

Sustainability Report 2022



Sustainability Report 2022



Methodology note

In order to enhance its commitment to sustainability, which has always characterized its business principles, Scaglia INDEVA has chosen to issue, for the first time and on a voluntary basis, its own Sustainability Report in conjunction with the publication of the FY2022 Accounts

This Sustainability Report is inspired by the most widely recognized reporting principles - the

“GRI Sustainability Reporting Standards” published by the **Global Reporting Initiative (GRI)** in 2016.

This document can be found in the Sustainability section of the website www.indevagroup.com

Letter to Stakeholders

Dear Stakeholders,

I am pleased to present the first Sustainability Report of Scaglia INDEVA 2022.

As you know, our company has in its roots and history the value of social responsibility and sustainable development.

Scaglia INDEVA's goal of doing business has always been to build a company with leading products in the sectors in which we operate, international in scope, but with solid roots in its own territory to whose development it contributes with conviction.

This first Value Report thus represents the consolidation of a journey that began a long time ago, starting in 1838, the year Domenico Scaglia began its activities, and is the premise for a future that sees our company as a leader of technical product innovation through the search for technological solutions that are increasingly advanced and at the same time increasingly sustainable for the environment and our communities.

Our employees are indispensable assets of our company and are the champions of this sustainable development. Together with them we have been able to realize our projects and will be able to meet future challenges by putting all our efforts to contribute to the achievement of the ambitious and essential goals that the United Nations Agenda 2030 proposes to us.

In this first Value report 2022 we decided to tell the story of our company precisely through the projects and activities that enable us to move forward in achieving those goals and the interests of our stakeholders.

Stefano Scaglia
Chief Executive Officer
Scaglia INDEVA SpA

06 | **IDENTITY**
SCAGLIA GROUP
AND SCAGLIA INDEVA S.P.A.



16 | **ANALYSIS**
MATERIALITY
STAKEHOLDERS SDGs



22 | **ESG**
ACTIVITIES
AND PROJECTS



08 |

THE SCAGLIA GROUP

09 History

10 |

SCAGLIA INDEVA SPA

11 Vision, mission, values

12 History

13 Global presence

14 The organizational
structure

15 The numbers

18 |

SCAGLIA INDEVA SPA

18 Materiality Analysis

20 Global Compact and
SDGs

24 |

GOVERNANCE

25 Ethical and transparent
management

27 Brand reputation,
Continuous innovation
and Digitization, Quality
and Product Safety

31 Spreading the culture
sustainability

32 |

ENVIRONMENTAL

33 Energy efficiency

37 Reducing the
environmental impact
and promotion of the
circular economy

40 |

SOCIAL

41 Occupational health and
safety

42 Relations with Schools,
Universities and Research
Institutes

43 Development and
involvement of INDEVA
people

44 Creating value for the
local area/Relationships
with local communities

Contents

IDENTITY **SCAGLIA GROUP** **AND SCAGLIA INDEVA SPA**

Scaglia INDEVA was born from activities started by Domenico Scaglia in Brembilla, a small town in the mountains of the Brembana Valley (Bergamo) in 1838. From the original activity of manufacturing wooden accessories for textile machinery, the Business has developed over more than 180 years into multiple operating companies in a variety of industrial sectors including Scaglia INDEVA, creating what is now a multinational Group with more than 1100 employees worldwide. The original spirit and values still inspire the Group Companies today, which continue to have strong ties with the territory in which they maintain their roots, while operating today with a worldwide perspective.





Identity

SCAGLIA GROUP

Scaglia INDEVA SpA is part of the Scaglia Group, a **family owned industrial holding company** that, starting with the original business of manufacturing textile machinery accessories that began in 1838, now operates in 4 business sectors, headed by as many parent companies.

THE SCAGLIA GROUP NOW HAS MORE THAN 1100 EMPLOYEES WORLDWIDE



BUSINESS UNITS

Intelligent devices for handling



Industrial
manipulators, AGVs
and collaborative
robots

Power transmission and conveying



Components for
motion transmission
and transportation

Motion control



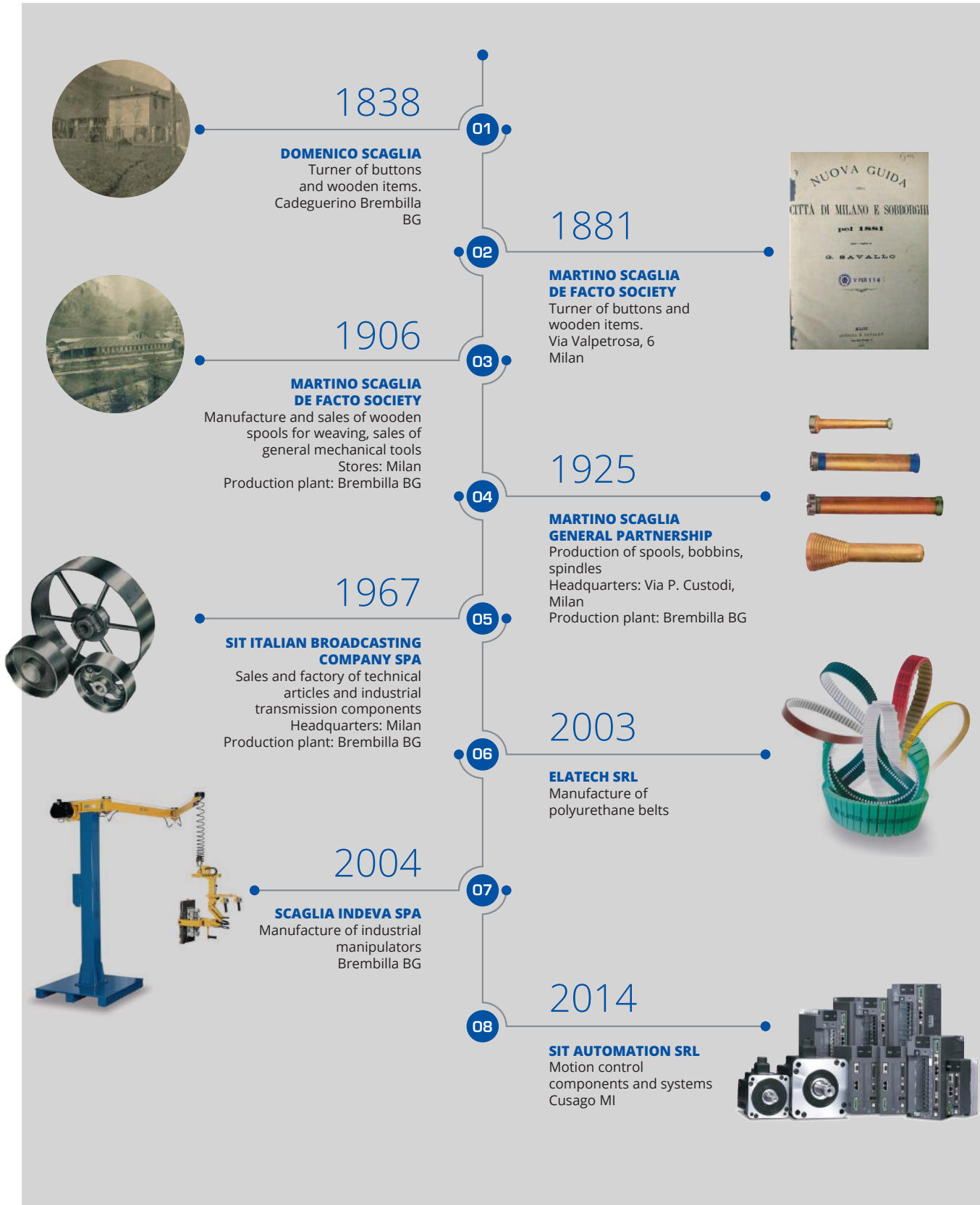
Inverters, plcs,
motors, drives

Textile machinery accessories



Accessories for
textile machines

SCAGLIA GROUP | History



Identity

SCAGLIA INDEVA SPA

Scaglia INDEVA SpA (Intelligent, Devices for Handling) was founded in 2004 with the aim of developing the material handling business started in the 1970s following requests from customers in the textile sector of Martino Scaglia SpA.

Today, Scaglia INDEVA, provides companies worldwide with both standard and customized, state-of-the-art technology solutions for material handling and factory logistics.

Through continuous innovation and development, from the original Liftronic® industrial manipulator, the company now produces a new generation of intelligent and collaborative systems: electronically controlled industrial manipulators, Automatic Guided Vehicles and collaborative robots, and components and systems for lean manufacturing.





vision

To be an industry leader that promotes innovations that are meaningful to society, international in scope, but with solid roots in its own territory to whose development we want to contribute.

mission

Provide our customers with sustainable technologies, products, and systems that enable them to increase their productivity and competitiveness while improving well-being and the safety of their operators.

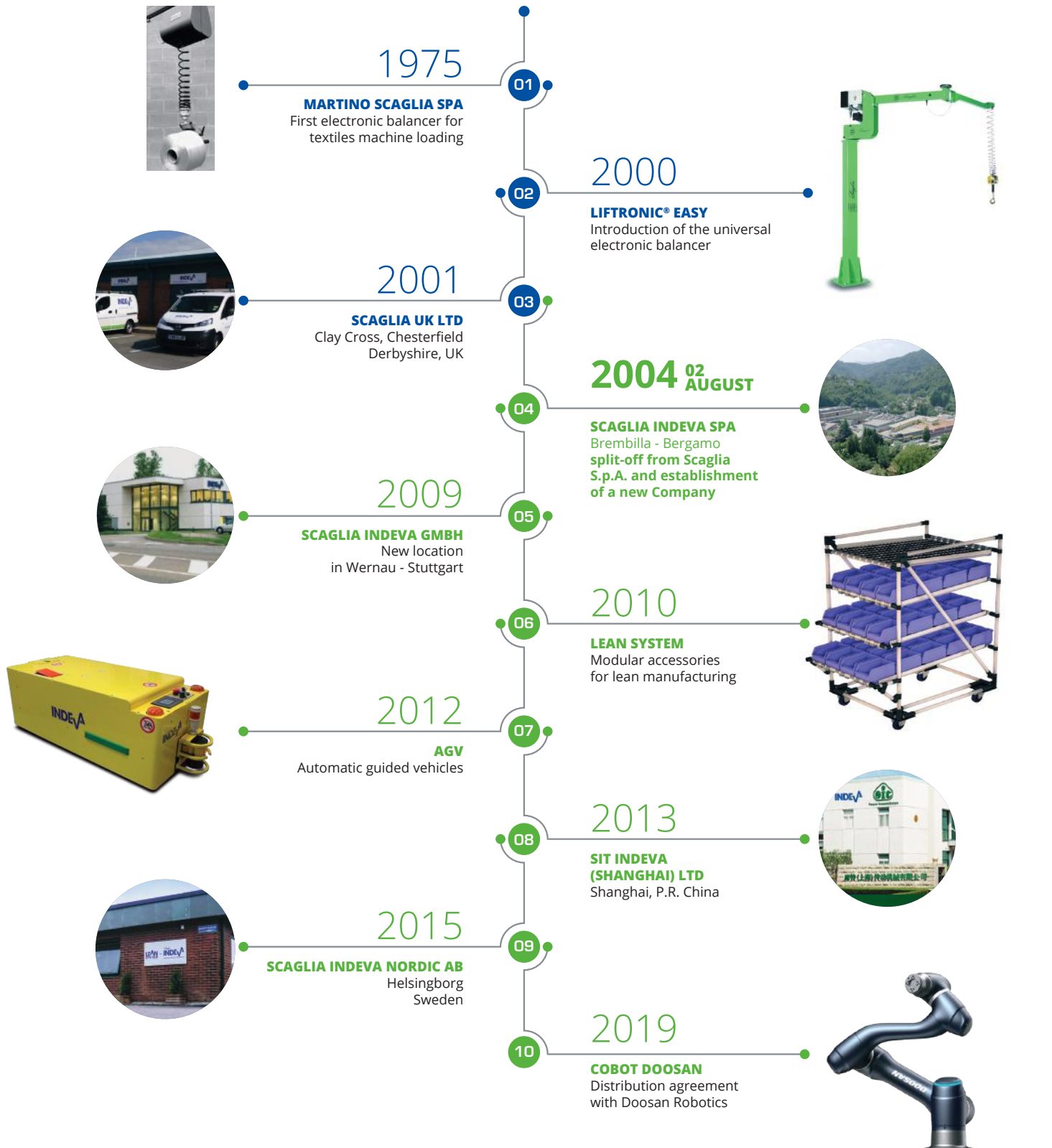
values

Continuous innovation and development, integrity and ethics, waste reduction through efficient resource management, are the core values of our doing business combined with constant care for our people and the territories in which we operate.



History from 1975 to the present

Martino Scaglia SpA, founded in 1838 for the production of wooden spools and accessories for textile machinery, formed the seed from which a major Industrial Group with interests and activities in a variety of areas of **material handling** and **intralogistics** developed.



| Today in the world



2 MANUFACTURING PLANTS

Val Brembilla Bergamo
Helsingborg Sweden



6 BRANCHES 30 DISTRIBUTORS

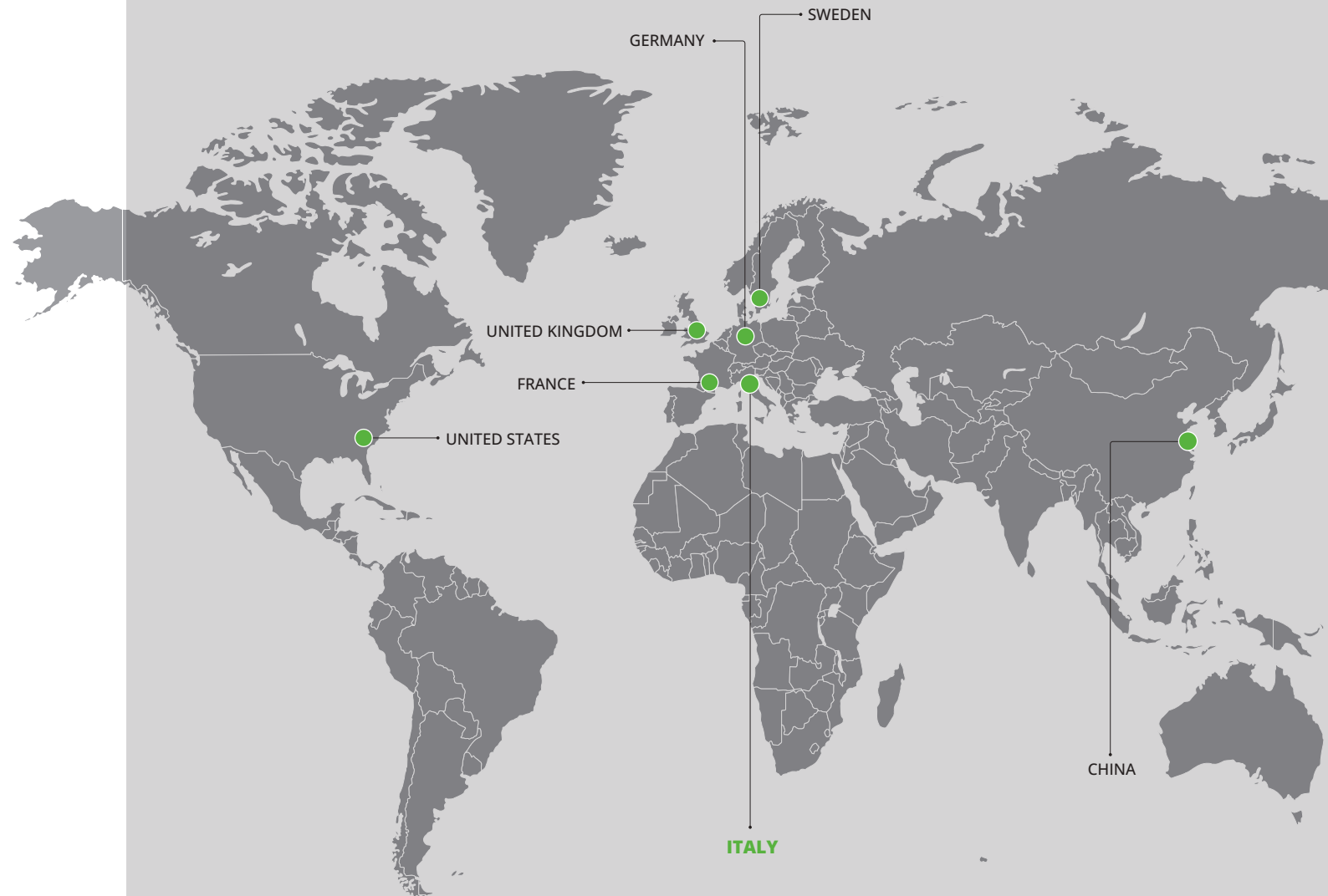
worldwide



230 COLLEAGUES



40 M€ Turnover



The organizational structure

Scaglia INDEVA SpA is controlled by a stable family shareholding and has a governance structure whose corporate bodies are represented by the Shareholders' Committee, the Board of Directors, and the Board of Statutory Auditors.

The audit is entrusted to an external firm.

Scaglia INDEVA has a set of corporate policies and procedures that are the cornerstone of its business activities and are a set of standards for shareholders, employees and all third parties (stakeholders) who come into contact with the Group.

Scaglia INDEVA has adopted an Organization, Management and Control Model in accordance with Legislative Decree 231/2001, is **certified according to the main international standards**, and has achieved **sustainability ratings** that attest to its environmental, social commitments, and the effectiveness of its governance structure.



QUALITY
MANAGEMENT SYSTEM
CERTIFICATION



OCCUPATIONAL
HEALTH AND SAFETY
MANAGEMENT SYSTEM
CERTIFICATION



ENVIRONMENTAL
MANAGEMENT SYSTEM
CERTIFICATION



ECOVADIS
SUSTAINABILITY RATING

Participation and contribution to association life

Scaglia INDEVA places great value on sharing and listening to experiences and believes in collaboration as a tool for growth and development.

Scaglia INDEVA is a member of and **actively participates in the life of associations, groups, and research consortia** relevant to its territory and activities.



BERGAMO SCIENZA



CONFINDUSTRIA BERGAMO

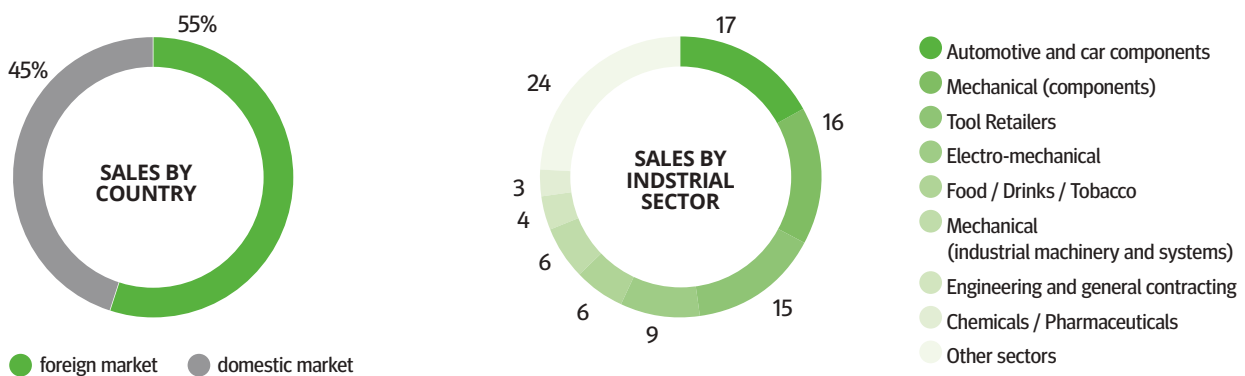


The numbers

Scaglia INDEVA is today an articulated company that operates both in Italy and in numerous countries around the world with its own branches and distributors; it counts among its customers leading companies in various industry sectors, with which it

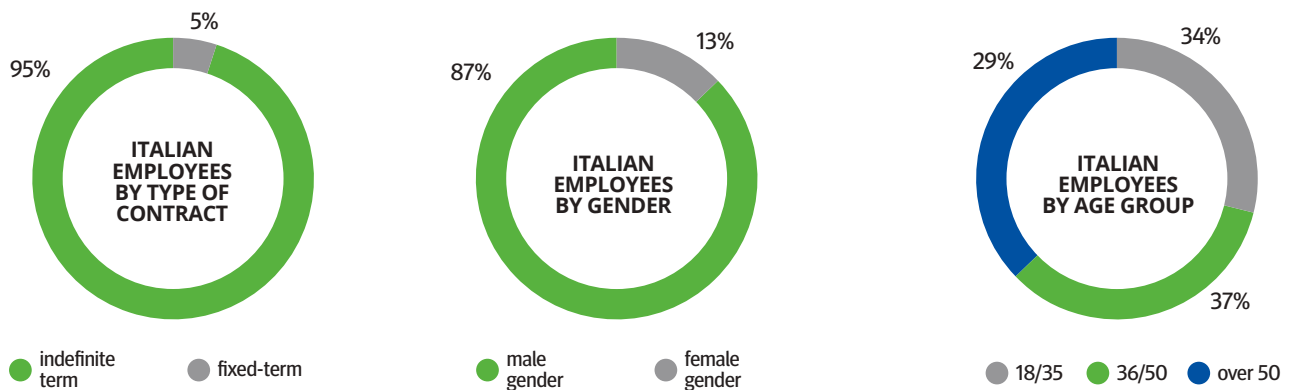
maintains stable business relationships in order to ensure constant customer satisfaction. This goal is shared by all Scaglia INDEVA employees who form a cohesive and competent team in sharing the values of our business.

Customers



People

Scaglia INDEVA has **169** employees in Italy and **58** worldwide

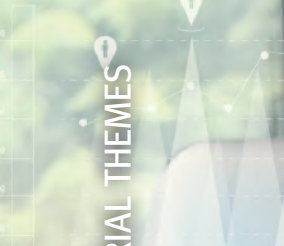
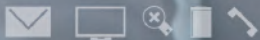


ANALYSIS MATERIALITY STAKEHOLDERS SDGs

Scaglia INDEVA recognizes the fundamental importance of operating with sustainability criteria always in mind for the benefit of the planet and future generations; on the other hand, Scaglia INDEVA also believes that sustainability is “sustainable” to the extent that it also makes economic sense. Keeping this balance in mind, we have promoted initiatives and activities in the interest of our stakeholders and employees, and which we report below, according to the primary standards and following the recognized methodology.



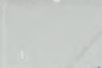
Technology
Innovation
SYSTEM



MATERIALITY ANALYSIS | STAKEHOLDERS | SDGs AND MATERIAL THEMES



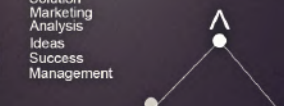
Innovation
Branding
Solution
Marketing
Analysis
Ideas
Success
Management



Technology
Innovation
SYSTEM



Innovation
Branding
Solution
Marketing
Analysis
Ideas
Success
Management



Materiality Analysis

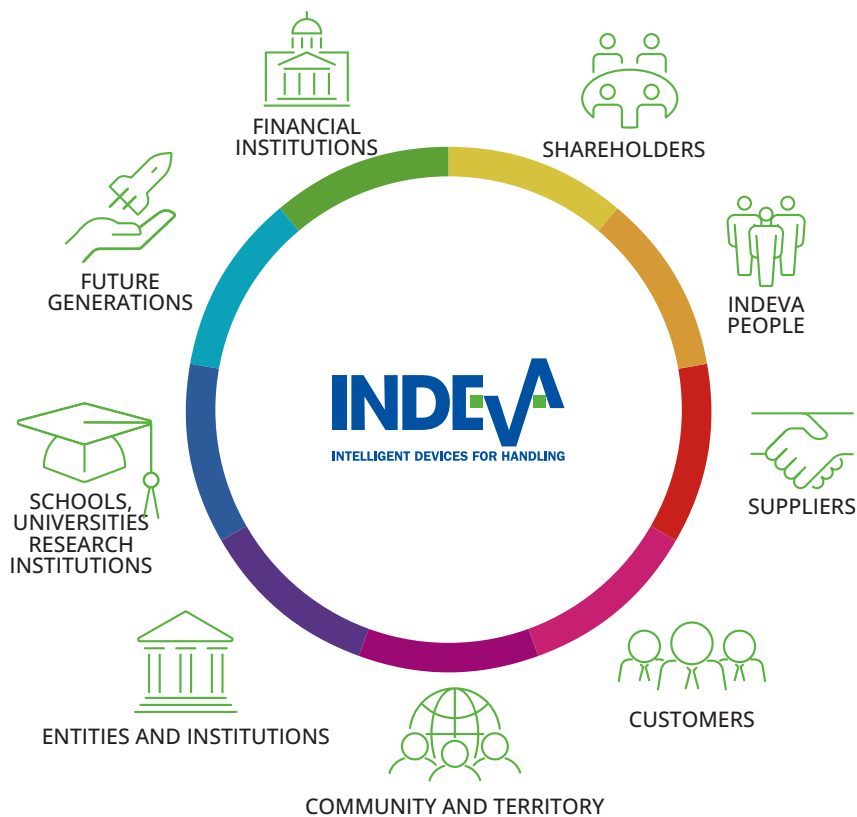
Materiality analysis is the tool by which significant issues are identified for Scaglia INDEVA and its Stakeholders and by which the relative order of importance and priority is determined. Of the activities pertaining to each material issue, the impact on the various factors of sustainability (E-Environment, S-Social, G-Governance) is then measured.

Materiality analysis was conducted through:

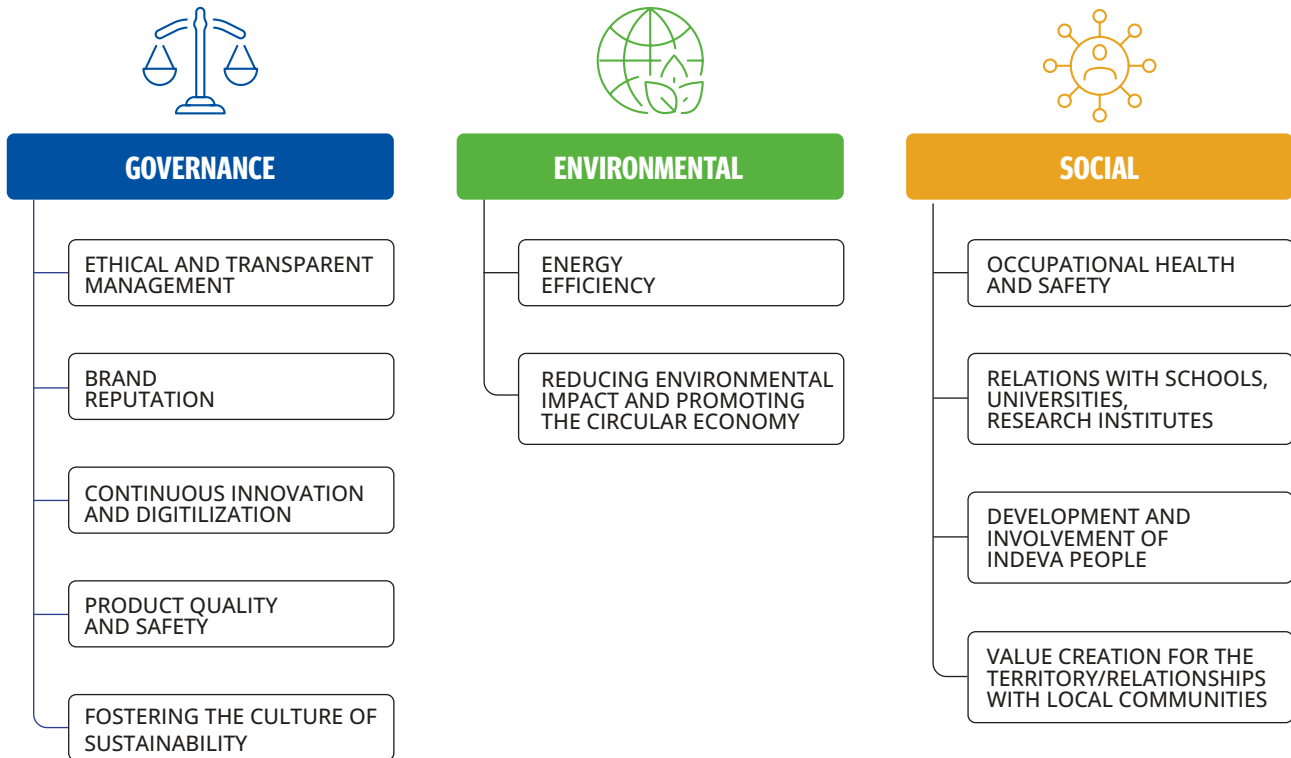
- The identification of key stakeholders through an analysis of Scaglia INDEVA's value chain.
- The analysis of the context and the evaluation of activities in ESG areas historically already identified and carried out by Scaglia INDEVA.
- The brainstorming of managers from the different company departments for choosing the top priority material issues.

For this first edition of the Sustainability Report (reporting 2022), the **Materiality Matrix** was constructed considering the assessment of the priority of different ESG issues for stakeholders as perceived by Scaglia INDEVA Management.

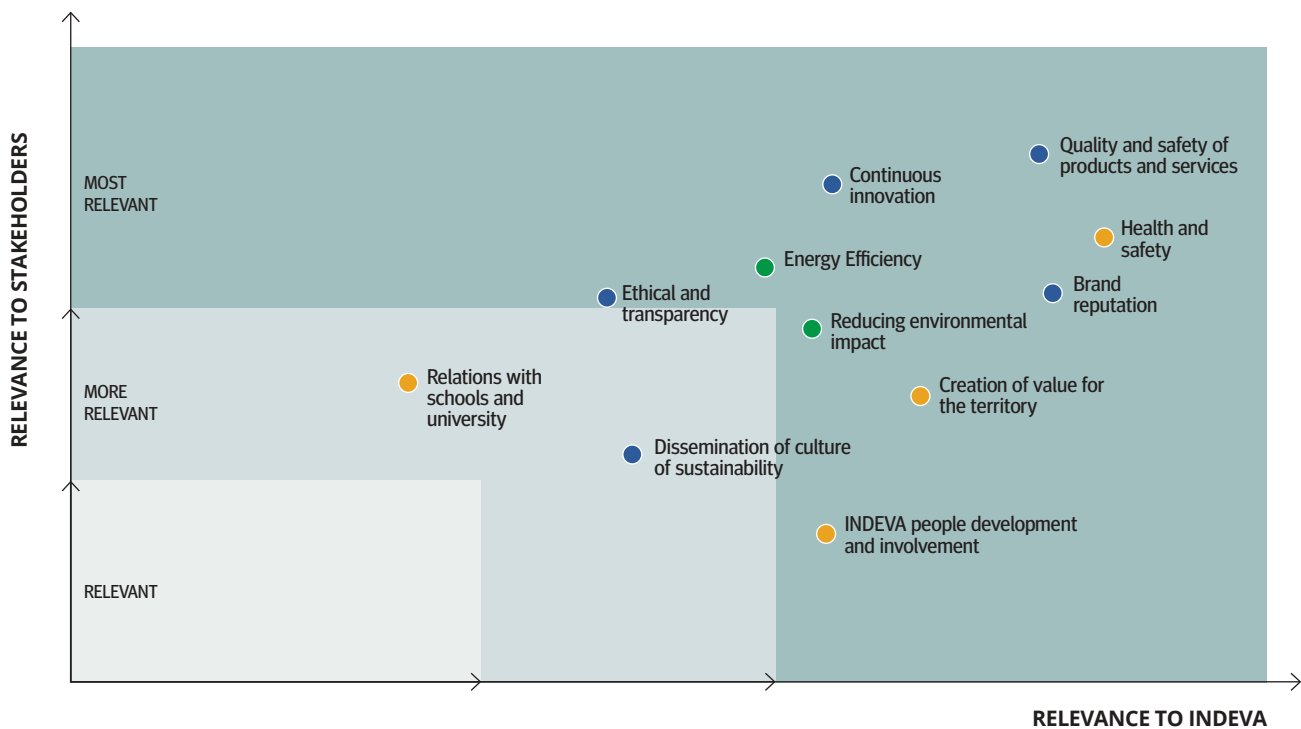
Stakeholders



Material themes



Materiality matrix



Global compact and SDGs

In September 2015, all 193 Member States of the United Nations approved the 2030 Agenda for Sustainable Development, an ambitious plan that sets out to achieve prosperity that is respectful of the planet and its inhabitants. At the heart of the Global Compact “Agenda 2030” are the 17 Sustainable Development Goals (SDGs)

In line with and with reference to the principles and strategy of the Global Compact, Scaglia INDEVA adheres to the United Nations 2030 Agenda for Sustainable Development and has promoted the **INDEVA2030 program** within which to collect activities and projects that contribute to the achievement of the SDGs.



Correlation between Scaglia INDEVA material themes and SDGs

Scaglia INDEVA, in promoting activities and projects consistent with the identified material themes, contributes to the achievement of a number of SDGs.

	HEALTH AND WELL-BEING	QUALITY EDUCATION	DECENT WORK AND ECONOMIC GROWTH	INDUSTRY, INNOVATION AND INFRASTRUCTURE	REDUCED INEQUALITIES	SUSTAINABLE CITIES AND COMMUNITIES	RESPONSIBLE CONSUMPTION AND PRODUCTION	CLIMATE ACTION	LIFE ON LAND	PEACE, JUSTICE AND STRONG INSTITUTIONS
	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	15 LIFE ON LAND	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
E-ENVIRONMENT										
Energy Efficiency										
Reducing environmental impact and promoting the circular economy										
S - SOCIAL										
Occupational health and safety										
Relations with Schools, Universities, Research Institutes										
INDEVA people development and involvement										
Creating value for the local area/ Relationships with local communities										
G-GOVERNANCE										
Ethical and Transparent Management										
Brand reputation, Continuous innovation, Product quality and safety, Digitization										
Spreading the culture of sustainability										

ESG ACTIVITIES AND PROJECTS

This section specifically addresses the priority material issues for Indeva, grouped by **ESG (Environmental, Social, Governance)** theme.

Specifically for each material theme we have highlighted the various activities carried out and initiated under the INDEVA2030 program.

These activities, which support and contribute to the achievement of the identified Sustainable Development Goals (SDGs), are reported through key performance indicators (KPIs) and with reference to GRI-2016 standards.





GOVERNANCE | ENVIRONMENT | SOCIAL



GO VERNANCE

The word 'GOVERNANCE' is rendered in large, bold, sans-serif capital letters. Each letter is filled with a different image related to business and technology: 'G' shows a hand holding a pen; 'O' shows a bar chart with the number 100000; 'V' shows a close-up of a hand; 'E' shows a hand holding a pen; 'R' shows a line graph with the number 8000; 'N' shows a target; 'A' shows a target; 'N' shows a target; 'C' shows a target; 'E' shows a target.

Scaglia INDEVA believes in transparent, ethical and responsible behavior as a way of conducting business.

This means not only complying with laws and regulations, but also considering the expectations and aspirations of various stakeholders, in adherence with **SDG9 (Industry Innovation and Infrastructure)**, **SDG12 (Responsible Consumption and Production)** and **SDG16 (Peace, Justice, Strong Institutions)**.

GOVERNANCE | Ethical and transparent management

In order to effectively manage all corporate sustainability issues Scaglia INDEVA has established an internal organization through the appointment of a Corporate Social Responsibility (CSR) Management Committee and a CSR Manager.



DUTIES AND RESPONSIBILITIES OF THE SUSTAINABILITY GOVERNANCE SYSTEM

CEO and BoD: defines the social responsibility objectives of the company, reconciling economic goals with the contribution the company can make to the community, the local area and all stakeholders.

CSR Management Committee: composed of the managers of the business units, is responsible for proposing a plan of activities and projects consistent with social responsibility goals, approving the projects proposed by the CSR Manager, and promoting and verifying their implementation in its business units. The CSR Committee is also required to effectively

oversee the process of stakeholder engagement and risks related to sustainability topics, as well as evaluate the Non-Financial outcomes of the program.

CSR Manager: has the task of proposing, initiating and supervising the implementation of programs and activities aimed at achieving the company's social responsibility objectives; coordinates the activities of drafting the annual Non-Financial outcomes. **Energy Manager:** has the task of verifying the company's energy consumption, proposing savings and optimization initiatives, and promoting interventions aimed at energy efficiency and the use of renewable sources.

Ethical and transparent management

Scaglia INDEVA has developed a set of tools that apply throughout the Group to ensure high ethical standards and respect for human rights.

This set of tools, consisting of **policies and procedures**, is complemented by the **Organizational Model** according to Italian Law 231/2001 and the **Code of Ethics** and includes:



ANTI-CORRUPTION
CODE OF CONDUCT



CODE OF BASIC WORKING
CONDITIONS



HEALTH AND SAFETY
POLICY



POLICY AGAINST
MODERN SLAVERY



ENVIRONMENT AND
ENERGY POLICY



POLICY ON NON-DISCRIMINATION
AND DIVERSITY



SUPPLIER CODE OF
CONDUCT

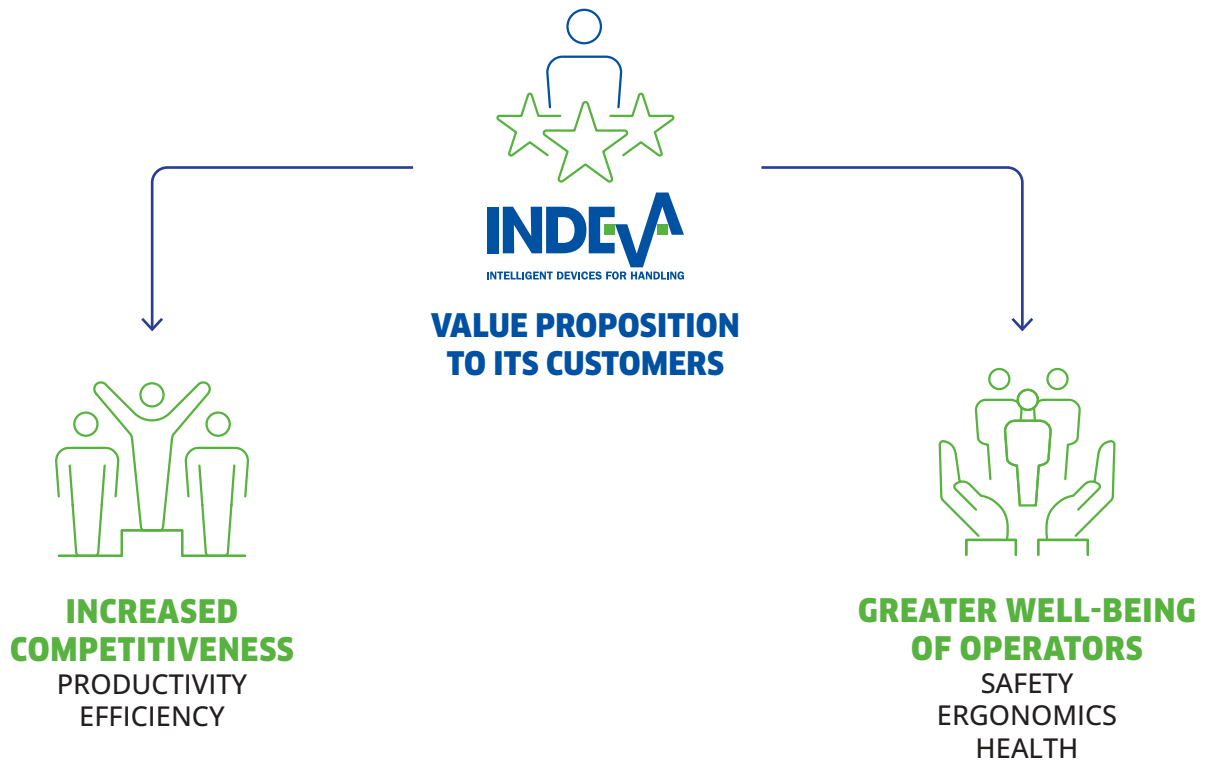
In order to ensure compliance with the principles of ethical behaviour, Scaglia INDEVA has appointed a Supervisory Board and issued the **Whistleblowing Procedure**, the purpose of which is to report to the Supervisory Board violations and irregularity of its codes, guaranteeing confidentiality and anonymity.

All employees participate in training and information sessions on the Organizational Model, Code of Ethics and Company Policies.

GOVERNANCE | Brand reputation, Continuous innovation and digitization, Product Quality and Safety

Scaglia INDEVA's efforts are focused on **continuous product innovation** with the objective of increasing productivity, ergonomics and safety

of its customers' operators while at the same time improving the energy efficiency of systems placed on the market.



Brand reputation, Continuous innovation and digitization, Product Quality and Safety

The company offers a portfolio of products that are well suited to the different applications and facilities in which they are placed. Maximum attention is paid to the needs and expectations of its customers

through a **personalized and attentive response to their specific needs** at every stage of the project, from finding the best solution to installation and after-sales service.

INDUSTRIAL MANIPULATORS



AUTOMATIC GUIDED VEHICLES - AGV



PRODUCT PORTFOLIO



COLLABORATIVE ROBOTS COBOT

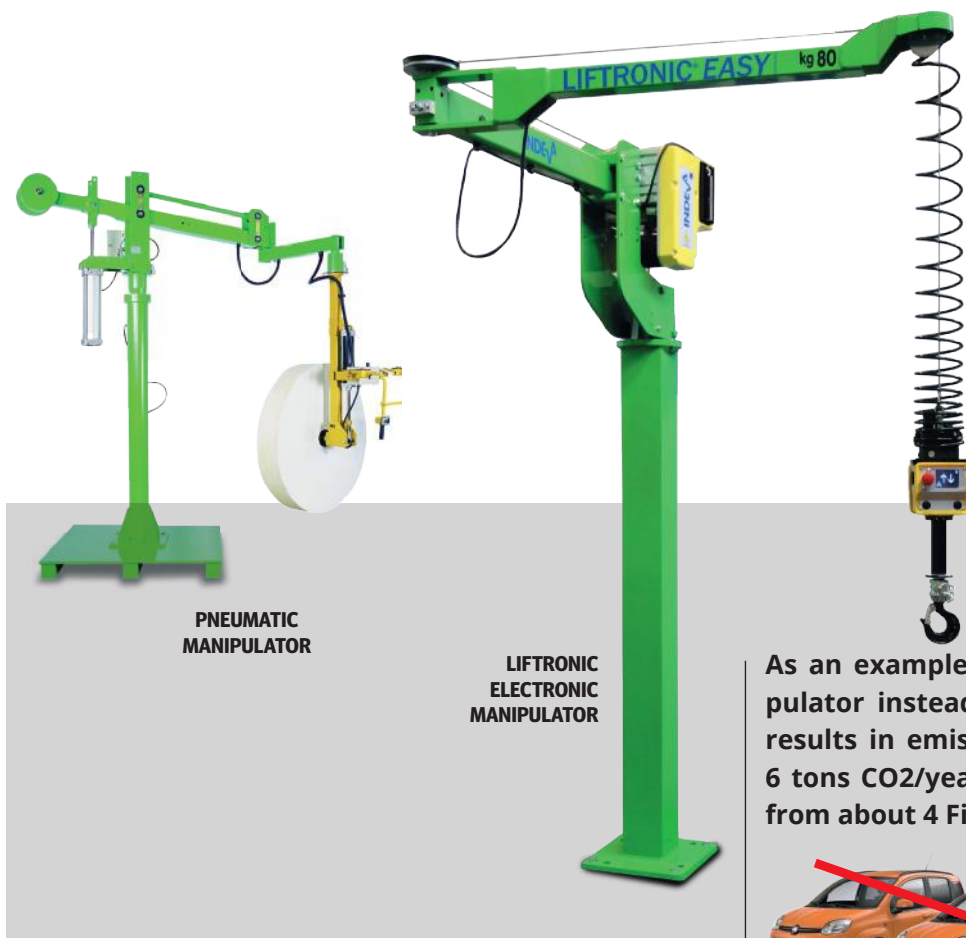


SYSTEMS FOR LEAN MANUFACTURING
INDEVA LEAN SYSTEM®

Brand reputation, Continuous innovation and digitization, Product Quality and Safety

Scaglia INDEVA is committed to developing products that are environmentally friendly and have a reduced carbon footprint. The Liftronic® manipulator was developed with a

particular attention to energy consumption and provides **significant savings in greenhouse gas emissions during its use compared to traditional pneumatic manipulators.**



As an example, the use of a Liftronic® manipulator instead of a pneumatic manipulator results in emission savings of approximately 6 tons CO₂/year, equivalent to the emissions from about 4 Fiat Panda cars*.



*** Hypothesis:**

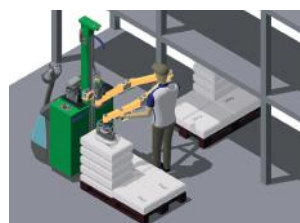
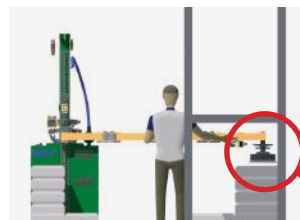
- pick-and-release cycle with rotation and lifting of a 160 kg load for a cycle time of two minutes for a work shift of 7.5 hours.
- Fiat Panda gasoline 0.9 Twin Air Turbo with annual mileage 15,000 km.
- 0,29 kg CO₂ emitted per kWh of electricity generated (ISPRA Report 317-2020).

Brand reputation, Continuous innovation and digitization, Product Quality and Safety

NEW LIFTRONIC® MOBILE

To meet the growing productivity and ergonomic needs of logistics and warehouse operators, Scaglia INDEVA developed and introduced during 2022 the **Liftronic® Mobile**, a device complete with battery,

balancer and gripping tool to be attached to pallet trucks for fast and safe picking of products and packages.



DIGITIZATION

Since 2014, the Scaglia Group and Scaglia INDEVA have been investing significantly in the **expansion of IT infrastructure** and **digitizing processes** in order to improve operational efficiency and communication between the Group's various companies. During 2022, a new factory scheduling system (MES) was launched for more effective production plan-

ning and control, and allow better visibility to their customers on the status of their order.

IT infrastructure monitoring and security systems were also strengthened with the introduction of new software for defense against external intrusion and data protection.



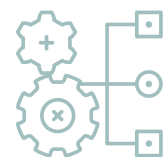
MANUFACTURING



EXECUTION



SYSTEM



GOVERNANCE | Spreading the culture of sustainability

Scaglia INDEVA promotes in all its business activities the culture of acting responsibly towards the environment, the community and all its stakeholders.

Scaglia INDEVA's Corporate Social Responsibility Management Committee is committed to the fostering of a culture of sustainability inside and outside the company by promoting environmental, social and governance initiatives.

Internal initiatives within the company in the reporting year included:

- promoting awareness campaigns aimed at its employees on healthy living and respect for the environment,
- training for employees on the company's code of ethics and company policies,
- involving all department heads of the company in collecting and monitoring of sustainability KPIs related to their work within their own areas of expertise,
- purchase of charity sourced gifts for the Christmas greeting campaign,
- purchase of sustainable business gadgets for staff and stakeholders,
- planning a verification campaign on the knowledge and adherence of major suppliers to company policies and the Scaglia INDEVA Code of Ethics.





ENVIRONMENT

The right to development must be realised so as to satisfy equally the needs related to the environment and the development of the present and future generations

Principle 3 Declaration of Rio de Janeiro, 1992 UN Conference

Scaglia INDEVA considers its development a long-term process involving present and future generations in close continuity with each other. That is why it is actively engaged in protecting the environment in which it operates and has made explicit in its Environmental Policy its commitment to achieving those goals identified by the United Nations for 2030 for safeguarding the environment and in particular SDG12 **(Responsible consumption and production)**, SDG13 **(Acting for Climate)** and SDG15 **(Life on Earth)**.

ENVIRONMENT | Energy Efficiency

CORPORATE ENERGY EFFICIENCY IMPROVEMENT PROGRAM

Scaglia INDEVA has developed an **energy management system** inspired by the ISO 50001 standard.

An **energy manager** was appointed to analyze and monitor energy consumption and to optimize it. Energy efficiency goals have been set and a series of actions have been defined to achieve these goals.

Improving its energy efficiency enables Scaglia INDEVA to:

- help decrease their emissions and improve their carbon footprint,
- save on their energy consumption.

All measures and improvement actions taken are coordinated by the energy manager and involve the heads of the various

business areas. Through their cooperation, a timely analysis of the existing situation was conducted, and goals to be achieved were set with management.

Scaglia INDEVA believes training and involvement of its people on energy efficiency issues is the key to the achievement of goals and for the success of actions taken.

The decisions made were then shared with all employees through specific information sessions, direct communication from their respective area heads and through the company's main communication channels.

Procedures for detecting and monitoring energy consumption have been implemented in order to check for anomalies and identify possible further savings actions.

ENERGY SOURCES USED

- **Electricity:** production machinery, computer equipment and lighting.
- **Gas:** heating of buildings.



Energy Efficiency

2022 GOALS AND ACHIEVEMENTS

REDUCTION IN ELECTRICITY CONSUMPTION TARGET:

-5% for the same number of hours worked compared to 2021

Result achieved: -3%

For the reduction of electricity consumption, the

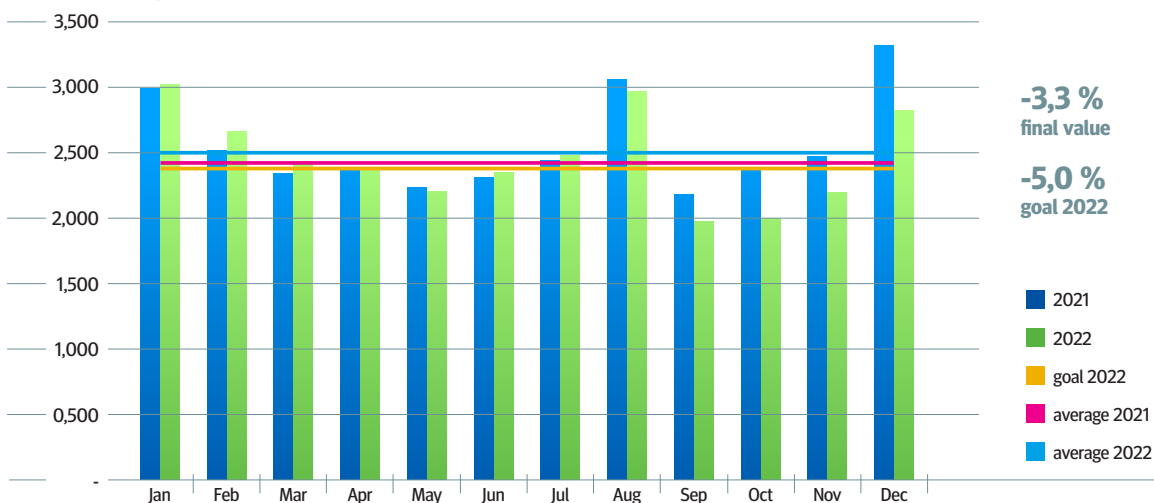
main measures were:

- The replacement of lamps with LED versions in all areas of the plant where this is possible,
- fitting occupancy sensors for room lighting and twilight sensors for the outdoor lighting.

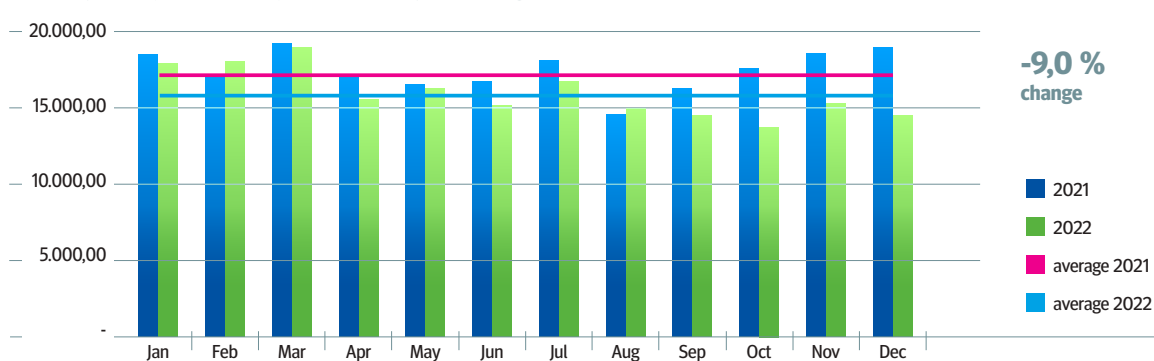
Electricity KPI

The graphs show electricity consumption in relation to hours worked and related CO2 production

Monthly energy consumption per hours worked (kWh/hours worked)



Monthly CO2 production per Electricity used (kg)



Energy Efficiency

HEATING GAS CONSUMPTION REDUCTION TARGET:

-8% at the same degree days compared to 2021

Result achieved: -11%

Since 2013, Scaglia INDEVA has taken steps to increase the thermal insulation of the plant and has continued these over the years.

Many measures have been taken to reduce heating gas consumption, the main ones being:

- the modernization of the plant's thermal insulation,
- the replacement of the boiler that provides heating for the company,
- the adjustment of radiant tubes.

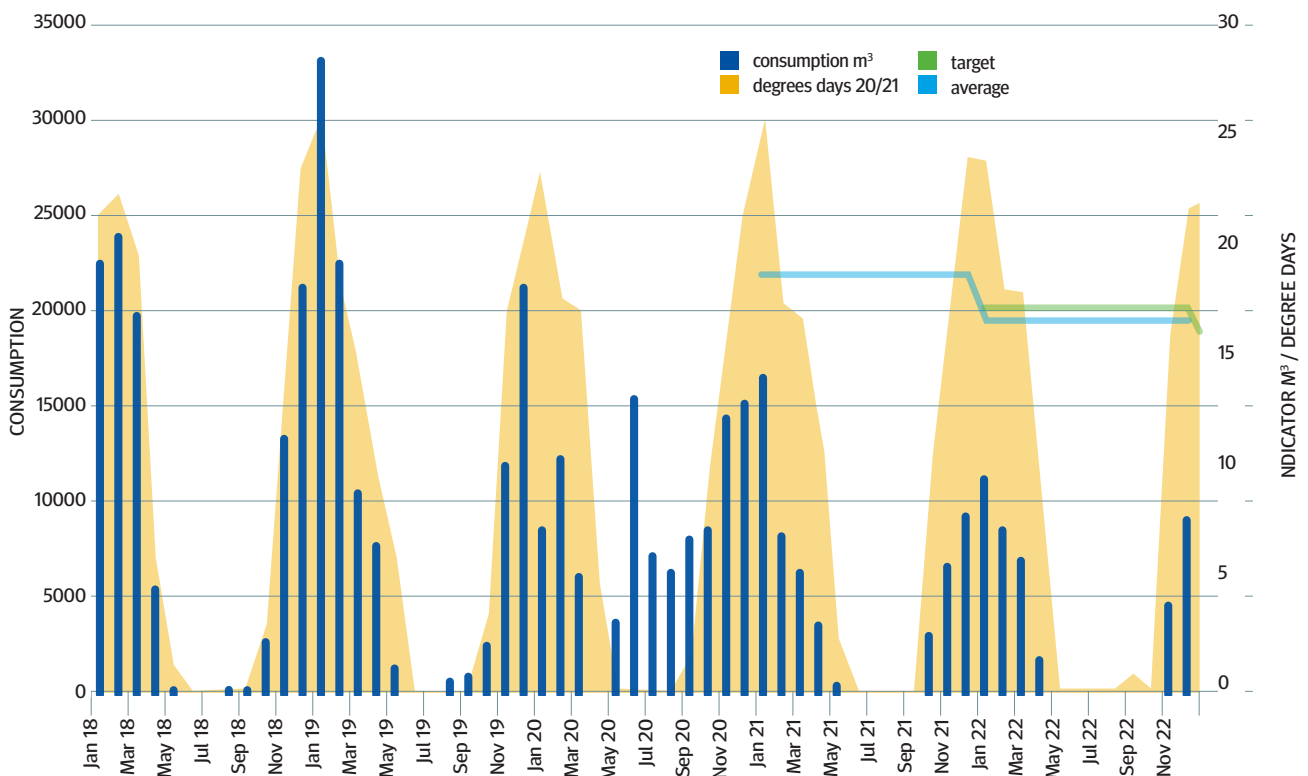
Gas KPI

The graph shown here correlates degree days with the m³ of methane consumed.

In 2019, a decrease in consumption can be seen due to the boiler replacement work.

In 2021 and 2022, additional thermal insulation work was done.

As can be seen, in 2022 there was a savings above the set target, which was -8% compared to 2021.



Energy Efficiency

CO₂ EMISSIONS

SCOPE 1 (DIRECT EMISSIONS)

Climate-altering emissions generated directly by Scaglia INDEVA: are from plants, assets, and vehicles operated directly by Scaglia INDEVA.

Included in this category is natural gas used for the heating and fuels for the company fleet.

EMISSIVE SOURCE	TON. CO ₂ EQUIVALENTS 2021	TON. CO ₂ EQUIVALENTS 2022
Gas for heating	101,09	78,11
Fuels	127,57	125,04
Total	228,66	203,15

SCOPE 2 (INDIRECT EMISSIONS)

Indirect emissions from electricity generation purchased by Scaglia INDEVA.

With these purchases, Scaglia INDEVA indirectly contributes to the emissions generated by energy suppliers.

GENERATION OF	TON. CO ₂ EQUIVALENTS 2021	TON. CO ₂ EQUIVALENTS 2022
Electricity	207,44	188,86
Technical gases for operating machines	5,56	5,37
Total	213,00	194,23

2023 ENERGY CONSUMPTION REDUCTION TARGETS



**-5% IN EQUIVALENT
HOURS WORKED**

REDUCTION OF
ELECTRICITY CONSUMPTION



**-2% IN EQUIVALENT
DEGREE DAYS**

REDUCTION OF GAS
CONSUMPTION FOR HEATING

ENVIRONMENT | Reducing environmental impact and promotion of the circular economy

The activities carried out included:

- the promotion of separate municipal and industrial waste collection activities,
- the promotion of sustainable procurement.

URBAN WASTE

Separate collection of municipal waste is carried out scrupulously in accordance with the guidelines of the municipality of Val Brembilla, where the company resides.

To achieve maximum involvement of all people, the company carried out in the year of reporting constant communication on the principles and methods of separate collection, including through specific guide signs placed throughout the plant area.

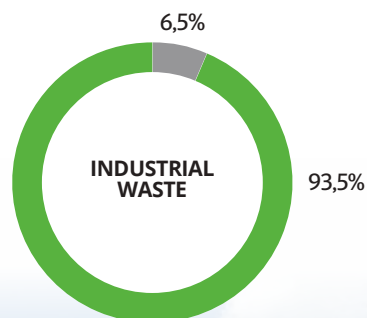
To date, the company is fully compliant with the requirements of the municipal waste collection agencies, and there have never been any reports of non-compliance.

INDUSTRIAL WASTE

The graph below represents the collection KPI of industrial waste produced by Scaglia INDEVA in 2022.

Scaglia INDEVA's goal is to increase the share of industrial waste recovered compared to that sent for disposal.

Industrial waste is picked up by a specialized third party for recovery and disposal of various substances according to legal regulations.



Of the total waste produced, 93.5% is recovered and 6.5% is sent for disposal.



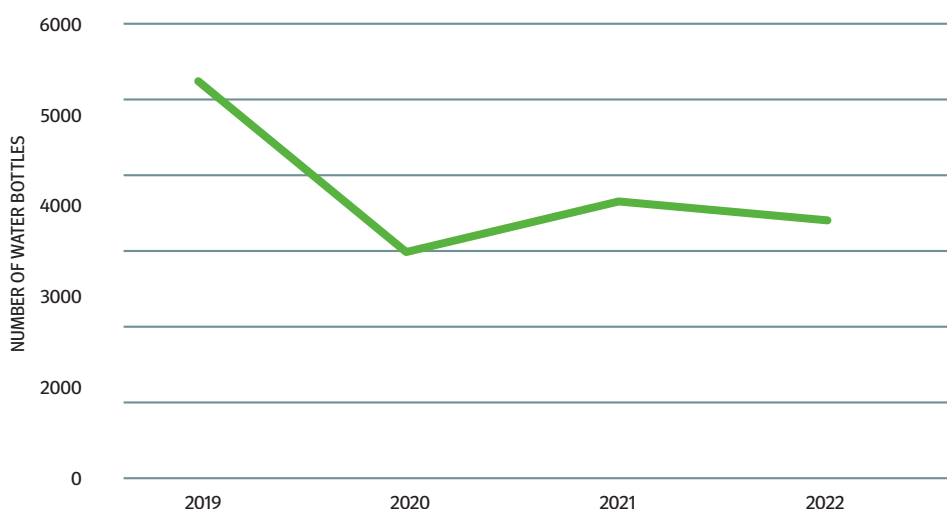
Reducing environmental impact and promotion of the circular economy

ELIMINATION OF THE USE OF PLASTIC

- Within the company, 100 percent of plastic cups have been eliminated, and it is planned to only use paper cups, even at hot beverage dispensers.
- Use of glass cups was introduced in the cafeteria with elimination of plastic cups and the distribution of plastic bottles has been stopped through the installation of special water dispensers.
- Each employee has been provided with a company-provided water bottle, and water fountains have been set up in dining areas to discourage the use of water in plastic bottles.



Decreased use of plastic water bottles



-35%
WATER BOTTLES

2020 figures were affected by the lockdown from COVID19



PACKAGING MATERIALS

Scaglia INDEVA initiated the adoption of packaging made of **sustainable raw materials** during 2022.

In particular:

- 75% of the cardboard used comes from recycled cardboard
- the wood in the packing cases is sourced from responsibly grown forests.

PRINTING PAPER

- Responsible use of printer paper was promoted through an awareness campaign to all employees.
- **The printing of product manuals on paper has been stopped** and replaced by digital media.



Scaglia INDEVA is an international company with offices around the world which has, over the years, always valued the importance of human relationships, both internally within the organisation and with people outside of the company.

Scaglia INDEVA considers its people to be an indispensable part of its business activities. That is why it not only adopts and enforces extremely strict and certified policies and codes of conduct, but also pays great attention to all aspects concerning the welfare of its people and the area in which the company operates. Scaglia INDEVA strives to create a climate within the company in which everyone's commitment and ideas can be considered, valued, and wherein their diversity and uniqueness can contribute to the company's development. To this end, the INDEVA2030 program promotes activities and projects that contribute to the achievement of the UN SDGs, specifically **SDG3 (Health and Welfare)**, **SDG4 (Quality Education)** and **SDG8 (Decent Work and Economic Growth)**, **SDG9 (Industry, Innovation and Infrastructure)**, **SDG10 (Reducing Inequality)**, **SDG11 (Cities and sustainable communities)**.

SOCIAL | Occupational Health and Safety

Health and safety is a top priority for Scaglia INDEVA.

To achieve the goal of zero accidents, Scaglia INDEVA has adopted rigorous procedures certified to the international standard ISO 45001 and has an organizational structure for continuous control and improvement of workplace safety conditions.

Scaglia INDEVA's activities in this area include:

- the scrupulous application of occupational health and safety regulations and the continuous updating of internal procedures,
- ongoing training of safety personnel,
- risk analysis, updated on a regular basis,
- analysis of the dynamics of any accidents in order to remove the causes.

In the year 2022, the "Near Miss" procedure was introduced for the detection and analysis of near misses for increasingly effective prevention.

In 2019, Scaglia INDEVA was among 152 companies in Bergamo awarded by the Lombardy region for its commitment to the WHP (Workplace Health Promotion) program.

In 2022, while deciding to exit the WHP program, the company continued to promote the culture of health care internally:

- introducing significant changes in nutritional offerings at its canteen and food courts,
- promoting and supporting sports activities and events for its employees and sponsoring local athletic teams,
- entering into agreements for its employees and their family members with gyms and sports centers near the company,
- promoting the flu vaccination campaign by offering free vaccine administration to its employees at its premises and during working hours.



SOCIAL | Relationships with Schools Universities and Research Institutes

As part of the development of sustainability projects, Scaglia INDEVA pays special attention to the education of **young people**.

For this reason, during 2022 in cooperation with a number of local high schools, it further developed in-house job placement paths specifically designed for secondary school students.

During 2022, collaborations continued with high schools, in the Bergamo area (ABF San Giovanni Bianco, ITS Turollo Mechatronics, ITS Turollo Administration, ITS Esperia Elettrotecnica) and with universities. These collaborations have led to the introduction for students of curricular internships, apprenticeship experiences at the company and internships at Scaglia INDEVA's foreign subsidiaries with the provision of special scholarships.



Scaglia INDEVA's commitment to promoting **research and technological innovation** is also developed through collaborations with prestigious Research Centers and Institutes, particularly through:

- collaborations with University Institutes such as: Politecnico di Milano, University of Brescia, University of Bergamo, CNR-STIIMA,
- participation in Research Consortia (INTELLIMECH), and technology clusters (AFIL- Association of Intelligent Factory Lombardy).

Scaglia INDEVA participates in numerous research projects funded by the Lombardy Region, the Italian government and the European Union in partnership with companies and research organizations. It recently took part in the Smart4CPPS project funded by Regione Lombardia with Politecnico di Milano and STIIMA-CNR.

SOCIAL | INDEVA people development and engagement

Scaglia INDEVA believes that the basis of economic and social development is **continuous learning**, which enables the promotion of an individual's personal and professional growth and mastery of new methods and technologies. For this reason, Scaglia INDEVA has always promoted professional training activities inside and outside the company aimed at all its staff. The training courses offered are designed for the different professional fields of employees.

A total of 2097 hours of vocational training were provided during 2022 Equal to an average of about 10 hours per employee



Scaglia INDEVA places great value on initiatives that contribute to the **growth of relationships** among its employees and has directly supported a number of sports initiatives promoted by its own people that involved direct involvement of Scaglia INDEVA employees and their families.



SOCIAL | Creating value for the local area / Relationships with local communities

Since the business was founded, Scaglia INDEVA has created a **strong bond with the territories** where it is present and in particular with the territory of the Brembana Valley, which was the cradle of its development.

The company has always strengthened this bond by paying attention to the needs expressed by the area through listening to its people and trying to provide not only an immediate response to needs, but a path of common growth and development.



Scaglia INDEVA has funded through the **Camillo Scaglia Onlus Foundation** (www.fcso.it) initiatives in the areas of intervention identified as priorities.



AREA OF FOCUS NEW GENERATIONS

SCHOOL, EDUCATION AND TRAINING

- **Preschool "S.S. Innocenti" of Val Brembilla:**
 - Economic support for annual expenses
 - Funding Project "Primomodo" for English courses aimed at Kindergarten children.
- **Val Brembilla Comprehensive Institute:**
 - Financial support for English courses taught by native speakers.
 - Call for scholarships to fund work and study abroad experiences for young people aged 19 to 28.

SPORTS ACTIVITIES

- ASD Nuova Brembillese calcio: financial support activities.
- ASD Atletica valle Brembana: financial support for sports event.
- ASD Polisportiva Oratorio Brembilla: financial support activities.



AREA OF FOCUS SOCIAL PROJECTS

● for the local community

Economic support to:

- AIDO Val Brembilla
- Parish of St. Cross of Gerosa

● for the enhancement of the territory

Economic support to:

- Sentieri-Amici History Group
- Imagna Valley Study Center

● for the elimination of inequality

Economic support to:

- Municipality of Val Brembilla for the Initiative "Shuttle to Val Brembilla".

APPENDIX



APPENDIX | GRI 2016 Table of Contents

TITLE	GRI STANDARD	CORRESPONDING PAGES
Methodological note	102 - 50 - 51 - 52 - 54	2
Letter to Stakeholders	102-14	3
Scaglia INDEVA SpA	102 - 1 - 2 - 4	10 - 11- 12 - 13
Vision, mission, values	102 - 16	11
The organizational structure	102 - 5	14
Scaglia INDEVA SpA numbers	102 - 3 - 4 - 6 - 7	13 - 14 - 15
Materiality analysis, Stakeholders, Matrix	102 - 42 - 43 - 44 - 45 - 46 - 47 - 103 - 1 - 2 - 3	18 - 19
Material themes: correlation with SDGs and GRIs	102 - 55	20 - 21
Activity reporting and projects by material theme	See GRI reported for each theme	from page 24 to page 44

APPENDIX | Scaglia INDEVA material themes related to the SDGs and with reference to the GRI Standards

	GOOD HEALTH AND WELL-BEING	QUALITY EDUCATION	DECENT WORK AND ECONOMIC GROWTH	INDUSTRY, INNOVATION AND INFRASTRUCTURE	REDUCED INEQUALITIES	SUSTAINABLE CITIES AND COMMUNITIES	RESPONSIBLE CONSUMPTION AND PRODUCTION	CLIMATE ACTION	LIFE ON LAND	PEACE, JUSTICE AND STRONG INSTITUTIONS	
	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	15 LIFE ON LAND	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	GRI (GLOBAL REPORTING INITIATIVE)
E-ENVIRONMENT											
Energy Efficiency											GRI 302-1,2 Emissions GR I305-1,2
Reducing environment al impact and promoting the economy circular											GRI 301-1,-2 Used materials that come from recycling/GRI 306 3, 4, 5-waste
S - SOCIAL											
Occupation al health and safety											GRI 404-1 Average annual training hours per employee / GRI 403- 2 Hazard identification, accident investigation / GRI 403-5 Worker training in occupational health and safety. / GRI 403-6 Promotion of the workers' health
Relations with Schools Universities, Institutes of Search											GRI 404 -1 Training and Education
Development and involvement of INDEVA people											GRI 412 Evaluation of respect for human rights/GRI 405-1 Diversity of employees and governing bodies
Creation of value for the territory/ Relations with local comm.											GRI 413-1 Local Communities
G-GOVERNANCE											
Ethical and Transparent Management											GRI 102-18 Governance Structure/GRI 205-2 Policy Communications and Training, and anti-corruption procedures/ GRI 412-2 Employee training on policies or procedures on the human rights
Brand reputation, Continuous innovation, Product quality and safety, Digitization											GRI 416-1 Customer health and safety/GRI 412-2 Employee training on human rights policies
Spreading the culture of sustainability											GRI 412-2 Employee training on human rights policies/GRI 404-1 Training/GRI 413-1 Local communities



Scaglia INDEVA SpA
Via Marconi, 42
24012 Val Brembilla (BG) Italy
Tel. +39 0345 59 411
info@it.indevagroup.com
www.indevagroup.com

