



7

2

10

RubINETteria Paffoni & sustainability



Index

Rubinetteria Paffoni's first Sustainability Report

Rubinetteria Paffoni's commitment to sustainability

Rubinetteria Paffoni's best practices

Future goals: towards the CSRD



1.
Rubinetteria
Paffoni's first
Sustainability
Report



Rubinetteria Paffoni's first Sustainability Report

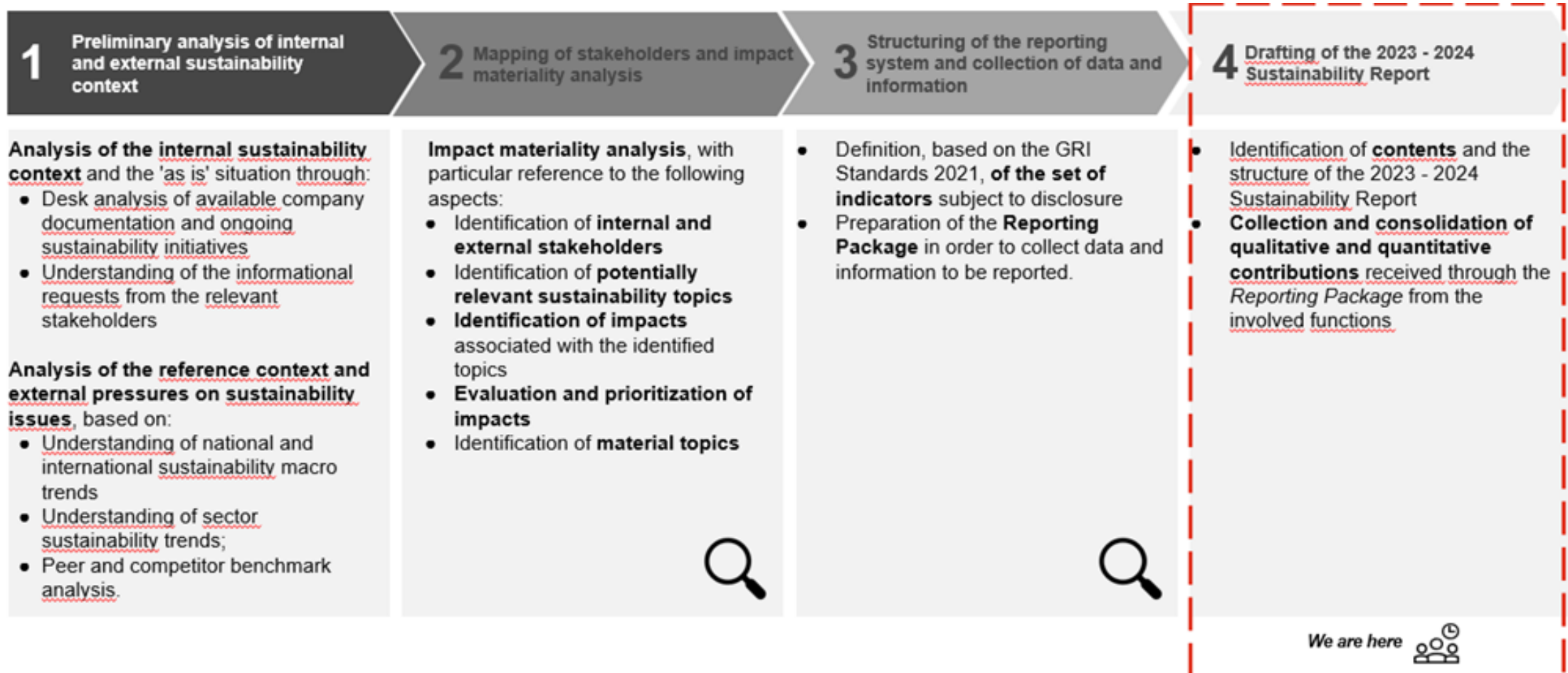
Rubinetteria Paffoni is writing its 2023-2024 Sustainability Report (hereinafter as "BdS") for the first time on a voluntary basis, using the 2021 GRI Standards issued by the Global Reporting Initiative as a methodological reference.

Based on the legislation currently in force about reporting, Rubinetteria Paffoni will be required to prepare a sustainability report in accordance with the provisions of Legislative Decree 125/2024 which implements Directive 2464/2022 (the so-called "Corporate Sustainability Directive" (CSRD)).

Furthermore, the Company will have to provide information relating to the admissibility and alignment of its activities with the provisions of the so-called "European Taxonomy" pursuant to Regulation 2020/852/EU.

These reporting obligations may vary following the approval of the so-called "Omnibus package".

Rubinetteria Paffoni's first Sustainability Report



2. Rubinetteria
Paffoni's
commitment
to
sustainability



Rubinetteria Paffoni's commitment to sustainability

Rubinetteria Paffoni has focused on integrating sustainability into its operational processes. Adopting ESG (Environmental, Social, and Governance) principles not only represents a responsible choice from an environmental and social point of view, but also constitutes a long-term corporate growth strategy.

The integration process began over the last three years as a path was initiated to improve its operational processes and at the same time optimize the use of the resources.

Rubinetteria Paffoni has demonstrated a concrete and progressive commitment to sustainability, going beyond simple compliance with regulations. Obtaining the Integrated Environmental Authorization in 2022 marked the beginning of a path aimed at integrating sustainability into company processes, and the implementation and certification of the Integrated Management System in 2024 represents the realization of this vision.

What makes this path so important is the fact that it was chosen voluntarily, confirming a strategy oriented towards excellence and responsibility.

Adopting best practices aligned with ESG (Environmental, Social, Governance) principles not only strengthens operational management, but places Rubinetteria Paffoni as a model of responsible business. These procedures become an integral part of daily activities, helping to optimize processes and reduce environmental impact, without being perceived as external impositions.

Integrating sustainability into operational processes offers numerous tangible and measurable benefits for a company.

Rubinetteria Paffoni's commitment to sustainability

Origin and flexibility

- **Best practices:** They come from practical experience and comparison with other realities that have achieved successful results. They are often adaptable and evolve with the needs of the company.
- **Traditional rules:** They are often imposed from above, dictated by internal or external regulations. They tend to be less flexible and more rigid. "Best practices" should not be perceived as rules imposed from the outside, but rather as a set of behaviors and methods adopted because they optimize processes and bring concrete benefits to the company.

Application approach

- **Best practices:** These are guidelines that indicate the best way to operate, leaving freedom in application and encouraging innovation.
- **Traditional norms:** These are rules that must be followed in a mandatory way, with a more rigid and standardized approach.
- Best practices are integrated into the company culture. They are not applied out of obligation, but reflect the company's values and its commitment to operational excellence. They are an integral part of the corporate identity.

Main objective

- **Best practices:** Aims to optimize efficiency, improve performance and increase quality through continuous improvement.
- **Norme tradizionali:** Focused on maintaining control and compliance with predefined standards.
- These methods have proven effective in improving efficiency, reducing costs and increasing the quality of products or services. For this reason, they are adopted spontaneously, without the need for external forcing. **They bring significant practical advantages.**

How Best Practices Differ from Traditional Corporate Norms?

Employee perception

- **Best practices:** hey are generally seen as useful tools to simplify work and promote improvement.
- **Traditional norms:** They can be perceived as restrictions that limit autonomy.
- Best practices are continuously updated and adapted to the specific needs of the company. This makes them part of the normal flow of activities, rather than rigid and static directives. They allow for adaptability and innovation.

When employees understand the value of best practices, they adopt them as part of their daily work. They are not seen as a burden, but as tools to simplify and improve their work. **There is an involvement of all workers.**

Innovation and proactivity

- **Best practices:** They promote a proactive approach, encouraging companies to seek better solutions and to constantly innovate.
- **Traditional norms :** They focus on compliance with regulations, sometimes hindering innovation.

A company that adopts ESG practices as part of its growth does not perceive them as impositions. These standards become useful tools to compete in modern markets and meet the expectations of customers and partners. **It is a natural path to sustainability.**

Rubinetteria Paffoni's commitment to sustainability

In recent years, Rubinetteria Paffoni has embarked on a journey to integrate sustainability into its operational processes. This is based on the belief that conducting business activities according to ESG principles is essential to foster its growth towards a responsible business.

The main initiatives implemented by the Company in relation to the different areas of sustainability are reported below.

ENVIRONMENT

- Presence of **highly sophisticated plant purification systems**;
- **reuse of water resources** to minimize the use of incoming resources and reduce the amount discharged;
- **use of 100% hexavalent chromium** within the process, eliminating dispersion into the environment;
- experimentation of **new technologies** and production processed with **less environmental impact**
- maintenance of a Quality Management System **UNI EN ISO 9001** with the integration of the Environment **UNI EN ISO 14001** and Safety **UNI EN ISO 45001 systems**;
- **implementation** of various measures for **energy efficiency** of production processes;
- use of a **photovoltaic system and purchase of energy from renewable sources** (certified with Guarantees of Origin).

SOCIAL

- Distribution of **fuel vouchers** and (planned) provision of **scholarships** for employees' children;
- existence of a canteen **service almost entirely funded** by the Company;
- presence of **flexible working hours** and **smart working**;
- **limited exposure** of workers to the risk of **occupational diseases** thanks to the **construction of new facilities**;
- possibility of benefiting from free **preventive medical visits** through adherence and contribution to the Metasalute Fund and (planned) possibility for employees and their families to **benefit from free access to a psychologist**;
- implementation of a **performance evaluation process** for employees;
- classification of complaints through an **effective management system** that contributes to the improvement of service quality and the increase in customer satisfaction and trust.

GOVERNANCE

- Formalization of a **Whistleblowing Procedure** and a platform to manage any discriminatory incidents at work;
- presence of a internal cross-functional **Working Group**, led by the CEO, consisting of professionals dealing with issues related to Human Resources, Environment and Health and Safety, Quality, and Administration;
- drafting and publication of the **Integrated Quality, Environment, and Safety Policy**;
- **supplier selection** through periodic evaluation of management systems and on-site inspections to verify the maintenance of quality, environmental, and safety aspect.

3.
Rubinetteria
Paffoni's
best
practices

IT
C
D



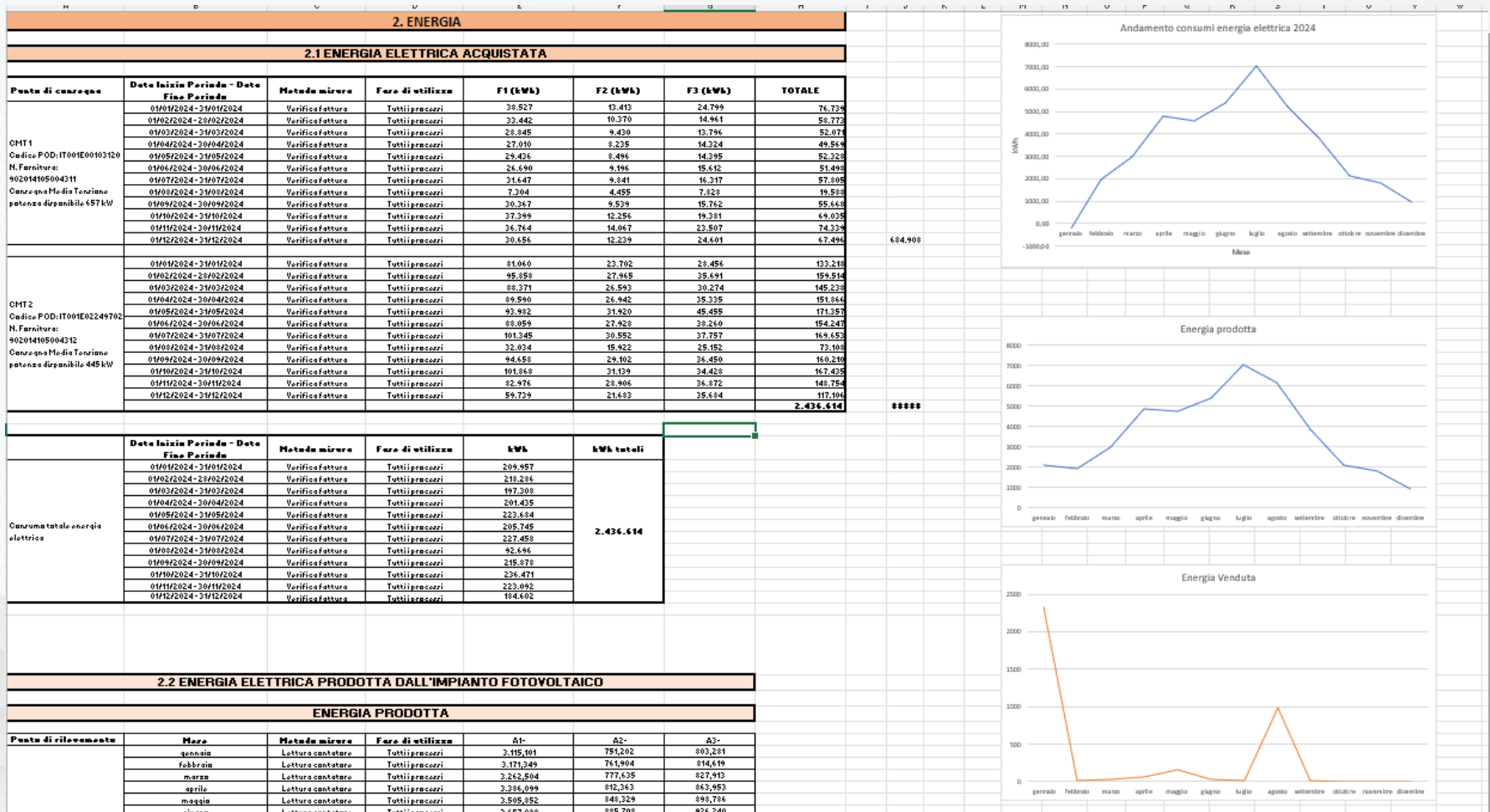
Rubinetteria Paffoni's best practices

ENVIRONMENT

- Presence of highly sophisticated **purification systems** in the plants;
- **reuse of water resources** in order to use the input resources as little as possible and reduce the quantity discharged;
- **use of 100% hexavalent** chromium in the process, eliminating dispersion into the environment;
- experimentation with **new technologies** and production processes with **less environmental impact** (e.g. trivalent chromium, white chromium, etc.) – EUROPEAN PROJECT NEW FINISHES;
- maintenance of a **UNI EN ISO 9001** Quality Management System with the integration of the **UNI EN ISO 14001** Environment and **UNI EN ISO 45001** Safety systems;
- implementation of various interventions for **energy efficiency** of production processes;
- use of a **photovoltaic system and purchase of energy from renewable sources** (certified with Guarantees of Origin) – and construction of a new system;
- implementation of heat pump heating systems;
- continuous monitoring of consumption;
- eco-conscious design practices: The development of new products always takes into account the environmental impact, favoring sustainable materials and reducing the impact of the product life cycle;
- proactive maintenance of machinery: Regular and preventive maintenance helps to optimize performance and reduce energy or material waste;
- continuous monitoring and improvement: The routine includes continuous monitoring of ESG performance through key indicators, ensuring that every decision is guided by these principles.

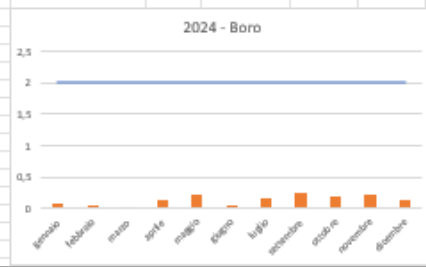
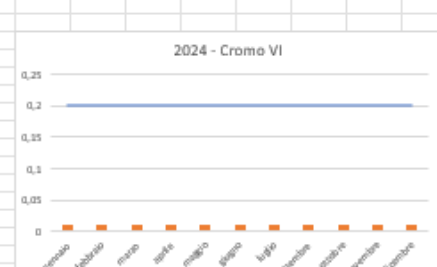
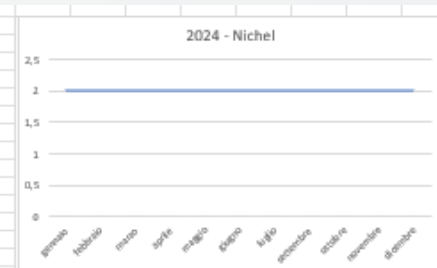
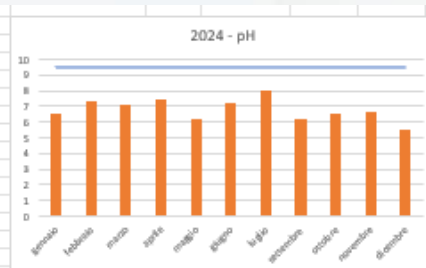


GROUNDWATER PURIFICATION PLANT



CONSUMPTION MONITORING

PARAMETRI	VALORE LIMITE	U.M.	2024											
			gennaio	febbraio	marzo	aprile	maggio	giugno	luglio	agosto	settembre	ottobre	novembre	dicembre
pH	VALORE LIMITE	mq/l	9,5	9,5	9,5	9,5	9,5	9,5	9,5	9,5	9,5	9,5	9,5	9,5
	VALORE MISUR.	mq/l	6,52	7,3	7,13	7,45	6,24	7,19	8,01	6,2	6,6	6,7	5,52	6,805
Solfati (come SO ₄)	VALORE LIMITE	mq/l	1000	1000	1000	1000	1000	1000	1000	1000	1000	1000	1000	1000
	VALORE MISUR.	mq/l	37,23	46,33	26,47	106,76	70,64	8,4	73,28	75,39	73,79	41,42	0,083	50,890
Cloruri (Cl)	VALORE LIMITE	mq/l	1200	1200	1200	1200	1200	1200	1200	1200	1200	1200	1200	1200
	VALORE MISUR.	mq/l	14,66	11,16	3,63	26,76	30,84	4,47	23,98	28,12	21,07	38,88	0,76	18,575
Fluoruri	VALORE LIMITE	mq/l	6	6	6	6	6	6	6	6	6	6	6	6
	VALORE MISUR.	mq/l	0,07	0,051	0,67	0,25	0,12	0,06	0,1	0,28	0,078	0,11	0,033	0,166
Azoto nitrico (come N)	VALORE LIMITE	mq/l	20	20	20	20	20	20	20	20	20	20	20	20
	VALORE MISUR.	mq/l	2,03	2,28	0,64	3,15	3,67	0,7	0,94	3,02	2,58	4,19	0,27	2,134
Azoto nitroso (come N)	VALORE LIMITE	mq/l	0,6	0,6	0,6	0,6	0,6	0,6	0,6	0,6	0,6	0,6	0,6	0,6
	VALORE MISUR.	mq/l	0,01	0,01	0,01	0,01	0,01	0,01	0,01	0,01	0,01	0,03	0,01	0,012
Fosforo totale (come P)	VALORE LIMITE	mq/l	10	10	10	10	10	10	10	10	10	10	10	10
	VALORE MISUR.	mq/l	1,46	0,522	1,44	2,603	2,8	0,101	4,27	2,41	1,32	1,03	0,005	1,433
Tensioattivi totali	VALORE LIMITE	mq/l	2	2	2	2	2	2	2	2	2	2	2	2
	VALORE MISUR.	mq/l	0,72	0,44	1,057	1,181	1,07	0,69	0,31	0,24	0,45	0,13	0,24	0,593
Tensioattivi anionici	VALORE LIMITE	mq/l	-	-	-	-	-	-	-	-	-	-	-	-
	VALORE MISUR.	mq/l	0,19	0,06	0,72	0,22	0,34	0,17	0,12	0,07	0,03	0,06	0,01	0,181
Tensioattivi non anionici	VALORE LIMITE	mq/l	-	-	-	-	-	-	-	-	-	-	-	-
	VALORE MISUR.	mq/l	0,32	0,2	0,17	0,78	0,35	0,28	0,01	0,01	0,24	0,01	0,18	0,232
Tensioattivi cationici	VALORE LIMITE	mq/l	-	-	-	-	-	-	-	-	-	-	-	-
	VALORE MISUR.	mq/l	0,21	0,18	0,167	0,181	0,38	0,24	0,19	0,17	0,18	0,07	0,06	0,184
Nichel	VALORE LIMITE	mq/l	2	2	2	2	2	2	2	2	2	2	2	2
	VALORE MISUR.	mq/l	0,003	0,005	0,012	0,015	0,013	0,005	0,005	0,008	0,007	0,006	0,009	0,008
Croma	VALORE LIMITE	mq/l	2	2	2	2	2	2	2	2	2	2	2	2
	VALORE MISUR.	mq/l	0,008	0,007	0,055	0,01	0,016	0,005	0,025	0,016	0,013	0,021	0,002	0,016
Croma VI	VALORE LIMITE	mq/l	0,2	0,2	0,2	0,2	0,2	0,2	0,2	0,2	0,2	0,2	0,2	0,2
	VALORE MISUR.	mq/l	0,01	0,01	0,01	0,01	0,01	0,01	0,01	0,01	0,01	0,01	0,01	0,010
Boro	VALORE LIMITE	mq/l	2	2	2	2	2	2	2	2	2	2	2	2
	VALORE MISUR.	mq/l	0,07	0,049	0,023	0,148	0,209	0,042	0,151	0,249	0,184	0,215	0,141	0,135
Rame	VALORE LIMITE	mq/l	0,1	0,1	0,1	0,1	0,1	0,1	0,1	0,1	0,1	0,1	0,1	0,1
	VALORE MISUR.	mq/l	0,004	0,004	0,024	0,009	0,062	0,001	0,012	0,06	0,004	0,008	0,168	0,032
Zinco	VALORE LIMITE	mq/l	0,5	0,5	0,5	0,5	0,5	0,5	0,5	0,5	0,5	0,5	0,5	0,5
	VALORE MISUR.	mq/l	0,004	0,004	0,016	0,008	0,046	0,001	0,014	0,038	0,003	0,015	0,462	0,056
Piomba	VALORE LIMITE	mq/l	0,2	0,2	0,2	0,2	0,2	0,2	0,2	0,2	0,2	0,2	0,2	0,2
	VALORE MISUR.	mq/l	0,003	0,002	0,002	0,001	0,014	0,001	0,003	0,002	0,001	0,006	0,006	0,004
Cadmio	VALORE LIMITE	mq/l	0,02	0,02	0,02	0,02	0,02	0,02	0,02	0,02	0,02	0,02	0,02	0,02
	VALORE MISUR.	mq/l	0,01	0,01	0,01	0,01	0,01	0,01	0,01	0,01	0,01	0,01	0,01	0,010
Ferro	VALORE LIMITE	mq/l	2	2	2	2	2	2	2	2	2	2	2	2
	VALORE MISUR.	mq/l	0,013	0,025	0,029	0,019	0,046	0,014	0,048	0,021	0,012	0,038	0,014	0,025
Manganese	VALORE LIMITE	mq/l	2	2	2	2	2	2	2	2	2	2	2	2
	VALORE MISUR.	mq/l	0,002	0,003	0,002	0,006	0,002	0,002	0,001	0,019	0,002	0,004	0,001	0,004



POLLUTION MONITORING

Intensità delle emissioni di gas a effetto serra (GHG)		
2023		
Tipologie di gas	Emissioni di GHG assolute	Tasso di intensità emissioni GHG
CO2 (Location)	1.489,94	0,0000190
CO2 (market)	1.957,22	0,0000249
2024		
Tipologie di gas	Emissioni di GHG assolute	Tasso di intensità emissioni GHG
CO2 (Location)	1.571,26	0,0000206
CO2 (market)	2.157,44	0,0000282



GREENHOUSE
GAS EMISSION INTENSITY

Rubinetteria Paffoni's best practices

SOCIAL

- Distribution of fuel vouchers and (planned) provision of scholarships for employees' children.
- Existence of a canteen service almost entirely funded by the Company.
- Presence of flexible working hours and smart working.
- Limited exposure of workers to the risk of occupational diseases thanks to the creation of new facilities.
- Possibility of benefiting from free preventive medical visits through membership and contribution to the Metasalute Fund and (planned) possibility for employees and their families to use a psychologist free of charge.
- Implementation of an employee performance evaluation process.
- System for collecting and managing complaints to identify the causes and the consequent adoption of corrective actions aimed at their resolution.
- Donation of goods (e.g. food and medicines) and machinery (e.g. PCs for schools) to associations, support for sports and associations for disabled children, Retirement homes, third sector entities and religious communities.
- Financial support for local community initiatives (e.g. construction of sports fields).
- Participation in community programs and/or projects (e.g. Renovation of public places (such as municipal libraries, sports centers)).
- Support to companies in the development of good sustainable practices.
- Evaluation of suppliers through periodic evaluation of management systems and on-site inspections to verify the maintenance of quality, environmental and safety aspects.
- Guarantee of equal salary between men and women.
- Classification of complaints through an effective management system that contributes to improving the quality of service and increasing the satisfaction and trust of its customers.
- Training and awareness: Employees are constantly trained on ESG values, integrating them into their routine work activities, ensuring that each action reflects these principles.

GLI INVINCIBILI

A super team of football lovers special guys.





FULGOR BASKET series C
Basket and minibasket teams





MARTA ROSSETTI

Italian alpine skier

Rubinetteria Paffoni's best practices

GOVERNANCE

- Formalization of a **Whistleblowing Procedure** and a platform with which any discriminatory incidents at work are managed.
- Presence of an internal interfunctional **Working Group**, led by the CEO, made up of professionals who deal with issues related to Human Resources, the Environment and Health and Safety, Quality and Administration.
- Drafting and publication of the **Integrated Quality, Environment and Safety Policy**.
- **Choice of suppliers** through a periodic evaluation of the management systems and the carrying out of inspections to verify the maintenance of quality, environmental and safety aspects.

4. Future
goals:
towards
the CSRD

—D —C —T



Future goals: towards the CSRD

In the coming months, Rubinetteria Paffoni's goal will be to identify the priority intervention areas in accordance with the requirements set by the CSRD and the ESRS (under which the Company will fall starting from FY 2025) in order to prepare a specific Action Plan.

Specifically, the following activities are planned:

- **gap analysis** between the information included in the 2023-2024 Sustainability Report of Rubinetteria Paffoni and what is required by the **CSRD** and the standards **ESRS** issued by EFRAG.
- **identification of priority intervention areas** based on the gap analysis and medium-term strategic objectives, through:
 - identification of priority for each area/topic;
 - identification of an initial set of actions in a quick-win logic.



Thank you.

