



## SUSTAINABILITY POLICY

### 1. INTRODUCTION

"Where plastic takes shape" is the message ERREBI has chosen to define its business model.

Founded in 1978, the company specializes in the injection moulding of technical plastic components at its 5,000 m<sup>2</sup> facility in Caerano San Marco (TV), Italy.

The company's strengths lie in the competence and professionalism of its staff, design and quality departments, tool shop, single and bi-injection moulding department, extensive range of auxiliary equipment, welding technologies (hot blade and ultrasound), and state-of-the-art machinery.

The company's philosophy aims to meet the most advanced customer needs, also through a co-design approach, where designers act as a bridge between client requirements and the specific characteristics of the production structure—ensuring high product quality standards.

Today, ERREBI is aware that sustainability is the framework within which it must increasingly operate, especially as a key player in various industry sectors: automotive, industrial, gardening, household, sports, appliances, and furniture.

For this reason, the company has drawn up this sustainability policy to define a first reference path in this direction.

### 2. PURPOSE OF THE POLICY

The purpose of this sustainability policy is to define ERREBI's priorities and areas of commitment towards its stakeholders at every organizational level.

The ambition of the policy is to interact responsibly with all stakeholders involved with the company, whose ongoing engagement helps shape and strengthen the principles of responsible management for all collaborators.

### 3. POLICY SCOPE

This policy applies to the facility in Caerano San Marco (TV), Italy.

### 4. REGULATORY FRAMEWORK

ERREBI's policy aims to define the strategic direction and guiding principles of its sustainability strategy.

It adheres to and draws inspiration from the 17 United Nations Sustainable Development Goals (SDGs) from the 2030 Agenda, focusing in particular on:

- **Goal 3 – Good Health and Well-being:** In addition to legal compliance, ERREBI is committed to the continuous improvement of health and safety measures for its

employees, with particular attention to safety protocols and the creation of a workplace that fosters well-being.

- **Goal 4 – Quality Education:** Technical and quality skills are continuously updated. The company is investing in a training program on sustainability topics.
- **Goal 8 – Decent Work and Economic Growth:** Economic stability is ensured through constant alignment of company policies with actual customer and market needs, and by building trustworthy relationships with clients and suppliers.
- **Goal 12 – Responsible Consumption and Production:** ERREBI is actively engaged in significant projects aimed at improving energy efficiency in its production processes and enhancing the management and control of plastic waste, in line with a circular economy approach.

## 5. COMPANY VISION

To continuously enhance the ability to "reinvent" methods, knowledge, professionalism, and the quality of products and services—making innovation a strategic asset.

## 6. COMPANY MISSION

To manufacture high-tech and safe plastic technical components for a variety of sectors, offering innovative solutions capable of advancing the market while always placing customer needs and satisfaction at the centre.

## 7. COMPANY VALUES

- ✓ **Trust:** The company has always believed in relationships with clients and employees based on mutual trust.
- ✓ **Solidarity:** The company is attentive to employee needs, aiming to create a positive and stimulating work environment.
- ✓ **Inclusion:** The company believes in the value of coexistence among people from different communities, thus promoting integration.
- ✓ **Reliability and Quality:** The company has chosen to certify its processes to be increasingly reliable in the market.
- ✓ **Environment:** In recent years, the company has developed a new awareness of environmental impact and has obtained ISO 14001 certification.

## 8. ENVIRONMENTAL COMMITMENT

ERREBI's management is aware that business development must be geared toward continuous improvement in sustainability, balancing social, environmental, and economic responsibilities.

The company is committed to managing environmental matters through specific goals involving all collaborators.

This environmental focus is structured into:

a) **Environmental Management System (EMS)**

Designed and implemented in 2022 and certified ISO 14001, the EMS provides a voluntary framework for integrating environmental management practices. It has enabled the company to identify potential environmental risks and respond quickly and effectively to emergencies.

Another benefit is the increased awareness and responsible use of natural resources, aligned with the socio-economic context and in compliance with mandatory and voluntary environmental regulations.

All employees were involved in the process, promoting environmental awareness and fostering direct responsibility in reducing risks and impacts.

b) **Waste Management**

The company has developed significant awareness over the years, aiming to reduce waste generation.

All personnel have been trained and made aware of the issue, which is also central to the SDGs, especially Goal 12.

Employees actively participate in waste sorting processes, and the company promotes local good practices as an example of active citizenship and responsible business management.

Special focus is placed on recovering plastic production waste, aiming to fully reintroduce it into the product cycle, following a circular economy model.

Based on internal analysis, 83% of waste is recovered and 17% is disposed of with energy recovery.

c) **2023/24 Goal**

ERREBI has set two key goals for the upcoming two-year period: waste management and water consumption reduction.

The project includes:

- Recovering and reusing cooling system liquids by separating and reintegrating them into the production cycle.
- Recovering condensate from compressed air systems—once separated and cleaned of oil—allowing nearly all 6,000 litres/year currently drawn from the water supply to be reused.

d) **Packaging**

ERREBI is raising internal awareness about reducing packaging-related environmental impacts and plans to extend this awareness to its customers.

The company is exploring alternative packaging materials that maintain quality standards.

For storage and shipping, ERREBI participates in a wooden pallet recycling consortium, a circular pooling system allowing stakeholders to exchange pallets within their logistics networks.

e) **Energy Consumption Reduction**

As an energy-intensive company, ERREBI has been preparing an energy report in accordance with legal deadlines for years.

Beyond this obligation, the company has taken steps such as installing photovoltaic

systems on both company buildings.

In 2022, ERREBI also began monitoring energy consumption to develop a medium-term efficiency plan, which includes evaluating equipment replacements where possible.

f) **Transport Optimization**

To reduce environmental impacts, and given the impossibility of using alternatives to road transport, ERREBI consolidates deliveries to serve nearby clients on a single day, always with full truckloads.

g) **Supplier Audits**

ERREBI prefers long-standing suppliers that ensure fairness, flexibility, punctuality, and service quality.

The company plans to conduct a supplier survey in the next two years to assess their approach to environmental and social issues.

## 9. SOCIAL SUSTAINABILITY

ERREBI is committed to continuous improvement in:

- Protecting health and safety and ensuring employee well-being,
- Continuously updating skills,
- Improving the work environment, including creating a canteen for daytime shift workers.

The company also supports local social and sports associations.

## 10. APPROVAL AND IMPLEMENTATION

This policy was approved by the company's management and will be reviewed annually or whenever changes require it.

## 11. COMMUNICATION AND DISSEMINATION

Communication and dissemination are key to building a culture and awareness of sustainability.

The company commits to sharing this policy with stakeholders via the website and through various communication methods along the value chain.