

# New life to PVC

Laborplast since 1958

Sustainable  
Development Goals

Road to 2030





**Laborplast endorses the 2030 Agenda for Sustainable Development.** The program for people, planet and profit signed on September 25, 2015 by the governments of United Nations countries whose core is **17 Sustainable Development Goals (SDGs)**.

The Sustainable Development Goals aim to address issues related to economic and social development, and include sustainable economic growth, climate change and protection to the environment.



## **HEALTH AND WELL-BEING**

Topic: Employment [GRI 401] - Health and safety at work [GRI 403].

### **What we have done and still do:**

- Constant risk assessment and updating of the risk assessment report (DVR in Italy)
- Noise reduction on several production lines
- Constant monitoring of the efficiency of process fume extraction and abatement equipment
- Periodic verification of workplace air quality
- Obtaining ISO 45001:2018 certification
- Offering all employees, a health insurance policy, with the possibility of extending it to their family
- Provide anonymous questionnaires to employees concerning their perception of safety in the company

### **What we have in our plans:**

- Increasing sensitivity on “near miss” reports
- Review procedures for handling loads weighing more than 20 kg
- Encouraging physical activity through agreements with some local gyms/pools



## QUALITY INSTRUCTIONS

Topic: Staff training and development [GRI 404].

### What we have done and still do:

- We annually define the training needs of all employees
- We carry out annual competence assessments of all employees in order to understand possible areas for improvement
- We annually ask the employees to evaluate the company, also regarding the training offered

### What we have in our plans:

- Introduce on a monthly basis 15–30-minute training breaks
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## GENDER EQUALITY

Topic: Diversity and equal opportunities [GRI 405] - Non-discrimination [GRI 406].

### What we have done and still do:

- Obtaining Gender Equality certification UNI/PdR 125:2022
- Adoption of impartial methodologies for the selection and remuneration of employees
- Doubling the presence of women employees in 2019-2023
- Exceeding the 50% threshold of female staff in clerical positions
- Achievement of equal pay between men and women for equal tasks
- Introduction of structural smart working

### What we have in our plans:

- Gender equality training course for all staff with an external instructor
  - Preparation and distribution of information to increase awareness of paternity leave
  - Sending out questionnaires to investigate the work-life balance needs of employees
  - Administration of employee well-being questionnaires; psychological support service
  - Developmental training plans for all employees based on their respective roles
  - Support for anti-violence centers
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## CLEAN WATER AND SANITATION SERVICES

Topic: Water management [GRI 303] - Environmental compliance [GRI 307].

### What we have done and still do:

- Process water management by closed loop system
- Periodic check of process water tank sealing
- Installation of free water dispensers
- Obtaining ISO 14001:2015 certification

### What we have in our plans:

- Reduce water use by 10% in relation to the number of employees



## CLEAN AND ACCESSIBLE ENERGY

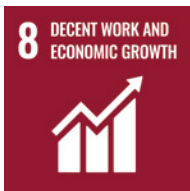
Topic: Energy consumption [GRI 302]

### What we have done and still do:

- Replacement of all lighting fixtures in production departments with LED lighting
- Electricity production by means of a 280-kW photovoltaic system to cover at least 4% of annual consumption
- Obtaining ISO 50001:2018 certification

### What we have in our plans:

- Installation of timed lighting systems
  - Gradual use of energy from renewable sources covered by GO
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## DIGNIFIED WORK AND ECONOMIC GROWTH

Topic: Economic performance [GRI 201] - Freedom of association and collective bargaining [GRI 407]

### What we have done and still do:

- Monitor employees' satisfaction level through a predefined questionnaire in order to check their perception of the workplace
- Maintain at least 80 per cent of the employees hired with a permanent contract
- Remunerate work at least EUR 9.30 per hour
- Adoption of a code of ethics
- Adoption of the Organisation, Management and Control Model pursuant to Legislative Decree 231/2001
- Clear and transparent sharing of the criteria for processing the performance bonus
- Fringe benefit payments to all employees in the amount of at least EUR 250 per year

### What we have in our plans:

- Enhancing employees' skills by increasing the number of training hours provided and encouraging active participation in the development of new ideas
  - Increase the budget for charitable donations to the local community by 10 per cent, particularly in the areas of support for the frail, the spread of sport among children and adolescents and the fight against disease
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## BUSINESS, INNOVATION AND INFRASTRUCTURE

Topic: Economic performance [GRI 201] - Circular economy [GRI 301]

### What we have done and still do:

- Continuous evaluation of product performance through in-house laboratory and R&D activities

- Cooperation with educational institutions through company open days and meetings with primary and secondary school students to give them an insight into the world of work
- Partial digitisation of production process management and control

**What we have in our plans:**

- Increase the budget available for the R&D function by 20%.
- Fully digitising the management and control of production processes



**RESPONSIBLE CONSUMPTION AND PRODUCTION**

Topic: Circular Economy [GRI 301] - Waste [GRI 306] - Environmental Compliance [GRI 307] - Marketing and Labelling [GRI 417]

**What we have done and still do:**

- More than 65% of the raw materials we purchase are by-products or secondary raw materials (MPS) pre- or post- consumption
- Obtaining two recycled product certifications: CSI Recycled Plastic and PSV Mixeco
- Applying a QR code indicating the materials of which they are made on 80% of the packaging
- Obtaining ISO 14001:2015 certification
- Sending more than 90% of the waste produced for recycling

**What we have in our plans:**

- Awareness-raising of all employees on correct waste disposal
- Applying the QR code indicating the materials of which they are made on 100% of the packaging
- Exclusive use of recyclable packaging
- Reduction of waste in relation to kg processed, by department, by 10%.
- Elimination, where available alternative can be found, of all components that give rise to hazardous waste
- Sending more than 95% of the waste produced for recycling



**FIGHT AGAINST CLIMATE CHANGE**

Material topic: Emissions [GRI 305]

**What we have done and still do:**

- Where available and economically viable, we prefer intermodal or ship transport to road transport
- We assessed the company's carbon footprint (scope 1 and scope 2)
- In winter, we partially heat up the departments with hot air recovered from the production process

**What we have in our plans:**

- Reduction of CO2 Scope 1 emissions by 10% by 2030, compared to the 2023 value
- Reduction of CO2 scope 2 emissions by 50% by 2025 and 100% by 2030, compared to the data of 2023

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