

# eternoivica

I N N O V A T I O N L E A D E R

Sustainability Report

2024



Supporting change  
without getting noticed



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eternoivica

PRIMA



eternoivica  
I N N O V A T I O N   L E A D E R

01

**COMPANY  
MISSION  
VALUES**

Every structure we create originates from a **conscious choice**: build **responsibly**, **accurately** and with **respect** for the spaces we support.

# 1.1 Our business

For 70 years we have been operating in the building market, producing accessories and components for multiple sectors in each of which Eterno Ivica stands out for its high degree of specialisation and innovative solutions. The wide range of products, entirely designed and produced in Italy, is divided into 8 lines and includes:



PEDESTAL

SUPPORTS FOR RAISED FLOORS



GRF

INSTALLATION EQUIPMENT



WOODDECK

OUTDOOR SUBSTRUCTURES FOR FLOORS WITH PLANKS



ETERNO

SYSTEMS FOR WATER CHANNELLING



LIQUID

ACCESSORIES FOR WATERPROOFING FLAT ROOFS WITH LIQUID AND ROLL MEMBRANES



PHONOLOOK

ACOUSTIC SILENCERS AND VENTILATION OF THE ROOMS



VENT

SILENCED VENTILATION AND AERATION



ACUSTICA

SERVICES AND PRODUCTS FOR SOUND INSULATION



## 1.2 The plants

Our headquarters is located in Padua and cover an area of 10,000 square metres, of which 6,000 are covered. We also have a number of warehouses located mainly in the municipality of Padua and foreign sales offices as follows:

### PADUA

DESCRIPTION	PLACE	NOTES
Warehouse and registered office, offices	Padua - Via Austria 25E	Registered office, offices and warehouse
Industrial warehouse / offices	Padua - Via Austria 25C/D	25C internal production site for pedestal lines; 25D offices and warehouse
Warehouse and offices	Padua - Via Austria 23A	Acustica warehouse
Warehouse and offices	Padua - Via Austria 23B	Administration department offices
Showroom	Padua - Via Prima Strada 20	Showroom
5 Warehouses/Stores	Padua and province	Warehouses

### ABROAD

BRANCHES	RELATIONSHIP	SITE	BUSINESS	NOTES
France	Branch (Permanent Organisation)	Saint Priest	Eterno Ivica product distributor	warehouse, offices and showroom
Croatia	100%-owned Subsidiary	Novaki	Eterno Ivica product distributor	warehouse
UK	Related	London	Eterno Ivica product distributor	warehouse



# 1.3 Markets Served

Deeply rooted and widespread throughout Italy, we are also present on all continents, with a diffusion and capillarity that can be appreciated in the list of customer countries below:

## NORTH AMERICA

- Canada
- Dominican Republic
- Guatemala
- Mexico
- Panama
- USA

## EUROPE

- |                        |             |                       |
|------------------------|-------------|-----------------------|
| Albania                | Greece      | Portugal              |
| Andorra                | Hungary     | Republic of Macedonia |
| Austria                | Iceland     | Romania               |
| Belgium                | Ireland     | Switzerland           |
| Bosnia and Herzegovina | Latvia      | Serbia                |
| Bulgaria               | Lithuania   | Slovakia              |
| Croatia                | Luxembourg  | Slovenia              |
| Cyprus                 | Malta       | Spain                 |
| Czech Republic         | Moldova     | Canary Islands        |
| Denmark                | Montenegro  | Sweden                |
| Finland                | Netherlands | Ukraine               |
| France                 | Norway      | United Kingdom        |
| Germany                | Poland      |                       |

## ASIA

- Bahrain
- China
- Hong Kong, China
- India
- Indonesia
- Israel
- Japan
- Kuwait
- Lebanon
- Saudi Arabia
- Singapore
- South Korea
- Taiwan, China
- Thailand
- United Arab Emir.

## AFRICA

- Egypt
- Kenya
- Mauritius
- Morocco
- Reunion
- South Africa
- Tunisia

## SOUTH AMERICA

- Brazil
- Colombia
- Uruguay

## OCEANIA

- Australia
- French Polynesia
- New Zealand

# 1.4 Employees and the highest governance body

As at 31 December 2024, the company's workforce consists of a total of 60 employees. The highest governance body is represented by a separate administration system with the two directors:



**Favero Gabriele**

Age: 68 years  
Born in: Padua  
Role: Director and legal representative



**Favero Falconi Carlo**

Age: 32 years  
Born in: Padua  
Role: Director and legal representative

In accordance with the legislative provisions, the directors are appointed by the shareholders who also define their remuneration at the shareholders' meeting called for appointments. The directors are chosen on the basis of the skills (soft and hard) deemed necessary to perform the task, and the delegations are defined on the same basis. From the moment of appointment, the management power is exercised independently and sovereignly in the matters given by the Law and the Articles of Association.

## Role of the highest governance body in sustainability reporting

The highest governance body is aware of sustainability issues on whose management it is assisted by employees and external technical figures with whom it shares management responsibility.

The directors, having heard the stakeholders, established sustainable development strategies and appoint a team consisting of employees, also assisted by external parties, for the day-to-day management of the company's sustainability strategy. Through the process of involving internal stakeholders and during periodic meetings, values and objectives are transmitted, resources are involved, and strategy-action alignment and the achievement of set objectives are verified. Starting from 2026, the Board of Statutory Auditors will pay attention to sustainable development issues in the control and review processes. Therefore, shareholders are protected by the supervisory body in the checks on ESG issues carried out by the highest governance body and internal staff.

Annually, also in conjunction with the operational phases of preparing the sustainability report, the company comes to the formulation of the integrated sustainability strategy that consists of:

- > **Verification of the achievement of the set objectives for the current year;**
- > **Impact assessment;**
- > **Implementation of preferences by stakeholders in relation to sustainable development;**
- > **Setting of objectives for the following year (improvement plan);**
- > **Awareness-raising and internal communication actions;**
- > **Translation of commitments into policies and of policies into specific actions.**

As mentioned, this path involves stakeholders, the highest governance body, area managers and individual human resources.

In relation to each material issue, non-conformities or near misses are analysed, the internal management methods and managers are established, as well as the actions to be taken in relation to the suppliers that have generated the non-conformity.

## Management of reports in the company

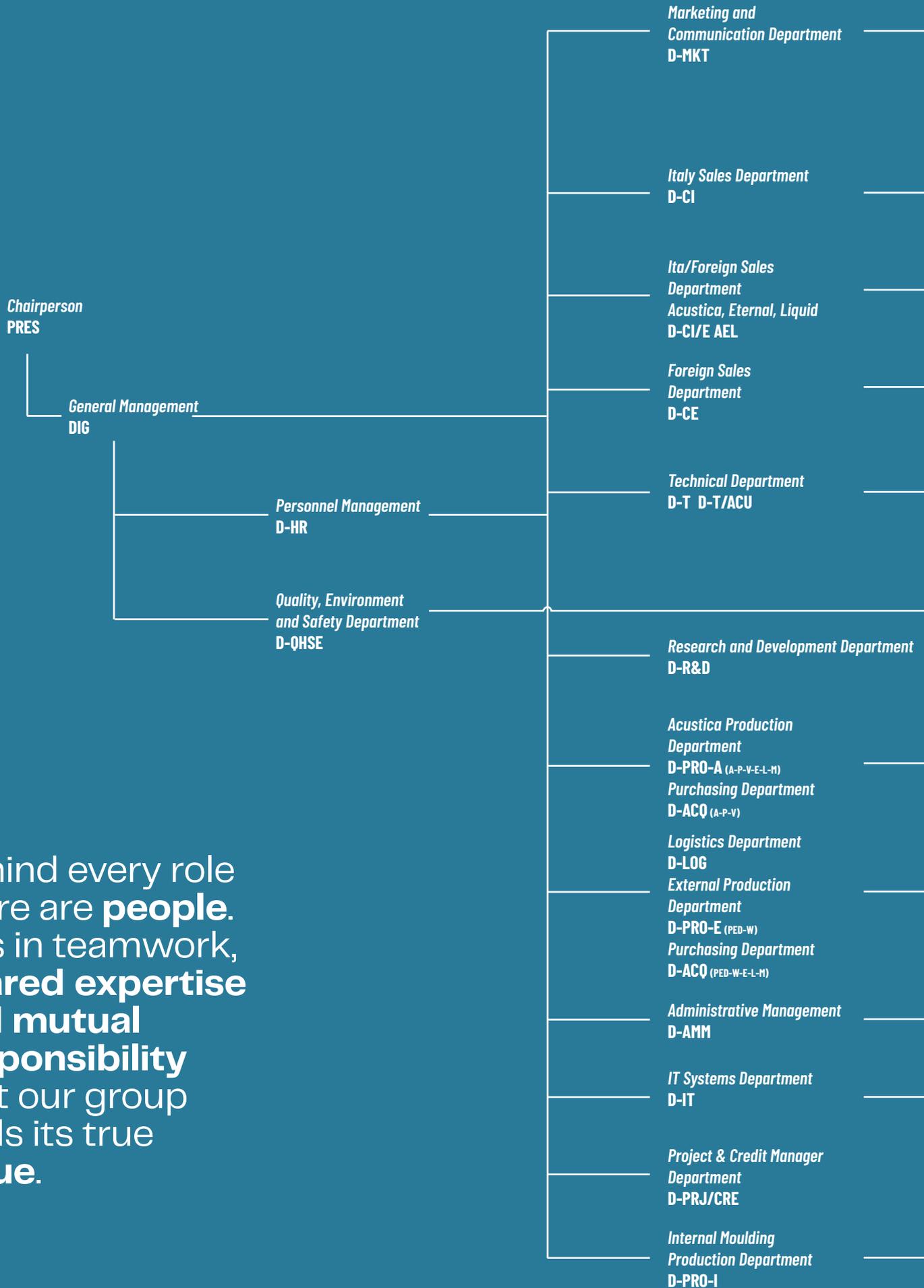
The company's whistleblowing system and the holding of periodic meetings allow the company to effectively manage the flow of requests for clarifications or reports on concerns about the company's management of sustainability issues.

### Objectives achieved

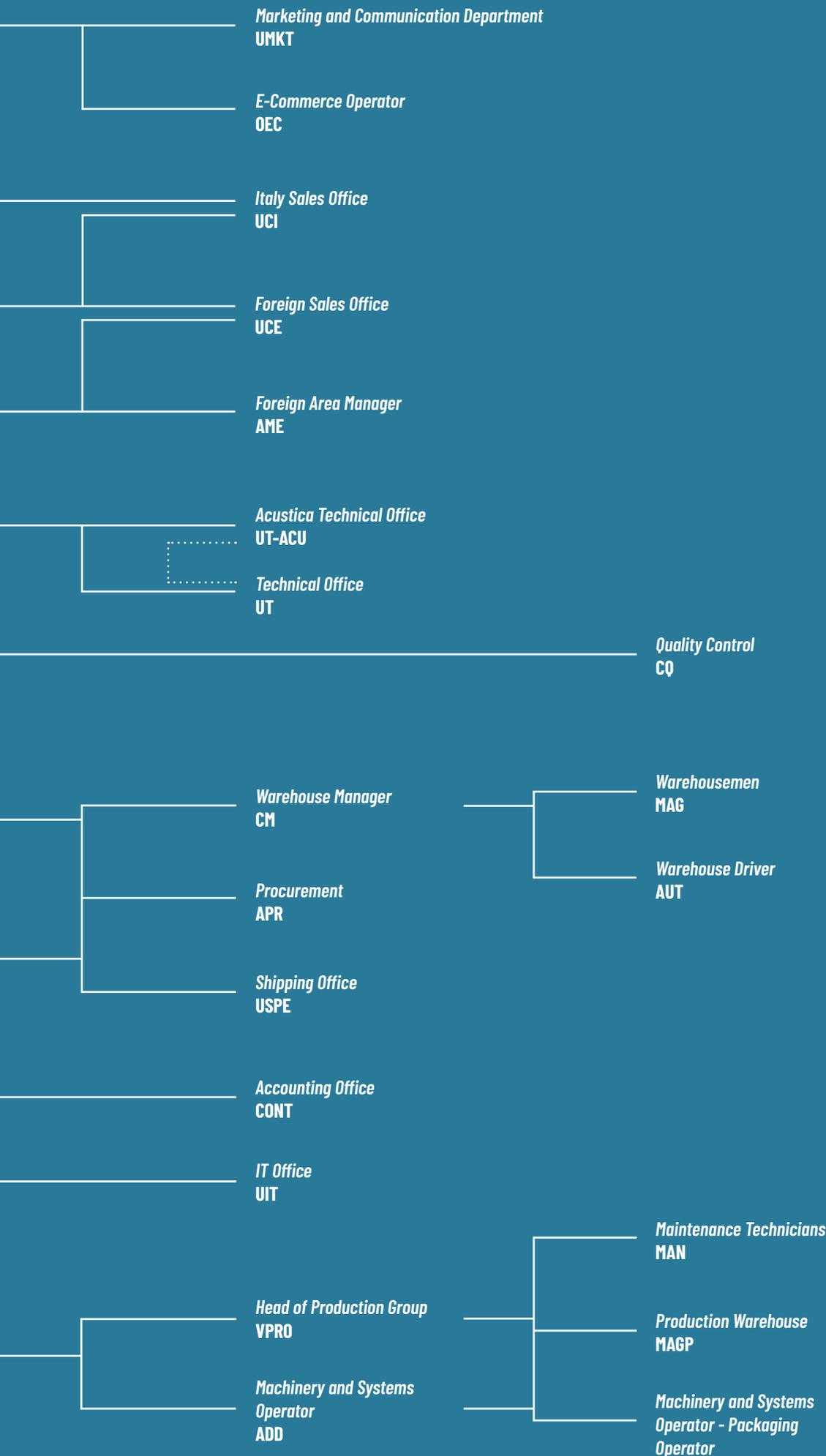
- > System for effectively managing commitments and policies
- > Effective transfer of competence between the highest governance body and the company
- > Suppliers monitored and made aware

### Future objectives

**Integration of the Code of Ethics with an analytical section relating to compliance with sustainability standards by suppliers**



Behind every role there are **people**. It is in teamwork, **shared expertise** and **mutual responsibility** that our group finds its true **value**.



# Organisation Chart



# 1.5 The values

## 1.5.1 System Business Policy

With a view to service oriented to the customer, to the workers and to all interested parties, and with a constant focus on improving its corporate performance, Eterno Ivica has set the objective of tenaciously pursuing the highest possible level of quality in all areas: **Community, Leadership, Personnel, Process, Product and Service.**

The primary elements for achieving the policy are:

- > **Consider all PERSONNEL falling within their sphere of control and influence as a valuable resource;**
- > **Consider our SUPPLIERS as strategic partners to collaborate with;**
- > **Consider our CUSTOMERS and the COMMUNITY as a stimulus for the quality of the product and service;**
- > **Ensure the constant MONITORING and IMPROVEMENT of our Integrated Management System.**

We guarantee proof that this policy has been applied through documented information in compliance with UNI EN ISO 9001 – SA 8000 – UNI EN ISO 14001 and UNI ISO 45001 – INAIL Guidelines for an occupational health and safety management system (SGSL).

## 1.5.2 Code of Ethical Conduct

Eterno Ivica has drawn up its own Code of Ethical Conduct, which contains the fundamental principles that inspire the company's business and the relationships that the company has with its stakeholders. This Code considers all the company's stakeholders relevant, from human resources to the environment. To promote knowledge, sharing and dissemination of the principles set out, our company is committed to keeping transparent and clear relationships open to dialogue with its stakeholders. The founding values on which these principles are built are:

- > **RESPECT;**
- > **HELPLESSNESS;**
- > **INVOLVEMENT;**
- > **HONESTY;**
- > **HUMILITY.**

The application of these reference values has as its first fundamental consequence the absolute respect for the moral principles of Western civilization.

In particular, our company guarantees:

- > **full respect for human rights;**
- > **the repudiation of discrimination based on race, religion, sex and social background;**
- > **the absence of any form of discrimination in recruitment and dismissal policies;**
- > **abstention from the use of child labour.**

The application of these values implies the punctual observance of all regulations and all civil, criminal and industry laws, as well as compliance with national laws and regulations in force in the locations where the product is placed or the service is provided. The Code is consistent with the first social mission of a company: the creation of value that guarantees its durability and development. Profit, understood as remuneration for business risk and the organisation of production factors, does not conflict with ethical reference values. On the contrary, there is a relationship of mutual functionality between them.

With reference to the relationship with our suppliers, the principle of fair trade is fundamental. For us, price should not be the only parameter to consider. Ethical conduct, fair trade, transparency, the environmental impact of products and production processes are also variables to take into account when choosing a supplier, who also plans their own production according to the performance of our business.

An honest and fair business relationship therefore requires the activation of channels through which to exchange timely information on all the matters that may compromise our demand or modify our purchasing capacity.

## 1.5.3 Selection of suppliers

For us, the selection of suppliers is the first fundamental step towards achieving the quality of our products. This is therefore strictly regulated and takes place according to an internal procedure, the "supplier risk assessment and approval", which provides for a structured process.

During the **first phase**, the purchasing department carries out research to identify new suppliers and/or carries out a preliminary inspection.

The **supplier search** is based, in general, on the risk assessment of the different factors:

Ability to comply with the requirements of the SA 8000, ISO 9001, ISO 14001, ISO 45001 standards;

Technical skills;

Spirit of collaboration;

Adequacy of the organisational-management approach;

Economic and financial soundness;

Production capacity;

Reduced litigation;

Compliance with delivery times;

Economic advantage of the offer;

Geographical location of the supplier;

Sampling or service evaluation;

Technical level of the equipment;

Quality/price/service ratio;

Quality level of assistance.

The purchasing department has the right to make **visits** to the supplier to be able to evaluate it directly; the scores obtained allow a ranking to be drawn up that the head of the purchasing department uses to qualify companies and consequently to select suppliers. It then assigns the supplier the unique code in our IT system.

The **second phase** consists of sending the supplier a self-assessment questionnaire for **quality, safety, environment and ethics** with the request for commitment and compliance with the requirements of the SA 8000 standard. Following receipt of the questionnaire, if the supplier meets all the necessary requirements for ethics and quality, safety and the environment, the purchasing department will propose its approval.

Then we move on to the **third phase**, which is **the assessment of the supplier**, assigning scores based on the following criteria:

- > **QUALITY**
- > **ETHICS**
- > **SOCIAL RESPONSIBILITY**
- > **ENVIRONMENT**
- > **ORGANISATIONAL ECONOMIC CRITERIA**

The scores obtained allow a ranking to be drawn up that the head of the purchasing department uses to qualify companies and consequently to select suppliers.

The supplier is then inspected annually. In fact, the purchasing department assesses the performance of suppliers on the basis of different factors and on the basis of the data collected assigns a score to its performance and enters it into the monitoring system. Based on the scores, there will be some qualified and some unqualified suppliers. After that, a three-year monitoring plan is issued on the approved suppliers that are most relevant to the company's activities, to verify compliance with the necessary requirements. Inspections are then set up in order to determine any corrective actions, which are then subsequently monitored. The approved supplier is expected to switch to "free-pass" if within 3 months or after 3 supplies under control, from the date of qualification, it has not generated any non-compliance and only one acceptance as an exception.

The purchasing department constantly updates the list of suppliers on the computer system and delivers it at the end of the year to the Quality Department and the General Management for review.



# 1.6 Mission and Vision

## Mission

We design and implement innovative and sustainable building solutions while placing people at the centre of every process. Our mission is to improve the quality of life through technologically advanced, safe and environmentally friendly products that promote a sustainable future for the community.

## Vision

We want to continue to give solidity and structure to our position as a leader in the international building market by constantly evolving towards a sustainable, ethical and responsible future for the benefit of present and future generations.



# 1.7 Certifications, internal regulation and regulatory compliance

## 1.7.1 All certifications

We have attained important certifications confirming our commitment to quality, environmental sustainability and social responsibility.

In particular, we have obtained the **UNI EN ISO 9001:2015** certification, which certifies the adoption of a quality management system compliant with international standards. We also hold the **UNI EN ISO 14001:2015** certification relating to environmental management, demonstrating the attention paid to reducing the environmental impact of our activities.

Finally, we have obtained the **SA 8000:2014** certification, which concerns corporate social responsibility, with particular attention paid to respect for workers' rights and ethical conditions throughout the production chain.



**UNI EN ISO 9001:2015**



**UNI EN ISO 14001:2015**



**SA 8000:2014**

## 1.7.2 Regulations in the company

In the company, we refer to the **Personal Information Code (CIP)**, delivered to each employee at the time of hiring. The document contains the main information relating to the National Collective Labour Agreement (CCNL) applied, the SA 8000 certification, the company policy, the rules of conduct and how to behave in the company, resignation, company policy, as well as the methods of reporting incidental events.

In the company, there is then also the **company policy on the video surveillance system and information for the employees**. Our company has implemented a video surveillance system for the properties and the areas they concern, in which we carry out our business. In particular, we have created a system of closed-circuit fixed cameras installed near the entrances, corridors and external areas of the respective offices and also the external areas of the local units. The video surveillance system has been implemented in

compliance with the provisions dictated for the protection of personal data by the current privacy protection regulations – EU General Regulation no. 679/2016 and implementing rules, the provisions of the Personal Data Protection Guarantor, as well as the current rules dictated by the Workers' Statute and the civil and criminal provisions on illegal interference with privacy and image protection. The images collected through the video surveillance system may be used to carry out checks aimed at ascertaining violations and crimes as well as, once the condition set out in Article 4, paragraph 3, of the Workers' Statute has been verified (Law 300/1970, as updated by Article 23 of Legislative Decree 151/2015), for all purposes related to the management of the employment relationship and, specifically, also for disciplinary purposes. This Policy also forms part of the Company Disciplinary Code and therefore, pursuant to and for the purposes of Article 7 of the Workers' Statute, is posted on the company bulletin board.



## 1.7.3 Compliance with Laws and Regulations

The core business is that of supports, a technical regulation seal exempt from CE marking. Eterno Ivica is fully compliant with environmental and occupational health and safety standards and regulations. Legislative compliance checklists are available.

Our company holds a Single Environmental Authorisation (UAA) for emissions into the atmosphere, which is fully compliant with the limits set by EMA standards.

With a view to continuously improving our environmental performance, we have also started the path of environmental product certification, with the aim of obtaining the **Environmental Product Declaration (EPD)** by 2026. This initiative aims both to encourage participation in Public Administration calls for tenders, and to respond to the growing demands for sustainability coming from the Nordic markets, which are increasingly attentive to environmental impacts throughout the entire life cycle of the product.

### **Collective labour agreement (CCNL) of reference:**

Our reference agreement is Industry/Rubber Plastic.

## 1.8 Identification of stakeholders

In preparing the sustainability report, the identification of stakeholders is a fundamental phase to understand and meet their expectations and needs. Through a structured process, we have identified our main stakeholders that influence or are influenced by Eterno Ivica's business.

---

Human Resources (temporary employment agencies Next/Good People)

---

Trade unions (local union Femca CISL Padua-Rovigo)

---

Customers (various)

---

Suppliers (ND Plast / Mepol / Ialc Serramenti)

---

Financial institutions

---

Civil community

---

Public administration

---

Environment

---

Media (Magiston Agency)

---



# 1.9 Statement of the highest governance body on sustainable development strategies

Dear Stakeholders,

Every business originates from an idea, but grows thanks to the vision and courage of those who run it.

Our story began in 1955, when my father, Ruggero Favero, founded IVICA – Industria Veneta Idrofughi Catrami e Affini. In an Italy that rebuilt its own future, he chose to innovate by creating solutions to waterproof and protect. Since then, our path has been a continuous evolution. In 1972, the first "Eterno" pipe union was born. In 1988, the height-adjustable support for raised floors was created, and in the following years patents that have revolutionised the sector were filed, such as Genius, the Self-Levelling Support, the PP+TPE bi-material head, and up to the most recent windproof solutions and systems for green raised floors.

Today, Eterno Ivica is an international reference point for the circular economy thanks to our fully recyclable and sustainable products, where our strength lies in the ability to combine tradition and innovation, solid roots and a look towards the future.

This evolution has been maintained by the current Management, which is transforming the company into a dynamic industrial group oriented towards research, quality and sustainability. Under its current leadership, Eterno Ivica has achieved recognition as a Champion Company, confirming its solidity and ability to grow in global markets.

But today, more than ever, we feel a responsibility to go further. The world is asking us to face crucial challenges: climate change, scarcity of resources, social equity. We respond with concrete actions:

- **REDUCTION OF CO<sup>2</sup> EMISSIONS AND ENERGY CONSUMPTION**
- **USE OF RECYCLED AND RECYCLABLE MATERIALS**
- **ISO 9001, ISO 14001, SA 8000 CERTIFICATIONS**
- **EPD CERTIFICATIONS FOR OUR PEDESTAL AND WOODDECK PRODUCTS**
- **WELFARE PROGRAMMES AND CONTINUOUS TRAINING FOR OUR PEOPLE**

This First Sustainability Report, prepared according to GRI standards, relates this commitment with transparency and verifiable data. However, it is not just a document: it is the testimony of a vision that has always guided us. For us, sustainability means creating shared value, respecting the environment, protecting people and innovating responsibly.

Thank you for being part of this story. Thank you for your trust and collaboration that allow us to grow together. Our journey continues, and we want to travel it with you, with the same passion that has guided us since day one.

*Gabriele Favero*  
Chairperson



# 1.10 Material issues

## 1.10.1 Identification of material issues

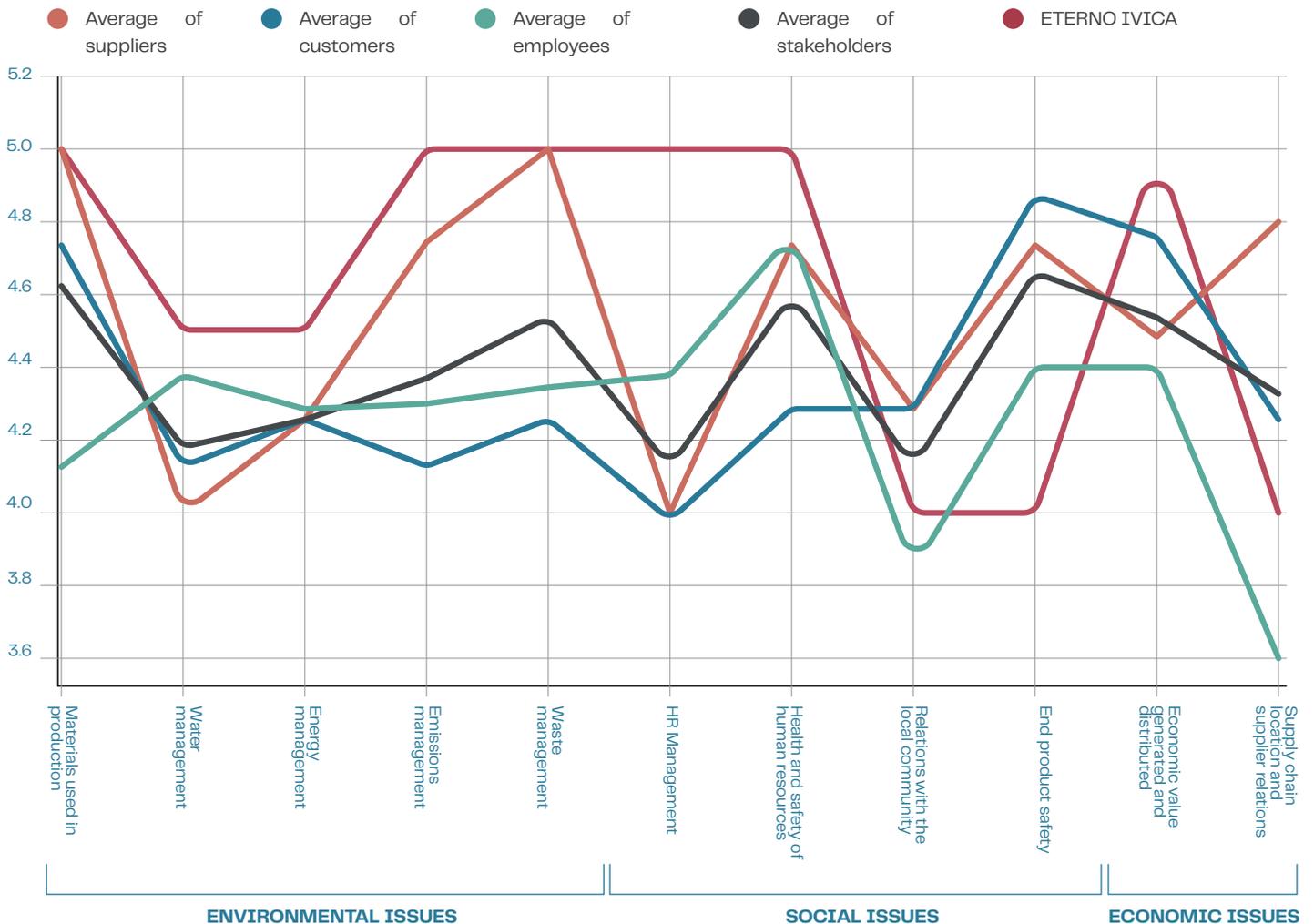
In our daily work, we adopt a systematic approach aimed at understanding where and how our activity produces **impacts**, both positive and negative, actual or potential, and this allows us to consciously guide our strategic decisions. By following this path, we identify the so-called **material issues**, that is, the areas that are most important for our organisation and for our stakeholders, and which therefore constitute the core of the sustainability report. The process

is based on a structured method that combines technical analysis conducted by professionals with dialogue and direct participation of stakeholders. This synergy allows us to accurately identify the priorities to be reported and to strengthen the consistency between our business strategy and our stakeholders' expectations.

## 1.10.2 The materiality matrix

The table below shows the materiality matrix, a useful tool to compare the average of the materiality judgements of the material issues reported by the stakeholders through the engagement process (survey) with the assessment carried out by the company.

The aim of this process is to observe if there is consistency between the two assessments and if, therefore, the company operates in the interest of its stakeholders by putting the issues that for them are of fundamental importance in the forefront.



Numerical values expressed from: 1 (no interest) to 5 (maximum interest)



SUST

AIN

ABLE

ABLE

JUST

AIN

BTLL

Y

eternoivica  
INNOVATION LEADER

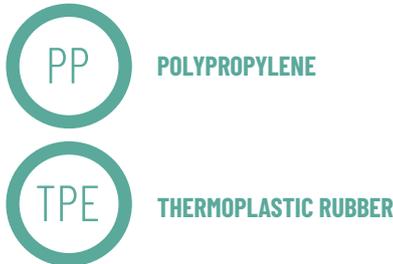
02

ENVIRONMENTAL  
AND MATERIAL  
THEMES

# 2.1 Materials used for production

## Policies and commitments

We mainly use two types of raw materials for our core production business:



The entire process of sourcing raw materials is regulated through specific internal management procedures.

As for the polypropylene used in the production processes, it comes exclusively from qualified suppliers in accordance with the company management procedure that guarantees compliance with the required quality and sustainability standards.

As for the packaging that is an important purchasing item for our company (pallets and paper/cardboard), the materials used are completely recycled (FSC supply chain) and largely reusable (pallets).

Also with regard to the compound used, it has a percentage of pre-consumer **recycled material** varying **between 65% and 70%**, confirming the company's commitment to promoting circular economy practices.

## Figures responsible for managing the material issue and method for handling complaints

Responsibilities for the procurement of raw materials are divided between the purchasing manager and the production manager.

## Concrete actions carried out during the last reporting year

During the reporting year, the total raw material used amounted to 1,868,842 kg, an increase of +4% compared to the previous year. At the same time there was a simultaneous **reduction in production waste** and therefore an increase in productivity. This increase is directly proportional to the increase in production of finished products.

## Materials used by weight

During 2024, production employed a significant amount of materials overall. As for the raw materials, as mentioned, **1,868,842 kg** were used. The associated processing materials, such as machine lubricants and oils, amount to **204 kg**. On the other hand, no semi-finished products were used to make the finished product. With regard to the packaging materials, there are two types: **316 tonnes** of paper and cardboard, used to make the boxes, and **165 tons** of wood, used to produce the pallets. By its very nature (construction and in relation to the materials used), our product is entirely recyclable, plus the **disassembly** operations are extremely simple, the product consisting of a maximum of **three** components (there are also **two** or **single** components in the catalogue). The product has also been designed and manufactured for dry laying, so **glues are not used** either in the production phase or even in the installation phase. This means that the product has no residues at the end of its life.

## Recycled input materials used

Our company has achieved a significant result in terms of environmental sustainability, using **recycled input materials equal to 96.90%** of the total used in production. This data shows a high focus on reducing environmental impact and enhancing resources, thanks to the integration of materials from recovery cycles.

## Recovered products and related packaging materials

The percentage of recovered products and related packaging materials is equal to: **1.77%**. This percentage derives from the ratio between products and related packaging materials recovered together with the material re-milled and recovered in 2024 and the raw material processed.

**Objectives achieved**

- > Reduction of production waste
- > Increased productivity
- > Total recycled input materials equal to 96.90%

**Future objectives**

*Maintenance and confirmation of current performance*

*Increasing attention to sustainability practices, also by monitoring innovations in the industry*





## 2.2 Energy

### Policies and commitments

Eterno Ivica adopts an energy containment policy aimed at minimising consumption and promoting an efficient use of resources, in line with the principles of sustainability and environmental responsibility. The energy issue is taken into maximum consideration in the structural operations of production design, machine selection and process definition. Our commitment then materialises through the dissemination of good operating practices transmitted to all staff already at the time of their recruitment through a training program on the Internal Management System. This training course sets out to raise employees' awareness of the importance of energy savings and to provide practical guidelines for the conscious use of equipment and systems. The application of these policies is constantly monitored by the Supervisors in charge.

### Figures responsible for managing the material issue and method for handling complaints

Energy management is coordinated by the QHSE (Quality, Health and Safety, Environment) office.

### Concrete actions carried out during the last reporting year

Most of the consumption is due to the production department (street number 25/C), which accounts for about 90% of the company's total consumption. Since 2021, major investments have been made to replace the older and obsolete presses with new 100% electric presses that are more efficient from the point of view of consumption and efficiency. In fact, keeping the total number of presses in the department and the boundary automations unchanged, the mere replacement of three presses has led to a decrease in the department's consumption.

Currently, the department manager is evaluating the implementation of an accurate consumption monitoring system for each piece of equipment in order to guarantee a greater level of control and analysis of energy performance, being able to structure appropriate policies and strategies accordingly. In addition, the consumption of methane gas is monitored monthly and although this is only used for heating the company premises, specific activities have been implemented to optimise and minimise the consumption of methane gas (worker awareness, boiler operating hours, boiler temperature regulation, no heating in unused premises).

### Objectives achieved

- > Energy containment policies
- > Replacement of obsolete presses with new 100% electric presses
- > Improved efficiency in terms of consumption and yields
- > Monthly consumption monitoring of methane gas and consequent optimisation
- > Employee awareness

### Future objectives

*Evaluation of the implementation of a timely consumption monitoring system for each piece of equipment in order to guarantee a greater level of control and analysis of energy performance, being able to structure appropriate policies and strategies accordingly*

*Construction of two new automation centres, which will involve the replacement of a further 5 fully electric, better performing and more efficient presses*

### IN-HOUSE ENERGY CONSUMPTION

Electricity consumption	1,557,411 KWh
Heating energy consumption	283,442 KWh (= 26,488 standard cubic metres)
Cooling power consumption	34,150 KWh
Total consumption of energy used by the organisation in the reporting year	6,626,997 MJ

### Energy intensity

During 2024, the company recorded an **energy intensity value of 3.55**, showing a trend in line **with the average of the last three years**. The energy intensity index was calculated by making the ratio between the total electricity consumption in MJ and the total raw material processed.

A system of timely monitoring of energy consumption and targeted actions are being implemented in order to constantly maintain good in-house practices such as turning off the air conditioner in case of prolonged absence, not occupying premises unless for the long-term, and turning on the heating only in certain time slots.

# 2.3 Water

## Policies and commitments

Our organisation does not use process water within its production activities. It instead uses only water intended for drinking purposes and for hygienic-sanitary or domestic uses. This approach reflects a limited and responsible use of water resources, focused solely on the needs of staff and internal services. Toilets and plumbing systems are constantly maintained, through periodic checks aimed at promptly identifying any leaks and, where necessary, intervening to limit or eliminate them. In this way, our company guarantees an efficient use of water, by reducing waste and contributing to the protection of an essential natural resource.

## Figures responsible for managing the material issue and method for handling complaints

Management of the resource is entrusted to the QHSE Manager, who does not report any type of complaint about water consumption.

## Concrete actions carried out during the last reporting year

In-house measures are taken to promote rational water consumption, in line with the organisation's sustainability and waste reduction objectives. These measures include actions to raise staff's awareness of the importance of conscious use of water resources, as well as technical and management interventions aimed at optimising consumption.

## Water collection, discharge and consumption

Our company draws only drinking water from the municipal aqueduct service, for a total volume of 7.48 megalitres during the reporting year. Water consumption is monitored through meter readings made by the service manager, thus ensuring the traceability and accuracy of the reported data. The water withdrawn is equal to that discharged and is intended solely for drinking and hygienic-sanitary uses (as the organisation does not use process water in its production activities), confirming a well-balanced water balance and an efficient and responsible management of the resource.

### Objectives *achieved*

- > Awareness of workers regarding the use of the resource
- > Constant toilet maintenance

### Future *objectives*

**Maintenance and confirmation of the current trend**

## 2.4 Emissions

### Policies and commitments

The production activity is subject to the Single Environmental Authorisation issued by the Province of Padua under no. 1211/AUA/2019 of 19/02/2019 (Ref. 12285 of 19/02/2019). The plastics moulding production area has 2 chimneys where the emissions are conveyed; all the chimneys are numbered and are shown on the plan at the QHSE Department, which is responsible for maintaining the authorisations and the periodic checks required.

The emissions of the injection presses are conveyed to chimney no. 1, while those of the external granulator are conveyed to chimney no. 3. Emissions from these chimneys are subject to annual monitoring as required by law.

The annual analyses are carried out by a special authorised external study and the values are well below 50% of the legal limit. The analyses have been regularly recorded in the appropriate internal Register provided for by the Consolidated Environmental Law, Legislative Decree 152/2006.

### Figures responsible for managing the material issue and method for handling complaints

The QHSE Manager is responsible for maintaining the authorisations and the periodic checks required. The annual analyses are carried out by a special authorised external study.

### Concrete actions carried out during the last reporting year

During the year, an emissions calculation system was implemented, staff awareness was raised and the company also added the continuous containment and monitoring of emissions to its objectives.

#### Objectives achieved

- > Maintaining emissions below expected limits
- > Periodic cleaning of existing filters
- > Continuous monitoring of emissions

#### Future objectives

Maintenance and confirmation of the current trend

### Direct greenhouse gas (GHG) emissions (Scope 1)

During the reporting year, direct GHG emissions (Scope 1) in tonnes of CO<sub>2</sub> equivalent amounted to **65.04 tCO<sub>2</sub>e**.

The following gases are included in the calculation: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O. For emissions monitoring, an Excel spreadsheet is used with the ISPRA/EU ETS database for natural gas (CO<sub>2</sub> by volume), IPCC/EPA for CH<sub>4</sub> and N<sub>2</sub>O (stationary combustion), BEIS/Defra for gas oil.

### Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)

During the reporting year, indirect GHG emissions from energy consumption (Scope 2) based on geographical location in tonnes of CO<sub>2</sub> equivalent were equal to

**420.50 tCO<sub>2</sub>e**.

For emissions monitoring, an Excel spreadsheet is used with the ISPRA/EU ETS database for natural gas (CO<sub>2</sub> by volume), ISPRA for electricity (location-based national average factor; 2024 estimate).

### Other indirect greenhouse gas (GHG) emissions (Scope 3)

During the reporting year, indirect GHG emissions (Scope 3) in tonnes of CO<sub>2</sub> equivalent amounted to **5076.98 tCO<sub>2</sub>e**.

The following gases are included in the calculation: CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O; HFC, PFC, SF<sub>6</sub> and NF<sub>3</sub> gases were not included as they are not present due to the type of product, the type of material and the method of transport.

Biogenic CO<sub>2</sub> emissions in tonnes of CO<sub>2</sub> equivalent were about **150 tCO<sub>2</sub>** calculated for product packaging; the figure is negligible for the manufactured products.

For the monitoring of emissions, an Excel spreadsheet is used. We started from the use of the results of the product LCA ("LCA ratio for NM and SE adjustable supports", Qconcert Srl, Rev. 01 – 23.02.2024) to estimate Scope 3 emissions relating to raw materials, upstream transport, end-of-life and packaging. The result was then extended to the entire production thanks to the total raw material used in the reporting year. Certain input data such as waste, upstream transport and commuting have been integrated.

### Intensity of greenhouse gas (GHG) emissions

The GHG Emissions Intensity Ratio for the organisation was **0.29** and the organisation-specific parameter chosen to calculate this ratio is the raw material processed. The types of GHG emissions included in the intensity ratio are GHG Scope 1, 2 and 3.

### Nitrogen oxides (NO<sub>x</sub>), sulphur oxides (SO<sub>x</sub>) and other significant air emissions

With regard to nitrogen oxides, sulphur oxides and other emissions, the relevant air emissions for each of the substances follow:

- > **Nox= 156.33 kg**
- > **SOx= 0.13 kg**
- > **Volatile organic compounds (VOC)= 4.84 kg**
- > **Particulate Matter (PM)= 2.71 kg**

# 2.5 Waste

## Policies and commitments

The waste generated by the activities of our organisation is classified, in accordance with the provisions of Legislative Decree 152/06 "Consolidated Environmental Law" (Part Four, Title I, Chapter I, Art. 184 and Annex D to Part Four). We pursue an internal policy aimed at less waste, with internal good practice actions such as the reuse of packaging (where possible and compatible) and the rationalisation of the packaging specifications of items.

TYPE OF WASTE PRODUCED	EWG CODE
Special hazardous waste	EER 12.01.09* - Emulsions and solutions for machinery, not containing halogens
	EER 13.02.05* - Mineral oils for motors, gears and lubrication, non-chlorinated
	EER 15.01.10* - Packaging containing residues of hazardous substances or contaminated by such substances
	EER 15.02.02* - Absorbents, filter materials (including oil filters not otherwise specified), rags and protective clothing, contaminated by hazardous substances
Special non-hazardous waste	EER 15 01 01 - Paper and cardboard packaging
	EER 15 01 02 - Plastic packaging
	EER 15 01 03 - Wooden packaging
	EER 15 01 06 - Mixed material packaging
	EER 16 10 02 - Aqueous liquid wastes, other than those mentioned in 16 10 01

## Figures responsible for managing the material issue and method for handling complaints

The QHSE Manager is the figure responsible for waste management and maintains timely monitoring and information activities for staff in order to achieve the objectives that our company sets for itself.

## Concrete actions carried out during the last reporting year

In 2024, a total of **67,090 kg of waste** was produced (**- 29.2% compared to 2023**) of which almost all is special non-hazardous waste, i.e. 97.3%, compared to 2.7% of special hazardous waste. The reduction can be traced back to:

- > **replacement of hydraulic to electric presses, with consequent reduction of oily and similar waste**
- > **optimisation of the outgoing packaging has led to a significant reduction in non-hazardous waste.**

## Management of significant waste-related impacts

Within our organisation, we register waste according to the appropriate EWG code. Almost all waste comes from internal logistics activities and preparation of material for shipment. From the production department, waste is an extremely limited part of the total and basically involves the liquids and fluids of the presses that result during maintenance activities. The production process related to the final product does not emit waste; in fact, the waste is recovered in its entirety. As indicated by Legislative Decree 152/06, waste is disposed of using special external suppliers. In this case we have three suppliers: two for non-hazardous waste and one for hazardous waste.

Each office and each department is asked to separate waste into paper, plastic, non-recyclable dry, WEEE and spent cartridges categories. Wet/organic waste, which each employee returns to his/her home, is not allowed.

## Waste generated

In total, **67.09 tons of waste** were produced in 2024, of which **65.30 tons are NON-HAZARDOUS special waste** and **1.79 tons are hazardous special waste.**

The total weight of **waste not delivered to the landfill** is **63 tons and it is treated off-site.** The weight of hazardous waste not delivered to the landfill is **31.05 tons** of waste subject to recycling and **31.95 tons** of waste subject to other recovery operations.

The total weight of hazardous waste destined for incineration with energy recovery amounts to **1.79 tons.** The total weight of non-hazardous waste delivered to the landfill and destined for other disposal operations amounts to **2.3 tons.** Therefore, the total weight of hazardous and non-hazardous waste delivered to the landfill off-site is **4.09 tons.**

Objectives *achieved*

> Internal policy aimed at less waste

Future *objectives*

**Lower the total waste disposed of by a further 10%**







eternoivica  
I N N O V A T I O N   L E A D E R

03

**SOCIAL  
MATERIAL  
THEMES**

# 3.1 HR Management: diversity and inclusion

## Policies and commitments

Eterno Ivica recognises diversity and inclusion as core values for sustainable development. In this regard, it is actively committed to promoting equal opportunities at all stages of the work life cycle – from selection to training, up to professional growth – and to preventing any form of discrimination, direct or indirect, based on gender, age, ethnicity, sexual orientation, disability, religion or any other personal or social condition. To confirm what has been said, there have never been any incidents of discrimination.

In any case, we have made available several channels for the management of reports of possible discrimination, all guaranteed by criteria of confidentiality, impartiality and traceability:

- > **company whistleblowing system (anonymous and protected);**
- > **anonymous reporting procedure provided for by the SA 8000 management system;**
- > **direct interview with the HR Manager.**

All reports are handled within a maximum of 7 working days.

## Figures responsible for managing the material issue and method for handling complaints

The figures responsible are the HR Manager and the QHSE Manager.

## Concrete actions carried out during the last reporting year

During the reporting year, the selection processes were reorganised with the introduction of inclusion and gender neutrality criteria. In addition, training activities aimed at developing the soft skills of employees were provided. We then introduced a system for monitoring the composition of staff, with disaggregated analyses by gender, age group, contractual level and professional background, in order to ensure a transparent and inclusive view of organisational dynamics.

RECRUITMENT OF NEW EMPLOYEES AND EMPLOYEE TURNOVER	NEW HIRES	DISCONTINUATION OF EMPLOYMENT
Total number	5	9
Percentage of total employees	8.06%	14.52%
Age distribution (years)	24, 53, 28, 29, 50	48, 41, 37, 32, 31, 24, 53, 37, 31
Distribution by gender	2 women – 3 men	1 woman – 8 men
Region of origin	Veneto	7 Veneto – 1 Albania – 1 Sri Lanka

### Objectives achieved

- > 50% increase in the presence of women in positions of responsibility compared to the previous year
- > Adoption of an inclusive selection procedure that includes placing at least one candidate per gender on the short lists

### Future objectives

**Consolidation of an inclusive corporate culture**

**Initiation of structured mentoring paths and specific career development paths**

## Employee benefits

Within our company there are benefits for employees, which are intended for both full-time and part-time workers, without distinction of contractual category. **Healthcare** is guaranteed through the **FasG&P fund**, a welfare fund that offers each employee some free check-ups every year (such as teeth cleaning, dental visit and full check-up with type segmented by age group). All expenses incurred are reimbursed by the fund at 100% of the prescription charge or, in the case of affiliated private facilities, the employee pays only a minimum deductible. The fund also provides for daily benefits in the event of hospitalisation, coverage for cancer therapies and other health protection interventions.

The company also pays **parental leave**, **pension contributions** and other forms of corporate welfare, such as **meal vouchers worth Euro 8 per day** and a **birthday gift** for each employee.

All employees of the organisation are entitled to parental leave. During the reporting period, **3 male employees** made use of this benefit and returned to work at the end of the leave period with a 100% return rate.

## Diversity in governance bodies and among employees

DIVERSITY IN GOVERNANCE BODIES	PERCENTAGE
Men	71.67%
Women	28.33%
Age < 30 years	17.24%
Age between 30 and 50 years old	51.72%
Age > 50 years	31.03%

DIVERSITY AMONG EMPLOYEES	PERCENTAGE
Men	50%
Women	50%
Age < 30 years	-
Age between 30 and 50 years old	75%
Age > 50 years	25%

4 people in protected categories

With reference to the **percentage of employees by seniority**, the distribution is as follows:

EMPLOYEES BY SENIORITY	PERCENTAGE
Seniority less than 5 years	48.30%
between 5 and 10 years	28.30%
more than 10 years	15.0%
more than 20 years	6.7%

This distribution highlights a workforce with a significant presence of relatively young employees in terms of business experience, accompanied by a stable share of more experienced employees.

## Ratio between basic salary and women's remuneration compared to men

In the category of blue-collar workers there are no females, reflecting an exclusively male composition of personnel in this category.

As for the category of white-collar employees, the remuneration contribution of women compared to men shows a ratio of about 93.38%, indicating that the average salary of women in the "white-collar employees" category was 93.38% of that of men. This minimum salary gap of about 6.62% to the disadvantage of women should be attributed to normal differences in roles.



# 3.2 HR Management: health and safety

## Policies and commitments

Our company refers to and applies all regulations governing the health and safety of workers and the health and safety of the working environment. In particular, the reference text on the subject remains TUS 81/08 and subsequent amendments; completing it is a Management System developed and compliant with ISO 45001, although not certified by a third party.

Eterno Ivica has an up-to-date risk assessment. A special evacuation plan and a fire-fighting plan have been prepared, in which the behaviours to be followed and the names of the workers who have been trained to handle this type of emergency are set out. Each new hire is provided with specific training on Occupational Safety (SSL). In addition, based on the department where assigned, a targeted safety instruction is delivered, aimed at ensuring that each employee is adequately informed about the risks and specific operating procedures of their work environment.

## Figures responsible for managing the material issue and method for handling complaints

The QHSE Manager coordinates the activity of the SSL department, with the help of the figures identified by the regulations: Workers' representative for safety (RLS), external health and safety officer (RSPP), Company Doctor.

## Concrete actions carried out during the last reporting year

During the reporting year, in addition to the goal reached regarding accidents, equipment to aid the manual handling of loads and equipment to cope with the summer heat in the external warehouses were implemented, and 3 air conditioning units were replaced in order to maintain a good internal micro-climate.

## Occupational health and safety management system

There are two professional figures under the VAT regime at our company. The first works in the warehouse as an operator, while the second performs an intellectual service in the Acustica department. These collaborations allow us to integrate specific skills within the organisation, ensuring flexibility and support in different operational areas.

There is a specific Risk Assessment in the company with a certain date, the last update of which is dated 10/07/2024. Each risk has been assessed by the Employer with the support of the Prevention and Protection Service. In this regard, there are significant risks. There is also a specific procedure for reporting and managing near-misses and internal incidents.

Mandatory periodic medical examinations are carried out, as required by the health protocol drawn up by the Company Doctor, who, in turn, has evaluated the risks and the relative assessment contained in the Risk Assessment Document (DVR). At the same time, the HR department prepares a specific health step-by-step plan for scheduling examinations. The entire management of sensitive employee data is regularly protected and GDPR (European General Data Protection Regulation) compliant. The company has specific internal procedures and requires the signature of the reports whenever necessary, thus guaranteeing the protection of confidentiality and the correct processing of personal data.

The Organisation has implemented and certified a management system compliant with the requirements of SA 8000:2014. This certification includes all directly hired personnel as well as temporary workers.

Thanks to this certification, we have a working Health and Safety Committee (CSS) dedicated to health and safety issues in the workplace, with the active participation of: Employer, RLS, Company Doctor, RSPP, Head of Health, Safety and Environment (HSE) and Workers' Representative for SA 8000.

In addition, the meeting provided for in Article 35 of Consolidated Occupational Safety Law (TUS) 81/08 is held every year; periodic meetings are also held with the internal departments, aimed at also dealing with topics related to the Health and Safety of employees.

### Objectives achieved

- > No injuries
- > Implementation of equipment to aid in the manual handling of loads
- > Installation of devices to cope with summer heat in external warehouses
- > Replacement of 3 air conditioning units to ensure the maintenance of a good indoor micro-climate
- > UNISALUTE Fund with discount system on health services for all employees

### Future objectives

Maintenance and confirmation of the current trend

### Occupational health and safety training for workers

Each year, as per the Integrated Management System Procedure, a specific Training Plan is issued. It is then pursued with the help of a specific training schedule. **In 2024, 444.5 training hours were provided**, divided as follows: 3 on the Integrated Management System; 3.5 on environmental issues; 208 on mandatory Health and Safety; 230 on Personal Skills Development issues.

The 2024 skills development courses were:

- > **Employment news 2024**
- > **Purchasing and supply chain**
- > **English language course**
- > **Bim specialist**
- > **English language course**
- > **Data analytics**
- > **Waste management and traceability**
- > **Staubli technical training**
- > **HSE manager training**

### Promotion of workers' health

We currently have an **agreement with the Supplemental Health Assistance Fund (FASG&P)** to give employees the opportunity to access a health package at discounted prices.

### Assessment of suppliers from a sustainability perspective

Through the Supplier Qualification Procedure (PG12), each supplier is administered a qualification questionnaire aimed at assessing and rewarding aspects such as corporate social responsibility, health and safety conditions in the workplace and measures adopted for the protection of the environment. This underlines the importance that our company attaches to sustainability and ethical responsibility throughout the supply chain.

### Accidents at work and occupational disease

In the last 5 years there have been 2 accidents at work caused by the handling of goods. No cases were recorded in the reporting year. This result, already positive in itself, assumes greater relevance when compared to the total of 98,080 working hours carried out by all employees in the year, highlighting the effectiveness of the prevention and safety measures adopted by the company.

There was no case of occupational disease.



# 3.3 HR Management: training

## Policies and commitments

Our company recognises continuous training and the development of skills as fundamental strategic levers for the professional growth of people, for the creation of an inclusive and innovative work environment, and for the consequent achievement of company objectives.

The company's commitment translates into a well-structured training offer, aimed at:

- > **guaranteeing a constant refresher course on technical and soft skills;**
- > **ensuring mandatory training in occupational health and safety;**
- > **promoting personalised professional development and leadership paths, assessed on a case-by-case basis, to support internal growth and preparation for roles of greater responsibility.**

## Figures responsible for managing the material issue and method for handling complaints

The management of training activities is entrusted to the HR office, which coordinates the planning, provision and evaluation of professional development courses. For activities related to mandatory health and safety training, responsibility is shared with the QHSE Manager. The department managers are also involved in the training; in fact, they actively participate in the identification of the training needs of their staff, with subsequent reporting to the Personnel Office, which plans and implements the activities.

## Concrete actions carried out during the last reporting year

During the last reporting year, a total of 444.5 hours of training were provided to employees. The main training initiatives carried out during the year include:

- > **foreign language courses to strengthen language skills and promote internationalisation;**
- > **mandatory health and safety training, provided to all staff in accordance with current legislation,**
- > **course oriented at professional development, aimed at supporting employees in assuming roles with greater responsibilities, through the acquisition of specialist and managerial skills consistent with internal career paths.**

### Objectives achieved

- > Provision of optional and supplementary training courses in addition to the mandatory ones
- > Implementation of a structured performance evaluation and professional development system

### Future objectives

**Maintenance and confirmation of the current trend**

**Strengthening the monitoring of skills and the effectiveness of pathways**

**Introduction of tools for the traceability and evaluation of training**

**Continuous improvement of employee skills and organisational performance**

	TOTAL	WOMEN	MEN	BLUE-COLLAR	WHITE-COLLAR
Average number of training hours per year per employee	7.66	9.4	7.30	5.70	8.86

## Employee skills upgrade and transition assistance programmes

Our company offers personalised training courses, evaluated on a case-by-case basis, aimed at improving the skills of employees, adapting the programmes to the specific needs of each employee.

## Performance evaluation

During the reporting period, the organisation implemented a structured system

to evaluate professional performance and development, addressed to different categories of employees. The evaluations were carried out using differentiated tools and methodologies, calibrated according to the role and the area to which they belong. These include, in particular, individual interviews between employees and department managers, aimed at analysing performance, identifying areas for improvement and defining future objectives. All employees received at least one formal evaluation during the year. The evaluation process is part of a broader strategic human resources management system, aimed at:

- > **supporting people's professional growth;**
- > **promoting the enhancement of individual and team skills;**
- > **promoting continuous improvement of organisational performance.**

## 3.4 Relations with the local community

### Policies and commitments

We recognise our role within the local social fabric and are committed to actively supporting initiatives that promote the well-being, cohesion and growth of the community, in line with the principles expressed in our Code of Ethics and the Code of Business Conduct. In particular, we are committed to enhancing sports as a tool for social inclusion, aggregation and promotion of healthy lifestyles, with a particular focus on young people.

### Figures responsible for managing the material issue and method for handling complaints

Ownership decides policies and shares them with operational levels for implementation.

### Concrete actions carried out during the last reporting year

During the last reporting year, we confirmed and strengthened our commitment to supporting local sports clubs, in particular through the sponsorship of amateur associations and clubs active in the area. In fact, we have financially supported several local sports teams and associations, active in disciplines such as football, volleyball and golf. These actions confirm our constant commitment to promoting active participation in the life of the community and strengthening our bond with the territory.

### Objectives achieved

- › Constant commitment to promoting the well-being and growth of our community
- › Promoting a healthy lifestyle through the enhancement of sports as a tool for social inclusion
- › Constant attention to young people

### Future objectives

*Consolidation and strengthening of economic support for local sports activities, giving priority to inclusive initiatives accessible to all*

**U.S. Arcella Football**  
The second team of the city of Padua



# 3.5 End Product Safety

## Policies and commitments

The Organisation mainly sells building products directly to wholesalers, distributors and professionals in the sector. The product safety assessment applies to the end consumer and a specific risk assessment has been carried out on this aspect with specific safety instructions.

There are no complaints from customers about the safety of the end product. It has no impact on the protection of the environment and does not represent environmental hazards.

## Figures responsible for managing the material issue and method for handling complaints

The QHSE Manager is responsible for managing the safety of the end product.

## Assessment of health and safety impacts of product categories

For the purposes of Regulation 2023/988, the safety risks of the Pedestal and Woodeck line (about 80% of the entire product catalogue), currently the core business of our organisation, are assessed. These are the only product lines that can, subject to prior commercial agreement and related personalised packaging, be sold directly to the end consumer.

Our company's core business is focused on supports for raised outdoor floors; this type of product is not currently subject to CE marking. There is no harmonised European standard that regulates the sector; there is appropriate environmental labelling concerning packaging disposal only on packaging for products intended for the end consumer.

### Objectives *achieved*

- > Absence of incidents of non-compliance with regard to the health and safety impacts of products and services
- > Absence of incidents of non-compliance concerning labelling and information on products and services
- > Absence of incidents of non-compliance concerning marketing communications

### Future *objectives*

***Maintenance of the current situation with possible extension of the safety assessment to other product lines that should be sold directly to consumers***

***Maintenance and confirmation of the current trend***







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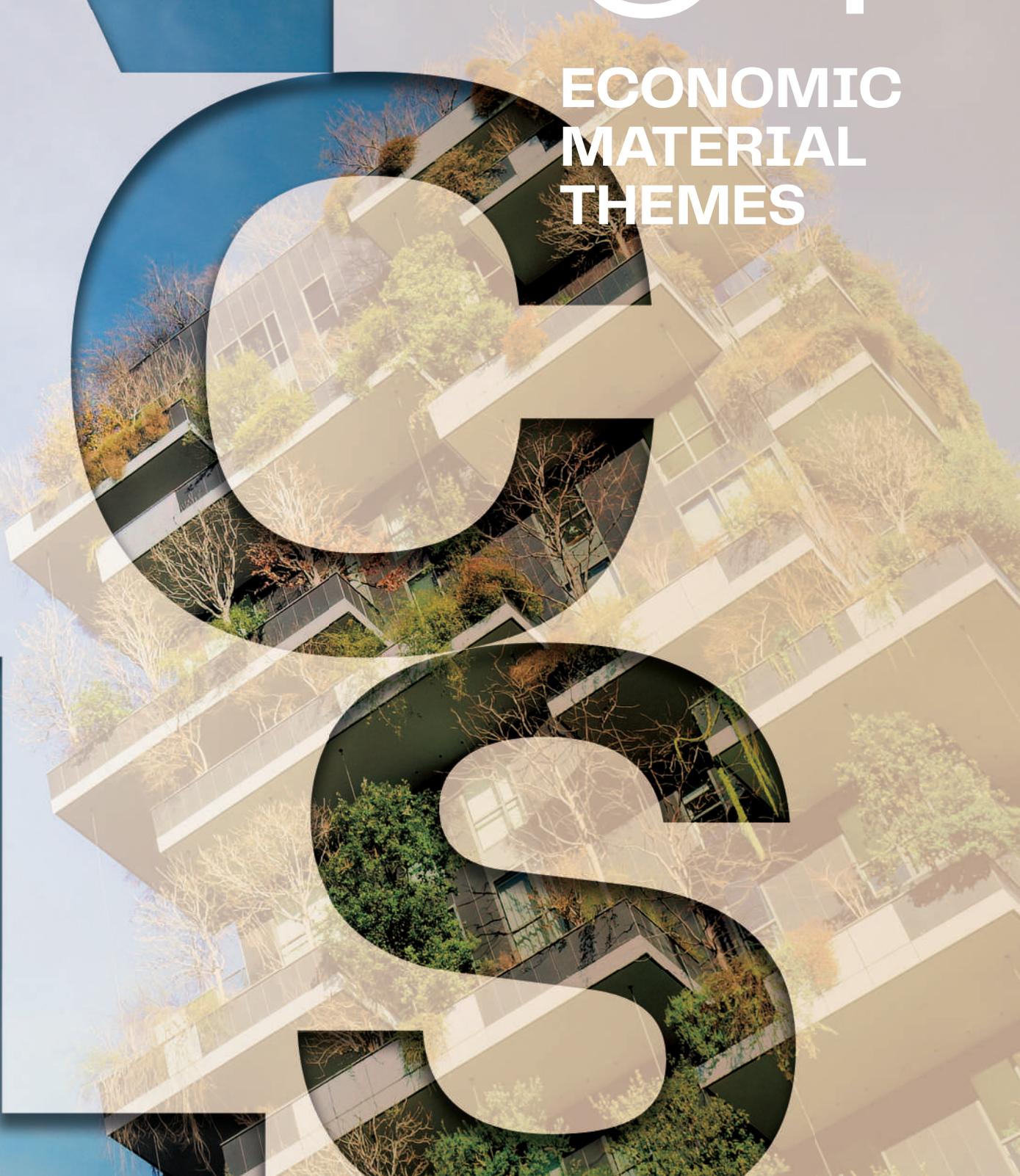
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eternoivica  
INNOVATION LEADER

04

ECONOMIC  
MATERIAL  
THEMES



## 4.1 Direct economic value generated and distributed

In the financial year in question, the production activity continued regularly. Technical innovations and improvements have been introduced to various items in the company's constant quest to innovate and improve its products, offering customers increasingly effective solutions. The financial statements for the year ended 31 December 2024 showed a profit of Euro 7,296,004.

	2024	2023
Economic value generated (total revenues)	38,563,487	33,358,637
Value distributed to employees, including benefits, provisions and social security payments	3,369,400	3,306,122
Value distributed to suppliers	24,620,542	21,873,954
Value distributed to capital suppliers (interest expense and other bank charges)	346,418	237,690
Value distributed among shareholders (any distributions of profits)		
Value distributed to the government (taxes, duties and other charges)	2,931,123	2,157,217
Total value adjustments of financial assets and liabilities	0	0
Economic value not distributed as a differential between the value generated and the sum of the distributed value	7,296,004	5,783,654

### Geopolitical context and impacts on business

At the international level, financial year 2024 was negatively influenced by the continuation of the war between Russia and Ukraine, which continues to involve mainly Europe, and by the persistent tensions in Israel, with consequent geopolitical and economic repercussions. During the year, the annual growth of the Eurozone and the twenty-seven EU countries stood at 0.7%, a slight improvement compared to the +0.5% recorded in 2023. In Italy, GDP grew by 0.7%, thus being in line with the European average. The cost of electricity remained substantially stable compared to the previous year; although it has not yet returned to pre-crisis energy levels, which began at the end of 2021, there has also been general stability in the costs of raw materials. Italian inflation showed a favourable decline, returning to stable values after the peaks reached in 2022. Consequently, in the year in question, the costs for the supply of raw materials and for electricity – the primary resource for the operation of the internal production department – were substantially stable. Eterno Ivica confirms its leadership position in the reference market, recording a very satisfactory increase in turnover for the year, equal to +13.8%, which marks a clear reversal of the trend as regards the decline recorded in the previous year.

EBITDA is also positive, both in absolute terms and as a percentage of turnover, confirming the ability to generate satisfactory profitability from sales. In the early months of 2025, there was also a further growth in turnover, higher than both the year in question and the previous one, thus marking a return to the constant development trend that had characterised the company until 2022.

### Net financial position

The net financial position for the year in question increased compared to the previous year. It is therefore noted that also in the current year the company's liquidity produced in the ordinary course of its business has increased. The company remains solid; all equity and financial indicators have improved compared to the previous year.

### Environment

The company carries out its activity aimed at sustainability and in full compliance with the provisions on the protection of health and safety in the workplace, protection of the environment, with reference also to hazardous waste, emissions into the atmosphere, consumption of natural resources, and more generally well-being in the company, also with reference to gender differences. Since 1999, the company has obtained the ISO 9001:2015 certification for the quality management system, since 2007 the SA 8000:2014 certification for social responsibility and since 2014 the ISO 14001: 2015 certification for its environmental management system. All three systems, promptly renewed from year to year, contribute to the company's objective of maintaining an integrated internal management system dedicated to continuous improvement on these issues.

### Main risks to which the company is exposed Reference markets

The Company's production activity is mainly directed to the office and residential building trade. The company does not present particular risks and uncertainties regarding market trends and sales forecasts, given the even distribution of sales between the domestic and foreign markets, both EU and non-EU.

## Insurance coverage

The Company annually verifies the estimated value of the company's assets for the purposes of sufficient and adequate insurance coverage of its real estate assets (in particular on specific plants) used to carry out the activity. Insurance coverage deriving from the risk produced in general is also in place.

## Financial risks

The most significant financial risks identified concern:

› **Trade receivables risk:** the risk of losses on trade receivables in the sector is not considered to be high. In addition, receivables of a commercial nature have a contractual maturity not exceeding 12 months. The company operates mainly with loyal customers and, therefore, no special guarantees are required on related receivables. The value of receivables is constantly monitored during the year in such a way that the amount always expresses the estimated realisable value. However, the provision for bad debts was increased from a prudential perspective.

› **Price risk** (fluctuation of the purchase costs of raw materials and energy): during the year in question there were decreases in manufacturing costs deriving from the decrease in the costs of raw materials, mainly plastic granules. In addition, in the year in question the cost for electricity sustained a contraction compared to the expenditure of the previous year, consumption being equal. It benefited from a higher margin at the same sales prices as no adjustment of the sales price lists of the finished products was applied. In order to protect itself from increases in energy prices, the company has been part of a consortium of local companies for some years now, established with the aim of having greater contractual power in the signing of contracts for the supply of energy.

› **Liquidity risk:** the company does not have financial liabilities, neither particular financial risks in the management of financial instruments nor those deriving from other debit items.

The information of an economic-financial nature reported in this Sustainability Report is taken from the Management Report attached to the 2024 financial statements.

## Financial assistance received from the government

MEASURE TITLE	AMOUNT
Nuova Sabatini - Financing for the purchase of new machinery, plants and equipment by small and medium-sized enterprises Version modified by EC Code SA.47180	Euro 89,398.34
Guarantee Fund for Small and Medium Enterprises	Euro 5,646.51
Nuova Sabatini - Financing for the purchase of new machinery, plants and equipment by small and medium-sized enterprises Version modified by EC Code SA.47180	Euro 16,371.04
Tax credit on incremental advertising investments in newspapers, magazines and on local television and radio stations	Euro 3,442.00
Guarantee Fund for Small and Medium Enterprises	Euro 6,007.61
Nuova Sabatini - Financing for the purchase of new machinery, plants and equipment by small and medium-sized enterprises Version modified by EC Code SA.47180	Euro 9,569.53
Nuova Sabatini - Financing for the purchase of new machinery, plants and equipment by small and medium-sized enterprises Version modified by EC Code SA.47180	Euro 8,720.62
Facilitated financing for the participation of companies in international trade fairs and events	Euro 108,148.00
Nuova Sabatini - Financing for the purchase of new machinery, plants and equipment by small and medium-sized enterprises Version modified by EC Code SA.47180	Euro 7,871.71
<b>TOTAL</b>	<b>Euro 255,175.36</b>

## PROPORTION OF EXPENDITURE WITH LOCAL SUPPLIERS

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## Tax and contribution compliance

The company responsibly and obsequiously manages the rules of tax law for the settlement of taxes and their payment. It therefore undertakes to comply with all the tax provisions of current national and local laws as well as contributions. The company is in good standing and in possession of the certificates of regularity of contributions (DURC), testifying to its real compliance with the above.

# GRI REFERENCES

## General information

NAME OF THE GRI STANDARD	NO.	TITLE	REFERENCE	SECTION	PAGE NO.
General information	2-1	Organisational details	Company, mission and values	1	6
General information	2-2	Entities included in the organisation's sustainability reporting	The plants	1.2	7
General information	2-7	Employees	Employees and the highest governance body HR Management: employment, diversity and inclusion HR Management: health and safety HR Management: training	1.4 3.1 3.2 3.3	9 32 34 36
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