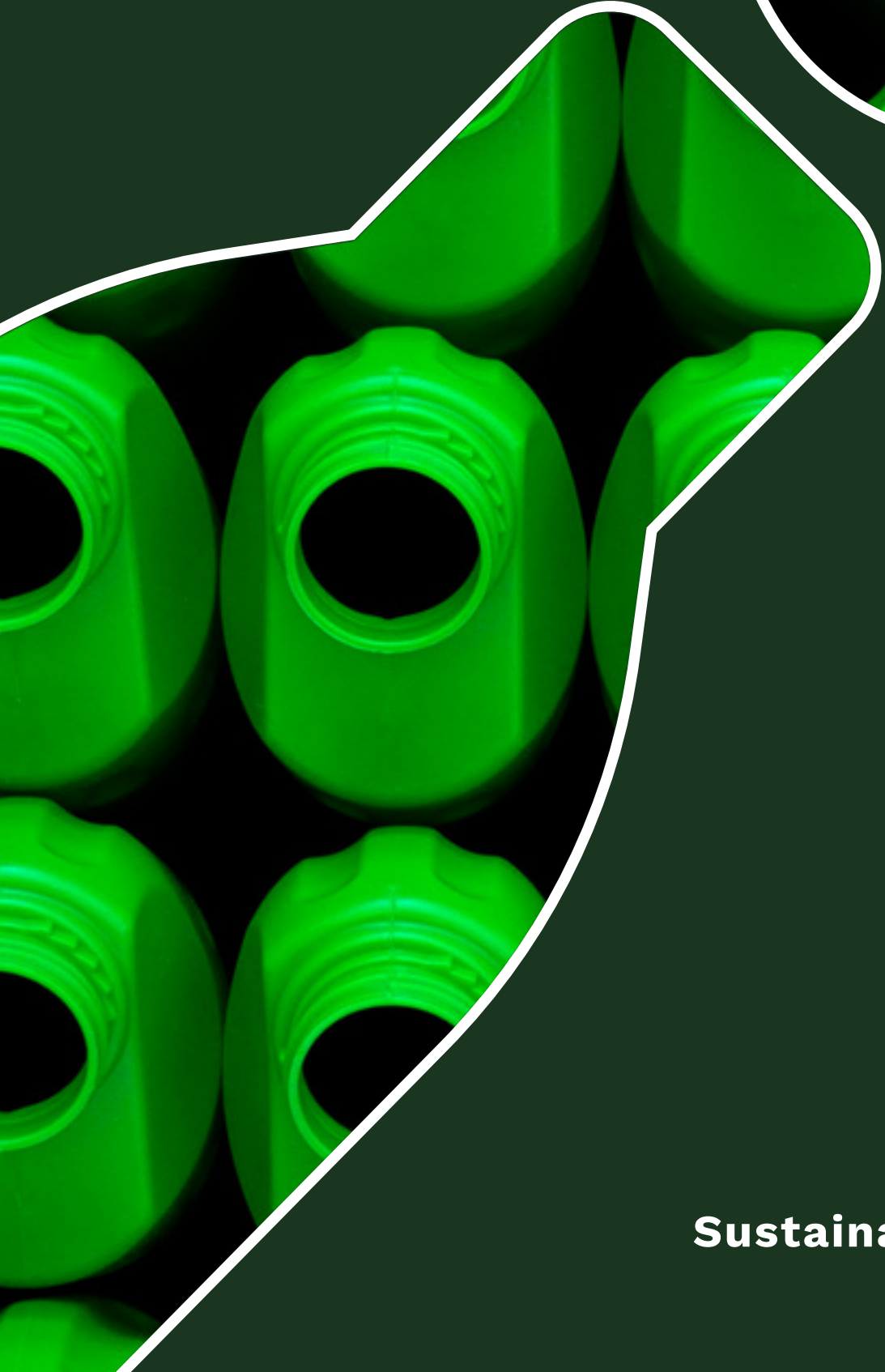


# SERIOPLAST



**Sustainability Profile**  
**2023**

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## LETTER FROM CEO



*By working hand in hand with our partners and prioritizing care for our planet, we can build a more sustainable future.*

In Serioplast we are committed to provide safe and sustainable plastic packaging solutions that meet the needs of the major players of the Fast Moving Consumer Goods industry. Every day, millions of people interact with our products, highlighting the critical role we play in shaping a better future. With five decades of experience in designing, producing, and recycling rigid plastic packaging, Serioplast has developed comprehensive expertise of the entire value chain, shaping innovation and excellence in packaging.

As advocates of the circular economy, we actively support policy changes and industry-wide standards that promote the 3Rs: Reduce, Reuse, and Recycle. By working hand in hand with our partners and prioritizing care for our planet, we can build a more sustainable future. By fostering markets for post-consumer materials, we aim to provide our customers with the most sustainable

solutions available, developed through our product innovation program and our recycling facilities. Thanks to our “nearby” approach, we stay close to customers, minimizing the need for secondary packaging, extending its life cycle, and reducing emissions associated with transportation.

At Serioplast, we believe that plastic can be a valuable resource when used responsibly. Through our campaigns and initiatives, we aim to foster a global fair conversation about the benefits of plastic and its role in a sustainable future, guided by our motto: “Shaping Plastic for Good”. By engaging with customers, suppliers, employees, and local communities, we strive to dispel misconceptions and promote a more informed understanding of plastic’s potential for all our people.

We are committed to reducing the carbon footprint of our operations and supply

chain. Our goal is to ensure our packaging solutions contribute to a circular economy while minimizing environmental impact.

We focus on providing accurate, science-based information about our journey and the advantages of plastic, including its impacts and overall benefits compared also to other materials.

We acknowledge the complex challenges that lie ahead on the path to sustainability for our industry. However, we remain unwavering in our commitment to creating a more sustainable future.

Join us as we work towards a World where environmental and social responsibilities are at the heart of everything we do.

**Paolo Bergamini**  
CEO Serioplast

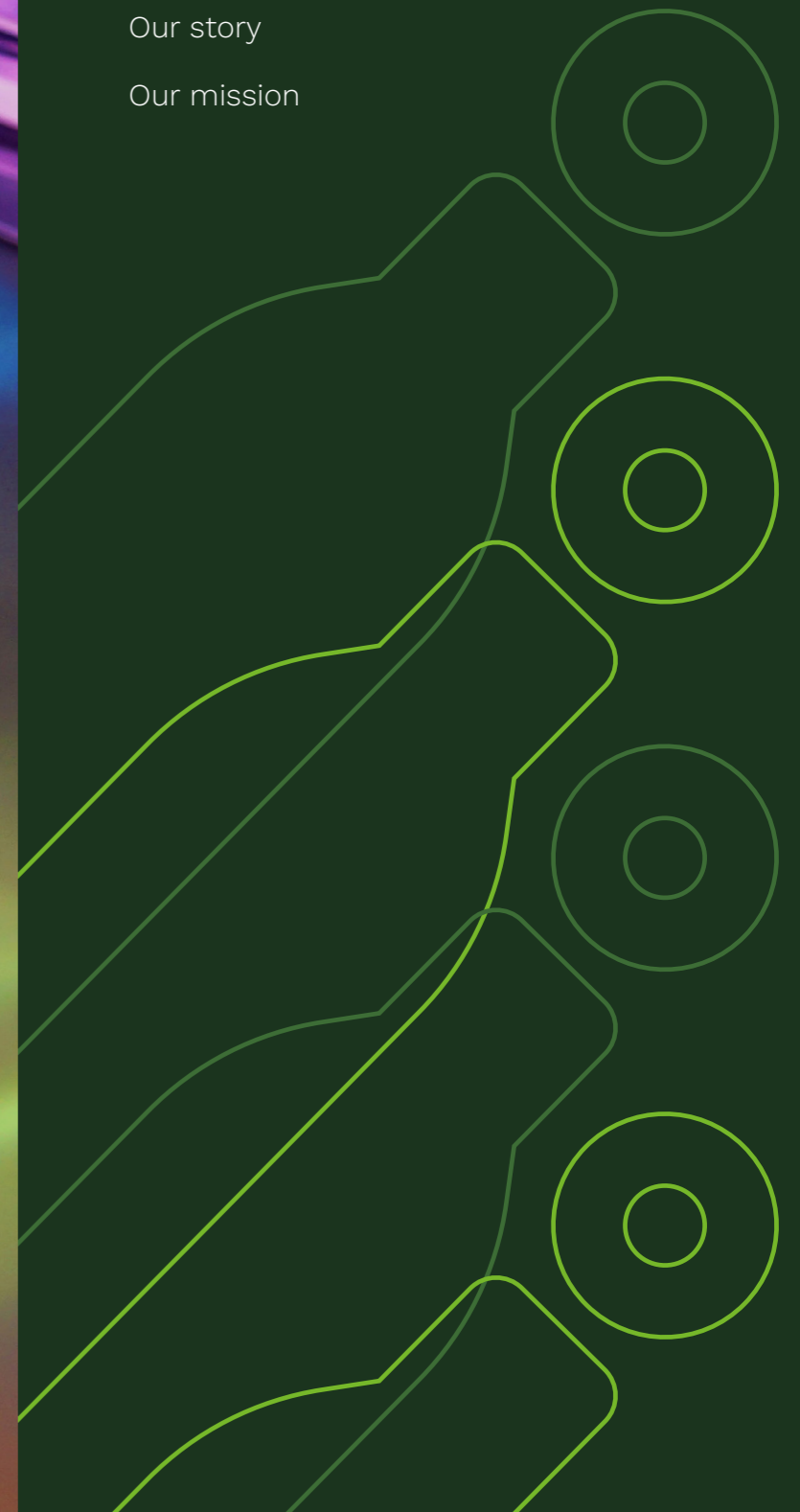




## **SERIOPLAST'S GROUP COMMITMENT FOR BUSINESS AND SUSTAINABILITY**

Our story

Our mission



## SERIOPLAST'S GROUP COMMITMENT FOR BUSINESS AND SUSTAINABILITY

Founded in 1974 as a family-owned company, Serioplast is headquartered in Seriate, Italy. We specialized in developing and producing rigid plastic packaging for leading companies in the Fast Moving Consumer Goods (FMCG) industry. Today, we produce over 4 billion bottles annually across 32 sites worldwide, serving as a strategic partner for major FMCG corporations.

### Since 1974 shaping innovation and excellence in packaging.

#### OUR STORY

##### 1970s Humble Beginnings



Serioplast was founded on August 28, 1974, in Seriate, Italy, by Dario and Luigi Innocenti and Franco Cistellini, starting with a modest capital of 600,000 lire (about €5,000 today). Operations began just a few months later with two blow-molding machines purchased from a local pharmaceutical company. Registered as an artisan business in Bergamo, it was the first step in what would become a major industrial player.

##### 1980s Early Growth



In 1980, Serioplast moved to a new facility in Grassobbio, beginning its transformation from a small workshop into a full-scale industrial enterprise. The company's reputation grew, securing key clients such as Ciba-Geigy and Farmol. This period marked an important shift as Serioplast began to attract both client trust and financial backing, laying the foundation for future growth.

##### 1990s Expansion and Maturity



By the 1990s, Serioplast was maturing, with ambitious goals to expand its production. A larger facility (11,000 square meters) was built in Dalmine, Italy, and a series of acquisitions and mergers followed. The company focused heavily on technological evolution and investing in its workforce, enhancing its operational capabilities and positioning itself for international growth.

##### 2000s National and International Expansion



During the 2000s, Serioplast expanded beyond its home region, opening and acquiring plants across Italy, including in Molise, Emilia-Romagna, and Tuscany. The company also shifted from being just a supplier to a partner, locating plants near key clients for more efficient production and delivery. This decade saw international expansion as well, with subsidiaries opened in Germany (2003), France (2006), Hungary (2008), and an additional plant in France. In 2005 a real estate holding company called Old Mill Holding SpA is established, 100% controlled by the Innocenti Family.

##### 2010s Globalization and Innovation



The 2010s were marked by further international growth, with new plants opening in Spain, South Africa, Poland, Pakistan, Egypt, Russia, Turkey, Tunisia, Slovenia, Algeria, Great Britain, the United States, and Australia. Two plants a year, every year, reflecting a new global mindset. Serioplast embraced modular factory designs, offering clients flexibility, scalability, and speed in production. New ventures, like Seriomac and Seriomould, brought machine and mold production in-house, further enhancing efficiency and expertise. By the end of the decade, Serioplast was operating in markets worldwide.

##### 2018 Focus on Sustainability



In 2018, Serioplast began its first foray into recycling with the acquisition of Centro Plastica in Venice, signaling a shift toward sustainability. This marked the beginning of a new strategic direction focused on recycling and environmental responsibility, ensuring that the company adapts to modern demands for greener solutions in plastic manufacturing.

OUR MISSION

**As a plastic converter, Serioplast acknowledges its responsibility towards sustainability and is committed to “Shaping Plastic for Good”. Our Environmental, Social, and Governance (ESG) strategy is structured around three core pillars: People, Planet, and Future — each with dedicated goals to drive progress.**



**People**

We are committed to providing a safe, healthy, and equitable workplace for our employees and maintaining integrity, transparency, and fairness in all our operations. Our “Serioplast Manifesto” guides us in creating positive social impact in every community we operate.



**Planet**

Serioplast is dedicated to promoting a circular economy by producing products with a lower carbon footprint and minimizing our impact on biodiversity. Our environmental strategies include resource efficiency, waste reduction, responsible water usage, and increased use of renewable energy.



**Future**

We take a long-term approach to promote plastic as a strategic material with many benefits, such as affordability and durability. Our focus is on innovation and creating new, recyclable packaging solutions that incorporate higher percentages of recycled material.

We introduced our first Sustainability Profile to demonstrate also our transparency and commitment to aligning with the United Nations Sustainable Development Goals. This profile serves as a guide in building relationships with key stakeholders, partners, and communities across the countries where we operate. The document outlines our initiatives

and actions aimed at addressing contemporary social, economic, and environmental challenges. We aim to raise stakeholder awareness of our role in driving sustainability in the FMCG market and to lead the way in reducing plastic waste and pollution while preserving the natural environment and biodiversity.



## APPLIED METHODOLOGY

Data collection and consistency



## APPLIED METHODOLOGY

To strengthen its commitment to a structured business model that fully integrates ESG responsibilities across all activities, Serioplast has developed its inaugural Sustainability Profile. This profile is aligned with globally recognized reporting principles, specifically the **GRI Sustainability Reporting Standards**, first issued by the Global Reporting Initiative (GRI) in 2016 and updated in 2021.

The document, prepared by the Company's Sustainability Committee during 2024, compiles data from 2023 and previous years. It represents a significant milestone in Serioplast's "Road to CSRD" program, which aims to achieve full compliance with the Corporate Sustainability Reporting Directive (CSRD) by 2025-2026, in accordance with the new European Reporting Standards (ESRS) by EFRAG.

As part of this journey, the Company has adopted an "In reference to GRI" approach for its first publication of sustainability performance data, marking a key step toward future CSRD compliance.

In 2024, 50<sup>th</sup> Anniversary of Our Company, we are proud to present our first Sustainability Profile, marking a significant step forward in our commitment to transparency and environmental responsibility. The data presented here has been collected with a

system that, while functional, will reach full maturity in 2025. As we continue to refine and enhance our reporting processes, this report reflects our unwavering dedication to sustainability and accountability. Our aim is to provide increasingly comprehensive and accurate insights into our impact and progress, demonstrating our commitment to building a more sustainable future.

For any need, please contact the email address [sustainability@serioplast.com](mailto:sustainability@serioplast.com).



## DATA COLLECTION AND CONSISTENCY

The 2023 Serioplast Sustainability Profile covers the period from January 1 to December 31, 2023, and includes all global operations, offices, and business partners where Serioplast holds a majority stake, encompassing 32 sites worldwide.

This report, developed by the Serioplast Sustainability Committee, serves as our primary source of annual disclosure on Environmental, Social, and Governance (ESG) performance. Data were collected from all legal entities through corporate tools and aggregated by various departments at our headquarters.

Transparency is central to Serioplast's sustainability journey. We are

committed to openly communicating our sustainability goals and the ways we integrate these priorities into our business practices. The content of this report has been reviewed by the Sustainability Committee, CEO, and Internal Audit Department, with a due diligence assurance process scheduled within the next two years. Between 2022 and 2023, Serioplast introduced new tools and practices for gathering ESG data, taking a more innovative and transformative approach compared to previous years. As a result, some data is only available starting from 2022 or 2023. Serioplast is dedicated to achieving full data collection by 2025, aligning with the upcoming requirements of the CSRD.





## **SERIOPLAST GROUP OVERVIEW**

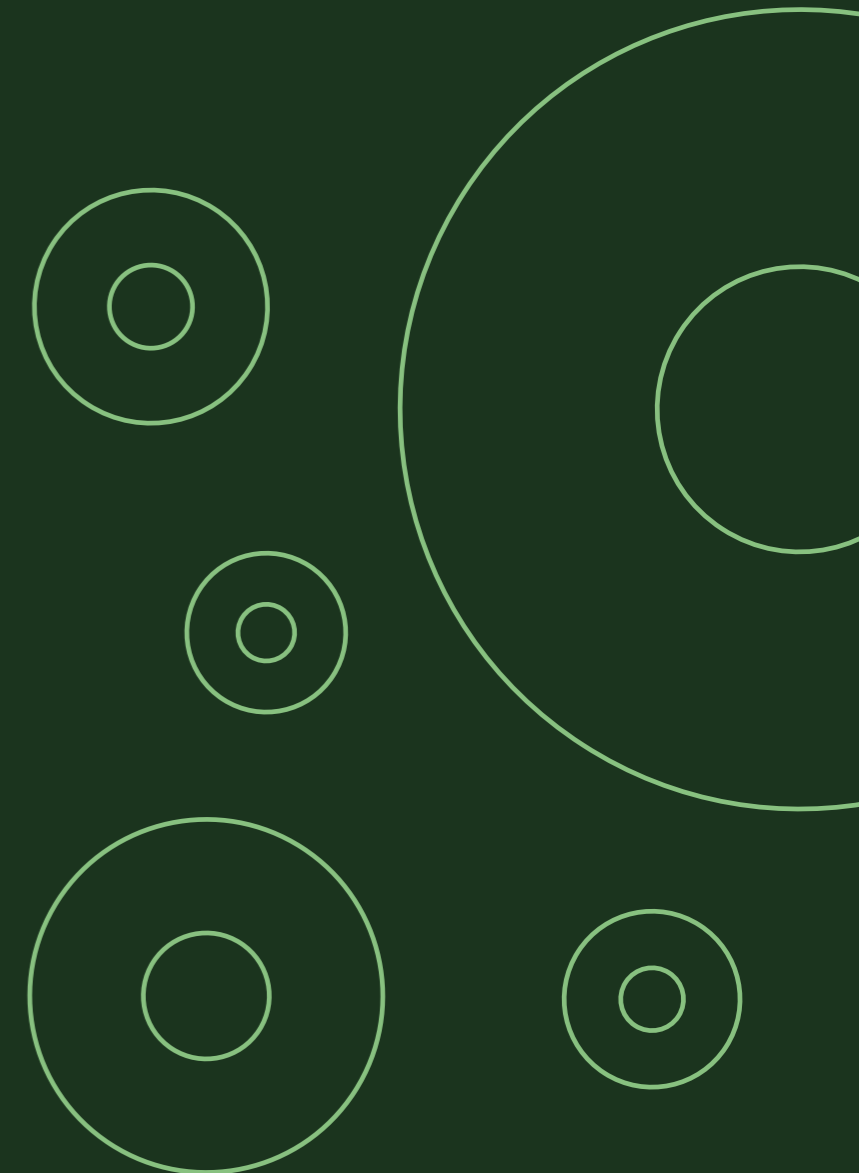
Serioplast value chain

We are Serioplast

Serioplast's commitment

Serioplast's Group governance

Serioplast Stakeholders



# Highlights



**366,600,539 €**  
Group turnover  
(A1/IV CEE)



**32**  
Plants  
throughout  
the world



**484**  
Work Centers



**1,647**  
People



**16**  
Countries supplied by  
Serioplast



**9**  
In-house plants



**23**  
External plants



**4.22 billion**  
Pieces produced

## MARKETS SERVED BY SERIOPLAST



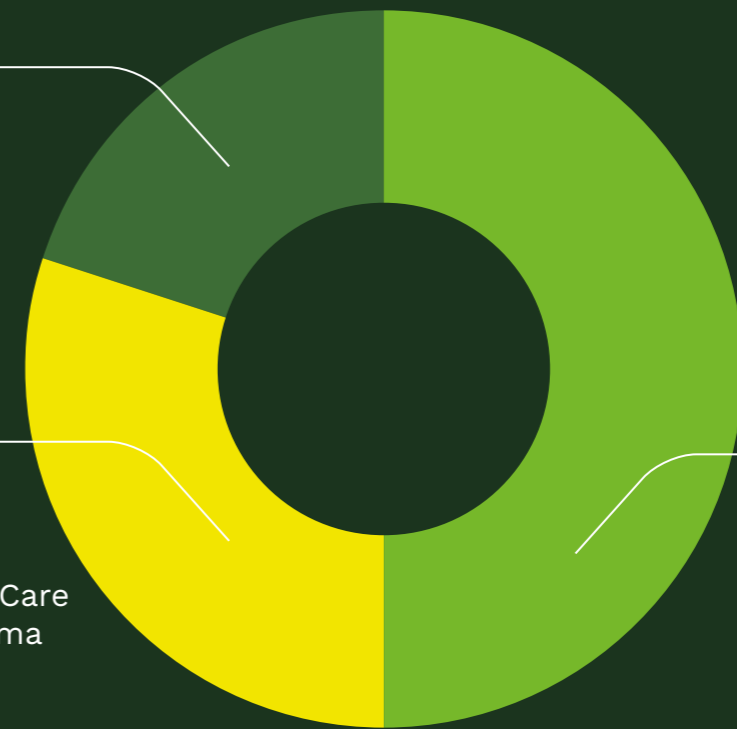
**20%**  
Food and  
beverage



**30%**  
Personal Care  
and Pharma



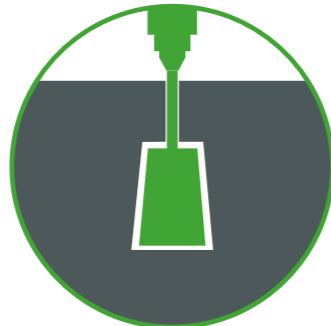
**50%**  
Home care  
and laundry



**Through its state-of-the-art production technologies, Serioplast can offer a cross-market approach to rigid plastic packaging to all its key and future customers.**



**Preform injection moulding (PIM)**



**Cap injection moulding (CIM)**



**Extrusion blow moulding (EBM)**



**Stretch blow moulding (SBM)**



**Injection stretch blow moulding (ISBM) and Injection blow moulding (IBM)**



**Production of post-consumer plastic**

**SERIOPLAST VALUE CHAIN**

The Serioplast value chain revolves around producing and distributing plastic packaging solutions for the Fast-Moving Consumer Goods (FMCG) market. Our operations are divided into three main areas: upstream, direct, and downstream activities.

**Upstream**

We start by sourcing high-quality raw materials, such as virgin or recycled high-density polyethylene (HDPE) and polyethylene terephthalate (PET). Establishing and maintaining strong partnerships with reliable suppliers ensure we have a consistent supply of the necessary resins and additives.

**Directly**

Our focus shifts to production. We manufacture a wide range of plastic packaging products—including bottles, preforms and caps—using techniques like extrusion blow moulding, stretch blow moulding, and molding injection molding. Our production process is supported by rigorous quality control measures to ensure that each product meets the highest standards and specific requirements of our customers.

**Downstream**

The journey continues as we distribute these products to our customers, which include some of the biggest international brands in the FMCG market. Once our customers receive the bottles, they handle the filling and labeling process before the products reach final consumers. Consumers then use these products in everyday applications such as home care, personal care, and food packaging. Our efforts don't stop there. We are committed to promoting recycling and reducing environmental impact through our "bottle-to-bottle" initiative, ensuring our packaging can be part of a circular economy.

Beyond these core areas, Serioplast integrates several strategic initiatives across its value chain. Our research and development team are constantly innovating to create new, sustainable packaging solutions. We also prioritize sustainability by using recycled materials, minimizing waste, and enhancing energy efficiency. Additionally, we adhere to strict regulatory standards, ensuring that our packaging is safe and environmentally responsible.

By focusing on these areas, Serioplast maintains an efficient and transparent value chain, delivering top-quality plastic packaging solutions to our customers while minimizing our environmental footprint.

## WE ARE SERIOPLAST

Our respect and our commitment enclose the values that are part of our identity when we say, “We are Serioplast”.

### We are Serioplast and we are

We are a Company focused on the production of rigid plastic packaging for the major players of the FMCG industry in the home care & laundry, food, personal care and pharma markets.

### We are Serioplast and we make

We produce globally, with the best possible quality and at the lowest possible price. We don't only make bottles: we also design and engineer our own machines and our own moulds; we operate as a contract manufacturer, and we recycle post-consumer plastic in order to bring it back in the production loop. In all we do, our industrial processes and organization are flexible, scalable, and easily replicable.

### We are Serioplast and we commit

We commit to producing without compromising on quality. We commit to reduce our costs in order to practice reasonable prices. We strive to generate value through our activity: value to sustain the projects and the vision of our clients; value to promote our growth and to experiment with new ideas, but also to face adversities. Our commitment drives us to do more, with less: less waste of resources, energy and time.

### We are Serioplast and we respect

We respect the institutions and the laws of the Countries we operate in; and the Communities we are in contact with. We respect the environment and natural resources by adopting sustainable production models and progressively reducing the carbon footprint of our operations. We respect consumers: our products are destined to enter their lives and their homes.

### We are Serioplast and we ensure

On the workplace we ensure for transparency, integrity and team spirit. For those who work with us we offer a safe workplace, respectful of the dignity of every employee. We want salaries to be fair, and merits to be acknowledged and rewarded. We safeguard fair opportunities of professional growth, free from discrimination of any kind. We require our management to be competent and accountable for their decisions. We want everybody to feel protected by our Code of Conduct and to feel free to report breaches or violations.

## Serioplast's Manifesto and objectives for impacted ESG

The Serioplast Manifesto was the first milestone on our sustainability journey and remains at the heart of everything we do. Over the years, our Sustainability Committee has used these principles as a guiding framework to shape a comprehensive Sustainability Plan, designed to address three core pillars: Future, People, and Planet.

Through these pillars, we're committed to making a difference. We believe in fostering equality and inclusion at every level of our organization and creating a safe and fair workplace that values each and every one of our collaborators. Beyond our own operations, we're working to drive a circular economy by encouraging our partners and stakeholders

to join us in rethinking how resources are used and waste is managed. We're determined to reduce our carbon footprint—not just within our own organization but across our entire product lifecycle. By adopting an innovative approach, we're bringing new reusable, recyclable, and recycled products to market, setting new standards for what sustainable plastic packaging can look like.

Most importantly, we're focused on building a future that is sustainable for generations to come. This forward-looking perspective drives all of our actions, ensuring that we create lasting value for our employees, our partners, and the planet.



## SERIOPLAST'S COMMITMENT



### People

We have zero tolerance for any form of discrimination, sexual harassment, violence, or the use of child and forced labor—no exceptions. Our commitment is to create a safe and supportive work environment for everyone. That's why we take proactive steps to reduce the risk of incidents and encourage safe behaviors across all our facilities.

To empower our team and future generations, we regularly offer training on sustainability-related topics and actively promote our Code of Conduct and Manifesto. This way, our collaborators, apprentices, and partner institutions are always aligned with our values and fully equipped to support ethical business practices.



### Future

We're driving the transition to an efficient circular economy by focusing on reducing, reusing, and recycling across every aspect of our business. We partner with educational institutions to raise awareness about "closing the loop," helping shape future generations of responsible consumers. Every product we design considers its end-of-life impact, ensuring it's easier to recycle and less harmful to the environment.

Our commitment to eco-design means creating new products that adhere to "Design for Recycling" principles—using only recyclable plastics, lightweighting products while maintaining safety, and developing reusable models that offer sustainable alternatives. We're dedicated to continuous innovation, guiding our clients toward more sustainable solutions.



### Planet

We are committed to cutting CO<sub>2</sub> emissions by increasing the use of post-consumer recycled (PCR) materials boosting energy efficiency and adopting renewable energy sources. Our innovative machine and mold designs, such as closed-loop cooling systems, help prevent water loss and minimize wastewater generation. By optimizing our production processes, we drastically reduce material loss, keeping every pellet, flake, and powder in the loop.

To further reduce transport-related emissions, we offer flexible production options: either on-site with our clients (a wall-to-wall strategy) or at nearby plants. Additionally, we actively support organizations in disadvantaged countries focused on plastic collection, driving up global recycling rates and making a tangible impact on the environment.

**To keep us on track, all these initiatives are integrated into a comprehensive Sustainability Plan, which is regularly reviewed by our CEO and Sustainability Committee to ensure we're achieving meaningful progress and setting ambitious goals for the future.**

## SERIOPLAST'S GROUP GOVERNANCE

The Serioplast Group, staying true to its heritage, operates within a well-defined organizational structure that clearly distinguishes competencies, responsibilities, and areas of focus. Old Mill Holding, the founding family's holding company, retains full control of Serioplast Global Services and its global operations.

Serioplast Global Services, serving as the Group Headquarters, oversees all commercial, service, and industrial

subsidiaries worldwide. Leadership of the Group was entrusted to Mr. Paolo Bergamini, who became Global CEO on June 1, 2023. Since 2018, the company's day-to-day operations have been managed by a dedicated executive team, which is driving Serioplast toward its goals in the plastic packaging sector and the circular economy. This team, headquartered in Seriate, Italy, continues to guide the Group's strategic direction and sustainable growth.



**Serioplast Global Services controls the different business areas of the Group**

**SERIOPLAST**

**Serioplast Plants**

Rigid plastic packaging manufacturing factories are strategically located around the world to efficiently serve diverse industries, particularly those requiring plastic bottles, caps, and preforms. These facilities often operate close to major clients to optimize supply chains, minimize transportation costs, and reduce environmental impact through localized production. The proximity to clients enables rapid response to demand fluctuations, ensures consistent product quality, and facilitates customization to meet specific requirements in industries like beverages, personal care, pharmaceuticals, and household products. Many of these factories employ advanced technology and automation in their production processes, enhancing efficiency and ensuring precise molding and shaping of rigid plastics. Additionally, a growing emphasis on sustainability has driven innovation in these plants, with investments in recycled materials, energy-efficient machinery, and closed-loop recycling systems to meet the evolving regulatory standards and consumer demands for eco-friendly packaging solutions. These factories play a critical role in supporting global supply chains by delivering durable, lightweight, and cost-effective rigid plastic products essential to modern packaging needs.

**SERIOMAC**

Engineering center for machines and plant technology development. Seriomac’s machines are developed to ensure two types of processes: Extrusion Blow moulding (EBM) and stretch blow moulding (SBM) technologies. Seriomac is also supplying the other machines for Serioplast’s production lines (tray packers, stackers, leak testers).

**SERIOMOULD**

Seriomould specializes in both pilot and industrial mold manufacturing, with each mold meticulously designed by the Serioplast R&D team to meet the unique technical specifications of each client. This in-house design process ensures that every mold aligns precisely with the production needs of Serioplast’s global network. Once designed, Seriomould tools are manufactured to the highest standards and then distributed to Serioplast plants worldwide, where they are mounted within Seriomac machines. This collaboration between the Serioplast R&D team and Seriomould guarantees that each mold not only meets the quality and efficiency standards required but also enables consistent, high-quality production across all Serioplast sites. The integration of these bespoke molds into standardized Seriomac machinery helps streamline global operations, reduce maintenance complexities, and enhance production efficiency, ensuring Serioplast can reliably deliver industry-leading packaging solutions worldwide.



Since 2018, Serioplast Group has invested strategically in Centro Plastica, a recycling business now fully owned by Serioplast with two operational plants dedicated to transforming plastic waste into valuable secondary raw materials. Each year, Centro Plastica processes approximately 20,000 tons of HDPE plastic, which is collected by authorized waste companies and delivered in bales to its facilities. The waste, primarily plastic bottles, undergoes a rigorous recycling process to produce high-quality post-consumer recycled (PCR) plastic, which is then also supplied to Serioplast plants around the world, with a focus on Europe. This PCR material is reprocessed into new HDPE bottles, supporting Serioplast’s commitment to circularity by closing the loop from “bottle to bottle” and enabling a more sustainable supply chain. In addition to its own facilities, Centro Plastica is also a shareholder of Evolution, a recycling facility based in Gioia del Colle, Italy, further expanding its recycling capabilities and reinforcing Serioplast’s green objectives across its operations and for its key customers.

### Serioplast's Business model, a vertical integration

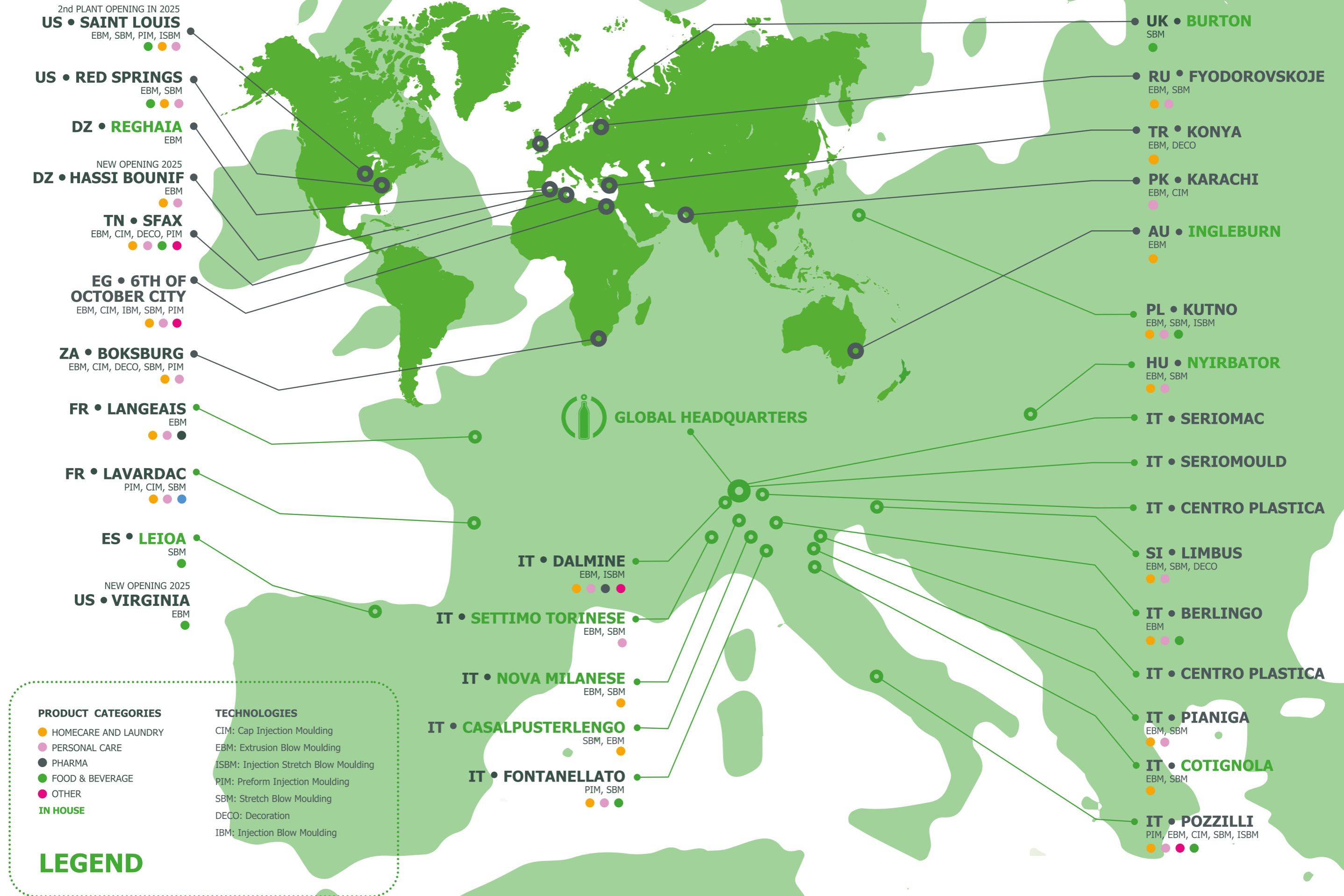
For Serioplast, having Seriomac, Seriomould, and Centro Plastica within its group is a strategic advantage because it integrates all key components of the plastic manufacturing value chain. Seriomac specializes in producing machines, ensuring that Serioplast has access to state-of-the-art equipment tailored to its specific production needs. Seriomould provides custom molds, allowing for precise and efficient product designs. Centro Plastica supplies high-quality recycled resins, supporting sustainability initiatives and offering cost-effective material solutions. This vertical integration fosters flexibility, as changes or new client requirements can be addressed swiftly. It also enables tight cost controls and superior quality assurance, as all aspects of production are managed in-house by experts who understand the nuances of each step in the process. Moreover, this structure

builds a significant depth of expertise across the value chain, reinforcing Serioplast's ability to innovate and maintain a competitive edge.

Additionally, the Serioplast Global Services engineering team, with over a decade of experience, has pioneered a modular approach to ensure flexibility and rapid responses to market needs. This modularity is embodied in the company's distinctive green containers, which are a hallmark of Serioplast facilities. Installed outside the buildings, these containers house critical utilities such as compressors, water treatment systems, and resin handling systems, all developed internally. This approach not only simplifies the installation process but also enhances scalability and adaptability across different locations and projects. The modular container system exemplifies Serioplast's commitment to innovation, efficiency, and client-focused solutions, making the company's operations both recognizable and highly efficient.







## Business Ethics

As part of its global operations, Serioplast is committed to upholding an ethical and fair approach as a fundamental principle for all business activities. At the core of this commitment is the Organizational Model and the Supervisory Body, which guide the actions of Corporate Headquarters. On a global scale, all Serioplast legal entities, along with third-party collaborators, are required to adhere to the following standards:

Serioplast's Code of Conduct  
 Serioplast's Code of Ethics  
 Serioplast's Global Regulations  
 Serioplast's Global ESG Policies, which include:

- Environmental Policies (covering air, waste, end of life, forest, biodiversity, water, and energy).
- Ethical Policies (focused on anti-corruption and bribery, data protection and security, ethical responsibility for suppliers).
- Labor & Human Rights Policies (encompassing work-life balance, child and forced labor, health and safety, gender equality, anti-discrimination, well-being management, equal pay and opportunities, transparent recruitment, anti-violence, training management, career development, and performance reviews).

Serioplast wants to ensure full compliance with the laws and regulations of each country in which it operates. Moreover, Serioplast actively promotes awareness and provides training for its employees and partners to ensure ethical standards are upheld in daily interactions

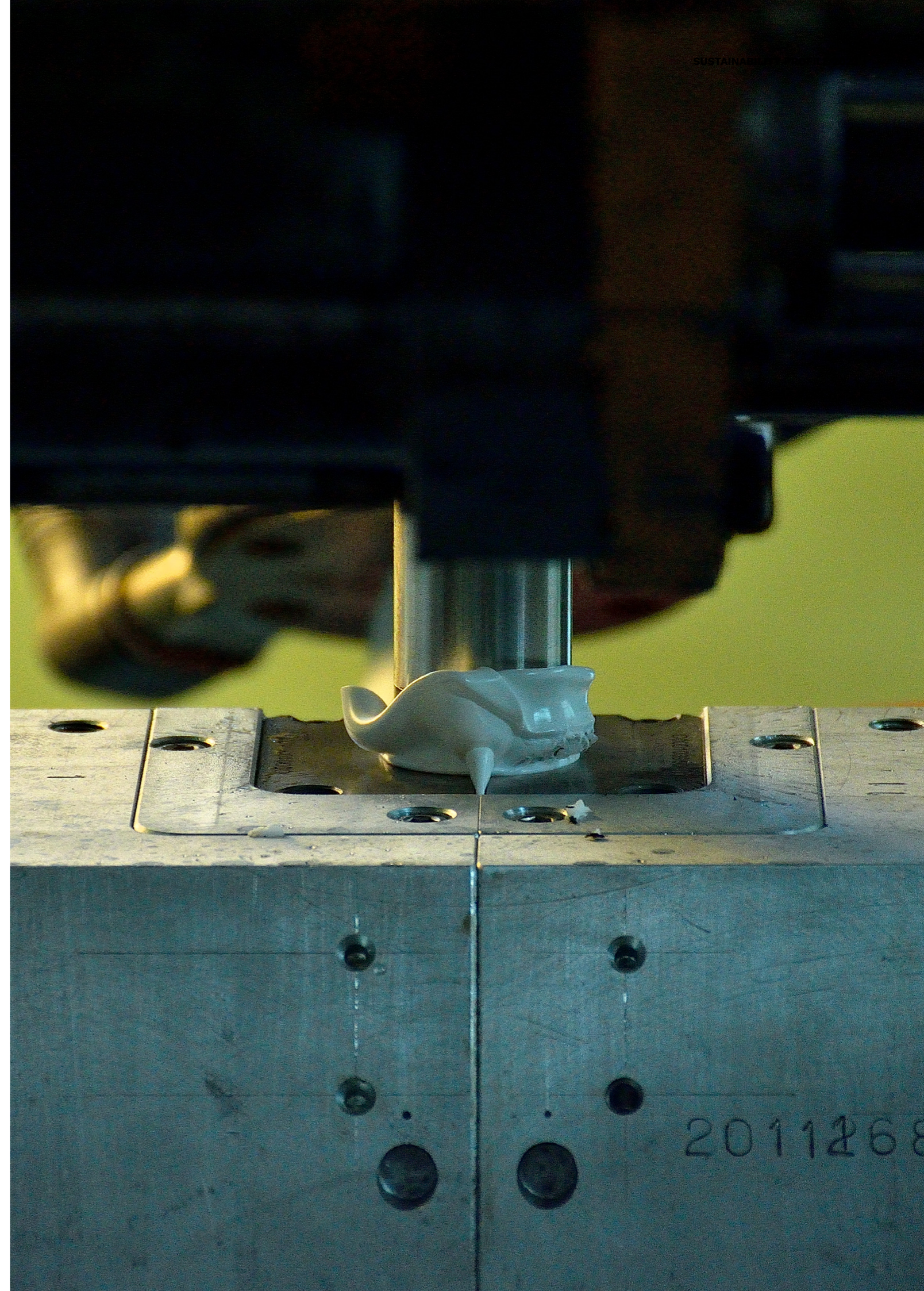
with communities, government bodies, institutions, suppliers, and clients.

### Mechanisms implemented by Serioplast for Individuals to Seek Advice and Raise Concerns

Considering all the Countries in which Serioplast is operating, different methodologies have been defined to highlight improvement and seek advice. These practices can be summarized as follows:

- Designated Contact Person: The organization appoints a dedicated individual or team to provide guidance and support to employees who have questions or need assistance in understanding and implementing responsible business conduct policies and practices.
- Internal Hotline or Helpline: Establish a confidential hotline or helpline where employees can seek advice, or report concerns without fear of retaliation.
- Training and Education: Provide regular training and education programs to employees to raise awareness of responsible business conduct principles and best practices.
- Company Portal: an easily accessible intranet with resources, guidelines, and frequently asked questions related to responsible business conduct has been created.

Considering the different countries in which Serioplast is operating, different methodologies have been defined to Raising Concerns About the Organization's



Business Conduct . These practices can be summarized as follows:

- Internal Complaint Procedure: is available a clear and accessible internal complaint procedure that allows employees to raise concerns without fear of reprisal.
- Whistleblower Protection: Policies, tools and procedures to protect whistleblowers who report suspected violations of laws, regulations, or company policies that have been implemented.
- Confidential Reporting Channels: The confidential channels to report concerns, such as anonymous hotlines/ mails/emails have been shared with employees
- Independent Investigation: Ensure that all complaints are investigated promptly and impartially by an independent party in case something has arisen to the Company.

Serioplast, by implementing these mechanisms, trust and aspire to create a culture of transparency, accountability, and ethical behavior, as added value for its business strategy and presence on market.

### Sustainability Governance

Serioplast’s Sustainability Governance structure was created in 2019 and encompasses the Board and the Sustainability Committee. The structure was updated and improved in 2023. The Board, guided by our CEO, leads the way, setting the goals and targets within the Industrial Plan, and is accountable for Serioplast’s sustainability results. CEO

is responsible for defining Serioplast’s Sustainability Strategy, ensuring that Environmental, Social and Governance considerations are integrated in Business Strategy, and objectives are met.

The Sustainability Committee is responsible for identifying risks and opportunities related to different areas within the company, defining actions to achieve Serioplast’s sustainability goals for the three pillars of the Shaping Plastic for Good program, driving initiatives and reporting to the CEO and Board. Within the Sustainability Committee are sitting all Chiefs Officers of the Company and other strategic Headquarters Managers and Specialists. The Sustainability Committee is in contact with all different Regions thanks to Sustainability Ambassadors<sup>1</sup> identified in each country - area closely working with the local Top Managers.

<sup>1</sup> sustainability ambassadors process identification will be completed by Q1 2025.





## Certifications and memberships

The Serioplast Group maintains a comprehensive certification program, adhering to multiple international standards across its operations. Key certifications include ISO 9001 for quality management, ISO 14001 for environmental management, and ISO 45001 for occupational health and safety. Several locations are certified under BRCGS and ISO 22000, which emphasize food safety standards. Additionally, some sites hold SEDEX certifications, highlighting social

responsibility and safety standards. Our recycling facility Centro Plastica holds the EuCertPlast certification, which focuses on plastic recycling, in 2024 is planned the migration to Recyclclass Certification. Planned certifications for certain sites include ISO 9001, ISO 14001, and ISO 45001, indicating compliance with quality, environmental, and safety standards. In 2023 has been launched a project to certify strategic plants about PCR Traceability in PET productions.

Certification Scheme	Serioplast's Plant achieving certification
Quality Certification – ISO 9001:2015	6 <sup>th</sup> October, Langeais, Leioa, Nyrbator, Berlingo, Casalpusterlengo, Dalmine, Pianiga, Pozzilli, Fontanellato Kutno, Limbus, Sfax, Konya, Burton, Red Springs, Boksburg, Mirano, Fedorovskoe, Serioplast Global Services
Environmental Certification – ISO14001:2015	Mirano, Pozzilli
Health and Safety Certification – ISO45001:2018	Serioplast Global Services (2024)
BRCGS - Brand Reputation Compliance Global Standard	Langeais, Dalmine, Pozzilli, Fontanellato, Karachi, Kutno, Red Springs, Saint Louis
FSSC 22000	Lavardac
Management of hygiene in the production of packaging for foodstuffs ISO 15593	6 <sup>th</sup> October, Leioa, Nyrbator, Berlingo, Casalpusterlengo, Limbus, Sfax, Konya, Burton, Boksburg, Fedorovskoe
Operation Clean Sweep	Limbus (2024)
PCR Traceability – Plastica Seconda Vita	Fontanellato, Lavardac
EuCertPlast	Mirano
Sedex	6 <sup>th</sup> October, Lavardac, Konya, Red Springs, Saint Louis, Boksburg, Sfax, Karachi

Recognizing the value of third-party certifications in operational, social, and ethical areas, Serioplast has included in its Sustainability Plan the goal of expanding existing certifications to cover more areas or pursuing new ESG certifications. Since 2014, Serioplast has been submitting the Ecovadis questionnaire, earning a bronze medal in 2022 and silver in 2023. The company also submits annual CDP questionnaires on Climate, Water, and Forests, with 2023 results reflecting its commitment.



### CDP – Disclosure Insight Action // Serioplast Group 2023

Climate Change	Water	Forest
B	B	C

Serioplast is also signatory of the Ellen MacArthur Foundation – New Plastics Economy Global Commitment, SBTi - Science Based Target Initiative and Operation Clean Sweep Program in Europe and Australia.

<b>Global Commitments</b>	Ellen MacArthur Foundation – New Plastics Economy Global Commitment SBTi
<b>Europe and Australia</b>	Operation Clean Sweep



## SERIOPLAST STAKEHOLDERS

Recognizing the critical importance of addressing the needs and expectations of both internal and external stakeholders, Serioplast is committed to embedding Environmental, Social, and Governance (ESG) principles into every aspect of its business operations. As part of this ongoing effort, the company has initiated a comprehensive process to identify and prioritize its most relevant stakeholders across the entire value chain. This approach ensures alignment with the existing management systems while maintaining a holistic understanding of the company's impact and responsibilities.

The stakeholders identified as most crucial to the Group include:

- **Clients:** Understanding and addressing client expectations is vital for ensuring that products and services align with their sustainability goals, reinforcing long-term partnerships and customer satisfaction.
- **Serioplast Employees:** The company acknowledges that its workforce is a key driver of success, focusing on their well-being, professional development, and engagement, particularly in relation to social responsibility and ethical practices.
- **Consumers:** While Serioplast operates primarily in a B2B model, the company

remains aware of the ultimate end-users of its products and the growing consumer demand for sustainable, eco-friendly solutions.

- **Suppliers:** Building a responsible supply chain is essential to Serioplast's ESG strategy. By collaborating with suppliers who adhere to high environmental and social standards, the company ensures that ethical practices extend beyond its own operations.
- **Communities:** Serioplast is mindful of the local communities in which it operates, striving to create a positive social impact through job creation, community engagement, and environmental stewardship.
- **Natural Environment & Biodiversity:** As part of its commitment to sustainability, the company prioritizes protecting the natural environment and biodiversity. This includes reducing its environmental footprint and safeguarding ecosystems affected by its operations.

By systematically engaging with these key stakeholders, Serioplast aims to integrate ESG considerations more deeply into its business processes, ensuring that decisions reflect a balanced approach to economic, social, and environmental responsibilities. This stakeholder-focused strategy enhances the company's resilience, reputation, and long-term sustainability.

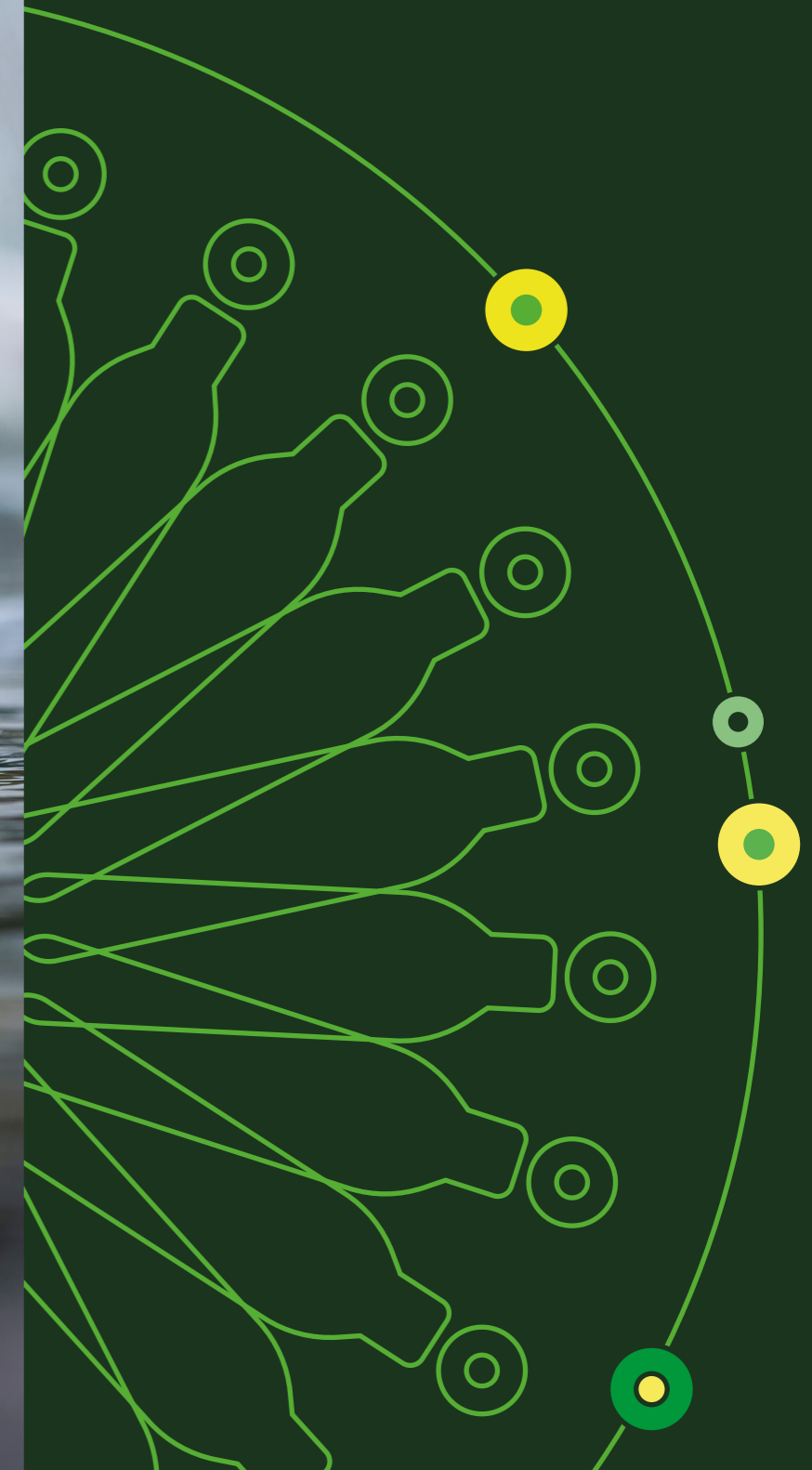




# MATERIALITY ASSESSMENT

Impact Materiality

UN Agenda 2030



## IMPACT MATERIALITY

According to its Sustainability Plan, Serioplast performed its materiality assessment in the end of 2023 to identify environmental, social and economic topics most relevant to internal and external stakeholders.

The process has been conducted according to GRI standards. The Group is preparing in advance its Double Materiality according to ESRS foreseen by the new CSRD regulation that will be applicable for Serioplast starting from 2025. The result of this process has been the definition of the list of relevant actual/potential and negative/positive impacts generated by Serioplast.

The activity included the involvement of top management in approving the

identified value chain and the mapped impacts, through the following stages:

- Identification and evaluation of the impacts by in-depth analysis of Serioplast activity and external pressures:
  - Sustainability documentation analysis of major reporting standards, industry documentation, sustainability reports published by peers and customers;
  - Identification of actual and potential impacts;
  - Evaluation of the magnitude of actual and potential impacts;
- Definition of material topics:
  - Prioritization of the impacts depending on their severity and probability



### Negative impacts

The following are, from a theoretical perspective, potential negative impacts. However, Serioplast is actively intervening to minimize or neutralize these risks whenever possible. Many of these impacts do not actually materialize or appear with significantly reduced intensity due to the proactive management and governance measures Serioplast has in place.

- Climate change due to greenhouse gas emissions
- Damage to the environment and human health caused by emissions of pollutants into the air
- Withdrawal and reduction of water resource availability
- Pollution of water resources due to discharges of hazardous substances
- Negative impacts on ecosystems and loss of biodiversity
- Depletion of virgin raw materials due to excessive consumption
- Damage to workers' health and safety
- Violations of human rights caused by inadequate working conditions
- Damage to consumers' health due to lack of controls on product quality and safety
- Employment and soil pollution due to non-virtuous waste management
- Environmental pollution due to the dispersion of plastics and microplastics
- Reduction of energy availability due to inefficient production processes
- Failure to protect workers' well-being due to the absence of dedicated corporate initiatives
- Failure to respect equal opportunities due to inadequate D&I practices
- Violation of privacy and loss of sensitive data

- Damage to local communities due to noise and olfactory pollution
- Damage to the environment and human health due to the use of dangerous substances

### Positive impacts

Through the adoption of circular economy principles and the initiation of waste recycling, we incentivize greater collection efforts and prevent waste from being incinerated for heat production or improperly dispersed. With our "from bottle to bottle" philosophy we want to keep plastic materials in the loop, avoiding any downgrade usage. By establishing in-house and nearby plants, we further minimize the environmental impacts associated with transportation and the need for secondary packaging. Additionally, we promote awareness and engagement on sustainability topics through targeted initiatives, such as voluntary programs or periodic surveys, fostering a shared commitment to environmental responsibility.

- Adoption and promotion of circular economy practices
- Development of workers' skills through training activities
- Impacts on the social growth of communities and local areas





The results shown in previous list are leading Serioplast commitment, policies and actions to:

- Prevent or mitigate potential negative impacts;
- Provide for or cooperate in negative impacts remediation;
- Manage actual and potential positive impacts.

Serioplast is reporting actions described above within its yearly Sustainability Profile, including:

- Processes used to track the effectiveness of the actions
- Goals, targets, and indicators used to evaluate progress;
- The effectiveness of the actions, including progress toward the goals and targets;
- Lessons learned and how these have been incorporated into the organization's operational policies and procedures.



### UN AGENDA 2030

On September 25, 2015, the United Nations adopted the Global Agenda for Sustainable Development, setting 17 Sustainable Development Goals (SDGs) to be achieved by 2030. Achieving these ambitious objectives requires the active participation of all sectors of society—from businesses to the public sector, civil society, philanthropic institutions, universities, research centers, and media and cultural organizations.

Serioplast is committed to playing a key role in supporting the SDGs and contributing to their realization. Through its Group Sustainability Plan, the company has developed specific programs and initiatives aligned with these goals. For each area of its Sustainability Plan, Serioplast has identified the applicable SDGs and corresponding improvement projects.

The table below outlines the strategic actions within Serioplast’s Sustainability Plan that make a tangible contribution to achieving the SDGs, along with the material topics relevant to the Group and their alignment with ESG Programs launched from 2022 and part of the Sustainability Journey.

Further enhancements to Serioplast’s initiatives, as well as the indicators shared in the Sustainability Profile, will be thoroughly reviewed and expanded upon in the Group’s first CSRD-compliant Sustainability Report, in accordance with the new ESRS European Standards in the next two years. Additionally, Serioplast integrates the shared principles of the UN Global Compact into its sustainability and business strategies, prioritizing Human Rights, Labor Conditions, Environmental Stewardship, and Anti-Corruption efforts.

### Serioplast Group’s Commitment to UN Sustainable development GOALS



#### People



#### Planet



#### Future



## GOALS & PROGRAMS











**Commitment:** We are conscious of our responsibility towards our collaborators and their families, and mindful of our impact on the wider society in all countries where we operate. Our Company is driven by Serioplast Manifesto, stating the principles of equal opportunities, healthy and safe working environment, integrity, transparency and fairness.

Objectives	Actions	SDG impacted	Our programs
Equality and Inclusion at all levels of the organization	We provide our collaborators, apprentices, and learning institutions with training on sustainability-related issues, promoting our Code of Conduct, our Manifesto and everything that can guarantee our Ethical Business.	 	<ul style="list-style-type: none"> <li>Committed to People</li> </ul>
	We do not tolerate discrimination, sexual harassment, any type of violence or child labour or forced labour under any circumstances.	 	<ul style="list-style-type: none"> <li>Committed to People</li> <li>Sustainable Procurement Program</li> <li>Road to CSRD</li> </ul>
Safe and fair workplace for all our collaborators	We guarantee healthy and safe working conditions for all employees and take specific measures to reduce the risk of incidents, promoting safe behaviors and wellbeing.	 	<ul style="list-style-type: none"> <li>SerioSafE Program</li> </ul>
Promotion of a circular economy across all stakeholders	We cooperate with learning institutes to increase the awareness of “closing the loop” for a real circular economy, to shape future responsible consumers.	  	<ul style="list-style-type: none"> <li>Shaping Plastic for Good Training Program</li> </ul>

**Commitment:** We are committed to playing a key role in the implementation of a circular economy. We want to manufacture products with a lower carbon footprint, with lower impact on biodiversity across the life cycle. Our production goals include efficient handling of resources, waste reduction, responsible water consumption and promoting the use of renewable energy.

Objectives	Actions	SDG impacted	Our programs
Carbon Footprint Reduction and improvement plans	We want to reduce CO <sub>2</sub> emissions through the increasingly use of PCR instead of Virgin Resin.	 	<ul style="list-style-type: none"> <li>SerioPLAN2050</li> <li>Product Innovation Program</li> </ul>
	We aim to reduce CO <sub>2</sub> emissions by improving energy efficiency and increasing the use of renewable energy sources. We guide our Clients choosing production either on their site (wall to wall strategy) or very close to their site (nearby plants) in order to reduce transport related emissions and secondary packaging to nearly zero within in-house operations and nearby facilities, achieved by better managing the return of secondary packaging and extending its lifecycle.	   	<ul style="list-style-type: none"> <li>SerioPLAN2050</li> </ul>
Efficient utilization of resources & waste reduction	We avoid water loss and reduce wastewater to a minimum, thanks to our approach to machines and moulds design. We prevent material loss through optimized production processes and minimized pellet, flakes or powder loss.	  	<ul style="list-style-type: none"> <li>Operation Clean Sweep</li> <li>WasteNot Biodiversity</li> </ul>
Efficient utilization of resources & waste reduction	We support organizations dedicated to plastic collection in disadvantaged countries to increase the quantity of plastic recycled at Global level.	   	<ul style="list-style-type: none"> <li>Committed to People</li> <li>Wecyclers</li> </ul>

**Commitment:** We follow a long-term approach in our strategic planning, working to promote plastic as a strategic material with strengths and advantages. Plastic materials are cheap, moldable and corrosion resistant, easily processed into a wide range of products useful for our daily life. Our resources are dedicated to innovating and to creating new packaging solutions, recyclable and made with higher percentages of recycled material. By converter to converter, we seek to craft the most sustainable possible solutions in response to the needs of the markets we operate.

Objectives	Actions	SDG impacted	Our programs
Reusable, recyclable and recycled products	We work to implement an efficient circular economy in all disciplines we guide for a change: reduce, reuse, recycle.	  	<ul style="list-style-type: none"> <li>• Product Innovation Program</li> <li>• Centro Plastica</li> </ul>
Forward-looking approach for next generations	We eco-design everything will become a waste, following criteria to reduce waste impact, making easier the recycling process. We optimize new products according to the principles of “Design for Recycling”, using only recyclable plastic polymers, lightweighting products ensuring the same safe features for the consumer. We develop new reusable models and reusable products, we are committed to innovate, to guide our Clients into new sustainable solutions.	   	<ul style="list-style-type: none"> <li>• Product Innovation Program</li> </ul>
	We report our annual sustainability performances via the Carbon Disclosure Project (CDP) and Ecovadis, and we consistently monitor the progress of our Sustainability Development Plan. We are signatories to Global Commitment, driven by the goal of tackling plastic pollution at its source.	  	<ul style="list-style-type: none"> <li>• Road to CSRD</li> </ul>



Programs Description

Program	Actions
<b>Road to CSRD</b>	Serioplast is committed to complying with the Corporate Sustainability Reporting Directive (CSRD) by 2026, reporting 2025 results. To achieve this, the company is following a multi-step process by years, to facilitate the application and deployment of a consistent, clear and reliable Sustainability Reporting.
<b>Sustainable Procurement</b>	Serioplast's Sustainable Procurement Program is an upcoming initiative designed to integrate sustainability throughout its supply chain. The program will focus on integrating Environmental, Social and Governance (ESG) principles into procurement decisions.
<b>Product Innovation</b>	Serioplast's innovation strategies emphasize the 3Rs: reuse, recycle, and reduce. The Centro Plastica recycling facility boosts recycling efforts, integrating reused materials into production. Through innovation program co-design sessions, stakeholders collaborate to design packaging that minimizes plastic use, optimizes recyclability, and promotes sustainable consumption, reinforcing Serioplast's commitment to a circular economy and responsible resource management. New updates in 2024.
<b>SerioPlan2050</b>	Serioplast's journey to decarbonization involves a multifaceted approach that addresses various aspects of the production process, reflected in Company's commitment to SBTi. Serioplast's actions are translated into its SERIOPLAN2050, collecting different actions like energy efficiency, increasing renewable energy usage, consistent and continue PCR inclusion and nearby approach to the Client.
<b>WasteNot Biodiversity</b>	The program promotes sustainability through Zero Waste to Landfill by diverting waste from landfills, enhancing recycling efforts. Operation Clean Sweep focuses on preventing plastic pellet pollution, maintaining cleaner production sites. Biodiversity Restoration initiatives protect ecosystems, restore habitats, and support species diversity. Responsible Water Management optimizes water use, minimizes contamination, and safeguards water resources for future resilience.

Program	Actions
<b>Committed to People</b>	The program champions People Diversity and Inclusion, fostering equitable opportunities for all, reducing inequalities. It promotes Professional Growth through continuous development and ensures Care for internal and external Stakeholders with ethical, impactful relationships. Additionally, it supports Social Enterprises in local territories or abroad, to drive social change. The program commits to Living Wage Implementation, ensuring fair, sustainable incomes for employees across the organization and community.
<b>SerioSafe</b>	ISO 45001 and ISO 14001 inspired Serioplast's SerioSafe Management System for global HSE standards. SerioSafe proactively manages health, safety, and environmental risks through a structured approach, aligning with ISO principles to identify, assess, and control hazards, prevent accidents, and protect the environment across all Serioplast factories.
<b>Shaping Plastic for Good Training</b>	Serioplast launched a program to raise global awareness about plastics, focusing on their strategic and sustainable use. This training campaign targets both internal and external stakeholders, aiming to deepen understanding of plastic's role and responsible handling practices to enhance environmental stewardship and promote fair communication.



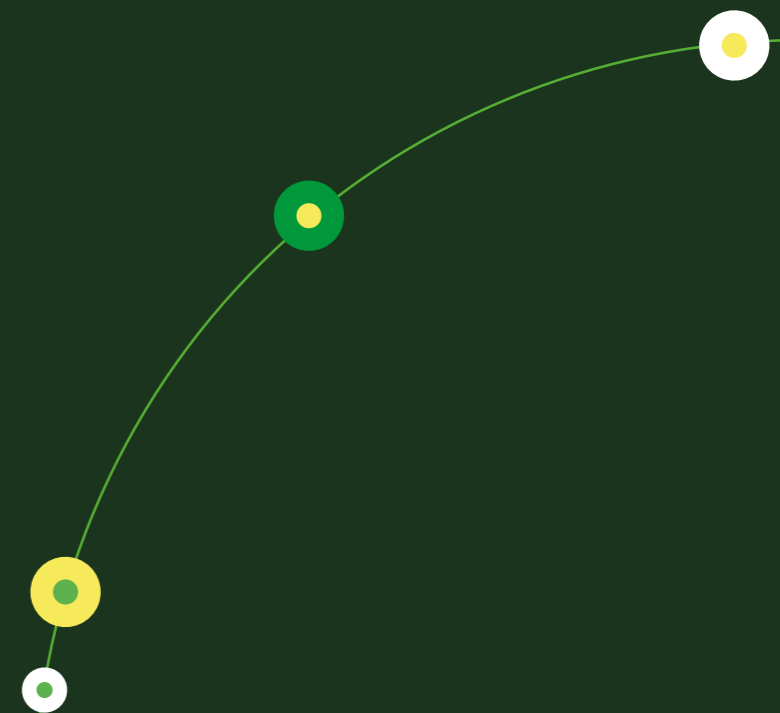


## SHAPING PLASTIC FOR GOOD

People

Planet

Future





## SERIOPLAST’S MATERIAL TOPICS

In the following chapter, **Serioplast** is going to disclose the different programs included in the **Company Sustainability Plan**, and how these programs are contributing to **SDGs**. Material topics are linked not only to **SDGs** but also to **GRI KPIs**, for this reason are shared the most relevant results.

### PEOPLE

Serioplast operates with respect for human capital and the social environment, directing its efforts towards the growth of the professional skills of human resources and encouraging active participation of all collaborators to care about individual rights. In fact, people represent the most precious asset for Serioplast, which aims to develop a sense of belonging and be attractive for new talents. Serioplast also aims to guarantee always a safe and healthy working environment, in full compliance with

current regulations, reducing risks in the workplace.

As of 31.12.2023 Serioplast counted a total of 1,647 employees, 24% women and 76% men and, with 89% of employees hired on permanent contracts.

Serioplast is also tracking the % of female and male employees across the Group, checking also the % in managerial positions in each Legal Entity controlled by Serioplast Global Services.

Serioplast Group	2023	2022
Employees	1,647	1,525
% of female collaborators	24%	25%
% of male collaborators	76%	75%

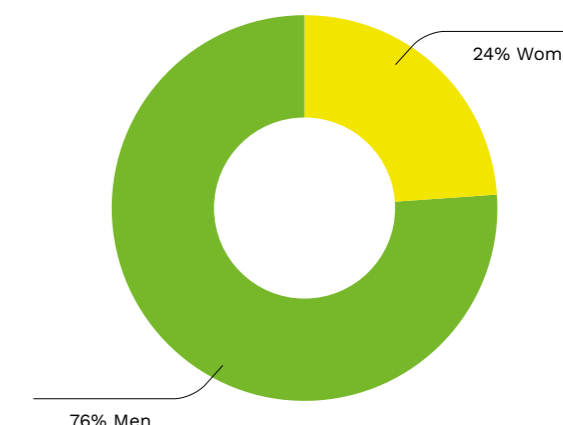
#### Diversity and Inclusion

Serioplast Group’s diversity information are yearly disclosed to the Sustainability Committee, resulting for 2023 in the following tables and charts.

A more balanced gender composition could enhance Serioplast’s appeal by fostering innovation and attracting a diverse talent pool, reinforcing the Company’s commitment to inclusivity.

#### Diversity distribution by Gender at Group Level

At Serioplast, 76% of employees are male and 24% are female. This distribution highlights a gender imbalance that may reflect industry norms or specific role requirements. Increasing female representation could be an area of focus, potentially enriching diversity and bringing varied perspectives that enhance innovation and problem-solving.



### Diversity in Governance Bodies

In Serioplast, the Sustainability governance structure comprises two key bodies: the Board and the Sustainability Committee, both of which reflect a distinct diversity profile based on gender and age. The Board consists of 14% female and 86% male members, while the Sustainability Committee demonstrates greater gender diversity, with women comprising 33% of its members and men 67%. When examining

age distribution, the Board shows a notable concentration of experience, with 57% of its members aged over 50 years and none under 30. Conversely, the Sustainability Committee presents a more balanced age representation, with 11% of members under 30, 72% between 30 and 50, and 17% over 50 highlighting the Sustainability Committee's efforts to incorporate younger perspectives.

Governance Bodies	Female	Male
Board	14%	86%
Sustainability Committee	33%	67%

Governance Bodies	<30 years old	30-50 years old	>50 years old
Board	0%	43%	57%
Sustainability Committee	11%	72%	17%

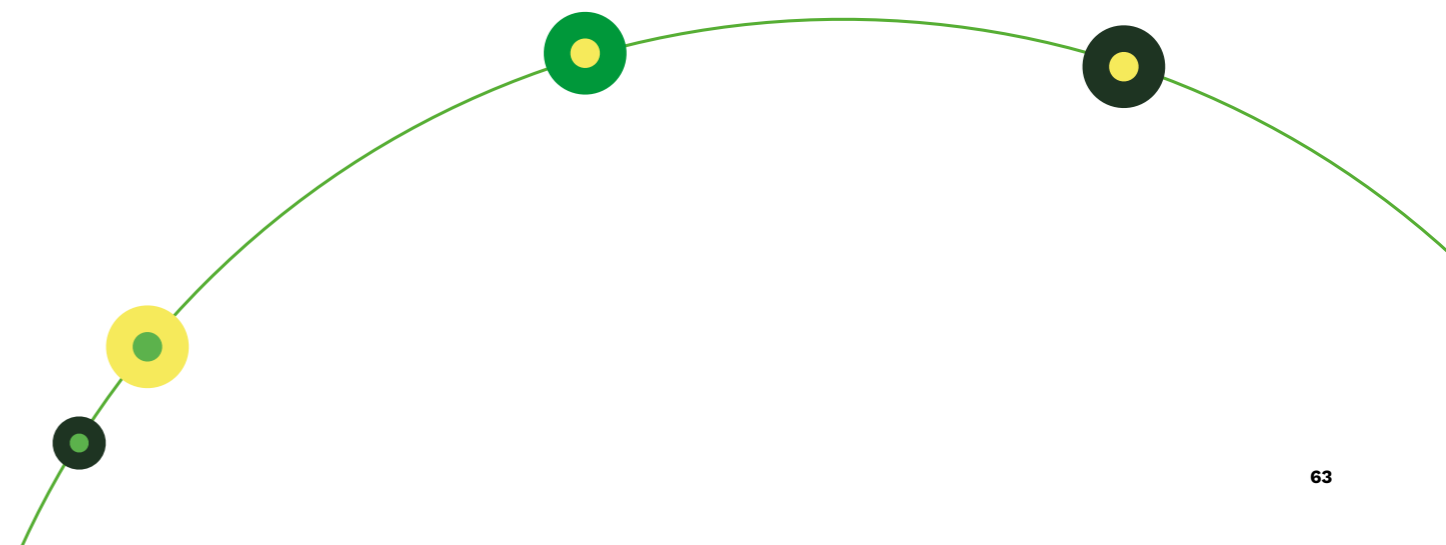
### Diversity distribution by Gender and Age per Country

The diversity distribution across various countries within the Serioplast Group reveals significant variations in gender and age representation. In terms of gender, the workforce displays a pronounced male dominance, with female representation ranging from a low percentage in the North Africa Region to a peak of 55% in Poland. Notably, regions such as France Langeais and Slovenia also show strong female presence, with 49% and 47%, respectively, indicating a more balanced approach to gender diversity in these locations.

In examining age distribution, there is a blend of youthful and experienced members across the Group. Countries like Serioplast Algeria and Egypt have a notable proportion of employees under 30, at 41% and 43%, respectively, which contrasts sharply with regions like France Langeais, where only 3% of the workforce is in this age bracket. Additionally, the age group between 30 and 50 years dominates in many countries, with countries like Serioplast Slovenia and Tunisia showcasing a robust representation of this demographic at 68% and 83%, respectively.

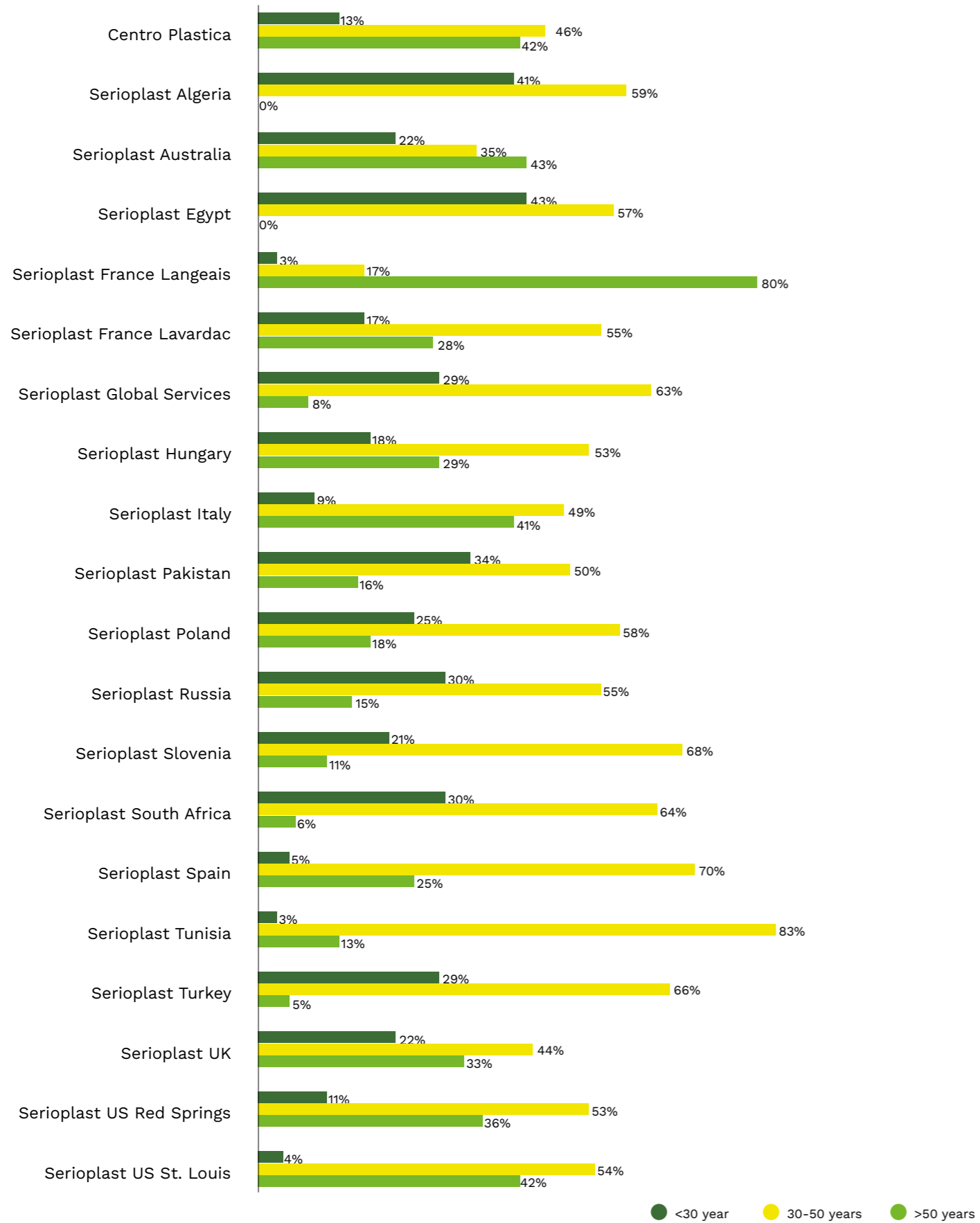


Group Company	Female	Male
Centro Plastica	8%	92%
Seriomac	9%	91%
Seriomould	5%	95%
Serioplast Algeria	0%	100%
Serioplast Australia	17%	83%
Serioplast Egypt	1%	99%
Serioplast France Langeais	49%	51%
Serioplast France Lavardac	14%	86%
Serioplast Global Services	27%	73%
Serioplast Hungary	14%	86%
Serioplast Italy	21%	79%
Serioplast Pakistan	6%	94%
Serioplast Poland	55%	45%
Serioplast Russia	27%	73%
Serioplast Slovenia	47%	53%
Serioplast South Africa	25%	75%
Serioplast Spain	20%	80%
Serioplast Tunisia	37%	63%
Serioplast Turkey	50%	50%
Serioplast UK	33%	67%
Serioplast US Red Springs	33%	67%
Serioplast US St. Louis	20%	80%





Group, <30 year, 30-50 years, >50 years





men collaborators in each Geographical Area where Serioplast is operating. Overall, the gender pay gap (weighted average) at Group Level is 12%. To mitigate the effect of gender pay gap, Serioplast has established for each job title a salary band not influenced by the collaborator's gender. In the salary band are considered years of experience in the same/similar job position in Serioplast or other companies. Then every year are considered in the salary review processes based on the experience accumulated within the Company. Salary bands are updated every year, considering local labor markets and living wage applications with recognized methodologies.

### Type of contracts

The contract type distribution for the Serioplast Group in 2023 reveals notable trends in gender representation among permanent and temporary employees compared to the previous year, 2022. For permanent positions, 26% of females and 74% of males were employed, reflecting a slight decrease in female representation from 27% in 2022, while male representation remained stable at 73%. In the temporary category, female representation decreased to 9% in 2023 from 12% in 2022, with males constituting 91%, a figure that remains consistent with the previous year. Additionally, as of December 31, 2024, there are 301 third-party employees associated with the Group, which adds another layer to the workforce dynamics.

Contract type	2023		2022	
	F	M	F	M
Permanent	26%	74%	27%	73%
Temporary	9%	91%	12%	88%

The gender distribution reveals key insights into workforce composition by contract type. Out of a grand total of 1,647 employees, 392 are female, with 377 in permanent positions and only 15 in temporary roles, indicating a strong preference for permanent employment among women, who represent 96% of the

female workforce. In contrast, the male workforce is substantially larger, totaling 1,255 employees, with 1,094 in permanent roles and 161 in temporary positions. This translates to 87% of male employees being in permanent positions, with a notable 13% in temporary roles.

2023	Female		Male	
	Permanent	Temporary	Permanent	Temporary
Serioplast Group				
Grand Total	377	15	1,094	161

### Collective agreements

Our commitment to supporting and protecting collective agreements is a global standard that spans all 33 of our production sites across 16 countries. Regardless of location, we ensure that our Code of Conduct is consistently upheld, fostering a fair and sustainable approach to labor relations in every region where we operate. This global commitment reflects our belief that respect for employees' rights and collaborative bargaining practices are essential to our

values and our mission as a company. By maintaining this standard worldwide, we not only strengthen trust and engagement with our diverse workforce but also contribute to sustainable, responsible operations across all of our sites.

Currently 100% of Plants located in France, Italy and Turkey are covered by collective agreements, covering the 44% of Group Workforce.

### Serioplast sustainable value

Serioplast considers economic growth an integral part of its strategy, committing itself to creating long-term value for all its stakeholders. Aware of the important role of an industrial reality for the market, for economic growth, and for the well-being of the people and the social realities in which it is present, Serioplast works to develop and maintain an active open dialogue with the local communities and the various territories in which it operates, proposing initiatives and projects designed to satisfy concrete needs and educate communities, mainly on the importance of recycling plastic materials.

In addition to environmental awareness efforts, Serioplast is actively engaged in hiring locally, providing valuable employment opportunities that contribute to economic growth and stability. By prioritizing local talent, Serioplast fosters a workplace that understands and reflects the needs of

the community, creating job security and career development paths for its workforce. These efforts not only bolster the local economy but also support the formation of a skilled workforce equipped with expertise in sustainable practices and advanced manufacturing techniques. Through these hiring initiatives, Serioplast cultivates a sense of belonging and shared purpose among its employees, enhancing the company's impact as a socially responsible enterprise. The company's investment in its employees extends beyond job creation; it includes training programs that focus on skill enhancement, safety, and environmentally-conscious production processes. This localized approach to growth helps Serioplast forge strong partnerships within the community, reinforcing its commitment to environmental stewardship, economic empowerment, and the sustainable advancement of the regions in which it operates.



**New hiring and turnover**

The overall turnover data at Serioplast, segmented by age groups, reveals notable differences in workforce stability across demographics and different countries.

Employees under 30 experience the highest turnover rate at 65%, suggesting a high level of mobility or frequent job changes within this younger cohort in particular in Serioplast’s Plants outside Italy. This could reflect career exploration, a search for growth opportunities, or potentially unmet expectations among younger employees. In contrast, the turnover rate for employees aged 30-50 is significantly lower at 37%, indicating a more stable and established segment within the company. For employees over 50, the turnover rate drops further to 19%, the lowest among all age groups, suggesting that older employees are more likely to remain with the company long-term, sharing expertise and knowledge to other coworkers.

The overall turnover rates at Serioplast, broken down by gender, show a slight difference between female and male

employees. Also in this case the turnover is higher outside Italian Legal Entities of the group Female employees have a higher turnover rate at 43% compared to 37% for males.

The new hire data at Serioplast, segmented by age group, shows a dynamic and youthful hiring trend. The majority of new hires fall within the 30-50 age group, accounting for 51% of total hires. This reflects Serioplast’s commitment to bringing in experienced talent that likely possesses industry knowledge and stability, strengthening the company’s core workforce. Meanwhile, employees under 30 constitute 42% of new hires, indicating a strategic focus on cultivating young talent and fostering fresh perspectives within the organization. This age group is likely targeted for roles where growth potential and adaptability are key. This balanced hiring approach positions Serioplast well to harness both experience and innovation, creating a diverse age mix that supports sustainable development.

**New hires 2023, by category**

<30 year old	30-50 years old	>50 years old
42%	51%	7%

**Career Professional Development**

Serioplast recognizes that its people are essential to achieving the company’s goals. To support their growth, Serioplast invests annually in employee training programs to foster professional development. During the budgeting phase, supervisors and managers gather the training needs of their teams and submit them to the HR department. HR then allocates the necessary budget to

meet these individual needs and develops tailored training programs for the following year.

In 2023, a total of 13,958 of training hours were dispensed to people, as part of the Serioplast People plan oriented to protect, promote, develop human resources.

GRI 404-1	Year 2023 - hours	Year 2022 – hours*
Total Training Hours – Serioplast Group	13,958	11,264
Total Training Hours Female Employees – Serioplast Group	3,350	2,816
Average training hours per employee – Serioplast Group	8.5	7.39
Average training hours per female – Serioplast Group	8.5	7.39
Training Hours / Working Hours	0.5%	nd
Total permanent workers training hours -Serioplast Group	12,423	nd
Total temporary workers training hours -Serioplast Group	1,535	nd

\* in 2022 Serioplast Group has launched a new web based platform internally developed, to collect training hours and information about training performed. Further and more detailed data will be disclosed in 2024 Report.

**13,958**

**Total Training Hours**

**8.5**

**Average training hours per employee**

In 2023, the training hours delivered to workforce covered the following topics:

Topic	Training hours in percentage on the total
Digital Skills	8%
HSE-ESG-CSR	38%
Job Specific	51%
Languages	3%

In 2023, as part of the Serioplast People Plan aimed at fostering the professional growth of every employee, a total of 6,155 hours of training were provided to staff at Headquarters, consisting of 51 hours of training per employee and 3% on the total worked hours.

**Performance review**

By the end of October each year, the Serioplast Group conducts performance reviews in accordance with its standard guidelines, which are mandatory for all managers, leaders, and supervisors, and recommended for each employee. Human Resources collects this data to monitor performance and ensure that every employee has a clear development and career plan. Serioplast encourages mobility projects that allow employees to expand their skills and experiences, fostering both personal and professional growth. These needs and opportunities are shared during the performance review. In 2023, 69% of female collaborators participated in the annual performance review process, while a higher 78% of male collaborators were involved.



**2023 Performance Review (mandatory + suggested)**

Male collaborators	78% of total workforce involved
Female collaborators	69% of total workforce involved

Serioplast is deploying a new tool for tracking and monitoring the global performance reviews, for this reason are excluded from the calculations the legal Entities Spain, Algeria, Egypt and Italy.

**Serioplast's Living Wage Project**

In 2023, Serioplast committed to becoming a Fair Wage Employer by the end of 2030, ensuring that 100% of its global workforce receives a living wage. The Serioplast Living Wage Project is a global initiative designed to guarantee that all workers earn enough to meet their basic needs and live with dignity in every country where the company operates.

The key principles of Serioplast's Living Wage Project include:

- Fair compensation: Ensuring that all workers receive a wage sufficient to cover essentials like food, housing, and healthcare.
- Dignity and respect: Treating all employees with dignity, regardless of their employment status or background.
- Economic justice: Striving for a fairer economy where all workers earn a living wage.

To bring this vision to life, Serioplast partnered with the Fair Wage Network (FWN) to assess current wages globally and identify gaps compared to living wage benchmarks. Through this partnership, the company uses dedicated software that provides living wage data, considering factors like basic needs, family sizes, government policies, and regional cost differences. By comparing this data with existing salaries, Serioplast can pinpoint areas where wage improvements are needed to meet its 2030 goal. Fair Wage Network's methodology, recognized by IDH, ensures a rigorous and transparent approach to defining and achieving living wages across all locations.

This project underscores Serioplast's commitment to creating a fairer, more equitable working environment for its entire global workforce.

**Impact on local communities**

Serioplast believes in a shared development of value along the entire supply chain and intends to evaluate the economic, environmental, and social impacts deriving from its activities at a territorial level in every country its operating.

The objective is to create shared value for customers, people, communities, and future generations, playing an active role in society and taking into consideration the requests coming from the territory, promoting those that from time to time are in line with the own values, promote the growth and development of the community and enhance areas such as:

- raising awareness of responsible use of resources;
- training and partnerships as a lever for innovation;
- care about natural environments and biodiversity;
- promote the circular economy philosophy educating all the stakeholders to keep plastic "into the loop";
- Promote safe behaviors at workplace but also in daily life in order to prevent severe incidents that can affect Serioplast employees and their families.



### Wecyclers

In 2022, Serioplast became a shareholder in Wecyclers, a pioneering social enterprise in Lagos, Nigeria, dedicated to creating a circular economy through waste collection and preparation for recycling. This partnership is transforming Nigeria's urban waste landscape by addressing environmental challenges, empowering communities, and fostering economic opportunity, particularly among underserved populations. Operating in some of the most densely populated neighborhoods of Lagos, where waste management infrastructure is minimal, Wecyclers incentivizes local residents to participate in recycling while creating economic pathways that address social and environmental challenges simultaneously.

### Empowering Local Economies and Communities

Wecyclers operates an inclusive, multi-layered recycling model that begins at the household level with Subscribers—local residents who contribute household waste in exchange for financial rewards, thereby turning waste into an income stream. This model enables even the most marginalized communities to contribute to environmental sustainability

while gaining a reliable source of supplemental income. Subscribers can participate by either dropping off recyclables at designated kiosks or by registering for regular pick-up services, making recycling accessible and convenient across communities.

In addition, Wecyclers promotes economic empowerment through the establishment of Franchisees—small-scale waste collection businesses run by local entrepreneurs. The Franchise program expands Wecyclers' efforts by empowering more individuals to create recycling enterprises. Enabling the creation of additional jobs through these enterprises, and increasing public awareness about recycling and environmental sustainability in the communities where Franchisees are established. All Franchisees are provided with Logistical, financial education, environmental education, business planning and management support.

The Wecyclers Hub serves as a processing center where waste from kiosks and pickups is delivered. Here, the waste is sorted, caps and labels are removed, and the materials are then baled and prepared for sale to industrial clients or Wecyclers customers for recycling.

**Serioplast’s support and expansion in Ogun State**

In its role as a strategic partner, Serioplast provides significant technical resources, and operational support that enable Wecyclers to scale its impact. A major component of this collaboration is the establishment of a state-of-the-art recycling facility in Ogun State, Nigeria. This facility will be designed to convert collected plastic into recycled PET (rPET) flakes with an output capacity of two tons per hour, providing a sustainable raw material that supports the local packaging industry. The production of rPET not only addresses the plastic waste problem but also creates a closed-loop system, allowing used plastics to re-enter the market as new products, promoting a circular economy at a larger scale.



**Addressing the UN Agenda 2030 Goal to Reduce Inequalities**

The Wecyclers-Serioplast partnership directly contributes to the UN Agenda 2030, particularly the goal to “Reduce Inequalities” (SDG 10). This initiative prioritizes social inclusion by creating job opportunities and income streams for some of Lagos’s most underserved communities, many of whom have limited access to formal employment. By involving local entrepreneurs as Franchisees, Wecyclers encourages

financial independence and skill development among marginalized groups, including women and low-income individuals, who might otherwise face economic exclusion. This model not only generates income but also fosters a sense of agency and ownership among community members, bridging gaps in economic opportunity and promoting a more inclusive local economy. The structured Wecyclers model provides sustainable income sources, especially for women and small businesses, who are often key participants. Through equitable income distribution and local business support, the model helps build resilience among these groups, empowering them to support their families and contribute to local economic growth. Furthermore, as Wecyclers expands into other Nigerian regions, it is creating pathways for scaling this model, offering more communities access to economic and social benefits associated with organized waste collection and recycling.

**Addressing the Global Plastic Crisis with a Scalable, Inclusive Model**

With over 171 trillion pieces of plastic floating in the oceans, a number expected to nearly triple by 2040, the world faces an escalating plastic crisis. The Wecyclers-Serioplast partnership is tackling this crisis by demonstrating a scalable, inclusive approach to plastic collection, especially in regions where traditional waste management systems are underdeveloped. Unlike many high-income countries, Nigeria and similar developing nations face unique barriers, including limited waste regulation and enforcement of extended producer responsibility. Wecyclers addresses these challenges by building a commercially viable recycling



model that connects each stage of the waste management process, turning collection and recycling into sustainable, income-generating activities that uplift the local population. This collaboration offers a replicable model for other cities globally, proving that an inclusive approach to waste collection, which incentivizes community participation, can foster environmental and social progress. As a for-profit enterprise, Wecyclers also demonstrates that environmental solutions can align with economic viability, particularly in developing regions with high availability of mismanaged waste.

### A Broader Impact on Community Health and Sustainability

The Wecyclers model, supported by Serioplast, also has far-reaching impacts on public health and community well-being. By reducing waste accumulation in residential areas, Wecyclers mitigates the health risks associated with unregulated waste, which include respiratory issues, water contamination, and the spread of diseases. Cleaner environments contribute directly to healthier, safer communities, reinforcing sustainable urban development.

In aligning with Serioplast, Wecyclers has amplified its capacity to effect change, gaining access to enhanced technology, operational expertise, and resources. This collaboration empowers Wecyclers to increase recycling volumes, ensure a consistent supply of recycled material for industrial use, and foster a culture of recycling and environmental stewardship in high-density urban areas. Together, the Wecyclers-Serioplast partnership is setting a transformative example of how environmental initiatives can actively reduce inequality, empower communities, and drive systemic change in waste management and recycling.





To support a **healthy work-life balance**, the company allows **50%** of its workforce to request **part-time contracts** for motherhood and offers flexible hours and remote work options.

Since 2012, the **Serioplast Technical School** has provided professional training and skills development, connecting the company with local schools and communities.

In **2021**, Serioplast launched an **E-learning platform** for online **training, enhancing knowledge** sharing and onboarding processes.

Company ensures regular yearly performance and **salary reviews** with all managers and team leaders to enforce participation and professional growth.

Serioplast invests in a **sustainable future** by collaborating with schools and universities to share with new generations the **circular economy** and **recycling** importance. Serioplast during the year, offers dedicated Project Works, Trainings, Internships, Career Days, Business Games for young students that are starting their professional career and are interested in sustainable plastic manufacturing.

Since 2022, Serioplast has been a minority shareholder in Wecyclers. Through this partnership, the Serioplast Group aims to advance a truly **circular economy** by creating greater value, empowering women and small businesses to enhance their incomes, and fostering resilient, healthy, and sustainable communities in the cities where Wecyclers operates.

Serioplast has launched globally its **“Shaping Plastic for good training program”** in order to increase the awareness and consciousness of all the stakeholders impacted by Serioplast’s business.

Serioplast is developing an internal plan “Committed to People” to prioritize the **well-being of its employees**, focusing on areas such as employee and family welfare, fair recruitment, salary equity, career development, and the prevention of discrimination and violence. The plan will also promote diversity, inclusion, health and safety, and sustainable ethical behavior, with specific policies created for each area.

In 2016 Serioplast’s Group started a social project for **Group Clothing supply**. Serioplast decided to procure and supply to all Factories working clothes manufactured by a Social Enterprise (Cooperative) “La Lumachina” supporting also a local social business in Serioplast’s hometown.

In 2021 Serioplast’ Headquarters started a **“supplier inclusive program”** with the Social Enterprise (Cooperative) “La Serra” in order to supply daily the meals for HQ Employees in Seriate Headquarters.

## Health and Safety

At Serioplast, workplace health and safety are fundamental to both our business operations and overall performance. Our top priority is to prevent work-related incidents and illnesses, minimizing their frequency and severity. In every country where we operate, we ensure full compliance with local laws and regulations to maintain safe and healthy working conditions. To continuously improve our facilities, we follow structured action plans focused on prevention, hazard identification, and risk assessment. Serioplast’s approach to Health and Safety Management follows the main ILO Conventions (e.g. C155 from 1981). Serioplast has a global Environment, Health & Safety (HSE) System, overseen by our Global HSE Department, stating our guiding principles and commitments towards the H&S, applying ISO45001 Standard thanks to SerioSafe Program.

### Serioplast’s Approach to Health and Safety

Serioplast is deeply committed to providing a safe and healthy working environment for all its employees. Serioplast also strives to maintain positive relationships with regulatory bodies, clients, suppliers, and other stakeholders by ensuring transparency and compliance with health and safety practices throughout its processes and product lifecycle.

To achieve this goal, the company has implemented a thorough health and safety management system that covers several essential aspects. First, Serioplast regularly inspects its facilities to identify potential hazards, such as

faulty equipment or slippery surfaces, and performs job-specific hazard analyses. This enables the company to prioritize risks based on their likelihood and severity through detailed assessments. In the event of an incident or injury, a comprehensive investigation is conducted, with support from top management, to uncover the root cause and prevent future occurrences. This involves gathering evidence, interviewing witnesses, and analyzing all relevant circumstances.

Employee training plays a key role in ensuring safety across the company. Serioplast provides regular training that covers emergency procedures for fires or chemicals management, proper use of personal protective equipment (PPE), hazard identification and ergonomics, and first aid skills.

To enhance its safety efforts, Serioplast has established safety committees that include employees representatives at every level. These committees help to identify risks, launch safety initiatives, and create a culture of safety.

In 2024, the structure of these committees will be enhanced to improve communication across the organization. Regular audits, aligned with ISO 45001 standards, are conducted by the Corporate Global HSE Team and external auditors to ensure compliance with safety procedures. Additionally, ongoing inspections by management and employees help identify any new risks. Serioplast has also developed emergency response plans for situations like fires, spills, or natural disasters, outlining evacuation procedures, first aid support, and communication with emergency services.

Beyond these formal measures, Serioplast fosters a culture of proactive health and safety practices by encouraging both individual and company-wide safety efforts. Ongoing education empowers employees to take ownership of their safety, and near-miss reporting is strongly emphasized to enable preventive actions before accidents happen. Roles and responsibilities for health and safety are clearly defined and communicated, and the company continually monitors safety performance using measurable methods.

Two-way communication is encouraged through various channels like online platforms, suggestion boxes, committees, and surveys, enabling employees to provide feedback on working conditions. By systematically analyzing accidents and near misses, Serioplast wants to determine root causes and establish effective preventive actions. This comprehensive approach underscores the company's dedication to creating a safe workplace and continuously improving its health and safety standards.



**For years Serioplast marks the World Day for Health and Safety at Work developing local initiatives to celebrate the 28th April.**



HSE Management System inspired by ISO 45001 and ISO 14001 Standards

In 2021 was launched the **SerioSafe System** is an integrated Health, Safety, and Environmental management framework inspired by ISO 45001 and ISO 14001 standards. It provides structured guidelines for identifying, assessing, and controlling HSE risks. With a focus on continuous improvement, SerioSafe ensures safe practices and environmental compliance across all operations.



In 2023, Serioplast launched the global behavioral safety training campaign, on **“SerioSafe MUSTs”** – essential guidelines for safe behavior in the workplace. The training was delivered on the job to all employees of the Group. In 2024 is planned the development of key trainings on single MUSTs.



**The Lock Out Tag Out (LOTO)** Project at Serioplast was launched in **2022** to enhance workplace safety by ensuring that machinery is properly shut down and isolated from energy sources during maintenance. This project implements standardized LOTO procedures to prevent accidental machine start-ups, protecting employees from potential hazards. Through training and compliance measures, the project fosters a safer work environment and aligns with global safety standards.



In 2022, Serioplast launched **workshops on HSE**, to involve all different Management Teams, Globally aimed to identify 12 “SerioSafe MUSTs” – essential guidelines for safe behavior in the workplace. About 150 managers have been involved in 12 different sessions.

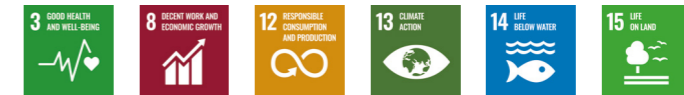


**In 2024, we will continue focusing on safe behaviors and leadership through dedicated training for all Plant Management Teams.**



**SERIOPLAST HSE MUSTs**

12 Ethic choices and safe behaviors that we respect in all serioplast plants



 <p><b>NO DRUGS, NO ALCOHOL BE SOBER!</b> Working under the influence of alcohol and drugs is forbidden, be lucid in your workplace.</p>	 <p><b>DRIVE CAREFULLY!</b> Drive safely within our workplace, slowing speed and taking care of surroundings.</p>
 <p><b>DON'T BYPASS!</b> Bypassing safety devices is forbidden. If safety devices are not working, an injury might be expected, don't bypass if you care about your safety!</p>	 <p><b>PAY ATTENTION!</b> Stay focused and be careful in any work environment!</p>
 <p><b>WEAR YOUR PPE!</b> Make sure that you are using all PPEs needed for your task!</p>	 <p><b>TAKE CARE OF YOUR WORKPLACE</b> Be responsible for your workspace by maintaining order and cleanliness, your safety starts from it!</p>
 <p><b>LEAD BY EXAMPLE</b> Be responsible for yours and others safety. Be exemplary on HSE aspects. Be a positive example in your workplace!</p>	 <p><b>NO TRAINING, NO ACTION</b> Only operate machines and equipment for which you have been trained and authorized.</p>
 <p><b>AVOID WASTE</b> Respect your workplace, don't waste water, energy and resources. Care about our planet, don't waste!</p>	 <p><b>YOUR PADLOCK, YOUR LIFE</b> PADLOCK YOUR SAFETY! PADLOCK YOUR LIFE! Apply Lock Out Tag Out before to start any activity.</p>
 <p><b>SEE SOMETHING, SAY SOMETHING</b> Report any dangerous situation to your supervisor, don't ignore unsafe behaviours, do not underestimate unsafe conditions.</p>	 <p><b>RESPECT PROCEDURES</b> Complete your task following the right procedure, ask for a work permit if needed.</p>



Health and Safety Rates		2023		2022	
GRI 403-9	Incident Rate	Severity Rate	Incident Rate	Severity Rate	
Serioplast Group	0.86	0.20	1.59	0.26	
GRI 403-9	Number	Rate	Number	Rate	
Fatal Injuries in workplace	0	0	0	0	
Severe Unrecoverable Injuries in workplace (fatalities excluded)	0	0	0	0	
GRI 403-10	Number	Rate	Number	Rate	
Occupational illnesses due to Serioplast's processes	0	0	0	0	

Incident rate calculated on 200.000 worked hours / severity rate calculated every 1000 worked hours.

### Occupational H&S Services and Culture

At Serioplast, our SerioSafe Musts, better described as safe behaviors, are the foundation of our safety culture. These essential guidelines focus on both personal responsibility and teamwork to prevent accidents and ensure everyone's well-being. Every employee has a critical role in maintaining a safe workplace, and we believe that no

task justifies compromising safety. By watching out for each other and strictly following safety protocols, we create a supportive environment built on care and accountability. Adherence to the SerioSafe Must is non-negotiable. Upholding these principles not only keeps us safe but also protects our colleagues. Safety is a shared responsibility that requires everyone's active involvement, fostering a sense of ownership and accountability.

## PLANET

# Serioplast's approach to Environmental Management follows the Precautionary Principle, as defined in the UN Rio Declaration, 1992.

Serioplast has a global Environment, Health & Safety (HSE) System, overseen by our Global HSE Department, stating our guiding principles and commitments towards the environment, applying ISO14001 Standard thanks to SerioSafe Program. In every Country where Serioplast operates, we ensure compliance with the applicable laws and regulations to prevent any environmental pollution and biodiversity loss.

Serioplast is committed to advancing its environmental performance by focusing on responsible and efficient resource management, with dedicated efforts toward energy conservation, renewable energy integration, pollution prevention, emission reductions, and the strategic incorporation of Post-Consumer Resin (PCR) across all operations. By embedding PCR in the production process, Serioplast leverages Centro Plastica's expertise to significantly reduce CO<sub>2</sub> emissions, notably when repurposed into new bottles. This initiative exemplifies Serioplast's Climate Strategy, in which PCR plays a pivotal role in emissions reduction.

To further minimize Scope 3 emissions, Serioplast is actively pursuing production models that run manufacturing facilities closer to clients, embracing the "nearby/wall-to-wall/in-house" philosophy. This

proximity reduces the carbon impact of outbound transportation, enhancing efficiency across supply chains. Additionally, it supports the reduction of secondary packaging to nearly zero within in-house operations and nearby facilities, achieved by better managing the return of secondary packaging and extending its lifecycle.

Serioplast's Research & Development (R&D) Innovation Strategy, centered around the "3R" (Reduce, Reuse, Recycle) approach, prioritizes environmentally responsible project development. The company's agility in adapting processes and solutions fosters swift responsiveness to client needs, allowing for new, sustainable business initiatives to be implemented with speed and precision.

Alongside these innovations, Serioplast consistently improves operational practices to optimize energy consumption and Scope 1 and 2 emissions. The company also remains committed to adopting sustainable energy sources and stands as a strategic partner in identifying and integrating green energy solutions for clients. Serioplast's holistic approach to environmental efficiency and efficacy is underscored by initiatives that ensure environmental protection through.

Serioplast's ongoing commitment to efficiency, innovation, and sustainability highlights its proactive role in environmental stewardship, translating into measurable advancements that benefit both the company and the broader community.

**Natural resources**

Efficient use of natural resources across all operations, supporting broader energy efficiency goals.

**Renewable energy**

Introduction of a renewable energy supply strategy, globally by 2033.

**Training programs**

Specific training programs to cultivate environmental awareness among.

**Life Cycle Assessment**

LCA (Life Cycle Assessment) analysis on key products for a full environmental impact assessment.

**GHG Model**

In 2023 Serioplast has validated an accounting emissions GHG Model. The model, aligned with SBTi, GHG, ISO14064 has highlighted the carbon reduction strategies, focused on Scope2 emissions and Scope 3 category 1 emissions. 2023 Emission is the baseline chosen for **SerioPLAN2050** a detailed carbon emissions reduction plan.

**Pollution prevention**

Pollution prevention measures targeting plastic pellet and air emission reduction.

**SerioSafE System**

SerioSafE System is an integrated Health, Safety, and Environmental management framework inspired by ISO 45001 and ISO 14001 stand-ards. It provides structured guidelines for identifying, assessing, and controlling environmental impacts.

**GHG emissions tracking**

Comprehensive GHG emissions tracking across Scope 1, Scope 2, and Scope 3 emissions, following GHG protocol and SBTi reccomandations.

**World Environment Day**

Since 2021 Serioplast is celebrating with information activities World Environment Day on 5th of June.

**SBTi**

Serioplast has committed to SBTi in November 2023, and by November 2025 is going to have validated the carbon reduction trajectories. Targets will be 1.5°C aligned for Scope 1 and 2 (absolute contraction), and WB2C for Scope 3 emissions (under definition) and NetZero by 2050.

**Greenhouse Gas Emissions**

**Introduction**

The nature of Serioplast's activities, combined with its global presence, contributes to greenhouse gas emissions across both direct and indirect channels. Key sources include fuel consumption, refrigerants, electricity, procurement of goods and services, transportation of products, packaging, and employee commuting. Recognizing the environmental impact, Serioplast prioritizes comprehensive greenhouse gas (GHG) emissions monitoring as a cornerstone of its sustainability strategy, which informs actionable reduction plans aimed at achieving short-, medium-, and long-term targets in line with global frameworks such as the Science Based Targets initiative (SBTi).

To support this commitment, Serioplast conducted a thorough calculation of its carbon footprint for 2023, designated as its base year, following the GHG Protocol

standards and SBTi and UNI EN ISO 14064 guidelines. This baseline reflects not only updated methodologies but also an expanded scope of reporting that now includes emissions from Group entities Seriomould, Seriomac, and Centro Plastica. This consolidated approach underscores Serioplast's dedication to tracking and mitigating Scope 1, Scope 2, and Scope 3 emissions, positioning the company as an active contributor to global sustainability goals.

**Scope 1, scope 2, and scope 3 emissions disclosure**

Scope 1 Emissions	Scope 2 Emissions	
Fuels, Natural Gas, Refrigerants	Purchased Electricity	
Emissions (tonCO <sub>2</sub> )	Location Based (tonCO <sub>2</sub> e)	Market Based (tonCO <sub>2</sub> e)
13,965	64,285	84,952

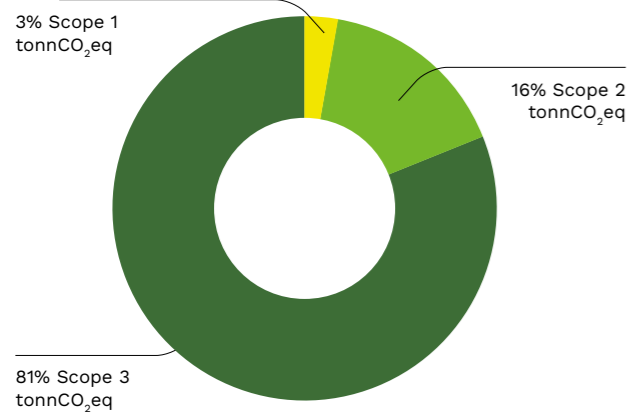


**Scope 3 Emissions**

Purchased Goods and Services	366,822
Capital Goods	3,122
Fuel and Energy Related Activities	21,587
Upstream transportation and distribution	10,927
Waste Generated in operations	493
Business travels	450
Employee Commuting	2,492
Downstream transportation and distribution purchased by clients	268
Processing of sold products	17,714
End-of-life treatment of sold products	2,397
Investments	175

Scope 3 is mainly represented by purchased good and services (86%), fuel- and energy-related activities (5,1%), processing of sold products (4,2%) and transportation (2,6%).

**Scopes distribution**



### GHG emissions intensity

Serioplast defined its CO<sub>2</sub>eq emissions intensity indicator that monitors the amount of emissions generated by electrical consumption relative to the transformed resin:

$$\text{Scope 2 intensity} = \frac{\text{Scope 2 CO}_2\text{eq emissions (ton)}}{\text{Converted resin (ton)}}$$

This indicator is relevant to us because:

- It allows Serioplast to keep trace of improvements on either energy optimization and renewable energy procurement;
- It is operation-related, directly linked to our core business.

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Serioplast emissions intensity indicator (2023 baseline year) 0.54

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### Reduction of GHG emissions

Serioplast is poised to implement a series of decarbonization practices in the coming years, including a transition to certified renewable electricity and an increased use of recycled materials. These initiatives are integral to Serioplast’s strategy for reducing carbon emissions and advancing its commitment to environmental sustainability. In line with these efforts, Serioplast formally joined the Science Based Targets initiative (SBTi) in November 2023, with detailed emissions reduction targets set for public disclosure by the fourth quarter of 2025,

using 2023 as the baseline year. The company is currently evaluating the depth and application of these decarbonization measures. Following SBTi’s approval, Serioplast will launch well-defined action plans to achieve its targets. Emission reduction trajectories are in the approval phase and will be aligned with SBTi’s short- and long-term objectives:

Near-Term Targets	Develop Scope 1 and Scope 2 reduction pathways in alignment with the 1.5°C target.
Near-Term Targets	Scope 3 emissions reduction trajectory consistent with the “well-below 2°C” target
Long-Term Targets	Serioplast commits to a NetZero target, aiming to reduce Scope 1, Scope 2, and Scope 3 emissions by 90% by 2050 from the 2023 baseline.

As Serioplast anticipates growth and potentially new facility openings, associated carbon emissions may increase. To manage this, Serioplast is committed to thoroughly evaluating carbon impacts prior to new projects and bottle developments, ensuring the integration of targeted emissions reduction strategies from the outset. This proactive approach underscores Serioplast’s commitment to sustainable growth while adhering to its climate goals.

### Water

Serioplast recognizes the critical role of both water conservation and biodiversity protection in its operations and is committed to practices that not only minimize water impact but actively support the preservation of marine ecosystems. In our production facilities, water use is largely dedicated to sanitation, hygiene, and cooling processes essential to bottle manufacturing. Importantly, no water is included in or absorbed by our final products. Through careful and responsible water management, Serioplast continually strives to minimize its environmental footprint, an effort transparently reported each year through the CDP Water Questionnaire. This commitment underscores Serioplast’s dedication to sustainable resource use and biodiversity conservation across all aspects of its operations.



Water source	2021 (Megalitres)	2021 Weight (%)	2022 (Megalitres)	2022 Weight (%)	2023 (Megalitres)	2023 Weight (%)
Third-party water	49,060	57%	47,764	45%	66,790	53%
Groundwater	37,501	43%	58,100	55%	59,397	47%
<b>Total</b>	<b>86,561</b>	<b>100%</b>	<b>105,864</b>	<b>100%</b>	<b>126,187</b>	<b>100%</b>

Withdrawn water is always freshwater (≤1,000 mg/L Total Dissolved Solids). Water stress areas are identified using the World Resource Institute’s (WRI) ACQUEDUCT methodology.

Level of stress area	Water withdrawal source	2021 (Megalitres)	2022 (Megalitres)	2023 (Megalitres)
<b>Extremely high stress</b>	Third-party water	21,480	20,727	22,798
	Ground water	0	0	0
<b>High stress</b>	Third-party water	990	8,158	16,995
	Ground water	0	0	0
<b>Total</b>	Third-party water	22,470	28,885	39,793
	Ground water	0	0	0

Serioplast sources the majority of its water from public networks, with all production sites drawing water from third-party supplies. In two key locations—our waste treatment plant in Mirano, used for post-consumer plastic waste washing, and the Fontanellato plant, where evaporative towers support cooling processes—water is also sourced from groundwater. Our production sites are primarily situated in areas classified as low- to medium-water stress.

However, some operations, including those in Cotignola, Pozzilli, Karachi, and Konya, fall within high- to extremely high-stress regions. Importantly, Serioplast abstains from groundwater withdrawal in these high-stress areas, adhering to a policy of careful resource stewardship. In pursuit of global sustainability, Serioplast prioritizes responsible water management, employing the following measures.



**Water as a vital resource**

Serioplast acknowledges the importance of water as a vital resource and endeavors to use it efficiently and responsibly, even though our packaging production operations involve limited water usage.

**Closed-Loop Water Systems**

Reducing consumption and recycling water within operations to conserve resources.

**Monitoring and Treatment**

Carefully tracking and treating water consumption as needed.

**Operation Clean Sweep Program**

At the Group level, this initiative aims to minimize plastic pellet pollution and safeguard marine biodiversity.

**Comprehensive ESG Training**

Educating employees on water conservation to prevent unnecessary losses.

**Rainwater Recovery**

Collecting and repurposing water via drainage systems for factory internal use.

Our closed-loop cooling systems not only conserve water but also benefit marine biodiversity by minimizing freshwater intake, thereby preserving aquatic ecosystems. Additionally, our engagement in the Operation Clean Sweep (OCS) program helps prevent plastic pellet losses, significantly enhancing water quality for marine fauna and flora.

Through meticulous monitoring, stringent discharge compliance, and employee training, Serioplast ensures that water used in production is responsibly managed, safeguarding local habitats and species.

Furthermore, to prevent environmental contamination, Serioplast maintains rigorous spill prevention protocols. With no significant spill incidents reported across our sites, we attribute this to established Group standards, robust containment systems, and proactive emergency response drills. Through partnerships with environmental experts and local organizations, we remain dedicated to advancing our water and biodiversity conservation practices, thus reinforcing our commitment to a sustainable future for all.

**Operation Clean Sweep**

Growing concerns about plastic pollution emphasize the impact of plastics in our soils, waterways, and oceans. With the rising awareness around microplastics, the effects of these particles on the environment have become increasingly evident. Researchers have found that marine life—seabirds, turtles, and fish—are consuming a wide array of plastic debris, leading to significant health issues and even mortality among these species. This plastic waste, much of it

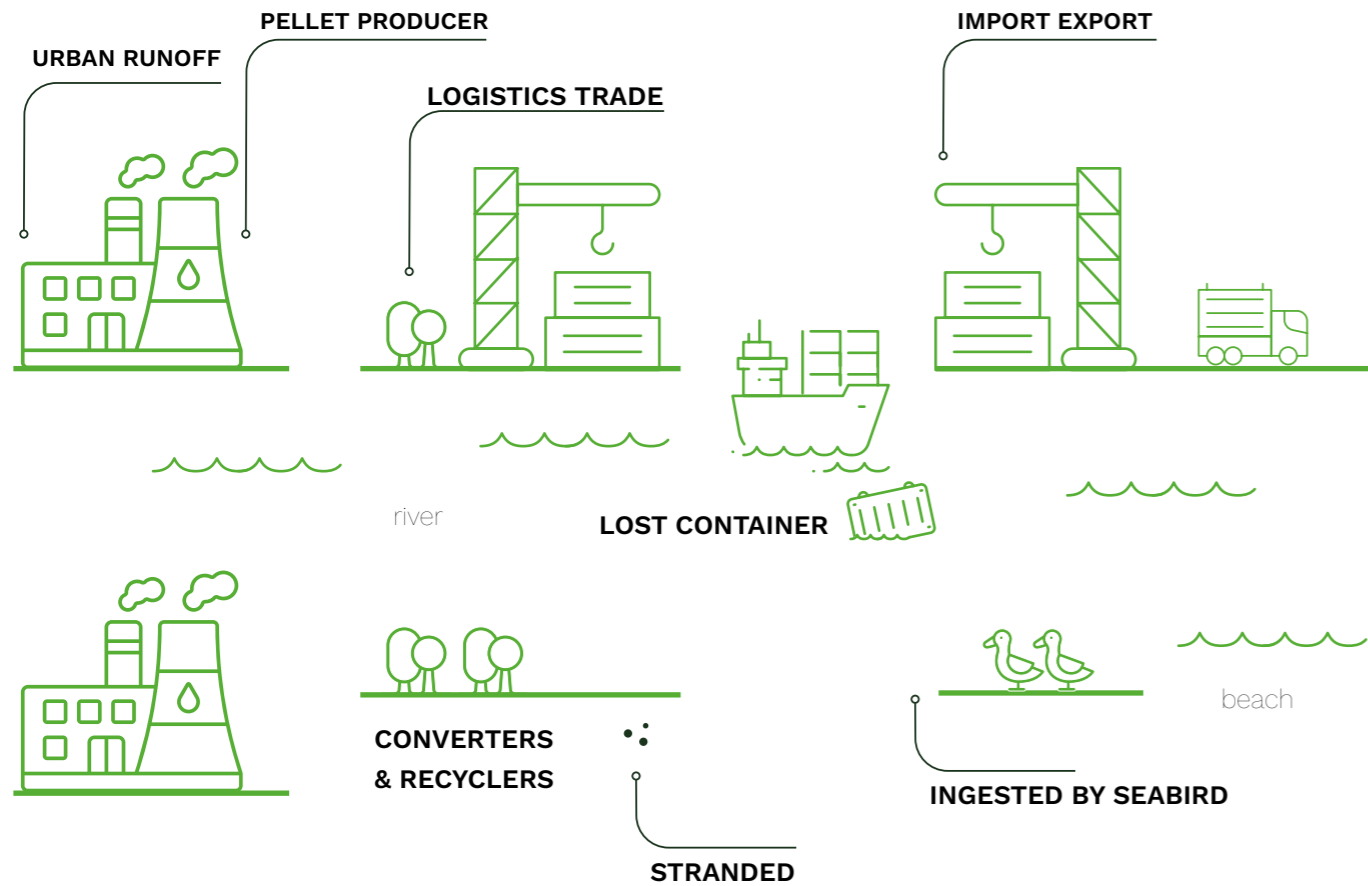
consumer products discarded improperly or lost unintentionally, is predominantly land-sourced, with an estimated 80% originating onshore before it enters waterways.

A portion of this waste consists of plastic pellets, flakes, and powders that escape the value chain and find their way into the environment. While consumers play a role in the proper disposal and recycling of plastic products and packaging, the plastics industry itself—including Serioplast—bears responsibility for the rigorous containment of these raw materials. Preventing plastic pellets, flakes, and powders from entering waterways is critical to halting their eventual journey to the ocean.

Despite the high safety, quality, and environmental standards governing the plastics industry, inadvertent pellet loss can still occur across production, transport, and handling stages. For instance, spills within confined areas are typically contained; however, when they happen in open areas, pellets can be swept into drainage systems and eventually into rivers and oceans, causing serious environmental and societal impacts.

To address this, every worker involved in handling these materials must be trained to respond rapidly to spills, ensuring they take the necessary steps to contain and prevent environmental contamination. Furthermore, operations such as the loading and unloading of pellets present a heightened risk for spillage, underscoring the need for vigilant protocols and continuous worker awareness to mitigate these losses across every stage of the value chain.





**Prioritizing Zero Loss**

Establish zero loss of pellets, flakes, and powder as a fundamental company goal.

**Optimizing Worksite Layouts**

Design and adapt sites to prevent and promptly manage any spills.

**Implementing Clear Procedures**

Develop and disseminate robust procedures that align with zero-loss objectives.

**Training and Accountability**

Equip employees with targeted training on prevention, containment, cleanup, and responsible disposal, fostering accountability at every level.

**Regular Audits**

Conduct periodic audits to assess performance and areas for improvement.

**Engaging Partners**

Encourage our supply chain and business partners to align with and support these environmental objectives.

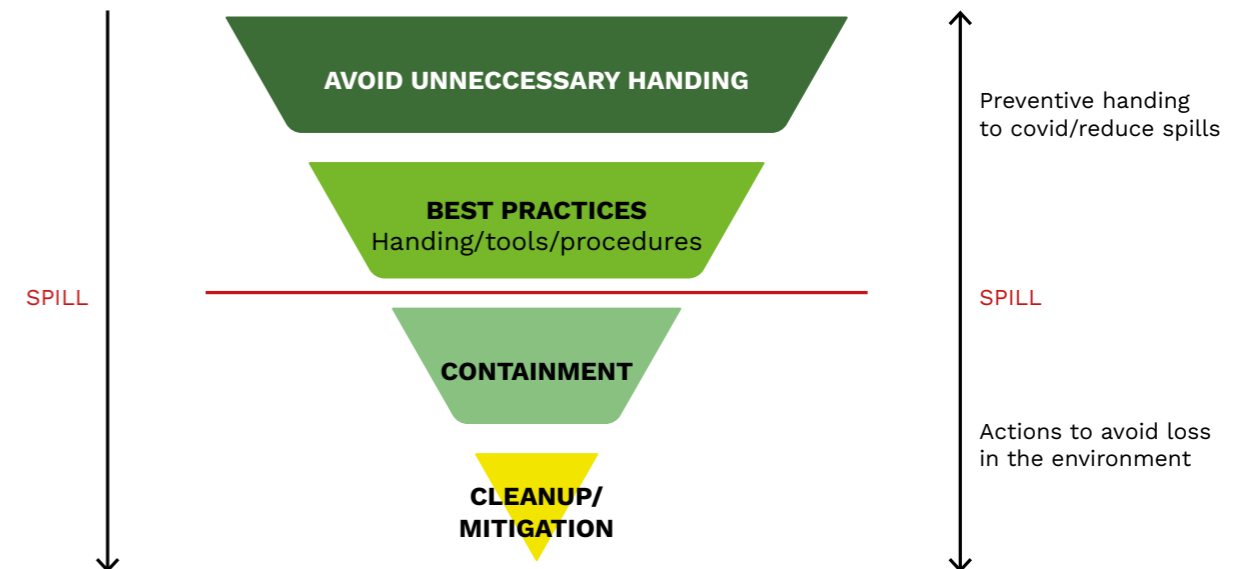
**Strict Regulatory Compliance**

Adhere to all relevant regulations governing pellet containment to maintain industry-leading standards.

**Every area within the factory chain—from management and logistics to production—plays an integral role in eliminating pellet, flake, and powder loss.**

Full commitment from all personnel, from top management to shop floor operators, is essential to reduce our environmental impact and achieve the goal of zero plastic loss.

Our approach draws deeply from the principles of the Operation Clean Sweep program, embedding its standards within our ISO 9001-certified management system and the SerioSafe environmental framework inspired by ISO 14001. Our strategy to achieve zero pellet, flake, and powder loss includes the following critical steps:



## Waste

**At Serioplast, environmental sustainability is central to our mission, guided by the commitments set forth in our “Serioplast Group Manifesto”. Recognizing waste reduction as a cornerstone of sustainable development, we actively engage all personnel to minimize our environmental impact and promote eco-friendly practices across every stage—from product design to disposal.**

Our responsibility spans the entire lifecycle of our products, and through our “Waste of the Future” initiative, we apply eco-design principles to support responsible waste management and contribute to a thriving circular economy. Preventing waste pollution and mismanagement is key to our operations, and we are committed to the following actions:

**6,451 tonn**

Generated waste

**89%**

Recovered/Recycled



### Reducing Operational Waste

Promote rigorous waste separation and collection processes across teams to minimize waste generated in operations.



### Employee Training

Deliver comprehensive training to enhance awareness of waste reduction and recycling best practices.



### Limiting Hazardous Waste

Deploy technologies and strategies to minimize the production of hazardous waste.



### Client Engagement

Provide solutions that reduce waste, enhance lightweighting, increase the use of Post-Consumer Recycled (PCR) materials, and decrease reliance on non-recyclable resins.



### Pioneering Innovative Solutions

Develop and implement innovative models to support the transition to a circular economy for plastic packaging.



### Eco-Design Focus

Conduct eco-design studies to ensure optimal end-of-life treatment for our products.



### Stakeholder Communication

Engage in awareness campaigns to inform stakeholders on the responsible use and disposal of plastic packaging.



### Encouraging Circular Practices

Implement best practices across departments to minimize waste production, with a focus on circular economy solutions and material reuse wherever possible.



### Mapping Waste Flows

Systematically identify, track, and promote reuse of waste within our operations.



### Increasing Efficiency

Streamline waste generation, segregation, and disposal processes to reduce our industrial waste footprint.

To cultivate a full culture of waste valorization and recyclability, we have set the following ambitious goals:

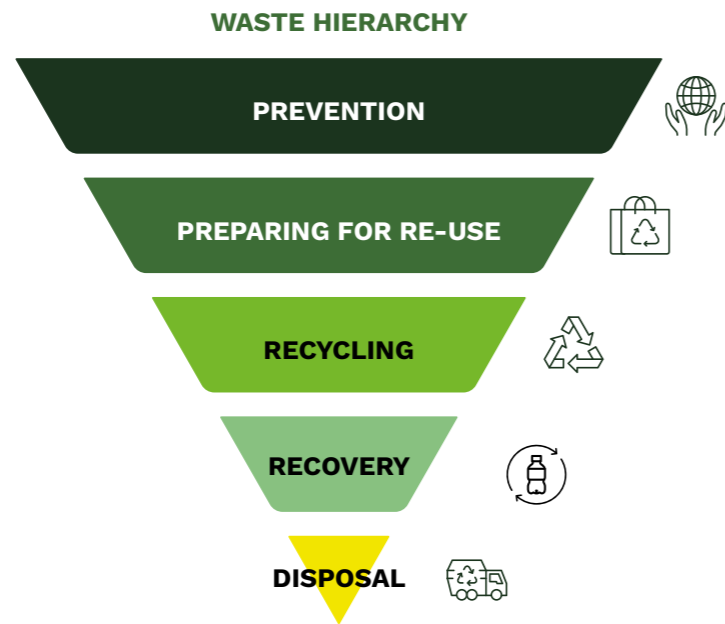
- 90% operational waste sent to recovery operations yearly.
- Treat disposal as a last-resort option in sustainable waste management, working toward zero waste to landfill.



### Increasing Product Recyclability

Offer 100% recyclable products and continuously increase the PCR content year over year.

Through these commitments, Serioplast aims to lead in sustainable waste management, setting a benchmark for environmental stewardship and moving toward a zero-waste future.



The following data are referred to waste generated during the year 2023, considering its characteristics of hazardousness or not and the disposal method.

Disposal method	Hazardous waste		Non-hazardous waste		Total	
	Quantity (tons)	Weight (%)	Quantity (tons)	Weight (%)	Quantity (tons)	Weight (%)
Recovery	45	40%	5,694	90%	5,739	89%
Disposal	68	60%	644	10%	712	11%
<b>Total</b>	<b>113</b>	<b>100%</b>	<b>6,338</b>	<b>100%</b>	<b>6,451</b>	<b>100%</b>

Recovery operations may consist in preparation for reuse or recycling; Disposal operations may consist in incineration with energy recovery, incineration without energy recovery, landfill.

### Energy

The production of plastic packaging is inherently energy-intensive, which is why we place a strong emphasis on monitoring the energy consumption across all our plants and offices. In 2023, Serioplast’s total energy consumption reached an impressive 939,717 GJ.

At our Fontanellato Plant, a key European hub for PET preforms and bottles, we primarily utilize natural gas to power our tri-generation facility. This innovative approach allows us to simultaneously generate electricity, heating, and cooling, significantly reducing carbon emissions compared to relying solely on grid electricity.

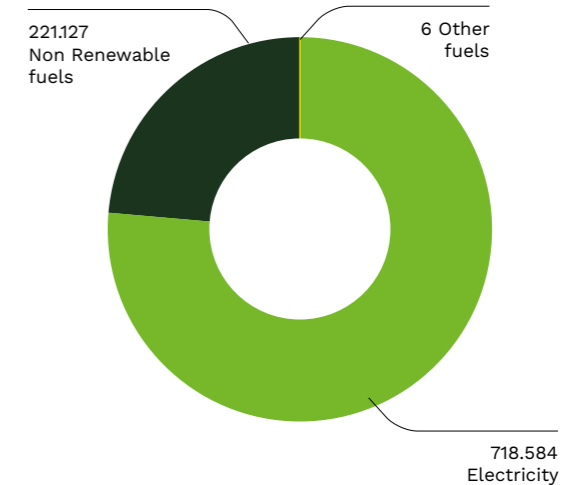
Over the past three years, we have observed an increase in energy consumption, largely driven by the ramp-up of operations at our new facilities opened in 2020 and 2021. This strategic expansion underscores our commitment to enhancing production capabilities while remaining vigilant about our environmental footprint.



# 939,717 GJ

total energy consumption in 2023

### GRI 302-1 OVERALL GROUP CONSUMPTION



### ENERGY CONSUMPTION

	Total GJ consumed		
	2023	2022	2021
<b>Energy</b>	718,584	647,562	573,118
<b>Natural Gas</b>	221,127	161,811	200,135
<b>Fuels</b>	6	6	6

Serioplast is committed to reducing its energy consumption and transitioning to renewable energy sources. Through

various initiatives, we are making significant progress in improving our energy efficiency and reducing our carbon footprint.



**Energy efficiency improvements**

We are implementing energy-saving measures in our production facilities, such as upgrading equipment, optimizing processes, and investing in energy-efficient technologies.

**Expand renewable energy generation**

We aim to increase our reliance on renewable energy sources by installing more on site technologies or exploring other renewable energy options.

**Energy management system**

We are implementing an energy management system to monitor and track our energy consumption, identify areas for improvement, and set energy reduction targets.

**Employee awareness**

We want to raise employee awareness about energy conservation and encourage them to adopt energy-efficient practices in their daily work.

**Continue to improve energy efficiency**

We will explore additional opportunities to optimize our energy consumption and reduce waste.

**Set ambitious energy reduction targets**

We will set ambitious targets for reducing our energy consumption and carbon emissions following SBTi approach.

**Trigeneration**

Our electricity supply in the Fontanellato Plant, European Hub for PET preforms and bottles is completely supplied by a trigeneration plant that transform natural gas consumption into electricity and water hot/cold temperature for the process.

**After the refurbishment of many production sites, where possible, solar panels have been installed in the new buildings, like in Seriate Headquarters. New feasibility studies for potential installations are currently underway.**

**FUTURE**

**Sustainable supply chain**

Serioplast is dedicated to fostering ethical, social, and environmental responsibility throughout its supply chain and in partnerships with commercial collaborators, aligning these principles with the Group’s core mission. To ensure the safety and integrity of its products, Serioplast collaborates with suppliers to verify compliance with legal standards and to detect any potentially harmful substances in products and raw materials, safeguarding the health and safety of clients and end consumers. Focusing on sustainable plastic resin sourcing, Serioplast embraces the concept of a circular economy, aiming to keep plastic bottles continuously recyclable—from bottle to bottle. With its motto, “Shaping Plastic for Good,” Serioplast is committed to leading innovation in the plastic conversion market, continuously developing new solutions to make packaging more reusable and sustainable.

**Circular economy**

As a leader in plastic conversion, we understand our responsibility to develop long-term solutions and tools that help transition the market toward sustainable production models that protect and renew the environment. Serioplast is committed to driving innovation through a “3R” approach—Reduce, Reuse, and Recycle—enabling us to create products that are both efficient and environmentally conscious. Additionally, we focus on advancing the quality of

recycled polymers, aiming to make them as reliable and effective as virgin materials. Managing our operational waste responsibly is a core part of our efforts, ensuring that our processes minimize environmental impact. Each year, we transparently report our manufacturing data under the Global Commitment led by the Ellen MacArthur Foundation, in collaboration with the UN Environment Programme, reflecting our dedication to sustainability and accountability in the industry. Through these initiatives, Serioplast actively contributes to shaping a more sustainable future for plastic packaging. Serioplast Group to be a strategic player in circular Economy, acquired Centro Plastica in 2018: a post-consumed HDPE recycling plant located in north-eastern Italy. By 2021 Centro Plastica developed its second production site where rHDPE end of waste is transformed into recycled resin for the plastics manufacturing sector, with a total inbound of 20.000 ton/year capacity.

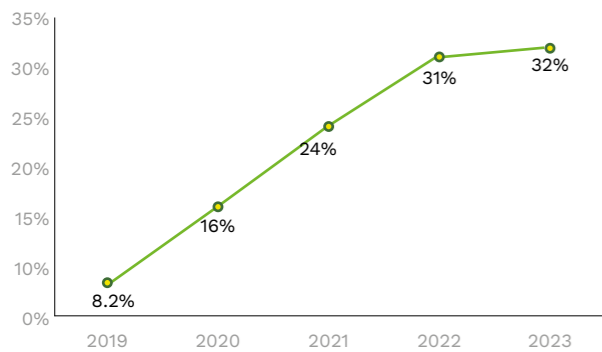


**Materials**

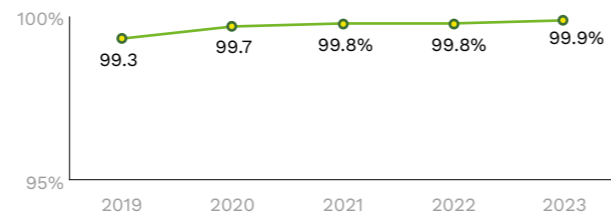
Serioplast is actively working to reduce its greenhouse gas (GHG) emissions by focusing on sustainable raw materials and circular economy practices. Materials are 100% sourced from non-renewable plastics made from fossil fuels and post-consumer recycled plastic applying the principles “from bottle to bottle”. No biobased materials are currently used in Serioplast’s global productions. By choosing the right resins and transitioning away from fossil-based materials, we are making significant strides towards decarbonization. Our

commitment to sustainability is evident in our long history of using recycled materials. For over a decade, Serioplast has incorporated recycled content into its products and has pledged to further expand these efforts by joining The Global Commitment, led by the Ellen MacArthur Foundation. To support our circular economy goals, we have invested in Centro Plastica, a dedicated recycling facility with a capacity of 20,000 tons per year. This facility plays a crucial role in processing recycled HDPE, further contributing to our sustainability efforts.

**% PCR inclusion**



**% Recyclable Product Sold to the market**



Serioplast’s products sold to the market are recyclable, ranging from 99.3% to 99.9%. This demonstrates the company’s focus on producing products that can be easily recycled and reused.

Overall, the data shows that Serioplast has made significant progress in incorporating recycled materials into its products and promoting a circular economy also thanks to its innovation and investment strategy.

The table above provides data on the percentage of Post-Consumer Recycled (PCR) plastic inclusion in Serioplast’s global production and the percentage of recyclable products sold to the market from 2019 to 2023. The percentage of PCR inclusion in Serioplast’s production has steadily increased over the years, from 8.2% in 2019 to 32% in 2023. This indicates the strong commitment to using recycled materials in our products. A consistently high percentage of

Products Sold by type of plastic:

Year	PET bottles %	HDPE bottles %	HDPE other rigids %	PP bottles %
2021	31.1	63	0.4	5.5
2022	30.3	64.6	0.4	4.7
2023	29.8	67.1	0.2	2.9

**“3R” Approach**

Serioplast’s Innovation Team has crafted a strategy for producing more sustainable products by focusing on three key areas.



**Weight Reduction**

By applying ecodesign principles, Serioplast uses a benchmarking tool to identify opportunities for reducing product weight without compromising performance. Structural reinforcements are added to strengthen the product as needed. Finite Element Method (FEM) analysis then verifies the solution’s functionality and effectiveness, ensuring consumer safety and product reliability.



**PCR Inclusion**

Serioplast has built the capabilities needed to incorporate Post-Consumer Recycled (PCR) materials efficiently and sustainably. This allows them to select the right materials for each application with speed and precision, ensuring full traceability and compliance.



**Reusable Solutions**

Serioplast is committed to creating reusable product models, particularly within closed-loop systems. These solutions reduce plastic use by concentrating products into smaller bottles that can be refilled with water. Specially designed caps allow consumers to refill the original bottle with water and the concentrated product, extending the product’s lifespan and reducing waste.

**Finding new solutions for PCR**

Serioplast recognizes its critical role in the plastic converters market and is committed to meeting the ambitious goals set out by the Ellen MacArthur Foundation’s Global Plastic Commitment. In 2023, Serioplast launched a Global Project focused on developing recycled materials and technologies that match the quality of virgin plastics. Supported by PNRR Italian funding, this project is part of Serioplast’s three-year plan,

created in collaboration with Centro Plastica and Seriomac, and is anchored in two core goals:

- **Enhancing Quality:** Improving the selection, treatment, and production processes of post-consumer recycled (PCR) materials.
- **Advancing Processability:** Optimizing performance during the use of PCR in extrusion blow molding (EBM) technologies and stretch blow molding (SBM).

**Centro Plastica**

Founded in 1991, **Centro Plastica** is a mechanical recycling company specialized in the production of rHDPE pellets derived from post-consumer waste.

**The Portfolio**

Centro Plastica’s portfolio includes two main colors of rHDPE pellets: white and grey. Both can be deodorized upon request to remove the typical odor of post-consumer recycled (PCR) waste. These grades of plastic pellets are suitable for extrusion and extrusion blow molding technologies.

The main applications in the rigid packaging sector include:

- Home Care
- Laundry
- Personal Care

**20,000**

**Total processing capacity (Ton/year)**

**8,800**

**Overall production area (m<sup>2</sup>)**

**Committed to Quality**

Centro Plastica is deeply committed to delivering high-quality rHDPE pellets to its customers. To ensure top-notch standards, the company carefully manages every step of the supply chain, from feedstock selection to product delivery.

**Innovation**

Thanks to the joint collaboration of Serioplast and Centro Plastica dedicated R&D teams, Centro Plastica ensures innovation in the PCR grades offered, collaborating with experts from various stages of the rHDPE supply chain. The company is always looking for new partners and developing an extensive network of collaborations to drive sustainable innovation.

**Material Characterization**

Conducting mechanical and functional analyses of recycled materials and comparing them to virgin materials through rigorous lab testing.

**Process Simulation and Component Design**

Simulating extrusion and fluid dynamics of PCR materials in extrusion heads, and designing new components for EBM and SBM processes to ensure optimal aesthetics and mechanical quality.

**Material and Technology Redesign**

Redesigning materials and transformation technologies to enhance or restore key mechanical, aesthetic, and functional characteristics across all production phases.

**Advanced Material Development**

Creating new materials with improved aesthetics, organoleptic properties, and mechanical characteristics through innovative additives and compounding techniques.

**Prototyping New Equipment**

Developing prototype extrusion and stretch-blow molding components and equipment specifically designed to work with these advanced recycled materials.

**Through this initiative, Serioplast is driving forward-thinking innovation to elevate PCR materials to the level of virgin plastics, leading the way in sustainable manufacturing.**





**Key Areas of Innovation**

**Improving Existing Grades**

The plastic grades produced are widely used in rigid packaging production, with up to 100% PCR inclusion, across various market segments such as Home Care, Laundry, and Personal Care. However, it is well-known that PCR materials generally exhibit lower mechanical performance and resistance to Environmental Stress Cracking (ESC) compared to virgin HDPE. In partnership with other Partners, Centro Plastica is developing additive strategies to improve the mechanical properties of our PCR materials, particularly their resistance to ESC.

**Expanding PCR Applications**

rHDPE is suitable for producing packaging for both rinse-off and leave-on personal care formulas. To prove this, Centro Plastica successfully completed a stringent set of migration tests and analyses on our white deodorized grade.

**Designing New Grades**

In collaboration with other Partners, Centro Plastica is designing new rHDPE grades suitable for injection molding applications, such as pallets, gardening tools, and other technical equipment.

**Ellen MacArthur Foundation**

Serioplast is signatory of Global Commitment Led by the Ellen MacArthur Foundation, in collaboration with the UN Environment Programme, the Global Commitment has united more than 500 organisations behind a common vision of a circular economy for plastics. Driven by the goal of tackling plastic pollution at its source, companies representing 20% of all plastic packaging produced globally have committed to ambitious 2025 targets to help realise that common vision. This fifth annual progress report looks at how these signatories are faring against these targets since 2019.

Serioplast's results at global level in 2023 are disclosed in the following table:

Year – 2023 – Target	% achieved	% target 2025	Status
<b>Reusable, recyclable or compostable plastic packaging</b>	99.9%	100%	Aligned
<b>Designed for recycling</b>	99.9%	100%	Aligned
<b>Post-consumer recycled content</b>	32%	50%	Aligned
<b>Reusable solutions</b>	0.6%	-	-



Serioplast wants to increasingly involve its partners in order to **develop new innovative and sustainable products** applying the principles of eco-design and the circularity within its global “Product Innovation Program.

In 2024, the **Sustainable Procurement Program** will be launched. Serioplast will require its suppliers, according to an engagement model, to respect ESG aspects to guarantee a fair business for Serioplast.

Serioplast’s involves its **PCR suppliers in detailed pre-assessment** before to procure the material to better identify feedstock and traceability, evaluating them based on their process and technologies.

Serioplast requires its **suppliers to adopt behaviors and practices in line with the principles defined in the Code of Ethics**, the Organization and Management Models, the Anti-Corruption Policy.

Since 2018 in Centro Plastica it has been investing for internal PCR production. Serioplast procure for **Centro Plastica the best available plastic waste bales from waste collection systems available** (like COREPLA for Italian market). Then the waste is delivered and treated in Centro Plastica to obtain new recycled plastic pellets, from “bottle to bottle”.

In 2022, **Centro Plastica** launched a new project called **“Evolution”** in Gioia del Colle (BA). This €25 million investment aligns with Serioplast’s goals in advancing the Circular Economy. Through this project, Centro Plastica, in collaboration with two business partners, **focuses on recycling not only HDPE but also polystyrene and PET.**

Serioplast is strongly working with its strategic clients to **increase the percentage of PCR plastic (recycled) in all products**, to ban from its portfolio not-recyclable plastic materials and lightweighting products but preserving physical properties of the bottles.

Serioplast works daily to deliver with **finished plastic bottles also all the certifications needed** to demonstrate the quantity of recycled plastic and its traceability. Serioplast always requests resin/additive/masterbatch suppliers to provide all necessary documentation to prove the product’s safety design.



## NEXT STEPS

**At Serioplast, we believe that sustainability is not just an option; it is the cornerstone of our corporate growth.**

At Serioplast, we believe that sustainability is not just an option; it is the cornerstone of our corporate growth. It drives our ongoing efforts to enhance performance, bolsters our economic success, and is essential to achieving our environmental and social goals. We are dedicated to monitoring these objectives through our comprehensive Sustainability Journey “Shaping Plastic For Good”, which outlines initiatives and projects addressing all key ESG (Environmental, Social, and Governance) topics relevant to our Group.

As a key step in our journey, we’re excited to have shared with you our 2023 Sustainability Profile, highlighting our strong commitment to making sustainability a core part of our business every day. We are strongly convinced that this document could be a valuable resource for open communication, dialogue, and transparency across all our stakeholders. Additionally, it lays the groundwork for the future release of our Sustainability Report, which will align with the new CSRD requirements set for 2025-2026.



*Completed on December 19, 2024  
Revised by Serioplast’s  
Sustainability Committee.*

# GRI CONTENT INDEX



## GRI CONTENT INDEX

<b>Statement of use</b>	Serioplast Group has reported the information cited in this GRI content index for the period 1 January 2023 - 31 December 2023 with reference to the GRI Standards.
<b>GRI 1 used</b>	GRI 1: Foundation 2021

<b>GRI standard</b>	<b>Disclosure</b>	<b>Location</b>
<b>GRI 2: General Disclosures</b>	2-1 Organizational details	Serioplast Group Overview
	2-2 Entities included in the organization's sustainability reporting	Serioplast Group Overview Applied Methodology
	2-3 Reporting period, frequency and contact point	Applied Methodology
	2-4 Restatements of information	Applied Methodology
	2-5 External assurance	Applied Methodology Data collection and consistency
	2-6 Activities, value chain and other business relationships	Serioplast Group Overview Materiality Assessment
	2-7 Employees	Serioplast's Commitment People
	2-8 Workers who are not employees	Serioplast's Commitment People
	2-9 Governance structure and composition	Serioplast Group Governance
	2-10 Nomination and selection of the highest governance body	Serioplast Group Governance
	2-11 Chair of the highest governance body	Serioplast Group Governance
	2-12 Role of the highest governance body in overseeing the management of impacts	Serioplast Group Governance
	2-13 Delegation of responsibility for managing impacts	Serioplast Group Governance
	2-14 Role of the highest governance body in sustainability reporting	Serioplast Group Governance
	2-15 Conflicts of interest	Serioplast Group Governance

GRI standard	Disclosure	Location	
<b>GRI 2: General Disclosures</b>	2-16 Communication of critical concerns	Serioplast Group Governance Business Ethics People	
	2-22 Statement on sustainable development strategy	Letter from CEO Serioplast Group Commitment for business and sustainability	
	2-25 Processes to remediate negative impacts	Serioplast Group Governance Business Ethics People	
	2-26 Mechanisms for seeking advice and raising concerns	Serioplast Group Governance Business Ethics People	
	2-27 Compliance with laws and regulations	Serioplast Group Governance Business Ethics People Planet	
	2-28 Membership associations	Serioplast Group Governance	
	2-29 Approach to stakeholder engagement	Materiality Assessment Serioplast's stakeholders	
	2-30 Collective bargaining agreements	People	
	<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	Materiality Assessment
		3-2 List of material topics	Materiality Assessment
3-3 Management of material topics		Materiality Assessment Serioplast Group Governance Planet People Sustainable Supply Chain	
<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume	Sustainable Supply Chain	
	301-2 Recycled input materials used	Sustainable Supply Chain	
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Energy	
	302-2 Energy consumption outside of the organization	Green House Gas Emissions	
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	Water	
	303-2 Management of water discharge-related impacts	Water	
	303-3 Water withdrawal	Water	
	303-4 Water discharge	Water	
	303-5 Water consumption	Water	

GRI standard	Disclosure	Location
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Green House Gas Emissions
	305-2 Energy indirect (Scope 2) GHG emissions	Green House Gas Emissions
	305-3 Other indirect (Scope 3) GHG emissions	Green House Gas Emissions
	305-4 GHG emissions intensity	Green House Gas Emissions
	305-5 Reduction of GHG emissions	Green House Gas Emissions
<b>GRI 306: Effluents and Waste 2016</b>	306-3 Significant spills	Water
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	Waste
	306-2 Management of significant waste-related impacts	Waste
	306-3 Waste generated	Waste
	306-4 Waste diverted from disposal	Waste
	306-5 Waste directed to disposal	Waste
<b>GRI 401: Employment</b>	401-1 New employee hires and employee turnover	People
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	Health and Safety
	403-3 Occupational health services	Health and Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health and Safety
	403-5 Worker training on occupational health and safety	Health and Safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety
	403-9 Work-related injuries	Health and Safety
	403-10 Work-related ill health	Health and Safety

GRI standard	Disclosure	Location
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	Career Professional Development
	404-2 Programs for upgrading employee skills and transition assistance programs	Career Professional Development
	404-3 Percentage of employees receiving regular performance and career development reviews	Career Professional Development
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	Diversity and Inclusion
	405-2 Ratio of basic salary and remuneration of women to men	Diversity and Inclusion
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	Diversity and Inclusion

**SERIOPLAST**