



# FAR

Sustainability  
Reporting

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2024



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# Letter to stakeholders

Dear Stakeholders,

2024 was a year of deep commitment and important achievements for FAR, a period in which we strengthened our identity and consolidated our path towards greater responsibility and awareness. It was the year in which sustainability became even more central to our choices, guiding our development and pushing us to respond proactively to the challenges of a complex and constantly evolving global context.

We have invested heavily in cutting-edge technologies to optimise our production processes and reduce our environmental impact. The results achieved are tangible proof of our commitment: today, 53% of our energy needs come from renewable sources, 79% of our waste is sent for recycling and 94.15% of the aluminium we use is the result of a virtuous recycling process.

We have chosen to publish our first Sustainability Report to give substance and transparency to our commitment to ESG issues, investing in ambitious projects and defining a clear sustainability strategy with measurable objectives, in order to generate shared value and promote sustainable and lasting development for all our stakeholders.

The report summarises the approach that has always characterised FAR's strategy: a concrete, transparent and measurable approach, focused

on strict regulatory compliance, technological innovation and the integration of sustainability principles into our growth path.

This document reflects the concrete commitment that guides us, based on our solid values and fuelled by a constant desire to improve, aware that the future is built day by day through conscious choices and responsible actions.

We would like to express our special thanks to our people, whose contribution has been instrumental in achieving the significant milestones of 2024. Their passion, expertise and dedication have enabled FAR to grow and integrate the culture of sustainability into every aspect of our business.

In 2025, we will strive to tackle new challenges with the same determination and passion, seizing every opportunity to achieve increasingly ambitious but concrete goals. Looking to the future, we are aware of the difficulties that lie ahead, but we are ready to face them with optimism and an innovative spirit.

In the hope that this document clearly reflects our commitment to sustainable and responsible management, we wish you all a pleasant read!

**Roberto Lenzi**  
Chairman of the BoD

**Gianfranco Lenzi**  
Managing Director

# Methodological note

This document is FAR's first Sustainability Report, prepared with the aim of communicating not only the actions taken and performance achieved in the economic, environmental and social spheres, but also to highlight its efforts towards a business model that integrates sustainability principles into corporate governance, and even more so into corporate practice, aiming for sustainable and inclusive economic growth.

The contents of the report refer to the 2024 financial year and cover the company FAR S.r.l. (hereinafter and throughout the rest of the document also referred to as "FAR" or "the company").

The document has been prepared in accordance with the **VSME** (Voluntary Sustainability Reporting Standards for non-listed SMEs), the voluntary sustainability reporting standard for micro-enterprises and unlisted SMEs, published in December 2024 by **EFRAG**. Specifically, it was decided to report the information required in the Full Form and, with the aim of providing a broader and more accurate view of the company's sustainability path, additional information relating to economic performance was included, in accordance with the GRI (Global Reporting Initiative) standard - Disclosure 201-1. In addition, a **double materiality analysis** was carried out, in line with the **ESRS** (European Sustainability Reporting Standard), to assess both the impact of FAR's activities on the environment and society, and the effect of environmental and social issues on the organisation's financial situation and results, ensuring a more comprehensive and integrated perspective of the reporting document.

Therefore, the information provided in the report concerns **relevant sustainability** issues (so-called material issues) relating to the impacts, risks and opportunities arising from FAR's business activities and its commercial relationships, both direct and indirect.

This approach allows us to highlight key areas for action and strategy, helping to strengthen the company's commitment to promoting a business model that is increasingly oriented towards responsible and sustainable growth, capable of generating long-term value while respecting stakeholders and the environment.

# Brief profile of the Company

FAR is a limited liability company classified under NACE code 24.53.01: "Aluminium casting". The table below summarises FAR's main business characteristics as at 31 December 2024:

Legal form	Limited liability company
NACE classification	24.53.01
Total Assets on the Balance Sheet	€21.702.280
Revenue from sales and services	€27.429.349,51
Number of employees	88

The Company is based in the municipality of Gaggio Montano (BO) and operates through two plants: in Via Pamperso 6, its registered office and operational headquarters, and in Via Panigali 39, its operational headquarters.

Sites	Address	Postcode	City	Country	Coordinates (geolocation)
Registered office and operational headquarters	Via Pamperso 6	40041	Silla di Gaggio Montano	Italy	44.1861528, 10.9623332
Operational headquarters	Via Panigali 39	40041	Gaggio Montano	Italy	44.1932798, 10.9451384

# Highlights

SALES: **27.429.349,51 euro**

EBITDA: **2.576.343 euro**

ECONOMIC VALUE GENERATED: **27.901.928 euro**

MELTED ALUMINIUM: **10.716 Ton**



**127**  
Employees



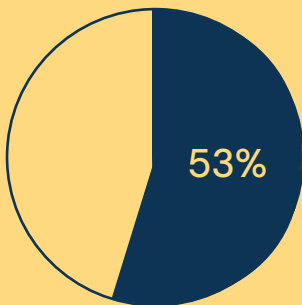
**2071**  
Hours of training



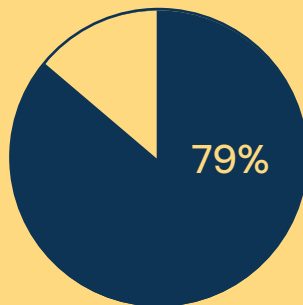
**100%**  
Permanent employees



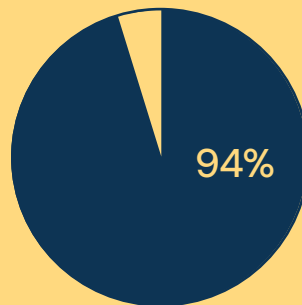
**100%**  
Italian suppliers



**53%**  
Energy purchased from renewable sources



**79%**  
Waste to recovery



**94%**  
Recycled aluminium



**100%**  
Purified process water

# 1 Far S.r.l.



## 1.1 The history

In 1992, Gianfranco and Roberto Lenzi embarked on an ambitious project that would mark the beginning of their adventure in the aluminium die-casting market. Thanks to the boldness and passion instilled in them by their father Giampietro, they founded FAR in the municipality of Gaggio Montano (BO): **a single die-casting plant, a small building, but a great deal of dedication and professionalism.**

Since its inception, FAR has distinguished itself for its drive for innovation and implementation of cutting-edge technologies, always accompanied by a constant focus on environmental protection and the safety of its employees. More than 30 years after its foundation, the company continues to grow and renew itself, keeping alive the connection with its roots and the passion that inspired its creation.



In a constantly evolving market, FAR has established itself as a benchmark in the sector thanks to its ability to adopt innovative technological solutions and its strict adherence to quality standards, characteristics that make it a **strategic partner for its customers**, to whom it offers personalised services and expertise: **from project design to after-sales assistance**, guaranteeing tailor-made solutions and comprehensive support.

Thanks to this approach, FAR builds solid and lasting partnerships, focused on shared growth and lasting success, guaranteeing excellence, reliability and constant support.

**'Our constant progress is fuelled by unwavering enthusiasm, passion for our work and the desire to be a reliable partner for those who choose us.'**

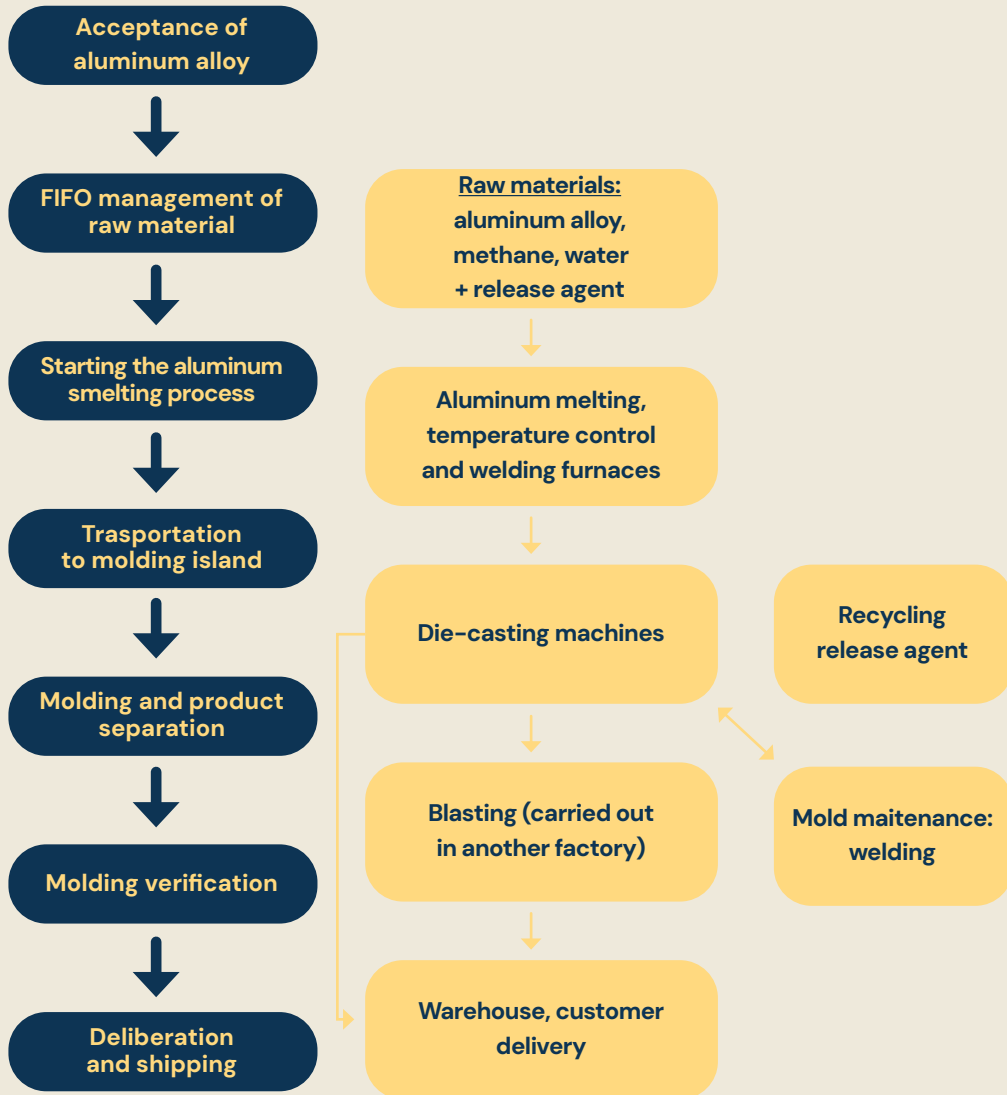
## 1.2 The Business

Always committed to offering high-quality, reliable solutions, FAR stands out as a benchmark in the production of die-cast aluminium components, operating successfully both in Italy and abroad. The company pursues a growth model rooted in excellence, innovation and sustainability, placing the needs of its customers, partners and the community at the centre of its activities.

FAR specialises in the design, manufacture and marketing of aluminium parts, including shearing, finishing and sandblasting. It also offers highly specialised technical advice, supporting customers with innovative and customised solutions, ensuring high precision and reliability. This approach allows it to offer tailor-made solutions and the ability to respond to the most complex challenges of the market, guaranteeing long-lasting and reliable results.



Thanks to its consolidated experience and the adoption of cutting-edge technologies, FAR is able to meet the needs of customers operating in multiple market sectors, including automotive, lighting, gear motors, power tools and hydraulics, providing components and solutions for a wide range of applications.



The production process involves a series of key stages, which are integrated and optimised to ensure high quality and reliability. Design begins with an analysis of customer requirements, supported by advanced tools (design software and casting simulation software) that enable the design and industrialisation of products that will then be manufactured on the production lines.

The aluminium, sourced from selected suppliers and subject to rigorous traceability checks, is melted in centralised melting furnaces where it is cast at approximately 600°C/700°C. The molten metal is then transferred to holding furnaces installed on board each moulding island for subsequent automatic removal, before being poured into die-casting machines that inject it under pressure into the moulds.



After rapid solidification, the piece is picked up by anthropomorphic robots, which, following an optical check, distribute the compliant pieces to the next cutting phase, while the non-compliant ones are sent back to secondary melting to be reused. Finally, after cooling, the pieces can undergo further processing such as shot blasting, mechanical machining and painting, according to customer requirements and in accordance with technical drawings.

FAR guarantees the highest quality standards: rigorous control and traceability are fundamental elements that ensure high performance and reliable products, ready to be integrated into complex and dynamic contexts.

**“High quality standards make FAR products reliable and high-performing”.**

**Quality, excellence and technological innovation** are the main drivers of FAR's development, essential elements of its business strategy, aimed at consolidating its market leadership through optimised processes and increasingly high-performance products. These are accompanied by a strong commitment to sustainability, recognised as an essential element for responsible and lasting progress.

With this in mind, FAR integrates social and environmental responsibility values into its growth path, collaborating with strategic stakeholders and adopting a shared approach throughout the value chain. The goal is to reduce environmental impact, promote more inclusive social and economic development, and foster an innovative, sustainable production system in tune with the challenges of a rapidly evolving market.

This balance between performance, innovation and environmental responsibility allows FAR to offer increasingly advanced and effective solutions, while maintaining respect for people and the environment at the centre, thus contributing to sustainable and inclusive progress.

## 1.3 Procurement policy

FAR adopts a responsible approach to managing its supply chain, proactively and systematically addressing the environmental, social and economic impacts of its activities.

The company recognises the importance of integrating sustainable and ethical practices at all levels of its supply chain, promoting a business model that values respect for human rights, environmental protection and transparency.

FAR is committed to continuous and structured monitoring of the effectiveness of its sustainable procurement policies and compliance with ethical standards. This commitment is in line with key international principles and guidelines, including the Universal Declaration of Human Rights and the conventions of the International Labour Organisation (ILO), thus consolidating its role in promoting fundamental rights and decent working practices throughout the supply chain.

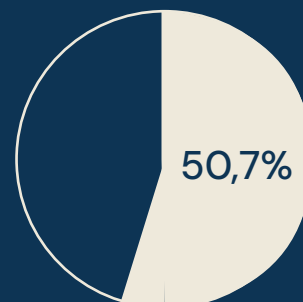
FAR's approach to supplier relations is based on responsible management from the earliest stages of selection and qualification. The company is committed to limiting, where possible, the purchase and consumption of goods through the adoption of operational efficiency and supply rationalisation strategies.

FAR bases its procurement decisions on a policy of continuous improvement, favouring goods and services that meet high environmental standards and placing sustainability criteria at the heart of its supplier selection and evaluation process. In particular, parameters such as the sustainability of production processes, energy efficiency, transport impact, raw material consumption, waste management and the use of recycled or recyclable materials are carefully evaluated.

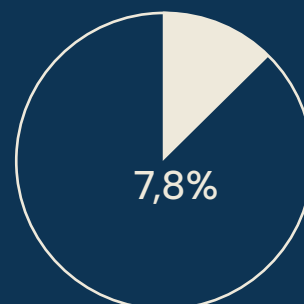
With this in mind, FAR is firmly committed to promoting the purchase of sustainable, ethical materials, goods and services from responsible sources, favouring solutions that have a minimal impact on the environment.

This philosophy is also reflected in the desire to strengthen the national production fabric and support a more resilient and sustainable supply chain. In 2024, this commitment took the form of relying entirely on Italian suppliers, promoting local heritage and reducing logistics-related emissions.

To ensure informed decision-making in line with sustainability principles, all members of the purchasing department participated in specific training programmes on sustainable procurement. This training aims to integrate environmental and social criteria into all stages of supplier evaluation and selection.



50.7% of suppliers have adopted and signed a code of conduct, while 7.8% have entered into contracts that include specific clauses relating to environmental requirements, human rights and working conditions.



# 2 THE SUSTAINABILITY OF FAR

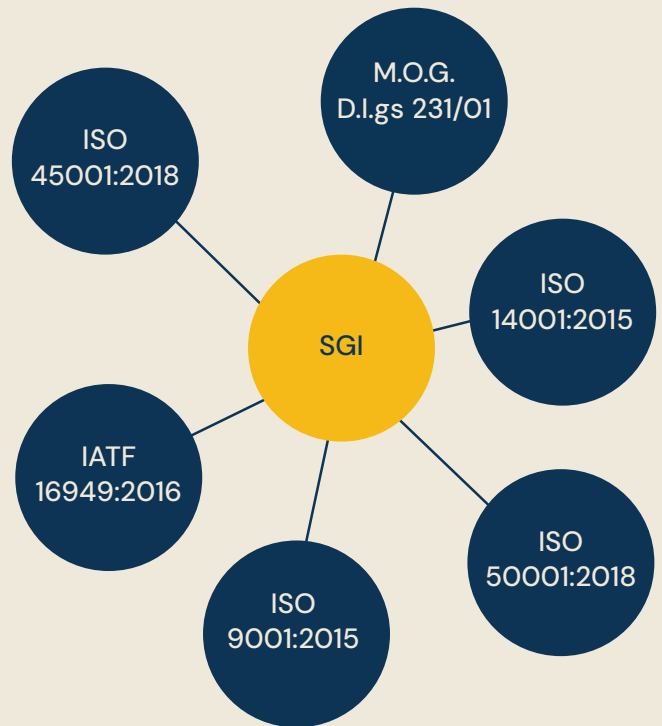
## 2.1 FAR's path towards sustainability

FAR has long promoted a series of actions aimed at enhancing human resources, safety and protection in the workplace, improving energy efficiency, including the control of greenhouse gas emissions, and the proper management of water resources. Thanks to the promotion of these actions, FAR's strategy towards sustainability has already been underway for some time.

The industrial activity carried out on a daily basis cannot ignore the values and principles that, as set out in various company documents, including the Code of Ethics, see FAR committed every day to reaffirming its dedication to acting in a manner that is consistent and increasingly in line with the principles of sustainability.

Thanks to this commitment, FAR has achieved important recognition in the field of sustainability, using the EcoVadis methodology. This recognition was awarded in 2023 and confirmed again in 2024.

Attention to environmental, social and good management issues is embraced and applied by the governance body, which directs its corporate policies taking into account the sustainability requirements it intends to express. More specifically, by committing significant resources, FAR has adopted and implemented



an Integrated Management System, which ensures a structured and consistent approach to the management of environmental, social and governance issues, facilitating continuous monitoring and improvement of the organisation's overall performance.

Since 2018, FAR has adopted a corporate welfare plan, tailored to its specific circumstances, with the aim of promoting the well-being of its employees and creating a peaceful and motivating working environment. This plan includes initiatives to support health and well-being, training and professional development programmes, as well as services dedicated

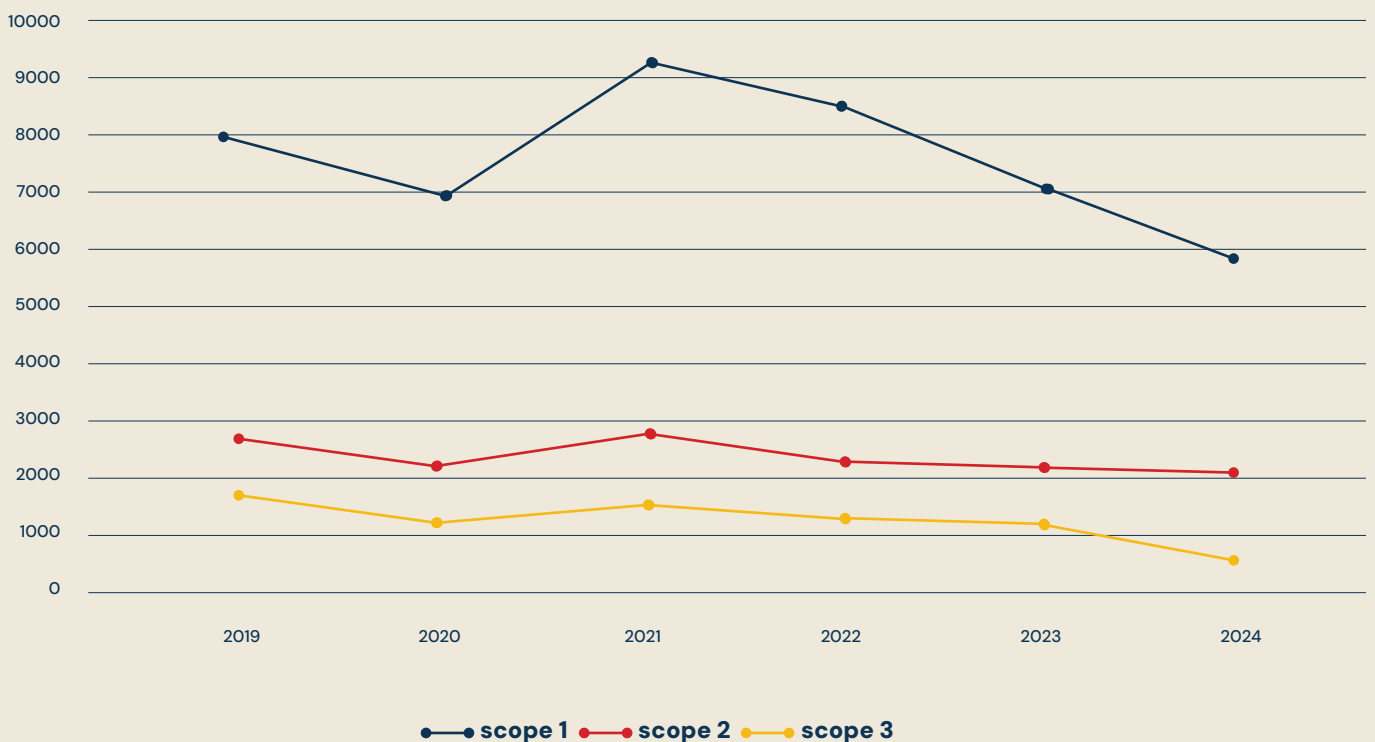
to work-life balance. Through these strategies, FAR is committed to valuing human resources, recognising the central role of people in the company's growth.

For the selection of suppliers, it has also established a specific Code of Conduct, which all parties with whom FAR has commercial relations are required to comply with: everyone is required to comply with the principles of sustainable procurement imposed by FAR. In this regard, a training session on "sustainable purchasing" was held for employees in 2024, focusing on the content of the Supplier Code of Conduct, given the strategic importance of this issue for the company.

FAR stands out for its ongoing commitment to consolidating an integrated management system aimed at ensuring quality, safety and sustainability. This approach reflects the company's commitment to continuously improving its processes, offering high-quality products, maintaining a safe working environment and reducing the environmental impact of its activities.

In addition, FAR has initiated a process of quantifying and reporting its greenhouse gas emissions in accordance with ISO 14064-1:2019. This activity has made it possible to monitor and quantify the reduction in greenhouse gas emissions related to Scope 1, Scope 2 and Scope 3 in the period from 2019 to 2024, as illustrated in the graph below.

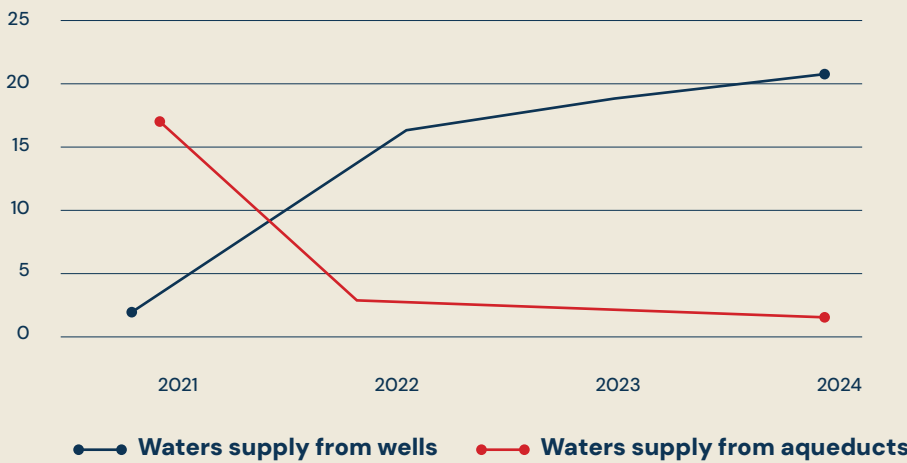
Comparison of scopes by year (tCO2eq)



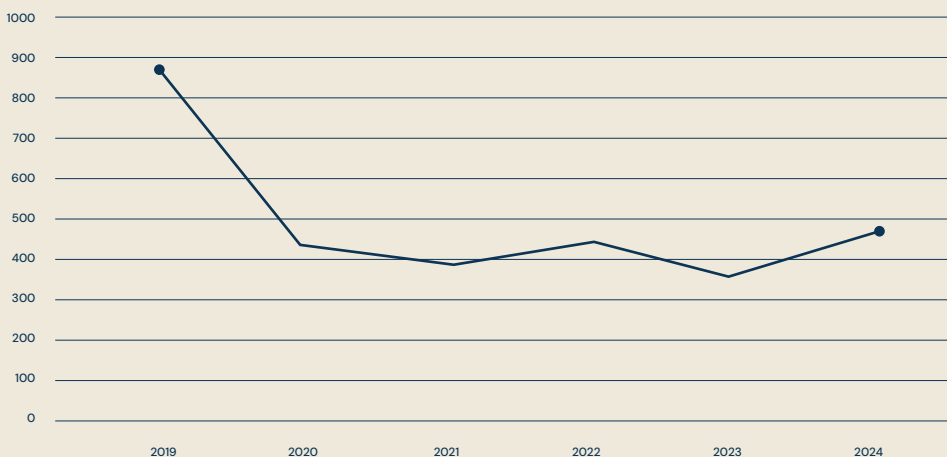
In terms of water management, the company has committed, as part of its Integrated Environmental Authorisation, to adopting a series of measures aimed at ensuring the sustainable use of water and constantly monitoring the quality of wastewater in its plants. To reduce its environmental impact, FAR has installed a wastewater treatment plant for the production process, which allows 100% of the liquids used during the die-casting process to be recovered and treated, thus promoting the internal reuse of approximately 20% of the purified water and contributing to more responsible and sustainable production.

From 2021 to date, water extraction from wells has increased while that from aqueducts has decreased. This shift towards the use of groundwater contributes to the preservation of aquifers, helping to maintain the ecological balance of aquatic ecosystems.

“FAR has long adopted sustainable practices that value people, reduce environmental impact and promote responsible business throughout the supply chain.”



Thanks to the company's waste management strategy, the amount of waste generated fell dramatically between 2019 and 2020, from 878,894 to 432,884 tonnes, and then remained at low and relatively stable levels in subsequent years.



## 2.2 Certifications

FAR has implemented an integrated management system that combines quality, environment, health and safety, and energy, confirming its structured path towards operational excellence. Over time, the company has resolutely obtained important international certifications that attest to the soundness and effectiveness of its strategic approach, as listed below.



9001: 2015

Quality system certification focused on continuous improvement of production processes, company structure and resource management.



ISO14001

Certification attesting to the adoption of an environmental impact and improving company performance.



Specific certification for the automotive sector focused on continuous improvement, defect prevention and waste reduction.



45001:2018

Certification attesting to the adoption of a health and safety management system aimed at preventing accidents and protecting the well-being of workers.



ISO50001

Energy management certification aimed at improving energy efficiency and reducing consumption in a systematic and sustainable manner.

## 2.3 Performance measurement

FAR has undergone several sustainability rating assessment processes. The main one was carried out using the **EcoVadis** platform, which assesses key aspects such as the environment, labour practices and human rights, ethics and sustainable procurement, assigning an overall score that highlights the company's commitment to creating a positive and responsible impact. In 2024, FAR was awarded the **gold medal** for sustainability, a prestigious recognition reserved for the top 5% of organisations assessed by the platform. This result represents a significant improvement on 2023, when the company was awarded the silver medal, demonstrating its path of continuous improvement and strengthening of its ethical and sustainable commitment.

FAR also achieved an excellent result in the assessment of sustainability and responsibility in the supply chain through the **Supplier Assurance** platform. In this assessment, the company demonstrated full compliance with Volkswagen standards, obtaining a score of C73, which places it among the suppliers that stand out for their high performance and reliability.



## 2.4 The assessment of relevance

Although not formally required by the VSME standard, FAR has voluntarily chosen to conduct a **double materiality assessment** to identify the relevant impacts, risks and opportunities (IRO) to be reported in this sustainability report, with the aim of improving the quality of the information provided and avoiding generic disclosures.

This process, a key concept of the European Directive on Corporate Sustainability Reporting (CSRD), is based on two complementary perspectives: **impact relevance and financial relevance**.

The first, defined as *"inside-out"*, identified and assessed the impacts – positive/negative and potential/actual – generated by FAR on people and the environment. The analysis considered, among other aspects, the effects of the company's activities on employees, such as well-being and safety at work, as well as the responsible management of natural resources through energy efficiency practices and the monitoring of greenhouse gas emissions from production processes.

The second perspective, *"outside-in"*, took into account the financial risks and opportunities related to sustainability, arising from environmental, social or governance factors, which may influence the company's economic performance and financial position in the short, medium and long term. For example, regulatory changes, social and climate pressures, and market opportunities that could influence the company's strategy and financial performance in the long term were considered.

The issues identified were then subjected to an assessment process based on the significance of their impact and their financial relevance; the analysis covered not only the severity of the impacts, but also the likelihood that they could affect the company's performance over time.

The identification of material issues and the analysis of the main risks and opportunities were decisive in outlining FAR's strategic process, aimed at managing critical issues and seizing opportunities for improvement. This approach enables the company's business model to adapt effectively to future changes and consolidate its market position over time.



## Stakeholder engagement

To ensure a comprehensive and representative assessment, FAR involved key stakeholders, such as customers, suppliers, employees, community representatives and credit institutions, through constant communication, regular meetings and surveys.

The degree and effectiveness of stakeholder engagement provides useful input for better understanding their expectations and improving their alignment with the company's overall ESG strategy, as well as for adapting the methodologies and processes used. Furthermore, actively listening to those who interact with the company allows us to proactively identify and manage the risks associated with its activities, fostering an environment of collaboration and mutual trust; stakeholder engagement therefore becomes a strategic necessity.

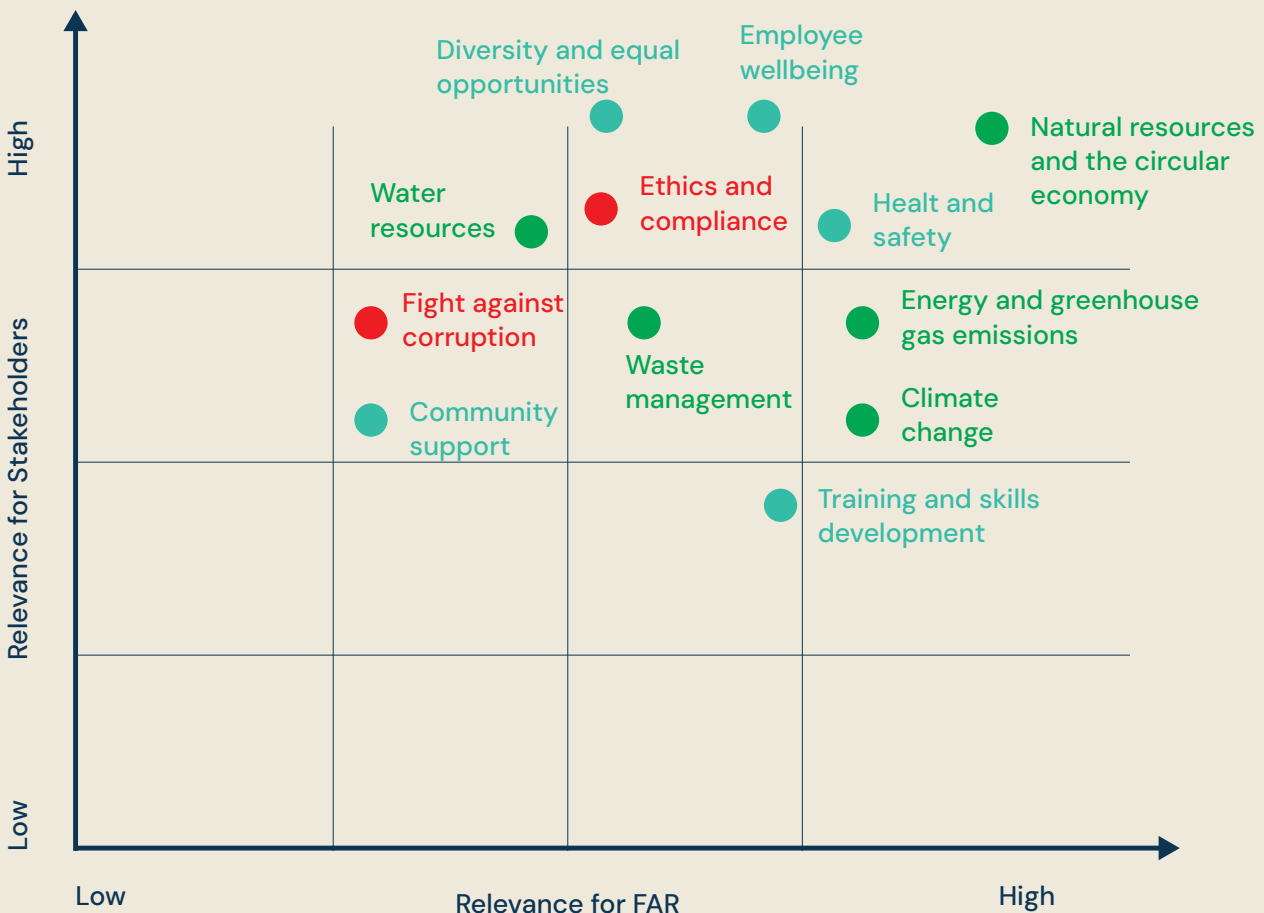
In 2024, FAR adopted various engagement methods to interact effectively with its main stakeholders:

- **Employees:** Through regular meetings, company climate surveys, and training and professional development programmes, FAR encourages open and constructive dialogue, promoting the involvement and growth of human resources.
- **Customers:** FAR maintains ongoing dialogue through meetings, satisfaction surveys and transparent communication, which helps to better understand their needs and identify opportunities for improvement and product innovation.
- **Suppliers:** FAR establishes collaborative relationships through meetings and information exchanges, aimed at strengthening relationships and







































promoting sustainable practices throughout the supply chain, with a particular focus on compliance with the code of conduct signed by most of them.

- **Credit institutions:** by maintaining regular and transparent communications, FAR ensures constant dialogue with financial institutions to consolidate trust and align on sustainability and economic responsibility objectives.
- **Local institutions and authorities:** actively collaborating with local and national institutions to ensure compliance with regulations and contribute to issues of public interest, strengthening the link with the context in which it operates.
- **Local community:** FAR is committed to social responsibility initiatives and collaborations with local sports associations to strengthen its relationship with the community and promote a positive and shared impact.

The environmental, social and governance issues considered significant for FAR and its stakeholders are shown in the chart below.



# FAR's actions

Dimension	Topic	Sub-topic	Actions	SDGs
ENVIRONMENT	Climate change	Adaptation to climate change	<ul style="list-style-type: none"> <li>- ISO 14001 certification</li> <li>- Implementation of advanced monitoring systems</li> <li>- Staff training on physical risk management and emergency procedures</li> <li>- Development and updating of emergency plans</li> <li>- Plant refurbishment</li> <li>- Diversification of the supply chain</li> </ul>	    
		Climate change mitigation	<ul style="list-style-type: none"> <li>- Air purification systems</li> <li>- Annual risk assessment for polluting activities</li> <li>- Implementation of an integrated management system and monitoring of environmental performance</li> <li>- Innovation in production processes</li> </ul>	    
		Energy and greenhouse gas emissions	<ul style="list-style-type: none"> <li>- ISO 50001 certification</li> <li>- Use of energy from renewable sources</li> <li>- Power Quality System</li> <li>- Adoption of LED lighting systems</li> <li>- ISO 14064 and GHG Protocol certification</li> </ul>	    
	Water and marine resources	<ul style="list-style-type: none"> <li>- Periodic monitoring</li> <li>- Wastewater treatment plant for wastewater from the production process</li> <li>- First flush rainwater treatment plant</li> <li>- Reverse osmosis system for the treatment of water used in production processes</li> </ul>	 	
	Circular economy	Waste management	<ul style="list-style-type: none"> <li>- Recycling and reuse of aluminium</li> <li>- Reuse of non-compliant aluminium parts as secondary raw materials</li> <li>- Responsible sourcing</li> <li>- Separate waste collection system</li> </ul>	  
SOCIAL	Own workforce	Health and safety	<ul style="list-style-type: none"> <li>- ISO 45001 certification</li> <li>- DVR update</li> <li>- Preventive assessments to evaluate the suitability of workers for their tasks and periodic assessments</li> <li>- Periodic inspections to evaluate and monitor work environments</li> <li>- Specific training</li> </ul>	  
		Employee wellbeing	<ul style="list-style-type: none"> <li>- Welfare</li> <li>- Measures aimed at supporting work-life balance</li> </ul>	  
		Diversity and equal opportunities	process aimed at obtaining gender equality certification	  
		Training and skills development	<ul style="list-style-type: none"> <li>- Analysis of training needs</li> <li>- Compulsory and voluntary training activities</li> </ul>	 
	Community support	<ul style="list-style-type: none"> <li>- Sponsorship of sports associations</li> <li>- Public availability of semi-automatic defibrillators (AEDs)</li> </ul>	  	
GOVERNANCE	Corporate conduct	Ethics and compliance	<ul style="list-style-type: none"> <li>- Code of Ethics</li> <li>- Model 231</li> <li>- Regulatory compliance</li> <li>- Whistleblowing channel</li> </ul>	 
		Fight against corruption	<ul style="list-style-type: none"> <li>- Verification of compliance with anti-corruption obligations throughout the supply chain</li> <li>- MOG update</li> <li>- Risk analysis and risk management activities</li> </ul>	 

## 2.4.1 Risk management

FAR has set up an organisation capable of constantly assessing the risks to which it is exposed, including regulatory compliance risks and those related to sustainability issues identified through the assessment of their relevance in terms of their potential impact on the company's financial performance, stability and value.

Risk management is entrusted to a dedicated team, which collaborates with external professionals and periodically updates the administrative body, which remains solely responsible for this activity. Through an internal control system, improvements are assessed and proposed with regard to the effectiveness of the processes for managing and controlling risks related to relevant sustainability issues.

In addition, best practices are actively promoted to ensure compliance with current legislation, regulations and procedures. In particular, the following are carried out:

- Environment, Health and Safety audits: verification of compliance with HSE regulations (Legislative Decree 81/2008, ISO 45001 and ISO 14001);
- Environmental, social and governance audits: verification, at least once a year, of the completeness and accuracy of sustainability KPIs;
- Sustainability activities: activities aimed at monitoring actions taken in the area of sustainability.

The following table illustrates the impacts, risks and opportunities (IRO) related to sustainability issues identified and assessed as relevant following the materiality assessment process and managed through the policies and actions indicated in this report. The following is also specified:

- whether the impacts are actual or potential;
- whether the impacts are positive or negative;
- the time horizon: short term (ST), medium term (MT) or long term (LT)<sup>1</sup>.

<sup>1</sup>For the purposes of this document, short term (ST) is considered to be a period of one year; medium term (MT) is considered to be a period of more than one year and less than five years; and long term (LT) is considered to be a period of more than five years.

ESG	Topic	Sub-topic	IROs	Kind of IROs	Kind of Impact	Positive/Negative	Time horizon	Actions
ENVIRONMENT	Climate change	Adaptation to climate change Climate change mitigation Energy and greenhouse gas emissions	FAR's activities generate direct greenhouse gas emissions (Scope 1) that contribute to climate change, with consequent negative impacts on the environment.	Impact	Effective	⊖	ST	ISO 14001 certification; ISO 50001 certification; GHProtocol; air purification systems; integrated management system and environmental performance monitoring; production process innovation; Power Quality system; plant refurbishment.
			FAR's activities generate an indirect impact through energy consumption (Scope 2), which contributes to climate change and causes consequent negative effects on the environment.	Impact	Effective	⊖	ST	Purchase of certified energy with guarantees of origin.
			Indirect greenhouse gas emissions from the value chain (Scope 3), such as the production and transport of purchased goods and services and other activities related to supply, contribute to climate change, causing negative effects on the environment.	Impact	Effective	⊖	ST	Sustainable procurement practices; verification of materials' compliance with sustainability, health and safety requirements.
			The tightening or introduction of new emissions regulations could lead to an increase in operating costs for FAR, requiring investments to ensure compliance and technological upgrades, with consequent effects on EBITDA. If it is unable to effectively manage these costs, FAR could face legal penalties and a reduction in profitability, compromising its competitive position in the market.	Risk			MT	Adoption and implementation of an IMS and maintenance of the standards required by ISO 50001 and ISO 14001 certifications.
			FAR is committed to developing components and services that reduce CO2 emissions. This innovative approach responds to the growing demand for more environmentally friendly solutions, helping customers on their path to decarbonisation. It also strengthens the company's competitive advantages, leading to increased sales, market share and greater profitability. These factors can have a positive impact on the company's EBITDA and financial stability.	Opportunity			MT	
			A product development plan that is not in line with market trends could limit FAR's ability to offer low-emission solutions, with a negative impact on EBITDA and the company's overall financial balance.	Risk			MT	Improvement of energy performance through constant technological upgrading of production and service facilities. Cutting-edge solutions are adopted to reduce energy consumption, minimise waste and optimise the efficiency of operational processes.
			FAR may be exposed to the risk of operating losses due to damage to its infrastructure caused by natural events (such as earthquakes, floods, etc.), which could also lead to business interruptions.	Risk			BT	Implementation of advanced monitoring systems; structural adjustments in accordance with anti-seismic and environmental sustainability standards; catastrophe insurance policy.
			Implementation of a power quality system to optimise energy consumption and increase operational efficiency.	Impact	Effective	⊕	ST	
			Reduction of operating costs through the adoption of more efficient technologies, which reduce emissions and promote the transition to a more sustainable energy model.	Opportunity			MT	

Sustainability Reporting

ESG	Topic	Sub-topic	IROs	Kind of IROs	Kind of Impact	Positive/Negative	Time horizon	Actions
ENVIRONMENT	Water and marine resources		The production of FAR involves the use of water resources, which could cause shortages in sensitive areas, with consequent negative effects on ecosystems and wildlife.	Impact	Potential	⊖	MT	FAR periodically assesses water risk to monitor its impact, even though it is not located in an area at risk.
			Water pollution resulting from the production process could lead to significant penalties, remediation costs and legal risks, with negative consequences for FAR's financial stability and reputation.	Risk			MT	Replacement of underground tanks with a wastewater treatment plant that prevents leaks and spills. In addition, an oil separator will be purchased to separate hydrocarbons from water.
			Total recovery and purification of process water thanks to the presence of a wastewater treatment plant; consequent monitoring of purified and recovered volumes.	Impact	Effective	⊕	ST	
			Water shortages, the associated costs of sourcing water and regulatory constraints could give rise to regulatory, reputational and financial risks.	Risk			ST	100% recycling of waste water thanks to a modern purification plant; water supply from wells can contribute to the preservation of drinking water resources.
	Circular economy		The company promotes the circular economy by using a significant percentage of recycled aluminium in its products.	Impact	Effective	⊕	ST	
			Waste generated by production processes and related management activities could entail regulatory risks and increased operating costs.	Risk		⊖	MT	Promotion of recycling, recovery and reuse practices; maintenance of the standards required by ISO 14001 certification.

ESG	Topic	IROs	Kind of IROs	Kind of Impact	Positive/Negative	Time horizon	Actions	
SOCIAL	Health and safety		Given the nature of the production process, this could pose risks of accidents and threats to the health and safety of workers.	Impact	Effective		ST	Compliance with Legislative Decree 81/2008; ISO 45001 certification – occupational health and safety management system.
			The lack of stable employment can cause stress and dissatisfaction among employees, with consequent negative effects on their performance and on the company's results.	Impact	Potential	⊖	ST	FAR guarantees job stability for its employees: all employees are hired on permanent contracts.
			The company is committed to implementing effective measures to combat violence and harassment in the workplace through its whistleblowing channel, specific training and company policies.	Impact	Effective	⊕	ST	
			The company ensures security and stability for all employees, guaranteeing them the application of the National Collective Labour Agreement and a fair wage.	Impact	Effective	⊕	ST	
			Health and safety risks in the workplace can generate healthcare and legal costs, as well as fines and penalties resulting from regulatory violations.	Risk			MT	Regular updating of the DVR (Risk Assessment Document); health surveillance activities; health and safety training; ISO 45001 certification.
	Employee wellbeing		Failure to promote employee well-being can lead to stress and dissatisfaction, with negative effects on performance, business and company results.	Impact	Potential	⊖	ST	FAR supports parenthood and promotes work-life balance through dedicated measures: support for returning to work after maternity/paternity leave, targeted coaching activities, flexible working arrangements, and corporate welfare..

ESG	Topic	IROs	Kind of IROs	Kind of Impact	Positive/Negative	Time horizon	Actions
SOCIAL	Employee wellbeing	Increase in employee turnover.	Risk			ST	Adoption of an effective personnel management policy and promotion of employee well-being through targeted welfare policies.
		Promoting employee wellbeing through the adoption of a corporate welfare system aimed at creating a healthy, positive and stimulating work environment.	Opportunity			ST	
	Diversity and equal opportunities	Policies aimed at ensuring equal opportunities, secure employment and fair wages, promoting social dialogue and respecting the agreements established by the National Collective Labour Agreement.	Impact	Effective	+	MT	
		Promoting diversity and an inclusive corporate culture.	Impact	Effective	+	MT	
	Training and skills development	Developing employee skills through targeted and ongoing training programmes.	Impact	Effective	+	ST	
		Increased employee productivity through the implementation of effective training programmes aimed at improving skills.	Opportunity			ST	

Dimensione	Tema	Sotto-tema	IROs	Tipo di IROs	Tipo di impatto	Positivo/Negativo	Orizzonte temporale	Azioni
GOVERNANCE	Corporate conduct	Ethics and compliance	Promotion of a corporate culture based on the principles of legality, transparency, fairness and responsibility.	Impact	Effective	+	MT	
			Implementation of a whistleblowing channel for reporting anomalies or violations of ethical or legal standards	Impact	Effective	+	ST	
			Reputational risk due to customer dissatisfaction	Risk			MT	Adoption of innovative technological solutions and strict compliance with high quality standards; ISO 9001 and IATF 16949 certification.
		Data loss due to failure to comply with cybersecurity policy	Risk			MT	Cybersecurity policy; Model 231.	
		Fight against corruption	Prevention of any incidents of corruption involving staff or business partners through the establishment of effective practices and procedures.	Impact	Effective	+	ST	

# 3 FAR AND THE ENVIRONMENT

## 3.1 Climate change

Climate change has given rise to structural changes that affect economic activities and, consequently, the financial stability of organisations, which are increasingly exposed to climate risks (physical risk and transition risk). In this context, it is essential to adopt effective processes for measuring, monitoring and mitigating these risks in order to safeguard the financial stability of the company.

FAR aims to tackle climate change while creating long-term value by integrating ESG factors into strategic and investment decisions. To this end, the company has translated its commitment into concrete actions, defined through policies, strategies and objectives set out in this document.

### 3.1.1 Physical and transition risk

Physical and transition risks arising from climate change are key elements of the information provided in sustainability reporting, as they reflect both the company's operational exposure to climate change and its ability to adapt to an ever-changing regulatory and market environment.

Physical risk occurs when natural phenomena (such as floods, fires, earthquakes) affect a company's ability to generate income, causing declines in productivity or disruptions to production chains, as well as material damage.

Transition risk, on the other hand, considers the economic impact that companies may be subject to as a result of the introduction of regulations aimed at reducing carbon emissions and promoting the development of renewable energy, technological evolution, as well as changes in consumer preferences and market confidence.

Both types of risk can affect the company's financial position, results

of operations and cash flows in the short, medium or long term. These consequences arise from the fact that such risks, if not adequately and promptly managed, can lead to losses in the value of company assets (e.g. real estate, industrial plants, heating systems), require extraordinary investments (e.g. maintenance, conversion and replacement) and, in the most serious cases, compromise the survival of certain business areas. Over the years, FAR has taken initiatives and allocated financial resources to mitigate physical risk, particularly seismic risk, and transition risk related to climate change. In particular, the following strategies have been adopted for physical risk management:

**Implementation of advanced monitoring systems:** tools have been introduced for the timely detection of critical signals, such as those relating to water resources and greenhouse gas emissions. These tools improve the ability to respond promptly and implement effective adaptation strategies, helping to reduce the impact of climate risks on business activities.

**Supply chain diversification:** by selecting alternative suppliers and strengthening existing relationships, FAR has reduced its vulnerability to supply chain disruptions caused by climate events.

**Plant redevelopment work:** structural upgrades were carried out in accordance with anti-seismic and environmental sustainability standards, with the aim of strengthening the resilience of the plants to natural disasters and limiting their environmental impact.

**Insurance policy covering catastrophic events:** buildings, plant and equipment have been insured against natural disasters, providing effective protection against catastrophic risks.

**Development and updating of emergency plans:** these plans include specific procedures to ensure employee safety and business continuity in the event of extreme weather events or other emergencies.

**Staff training:** awareness-raising and training programmes were organised on physical risk management and emergency procedures, strengthening the preparedness and awareness of the human resources involved.

In addition, FAR has adopted transition risk mitigation measures, which have enabled it to transform challenges into opportunities for innovation and strengthening its competitiveness:

**Implementation of an integrated management system and monitoring of environmental performance:** the management of a system that combines quality, environment, health and safety, and energy, together with constant monitoring and in-depth environmental analyses carried out in specific areas, demonstrate our commitment to ensuring responsible management in compliance with current regulations.

**Innovation in production processes:** the implementation of cutting-edge technologies has improved the energy performance of our plants, helping to reduce greenhouse gas emissions and minimise our overall environmental impact.

**Use of renewable energy sources:** FAR has focused on purchasing energy from renewable sources to reduce greenhouse gas emissions and prevent the risks associated with rising energy costs, thus promoting a more sustainable business model that is resilient to future challenges.





## 3.2 Energy and greenhouse gas emissions

FAR's energy policy is based on a solid energy management system certified according to the UNI EN ISO 50001:2018 standard, which prioritises careful and efficient management of the energy sources used in production processes and the definition of energy saving targets, thus also committing to reducing emissions generated by its consumption.

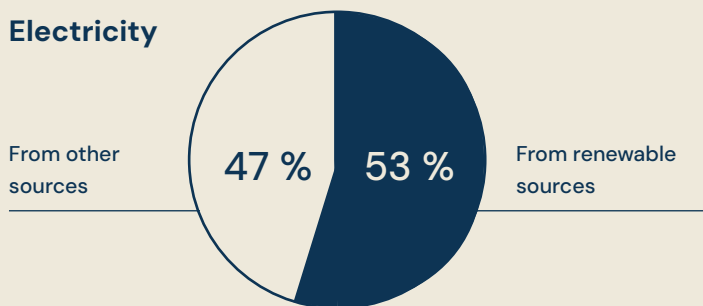
Energy consumption is one of the most significant environmental impacts generated by FAR, due to the energy-intensive nature of its production processes. For this reason, over the years the company has worked tirelessly to find innovative solutions and best practices aimed at improving the energy performance of its plants.

In particular, to optimise energy use and reduce inefficiencies, FAR has implemented an advanced Power Quality system, designed to improve the power quality of its plants and reduce energy consumption. The system allows for the management of non-functional energy due to system losses through energy recovery, which not only reduces electricity consumption while maintaining optimal performance, but also contributes to a significant reduction in operating costs.

The integrated Energy Saving and Power Quality system has led to a significant reduction in CO2 emissions, estimated at approximately 250,000 kWh per year. In 2024, these actions generated savings of 293,216.45 kWh of electricity, achieving a decarbonisation factor equivalent to 102.5 tonnes of CO2.

The path towards energy efficiency also translates into the choice of technologically innovative systems. In fact, over the years, FAR has been able to improve its energy performance thanks to continuous technological improvements in its production and service systems, implementing cutting-edge solutions that reduce consumption, minimise waste and optimise operational processes. In this context, the progressive adoption of LED technologies for lighting systems represents a further step towards energy saving.

As far as energy supply choices are concerned, FAR's sustainability roadmap has for years included the use of energy from renewable sources. In 2024, 3,043,325 kWh of certified green energy was used, with guarantees of origin issued by the operator; this green energy contribution corresponds to approximately 53% of the company's energy needs.



FAR's main energy consumption consists of the electricity used to power the die-casting machines, the methane gas used primarily to power the melting furnaces, and, to a lesser extent, diesel fuel for the company's fleet, as shown in the table below.

	2022	2023	2024
Electricity (MWh)	6.031,316	5.622,048	5.759,352
Methane (MWh)	1.228,677	1.133,538	1.121,197
Diesel (MWh)	151,54	116,01	117,88
<b>Total</b>	<b>7.411,53</b>	<b>6.871,60</b>	<b>6.998,43</b>

In 2024, total energy consumption amounted to 6,998.43 MWh, a figure essentially in line with that of 2023. Overall, the period from 2022 to 2024 saw a downward trend in overall consumption, demonstrating the progress made in energy efficiency and production process optimization, as well as the effectiveness of the company's energy policy.

Among the projects aimed at improving energy performance, the development of an IT infrastructure dedicated to consumption analysis is planned for 2025. This project aims to consolidate the positive results already achieved and continue to reduce the environmental impact of its operations, enabling precise quantification of the carbon footprint.

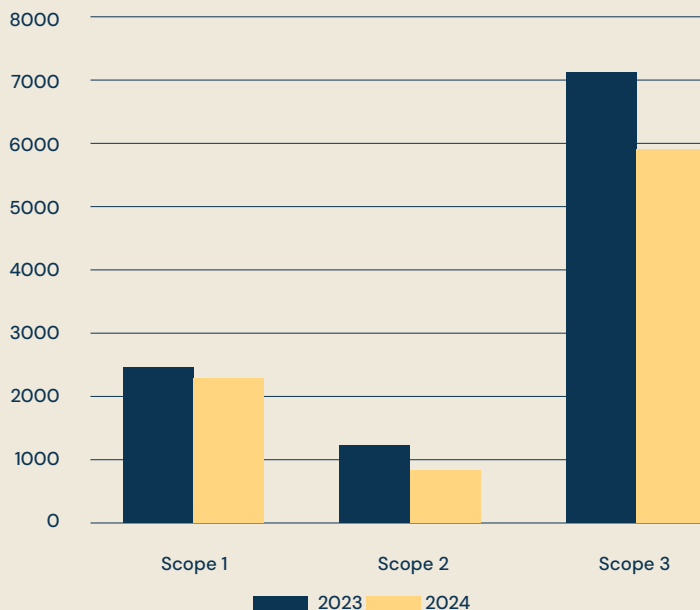
## 3.2.1 Emissions

For FAR, managing greenhouse gas (GHG) emissions is a central element of its corporate sustainability strategy. It aims not only to reduce the organization's environmental impact but also to strengthen responsible relationships with stakeholders, customers, and communities. By integrating emissions monitoring, measurement, and reduction practices, FAR is committed to international best practices and to pursuing continuous improvement, thus contributing to the fight against climate change and the creation of a more sustainable and resilient business model over time.

With this in mind, FAR has undertaken a systematic reporting process for its greenhouse gas (GHG) emissions. This process involves constant monitoring of emissions, accompanied by verification and reporting in compliance with international standards ISO 14064 and the GHG Protocol. These tools are crucial as they ensure the transparency, reliability, and credibility of the environmental data collected, strengthening the company's commitment to responsible management.

In 2024, FAR's direct greenhouse gas emissions (**Scope 1**), from both its own plants and direct operations, amounted to 2,289 tCO<sub>2</sub>eq, a 3% decrease compared to the previous year. At the same time, emissions associated with the purchase and consumption of electricity, heat, and steam (**Scope 2**) decreased by 52%, reaching 625.62 tCO<sub>2</sub>eq in 2024. Finally, indirect emissions related to upstream and downstream operations (**Scope 3**) amounted to 5,838 tCO<sub>2</sub>eq in 2024, a 17% decrease compared to 2023, thanks in part to initiatives aimed at optimizing the supply chain and transportation methods.

By 2025, FAR is committed to reducing Scope 1 and Scope 3 emissions by 5% compared to 2024 and eliminating Scope 2 emissions entirely.

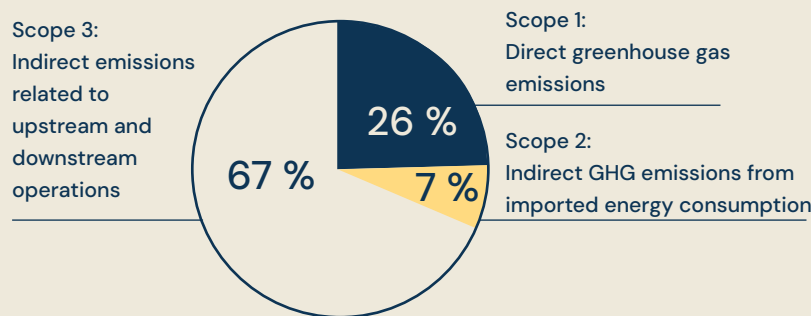


In 2024, FAR's greenhouse gas intensity was 319.1 tCO<sub>2</sub>eq/million euros<sup>2</sup>. For each ton of aluminium melted, 0.82 tonnes of CO<sub>2</sub> equivalent were emitted, a 25% reduction compared to 2021.

Category	Emissions (tCO <sub>2</sub> eq)	% of total	Intensity (tCO <sub>2</sub> eq / M€ sales)
Scope 1	2289	26,15%	83,45
Scope 2	625,62	7,15%	22,81
Scope 3	5838	66%	212,84
<b>Total</b>	<b>8752,62</b>	<b>100%</b>	<b>319,1</b>

An analysis of FAR's emissions profile shows that the largest share of greenhouse gas emissions is attributable to indirect sources along the value chain (Scope 3), accounting for 66.7% of the total. This category includes emission sources that are not under the company's direct control, but whose emissions are nevertheless indirectly associated with its operations, making the adoption of reduction and management strategies throughout the supply chain crucial to promoting sustainable and responsible transformation.

<sup>2</sup> Greenhouse gas intensity is expressed as the ratio between gross emissions (Scope 1, 2 and 3) and sales, equal to €27,429,349.51.



As highlighted in section 1.3, responsible sourcing is a key element of the company's emissions reduction strategy. Creating a sustainable and responsible supply chain is part of a broader vision focused on environmental protection and the promotion of social responsibility, values deeply rooted in the company's culture. With this in mind, FAR is committed to requiring its suppliers to consistently adopt innovative technologies and practices capable of reducing greenhouse gas emissions. These requirements are integrated into its code of conduct, to share and promote the goal of sustainable development and an increasingly reduced environmental impact throughout the supply chain.

### 3.3 Water resources

Water management is a strategic and closely monitored aspect of FAR's operations. The company is committed to ensuring sustainable and responsible water use through careful planning and the involvement of local authorities. Since 2020, the company has launched projects under the Integrated Environmental Authorization (AIA) program aimed at reducing and optimizing water consumption in its operations.

The main water impact comes from coolant preparation and industrial cooling processes. To minimize these impacts, FAR has installed a modern wastewater treatment plant at its main site. This system treats all the liquid used during the melting process through chemical, physical, and biological treatments.

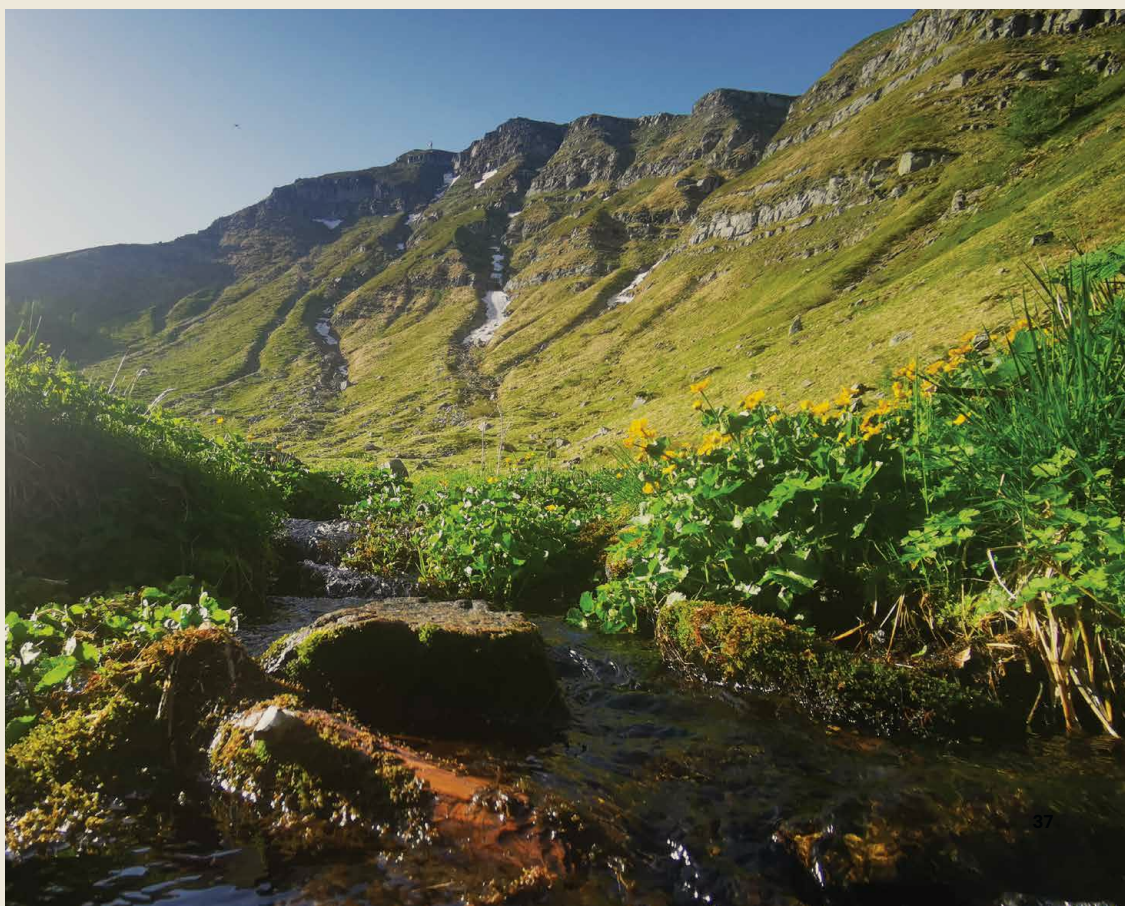
The transition from the previous underground tank solution to the new purification plant brings environmental benefits, such as preventing leaks or spills, and economic benefits, reducing the disposal costs of

wastewater, which was previously separated as EWC waste code 120109\*. Furthermore, the purification plant also reduces emissions related to wastewater transport and extraction.

Another innovative element concerns the underground storage tank: while in the past it was used exclusively for the temporary collection of EWC waste, its function has now evolved, becoming a backup system that comes into operation in the event of failures or temporary shutdowns of the purification plant, ensuring safe wastewater management.

FAR also has a rainwater treatment plant and a reverse osmosis system for softening the water used in production processes. The latter eliminates the need to use water for backwashing, thus reducing discharges and water waste.

To prevent water risks and reduce waste, the company periodically monitors its supply from both riverbed and aqueduct sources, also monitoring the quality of discharged water. In addition to encouraging employees and suppliers to adopt sustainable practices in using this resource, FAR uses water from the purification plant to maintain the efficiency of the toilet cistern refill system and ensures maximum efficiency of the industrial



cooling system by constantly monitoring the volume of replenished water and minimizing waste.

Water withdrawals are monitored monthly. In 2024, the main supply was based on sub-river water, provided under authorization from ARPAE, with occasional top-ups from the supplier HERA. The company also has a dedicated well for extracting sub-river water, used exclusively for industrial and irrigation purposes. Total FAR withdrawals in 2024 amounted to 21,253 m<sup>3</sup>.

FAR generates various water discharges, which are channeled into a separate sewer system, improving purification efficiency. Discharges are authorized through the Integrated Environmental Authorization, which regulates wastewater discharges into the public sewer system (for domestic water, industrial water treated as domestic water, and first rainwater), as well as into the adjacent Silla stream for second rainwater. In 2024, total water discharges to third-party water resources amounted to 20,167 m<sup>3</sup>.

By analyzing the analytical parameters of the water entering and exiting the purifier in September 2024, it was possible to calculate the purification efficiency, a measure of the plant's efficiency, obtained by comparing the pollutant values before and after treatment.

Parameter	Input value (mg/l)	Output value (mg/l)	Reduction (%)
COD	8960	97	98,9
Anionic surfactants	31,6	0,1	99,7
Nonionic surfactants	392	4	99,1
Total suspended solids	3220	5	99,8

FAR's water consumption in 2024, calculated as the difference between water withdrawals and water discharges, is equal to 1,679 m<sup>3</sup> and water consumption for production is equal to 1.9 m<sup>3</sup> per ton of molten aluminum.

**1.679 m<sup>3</sup>**

**1,9 m<sup>3</sup>**

## 3.4 Waste management

In line with the principle that a company's environmental impact depends on the responsible use of resources and waste reduction, FAR is committed to adopting strategies aimed at reducing the amount of waste generated by promoting recycling, recovery, and reuse practices. This approach not only improves its environmental performance but also transforms waste into economic resources, encouraging a more circular, efficient, and sustainable industrial model.

To optimize resource use, FAR constantly monitors the consumption of materials required for the production process and implements recovery and recycling initiatives whenever possible. The strategies adopted are developed right from the design and planning stages, with operational solutions and strategic choices aimed at minimizing waste production. Collection activities take place in dedicated areas and are carried out by authorized companies, in compliance with safety and environmental protection regulations. Waste, identified and classified in accordance with the CER code, is handled exclusively in suitable containers, bearing specific signs indicating the type, hazard, and specific characteristics.

The overall management process also includes periodic monitoring and audits of suppliers responsible for waste collection, transportation, and disposal, as well as the proper maintenance of loading and unloading records, and the completion of identification forms and the Single Environmental Declaration Form (MUD) for all waste produced. Specifically, for waste, transporters' certification is verified through compliance with ADR regulations, with specific details noted.

To prevent waste generation at source, FAR has installed a process effluent treatment plant. This system, which no longer discards emulsions and solutions for machinery, but instead processes them through a purification process, prevents losses or spills and significantly reduces disposal costs. This system, which demonstrates the efficiency of the company's production operations, promotes waste reduction and, more

generally, the environmental impact of its operations.



Each ton recycled paper saves approximately **15 trees** e **440.000 liter** of water



Polyester is obtained from plastic, which is used to make fleece fabrics and **many other products**



From 100 Kg of glass cullet you can produce **100 Kg of new glass**

“FAR reduces waste production by promoting recovery and recycling”.



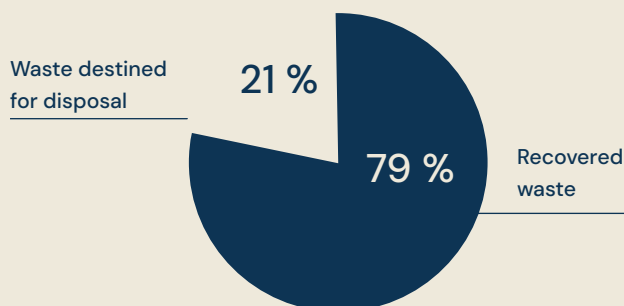
Non-recoverable waste, is approximately **20%** of domestic waste



Compost is obtained from organic waste, a natural fertilizer that keep **the soil fertile and healthy**

Furthermore, FAR actively promotes waste sorting among all employees through awareness-raising initiatives aimed at integrating best practices into daily work practices. Employees are encouraged to contribute responsibly by disposing of waste in designated recycling bins strategically located throughout the various work areas. Specifically, for waste such as aluminium, the company independently collects cans for recycling, while paper and plastic are compressed using modular balers to optimize space and reduce transportation volumes. In addition to promoting the proper disposal and recycling of separated waste, this practice significantly reduces the amount of waste destined for final disposal.

Over the years, FAR has optimized waste management, paying particular attention to waste recovery. In fact, as highlighted in the graph below, in 2024, 79% of the waste produced was sent for recovery.



As of December 31, 2024, the total hazardous waste produced was 226,712 tons, while the total non-hazardous waste was 238,972 tons. For 2025, FAR has set the goal of reducing waste sent to landfill by a further 30% compared to 2024.

Establishment	Quantity delivered in t/year	Quantity destined for disposal	Quantity destined for recovery
Pamperso	432,432	64,74	367,692
Panigali	33,252	33,032	0,220
Total	<b>465,684</b>	97,772	367,912

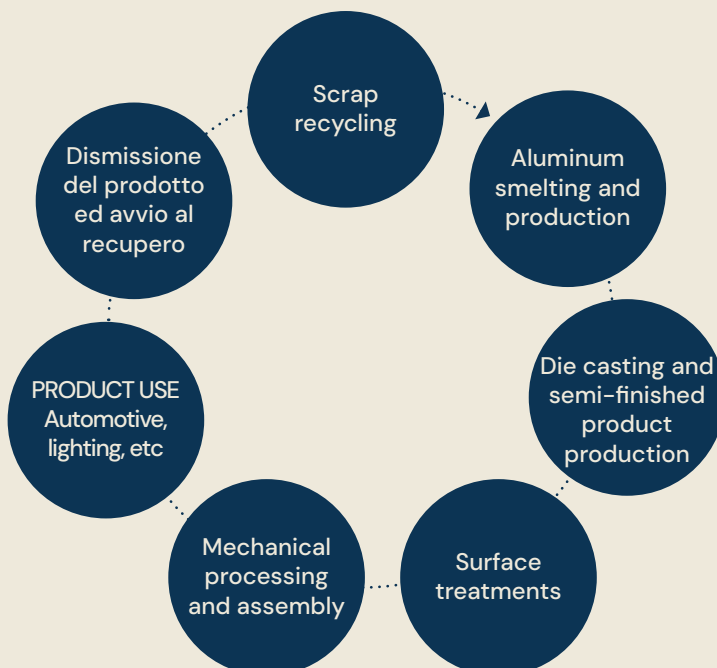
The total specific waste generation, calculated as the ratio between the quantity of waste generated and the molten aluminium, is equal to 43.5 kg per tonne of molten aluminium.

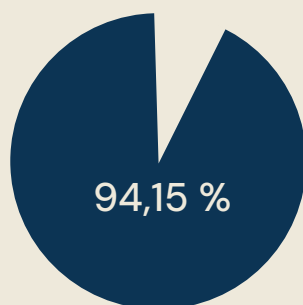
## 3.5 Resources and the circular economy

Responsible management of raw materials, particularly aluminium, is a central aspect of FAR's approach, which integrates seamlessly with its commitment to promoting the recycling and recovery of this resource. Through sustainable procurement practices and effective management systems, the company ensures that aluminium is used efficiently, regenerated through highly qualified recovery processes, and reused within a virtuous cycle that minimizes environmental impact. This strategy not only strengthens its commitment to sustainability principles but also FAR's ability to meet customer needs by offering high-quality products, manufactured with respect for communities and the environment.

Thanks to its versatility and recyclability, aluminium allows for recovery and reuse practices that strengthen a more responsible and sustainable industrial model. In this context, approximately one-third of the aluminium used by FAR comes from the recovery of slag and non-compliant parts, helping to reduce waste and optimize resource use. Of these materials, 87% are reprocessed for direct recovery, while 91% of non-compliant parts are intercepted and reprocessed before delivery to customers, strengthening the efficiency of the production system and reducing the overall environmental impact.

“Approximately one third of the aluminium used comes from the recovery of slag and non-compliant pieces”.





The aluminum used for die-casting FAR products has a recycled aluminum content of between 88.3% and 100%, with an average of 94%.

FAR has implemented a preventive management system for raw materials that involves a careful evaluation of each purchase. Before formalizing orders, the purchasing department, in collaboration with the HSE office, verifies that the materials comply with sustainability, health, and safety requirements, with particular attention to mitigating potential risks. In light of this, FAR does not use substances or mixtures classified as carcinogenic, mutagenic, or toxic. Furthermore, it is committed to maintaining high standards of preventive testing of incoming chemicals to avoid the use of environmentally harmful substances or mixtures.

To further strengthen its social and environmental responsibility, FAR has initiated a process to verify the origin of raw materials, ensuring they do not come from conflict zones or areas characterized by widespread and systematic violations of international law, known as "conflict minerals." Contracts with aluminium suppliers include clauses requiring annual certification of origin, integrating rigorous monitoring systems and thus promoting an ethical and transparent supply chain. FAR is committed to maintaining a conflict-free supply chain, actively holding its partners accountable, and adhering to the highest standards of ethics, human rights protection, and environmental sustainability.

This is part of a broader strategy aimed at ensuring increasingly sustainable, transparent, and responsible production systems, consolidating FAR's role as a company committed to resource conservation, environmental protection, and the development of ethical practices in line with the highest international standards.

**100%** of primary selters declare that they do not use conflict-related metals in products sold to FAR.

The aluminium consumed in 2024 is equal to **10.716 tons**, while the relevant auxiliary materials are equal to 3680 m<sup>3</sup> and 84.14 tons, depending on the type.

# 4 PEOPLE

## 4.1 Employees

Convinced that sustainability begins with people, FAR is committed daily to promoting a safe, inclusive, and stimulating work environment. Indeed, for the company, human resources represent a true asset, and each individual, with their skills and contributions, is a key driver of the organization's success.

As of December 31, 2024, FAR S.r.l. employed 88 people, all hired with permanent contracts, confirming the company's commitment to ensuring the employment stability of its employees. The application of the National Collective Bargaining Agreement (CCNL Metalmeccanica Industria Confimi) to all employees ensures fair treatment and compliance with industry regulations, protecting the rights of every worker and promoting a respectful and transparent work environment.

31/12/2024	M	F	Totale
<b>Total Employees</b>	<b>78</b>	<b>10</b>	<b>88</b>
of which permanent	78	10	88
of which fixed-term	0	0	0
<b>Total Non-Employee Workers</b>	<b>34</b>	<b>5</b>	<b>39</b>
of which temporary workers	33	5	38
of which self-employed	1	0	1
<b>Total Workforce</b>	<b>112</b>	<b>15</b>	<b>127</b>

FAR's goal of maintaining a proactive and ongoing dialogue with its

“FAR guarantees job stability and values its resources, promoting a safe, inclusive, and respectful work environment”.

employees is achieved through the direct involvement and participation of workers in all aspects of company life. A worker representative is appointed and regularly involved in production and organizational matters and occasionally in overcoming critical situations. Regarding age, there is a strong presence of people under 50: 66% of employees are under 50, while the average age is 43. The female presence stands at around 11%, a figure consistent with the structural characteristics of the sector, but which highlights the importance of further improving our inclusivity. For this reason, we are implementing concrete initiatives to promote gender equality and ensure that every opinion is considered and valued.

	2024
<b>Average age</b>	43
< 30	12,9%
30-50	52,7%
> 50	34,4%

No new hires were made in 2024. This is because new staff are hired primarily through temporary work contracts, which allow the company to meet its production needs. During the year, 38 workers were hired through temporary work contracts, representing a flexible and effective solution for managing capacity and temporary work peaks. This approach allows FAR to maintain a balance between employment stability and adaptability to fluctuations in demand, optimizing resources to meet operational needs.

However, as of December 31, 2024, the employee turnover rate stood at 5.7%. This value reflects a physiological phenomenon, representative of the natural evolution of the workforce, where changes and departures are an integral part of the organization's life cycle.

<b>Total number and percentage of employees who left the organization<sup>3</sup></b>	<b>5</b>	<b>5,7%</b>
of whom men	5	5,7%
of whom women	0	0
of whom under 30	0	0
of whom between 30 - 50	3	60%
Of whom over 50	2	40%



**78 men  
+ 10 women  
= 88 employees**

<sup>3</sup> Employee turnover refers to employees who leave the company voluntarily or due to layoff, retirement, or death in service. Turnover is calculated by dividing the number of departing employees by the number of full-time employees as of December 31, 2024.



## 4.2 Health and safety

Worker health and safety are a priority for FAR, as expressed in the company's Integrated Policy, which is committed to ensuring compliance with current legislation and promoting the adoption of virtuous behaviors with the aim of protecting the physical integrity and well-being of workers. The health and safety management system adopted is based on the identification and management of risks, the continuous improvement of procedures, and the adoption of effective preventive measures. In accordance with Legislative Decree 81/08, FAR prepares and updates the Risk Assessment Document (DVR), with the aim of tracking occupational risks and identifying appropriate intervention plans to minimize or reduce the risks to which workers are exposed during the performance of their duties. The DVR also describes the risk assessment methodology, the estimation, and the list of measures to be implemented. For each identified risk, a specific assessment is drawn up, specifying the monitoring frequency and the related corrective actions.

After identifying business risks, classifying them in the Risk Assessment Document (DVR), and developing a plan of interventions and actions to mitigate their impacts, the employer implements various activities to ensure the application of the aforementioned guidelines within the company. Additionally, to prevent potential critical issues and ensure proper management of employee health, FAR subjects workers to careful health monitoring. This includes preventive checks to assess their suitability for the specific job and periodic checks to monitor their health. Furthermore, on-site inspections are conducted periodically to assess

and monitor work environments, involving the direct involvement of workers. This involvement is aimed at promoting awareness of occupational health and safety and the identification of preventive actions to make workplaces increasingly safe.

To further strengthen the safety organization, there are designated individuals responsible for implementing the employer's instructions, such as safety managers and supervisors, as well as a company emergency team trained to respond to fires and provide first aid.

FAR is certified according to the international standard ISO 45001:2018 – Occupational Health and Safety Management Systems. Adopting this standard allows for the structured definition of company operational flows for all aspects of occupational health and safety, allowing them to be refined and managed over time with ever greater detail and effectiveness, with a view to continuous improvement. This also includes ongoing risk reassessment through periodic first- and third-party audits and the subsequent adoption of preventative and corrective measures.

FAR is also committed to disseminating and consolidating a culture of safety through the organization of training courses on health and safety issues and promoting responsible behavior to raise workers' awareness of the risks associated with their work.

In confirmation of this commitment, a total of **1.325 hours** of training on health and safety issues were provided in 2024, equivalent to 64% of the total hours dedicated to corporate training. Specifically, these included: i) employee training, with a particular focus on risk areas related to their job descriptions; ii) supervisor training; iii) refresher training for the Workers' Safety Representative (RLS); iv) refresher training for workers; and v) forklift operator training.

Regarding accident prevention and management, the company's procedures are in line with the relevant regulations. Confirming the effectiveness of the measures implemented and the actions taken to eliminate and reduce risks, two accidents were recorded in 2024, a figure

in line with 2023. These were injuries without any serious consequences, involving two metalworkers. It should also be noted that one case of occupational disease was recorded in 2024.

**Occupational accident rate = 2,9<sup>5</sup>**

## 4.3 Corporate Welfare

FAR's dedication to its people is also reflected in a thoughtful welfare program aimed at enhancing the well-being of employees and their families through initiatives that promote work-life balance, family care, education, health, and financial support.

This project, which began in 2018, allows employees to convert their company performance bonuses into reimbursements, goods, and welfare services that they can purchase for themselves or their families using the so-called "**Welfare Credit**". The goal is to link variable compensation payments to company and individual performance.

The opportunities available under the project, which go well beyond the welfare portion established by the National Collective Bargaining Agreement, are available through the company welfare platform, which allows employees to take advantage of shopping vouchers, tax-exempt goods and services, including reimbursement of education expenses, family assistance, pension fund contributions, reimbursement of public transport passes, purchase of grocery and petrol vouchers, and vouchers for recreational, sporting, and cultural activities, among others.

Furthermore, FAR is actively committed to supporting parenthood and promoting a balance between work and family responsibilities, offering

<sup>4</sup> "Serious work-related accidents" are defined as workplace accidents that result in death or injury from which the worker cannot recover, does not recover, or cannot realistically be expected to fully recover to their pre-accident state of health within 6 months.

<sup>5</sup> The occupational accident rate is calculated as the ratio of the number of workplace accidents in the reference year to the total number of hours worked in a year by all employees, multiplied by 200,000.

dedicated services and measures, such as support for returning to work after maternity/paternity leave, such as back-to-work activities, targeted coaching, and flexible working arrangements such as part-time. These initiatives are designed to create a more inclusive and flexible work environment, allowing employees to better manage their family responsibilities without sacrificing their professional growth.

All the measures included in FAR's welfare plan aim to concretely improve the quality of life of employees, strengthening their sense of belonging to the company and promoting a working environment of well-being, respect, and mutual support. The goal is to create an environment where personal and professional well-being are closely linked, contributing to greater job satisfaction and motivation.

## 4.4 Diversity and equal opportunities

FAR places the empowerment of people at the heart of its mission, ensuring respect for individual dignity and the protection of diversity. In accordance with its Code of Ethics, it is committed to combating all forms of discrimination based on age, gender, nationality, political opinions, and religious beliefs, recognizing diversity as a fundamental resource capable of enriching society in terms of skills, opinions, and perspectives.

Specifically, FAR is committed to enhancing diversity by adhering to the United Nations Universal Declaration of Human Rights and the principles of the Global Compact, to which it adheres. From this perspective, it is committed to promoting an inclusive work environment where equal opportunities are guaranteed in every aspect of the employment relationship, from selection to training, from compensation to career opportunities, up to the termination of the employment relationship.

Respect for individual freedoms and the promotion of equal opportunities and inclusion are translated into concrete commitments. In this regard, FAR:

- bases its recruiting activities on merit, transparency, and the absence of any form of discrimination, and more generally, its personnel

management on the recognition of the quality of work and full respect for workers' rights, as established by law and the National Collective Bargaining Agreement;

- defines skills development programs through cross-disciplinary training programs that are equally accessible to all staff;
- guarantees equal opportunities for professional growth for all employees;
  - promotes the presence of women in the organization's top management roles, where they hold leadership positions. Specifically, 60% of the Board of Directors is made up of women;
- values diversity and diverse individual characteristics, promoting an inclusive work environment, enriched by the presence of people with diverse perspectives and backgrounds; in fact, approximately 38% of workers come from international backgrounds, while 4.5% belong to vulnerable groups.

To further strengthen its commitment to inclusivity, in 2024, FAR embarked on a significant journey to achieve gender equality certification. Specifically, an assessment and gap analysis was conducted in accordance with the requirements of UNI PdR 125:2022 Reference Practice, which in Italy provides guidelines for the adoption of gender equality policies in companies, with six main focus areas, determined by a set of qualitative and quantitative KPIs. The implemented gender equality management system will be certified by an accredited body in 2026.

FAR considers the promotion of gender equality not only a highly significant social value, but also a strategic lever for the organization's growth. With this in mind, it has launched a series of targeted initiatives in various areas, such as selection and hiring, career management, parenting support, work-life balance, and pay equity. In this regard, the current gender pay gap at FAR is 19%, slightly higher than the industry average and the European average. Furthermore, the ratio between the highest earner and the median employee salary is 3.13, a low level that demonstrates FAR's commitment to pay equity and the valorization of differences, including through transparent and responsible policies.

<sup>6</sup> The pay gap between female and male employees is given by the difference between the average gross hourly wage of men and the average gross hourly wage of women, divided by the average gross hourly wage of men, and multiplied by one hundred.

## 4.5 Training and skills development

FAR offers its employees ongoing training programs, as it considers professional training a strategic investment in individual growth and organizational development. The goal is to update, refine, and enhance skills, in line with the technological and organizational evolution of the production process.

For FAR, training represents a shared value and a driver of innovation, a concrete response to the needs of the company and its employees. For this reason, the importance of **training needs analysis** is recognized as a fundamental tool for identifying the skills to be developed, in order to increase the company's competitiveness and the professionalism of its human resources. This analysis is part of a cyclical process, in which both the planning of training programs and the monitoring of training activities are crucial.

“Continuous training is a strategic pillar of FAR, which invests in skills development to meet market challenges”

In 2024, a total of **2.071 hours** of training were provided. In particular, mandatory training activities continued, including both specific courses dedicated to workplace health and safety and professional training, which plays a strategic and essential role in ensuring that each human resource has the practical and technical skills necessary to perform their role effectively and responsibly, in compliance with best practices and industry regulations.

At the same time, specific training on Model 231 has been intensified, aimed at strengthening the culture of compliance and raising awareness among staff of the rules and procedures adopted by the organization to prevent risks and ensure regulatory compliance. These interventions represent a key element in the process of professional growth and shared responsibility, contributing to the creation of a safer, more ethical, and responsible work environment.

### Average hours of training by gender



### Number of training hours divided by topic

	Men	Women	Total
Health and safety	1233	92	1325
Compliance	149	19	168
Professional training	553	25	578
<b>Total</b>	<b>1935</b>	<b>136</b>	<b>2071</b>

“FAR creates shared value among stakeholders and supports social and environmental initiatives”.

## 4.6 Economic value generated and distributed

Generated economic value represents the wealth produced by the company, distributed to its various stakeholders in various forms. The ability to generate value is an essential factor for the development of actions, practices, and strategies aimed at improving social and environmental impacts. Directly generated and distributed economic value is developed through the following components:

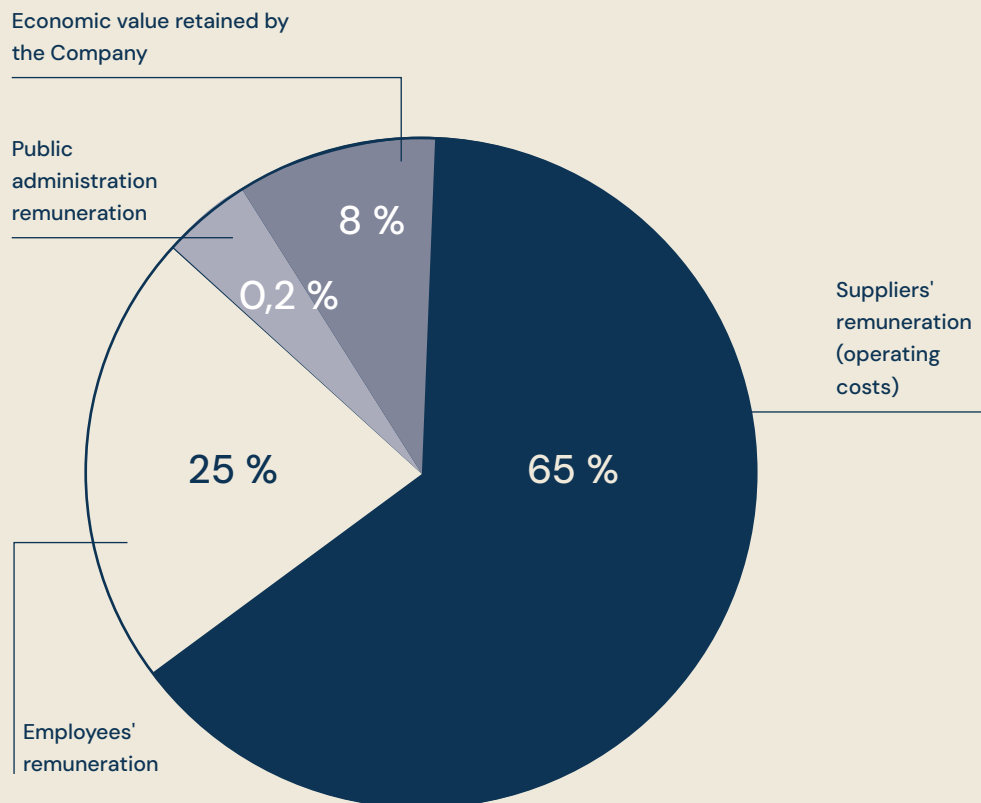
1. **Directly generated economic value**, determined on the basis of "revenues," defined as net sales plus revenues from financial investments and sales of goods, as well as contributions received;
2. **Distributed economic value**, such as operating costs, employee salaries and benefits, payments to investors and financiers (capital), payments to the public administration, and community support;
3. **Retained economic value**, defined as "directly generated economic value" net of "distributed economic value," represented by profits held in reserves and non-cash items (depreciation, amortization, write-downs, provisions, and deferred taxes).

Below are data relating to the economic value generated in 2024, how much of this was distributed to stakeholders and how much was retained by the company.

	2024	%
<b>Economic value generated by the Company</b>	27.901.928	100%
Supplier remuneration (operating costs)	18.265.460	65,46%
Employee remuneration	6.921.703	24,81%
Financial backers remuneration	61.020	0,22%
Shareholder remuneration	0	0,00%
Public administration remuneration	395.023	1,42%
Community	14.060	0,05%
<b>Economic value distributed by the Company</b>	25.657.265	91,96%
<b>Economic value retained by the Company</b>	2.244.662	8,04%

In 2024, FAR generated economic value of €27,901,928. 8.04% of this was retained by the company, while the remaining 91.96%, equal to €25,657,265, was distributed to stakeholders as follow

- **Suppliers:** €18,265,460, used for the purchase of raw materials, goods, and services (equal to 65.46% of the value generated);
- **Employees and collaborators:** €6,921,703 for wages and salaries, contributions and severance pay, welfare, temporary workers' costs, and training costs (equal to 24.81% of the value generated);
- **Lenders:** €61,020 for interest and commissions paid to banks and other credit institutions (equal to 0.22% of the value generated);
- **Public Administration:** €395,023 for social security contributions, taxes, and fees (equal to 1.42% of the value generated);
- **Community:** €14,060 for donations and gifts (equal to 0.05% of the value generated).

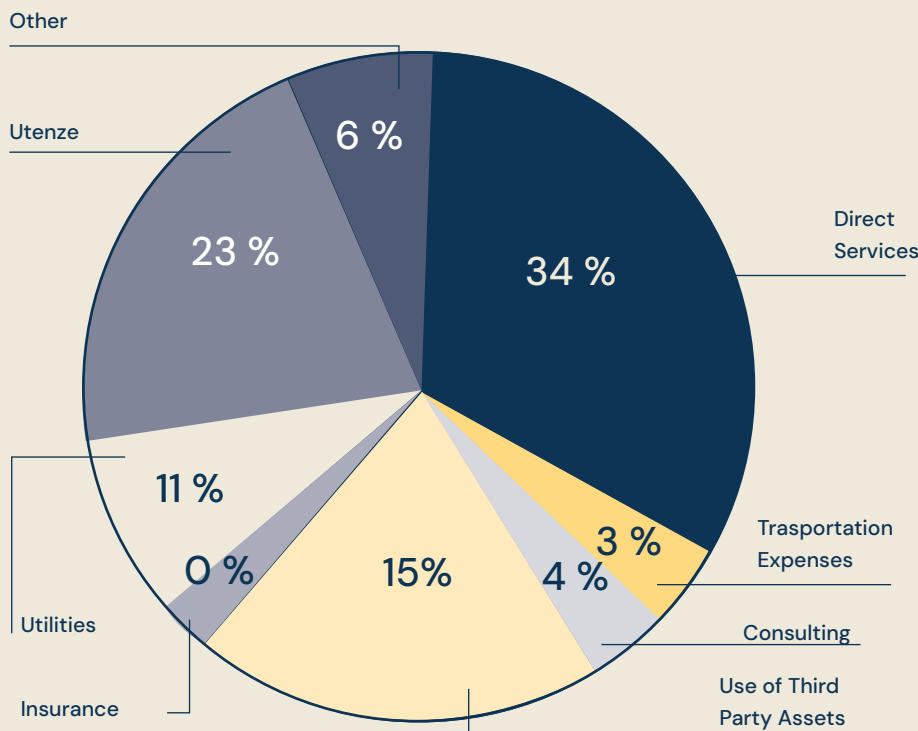


It should also be noted that during the reporting period, FAR received government grants totaling €224,257 (included in the economic value generated). As required by the Code of Ethics, these grants were used exclusively for the purposes and in accordance with the methods for which they were granted.

## Type of purchases

In 2024, FAR purchased materials and services exclusively from Italian suppliers. Analyzing supplier types based on purchases of goods and services included in production costs, the largest share is represented by purchases of raw materials, accounting for approximately 61%, while 39% is represented by purchases of services, including the costs of using third-party assets. The following table summarizes service purchases by type.

Service Type	Amount	%
Direct Services	2.478.666	34,38%
Transportation Expenses	282.029	3,91%
Consulting	307.752	4,27%
Use of Third Party Assets	1.075.860	14,92%
Insurance	148.023	2,05%
Commercial	19.577	0,27%
Maintenance	793.161	11,00%
Utilities	1.649.639	22,88%
Other	454.519	6,30%
<b>Total</b>	<b>7.209.226</b>	<b>100,00%</b>



The table above shows that costs related to the provision of services directly related to production account for 34.38% of total service costs. Utilities follow at 22.88%, while costs for the use of third-party assets, primarily rent from leased properties, account for 14.92%, and maintenance costs for 11.00%. Incurring these costs not only ensures optimal system operation, but also contributes to energy savings, reducing operating costs and environmental impact. Demonstrating this, we highlight how the cost of utilities incurred in 2024 is 10.33% lower than those incurred in 2023.

## 4.7 Community support

FAR has always demonstrated a strong connection to the local area in which it operates, actively promoting initiatives aimed at supporting and enhancing it. This commitment has been confirmed throughout 2024. Specifically, believing firmly in the power of sport as a tool capable of breaking down barriers, fostering inclusion, and promoting positive values such as respect, solidarity, and collaboration, FAR has decided to support:

- A.S.D. Porretta 1924 - Historic Italian football club founded in 1924 in Porretta Terme.
- Sci Club Val Carlina, founded in 1964 in Vidiciatico, in the Bologna Apennines.
- Cooperativa Sportiva Dilettantistica FARO, located in Gaggio Montano.



Community care and support are also reflected in FAR's commitment to ensuring essential tools for health protection. To this end, the company has installed semi-automatic defibrillators (AEDs) at its facilities, thus strengthening its responsibility towards employees and the local community. Indeed, FAR has publicly disclosed the use of the defibrillators, which have been placed in strategic and clearly marked locations within company premises to ensure immediate access in case of emergency. Furthermore, designated personnel have been adequately trained in the use of AEDs, enabling them to intervene promptly and prevent serious consequences in emergency situations.



# 5 Governance



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## 5.1 The composition of corporate governance

Consistent with its evolutionary history, FAR adopts an appropriate corporate governance model for the effective and responsible conduct of its activities, significantly contributing to the creation of shared value and operating transparently in the interests of all stakeholders.

This robust governance fosters a strategic approach aimed at responsible and sustainable economic growth, capable of consolidating and maintaining its leadership position over time, with a vision that integrates sustainability issues into the company's strategy.

The governance model adopted is structured according to the traditional administration and control model and consists of the following bodies: the Board of Directors and the Sole Auditor. As of December 31, 2024, the Board of Directors consisted of five members, including the Chairman and the Chief Executive Officer. Three of the Board of Directors are female, representing 60% of the total Board members. Corporate governance is divided between the Chairman, who represents the company, and the Chief Executive Officer, depending on the powers to be exercised and on the decisions made by the administrative body and expressed through its resolutions.

The Sole Auditor is entrusted with the control function, in accordance with the duties assigned by the applicable regulations. The division of functions and powers among the members of the governance body, thanks to the specific skills of each, ensures that the company is managed in accordance with the principles of good and sound administration.

The governance body's responsibilities and expertise in sustainability matters play a crucial role in ensuring effective management of the impacts, risks, and opportunities associated with sustainability issues.

The Board of Directors is committed to fully integrating the sustainability strategy into the company's operating model, taking a proactive role in managing emerging challenges and opportunities. This approach aims to promote the creation of shared value through social inclusion, environmental protection, and stakeholder satisfaction.

Specifically, the Board of Directors assesses and manages environmental, social, and governance impacts and risks that could impact FAR's success and reputation. These include risks arising from increasingly stringent regulations regarding energy, emissions, and resource use, as well as reputational risks related to negative perceptions by customers, suppliers, and the community in which the company operates.

At the same time, the Board recognizes and values the opportunities for innovation and improvement offered by sustainability, such as energy efficiency, the adoption of advanced technologies, the efficient use of resources, and the reduction of greenhouse gas emissions.

Integrating sustainability aspects into business strategies drives FAR to constantly improve, promoting innovation and efficiency as strategic levers to consolidate its leadership, the key to creating real value and becoming a benchmark in its sector.

## **5.2 The principles and ethical values of FAR**

FAR's development is inspired by principles, values, and rules that see the Code of Ethics as the primary source of governance for relationships both within the company—among corporate bodies, employees, and collaborators—and externally with all other stakeholders.

The Code of Ethics represents the set of values that form the basis of FAR's daily activities. It therefore serves as a guide for making decisions and taking actions consistent with a culture of legality, transparency, responsibility, and the creation of long-term value for all Recipients.

Based on principles recognized as fundamental to corporate culture, the Code of Ethics defines the ethical commitments and responsibilities of FAR's directors, employees, and collaborators in conducting daily activities, managing relationships, and protecting the company's prestige

and image. These values translate into behavioral norms that promote integrity, loyalty, fairness, protection of individuals and the environment, as well as the protection of privacy and the value of human resources.

It should be noted, in light of FAR's policies, which are based on established ethical principles, that in 2024 the company initiated a process to apply for the so-called Legality Rating. The Legality Rating promotes ethical principles in corporate behavior. Awarding the rating requires compliance with high standards of legality, rewarding transparent and ethical management. It encourages competition based on merit, improving the quality standards of companies.

FAR's Code of Ethics is available on the company website: <https://www.fonderia-far.com>

**“In 2024 FAR started a process to obtain the Legality Rating”.**

## 5.3 Model 231

FAR, in line with a policy of rigorous regulatory compliance aimed at ensuring high management standards and reducing risks, has deemed it essential to implement the Organization, Management, and Control Model pursuant to Legislative Decree 231/2001 to prevent the risk of committing the crimes considered "prerequisite" for the application of corporate administrative liability.

Model 231, adopted since 2016, is part of the company's Integrated Management System and is a fundamental element of it. A collegial Supervisory Body, composed of three external and independent members, oversees the effectiveness of the system, which includes disciplinary sanctions and information flows to ensure collaboration and transparency between the parties.

The adoption of the MOG stems not only from the idea of responding to the company's interests, but also expresses FAR's desire to position itself as an ethical entity, accountable to stakeholders and the community. Indeed, attention is paid to the company's impact on the environment and on workplace health and safety, with a preliminary assessment of crime risks and the development of appropriate measures for their prevention.

The Model's objective is to establish a coordinated set of procedures, rules, and controls aimed at preventing crimes, protecting the organization from legal risks, and ensuring ethical behavior compliant with applicable regulations, thus contributing to effective risk management and safeguarding corporate integrity.

To ensure the provisions contained in the MOG are clearly understood and understood, ongoing training and communication is planned for all employees. During 2024, training focused specifically on the Model's protocols for the prevention of corruption and extortion.

## 5.4 FAR regulatory compliance

“FAR ensures that all aspects of company management comply with current regulations”.

Model 231 is part of the compliance framework that FAR has established over time regarding the protection of personal data privacy, the use of IT services, workplace health and safety, and environmental protection.

Through the implementation of effective processes, internal procedures, and control tools, FAR ensures that all aspects of company management comply with current regulations. In confirmation of this commitment, the company has adopted an occupational health and safety management system compliant with Legislative Decree 81/2008, defining a dedicated organizational chart, and obtaining ISO 45001:2018 certification.

Focusing on data protection, in a context characterized by continuous technological advances, leads FAR to strictly comply with current legislation, particularly the Privacy Code and the GDPR 2016 Regulation.

The protection of personal data is also accompanied by the attention paid by FAR to cybersecurity, for which it has introduced a specific procedure, implementing it in accordance with the most recent regulatory developments, inspired by Directive (EU) 2022/2555 (so-called NIS 2). This action has the following main objectives:

- Preventing unauthorized access to company systems and data, including data and information related to design, production processes, and customer data;
- Protection from malware, ransomware, and other cyber threats that



could compromise business operations;

- Ensuring operational continuity of production, quality control systems, and logistics management;
- Further ensuring compliance with Italian and European data protection regulations, through the application of the GDPR, and any specific regulations for the manufacturing sector.

In 2024, the company further strengthened its governance system with the implementation of a whistleblowing procedure. This provides a dedicated communication channel, including anonymous reporting, for reporting anomalies or violations of ethical and legal standards, with the aim of strengthening the principles of responsibility and transparency.

Finally, FAR stands out for its rigorous compliance with anti-money laundering regulations, clearly enshrined in its Code of Ethics. The company strictly prohibits the transfer or use of illicit proceeds, ensuring that any suspicious activity is promptly identified and eliminated through effective control systems. This commitment is another element of its robust governance, guaranteeing integrity, compliance with the law, and corporate reputation.


## 5.5 Fight against corruption

**“Countering all forms of corruption is an imperative objective of FAR”.**

As stated in the Code of Ethics and the principles and values it expresses, FAR rejects all forms of corruption, not only in its relationships with public administrations but also in relationships between private individuals. Combating all forms of corruption is a core objective of its corporate conduct. From this perspective, FAR ensures the ongoing updating of its Model 231, devoting considerable attention to the rules and regulations for preventing corruption-related crimes, with specific risk analysis and risk management activities.

As part of its control activities to ensure compliance with Model 231, the Supervisory Board submits both internal and third-party functions to periodic checklists to constantly monitor corruption risk. This control activity is also part of the verification of compliance with anti-corruption obligations throughout the supply chain, and therefore of the conduct of all parties with whom FAR maintains consolidated and ongoing business relationships. Thanks to these actions, FAR is committed to minimizing, and ultimately eliminating, the risk of corruption: to date, no violations of anti-corruption regulations have been recorded.

# FAR's objectives

ESG	Theme	Short-term objective (2025)	Medium-term objective (2030)	SDGs
AMBIENTE	Energy and Greenhouse Gas Emissions	<ul style="list-style-type: none"> <li>• 5% reduction in Scope 1 emissions</li> <li>• Elimination of Scope 2 emissions</li> <li>• 5% reduction in Scope 3 emissions</li> <li>• Development of IT infrastructure for energy consumption analysis and carbon footprint quantification</li> </ul>	<ul style="list-style-type: none"> <li>• Reduction in CO2 emissions by 21%</li> <li>• Increased the percentage of electric vehicles in the company fleet.</li> </ul>	    
	Water resources	<ul style="list-style-type: none"> <li>• Consolidation and optimization of the water purification system efficiency</li> <li>• Installation of an oil separator to separate hydrocarbons from water</li> </ul>	<ul style="list-style-type: none"> <li>• Consolidation and optimization of the water purification system efficiency</li> </ul>	 
	Waste management	<ul style="list-style-type: none"> <li>• Maintaining the percentage of waste sent for recycling between 75% and 85%</li> </ul>	<ul style="list-style-type: none"> <li>• Reduction of the use of single-use plastic in business operations</li> </ul>	   
	Resources and circular economy	<ul style="list-style-type: none"> <li>• Maintaining a constant percentage of recycled aluminium</li> </ul>		   
SOCIAL	Health and safety	<ul style="list-style-type: none"> <li>• Consolidation and streamlining of the workplace accident monitoring system</li> <li>• Maintenance of ISO 45001 certification</li> </ul>		  
	Employee well-being	<ul style="list-style-type: none"> <li>• Consolidation and streamlining of implemented policies</li> </ul>		  
	Diversity and equal opportunities	<ul style="list-style-type: none"> <li>• Recruiting Policy</li> <li>• System of procedures and policies to support diversity, equity, and inclusion</li> </ul>	<ul style="list-style-type: none"> <li>• Gender Equality Certification</li> <li>• Employee feedback to assess perceived levels of inclusion</li> </ul>	  
	Training and skills development	<ul style="list-style-type: none"> <li>• Definition of policies for skills development and professional advancement</li> </ul>	<ul style="list-style-type: none"> <li>• 10% increase in training hours per capita</li> <li>• Development of training courses on ESG topics</li> <li>• Increased training dedicated to cybersecurity</li> </ul>	 
	Community support		<ul style="list-style-type: none"> <li>• Partnerships with schools and universities</li> </ul>	  
	Ethics and Compliance	<ul style="list-style-type: none"> <li>• Consolidation and improvement of procedures and systems relating to sustainability reporting and ESG risk analysis</li> </ul>	<ul style="list-style-type: none"> <li>• Increase the number of suppliers trained on ESG, human rights, and anti-corruption issues</li> <li>• ISO/IEC 27001 certification</li> <li>• Expand the customer satisfaction measurement model to include ESG issues</li> </ul>	 
GOVERNANCE	Lotta alla corruzione	<ul style="list-style-type: none"> <li>• Ottenimento Rating di Legalità</li> </ul>		 

# Table of contents

SCOPE	METRIC	DESCRIPTION OF THE INFORMATION REQUESTED	REFERENCE PARAGRAPH
<b>VSME – Basic Module</b>			
<b>GENERAL INFORMATION</b>	<b>B1 – Preparation basis</b>	The company shall indicate whether it has selected the Basic or Complete Module. If the company has omitted a disclosure because it is considered classified or sensitive information, the company shall indicate the omitted information. Whether the sustainability report was prepared on an individual or consolidated basis. In the case of a consolidated sustainability report, the list of subsidiaries, including their registered office. The following information: the company's legal form, NACE sector classification code(s), balance sheet size (in euros), turnover (in euros), number of employees or full-time equivalents, country of primary operations and location of the significant business or activities, geolocation of owned, leased, or managed sites.	Methodological note
		If the company has obtained a certification or quality label in the field of sustainability, provide a brief description of these certificates	Par. 2.2: Certifications Par. 2.3: Performance measurement
	<b>B2 – Future practices, policies, and initiatives for the transition to a more sustainable economy</b>	If the company has implemented specific practices, policies, or future initiatives for the transition to a more sustainable economy, it declares this.	Par. 2.1: FAR's path towards sustainability Par. 2.4: The assessment of relevance – FAR's actions FAR's objectives
		Actions taken by the company to reduce its negative impacts and improve its positive impacts on people and the environment, in order to contribute to a more sustainable economy.	Par. 2.4: The assessment of relevance – FAR's actions
<b>ENVIRONMENTAL METRIC</b>	<b>B3 – Energy and greenhouse gas emissions</b>	The company reports its total energy consumption in MWh.	Par. 3.2: Energy and greenhouse gas emissions
		The company reports its estimated gross greenhouse gas (GHG) emissions in metric tons of CO <sub>2</sub> equivalent (tCO <sub>2</sub> eq) taking into account the content of the GHG Protocol Corporate Standard (2004 version), including: Scope 1 GHG emissions in tCO <sub>2</sub> eq; Scope 2 emissions in tCO <sub>2</sub> eq.	Par. 3.2.1: Emissions
		The company reports its greenhouse gas intensity calculated by dividing its "gross greenhouse gas emissions" by its turnover (in euros).	Par. 3.2.1: Emissions
	<b>B4 – Air, water and soil pollution</b>	If the company is already required by law or other national regulations to report its pollutant emissions, or if it reports them voluntarily under an environmental management system, it reports the pollutants emitted into air, water and soil as part of its operations, with the respective quantities for each pollutant.	Irrelevant topic
	<b>B5 – Biodiversity</b>	The company reports the number and surface area of sites it owns, leases, or manages within or near a biodiversity sensitive area.	Irrelevant topic
		The company can report land use parameters: total land use, total sealed area, fully nature-oriented area on-site, fully nature-oriented area off-site.	
	<b>B6 – Water</b>	The company reports its total water withdrawal, separately presenting the amount of water withdrawn from sites located in areas of high water stress.	Par. 3.3: Water resources
If the company has production processes that consume significantly water, it must report its water consumption calculated as the difference between the withdrawal and discharge of water from the production processes.		Par. 3.3: Water resources	
The company communicates whether it applies the principles of the circular economy and, if so, how it applies them.		Par. 3.5: Resources and the circular economy	
<b>B7 – Resource use, circular economy and waste management</b>	The company shall report: the total annual waste generation broken down by type, the total annual waste diverted to recycling or reuse and, if the company operates in a sector using significant material flows, the annual mass flow of relevant materials used.	Par. 3.4: Waste management	

SOCIAL METRICS	B8 – Workforce – General characteristics	The company reports the number of employees in its workforce or full-time equivalent (FTE) for the following parameters: (a) type of employment contract; (b) gender; (c) country of employment contract, if the company operates in more than one country.	Par. 4.1: Employees
		If the company employs 50 or more employees, report the employee turnover rate for the reporting period.	Par. 4.1: Employees
	B9 – Workforce – Health and Safety	The company reports the following information about its employees: (a) the number and rate of recordable work-related injuries; and (b) the number of deaths due to work-related injuries and occupational health problems.	Par. 4.2: Health and safety
	B10 – Workforce – Compensation, Collective Bargaining and Training	The company discloses: (a) whether employees are paid at or above the applicable minimum wage for the country in which they operate, as determined directly by national minimum wage law or a collective bargaining agreement; (b) the percentage pay gap between its female and male employees, if it employs more than 150 people; (c) the percentage of employees covered by collective bargaining agreements; (d) the average number of hours of annual training per employee, broken down by gender.	Par. 4.1: Employees Par. 4.4: Diversity and equal opportunities Par. 4.5: Training and skills development
GOVERNANCE METRICS	B11 – Convictions and fines for active and passive corruption	In the event of convictions and fines during the reporting period, the company shall report the number of convictions and the total amount of fines imposed for violations of anti-corruption and anti-bribery regulations.	Par. 5.5: Fight against corruption

## VSME – COMPREHENSIVE MODULE

GENERAL INFORMATION	C1 – Strategy: Business Model and Sustainability – Related Initiatives	The company discloses key elements of its business model and strategy, including: (a) a description of the significant groups of products and/or services offered; (b) a description of the significant markets in which the company operates; (c) a description of key commercial relationships; (d) If the strategy contains key elements that relate to or impact sustainability issues, a brief description of those key elements.	Par. 1.2: The Business Par. 1.3: Procurement policy Par. 2.1: FAR's path towards sustainability
	C2 – Description of practices, policies, and future initiatives for the transition to a more sustainable economy	If the company has implemented specific practices, policies, or future initiatives for the transition to a more sustainable economy, which it has already reported in communication B2 of the core module, please briefly describe them.	Par. 2.1: FAR's path towards sustainability Par. 2.4: The assessment of relevance – FAR's actions FAR's objectives

ENVIRONMENTAL METRICS	C3 – Greenhouse gas reduction targets and climate transition	If the company has established greenhouse gas emission reduction targets, it shall disclose its targets.	FAR's objectives
		If the company operating in sectors with a high climate impact has adopted a transition plan for climate change mitigation, it can provide information about it, including an explanation of how it contributes to reducing greenhouse gas emissions.	Par. 2.1: FAR's path towards sustainability 3.1: Climate change
	C4 – Climate risks	If the company has identified climate-related hazards and transition events that pose serious climate-related risks to the company: briefly describe them, communicate how it has assessed the exposure and sensitivity of its operations and value chain to those hazards and transition events, indicate the time horizons of any identified climate-related hazards and transition events, and disclose whether it has taken any climate change adaptation actions.	Par. 3.1.1: Physical and transition risk
		The company may disclose the potential adverse effects of climate risks that may impact its financial results or business operations in the short, medium, or long term, indicating whether it assesses the risks as high, medium, or low.	Par. 3.1.1: Physical and transition risk
SOCIAL METRICS	C5 – Additional (general) characteristics of the workforce	If the company employs 50 or more people, it can indicate the ratio of women to men at management level for the reference period.	Par. 5.1: The composition of corporate governance
		If the company employs 50 or more people, it may indicate the number of self-employed workers without staff who work exclusively for the company and temporary workers provided by companies that primarily carry out "work activities."	Par. 4.1: Employees
	C6 – Additional information on the workforce – Human rights policies and processes	If the company has a code of conduct or human rights policy for its workforce, please provide information about it. If the company has a grievance mechanism for its workforce, please provide information about it.	Par. 5.2: The principles and ethical values of FAR Par. 5.4: FAR regulatory compliance
	C7 – Serious adverse human rights incidents	If the company has identified incidents among its workforce, it can describe the actions taken to address the incidents.	Par. 4.2: Health and safety
GOVERNANCE METRICS	C8 – Revenues of certain sectors and exclusion from EU benchmarks	If the company operates in one or more of the following sectors, report the related revenues in the sector(s): (a) controversial weapons (anti-personnel mines, cluster munitions, chemical and biological weapons); (b) tobacco cultivation and production; (c) fossil fuel sector (coal, oil, and gas); (d) chemical production if the company is a producer of pesticides and other agrochemicals.	The company does not operate in the sectors indicated
		The company discloses whether it is excluded from EU benchmarks aligned with the Paris Agreement.	The company is not excluded from the calculation of the EU indices
	C9 – Governance Body Gender Diversity Report	If the company has a governance body, the company discloses its gender diversity report.	Par. 5.1: The composition of corporate governance
<b>GRI</b>			
GRI 201: ECONOMIC PERFORMANCE 2016		201-1 Economic value directly generated and distributed	Par. 4.6: Economic value generated and distributed

# **FAR**

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