

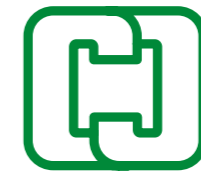


CASTELLINI®



**SUSTAINABILITY
REPORT**

2022



CASTELLINI[®]

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“Our commitment is to leave **future generations a sustainable and innovative project**, focused on the ability to adapt to continuous and increasingly challenging changes.”

LETTER FROM THE PRESIDENT

THE INDUSTRY THAT BUILDS THE FUTURE.

There are many examples, both from the past when sustainability was not yet a common theme and from the present, that have made sustainability a cornerstone of their path. In his last message to his scouts, Baden Powell wrote, **“Try to leave this world a little better than you found it.”** From these foundations and with these ambitions, Castellini's concrete commitment to an industry that can and must play its part in the **sustainable transition** begins. Thanks to the active involvement of my family and a team of collaborators who are directly participants and protagonists of this journey, at Castellini, we have been pursuing a **path of sustainability** for years, with activities that start from **optimizing industrial processes** and the consequent **reduction of costs and waste**, reaching out to projects attentive to the local community and supporting the most needy realities.

Today we feel the need to give these projects their rightful place and prominence, always within a path based on **consistency, concreteness, and transparency**. In this first Sustainability Report, you will therefore find the story of the road that has led us to this point in our history and, even more importantly, the **objectives** that our company commits to realizing in the coming years. From these objectives and the perspective they offer, it strongly emerges that being sustainable represents an important **opportunity to leave future generations an industrial and business project** that is sustainable over the long term for my family, for our collaborators, for the community, and for our planet.

To support this, it is enough to analyze the numbers of the projects we have carried forward for ourselves and our clients to realize their concrete value.

We are proud to live and work in a production site largely powered by **sustainable resources (solar and geothermal)** and that offers our collaborators a workshop **illuminated by natural light**, insulated and heated despite the volumes involved. We are, in fact, a heavy industry that allocates **over 50% of its site to green spaces irrigated with water and for recovery**. We also believe that working in a **beautiful environment rich in art, culture, and spaces available** is an inspiration for a more **attentive, involved, and participating operation in the future**. A future that we want to face as protagonists of change.

Our path to sustainability is supplemented by **technologies and projects with direct and indirect returns on the environment and energy**. For example, the technology developed by our R&D department collaborators for the treatment of electrical steel sheets will help **reduce energy waste** due to inefficiencies in electrical transformers, just as the various plants we have built allow for the production of **clean and renewable energy** for different Italian regions. From the past to the present, looking towards the future, at Castellini we confirm our **ability to innovate**, realized thanks to the constant ability to offer the market technological solutions for processes aimed at making production processes and environmental impact more efficient.

All of this would not exist without the admirable commitment, passion, and unique skills that **people** bring to the company. Therefore, I can only conclude these necessary reflections by extending a heartfelt thanks to all our collaborators, each responsible for the corporate and common growth that we are experiencing and realizing every day.


Fiorenzo Castellini | CEO



GAIA AND THE WHALE: THE STRENGTH TO ACHIEVE THE FEAT

The image chosen for the cover of this first Sustainability Report best represents our identity. Located in the company's garden, "Gaia and the Whale" is an artwork by sculptor Stefano Bombardieri that depicts a girl trying to pull a whale back into the sea to save its life. A sculpture that embodies an important meaning and aims to convey the clear and challenging message that with **willpower and determination, even the most unthinkable goals appear possible**.

Thus, our willpower, commitment, and results are narrated in this first deeply felt and desired Sustainability Report to **transparently share and communicate** to all Stakeholders the efforts undertaken for years and the goals achieved in the field of **social, environmental, and economic sustainability**.

For responsible and sustainable growth, we commit not only to work to the best of our abilities but also to maintain and pursue our objectives to reduce process and product environmental impacts and to support our people and the community in which we operate. Pursued with awareness and conviction, sustainability is a value that has always guided the company's choices and actions and is finally formalized and shared through this Report.

"Gaia and the Whale" Stefano Bombardieri 2020

01

THE WORLD OF CASTELLINI

10%

INVESTMENT IN R&D



73 years

OF EXPERIENCE



25%

AVERAGE ANNUAL
GROWTH



Who we are

Castellini creates technological installations and innovative production processes that combine Laser application with high-quality manufacturing in the creation of large-scale complex machines.

The experience, innovative-technological approach, professionalism, and cutting-edge tools make Castellini the ideal partner for customers in the steel and shipbuilding industries worldwide.

Founded in **1949** by **Giuseppe Castellini** as a mechanical workshop for the reconversion of war remnants to industrial use, over the years, the company has undergone several transformations in line with industrial and market opportunities. Always located in Cazzago San Martino at the center of the Brescia industrial cluster, the company, with passion and attention to every single detail, produces technologically innovative, high-quality, and reliable installations.

Sectors and applications of Castellini's solutions

The applications of Castellini's installations range from the traditional **steel** sector, the historical application of the company's equipment, to the **shipbuilding** sector, which sees the optimization of production processes for the production of large panels a priority, to the **off-shore** market, a developing market with high potential.

Thanks to continuous investments in **human capital, research and development** activities, **production facilities**, and targeted **corporate policy**, Castellini is today a structured company with a qualified team in Research and Development, design, production, and after-sales services.

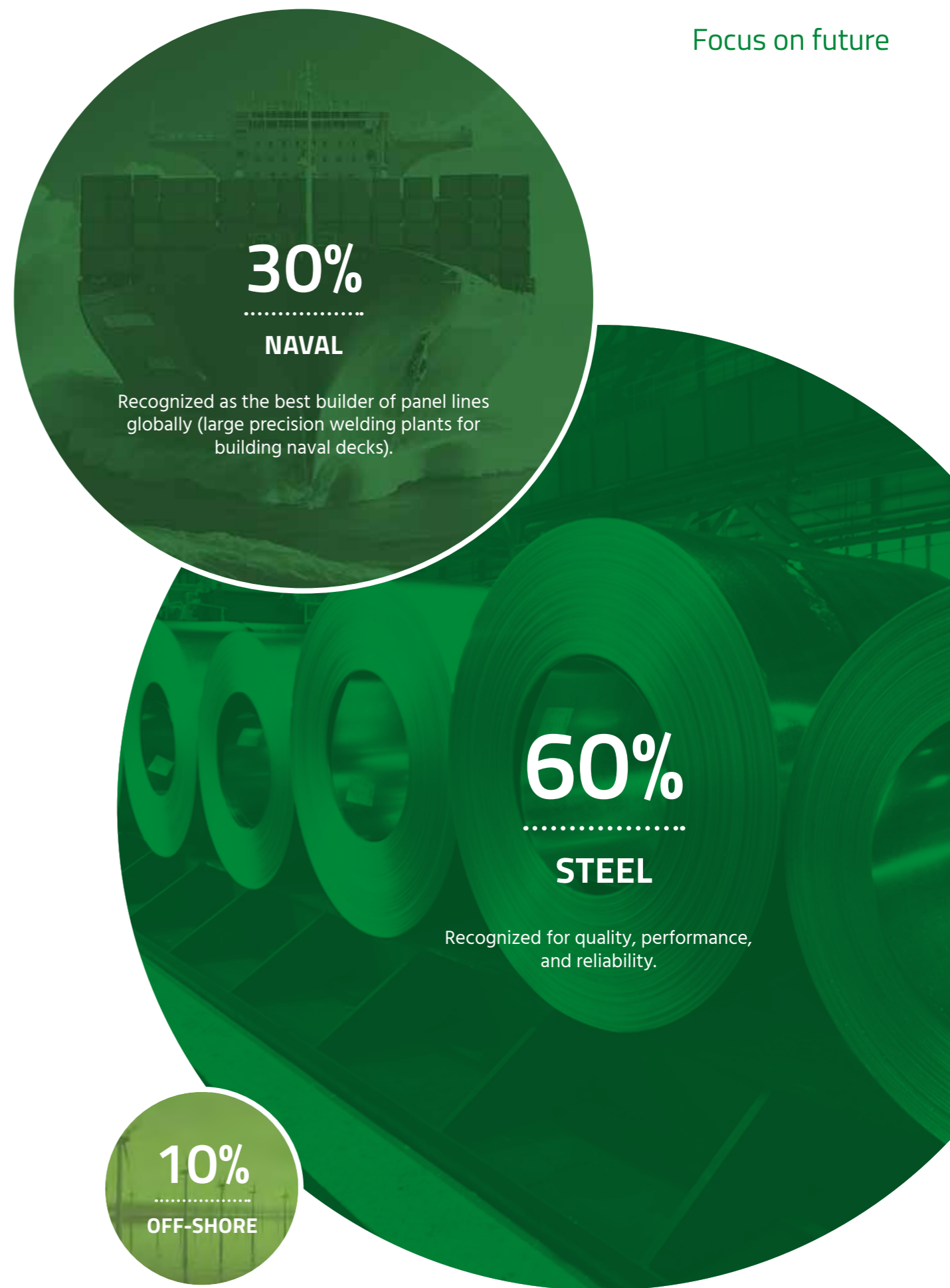
Castellini develops and implements **technologies** through continuous interaction with the market's most challenging needs, allowing the company to propose innovative solutions that are always a step ahead from a technological perspective.

Driven by strong **social responsibility, attention to sustainability, and the desire to excel in innovation**, the Castellini team develops **advanced and customized technological solutions** focused on optimizing the performance of industrial processes.

The significant growth and continuous investments in Research and Development make Castellini an important player in the development of highly technological industrial processes. Today, Castellini offers the following process solutions:

- **LASER SCRIBING FOR ELECTRIC STEELS**
- **COIL TO COIL LASER WELDERS**
- **COMPLETE LINES FOR THE PRODUCTION OF CUSTOM PANEL LINES**
- **SURFACE CLEANING & LASER TREATMENTS**
- **CUSTOM CUTTING AND WELDING SOLUTIONS**

Focus on future



Presence in foreign markets

79% OF TURNOVER IS GENERATED IN INTERNATIONAL MARKETS.

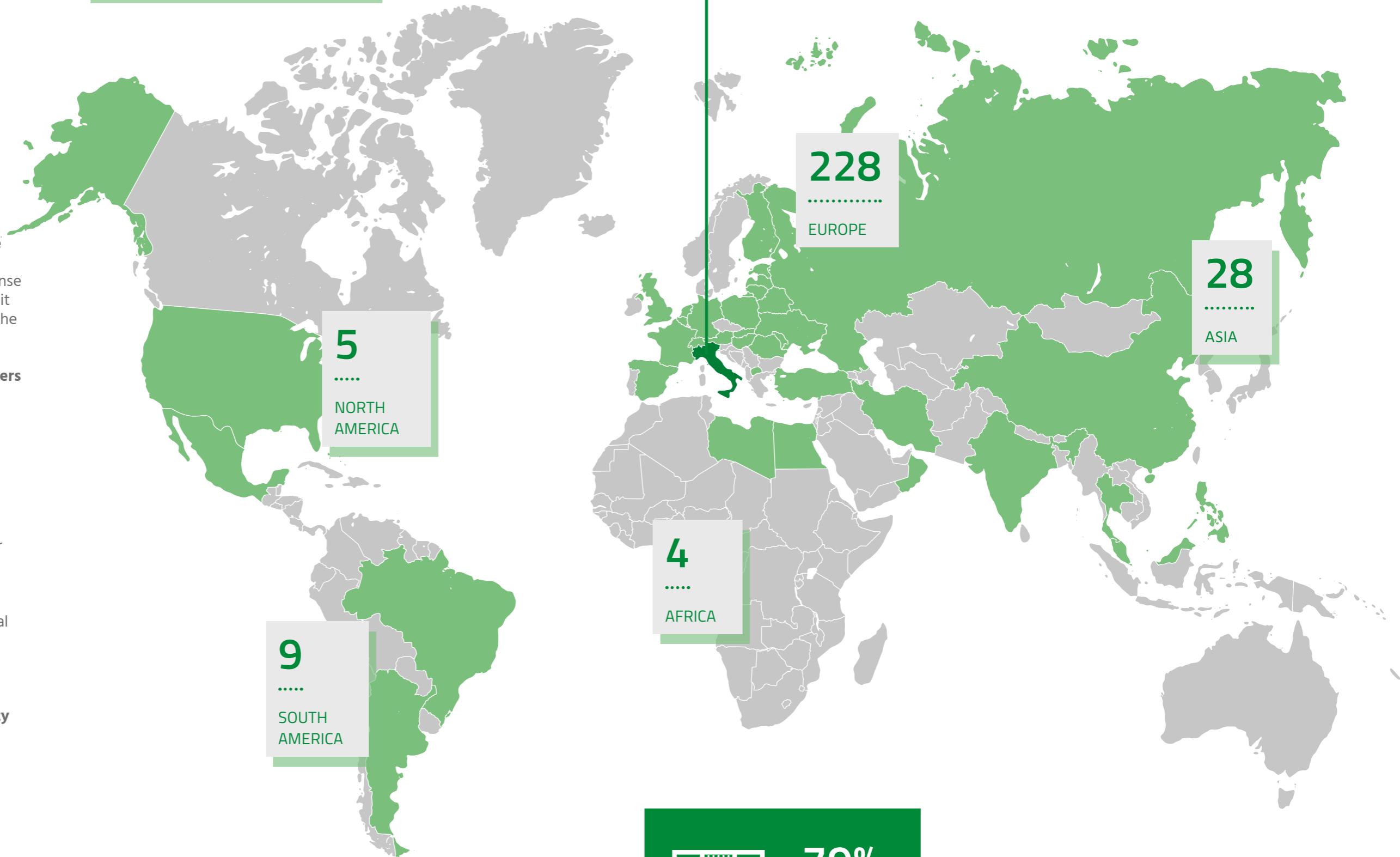
CASTELLINI PRODUCTS ARE INSTALLED IN PRODUCTION AND MANUFACTURING FACILITIES LOCATED WORLDWIDE.

The **Castellini Team ensures assistance to its clients** globally, both through its technical and commercial staff and a dense network of qualified agents with whom it has established solid partnerships over the years.

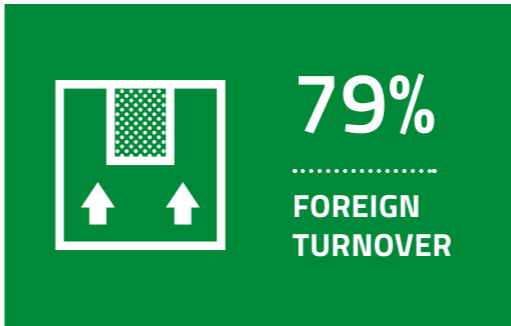
The **strategic location of its headquarters in Cazzago San Martino** (Brescia), Lombardy, facilitates the integration of professionalism and optimizes the supply chain and logistics. With its 100,000 companies, 250 billion euros in turnover, 60 billion in added value, and about one million employees, the **Lombardy manufacturing sector** is the largest in Europe in terms of the number of companies and fourth in terms of employees.

It is in this solid and stimulating industrial context that Castellini operates, developing and preserving its network of subcontractors made up of qualified and reliable partners in the territory, contributing to the **company's flexibility and responsiveness**.

CUSTOMERS AROUND THE WORLD



CASTELLINI
CAZZAGO SAN MARTINO
Brescia - Italy



Over 70 years of experience and passion

CASTELLINI HAS DEVELOPED MANY YEARS OF EXPERIENCE IN THE CREATION OF LARGE ARTIFACTS AND CUSTOMIZED INNOVATIVE TECHNOLOGIES BASED ON LASER TECHNOLOGY APPLIED IN COMPLEX PRODUCTION SYSTEMS THAT REQUIRE MAXIMUM RELIABILITY AND PRODUCTIVITY.

MISSION

Provide the industry with advanced technological solutions that enhance product and process quality.

VISION

We aspire to be your best partner in innovating production processes through laser technology, precision, and productivity.



1949
FOUNDATION

1980

Pelton turbine spray nozzles

1985

Nuclear power plants



1995

Steel sector

2001

Foundation of TTM Laser



1960

Paper and bookbinding industry

1970

Hydroelectric sector



1990

CERN Tunnel



2002

Engines for the world's largest telescope



1998

Acquisition of Restellini

2000

Acquisition of Ronconi

2010

Aluminum Rolling



2018

Sale of TTM Laser



2017

New Production Hub
Geothermal Plant
Water Recovery for Irrigation and Consumption Efficiency



2014

Laser Welding Robot for ASG Superconductors

2015

Laser Scribing Machine for Thyssenkrupp



SOLUTION Lab

New R&D Laboratory
Kaplan Turbine for Hydrolap

Laser Scribing Machine for NLMK Russia



2022

Innovative Long Welding Path Lines for SSAB and GOECKE

500kW Photovoltaic Plant

Confindustria Brescia Small Industry Excellence Award



Our values

Passion, vocation, ambition, and attention to the customer form the basis of our daily approach. The needs of our partners drive Castellini's activities. The quality of artifacts and technologies, together with attentive customer service, are the drivers that have always distinguished the company's offer, essential characteristics to fuel the **growth path**.

At the same time, earning and maintaining **customer trust** over time is our primary goal and a source of pride. These aspirations lead us to meticulously oversee and control every phase of the process, ensuring everything is directed and aimed at producing a product that best **meets customer needs**. The proposed technologies are developed with the awareness that productivity and reliability are always primary requirements, achievable only through a consistent and dedicated interdisciplinary scientific approach. Our most important asset and pivot for future development is therefore **Human Capital**. That's why we commit to preserving, nurturing, and supporting it at every stage of the journey.

RELIABILITY PASSION
PRODUCTIVITY
AMBITION **VOCATION**
ATTENTION TO CUSTOMER TRUST
HUMAN CAPITAL



The Castellini method

01



WE ANALYZE

The needs to define more innovative technological solutions to meet customer expectations.

02



WE EXPERIMENT AND RESEARCH

Technological processes that allow the realization and application of innovative technical solutions.

03



WE DESIGN

Development and industrialization of the technological solution, leveraging the specialized interdisciplinary know-how of the project team until the production of process units.

04



WE OFFER

The best quality manufacturing.

05



WE SHARE

Informations and updates with the customers.

06



WE MANAGE

All activities and processes with knowledge and experience.

07



WE REALIZE

Our artifacts using equipment with high-quality standards.

08



WE TEST

Our artifacts with the utmost care, attentive to every detail.

09



WE PACK

The finished product to perfection because nothing is left to chance.

10



WE SHIP

Taking care of all logistical problems and respecting the agreed timelines with the client.

11

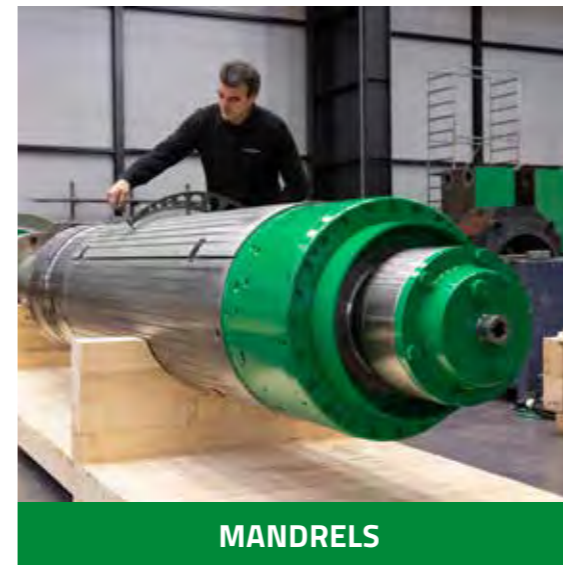
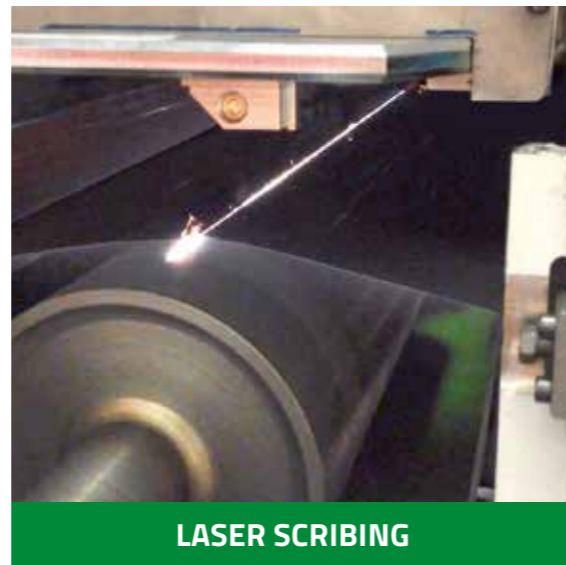
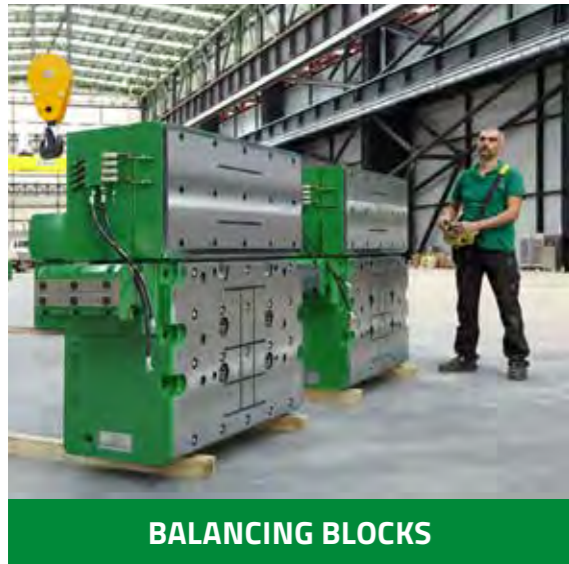
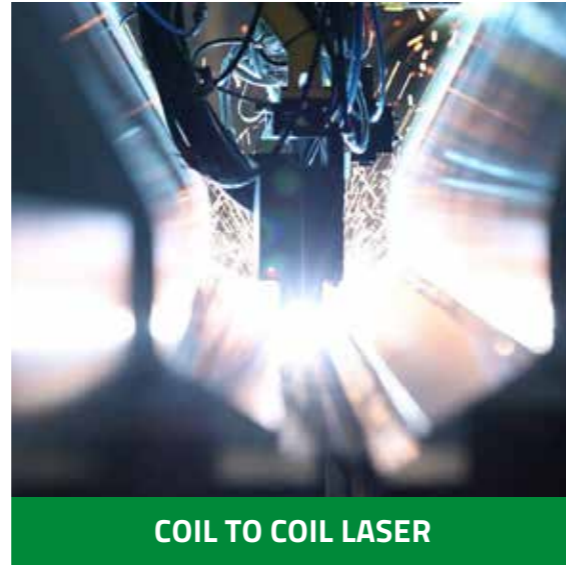


WE INSTALL

Our plants until they reach full productivity, instructing the client's staff until complete independence.

Supported by the experience accumulated over the years, Castellini creates machinery of absolute **quality and reliability**, and advanced and sophisticated technologies, applying laser to industrial processes. The ability to analyze the technical needs of the client, to collaborate with the client in defining the implementation parameters, and to supervise the production process with care and attention distinguish and make Castellini's proposal unique.

AMONG THE PRODUCTS MADE, WE FIND:



Efficiency and quality



PROJECT MANAGEMENT

A team dedicated to the control and management of the order, capable of interfacing with the client at any time.



MECHANICAL WORKSHOP

A high-performance, state-of-the-art machine park, equipped with all the tools to achieve precision and productivity



CONTROL

Each piece is checked and tested using cutting-edge technologies to certify compliance with all tolerances and precision required by clients.



ASSEMBLY

Each individual piece is assembled inside Castellini's mechanical workshop by a dedicated, professional, and experienced team.



TESTING

Final tests simulate extreme operating conditions to ensure the absolute reliability of the artifact.



SERVICE

The service, consisting of a capable professional team, is at the service and support for control, monitoring, and assembly activities at the customer's construction sites.

Castellini's ability to meet every need by performing complex machining and assemblies and developing in-depth and customized technologies is supported by unique elements and features. The professionalism of our collaborators, who have access to a large operational space equipped with a **cutting-edge machine park** and an innovative technological laboratory, is essential to guarantee that all activities carried out result in high-quality products.

Having no dimensional limits in operations and the ability to apply technologies on a real and industrial scale are certainly out-of-the-ordinary characteristics that distinguish Castellini.



Patents

Thanks to continuous and significant **investment in R&D**, Castellini has developed various technological solutions that, due to their uniqueness, have been patented. The latest patent obtained in collaboration with Fincantieri finds fruitful application in a welding process made for their panel line.

02

INNOVATION AND SUSTAINABILITY

62,000 sqm

LAND AREA



22,000 sqm

CURRENT PLANT



3,000 sqm

CURRENT OFFICE AREA



The Castellini plant: an environment to cultivate talent

The building, covering more than 22,000 square meters, was designed and constructed using recyclable materials as much as possible, ensuring a very low environmental impact and high thermal efficiency despite its size.

Castellini's commitment to environmental, social, and governance sustainability is reflected in the new **production site** inaugurated in 2017, designed by the company as **innovative, optimized, and attentive to sustainable issues**. The goal was achieved by constructing the over **22,000 square meters structure in a vast green area** to create an environment attentive to the importance of the natural element in daily life, aimed at improving the **quality of life** for people working and living in the facility. A process that led to great attention to detail, combining functionality and aesthetics of spaces.

The steel-constructed building, a **100% recyclable material**, is equipped with innovative green facilities: from a 500 kWh **photovoltaic system** to a **geothermal plant** for partial heating and cooling of offices, from **charging stations for electric cars** to the use of **geothermal plant water for lawn irrigation**.

This approach minimizes environmental impact and ensures high thermal efficiency of the environments. The architecture of the site, with spaces made unique and pleasant by the art that completes them, also reflects Castellini's technological soul. The production spaces are designed to be not only ergonomic but also very bright, making the most of natural light filtering through large windows and skylights. This attention is also found in the glass volumes dedicated to the canteen and recreation, embellished by the mural "L'accoglienza" by artist ZED1, and overlooking the garden's greenery.

The **3,000 square meters of office space** are very bright, all facing the external green areas or the internal garden. The spaces are designed to be visually communicative while being divided into individual offices or small groups, ensuring privacy and the right comfort. The interior environments, like the lawn areas, are enriched by a **collection of predominantly contemporary artworks**, increasing pleasantness and creating a **sense of belonging to the company**, with the intent to stimulate relationships that go beyond the working relationship.

The company's sustainability journey is further supported by technologies and projects with direct and indirect returns on the environment and energy. A concrete example is the technology developed by the R&D department for the treatment of electric steel sheets, known as **Laser Scribing**, designed to **reduce energy waste due to inefficiencies in electrical transformers**. Castellini's attention to green projects also materializes in collaborations with clients and partners, the development of processes, and the creation of machines with positive environmental impacts. Among these are hydroelectric turbines assembled and tested directly in Castellini for the production of **clean and renewable energy**, used in various Italian regions.

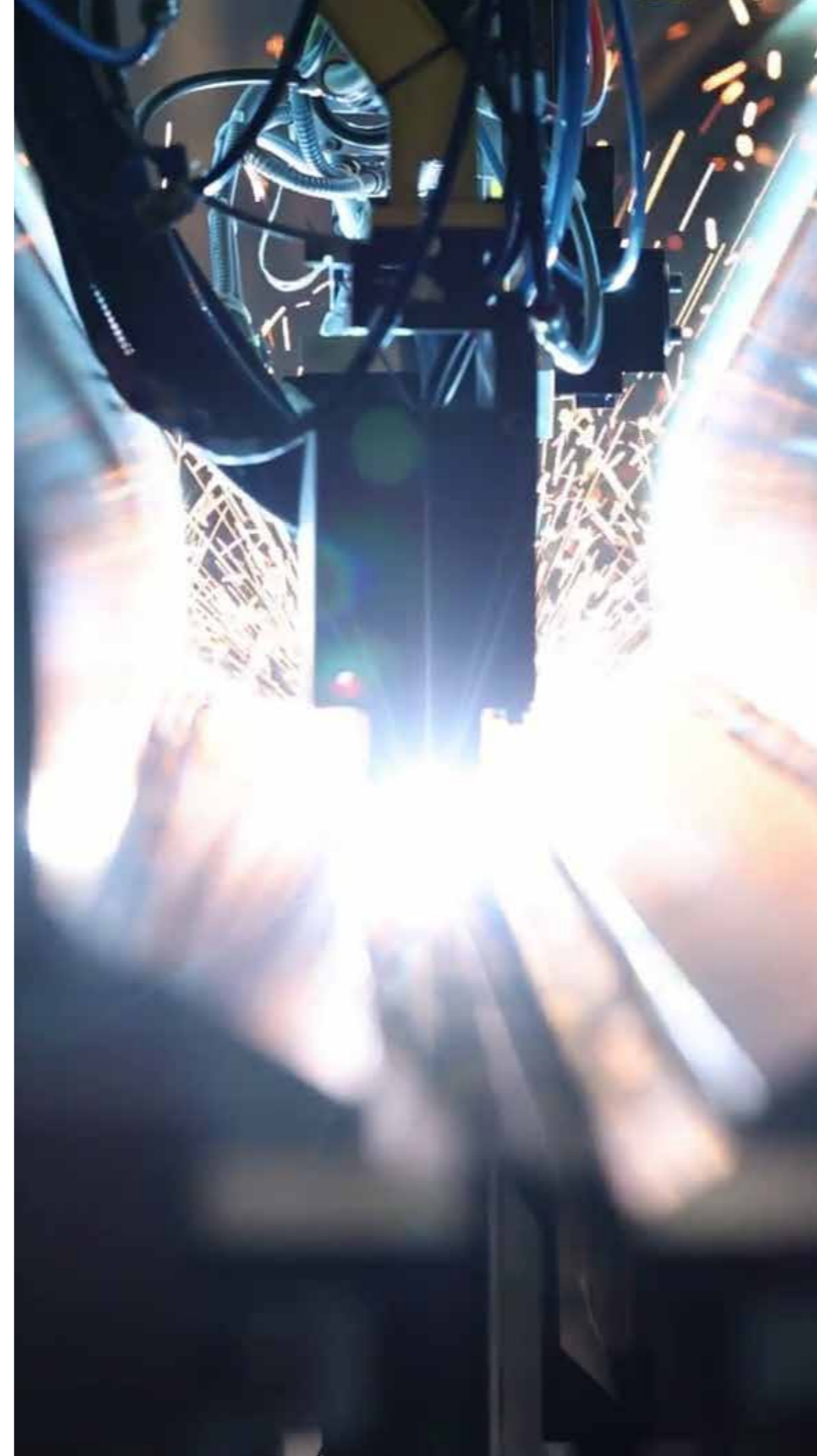
In all these projects and the path taken to develop them, Castellini is committed to supporting the project team with a **careful and innovative approach** that encourages each person to always give their best, with particular attention to the tools provided and the quality of the work environment.



"L'accoglienza", ZED1, 2023

Solution LAB: a space dedicated to technological innovation research

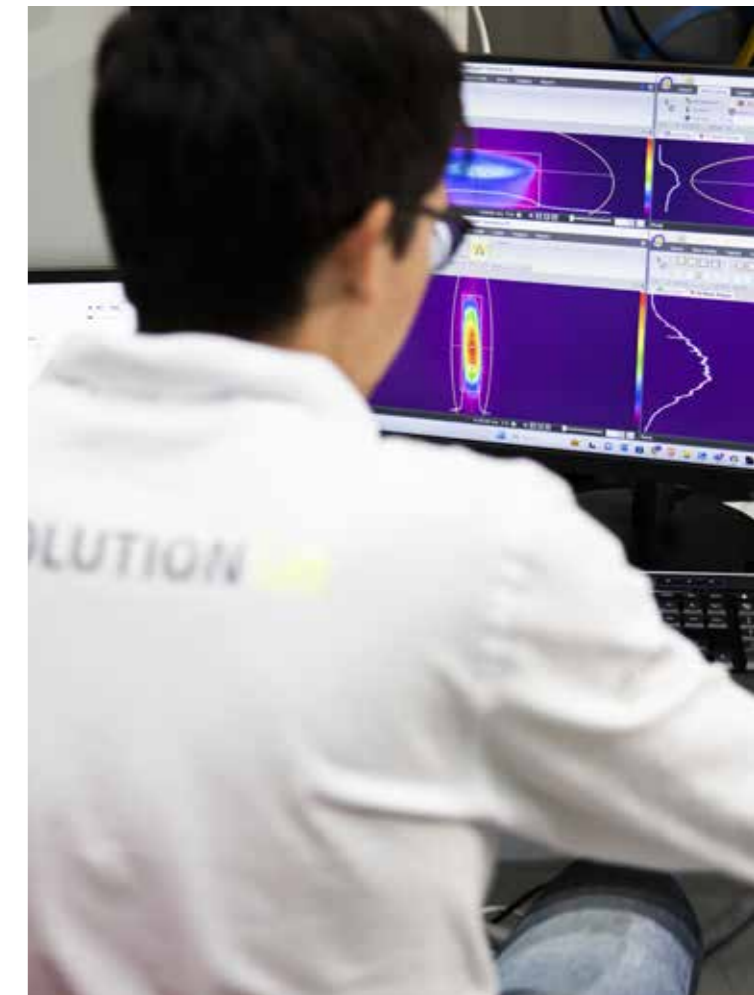
DRIVEN BY PASSION FOR TECHNOLOGY, WE DEVELOP ADVANCED PRODUCTIVE SOLUTIONS APPLYING LASER TO COMPLEX PROCESSES TO OPTIMIZE OUR CLIENTS' COMPETITIVENESS.



The **Solution Lab** at Castellini is where **ideas, technologies, science, and market needs** meet and **create innovation**. A **Research and Development** laboratory coordinated by highly qualified personnel with skills ranging from physics to software programming, from electronics to mechanics, all within a context where laser technology plays a leading role.

The laboratory is equipped with **high-level laser equipment** and state-of-the-art testing platforms that simulate real operational conditions. These devices, utilized and enhanced by the experienced R&D team, ensure that the company can position itself in the market with a **high added value in terms of scientific, technological, and innovative approach**. This approach has allowed us to successfully develop laser processes and applications that seemed unreachable a few years ago and that today make Castellini a major global technological reference.

We create production plants that apply **laser technology** for cutting, welding, surface treatment, and other innovative processes on flat steel products. Our **clients'** needs drive our activities. The innovative solutions proposed are designed with the awareness that **productivity and reliability** are the main requirements.



Our sustainable projects

Throughout its history, Castellini has had the opportunity, predisposition, and willingness to actively participate in **specific projects** with strong positive environmental impacts.

Optimization of steel for transformers (GOES)

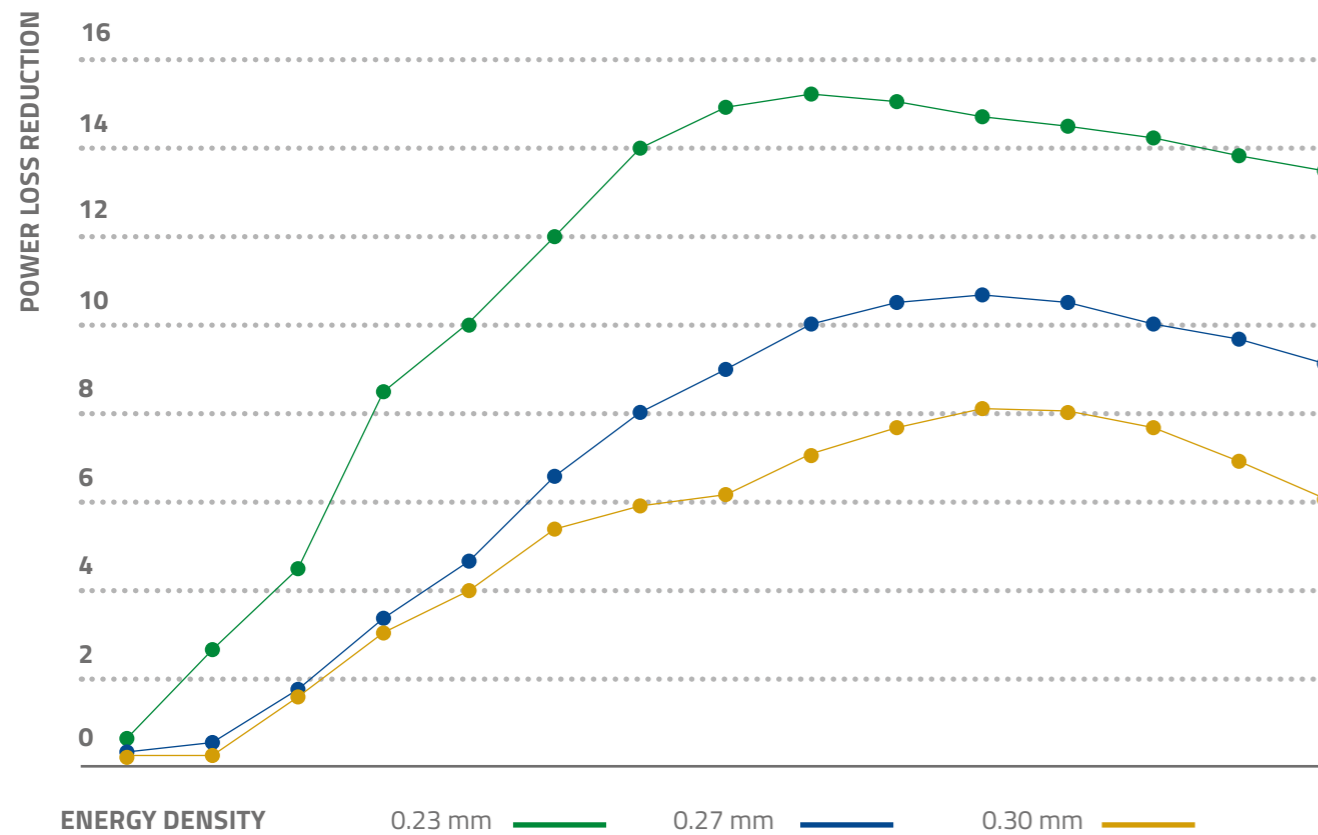
One of the recent projects developed by Castellini's R&D department, which well represents the company's green approach, is the Laser Scribing process. This is a technology that improves the performance of electrical steels used in transformers construction.

Grain-oriented electrical steel (GOES) is the most performant material for transporting magnetic fields and is widely used in the construction of transformer cores, where **minimizing power loss** plays a primary and fundamental role. Optimizing the magnetic characteristics of electrical steel is directly correlated with **reducing the energy** dissipated in electricity transformation.

This innovative solution applies a laser surface treatment that, through proprietary technology, modifies the size of the magnetic domains contained in the steel grains, enhancing their magnetic properties. This significant treatment guarantees an **improvement in transformer efficiency**, achieving a **noticeable reduction in core power loss of up to 14%**.

Developing this technology is a source of pride for Castellini, which now sees its machinery actively and significantly participating in the **process of reducing energy consumption**.

MAGNETIC LOSS REDUCTION (%) / ENERGY DENSITY



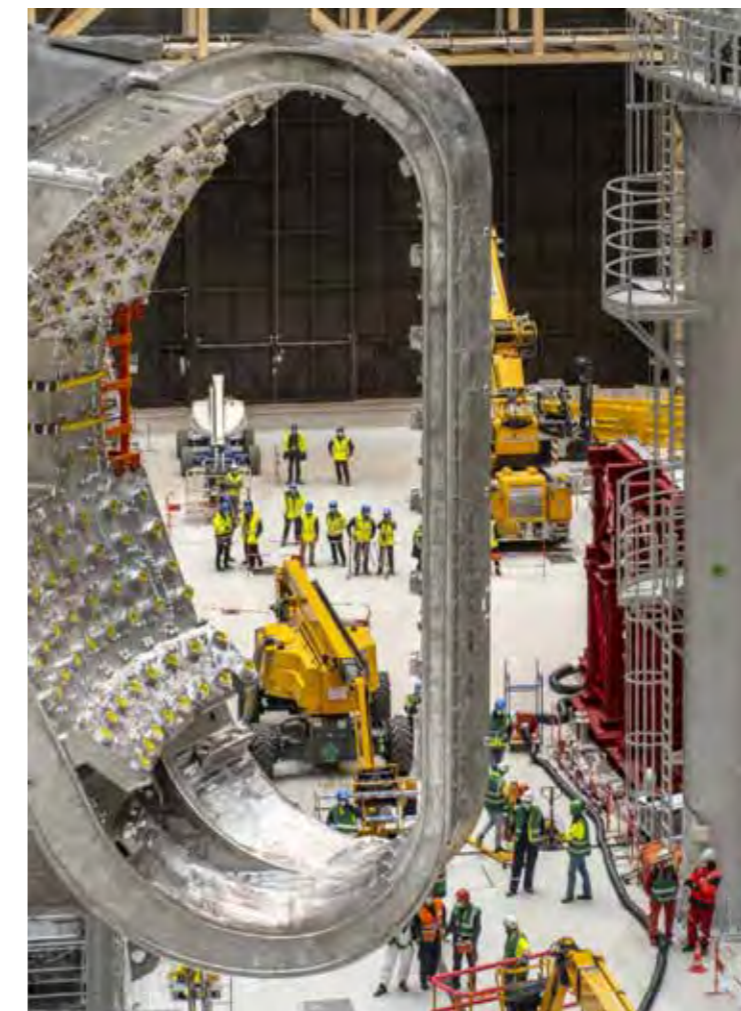
Thanks to the extensive testing campaign conducted in the Solution Lab laboratory and the vast experience gained during project implementation, **the process parameters of the Scribing technology** have been profoundly optimized:

- Laser Power
- Energy Density
- Shape and Size of the Spot
- Process and Coil Speed
- Spot Speed
- Focus Position

The result is a **technology that is as profound and efficient** as no other.

Global Impact

In Europe alone, more than 90 TWh of energy is lost due to transformer inefficiency. The use of more energy-efficient transformers should lead to an energy saving of about 16 TWh per year. This is equivalent to 3.7 million tons less of CO₂ emitted every year, which is half of Denmark's total electricity consumption (32 TWh).



The ITER Tokamak: Castellini supporting nuclear

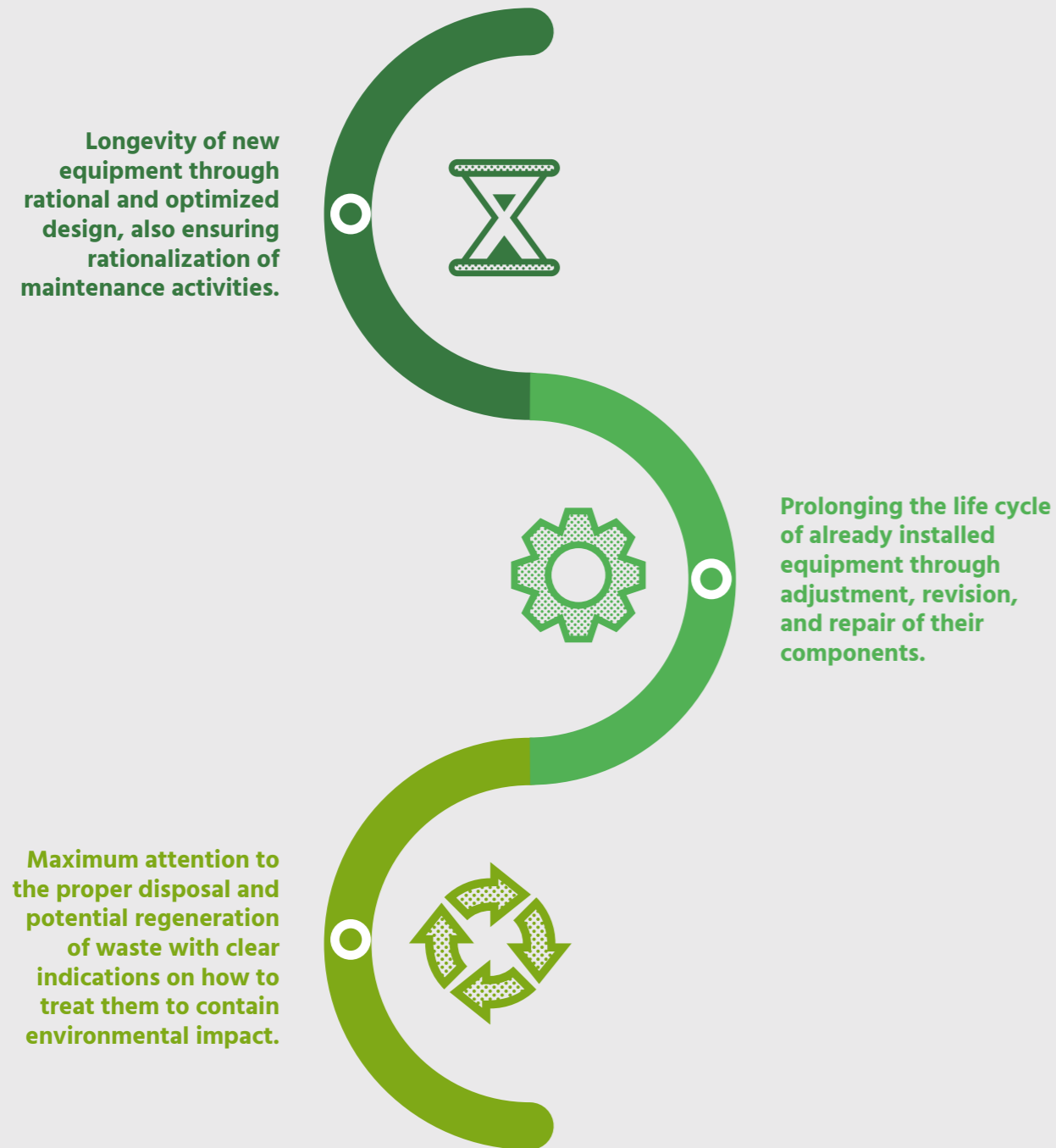
A million components, ten million parts... the **ITER Tokamak** will be the largest and most powerful fusion device in the world. ITER's primary goal is to achieve a "burning" plasma in which self-heating from nuclear fusion reactions dominates all other forms of heat increase.

Castellini is proud to have been part of such an ambitious and interesting project, involved in the creation of two fully automated welding plants for sealing superconductor material inside a steel cage. The finished product was used in the construction of the nuclear reactor.

Longevity and circularity

To enhance longevity, Castellini leverages technical knowledge gained over decades of experience to develop **reliable, robust, and durable equipment**, ensuring **maximum performance** throughout their useful life.

Castellini's approach to longevity and circularity includes:



Sustainability at Castellini

SUSTAINABILITY IS A FUNDAMENTAL VALUE FOR OUR COMPANY SINCE ITS INCEPTION. WE ARE AWARE OF THE IMPACT OUR ACTIVITIES CAN HAVE ON THE ENVIRONMENT AND SOCIETY AND THEREFORE COMMIT TO ADOPTING SUSTAINABLE PRACTICES IN EVERY ASPECT OF OUR OPERATIONS.

From an environmental standpoint, we have implemented measures to **minimize our ecological impact**. We have developed technologies and processes that increase **energy efficiency** and **reduce greenhouse gas emissions**. Furthermore, we have integrated the use of renewable energies into our supply chain, thus reducing our dependence on fossil fuels. We also commit to **responsible waste management** and material recycling to minimize the use of natural resources.

Social aspects of sustainability are equally important to us. Recognizing that the company's success is closely linked to the well-being of our employees, our clients, and the communities in which we operate, we constantly strive to value and create a work environment that is **inclusive, safe**, and promotes the development and **well-being of our employees**. Moreover, we collaborate with local organizations and institutions to support **social, educational, and cultural projects** that contribute to the progress of the communities where we are present.



The SDGs that Represent Us

The 2030 Agenda for Sustainable Development is an action plan for people, the planet, and prosperity, signed in September 2015 by the governments of the 193 member countries of the UN. The plan encompasses **17 Sustainable Development Goals (SDGs)** to be achieved by 2030, setting common and measurable intentions that globally lead everyone to work and collaborate for their realization. This allows forming alliances and collaborations capable of pushing towards a more prosperous, fair, equitable society able to safeguard the planet's resources.

Aware of the importance of developing and growing its business in this direction, Castellini transforms **values of responsibility** into tangible results.

The goal is to **promote the growth and well-being of stakeholders** through the creation of new products and services capable of combining **excellence, innovation, and sustainability**. Innovation in the spirit of corporate social responsibility has always been an integral part of Castellini's DNA, which for 73 years has been committed to developing technologies that **protect the environment and people**.

CASTELLINI'S SDGS

Castellini actively contributes to achieving the following SDGs:

3 | HEALTH AND WELL-BEING

Ensure health and well-being for all, at all ages.

7 | AFFORDABLE AND CLEAN ENERGY

Ensure access to affordable, reliable, sustainable, and modern energy systems for all.

8 | DECENT WORK AND FOSTERING SUSTAINED

Inclusive, and sustainable economic growth, full and productive employment, and decent work for all.

9 | INDUSTRY, INNOVATION, AND INFRASTRUCTURE

Build resilient infrastructure, promote innovation, and foster equitable, responsible, and sustainable industrialization.

11 | SUSTAINABLE CITIES AND COMMUNITIES

Make cities and human settlements inclusive, safe, resilient, and sustainable.

12 | RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable production and consumption patterns.

13 | CLIMATE ACTION

Take urgent action to combat climate change and its impacts

Stakeholder

The voluntary drafting of this first Sustainability Report sees Castellini committed, among other things, to **providing maximum transparency in its operations to corporate stakeholders:** an important step and necessary awareness to concretely respond to the increasingly growing attention towards sustainability aspects.

OUR STAKEHOLDERS:



Materiality impact analysis

By definition, **materiality analysis** aims to identify the sustainability aspects that are most relevant for the company and its stakeholders. In other words, it assesses the significance of a set of **economic, social, and environmental sustainability** themes within the corporate dimension and for the most significant stakeholders resulting from the company's key impacts.

Initially, to determine the main material themes, a **benchmark analysis** was conducted that considered the **sustainability context** of the main national and international competitors, clients, suppliers, and main industry reference entities, allowing for some preliminary considerations regarding the current context in which the company operates. Based on this, an **analysis of the impacts from the main processes** was conducted. This specific analysis took into account for each detected impact from the main business processes the following:


- **Positive or negative impacts**
- **Current or potential impacts**

The benchmark analysis and impact analysis were also shared and contextualized within the organization through the involvement of the main functional managers.

This comparison led to the definition of the following **material themes**:

BUSINESS PROCESS	NATURAL RESOURCE MANAGEMENT		
MATERIAL THEME	DESCRIPTION	IMPACT EVALUATION	SDGs
Emission Assessment and Mitigation	Commitment to reducing emissions of CO ₂ eq produced directly and indirectly by the organization. Implementing a precise system for monitoring emissions will allow the company to mitigate its impacts.	Negative Current	
Renewable Energies	Transition to renewable energy sources to mitigate consumption. The company is equipped with photovoltaic and geothermal plants that guarantee a reduction in energy consumption.	Positive Current	
Circular Economy	Ensure transformation processes for waste reduction and reuse of packaging. The company reuses most of the pallets received from suppliers, designs wooden packaging for products, and sells production waste chips to a company that recycles them.	Positive Current	
Sustainable Water Consumption	Use a monitoring and tracking system for water resources to make them more efficient and reduce waste. Well water is drawn for the heating-cooling system, then recovered and reused for irrigating the greenery surrounding the company.	Positive Current	

BUSINESS PROCESS	HUMAN RESOURCE MANAGEMENT		
MATERIAL THEME	DESCRIPTION	IMPACT EVALUATION	SDGs
Worker Health and Safety	Ensure worker health and safety through the application of rules and adoption of controlled procedures. Currently, although minor, some workplace accidents occur. The goal is zero accidents.	Negative Current	
Training and Valorization of People	Ensure professional growth through adequate staff training. Castellini annually schedules training courses for the continuous development of technical and professional skills of collaborators.	Positive Current	
Worker Well-being	Promoting initiatives to improve the working quality and life of the employee and their family members. Maintaining company policies ensures a positive corporate atmosphere.	Positive Current	

BUSINESS PROCESS	NATURAL RESOURCE MANAGEMENT		
MATERIAL THEME	DESCRIPTION	IMPACT EVALUATION	SDGs
Community Engagement	Support local communities, the territory, and less fortunate people through a concrete, planned, and controlled commitment. Castellini provides support to some non-profit organizations that are of high cultural and beneficial value.	Positive Current	

BUSINESS PROCESS	SUPPLY LOGISTICS AND SUPPLIER EVALUATION		
MATERIAL THEME	DESCRIPTION	IMPACT EVALUATION	SDGs
Ethical and Sustainable Sourcing of Raw Materials	Ethical and sustainable sourcing of raw materials and selection of certified suppliers. A sustainable procurement system will allow the company to evaluate the ethical, social, and environmental requirements of suppliers.	Negative Potential	

MATERIAL THEME	DESCRIPTION	IMPACT EVALUATION	SDGs
Product Quality and Safety	Offer high-quality products while maintaining excellent standards of safety, traceability, and transparency. The company has always provided high-quality products and has control procedures for safety.	Positive Current	 
Innovation, Research, and Development	Introduction of innovative processes. The constant search for advanced technological solutions ensures the introduction of increasingly innovative processes. The company invests consistently and significantly in research and development.	Positive Current	
Customer Satisfaction	Offer timely and quality service to ensure customer satisfaction. The company's constant attention to customer needs guarantees satisfaction and loyalty.	Positive Current	
Responsible and Economic Growth	Encourage sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.	Positive Current	



03

ETHICAL AND RESPONSIBLE GOVERNANCE

33%

WOMEN IN THE BOARD OF DIRECTORS



+159%

BUSINESS VOLUME GROWTH COMPARED TO 2020



34.9 million

VALUABLE ECONOMIC GENERATED



30.6 million

ECONOMIC VALUE DISTRIBUTED

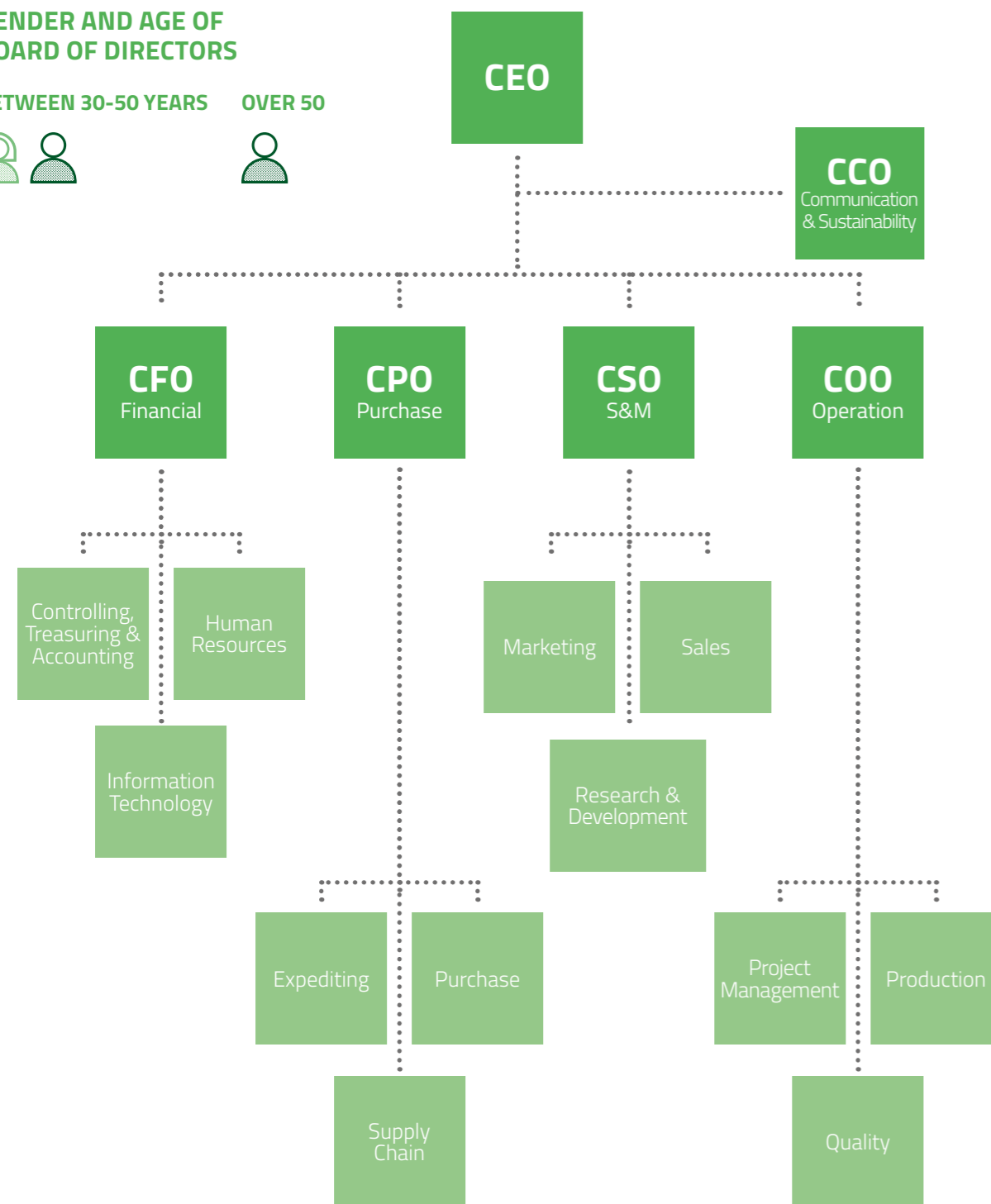


Organizational model, management, and control

Castellini Officine Meccaniche is a limited liability company 100% owned by Fiorenzo Castellini, the current CEO. The board of directors consists of three people: a CEO and two advisors (Fiorenzo Castellini, Beatrice Castellini, and Giuseppe Castellini).

GENDER AND AGE OF BOARD OF DIRECTORS

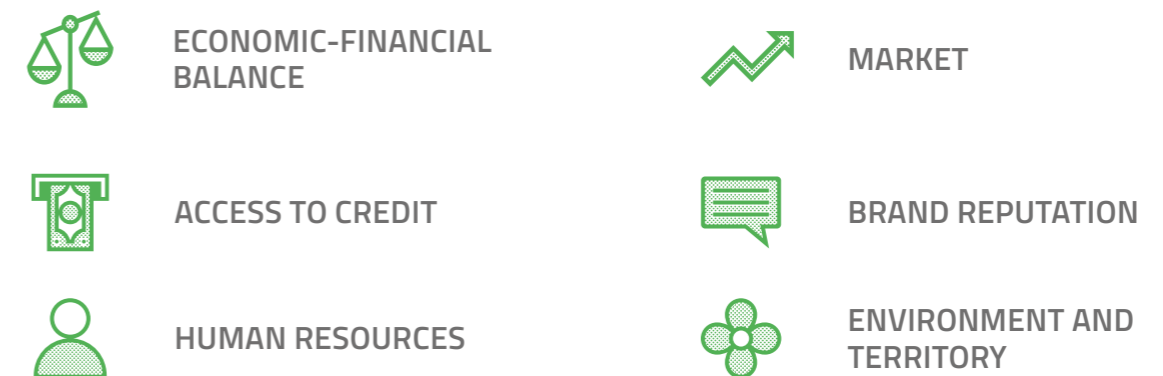
BETWEEN 30-50 YEARS OVER 50



The supervisory body is represented by the Sole Auditor, Dr. Maurizio Stefanutti. Castellini has also implemented voluntary audit revision, availing itself of an external audit firm. The company is directed by the CEO, assisted by managers involved in both operational and strategic aspects. The company has an organizational and management model according to Legislative Decree 231/2001. With its work, the Board of Directors guarantees a **coherent and transparent entrepreneurial system** guided by a clear vision on every collaborator and a commitment to spreading the culture of **legality** and **correctness** as essential elements for living and doing business. A conflict of interest exists when a personal interest or activity interferes or could interfere with Castellini. According to the Code of Ethics, any situation that can generate a potential or actual conflict of interest must be communicated to the immediate hierarchical superior. In the two-year period 2021-2022 examined by this sustainability report, no **conflict of interest** was noted (GRI 2-15).

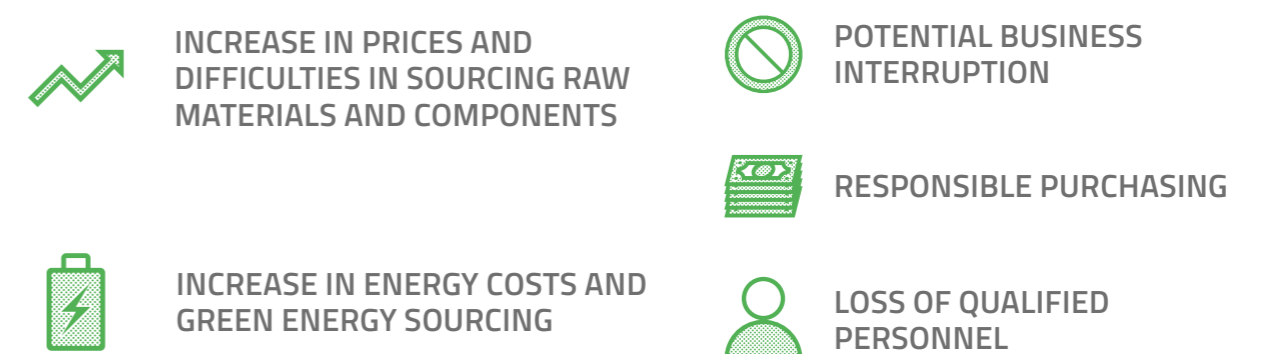
Risk management

Risk management is a crucial aspect for a company that wants to operate safely and effectively. It consists of identifying, assessing, managing, and mitigating risks that can influence the achievement of corporate objectives. During the Management Review or whenever necessary, the **Management** conducts a **risk and opportunity assessment** to identify and manage, through appropriate actions, internal or external factors that could influence the achievement of desired objectives or determine possibilities for improving company performance. Castellini's governance system includes an annual risk assessment in terms of **health, safety, quality, and environment**. Within **business risks**, the main ones identified, monitored, and managed by the company are related to:



Risk assessment takes into account the expectations of all stakeholders and is contextualized so that, for each identified threat, it is possible to classify the level of risk and assign any corrective action and/or improvement plan.

Main ESG Risks Managed by the Company:



Ethics and principles

The company firmly believes that its success cannot be separated from ethics in business conduct and, therefore, commits to operating with **ethical sensitivity, social involvement, and environmental respect**. The **Ethical Code** aims to define behavioral guidelines that promote and disseminate a company culture characterized by the **values** in which the enterprise identifies.

With the Ethical Code published on the company's website, stakeholders are informed of the policies and anti-corruption procedures adopted by the organization, demanding adherence to **fundamental principles**:

DIGNITY, EQUALITY, AND INTEGRITY

The company commits to recognizing and respecting the personal dignity, private sphere, and rights of every individual. It encourages conduct inspired by transparency and moral integrity, considering various social, economic, political, and cultural contexts, particularly the values of honesty, fairness, and good faith. Discrimination of any kind is not tolerated.

EFFECTIVENESS, EFFICIENCY, AND ECONOMY

The Company conducts its activities according to criteria of effectiveness, efficiency, and economy, through the optimal use of available resources and the elimination of waste factors.

PROFESSIONAL DILIGENCE AND SPIRIT OF COLLABORATION

The conduct of each significantly determines the quality, efficiency of the organization, and the reputation of the Company. In this sense, each activity is conducted with professionalism, exerting maximum effort and diligently performing necessary activities for in-depth analysis and updating.

TRACEABILITY

All stakeholders are required to keep adequate documentation of each operation to allow control over the motivations behind each choice and the characteristics of the operation itself, both in the authorization phase and in those of execution, registration, and verification.

CONFIDENTIALITY OF SENSITIVE DATA

The Company collects data useful for the exercise of its activities. The use of confidential data for purposes other than those for which they were communicated is strictly prohibited, except in the case of express authorization and always in strict compliance with current legislation.

RESPECT FOR LAWS

The Company complies with European, national, regional laws, and applicable regulations.

CONFLICTS OF INTEREST

All conflicts of interest are to be avoided.

Model 231

To ensure the effectiveness of the Ethical Code, the Company sets up information channels through which anyone who becomes aware of any **illicit behaviors** within the Companies can freely, directly, and confidentially report to the **Supervisory Body**. It is everyone's duty to report to the Body without delay any behavior not conforming to the principles of the Ethical Code.

Model 231 is a set of principles and procedures that allow Castellini **to prevent the risk of crimes** committed by employees or representatives of the company, promoting **transparency and ethics** in business. This model requires the company to identify and assess the specific risks of committing crimes within the organization (such as corruption, fraud, money laundering, extortion, and the publication of false corporate news) and to adopt preventive measures and adequate controls to mitigate these risks.

In Castellini, all relevant reports under **Legislative Decree 231/2001**, based on precise and concordant factual elements, are made within the regulatory provisions provided for in the **whistleblowing** legislation of Law 179/2017, with particular reference to the protection of the whistleblower from any form of retaliation and/or discrimination.

During the two-year period 2021-2022, no critical issues **were detected** (GRI 2-16). Criticalities include concerns for the real and potential negative impacts on stakeholders gathered through complaint procedures and other types. They also include concerns identified through other procedures regarding the organization's conduct in its operations and business relationships.



"Hands game", Ludovic Thiriez, 2022

Compliance and business continuity

Legality, integrity, and corruption prevention

The Company, inspired by the **UNI ISO 37001** standard "**Management Systems for the Prevention of Corruption**," has defined a set of rules, practices, and operational modalities to **prevent any form of corruption** (including among private entities) through the adoption and declaration of a specific corporate policy. In 2022, as in 2021, **there were no confirmed cases of corruption** (GRI 205-3), **legal actions for anti-competitive behavior, trust activities, and monopolistic practices** (GRI 206-1).

Data and Information Security

The Company is careful in collecting data useful for its activities. The use of confidential data for purposes other than those for which they were communicated is strictly prohibited, except in the case of express authorization and always in strict observance of current legislation. The protection of information and data contained or stored in computer supports must be ensured by adopting adequate security measures. For these reasons, the data and information acquired are processed with **automated tools for the time strictly necessary to achieve the purposes for which they were collected**.

Protecting data and digital resources is essential for ensuring **operational continuity and maintaining customer trust**. A robust **cybersecurity** strategy includes various key elements, including implementing strong **security measures** such as firewalls and intrusion detection systems, **regularly updating software and devices, training staff** on cybersecurity awareness, and implementing **well-defined access and authorization policies**. Investing in cybersecurity means investing in protecting data, reputation, and the company's long-term success.

Each employee, upon hiring, and every collaborator at the beginning of their activities, is provided with the IT regulations for the use of digital tools, the internet network, and corporate email. The set of behavioral rules to be adopted is inspired by the principles of **diligence, information, and correctness in the context of employment relationships**, aimed at preventing any unlawful behavior by employees, while respecting the rights attributed to them by Italian law. The objective is always to **preserve the integrity and confidentiality of corporate assets, information, and resources**.

New model for managing confidential information

To preserve Castellini's critical success factors (e.g., Know-How) and ensure maximum respect for confidentiality obligations towards clients, the Company has decided to start an **ad-hoc project** with the aim of developing a more structured and prudent approach to managing sensitive information, through strengthening mechanisms and rules for protecting incoming and outgoing information.

Business continuity

Business continuity is a fundamental aspect for the **success and resilience** of the company. It refers to an organization's ability to continue operating efficiently and effectively during unforeseen events or crisis situations. Faced with such difficulties, Castellini has demonstrated **strong adaptability** and a **solid business continuity plan**, including a series of preventive, response, and recovery measures to mitigate negative impacts and **ensure the continuity of business activities**.

Economic results and shared value

In 2022, continuous **investments** in Research and Development, equipment, machinery, and Human Capital made it possible for Castellini to **grow its business volume by 159.21%** compared to 2020. Supporting this important figure is also the **full recovery** of activities after the effects of the pandemic and especially a **consolidated growth** and a **development strategy** always pursued by the company. The results of 2022 are thus tangible confirmation of the **full economic and financial sustainability** of the company's plans.

Main factors that determined the economic growth from 2020 to 2022:

The high quality of the product and the constant search for detail have contributed over the years to the market recognition of the role that Castellini currently plays as a **reliable supplier with high standards**. Contact with major global players allows the company to expand and improve its positioning in the world of steel, energy, and transport (naval and rail), where quality and technology are the fundamental drivers of success in the short and long term. In the last two years, new process orders and important realizations made possible by the machinery park and the morphology of the production site have had particular weight in terms of **production value**.

2020

2021

2022

- Sale of Kaplan turbines to Hydroalp

- Sale of Laser Scribing for NLMK and Aperam
- Partnership with Fincantieri for the development of the patent for welding with differentiated thicknesses applied to panel lines for Fincantieri
- Sale of Panel Line Fincantieri

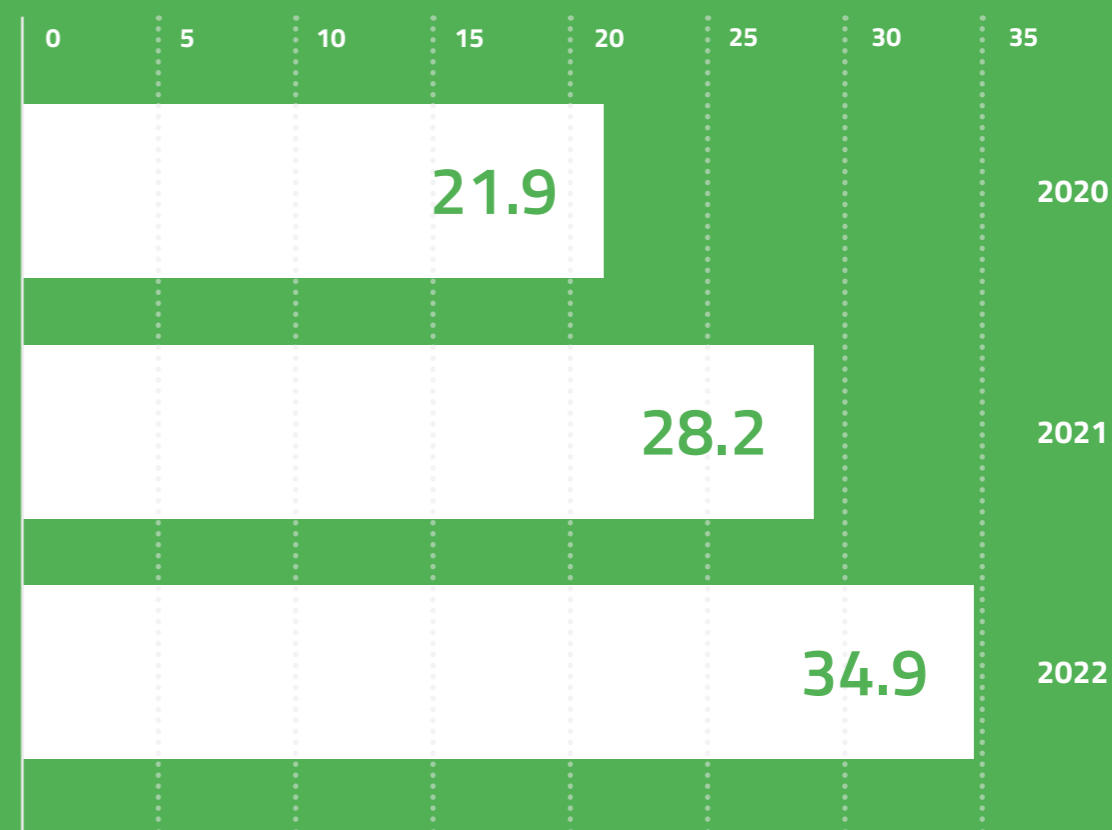
- Innovative long Welding Path Lines
- For SSAB e GOECKE
- SKINPASS per Fives

Awards and recognitions

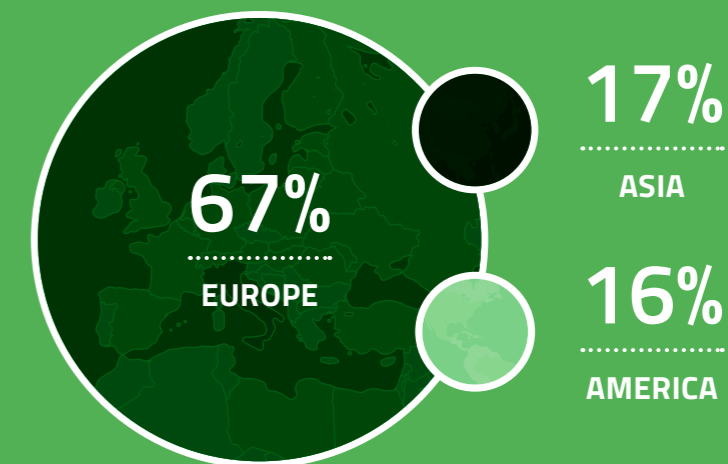
In 2022, Castellini received the **Confindustria Brescia Small Industry Excellence Award for the "Dimensional Growth" category**. The result obtained contributes to highlighting the level of growth and excellence achieved by the company.



ECONOMIC VALUE GENERATED IN MILLIONS OF EUROS



2022 TURNOVER BY CONTINENT



04

PEOPLE AS AN INDISPENSABLE RESOURCE

97%

PERMANENT CONTRACTS



92%

FULL-TIME CONTRACTS



+23

NEW HIRES



18

AVERAGE HOURS OF ANNUAL TRAINING PER EMPLOYEE



Our people: the most precious capital

People are the greatest value and the most precious asset we have. The company, its philosophy, its competences, and its knowledge directly derive from the path that has been taken over the years, enhancing, supporting, and protecting human capital.

The attention paid to human resource management is of vital importance, and it is the people, with their skills and qualities, who contribute to the **success** of the Company. The company has an internal structure that deals with **HR management**: our goal is to provide every collaborator with a **stimulating work context** that offers opportunities for **growth** and professional and economic **fulfillment**. Our desire is to create an atmosphere of **mutual respect** where sharing, trust, and serenity are useful in enhancing each individual's talent and achieving company goals.

EMPLOYEES TOTAL 75. THE AVERAGE AGE IS 43 YEARS; 53% OF EMPLOYEES HAVE A HIGH SCHOOL DIPLOMA, AND 22% ARE GRADUATES.

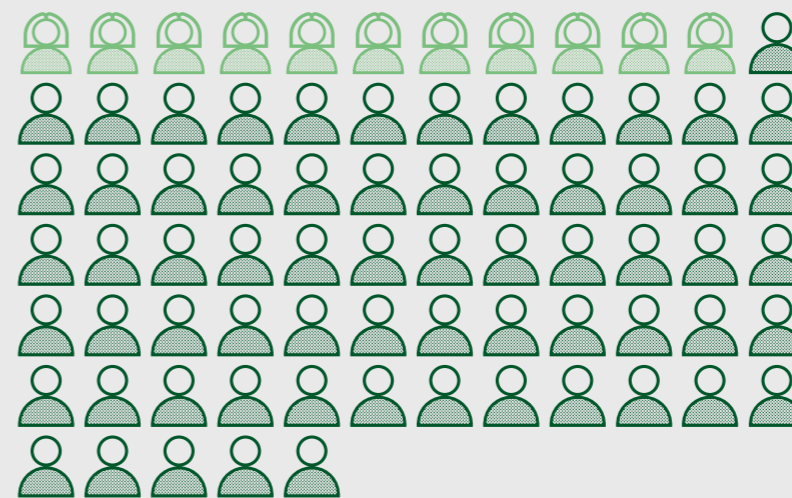
Operating in a socially **sustainable and fair** manner, the company hires and compensates employees and collaborators according to **transparent and impartial procedures**, preventing any form of discrimination or favoritism. In the two-year period 2021-2022, **no incidents of discrimination within the organization were reported** (GRI 406-1).

All staff are hired with a **regular employment contract**, and the relationship is conducted in full compliance with the collective contract regulations of the metalworking sector, tax, social security, and insurance regulations, as well as provisions on immigration. At the same time, any form of irregular work is not tolerated, and any form of illegal intermediation or exploitation of labor is prohibited.

Loyalty, capability, professionalism, seriousness, preparation, and dedication of the staff are **values and conditions** crucial for achieving the Company's objectives. All forms of discrimination based on sex, racial or ethnic origin, nationality, age, political opinions, religious beliefs, health status, sexual orientation, socio-economic conditions are judged.

Diversity is a key value for Castellini because it allows the company to maintain a competitive advantage within the specific industrial sector in which it operates. It is noted in this regard the presence of employees belonging to **protected categories**. In particular, in 2022, 4 employees belong to this category.

EMPLOYEE CLASSIFICATION



77 employees

+ 2 COMPARED TO 2021

16% women

5% protected categories

3 business executives



3 senior managers



34 employees



37 workers



AGE OF EMPLOYEES

19%

47%

34%

UNDER 30 YEARS OLD BETWEEN 30 AND 50 YEARS OLD

OVER 50 YEARS OLD

CONTRACT TYPE

100%

HIRINGS UNDER THE NATIONAL COLLECTIVE LABR AGREEMENT FOR THE METALWORKING INDUSTRY

97%

INDEFINITE-TERM CONTRACTS

92%

FULL TIME CONTRACTS

Training and development

WE BELIEVE IN TRAINING AS A STRATEGIC PILLAR OF COMPANY GROWTH. WE ARE COMMITTED TO MAINTAINING HIGH LEVELS OF COMPETENCE AMONG OUR STAFF AND SUPPORT THE HIRING OF YOUNG TALENT.

Each year, a budget for **training**, both internal and external, is established, focusing on **safety** within the company, as well as **tools and technologies**.

This is essential to keep skills aligned with continuous technological advancements. In light of the attention placed on human capital enhancement, Castellini consistently strives to promote and ensure the **professional growth** of its employees through access to training activities aimed at **continuous development** of their professional skills.

In 2022, an average of **18 hours of training per employee** was provided, which is 13 hours more than in 2020. The activities, including mandatory, general, and specific training, fire safety courses, first aid courses, Excel, and English courses, have proven to be highly effective.

Additionally, it is worth noting the consistent volume of on-the-job training that Castellini provides daily for both senior and junior resources.



18 hours

AVERAGE ANNUAL TRAINING PER EMPLOYEE
 + 13 HOURS COMPARES TO 2020



Worker well-being

The **quality of work life** is undoubtedly a novelty for many and still too often underestimated, but its impact, especially in today's employee-centered world, is considerable. Castellini strives to ensure a stable, clean, efficient, safe, and, above all, engaging **work environment**, offering its employees a happier way of working that allows them to achieve **better company results**.

<p>A PLACE WHERE YOU FEEL AT HOME</p> <p>The company is where most of our time is spent. We work to create a place where people feel at home and where they feel part of a larger project.</p>	<p>CALIBRATED WORKPLACE</p> <p>We work in calibrated workspaces designed with a lighting ratio 250% higher than what is required by building standards, providing advantages for our employees and partners.</p>	<p>NATURAL LIGHT IN THE WORKSHOP</p> <p>Even the mechanical workshop is designed to support our production and assembly supervisors in maintaining their quality of life. Despite its 24-meter height, the workshop is efficiently heated, and the roof design ensures 45% natural light on the workstations.</p>
<p>COLD WATER DISPENSERS</p> <p>Several drinking water dispensers are available to all staff throughout the company. This has significantly reduced the consumption of water bottles and decreased the use of plastic, which is one of the world's major pollutants.</p>	<p>COMPANY CAFETERIA</p> <p>For a small monthly fee, the cafeteria service is available to all employees, located in a colorful space where the mural by artist ZED1, called "L'accoglienza" (The Welcome), stands out. A local catering service provides daily dishes made with quality raw materials, completing the cooking directly on-site in special slow cookers, thus preserving the properties of the food.</p>	<p>AGREEMENTS</p> <p>Active agreements for various services are available to all employees, including an optician, mechanic, car wash, and a swimming pool.</p>
<p>CUSTODIAN'S HOUSE</p> <p>In the company courtyard, there is a house where the custodian lives with his entire family</p>	<p>GREEN SPACES</p> <p>The company is surrounded by a significant green area that makes the working environment pleasant and relaxing.</p>	<p>LYRICAL AND MUSICAL EVENT</p> <p>Every year, a lyrical and musical event is organized in the company, open to the entire community.</p>
<p>YEAR-END DINNER</p> <p>To celebrate the end of a year full of sacrifices, efforts, and great achievements, a company dinner is organized for all employees. During the event, a lottery with rich prizes is drawn. It's a moment of conviviality and celebration that goes beyond the work environment.</p>	<p>SUMMER EVENT</p> <p>During the summer, a barbecue is organized in the company's garden for all employees and their families, for an evening of joy and smiles. Because, as we know, summer puts everyone in a good mood!</p>	<p>GIFTS</p> <p>All new hires receive a welcome gift. On their birthdays, each employee receives a gift that varies from year to year. During the Christmas and Easter holidays, all collaborators receive a present.</p>

Health and safety

The Company pays special attention to **accident prevention** and the **protection of the safety and health** of workers in the workplace. Specifically, it conducts its activities under technical, organizational, and economic conditions that ensure **adequate prevention** and a **healthy and safe** working environment, compliant with current safety and health regulations (Legislative Decree 81/2008 and subsequent amendments). This is achieved through the monitoring, management, and prevention of risks related to work activities.

The fundamental principles and criteria for prevention, based on which decisions of all kinds and at all levels are made regarding health and safety at work, are as follows:

- Comply with and monitor **legislation** and **workplace safety and health conditions**.
- **Prevent** risks, accidents, occupational diseases, incidents, and hazardous behaviors in general.
- Periodically **maintain** environments, plants, equipment, and any other devices in use, and replace them when obsolete or dangerous.
- **Adapt work to the individual**, especially in terms of the design of workplaces and the choice of equipment.
- Provide workers with appropriate **personal protective equipment**.
- Periodically provide adequate and sufficient **information, training, and instruction** to all workers.
- Establish **emergency measures** to be implemented in cases of first aid, fire fighting, worker evacuation, and serious and immediate danger.

Every activity, whether at top levels (when making decisions) or at operational levels (when implementing them), must be oriented towards respecting these principles. Furthermore, workers are required to:

- **Properly use** machines and equipment, personal protective equipment, and safety devices.
- Report any work situation that poses a serious and immediate **danger**, as well as any defects in protective systems.
- Contribute to meeting the **health protection** requirements to enable the Employer to ensure that the work environment and conditions are safe and free from risks.
- Contribute to fulfilling **obligations** to protect health and safety in the workplace.



0%

SEVERE INJURY RATE*

Workplaces, facilities, and devices undergo **regular technical maintenance**, and any defects that may compromise the safety and health of workers are eliminated as quickly as possible.



1.5%

NON-SEVERE INJURY RATE*

During the year 2022, there were **2 accidents** recorded. It is important to note that during the two-year period under consideration, **no work-related accidents resulting in serious consequences for personnel** within the Group occurred, and there were no cases of occupational diseases among current or former employees.

* The term "rate" refers to the number of events per 100,000 hours worked



Community initiatives

Castellini's commitment to the community in which it operates is based on a **strategic vision** that goes beyond the primary objective of the company, considering the impact it has on individuals and society as a whole. A company dedicated to the community is aware of its **social responsibilities** and adopts practices and policies that contribute to improving the quality of life and the well-being of all citizens. Recognizing that its activities influence the socio-economic development of the local context, Castellini is committed to establishing a **balanced and positive relationship** with the community that allows for the creation of **shared value**.

The company has decided to provide contributions only to proposals from **non-profit organizations** with regular statutes and constitutive acts, which have high cultural or charitable value. Sponsorship activities, which may involve social, educational, environmental, entertainment, and artistic themes, are only intended for events that offer guarantees of quality or for which the company can provide documented assurances of their originality, ethics, and effectiveness. In choosing which proposals to support, Castellini pays particular attention to any possible conflicts of interest, whether personal or corporate.

In particular, in the course of 2022, Castellini supported various non-profit, solidarity, and charitable associations, distributing a total value of over 20,000 euros.

The organization has also provided significant support to various local initiatives and activities in the area where it operates, including:

- Intermed Onlus**
- Parish of Cazzago San Martino**
- Protezione Civile of Cazzago San Martino**

Even the social events organized by the company have a charitable background; in fact, the summer dinner has always been entrusted to the volunteers of the **Madonna del Trepol Group**, while the buffet at the summer opera event is organized by the Association of **Amici del Sidamo**.



Partnership for a sustainable future

NOTHING IS POSSIBLE WITHOUT COOPERATION.

Driven by a strong passion for **innovative technologies** and the awareness that **sharing know-how** is the most important driver for successful innovations, Castellini has initiated various **partnerships and collaboration agreements** over the years with some of the most important national and international institutions, including universities and research institutes.

In particular, in 2022, in collaboration with the University of Brescia, the Catholic University of the Sacred Heart of Brescia, and Bocconi University in Milan, Castellini hosted **3 internships** in the company, two of which led to employment contracts.

During the period 2020-2022, Castellini supported **professional training programs for post-diploma students** in favor of deserving students in Lombardy's ITS.



In April 2022, fourth classes from ITIS Castelli of Brescia made a company visit to Castellini.

During the year, the company is proud to organize, in collaboration with some local schools, **'School Days'** where students have the opportunity to experience and get a firsthand look at working life, and **'Career Days'** where the company presents itself at universities.



UNIVERSITÀ
CATTOLICA
del Sacro Cuore



UNIVERSITÀ
DEGLI STUDI
DI BRESCIA

Furthermore, partnership agreements have been finalized with significant organizations that share Castellini's technological and research and development objectives.



International Conference on Magnetism and Metallurgy

During the tenth edition of the International Conference on Magnetism and Metallurgy (WMM) organized by RINA in 2022 at the Polytechnic University of Milan, we were proud to present our Laser Scribing technology developed to enhance the performance of grain-oriented electrical steel (GOES) used in transformers. Castellini's Head of Research and Development, Ph.D. Simone Peli, presented the scientific results of extensive tests conducted in our Solution Lab, which optimized transformer efficiency, minimized power losses, and reduced energy consumption.

05

CUSTOMERS AND SUPPLIERS AS STRATEGIC STAKEHOLDERS



32%

SALES IN THE
EUROPEAN MARKET



89%

ITALIAN SUPPLIERS



Quality and customer satisfaction at the center

In an increasingly demanding and dynamic market, we take great pride in the quality we can guarantee to our customers with our products.

Castellini places the **quality of processes and products** among its primary objectives. In particular, the Company has implemented a quality management system in compliance with the international standard **UNI EN ISO 9001** and has been specifically certified by an independent Third Party to ensure quality controls at all stages of the company's processes, with a focus on continuous improvement.

Thorough **quality controls** are carried out throughout the production chain, from the arrival of components to the completion of the finished product, ensuring that the product meets the **specific requirements** agreed upon with the customer in the contractual phase.

In 2022, the Company achieved a high level of **internationalization of sales**: the European market accounted for a total of 32% of sales, while the extra-European market represented 47% of sales; the percentage of revenues in the national territory was therefore 20%.

The turnover concentration index remains stable: in 2022, the top 3 customers accounted for 27% of sales revenue, with an adequate distribution of the remaining 73%. Since 2021, although the steel sector remains prevalent, there has been greater sectoral diversification compared to previous years.

Customer satisfaction

The feedback collected regarding the perceived strengths and weaknesses of the company as perceived and experienced by customers are confirmed in the following aspects:

STRENGTHS



- Quality of product construction
- Attention to assembly
- Ability and readiness to support the customer in technical issues

WEAKNESSES



- Punctuality of deliveries
- Not always prompt in providing updates on progress.

Also considered are indirect elements such as complaints, the continuity of the relationship with customers, and reports received from customers regarding the opening of tenders.

The perception of our company as technically **valid and reliable** in terms of technical and construction aspects emerges, capable of supporting the customer on a range of increasingly broader issues, but with some difficulties in managing delivery times. The company is committed to systematically monitoring all processes to avoid delays in deliveries.

Management of reports

Castellini, always attentive to the reports it receives, acts **promptly and diligently** to resolve any issues and ensure **efficient and reliable service**.

In total, three reports were notified in 2022: two related to supply issues and one concerning a delivery made in 2020. However, the incidence on the workload of costs for penalties or agreed discounts remains below the tolerance threshold (mainly resulting from delivery delays that are difficult to assess in advance but are promptly and effectively resolved). Therefore, no further specific activities are identified beyond what has been defined for risk and opportunity management, except for a general and consistent attitude of the responsible parties to maintain a high level of attention among operators in the performance of their activities.



Quality and safety objectives

Castellini's Management, in order to improve the quality of its products and the competitiveness of its organization, recognizes the following objectives as top priorities:



Supply Chain and Procurement

To ensure the maximum reliability of the products, it is necessary to have the assurance that even the subcontractors share Castellini's corporate philosophy. For this reason, through a **process of selection, qualification, and monitoring**, the company is committed to ensuring that the activities of its subcontractors are aimed at respecting and guaranteeing **results in compliance** with the specified requirements and instructions. This approach allows Castellini to source from **qualified and certified suppliers**. The high quality of the equipment is also guaranteed by a series of strategic elements, such as the internal production of most components, assembly, and testing of all parts carried out at the Castellini workshop, strict control of the supply chain, and long-term partnerships with qualified subcontractors.

The reliability of Castellini's manufacturing is greatly influenced by the selection of suppliers. For this reason, the purchasing department has, among its main objectives, the evaluation of the quality of both raw materials and mechanical processes.

Suppliers are thus divided into the following **main categories**:

- Raw material suppliers (forgings and castings)
- Semi-finished product suppliers (carpentry)
- Suppliers of heat and surface treatments
- Suppliers of mechanical processing
- Suppliers of commercial components

With the exception of raw materials, for which in recent years the supplier base has been expanded to include Asian suppliers, the company's procurement policy **favours local supplies** to facilitate monitoring through expediting actions. The slight economic recovery recorded in the last two years has allowed an increase in the workload of the mechanical workshops, making it more difficult to manage the supply of mechanical processing at the local level. The supplier base also needs to be expanded to ensure effective **business continuity** even during peak workloads.



Regarding commercial components, supplier selection is often constrained by customer requirements. The selection of suppliers for goods or services, and in any case, the purchase of goods and services of any kind, are made based on **objective and documentable criteria**, aimed at finding the best balance between economic advantage and quality of performance. In its relations with suppliers, the Company adheres to principles of **transparency, equality, fairness, and free competition**.

In particular, in the context of these relations, we undertake to:

- Establish efficient, transparent, and collaborative relationships, maintaining an open and frank dialogue in line with best commercial practices.
- Obtain the collaboration of suppliers in constantly ensuring the most advantageous balance between quality, cost, and delivery times.
- Require suppliers to adhere to the principles of the Code of Ethics and include a specific provision in the contracts.
- Operate within current regulations and demand their punctual compliance.
- Require the application of contractually provided conditions.

Confirming

In order to further support and retain its production chain, the Company has formalized a framework agreement with a leading bank for **Confirming**. This agreement will streamline and simplify **payment procedures** to Italian supplier companies, also allowing access to a dedicated line of credit, in order to anticipate the invoice issued by Castellini. All of this will be done using computer systems accessible via the internet.

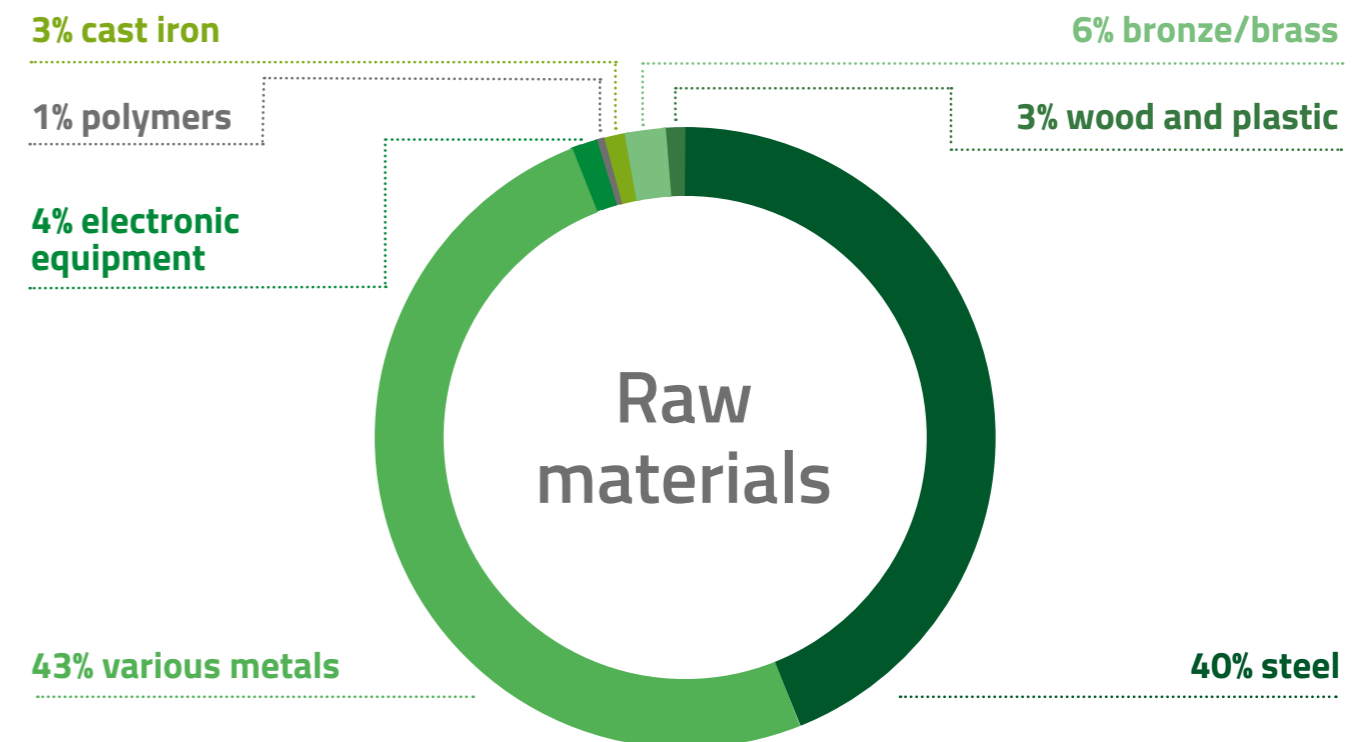
#IOPAGOIFORNITORI

The initiative of Confindustria Brescia was born from the desire to awaken individual and collective responsibility, which, never more than during the pandemic, showed how fragile and sensitive the economic fabric is to the ability of companies to keep their commitments. The goal was to promote correct and transparent practices, stimulating companies to respect the agreed payment terms, despite the difficulties of the moment. Castellini accepted the challenge to support its suppliers and the economic, production, and social fabric of the region.

In 2022, there are **no specific evaluations and responses** beyond what has been defined to quickly and promptly manage any complaints or non-conformities with suppliers. To overcome and anticipate these rare cases, Castellini is committed, however, to operate with renewed **attention** and to formulate **concrete** responses related to solutions in their respective areas of competence. In its commitment to provide high-quality services and products, Castellini is called upon to coexist with the physiological problems related to the intrinsic nature of its processes. Most (>70% approx.) of these imperfections arise during mechanical and carpentry processing. Therefore, aware of this, the company is committed with constancy and perseverance to monitor the work of suppliers and to carry out an **awareness-raising** action to urge them to carry out rigorous checks before each delivery.

Raw materials

The main significant raw materials for Castellini's production process, which represent 80% of total purchases, are divided as follows:

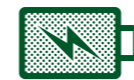


06

THE ENVIROMENT AS A RESOURCE TO PRESERVE

16.6%

RENEWABLE
ENERGY
(FROM AUGUST TO DECEMBER
2022, AT FULL CAPACITY 30%)



180%

OVERALL HEAT PUMP
EFFICIENCY



98%

OF WASTE DESTINED
FOR RECOVERY



100%

OF WATER DRAWN
FROM THE
GEOTHERMAL WELL
RETURNED TO THE
ENVIRONMENT



Responsible management of natural resources

The environment and its protection are fundamental values guiding the company's activities. Castellini works to reduce the environmental impact of its production processes and to raise awareness among its employees about the importance of environmental conservation.

Castellini monitors applicable legal requirements in the environmental field, striving for punctual compliance, including through the involvement and sensitization of personnel directly involved in managing the environmental impacts generated, as well as individuals who, although external to the company structure, are linked to the company by contractual relationships for the management of activities with environmental impact.

In particular, the Company:

- Adopts measures to **limit and reduce the negative impact** of economic activity on the environment
- Favors the adoption of measures aimed at **preventing potential environmental damage**
- Promotes the values of sharing the **principles of the Code of Ethics** among all Stakeholders

The preparation of any type of environmental documentation required by law (both paper and electronic), as well as the accounting recording of documents related to operations with third parties that have a direct or potential indirect connection with environmental management, is based on principles of **clarity, truthfulness, and correctness**.

Energy consumption and renewable energies

In terms of electricity, Castellini is not considered an energy-intensive company. The production site is largely powered by **renewable energy sources** (solar and geothermal) and provides its collaborators with a workshop lit by **natural light**.

Since August 2022, a **500kW photovoltaic system** has been operational, producing **658 Giga joules of clean energy** in four months of operation, equivalent to **16.6% of the total electricity consumption**.

By 2024, with the installation of an additional 500 kW system, we will reach a capacity of 1000 kW.

The 1,800 sqm office building, designed and built in 'Class A,' is heated in winter and cooled in summer by a modern and **efficient geothermal system**, operational since 2016. The system features a water-to-water heat

pump and is powered by vertical geothermal pumps with probes that draw groundwater at a depth of 90 meters, extracted at a constant temperature of 14 °C (thus also maintaining a consistent output of the system). This type of system has a performance coefficient of '5' (COP - Coefficient Of Performance), which is the ratio between the energy produced and the electrical energy consumed to operate the machine. This means that for every 1 kWh of electrical energy consumed, the heat pump will provide 5 kWh of thermal energy to the environment to be heated; one of these is supplied by the consumed electrical energy, while the others are drawn from the external environment, thus **ensuring significant savings in terms of energy costs and emissions**.

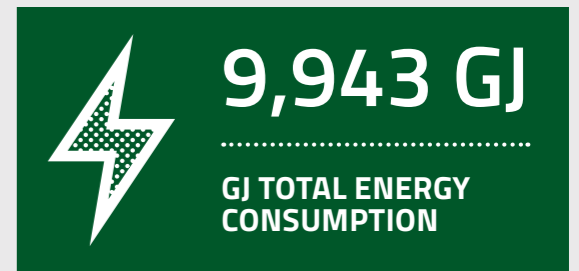
Considering that the energy drawn from the external environment is free, and that electricity is produced, on average, with an efficiency of 36%, we can say that the overall efficiency of the installed heat pump is about 180%. This value is significantly higher than the best traditional boiler systems, which have efficiencies around 90-95%.

From an economic point of view, the use of this system leads to a **saving on energy expenditure of about 50% less compared to a traditional gas system**; a saving that is combined with a significant **reduction in pollutant emissions** (no direct emissions into the environment, no CO₂ emissions, sulfur oxides, dust, unburnt substances, etc.), and the **absence of odor and chimneys**.

The heating and air conditioning system optimizes the microclimatic conditions of the environments, in such a way as to avoid, in any case, direct air currents on the workstations. The workplaces are equipped with sufficient natural and artificial light to safeguard the safety, health, and well-being of workers: all the premises where work activities are carried out have windows that allow daylight illumination with **aeroilluminating ratios of 250%** compared to parameters normally suggested in design. The lighting system is predominantly LED to ensure energy savings for the structure.

The **company fleet** consists of 11 cars (of which 8 are Mild-Hybrid, 1 Plug-In Hybrid, and 2 with normal fuel) and 2 industrial vehicles, used for pickups and deliveries.

2022 ENERGY CONSUMPTION

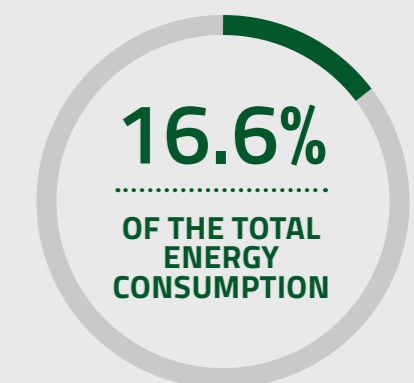


of which

658 GJ

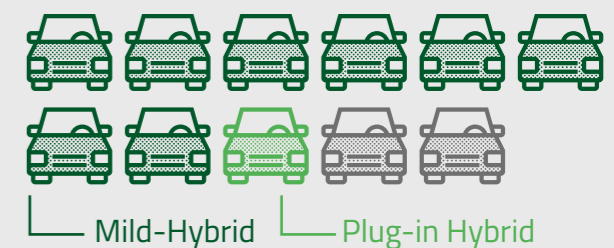
is renewable energy produced by the photovoltaic system

equivalent to



COMPANY FLEET

Cars



Industrial vehicles



Atmospheric emissions

Climate change represents one of the most pressing challenges of our time, with significant impacts on ecosystems, economies, and global communities. For this reason, Castellini has prioritized Objective 13 of the 2030 Agenda, which is to promote actions at all levels to combat climate change and is committed to implementing actions aimed at reducing impacts, monitoring, reporting, and reducing its atmospheric emissions (GHG).

A crucial tool for undertaking the necessary actions to mitigate climate change and promote a greener and more resilient future is the GHG Protocol, which has classified GHG emissions as follows:

- **Scope 1:** includes direct GHG emissions due to the direct consumption of fuels;
- **Scope 2:** includes indirect GHG emissions due to energy consumption from the national electricity distribution network;
- **Scope 3:** includes indirect GHG emissions generated by the Organization's activities, including upstream and downstream emissions (from air and train travel, incoming logistics transports, and more).

In this first Sustainability Report, Castellini has set a goal of evaluating emissions as per Scope 1 and Scope 2 for the three-year period 2020-2022. In the coming years, it will commit to reporting atmospheric emissions in greater detail by extending the calculation to Scope 3.

The following table shows the calculation of greenhouse gas emissions emitted by the main consumptions:

Atmospheric Emissions (GRI 305-1, 305-2) t CO ₂ eq			
Type of consumption	2020	2021	2022
Scope 1	172.9	163.4	145.7
Scope 2	168.1	152.8	153.3
Total	341.0	316.2	299.0

Waste

The company is committed to the **separate collection** of glass, paper, and plastic and to recycling or properly disposing of its waste. This issue is so important that the company decided to hire and train a person specifically for waste differentiation. In 2022, Castellini produced **359 tons of waste**, of which **94% was non-hazardous** and **98% destined for recovery**. Hazardous waste produced, such as paint powders, spray booth filters, oily emulsions, contaminated rags, and toner, are transferred to authorized external companies that treat and dispose of them according to current regulations.



Water

Water is not significant in the production process, and the main consumption comes from normal civil use (bathrooms and locker rooms for workers). About 0.012 MI/year of emulsifiable water used in the production cycle is disposed of.



The well water is drawn for irrigating the greenery surrounding the company and for the heating-cooling system, and then it is again **recovered and reused** in a perfect circular economy balance. Both processes are powered by the energy produced from the photovoltaic system, making them **100% sustainable**. In 2022, as in previous years, **100% of the water drawn from the geothermal well was recovered and returned to the environment**. All the green area surrounding the company is irrigated using the clean return water from the system, thus preserving precious drinking water.

In terms of **water saving**, the company's bathrooms are equipped with a dual-button flushing system that allows differentiating the water flow as needed, ensuring significant water savings.

Circular economy

The circular economy is based on an innovative approach that aims to **minimize resource consumption and maximize the use and valorization** of materials and products in the production cycle. In a business context, this implies designing durable, repairable, and recyclable products, implementing efficient and eco-friendly production processes, and careful resource management.

Embracing this definition, Castellini has adopted strategies such as **recycling materials** and **extending the useful life** of products through the **maintenance** and **repair** of plants and machinery. This not only **improves company efficiency** but also ensures a **reduction in production costs**, generates **new revenue streams**, and **encourages innovation**. At the same time, it contributes to the conservation of natural resources, the reduction of greenhouse gas emissions, and the creation of a sustainable future.

In detail, Castellini:

- Reuses most of the pallets received from suppliers for its own shipments
- Designs custom wooden crates to package clients' products based on needs, reducing waste, transportation costs, and raw material of wood
- Sells the chips derived from production waste to a company in the scrap iron and metal sector, which recovers and recycles them to obtain new material to be reintroduced into other production processes



07

THE PILLARS FOR GROWTH
2023-2025

Future perspectives

Castellini is committed to a sustainable future from all points of view. Every day, we work to make our projects, production, and innovations a little greener, neutral, and respectful of the environment, people, and the community in which we operate.

TO ACHIEVE THE TARGETS DEFINED FOR THE PERIOD 2023-2025 FOR MITIGATING IMPACTS, CASTELLINI WILL CONTINUE TO COMMIT TO THIS PATH OF RESPONSIBLE AND SUSTAINABLE GROWTH

The company intends to pursue its strategy through **product diversification** based on the quality of manufacturing and innovation, consolidating the high standards already achieved.

The goal is to develop **new solutions** to expand its product portfolio not only for the Steel Industry, the company's main market, but also for the Naval and Energy sectors. The development of new products will be characterized by particular attention to environmental respect according to the directives of the European Green Deal.

The growth in volumes will generate new needs for:

- **Qualified Human Resources**
- **Assembly Areas**
- **Production Capacity**

In the short to medium term, Castellini, to pursue its **responsible growth strategy**, will be engaged in the following ESG activities.

E

- New industrial partnership for the development of a technology that will replace old processes with high environmental impact in favor of laser use.
- New waste management procedure to improve differentiation.
- New packaging recovery procedure (polymer/wood) in a circular economy perspective.
- New procedure for managing the company fleet traffic through an app that optimizes consumption and travel costs.
- Renewal of the car and company vehicle fleet, investing in electric.
- Installation of new electric charging stations for vehicles.
- Reduction of plastic bottles through the installation of "only PFC" automatic distributors and centralized water dispensers.
- New production site in Energy Class A equipped with:
 - High-efficiency thermal power plant and recovery of water reserves for irrigation of greenery before re-injection into the aquifer.
 - New photovoltaic system.
 - Low acoustic impact on the environment (mitigation hills and insulating materials above average).
- Wildlife corridors.
- Electric lawn mowing robots with zero green waste generation.
- Installation of air blades to reduce internal heat dispersion.

S

- Implementation of new services in the welfare plan and activities to support worker well-being.
- Further support to local communities (projects with schools/parishes/municipalities/beneficial entities/civil protection).
- Implementation of new artworks to enhance the work environment.
- Zero accident goal.
- Stakeholder involvement process.
- Design of a creative space dedicated to meetings, featuring comfortable sofas and a leisure area with table football.

G

- R&D – development of new "Green" technologies thanks to the laser process.
- Expansion of the R&D laboratory at the new production site.
- Confirming: financial tool to further support and retain suppliers.
- Creation of a customer satisfaction process.
- Implementation of a sustainable procurement project.
- Expansion of the risk management process.
- New 15,000 sqm green area under construction with the goal of reaching over 55% green area by 2024 (77,000 sqm in total).
- New 8,000 sqm plant under construction to achieve a total of 30,000 sqm by 2024.
- New 800 sqm office area under construction to achieve a total area of 3,800 sqm by 2024



"PS crocodiles don't bite", Ludovic Thiriez, 2020

08

APPENDIX

Environmental performance

Atmospheric emissions (GRI 305-1, 305-2, 305-3) Tons CO ₂	2020	2021	2022
Scope 1	172.9	163.4	145.7
Scope 2	168.1	152.8	153.3
Total	341.0	316.2	299.0

Energy consumption (GRI 302-1) Gigajoule	2020	2021	2022
Natural gas / Methane	1,588	2,285	2,033
Diesel	171	277	410
Ad Blue	98	159	178
Electricity	3,246	3,112	3,955
from renewable sources	0	0	658
from non-renewable sources	3,246	3,112	3,297
Total	8,080	8,509	9,943
% renewable energy (photovoltaic)	0%	0%	16.6%

Water withdrawals (GRI 303-3) Million liters	2020	2021	2022
Geothermal well	135.6	134.7	160.6
Water supply	1.9	2.1	2.6
Total	137.5	136.8	163.2

Water discharges (GRI 303-4) Million liters	2020	2021	2022
Geothermal well	135.6	134.7	160.6
Total	135.6	134.7	160.6
% water returned to the environment	100%	100%	100%

Waste (GRI 306-3, 306-4, 306-5) Tons	2020	2021	2022
Total waste produced	233.8	601.6	359.1
Non-hazardous	223.6	581.6	337.8
% non-hazardous	96%	97%	94%
Hazardous	10.2	20.0	21.3
% hazardous	4%	3%	6%
Destined for recovery	233.6	590.0	351.8
% destined for recovery	100%	98%	98%
Destined for disposal	0.2	11.6	7.3
% destined for disposal	0%	2%	2%

Social performance

Diversity among employees (GRI 405-1)	2022						
	Under 30		30-50 yeras		Over 50		Total
	Men	Women	Men	Women	Men	Women	
Professional categories							
Executives			2		1		3
Managers			1		2		3
Employees	5	3	12	8	6		34
Workers	7		13		16	1	37
Total	12	3	28	8	25	1	77
Diversity among employees (GRI 405-1)	2021						
	Under 30		30-50 yeras		Over 50		Total
	Men	Women	Men	Women	Men	Women	
Professional categories							
Executives			1		1		2
Managers			1	1	2		4
Employees	6	1	14	9	7		37
Workers	4		12	1	14	1	32
Total	10	1	28	11	24	1	75
Diversity among employees (GRI 405-1)	2020						
	Under 30		30-50 yeras		Over 50		Total
	Men	Women	Men	Women	Men	Women	
Professional categories							
Executives					1		1
Managers			1	1	2		4
Employees		1	6	10	4		21
Workers	4		13	1	16	1	35
Total	4	1	20	12	23	1	61

Diversity among employees (GRI 405-1)	2020	2021	2022
Men	47	62	65
Women	14	13	12
Total employees	61	75	77

Type of contract (GRI 2-7)	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Permanent	46	14	60	60	13	73	63	12	75
Fixed-term	1	0	1	2	0	2	2	0	2
Full-time	47	7	54	62	6	68	65	6	71
Part-time	0	7	7	0	7	7	0	6	6
Total	47	14	61	62	13	75	65	12	77

New hires (GRI 401-1)	2020		2021		2022	
	Men	Women	Men	Women	Men	Women
Under 30	2	1	7	0	6	1
30-50 years	12	1	13	1	14	2
Over 50	0	0	2	0	0	0
Total	14	2	22	1	20	3

Turnover (GRI 401-1)	2020		2021		2022	
	Men	Women	Men	Women	Men	Women
Under 30	0	0	4	0	3	0
30-50 years	7	1	3	0	11	4
Over 50	0	0	2	0	3	0
Total	7	1	9	0	17	4

Occupational health and safety (GRI 403-9)	2020	2021	2022
Total working hours	98,720	111,636	129,913
Serious injuries	0	0	0
Non-serious injuries	1	0	2
*Rate of fatalities due to occupational injuries	0	0	0
*Rate of serious occupational injuries	0	0	0
*Rate of non-serious occupational injuries	1.01	0.00	1.54

Average annual training hours per employee (GRI 401-1, 403-5)	2020	2021	2022
Executives	0	0	8
Managers	0	9	37
Employees	3	7	29
Workers	7	10	7
Total average hours	5	8	18

Economic performance

Direct economic value generated and distributed (GRI 201-1)	2020	2021	2022
Revenue	20,120,285	25,575,054	23,413,846
Revenues and various proceeds	1,564,436	1,208,254	2,174,054
Change in inventories	258,357	1,428,377	9,347,454
Economic value generated	21,943,078	28,211,685	34,935,354
Supplier remuneration	12,938,960	16,673,935	24,723,158
Employee remuneration	3,438,785	4,114,090	5,382,436
Miscellaneous	219,514	568,563	215,464
Social donations	16,100	22,620	19,950
Taxes and duties	898,325	748,811	251,231
Economic value distributed	17,511,684	22,128,019	30,592,239
Economic value retained	4,431,394	6,083,666	4,343,115

09

METHODOLOGICAL NOTE

Reporting criteria, standards, and objectives

The Sustainability Report represents the tool through which we communicate to our Stakeholders the results of our sustainability journey.

The document was prepared by the Castellini Sustainability Team in collaboration with NHABI S.r.l. Società Benefit.

This report is prepared according to the **Sustainability Reporting Standards** published in 2021 by the **Global Reporting Initiative – GRI** (with the application level “with reference to”). It is emphasized that all reported GRI indicators refer to the version published in 2016, except for GRI 1-2-3 adopted from 1/01/2023, for GRI 303 and GRI 403, which refer to the 2018 version, and for GRI 306 which refers to the 2020 version. References to the GRI Standards are reported in the final table of indicators.

This Report, approved by the Board of Directors, ultimately represents the tool for reporting the company's commitment to **ESG criteria**.

Reporting scope and period analyzed

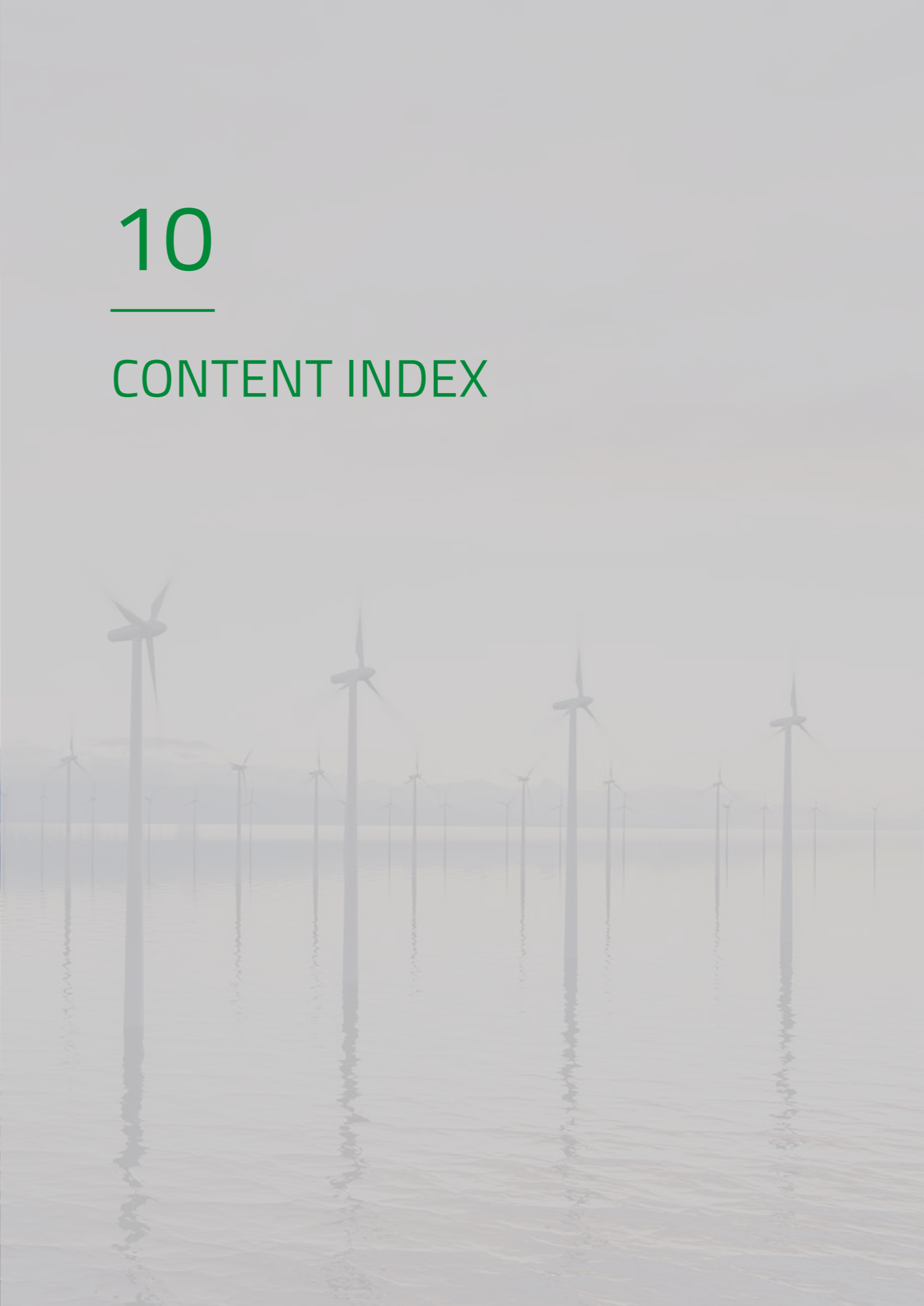
The data included in this document refers to Castellini Officine Meccaniche S.r.l. as of 31.12.2022 and reports data for the two-year period 2021-2022, and sometimes for 2020, if available. For further information regarding the Castellini Sustainability Report, you can contact sustainability@castellini.it

This document is also available on the website www.castellini.it



10

CONTENT INDEX



GRI Standard content index

In this final chapter, the list of **indicators** reported in this Sustainability Report is provided. For each **GRI** indicator, a reference to the corresponding chapter or section is given. In cases where the data or information is not contained in the text, a description of the indicator itself is provided.

Organization profile

Statement of use	Castellini Officine Meccaniche S.r.l. has presented a report in compliance with the GRI Standards for the period from January 1 st to December 31 st , 2022.
GRI 1 used	GRI 1 - Fundamental Principles - 2021 version GRI

GRI Standard	Disclosure	Page number	Notes/Omissions
GRI 2: General Disclosures 2021	2-1 Organizational details	10-11-40	
	2-2 Entities included in the organization's sustainability reporting	85	
	2-3 Reporting period, frequency and contact point	85	Annual
	2-4 Restatements of information		No revisions were made; this is the first Sustainability Report
	2-6 Activities, value chain and other business relationships	From 8 to 21, 64-65	
	2-7 Employees	52-53-81	
	2-9 Governance structure and composition	40	Partial
	2-11 Chair of the highest governance body	40	
	2-14 Role of the highest governance body in sustainability reporting	85	
	2-15 Conflicts of interest	41	

2-16 Communication of critical concerns	43	
2-22 Statement on sustainable development strategy	2-3	
2-23 Policy commitments	42-44	Partial
2-25 Processes to remediate negative impacts	62-63-74-75	Partial
2-26 Mechanisms for seeking advice and raising concerns	43	
2-27 Compliance with laws and regulations	44	Partial
2-28 Membership associations	59	
2-29 Approach to stakeholder engagement	35	
2-30 Collective bargaining agreements	52-53	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	From 34 to 36
	3-2 List of material topics	From 34 to 36

GRI 200 - ECONOMIC TOPICS

GRI Standard	Disclosure	Page number	Notes/Omissions
Economic performance			
GRI 3 - Material topics 2021			
3-3	Management of material topics	46-47	
GRI 201 - Economic performance (2016)			
201-1	Direct economic value generated and distributed	46-47-83	

Market presence			
GRI 3 - Material topics 2021			
3-3	Management of material topics	10-11	
GRI 202 - Market presence (2016)			
202-2	Proportion of senior management hired from the local community	10-11	Partial
Procurement practices			
GRI 3 - Material topics 2021			
3-3	Management of material topics	64	
GRI 204 - Procurement practices (2016)			
204-1	Proportion of spending on local suppliers	64	Partial
Anti-corruption			
GRI 3 - Material topics 2021			
3-3	Management of material topics	44	
GRI 205 - Anti-Corruption (2016)			
205-3	Confirmed incidents of corruption and actions taken	44	
Anti-Competitive Behavior			
GRI 3 - Material topics 2021			
3-3	Management of material topics	44	
GRI 206 - Anti-competitive behavior (2016)			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	44	

GRI 300 – ENVIRONMENTAL TOPICS

GRI Standard	Disclosure	Page number	Notes/Omissions
Energy			
GRI 3 - Material topics 2021			
3-3	Management of material topics	68-69	
GRI 302 - Energia (2016)			
302-1	Energy consumption within the organization	68-69-78	
Water and effluents			
GRI 3 - Material topics 2021			
3-3	Management of material topics	71	
GRI 303 - Water and effluents (2018)			
303-3	Water withdrawal	71-78	
303-4	Water discharge	71-78	
Emission			
GRI 3 - Material topics 2021			
3-3	Management of material topics	70	
GRI 305 - Emissions (2016)			
305-1	Direct (Scope 1) GHG emissions	70-78	
305-2	Energy indirect (Scope 2) GHG emissions	70-78	
Waste			
GRI 3 - Material topics 2021			
3-3	Management of material topics	70	
GRI 306 - Waste (2020)			
306-3	Waste generated	70-79	

GRI 400 – SOCIAL TOPICS

GRI Standard	Disclosure	Page number	Notes/Omissions
Employment			
GRI 3 - Material topics 2021			
3-3	Management of material topics	50-51	
GRI 401 - Employment (2016)			
401-1	New employee hires and employee turnover	50-51-81-82	
Occupational health and safety			
GRI 3 - Material topics 2021			
3-3	Management of material topics	54	
GRI 403 - Occupational Health And Safety (2018)			
403-5	Worker training on occupational health and safety	54-82	
403-9	Work-related injuries	54-82	
Training and education			
GRI 3 - Material topics 2021			
3-3	Management of material topics	52	
GRI 404: Training and education (2016)			
404-1	Average hours of training per year per employee	52-80	

Diversity and equal opportunity			
GRI 3 - Material topics 2021			
3-3	Management of material topics	40-50-51	
GRI 405 - Diversity and equal opportunity (2016)			
405-1	Diversity of governance bodies and employees	40-50-51-80-81	
Non-discrimination			
GRI 3 - Material topics 2021			
3-3	Management of material topics	50	
GRI 406 - Non-discrimination (2016)			
406-1	Incidents of discrimination and corrective actions taken	50	
Customer privacy			
GRI 3 - Material topics 2021			
3-3	Management of material topics	62-63	
GRI 418 - Customer privacy (2016)			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	62-63	In the two-year period from 2021 to 2022, no complaints based on breaches of customer privacy were recorded

"Gaia and the whale", Stefano Bombardieri, 2020



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