



GREEN REPORT 2020



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GOALS FOR THE FUTURE

We are delighted to present the fifth edition of Galdi's Sustainability Report, our Green Report, which is an opportunity to share with you our commitment to the future. In this document you will find the results we achieved in this extraordinary year, largely marked by the pandemic, together with our goals for the future.

We believe that looking ahead and setting clear objectives is important, especially in the most difficult times, and that it is precisely in these times that driving action towards sustainable innovation is a key strength for businesses.

We coped with the difficulties of recent times without ever losing sight of growth and continuous improvement for us and our stakeholders, as we are committed to provide constant support to our entire supply chain.

On the positive side, it should be emphasised that social distancing has further accelerated Galdi's digital transformation and new virtual services have enabled us to ensure that work continued uninterrupted, even remotely.

2020 was a challenging year in many ways, but we found in sustainability issues - and particularly in the Sustainable Development Goals at the core of the 2030 Agenda - a tool to build an increasingly cohesive team with a strong sense of belonging.

Through this Green Report we would like to showcase our commitment throughout 2020 in this regard, presenting our projects focused on sustainability and the wellbeing of our employees.

Galdino Candiotto
Antonella Candiotto



**THANK YOU to all
Galdi employees,
our Customers,
Suppliers and
Stakeholders for
believing in our
company and
supporting it in
this extraordinary
and difficult year**

OUR SUSTAINABILITY JOURNEY

2010

The introduction of **Lean Production** leads to waste reduction and better resource allocation

2012

Galdi obtains the **Environmental Management System 14001:2004 certification**, which provides evidence of a company's management system focused on monitoring the environmental impact of business operations and on continuous improvement, also in view of sustainability



2016

The company carries out an analysis of the **Carbon Footprint** and **Water Scarcity Footprint** of its filling solutions.

Reflecting its focus on sustainability, Galdi publishes the first **Sustainability Report**

2018



To meet the requirements of the new **UNI EN ISO 14001:2015** standard, Galdi updates its Environmental Management System, obtaining certification in line with the new norm.

Construction work for the **'Galdi Village, a place to fill'** begins, following the highest standards of sustainability and occupant wellbeing



THE GALDI GROUP

ITALY

Galdi's headquarters



A Galdi Company

ARTEMA PACK
packaging & automation

USA

RUSSIA

ALGERIA

MOROCCO





WE INVEST IN HUMAN CAPITAL & VALUE OUR PEOPLE

124
EMPLOYEES

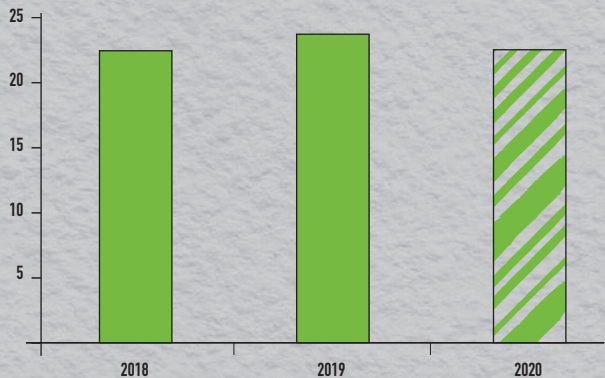
108
IN ITALY

16
ABROAD

2020
CONSOLIDATED TURNOVER

22
MILLIARDI (EURO)

In million EUR



SUSTAINABLE DEVELOPMENT G

1 NO
POVERTY



2 ZERO
HUNGER



3 GOOD HEALTH
AND WELL-BEING



7 AFFORDABLE AND
CLEAN ENERGY



8 DECENT WORK AND
ECONOMIC GROWTH



9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



13 CLIMATE
ACTION



14 LIFE
BELOW WATER



15 LIFE
ON LAND



ALS



GALDI'S PEOPLE IN ITALY



20
WOMEN



79
MEN



39
AVERAGE AGE

+2 Production

+2 Innovation LAB

+5 Field Service
Engineers

14
NEW HIRES

+2 Marketing and Sales

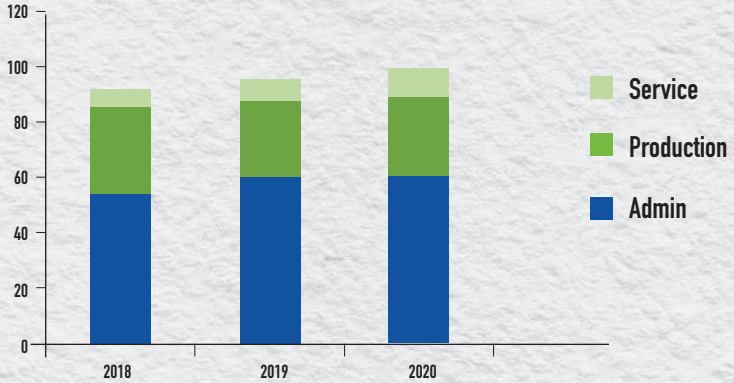
+1 Technical office

+1 Procurement

+1 Health and Safety

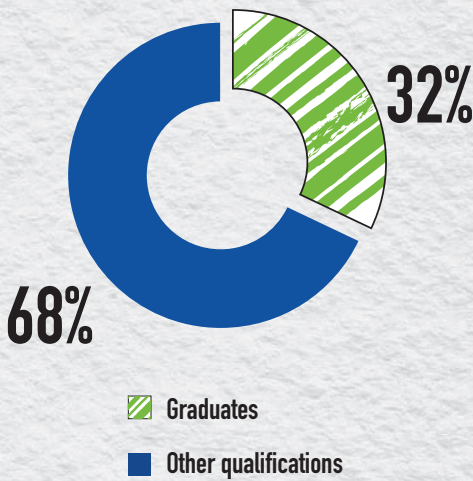
GALDI'S PEOPLE IN ITALY

Number of employees

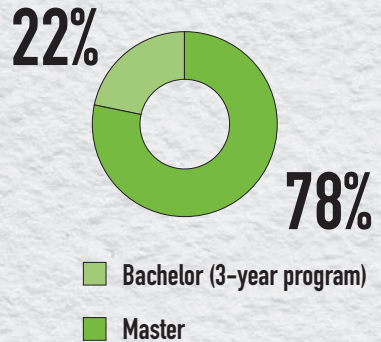


Data as of 31/12/reference year

GALDI ITALIA / EDUCATION LEVELS



DEGREE LEVELS



CONTINUING EDUCATION



HOURS

1366

Improving marketing & sales skills and strategies



632

Corporate development and social responsibility, finance and funding competencies

500

Expanding technical expertise in mechanical and software design

50

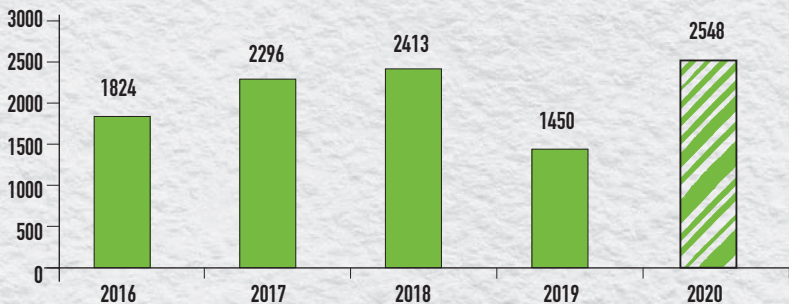
Soft skills, HR management, remote work



OUR FOCUS ON PEOPLE TRANSLATES INTO CONTINUING PERSONAL AND PROFESSIONAL EDUCATION

Attending training sessions has become easier thanks to new course delivery options and the growth in the number of webinars in 2020.

Training hours



2 THESIS PROJECTS

1 Bachelor's thesis in **Mechanical Engineering**

1 Master's thesis in **Product innovation engineering**

1 APPRENTICESHIP PROJECT

involving a student of a local **technical** high school (ITS). The training had to be interrupted due to the pandemic, but later the company hired the trainee

ENVIRONMENTAL SUSTAINABILITY



PV SYSTEM



230,766

kWh were used on site

373,868

kWh were produced

143,102

kWh fed into the grid

314,026

kWh bought from
renewable sources

105 t

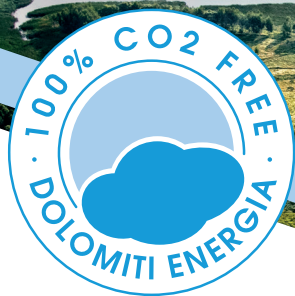
CO₂ avoided



Utilizziamo solo

**100%
ENERGIA
PULITA**

*Energia proveniente dalle centrali
idroelectriche delle Dolomiti*



Grazie a

100%
CO2 FREE

*Abbiamo compensato tutta la CO2
prodotta dall'utilizzo di gas naturale*

100%
CO₂- free gas

70 t CO₂

**were compensated by the supplier
through **environmental projects****



GALDI THINKS GREEN

100%
of the water
used for
machine tests
is recovered
and reused
through a
filtering system

747m³
water consumption

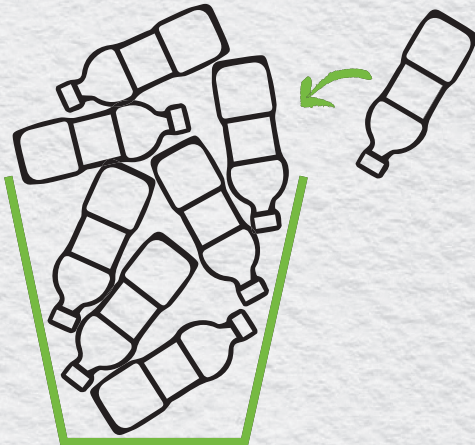
Average annual water
consumption was over
1,000m³ until 2016





About
25,000
fewer **plastic**
bottles in less
than a year

Thanks to the installation
of a water dispenser



RESPONSIBLY

LEAN & GREEN

ON AN AVERAGE BASE WE
CONSUME YEARLY
MORE THAN
25,000
PLASTIC BOTTLES!

DRINK

DAYS 253

25 WO DA IN 2

USER YOUR OWN REFILLABLE BOTTLE

LESS WASTE MORE ENVIRONMENT

ABOUT 100 PERSONS/DAY WHICH DRINKS AT LEAST 1 BOTTLE WATER/DAY

GALDI THINKS GREEN

190 t
WASTE

99.7%
recycled solid waste

4.2%
mixed waste



MACHINE CLEANING

- Oil-absorbent mats
- Clothes used for cleaning are washed and reused
- Detergent-free, enzyme parts washer machine avoids production of liquid waste



LIFE CYCLE OF GALDI'S USED FILLERS

Recycling and reconditioning of old filling machines

27 t

Cartons used for testing were recycled and transformed into recycled paper



RECYCLED PAPER

Wipes, napkins, toilet paper and towels for internal use are bought from companies specialised in recycling and giving new life to Gable Top cartons



FSC PAPER

More sustainable packaging for sending spare parts to customers



LASER PRINTERS WERE REPLACED WITH NEW HEAT-FREE INKJET PRINTERS

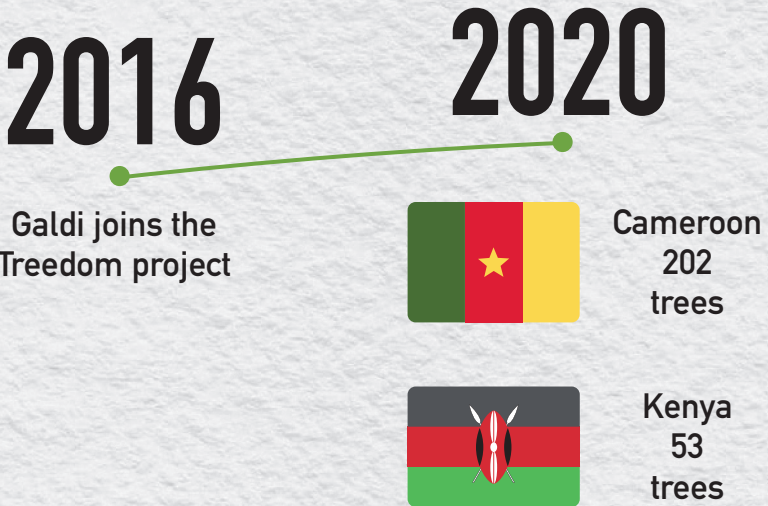
- We print on recycled paper only
- Energy savings
- Better air quality

We are eliminating the use of paper for collaboration on technical projects in our production departments, installing digital screens instead.

TREEDOM

Treedom is an environmental and social sustainability project, which aims at planting and growing trees in a number of African countries, enabling local farmers to start a profitable business that guarantees a source of sustenance and income.

-47,110
KG DI CO₂ SAVED



Planted trees absorb an amount of CO₂ equivalent to the load of 245 trucks.

GALDI'S TREES

Cocoa

Grevillea

Mango

Avocado



RESEARCH AND INNOVATION



LESS WASTE, LESS CONSUMPTION: IT ALLS STARTS WITH CAREFULLY DESIGNED FILLING SOLUTIONS

Galdi's design philosophy is aimed at reducing the fillers' direct and indirect energy consumption and the water needed for cleaning cycles, which also results in a reduction of operating costs



The cooperation with a network of research institutes also contributes to Galdi's innovation. We work with them to develop specific projects, stay up to date and learn new skills

RESEARCH BODIES INVOLVED



UNIVERSITY OF PADUA



UNIVERSITY OF UDINE



“CA’ FOSCARI”
UNIVERSITY OF VENICE

PARTNERSHIP





INNOVATION LAB: GENERATING INNOVATION AND EXPERIMENTATION

This project aims at optimising and streamlining the design and development process of Galdi's filling solutions. It is a space to test new technologies and make innovation happen.

GOALS

Testing new prototypes

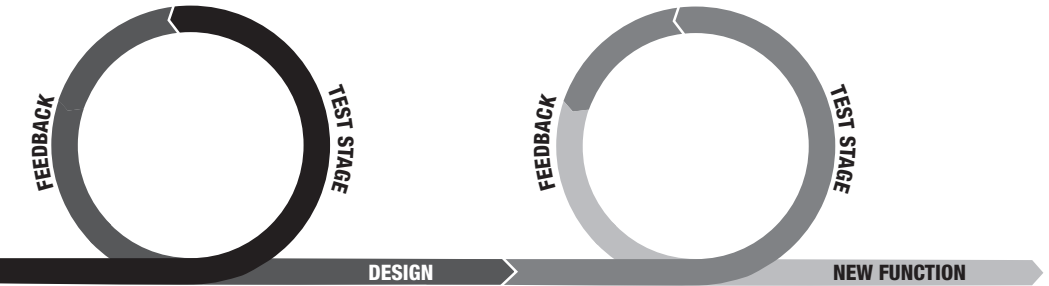
Developing new functions

Testing and optimising current functions: improving performance levels

Checking component life (reducing downtimes and consumption)

Through the adoption of the Agile method, our design mindset has changed.

We test.
We learn.
We design.



BENEFITS

With this approach, we learn, gain experience and get training on specific projects, optimising resources during the design phase, both inside and outside Galdi's Innovation LAB.

DIGITAL SERVICES AND MACHINE INTELLIGENCE

E-Portal

An **innovative digital system** designed to simplify the ordering process for spare parts.

- Swifter order handling
- One-click item selection, thanks to 3D drawings
- It saves paper, as there is no need to print customer orders

MaSH

This is our **advanced performance and alerts monitoring system** to guarantee an accurate overview of the fillers' performance levels.

- Reduction of machine downtimes
- Reduction of urgent repairs
- Positive impact on the Total Cost of Ownership (TCO)
- Lower environmental impact by reducing waste and consumption levels



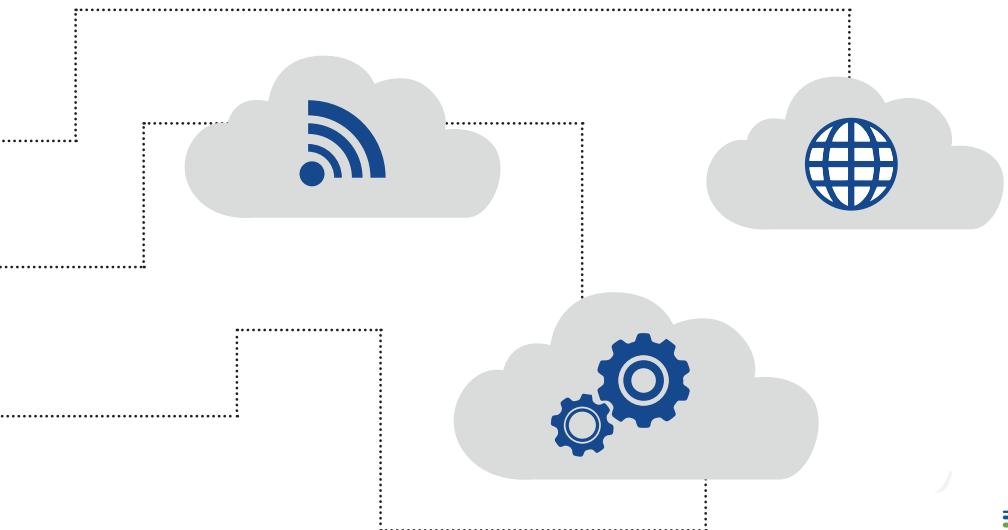
Remote assistance

Customers get real-time assistance thanks to our **Teleservice** and **Through Your Eyes** (TYE) systems.

- Reduces travel time for Galdi technicians
- Reduces servicing times and costs

Web-FAT

The events of 2020 sped up Galdi's digitisation process, leading to the activation of a service we had already been working on for some time. Galdi's customers can now watch **Web Factory Acceptance Tests** live with the guidance of an experienced technician. No need to come to our headquarters!



COMPANY BENEFITS



STRIKING A SUSTAINABLE BALANCE BETWEEN THE COMPANY'S GROWTH OBJECTIVES AND THE NEEDS OF OUR EMPLOYEES: THESE ARE THE IDEAL CONDITIONS TO TACKLE AMBITIOUS CHALLENGES!



Our goal is to develop innovative work-life balance initiatives, engaging our employees.

In 2020, Galdi maintains Family Audit certification and also increases the size of the internal reference group, in order to have a wider forum for discussion and debate.



Galdi continues to work on the projects undertaken in previous years aimed at family-work reconciliation and promoting wellbeing:

Flexible working times and contracts

Time-saving offerings (car wash, tyre change, car service, agencies) and for the wellbeing and leisure time of employees (physiotherapy, travel agencies, etc.)

Company canteen service

Pink Park and Easy Park

Paternity leave extension

Possibility to **bring children to work** if difficulties with childcare arrangements arise

A GOOD LIFE GOAL FOR A BETTER WORLD



A CALL TO ACTION FOR THE WHOLE TEAM

1 HELP END POVERTY



2 EAT BETTER



3 STAY WELL



4 LEARN AND TEACH



5 TREAT EVERYONE EQUALLY



6 SAVE WATER



7 USE CLEAN ENERGY



8 DO GOOD WORK



9 MAKE SMART CHOICES



10 BE FAIR



11 LOVE WHERE YOU LIVE



12 LIVE BETTER



13 ACT ON CLIMATE



14 CLEAN OUR SEAS



15 LOVE NATURE



16 MAKE PEACE



17 COME TOGETHER



Galdi initiated and carried out this project to raise awareness among employees about the sustainability themes at the core of the UN's 2030 Agenda.

All Galdi Group employees were asked to actively participate in the contest, taking concrete actions to contribute to the fulfilment of the Sustainable Development Goals and spread knowledge on these issues.

This is a project with **people** in mind, focused on the **desire to share** daily life with colleagues, and is also an opportunity to get to know each other better, creating an **informed community**, united around the **issues of sustainability**.

6 SAVE WATER

GOODLIFE GOALS

SAVE WATER
Actions

- 1 Learn why clean water matters
- 2 Don't flush any trash or toxic chemicals
- 3 Report and fix leaks – big or small
- 4 Save water when brushing your teeth, washing and cleaning
- 5 Defend people's right to clean water and a toilet

6 CLEAN WATER AND SANITATION

Ensure availability and sustainable management of water and sanitation for all.

SUSTAINABLE DEVELOPMENT GOALS

OUR SOCIAL COMMITMENT

We also organised a fund-raiser in favour of a local association engaged in social work.

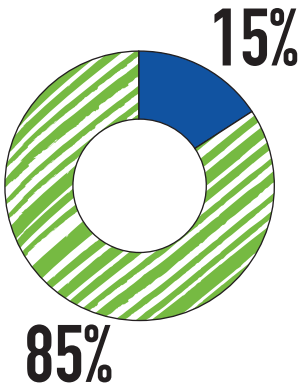
GALDI ITALIA: REMOTE WORK



ADOPTING NEW INTERNAL COMMUNICATION TOOLS HAS CHANGED THE WAY WE WORK

The pandemic has accelerated the digital transformation that at Galdi had been underway for several years. This means that we were already ready for change and trained in the use of new communication tools.

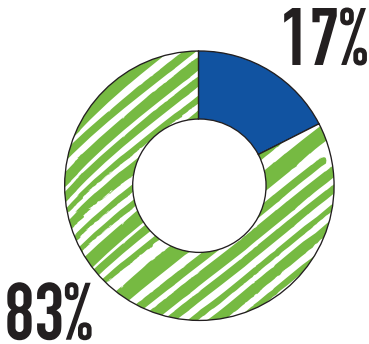
2018^{*}



The first “mobile work stations” were introduced and fixed work stations were gradually replaced with laptops.

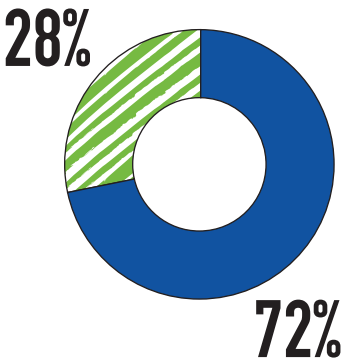
Beginning of a **pilot project** for Galdi employees to start working remotely

2019*



A **remote work policy** is implemented; all employees received a portable device, the number of staff working from home increases

2020*



From February on, the company implemented the necessary measures to make remote work accessible to all employees, acting before mandatory measures were taken at national level.

Particular attention was paid to the equipment of our design engineers to make sure that design activities could continue uninterrupted.

Throughout 2020, our Field Service Engineers team ensured full assistance to customers remotely

- Employees working remotely
- Employees not working remotely

* Calculation was made on a yearly basis, considering company's turnover for each year

COMMUNITY ENGAGEMENT



FOCUS ON THE LOCAL COMMUNITY

Galdi has always paid special attention to our region. In 2020 we made some changes to the way we interact with schools and university students and started offering virtual visits. The goal is to help young people develop their professional identity, providing guidance on their path to growth, even in challenging times.

GUIDED VISITS ON SITE

VIRTUAL TOUR

VIRTUAL EXPERIENCE SHARING



The company reaffirms its commitment to the local area, supporting organisations engaged in social and community work.

Donations and sponsorships

Cooperation with local municipalities on work reintegration projects

The products for our Christmas gift baskets come from businesses engaged in social projects; all Galdi employees received vouchers to be redeemed for benefits on our online platform

Special agreements and discounts at local health centres and shops, thanks to membership in Assindustria VenetoCentro

SUSTAINABILITY GROUP



**A NETWORK OF
COMPANIES UNITED
UNDER THE BANNER OF
SUSTAINABILITY AND
CONTINUOUS
IMPROVEMENT**



2014

Sustainability Group is created within Assindustria VenetoCentro. The goal of the project, which involves companies across different sectors, is to share sustainable development models through the exchange of experiences and best practices. Learning from each other and comparing different realities is vital to innovation.

It also provides a networking opportunity to discuss not only economic, social and environmental sustainability issues, but also to exchange real-life business experiences. Every year, groups of member companies are created and guided visits to the premises of businesses in each group are organised

2016

Galdi joins the Sustainability group for the first time. Participation in several project editions has been an added value for Galdi and was a catalyst for continuous innovation on sustainability issues

2020

The project continues with virtual visits to member companies

SUPPLY CHAIN AGREEMENT PROJECT



WE STRIVE TO SUPPORT LOCAL SMALL AND MEDIUM-SIZED ENTERPRISES LINKED TO GALDI'S SUPPLY CHAIN. WE WANT THEM TO REMAIN STRONG, EVEN IN THE MOST DIFFICULT TIMES



In 2020, Galdi signed a cooperation agreement with Intesa San Paolo Group to participate in the “Supply Chain Development Program” project, aimed at enhancing and supporting production chains.

‘CONFIRMING’ PROGRAM

This is a **Supply Chain Finance** program to advance payment of receivables due from a customer (buyer) through a web-based platform, optimising cash flows and facilitating access to credit for suppliers.

The program benefits both suppliers, who can request advanced payment of their invoices to the bank, and customers, who can enjoy an additional payment term extension, besides the one agreed with suppliers.

SUSTAINABLE SUPPLY CHAIN



TOTAL N. OF SUPPLIERS

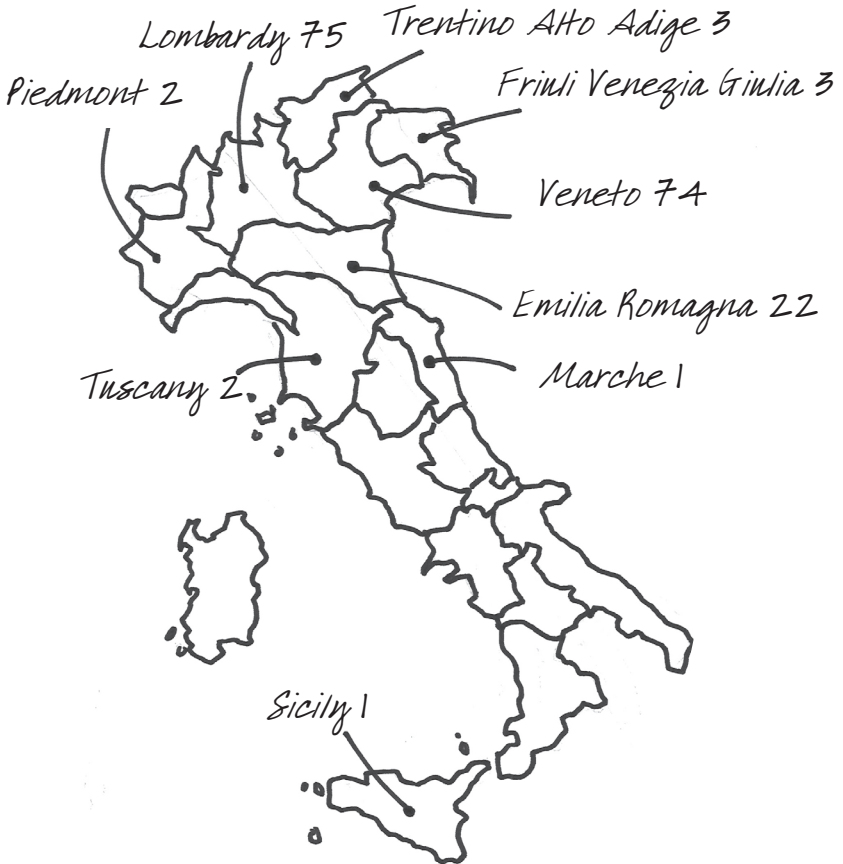
204

ITALY

183

ABROAD

21

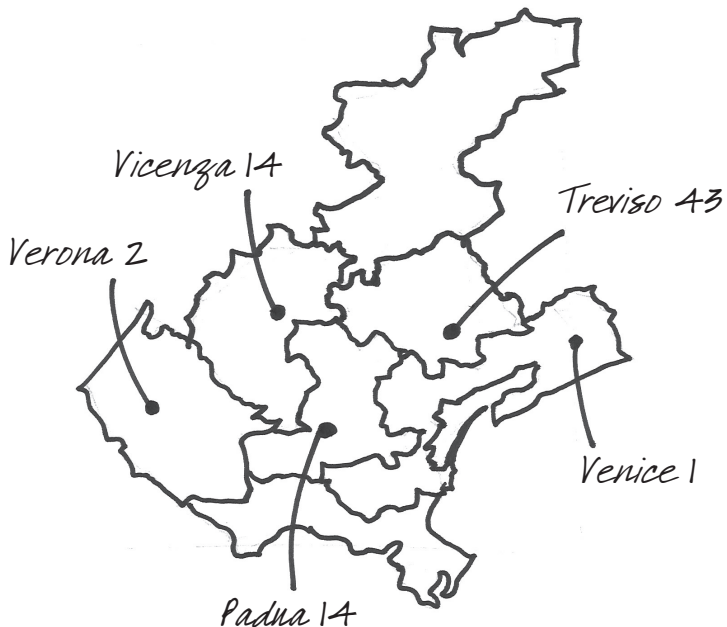


LOCAL SUPPLIERS

Galdi remains committed to giving priority to local suppliers, both to support the local area and to receive supplies as quickly as possible to better serve its customers.

Galdi checks new suppliers through an initial audit, ensuring that they meet the desired ethical standards

74 IN VENETO BREAKDOWN BY PROVINCE:



SAFETY CERTIFICATIONS



SAFETY IS PARAMOUNT AT GALDI

2009

Galdi gets certification to British
Standard OHSAS 18001

2020



The company updates its standards in line with the new international UNI ISO 45001:2018 standard, which specifies requirements for an occupational health and safety management system.

Safe and healthy workplaces

Prevention of work-related injuries

Prevention of occupational diseases

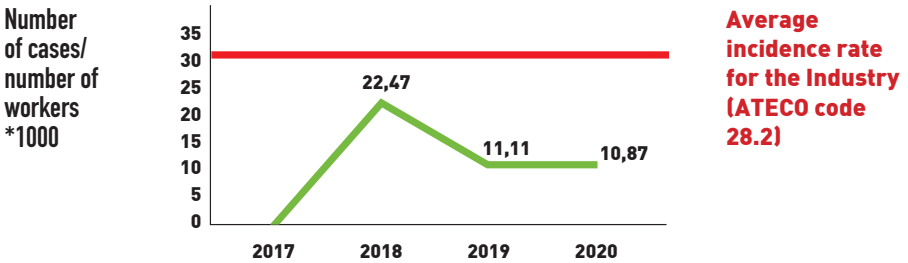
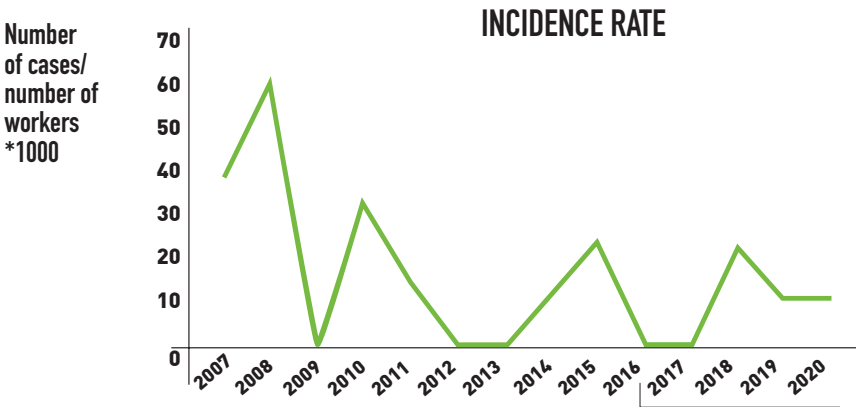
Galdi has started the certification process to UNI ISO 45001:2018, reaffirming its commitment to protecting the safety and health of its employees.

GOAL

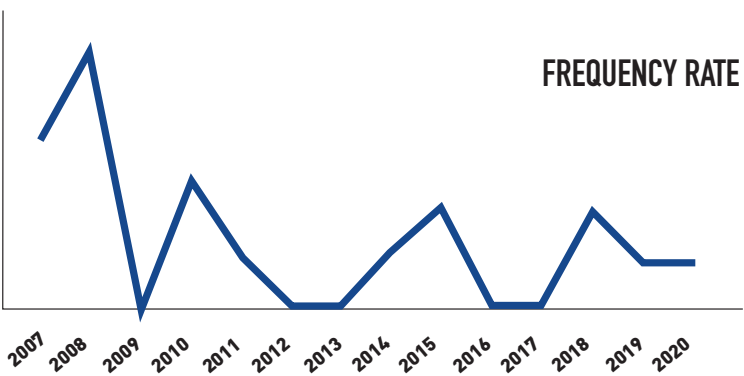
Raising awareness among workers through the development of an occupational health and safety culture to encourage them to actively participate in the creation and development of a healthy and safe workplace.



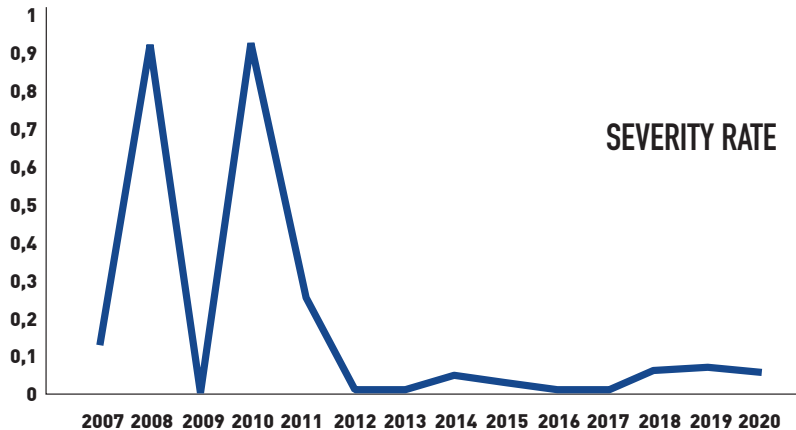
Our injury incidence rates are lower than the average for the sector (ATECO 28.2) and the accidents recorded over the years resulted in minimal injury.



Number of cases/
hours worked
*1000000



Number
of leave days/
hours worked
*1000



SAFETY DURING THE COVID-19 PANDEMIC: GALDI'S RESPONSE

Remote work was encouraged before government-imposed measures went into effect

Plexiglas screens between workspaces were installed

Spaces across all company areas were rearranged to minimise contacts

Staggered meal breaks to ensure social distancing while eating

GABLE TOP CARTONS AND SUSTAINABILITY



A GREEN, ENVIRONMENT-FRIENDLY PACKAGING CHOICE, DESIGNED TO REDUCE FOOD WASTE



L'acqua di sorgente Camanda sgorga dalla viva roccia ad un'altezza di 570 metri sul livello del mare. Fonte Margherita imbottiglia esclusivamente in vetro e cartone riciclabile. Il rispetto dell'ambiente e del suo naturale equilibrio è uno dei valori fondamentali del progetto Fonte Margherita.

ACQUA MINERALE NATURALE
ACQUA CUSCUMERALE

Lotta di produzione e date di scadenza sono indicati vicino al tappo.

AUTORIZZAZIONE
D.B. Comp. n° 433 del 09.05.1977
Rev. n° 2002/004 del 17.02.1998
D.B.R. n° 9502 del 22.11.2005

Intestazioni del **MARGHERITA** marchio

Fonte Margherita S.r.l.
Nella filiazione di
Via Fonte Margherita, 9
36026 Tombacchio (VI) Italy
www.fontemargherita.com

UNIVERSITÀ DEGLI STUDI DI PIACENZA
Dipartimento di Scienze
Chimiche Analitica e
Chimica Fisica
Piacenza 26.06.2019
Temperatura dell'acqua 17,1°C
pH allo sorgente 7,6
Conduttività
altri: a 20°C 617 µS/cm
Residuo fisso a 180°C 433 mg/l

Sodio	Na+	1,2 mg/l
Potassio	K+	1,0 mg/l
Magnesio	Mg++	31 mg/l
Calcio	Ca++	83 mg/l
Nitriti	NO2-	3,2 mg/l
Bicarbonati	HCO3-	231 mg/l
Clorati	Cl-	0,2 mg/l
Solfati	S-	179 mg/l
Fosfati	P-	0,05 mg/l
Silice	SiO2	5,5 mg/l
Nitro	NO2	Assenti
Ione Ammonio	NH4+	Assente

L9304 14:59
31/10/2020

L'acqua di sorgente Camanda sgorga dalla viva roccia ad un'altezza di 570 metri sul livello del mare. Fonte Margherita imbottiglia esclusivamente in vetro e cartone riciclabile. Il rispetto dell'ambiente e del suo naturale equilibrio è uno dei valori fondamentali del progetto Fonte Margherita.

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Solfati	S-	179 mg/l
Fosfati	P-	0,05 mg/l
Silice	SiO2	5,5 mg/l
Nitro	NO2	Assenti
Ione Ammonio	NH4+	Assente

L9304 14:59
31/10/2020

Devolvi il tuo 5xMille per la ricerca pediatrica

Fondazione Città della Speranza

50cl e
BICICLA E RISPETTA L'AMBIENTE

8 018442 000511

Devolvi il tuo 5xMille per la ricerca pediatrica

Fondazione Città della Speranza

50cl e
BICICLA E RISPETTA L'AMBIENTE

8 018442 000511

PENSIAMO AL FUTURO DAL 1845

Gable Top cartons are renewable and recyclable; their recycling rate continues to grow year after year and is now at 51%

They provide excellent protection against air and light for food products

Their ergonomic design results in less product waste compared to other types of packaging

Their shape optimises transport and storage, reducing costs too

FSC CERTIFIED PAPER

75%



We help you find the right Gable Top cart for each product. The composition of the packaging material varies according to the specific requirements of the product being packaged.

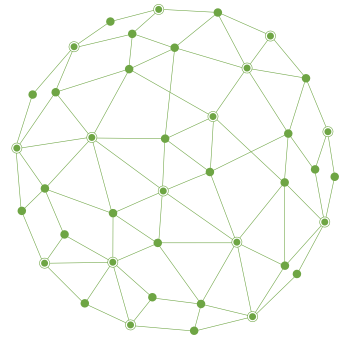
Galdi also offers a microbiological consultancy service to ensure the best solution for your product.

CUSTOMS AUTHORISATIONS



GALDI IS A RELIABLE EXPORTER AND WAS GRANTED 'APPROVED EXPORTER' STATUS BY CUSTOMS

BENEFITS FOR CUSTOMERS



Preferential tariff rates, resulting in cost savings on imported goods wherever a Free Trade Agreement is in place

Expenses to issue EUR1 Certificates and related handling costs are removed

Shorter transport times, with fewer stops at Customs to issue paper-based EUR1 certificates

Relationship with a reliable, efficient partner, with proven experience in export activities

We have in-depth expertise to handle the rules of origin of products and operate in accordance with the procedures set down in the Free Trade Agreements with the countries we export to all over the world.

JUNE

Galdi is granted Registered Exporter status (REX), which is the new system of certification of origin of goods that the European Union is progressively introducing for the purpose of its preferential trade arrangements. Galdi obtained REX status for as many as 52 tariff headings and 2 TARIC chapters

OCTOBER

Galdi is granted Approved Exporter status, proving it is knowledgeable about and able to implement correctly the regulation on preferential agreements and the rules of origin that apply to exported products. One of the requirements to become Approved Exporter is proof of regular trade activities abroad over the last 3 years. Galdi obtained Authorised Exporter status for 42 countries

GALDI VILLAGE, A PLACE TO FILL





GALDI VILLAGE A PLACE TO FILL. A PLACE WHERE INNOVATION, CREATIVITY, WELLBEING AND SUSTAINABILITY COME TOGETHER

**Construction work was
completed in 2020**





**A SPACE ENTIRELY DEDICATED
TO PERSONAL AND PROFESSIONAL GROWTH.
THROUGH WELLBEING AND PRODUCTIVITY,
SHARED KNOWLEDGE AND NEW IDEAS**



GOALS FOR THE FUTURE

ENVIRONMENT, WELLBEING AND SAFETY

- Opening of the Galdi Village, a place to fill
- LEED® Gold certification for the Galdi Village, a place to fill
- The following tools are used: B-impact Assessment and SDG Action Manager
- Safety awareness project for Galdi operatives
- Creation and implementation of a prevention plan/project for Galdi's employees

COMMUNITY

- Cooperation with social cooperative Sol.CO.; training and support project so that the cooperative can manage and service their machinery autonomously

INNOVATION

- Developing new digital services to help customers reduce food waste
- Developing technologies that enable us to provide customised maintenance plans.

EXPORT

- Galdi was granted AEO certification; internal procedures were reviewed to check that the company was compliant to be recognised as a trustworthy partner by Customs authorities



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