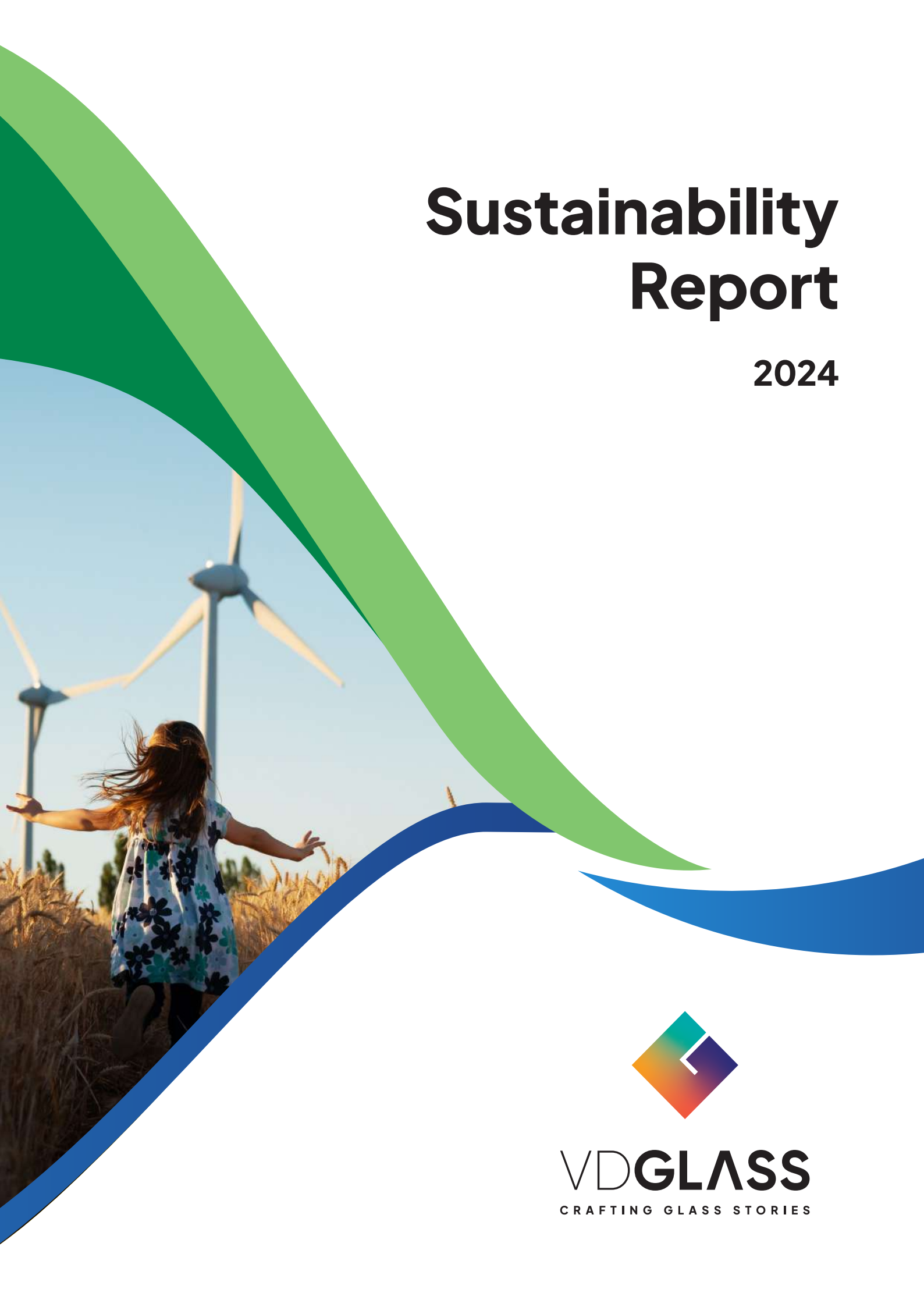


Sustainability Report

2024



VDGLASS

CRAFTING GLASS STORIES

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Sustainability Report

2024



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Sustainability Report 2024

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Summary

Organization Profile	7
Reporting Information	9
Stakeholder Engagement	12
Double Materiality Matrix	13
Environment	19
People	27
Suppliers, Local Communities and Customers	33
Leadership and Governance	37
Actions Recommended by Synesgy	42
GRI - Key Concepts	44
GRI Index	46





VDGLASS
CRAFTING GLASS STORIES

Organization Profile

GRI 2-1 • GRI 2-2 • GRI 2-6

Founded in Parma, VDGLASS was established in a region with a long-standing tradition in the glass industry. With over 25 years of experience, it has grown into a benchmark in the production of customized glassware, collaborating with some of the most prestigious companies in the wine, beer, beverage, spirits, and coffee sectors. Through continuous investment in R&D, it has expanded its product range while preserving its roots..

VDGLASS offers tailor-made glass solutions that combine aesthetics, functionality, quality, and sustainability. The company places strong emphasis on its people, who every day passionately turn ideas into reality.

This report refers to the company's registered office located at Viale Romagna No. 3 - 20089 Rozzano (MI), and its operational site at Via La Spezia No. 158 - 43126 Parma (PR).

The company's legal form is a Limited Liability Company.

The company operates under NACE code 3319.

The company has total assets/liabilities of €19,944,779.

The company's production value amounts to €28,491,353..

The main products and/or services offered by the company include the decoration and commercialization of hollow glass items primarily intended for the food and Ho.Re.Ca. sectors.

The company has operational facilities (offices, plants, warehouses, industrial buildings, land, etc.) covering a total area of 24,578 sqm.

The company has an official website used to communicate its commitment to social and environmental issues.



At VDGLASS, we are continuously committed to seeking innovative solutions that reduce our impact on the planet.

Stefano Paini
President at VDGLASS



Reporting Information

GRI 2-3 • GRI 2-4 • GRI 2-5

The company publishes its results relating to environmental, social, and governance sustainability in a dedicated report, prepared in a semi-automated manner through the Synesgy View platform.

The Sustainability Report has been prepared based on the questionnaire administered to VDGLASS by Synesgy. This tool enabled the identification of the company's ESG values with reference to the period 01/01/2024–31/12/2024..



Synesgy is an official **Licensed Software and Tools Partner** of GRI at a global level. This ensures that the use, within the Report, of the statements contained therein is compliant with GRI standards.

These standards are designed to provide a comprehensive, comparable, and reliable framework of an organization's material topics, their related impacts, and how they are managed.

The Sustainability Report is therefore aligned with the GRI Sustainability Reporting Standards, updated to the latest revisions of January 1, 2023, and also with the ESRS under the new CSRD.

The latter are the European Sustainability Reporting Standards, adopted by the European Commission on July 31, 2023, as a common basis for ESG reporting by companies falling within the scope of the Corporate Sustainability Reporting Directive (CSRD).

On September 25, 2024, the Italian transposition decree, Legislative Decree 2024/125, officially came into force. The ESRS show a significant level of alignment with GRI standards.

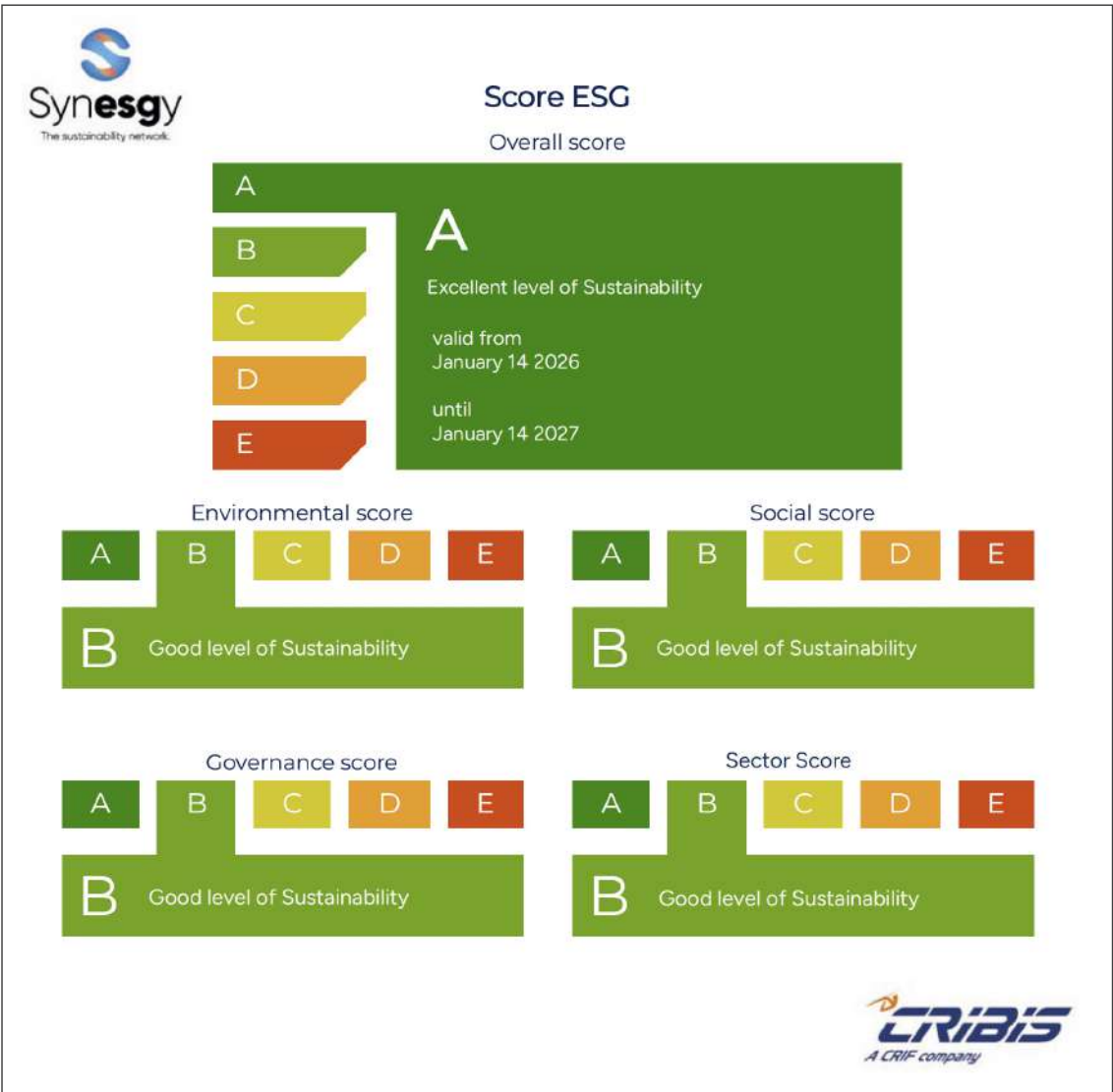
✔ **GRI Sustainability Reporting Standards**

✔ **ESRS European Sustainability Reporting Standards**

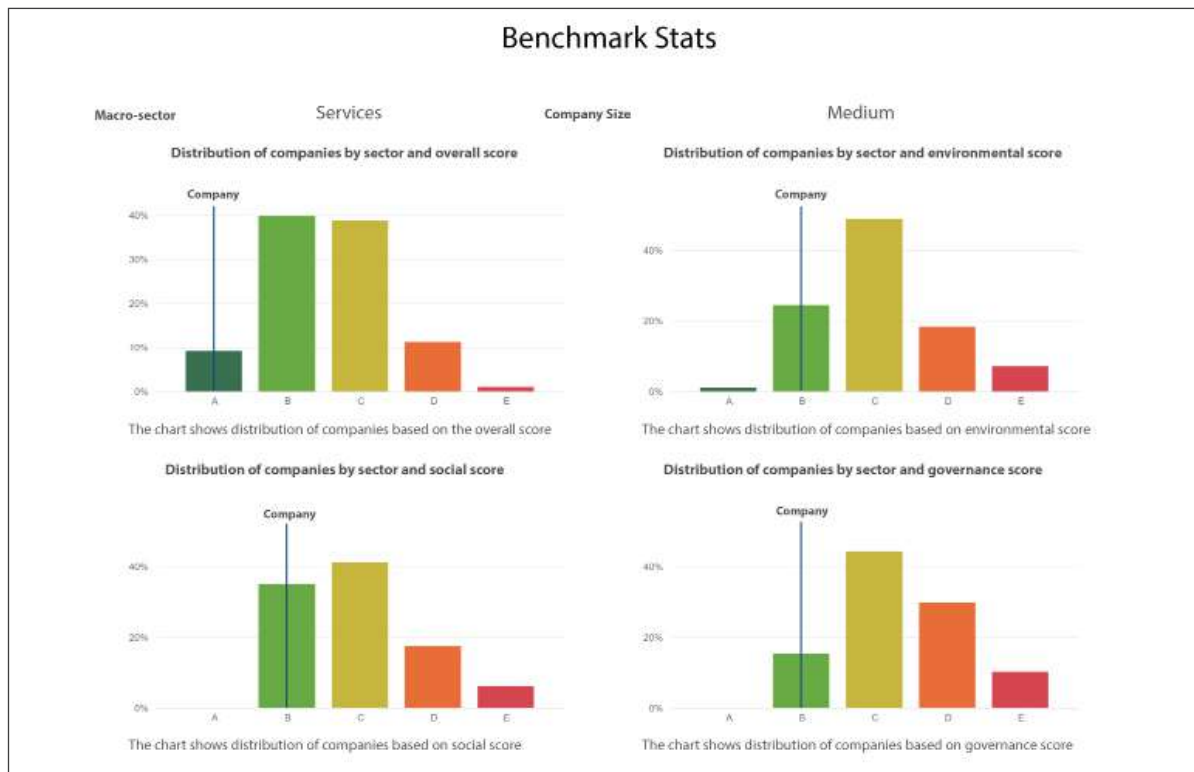
Per le PMI non quotate, che non rientrano nell'ambito di applicazione della Corporate Social Reporting Directive (CSRD), l'EFRAG ha redatto uno Standard volontario (VSME) che le incoraggia e orienta nell'adoperarsi comunque a rendicontare le loro performance ESG. Questo Standard copre le stesse tematiche di sostenibilità degli European Sustainability Reporting Standards (ESRS) per le grandi imprese, tuttavia, è proporzionato e tiene conto delle caratteristiche fondamentali delle micro, piccole e medie imprese.

Compilando Synesgy, anche le PMI quindi, risultano compliant con le normative volontarie inserite nello Standard VSME.

La presente dichiarazione è pubblicata sul sito di VDGLASS, all'indirizzo <https://vdglass.it/>. È possibile richiedere informazioni alla mail qualita@vdglass.it. Il SUSTAINABILITY REPORT è stato sviluppato da Synesgy View.



Benchmark Statistics



Why was it important for VDGLASS to complete the Synesgy questionnaire?

- ✔ It enabled the company to create a virtuous circle with its customers, suppliers, and all stakeholders.
- ✔ It relies on a platform that allows data collection within moments.
- ✔ It is a questionnaire that can be used across all recognized banking networks, as it is based on international measurement criteria (GRI and ESRS).
- ✔ It is developed by CRIF, an internationally recognized player.
- ✔ Data is shared in real time.
- ✔ It enables the automatic creation of this Report thanks to its integration with the Synesgy View platform.

Stakeholder Engagement

GRI 2-29

ESRS 1


Based on the European Sustainability Reporting Standards (ESRS), stakeholders are those who can influence the company or be influenced by it.


The objective of strengthening a **sustainable business model** entails, in addition to a commitment to improving the adoption of sustainable business practices, the need **to engage with stakeholders** directly or indirectly involved in the company’s operations.

The ability to understand and assess stakeholders’ needs and expectations is particularly important in terms of **sharing objectives and achieving common added value**, capable of both improving stakeholders’ **quality of life and well-being, and enhancing the company’s efficiency and legitimacy to operate**.

Through listening and dialogue with local actors, it is possible to create the conditions to guide the **company’s sustainability strategies** by defining objectives in the common interest.

Within the General Requirements of the ESRS, the company’s main stakeholders are divided into two groups:

-  **Engaged stakeholders (C):** individuals or groups whose interests are or may be affected by the company’s activities and its direct and indirect business relationships along the value chain.;

-  **Users of sustainability disclosures (F):** primary users of general-purpose financial information and others, including business partners, civil society, and public administrations..

The system of relationships with stakeholders includes activities, tools, channels, and engagement methods that take into account **the different profiles and needs of stakeholders**, as well as the overall structure of the institutional system.

The table below summarizes the above:

Stakeholders	Definition	Engagement Tools
Employees	C	Assemblies, dedicated meetings, Workplace climate surveys and internal surveys; internal communication tools (press review, intranet, corporate email, internal social network, etc.); team-building and training activities.
Suppliers	C	Selection procedures, meetings and visits; definition and sharing of standards; questionnaires; co-design activities; dedicated portals.
Affected communities	C/F	Communication and marketing campaigns; meetings with representatives of the local community; sponsorships and events.
Consumers / Clients	C	Direct sales or business meetings and visits; market research and customer satisfaction surveys; tests and focus groups; social media and corporate website; dedicated meetings and industry events.
Trade unions	F	ISupport and dialogue initiatives, exchange of communications.

Double Materiality Matrix

GRI 2-9
ESRS 1 • ESRS 2

Once the key stakeholders for the company have been identified, the next step is to prioritize the most relevant topics for both them and the company

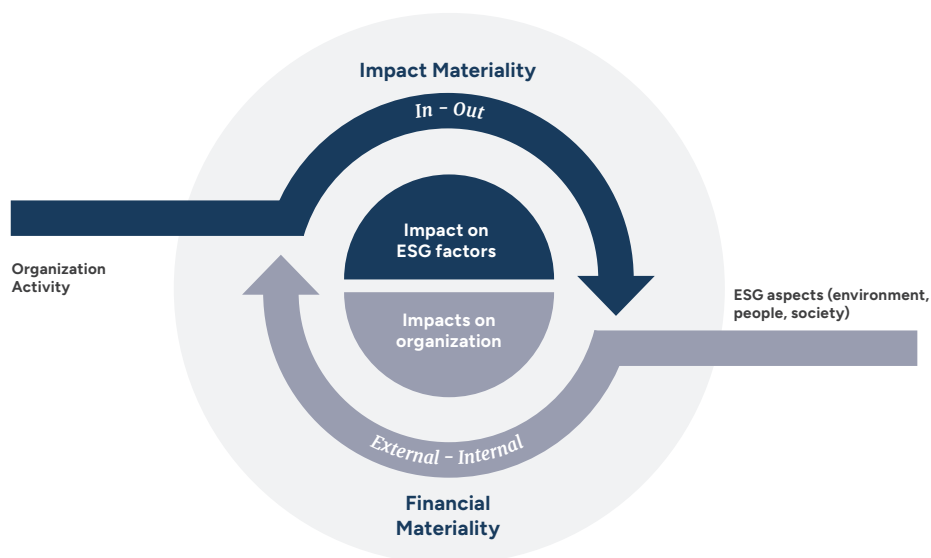
The materiality analysis process is developed in accordance with the guidelines defined by the GRI Universal Standards 2021, in particular “GRI 3: Material Topics 2021,” as well as the indications contained in ESRS 1, which defines a sustainability **matter as material from an impact** perspective when it concerns actual or potential positive or negative effects on people and the environment in the short, medium, or long term.

Current European reference standards adopt a **double materiality approach**.

This term refers to the process of assessing “**inside-out**” impacts (Impact Materiality) and “**outside-in**” impacts (Financial Materiality). While the former identifies the impacts generated, actually or potentially, by the organization and its value chain towards the external environment, the latter considers risks and opportunities that may affect value creation, strategy, economic and financial performance, and the company’s positioning in the short, medium, or long term.

More simply, the double materiality approach answers two questions:

- ✔ **Financial materiality: how can ESG factors influence the organization’s financial and operational stability?**
- ✔ **Impact materiality: how can the organization’s decisions and activities affect the environment and society?**

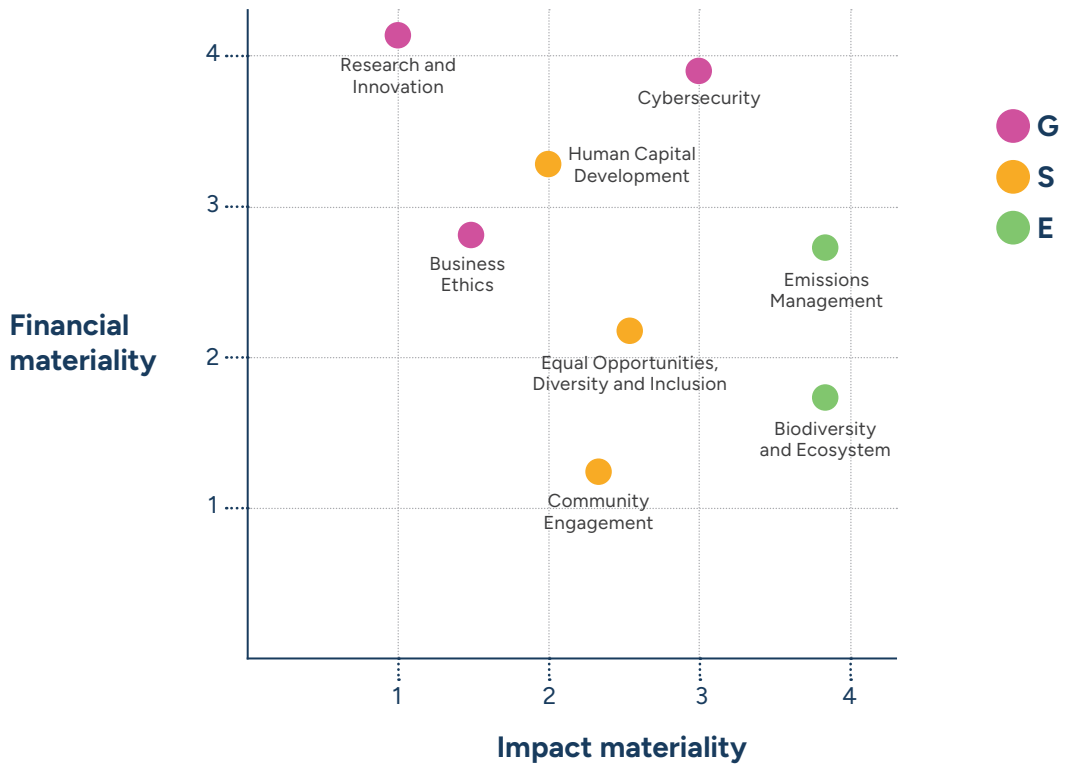


The graphical representation of this analysis is expressed through a matrix that provides an immediate overview of the material topics considered highly relevant for both stakeholders and the company, and how these may have positive or negative effects on external environmental and social impact, as well as on the company’s economic performance.

Below is an example of the identification of the most common material topics:



In particular, as an application example for VDGLASS (tertiary sector), a further example of a materiality matrix tailored to the relevant macro-sector is provided below:



INNOVATION
& INFRASTRUCTURE



1 NO POVERTY



8 DECENT WORK
& ECONOMIC
GROWTH



2 ZERO HUNGER



7 AFFORDABLE
& CLEAN ENERGY



4 QUALITY
EDUCATION



3 GOOD HEALTH
& WELL-BEING



6 CLEAN WATER
& SANITATION



5 GENDER

SDGs: obiettivi ONU di sviluppo sostenibile



On **September 25, 2015**, the governments of **193 ONU member countries** signed the 2030 Agenda for Sustainable Development.

This is an action program approved by the UN General Assembly, which includes 17 specific Sustainable Development Goals, framed within a broader plan comprising a total of 169 targets.

The 17 Goals commit governments and nations, as well as every single company. ESG principles represent how companies are expected to act in this context.

Environmental

- ✓ Dependence on fossil fuels
- ✓ High water footprint
- ✓ Complicity in deforestation
- ✓ Waste disposal

Social

- ✓ Conflicts with local communities
- ✓ Attention to employee health and safety
- ✓ Protection of diversity
- ✓ Proper interpersonal relationships among employees

Governance

- ✓ Disproportionate bonuses compared to employee salaries
- ✓ Involvement in corruption-related scandals
- ✓ Opening offshore branches for tax avoidance purposes

VDGLASS and the SDGs

The Synesgy questionnaire enabled VDGLASS to map material topics and sustainability issues, highlighting the most relevant actions carried out during the reporting year and providing stakeholders with an immediate and, above all, certified overview - since it complies with internationally recognized parameters - of its activities.

This awareness journey has highlighted a virtuous path undertaken by VDGLASS, as demonstrated by the alignment of its actions with 6 of the 17 SDGs (Sustainable Development Goals) recognized by the United Nations.



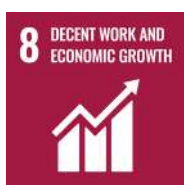
03 - Good Health and Well-being

Ensure health and well-being for all.



07 - Affordable and Clean Energy

Integrate low-impact solutions into the production cycle through the use of sustainable energy sources.



08 - Decent Work and Economic Growth

Promote full and productive employment, decent working conditions, and sustained economic growth.



09 - Industry, Innovation and Infrastructure

Resilient infrastructure, sustainable industrialization, and innovation..



12 - Responsible Consumption and Production

Ensure sustainable consumption and production patterns.



13 - Climate Action

Promote actions at all levels to combat climate change.

The tracking of these topics through Synesgy and the 26 material issues related to ESG areas has, based on these findings, initiated a true awareness journey that involves all stakeholders through multiple communication channels.





Environment



Management of Environmental Impacts

GRI 305-5

ESRS E1-1 • ESRS E1-2 • ESRS E1-4 • ESRS E2-3 • ESRS E3-3 • ESRS E4-4 • ESRS E5-3
 VSME C3 • VSME B2 • VSME C2

Organizations are, by their very nature, entities that generate environmental impacts either through their daily activities or through their relationships with stakeholders. It is therefore essential to identify and assess the main sources of impact, such as CO₂ emissions and the consumption of natural resources, and subsequently monitor and reduce their intensity. The involvement of all stakeholders, from employees to the supply chain, is essential to promote an ecological and responsible corporate culture, which is crucial for achieving tangible improvements.

The company has set reduction targets for Scope 1 and Scope 2 emissions in the medium term (2030) and long term (2050).

The emission reduction targets can be summarized as follows:

Energy

Introduction of UV technology and installation of an EMS system, resulting in natural gas savings of:

- In 2025: more than 10% reduction in natural gas consumption;
- In 2026: more than 25% reduction in natural gas consumption compared to 2024.

CO₂ emissions

Scope 1

- 120 tons of CO₂, equal to a 10% reduction in Scope 1 emissions in 2025 compared to 2024;
- 280 tons of CO₂, equal to a 25% reduction in Scope 1 emissions in 2026 compared to 2024.

Scope 2

- Zero Scope 2 emissions starting from 2025.

CO₂ balance: preparation of Scope 1 and Scope 2 CO₂ emissions inventory.

L'azienda ha attuato investimenti nel corso degli ultimi tre anni, per ridurre il proprio impatto ambientale:

Insulation works on walls and windows:	€ 50.000
Replacement of light bulbs with low-energy lighting solutions:	€ 15.000
Replacement of 2 obsolete machines and decommissioning of a furnace:	€ 2.200,000

The company is considering initiatives for climate change adaptation, including the adjustment of insurance coverage to include "catastrophic" risk policies.

The company uses applications and technologies that enable data analytics (e.g., analysis of data related to energy and material consumption).

Vetro Due S.r.l. has implemented projects and actions aimed at integrating cloud technologies in the storage phase in order to maximize data collection and usage capacity (e.g., replacement of paper archives with digital databases, dematerialization).

The company carries out reporting of its consumption, aimed at evaluating performance against specific environmental objectives that the company has set to achieve within a 5-year period

Materials

The ability to select more sustainable materials to introduce into the production process is an important responsibility for the company.

In fact, very often, the phase of the product life cycle that has the greatest environmental impact is the production/procurement/transport of materials and raw materials used as inputs in the company's production process.

The company has implemented projects and actions to reduce the consumption of plastic and/or paper in its main offices:

- It has introduced waste sorting systems to reduce overall consumption (one per floor);
- It plans to purchase compactors for plastic and paper.

Energy

GRI 302-1
ESRS E1-5
VSME B3

Corporate energy consumption is one of the key indicator parameters that significantly influences not only socio-environmental indicators but also the economic performance of a company.

The ability to intervene in order to increase the energy efficiency of plants, offices, production lines, and machinery is fundamental to achieving positive impacts across all pillars of sustainability.

Electricity consumption in company-owned and leased sites during the latest reporting period (e.g. 1 January – 31 December) amounts to 1,008,693 kWh.

The share of energy derived from fossil sources is **57%**.

The company implements measures to optimise and/or reduce the environmental footprint of its activities. For example, from an energy perspective, it uses LED lighting and low-impact decoration technologies such as digital machines and UV processing..

VDGLASS has energy supply agreements that include a lower environmental impact energy mix (e.g. energy from renewable sources).



**VDGLASS has a
lower environmental
impact energy mix.**

Water and wastewater

GRI 303-5
ESRS E3-4
VSME B6

The sustainable management of water resources and wastewater is crucial to reducing a company's environmental impact. First, it is important to monitor water consumption and implement reduction strategies, such as the use of high-efficiency technologies and wastewater recycling.

To limit pollution, wastewater must be properly treated before discharge, in compliance with environmental regulations. Furthermore, it is useful to develop a water risk management plan, providing measures to address water crises or contamination events. Companies can also collaborate with local communities to promote sustainable practices and minimise impacts on natural water basins, contributing to resource conservation for future generations.

The company's water consumption in the latest reporting period is **2,163 m³**.

The company does not use water in its production process: the only water consumption is related to civil use, in particular sanitary facilities and showers used by employees in production departments.

Growing internal awareness of the conscious use of resources and the efficiency of sanitary systems has led to an overall reduction in water consumption over the 2021–2024 four-year period.



Emissions

GRI 305-1 • GRI 305-2 • GRI 305-3
ESRS E1-6
VSME B3

The management of emissions is essential for reducing environmental impact and addressing climate change. The first step is to measure greenhouse gas (GHG) emissions arising from production activities, transport, and energy consumption, using specific tools such as Life Cycle Assessment.

Subsequently, the company can adopt reduction strategies, such as optimising industrial processes, using renewable energy, and implementing low-emission technologies.

Investing in carbon capture and storage (CCS) systems and promoting emission compensation through reforestation projects or carbon credits can further mitigate impact. Transparency in emissions reporting and adherence to international standards such as the Paris Agreement help demonstrate commitment to sustainability and strengthen stakeholder trust.

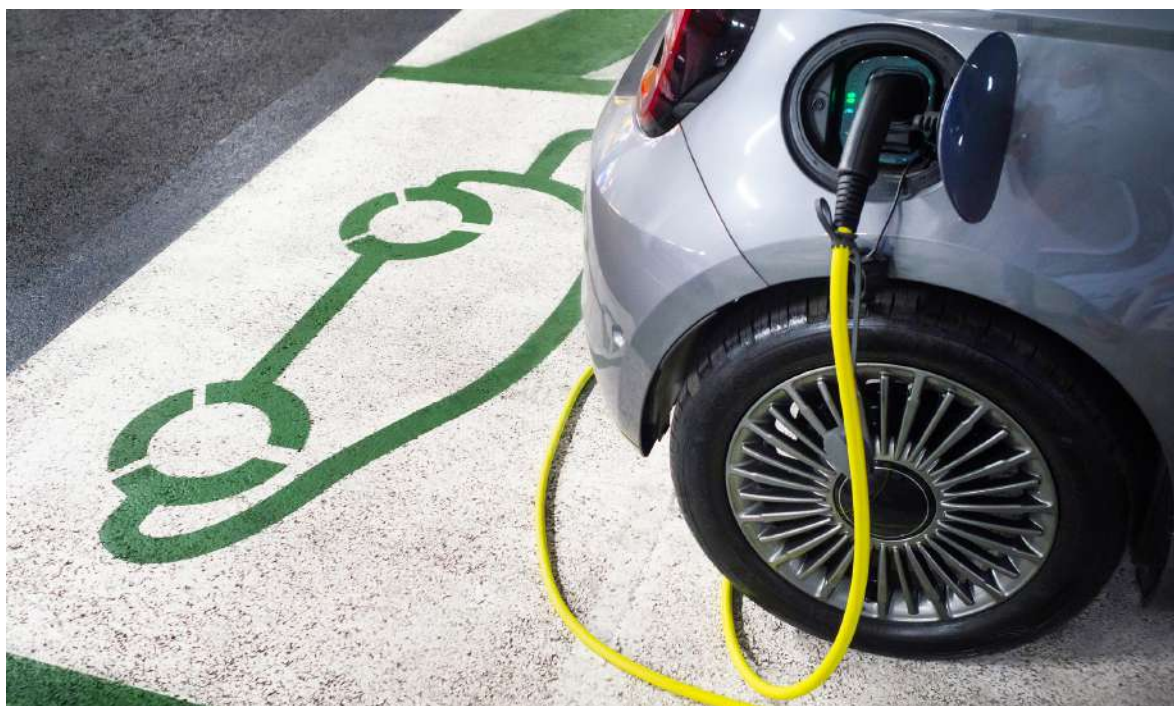
The company measures atmospheric pollution emissions.

Total greenhouse gas emissions (SCOPE 1 – direct emissions) amount to **1,096 t CO₂ eq.**

Total greenhouse gas emissions (SCOPE 2 – indirect emissions from electricity generation/purchase) amount to **204 t CO₂ eq.**

The company operates a mixed fleet for its activities, consisting of::

- diesel/petrol-powered vehicles
- electric/hybrid vehicles



Waste

GRI 306-2-a • GRI 306-2
ESRS E5-1 • ESRS E5-5
VSME B7

Within the GRI Standards framework, the environmental dimension of sustainability concerns the impacts of an organisation on living and non-living natural systems, including land, air, water, and ecosystems. In this context, waste generated by an organisation’s own activities, as well as waste generated upstream and downstream in the value chain, is also considered.

Proper waste management begins with source reduction, minimising waste generation. It is essential to separate waste by type (recyclable, hazardous, organic) and ensure correct disposal in compliance with applicable regulations. Promoting recycling and reuse of materials helps reduce environmental impact. The adoption of a waste management plan and employee awareness initiatives are fundamental for a sustainable and responsible approach.

The total amount of waste generated in the latest reporting year (e.g. 1 January – 31 December) is **409 tonnes**.

The company separates waste in:

- paper;
- plastic
- glass
- paints and varnishes, liquid waste containing inks, fixing solutions, wood, filter materials, insulating materials

Total hazardous waste produced in the latest reporting period is **13.61 tonnes**.

The percentage of waste not sent to landfill in the latest reporting period is **98.5%**.







People





Employment

GRI 2-7-a • GRI 2-7-b • GRI 2-29-a • GRI 2-30-a • GRI 401-2 • GRI 403-9 • GRI 405-1 • GRI 405-1-a-iii • GRI 405-2
ESRS S1-1 • ESRS S1-6 • ESRS S1-8 • ESRS S1-9 • ESRS S1-11 • ESRS S1-12 • ESRS S1-14 • ESRS S1-15 • ESRS S1-16
VSME B1 • VSME B8 • VSME C5 • VSME B10 • VSME B9

One of the key stakeholders for an organisation's success is undoubtedly its workforce.

Sustainable workforce management involves balancing employee well-being, business growth, and positive social impact. First, it is essential to promote safe and healthy working conditions, ensuring respect for human rights and labour regulations. Investing in continuous training and skills development enables employees to adapt to technological changes and grow professionally. Diversity and inclusion must be prioritised, creating a fair and open working environment for all. It is important to promote physical and mental well-being, also through work-life balance policies and flexible working arrangements. Finally, ongoing dialogue between management and the workforce, together with transparency, helps build trust and strengthens employee engagement towards the company's sustainability goals.

VDGLASS holds ISO 45001 certification (Occupational Health and Safety Management System).

A policy/procedure for regular consultation with key stakeholders, particularly employees, is in place.

The company measures employee satisfaction through periodic and regular surveys.

The company has adopted and published on its website policies and procedures related to equity, diversity, and inclusion (covering discrimination based on gender, race, religion, sex, or sexual orientation).

Number of female employees, interns/trainees, and self-employed workers by professional category:

Administrative staff:	19
Blue-collar workers	42

Number of male employees, interns/trainees, and self-employed workers by professional category:

Executives	2
Middle Managers	3
Administrative staff	5
Blue-collar workers	19
Self-employed workers	1

The ratio between the highest remuneration in the company and the median remuneration is **3**.

The percentage of employees belonging to protected categories under Law 68/99 or disadvantaged groups under Law 381/91 and/or underrepresented minorities is **4%**.

Percentage of employees by contract type:

Permanent contracts	94
Fixed - terms contracts	6
Part-time	5

The number of workplace accidents over the past 5 years is between 4 and 9..

The number of lost days due to work-related injuries resulting in temporary incapacity during the latest reporting period is 49 days.

Total hours worked during the latest reporting period by all employees: 145.373 hours.

The company's welfare system includes:

- agreements with local businesses (fuel vouchers, shopping vouchers, discounts)
- flexible working hours and smart working arrangements
- supplementary health insurance for employees
- performance-based bonuses.

100% of employees are covered by collective labour agreements (CCNL).

The company applies additional internal policies to ensure health and safety at work.

The company has specific policies:

- promoting gender equality within the organisation
- supporting the integration of foreign and/or disabled personnel



Training

GRI 403-5 • GRI 404-1
ESRS S1-13
VSME B10

Employee training in a sustainability-oriented company is essential to integrate responsible practices and promote a sustainability culture.

The training process includes courses and workshops on topics such as energy efficiency, waste management, responsible use of resources, and emission reduction. Employees are made aware of the environmental impact of company activities and actively involved in green initiatives such as recycling and eco-friendly behaviours. Training also supports the development of technical skills related to sustainable innovation and responsible supply chain management.

Finally, encouraging participation in continuous training programmes ensures that employees are prepared to contribute to the company's long-term sustainability objectives.

A training programme on the Code of Ethics exists for employees, consultants, and suppliers.

The main training topics delivered during the latest reporting period (e.g. 1 January – 31 December) included:

- Quality and safety systems: ISO 9001, ISO 45001, MID, HACCP, MOCA
- Quality, environmental, and safety policy
- Code of ethics and corporate values
- Workplace safety procedures
- Production access rules
- Awareness on Good Manufacturing Practices (GMP)
- Whistleblowing procedure

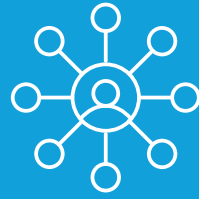
Total training hours delivered during the year: **890.8 hours**.

The company has implemented additional occupational health and safety training beyond legal requirements.

The company also provides training activities specifically focused on sustainability.







Suppliers, Local Communities,



Local Communities and Virtuous Initiatives

GRI 203-1
VSME B2

A sustainable company must consider the impact of its activities not only on the environment, but also on the people and surrounding territories. Collaboration with local communities is essential to promote fair economic development, by creating jobs, investing in infrastructure, and supporting social initiatives. Companies can contribute to the sustainable growth of communities through corporate social responsibility (CSR) programmes, supporting educational, cultural, or environmental projects. Furthermore, they must be transparent and open to dialogue, involving communities in decisions that affect them, while respecting local traditions and resources. This approach not only strengthens social ties but also enhances the company's reputation and trust.

The relationship that a company establishes with local communities is therefore crucial, so that the community does not merely endure the company's operations, but becomes an active stakeholder with a strong ability to influence operational and development decisions. Investment, innovation, technological development, and the pursuit of quality are fundamental elements of economic strategies, as they create a multiplier effect benefiting a wide range of stakeholders, including local communities.

The company makes donations, sponsorships, and charitable contributions to benefit the local community in the area where it operates.

Customer Relations

GRI 2-29-a
ESRS S4-1

Customer relationships must be based on transparency, trust, and accountability. A sustainable company is committed to clearly communicating its values and the actions taken to reduce environmental and social impact, through verified labels, certifications, and detailed reporting. Customer education plays a key role: the company must raise awareness among its customers about the benefits of sustainable products or services, encouraging informed choices. Offering high-quality, safe products with an extended lifecycle and produced ethically strengthens customer relationships.

It is essential to listen to consumer feedback and involve them in environmental or social initiatives, building an active and responsible community. Consistency between corporate practices and marketing contributes to strengthening long-term trust and loyalty.

A policy/procedure for regular consultation with key stakeholders, particularly consumers and customers, is in place.

The company has implemented voluntary actions and initiatives aimed at protecting individuals with regard to the processing of personal data and privacy, in addition to regulatory requirements (e.g. GDPR).

Suppliers and Procurement Practices

In a perspective of continuous improvement of impacts and mitigation of negative ones, the organisation is encouraged to select suppliers who share the same environmental and social values, ensuring compliance with ethical standards, labour laws, and environmental regulations.

The quality of the final product depends on the commitment that each stage of the production cycle, and therefore each involved company, dedicates to its work.

The lead organisation has the responsibility to guide its supply chain towards the adoption of sustainable best practices through the exchange of best practices, targeted training investments, and the use of dedicated scoring platforms.

Building long-term partnerships with suppliers based on transparency and continuous improvement helps strengthen overall business sustainability.

In the selection and evaluation of suppliers, their commitment to circular economy principles is assessed and rewarded.

The company has carried out an assessment of the socio-environmental impacts of its logistics supply chain.





Leadership e Governance





Governance

GRI 2-9-a
ESRS 2 GOV-1
VSME C9

A company oriented towards the adoption of sustainable practices should be governed and directed by a leadership model that integrates sustainability into strategic decision-making, ensuring alignment between economic objectives and environmental and social responsibilities.

A key aspect is the establishment of a Board of Directors that includes experts in environmental and social matters, who invest in policies and procedures to promote transparency and reporting regarding the company's environmental and social impact.

Implementing sustainability-related risk management practices enables the anticipation and mitigation of potential negative impacts. Finally, setting measurable objectives and periodic reporting allows progress to be monitored and accountability to be ensured, contributing to a corporate culture oriented towards sustainability.

The company's governing body is represented by a Board of Directors.

The company is insured against physical risks.

Professional Ethics

GRI 1 • GRI 2-29-a
ESRS 2 SBM-3 • ESRS 2 IRO-1
VSME B2

Professional ethics in a company refers to a set of principles and values that guide the behaviour of employees and managers in their daily interactions. It involves compliance with legal regulations, but goes beyond this, including moral standards that promote integrity, transparency, and accountability.

A strong code of ethics establishes clear expectations on how to handle complex situations, such as conflicts of interest, unfair business practices, and the management of confidential information. Professional ethics encourages fairness and equity in relationships with colleagues, customers, and suppliers, contributing to a positive and productive working environment.

Moreover, strong professional ethics enhance corporate reputation and stakeholder trust, positively influencing customer satisfaction and loyalty.

The company has carried out an analysis of its sustainability impacts on Environmental and Social factors.

On a scale from 1 to 10, the accuracy of the analysis is 9.

The company has conducted an analysis of risks arising from Environmental (E), Social (S), and Governance (G) factors.

VDGLASS has implemented several actions to manage and reduce environmental and social impacts, integrating quantitative targets where possible:

- Sustainable supplier and procurement management;
- Periodic ESG assessment of suppliers (Environmental, Social, Governance criteria);
- Quantitative target: by 2025, at least 100% of strategic suppliers will be assessed according to ESG criteria;
- Reduction of environmental impacts;
- Monitoring and optimisation of energy consumption and waste management.

A policy/procedure for regular consultation with key stakeholders, particularly trade unions, is in place.

Regulatory Compliance

GRI 1 • GRI 2-3 • GRI 2-4 • GRI 2-22 • GRI 2-23 • GRI 2-26
ESRS 2 MDR-P • ESRS 2 IRO-2 • ESRS 2 BP-1 • ESRS 2 BP-2
VSME B1

Organisational compliance refers to the ability of governing bodies to ensure that operations comply with defined performance parameters or universally recognised standards.

In this context, obtaining certifications that attest to a high level of compliance in business activities, sectors, or procedures becomes a guarantee for stakeholders and all parties directly or indirectly involved in the value chain, with the aim of reducing or mitigating negative impacts on sustainability-related issues across social, environmental, and economic dimensions.

The company publishes its environmental, social, and economic sustainability results in a dedicated report.

L'azienda è in possesso di certificazioni, quali ad esempio Certificazione MID.



The company holds ISO 9001 certification (Quality Management System)..

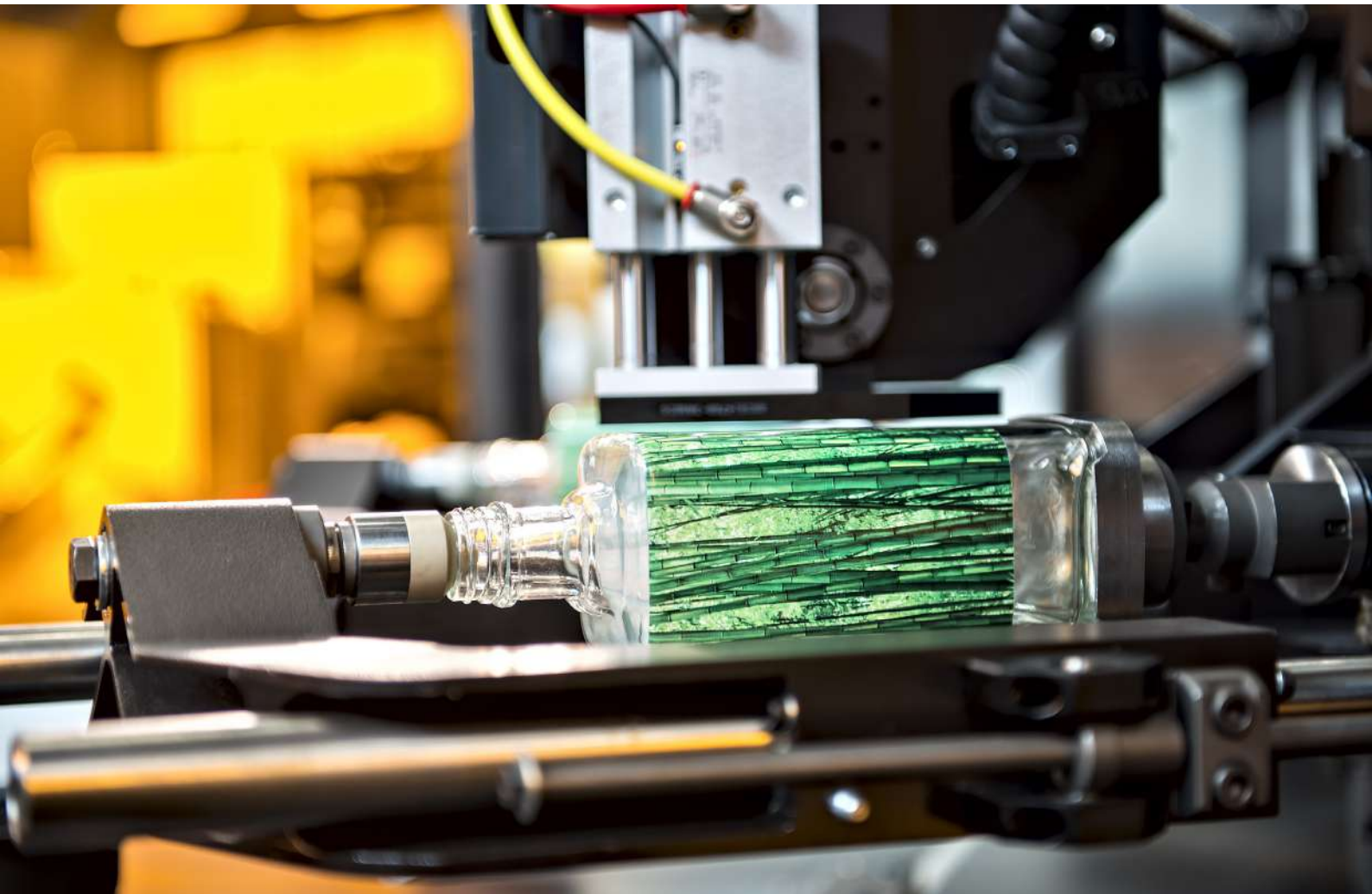


ISO 9001 Quality Management System

The company adheres to one or more international initiatives, protocols, frameworks, and standards, such as the GRI Standards and the UN Global Compact.

The company has implemented:

- a Whistleblowing policy/procedure;
- a Code of Ethics.



Recommended actions from Synesgy



Corporate governance and business

- Strengthen governance oversight mechanisms.
- Consider the possibility of joining the Benefit Corporation.



Water, energy, and waste

- Reduce the share of energy consumption derived from fossil fuels.
- Evaluate extending separate waste collection to additional material streams
- Implement initiatives, measures, or actions to limit the impact of climate change..



Environmental certifications

- Adopt ISO 14001 Environmental Management System certification.
- Adopt ISO 50001 Energy Management System certification.
- Evaluate the possibility of obtaining third-party certifications related to the energy efficiency class of the company's main facilities.



Human resources management, certifications, and regulations

- Adopt policies covering occupational health and safety.
- Adopt policies on human rights and on child, forced, or compulsory labour.
- Strengthen regular consultations with key stakeholders.
- Expand training topics to include, for example, anti-corruption.



Regulatory certifications

- Adopt ISO 37001 certification for anti-bribery management systems.



Stakeholder and community relations

- Carry out projects in schools or communities on sustainability-related topics.
- Implement training/education initiatives for the local community on sustainability issues.
- Implement training/education initiatives for the community on business-related topics.

GRI – Key Concepts

Key Concepts (GRI 1, Section 2, Page 8)

Understanding the basic concepts of sustainability reporting is essential both for those collecting and preparing information for reporting, and for those reading such information using the GRI Standards. The key concepts are:

- ✔ **Impacts:** Consequences of an organisation’s activities on economic, environmental, and social systems, including human rights. They can be direct or indirect, short-term or long-term, and may occur within or outside the organisation. It is important to consider the entire value chain when assessing impacts.

- ✔ **Material Topics:** Determined through a due diligence process that takes into account the organisation’s impacts, stakeholder expectations, and the context in which it operates. Material topics must be relevant (significant for the organisation and its stakeholders), complete (covering all significant impacts of the organisation) and comparable (allowing comparison across organisations, time periods, and sectors)

- ✔ **Due diligence:** : An ongoing process that includes identification (recognising and understanding potential impacts), assessment (evaluating severity and likelihood of impacts), prevention and mitigation (developing and implementing measures to avoid or minimise negative impacts) and monitoring and reporting (tracking effectiveness of actions and reporting progress).

- ✔ **Stakeholders:** Identification of individuals or groups who may be positively or negatively affected by an organisation’s activities.

Reporting requirements under GRI Standards (GRI 1, Section 3, Page 11) Reporting in accordance with GRI Standards enables an organisation to provide a comprehensive overview of its most significant impacts on the economy, environment, and people, including human rights impacts, and how these impacts are managed. This allows users of the information to assess and make informed decisions regarding the organisation’s impacts and its contribution to sustainable development.

Reporting requirements with reference to GRI Standards (GRI 1, Section 3, Page 11) An organisation may report with reference to GRI Standards when it is not able to meet all requirements for full compliance. Over time, it should move towards full compliance to provide a complete overview of its most significant impacts. Moreover, an organisation may also prepare a report with reference to GRI Standards when using only selected standards or parts of their content for specific reporting purposes, such as regulatory climate reporting requirements.

Reporting principles and related requirements (GRI 1, Section 4, Page 20)

Reporting principles are fundamental to achieving high-quality sustainability reporting. They guide organisations in ensuring the quality and accuracy of reported information. The eight principles are:

- ✔ **Accuracy:** information must be correct and sufficiently detailed to assess impacts.
- ✔ **Balance:** reporting must fairly represent both positive and negative impacts.
- ✔ **Clarity:** information must be understandable and accessible.
- ✔ **Comparability:** information must be consistent to enable analysis over time.
- ✔ **Completeness:** sufficient information must be provided for impact assessment.
- ✔ **Sustainability context:** impacts must be presented within the broader sustainability context.
- ✔ **Timeliness:** information must be provided regularly and in a timely manner.
- ✔ **Verifiability:** data must be collected and recorded so that it can be checked for quality.

Additional reporting recommendations (GRI 1, Section 5, Page 25)

An organisation should align sustainability reporting with regulatory and legislative reporting, particularly financial reporting. There are various ways to enhance the credibility of an organisation's sustainability reporting, including:

- ✔ **Internal controls:** examples include (i) establishing procedures to ensure the integrity and credibility of data and (ii) assessing the adequacy of financial controls related to sustainability.
- ✔ **External assurance:** examples include (i) verifying the quality and credibility of information and (ii) implementing a publicly accessible assurance process.
- ✔ **Stakeholder engagement:** examples include (i) requesting feedback and (ii) obtaining advice on the data to be reported..

GRI Index

Statement of use

VDGLASS has reported in reference to the GRI Standards for the period 01/01/2024–31/12/2024.

GRI Standards		Title of Gri	Chapter/Section	Page
GRI 1: Foundation 2021	1		Regulatory compliance	40
	1	GRI 1: Foundation 2021	Professional ethics	39
GRI 2: General Disclosure 2021	2-1	Organisational details	Organizational profile	7
	2-2	Entities included in sustainability reporting	Organizational profile	7
	2-3	Reporting period, frequency and contact point	Regulatory compliance	40
	2-3	Reporting period, frequency and contact point	Reporting information	9
	2-4	Information restatements	Regulatory compliance	40
	2-4	Information restatements i	Reporting information	9
	2-5	External assurance	Reporting information	9
	2-6	Activities, value chain and business relationships	Organizational profile	7
	2-7-a	Total number of employees and breakdown by gender and geographical area	Employment	28
	2-7-b	Total number of employees by contract type	Employment	28
	2-9-a	Governance structure and highest governance body	Governance	38
	2-22	Statement on sustainable development strategy	Regulatory compliance	40
	2-23	Policy commitments	Regulatory compliance	40
	2-26	Mechanisms for seeking advice and raising concerns	Regulatory compliance	40
2-29-a	2-29-a	Approach to stakeholder engagement	Employment	28
	2-29-a	Approach to stakeholder engagement	Customer relations	35
	2-29-a	Approach to stakeholder engagement	Professional ethics	39

GRI Standards		Title of Gri	Chapter/Section	Page
	2-30-a	Percentage of total employees covered by collective bargaining agreements	Employment	28
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Local communities and virtuous initiatives	34
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Energy	22
GRI 303: Water and Effluents 2018	303-5	Water consumption	Water and Effluents	23
GRI 305: Emissions 2016	305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	Emissions	24
	305-2	Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)	Emissions	24
	305-3	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Emissions	24
	305-5	Reduction of greenhouse gas (GHG) emissions	Environmental impact management	20
GRI 306: Waste 2020	306-2-a	Measures adopted, including circularity metrics, to prevent waste generation in upstream and downstream activities within the organization's value chain, and to manage significant impacts resulting from waste generated	Waste	25
	306-2	Management of significant waste-related impacts	Waste	25
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not available to temporary or part-time employees	Employment	28
GRI 403: Occupational Health and Safety 2018	403-5	Worker training on occupational health and safety	Formazione	30
	403-9	Work-related injuries	Employment	28
GRI 404: Training and Education 2016	404-1	Average hours of training per employee per year	Formazione	30
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity in governance bodies and among employees	Employment	28
	405-1-a-iii	Percentage of individuals within the organization's governance bodies belonging to other diversity categories, where relevant (such as minorities or vulnerable groups)	Employment	28

GRI Standards		Title of Gri	Chapter/Section	Page
	405-2	Ratio between base salary and women's earnings compared to men	Employment	28



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