



SUSTAINABILITY REPORT 2025



VDGLASS
CRAFTING GLASS STORIES

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1. ENVIRONMENT

1.1 Company Profile – VETRO DUE SRL

Founded in 1999 in Parma, Vetro Due S.r.l. has its operational headquarters at Via La Spezia 158, while the registered office is located in Rozzano (MI). The company was established based on the over twenty years of experience of a team specialized in glass decoration.

Today, Vetro Due operates on an area of approximately 25,000 sqm, divided into multiple facilities and equipped with large outdoor spaces. The company decorates and markets glass products primarily intended for food contact, customized according to customer requests or under its own brands (Vetro Due, VD Glass, Archè, Mavi). The main sectors served include wine, beer, coffee, Ho.Re.Ca., and ice cream parlors.

Decoration is carried out in-house or, in case of production peaks, entrusted to qualified external partners. The finished products are intended for promotional campaigns, events, trade shows, or marketing activities.

Vetro Due is certified:

- **MID (Directive 2014/32/UE)** since 2011 for the marking of containers with a trust line;
- **ISO 9001 e ISO 45001** since 2021, demonstrating management focused on quality, safety, and customer satisfaction.

To confirm its commitment to sustainability and ethics in the supply chain, the company is registered on the **SEDEX and EcoVadis** platforms.



1.2 INTRODUCTION AND PURPOSE OF THE DOCUMENT

This report aims to:

- Describe the main environmental impacts of the company;
- report the results achieved in the 2021-2024 period;
- set concrete environmental objectives for 2025.

The data are divided into the following areas:

- Performance in terms of environmental incidents and non-compliances;
- Energy consumption and emissions (electricity, natural gas, fuels);
- Water consumption;
- Waste and material management;
- CO₂ consumption.

1.3 ENVIRONMENTAL PERFORMANCE 2021–2024

Incidents and Regulatory Compliance

No environmental incidents or legislative non-compliances occurred during the analyzed four-year period. This result reflects effective environmental management and strong adherence to current regulations.

ENVIRONMENTAL INCIDENTS			
2021	2022	2023	2024
0	0	0	0

Zero environmental incidents and no legislative non-compliances recorded.

Energy and Emissions

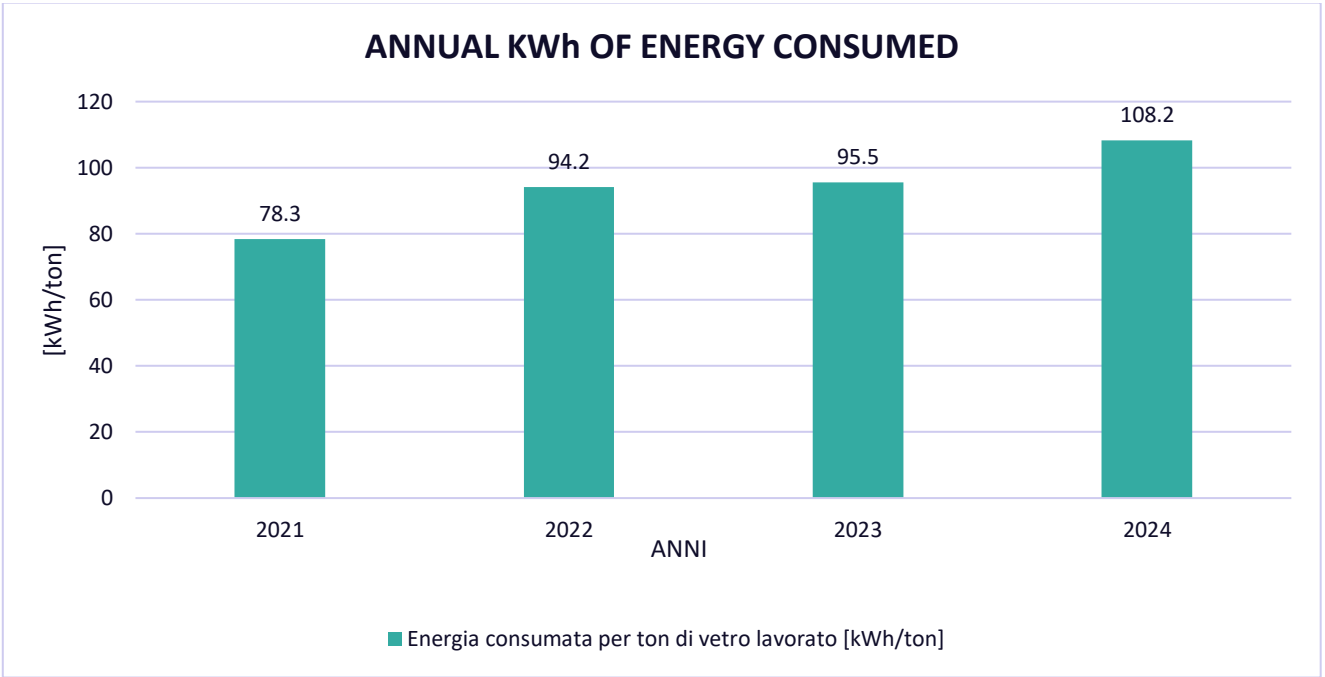
Electricity – trend and intensity

Trend: Total electricity consumption showed a decreasing trend from 2021 to 2023, with a slight increase in 2024.

Energy Efficiency:

Electricity consumption per ton of glass processed [kWh/ton] worsened over the four-year period, increasing from 78.3 to 108.2 kWh/ton. As will also be discussed in the following section on natural gas consumption, this is related to the type of processing carried out. VETRO DUE operates on two shifts, and for both shifts the furnaces must be kept on regardless of the amount of glass processed. Over the four years, the weight of glass processed decreased by 38%, and the impact on performance is evident in the table below.

ANNUAL kWh OF ELECTRICITY CONSUMED				
Year	2021	2022	2023	2024
Consumption [kWh]	1.184.964	1.099.598	986.043	1.008.693,00
Processed glass [ton]	15133	11676	10330	9325
Energy consumed per ton of processed glass [kWh/ton]	78,3	94,2	95,5	108,2

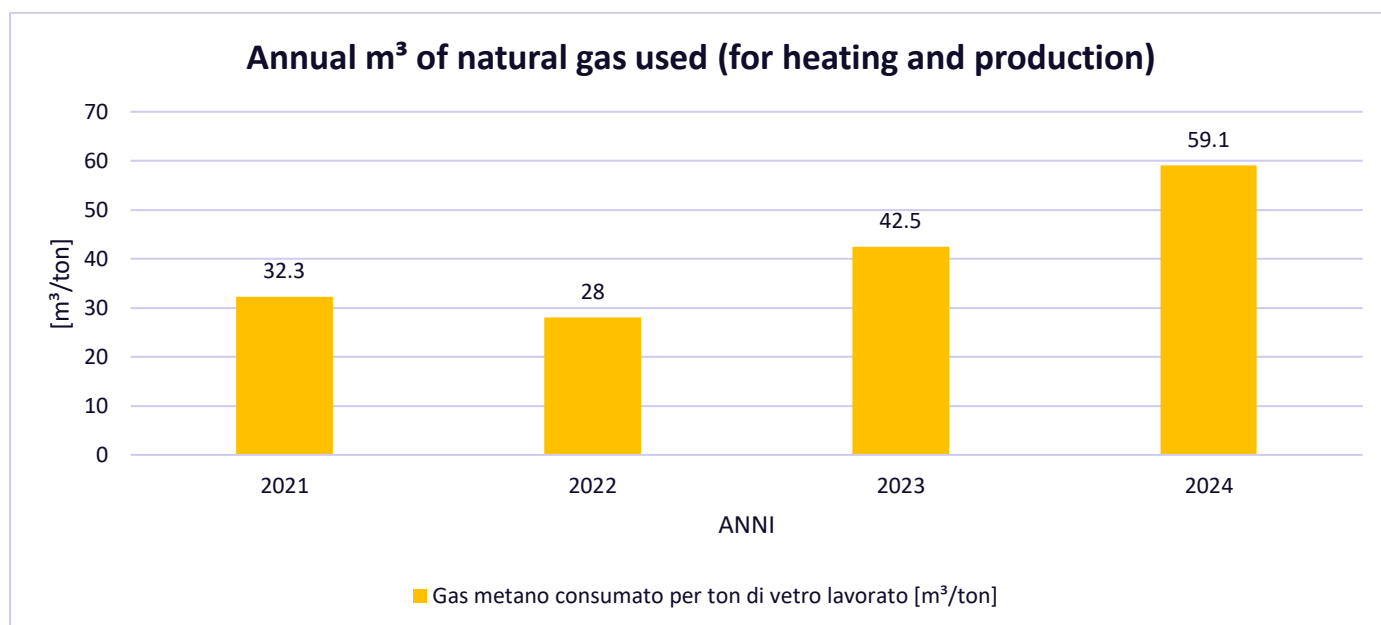


Energy consumption decreased until 2023, with a slight increase in 2024. In fact, a -38% variation in the weight of processed glass was recorded from 2021 to 2024. Energy performance worsens as the amount of processed glass decreases.

Natural Gas – Trend and specific impact

During the period, aside from a decrease recorded in 2022 compared to 2021, an upward trend in gas consumption was observed, with a deterioration in the ratio of cubic meters per ton, amounting to an 83% increase in 2024 compared to 2021.

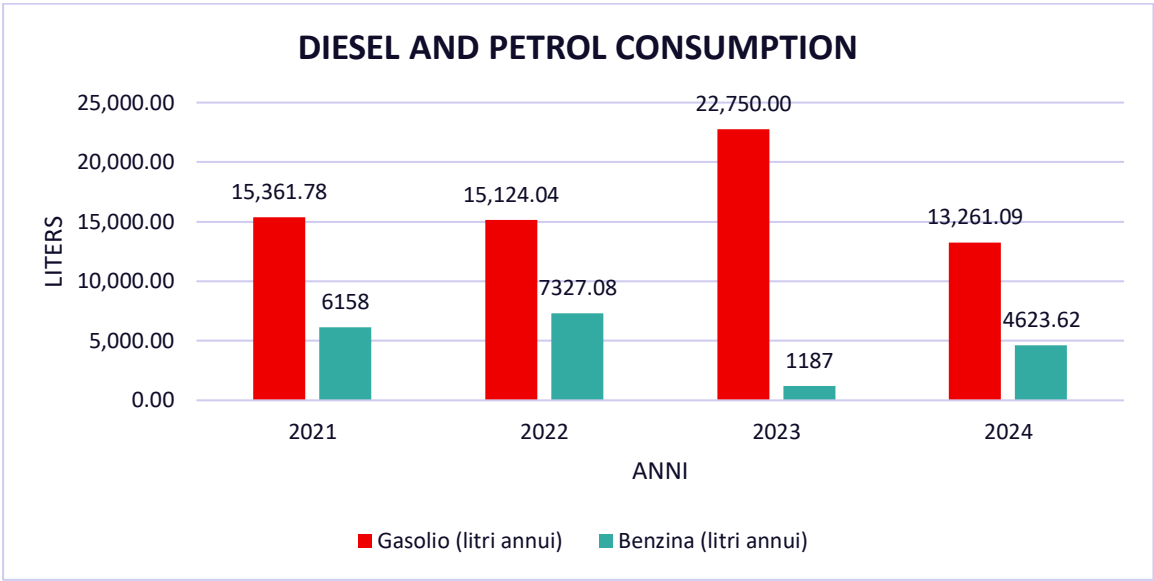
Annual cubic meters of natural gas used (for heating and production)				
Year	2021	2022	2023	2024
Consumption [m ³]	488.270	326.864	439.235	550.667
Processed glass [ton]	15133	11676	10330	9325
Methane gas consumed per ton of processed glass [m ³ /ton]	32,3	28,0	42,5	59,1



Fuels (Diesel/Petrol) – Company cars only

Diesel and petrol consumption has been fluctuation, with a significant reduction in diesel in 2024.

Annual volumes of fuels used (company cars)				
YEAR	2021	2022	2023	2024
Diesel (annual liters)	15.361	15.124	22.750	13.261
Petrol (annual liters)	6.158	7.327	1.187	4.623



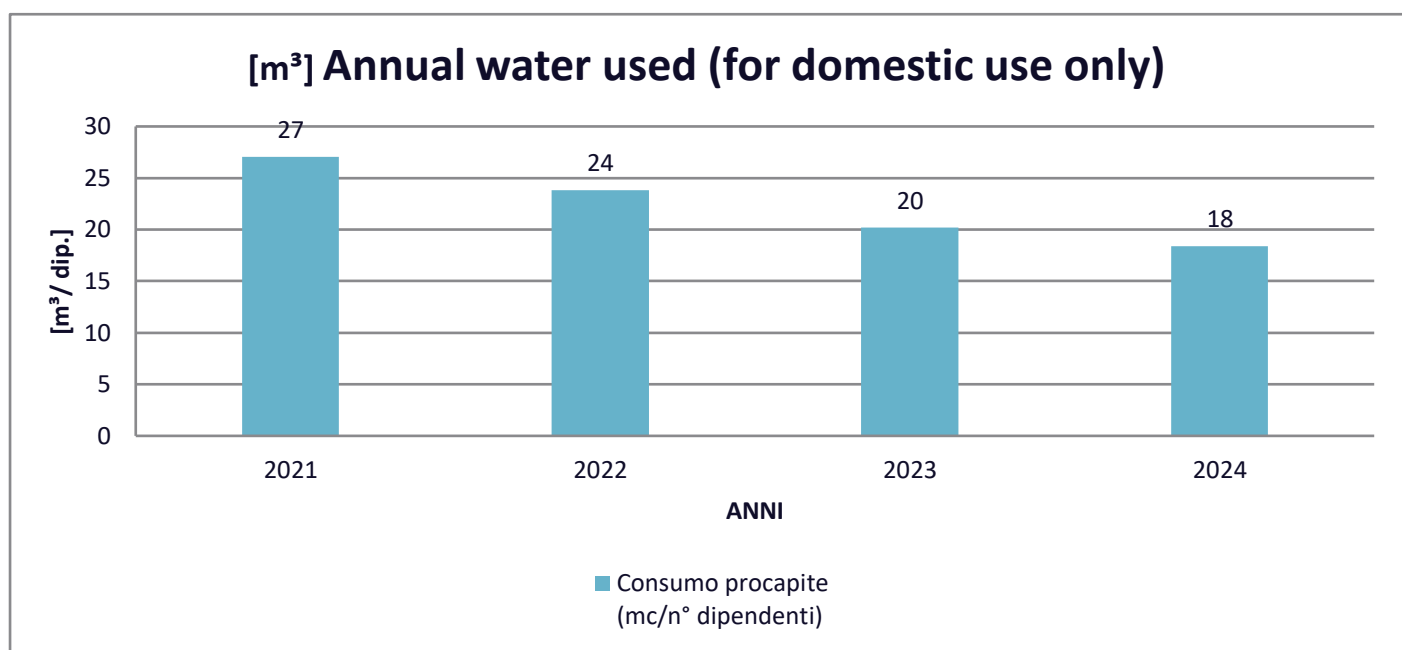
Water consumption – for domestic use only

The company does not use water in its production process: the only water consumption is related to domestic use, in particular toilets and showers used by personnel in the production departments.

Water consumption shows a steady decreasing trend:

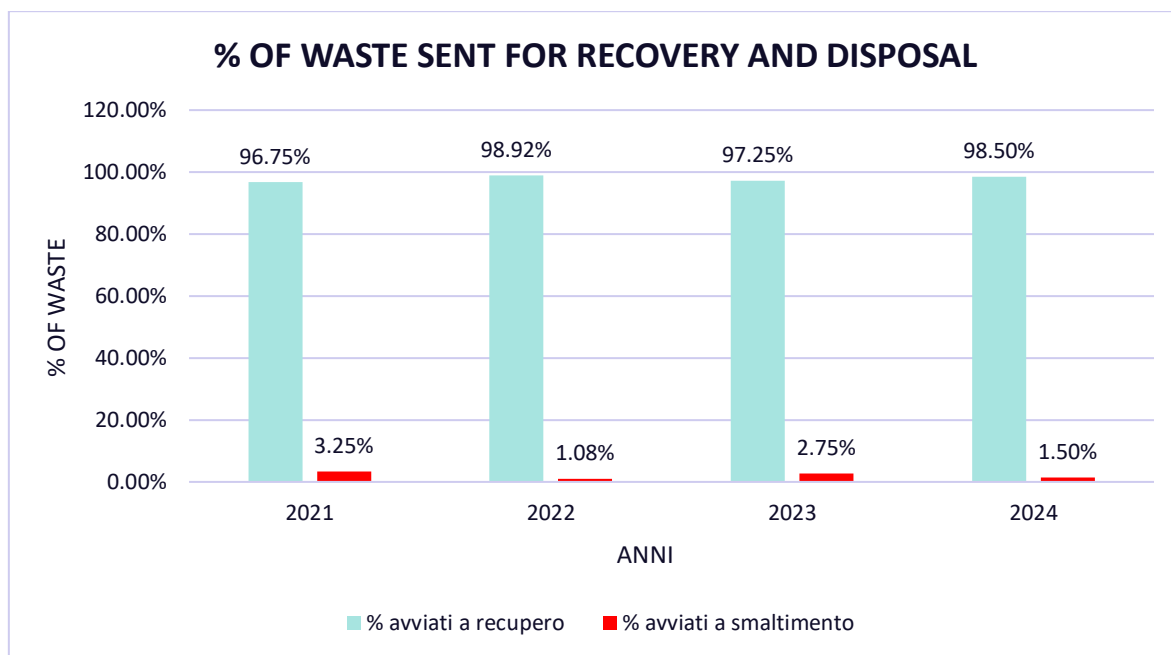
- from 2,163 m³ in 2021 to 1,579 m³ in 2024, with an overall reduction of 27% over four years, attributable to increasing internal awareness of resource-conscious use and the efficiency of sanitary systems.

Year	N. employees	Total consumption [m³]	Per capita consumption [m³/ dip.]
2021	80	2.163	27
2022	84	1.999	24
2023	82	1.654	20
2024	86	1.579	18



Waste management

	Total Waste (KG)	% sent for recovery	% sent for disposal	% non hazardous	% hazardous
2019	393.160	96,44%	3,56%	97,48%	2,52%
2020	361.315	96,72%	3,28%	97,90%	2,10%
2021	408.702	96,75%	3,25%	99,09%	0,91%
2022	354.282	98,92%	1,08%	98,11%	1,89%
2023	357.613	97,25%	2,75%	96,31%	3,69%
2024	409.629	98,50%	1,50%	96,68%	3,32%



Excellent results in waste management, with a recovery rate steadily increasing (up to 98.5%) and a consequent reduction in the amount sent for disposal.

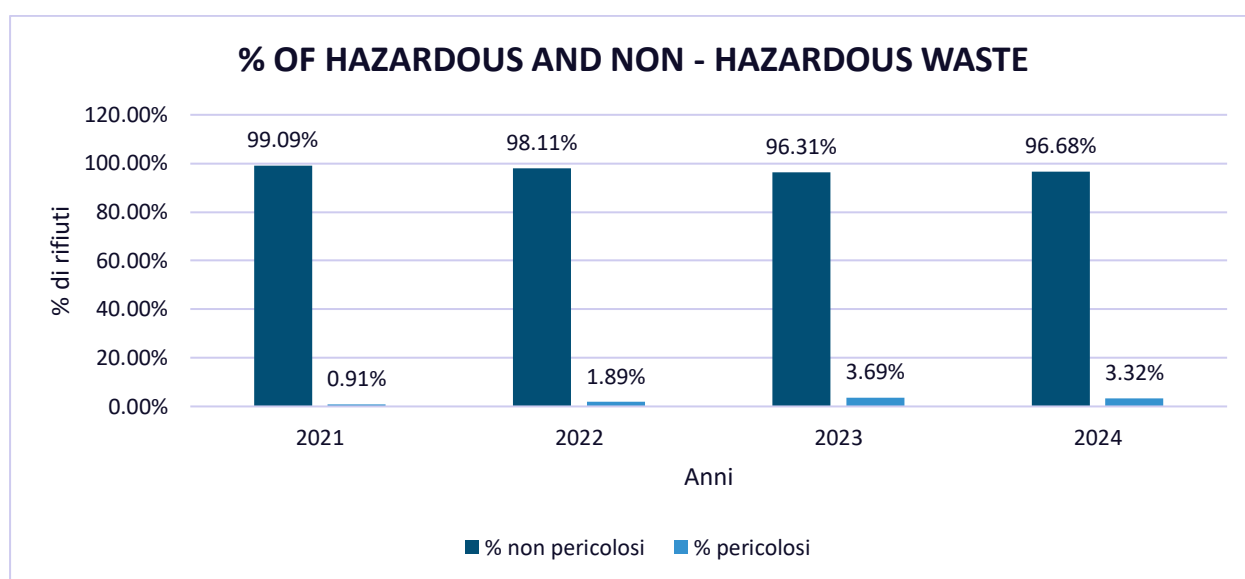
Glass constitutes the main type of waste generated by our production process. It is a non-hazardous waste, entirely destined for recovery. Thanks to its fully recyclable nature, it represents a valuable resource that significantly contributes to promoting the circular economy.

YEAR	N° of glass pieces - incoming	N° of glass pieces processed	N° of production scrap pieces	% of waste compared to incoming material	weight correspondence calculated from delivered glass waste (Kg)
2021	29.049.839	28.724.011	325.828,00	1,12%	216.460
2022	25.644.833	25.275.418	369.415,00	1,44%	176.900
2023	26.264.596	25.953.631	310.965,00	1,18%	176.860
2024	22.662.162	22.342.664	319.498,00	1,41%	216.600

The column “Weight correspondence calculated from delivered glass waste (kg)” indicates the actual weight of glass waste sent for recovery, based on data from the Annual Environmental Declaration (MUD) filed by the company.

CER Code	Description	Dest.	Hazard classification	2020	2021	2022	2023	2024
15.01.07	Glass packagin	R	NP	164.300	151.020	216.460	176.900	176.860

This approach allows for an accurate quantification of production waste in terms of mass, even in the presence of variations among the processed pieces and formats. The comparison between the discarded pieces and the total weight of the delivered glass waste is useful for estimating an indicative average weight of each non-compliant piece, which during the period under review was approximately **660–680 grams per unit**.



The increase in hazardous substances in 2024 is due to the downsizing of the warehouse and the disposal of unused stock products that were expired or no longer compliant for use.

Greenhouse Gas Emissions – Scope 1 and 2

Over the 2021–2024 period, direct CO₂ emissions (Scope 1) show a variable trend, with a minimum in 2022 and an increase in 2023–2024, exceeding 2021 levels. The rise in 2024 is attributable to higher natural gas

consumption, linked to colder climatic conditions and the reduction in processed glass, which negatively affected specific energy performance.

Indirect emissions (Scope 2), related to purchased electricity, show a downward trend thanks to improvements in the national energy mix.

Starting from 2025, these emissions will be eliminated due to the supply of 100% renewable energy.

Table – CO₂ Emissions (tonnes)

Year	Scope 1	Scope 2 (location)	Scope 2 (market)
2021	1.017,20	425,40	423,10
2022	703,73	394,76	392,62
2023	937,64	251,44	199,57
2024	1.142,29	257,22	204,15

The methodological detail of the calculations is presented in the **Methodological Note** at the end of this section.

Methodological Note – Emissions Calculation

Scope 1 – Direct CO₂ Emissions

Greenhouse gas (GHG) emissions are calculated according to the following regulatory and methodological references:

- **Natural gas:** ISPRA methodologies (National Emissions Inventory, UNFCCC).
- **Fuels:** official UK **BEIS conversion factors** – 2023 edition.

Natural Gas (Methane)

Calculation formula:

$$\text{CO}_2 \text{ (t)} = \text{Consumption (Sm}^3\text{)} \times \text{LHV} \times \text{Emission Factor} \times \text{Oxidation Coefficient}$$

- **Lower Heating Value (LHV):** 35.337 GJ / 1,000 Sm³
- **Emission Factor:** 56.333 tCO₂ / TJ
- **Oxidation Coefficient:** 1
- **2024 Consumption:** 550,667 Sm³

- **Calculated Emissions:** 1,096.18 tCO₂

Fuels (Diesel, Gasoline)

Formula:

$$\text{CO}_2 \text{ (t)} = \text{Consumption (litres)} \times \text{Conversion Factor}$$

Fuel	Emission Factor (tCO ₂ /litre)	Consumption (litres)	Emissions(tCO ₂)
Diesel	2,65937	13.261,09	35,27
Gasoline	2,34503	4.623,62	10,84
PLG / Natural Gas	n.d. (non utilizzati)	0	0,00

F-Gas

No emissions were detected during the 2021–2024 period. In the event of future emissions, the **specific GWP multiplier** for each gas will be applied.

Total Scope 1 Emissions – Year 2024

1,142.29 tCO₂, distributed as follows:

- **1,096.18 t** from natural gas
- **46.11 t** from fuels (diesel + gasoline)

Emission Intensity Indicators

- **Emissions per processed piece:** 0.00005113 tCO₂ / piece
- **Emissions per tonne of processed glass:** 0.1225 tCO₂ / ton

Scope 2 – Indirect Emissions from Electricity

Emissions from purchased electricity are reported using two methods:

Location-Based

Uses the national average emission factor of the electricity grid.

Source: ISPRA Report 363/2022, Table 2.25

Market-Based

Considers the contractual choice of purchased electricity (e.g., renewable energy = zero emissions).

If not specified, the **residual mix** is used, or, if unavailable, the same national average factor as the Location-Based method.

Source: ISPRA Report 363/2022, Table 2.24

1.4 CONCLUSIONS AND OBJECTIVES 2025–26

Scope	Objective 2025 / 2026
Energy	Introduction of UV technology, EMS installed with methane gas savings equal to: • in 2025, more than 10% less methane gas • in 2026, more than 25% less methane gas compared to 2024
CO ₂ Emissions Scope 1	-120 tons of CO ₂ , equal to 10% of Scope 1 emissions for the year 2025 vs. 2024 -280 tons of CO ₂ , equal to 25% of Scope 1 emissions for the year 2026 vs. 2024
CO ₂ Emissions Scope 2	Zero emissions starting from the year 2025
CO₂ balance	Preparation of the Scope 1 and 2 CO ₂ inventory in accordance with the requirements of the UNI-EN-ISO 14064-1:2019 standard
Wasting	Reduction of the percentage of hazardous waste below 3%; Maintenance of the percentage of waste sent for recovery above 98.5%
Water	Maintain consumption < 20 m ³ /employee
Integrated Management System	Implementation of all System elements to ensure compliance with the UNI-EN-ISO 14001:2015 standard by the end of 2026 (certification planned for 2027).

Methods for achieving the objectives

The analysis of environmental data for the four-year period 2021–2024 drives VETRO DUE S.r.l. to place increasing attention on responsible resource management and on progressively integrating environmental issues into the corporate strategy.

Energy consumption (gas and electricity) has increased over these four years due to a gradual reduction in the volume of glass processed (see the relevant sections). Regardless of potential market fluctuations, the Company is investing in new technologies that simultaneously allow for a significant reduction in energy consumption.

For this reason, during the summer of 2025, one of the three decorating furnaces will be decommissioned and replaced with a new decoration line using UV technology, which is expected to reduce consumption by approximately 25% of methane gas for the entire company at full operation (by 2026).

However, for 2025, this intervention will already yield a partial benefit, estimated at about 42% of the total value projected for 2026, since the old furnace will operate until the current month of July. The Company has also started a process of analyzing and reducing its overall environmental impact in terms of CO₂ emissions.

The short-term actions in this area are as follows:

- The contract signed by Management with IREN for electricity supply provides that, starting from early 2025, 100% renewable-certified electricity will be supplied. This will automatically result in zero Scope 2 CO₂ emissions.
- The aforementioned technological change in one of the three decoration lines will reduce methane consumption by over 10% in 2025 and over 25% at full

operation (from 2026), with a corresponding reduction of approximately 10% in 2025 and 25% in 2026 in Scope 1 CO₂ emissions.

- A deeper analysis of CO₂ emissions will be carried out through the preparation of a new inventory compliant with UNI-EN-ISO 14064-1:2019.

Regarding waste, the percentage sent for recovery has remained consistently above 98%, and from 2025 an agreement has been initiated for the complete recovery of glass, destined for the production of new food or industrial containers. The increase in hazardous waste remains under observation, for which containment measures are planned through substitution of substances and optimization of cycles.

Water use, exclusively for civil purposes, has been reduced by 27% over four years thanks to improved efficiency and staff awareness. Per capita consumption is now well below 20 m³/year, which is established as a target threshold to maintain water consumption for human use below this level.

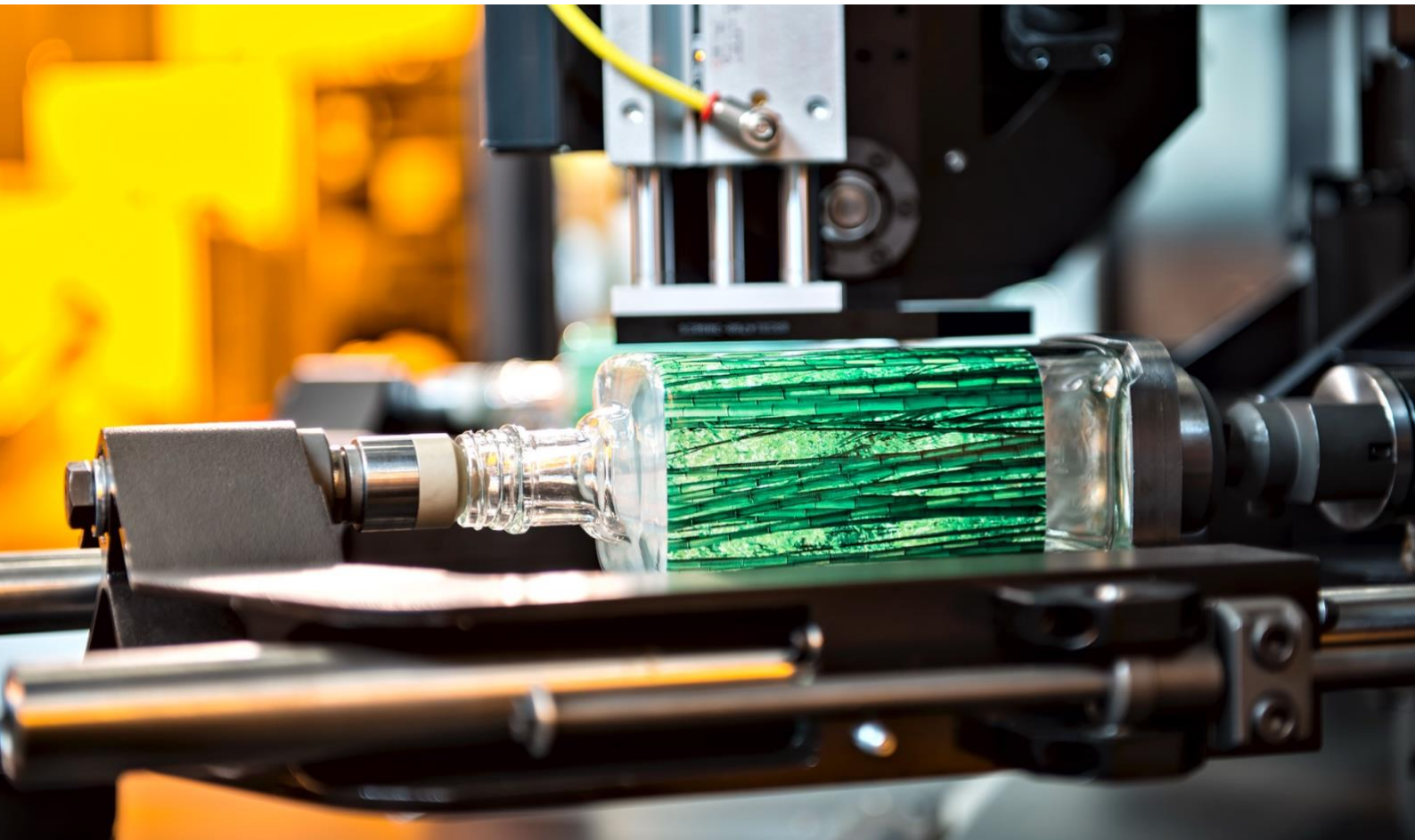
At the corporate management system level, the steps established by Management are as follows:

- By December 2025, the review of the system planning will continue in collaboration with the first levels of commercial, marketing, production, personnel, and procurement functions: the outcome will include process and, where necessary, procedure revisions, KPI updates, and environmental process analysis aimed at drafting a first version of the Environmental Aspects Register.
- By December 2025, the internal audit cycle for 2026 will be planned, to be

carried out in an integrated manner across ISO 9001 and ISO 45001, incorporating the initial elements of ISO 14001.

- By January 2026, a personnel training plan will be issued, taking into account new competency requirements linked primarily to the introduction of environmental management within the Integrated Management System.
- By December 2026, it is expected that all requirements of the UNI-EN-ISO 14001:2015 standard will be fully

integrated into the system, primarily through: completion of the environmental aspects register, legislative assessment, integration of system activities with those required by ISO 14001, definition of operational control and monitoring activities with related responsibilities (distributed across the Company), and possible integration of fire prevention and emergency management with the current Occupational Health and Safety Management System.





HEALTH AND SAFETY OF WORKERS



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2. HEALTH AND SAFETY OF WORKERS

2.1 Introduction

Vetro Due S.r.l. considers the health and safety of workers a strategic priority. The production activities, organized into departments with specific risks, are managed according to an Integrated Management System UNI EN ISO 45001, compliant with Legislative Decree 81/2008 and the UNI 7249:2007 standard, which defines the methods for classifying and quantifying workplace incidents through specific statistical reference indices. The company promotes an integrated management system that actively involves Management, the RSPP (Responsible for the Prevention and Protection Service), Supervisors, the RLS (Workers' Safety Representatives), and all personnel.

This report aims to analyze the trend of workplace accidents and health issues during the period 2021–2024, identifying critical points, measures implemented, and improvement objectives for 2025

2.2 Regulatory framework and methodology

Pursuant to Article 18, paragraph 1, letter r), of Legislative Decree 81/2008, the Employer is required to electronically report to INAIL, within 48 hours of receiving the medical certificate, all workplace accidents that result in at least one day of absence from work, excluding the day of the event itself.

The reporting serves statistical and informational purposes. For accidents with a prognosis exceeding three days, the report also has insurance relevance, fulfilled through the declaration provided for by Article 53 of the Consolidated Act on mandatory insurance against workplace accidents.

Systematic recording and analysis of accidents represent a fundamental tool to:

- Understand the extent of **workplace accidents**;
- Identify the main **causes and areas of risk**;
- Plan targeted **prevention and protection interventions**;
- Contribute to achieving the **“zero accidents” objective**.

Criteria for data inclusion and exclusion

The analysis considered only events recognized as workplace accidents by INAIL. Excluded are:

- So-called **“near misses”** (injurious events not officially recognized);
- **Occupational diseases**;
- Accidents solely **caused by medical conditions**.

Grouping by homogeneous categories

For statistical purposes, workers (and persons equivalent to them) were classified into the following homogeneous groups by job role:

- Production Workers
- Maintenance Workers
- Warehouse Workers
- Frame Operators
- Technicians/Quality
- Administrative Staff

This classification allows a more precise examination of accident incidence in relation to different company roles.

Calculation of accident indices

For each year of the 2021–2024 period, the main accident indices were calculated according to the formulas provided by UNI 7249:2007:

- **Incidence Rate (II)**

Percentage ratio between the number of accidents and the number of exposed workers:

$$II = \frac{\text{Number of accidents}}{\text{Number of workers}} \times 100$$

This calculates the percentage of workers who suffered accidents relative to those exposed to risk.

- **Severity Rate (IG)**

Measures the impact in terms of days lost relative to total hours worked:

$$IG = \frac{\text{Number of days lost}}{\text{Hours worked}} \times 1,000$$

Indicates the seriousness of accidents using days of absence as the criterion.

- **Frequency Rate (IF)**

Frequency of accidents relative to total hours worked:

$$IF = \frac{\text{Number of accidents}}{\text{Hours worked}} \times 1,000,000$$

Assesses how accidents occur in relation to the total working hours within the company.

Definitions:

- **Workplace Accident:** Any violent injurious event occurring during the performance of work activities that causes physical or psychological harm. Includes intentional acts by third parties and acute intoxications. Excludes commuting accidents, occupational diseases, and self-inflicted injuries.
- **Accident Requiring Only First Aid:** An event that required immediate medical intervention but did not result in prolonged absence from work (beyond the current shift).
- **Commuting Accident (In Itinere):** Occurring during travel between home and work or to the company canteen if outside the company premises.

2.3 Analysis of workplace accidents (2021–2024)

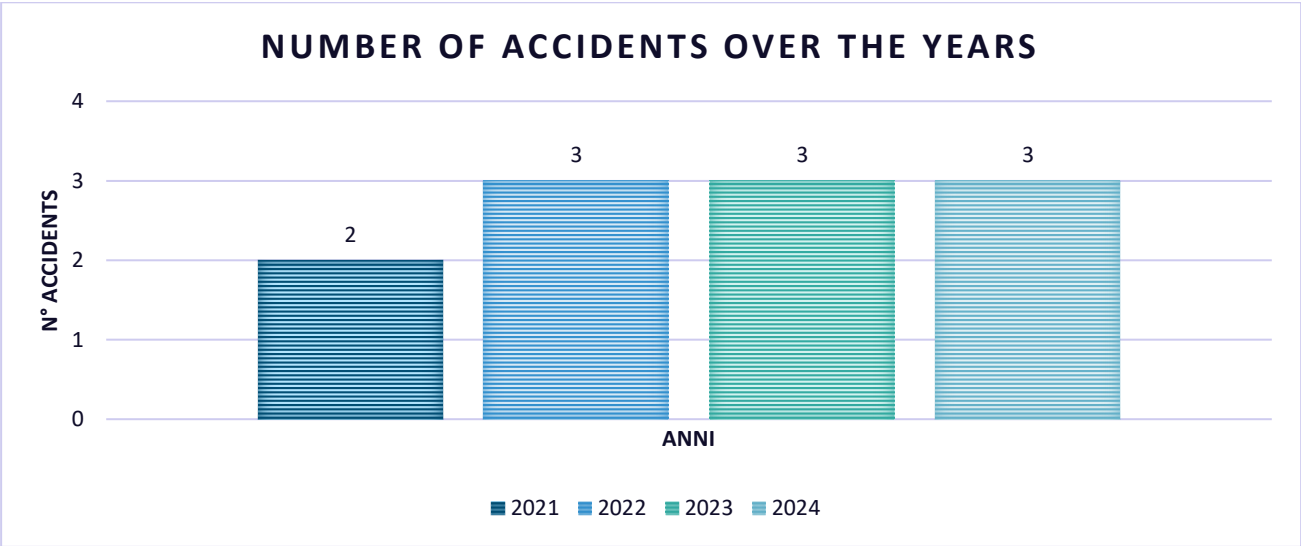
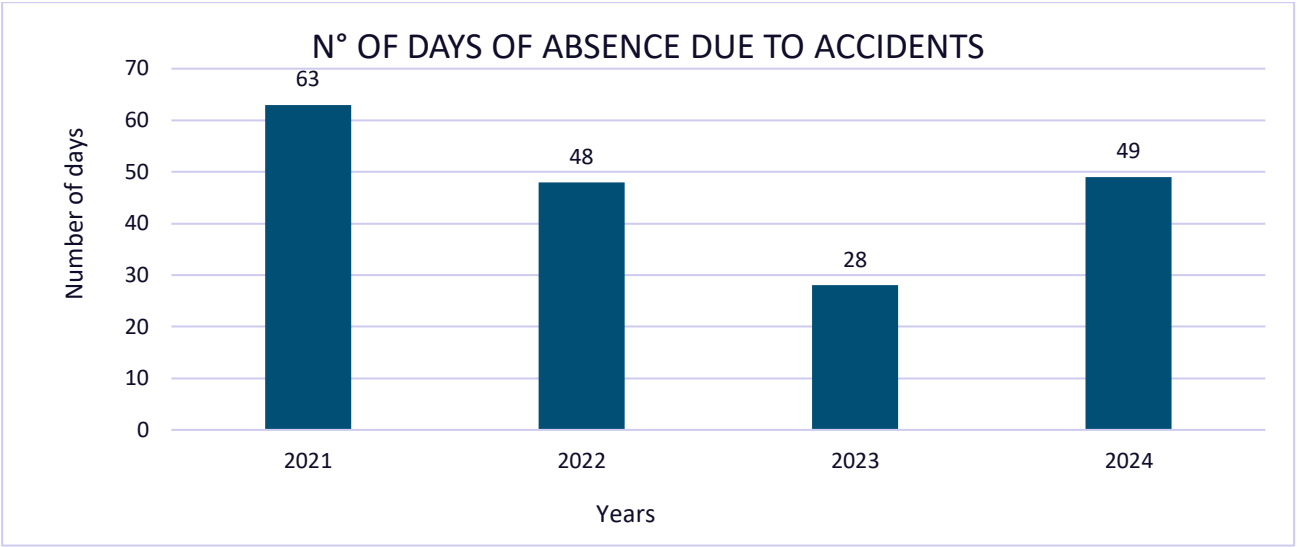
From 2021 to 2024, the company systematically monitored and analyzed the trend of workplace accidents and near misses, developing continuous improvement actions and promoting employee participation through digital tools (the “Sicureasy” management system) and periodic meetings with department managers.

General Data

Over the four-year period, a total of 11 accidents were recorded, with a stable trend from 2022 onwards (3 cases per year). The number of absence days varied annually, reaching a minimum in 2023 (28 days) and showing a slight increase in 2024 (49 days). Each event was thoroughly analyzed and discussed, leading to the implementation of corrective and mitigating actions.

The main types of recorded events included glass cuts, contact with moving machine parts, and commuting accidents (*in itinere*). The job category most exposed to accidents was that of Production Workers, who were involved in all cases recorded between 2022 and 2024.

YEAR	N° of employees in the year	N° total number of hours worked	N° of accidents	N° of days of absence due to accidents
2021	80	163200	2	63
2022	89	158332	3	48
2023	83	128326	3	28
2024	93	145373	3	49



Accident Indices

The analysis of workplace accident trends for the period 2021–2024 highlights the following:

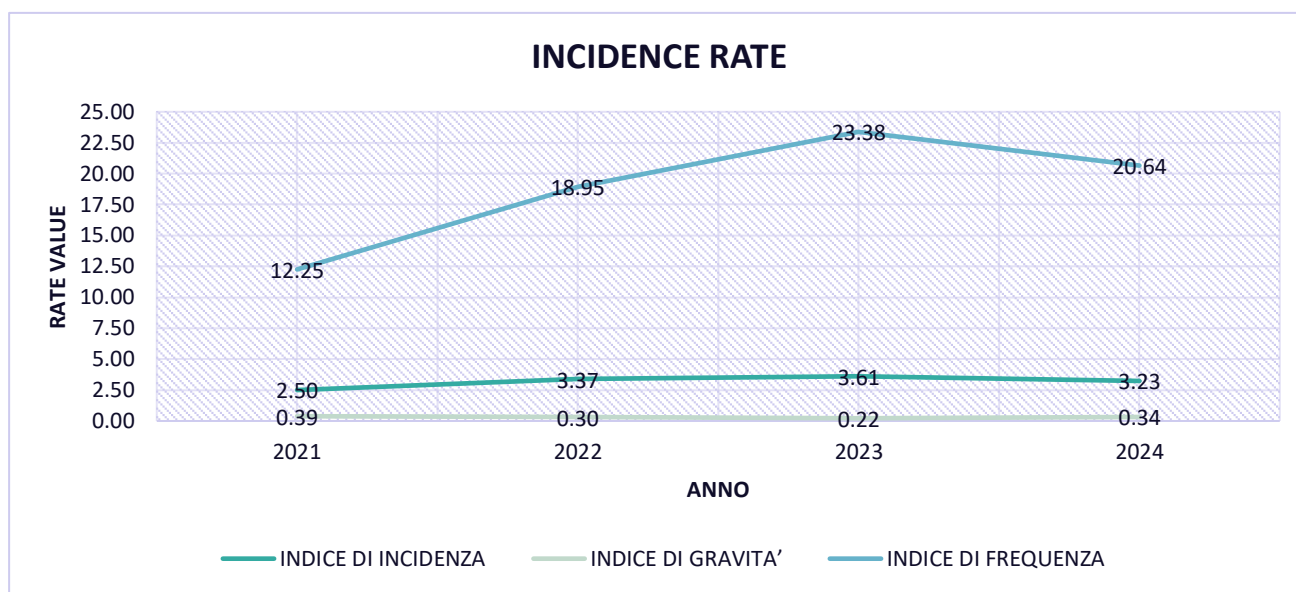
YEAR	INCIDENCE RATE	SEVERITY RATE	FREQUENCY RATE
2021	2,50	0,39	12,25
2022	3,37	0,30	18,95
2023	3,61	0,22	23,38
2024	3,23	0,34	20,64

Year 2021: Two accidents occurred — one with a prognosis of 15 days due to a sprain, and one with 48 days of absence for a lumbar crush injury caused by improper operating procedures.

Year 2022: Three accidents were recorded — one with a prognosis of 1 day for mild back pain, one *in itinere* (commuting accident), and one with 45 days of absence due to a hand cut caused by broken glass following a trip and fall.

Year 2023: Three accidents were again recorded — one case of skin irritation (3 days) due to the use of solvents without proper PPE, one foot cut caused by flying glass fragments (12 days), and one knee sprain (5 days).

Year 2024: Three accidents were recorded, including one *in itinere*, one involving an arm burn, and one due to finger lacerations caused by operator distraction during a frame change phase. All accidents were thoroughly analyzed and discussed, followed by timely mitigation actions.

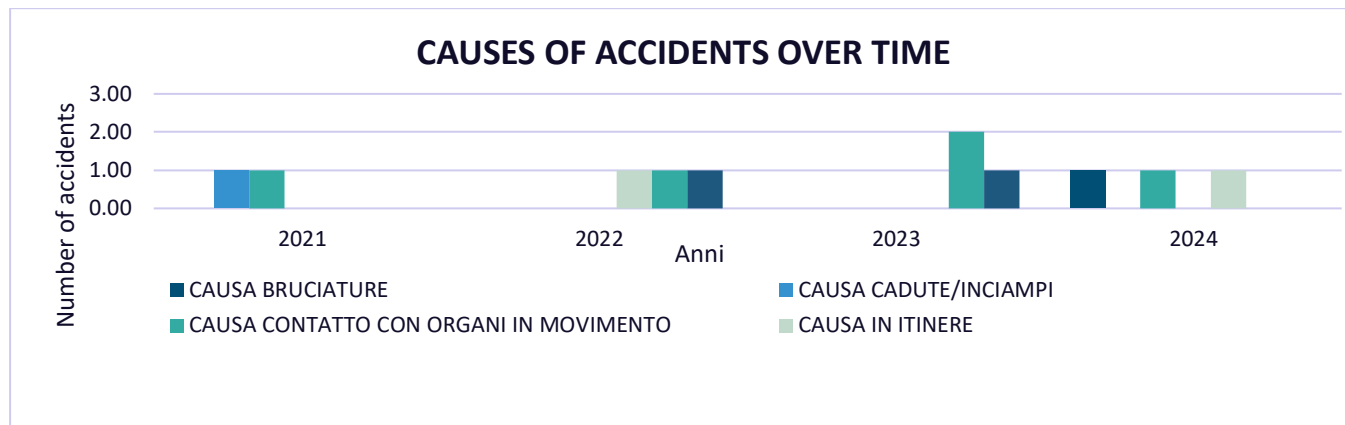


The incidence rate shows a limited variation over the four-year period, rising from 2.50% in 2021 to 3.23% in 2024, with a peak in 2023 (3.61%). This trend, despite slight fluctuations, indicates good control of accident frequency in relation to the total workforce.

The severity rate reaches its lowest value in 2023 (0.22), highlighting minor accidents with a modest impact in terms of days lost. In 2024, a slight increase is observed (0.34), which should be monitored closely.

Types of accidents and distribution by job role

The main causes of accidents are due to:



ACCIDENTS		YEAR			
		2021	2022	2023	2024
TOTAL ACCIDENTS PER YEAR		2	3	3	3
CAUSE	CUTS	0	1	1	0
	BURNS	0	0	0	1
	FALL/TRIPS	1	0	0	0
	CONTACT WITH MOVING PARTS	1	0	0	1
	FORKLIFT ACCIDENTS	0	0	0	0
	COMMUNICATING ACCIDENTS	0	1	0	1
	OTHER	0	1	2	0

- **Glass cuts:** represent the main cause of accidents, directly related to the nature of the production process and the handling of fragile and potentially sharp objects.
- **Burns from hot surfaces** during manual operations.
- **Falls:** often linked to tripping over objects and to lack of attention.
- **Contact with moving parts:** a highly dangerous occurrence, with potentially serious consequences for workers' physical safety.
- **Forklift accidents:** very serious incidents in terms of workers' physical safety; corrective measures have been implemented by banning their use in the production department and limiting them to external areas only.
- **Commuting accidents:** infrequent but significant, even though they do not directly depend on internal company factors, they are fully considered in risk assessments.
- **Other:** distractions and failure to properly use personal protective equipment or maintain correct ergonomic postures, which have resulted in injuries.

JOB	2021	2022	2023	2024
Frame Operator	0	0	0	0
Production Operator	1	1	3	2
Maintenance Operator	1	0	0	1

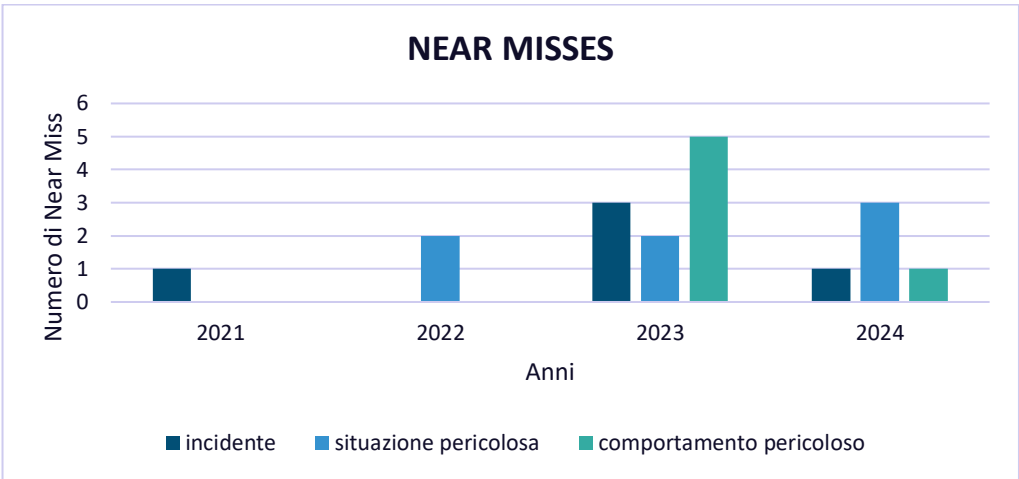
Warehouse Operator	0	0	0	0
Technical/Quality Check	0	1	0	0
Clerk	0	1	0	0

The distribution of accidents by job role highlights production staff (operators and maintenance personnel) as the most exposed group. The recurrence of incidents requires constant attention to training, correct use of PPE, and workstation ergonomics. Manual handling of loads, although not explicitly recorded in the collected data, represents a typical sector risk and can potentially cause injuries, particularly to the lower back.

Accidents among clerical roles appear marginal and are attributable to specific circumstances (commuting). No accidents have been reported among Frame Operators and Warehouse personnel.

2.4 Near Misses and Safety Culture

Monitoring of near misses is active through periodic meetings with supervisors and the active participation of workers. Reporting is encouraged through training sessions and dedicated digital tools. In 2024, five hazardous situations were recorded, and the corresponding mitigation measures were implemented.



Near Miss	2021	2022	2023	2024
Accident	1	0	3	1
Hazardous Situation	0	2	2	3
Dangerous behavior	0	0	5	1

2.5 Attention to the customer Health & Safety – Product recalls

Vetro Due’s commitment to placing safe products on the market is demonstrated by the fact that no product recalls or incidents related to product safety have occurred in recent years. This confirms the quality of processes and compliance with regulations regarding materials in contact with food (MOCA).

Customer Health and Safety

	2019	2020	2021	2022	2023	2024
Products recalls	0	0	0	0	0	0
Product related incidents	0	0	0	0	0	0

2.6 Sector benchmarking and company performance evaluation

For an objective evaluation of company performance regarding occupational health and safety, it is essential to compare Vetro Due S.r.l.'s accident indicators with sector reference values, particularly for the hollow glass sector, which has intrinsic risks associated with handling fragile, sharp materials and high temperatures.

According to INAIL data and Centro Consorzi analyses for the glass sector in the 2019–2021 period:

- **Frequency Index (IF):** 25–35 per 1,000,000 hours worked
- **Severity Index (IG):** 0.40–0.60
- **Incidence Index (II):** 4.65‰ (4.65 accidents per 1,000 workers)

For comparison, the general industry average shows lower values:

- **General IF:** 15.26
- **General IG:** approx. 1.48 lost days per employee
- **General II:** approx. 1.5‰

Additionally, adopting an ISO 45001-certified Health and Safety Management System, like Vetro Due's, results in an average reduction of 22.6% in IF and 29.2% in IG compared to non-certified companies (INAIL).

Main sources:

- INAIL, "Occupational Accidents and Diseases Statistical Database" – <https://www.inail.it/cs/internet/attivita/dati-e-statistiche/open-data.html>
- Centro Consorzi – Glass sector safety report (secondary source).

In the four-year period 2021–2024, Vetro Due recorded the following performance:

Anno	N. workers	Hours worked	N. accidents	Days lost	II	IG	IF
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2021	80	163.200	2	63	2,50	0,39	12,25
2022	89	158.332	3	48	3,37	0,30	18,95
2023	83	128.326	3	28	3,61	0,22	23,38
2024	93	145.373	3	49	3,23	0,34	20,64

Vetro Due's IF, ranging from 12.25 to 23.38, is consistently below the sector benchmark (25–35), indicating good control of accidents relative to hours worked. IG, between 0.22 and 0.39, is well below the sector minimum (0.40) and the general industry average (1.48 days per employee), confirming the effectiveness of measures such as ergonomics, targeted PPE, and prompt post-accident response.

The II values (3.23‰–5.00‰) are in line with or below the sector reference (4.65‰) but slightly higher than the general industry average (1.5‰), which is consistent with the intrinsic risk of the glass sector.

Indicator	Sector average	Vetro Due 2021-2024 average	Evalutation
IF	25 – 35	21,87	Below average
IG	0,40 – 0,60	0,31	Below average
II	4.65	3,18	Below average

Overall, Vetro Due has demonstrated proactive and responsible management of worker health and safety, effectively integrating technical, organizational, and training measures in line with regulatory requirements and advanced sector standards. Objectives for 2025 confirm the commitment to continuous improvement.

2.7 Focus on worker health and medical surveillance

Company health activities are carried out in full compliance with Legislative Decree 81/2008 and coordinated by the Competent Physician in collaboration with the Prevention and Protection Service (SPP). Management ensures full support for the implementation of the health plan, promoting an integrated approach involving workers, supervisors, and the Workers' Safety Representative (RLS).

The primary goal is protecting workers' health through:

- Targeted medical surveillance for glass sector-specific risks
- Promotion of physical and mental well-being
- Prevention of occupational diseases

In 2023–2024, there was an increase in the number of workers undergoing medical examinations, indicating broader and strengthened health coverage. Individual medical assessments for workers with prescriptions have also been reinforced for personalized prevention and continuous improvement. Tetanus vaccination reminders were reiterated for workers exposed to biological risks from injuries.

Cross-analysis of clinical and accident data confirms a stable and controlled health risk profile. Blood tests revealed no anomalies, and no clinical reports related to alcohol or drug use were detected. The elimination in 2024 of the grinding phase represented an effective preventive measure, reducing potential lead exposure risk.

INDICATOR	2023	2024
Workers examined	65	82
Examinations on request	–	1
Specialist assessments	Esami di routine	Audiometria, spirometria, visivi, ematici
Fitness assessments issued	64	82
Fit with limitations	44	58
Fit with prescriptions	20	24
Unfit (temporary or permanent)	0	0

Most frequent medical prescriptions involved:

- Manual handling limitations (54.2%)
- Vision correction for VDT use (62.5%)
- Ergonomic prescriptions for upper limb biomechanical overload (45.8%)

These were addressed through appropriate organizational solutions and targeted job reassignment.

The following table summarizes the main categories of prescriptions:

Category	Prescrizione / Limitazione
Medical tests	Blood tests, Specialist visits
Vaccinations	Vaccinations (tetanus)
Vision correction	Corrective lenses for VDT use
Load handling	Limitations on lifting (10-15 kg)
Upper limbs / ergonomics	Avoid biomechanical overload above shoulder, Limit repetitive movements
Posture and comfort	Shoes changes, position variation

Specific PPE (Personal Protective Equipment)	PPE for handling substances/inhalation
--	--

2.8 Action implemented

During 2024, several corrective and preventive actions were implemented, including:

- Completion of carcinogenic risk assessment and initiation of hazardous substance replacement
- Introduction of a new chemical approval procedure with prior evaluation by the RSPP
- Requalification and optimization of production layout, especially in the furnace area, reducing forklift use
- Strengthening field monitoring via internal audits, inspections, and periodic meetings with RLS and supervisors
- Updated Risk Assessment Document (DVR), reviewed PPE after training and trial of new Category III PPE (half-face masks)
- Ongoing training on proper PPE use, focusing on mechanical, cut-resistant, and chemical protective gloves
- Integration of health into corporate sustainability values, providing each worker with a health assistance plan (FASIE), extendable to family members

2.9 Objectives

Based on the evidence gathered, the company defines the following health and safety objectives:

Strengthening the prevention culture:

- Increase near-miss reporting by 50% compared to 2024, with special attention to dangerous behaviors and situations
- Maintain at least 2 structured meetings per year with supervisors and RLS on health and safety topics

Continuous training and information:

- Ensure a minimum of 2 annual hours per worker for safety training and information, focusing on sector-specific risks and safe behaviors

Monitoring and updating PPE:

- Daily monitoring of correct PPE use, integrating reports and operational observations
- Update provided PPE according to evolving risks and worker feedback

Continuous verification of prevention measures effectiveness:

- Strengthen the Prevention and Protection Service activities through inspections, internal audits, and periodic analyses of high-risk workstations
- Update the medical surveillance plan based on organizational or production changes
- Reinforce training on sector-specific risks and behavioral aspects related to glass sector safety
- Promote workers' physical and mental well-being, including improving the production microclimate; planned replacement of an annealing furnace with UV technology machinery, reducing heat and improving environmental health.



WORKING PRACTICES AND HUMAN RIGHTS



VDGLASS
CRAFTING GLASS STORIES

3. WORKING PRACTICES AND HUMAN RIGHTS

3.1 Introduction

Vetro Due S.r.l. has long promoted a corporate culture based on ethics, inclusion, organizational well-being, and respect for human rights. Focus on the individual is an integral part of the corporate strategy, reflected in structured policies, supplementary welfare tools, and participatory practices aimed at ensuring a healthy, safe, and motivating work environment.

Since 2021, the company has been certified according to the international standards ISO 9001 (Quality) and ISO 45001 (Health and Safety), demonstrating its commitment to quality, risk prevention, and the centrality of human resources. In addition, Vetro Due adheres to independent assessment platforms Sedex (SMETA) and EcoVadis, which monitor environmental, social, ethical, and governance (ESG) performance, ensuring transparency and accountability toward all stakeholders.

In 2019, the **Code of Ethics** was introduced, serving as the essential reference to guarantee:

- Respect for individuals and fundamental rights in all corporate contexts;
- Promotion of values such as transparency, honesty, impartiality, diligence, confidentiality, and responsibility;
- Alignment of individual and collective behavior with applicable regulations, ESG principles, and shared corporate values.

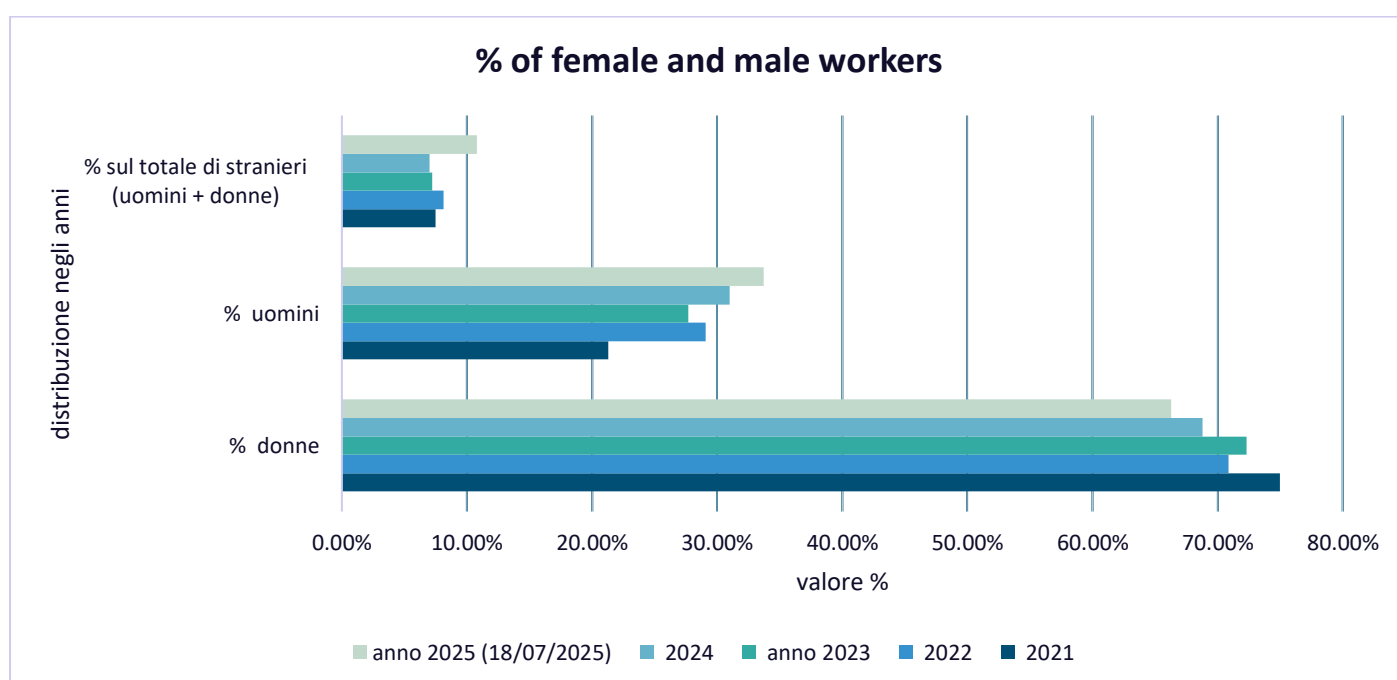
All new hires receive specific training on the Code of Ethics as part of their onboarding process, fostering early awareness and adherence to the ethical and behavioral principles adopted by the organization.

This **Annual Report on Working Practices and Human Rights** documents the initiatives, results, and evolution trajectories implemented by Vetro Due from 2021 to 2025, ensuring transparency, traceability, and consistency in reporting social and labor practices. It provides an updated overview of:

- Diversity and inclusion
- Career and training indicators
- Prevention of discrimination and whistleblowing
- Worker consultation, feedback, and active participation
- Communication with stakeholders
- Corporate welfare and organizational well-being
- Integration with SDGs, benchmarking, and employee testimonials

3.2 Diversity and inclusion

Indicator	2021	2022	2023	2024	2025 (June Data)
Total employees	80	89	83	93	92
% male employees	21,3%	29,1%	27,7%	30%	34%
% female employees	75,0%	70,9%	72,3%	70%	66%
% foreign employees	7,5%	8,1%	7,2%	7%	11%



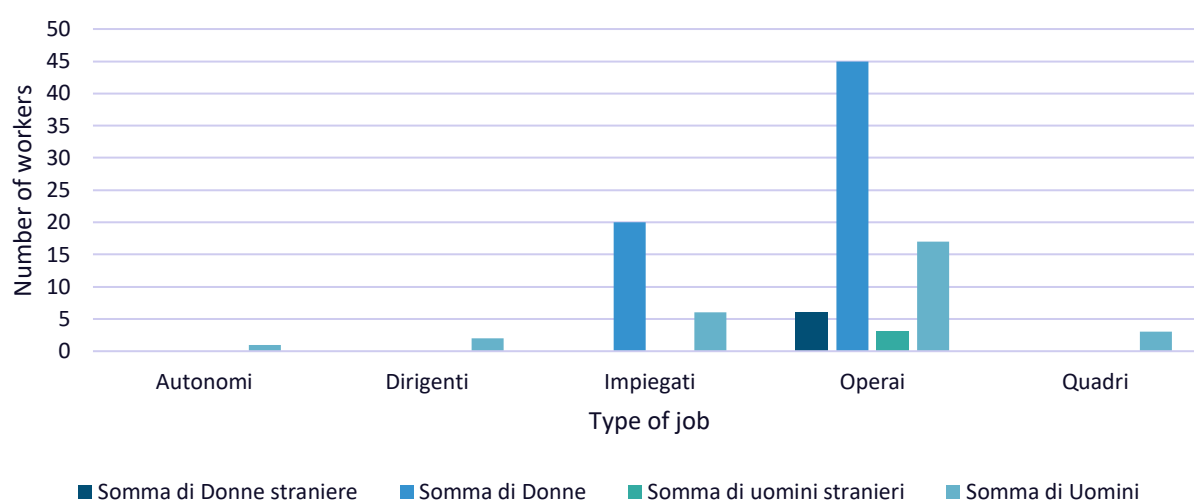
The workforce shows a strong female component, well-distributed between production departments and offices. There is a progressive increase in employees over 50, indicating stability and loyalty, alongside the gradual recruitment of young workers entering professional pathways. This reflects the company's commitment to valuing every stage of an employee's career.

The slight decrease in the female workforce in 2025 is due to retirements during the first months of the year, predominantly among female staff.

Number of employees by professional category - 2024

Employees	Men	Foreign Men	Women	Foreign Women
Managers	2	0	0	0
Middle Managers	3	0	0	0
Clerks	6	0	20	0
Operators	17	3	45	6
Freelancers	1	0	0	0

DISTRIBUTION BY PROFESSIONAL CATEGORY



Occupational stability is reflected in the increase of employees over 50 and the fact that around 47% of staff have been with the company for over 10 years, highlighting workforce loyalty; simultaneously, the company continues to invest in onboarding young professionals.

Indicator	2021	2022	2023	2024
Total employees	80	89	83	93
% employees >50 years	35,0%	41,7%	45,7%	49%
% employees 30–50 years	58,8%	52,4%	45,8%	42%
% employees <30 years	6,3%	5,9%	8,5%	9%

Direct relationships between management and staff foster an inclusive, responsive, and diversity-respecting environment, reinforcing cohesion and motivation.

WORK SENIORITY DISTRIBUTION BY DEPARTMENT/FUNCTION - 2025

	Production	Maintenance	Frame area	Delivery & Deliver	Clerks	Technical Clerks	Warehouse	Total
Year<1	2	1			3		3	9
Year 1–3	7	3			4	3	4	21
Year 4–10	9	1	1		5	2	1	19
Year 11–20	8	1			8		1	18
Year 20	14	3	2	1	3	1	1	25
Total	40	9	3	1	23	6	10	92

The analysis of employee seniority by department highlights a high level of workforce stability, with a significant number of employees having long tenure within the company:

- In 2025, **47% of employees** (out of a total of 92 analyzed) had more than 10 years of service, distributed between the 10–20 years and over 20 years ranges, demonstrating strong organizational rootedness.
- The highest concentration of employees with more than 20 years of service is in **Production (14 employees), Maintenance (3), and Clerical roles (3)**, indicating consolidated experience in both operational and managerial functions.
- **New hires (<1 year)** are mainly concentrated in **clerical and warehouse departments**, aligning with evolving organizational needs and the company's intention to invest in new talent.

This distribution confirms the company's ability to **value continuity** while also welcoming new resources in a perspective of renewal and professional growth. The balance between experience and innovation represents a **strength for competitiveness and organizational resilience**.

Vetro Due S.r.l. also confirms its commitment to **social and labor inclusion** for people with disabilities and those belonging to protected categories, in line with principles of equal opportunity, non-discrimination, and diversity enhancement.

Between 2023 and 2025, the company **progressively increased the number of employees with disabilities**, from:

- 3 in 2023,
- to 4 in 2024,
- up to 5 in 2025.

In 2023 and 2024, to ensure full compliance with regulations on targeted placement, a **partnership with the Disabled Employment Service (SILD)** was activated. This allowed Vetro Due to fulfill legal obligations through alternative integration and support pathways.

Exceeding the minimum threshold in 2025 represents an important result in terms of direct inclusive employment, reinforcing the company's commitment to creating a **work environment that is accessible, fair, and open to all forms of diversity**.

3.3 Workflows 2023 – 2025: stability and inclusion

Year	Total employees	Net Hires/Exits	Managers		Middle Managers		Clerks		Production Employees	
			man	woman	man	woman	man	woman	man	woman
2025 hires (H1)	8	+2	0	0	0	0	2	0	4	2
2025 Exits (H1)	-6		0	0	0	0	1	2	0	3
Hires 2024	13	+7	0	0	0	0	0	4	6	3
exits 2024	-6		0	0	0	0	0	2	3	1
Hires 2023	10	0	1	0	1	0	0	2	2	4
exits 2023	-10		0	0	0	0	2	2	4	2

Three-Year Overview:

- **New hires:** 31
- **Resignations:** 22
- **Net positive balance:** +9 employees

Over the 2023–2025 period, **Vetro Due** maintained a balanced employment trend, with an overall positive balance of **+9 employees**, resulting from **31 new hires** and **22 resignations**. This outcome reflects steady yet sustainable growth, consistent with the company's organizational needs.

The hiring peak recorded in 2024 is directly linked to the strengthening of the production structure, confirming the company's ability to adapt promptly and efficiently to structural changes.

From a qualitative perspective, the data highlight:

- Stability among senior management and executive positions, ensuring management continuity;
- Turnover mainly concentrated in clerical and production roles, consistent with the company's operational and flexible nature.

In terms of gender equity, the three-year period shows:

- A balanced presence among new hires, with a slight female predominance in 2024 and 2025;
- Departures mainly due to retirements between 2023 and 2025, particularly within administrative and production departments. These exits reflect a natural generational turnover and do not indicate any imbalance or critical issues. Nevertheless, they will continue to be monitored to ensure operational continuity and the maintenance of gender balance.

In summary, the employment trend demonstrates a careful and inclusive approach to human resource management, successfully combining stability with development. The company’s ability to attract new talent while retaining an experienced and solid workforce remains a key factor for **resilience and competitiveness**.

3.4 Career and training indicators

Indicator	2021	2022	2023	2024
Total employees	80	89	83	93
Total hours of non-mandatory training	144,5	358	634	890.8
Hours of non-mandatory training per employee	1,8	4,37	7,63	9.57

Training represents one of the pillars of the company’s strategy. Beyond regulatory requirements, the company promotes dedicated learning paths focused on:

- corporate procedures, quality, and safety;
- onboarding and training of new hires;
- ethical, behavioral, and GMP (Good Manufacturing Practices) training;
- well-being and psycho-social health.

Training Activities 2024: Results and Analysis

The **2024 Training and Skills Development Plan and Register**, updated on February 7, 2025, systematically documents all training initiatives carried out during the year. The activities, mainly conducted internally, covered a broad range of areas — from basic training for new hires (production access rules, quality and safety system) to operational training on specific production processes (e.g., glass defect management, use of forklifts and palletizing robots), and to technical-specialist courses on MOCA legislation, legal metrology, and European regulatory requirements (EU Regulation 2023/988).

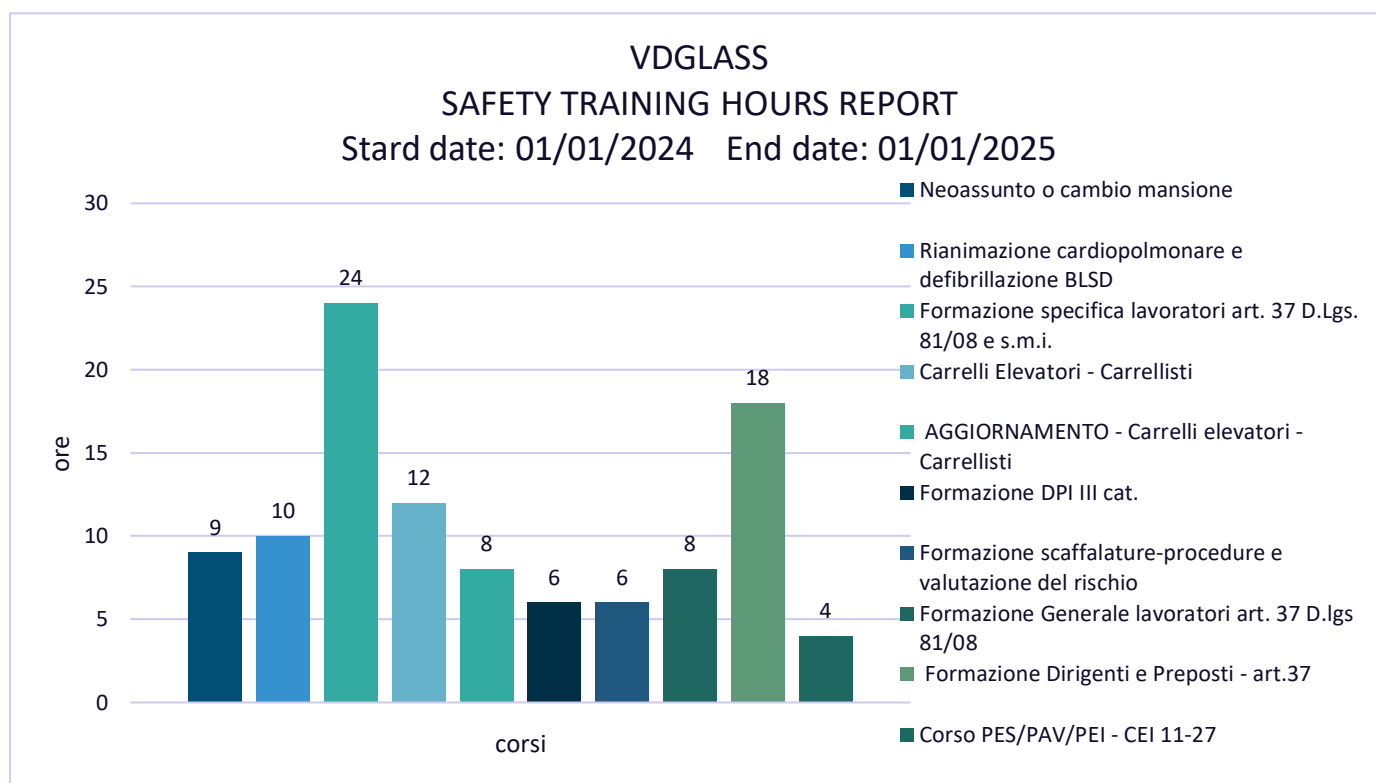
Effectiveness checks were systematically recorded for each session, demonstrating the importance placed not only on delivery but also on the consolidation of skills.

Participants included operators, technicians, and sales staff, for a total of **890.8 hours of non-mandatory training** and **49.5% employee participation** during the year.

Thanks to the **MR19 Rev.01 model**, planning and traceability allow the company to monitor training needs, identify development paths, and strengthen the integrated Quality–Environment–Safety management system, fostering a culture of continuous improvement.

Type	Hours	% of total
Operational training	597	67,0%
General training (Quality/Safety)	192,3	21,6%
Technical-specialist training	66	7,4%
Soft skills	28	3,1%
New hire training	7,5	0,8%

In addition to these indicators, mandatory training hours were also completed as required by law.



3.5 Anti-discrimination and whistleblowing prevention

Indicator	2021	2022	2023	2024
% of employees trained on anti-discrimination	100%	100%	100%	100%
Reported cases of discrimination	0	0	0	0
Training on whistleblowing procedure	100%	100%	100%	100%
Registered whistleblowing cases	0	0	0	0

All new hires receive the **Code of Ethics** and company policy as part of their induction training.

The **whistleblowing system**, active since 2021, ensures confidentiality, anonymity, and protection from retaliation.

It is accessible to all employees via a dedicated section of the corporate website (www.vetrodue.it), where reports can be submitted through an online form.

Reportable violations include suspicious financial transactions or operations that may involve conflicts of interest, money laundering, favoritism, or misuse of funds.

The company promotes an internal control and transparency system designed to prevent any behavior contrary to ethics, current regulations, and **ESG principles**.

Training on these topics is repeated every two years, or in the event of regulatory updates, and has covered **100% of personnel** between 2021 and 2024.

The **absence of reports** reflects a positive, transparent, and well-monitored working environment.

3.6 Worker consultation and participation

At the beginning of 2025, **Vetro Due** launched an internal **anonymous employee survey** to gather workers' opinions.

A total of **38 employees out of 94 (40%)** took part — a significant result for a first-time initiative.

Of the participants, **55.3% were production workers**, while **44.7% were office staff**, confirming broad engagement across company departments.

Main findings of the survey:

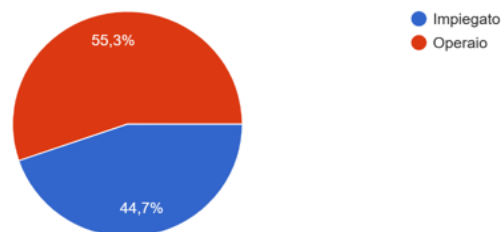
- 60.5% expressed a positive perception of their professional development;
- nearly 40% indicated room for improvement;
- widespread requests for company benefits (smart working, meal vouchers), greater managerial transparency, and stronger focus on organizational well-being.

The initiative confirmed the strategic importance of employee engagement.

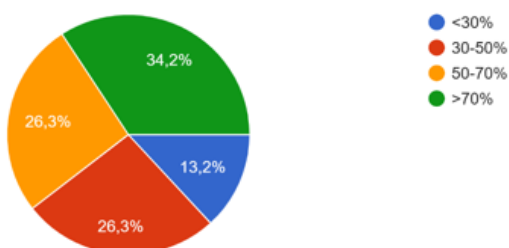
Results highlighted areas of strength as well as clear expectations regarding benefits, transparency, and well-being.

Starting in **2026**, the company plans to **repeat the survey periodically** and implement improvement actions based on collected feedback.

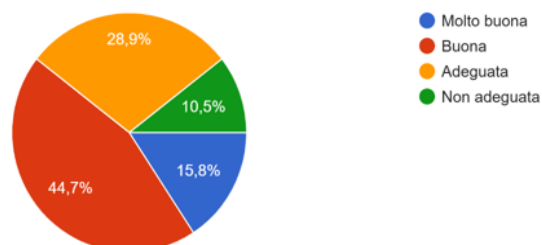
Indicare la tua qualifica
38 risposte



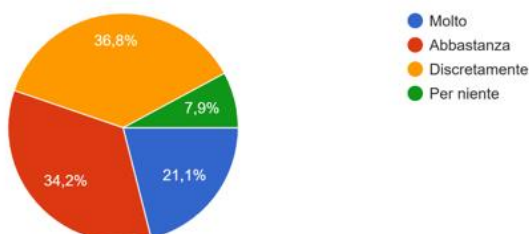
Qual è il tuo grado di soddisfazione generale nel lavorare in Vetro Due Srl?
38 risposte



Come ritieni la tua crescita professionale?
38 risposte



Quanto ritieni stimolante il tuo percorso professionale?
38 risposte



The initiative confirmed the strategic value of active employee participation.

The results highlighted areas of strength, as well as clear expectations regarding benefits (smart working,

meal vouchers), greater managerial transparency, and enhanced focus on organizational well-being. Starting in 2026, the company plans to repeat the survey on a regular basis, implementing improvement actions based on the feedback collected.

3.7 Communication with stakeholders

Vetro Due has, in recent years, consolidated a structured system of engagement with its stakeholders, based on transparency, listening, and continuous improvement. Key stakeholders include: employees, customers, suppliers, certification bodies, and external consultants.

Channels for dialogue and feedback:

- Third-party audits (certification bodies, customers)
- Customer satisfaction surveys (annual)
- Technical and commercial meetings
- Whistleblowing form (accessible online)
- Internal employee surveys (annual)

Results of the 2024 customer surveys

In recent years, **Vetro Due** has strengthened a structured system for stakeholder engagement based on **transparency, dialogue, and continuous improvement**.

Key stakeholders include employees, clients, suppliers, certification bodies, and external consultants.

Channels for dialogue and feedback:

- Third-party audits (certification bodies, clients)
- Annual customer satisfaction surveys
- Technical and commercial meetings
- Online whistleblowing form
- Annual internal employee surveys

Customer Survey Results – 2024

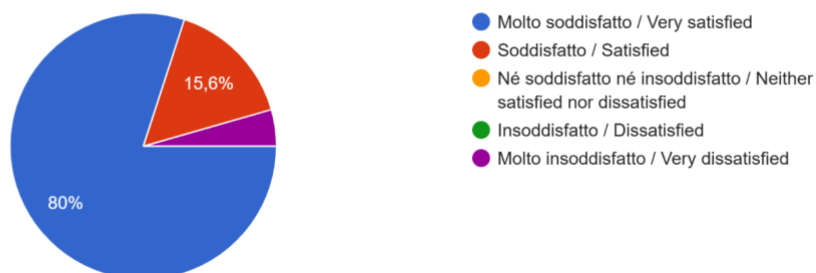
Approximately **100 questionnaires** were sent in December 2024 to a representative sample of Italian and international clients — around ten for each industry and company size segment — to ensure objective results.

A **45% response rate** was achieved, higher than the previous year.

Professionalism and availability: **100% satisfied, of which 85% very satisfied**

Quanto è soddisfatto della professionalità e disponibilità del nostro personale? How satisfied are you with the professionalism and availability of our staff?

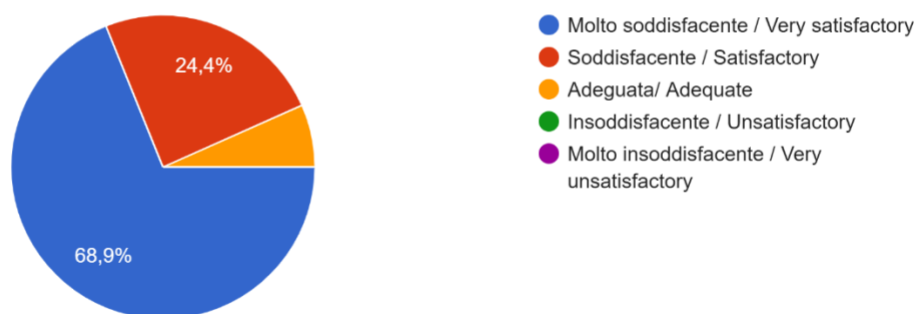
45 risposte



- Product quality: **over 90% rated as very satisfactory or satisfactory**

La qualità del prodotto ricevuto, ha soddisfatto le sue aspettative? Did the quality of the product you received meet your expectations?

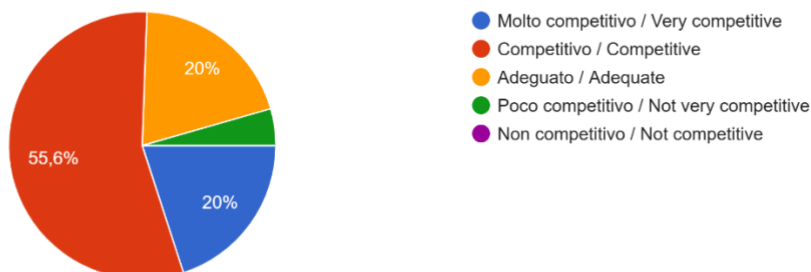
45 risposte



- Price/quality ratio: **considered competitive or highly competitive by over 95%**

Quanto ritiene competitivo il rapporto qualità/prezzo dei nostri prodotti? How competitive do you find the quality-to-price ratio of our products and services?

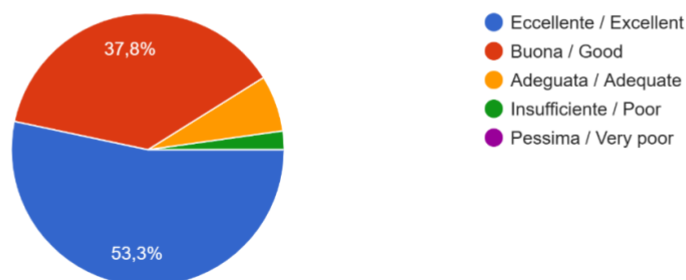
45 risposte



- Complaint management: **rated good or excellent in 97% of cases**

Come valuta la gestione dei reclami o delle segnalazioni? How would you rate the handling of complaints or feedback?

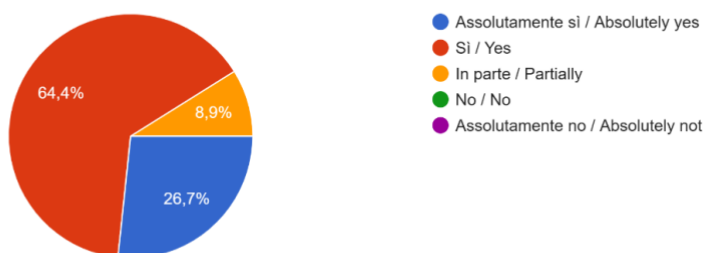
45 risposte



- Product range: **viewed as complete or very complete in 85% of responses**

La nostra gamma di prodotti è sufficientemente completa per le sue esigenze? Is our product range comprehensive enough to meet your needs?

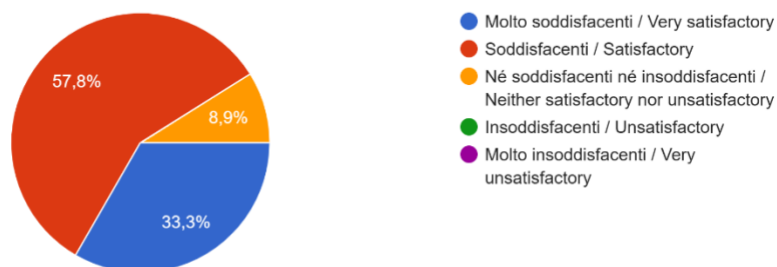
45 risposte



- Delivery times: **satisfactory for 92%, though with some room for improvement**

Come giudica i tempi di consegna dei nostri prodotti? How would you rate the delivery times of our products?

45 risposte



One customer commented:

“It would be useful to integrate all references into the online catalog. During product searches, we often rely on competitors’ catalogs.”

Follow-up actions:

- Update and expansion of the **online product catalog**, published in early 2025
- Greater **transparency in delivery timelines** through proactive communication

Stakeholder engagement is an integral part of Vetro Due’s **ESG model**, aligned with international standards and the **materiality principles** promoted by **GRI** (Global Reporting Initiative) and **ESRS** (European Sustainability Reporting Standards).

3.8 Welfare and sustainable workforce management

The company has introduced several **corporate welfare measures** through its supplementary collective agreement, including:

- A **performance-based bonus system** linked to productivity, quality, and competitiveness targets, redeemable on online platforms (e.g., *Beneficy*);
- One **additional day of annual leave** for all employees, beyond the National Collective Labor Agreement (CCNL) provisions;
- **Since 2023**, the possibility of **early withdrawal of severance pay (TFR)** for ecological sustainability projects (e.g., purchase of electric vehicles, replacement of boilers);
- Introduction of **health insurance coverage (FASIE)** since 2022, with an ongoing evaluation to extend coverage to employees’ family members.

The internal survey confirmed strong employee appreciation for welfare initiatives, particularly for performance bonuses and supplementary health insurance.

These choices demonstrate the company’s commitment to improving quality of life, balancing professional and personal needs, and enhancing employee satisfaction and retention.

3.9 Integration with the UN sustainable development goals (SDGs)

Vetro Due **acknowledges the importance of the** United Nations 2030 Agenda for Sustainable Development Goals (SDGs) **as a global framework for inclusive, equitable, and lasting development.**

The company’s labor and social practices actively contribute to several SDGs, particularly:

SDG	Goal	VDGLASS action
SDG 3	Good Health and Well-being	Health surveillance, promotion of psycho-social well-being, safety programs
SDG 4	Quality Education	Continuous training on quality, safety and soft skills
SDG 5	Gender Equality	Strong female representation, equal opportunities in hiring and career advancement

SDG 8	Decent work	Regular contracts, zero child/forced labor, productivity bonuses
SDG 10	Reduced inequalities	INclusion of foreign workers, anti-discrimination measures
SDG 12	Responsible consumption and production	Code of ethics, supplier selection, ethical behavior standards.

Sustainability has also been strengthened through organizational and contractual measures: the company agreement allows employees to **request early TFR payments** for eco-sustainable purposes (purchase of electric or hybrid vehicles, replacement of obsolete boilers, or energy-efficiency upgrades such as insulation, new windows, or photovoltaic systems).

Vetro Due plans to continue systematically measuring its contribution to the SDGs through the next sustainability reporting cycle.

3.10 Benchmarking and industry position

Indicator	Vetro Due 2024	Industry Average (Italia, glass sector)	Comment
% of women in workframe	70%	~30%	High ranking in gender equality
% of employees over 50 years	49%	~32%	Greater stability and employee loyalty
Training hours per capita	9,57	~6,5	Above – average investment
% of workers trained on ethics/discrimination	100%	<60%	High and consistend standard
Discrimination cases	0	-	Positive internal climate
Code of ethics in force	Yes, since 2019	~40% of SMEs	Exemplary practice integrated into the system

Sources: Unioncamere 2023, ISTAT, CSR studies.

These results demonstrate strong alignment between corporate strategies and global sustainability commitments.

3.11 Testimonials and employee perspectives

To complement quantitative data with qualitative insights, **Vetro Due** collected spontaneous employee feedback on inclusion, well-being, and personal development during the internal survey:

“I hope this questionnaire helps the company understand the importance of valuing and motivating employees. A workplace that recognizes people’s contributions - through concrete benefits and incentives - fosters both employee well-being and company growth. What makes a company great is not high turnover, but the people who contribute to its success every day.”

“I would like the company to organize team-building events to encourage connection among colleagues and improve the workplace atmosphere.”

“I want to take pride in my work, grow with the company in image, credibility, and reliability, and help it become a true market leader.”

“I aim to grow professionally, gain new skills, and take on more responsibilities within the company. I’d like my efforts to be recognized also in compensation, and to balance work and life better - ideally with at least one day of smart working per week.”

3.12 Objectives for 2025 - 2026

- **Evaluate by 2026 the adoption of the Organizational Model** pursuant to Legislative Decree 231/2001 **and/or registration for the** Italian Competition Authority (AGCM) Legal Rating;
- **Introduce a performance-based budget for the commercial area;**
- **Re-issue the** internal employee satisfaction survey;
- Expand health insurance coverage **to include employees’ family members.**

3.13 Outlook

Vetro Due S.r.l. confirms its identity as a responsible, inclusive organization committed to promoting the **dignity, health, and growth** of its people.

The **Corporate Code of Ethics**, integrated across all business processes, guides behavior, decisions, and relationships.

The integration of ethical values with sustainable performance has become a key driver of competitive advantage, corporate reputation, and stakeholder trust.



SUSTAINABLE PROCUREMENT



VDGLASS
CRAFTING GLASS STORIES

4. SUSTAINABLE PROCUREMENT

4.1 Introduction

In a rapidly evolving global context, the sustainability of procurement processes represents a strategic lever for the company's competitiveness and operational resilience. Vetro Due S.r.l., operating in the glass decoration sector, has progressively integrated ESG (Environmental, Social, Governance) criteria into its purchasing processes, defining measurable objectives and adopting tools for the continuous monitoring of its supply chain. The goal is to strengthen the value chain through transparent, ethical, and low-impact partnerships, in line with major international standards (GRI 204, 308, 414 – ISO 20400).

4.2 Vision and management commitments

Management has adopted an integrated approach to procurement aimed not only at ensuring the highest quality of products and services, but also at upholding principles of social and environmental responsibility. The key guidelines include:

- Selection of suppliers who share the company's values regarding ethics, health, safety, human rights, and decent work;
- Promotion of sustainable logistics solutions;
- Preference for suppliers holding recognized certifications (ISO 9001, ISO 45001, FSC, MID);
- Systematic evaluation of partners along the entire supply chain, also through integrated ESG criteria.

4.3 Structured actions undertaken (2021–2025)

Over the past five years, Vetro Due has consolidated a responsible procurement system through:

- Adoption and annual update of the **Qualified Supplier Register (MR04 Rev.02)**;
- Evaluation of suppliers using an internal assessment sheet covering various parameters (quality of service, delivery times, costs, certifications, financial stability);
- Promotion of the **EcoVadis rating** to encourage continuous improvement;
- **Digitalization of documentation** through the SicurEasy platform and mandatory upload by suppliers;
- Introduction of **FSC-certified materials** for packaging;
- Implementation of structured, continuous monitoring of suppliers' products to progressively replace all hazardous substances with safer, more sustainable alternatives;
- Strengthening of **ethical and social traceability** through the SEDEX platform;
- Launch in 2024 of **ESG assessment via the Synesgy questionnaire** for strategic suppliers.

4.4 2025 Data – Qualified supplier register

The **Qualified Supplier Register (MR04 Rev.02)** is the main tool used by the Purchasing Department for the systematic evaluation of suppliers.

As of **31/01/2025**, the register includes **168 active suppliers**, evaluated on the following criteria:

- Quality of supplies
- Technical level
- Price competitiveness
- Delivery times
- Certifications (ISO 9001, 45001, MID)
- Corporate solidity

The overall weighted average leads to a classification by category (Class A ≥ 4.5 ; B = 3.5–4.4; C < 3.5).

Class Distribution:

- **Class A (Qualified):** 154 suppliers (91%)
- **Class B (Conditional):** 13 suppliers (8%)
- **Class C (Not qualified):** 1 supplier (1%)

Breakdown by Category:

Category	N. of suppliers	Class A	Class B	Class C
Glass	28	22	5	1
Transport -Italy	14	10	3	1
Transport - Abroad	17	12	5	0
Consumables	43	30	13	0
Maintenance	10	10	0	0
Services, laboratories, consulting	21	17	4	0

- The best performance is found in glass, consumables, and consulting sectors;
- The main critical issues concern transportation and one glass supplier;
- **122 suppliers (73%)** hold certifications (ISO 9001, 14001, 45001);
- **4 out of 5 packaging suppliers** are **FSC® certified**;
- **ESG consultants** achieved scores ranging from **4.8 to 5.0** (on a 1–5 scale).

4.5 Improvement actions – 2026 Plan

Foreign Transport

Revision of contractual conditions with international transport providers to improve efficiency, transparency, and sustainability.

Regular meetings will also be organized to strengthen collaboration, address operational issues, and identify improvement opportunities regarding timing, costs, and environmental impact.

Class C Suppliers

Suppliers currently classified as Class C—those with insufficient performance based on company criteria—will undergo re-evaluation.

If no documented improvements are observed in the critical areas (quality, punctuality, compliance, ESG requirements), replacement with more reliable and responsible alternatives will be pursued.

Ethics and Human Rights

All active suppliers will be required to sign and accept the **Supplier Code of Conduct**, defining minimum standards for ethics, integrity, human rights, working conditions, and environmental responsibility. This initiative aims to strengthen social responsibility throughout the supply chain and prevent non-compliant behavior contrary to corporate principles and international standards.

4.6 2025 KPIs and Synesgy Evaluation

In 2024, the company piloted the **Synesgy ESG questionnaire**, achieving a **Class B rating (Good level of sustainability)**.

The analysis, based on the **CRIF/GRI framework**, highlighted solid governance, ethical systems, and compliance with Legislative Decree 231.

Areas for improvement include environmental certifications and social engagement.

80% of strategic suppliers were assessed through Synesgy.

Breakdown by dimension:

- **Governance: Class B** – due to the presence of a Code of Ethics, Organizational Model 231, Legal Rating, active whistleblowing process, and human rights and privacy policies;
- **Social: Class C** – satisfactory level, but improvement needed in extended ESG training, community involvement, and formal signature of the Code of Ethics by suppliers;
- **Environmental: Class C** – progress noted in reporting Scope 1 and 2 emissions, but further strengthening required in ISO 14001 adoption and energy efficiency.

Objective for 2026: complete Synesgy assessment for **100% of strategic suppliers**, integrating it with documentary audits and, where necessary, on-site inspections.

Year	Suppliers Assessed	% ISO Certified	Class A (%)	Average ESG score
2021	85	45%	67%	3,7
2023	115	62%	78%	3,9
2025	168	73%	91%	4,1

Main 2025 KPIs:

Indicator	Value	Notes
% of suppliers evaluated on ESG criteria	100%	Based on environmental, social and ethical parameters
% of ISO 9001/ ISO 45001 certified suppliers	73%	Quality and health & safety certifications included
% of suppliers registered on SEDES or Synesgy platforms	45%	Trasparency tools within the supply chain
% of suppliers subject to ESG documentary audit	14%	Review of environmental, social and ethical compliance
% of suppliers subject to on-site audit	3%	Direct verification at supplier sites
% of suppliers signing the Company Code of Ethics	60%	Formal adherence to ethical and corporate responsibility principles
Average supplier ESG score	4,1	Un from 3.6 in 2021

4.7 Conflict minerals and due diligence

Vetro Due S.r.l. is committed to ensuring that its products and processes do not use materials containing minerals sourced from conflict-affected or high-risk areas (such as gold, tin, tantalum, and tungsten) that could contribute to financing violence or human rights violations.

The company does not purchase or refine pure metals, but occasionally uses small quantities of gold paste for decoration, sourced from specialized suppliers.

To this end, Vetro Due:

- Requests updated **CMRT declarations** from suppliers proving traceability of gold and compliance with **OECD Due Diligence Guidelines**;
- Periodically checks purchased materials to ensure safety and responsible sourcing;
- Selects only reliable and transparent suppliers on these matters.

4.8 Strategy and future objectives

In 2025, Management reaffirmed during the annual review its commitment to systematically integrate sustainability within the supply chain, also in preparation for **ISO 14001:2015 certification**, listed among the company's top priorities for 2026.

For the 2025–2026 biennium, the following actions are planned:

- **Extend participation in the Synesgy platform** to all strategic suppliers, ensuring greater transparency, traceability, and objective ESG performance evaluation;
- **Achieve 100% supplier signature** of the Company's Code of Ethics, promoting behavior rooted in ethics, legality, human rights, safety, and environmental responsibility;

- **Publish the Sustainability Report** in compliance with **GRI Standards**, including annual ESG supplier assessments as part of non-financial reporting;
- **Enhance monitoring of consumable materials** (inks, adhesives, technical materials) to replace hazardous substances with safer alternatives, in line with **REACH Regulation** principles;
- **Implement digital management** of annual ESG self-assessment questionnaires for suppliers, simplifying data collection, minimizing errors, and generating interactive dashboards for management analysis.

Objectives

Objective	Description
Synesgy participation	Gradually extend platform use to all strategic suppliers to improve transparency, traceability, and ESG evaluation.
Supplier code of Ethics	Achieve 100% signature rate to promote ethics, legality, human rights, safety, and environmental responsibility.
GRI Sustainability report	Draft and publish the Sustainability Report in accordance with GRI Standards, including annual ESG supplier assessment.
Hazardous substance control	Strengthen monitoring of purchased materials (inks, glues, etc.) to replace hazardous substances with safer alternatives, in line with REACH.
ESG digitalization	Implement digital management of supplier ESG questionnaires to simplify data collection, reduce errors, and generate analytical dashboards.

4.9 Conclusion

In 2025, **100% of active suppliers** were evaluated through the internal ESG assessment form, with excellent results: **91% were classified as Class A**, and only **one supplier** was categorized as Class C. The consolidated methodology ensures an objective, systematic evaluation covering all relevant aspects — technical performance, compliance with deadlines and costs, certification quality, and organizational robustness.

At the same time, the pilot use of the **Synesgy questionnaire** allowed deeper insight into the ESG profiles of strategic suppliers and fostered a broader dialogue on human rights, ethics, governance, and environmental impact.

The **ESG score achieved by Vetro Due in 2024 (Class B)** confirms a solid level of maturity across all dimensions, with improvement areas already identified within the Synesgy Action Plan shared with management.

Ultimately, Vetro Due S.r.l.'s experience in sustainable procurement management demonstrates how sustainability can be fully integrated into operational processes — without compromising quality, efficiency, or competitiveness.

Vetro Due will continue to strengthen its sustainable procurement system in light of upcoming European regulations on sustainability reporting (**CSRD**) and supply chain due diligence (**CSDDD**).

Methodological Note

The Sustainability Report has been developed based on the processes and evidence derived from VDGLASS's Integrated Management System, compliant with **ISO 9001** and **ISO 45001** standards. Environmental data were collected in alignment with the ongoing design and implementation of the **ISO 14001-compliant management system**, currently being integrated.

The information presented reflects the company's commitment to continuous improvement of its economic, social, and environmental performance.