community surrounding our production site in Mexico, a scholarship was awarded to the children of the most deserving employees and those who obtained the best grades during the year.

## #5 Collecting toys for families in need

An employee awareness campaign took place at our headquarters in Mexico to promote mechanisms to assist families with children in poverty. For this purpose, a toy collection was organised at the company and the proceeds were handed over to children in the surrounding communities in Puerto Interior.



# 6

Plants and  
environmental impact

# Introduction

As established in the Group policy, inspired by principles such as attention to environmental sustainability and the circular economy, we are committed not only to meeting the applicable legal requirements but also to progressing on a path of continuous improvement for our operations and consequent impacts. For more information, please refer to the “Sustainability Governance” and “Corporate Company Policy” sections.

We adopt circularity principles at all levels and implement them with the best technologies available to guarantee the continuity of the organisation over time. We thus increase production efficiency while, at the same time, preventing and mitigating the environmental impacts of our activity by reducing energy consumption, emissions, and waste. We extend the attention we pay to our processes and the packaging we manufacture also to end users’ behaviour, to encourage and facilitate decisions based on awareness also in the purchasing, use, and disposal phases.

As shown by the Life Cycle Assessments (LCAs) we performed in recent years, a large portion (approximately 40%) of the environmental impact of our products arises from manufacturing operations, despite the weight of the resources we purchase along the value chain. For further details on our results, please refer to section “Life Cycle Assessment” in chapter 4.

The key elements in our approach for efficiency include detailed operational procedures, data collection and monitoring, and investments in technologies that can increase productivity and reduce impacts.

In our headquarters in Spinetta Marengo, our Chief Operating Officer defines priorities and guidelines in close collaboration with the Director of European plants and the managers at the various sites, who create specific action plans that are in line with corporate directions for the entire Group yet take into consideration the local context and characteristics.

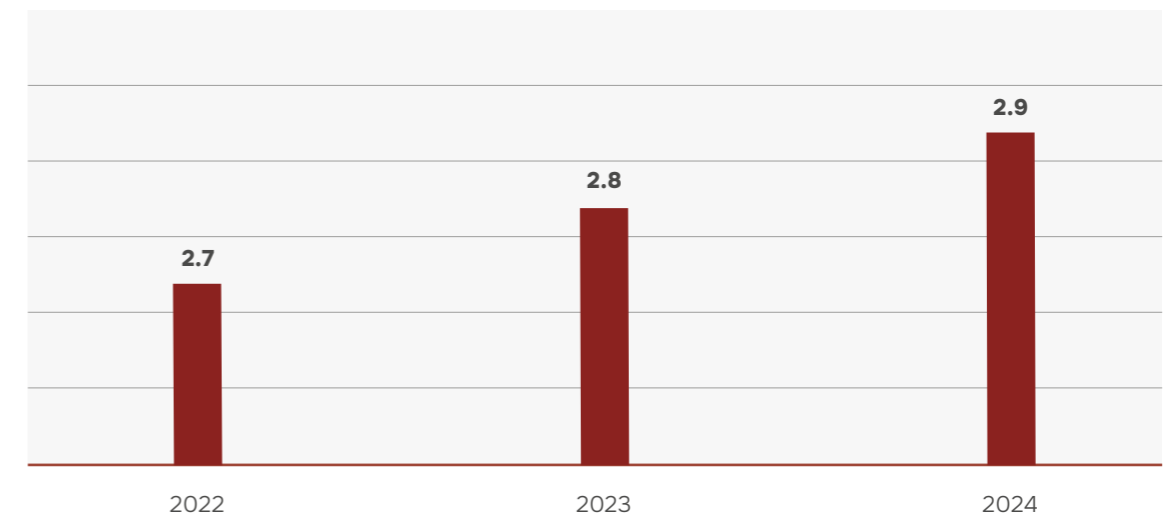


# Energy

## Electricity consumption

In 2024, our plants worldwide consumed a total of 106,402 MWh of electricity, up 14% compared to the previous year. This increase is mainly due to an increase in production volumes at our plants, which in aggregate saw their production output increase by 11%. In fact, electricity consumption per ton of finished product only increased by approximately 2%, reaching a value of 2.9 MWh/ton.

ELECTRICITY CONSUMPTION PER FINISHED PRODUCT (MWh/T)



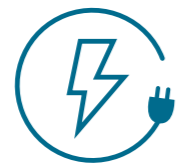
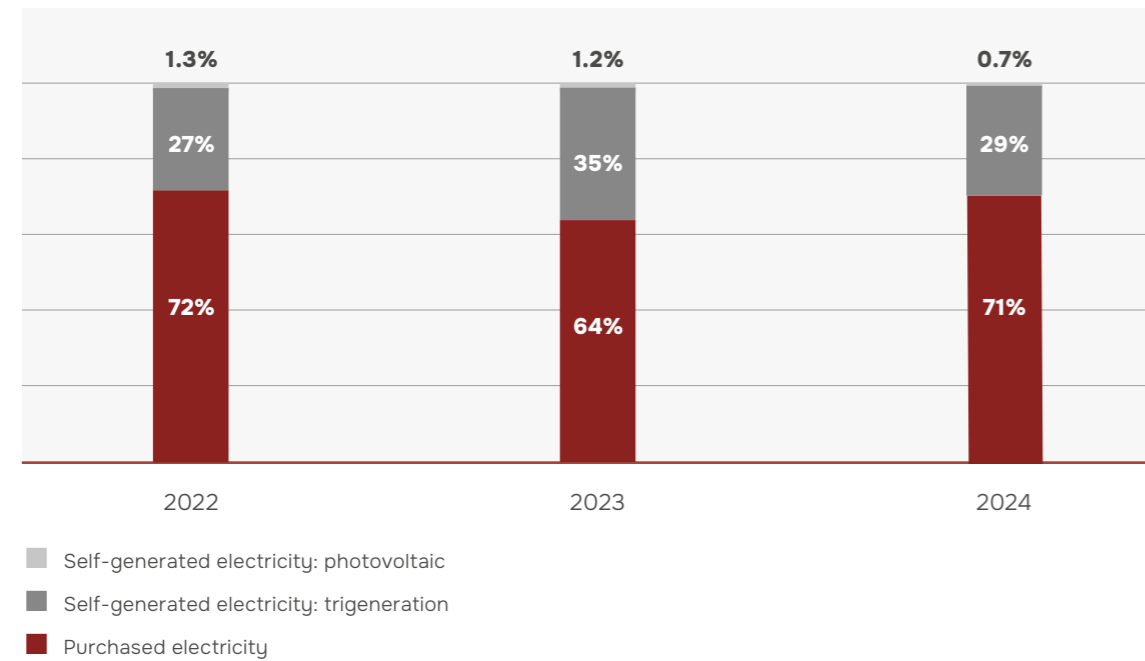
We are inspired by principles such as a focus on environmental sustainability and the circular economy, and we continue on a path of continuous improvement.

## Sources of electricity supply

It is important to note that, in parallel with the optimisation of production activities and the purchase of new machinery to improve efficiency, the activities and investments aimed at reducing dependence on the electrical grid also continued. During 2024, thanks to the contribution of the trigeneration plants installed both at the Italian site of Alessandria, more recently installed, and at the Spinetta Marengo site, we managed to maintain the purchase of electricity from the grid at around 70% despite an increase in production: the share of electricity purchased from the grid is close to the 2022 figure despite the 20% increase in tons of finished product in the same period.

The share of renewable energy self-produced through photovoltaics also contributes to this result, equal to 1% of total consumption and concentrated in the two sites of Alessandria and Spinetta Marengo.

### SOURCES OF ELECTRICITY SUPPLY



**29%**  
of self-produced  
electricity

KPI



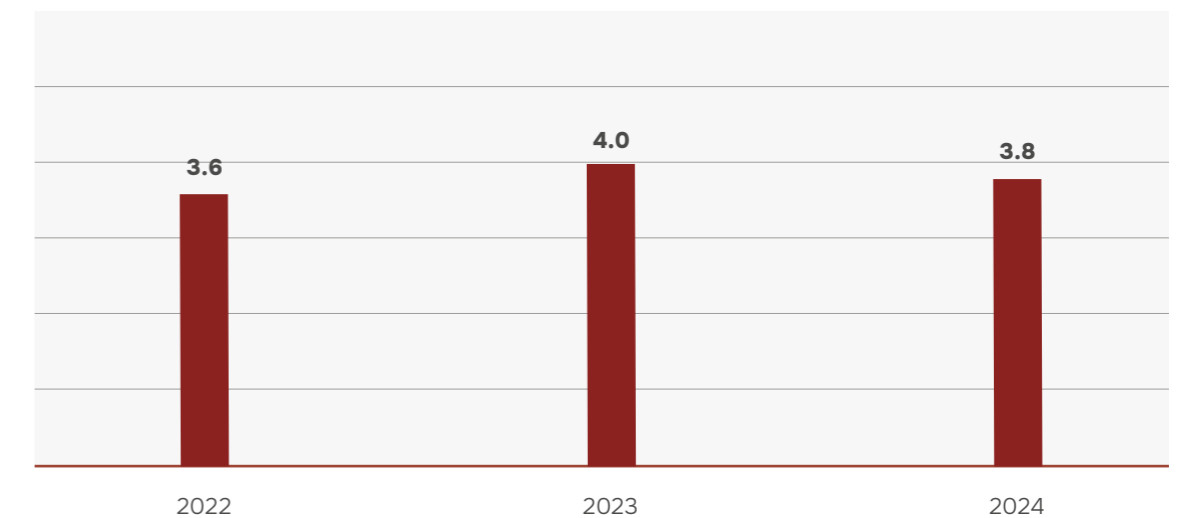
## Total energy consumption

The increase in electricity consumption recorded in 2024 and described in the previous sections resulted in an 8% increase in overall energy consumption, driving the total to 142,854 MWh.

This figure includes consumption almost entirely from non-renewable sources (mainly electricity purchased from the grid and methane) and only minimally from renewable sources such as the photovoltaic systems, where present.

The consumption rate is equal to 3,8 MWh per metric ton of finished product, with a decrease of approximately 3% compared to the previous year. This result was possible thanks to greater efficiencies achieved in the plants that offset the increase due to higher production volumes.

### Total energy consumption per finished product (MWh/t)



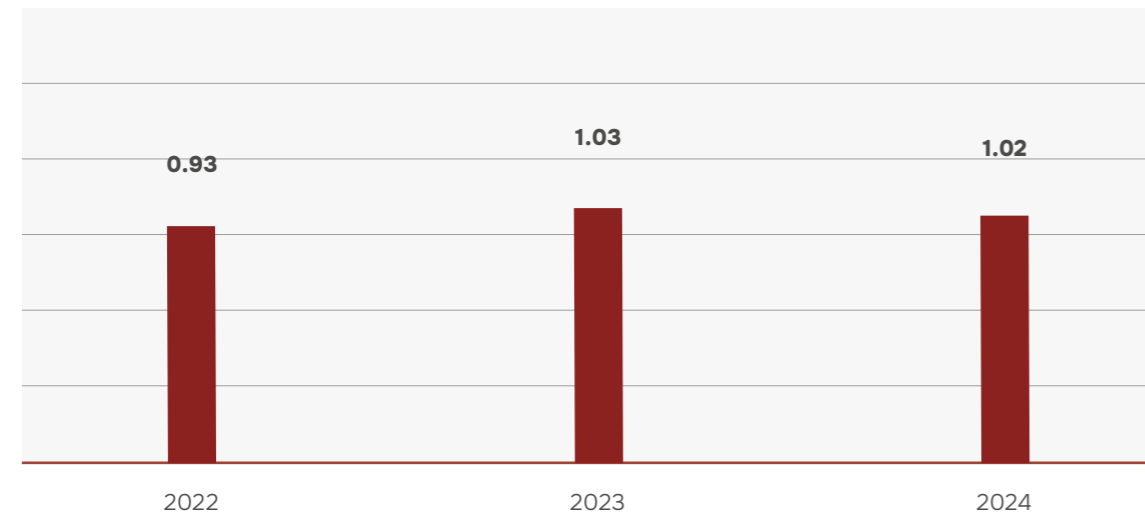
# CO<sub>2</sub> emissions

The carbon footprint of our activities – measured as the sum of “scope 1” emissions (generated by assets owned or controlled by the company) and “scope 2” emissions (generated by purchased and consumed energy) – is determined by the consumption of methane, mainly intended for trigeneration plants, and of electricity purchased from the grid.

The global value for 2024 stands at approximately 37,700 metric tons of CO<sub>2</sub> equivalent (according to the location-based methodology), classified as “scope 1” for one third and “scope 2” for two thirds.

The global value weighted for production is equal to 1.02 tons of CO<sub>2</sub> equivalent per ton of finished product, which is about 1% lower than in 2023.

## CO<sub>2</sub> EQUIVALENT EMISSIONS PER FINISHED PRODUCT (t/t)



To correctly interpret this data, we must also highlight how the presence of trigeneration plants in the Spinetta Marengo and Alessandria plants allowed for approximately 6% savings in “scope 1” and “scope 2” emissions in 2024 compared to a production scenario with no trigeneration. The benefit is even more evident if we consider total emissions including “scope 3” (emissions from sources not directly owned or controlled by the organisation, generated by the transport and distribution of methane and electricity): in this case, savings reach 14% of total combined emissions of the two sites.

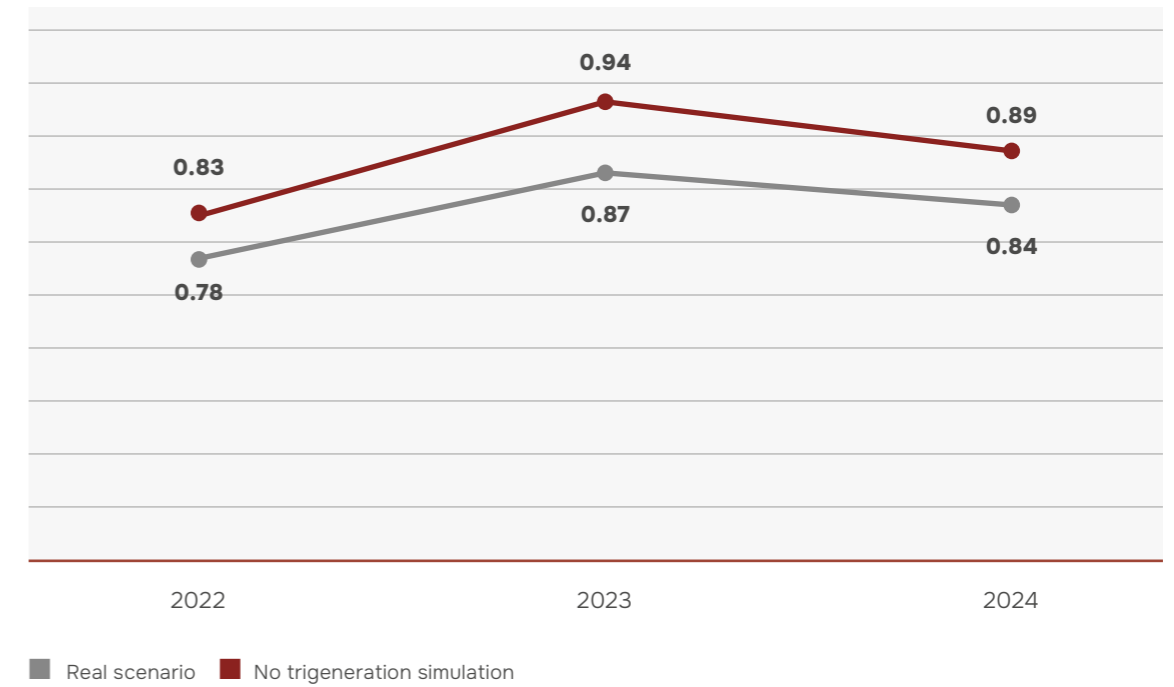


**-22%**

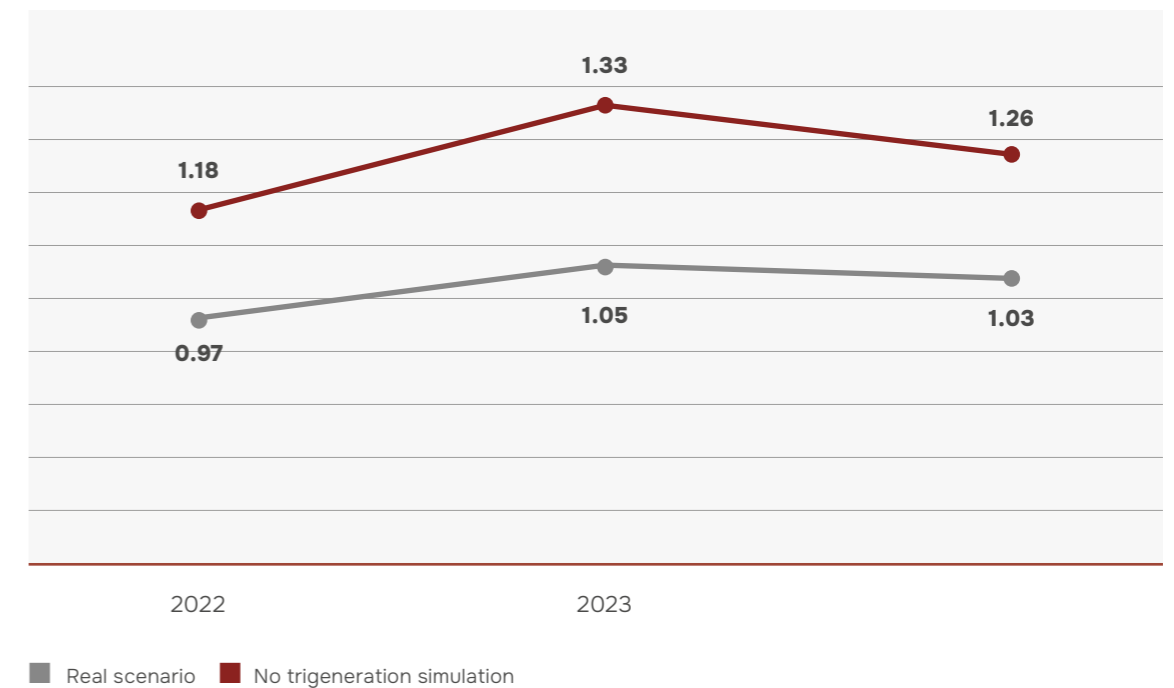
total emissions thanks to trigeneration

KPI

## SCOPE 1 + 2 EMISSIONS - TRIGENERATOR IMPACT (METRIC TONS CO<sub>2</sub> eq/TFP)



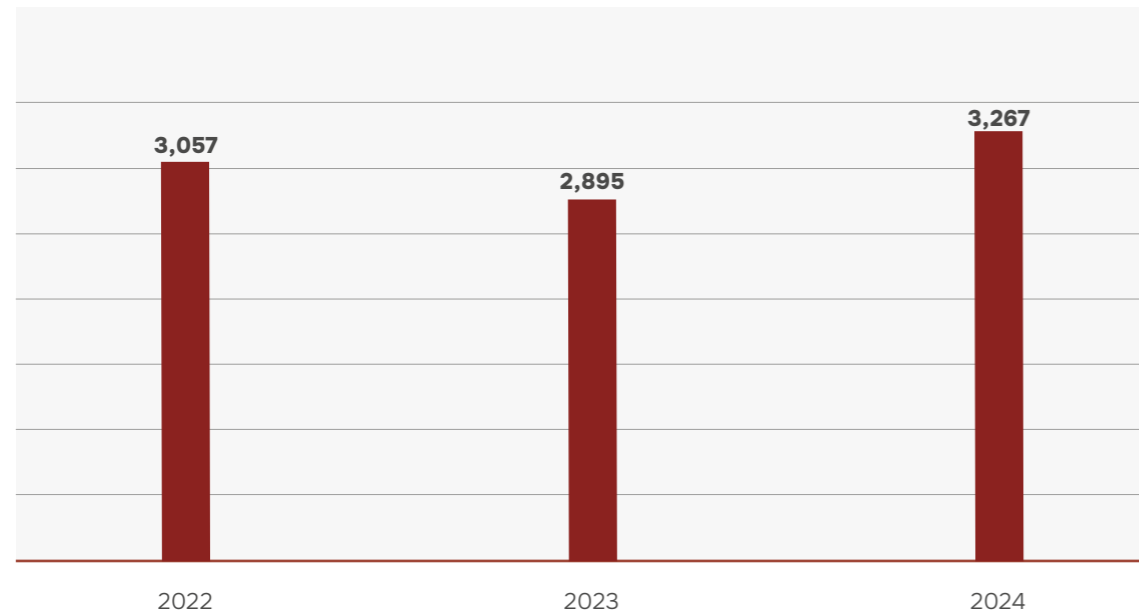
## SCOPE 1 + 2 + 3 EMISSIONS - TRIGENERATOR IMPACT (METRIC TONS CO<sub>2</sub> eq/TFP)



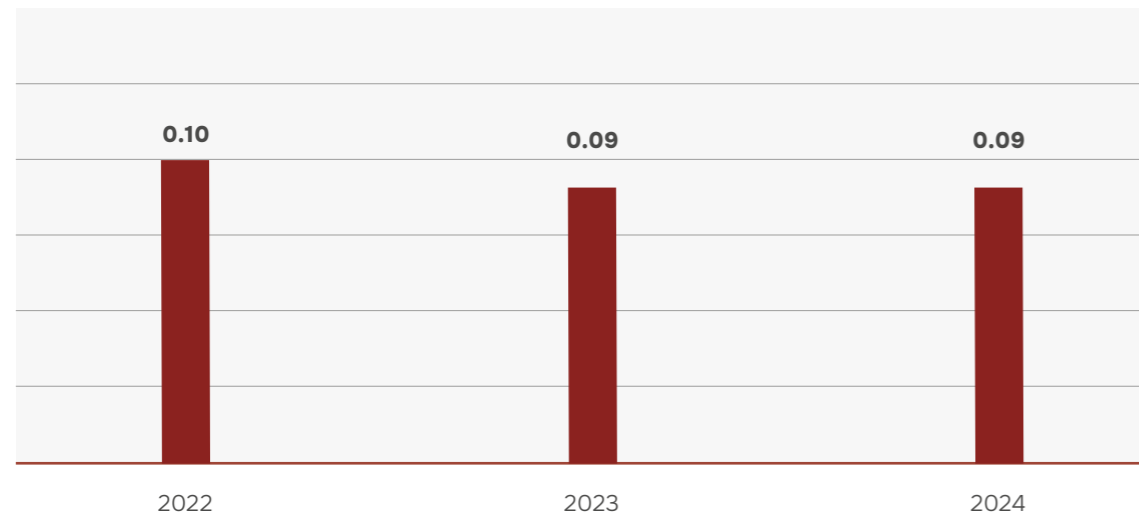
# Waste management

The total waste produced in 2024 in our plants increased by approximately 13% compared to 2023, mainly due to the increase in global production volumes. This is confirmed by the value recorded for the quantity of waste per ton of finished product, which remained in line with the values of the previous year at 0.09. In any case, at a general level, the great attention to the recovery and recycling of materials is confirmed: the percentage of recycled waste is in fact equal to 89%, while that of waste sent to landfill has settled at 3%.

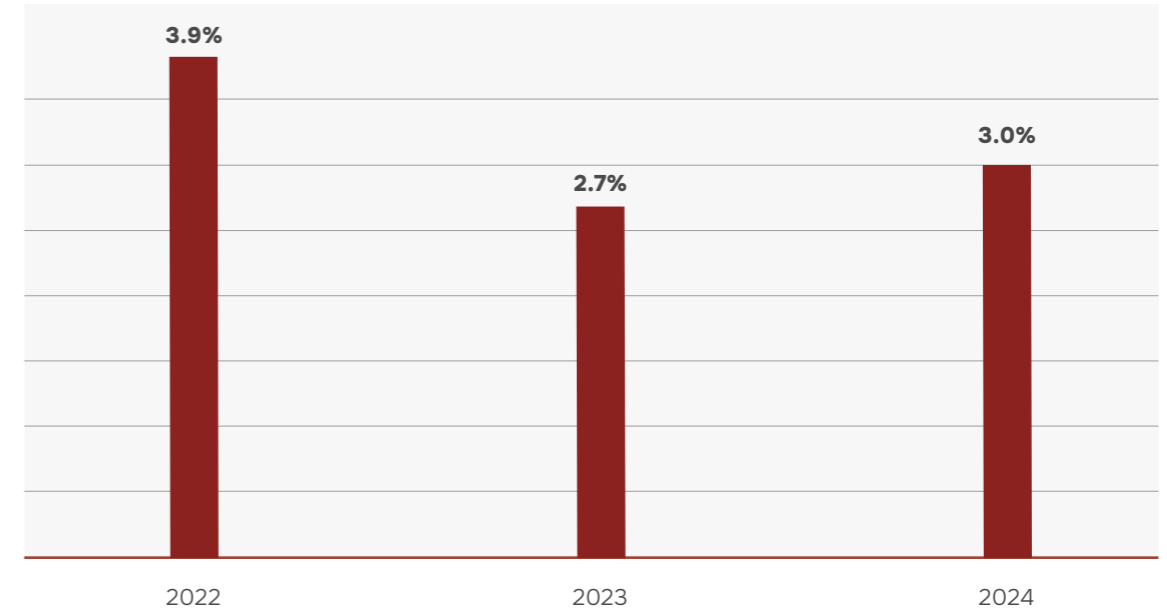
TOTAL WASTE (t)



WASTE PER FINISHED PRODUCT (t/t)



WASTE IN THE LANDFILL (%)



**89%**

recycled waste

KPI





Sustainability  
assessments and  
associations

# Sustainability assessments and associations

Sharing a spirit of collaboration and commitment with partners and associations in our sector helps us to identify and manage common risks, and to identify in advance the changes taking place and the opportunities they bring. For this reason, we take on an active role in various initiatives that allow us to constantly discuss the most current developments in the production of plastic packaging according to sustainability requirements, as well as the evolutions in the management of plastic waste with a view to recyclability or compostability. In particular, Gualadispensing representatives support the constructive debate and work carried out in the context of the initiatives described more in detail below.

## RecyClass, European Bioplastic, Unionplast

### RecyClass

RecyClass is a non-profit cross-sector initiative, promoted by the association of European recyclers to foster the circularity of plastics.

Its activity focuses on the development of methodologies for scientific tests to evaluate the recyclability of plastic materials. The results are subsequently incorporated into recyclability guidelines and online recyclability self-assessment tools.

Gualadispensing Group has been a Platinum Member of RecyClass since 2021: the company contributes to guideline definition and analyses its product portfolio taking into account both the materials used and compliance with ecodesign principles. More information about the recyclability evaluation of our products, also according to RecyClass guidelines and tests, is available in the "Recyclability" section in chapter 4.

### europeanbioplastics

The European Bioplastic association promotes the use of bioplastics as an alternative to materials of fossil origin, favouring the efficient use of renewable resources.

Its goal is to create a discussion table that brings together all the relevant players and stakeholders in the industry, and a technical and business platform aimed at the sustainable development of bioplastics along the entire supply chain.



Unionplast is the national union of Italian plastic processors, founded in 1945 for companies linked to the plastics and synthetic resins industry.

In 2005, the aggregation of Unionplast and Assogomma led to Federazione Gomma Plastica (Plastic Rubber Federation), one of the most important organisations for the sector within Confindustria.

Unionplast's mission is to be a reference for the entire plastics processing chain, including recycled and biodegradable materials, thanks to its technical expertise, consultancy services and constant dialogue with Italian and European institutions.

## Ecovadis, CDP, SMETA

Furthermore, Gualadispensing Group actively participates in various independent assessments: this allows us to face stringent requirements on environmental, social and governance issues, recognising our strengths and also identifying areas for improvement on which to focus analyses and actions. The initiatives in which we participate include those described below.

### ecovadis

Founded in 2007, today Ecovadis is one of the largest platforms for corporate sustainability assessment. Its method is based on an analysis divided into four main areas: environment, labour and human rights, ethics and sustainable procurement.

Guala Dispensing Group is recognised By Ecovadis for the commitment to environmental and social sustainability.



CDP is an international non-profit organisation that guides companies in the transparent communication of their environmental impact. Gualadispensing Group has chosen to follow its guidelines to report on **climate impact** (Climate Change Questionnaire for assessing the company's impact on climate change) and **water resources** (Water Security Questionnaire for corporate impact assessment on water resources).



One of the most popular social audits in the world, SMETA (Sedex Members Ethical Trade Audit) supports companies in assessing their **working conditions** along the supply chain. The careful analysis of production sites focuses, in particular, on health, safety and human rights. We use this evaluation tool to prove our commitment to social issues and respect for workers' conditions, with transparency and impartiality towards our customers.



# Methodology and scope

This Sustainability Report, now in its fifth edition, is a voluntary document issued by the Group to present to our stakeholders the efforts and the results achieved during the year on environmental, social and governance related matters.

The 2024 edition was prepared according to the Sustainability Reporting Guidelines of the Global Reporting Initiative (GRI), while also considering preliminary indications from the European Sustainability Reporting Standards (ESRS) version by the end of 2024. Not all requirements of the ESRS standard have been met as ongoing developments. The information and the key performance indicators (KPIs) presented were chosen in line with the United Nations' 2030 Agenda Sustainable Development Goals (UNSDGs), to present the company's contribution to the global commitments toward a more sustainable planet.

In the document, unless specified otherwise, the terms "we", "our", "us", the "Group" and the "company" refer to our global operations, including our fully consolidated subsidiaries.

The boundaries of the system are determined by the production process itself: all environmental indicators refer to the impact generated from the moment materials enter the company to the packaging of the finished product ready for shipping, according to the so-called "gate-to-gate" approach.

The Report is prepared on a consolidated basis, with the scope of consolidation aligned with the Financial Statements, without excluding any subsidiaries. During the course of 2024, there were no changes in the reporting boundary from what was reported in previous years.

Data are reported for a three-year period (2022-2024). All calculations include the Gualadispensing Group sites in Italy (Spinetta Marengo and Alessandria), Romania (Buchin), Mexico (Silao) and China (Suzhou), expressed as global aggregate figures.

Normalised environmental performance indicators are presented in order to ensure data comparability from year to year and enable operational trends to be evaluated.

Indexes and KPIs were chosen on the basis of their representativeness, comparability over time and coherence with the reality they report. For this reason, as well as to allow their correct understanding, it was necessary to relate the main sustainability parameters we identified to an appropriate common denominator. Furthermore, it was necessary to harmonise the indicators between different production sites. Gualadispensing factories produce a wide range of products, as represented by our three business divisions: Home and Personal Care, Pharma, and Food. A criterion was therefore identified to appropriately harmonise the KPIs, in order to obtain homogeneous consolidated data, and the quantity of total output from the plants over time, expressed in metric tons, was adopted as the common denominator.

In analysing certain indicators, apparent peaks and discontinuities compared to previous years' trends may stand out. These exceptional values are related to specific situations, promptly interpreted and explained in the comments to the tables or KPI charts.

During 2022, we decided to update some of the methodologies, definitions and/or coefficients applied in previous years. These changes reflect the latest development in reporting best practices and standards, already mentioned above. In 2024, no changes in reporting system and methodologies were adopted.

Sources of conversion factors and emission factors adopted to convert the consumption of fuel and electricity purchased from the grid into CO<sub>2</sub> emissions include the IPCC 2006 Guidelines for National Greenhouse Gas Inventories, the resources available at the Our World in Data website ([ourworldindata.org](http://ourworldindata.org))

and, where not available primary data for CO<sub>2</sub> emissions scope 2 market-based calculations, European Residual Mix from Association of Issuing Bodies ([www.aib-net.org/facts/european-residual-mix](http://www.aib-net.org/facts/european-residual-mix)). CO<sub>2</sub> emissions data are presented as CO<sub>2</sub> equivalent, considering emission factors including impacts from other GHG: CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub> e NF<sub>3</sub>.

All data presented refer to the International System of Units and may be subject to rounding. Conversions between different units were performed considering internationally recognised conversion factors. Employee details are reported in headcount as of year-end.

The document is prepared internally through the precious contribution of experts on the subject from all our global operations and is overseen by Gualadispensing Group's Sustainability department. Despite our best efforts to ensure the accuracy of the information included, these are based on our state of knowledge at the time of publication with an inherent risk of errors. Should any error arise, we will amend the information in the next edition of the Report.

The PDF version of this document is available for download on our website: [gualadispensing.com](http://gualadispensing.com)

# Social data

## General information

EMPLOYEES BY COUNTRY AND BY GENDER

	2024			2023			2022		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
Italy	421	180	601	405	164	569	404	166	570
Romania	109	60	169	98	47	145	89	50	139
Mexico	170	140	310	155	132	287	160	120	280
China	53	49	102	40	52	92	46	45	91
<b>Total employees</b>	<b>753</b>	<b>429</b>	<b>1,182</b>	<b>698</b>	<b>395</b>	<b>1,093</b>	<b>699</b>	<b>381</b>	<b>1,080</b>
<b>Total workers (employees + non-employees)</b>			<b>1,319</b>			<b>1,225</b>			<b>1,196</b>

EMPLOYEES BY COUNTRY, BY CONTRACT TYPE AND BY GENDER

	CONTRACT TYPE					
	PERMANENT			TEMPORARY		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
	<b>2024</b>					
Italy	421	180	601	0	0	0
Romania	109	60	169	0	0	0
Mexico	170	140	310	0	0	0
China	53	49	102	0	0	0
<b>Total</b>	<b>753</b>	<b>429</b>	<b>1,182</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>2023</b>					
Italy	403	163	566	2	1	3
Romania	98	47	145	0	0	0
Mexico	155	132	287	0	0	0
China	41	51	92	0	0	0
<b>Total</b>	<b>697</b>	<b>393</b>	<b>1,090</b>	<b>2</b>	<b>1</b>	<b>3</b>
	<b>2022</b>					
Italy	404	166	570	0	0	0
Romania	89	50	139	0	0	0
Mexico	160	120	280	0	0	0
China	18	26	44	28	19	47
<b>Total</b>	<b>671</b>	<b>362</b>	<b>1,033</b>	<b>28</b>	<b>19</b>	<b>47</b>

WORKERS WHO ARE NOT EMPLOYEES

	2024	2023	2022
Total	137	132	116

## Employment

### NEW EMPLOYEE HIRED

	2024	2023	2022
	NUMBER	NUMBER	NUMBER
Total	288	165	156
Rate of new hires	24%	15%	14%

### EMPLOYEES WHO LEFT

	2024	2023	2022
	NUMBER	NUMBER	NUMBER
Total	186	144	216
Rate of employees who left	16%	13%	20%

Data collection for the year 2024 has been simplified in accordance with the European Reporting Standards (ESRS) end-of-2024 version.

## Health & Safety performance indicators

	EMPLOYEES		NON-EMPLOYEES		WORKFORCE: EMPLOYEES + NON-EMPLOYEES	
	N.	RATE	N.	RATE	N.	RATE
	<b>2024</b>					
Total hours worked	2,494,754	-	51,776	-	2,546,530	-
Fatalities as a result of work-related injuries	0	0	0	0	0	0
Fatalities as a result of work-related ill health	0	0	0	0	0	0
Number and rate of recordable work related injuries (Inquiry Frequency Rate)	25	10	4	77	29	11
Recordable work related ill health	0	0	0	0	0	0
the number and rate of days lost to work-related injuries and fatalities from work-related accidents (Inquiry Severity Rate)	651.5	0,26	48	0,93	700	0,27
	<b>2023</b>					
Total hours worked	1.781.333	-	179.353	-	1.960.686	-
Fatalities as a result of work-related injuries	0	0	0	0	0	0
Fatalities as a result of work-related ill health	0	0	0	0	0	0
Number and rate of recordable work related injuries (Inquiry Frequency Rate)	13	7	6	33	19	10
Recordable work related ill health	0	0	0	0	0	0
the number and rate of days lost to work-related injuries and fatalities from work-related accidents (Inquiry Severity Rate)	456	0,26	196	1,09	652	0,33
	<b>2022</b>					
Total hours worked	2.015.555	-	232.516	-	2.248.071	-
Fatalities as a result of work-related injuries	0	0	0	0	0	0
Fatalities as a result of work-related ill health	0	0	0	0	0	0
Number and rate of recordable work related injuries (Inquiry Frequency Rate)	23	11	4	17	27	12
Recordable work related ill health	0	0	0	0	0	0
the number and rate of days lost to work-related injuries and fatalities from work-related accidents (Inquiry Severity Rate)	785	0,39	182	0,78	967	0,43

## Diversity

### EMPLOYEES BY AGE GROUP AND BY CATEGORY

	2024				2023				2022			
	EMPLOYEE CATEGORY				EMPLOYEE CATEGORY				EMPLOYEE CATEGORY			
	BLUE COLLAR	WHITE COLLAR	MANAGER AND ABOVE	TOTAL	BLUE COLLAR	WHITE COLLAR	MANAGER AND ABOVE	TOTAL	BLUE COLLAR	WHITE COLLAR	MANAGER AND ABOVE	TOTAL
<18 years old	0	0	0	0	0	0	0	0	0	0	0	0
18 - 29 years old	168	26	0	194	132	14	0	146	148	23	0	171
30-50 years old	531	122	31	684	533	111	20	664	514	119	19	652
>50 years old	206	58	40	304	182	87	14	283	170	67	20	257
<b>Total</b>	<b>905</b>	<b>206</b>	<b>71</b>	<b>1,182</b>	<b>847</b>	<b>212</b>	<b>34</b>	<b>1,093</b>	<b>832</b>	<b>209</b>	<b>39</b>	<b>1,080</b>

### EMPLOYEES BY GENDER AND BY CATEGORY

	2024				2023				2022			
	EMPLOYEE CATEGORY				EMPLOYEE CATEGORY				EMPLOYEE CATEGORY			
	BLUE COLLAR	WHITE COLLAR	MANAGER AND ABOVE	TOTAL	BLUE COLLAR	WHITE COLLAR	MANAGER AND ABOVE	TOTAL	BLUE COLLAR	WHITE COLLAR	MANAGER AND ABOVE	TOTAL
Male	584	117	53	754	552	127	23	702	542	126	30	698
Female	321	89	18	428	295	85	11	391	290	83	9	382
<b>Total</b>	<b>905</b>	<b>206</b>	<b>71</b>	<b>1,182</b>	<b>847</b>	<b>212</b>	<b>34</b>	<b>1,093</b>	<b>832</b>	<b>209</b>	<b>39</b>	<b>1,080</b>

### EMPLOYEES WITH DISABILITY BY CATEGORY

	2024				2023				2022			
	EMPLOYEE CATEGORY				EMPLOYEE CATEGORY				EMPLOYEE CATEGORY			
	BLUE COLLAR	WHITE COLLAR	MANAGER AND ABOVE	TOTAL	BLUE COLLAR	WHITE COLLAR	MANAGER AND ABOVE	TOTAL	BLUE COLLAR	WHITE COLLAR	MANAGER AND ABOVE	TOTAL
number of employees	29	3	0	32	19	16	0	35	27	6	0	33

### EMPLOYEES WITH DISABILITY BY GENDER

	2024			2023			2022		
	GENDER			GENDER			GENDER		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
number of employees	20	12	32	20	15	35	20	13	33

## Training

### TRAINING HOURS BY GENDER AND BY CATEGORY

	2024				2023				2022			
	TRAINING HOURS BY CATEGORY				TRAINING HOURS BY CATEGORY				TRAINING HOURS BY CATEGORY			
	BLUE COLLAR	WHITE COLLAR	MANAGERS AND ABOVE	TOTAL	BLUE COLLAR	WHITE COLLAR	MANAGERS AND ABOVE	TOTAL	BLUE COLLAR	WHITE COLLAR	MANAGERS AND ABOVE	TOTAL
Male	5,976	1,607	369	7,952	4,068	2,290	164	6,522	6,414	2,012	334	8,760
Female	2,177	978	122	3,276	1,846	1,085	69	3,001	1,981	976	74	3,031
<b>Total</b>	<b>8,153</b>	<b>2,585</b>	<b>491</b>	<b>11,229</b>	<b>5,914</b>	<b>3,376</b>	<b>234</b>	<b>9,523</b>	<b>8,395</b>	<b>2,988</b>	<b>408</b>	<b>11,791</b>

### AVERAGE TRAINING HOURS PER PERSON

	2024	2023	2022
Training hours per person	9	9	11

### TRAINING HOURS BY TOPIC

	2024	2023	2022
Health, Safety and Environment	5,427	4,440	3,661
Other	5,803	5,083	8,130
<b>Total</b>	<b>11,229</b>	<b>9,523</b>	<b>11,791</b>

# Environmental data

## Energy

### ENERGY CONSUMPTION FROM NON-RENEWABLE SOURCES

	2024	2023	2022
	MWH	MWH	MWH
Fuel consumption from coal and coal products	0	0	0
Fuel consumption from crude oil or petroleum	0	0	0
Fuel consumption from natural gas	66,741	71,643	50,046
Fuel consumption from other non-renewable sources	0	0	0
Consumption from nuclear products	0	0	0
Consumption of purchased or acquired heat, steam and cooling	0	0	0
Consumption of purchased or acquired electricity	75,196	59,569	60,606
<b>Total non-renewable energy consumption</b>	<b>141,937</b>	<b>131,212</b>	<b>110,652</b>
Share of non-renewable sources in total energy consumption (%)	99.4%	99.2%	99.0%

### ENERGY CONSUMPTION FROM RENEWABLE SOURCES

	2024	2023	2022
	MWH	MWH	MWH
Fuel consumption from renewable sources (i.e. biomass, biogas, non-fossil fuel waste, hydrogen from renewable sources, etc.)	0	0	0
Consumption of purchased or acquired electricity from renewable sources	180	0	0
Consumption of purchased or acquired heat, steam, and cooling from renewable sources	0	0	0
Consumption of self-generated non-fuel renewable energy	737	1,096	1,136
<b>Total consumption from renewables</b>	<b>917</b>	<b>1,096</b>	<b>1,136</b>
Share of renewable sources in total energy consumption (%)	0.6%	0.8%	1.0%

### ENERGY CONSUMPTION

	2024	2023	2022
	MWH	MWH	MWH
<b>Total energy consumption</b>	<b>142,854</b>	<b>132,308</b>	<b>111,788</b>

### ENERGY PRODUCTION

	2024	2023	2022
	MWH	MWH	MWH
Energy production from non-renewable energy sources	56,639	61,557	42,711
Energy production from renewable energy sources	737	1,096	1,136

### ENERGY CONSUMPTION INTENSITY

	2024	2023	2022
Energy consumption intensity per ton of finished product (MWh/ton)	3.8	4	3.6
Electric energy consumption intensity per ton of finished product (MWh/ton)	2.9	2.8	2.7

### SOURCES OF ELECTRICITY SUPPLY

	2024	2023	2022
Electricity purchased	70.67%	63.9%	71.7%
Electricity generated onsite: trigeneration	28.64%	35.0%	26.9%
Electricity generated onsite: photovoltaic	0.69%	1.2%	1.3%

# Emissions

## GHG EMISSIONS

	2024	2023	2022
<b>Scope 1 GHG emissions</b>			
Gross Scope 1 GHG emissions from operations (ton CO <sub>2</sub> eq)	13,519	14,512	10,137
Gross Scope 1 GHG emissions - fugitive (ton CO <sub>2</sub> eq)	0	460	n.d
Percentage of scope 1 GHG emissions from regulated emission trading schemes (%)	0%	0%	0%
<b>Scope 2 GHG emissions</b>			
Gross location-based Scope 2 GHG emissions (ton CO <sub>2</sub> eq)	24,233	19,363	18,793
Gross market-based Scope 2 GHG emissions (ton CO <sub>2</sub> eq)	30,243	22,779	24,954
<b>Total GHG emissions (ton CO<sub>2</sub> eq) - location based</b>	<b>37,752</b>	<b>34,335</b>	<b>28,930</b>
<b>Total GHG emissions (ton CO<sub>2</sub> eq) - market based</b>	<b>43,762</b>	<b>37,751</b>	<b>35,091</b>

<b>GHG Intensity</b>	2024	2023	2022
Total GHG emissions (location-based) per ton of finished product (ton CO <sub>2</sub> eq/ton)	1.02	1.03	0.93
Total GHG emissions (market-based) per ton of finished product (ton CO <sub>2</sub> eq/ton)	1.18	1.13	1.13

<b>Significant scope 3 GHG emissions</b>	2024	2023
<b>Total Gross indirect (Scope 3) GHG emissions (tCO<sub>2</sub>eq)</b>	<b>110,737</b>	<b>110,527</b>
Purchased goods and services	81,575	85,146
Fuel and energy-related activities	10,809	9,186
Waste generated in operations	186	125
End-of-life treatment of sold products	810	681
Upstream transportation and distribution	4,514	3,74
Downstream transportation and distribution	10,034	9,007
Business travels	239	266
Employee commuting	2,570	2,376
<b>Total GHG emissions (ton CO<sub>2</sub> eq) - location based</b>	<b>148,489</b>	<b>144,862</b>
<b>Total GHG emissions (ton CO<sub>2</sub> eq) - market based</b>	<b>154,499</b>	<b>148,165</b>

<b>GHG Intensity</b>	2024	2023
Total GHG emissions (location-based) per ton of finished product (ton CO <sub>2</sub> eq/ton)	4.00	4.34
Total GHG emissions (market-based) per ton of finished product (ton CO <sub>2</sub> eq/ton)	4.16	4.44

Methodologies used to calculate scope 3 emissions are aligned to GHG protocol and 28% of Scope 3 emissions are calculated from primary data. Where primary data are not available, sources of conversion factors adopted include DEFRA (UK Department for environmental and rural affairs <https://www.gov.uk/government/organisations/departement-for-environment-food-rural-affairs>) and IEA (International energy agency <https://www.iea.org/>).

# Pollution

## AIR POLLUTANTS

	2024	2023	2022
	Kg	Kg	Kg
SO <sub>2</sub> (sulphur dioxides)	62	62	63
NO <sub>x</sub> (nitrogen oxides)	700	705	818
Non-methane volatile organic compounds (NMVOC)	938	938	1,040
PM 2,5 (fine particulate matter)	636	201	201
NH <sub>3</sub> (ammonia)	165	82	82
Heavy metals	0	0	0

# Water

## WATER CONSUMPTION

	2024	2023	2022
	m <sup>3</sup>	m <sup>3</sup>	m <sup>3</sup>
total water consumption	147,879	92,181	74,597
water recycled and reused	0	0	0
water stored	1,100	1,100	1,100

## WATER INTENSITY

	2024	2023	2022
Total water consumption per ton of finished product (m <sup>3</sup> /ton)	4.0	2.76	2.41
Total water withdrawals per ton of finished product (m <sup>3</sup> /ton)	6.4	6	5.3

# Resources Inflows - Materials

## MATERIALS USED TO MANUFACTURE PRODUCTS AND SERVICES DURING THE REPORTING PERIOD

		2024	2023	2022
Total materials used	(ton)	39,293	35,498	31,402
Non-renewable materials used	total absolute weight (ton)	39,293	35,498	31,402
	%	100%	100%	100%
Renewable materials used	total absolute weight (ton)	0	0	0
	%	0	0%	0%

## RECYCLED INPUT MATERIALS USED TO MANUFACTURE PRODUCTS AND SERVICES DURING THE REPORTING PERIOD

	2024	2023	2022
Recycled input materials used (ton)	1,010	116	59
% over the total material used	2.6%	0.3%	0.2%

## INTERNALLY REGRIND MATERIAL

	2024
total regrind material (ton)	121
% over the total materials used	0.3%

# Waste management

## WASTE GENERATED

		NON-HAZARDOUS	HAZARDOUS	TOTAL
		TON	TON	TON
		<b>2024</b>		
Waste diverted from disposal	preparation for reuse	0	0	0
	recycling	2,897	17	2,914
	other recovery operations	0	23	23
	<b>total</b>	<b>2,897</b>	<b>40</b>	<b>2,937</b>
Waste averted to disposal	incineration	99	0	99
	landfilling	77	23	99
	other disposal operations	58	74	132
	<b>total</b>	<b>234</b>	<b>97</b>	<b>331</b>
<b>Total</b>		<b>3,130</b>	<b>137</b>	<b>3,267</b>
		<b>2023</b>		
Waste diverted from disposal	preparation for reuse	0	0	0
	recycling	2,712	15	2,727
	other recovery operations	0	15	15
	<b>total</b>	<b>2,712</b>	<b>30</b>	<b>3</b>
Waste averted to disposal	incineration	0	25	25
	landfilling	66	13	79
	other disposal operations	30	19	49
	<b>total</b>	<b>96</b>	<b>57</b>	<b>153</b>
<b>Total</b>		<b>2,808</b>	<b>87</b>	<b>2,895</b>
		<b>2022</b>		
Waste diverted from disposal	preparation for reuse	0	0	0
	recycling	2,728	152	2,880
	other recovery operations	28	3	31
	<b>total</b>	<b>2,756</b>	<b>155</b>	<b>2,911</b>
Waste averted to disposal	incineration	0	0	0
	landfilling	87	31	118
	other disposal operations	26	2	28
	<b>total</b>	<b>113</b>	<b>33</b>	<b>146</b>
<b>Total</b>		<b>2,869</b>	<b>188</b>	<b>3,057</b>

	2024		2023		2022	
	TOTAL (TONS)	% VERSUS TOTAL WASTE GENERATED	TOTAL (TONS)	% VERSUS TOTAL WASTE GENERATED	TOTAL (TONS)	% VERSUS TOTAL WASTE GENERATED
Non recycled waste	354	11%	167	6%	177	6%

We do not generate radioactive waste

## WASTE INTENSITY

	2024	2023	2022
Waste generated per ton of finished product (ton/ton)	0.09	0.09	0.10

## WASTE TO LANDFILL

	2024	2023	2022
% waste to landfill versus total waste generated	3.0%	2.7%	3.9%

Thanks  
to everyone who collaborated  
on our Sustainability Report

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## **Guala Dispensing**

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July 2025

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