



# IMPACT REPORT '22.

# 01.

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# 02.

## Governance



**Integrity, transparency, honesty, fairness, loyalty and professionalism are the Company's guiding principles**

In 2022, Galdi Srl a Socio Unico [Galdi] has become a **Società Benefit**. In addition to generating profit, benefit corporations are a type of business model that aim to deliver one or more **common benefits**. They operate responsibly, sustainably, and transparently towards people, communities, territories, and the environment.

Galdi has always strived to implement best corporate governance practices. In 2022, it did not fall short. **Integrity, transparency, honesty, fairness, loyalty and professionalism** are the Company's guiding principles, in compliance with competition laws and in the knowledge that lawful and ethic behaviour is the foundation for lasting success, built on the **trust** of customers, investors, colleagues and the community. The company rejects all kinds of discrimination, harassment, and

forced labour, including child labour. It upholds workers' dignity by promoting diversity among employees and offering equal opportunities and continuous training to all. Galdi employs tools and strategies to safeguard the privacy of our associates and take a stand against corruption by strictly adhering to and mandating the implementation of anti-corruption principles for all stakeholders and staff members.

The Company cares about the future of our planet and has set itself a number of environmental targets. Some have already been achieved, and we are committed to fulfilling those still outstanding. For this reason, the company has adopted an Environmental Management System certified in accordance with **UNI EN ISO 14001**. Finally, in January 2022 Galdi renewed its legality rating (first issues in 2017). The Legality Rating is a compact indicator showing how well companies comply with legal standards and how much attention they pay to the proper management of their business.

## 2.1.

### Message from the President to stakeholders

Galdi's transition to a Benefit Corporation in September 2022 represents the Company's commitment to renew and set a clear path for sustainable and ethical growth.

We have set out the key goals we want to achieve in our Charter. Our common benefit objectives are in line with our core values and are the principles we stand for.

First and foremost the **research and development of increasingly ergonomic and intelligent products and services**, that fit all work contexts. We are driven by innovation and use new technologies to improve performance, while optimising the use of resources.

We will continue to **work with universities, research centres, and technology partners**, to develop new solutions and acquire skills to generate a positive impact for both the environment and people.

In this context, it is essential to create a **positive corporate climate** at work, where individuals are recognised as valuable resources. This helps to foster **enthusiasm and commitment** to common goals, while strengthening the sense of belonging and creating connections around issues and values that go beyond economic objectives.

In line with this principle, our aim is to continue to promote **opportunities for interaction with the local community** in the Galdi Village, a place to fill, a place to get together, promote new ideas and shared goals. This is also a place **to get to know different perspectives and visions**.

In this first edition of Galdi's Impact Report, we want to share the actions we have taken so far and the goals we have set ourselves.

Our aim is to foster an even stronger collaboration with our stakeholders and the local community, encouraging dialogue, cooperation and shared growth.

Together, so that we can mutually benefit from each other.

**Foster an even stronger collaboration with our stakeholders and the local community**

**Antonella Candiotta**  
President & CEO

## 2.2.

### Galdi is now a Benefit Corporation

In 2022, Galdi has become a Società Benefit. Driven by innovative values such as environmental and social commitment, Benefit Corporations integrate the goal of having a **positive, overarching impact on society and the community** in which they operate with that of making a profit. **Common benefit** means seeking to achieve **one or more positive effects** (also by reducing negative ones) for individuals, communities and the environment, cultural heritage, cultural and social activities, institutions and associations, and other stakeholders.

Operating in a transparent way also involves the duty to communicate and report annually on results, progress and future commitments to achieve positive social and environmental impact, on a comprehensive, credible and independent basis.

The first Impact Report covers operations at Galdi Headquarters - located in Postioma di Paese (Treviso, Italy) - for the year 2022. The responsibility of a Benefit Corporation lies with its commitment to consider the impact of the Company on the community

and the environment, to achieve a long-term sustainable outcome for all stakeholders involved.

To comply with the regulatory requirements set out by Law 208 of 28 December 2015 (Paragraphs 376-384, and Annexes 4-5), the company has decided to assess its impact by using the **B Impact Assessment international evaluation tool**. Galdi has achieved a score of 76.3. The score has not yet been validated, nor certified by B Lab. Finally, pursuant to Article 380 of the Law on Benefit Corporations, the Board of Directors has appointed staff members tasked with the implementation of the common benefit objectives. The purpose was to strengthen the company's staff structure by assigning those selected with the task of supporting the Directors in pursuing the common benefit goals mentioned in the company's Charter and monitoring Galdi activities in this regard.

As a Benefit Corporation, Galdi is committed to having a positive impact on the community and the environment. This is an innovative corporate concept that goes beyond purely financial goals. Specifically, the Company strives to pursue the following **common benefit goals**:

**As a Benefit Corporation, Galdi is committed to having a positive impact on the community and the environment**

### Finalità di beneficio comune



Constant attention to process innovation and sustainability to manufacture ethically-sound, high-quality, safe and effective products



A concrete and transparent commitment to environmental protection



Ensuring the wellbeing of our employees, their families and the community through initiatives that foster skills development, healthy lifestyles, and the principles of respect and diversity



Promoting the heritage and beauty of the local area, also supporting cultural and social initiatives



# 2.3.

## Materiality analysis

Galdi recognises the significance of identifying the **topics that are relevant to our stakeholders** and has conducted a survey to identify them. The company has decided to conduct a materiality analysis to identify the areas where its activities mostly impact on natural ecosystems and the well-being of communities, people, and all stakeholders. Following the Global Sustainability Standard Board's guidelines on sustainability reporting, we evaluated the material aspects of sustainability based on how much they can influence **the interest and opinion our stakeholders have** regarding

Galdi. The analysis process was also used internally within the company's board, as well as for employees, customers, suppliers, insurance companies, trade associations, etc. For the year 2022, it was decided to use the GRI Standards approach with reference to GRI 101: 2016 Reporting Principles, instead of the new approach considering dual materiality. For the 2023 materiality analysis, we will decide whether to use the same approach. The analysis process was divided into a number of key themes, presented in the summary table below:

Table 1. List of analyzed material ESG themes

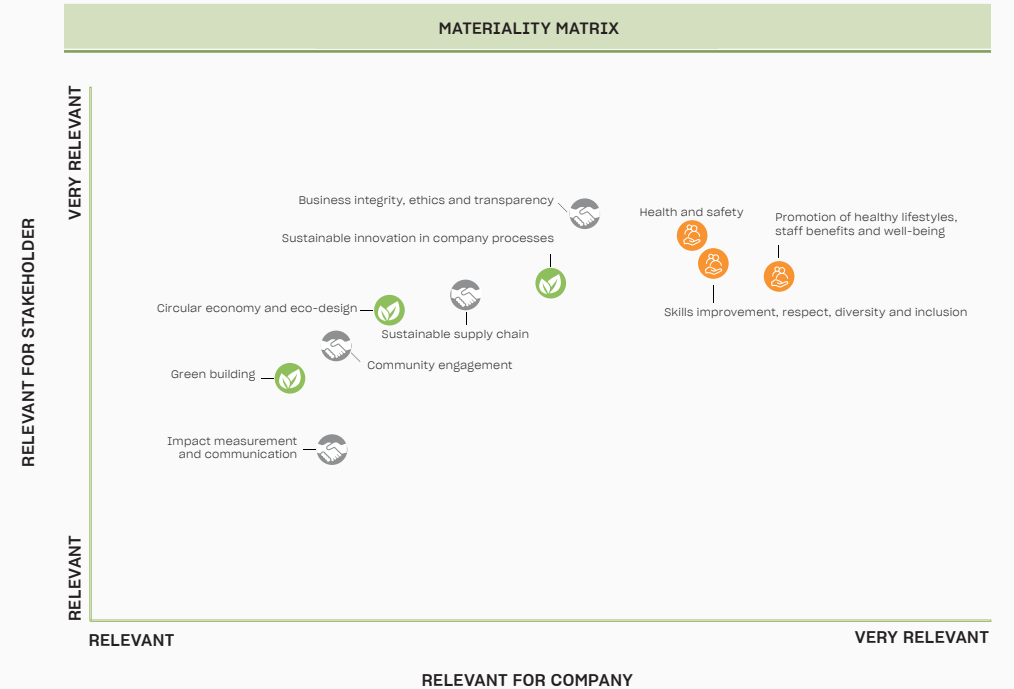
ESG AREA	TOPIC
<b>Governance</b> 	Communication and transparency
	Sustainable procurement
	Integrity and business ethics
	Community engagement
<b>Social</b> 	Equity, diversity, and inclusion
	Staff benefits and well-being
	Health and Safety
<b>Environment</b> 	Eco-design and circular economy
	Renewable energy use
	Minimising Hazardous Substances Produced by Company Activities

The stakeholders involved in the data analysis process were divided as follows:



- Employees 36%
- Good suppliers 23%
- Service suppliers 17%
- Customers 24%

The matrix has generated the following results:



## Objectives 2023

- Engage all stakeholder groups by using dedicated surveys and questionnaires to gain a better understanding of their needs and expectations of the company;
- Expand the pool of analysis to encompass customers located outside of Italy, to better understand their needs and expectations of the company.

# 03. People



Ensuring the wellbeing of our employees, their families and the community through initiatives that foster skills development, healthy lifestyles, and the principles of respect and diversity

Our employees are at the core of Galdi operations. Our day-to-day work is based on collective experience, expertise, and relationships. Galdi cares about the **mental and physical well-being of its employees**. For this reason, it created a Fitness Area inside the Galdi Village. The Fitness Area is free to use and several courses are available, ranging from Pilates, to functional training and mindfulness - for all employees wanting to train both body and mind. Looking after workers' health and wellbeing has also to do with what they eat. This is why, when we started planning the Galdi Village, one of the requirements for the **company's Bistro** was a kitchen that would allow for all **meals to be cooked on site**, for both employees and visitors. The service provider adheres to

the company's guidelines and prepares a varying and nutritious menu, also catering to special dietary requirements. In 2022, the company restaurant has served an average of **1,400 meals per month**. All employees have access to the Bistro and meals at a discounted price. Students undertaking compulsory or curricular internships, at both high school and university levels, can work on a training project, developed in cooperation with their school/university tutor. When they are on site, they are entitled to free meals at the company canteen. Interns undertaking internships in preparation for a later job placement receive an appropriate expense allowance too. The desire to improve work life for our employees extends beyond our headquarters. With some employees, depending on the nature of their duties, Galdi has adopted a **remote working arrangement**, designed to promote a **better work-life balance**, allowing workers to work from home for one day a week. Finally, 2022 was the last year of the 3-year **Family Audit certification programme**, which acknowledges the efforts of organisations

to meet the needs of reconciling work and family life. "Family Audit" certified organisations demonstrate their commitment to supporting their employees in line with the guidelines of the Fa-

mily Audit Certification Scheme. An audit process is required to achieve certification. Here is an overview of the company's workforce in 2022:

2022 OVERVIEW	
Number of employees (total)	103
Permanent	101
Non-permanent	2
Part-time	5
New hires	11
Average age	42
Men	85
Women	18
Average training hours	25.2
Employee turnover*	4.85%
Job growth rate**	6.2%

\* Terminated work contracts 2022/number of employees as of calculation date x 10  
 \*\* Total number of employees as of calculation date: total number of employees 12 months before

As shown in the table, **11 new employees** were hired in 2022. Galdi currently employs 103 people, 101 of these are permanent staff. With an average age of 42, Galdi is a young and dynamic organisation. A turnover rate of **4.85%** is **lower than the national average** for 2021, which was 16.7%\*\*\*. Although not perfectly aligned with the analysis year, this ratio still allows comparison with the average turnover of Italian companies.

The figures in the following tables refer to Galdi employees. An employee is defined as an individual who enters into an employment relationship with an organisation. The tables below present the total number of employees at the end of the reporting period for 2022.

\*\*\*2022 labour survey by Confindustria (reference year: 2021). NOTA DAL CSC - 4/22 - 22 December 2022

BREAKDOWN OF PROFESSIONAL CATEGORIES BY AGE GROUP						
AGE GROUP	BLUE-COLLAR WORKERS	OFFICE WORKERS	EXECUTIVES	DIRECTORS	INTERNS	TOTAL
<30	6	8	0	0	1	15
30-50	18	49	1	0	0	68
>50	13	3	3	1	0	20
<b>TOTAL</b>	<b>37</b>	<b>60</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>103</b>

STAFF BY AGE GROUP			
AGE GROUP	MEN	WOMEN	TOTAL
<30	14	1	15
30-50	51	17	68
>50	20	0	20
<b>TOTAL</b>	<b>85</b>	<b>18</b>	<b>103</b>

CLASSIFICATION BY JOB DESCRIPTION			
CLASSIFICATION	MEN	WOMEN	TOTAL
Blue-collar worker	37	0	37
Office worker	42	18	60
Executive	4	0	4
Director	1	0	1
Intern	1	0	1
<b>TOTAL</b>	<b>85</b>	<b>18</b>	<b>103</b>

TYPES OF EMPLOYMENT BY GENDER			
TYPE OF EMPLOYMENT	MEN	WOMEN	TOTAL
Full time	85	13	98
Part time	0	5	5
<b>TOTAL</b>	<b>85</b>	<b>18</b>	<b>103</b>

STAFF BREAKDOWN BY EMPLOYMENT CONTRACT			
CONTRACT TYPE	MEN	WOMEN	TOTAL
Permanent	83	18	101
Non-permanent	2	0	2
<b>TOTAL</b>	<b>85</b>	<b>18</b>	<b>103</b>

HIRES AND TERMINATIONS						
Age group	HIRES			TERMINATIONS		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
<30	4	0	4	0	0	0
30-50	4	0	4	2	1	3
>50	3	0	3	2	0	2
<b>TOTALE</b>	<b>11</b>	<b>0</b>	<b>11</b>	<b>4</b>	<b>1</b>	<b>5</b>

# 3.1.

## Training

At Galdi, training has always been regarded as an essential part of good business conduct. The growth of both the brand and the people who work here on a daily basis is a priority that we have set and achieved consistently year after year, and we will continue to do so in 2023. Training is one of our key investment priorities. In 2022, **2,732.5 hours were devoted to training**, with an average of almost 25 hours of training per employee. The data below refer to Galdi employees, i.e. all workers having an employment contract with the company.

**2,732.5 Training hours**

TRAINING TYPES	VALUE
Employees who received training	77.8%
Employees who haven't received training	22.2%
On cross-sectoral skills	7.4%
Compulsory training hours	387.5
Non-compulsory training hours	2,345
Training hours, total	2,732.5
% rate training over work hours	1.7%

Average training by role/job type

AVERAGE TRAINING	GENDER		
	MEN	WOMEN	TOTAL
ROLE/JOB TYPE			
Blue-collar worker	16.2	/	<b>16.2</b>
Office worker	31.1	21.7	<b>28.3</b>
Executive	25	/	<b>25</b>
Director	32	/	<b>32</b>
Intern	180	/	<b>180</b>
<b>TOTAL</b>	<b>25.9</b>	<b>21.7</b>	<b>25.2</b>

## Objectives 2023

Offer a range of training opportunities for employees, focusing in particular on the following topics:

- In an increasingly digital world, it's important to stay alert to the ever-changing risks on the net, which is why Galdi plans to offer cybersecurity training in 2023, to raise the awareness of our employees on digital security.
- In addition to the annual R&D training sessions, the company plans to hold corporate social responsibility meetings with courses on sustainability, a topic that is becoming more and more important every year, as well as financial awareness courses and English language courses.



# 3.2.

## Health and Safety

**It is essential for the company to ensure that both internal and external workers involved in production activities have a safe and appropriate working environment without any risk to their health and safety**

In 2021, Galdi has received certification under the **UNI ISO 45001:2018** international standard, which specifies requirements for occupational health and safety management systems.

It is essential for the company to ensure that both internal and external workers involved in production activities have a safe and appropriate working environment without any risk to their health and safety. As well as fulfilling its legal obligations, the company has drawn up a manual that describes the necessary procedures and checks, and the individuals responsible for overseeing them, in accordance with certification requirements. A systematic approach ensures that activities, roles and responsibilities are planned efficiently and that all stakeholders and departments are involved.

Through a thorough risk assessment, we have identified all potential hazards to employees, so that appropriate measures can be taken to prevent, reduce and, where possible, eliminate such situations. These can range from the appropriate handling of chemicals and processes to the correct

operation, maintenance and control of facilities and systems. If necessary, external experts are called in to support the company in conducting instrumental investigations, aimed at assessing the various risks in the different areas and functions within the company. Once the analysis is complete, identified risks are assigned a score to determine the actual level of risk and set priorities for the control measures to be implemented. Galdi has developed an organizational chart showing the staff in charge of health and safety and their respective teams, along with their responsibilities. In line with current legislation, regular meetings are held to make sure that health and safety practices are up to date. **Each health and safety measure aims to reduce existing hazards.** In line with current legislation, our health and safety training activities are mandatory for all employees, especially new hires.

With regard to workplace injuries involving Galdi employees in 2022, there was an increase in the frequency index compared with 2021. **None of the accidents recorded in 2022 resulted in serious consequences\*\*.** In 2023, the company will raise employee awareness on health and safety issues and encourage them to report potentially hazardous situations, thereby increasing internal awareness and raising the threshold of attention for these issues as a corrective measure. During 2022, no deviations or non-observations resulting from the audit conducted by the certification body were reported.

	2021	2022
Incident Rate*	6.2	25.0
Incident Rate (with serious injuries)***	0	0
Death Rate	0	0

\*(No. of accidents at work / No. of hours worked) x 1,000,000

\*\* An accident with serious consequences is defined as an accident that results in the death of the worker or an injury from which the worker cannot recover, does not recover or cannot reasonably be expected to fully recover to his or her pre-accident state of health within 6 months, or an injury that results in more than 180 days' (6 months) absence from work.

The figure below shows the frequency and injury indices from 2007 to 2022.



Figure 1: Injury frequency and incidence rate

In 2022, 4 non-serious accidents were reported. The incidence rate was calculated as follows: No. Injuries/No. Workers x 1,000.

These figures are intended to show Galdi's transparent approach, both in the past and in the future.

## Objectives 2023

- Cyber Security training to raise the level of cyber vigilance among employees;
- CSR meetings on sustainability, financial awareness and English language courses.

# 3.3.

## Wellness project

**Galdi believes that the health and wellbeing of employees are essential**

Galdi believes that the health and wellbeing of employees are essential. Over the years, the company has implemented several initiatives and activities to safeguard the **psychophysical health of its employees**. The spaces in the Galdi Village have been designed with this in mind. The Fitness Area is equipped for both individual and group activities.

In 2022, around 18% of the company's employees used the area. Classes include postural gymnastics, personal and functional training sessions. In 2022, Galdi started a mindfulness course, which saw the participation of around 9% of our staff. In 2023, the course will continue and be expanded further.

## Objective 2023

Expanding the training offer by introducing a "Back School" class available to all employees.

# 3.4.

## Benefits

Galdi pays attention to the needs of its employees. That's why, over the years, we have made several special arrangements with local service providers, including car washing, tyre changing, bodywork, and garage services nearby at reasonable prices. Moreover, some of Galdi's regular suppliers

provide exclusive discounts to our employees (including a travel agency, which we have been working with for many years). The renewal of the national collective bargaining agreement for the engineering industry (CCNL Metallmeccanico Industria) from 2021 to 2024 confirms the pay-

ment of £200 per year in flexible benefits. Employees with at least three months' seniority receive this amount and may access the **Galdi4U** digital portal to access offers, discounts, gift cards, trips, etc. In 2022, besides the benefits mentioned above, Galdi gave every employee extra EUR 200 in

fuel vouchers.

**The company caters to employees' personal needs** by offering flexible work hours and allowing new parents to return to work part-time to allow for a better work family reconciliation.

Other initiatives for employees include:

- Meetings and workshops on topics that are not strictly work-related, to raise awareness of emerging or important issues among employees and families;
- Participation in events organized at our company's headquarters and open to the local community;
- Special deals and arrangements provided by Associazione Confindustria Veneto Est;
- Pink Park (for pregnant employees and mums returning to work) and Easy Park (for those who temporarily need a parking space near the entrance).

INDEX DESCRIPTION	RESULT 2022	OBJECTIVE 2023
Number of employees enrolled in the company gym	18%	Extend the gym's opening times
Average monthly meals prepared in the company canteen	1,401	Work with the supplier to estimate the % of CO2 emissions for each meal

# 04. Environment



## A concrete and transparent commitment to environmental protection

At Galdi, continuous improvement is a core value, particularly with regards to reducing our own environmental impact. This commitment is reflected in the company's compliance with the guidelines of **UNI EN ISO 14001:2014**. The path to sustainability is challenging; nevertheless, it is our duty to commit ourselves to the protection of the planet by taking countermeasures to limit our own impact. Galdi aims to improve its environ-

mental impact even in the small everyday actions that prove crucial in the long run. For example, flow regulators were installed in the toilets and showers in the Galdi Village. These allow significant water savings each time they are used. The UNI EN ISO 14001 audit carried out by the certifying body in 2022 was positive. However, some areas for improvement were identified. Two minor non-compliances were related to the wrong transcription of the information provided in the relevant form. Staff members responsible for this activity were made aware of the need to pay more attention to these aspects.

## 2022 Overview

- 100%** of the energy we buy comes from renewable sources
- 41%** of the total energy used within the company is self-generated, thanks to the installation of photovoltaic panels
- 100%** of CO2 emissions caused by the use of natural gas are offset through the energy supplier
- 100%** of the water used in the Galdi Village returns to the aquifer in the same condition, thanks to a phytodepuration system
- 48.2** tons of CO2 and for direct CO2 emissions (Scope 1)
- 45%** of potentially recoverable waste
- 46%** reduction of hazardous waste compared to 2021 through implemented solutions
- 24.5%** reduction in total Scope 1 + Scope 2 emissions intensity compared to 2021, calculated as tonnes of CO2 relative to sales in \$m

The table below shows the macro impacts related to energy, water, waste and emissions.

IMPACT AREA	DESCRIPTION	YEAR 2021	YEAR 2022
ENERGY	Total energy consumption within the organisation (bought and self-produced electricity plus natural gas) (GJ)	4,355.6	3,648.9
	Bought energy from renewable sources (GJ)	1,986.4	1,644.7
WATER	Water used for tests (ML)	0.678	0.408
	% reduction in water used for tests compared to 2021		-40%
	% of water used in the Galdi Village returning to the aquifer in the same condition	100%	100%
TOTAL WASTE (t)	Generated	261.1	136.3
	Destined for recovery	70.2	61.8
	Percentage of waste destined for recovery out of total generated waste	26.9%	45.3%
DANGEROUS WASTE (t)	Generated	0.48	0.26
NON-DANGEROUS WASTE (t)	Generated	260.61	136
	Destined for recovery	70.2	61.8
EMISSIONS	% CO2 Scope 1 & 2 emissions compared to 2021		-19%
	Tons of CO2 compensated by the supplier		61.75

The following chart shows the Key Performance Indicators (KPIs) for water (used in the production plant), electricity and gas consumption in relation to turnover for the years 2021 and 2022. The chart shows an improvement for each category.

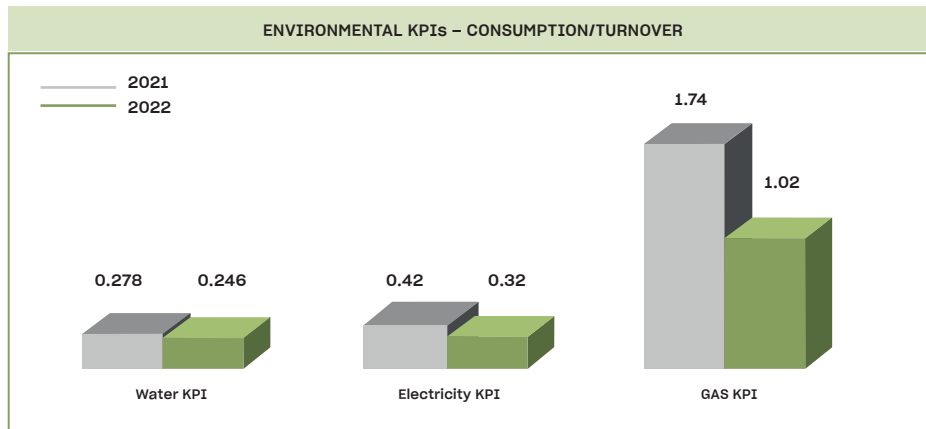


Figure 2: KPI for water usage in the production plant (mc), energy consumption (kWh), and gas usage (Scm) in relation to turnover.

The following paragraphs detail the environmental actions taken by the company and highlight the indicators referring to four macro-environmental areas:

## Green building • Water • Energy • Waste

# 4.1.

## Galdi Village holds LEED Gold certification

The company's headquarters - a 2,000-sqm multifunctional building - reflect Galdi's commitment to the environment. The project was awarded **LEED v4 BD+C** (Building Design and Construction) certification in 2021. The building was rated **Gold level (New Construction category)**, achieving an overall score of **65 points**. LEED is a global standard that outlines the most rigorous requirements for eco-friendly buildings.

The building features the highest standards in terms of air quality, lighting and thermal comfort (including temperature and humidity control). Moreover, trees and shrubs in the garden in the Galdi Village have a low water demand. Last year, marked by very dry weather conditions, irrigation was needed only occasionally. Some of the features that enabled the building to achieve LEED Gold certification include:

- Air handling units with high-efficiency heat recovery;
- Outdoor air flow rates should comply with Ashrae 62.1:2010;
- Sanitary equipment with low drinking water flow rates;
- Photovoltaic roofing panels;
- Roofing and exterior finishing materials with high Sustainable and Responsible Investment (SRI) rate;
- Energy-efficient exterior insulation and finishing system;
- Natural light combined with artificial LED lighting and dimming;
- Sustainable building site waste management and maintenance of good indoor air quality during construction;
- Interior spaces designed to maximise benefits from views and natural light;
- Usage of materials with high recycled content and low emissions.

# 4.2.

## Water

Galdi's water consumption occurs both in the headquarters, where the production area and most of the offices are located, and the Galdi Village, a multi-purpose building that houses some offices, the cafeteria and the fitness area. The water in the Galdi Village is used for the company's kitchen, as well as toilets and showers, while in the headquarters water is used for a variety of purposes, including toilets and the production process, but mostly for testing machinery.

### 4.2.1

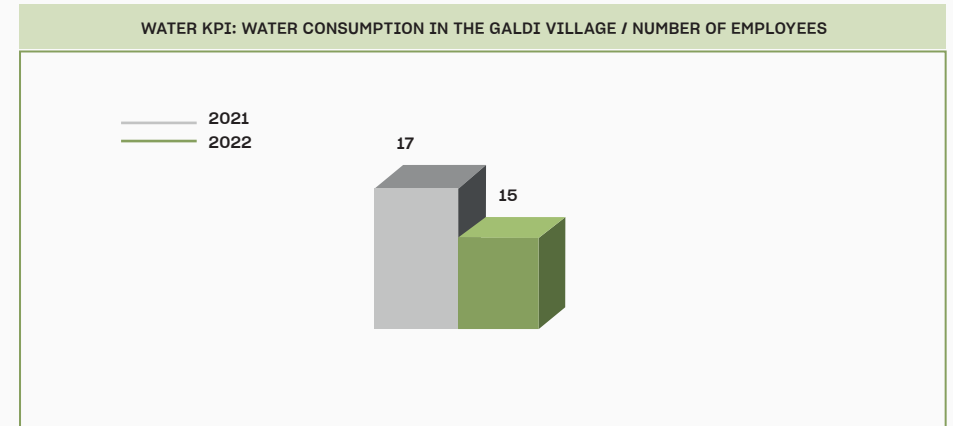
#### New phytodepuration system in the Galdi Village

A state-of-the-art phytodepuration plant was installed in the Galdi village. Waste water can so **be returned to the aquifer in the same condition as it was extracted.** After undergoing mechanical purification and pre-treatment, waste water is subjected to a phytodepuration process, during which biological purification occurs. The term 'phytodepuration' refers to an aerobic biological treatment process using bacteria that require oxygen to survive. This purification process relies on bacterial colonies that form a biofilm on the substrate

lining the tanks and the vegetation roots. The phyto-purification system includes an impermeable basin filled with draining material distributed in overlapping layers. Specifically selected plant species complete the phytodepuration system by partially absorbing waste water and promoting the development of bacterial colonies for the purification process. The distribution occurs on the surface of the plant using a network of perforated pipes and an intermittent supply mode to promote an oxygen-rich environment. A layer of inert material is

used to protect the surface of the phytodepuration system, preventing the waste of thermal energy, the formation of ice on the supply network during the winter months and unpleasant odours. The resulting aerobic environment allows a diverse bacterial population to thrive, which can oxidise and metabolise organic matter

and break down ammonia compounds. The resulting waste meets specific quality requirements that allow it to be discharged into surface waters in compliance with current regulations. Purified water is drained by gravity. An automated switchboard equipped with timer controls operates the circulating pump.



The above chart illustrates the reduction in water consumption for hygiene purposes (toilets and kitchen) in relation to the number of workers in the years 2021 to 2022. The figures above refer exclusively to water consumption

in the Galdi Village. The indices refer to water consumption in cubic metres, relative to the number of employees as of December 31st, 2021 and 2022 respectively.

## 4.2.2

### Water recovery system in the machine testing department

Galdi has developed solutions to **optimise the use of water in the testing phase**, before products are shipped and later installed at the customer's premises. The system serves seven test bays. It consists of two main conveyors where the packaging machines being tested unload the cartons. These then proceed to a shredder and baler, which compress them into "bales". These are conveyed to an outfeed conveyor, taken and stored until they are collected by the paper mill that will recycle the material.

Water taken from the local water supply passes through a water softener and feeds the first storage tank. From the first tank, the water is transferred to a second tank which, through a pump system, conveys it to the "cold line" needed to feed the machines. During testing, packaging machines use this water to fill the cartons which, once packed, are discharged onto the main con-

veyors and sent to the shredder. Drained water passes through fabric filters installed below the shredder and is returned to the second tank, creating a closed loop. A chlorine dioxide control and dosing system is installed in the circuit to reduce the bacterial load of the recovered water. A valve system allows for continuous recirculation of the water, even when the testing system is not in operation.

A fine water jet is used to cool and lubricate the packaging machine's conveyor chain. A de-oiling and filtering system has been installed to remove the lubricating oil residues that may be present on the chain. The water is then discharged into a manifold that connects to a collection tank. Through a system of pumps and tanks, the water goes then goes through a sand and activated carbon filter before flowing into the final storage tank.

To promote the use of reusable water bottles and glasses and reduce the consumption of plastic bottles, **free water dispensers are available on the company premises**. Moreover, only water packaged in FSC-certified Gable-Top cartons is available for purchase

from the vending machines on site. The same applies to water for customers and visitors. In 2022, the total weight of cartons used for water in our organisation was 9.88 kg (Tetra Pak-like multi-layer container) and 1.31 kg for plastic caps.

DESCRIPTION	YEAR 2021	YEAR 2022	OBJECTIVE 2023
Water used within the organisation in Megalitres	2.23	2.17	/
Water used for tests in Megalitres	0.678	0.408	Maintain
Water index for tests in Megalitres compared to number of tests	79.9	77.6	Maintain
% of water used in the Galdi Village returning to the aquifer in the same condition	100%	100%	Maintain
Number of Gable Top cartons within the organization vs. number of employees ration	No data available	4.72	Less than 5

# 4.3

## Energy and emissions

The organization relies on electricity for both its offices and the production process, while natural gas is used for heating during the winter season. Additionally, diesel and petrol fuel are used to operate company vehicles. Over the years, Galdi has made significant investments in renewable energy sources. Today, **100% of the electricity purchased by the company comes from renewable hydroelectric power sources.** The company has also installed photovoltaic panels. **In 2021, 35.8% of the total electricity used within the organization was self-generated, increasing to 41.1% in 2022,** a rise of 14.6% compared to the previous year.

Furthermore, around 350 light fixtures have been replaced with next-generation LED bulbs. 250 LED bulbs were installed in the production department and 100 bulbs in the offices. Consumption has been reduced by approximately 39% compared to the lighting systems installed previously. The company's fleet consists of five hybrid cars, one fully electric car, and two mild hybrid vehicles.

As for CO2 emission figures for 2022, data show progress compared to the previous year. Please refer to the table below for additional information.

**350**

light fixtures have been replaced with next-generation LED bulbs

IMPACT AREA	DESCRIPTION	YEAR 2021	YEAR 2022
ENERGY	Total energy consumption within the organisation (bought and self-produced electricity plus natural gas) (GJ)	4,355.6	3,648.9
	Bought energy from renewable sources (GJ)	1,986.4	1,644.7
	Self-produced electricity in GJ	1,109.3	1,145.6
	% of self-generated energy vs. total electricity used within the organization	35.8%	41.1%
EMISSIONS	% of electric energy from renewable sources used within the organisation	100%	100%
	Percentage of company cars using electric motor technology	25%	50%
	Indirect CO2 emissions (Scope 2, location based) in tons	185.4	153.5
	Indirect CO2 emissions (Scope 2, market based) in tons	0	0
	Direct CO2 emissions (Scope 1) in equivalent tons	102.5	79.6
	Total emission intensity rate (CO2 tons relative to turnover in \$m)	11.4	8.6
	CO2 compensated by supplier for use of natural gas, in tons	70.73	61.75
CO2 saved by buying energy from renewable sources, in tonnes	158.2	134.2	
	% of CO2 Scope 1 & 2 emissions compared to 2021		19%

## Objectives 2023

- Continue monitoring energy and CO2 data;
- Keep purchasing electricity from renewable sources;
- Keep purchasing methane gas in the 100% CO2-compensation mode;
- Mapping consumption related to individual processes to become even more energy efficient;
- Replace 2 diesel cars with more plug-in and mild hybrid vehicles

# 4.4.

## Waste

In 2022, there was a **significant decrease in the amount of hazardous waste** generated within the company. Specifically, hazardous waste generation decreased from 486 kg in 2021 to 261 kg in 2022, a reduction of approximately 46% compared to the previous year.

For some years now, the use of an enzyme-based machine for cleaning parts has led to the elimination of harmful, polluting and flammable substances in favour of a **VOC-free (Volatile Organic Compounds) cleaning solution**. This bio-based solution breaks down grease and residues without damaging materials, while ensuring better cleaning results. Some of the products used to

clean the machines have been replaced; thinner has been discontinued in favour of acetone, which is also safer for the operator's health.

The cleaning rags are washed and reused, reducing the excessive consumption of paper that would otherwise become unsorted waste. Oil collection mats - placed under filling machines during testing to prevent drips and spills on the floor - are also washed and reused. A specialised company provides these services. The waste to machine index has been calculated for the years 2021 and 2022.

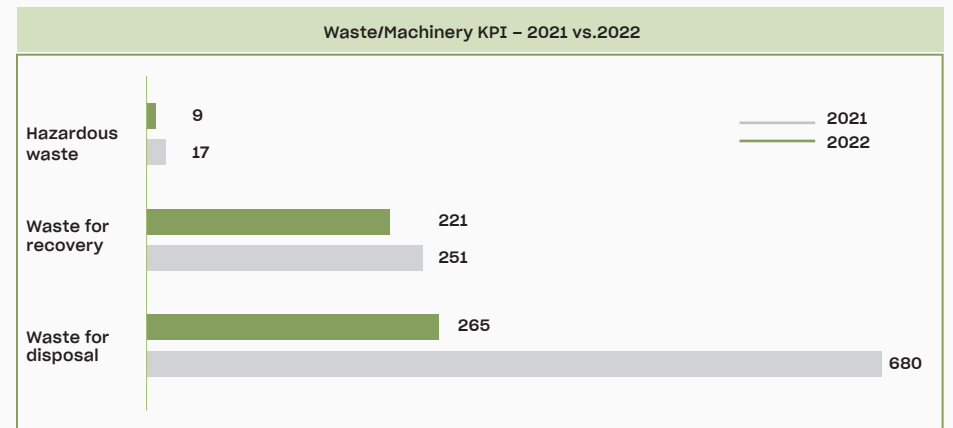
Compared to 2021, the ratio improved by 47.8% in 2022.

**- 46%**  
Hazardous waste in 2022 compared to 2021

## Objectives 2023

- Continue monitoring waste metrics;
- Increase the percentage of waste destined for potential recovery;
- Investigate a circular economy solution to optimize and reduce incoming packaging.

DESCRIPTION	YEAR 2021	YEAR 2022
Generated waste (t)	261.1	136.3
<b>% Decrease in waste generation compared to 2021</b>	<b>-48%</b>	
Waste for disposal (t)	190.4	74.2
<b>% Decrease in waste for disposal compared to 2021</b>	<b>-61%</b>	
% of waste destined for recovery	26.9%	45.3%
% of hazardous waste out of total	0.186%	0.192%
Index of total waste generated (in tonnes) per number of machines produced	9.32	4.86



This graph displays waste generation rates for various waste categories in relation to the number of machines manufactured for the years 2021 and 2022. The rates are calculated in tonnes of waste per machine produced.



# 05.

## Product impact



**Constant attention to process innovation and sustainability to manufacture ethically-sound, high-quality, safe and effective products**

In 2017, Galdi partnered with the University of Padua to conduct a **Life Cycle Analysis** on two of its products, specifically focused on the **Carbon Footprint and Water Scarcity Footprint** indicators. The study looked at the RG250 UCS (old model) and the RG270 UCS (new and current model) filling machines, both in the standard configuration (with no additional features). The analysis aimed to identify potential problem areas related to machinery production and use, and to establish guidelines for future company products. The study covered all processes needed for the manufacture, distribution, use, maintenance and later disposal of the machines under review. The study showed that the **use of the machine at the customer's site is the stage with the most significant impact on the**

**carbon footprint and water scarcity footprint.** In order to **improve the environmental performance** of the machines, Galdi has used the results of the analysis to focus all machine design decisions on the above-mentioned aspects. When we design new machinery, the goal is always to decrease consumption levels while maintaining optimal production efficiency. By studying and implementing features that lead to an improvement in hygienic conditions during the packaging process, the main goal has been to develop machinery that helps **increase the shelf life** of the packaged product. Increasing the product's shelf life reduces contamination risks and decreases product waste, thus tackling food waste as well. Thanks to new technologies, several measures have been implemented to **optimize the consumption of electricity and compressed air**, especially during idle times (i.e. Eco-Mode) or by replacing light fixtures with low-consumption LEDs. Galdi machines are designed to **last for many years**. They are **developed and designed to be upgraded in**

**line with the customer's needs**, in order to increase productivity and/or adapt to new packaging types. Moreover, the **IIoT infrastructure** new-gen machines are equipped with allows all operating data to be collected from the customer via secure network connections. This way, we can monitor the **machine's operating status in real time** and solve some problems remotely, without the need to visit the customer on site. The goal here is to optimise and decrease machine downtime, while

reducing the environmental impact of technicians travelling for maintenance activities. In 2022, 21 upgrades were carried out on operating machines, ranging from software or PLC and diagnostic upgrades to mechanical configurations that enabled customers to use new carton configurations or tethered caps (i.e. resealable caps that are firmly attached to the package, in compliance with the latest regulations).

### Objective 2023

**Online searchable database for available upgrades, useful for enhancing or updating machine functionality over the years.**

## 5.1.

### Circular economy

Galdi offers a buy and sell service for used Galdi filling machines. Indeed, the recovery of existing machines brings the environmental footprint of their disposal down to zero with significant savings for our Customers and minimum impact on the environment. Whoever sells a used Galdi machine saves money and generates a smaller environmental footprint related to the machine's disposal (Galdi covers for transportation costs to the headquarters). On the other hand, if you intend to buy a second-hand filler, you will receive a regenerated and updated machine with a long life cycle ahead.

DESCRIPTION	YEAR 2022	OBJECTIVE 2023
Percentage of revamped machines	3.4%	5%

## 5.2.

### Packaging

Galdi is committed to reducing the environmental impact of the **packaging** used to ship filling machines and spare parts. The project aims at raising awareness of environmental issues within our supply chain. The company strives to use **environmentally certified packaging** to ship its filling machines and spare parts. In 2022, corrugated cartons were in part FSC-certified. In addition, the cellulose materials used by the company, such as the paper used for hand-drying towels, are obtained through direct recycling of Gable Top cartons used for tests (then shredded and sent the paper mill for recycling).

DESCRIPTION	YEAR 2022	OBJECTIVE 2023
% number of FSC-certified corrugated cardboard boxes used for transport	Less than 50%	More than 75%
% of PEFC-certified wooden boxes used for transport PEFC	0%	More than 75%

# 06. Community

Promoting the heritage and beauty of the local area, also supporting cultural and social initiatives



# 6.1.

## Supply Chain



Our supply chain is a **key stakeholder in Galdi's sustainability journey**. The first step was to engage suppliers through a questionnaire, to determine what issues highlighted by Galdi were seen as particularly important. During this stage, the company involved suppliers of both goods and services, chosen on the basis of their strategic significance to Galdi's business. Then we conducted a **supplier risk assessment centred on sustainability**, taking into account

their ethical, social, and environmental impact to establish the potential risk category. Based on the three risk categories that were identified, specific actions are planned and will be carried out in 2023. The table below shows the metrics calculated for suppliers of raw materials, joinery, components, packaging materials, and software applications. Suppliers of other services are not currently accounted for in this assessment.

### Objectives 2023

- Create a code of ethics and conduct to be shared with suppliers;
- Create additional supplier engagement activities;
- Create a model for assessing supplier sustainability performance.

DESCRIPTION	YEAR 2022	OBJECTIVE 2023
Percentage of suppliers responding to materiality matrix questionnaire	80%	Promote further engagement activities with suppliers
Percentage of suppliers subjected to risk analysis	100%	Create a sustainability-centred supplier assessment model
Percentage of purchase costs originating from suppliers located within 80 km of Galdi headquarters	62%	More than 1 60%
Percentage of purchase costs originating from suppliers located in Italy	97.9%	More than 90%
Percentage of purchase costs originating from suppliers located in Europe	1.7%	/
Percentage of purchase costs originating from suppliers located in the USA	0.3%	/
Percentage of analysed suppliers for which more data on sustainability issues are needed	28%	More in-depth analysis needed

The metrics described above were calculated on the basis of the percentage of the cost of purchased good or services from each supplier during fiscal year 2022.

## 6.1.1

### Confirming Programme

Sustainability also means supporting local companies in our supply chain. Since 2020, Galdi has been involved in the "Confirming" **Supply Chain Development Programme** by Intesa Sanpaolo. This is a **Supply Chain financing programme** for advancing 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 pay-

ment of their invoices to the bank, and customers, who can profit from an additional payment term extension, besides the one agreed with suppliers. Several Galdi suppliers are taking part in the programme. The objective for 2023 is to host a dedicated event with suppliers to raise awareness of the benefits of being part of Galdi's supply chain. *con i fornitori al fine di sensibilizzarli sui benefici derivanti dal far parte della filiera.*

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## 6.2.

### Community engagement

The social aspect of sustainability also refers to how a company relates to the community in which it operates, where it has economic, social and environmental impacts. Galdi has always been committed to the local area, **supporting organisations engaged in social and community work.**

**The social aspect of sustainability also refers to how a company relates to the community in which it operates, where it has economic, social and environmental impacts**

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As stated in its Articles of Association, the fourth common benefit explicitly refers to the focus and commitment that Galdi places on the local area and community. The company firmly believes that contributing to the development and growth of the community in which it operates is a critical added value for the company's sustainability strategy. Therefore, creating a positive impact is of paramount importance in the company's journey towards growth and development.

## 6.2.1

### Partnerships with local schools and institutions

Galdi has always believed in **sharing and exchanging ideas, experiences and skills** to enable personal and professional growth. To grow further, it's vital to foster relationships with local schools and universities. In particular, Galdi staff speaking at events and lectures is an opportunity to engage with different points of views on current business topics.

In 2022, Galdi welcomed local schools by organizing events at the Galdi Village and staying true to the promise of supporting education. This included giving tours of the headquarters and staff collaborating on projects with students. In 2022, Galdi participated in the following projects and initiatives:

### CORPORATE SUSTAINABILITY

Assindustria Venetocentro (today Confindustria Veneto Est) Project; Galdi took part in the 2020-2021 and 2021-2022 editions. The goal of the project is to introduce secondary schools students to important issues related to business sustainability and project management skills.

At the beginning of 2022, Galdi partnered with **20 fourth-class students of Enrico Bernardi IPSIA in Padua**, assigning them a **work project** to identify **green solutions** in the company's business area, focusing their work on sustainable development and carbon footprinting systems.

### PMI (SME) DAY

Promoted by Confindustria Piccola Industria, the goal of PMI (SME) DAY is to introduce younger generations to manufacturing and to share the passion and expertise of the people working in the industry. This is an opportunity for companies to **invite school students to visit their production facilities** and see how they are contributing to future advances, creating jobs and wealth for local communities.

During the project's 2022-2023 edition, in November 2022 Galdi hosted a third year class (21 students) of the **Istituto Comprensivo Statale Claudio Casteller (Paese, Treviso)**.

### THINK GREEN

On the occasion of SME Day, Galdi not only welcomed an eighth grade class from **Istituto Comprensivo Statale Claudio Casteller (Paese, TV)**, but also assigned them the task of **designing, devising and producing advertising gadgets** that adhere to the **principles of sustainability**, as part of the "Think Green" project of Confindustria Veneto Est. The goal of the project was to familiarise the students with the concept of corporate structures, increase personal skill awareness, and emphasize the significance of soft skills.

## GIRLS CODE IT BETTER

In the 2022-2023 school year, Galdi participated in the “Girls Code It Better” project, a **digital creativity and entrepreneurship club** aimed at introducing high school girls to **STEM skills**, which are still considered male domains.

The company supported the Club of the local **Marcantonio Flaminio High School in Vittorio Veneto (TV)**, with 21 girls in the 11th, 12th, and 13th grade taking part in the initiative. Galdi gave them a project to work on, encouraging their involvement in design and technology, all the way up to actual implementation.

## INFORMATION TECHNOLOGY E PROJECT MANAGEMENT

The **BIT Club** of Assindustria Venetocentro (now Confindustria Veneto Est) has promoted the “Information Technology and Project Management” project. The Club is a group of **IT managers** working in local manufacturing companies wishing to expand IT knowledge and expertise in local businesses by providing training, exchange opportunities and regular partnerships with local schools.

During the 2021-2022 school year, three schools located in the areas of Treviso and Padua participated in the project: **Eugenio Curiel Scientific High School in Padua, Leonardo da Vinci Scientific High School in Treviso, and Giorgione Scientific High School in Castelfranco Veneto.**

During the 2022-2023 school year, the following three schools in the Treviso-Padua area participated in the project: **Newton-Pertini Scientific High School (Camposampiero, Padua), Leonardo da Vinci Scientific High School (Treviso), and Giorgione Scientific High School (Castelfranco Veneto).**

This is a hands-on learning programme for students, giving them the chance to gain important skills and training in project management methods, working on IT projects with assignments and guidance by external partners.

Galdi's Information Technology team acted as tutors for the students, providing support throughout the project.

## EUREKA! IT WORKS!

The tenth edition of Federmeccanica's “EUREKA! IT WORKS!” project, aimed at **promoting technical and scientific skills**, was held in the 2021-2022 academic year. The project is a competition for third, fourth and fifth grade schoolchildren, who are invited to draw, design and build a real toy using a kit of materials made available by Federmeccanica.

Galdi was involved in the evaluation of the final projects submitted by children from the Coletti Istituto Comprensivo and **the Colodi primary school in Treviso.**

## MECHATRONICS TALENTS OLYMPICS

In its sixth edition in 2021-2022, the Mechatronics Talent Olympics is a team competition created to **encourage creativity and develop cross-sector skills** and teamwork abilities. Designed for vocational and technical colleges, the initiative is supported by Gruppo Metalmeccanico of Confindustria Veneto Est.

More than **70 students from nine technical and vocational colleges**, specializing in subjects like mechanics, mechatronics, electrical engineering, electronics, IT, and automation took part in the Olympics. Participating colleges were located in the provinces of Padua and Treviso, and the students were divided into 13 teams.

At the end of March 2022, the students presented their projects to a panel of experts, made up of entrepreneurs and technicians. The three teams with the best projects were announced as winners.

Galdi took part in the project by contributing to the design and serving as a member of the jury panel.

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## 6.2.2

### SOL.CO.

In 2021, the cooperation with Sol. CO. took the form of **a training and support project**, aimed at enabling users to operate and service autonomously their own machinery. Sol.Co. is a Social Cooperative founded in the early Nineties which offers training and work integration projects for people from disadvantaged backgrounds. Training projects are designed to enhance the potential, resources

and autonomy of individuals. Sol. Co. has been working for years in the field of assembly and contract packaging of industrial and consumer products. Galdi's goal was to **provide technical support and advice through training**, in order to bridge the technical gap, enabling Sol.CO. to **operate their machinery and equipment autonomously**.

## 6.2.3

### “Sustainable Eco-Network by Ricrearti”

The “Sustainable Eco-Network” project for associate members of Assindustria Venetocentro (now Confindustria Veneto Est), was started and implemented by Ricrearti in order to **bring together the artistic, social and industrial worlds in an innovative way**. The project brings together companies that are sensitive to these issues. The goal of the project is to turn waste into new resources that can be transformed into artistic, craft or functional objects. This new perspective is in line

with the UN's 2030 Agenda. The ensuing objects are always different. The eco-network is an opportunity to create cross-sectoral synergies between companies, promoting a “business ecosystem”. For the prototype, Ricrearti relied on several local associations and organisations that work with disadvantaged people. This is a training project in which new objects are made using elements that are no longer necessary in the production line, as well as outdated commu-

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## 6.2.4

### Sustainability Group / Confindustria Veneto Est

nication materials, such as catalogues, brochures, advertising posters.

Galdi participated in the project and the objects created were exhibited for the first time during the Assindustria Venetocentro (now Confindustria Veneto Est) Sustainability Week in 2022. This became later a travelling exhibition, shown in the headquarters

of some of the participating companies.

The objective for 2023 is to continue promoting this project, by hosting the exhibition at the Galdi Village, in line with what is described in the IV common benefit purpose: Promoting heritage and beauty, also supporting cultural and social initiatives in the local area.

For the seventh year in a row, Galdi participated in the Sustainability Group, which brings together businesses from different sectors and acts as a **platform to share experiences** and learn from each other with a view to improving corporate sustainability strategies. The group organises several activities to **develop awareness of sustainability issues** in participating companies and

the local area. This project brings together several stakeholders in the Provinces of Treviso and Padua, creating valuable networks across institutions, businesses and schools. An opportunity to compare and exchange expertise between companies, as **best practices and sustainability must be shared!**

## 6.2.5

### Community engagement: events held at the Galdi Village

In 2022, the Galdi Village hosted several events to foster stronger links between the company and the local community. The events focused on **culture, sustainability, lean principles and innovation**. Throughout the past year, Galdi staff played an active role in the planning and execution of these events.

DESCRIPTION	YEAR 2022	OBJECTIVE 2023
Number of events organised at the Galdi Village for the local community	15	Maintain
Number of stakeholders participating in the events at the Galdi Village	About 400	Maintain

# 07.

## Conclusions

With this first Impact Report, **Galdi wants to share its vision of sustainability, urging stakeholders** to participate and embrace the company's dedication to the complex yet crucial task of sustainable and responsible development. Galdi sees this as **the first in a long series of steps** that need to be taken to bring about a change that we can no longer wait for. Galdi is determined to take this path, knowing that it will not be easy, and seize the **challenges and opportunities** - for sustainable development and for future generations.

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# 08.

## Glossary and definitions

**Materiality analysis:** Analysis tool for defining the most relevant and significant issues for the Company and its Stakeholders. Covers all issues that affect the decision-making process, the actions and performance of an organisation and/or its Stakeholders.

**Carbon Footprint:** A parameter that is usually used for the estimation of greenhouse gas emissions from a product, service, organisation, etc. Expressed in tonnes CO2 equivalent.

**Water Scarcity Footprint:** Measures the potential environmental impact of a product, process or organisation on water resources from a life-cycle perspective.

**ESG:** Environmental, Social, Governance.

**CSR:** Corporate Social Responsibility is the voluntary integration of social and environmental concerns in a company's business operations and in their relationships with stakeholders.

**SDGs:** Sustainable Development Goals, 17 interconnected goals defined by the United Nations as a strategy to achieve a better and more sustainable future for all.

**GRI:** The Global Reporting Initiative standard sets out the criteria for sustainability reporting, enabling organisations to measure their impact in a clear and consistent way and report it in an understandable format.

**LEED:** A global standard that outlines the most rigorous requirements for eco-friendly buildings.

**Tethered caps:** Under Directive 2019/904, tethered closures will be mandatory for all containers up to 3 litres in the food packaging sector from July 2024. The new design of the closures allows them to remain attached to their container, thereby preventing accidental littering.

**Scope 1:** Direct emissions that occur from sources that are controlled or owned by an organization (associated with fuel combustion and greenhouse gas emissions).

**Scope 2:** Indirect emissions associated with the purchase of electricity, the source of which is managed by other companies (e.g.: purchased electricity).

**Location Based:** A method to compute indirect CO2 emissions that takes into account the average GHG emission intensity of the electricity grids where energy is used, using data on the mean emission level relative to the national power grid.

**Market Based:** The method for determining indirect CO2 emissions that takes into account the emissions generated from the electricity production that an organisation has intentionally selected. Emission coefficients are set by contractual arrangements, including any form of agreement between parties for energy buying and selling.



# 09.

## GRI and SDGs Index

The impacts report was created by using the GRI Standards to assess the company's impacts on the economy, environment, and people. It also evaluated how the company managed these impacts in relation to the four common-benefit goals outlined in its Articles of Association. In addition, for each GRI reported there is the corresponding Sustainable Development Goal (SDGs), which provides insight into the Sustainable Development Strategy. Reported data refer to the period from 1 January 2022 to – 31 December 2022, following the GRI 1 Standard: Core values 2021.

GRI Standard	Notice	Page number	Relevant SDG
General Information 2021	2-1 <i>a</i> Organisational Details	4	/
	2-6 <i>b</i> Activities, value chain and other business relationships	32	/
	2-7 <i>a, b, c</i> Employees	10-15	8,10
	2-22 Sustainable Development Strategy Statement	5	/
	2-29 <i>a-I, II</i> . Stakeholder involvement approach	8,9	/
GRI 204: Procurement Practices 2016	204-1 <i>a, b</i> Proportion of Expenditure on Local Suppliers	37	8
GRI 3: Material Topics 2021	3-1 <i>a-II</i> Process for Determining Material Topics	8,9	/
	3-2 <i>a</i> Material topics list	8,9	/

GRI Standard	Notice	Page number	Relevant SDG
GRI 302: Energy 2016	302-1 Internal energy consumption within the organisation	21, 28, 29	7, 8, 12, 13
	302-3 Energy intensity	28, 29	7, 8, 12, 13
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	21, 22, 24-27	6, 12
	303-2 Management of impacts related to water discharge	21, 22, 24-27	6
	303-5 <i>a</i> Water consumption	21, 22, 24-27	6
GRI 305: Emissions 2016	305-1 Direct Green House Gases emissions (GHG) (Scope 1)	28, 29	3, 12, 13, 14, 15
	305-2 Indirect GHG emissions due to energy consumption (Scope 2)	28, 29	3, 12, 13, 14, 15
	305-4 Intensity of GHG emissions	28, 29	13, 14, 15
GRI 306: Waste 2020	306-3 <i>a</i> Generated waste	30, 31	3, 6, 11, 12, 15
	306-4 <i>a</i> Waste that were not sent to landfill		
	306-5 <i>a</i> Waste sent to landfill		
GRI 401: Employment 2016	401-1 Employee recruitment and turnover	10-13	5, 8, 10
GRI 403: Health and safety at work 2018	403-2 Hazard identification, risk assessment and accident investigation	16, 17	8
	403-6 Worker health promotion	16, 18, 19	3
	403-9 <i>a, b</i> Accidents at work	16, 17	3, 8, 16
GRI 404: Training and education 2016	404-1 Average number of training hours per year per employee	14, 15	4, 5, 8, 10
GRI 405: Diversity and Equal Opportunities 2016	405-1 <i>a, b</i> Diversity in governance bodies and among employees	12, 13	5, 8



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