

SUSTAINABILITY REPORT 2022



Guala *dispensing*



SUSTAINABILITY
REPORT
2022

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Gualadisensing: our DNA Rebranding

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Gualadisensing: our DNA

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.

Rebranding

Over the years Gualadisensing and Bisio Progetti have been benefitting from each other's expertise, contributing to the growth of their respective businesses and the development of

a shared identity. Bisio Progetti has been part of Guala Dispensing Group since 2011, we now feel it's time to further consolidate such a successful collaboration by encompassing our product portfolio under a common brand name.

Starting from May 2023 our products display new logotypes, to identify trigger sprayers and pump dispensers (HOME& CARE), packaging for the pharmaceutical and cosmetics sector (PHARMA), capsules for coffee and soluble (FOOD).

Guala dispensing

Bisioprogetti
— a Guala Group company —

Guala dispensing
▲ HOME & CARE

Guala dispensing
▲ PHARMA

Guala dispensing
▲ FOOD



Letter from the President



We all began 2022 full of expectations, mainly focusing on recovering from the difficult period of the pandemic. Instead, the world has had to deal with another dramatic event, with especially hard consequences from a human point of view, but also serious effects on the global economy: the beginning of a new war. The conflict has had a tremendous social impact on the populations it affects directly, and triggered a collapse in the financial markets that upset the balance between countries – forcing them to completely rethink their strategies to deal with the emergency, and to guarantee citizens basic necessities such as gas and electricity.

The impact on companies was severe: we once again had to guarantee production continuity and manage energy and material shortages. The experience and professionalism of our work teams was decisive in this, together with the relationship of trust we have established over time with clients and suppliers.

The critical state of the geopolitical context amplified the uncertainties of a particularly intense period of regulatory evolutions in Europe: discussions continue regarding the awaited revision of the EU's new Regulation on Packaging and Packaging Waste. In this scenario, the Gualadisensing Group confirms its commitment to playing an active role in the dialogue with associations and other organisations, in full collaboration and transparency.

We continue on our path to sustainability, adding an important contribution every year. A clear example of this is the analysis of our product portfolio, presented in this report and conducted according to the most relevant sustainability parameters for our industry and our applications. The in-depth description of our workforce precedes future regulatory requirements in the field of corporate social responsibility, and we have further extended our analysis of key environmental performance indicators. Our production processes continue to improve: in 2022, we activated a trigeneration plant also at the Bisio Progetti site in Alessandria, Italy.

As regards the social dimension, in line with the tradition upheld by the Group's companies, in 2022 we funded numerous socio-cultural projects in Italy through the SociAL Foundation, as well as a number of initiatives supported by our sites around the world in favour of the communities in which they operate.

People's wellbeing and environmental protection can, and must, be an integral part of the company's objectives. We see a long road ahead of us and we continue to search for new and effective solutions, certain that together we will be able to achieve many more important goals.

Stefano Guala, president and CEO of Gualadisensing



2022 in numbers



94% of waste recycled



4 external **recyclability** evaluation for triggers

75% of trigger portfolio products have validated **recycled material**

9 OK Compost certifications for pods

33% of pods portfolio lightened

2 **ecovadis** assessments **Silver Medal**



360k€ funds distributed for **social initiatives**

27 projects supported through **SociAL**



2 **trigeneration** systems

28% **electricity** self-generated



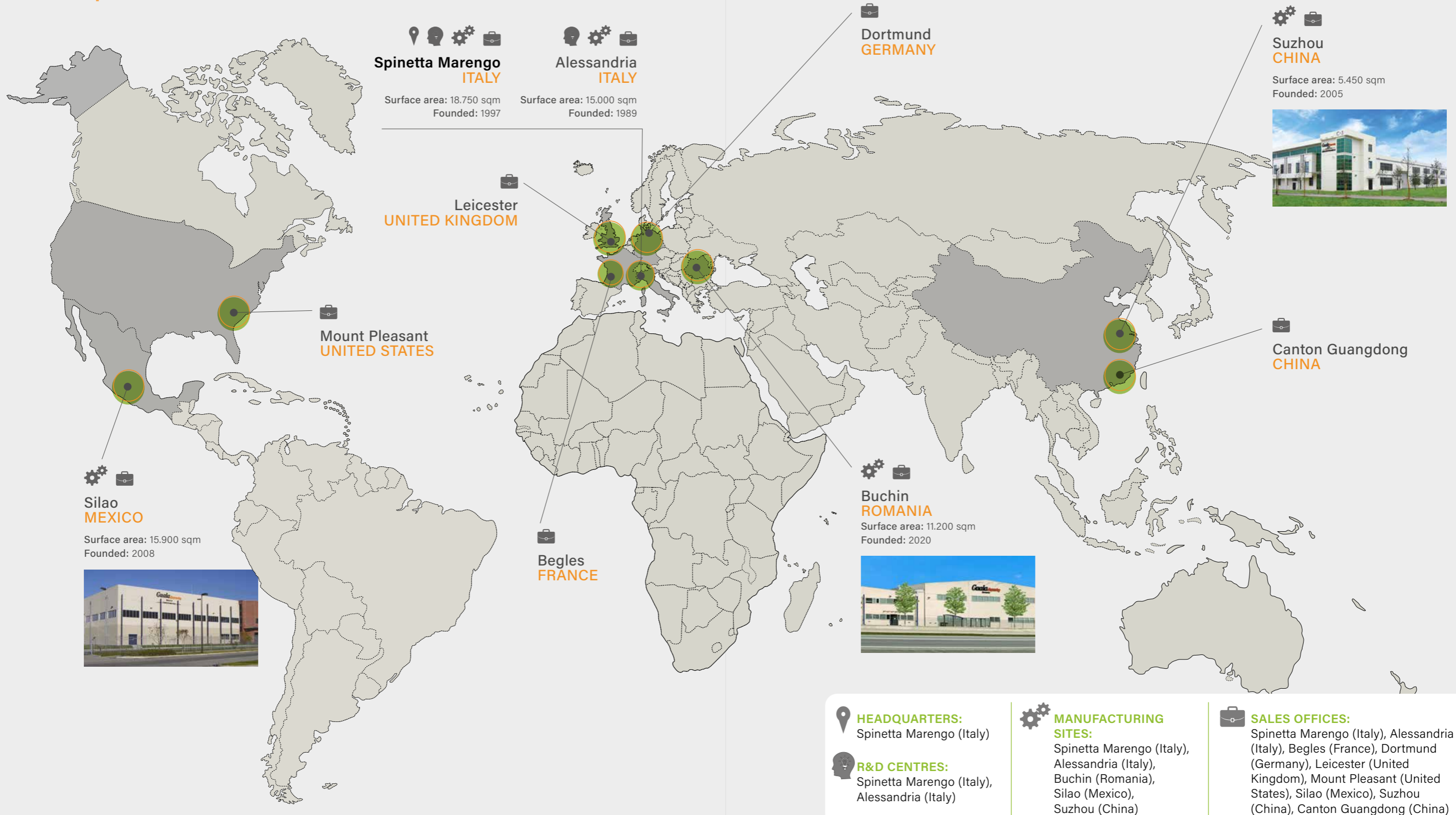
Guala *dispensing*
Guala Group company

3

THE
GUALADISPENSING
GROUP:

GOVERNANCE AND POLICY
FOR SUSTAINABILITY

An international presence



<p>HEADQUARTERS: Spinetta Marengo (Italy)</p> <p>R&D CENTRES: Spinetta Marengo (Italy), Alessandria (Italy)</p>	<p>MANUFACTURING SITES: Spinetta Marengo (Italy), Alessandria (Italy), Buchin (Romania), Silao (Mexico), Suzhou (China)</p>	<p>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)</p>
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Sustainability governance

A clear and shared direction

For Europe and for the whole world, 2022 was another intense year: no sooner had we overcome the health emergency – which had already caused serious consequences on international markets, also due to

logistical difficulties in the movement of goods – that a humanitarian crisis began, with the Russian-Ukrainian conflict. The effect was immediately evident in the strong pressure on energy and raw material prices for many months, which contributed to increasing inflation rates in many countries, in Europe and beyond.

Furthermore, as regards the packaging sector in particular, 2022 saw the continued proliferation of national and supranational regulatory proposals. Discussions have begun for an international Treaty promoted by the United Nations, and the European Commission has presented a proposal for a new Regulation on Packaging and Packaging Waste – which, in the intentions of the legislator, should clearly regulate the sector in all EU countries. At the time of publication, the proposal has not yet been finalised and the approval process is following the usual institutional channels (European Commission, Parliament and Council). A summary of its current definition is available 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 2022 our Board of Directors 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.

After the first Sustainability Report relating to 2020, the 2021 edition captured consolidated information for Gualadispensing and Bisio Progetti, laying strong foundations for an increasingly in-depth analysis of products, processes and working environments. Now, this 2022 edition presents an even more profound analysis of any impacts on the environment and on people, through the extensive monitoring of data and KPIs from our plants all over the world, showcasing the results of the innovations implemented to develop and offer increasingly circular products to the market.

The Company Management supervised the work of the sustainability team, with particular focus on the carbon footprint and 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.

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.

In 2022, 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 its Board of Directors 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.



Corporate Company Policy

Gualadispensing and Bisio Progetti aim to provide a level of service that consistently meets or exceeds the expectations of all their interlocutors, both internal and external, always renewing their 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.

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 Gualadispensing and Bisio Progetti plants 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.

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PRODUCTS AND
INNOVATIONS



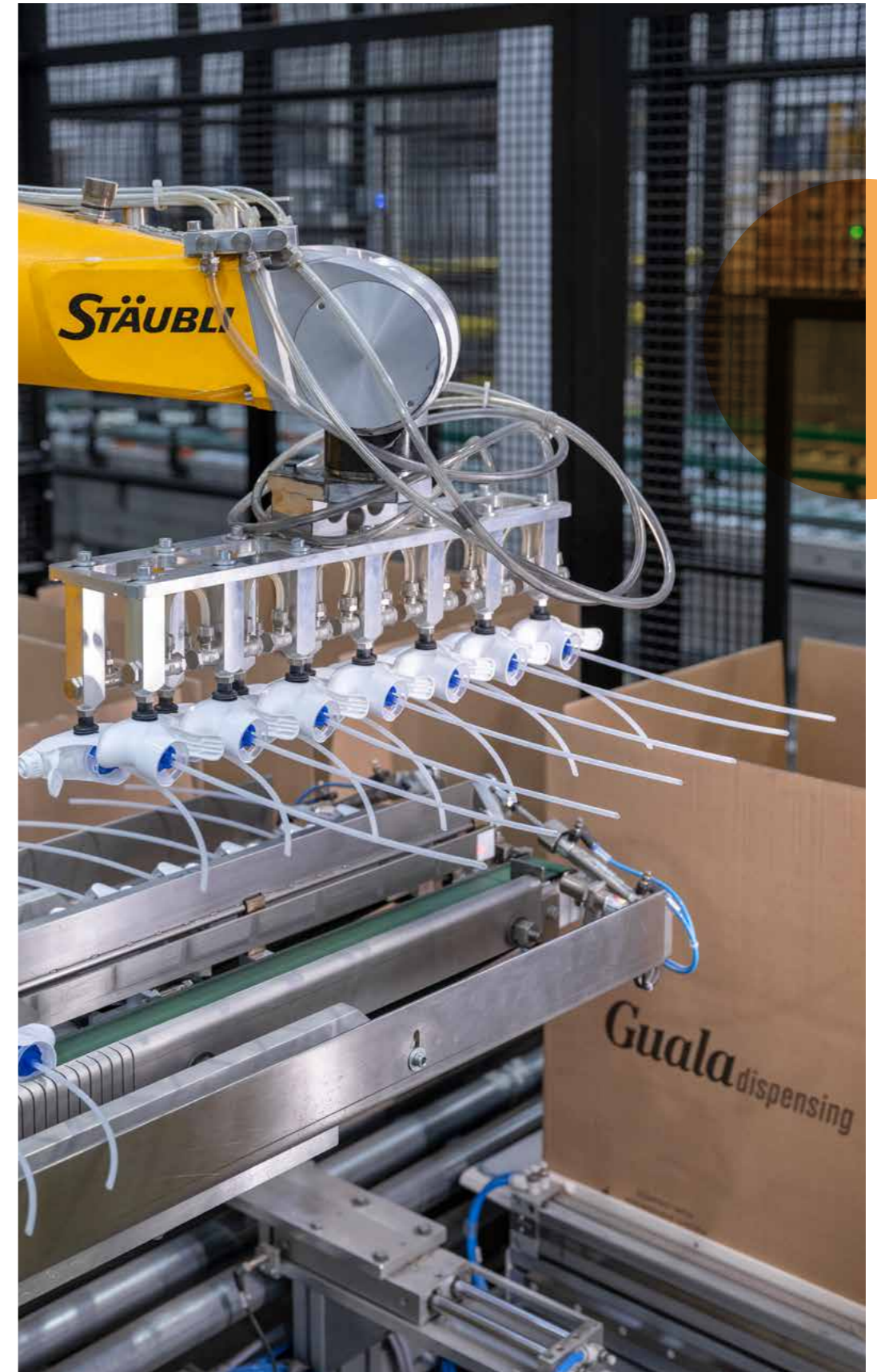
Regulatory evolutions

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 the past year alone, new regulations have been introduced or proposed all around the world, including:

- The so-called **Plastic Tax**, introduced in the UK and Spain (early 2023), which provides for the payment of a fee for plastic or plastic-containing packaging and some reliefs for the use of recycled content;
- The packaging **labelling systems** adopted in France and Italy (at the beginning of 2023), to provide consumers with better information on how to sort household waste and thus contribute to a higher collection and recycling rate according to the requirements of the national systems in place;
- The proposal, put forward by the European Commission in November 2022, of a new **Packaging and Packaging Waste Regulation**, which aims to profoundly change the production, logistics and large-scale distribution sector and the waste management chain in order to achieve ambitious European objectives. The proposal is now following the usual institutional approval process, which will take a few months: while the final content cannot be predicted with certainty, we can guess some of the challenges it will bring – such as stringent recyclability objectives and thresholds for the use of recycled content to be implemented by 2030 and 2040;
- Some US States have enacted or are studying local provisions such as the introduction of producer responsibility schemes (PRSs) or extended producer responsibility (EPR) to promote private engagement in collection systems;;
- In 2022, even the **United Nations** launched activities that should lead by 2024 to the drafting and approval of an international treaty to combat plastic pollution, as they have already done in the past with regard to the fight against climate change.

In such a fast-changing context, it is essential to monitor these drivers for change to identify risks and opportunities for business and turn them into ideas for action, to improve the environmental performance of our products. Therefore, the following sections provide an overview of the main areas of development that Gualadispensing 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.



Product portfolio analysis

A synergistic corporate structure for sustainability

The Gualadispensing 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 between the production of sprayers and pump dispensers, which are the focus of the Dispensing Division, and the production of beverage capsules, primary and secondary pharmaceutical packaging and single-dose strips, which are the core business of the Bisio Division (see pag. 4 for new logos and brand name, presented in May 2023).

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 Dispensing and Bisio Progetti Divisions, aligning objectives and work plans.

The sustainability team is entrusted, among other things, with monitoring regulatory developments (see section "Regulatory evolutions") 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 section "Life Cycle Assessment"), external tests and third-party certifications.



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

Strategic objectives and clear principles

The Gualadispensing 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 Gualadispensing 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**
- **Use of recycled material content**
- **Product reuse**
- **Recyclability**
- **Compostability**

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 Bisio 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 Dispensing 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.



33%
of the capsule portfolio
now adopts a
lighter solution
than the original product

USE OF RECYCLED MATERIAL CONTENT

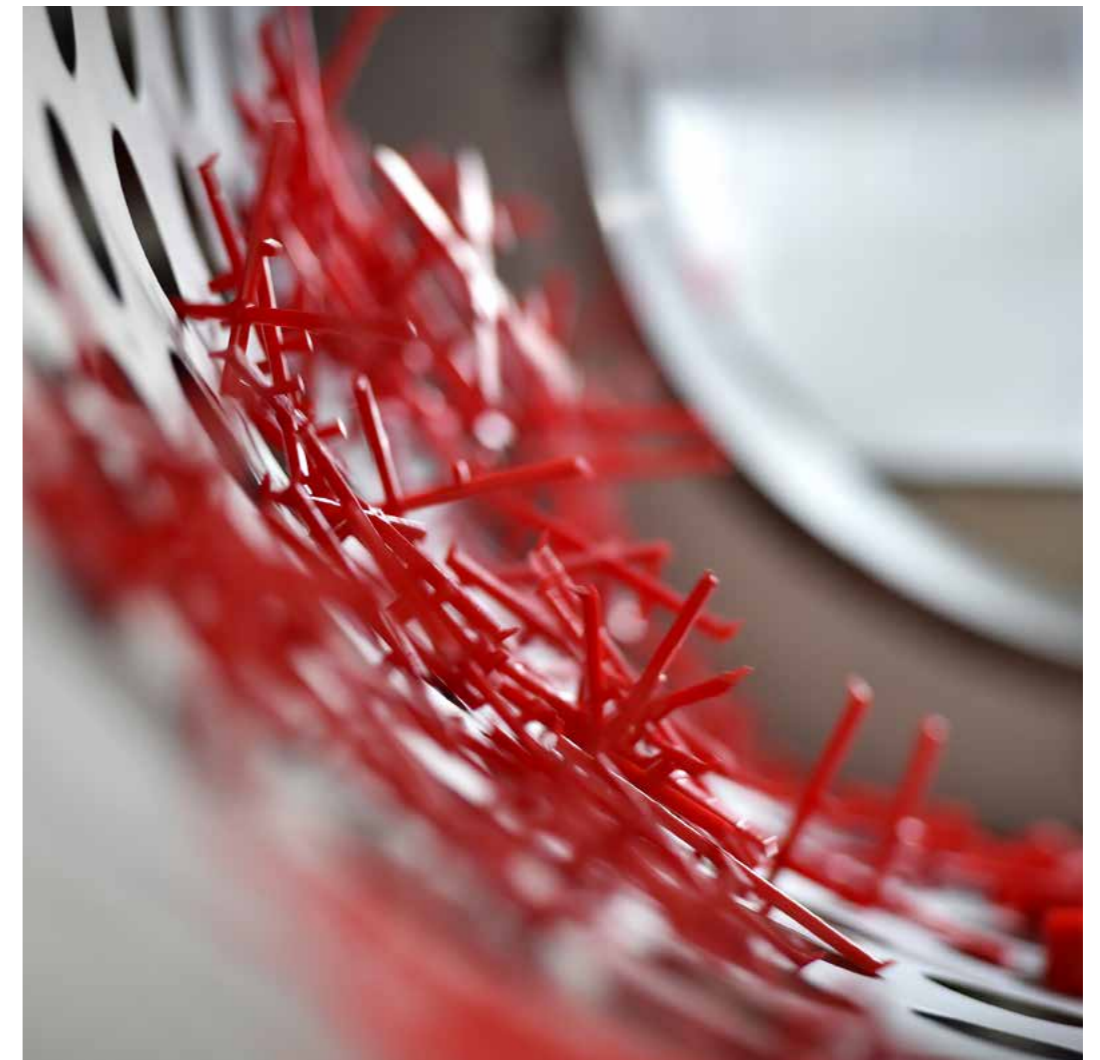
The choice of materials is crucial to improve the environmental impact of the product, as demonstrated in the LCA analyses we have conducted in recent years and presented in section "Life Cycle Assessment", but also to promote the reuse of post-consumer mechanical recycling materials with a view to circularity.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



Also thanks to this approach, Gualadispensing currently boasts an important technical result: we successfully tested up to **70% recycled content in sprayers** (depending on the platform). This excellent result stems from constant efforts by the quality and R&D teams, capable of identifying innovative ways to integrate PCR plastics into production, which is not always easy.

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 Gualadispensing'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.

As for the specific activity of the Bisio Division, we must also consider the greater restrictions set by the current regulations for packaging and materials used in food, cosmetic and pharmaceutical applications: indeed, the availability of post-consumer materials from mechanical recycling that are suitable for contact with food or pharmaceutical products is very limited on the polyolefins market. For this reason, the Bisio Progetti plant has begun the process leading to the **ISCC certification**, which is required for traceability when using materials from mass-balance chemical recycling – which, unlike mechanical recycling, guarantees the resulting material is suitable 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.

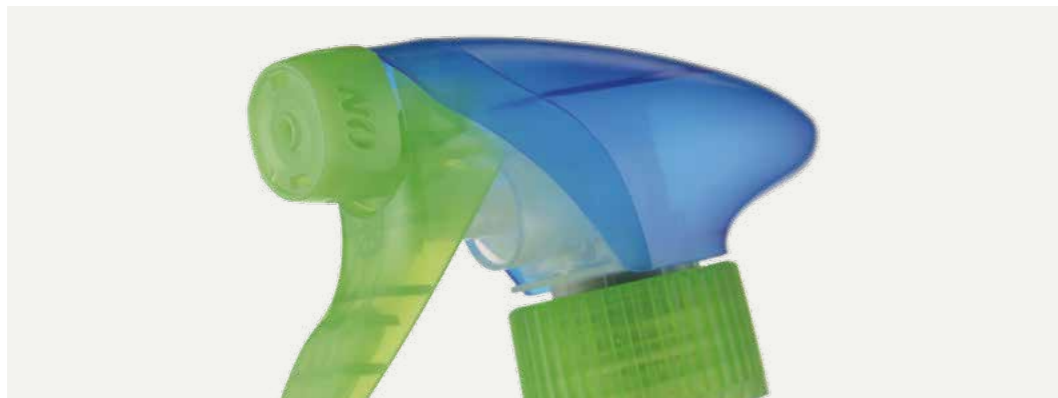
Finally, we cannot fail to mention further constraints upstream, due to the limited availability of PCR plastics on the market, and downstream, due to limited client demand. Despite all technical progress, indeed, the actual use of recycled materials on the production lines is still modest: the 2022 figure is equal to 0.2% of the total materials used.



PRODUCT REUSE

Where applicable, reuse can prevent and reduce the negative impacts of packaging and packaging waste on the environment and on health. The new Regulation on Packaging and Packaging Waste (PPWR), currently under approval by the European Parliament, states that packaging in any form can be considered reusable only if it meets a series of requirements. Two of the most relevant address the following aspects:

- The design and marketing of reusable packaging must be based on a minimum 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 Dispensing 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 Gualadispensing 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 our trigger range
offer a solution
consumers can reuse

KPI

RECYCLABILITY

The recyclability of plastic packaging is an increasingly topical and constantly evolving issue. The EU's proposal for a new Regulation on Packaging and Packaging Waste aims to introduce more stringent and well-defined objectives starting from 2030, when all packaging included in the scope of the legislation will potentially have a minimum recyclability percentage of 70%.

The Dispensing Division 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 recyclability guidelines recognised in Europe. Currently we are working on the following next steps:

- 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 (example: independent evaluation of the TS1 trigger);
- Identification of any areas of intervention;
- Design of products made up 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.



100%
of the products in our trigger
range **sold on the EU market**
meet the minimum
European requirements

KPI

INDEPENDENT EVALUATION OF THE TS1 TRIGGER

In 2022, we sent a sample of our TS1 trigger to an independent laboratory (Interseroh+) to carry out detailed tests that simulated the actual disposal and recycling of a sprayer combined with a PE bottle. After various analyses – dimensional, on composition, on effective reading in sorting plants, and on quality of the final result – the recyclability of our product was confirmed with a 95% recyclability evaluation according to the EN 13430 standard.

Since 2021 Gualadispensing has been a **platinum member of RecyClass**, the cross-sector European initiative that promotes the recyclability of plastic packaging, to promote traceability and transparency. In this role, we contribute to defining and updating recyclability guidelines, according to ecodesign principles that take into account choice of materials, component separation and ease when emptying containers. We have had some of our sprayers evaluated by accredited laboratories and our TS3 Dexter on PET bottle achieved the highest possible score: A.

COMPOSTABILITY

The Bisio 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 Bisio 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.



83%
of our
capsule platforms
can provide a
compostable solution

Life Cycle Assessment

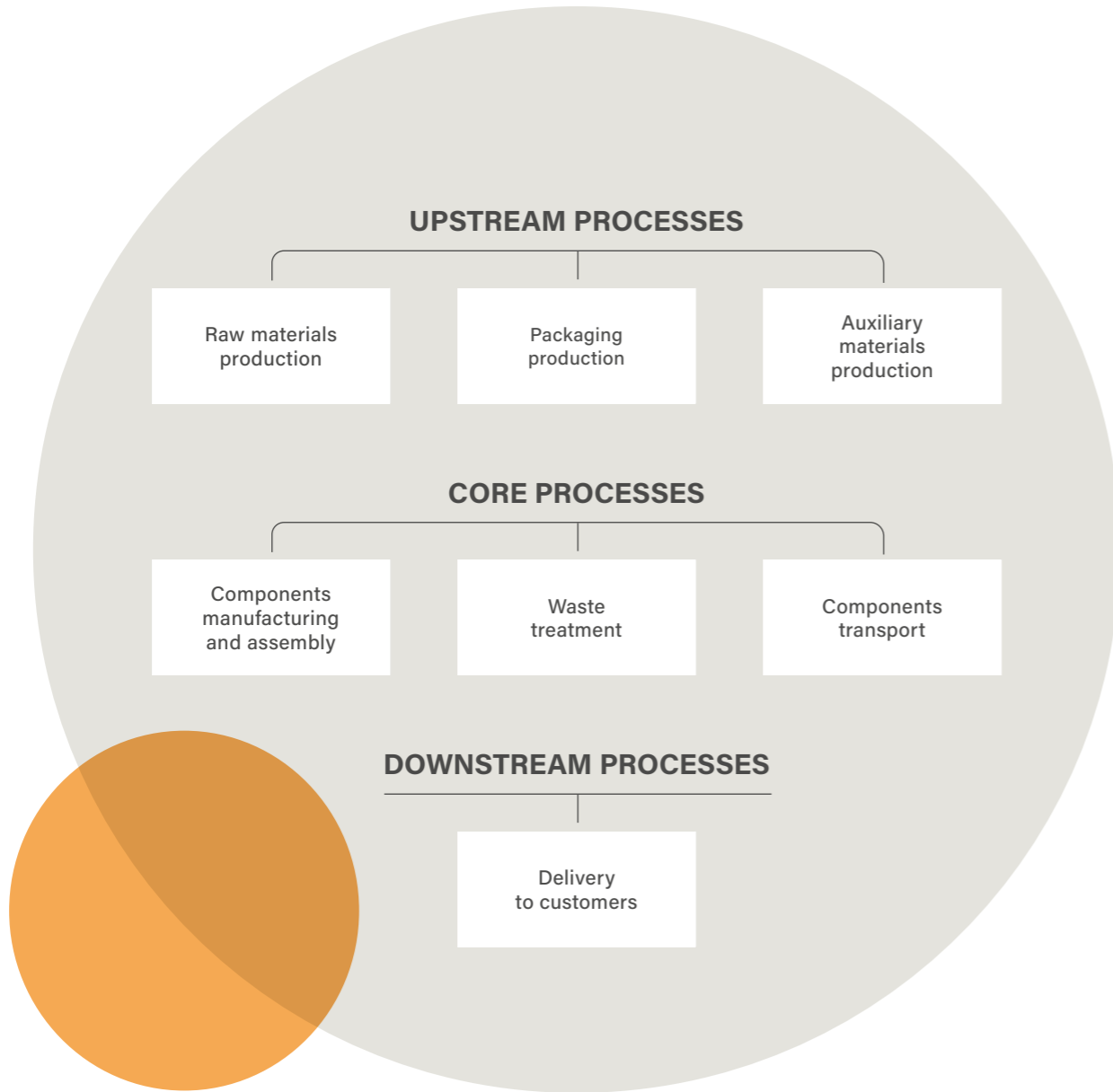
Innovation and sustainability are increasingly interconnected: the need to reduce products' environmental impact pushes the market towards solutions that are more and more creative, and in some cases technically unthinkable until just a few years ago.

Thus, to correctly evaluate different alternatives and identify new opportunities for improvement, it becomes essential to leverage new and useful tools for an in-depth and rigorous analysis. Among these, in 2021 Gualadispensing adopted the Life Cycle Assessment (LCA) method to measure the environmental impact of its products.



The TS5 trigger

In line with relevant legislation, the study on the TS5 trigger 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, 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.

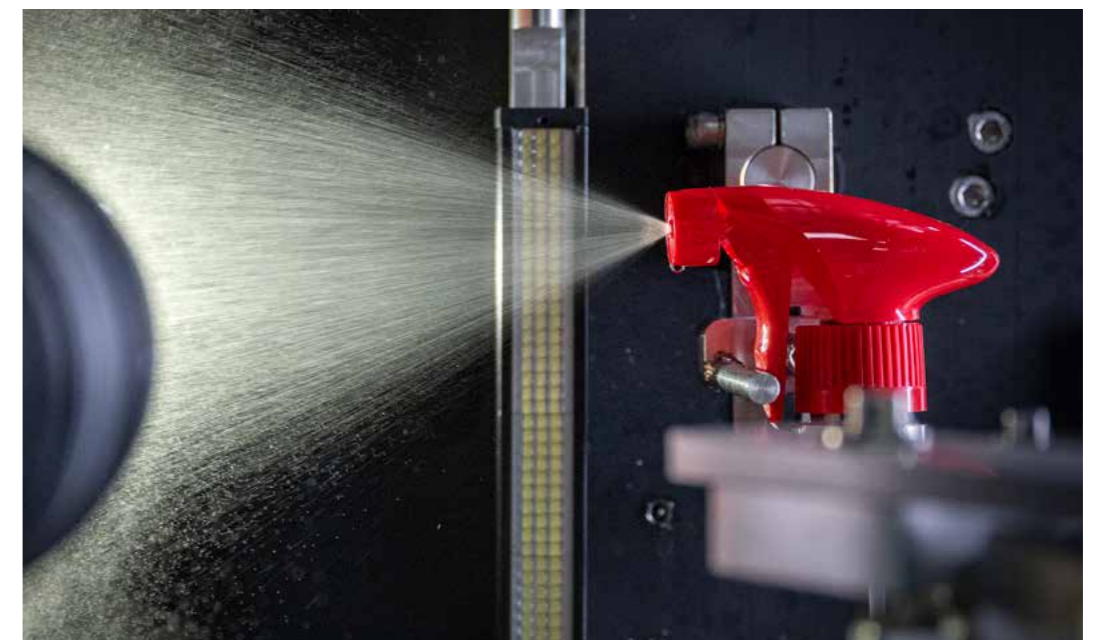
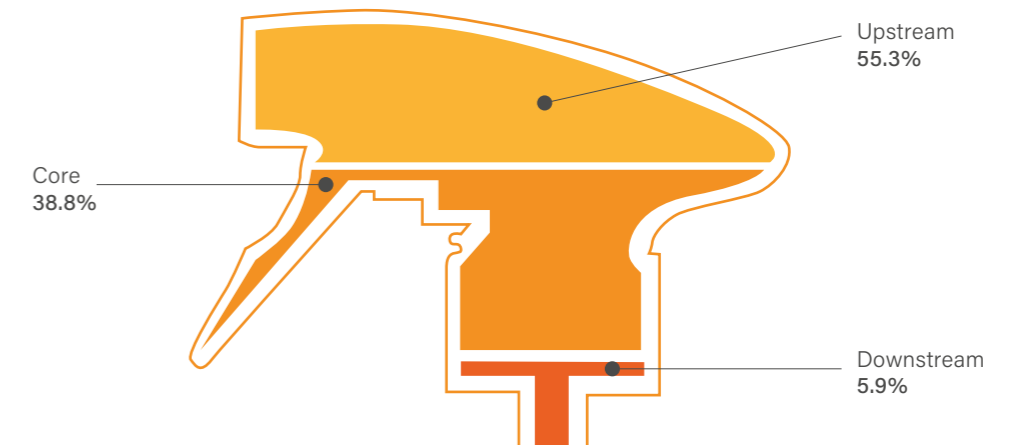
THE CARBON FOOTPRINT IN THE REFERENCE SCENARIO

In order to better interpret the results of the analysis, we first established a reference scenario that could constitute the baseline for future monitoring and for the evaluation of possible improvement actions.

In our study, we considered the standard production of TS5 at Gualadispensing's Italian factory, using virgin materials of fossil origin, as the reference scenario.

Greenhouse gas emissions are mainly generated in the upstream and core phases, due to the materials used and the production process: the supply of resins, the energy mix available in the territory, and the industrial technology adopted (injection moulding of plastic materials) play a crucial role. The impact of distribution is significantly lower.

The carbon footprint of the different phases considered for TS5, in the reference scenario





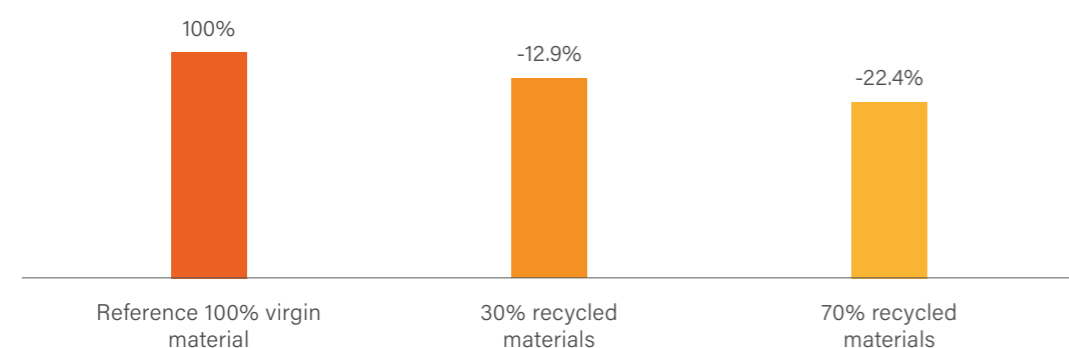
THE TANGIBLE IMPACT OF RECYCLED MATERIALS

The introduction of mechanically recycled plastics makes it possible to reduce the direct use of fossil sources, but what is the actual impact on the product's overall carbon footprint?

The LCA study allows us to effectively visualise this benefit, comparing two scenarios – respectively with 30% and 70% recycled content – to the reference product made with virgin materials.

The improvement exceeds 10% in the first scenario and 20% in the second, confirming in tangible terms that this is one of the ways we can effectively achieve a reduction in the environmental impact of the product. More on our efforts to include recycled content in our products is presented in the "Use of recycled material content" section.

Impact of materials in the TS5's LCA: carbon footprint comparison



The Dolce Gusto® compatible capsule

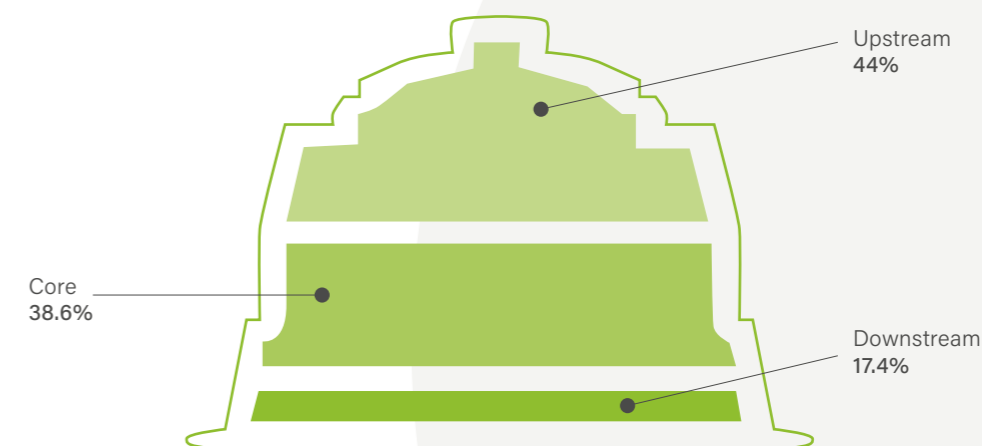
In the past, we also subjected the Dolce Gusto® compatible polypropylene capsule to an environmental impact assessment.

The study was conducted "from cradle to grave", thus including the disposal phase after use by the consumer. Also in this case the processes were divided between *upstream*, *core* and *downstream*.

Upstream processes include the extraction of raw materials and their transport, the production of finished products (polypropylene), and the manufacture of primary packaging.

Core processes encompass manufacturing activities, the consumption of resources by the company, and the treatment and disposal of waste generated during production.

Finally, **downstream processes** comprise the distribution of the packaged product to customers and disposal at the end of its life.



THE NEED TO USE LESS MATERIAL

The reference scenario considers the production of a Dolce Gusto® compatible capsule in polypropylene, starting from virgin materials of fossil origin, at our Bisio Progetti factory in Alessandria, Italy.

Also in this case the carbon footprint of the product is mainly generated by the resin used and by the production process.

One of the constraints affecting food applications is the very limited availability on the market of recycled PP approved for contact with food: therefore, we focused our efforts on reducing the weight and quantity of material used to produce the capsule. Preliminary simulations indicate a potential reduction of the carbon footprint of the Dolce Gusto® compatible capsule by up to 20%.



5

PEOPLE
AND SOCIAL
IMPACT

BMB KW 280

Figel

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 in chapter 3.

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.

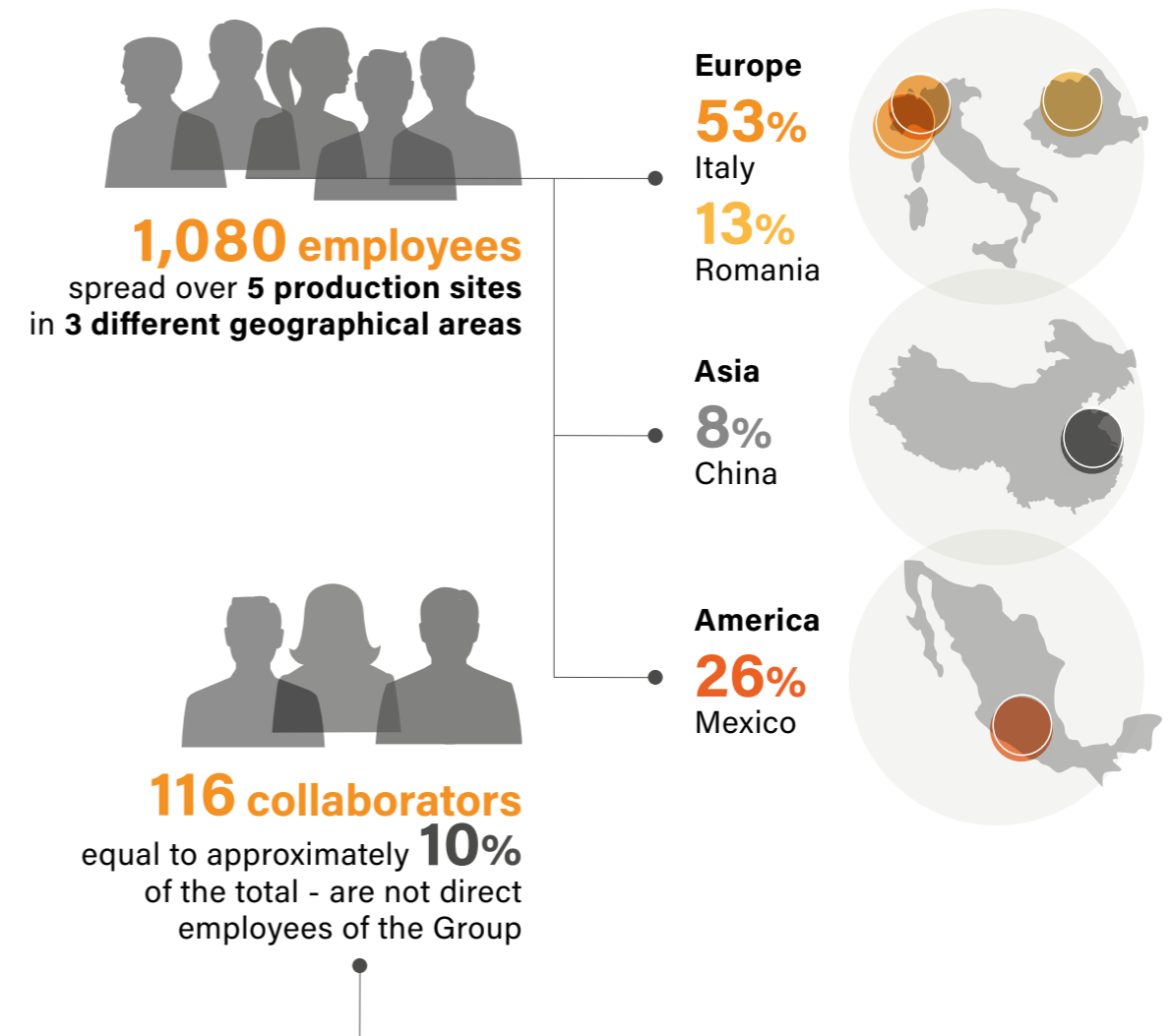


Our workforce

At the end of 2022, the Gualadisping Group had a total of 1,080 employees spread over 5 production sites in 3 different geographical areas (Europe, Asia, America).

In addition, there are 116 collaborators – equal to approximately 10% of the total workforce – who are not direct employees of the Group.

Employees by country

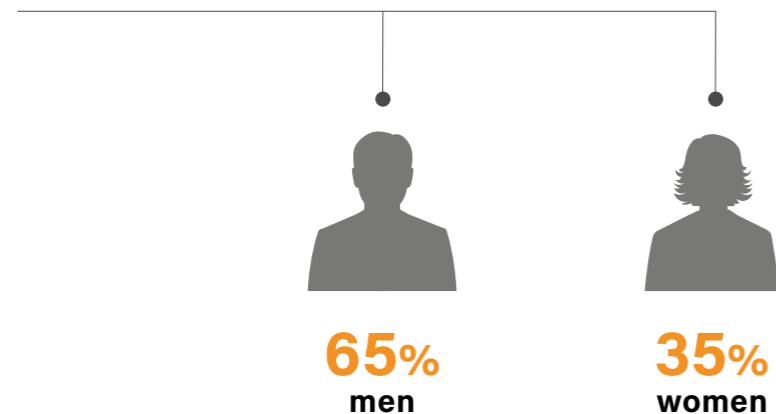


We are committed to building a diverse and inclusive culture where employees feel welcomed, valued and treated fairly. Our diversity in terms of geographical areas, backgrounds, skills and talents makes the work environment multicultural and open to innovation and new challenges.

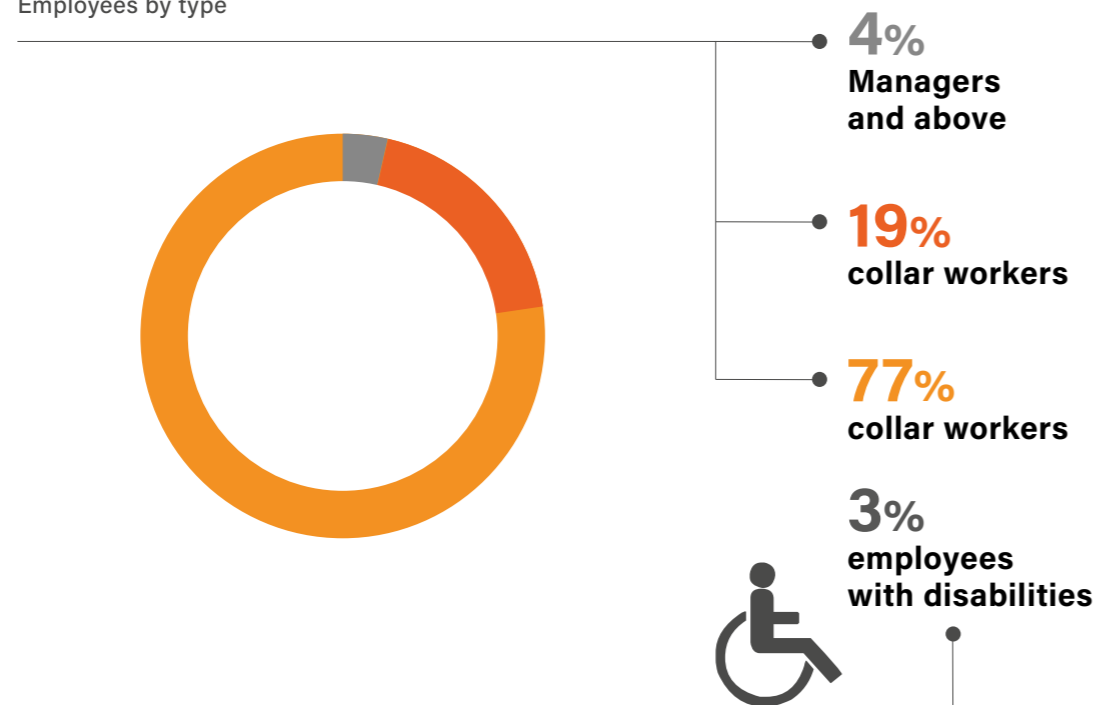
Furthermore, this diversity also proves essential to understand the wide variety of needs expressed by consumers, and therefore to always generate new proposals for our customers to satisfy the market.

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



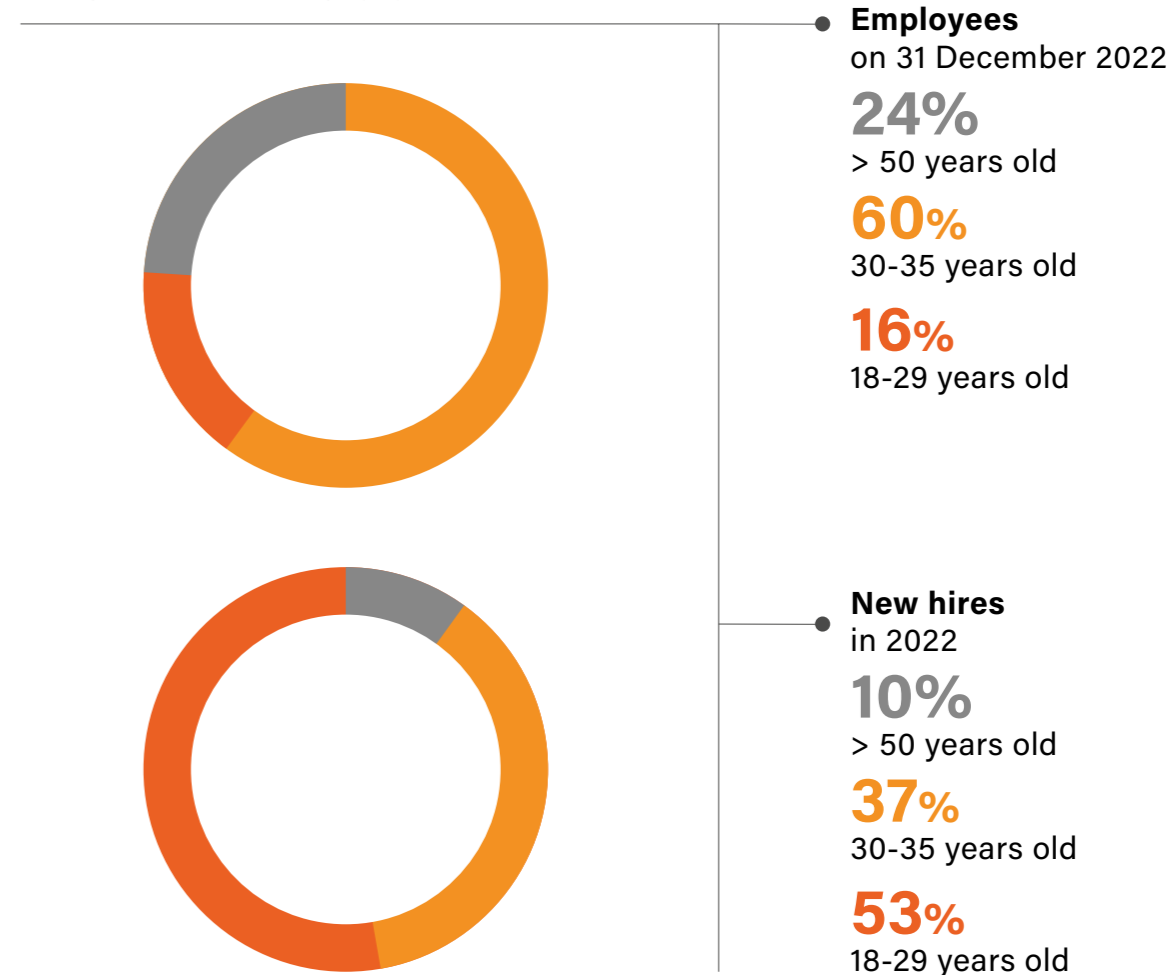
Employees by type



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.

By analysing the characteristics of the employees in detail, we can see that the majority, around 60%, are between the ages of 30 and 50, while only 16% are under 30 and none are under 18. However, the scenario changes if we focus on new hires during the year: in this sub-group, over half (53%) of the employees are under 30 years old.

Employees and new hires by age group



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 working relationships. Indeed:



Health & 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.

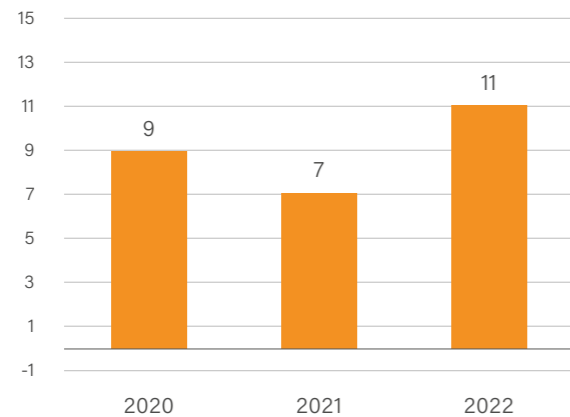
In general, our occupational safety management system focuses on the following main points:

- Ensure compliance with safety and hygiene regulations concerning company products, processes and services;
- Promote safe and healthy working 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 2022, **approximately 31% of the training hours** provided to our employees were focused on **health, safety and environment (HSE)** topics.

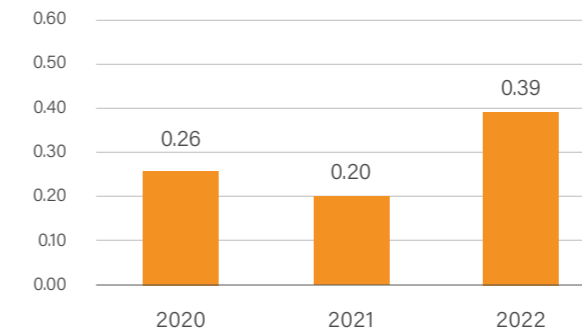
Unfortunately, and despite efforts regarding both on plants and on people's behaviours, the global indicators for the frequency and severity of injuries have seen a trend reversal compared to the improvement recorded in the past.

Frequency of injuries



31%
HSE
training
hours

Severity of injuries



100%
of workers
covered by a
**health
and safety
management
system**





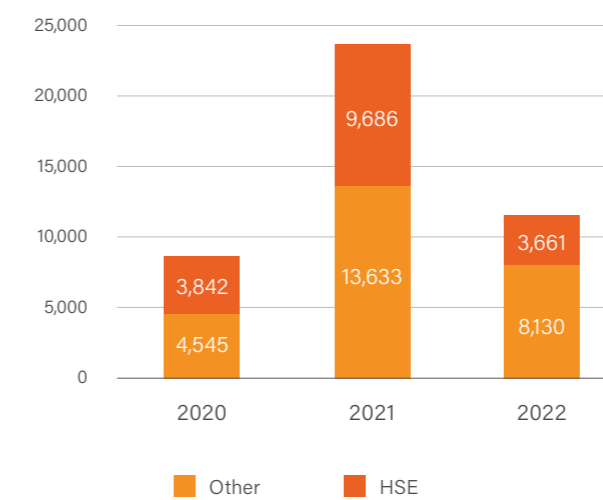
Skill development

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

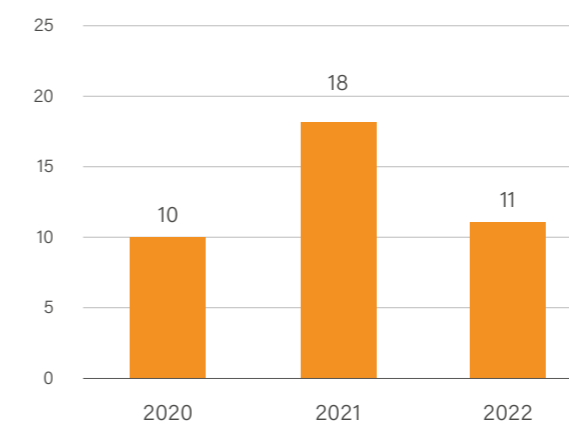
Employee training in 2022 stabilised compared to the peak recorded in 2021, when particularly high numbers were recorded for two reasons: the need to make up for the initiatives postponed during the pandemic, and the addition of activities connected with the opening of the new factory in Romania. The preparation necessary for the start-up and commissioning of the site, in fact, naturally required a higher number of dedicated hours than the other plants already in operation.

All in all, in 2022 the average of training hours per employee settled at 11 hours.

Hours of training



Hours of training per employee



11 hours
average training hours per employee, in 2022

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 Alessandria, Italy area, 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.

- **254 projects supported through tenders** since 2013
- **93 own projects supported** since 2013
- **347 total projects funded** since 2013
- **27 projects activated** in 2022
- **over €525,000 awarded** in 2022
- **€7.4 million disbursed in total** since 2023
- **€360,000 financing from Gualadispensing**

FORTE INSIEME

The FORTE Insieme project – named with a play on words meaning “stronger together” but also referencing the Forte Acqui location – is designed to support individual and group programmes for the well-being and job placement of people in conditions of fragility, leveraging the potential of social and urban agriculture and promoting the circular economy. FORTE Insieme’s activities develop within the spaces of the Forte Acqui Municipal Park and the Cambalache honey extraction and drying laboratory. The project networks with various farms to recover surplus or discarded fruit and vegetables, reducing waste by drying it and putting it back on the market in the form of processed products. The project engages citizens and families in outdoor activities to reconnect with nature and revitalise public green spaces as meeting places. The main activities are:

- **Training course:** synergistic agriculture; cultivation of aromatic herbs and beekeeping; occupational safety training – specific risks in agriculture and HACCP; food processing; marketing;
- **Management** of agricultural spaces at Forte Acqui and of the food processing laboratory, with the support of a multidisciplinary team that includes an educator, a psychologist and a social worker;
- **Product sales:** packaging, labelling, marketing and sales;
- **Events for citizens:** the agricultural spaces will host events open to the public and intended for families with playful activities for children.



BOSCO LIBERA L'ARTE

The project (literally “The wood frees art”, with a play on words on the name of the location) stems from the desire to enhance the territory of Bosco Marengo, and in particular the Monumental Complex of Santa Croce, which was elected among the favourite FAI (Italian Environmental Fund) destinations in 2016, and Cascina Saetta, the first building confiscated from the mafias in the province of Alessandria.

Part of the programme is dedicated to creating shows with the engagement of small local companies made up of artists of all ages, who practice dance, theatre, music and choral singing.





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.

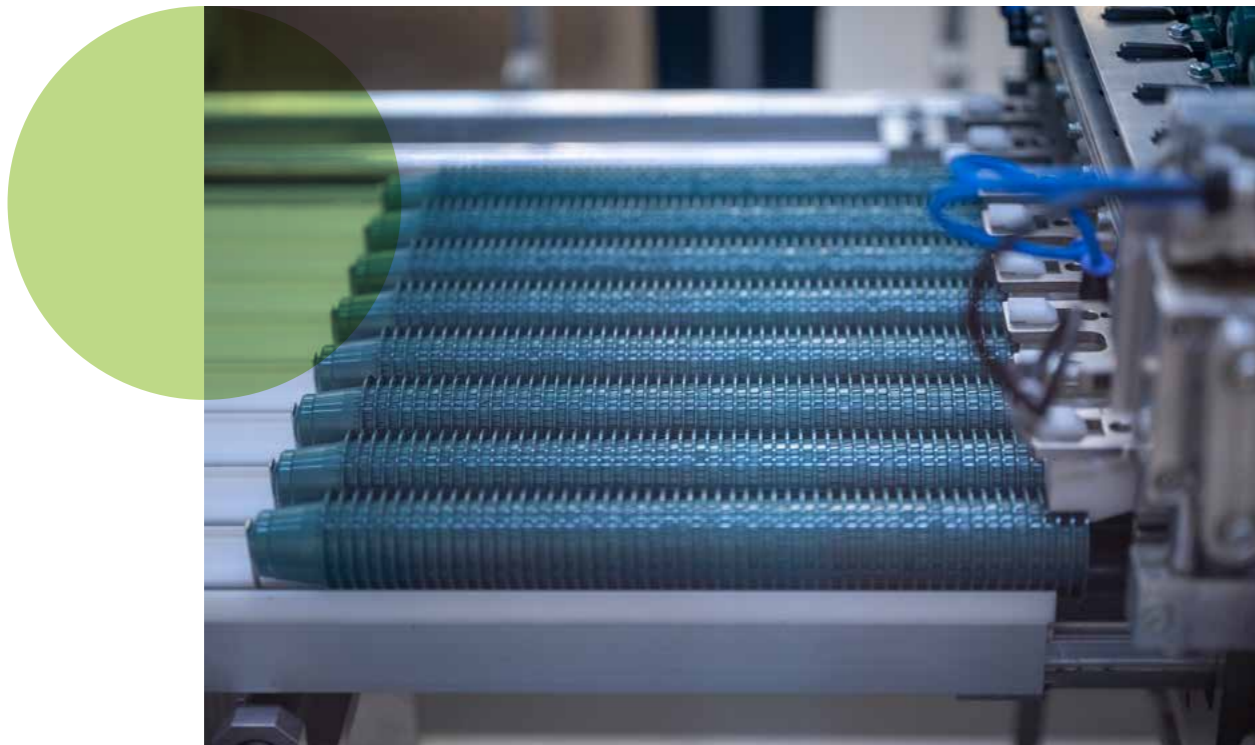
We adopt circularity principles at all levels and implement them with the best technologies available to guarantee the continuity of the organisation over time. We thus prevent and reduce the environmental impacts of our activity, also paying attention to the behaviour of the end user.

We are committed to increase production efficiency while mitigating our environmental impact, focusing in particular on reducing energy consumption, emissions and waste generation, within a framework of circularity for both our processes and the packaging we manufacture.

As shown by the Life Cycle Analyses (LCAs) we performed in recent years, a large portion (approximately 40%) of the environmental impact of our products arises from our manufacturing operations, although the resources we purchase have an even larger impact on the value chain. For more information on our LCA findings, 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.

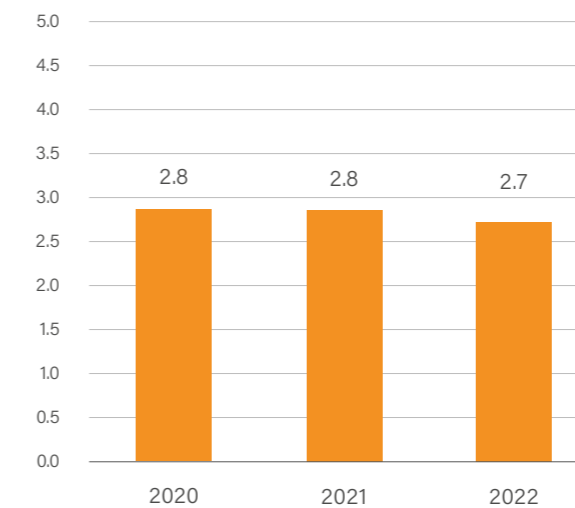
In our headquarters in Spinetta Marengo, our Chief Operating Officer defines priorities and guidelines in close collaboration with the Director of European plants and the managers at the various sites, who create specific action plans in line with corporate directions taking into consideration the local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



Energy Electricity consumption

In 2022, our factories around the world consumed a total of 84,483 MWh of electricity. Consumption per metric ton of finished product recorded a decrease of approximately 3.6% compared to 2021, reaching a value of 2.7 MWh. This improvement in the global normalised figure is mainly due to our site in Romania, which – after the initial start-up phase – approached full-capacity production in its second year of activity, with consequent benefits in terms of efficiency. The plant in Mexico, instead, suffered a contraction in production volumes that took consumption by production lines to less-than-optimal levels, therefore leading to an increase in the site’s indicator.

Electricity consumption per finished product (MWh/t)



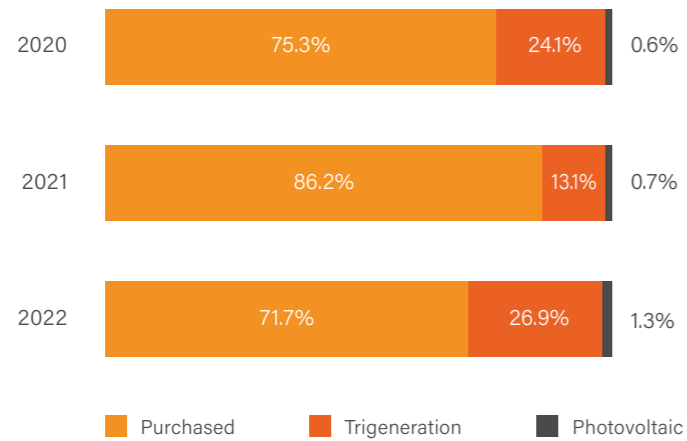
-3.6%
Electricity consumption

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. Indeed, the share of electricity we purchased significantly decreased in 2022, thanks to the contribution of the new trigeneration plant installed at the Italian site in Alessandria. Adding to the system already active in Spinetta Marengo, this has led to an approximately 14% decrease in the share of electricity purchased from the grid.

The increase in the share of self-produced renewable energy also contributed to this result, going from 0.7% of the total in 2021 to 1.3% in 2022. This was possible thanks to maintenance activities on the photovoltaic system in Spinetta Marengo, which had been heavily damaged by past weather events, and to the higher yield of the Alessandria photovoltaic plant in 2022.

Sources of electricity supply



28.2%
of self-produced electricity

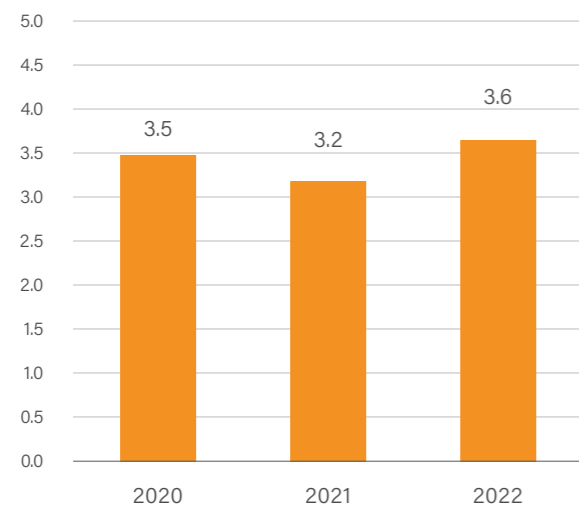
Total energy consumption

The reduction in electricity consumption recorded in 2022 and described in the previous sections resulted in a 2% decrease in total energy consumption, which fell to 111,788 MWh.

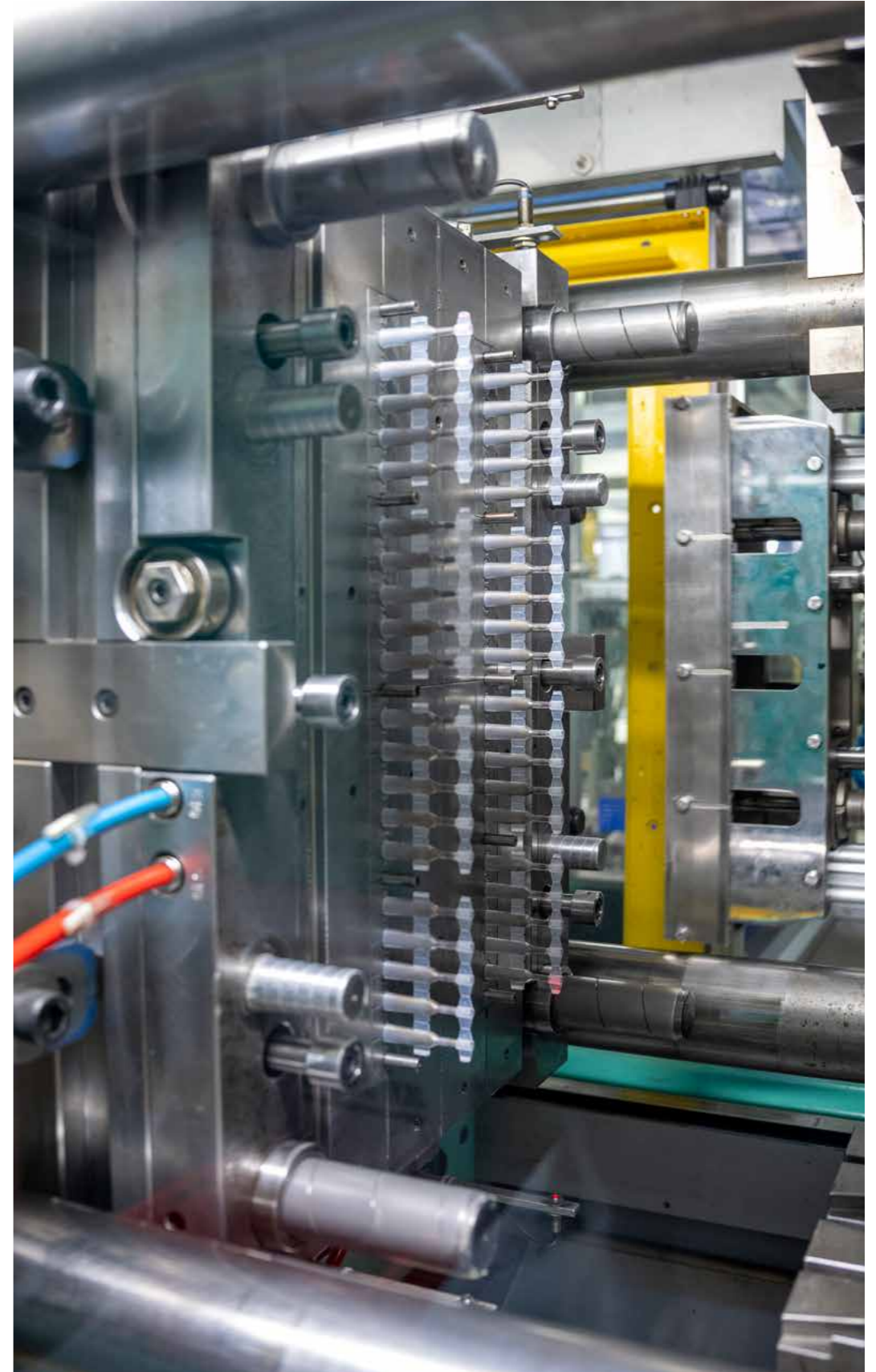
This figure includes consumption almost entirely from non-renewable sources (mainly electricity purchased from the grid and methane) and only minimally from renewable sources such as the photovoltaic systems, where present.

The consumption rate is equal to 3.6 MWh per metric ton of finished product, with an increase of approximately 11% compared to 2021 – mainly due to the drop in total production volumes and to the entry into full operation of a second trigeneration plant, which caused a shift in the energy balance deriving from the purchase of large quantities of methane gas.

Total energy consumption per finished product (MWh/t)



-2%
Total energy consumption



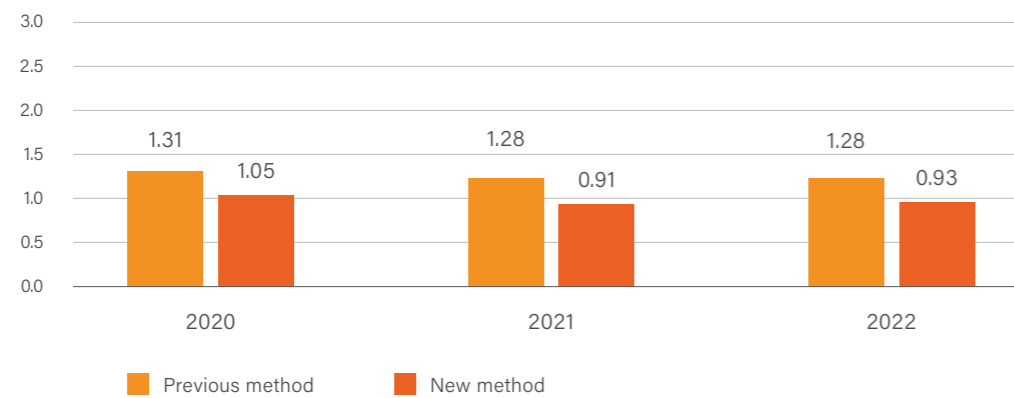
CO₂ emissions

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 the year 2022 stands at approximately 29,000 metric tons of CO₂ equivalent, classified as “scope 1” for one third and “scope 2” for two thirds. The overall figure, apparently sharply lower than previous years, is actually not comparable with past references due to updates in the specific emission factors for the production of electricity in different countries.

The global value weighted for production is equal to 0.93 tons of CO₂ equivalent per ton of finished product, which is slightly higher than in 2021 when calculated using the same coefficients.

CO₂ equivalent emissions per finished product (t/t)



Waste management

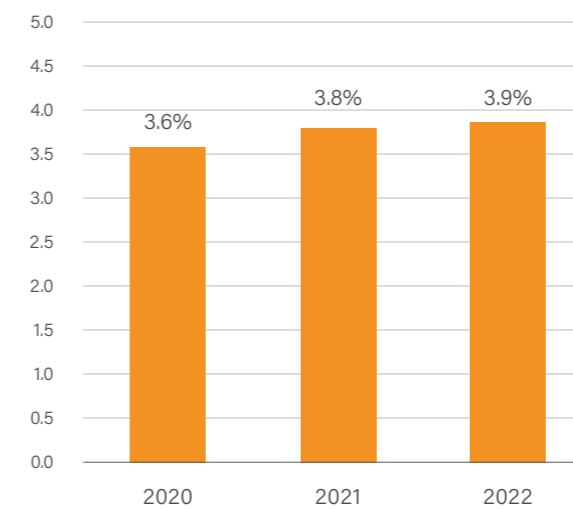
The total waste produced in 2022 in our plants decreased by over 4% compared to 2021. However, this positive result is influenced by the decline in production volumes, which also led to an increase in the amount of waste per metric ton of finished product, which settled at 0.1.

Nevertheless, in general we can confirm great attention for the recovery and recycling of materials, with a percentage of recycled waste equal to 94% and waste sent to landfills equal to approximately 4%.

Total waste (t) and waste per finished product (t/t)



Waste in the landfill (%)



 **94% Recycled waste**



7

SUSTAINABILITY
ASSESSMENTS AND
ASSOCIATIONS

Guala dispensing

RecyClass, European Bioplastic, Unionplast

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

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 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 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.

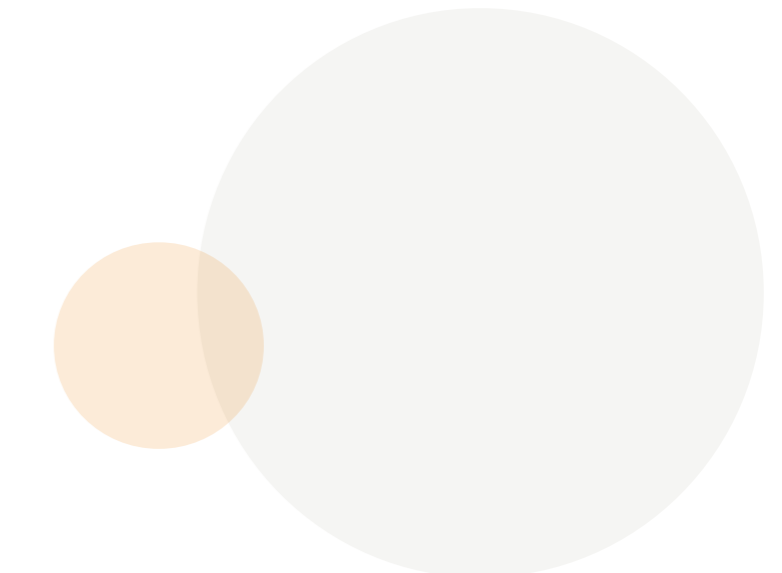
Guala Dispensing and Bisio Progetti both achieved the silver medal, ranking in the top 25% of companies recognised for their commitment to environmental and social sustainability.

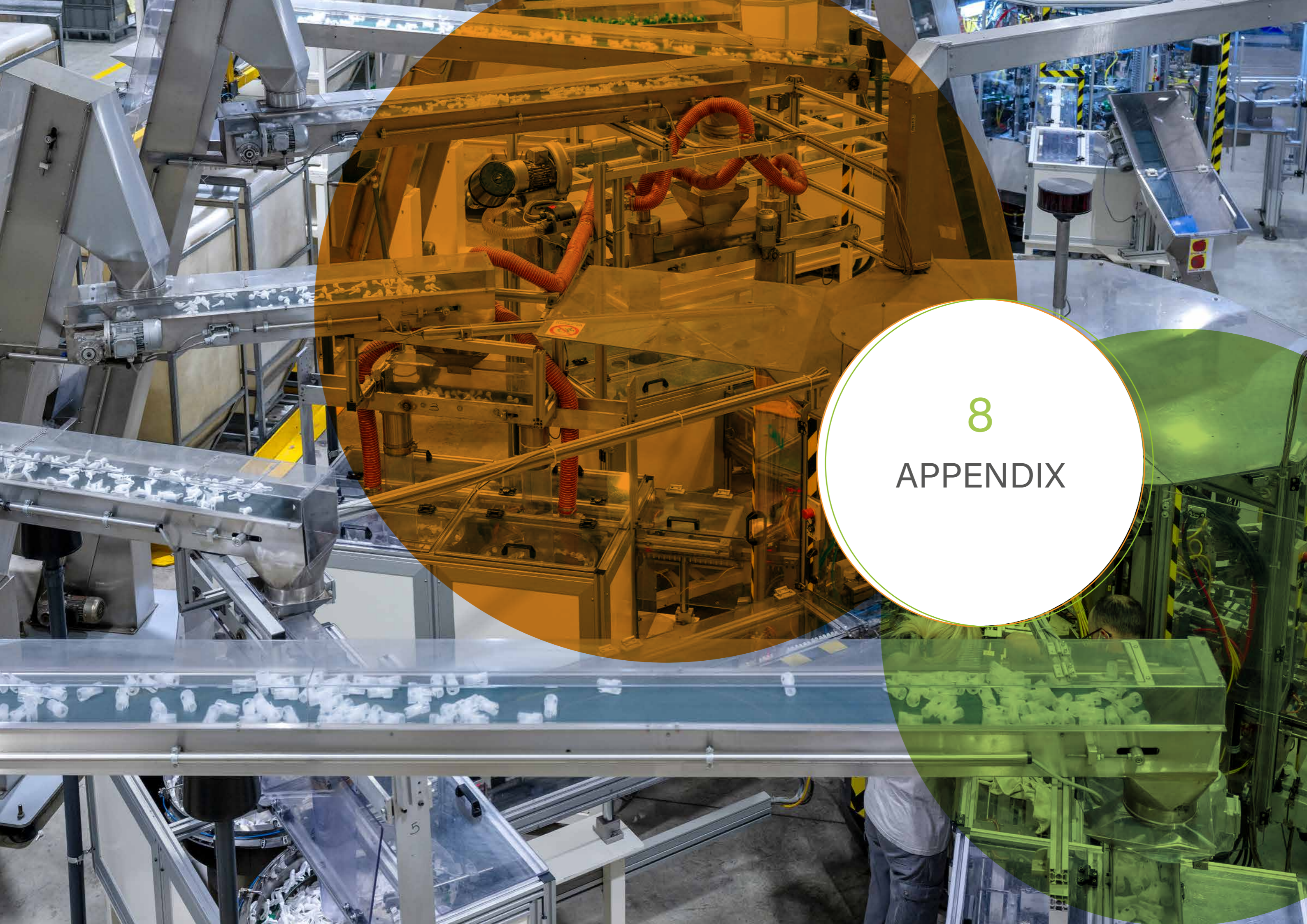


CDP is an international non-profit organisation that guides companies in the transparent communication of their environmental impact. Gualadispensing has chosen to follow its guidelines to report on climate impact (Climate Change Questionnaire for assessing the company's impact on climate change) and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





8

APPENDIX

Methodology and scope

This Sustainability Report, now in its third 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 2022 edition was prepared according to the Sustainability Reporting Guidelines of the Global Reporting Initiative (GRI), while also considering preliminary indications from the draft of the upcoming European Sustainability Reporting Standards. 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.

Data are reported for a three-year period (2020-2022). For their correct interpretation, please note that the 2020 data – in line with the previous Sustainability Report – refer to the Gualadisensing production sites in Italy (Spinetta Marengo), Mexico (Silao) and China (Suzhou), expressed as global aggregate figures. Starting in 2021, and now continuing for 2022, all calculations also include the Gualadisensing site in Romania, located in Buchin, and Bisio Progetti's site in Alessandria, Italy.

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. Gualadisensing 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. To allow comparability of information with previous years, the same methodology applied for 2022 was applied retrospectively to data reported for 2020 and 2021.

Sources of conversion factors and emission factors adopted to convert the consumption of fuel and electricity purchased from the grid into CO2 emissions include the IPCC 2006 Guidelines for

National Greenhouse Gas Inventories and the resources available at the Our World in Data website (ourworldindata.org).

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 Gualadisensing'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: www.gualadisensing.com

Social data

GENERAL INFORMATION

Employees by country and by gender

	2022			2021	2020*
	MALE	FEMALE	TOTAL	TOTAL	TOTAL
Italy	404	166	570	n.d.	n.d.
Romania	89	50	139	n.d.	n.d.
Mexico	160	120	280	n.d.	n.d.
China	46	45	91	n.d.	n.d.
Total employees	699	381	1,080	n.d.	n.d.
Total workers (employees + non-employees)			1,196	1,283	1,148

* 2020 data do not include Alessandra (Italy) and Buchin (Romania) manufacturing sites.

Employees by country, by contract type and by gender

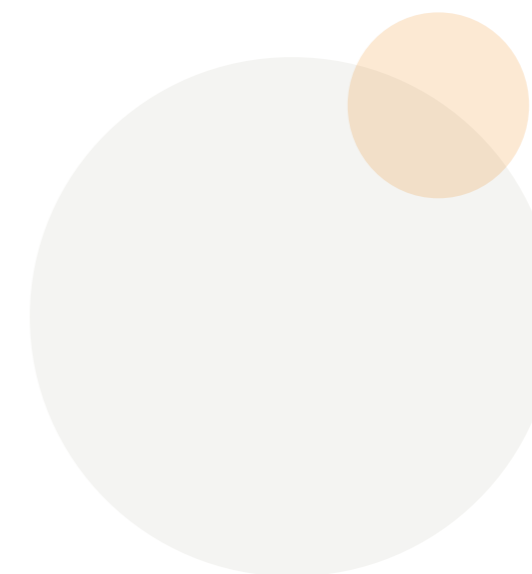
2022	CONTRACT TYPE					
	PERMANENT			TEMPORARY		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
Italy	404	166	570	0	0	0
Romania	89	50	139	0	0	0
Mexico	160	120	280	0	0	0
China	18	26	44	28	19	47
Total	671	362	1,033	28	19	47

Employees by country, by contract type and by gender

2022	CONTRACT TYPE								
	FULL-TIME			PART-TIME			NON-GUARANTEED HOURS		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
Italy	396	145	541	8	21	29	0	0	0
Romania	89	50	139	0	0	0	0	0	0
Mexico	160	120	280	0	0	0	0	0	0
China	46	45	91	0	0	0	0	0	0
Total	691	360	1,051	8	21	29	0	0	0

Workers who are not employees

	2022
Total	116



DIVERSITY

Employees by age group and by category

2022	EMPLOYEE CATEGORY			
AGE	BLUE COLLAR	WHITE COLLAR	MANAGERS AND ABOVE	TOTAL
<18 years old	0	0	0	0
18 - 29 years old	148	23	0	171
30-50 years old	514	119	19	652
>50 years old	170	67	20	257
Total	832	209	39	1,080

Employees by gender and by category

2022	EMPLOYEE CATEGORY			
GENDER	BLUE COLLAR	WHITE COLLAR	MANAGERS AND ABOVE	TOTAL
Male	542	126	30	698
Female	290	83	9	382
Total	832	209	39	1,080

Employees with disability by category

2022	EMPLOYEE CATEGORY			
	BLUE COLLAR	WHITE COLLAR	MANAGERS AND ABOVE	TOTAL
Number of employees	27	6	0	33

Employees with disability by gender

2022	GENDER		
	MALE	FEMALE	TOTAL
Number of employees	20	13	33

EMPLOYMENT

New employee hired by age group

2022	NUMBER	DISTRIBUTION
<18 years old	0	0%
18-29 years old	83	53%
30-50 years old	58	37%
>50 years old	15	10%
Total	156	
Rate of new hires	14%	

New employee hired by gender

2022	NUMBER	DISTRIBUTION
Male	117	75%
Female	39	25%
Total	156	

Employees who left by age group

2022	NUMBER	DISTRIBUTION
<18 years old	0	0%
18-29 years old	104	48%
30-50 years old	100	46%
>50 years old	12	6%
Total	216	
Rate of employees who left	20%	

Employees who left by gender

2022	NUMBER	DISTRIBUTION
Male	148	69%
Female	68	31%
Total	216	

HEALTH & SAFETY PERFORMANCE INDICATORS

	2022						2021	2020*
	EMPLOYEES		NON-EMPLOYEES		WORFORCE: EMPLOYEES + NON-EMPLOYEES		EMPLOYEES	
	N.	RATE	N.	RATE	N.	RATE	RATE	RATE
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	0	0
Fatalities as a result of work-related ill health	0	0	0	0	0	0	0	0
Number and rate of recordable work related injuries (Inquiry Frequency Rate)	23	11	4	17	27	12	7	9
Recordable work related ill health	0	0	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	0.20	0.26

* 2020 data do not include Alessandra (Italy) and Buchin (Romania) manufacturing sites

TRAINING

Training hours by gender and by category

2022	BLUE COLLAR	WHITE COLLAR	MANAGERS AND ABOVE	TOTAL
Male	6,414	2,012	334	8,760
Female	1,981	976	74	3,031
Total	8,395	2,988	408	11,791

Average training hours per person

	2022	2021	2020*
Training per person	11	18	10

* 2020 data do not include Alessandra (Italy) and Buchin (Romania) manufacturing sites

Training hours by topic

	2022	2021	2020*
Health, Safety and Environment	3,661	9,686	3,842
Other	8,130	13,633	4,545
Total	11,791	23,319	8,387

* 2020 data do not include Alessandra (Italy) and Buchin (Romania) manufacturing sites

Environmental data

ENERGY

Energy consumption from non-renewable sources

	2022	2021	2020*
	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	50,046	27,600	34,932
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	60,606	84,469	51,815
Total non-renewable energy consumption	110,652	112,069	86,747
Share of non-renewable sources in total energy consumption (%)	99.0%	99.4%	99.5%

* 2020: data does not include plants in Alessandria (Italy) and Buchin (Romania)

Energy consumption from renewable sources

	2022	2021	2020*
	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	0	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	1,136	669	401
Total consumption from renewables	1,136	669	401
Share of renewable sources in total energy consumption (%)	1.0%	0.6%	0.5%

* 2020: data does not include plants in Alessandria (Italy) and Buchin (Romania)

Energy consumption

	2022	2021	2020*
	MWh	MWh	MWh
Total energy consumption	111,788	112,738	87,148

* 2020: data does not include plants in Alessandria (Italy) and Buchin (Romania)

Energy production

	2022	2021	2020*
	MWh	MWh	MWh
Energy production from non-renewable energy sources	42,711	23,709	26,579
Energy production from renewable energy sources	1,136	669	401

* 2020: data does not include plants in Alessandria (Italy) and Buchin (Romania)

Energy consumption intensity

	2022	2021	2020*
Energy consumption intensity per net turnover (MWh/€)	0.0005	0.0005	0.0006
Energy consumption intensity per ton of finished product (MWh/ton)	3.6	3.2	3.5
Electric energy consumption intensity per ton of finished product (MWh/ton)	2.7	2.8	2.8

* 2020: data does not include plants in Alessandria (Italy) and Buchin (Romania)

Origin of electricity consumption

	2022	2021	2020*
Electricity purchased	71.7%	86.2%	75.3%
Electricity generated onsite: trigeneration	26.9%	13.1%	24.1%
Electricity generated onsite: photovoltaic	1.3%	0.7%	0.6%

* 2020: data does not include plants in Alessandria (Italy) and Buchin (Romania)

EMISSIONS

GHG emissions

	2022	2021	2020*
Gross Scope 1 GHG emissions (ton CO ₂ eq)	10,137	5,591	7,076
Percentage of scope 1 GHG emissions from regulated emission trading schemes (%)	0%	0%	0%
Gross location-based Scope 2 GHG emissions (ton CO ₂ eq)	18,793	26,477	18,889
Total GHG emissions (ton CO₂ eq)	28,930	32,068	25,965

* 2020: data does not include plants in Alessandria (Italy) and Buchin (Romania)

GHG Intensity

	2022	2021	2020*
Total GHG emissions (location-based) per net turnover (ton CO ₂ eq/€)	0.0001	0.0001	0.0002
Total GHG emissions (location-based) per ton of finished product (ton CO ₂ eq/ton)	0.93	0.91	1.05

* 2020: data does not include plants in Alessandria (Italy) and Buchin (Romania)

POLLUTION

Air pollutants

	2022
	Kg
SO ₂ (sulphur dioxides)	63
NO _x (nitrogen oxides)	818
Non-methane volatile organic compounds (NMVOC)	1,040
PM 2,5 (fine particulate matter)	201
NH ₃ (ammonia)	82
Heavy metals	0

Water pollutants

	2022
	Kg
Nitrates, phosphates and pesticides (plant protection products and biocides)	439

WATER

Water Consumption

	2022
	m ³
Total water consumption	74,597
Water recycled and reused	0
Water stored	1,100

Water Intensity

	2022	2021	2020*
Total water consumption per net turnover (m ³ /€)	0.0003	n.d.	n.d.
Total water consumption per ton of finished product (m ³ /ton)	2.41	n.d.	n.d.
Total water withdrawals per ton of finished product (m ³ /ton)	5.3	3.6	5.1

* 2020: data does not include plants in Alessandria (Italy) and Buchin (Romania)

RESOURCES INFLOWS - MATERIALS

Materials used to manufacture products and services during the reporting period

		2022	2021	2020*
Total materials used	(ton)	31,402	36,206	25,013
Non-renewable materials used	total absolute weight (ton)	31,402	36,206	25,013
	%	100%	100%	100%
Renewable materials used	total absolute weight (ton)	0	0	0
	%	0%	0%	0%

* 2020: data does not include plants in Alessandria (Italy) and Buchin (Romania)

Recycled input materials used to manufacture products and services during the reporting period

		2022	2021	2020*
Recycled input materials used	(ton)	59	68	72
% over the total material used		0.2%	0.2%	0.3%

* 2020: data does not include plants in Alessandria (Italy) and Buchin (Romania)

WASTE MANAGEMENT

Waste generated

		2022			2021	2020*
		NON PERICOLOSI	PERICOLOSI	TOTALI		
		TON	TON	TON	TON	TON
Waste diverted from disposal	preparation for reuse	0	0	0	n.d.	n.d.
	recycling	2,728	152	2,880	n.d.	n.d.
	other recovery operations	28	3	31	n.d.	n.d.
	total	2,756	155	2,911	n.d.	n.d.
Waste averted to disposal	incineration	0	0	0	n.d.	n.d.
	landfilling	87	31	118	n.d.	n.d.
	other disposal operations	26	2	28	n.d.	n.d.
	total	113	33	146	n.d.	n.d.
Totale	2,869	188	3,057	3,200	2,099	

* 2020: data does not include plants in Alessandria (Italy) and Buchin (Romania)

Non recycled waste

	TOTAL (TONS)	% VERSUS TOTAL WASTE GENERATED
Non recycled waste	177	6%

We do not generate radioactive waste

Waste intensity

	2022	2021	2020*
Waste generated per net turnover (ton/€)	0.000014	0.000014	0.000015
Waste generated per ton of finished product (ton/ton)	0.10	0.09	0.08

* 2020: data does not include plants in Alessandria (Italy) and Buchin (Romania)

Waste to landfill

	2022	2021	2020*
% waste to landfill versus total waste generated	3.9%	3.8%	3.6%

* 2020: data does not include plants in Alessandria (Italy) and Buchin (Romania)

Financial indicators

NFP/EBITDA (€/€)

Ratio between Net Financial Position and Earnings Before Interest, Taxes, Depreciation and Amortization.

It expresses the ability of the company to cover the debt through cash flows deriving from operations.

2022	2021	2020*
1.86	1.88	1.19

* 2020: data does not include plants in Alessandria (Italy) and Buchin (Romania)

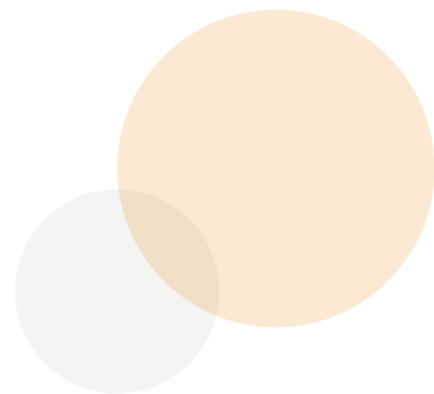
NFP/EQUITY (€/€)

Ratio between Net Financial Position and Equity (Debt Ratio).

It expresses the surplus of net debt compared to equity.

2022	2021	2020*
0.47	0.67	1.43

* 2020: data does not include plants in Alessandria (Italy) and Buchin (Romania)



Thanks
to everyone who collaborated
on our Sustainability Report

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