

PLASTOD

**Sustainability Report
2023**

Indice

**Letter
to stakeholders
5**

**Metodological
note
6**

**The Company
14**

**People
24**

**Shared Value
32**

**Value Chain
36**

**Environmental
Responsability
40**

**Goals
2024-2026
52**



Letter to stakeholders

Dear Stakeholders,

We are pleased to present our first Sustainability Report, reflecting Plastod's commitment to becoming a more sustainable company. Our medium- and long-term strategy is focused on managing our impact on the economy, environment, and people effectively.

Our vision is based on creating innovative solutions in advanced medical dressings, positioning ourselves as an ideal partner for major European and global distributors. We aim to operate more efficiently by reducing environmental pollution, using resources intelligently, and increasing waste recycling to minimize waste.

In 2023, we successfully completed the migration to CE marking for all Class I, I sterile, IIa, and IIb medical devices, in compliance with the new European Medical Devices Regulation (MDR). This achievement, made well ahead of the 2024 deadline, reflects our commitment to the highest standards of quality and safety.

We are aware of the impact that macroeconomic, social, and political factors have on shaping the business environment in which we operate. Our sustainability strategy is influenced by the challenges of climate change, resource scarcity, and social inequalities, and we are committed to proactively addressing these challenges as an innovative and forward-looking partner.

During the reporting period, we began disseminating sustainability principles within the company. In the coming years, we will focus on ambitious goals such as reducing our CO₂ emissions, improving energy efficiency, and strengthening new social responsibility and governance initiatives to improve the future for our employees and all other stakeholders, ensuring transparency and accountability in all our actions.

We invite you to explore our results and future objectives in the following pages to discover how we plan to evolve in the coming years.

Francesco Dotta
Vice President



Umberto Dotta
Vice President



Methodological Note

This first Sustainability Report of Plastod is a communication and dialogue reporting tool through which the company takes its first steps towards making sustainability a central strategic commitment.

The document has been drafted in accordance with the most widely used international standards, the GRI Sustainability Reporting Standards, in the 'in accordance to' option, and the data refer to the 2023 calendar year. The reporting scope involves the company's main headquarters, which is also a production and administrative site.

In order to correctly represent the performance achieved in 2023 and ensure data reliability, reliance on estimates has been minimized as much as possible. If estimates are present, they are appropriately flagged and based on the best available methodologies.

The selected performance indicators are those provided by the reporting standards that are representative of the specific areas of sustainability analyzed and consistent with the activities carried out by the company and the impacts it generates.

Materiality analysis

In the context of non-financial reporting, materiality analysis plays a key role in identifying the aspects that represent the most significant impacts of an organization on the economy, environment, and people, including human rights, and that significantly affect its ability to create long-term value.

Stakeholder Engagement and Priority Identification Process

To create the materiality matrix, a stakeholder engagement process was initiated, involving active participation from the company's board and a representation of employees. During a dedicated meeting, a targeted questionnaire was distributed, asking participants to rate the relevant topics for the company from 1 to 5 to identify strategic priorities for both management and employees over the next few years.

The goal for the coming years will be to expand the stakeholder base, also involving external parties such as suppliers and customers, to ensure greater transparency and collaboration in defining future strategy.

The selection of relevant topics was conducted through an in-depth analysis of the entire organization.

Below are the topics submitted for evaluation:

Economic and governance responsibility

Ethics, transparency and integration of sustainability
Responsible sourcing
Innovation and development
Product quality and safety
Brand reputation and communication

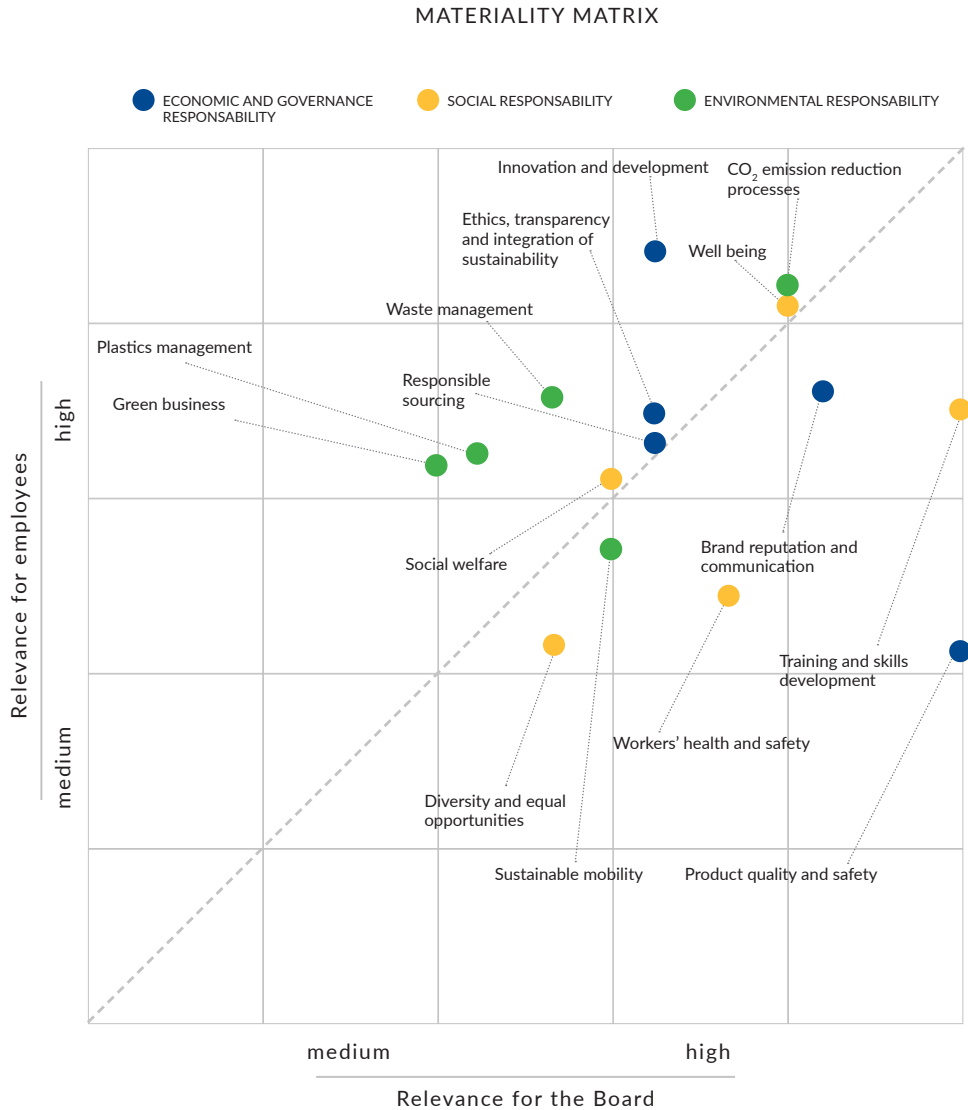
Environmental responsibility

CO₂ emission reduction processes
Green business
Waste management
Plastics management
Sustainable mobility

Social responsibility

Training and skills development
Well being
Diversity and equal opportunities
Workers' health and safety
Social welfare

From the averages of the scores assigned, the following materiality matrix resulted.



The materiality matrix analysis reveals several high-priority topics for the company's board and employees. Among these, the **CO₂ emissions reduction processes** stand out as the most important to align with global climate goals and position the company as a driver of innovation and market competitiveness.

At the same time, **employee well-being** emerges as another key pillar: Plastod believes that investing in the health and well-being of employees improves the quality of working life, strengthens corporate identity, and enhances the company's ability to attract and retain talent. Despite progress made so far, the company must continue investing in this area.

Additionally, **brand reputation and communication** and **ethics, transparency, and sustainability integration** play a critical role in fostering positive relationships with all stakeholders. Clearly communicating sustainability commitments and achievements boosts external trust and strengthens employees' internal pride in being part of a responsible organization.

Innovation and development underline the need to invest in improving production technologies and reducing environmental impact. **Skill development and training** are another relevant topic for Plastod, reflecting a corporate culture based on continuous learning and professional growth. Training is seen as a tool to enhance employees' ability to adapt and innovate in an ever-evolving environment.

Responsible and sustainable procurement is another priority for Plastod, which is committed not only to internal operations but also to paying close attention to the entire supply chain.

The other topics that received lower scores were not considered less important but were evaluated as requiring less intense effort compared to the high-priority issues. Plastod remains committed to maintaining high standards across all aspects of sustainability and corporate well-being, ensuring that even less urgent issues are handled with care and long-term attention.

Stakeholder Engagement

Plastod believes it is essential to regularly interact with all stakeholders, both those positively and negatively impacted by its activities. To this end, the company has mapped its stakeholders, with whom it engages periodically to fully understand their needs and expectations.

Stakeholder	Engagement Method	Stakeholder Needs and Expectations
Employees	Company intranet, corporate email, physical bulletin boards, meetings with management, training	Health and safety, economic stability, communication, improved living conditions
Board of Directors	Periodic meetings for project updates and approvals	Business growth, innovation, corporate reputation, collective well-being, environmental protection
Customers and partners	Meetings, audits, remote presentations	Reliable partner aligned with their goals, economic aspect, long-term relationship, environmental protection
Suppliers and partners	Meetings, audits, remote presentations	Reliable partner aligned with their goals, fairness in economic relationships, long-term relationship, environmental protection
Public Administration	Meetings and presentations related to the company site	Well-being of the local community, adherence to regulations, environmental protection
Regulators	Audits, shared documentation	Compliance with regulations, guarantees and reliability
Trade Unions	Union assemblies, periodic meetings with unions	Worker protection, employability enhancement



Guidelines Followed by Plastod

Respect for Human Rights and Ethical Relations

Universal Declaration of Human Rights	Proclaimed by the United Nations General Assembly in 1948 after World War II, with the aim of renewing trust in universal values that protect the freedom and dignity of all human beings.
ILO Convention	Founded in 1919 after World War I, the International Labour Organization (ILO) became the United Nations agency specialized in promoting social justice and universal recognition of human rights in the world of work through the promotion of decent work under conditions of freedom, equality, and safety for all people.
United Nations 2030 Agenda	Signed in 2015 by the governments of UN member states and approved by the UN General Assembly, the Agenda consists of 17 Sustainable Development Goals (SDGs) framed within a broader action plan of 169 associated targets to be achieved in the environmental, economic, social, and institutional fields by 2030.
European Green Deal	Proposed in 2019, the Green Deal outlines strategies to make Europe the first climate-neutral continent by 2050, boosting the economy, improving people's health and quality of life, and protecting nature.
United Nations Guiding Principles on Business and Human Rights	Approved in 2011, these principles seek to recognize the cross-cutting nature of respect for human rights and extend the field of action into the business sector, with particular attention to gender issues and the protection of vulnerable groups.
United Nations Guidelines on Consumer Protection	Representing the most important international document concerning consumer protection, these guidelines promote criteria of fairness in conducting commercial, advertising, and marketing practices, and the adoption of reasonable measures to ensure the quality and reliability of goods and services provided.

Environmental Protection

Paris Agreement (COP21)	In 2015, for the first time, the UN countries set concrete goals to address the climate emergency: achieving climate neutrality by 2025 and keeping global warming below 2°C compared to pre-industrial levels.
COP26	(Glasgow Climate Change Conference – November 2021) During this meeting, the goal set by the Paris Agreement was revised, lowering the global warming limit to 1,5°C instead of 2°C.
Earth Charter	Launched in 2000 by the Earth Charter Commission, an independent international organization, the Earth Charter is a document composed of sixteen principles organized around four pillars that seek to inspire a sense of global interdependence and shared responsibility for the well-being of the entire planet.

This document was approved by the General Management on 11/12/2024.

For any information regarding the Sustainability Report, please send an email to info@plastod.com. This Sustainability Report will be published on the company's website (www.plastod.com).



Advanced
Wound
Care
PLASTOD

The Company

1.



Over
100 years
of history



More
than 130
workers

3 GOOD HEALTH
AND WELL-BEING



8 DECENT WORK AND
ECONOMIC GROWTH



9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



Who We Are

With over a century of experience in the field, Plastod S.p.A. (hereafter Plastod) is an Italian company and a leader in the development and production of dressings for the protection and care of all types of injuries. Over time, it has established partnerships with the most important companies in the medical device sector, and today its products reach all over the world, with a focus on the European market, particularly Germany. Plastod's longevity is undoubtedly due to its particular attention to employee training and the continuous updating of its production lines, aiming to overcome the challenges of an ever-evolving market. This long-standing experience allows Plastod to support its partners at every stage: from product definition and the design of its technical features to development and production, meeting all the requirements of the latest regulations. Thanks to the deep knowledge of materials and vast experience, the Research and Development team can offer the best available solutions. The company's production site is located in Calderara di Reno (BO).



**Over €26 Million
economic value
distributed**



**10.000
square meters
of plant**

Vision, Mission, and Values

Plastod aims to be the trusted partner for the development and production of innovative dressings. It operates to support its clients in the development, prototyping, and industrial production of advanced and custom-made dressings. The primary goal is to contribute to the growth and success of its clients in the market. The values that guide the company are **Reliability**, in creating trustful relationships with Clients, Suppliers, and Collaborators, and the **Quality** of the products, also thanks to the **Innovation** in technologies and processes. The company's focus on continuous improvement and attention to the region and people demonstrate the **Respect, Efficiency**, and **Flexibility** in which Plastod firmly believes.

History

1915

In **1915**, the production of easy-to-sell callus plasters and white zinc oxide adhesive plaster began, used to secure bandages for dressings. Umberto Dotta gave his plasters the name Plastod, combining the German noun "Pflaster," meaning plaster, and "Attod," his surname spelled backward. After World War I, plasters for kidney, joint, and muscle pain, umbilical plasters, post-vaccination plasters, and the "Farmaplasto quick bandage" (a plaster with a gauze strip to be cut and applied directly to the wound) were introduced.

1950

In **1951**, the sole proprietorship Plastod of Dr. Umberto Dotta changed its legal form to Plastod S.r.l. The entire coating process was modernized, modifying the coater and the drying system. The fumes were filtered and returned to a liquid solvent state, achieving almost complete recovery.

1970

Plastod became primarily a subcontractor, creating a modern production organization. A significant step was taken with the production of small ready-to-use adhesive bandages - the so-called "strips". Meanwhile, advances in chemistry and technology introduced new materials to the market, improving the preparation of adhesive plasters and bandages.

Today

100 years after the first experimental plaster, born from the initiative of its young founder at the time, Plastod has reached the third generation of the Dotta family.

The Plastod plant in Calderara di Reno covers an area of approximately 10.000 square meters.

Today, Plastod operates in the global market, engaging in continuous research for quality, optimizing production times through technical evolution, and focusing on efficiency while adhering to Italian and international production standards.

Governance

Plastod is a family-run company. As of 31/12/2023, the Board of Directors consists of President Giorgio Dotta, son of Plastod's founder Umberto Dotta, and three board members, two of whom are vice-presidents, all belonging to the original Bolognese family. The appointment of Board members is entrusted to the shareholders' meeting, and the renewal takes place every three years.

The company's top executives act as links between departments and are involved in the development, approval, and updating of the organization's purpose, values, mission, strategies, policies, and objectives related to Sustainable Development. The two vice-presidents maintain relationships with external companies with which Plastod collaborates and lead matters related to risk assessment and the impacts of sustainability issues.

In 2023, Plastod introduced the role of **Sustainability Specialist**, responsible for overseeing environmental, social, and good governance sustainability matters for the company,

and maintaining dialogue with related service providers.

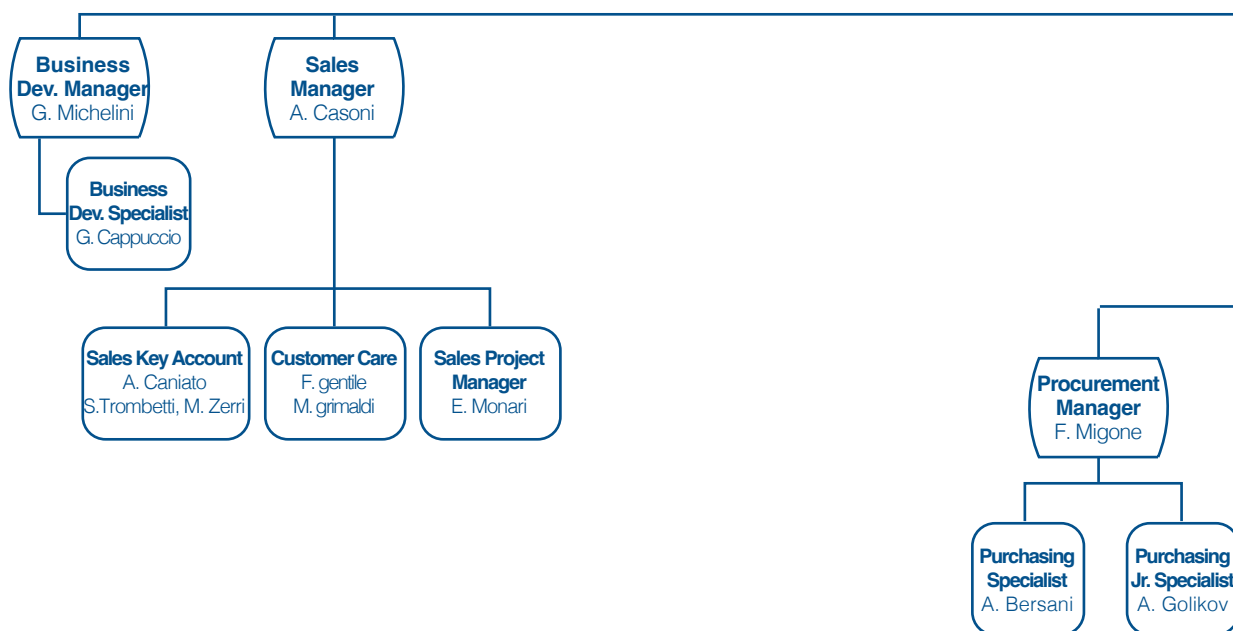
The vice-presidents convene the management committee monthly to approve projects, monitor progress, and generally assess production and sales performance.

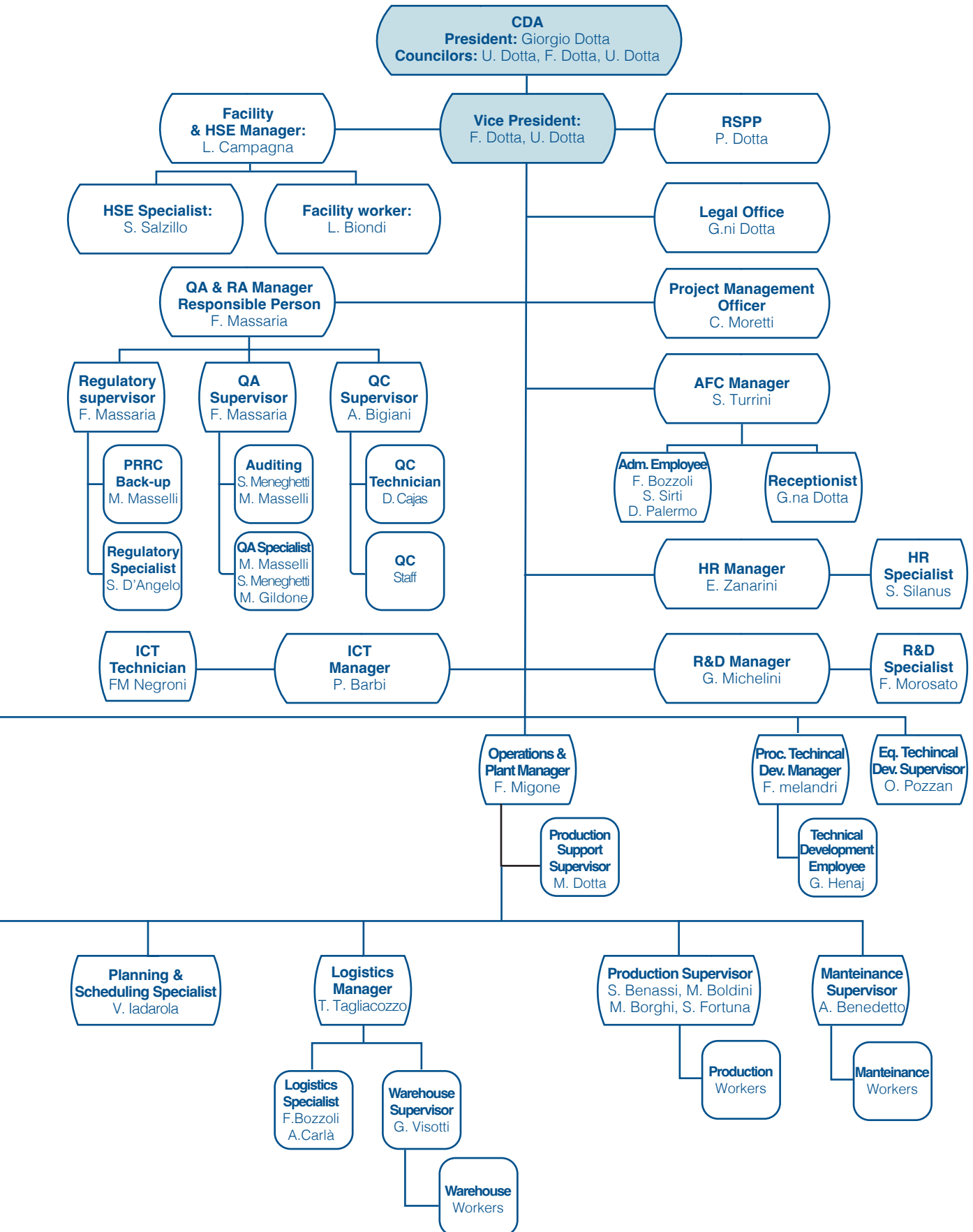
The year 2023 was particularly challenging for Plastod regarding sustainability issues. This is evidenced by the hiring of a sustainability expert, the completion of a first sustainability assessment, the calculation of its carbon footprint, and the creation of its first Sustainability Report.

To mitigate potential conflicts of interest, Plastod assigns the review of its financial statements and their certification to an external company, while keeping related matters within the highest governing body. No issues were reported during the reporting year.

Plastod also relies on an external HR consultant for the validation of employee compensation policies, and each year allocates the budget for employees, including salary increases, variable salary components, and promotions.

Organizational Chart





Products

At the Calderara di Reno plant, Plastod operates 50 production lines over 10.000 square meters of surface area. In this historic facility, all processes of converting raw materials into finished products take place, thanks to the available technologies, including those necessary for converting (the process of transforming a semi-finished product present in reels into intermediate products) and coating (a process that allows the application of thin, uniform coatings on a wide range of materials). Additionally, customization of articles, shaping according to customer needs, perforations, micro-perforations, and packaging are carried out on-site.

The categories of products produced include:

- Sterile hydrophilic dressings for treating non-infected chronic or acute wounds;
- Post-operative dressings;
- Advanced dressings for critically high-exudating wounds;
- Ocular and orthoptic dressings;
- Adhesive rolls in PU and non-woven fabric for securing catheters, gauze, and other dressings.

Besides industrial production, Plastod supports its clients in all stages of developing innovative and customized products: ideation, revision, project planning, prototyping, pilot lot production, and volume production of all sizes.

Product Safety

Plastod produces medical devices that, by regulation, require an analysis of their health and safety impacts for end users. In 2023, Plastod successfully completed the migration of CE marking for all medical devices of which it is the manufacturer, including Class I, I sterile, IIa, and IIb devices, in compliance with the new European Medical Device Regulation (MDR), which replaced the previous Directive 93/42/EEC (MDD). This achievement, completed well in advance of the 2028 application deadline, reflects a company committed to compliance and continuous improvement.

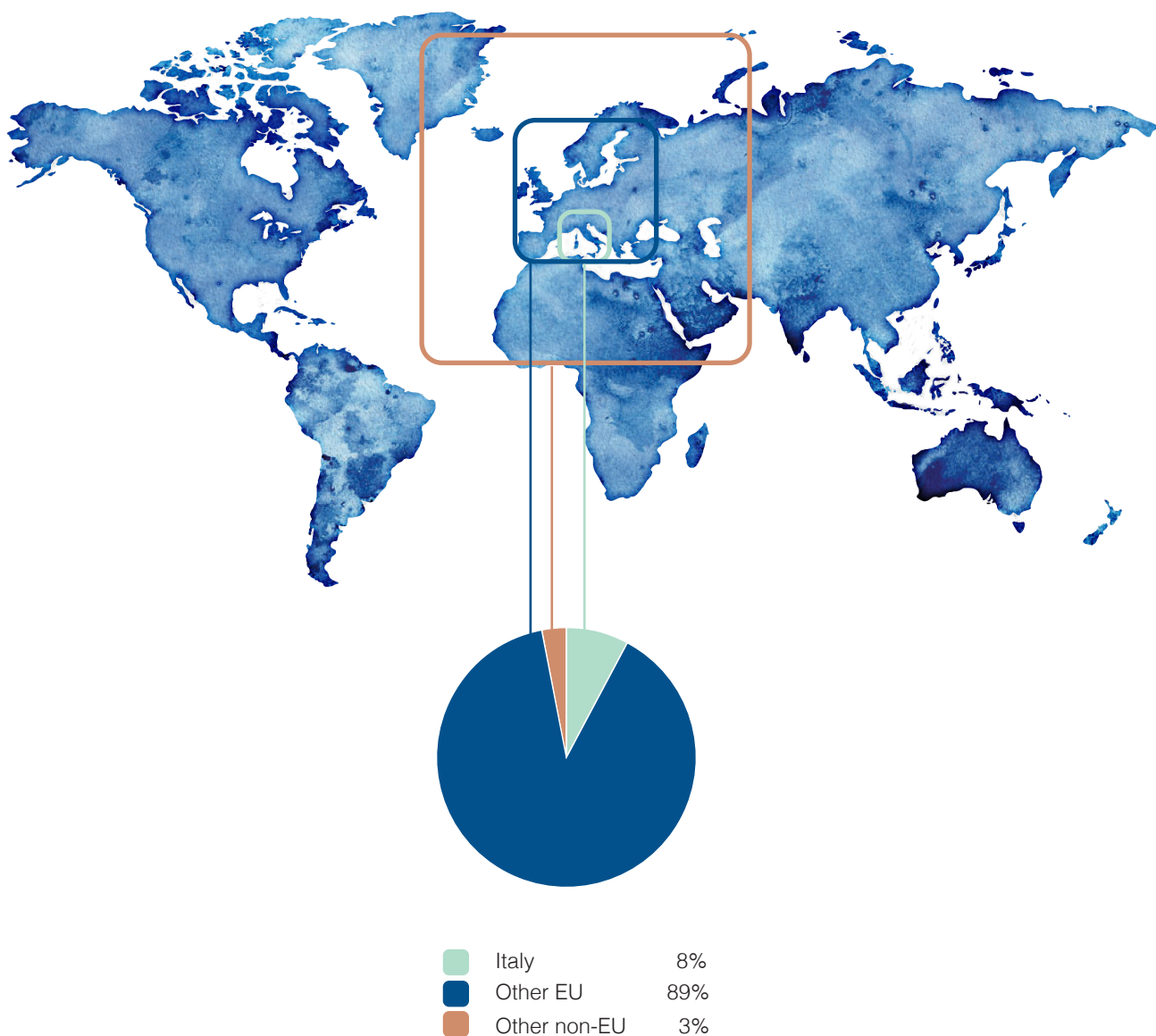
Sustainability Strategy, Policies, and Practices

Plastod recognizes that every economic activity has an impact on the environment and people. For this reason, in 2023, the company decided to conduct a sustainability assessment, an initial evaluation of its performance in the three pillars of sustainability: economic, social, and environmental. Additionally, it assesses business processes by considering safety, the environment, and product quality, using risk analysis. In this context, Plastod utilizes risk matrices that evaluate three factors: the probability of occurrence, the detectability of the problem before it causes damage, and the severity of the damage caused if the problem occurs. This method helps identify the highest risks and anticipates potential negative impacts. Procedures are in place for validating new machines and new processes, including environmental and safety assessments, especially in production areas and for the workers. Completing this framework of good governance is the presence of a whistleblowing policy, published and accessible on the company website, the Company **Code of Conduct**, and the **Code of Ethics**.



Countries Served

The company operates globally, with a focus on the European market, particularly Germany, with which it has more than half of its total commercial relationships.



Membership in Trade Associations

Plastod is a member of **Confindustria**, demonstrating its commitment to promoting best business practices and collaborating with other companies to foster growth and innovation in the national industrial landscape.



Company Certifications

As further proof of its continuous commitment to designing and delivering high-standard products in a constantly evolving context, Plastod has obtained the **ISO 9001:2015** Quality Management System Certification and the **ISO 13485:2016** Medical Device Quality Management Certification. Moreover, the **CE MDR Certification** ensures that medical devices comply with the requirements set out in the European Medical Device Regulation (MDR), safeguarding the safety and effectiveness of medical devices on the European market.





People

2.



65 %
Female
employees



96%
Permanent
contracts

3 GOOD HEALTH AND WELL-BEING



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



Plastod places its employees at the center of its development strategy. This is evidenced by the company's commitment to promoting an inclusive work environment focused on respect for individuals and their professional skills. Fair treatment, training, employee satisfaction through benefits, and attention to health and safety at work are principles that Plastod has chosen to pursue and express in its internal documents, such as the Code of Conduct and the whistleblowing policy.

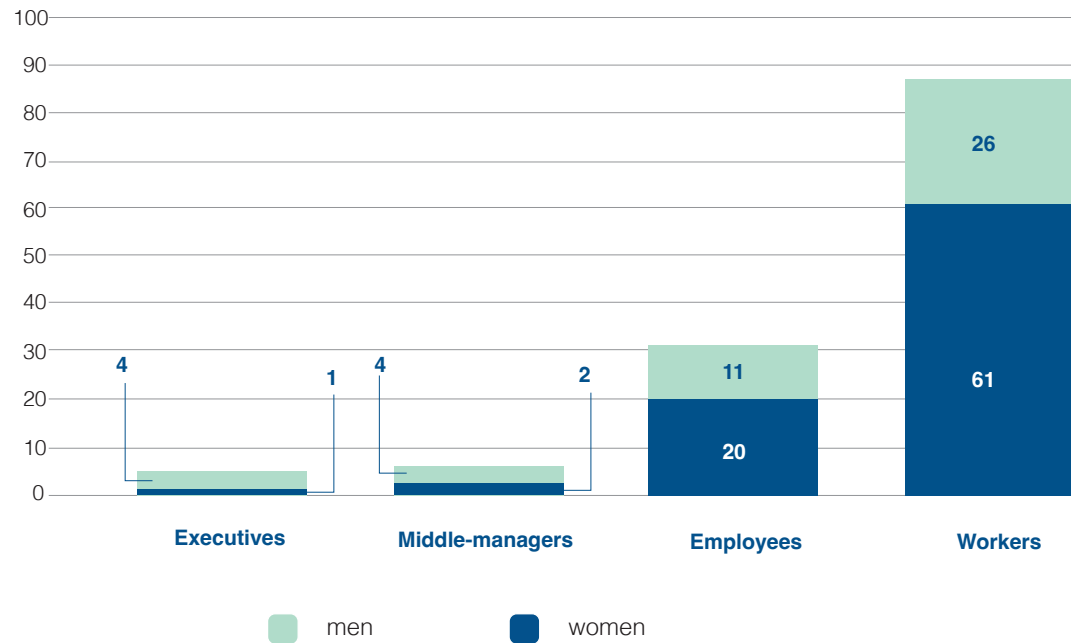
As of December 31, 2023, there were 147 workers: 129 employees, 3 collaborators, and 15 temporary workers. Among the employees, there were 84 women and 45 men, indicating a female majority within the workforce, with women making up 65%. This is a positive figure compared to the national average in the medical device sector, where female participation stands at 45%. Most of Plastod's employees reside in Calderara di Reno, which demonstrates the company's support for its local area and reduces the need for commuting.

At the end of 2023, Plastod employed 8 individuals from protected categories, in line with legal requirements. Adherence to Law 68/99 is not common in Italian companies, highlighting Plastod's focus on workplace inclusion.

Employees and non-employees	Total	Women	Men	% Women	% Men
Employees	129	84	45	65%	35%
Agents/Contractors	3	1	2	33%	67%
Internships/Stages	0	0	0	0%	0%
Temporary workers	15	14	1	93%	7%
Total	147	99	48	67%	33%

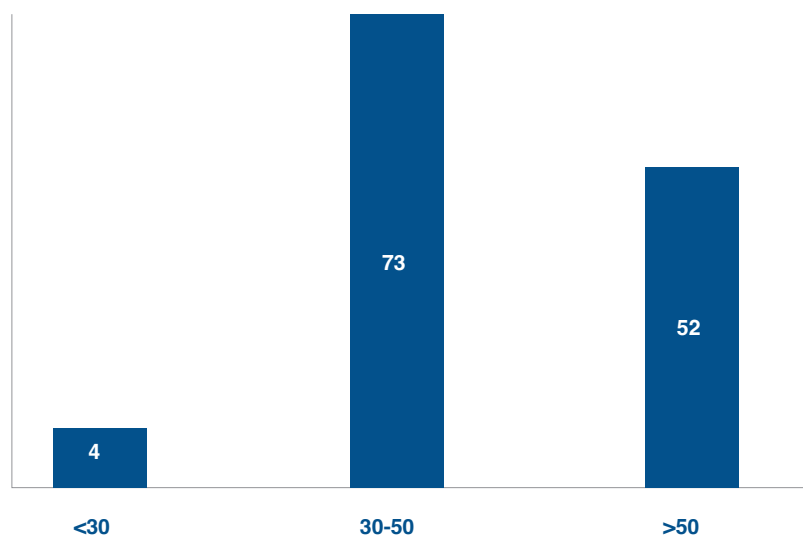
The workforce includes 5 executives, 1 of whom is a woman and 4 men. Among middle-managers, there are 2 women and 4 men. Female presence is stronger among employees and workers, where women represent approximately 70% of the workforce.

Gender distribution by job classification



With an average age of 47, the majority of employees (56%) are between 30 and 50 years old, reflecting a workforce with considerable professional experience.

Employees' age



Contract Types

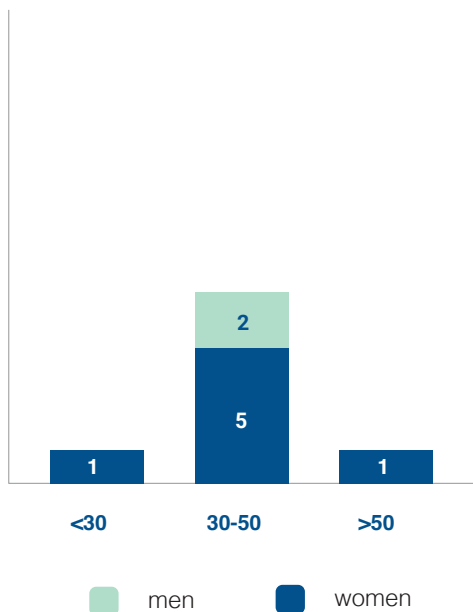
96% of employees have permanent contracts, with 129 employees subject to the Union-chimica Confapi national collective agreement, while executives are under the industry executives' contract.

The number of part-time contracts remained steady compared to 2022, with six part-time female employees and one part-time male employee.

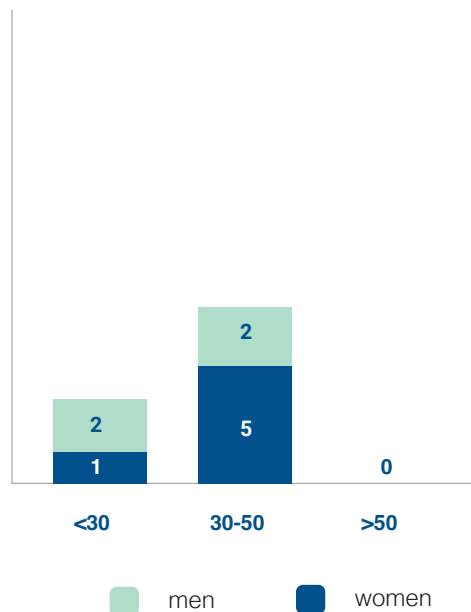
Hiring and Turnover

In 2023, new hires were predominantly in the 30-50 age range. All new hires and departures were of Italian nationality. Negative turnover increased from 3% in 2022 to 7% in 2023. Positive turnover also rose in 2023, reaching 12%, allowing for a slight increase in staff (+4,6%) compared to the previous year.

Departures



New hires



During 2023, 11 employees took parental leave (9 women and 2 men), though 1 woman did not return to work after the leave.

Compensation

In 2023, salaries increased across all levels compared to 2022. When analyzed by level, the gender pay gap is most pronounced among middle-managers and executives (men earning 39,7% more on average), and is further reduced among employees (men earning 6,3% more). However, among workers, women earn more on average than their male colleagues (+18,4%).

Corporate Welfare and Benefits

Plastod has always paid particular attention to the well-being of its employees and has identified the following activities as effective tools for improving work-life balance and employees' sense of economic security:

Supplementary

healthcare: Additional health coverage for employees, including those with temporary contracts of more than 6 months and temporary workers in staff leasing.

Supplementary

pension: The possibility of joining a category pension fund with an additional company contribution proportional to the employee's payment.

Support for caregivers:

A company agreement allows for the compensation of hours needed for specialist medical visits. An agreement between the company and the union provides 24 hours of paid leave for justified family needs.

Smartworking:

Based on individual agreements, Plastod offers 1 day of smartworking per week to employees whose tasks are compatible with remote work. This initiative also helps reduce commuting emissions and transportation costs.

Canteen service and meal vouchers:

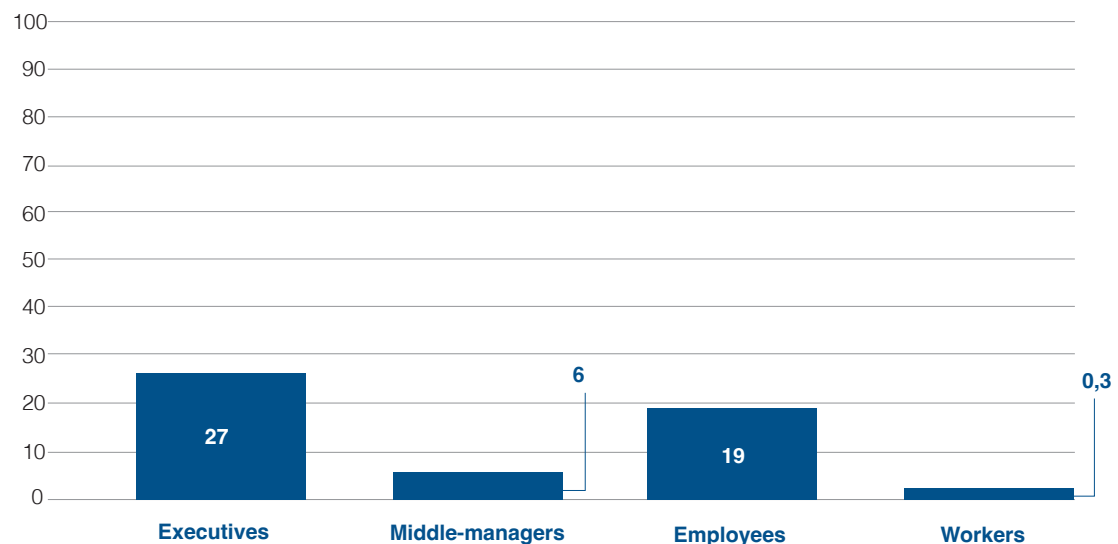
Every employee can use the canteen service or receive meal vouchers, even on smartworking days.

Additionally, two types of annual economic incentives are provided: one related to the company's overall performance and the other linked to the professionalism and competence of the employee. The parameters and rules for these incentives are regulated by specific company agreements.

Training

In 2023, Plastod promoted numerous training activities for its employees, moving from no voluntary additional training in 2022 to an average of 6 hours per employee in 2023. Training was especially concentrated among executives (27 hours per capita) and employees (19 hours per capita). Middle-managers received 6 hours of training on average, while workers received less than an hour. This effort by the company is a concrete step toward continuous and evenly distributed training. The training covered technical skills such as Excel use, project management knowledge, and negotiation skills.

Average training hours by job classification



Health and Safety

Plastod is committed to protecting the health and safety of its employees, recognizing these as essential elements in ensuring quality work, productivity, competitiveness, and the company's reputation in the market. To this end, Plastod strictly adheres to existing health and safety regulations, promotes a safety culture among its employees and suppliers, and effectively prevents and manages potential work-related accidents or illnesses.

The company's internal safety management policy defines responsibilities, procedures, and preventive and protective measures, particularly for high-risk roles in the organization. These include:

- Production workers involved in making dressings and related tasks;
- Mechanical workshop maintenance personnel;
- Warehouse staff;
- Office employees;
- Technical lab specialists in product research and development.

Meetings between employees and workplace safety representatives (RLS) also cover health and safety topics, as well as work-related stress issues.

Work hazard identification is carried out through external audits by specialized consultants and internal audits by qualified company personnel. These audits aim to verify safety compliance levels, identify risks and non-conformities, and propose a comprehensive analysis of corrective actions to be implemented in the short term. The most likely risks include musculoskeletal disorders from handling heavy loads and repetitive upper limb movements. Thanks to the adoption of preventive and safety management methods, there were no work accidents in 2023.

In addition to hazard identification and corrective measures, Plastod implemented a bottom-up hazard reporting method, allowing workers to directly report hazards and provide suggestions.

This system involves three reporting methods:

- Sending an email to a specially created address;
- Filling out paper forms and submitting them to the designated person;
- Verbally reporting to the designated person, who then records and forwards the report to the appropriate bodies.

Plastod believes that training is the most effective tool for reducing injury risks and provides it both in compliance with Legislative Decree 81/8 and voluntarily. In 2023, 442 hours of health and safety training were delivered - 426 mandatory and 16 additional - for an average of 3 hours per employee.

Safety training hours

Type of course	People Involved	Hours per Person	Total Hours	Mandatory
High-risk worker safety training update	50	6	300	Yes
First aid training update	10	4	40	Yes
Forklift operator training	3	12	36	Yes
Fire safety training	4	4	16	No
Fire safety training update	10	5	50	Yes

Plastod also joined the **Health Project of the Emilia-Romagna Region**, a program promoted as part of the 2021-2025 Regional Prevention Plan involving around 200 companies. The program aims to raise awareness among workers about adopting healthy lifestyles in the workplace.

Shared value

3.



93,11%
Economic
Value Distributed

3 GOOD HEALTH AND WELL-BEING



The following paragraph outlines Plastod's economic performance in 2023, highlighting the economic benefits generated for various stakeholders. In line with the previous year, Plastod achieved positive economic results in 2023, despite challenges in the target market. Data on the creation and distribution of economic value illustrate the economic effects of business management on key categories, thanks to a reclassification of the income statement.

8 DECENT WORK AND ECONOMIC GROWTH



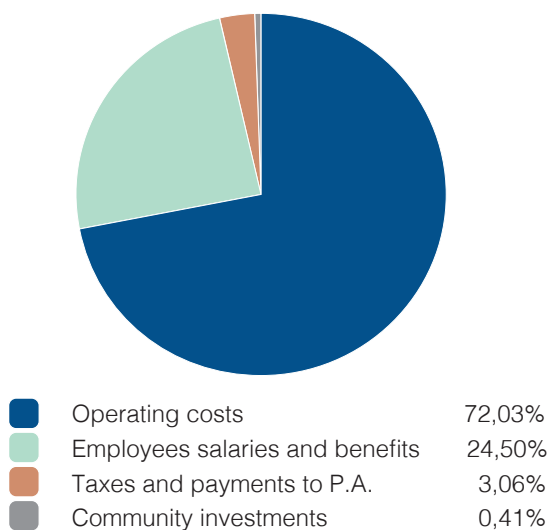
At the end of 2023, Plastod employed 8 individuals from protected categories, in line with legal requirements. Adherence to Law 68/99 is not common in Italian companies, highlighting Plastod's focus on workplace inclusion.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Plastod recorded revenues of 29,86 million €, which reflects the company's ability to develop and market high-quality medical devices, meeting the expectations of its customers and other stakeholders. During the year, the company distributed 27,81 million € (+3,50% compared to 2022) to its stakeholders through operating costs, wages, taxes, dividends, interest, and social investments. By distributing 93,1% of the economic value generated, the results obtained from the reclassification of the financial statements are shown in the following table.

Distribution of generated value



Economic value directly generated and distributed	2022	2023
Economic value generated	(in mln €)	(in mln €)
Revenues	28,24	29,86
Total economic value generated	28,24	29,86
Economic value distributed		
Operating costs	20,03	20,03
Wages and employee benefits	6,33	6,81
Capital supplier payments/Shareholder remuneration*	0,00	0,00
Taxes and fees/Payments to public authorities	0,46	0,85
Community investments	0,06	0,11
Total economic value distributed	26,87	27,81
%	95,13%	93,11%
Economic value retained		
Difference between economic value generated and distributed	1,38	2,06
%	4,87%	6,89%

*In recent years, Plastod has distributed dividends to shareholders for approximately 1/3 of the annual profit.

The company received financial assistance from public institutions through tax credits amounting to 70.157€ for energy and gas, and research and development tax credits.



Social impact

For Plastod, it is important to invest part of the resources generated to create social value. Donations have helped support projects and organizations working to improve people's lives and promote both global and local well-being.



Fondazione ANT Italia ONLUS: Fondazione ANT Italia ONLUS is a non-profit organization that provides free home care for cancer patients and promotes cancer prevention. In addition to donating 18.516€ in 2022, the company also contributed in 2023 by donating goods worth 4.183€ and a cash donation of 3.740€.



Croce Rossa Italiana

Italian Red Cross: Employees donated 76 hours of work, amounting to 1.177€, to the Italian Red Cross to help the territories and communities in Emilia Romagna heavily affected by the May 2023 flood.

Value chain

4.



56,8 %
of spending in
favor of Italian
suppliers

8 DECENT WORK AND ECONOMIC GROWTH



Plastod is a leader in the development and production of dressings for the protection and care of all types of wounds, with a strong presence in the European market and a smaller presence in non-European markets. In addition to producing advanced solutions in the medical device field, Plastod offers design services for new medical solutions and provides regulatory support for the registration of medical devices in Europe and non-European countries, in compliance with current regulations. Plastod's end users fall into two major categories:

- **Healthcare professionals**, who use the products daily in their care work
- **Patients**, those who directly benefit from the products

Plastod's products, driven by the primary need for healthcare assistance, have a naturally short lifespan and follow the disposal rules of the geographical areas in which they are used.

Plastod's commitment to guaranteeing product quality is clearly evident in the processes defined within the Plastod Quality System, which is linked to the procurement and receipt of materials. It includes two key supply stages:

- **Qualification and control of critical suppliers:** Suppliers are classified based on the criticality of the raw materials they provide. Raw materials are classified based on whether they come into contact with the skin and their importance in making the packaging that maintains the product's sterile barrier. The most critical suppliers are always those whose raw materials directly contact the wound.
- **Procurement method:** This defines the correct timing for the acquisition of new raw materials and the control of delivery times. The "Demand Calculation" system is the software used to correctly estimate the quantity of material to order. The variables the software considers include the number of orders, warehouse stock, minimum stock levels set by Plastod for some raw materials, issued production orders, and existing purchase orders.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



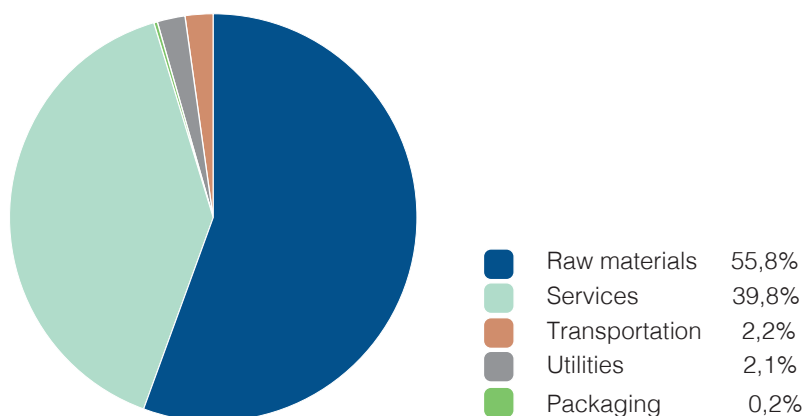
12 RESPONSIBLE CONSUMPTION AND PRODUCTION



The primary criterion in supplier selection is based on optimizing the price-quality ratio. In 2023, a preliminary analysis was conducted on 55 suppliers of raw materials with billing amounts exceeding 10.000 euros. The analysis shows that, among these suppliers, 31% publish a sustainability report, and 13% calculate their environmental impact, even though they do not publish a sustainability report.

The main component of spending on suppliers is allocated to the purchase of raw materials, representing 55,8% of total spending, followed by services at 39,8%, transportation at 2,2%, utilities at 2,1%, and packaging at a residual percentage of 0,2%.

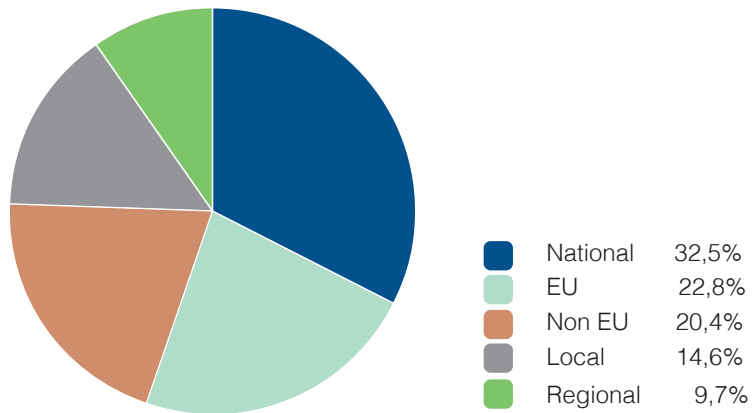
Spending by category



In 2023, there was a geographical shift in overall supply spending compared to 2022, with a move towards regional spending, which increased from 2% to 9,7% of total supply. The share of local supply spending, i.e., from the province of Bologna, remained stable at 14,6%. National supply spending stood at 32,5%. Suppliers from the EU accounted for 22,8% of total supply spending, while non-EU suppliers accounted for 20,4%, a slight increase from the previous year.



Spending by geographic area



As far as Plastod is aware, the company does not have suppliers based in countries at risk concerning the exercise of freedom of association and collective bargaining, nor in relation to the use of child labor or forced labor.

Environmental responsability

5.



**-21% electricity
consumption
compared to 2022**



**-25% natural gas
consumption
compared to 2022**

11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



Plastod, recognizing the importance of responsible management of its activities, has embarked on a journey aimed at monitoring and reducing its environmental impacts. The company acknowledges that environmental sustainability is not only an ethical imperative but also a key factor for the future of its industry and the communities it interacts with.

In 2023, Plastod made significant progress by initiating a structured process for reporting greenhouse gas emissions at an organizational level. The company developed its first Corporate Carbon Footprint, a detailed analysis that identified the operational areas with the greatest impact on climate change. This tool serves as the foundation for implementing targeted climate strategies focused on continuously reducing the carbon footprint and offsetting residual emissions through certified interventions.

In addition to monitoring emissions, Plastod is committed to reducing its environmental impact by adopting more sustainable technologies and processes, lowering energy consumption, and optimizing waste management.

With a determination to be a responsible actor, Plastod views environmental sustainability as both a challenge to tackle and an opportunity to innovate and actively contribute to a low-carbon future. The company is committed to transparently communicating its progress and involving all stakeholders in a journey of continuous improvement, aligned with the principles of the United Nations' 2030 Agenda.



**Complete
Organizational
Carbon Footprint**



**94% of waste
sent for
recovery**

Energy consumed within the organization

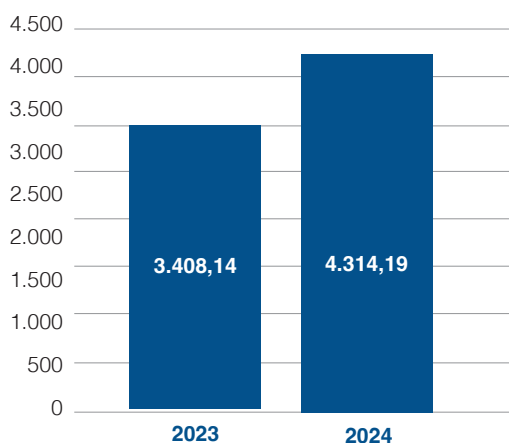
The following table provides details of the company's electricity consumption, which totaled 946.706 kWh in 2023 (-21% compared to 2022)¹.

In 2023, natural gas consumption for heating decreased by 25% compared to the previous year, amounting to 145.432 cubic meters².

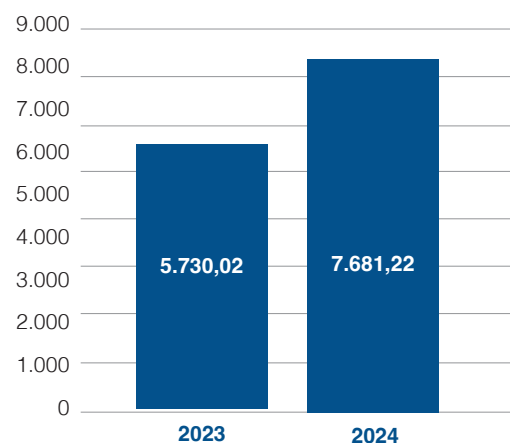
Electricity consumed	2023	2022
kWh purchased	946.706	1.198.386
GJ	3.408,14	4.314,19

Natural gas consumption	2023	2022
smc	145.432	194.955
GJ	5.730,02	7.681,22

Electricity [GJ]



Thermal energy [GJ]



¹ Source: data derived from electricity supply invoices

² Source: data derived from natural gas supply invoices.

The company fleet used a total of 7.418 liters of gasoline and 15.204 liters of diesel during the year (a total of 890,84 GJ). These quantities, monitored through company fuel cards, represent the total fuel consumption required to support the company's operational and logistical activities.

Fuel consumption of company vehicles	Liters	GJ
Gasoline	7.418	267,17
Diesel	15.204	623,67
Total	22.622	890,84

Plastod calculated its energy intensity, a useful indicator for measuring the company's energy efficiency. The chosen parameter represents the GJ consumed per €1.000 of revenue.

***Energy
Intensity***

***0,35 GJ/€1000
revenue***

Atmospheric emissions

Carbon Footprint

Plastod calculated its Carbon Footprint at the organizational level following the guidelines of the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG Protocol).

The Corporate Carbon Footprint represents all emissions in CO₂ equivalent (CO₂e), considering various greenhouse gases as outlined in the IPCC Report. These include carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃).

Each of these gases significantly contributes to the greenhouse effect and remains in the atmosphere for extended periods. Since they have similar effects, they are calculated as CO₂ equivalents (CO₂e) based on their global warming potential (GWP), which expresses the impact of a gas on global warming over a 100-year period relative to CO₂.

System Boundaries:

- Emissions refer to the period January 2023 - December 2023.
- Emission categories analysed:

Scope 1:

Includes all emissions directly generated by Plastod S.p.A., such as those from its facilities or company vehicle fleet.

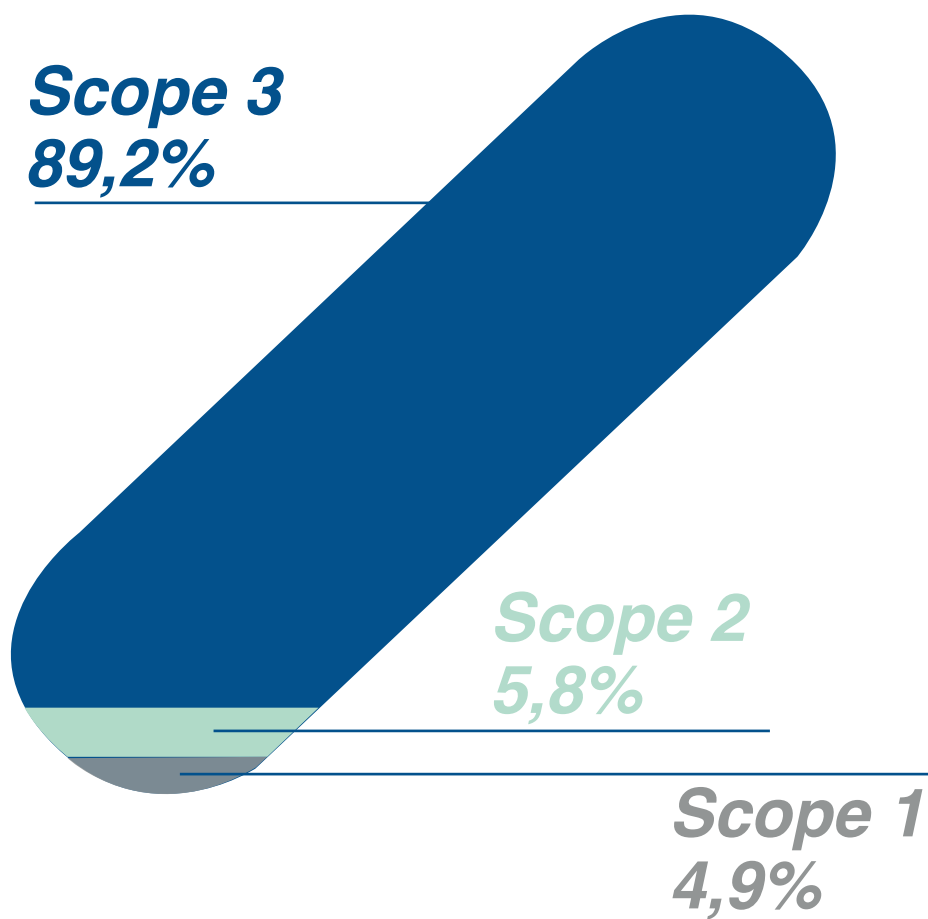
Scope 2:

Includes all emissions generated from purchased energy, such as electricity and district heating.

Scope 3:

Includes emissions not directly controlled by the company, such as employee business travel or product disposal.

The results of the Carbon Footprint analysis are presented below.



The details of emissions for each category are outlined below.

Scope 1

Sources of Emissions	t CO ₂	% of total emissions
Emissions from company vehicle fleet	57,83	0,8%
Refrigerant losses	6,48	0,09%
Heating (self-generated)	296,45	4,1%
Total Scope 1 emissions	360,76	4,9%

Scope 2

Electricity-related emissions are quantified based on both the market-based and location-based methods. For market-based calculations, specific emission factors related to purchased electricity are used, where known. Alternatively, the national or residual energy mix (the combination of primary energy sources used for the production of electricity supplied by retail companies to end customers) can be considered.

The location-based method calculates average national factors for the respective energy mix, allowing comparison with the national average.

Sources of Emissions	t CO ₂	% of total emissions
Purchased electricity ³	427,41	5,8%
Total Scope 2 emissions	427,41	5,8%

³ Calculated using the market-based method.

Using the location-based method, the total emissions amount to 227,60 t CO₂.

Scope 3

Sources of Emissions	t CO ₂	% of total emissions
Purchase of goods and services	4.858,37	66,4%
of which production and consumption material	4.805,04	65,7%
of which gastronomy	24,82	0,3%
of which packaging material	20,99	0,3%
of which electronic devices	4,83	0,1%
of which office paper	2,03	0,0%
of which water	0,66	0,0%
End-of-life product disposal emissions	964,45	13,2%
of which product disposal	927,66	12,7%
of which waste transport to disposal facility	36,79	0,5%
Emissions from fuels for electricity production	248,76	3,4%
of which upstream electricity supply chain	185,82	2,5%
of which upstream heating supply chain	48,95	0,7%
of which upstream company vehicle fleet	13,99	0,2%
Upstream transport and distribution	240,95	3,3%
of which upstream storage	97,01	1,3%
of which inbound logistics	74,94	1,0%
of which other upstream transport	69,00	0,9%
Employee commuting	108,56	1,5%
of which employee commuting to workplace	106,33	1,5%
of which remote work	2,23	0,0%
Downstream transport and distribution	70,49	1,0%
of which outbound logistics	70,49	1,0%
Business travel	17,44	0,2%
of which air travel	16,57	0,2%
of which hotel stays	0,74	0,0%
of which train travel	0,13	0,0%
Waste produced by the company	17,02	0,2%
of which company waste	16,64	0,2%
of which waste transport to disposal facility	0,34	0,0%
Total Scope 3 emissions	6.526,05	89,2%

**Total CO₂
emissions
in 2023**

7314,21 t CO₂

Emissive Intensity

Plastod has calculated its emissive intensity, an indicator useful for measuring the company's environmental efficiency. The chosen parameter represents the kg of CO₂ (Scope 1, 2, 3) emitted per euro of revenue.

***Emissive
intensity***

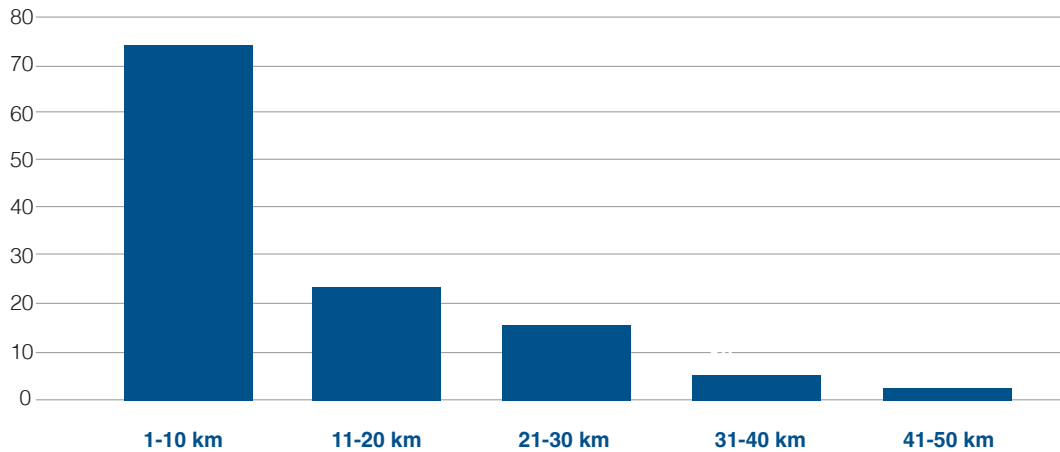
**0,259
kgCO₂e/€
revenue**

Employees Commuting

The emissions related to employee transportation to and from the workplace represent one of the Scope 3 categories calculated by Plastod in 2023. To reduce these emissions, Plastod has regulated through annual individual agreements with employees the possibility of using smartworking days. In 2023, the average monthly number of hours of smartworking for employees who are entitled to it was 612, corresponding to 3% of the total working hours in a month.

In addition to using smartworking, Plastod primarily hires locally. Most employees reside within 10 km of the workplace, and only 6 employees live more than 30 km away. Most employees (91%) commute using their own cars, with only a small percentage using public transport or carpooling. By the end of 2023, contacts were initiated with the Municipality of Calderara di Reno and large companies located nearby Plastod to design a public transport infrastructure that would reduce individual employee commutes to the company.

Employees' Home to Work Distance



Interactions with water as a shared resource

Plastod recognizes the importance of water as a shared resource and is committed to responsible consumption management. Water is primarily used for civil purposes, sourced from the aqueduct, and discharged into the sewage system.

The total water withdrawal for 2023 was

2.186 m³

Waste

Inside Plastod, specific containers for separate collection are present throughout the plant to ensure safe and correct waste management. A dedicated figure for active waste monitoring has been appointed, responsible for guaranteeing effective waste sorting management. To reduce plastic consumption, paper cups have been introduced at coffee machines, and three water dispensers have been installed to decrease the use of disposable bottles.

In 2023, Plastod produced 508.757 kg of waste, with 94% sent for recovery. Only 1% of the waste is classified as hazardous, and 98,4% of this is sent for recovery. Regarding non-hazardous waste, the recovery rate was 94%.

Urban Solid Waste, properly sorted, is managed at the municipal level by local public service companies and is therefore not quantified in these tables.

The total waste production for 2023, calculated based on MUD reports, is shown below.

Hazardous Waste		
Waste	Disposal Method	(KG)
Ink waste containing hazardous substances	Recovery	192
Adhesive and sealant waste containing solvents	Recovery	949
Non-chlorinated mineral insulating and heat transfer oils	Recovery	1.394
Packaging contaminated with hazardous substances	Recovery	3.515
Waste equipment containing chlorofluorocarbons	Recovery	34
Waste equipment containing hazardous components	Recovery	130
Organic waste containing hazardous substances	Disposal	34
Gas containers under pressure with hazardous substances	Recovery	54
Lead batteries	Recovery	20
Fluorescent tubes and other mercury-containing waste	Recovery	30
Other solvents and solvent mixtures	Disposal	74
Other insulating materials containing hazardous substances	Recovery	40
Total		6.466

Non-Hazardous Waste		
Waste	Disposal Method	(kg)
Spent printer toner	Recovery	56
Adhesive and sealant waste	Recovery	870
Paper and cardboard packaging	Recovery	69.620
Wood packaging	Recovery	43.220
Mixed material packaging	Recovery	327.220
Absorbents, filter materials, rags, and protective clothing	Recovery	2.432
Waste equipment	Recovery	629
Organic waste	Recovery	1.498
Alkaline batteries	Recovery	5
Aqueous liquid waste	Disposal	27.525
Iron and steel	Recovery	25.082
Mixed construction and demolition waste	Recovery	722
Septic tank sludge	Disposal	3.170
Insulating materials	Recovery	242
Total		502.291

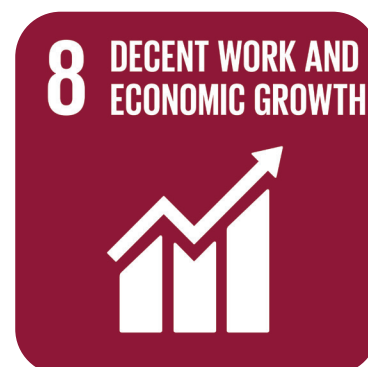
Goals

Governance



- Integrate social and environmental criteria into the evaluation of suppliers.
- Include active engagement of external stakeholders in the materiality analysis process
- Develop an Organizational Model 231 to promote compliance and prevent unlawful practices within the company.

Social



- Implement continuous training programs for employees, including topics related to sustainability, responsible resource use, and waste management.
- Offer new services and benefits to employees to improve overall corporate well-being.
- Implement actions and projects to promote gender equality and empowerment, including within the company's management

Environmental

- Increase the share of renewable energy through the installation of a photovoltaic system or by purchasing guarantees of origin to reduce Scope 2 emissions.
- Reduce individual employee commutes to the workplace by implementing shared mobility and public transportation initiatives.

7 AFFORDABLE AND
CLEAN ENERGY



11 SUSTAINABLE CITIES
AND COMMUNITIES



13 CLIMATE
ACTION



GRI

Content Index

GRI 2: General Disclosures 2021	Disclosure	Page/note
	2-1 Organizational details	15, 22
	2-2 Entities included in the organization's sustainability reporting	6
	2-3 Reporting period, frequency and contact point	6
	2-4 Restatements of information	No restatements of information have been made
	2-5 External assurance	No external assurance has been conducted
	2-6 Activities, value chain and other business relationships	14-23
	2-7 Employees	24-27
	2-8 Workers who are not employees	25
	2-9 Governance structure and composition	17-19
	2-10 Nomination and selection of the highest governance body	17-18
	2-11 Chair of the highest governance body	17-18
	2-12 Role of the highest governance body in overseeing the management of impacts	17-18
	2-13 Delegation of responsibility for managing impacts	17-18
	2-14 Role of the highest governance body in sustainability reporting	17-18
	2-15 Conflicts of interest	17-18
	2-16 Communication of critical concerns	21
	2-17 Collective knowledge of the highest governance body	18
	2-18 Evaluation of the performance of the highest governance body	Not conducted
	2-19 Remuneration policies	18
	2-20 Process to determine remuneration	18
	2-21 Annual total compensation ratio	Information not available
	2-22 Statement on sustainable development strategy	4
	2-23 Policy commitments	12-13, 21
	2-24 Embedding policy commitments	28, 35, 39, 44-47, 52-53

	2-25 Processes to remediate negative impacts	20-21
	2-26 Mechanisms for seeking advice and raising concerns	21
	2-27 Compliance with laws and regulations	15, 20-21, 23, 30-31
	2-28 Membership associations	23
	2-29 Approach to stakeholder engagement	7-11
	2-30 Collective bargaining agreements	27
GRI 3: Material Topics 2021	3-1 Process to determine material topics	7-10
	3-2 List of material topics	9-10
	3-3 Management of material topics	24-53
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	34
	201-2 Financial implications and other risks and opportunities due to climate change	Information not available
	201-3 Defined benefit plan obligations and other retirement plans	28
	201-4 Financial assistance received from government	34
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Information not available
	202-2 Proportion of senior management hired from the local community	60%
GRI 203: Indirect Economic Impacts 2016	204-1 Proportion of spending on local suppliers	39
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	21
	205-2 Communication and training about anti-corruption policies and procedures	21
	205-3 Confirmed incidents of corruption and actions taken	No confirmed incidents of corruption
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions for anti-competitive behavior, anti-trust, or monopoly practices
GRI 207: Tax 2019	207-1 Approach to tax	The company adopts a transparent and responsible approach to taxation, ensuring compliance with all applicable tax laws and regulations
	207-2 Tax governance, control, and risk management	Plastod monitors and manages tax risks through internal controls and compliant policies
	207-3 Stakeholder engagement and management of concerns related to tax	11
	207-4 Country-by-country reporting	N/A

GRI 301: Materials 2016	301-1 Materials used by weight or volume	Information not available
	301-2 Recycled input materials used	Information not available
	301-3 Reclaimed products and their packaging materials	N/A
GRI 302: Energy 2016	302-1 Energy consumption within the organization	42-43
	302-2 Energy consumption outside of the organization	Information not available
	302-3 Energy intensity	43
	302-4 Reduction of energy consumption	42-43
	302-5 Reductions in energy requirements of products and services	42-43
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	49
	303-2 Management of water discharge-related impacts	49
	303-3 Water withdrawal	49
	303-4 Water discharge	49
	303-5 Water consumption	49
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	N/A
	304-2 Significant impacts of activities, products and services on biodiversity	N/A
	304-3 Habitats protected or restored	N/A
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	N/A
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	46
	305-2 Energy indirect (Scope 2) GHG emissions	46
	305-3 Other indirect (Scope 3) GHG emissions	47
	305-4 GHG emissions intensity	48
	305-5 Reduction of GHG emissions	N/A
	305-6 Emissions of ozone-depleting substances (ODS)	N/A
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	N/A
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	50-51
	306-2 Management of significant waste-related impacts	50-51
	306-3 Waste generated	50-51
	306-4 Waste diverted from disposal	50-51
	306-5 Waste directed to disposal	50-51

GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	38
	308-2 Negative environmental impacts in the supply chain and actions taken	Based on the currently available information, no significant evidence of negative environmental impacts in the supply chain has been identified
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	27
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	28
	401-3 Parental leave	27
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	In the company, any schedule changes are communicated one week in advance
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	30-31
	403-2 Hazard identification, risk assessment, and incident investigation	30-31
	403-3 Occupational health services	30-31
	403-4 Worker participation, consultation, and communication on occupational health and safety	30-31
	403-5 Worker training on occupational health and safety	30-31
	403-6 Promotion of worker health	30-31
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	30-31
	403-8 Workers covered by an occupational health and safety management system	100%
	403-9 Work-related injuries	30-31
	403-10 Work-related ill health	30-31
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	29
	404-2 Programs for upgrading employee skills and transition assistance programs	29
	404-3 Percentage of employees receiving regular performance and career development reviews	29
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	17-18
	405-2 Ratio of basic salary and remuneration of women to men	28
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	No incidents

GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Based on the currently available information, no evidence of at-risk activities or suppliers has been identified
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Based on the currently available information, no evidence of at-risk activities or suppliers has been identified
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Based on the currently available information, no evidence of at-risk activities or suppliers has been identified
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	N/A
GRI 411: Rights of Indigenous Peoples 2016	410-1 Security personnel trained in human rights policies or procedures	No incidents have occurred
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	35
	413-2 Operations with significant actual and potential negative impacts on local communities	None
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	38
	414-2 Negative social impacts in the supply chain and actions taken	Based on the currently available information, no significant evidence of negative environmental impacts in the supply chain has been identified
GRI 415: Public Policy 2016	415-1 Political contributions	None
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	100% of products
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	None
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	100% of labels include product disposal and safe use instructions
	417-2 Incidents of non-compliance concerning product and service information and labeling	None
	417-3 Incidents of non-compliance concerning marketing communications	None
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	None

PLASTOD

www.plastod.com