



SINCE 1967

CROCCO

ONE STEP AHEAD

SUSTAINABILITY REPORT 2023

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LETTER TO STAKEHOLDERS

It is with great enthusiasm that I present you with Crocco's third sustainability report, for the year 2023. It marks another step forward in our ongoing commitment to sustainable innovation and social responsibility.

Just at the end of last year, Crocco reached an important turning point by becoming a Benefit Corporation, a recognition that reflects our deep commitment to building a greener, fairer future. Our mission - to combine economic objectives with a positive impact on society and the environment - has been further strengthened by this evolution.

This corporate transformation means that Crocco is not only an innovation leader in the world of flexible packaging, but also a promoter of positive changes aimed at reducing the environmental footprint of the entire sector.

During 2023, we made significant progress in the use of recycled materials, increasing the volume of bought-in reprocessed resources by 999 tonnes, in addition to the 1500 tonnes of material recovered by our subsidiary T&T. Our dedication to sustainability is also accompanied by economic results that have allowed us to become a Champion of Growth, a recognition awarded by Repubblica Affari & Finanza and ITQF. This award not only reflects the financial strength of the company, but also its ability to grow ethically and sustainably, by investing in eco-friendly technologies and practices that contribute to the well-being of society.

Our "Greenside" programme is at the heart of our commitment to eco-design, as we work alongside our partners to create packaging solutions with low environmental impact. It is therefore no surprise that our work has drawn the attention of CONAI, who presented us with its prestigious Ecodesign label. The award recognises companies that minimise their eco footprint by designing packaging from recycled materials, reducing packaging weight and volume and upgrading their recycling processes.



Dott. Renato Zelcher
Amministratore Delegato

In addition, our collaboration with the Italian Ministry for the Environment and Energy Security testifies to Crocco's role as a leader in flexible packaging when it comes to promoting sustainable business practices. The aim of the partnership is to identify, promote and recognise the value of joint schemes to study and reduce the eco footprint of the packaging industry.

For Crocco, sustainability is not only a responsibility, but an integral part of our DNA. We firmly believe that long-term progress can only be achieved by continuing to reduce our impact on the environment, humanity and society as a whole. Our promise is to continue to offer high-quality products and services, exceed our customers' expectations and maintain a solid market reputation.

We now invite you to read our 2023 sustainability report, to learn more about the company's progress, innovations and ongoing commitment to a more sustainable future. Thank you for your trust in Crocco. Together, we will continue to lead the way towards ever more responsible and sustainable management.

Renato Zelcher
Chief Executive Officer

METHODOLOGICAL NOTE

Since 2022, Crocco S.p.A. SB has regularly documented its impacts, by creating and publishing the Sustainability Report.

This decision reflects the company's desire to make sustainability an integral part of its core values – a commitment shared with all Crocco's stakeholders. The engagement of our stakeholders is essential to the formation of this document, as it enables us to include the whole of the value chain in the reporting process.

Over the years, Crocco has launched a number of initiatives with the aim of reducing and mitigating its negative impacts on the environment, people, society and aspects of sustainability, while maintaining a focus on generating positive impacts. From this perspective, a Sustainability Report is still the ideal way to keep all stakeholders, both internal and external, fully informed of the company's achievements and plans in the field of sustainability.

This Sustainability Report for the 2023 financial year, which covers the twelve months from 1 January to 31 December 2023, coincides with the financial reporting period and provides a comparison with 2022.

It has been prepared by Crocco in accordance with the principles of the "GRI Sustainability Reporting Standards" laid down by the Global Reporting Initiative (GRI) and updated in 2021, according to the "with reference to" option provided in the version issued in that year.

In addition, with a view to gradually aligning with the requirements of the Corporate Sustainability Reporting Directive (CSRD), the European Sustainability Reporting Standard has also been used in this document.

The annexed GRI Content Index table gives details of the GRI indicators associated with each sustainability topic covered in the report. Likewise, the ESRS Content Index table illustrates which ESRS have been applied to the material issues and to the

related impacts identified in the materiality analysis.

This Sustainability Report includes information on three of Crocco's four Italian sites. The fourth site was excluded as it is not a production plant, but a small mechanical workshop that is not relevant in terms of data. Subsidiaries are excluded.

The data and information necessary to draft this Sustainability Report was gathered in collaboration with Crocco's various corporate functions, and with the assistance of an external consulting firm.

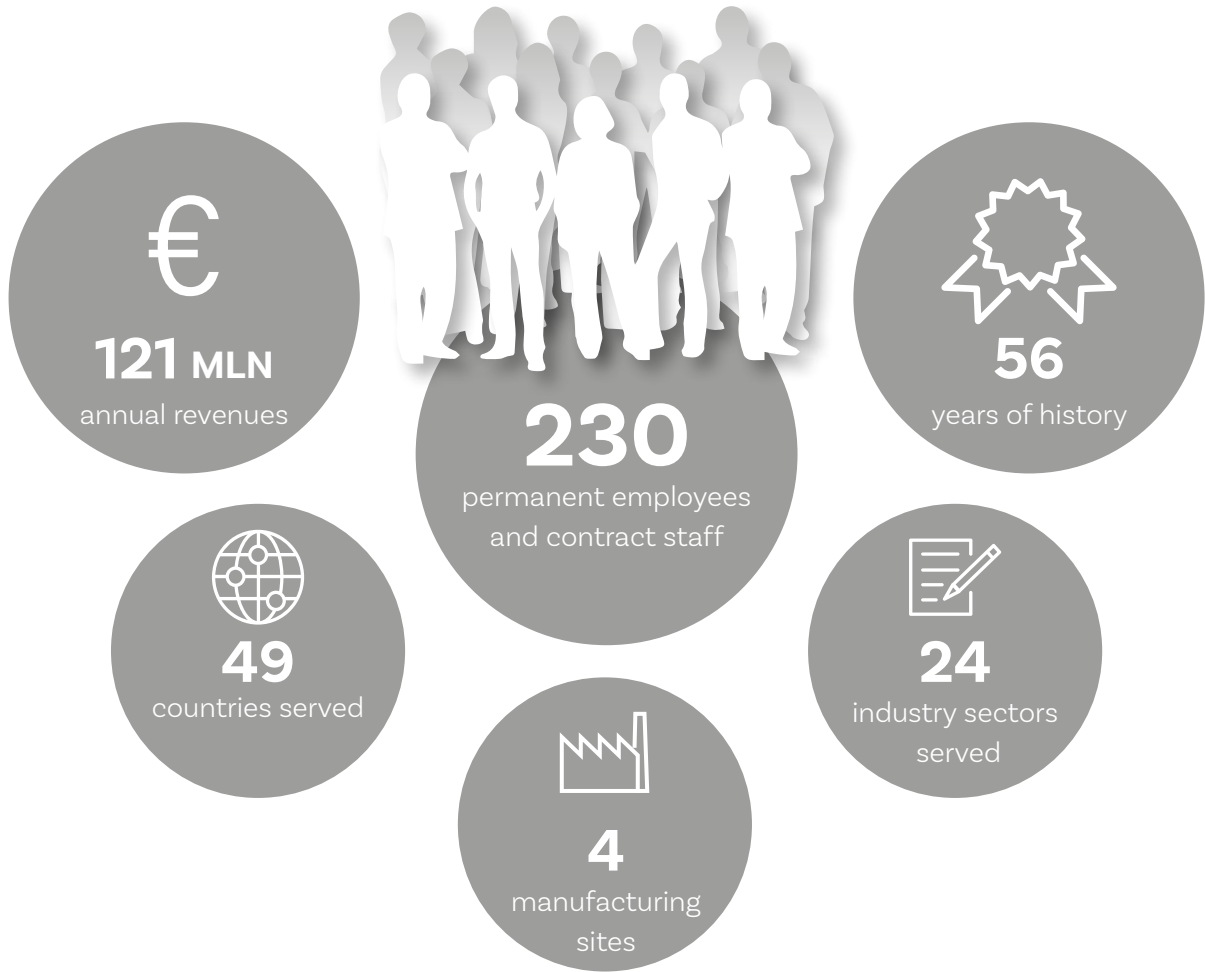
The material issues and related impacts resulting from the 2022 materiality analysis have been reviewed and confirmed by Management as remaining relevant to the business context also for the year 2023.

The resulting document, approved by the Managing Director and endorsed by the Crocco Board of Directors, was then the subject of external assurance by Bureau Veritas Italia.

*For **CROCCO**,
sustainability is not only
a responsibility, but an
integral part of our DNA*



Crocco has always offered custom solutions tailored to meet the unique needs of the individual customer, while fully complying with regulations and guaranteeing safety, innovation and continuous development



THE COMPANY IN NUMBERS

CROCCO S.P.A. SB

A constantly evolving journey

COMPANY PROFILE

Founded in 1967, Crocco S.p.A. SB is a leader in the field of flexible packaging. The experience gained from over fifty years of activity, together with investments in research and innovation, have established Crocco as a solid enterprise with a strong national and international presence in the field of sustainable packaging.

Reliability and professionalism are the hallmarks of our company, which has always placed the needs of its customers at the heart of its business. Crocco offers a wide range of innovative products and custom solutions, guaranteeing impeccable service and reliable customer support. True to the motto "One step ahead", Crocco is unwa-

vering in its commitment to quality and innovation by staying ahead of the curve and meeting new demands with high-performance, eco-friendly products. Our aim is always to exceed our customers' expectations and maintain high standards of excellence.

Thanks to its position at the forefront of the flexible packaging sector, Crocco can also make an active contribution to transforming the industry by developing innovative and high-tech solutions. This vision focused on sustainability and continuous innovation allows the company to maintain its market leadership and actively contribute to the evolution of the packaging industry.

Our values



Health



Safety



Integrity



Social responsibility



Respect for others

THE CROCCO STORY



1967

Crocco was founded by Bruno and Luciana Crocco

1980

Launch of the company T&T, which reclaims our production waste to produce secondary raw materials



2016

Crocco obtains BRC-GS certification for the site dedicated to industrial and food-safe stretch film

2015

The first LCA study is conducted

2018

An agreement is signed with the Ministry of the Environment and Energy Security, to study the environmental impact of heat-shrinkable and stretchable films

2019

Plant D is acquired and deployed as a machine shop

Crocco obtains "Second Life Plastic" certification, for products that incorporate recycled material



1985
Crocco starts producing stretch film

1992
Launch of *Aliprot*, a polyethylene food-safe film



1995
Crocco becomes the first flexible packaging company to receive ISO 9001 certification

2000
Plant B opens



2002
Acquisition of Plant C



2008
Formation of Crocco Deutschland, the company's German headquarters

2005
Crocco becomes the first flexible packaging company to receive ISO 14001 certification
PiùStretch pre-stretched film comes into production



2011
Crocco obtains OHSAS 18001 certification for workplace health and safety



2012
HP stretch films come into production



2021
Crocco obtains ISCC+ certification for the processing of sustainable raw materials
The first greenhouse gas inventory is conducted according to ISO 14064
Crocco develops stretch hood films containing recycled material (PCR)



2022
The Company publishes its first Sustainability Report according to the GRI international standards

2020
Crocco develops heat-shrinkable films containing recycled material (PCR)
We are the first flexible packaging company to receive ISO 14067 Systematic Approach certification
Leaf is launched: the first biodegradable, compostable film made from a 100% Italian supply chain



2023
Crocco becomes a Benefit Company
Obtains ISO 50001 certification



COMPANY STRUCTURE

Crocco S.p.A. SB is a joint-stock company owned by FBC Srl, whose organisational structure includes the Board of Directors, the Board of Statutory Auditors and the Independent Auditors.

The Board of Directors has broad decision-making powers regarding the management of the company, for both ordinary and extraordinary operations. Information about the company is made public and noted on the Chamber of Commerce records.

At the helm of the company, the CEO is responsible for ensuring that the company's mission is understood and pursued in line with its core values.

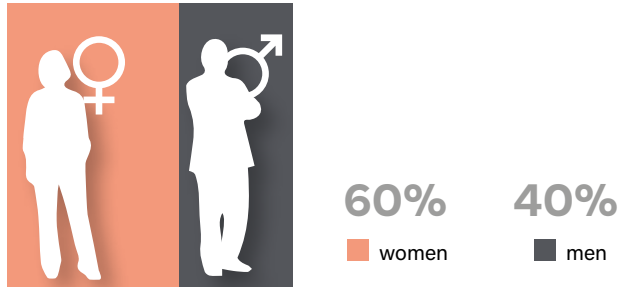
In the field of HSE, the company has a delegated officer with authority to manage ordinary and extraordinary administrative matters. The company's senior managers also have operational roles in Production and Sales, although these positions are not formally documented.

The Board of Directors

Bruno Crocco	President and CEO
Renato Stefano Zelcher	MD and Member of the Board
Luciana Scortegagna	Deputy President and Member of the Board
Roberta Crocco	Member of the Board
Anna Crocco	Member of the Board

The Board of Directors of Crocco S.p.A. SB

Gender representations on the Board of Directors



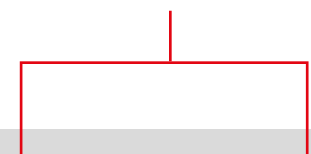
Gender representation on the Board of Directors of Crocco S.p.A. SB

The Board of Statutory Auditors

Paola Campagnolo	Chairwoman
Alberto Neri	Statutory Auditor
Alberto Matteazzi	Statutory Auditor
Giuseppe Mannella	Alternate Statutory Auditor
Martina Faggionato	Alternate Statutory Auditor

The Board of Statutory Auditors of Crocco S.p.A. SB

Independent Auditors: Roberto La Lampa S.A.S.



Head office:

PLANT A
Via Monte Ortigara 37, Cornedo Vicentino (VI)



Subsidiaries: (excluded from reporting scope)

CROCCO DEUTSCHLAND GMBH

T&T S.R.L. (100%)

Generic waste and plastic waste reclamation

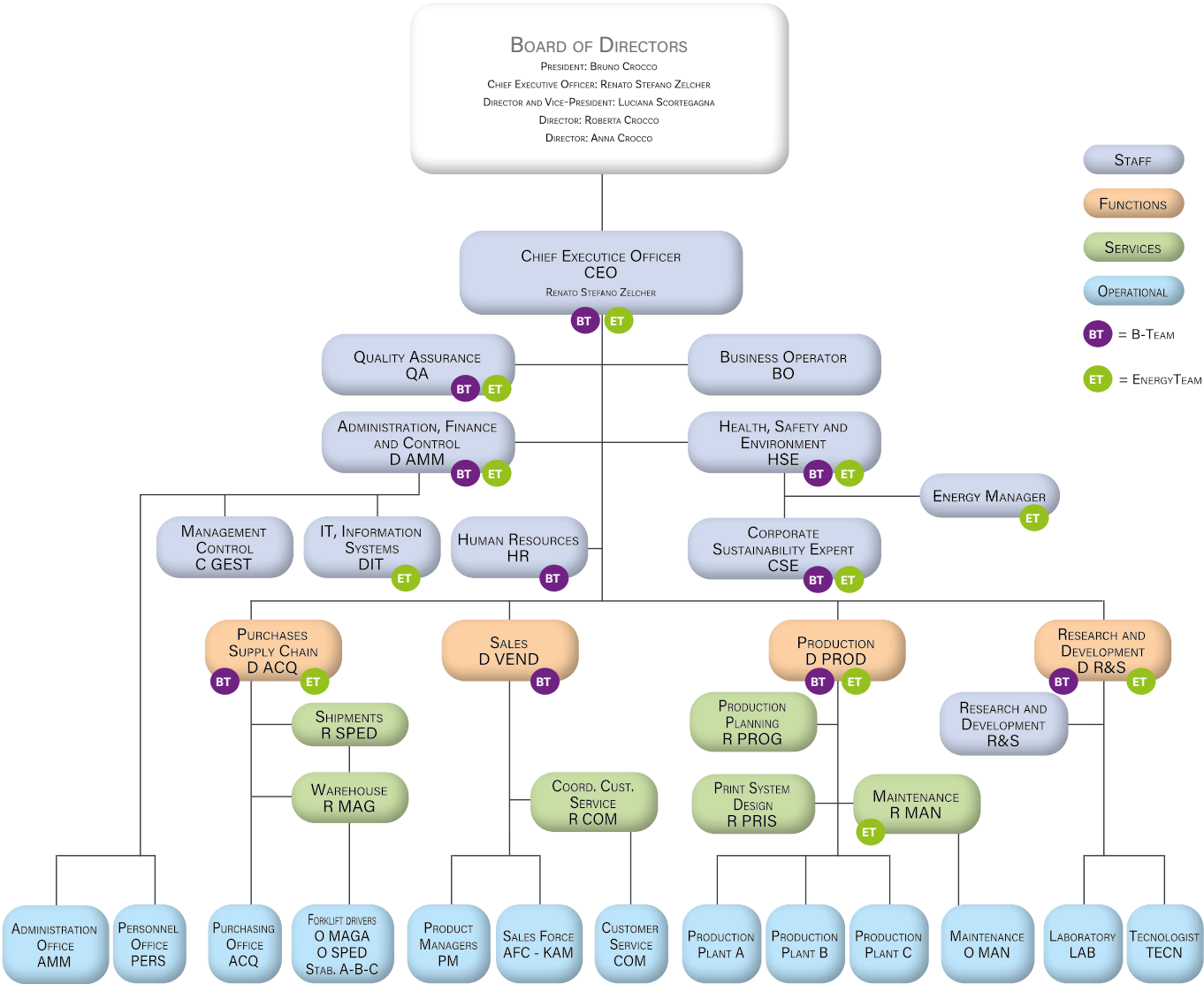


Fully-owned subsidiary
Headquarters: Reichshof (Germany)
Share capital € 100.000



Fully-owned subsidiary
Headquarters: Cornedo Vicentino
Share capital € 93.600

Organisational Chart



Organisational chart relating to Crocco's corporate functions at 31/12/2023.

Other manufacturing sites:

PLANT B

Località Campagna 59, Valdagno

PLANT C

Via Tezze di Cereda 17, Cornedo Vicentino

PLANT D (excluded from reporting scope)

Località Campagna 53, Valdagno



Markets served

With a total area of 65,000 m², Crocco S.p.A. SB operates four production sites in Italy and has a sales subsidiary in Germany.

designed to meet the needs of markets outside Italy, delivering outstanding service in more than forty countries around the world.

Thanks to its international network and efficient production operation, Crocco can boast solutions

CROCCO'S INTERNATIONAL CUSTOMERS

ITALY	SLOVAKIA	REPUBLIC OF NORTH MACEDONIA	DEMOCRATIC REPUBLIC OF SÃO TOMÉ AND PRINCIPE
GERMANY	GREECE	CHILE	SAUDI ARABIA
FRANCE	GUADELOUPE	SERBIA	HUNGARY
SPAIN	BELGIUM	MONTENEGRO	TUNISIA
SWITZERLAND	MALTA	GREAT BRITAIN	PERU
AUSTRIA	AUSTRALIA	CYPRUS	UKRAINE
CROATIA	CANADA	RUSSIA	PORTUGAL
ROMANIA	UNITED STATES	RÉUNION	SWEDEN
POLAND	FINLAND	ALGERIA	UNITED ARAB EMIRATES
REPUBLIC OF SAN MARINO	NORWAY	CZECH REPUBLIC	ICELAND
THE NETHERLANDS	INDIA	ALBANIA	DENMARK
SLOVENIA	IRELAND	BULGARIA	
TURKEY	LUXEMBOURG		



PRODUCTS AND SERVICES

Products

Driven by its ambition of meeting the full spectrum of flexible packaging needs, Crocco S.p.A. SB guarantees all customers a complete and qualitatively superior product range, and can provide the most efficient, competitive response to any customer requirement.

While Crocco's core product categories are shrink film (30% of turnover) and stretch film (19% of turnover),

other types of film for industrial packaging are also important.

Crocco products are used in numerous areas, ranging from agriculture to medicine, from metalworking to bookbinding and publishing.

The main sectors in which Crocco operates are: Food & Beverage, Ceramics, Retail, Glass, Transport, Logistics and Construction.



The main sectors in which Crocco operates:



→ Food&Beverage



→ Ceramics



→ Large-scale retail



→ Glassware



→ Transport and logistics



→ Construction

The sectors in which Crocco S.p.A. SB operates:

- Agriculture
- Hotels, restaurants and food service
- Food retail
- Beverage ★
- Paper mills and paper processing
- Mechanical engineering
- Distributors
- Construction ★
- Electrical and electronics
- Public sector and charities
- Food packers ★
- Large retail ★
- Granular products
- Wholesalers
- Wool factories, weaving and fashion
- Metalworking
- Woodworking
- Bookbinding and publishing
- Medical
- Furniture
- Chemical products
- Plastics
- Transport and logistics ★
- Pottery and ceramics ★
- Glassworks ★

Crocco's flagship products:

- Neutral printed leaf and single folds
- Pallet covers/Caps
- Non-fusion products
- Stretch Hood → CS, CS slim, CS high, BC big
- Stretch films
- Pre-stretched film → Piùstretch®
- Atmosphere
- Traditional stretch film
- Food-safe stretch film → Aliprot®
- Technical films

The other types can be summarised as follows:

Neutral printed elastic tubing

Skin packaging

Biodegradable compostable film

Services

Ensuring complete customer satisfaction is a priority for Crocco S.p.A. SB. Over time, our approach to the customer has been refined to the point that today, Crocco is more than just a supplier; it's also a reliable partner.

To achieve this result, Crocco has always offered **custom solutions** tailored to meet the unique needs of the individual customer, while fully complying with regulations and guaranteeing safety, innovation and continuous development.

Every product has different specifications and particular requirements, which is why Crocco designs solutions that are perfectly adapted to any situation. Customers receive full support, not only with the use of the product but also with choosing and selecting the right one.

To make sure that every customer finds the perfect product, Crocco offers an all-round consulting service, reflecting its full commitment and dedication to offering a comprehensive and top-quality service.

Ten years ago, Crocco was one of the first Italian packaging companies to set up a specialised Customer Service team, and now provides full service to customers from the purchase phase through to use of the product.

Thanks to detailed advice, product samples and site visits, customers enjoy complete peace of mind when it comes to using the product correctly, and can also rely on professional and timely responses to all their queries.

Every month, Crocco Customer Service visits the customer, providing detailed written reports in order to demonstrate the reliability of its service and the desire to ensure maximum customer satisfaction.

Having made their purchase, Crocco customers can rely on a competent, helpful Aftersales team and qualified technical assistance over the long-term – not just at the moment of sale.



Crocco Customer Service gives advice to:

the **Technical office**, by monitoring the development process from the design phase through to the delivery of the finished product. The team works closely with the Marketing department, to guarantee superior performance and constant quality over time;

the **Sales office**, assisting with technical sales issues in order to define the customer's portfolio and specific requirements;

the **Print department**, assisting with the start-up of new prints;

the **Blown and Cast department**, ensuring immediate assistance to the customer in the event of a complaint or problems in using the film.



*The new business model
represents our concrete
commitment to building a
greener and fairer future*



BENEFIT COMPANY

WHY A BENEFIT COMPANY?

On 21 December 2023, Crocco became a Benefit Company. This emerging business model combines profit-making objectives with the mission of exerting a positive social and environmental impact. Benefit companies are committed to pursuing sustainability in all its forms, balancing economic interests with those of the community and the ecosystem. Crocco's annual impact report, introduced from the 2024

financial year onwards, will become a fundamental tool for measuring and communicating the progress made towards these objectives, while promoting transparency and accountability.

The transition to a Benefit Company is the result of a profound reflection on the company's mission, its responsibilities towards the community and the im-

impact we can have on the world around us. The need for a business model based on the principles of sustainability and social responsibility is now imperative.

The new business model represents our concrete commitment to building a greener and fairer future, and is the natural evolution of our efforts over the past 30 years to produce packaging with a smaller environmental footprint. By becoming a Benefit Company, we are stating our intention to act in a responsible, sustainable and transparent way for the benefit of the community, the local area and the environment, while working to maximise profits and share the common aims declared in our company bylaws.

We want to be architects of positive change. It is our goal to ensure that Crocco is known not only for the quality and innovation of its products but also for its contribution to society and the environment.

NEW BYLAWS

The transition to a Benefit Company has necessitated a change to our bylaws, to include Crocco's commitment to pursuing one or more common benefit aims and to operate in a responsible, sustainable and transparent way towards the community, the local area and the environment, to protect cultural and social heritage, public bodies and associations, and other stakeholders. To achieve this goal and to bring about positive impacts for society and the environment, the company has identified these specific common benefit aims:

- a) Study and develop innovative products and packaging with low environmental impact, by researching alternative solutions based on a circular, regenerative economy and to ensure the safety of the finished product;
- b) Support this research by developing partnerships with the innovation ecosystem;
- c) Protect the environmental system by introducing a circular model for the management of natural resources, and by gradually steering the company's operations towards the use and production of energy from renewable or non-polluting sources;



- d) Recognise the value of human capital, by creating a working environment that promotes the wellbeing of every individual; putting in place welfare and training measures designed to build a corporate culture that meets the needs of the people within it;
- e) Encourage an inclusive management style that recognises the value of diversity and promotes equal opportunities at all levels of the company by adopting the ethics of diversity and inclusion, starting with the principles of fighting prejudice and gender-related stereotypes;
- f) Actively participate in the economic and social development of the local community, by organising information and training activities on the theme of environmental sustainability in order to raise awareness of environmental issues among the general public, and the younger generations in particular;
- g) Develop relationships with stakeholders in the supply chain, based on collaboration and the sharing of values and sustainability objectives, by promoting schemes designed to promote innovative, circular, eco-friendly production models.



GOVERNANCE

TEAMS AND COMMITTEES

In order to make progress with the objectives and projects outlined in the benefit company's new bylaws, Crocco has formed a "B-Team", composed of numerous representatives from different areas, including the CEO.

To date, there are no committees within Crocco S.p.A. responsible for ESG issues, and the impact team and B-Team meetings are not yet held on a regular basis.

Crocco has managed to reduce the risk of generating negative impacts on the environment, people and the conduct and governance of the organisation

CORPORATE COMPLIANCE

In 2021, Crocco S.p.A. SB introduced an Organisation, Management and Control Model (OMCM), which is a corporate governance tool compliant with Italian Legislative Decree 231/2001.

The OMCM, which is essential for companies wishing to ensure legal compliance, prevent crime and promote an ethical corporate culture, has been adopted by Crocco in order to establish an internal control system, thus protecting the organisation from the legal and financial consequences of administrative liability.

Attached to the Model is the **Code of Conduct**, which serves as a guide for senior management, employees and contract staff. It outlines unacceptable conduct and the related disciplinary consequences.

The Code of Conduct therefore identifies and specifies the sanctionable behaviours, which include:

1. acts relating to private corruption;
2. corruption in relations with political and trade union organisations;
3. acts related to health and safety;
4. environmental standards of conduct;
5. acts related to accounting records;
6. acts related to taxation;
7. acts related to company affairs;
8. acts related to anti-money laundering;
9. acts related to the management of computer systems;
10. acts related to copyright and the protection of intellectual/industrial property and free competition;
11. acts related to counterfeiting;
12. actions against workers, and acts against the individual;
13. behaviour related to organised crime (including transnational crime)
14. acts related to racism and xenophobia;
15. acts related to fraud in sports competitions;
16. illegal gambling and betting;
17. acts related to smuggling.



The Organisation, Management and Control Model consists of additional elements, including the Supervisory Body (SB), which is responsible for overseeing compliance with and updating of the OMCM.

The Crocco Board of Statutory Auditors acts as the **Supervisory Board**. Its annual report provides the Board of Directors with information regarding possible breaches of the OMCM, and the BoD will then take any necessary corrective measures.

The OMCM also includes **whistleblowing** procedures and mechanisms to enable anyone (Crocco employees or contract staff) to anonymously report illegal, unethical or irregular activities occurring within the company.

To ensure anonymity, whistleblowers can send their information to the dedicated email address, or use the



whistleblowing box on-site. Employees can also make a complaint to the HR Office.

Similarly, special forms are also available to employees if they wish to report any environmental non-compliance.

These channels ensure that all reports are handled confidentially and appropriately, reinforcing Crocco's commitment to transparency and integrity.

Thanks to the internal training and communication programmes provided for in the OMCM, Crocco works to ensure that all employees are aware of company policies and procedures. The adoption of the Model has helped the company to **prevent environmental offences, meet regulatory deadlines and avoid administrative sanctions**, ensuring compliance at all times. In this way, Crocco has managed to reduce the risk of generating negative impacts on the environ-

ment, people and the conduct and governance of the organisation.

WHISTLEBLOWING REPORTS AND NON-COMPLIANCE	2022	2023
Number of reports to the Supervisory Board – whistleblowing	none	none
Number of cases of corruption	none	none
Number of cybersecurity incidents	none	none

Ethics and integrity

ESRS G1

The Crocco Code of Ethics, in force throughout the company since 2019, is the cornerstone of the company's values and management practices. The Code of Ethics is public and can be accessed by any employee of the company. It has also been distributed internally and is available on the website. Externally, the Code is only available to our suppliers.

The Code of Ethics governs the company's policies for the handling of complaints, and other negative impacts. The whistleblowing system, already mentioned, can also be used.

The topics included in the Code of Ethics and the Code of Conduct are the following:

- Compliance with laws and regulations

- Honesty, equality and fairness in supplier relations

- Prevention of conflicts of interest

- Prevention of corruption

- No forced labour

- No child labour

- No harassment

- Fair pay

- Fair working hours

- Non-discrimination

- Health, safety and sustainability

- The environment

- Freedom of association and collective bargaining

- Protection of company assets

Within the ethical guidelines established by the Crocco Group, particular emphasis has been placed on the management of conflicts of interest, which is key to maintaining integrity and transparency in the work environment. Executives, employees and suppliers are required to operate in the highest interests of the company at all times, and to avoid any situation that could compromise this objective.

This implies not only avoiding actual conflicts of interest, but also perceived conflicts that could potentially undermine the company's trust and reputation. Full confidentiality is required in relation to all company information and data, which must be treated with the utmost discretion and used exclusively for authorised company purposes.

During the reporting period, there were no significant instances of non-compliance with laws and regulations, nor were any fines or non-monetary penalties paid.



Anti-corruption

GRI 205-3; ESRS G1

The Code of Conduct, which is attached to the Crocco 231 Model, is intended to prevent and counter any illegal behaviours that could harm the company's position. In particular, the issue of corruption is addressed both with regard to public-sector relations, and in terms of the company's dealings with private entities. In both these areas, Crocco considers acts of corruption to be any payments made illegally by any public entity, body or private individual with the aim of gaining a profit, and any payments made by persons acting on behalf of others, in Italy or internationally.

In particular, it is expressly forbidden to make donations or grant any other benefits to persons belong-

ing to the public administration, including politically exposed persons or official inspectors, also with the purpose of inducing the third party to consider the donation as an incentive to buy, recommend or approve a Company product.

In terms of relations with other private individuals, there is a strict prohibition on giving or promising any benefit of any kind, or requesting or obtaining a promise of any benefit in order to carry out or omit an act that would breach the duties of the individual or their obligations of loyalty.

Through reports made via the whistleblowing system, the company is informed of any acts of corruption and can address them accordingly.

No cases of corruption were recorded during the reporting period.



ROLE OF GOVERNANCE IN SUSTAINABILITY MANAGEMENT

Crocco's Governance team is involved in various ways in the management of the company's sustainability and impact management.

The Board of Directors defines the sustainability development strategies and monitors their implementation by the sustainability team.

The CEO is a member of the B-Team, set up to carry out Crocco's objectives and initiatives in the context of the Benefit Company, and of the Energy team, which works on issues relating to energy performance and the energy management system.

Senior Management is also involved in the review of the company's management systems (Environment, Quality, Energy and Health and Safety). This process is an opportunity to take stock of the performance and objectives achieved during the year, and to discuss future goals relating to sustainability.



*To better understand
who its stakeholders are,
and how they can influence
or be affected by the company's
impacts on the environment,
the economy and people*



THE CROCCO APPROACH TO SUSTAINABILITY

STAKEHOLDER ENGAGEMENT AND MATERIALITY ANALYSIS

The engagement of our various stakeholders has always been a valuable tool that allows Crocco S.p.A. SB to understand the needs of all our partners, and to consolidate new and existing relationships.

In 2022, the stakeholder engagement process allowed us to understand the internal and external vision of the company's impacts on sustainability in its three forms: social, economic and environ-

mental. Starting this journey has therefore allowed Crocco to define, for the first time, the material topics to be included in its Sustainability Reports.

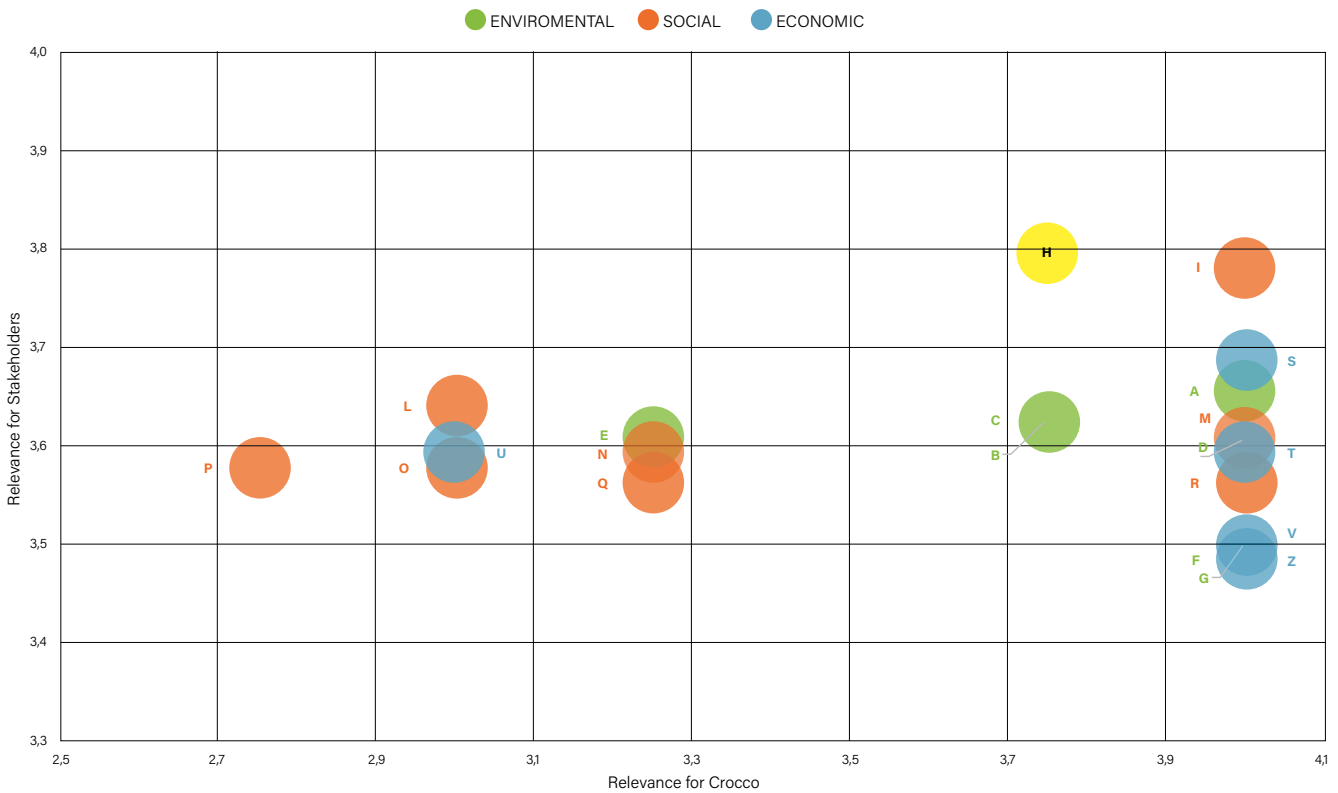
This approach has facilitated a broader and more in-depth dialogue with the company's various stakeholders, resulting in a better understanding of the issues that require clarification. The issues

are not only defined in words (the impact report) but are also resolved by taking concrete steps to reduce adverse impacts.

The first phase of the process involved an in-depth analysis of the internal context of the company. This required an evaluation of the sustainability strategy, the business model, company policies and relations with employees and contract staff.

In parallel, exogenous factors were also examined in order to clearly identify the various categories of stakeholder. This analysis has allowed Crocco to better understand who its stakeholders are, and how they can influence or be affected by the company's impacts on the environment, the economy and people.

- CATEGORIES INVOLVED**
- Customers
 - Company management
 - Owners
 - Press officers
 - Environmental associations
 - Local authorities and institutions
 - Suppliers
 - Shareholders
 - Employees
 - External advisers
 - Trade associations
 - Schools and universities



- A Products with low environmental impact
- B Environmental compliance
- C Waste management
- D Atmospheric emissions and their reduction
- E Traceability of raw materials and products
- F Water discharge management
- G Energy Consumption
- H Product safety
- I Workplace health and safety
- L Diversity and equal opportunity
- M Staff training and education
- N Non-discrimination
- O Corporate transparency
- P Ethics and integrity
- Q Protection of workers' right
- R Customer satisfaction and loyalty
- S Product quality
- T Product innovation
- U Anti-corruption
- V R&D investments
- Z Collaborative relations with suppliers and costumers

Figure 1. The Crocco materiality matrix reports the material topics identified during the stakeholder engagement process.

For each category of stakeholder, a representative sample of 145 internal and external contacts were selected. They took part in an online survey in order to measure the significance attributed to the topics identified in the context analysis.

This significance was then evaluated using a scale of 1 ("Not very relevant") to 4 ("Very relevant").

The results of the online surveys were analysed in one-to-one interviews led by external consultants, and were then processed in aggregate form.

This opportunity for discussion and stakeholder engagement yielded a detailed and impartial qualitative analysis of Crocco's impacts, facilitating the involvement of experts and roles such as representatives of trade associations, external consultants and representatives of the general public.

Thanks to this approach, the relevant elements for understanding the material issues were brought to light, and it was therefore possible to identify a list of priorities. Based on this list, the impacts assessed by the company were also taken into account. Finally, the identified impacts were grouped together in order to define the material topics for Crocco.

For 2024, Crocco has set itself the goal of operating differently, by carrying out a dual materiality analysis, updating its impact assessment and incorporating an assessment of the materiality of the risks and opportunities relative to the company's financial position. In this way, Crocco intends to align with the provisions of the ESRs methodology and with the provisions of the CSRD.

MATERIAL TOPICS AND IMPACTS

MATERIAL TOPICS IN ORDER OF IMPORTANCE	RELATED IMPACTS	POSITIVE OR NEGATIVE	CURRENT OR POTENTIAL
Workplace health and safety (GRI 403)	Reduction of absence due to illness or injury	+	Potential
	Safe working environment	+	Current
	Increased injuries due to incorrect management	-	Potential
	Reputational and image risks	-	Potential
Product quality (GRI 416)	Innovative solutions and technologies	+	Current
	Products safe for consumer health	+	Current
	Reputational and image risks	-	Potential
	Fines and penalties for non-compliance	-	Potential
	Increased costs for non-compliance	-	Potential
Products with low environmental impact (GRI 301)	Increased purchases of recycled raw material	+	Current
	Reduced purchases of virgin plastic material	+	Current
	Lower environmental impact on business and customer processes	+	Current
	Competitive advantages in the market	+	Current

MATERIAL TOPICS IN ORDER OF IMPORTANCE	RELATED IMPACTS	POSITIVE OR NEGATIVE	CURRENT OR POTENTIAL
Atmospheric emissions and their reduction (GRI 305)	Quantification of emissions as a basis for setting up a mitigation plan	+	Current
	Avoidance of greenwashing	+	Current
	Reputational risk in the event of incorrect information	-	Potential
	Air pollution	-	Current
Staff training and education (GRI 404)	Employee development	+	Current
	Professional growth	+	Current
	Updating of skills	+	Current
	Allocation of financial resources	-	Current
Product innovation	Innovative solutions and technologies	+	Current
	Lower environmental impact	+	Current
	Economic and reputational advantages	+	Current
Customer satisfaction and loyalty	Consolidation of relationships	+	Current
	Attracting new buyers	+	Potential
Product safety (GRI 416)	Greater product competitiveness	+	Current
	Risk of non-compliance	-	Potential
	Risk of loss of image and competitiveness	-	Potential
Energy consumption (GRI 302)	Atmospheric emissions associated with energy consumption	-	Current
	Use of renewable energy	+	Current
	Increased energy costs	-	Current
R&D investments	Development of innovative technologies	+	Current
	Allocation of financial resources	-	Current
Water discharge management (GRI 303)	Reuse of cooling water	+	Current
	Rainwater harvesting and treatment	+	Current
	Exceeding legal discharge limits	-	Potential

MATERIAL TOPICS IN ORDER OF IMPORTANCE	RELATED IMPACTS	POSITIVE OR NEGATIVE	CURRENT OR POTENTIAL
Collaborative relations with suppliers and customers (GRI 204)	Consolidation of relationships	+	Current
	Supplier awareness	+	Potential
Environmental compliance	Reputational and image risks in the event of false or incorrect information	-	Potential
	Sanctions and fines	-	Potential
Waste management (GRI 306)	Reduction in the amount of waste	+	Potential
	Disposal of by-product as waste and purchase of the same as regranulate (circular economy)	+	Current
	Incorrect waste management can lead to penalties	-	Potential
Traceability of raw materials and products	Supply chain governance	+	Potential
	Compliance with regulatory requirements	+	Current
	Obtaining supply chain certifications	+	Potential
Non-discrimination (GRI 406)	Creating the best working environment	+	Potential
	Reputational and image risks	-	Potential
Protection of workers' rights (GRI 401)	Creating the best working environment	+	Potential
	Reputational and image risks	-	Potential
Diversity and Equal Opportunity (GRI 405)	Creating the best working environment	+	Potential
	Reputational and image risks	-	Potential
Anti-corruption (GRI 205)	Reputational and image risks	-	Potential
Corporate transparency	Consolidation of internal and external relations	+	Potential
Ethics and integrity	Application of model 231	+	Current
	Creating the best working environment	+	Current





OUR GOALS



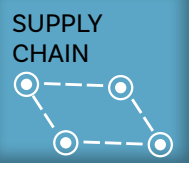
Following the transformation into a Benefit Company, having integrated the issues of sustainability and the fight against climate change into the company's bylaws, we have defined strategic objectives that cover different areas of sustainability (environ-

mental, social and governance). These objectives, defined and formalised in a specific document, identify specific KPI performance indicators designed to assess Crocco's performance in achieving its targets.

BENEFIT COMPANY OBJECTIVES 2024

AREA	COMMITMENT (COMMON BENEFIT)	GOAL	KPI
 <p>ENVIRONMENT</p>	<p>Study and develop innovative products and packaging with low environmental impact, by researching increasingly circular and regenerative alternatives to ensure the safety of the finished product</p>	Limit the amount of packaging material per product, by reducing the average thickness of the film.	Trend in average film thicknesses, by type.
		Increased sales of formulations made from recycled raw materials.	% of sales made from formulations containing recycled raw materials.
		Development of more easily recyclable packaging (single-material and/or single-component packaging).	<ol style="list-style-type: none"> 1) Number of single-material/single-component packaging projects compared to total projects. 2) % sales made from simplified formulations, compared to total sales.
		For films in direct contact with food, the aim is to have an overall migration limit at least 50% lower than the limit set by current European regulations (in particular, Regulation 10/2011).	Threshold values for global migration limits in simulants B, D1 and D2.
		Develop 15% of the annual research projects in the field of sustainability (including formulations made from biobased, compostable or recycled materials, reduced thicknesses).	Number of sustainability projects compared to the total number of projects per year.
		Development of an industry EPD (packaging) in the field of flexible polyethylene packaging.	Progress of the industry EPD project.

AREA	COMMITMENT (COMMON BENEFIT)	GOAL	KPI
CLIMATE CHANGE 	Protect the environmental system by introducing a circular model for the management of natural resources, and by gradually steering the company's operations towards the use and production of energy from renewable or non-polluting sources;	Quantify the organisation's carbon footprint in relation to 2023 data.	Completion of the organisation's carbon footprint for the year 2023.
		Quantify the product carbon footprint of all the company's products.	Completion of the product carbon footprint of all products (systematic approach) for the year 2023.
		Increase in plant energy efficiency.	Definition of the plan.
		Complete the installation of energy meters at Plant C, to give a complete mapping of the company's energy consumption.	Completion of project.
ENERGIA 			
INNOVATION 	Support the study of innovative small-footprint products and packaging, by developing partnerships with the innovation ecosystem;	Forge contacts with external bodies (including suppliers, research bodies and universities).	Number of partnerships launched annually.
PEOPLE 	Encourage an inclusive management style that recognises the value of diversity and promotes equal opportunities at all levels of the company by adopting the ethics of diversity and inclusion, starting with the principles of fighting prejudice and gender-related stereotypes; Recognise the value of human capital, by creating a working environment that promotes the wellbeing of every individual; putting in place welfare and training measures designed to build a corporate culture that meets the needs of the people within it;	Conduct the assessment according to the UniPdR 125:2022 gender-equality standard.	% fulfilment of the KPI indicators provided for in UNI-PdR 125:2022.
		Publish a new company regulation that also includes aspects related to sustainability.	Publication of the regulation.
		Introduce an employee bonus payable on marriage and the birth of a child.	Number of bonuses disbursed.
		Variable fringe-benefit bonus for all employees, based on an internal company regulation.	Number of bonuses disbursed.
		Raise dietary awareness among staff through education sessions, leaflets and reviewing the canteen menu in collaboration with a nutritionist.	number of meetings organised and number of leaflets issued.
		Raise awareness among all employees about correct posture and movement.	No. employees informed.
		Build a structured welfare plan.	Realisation of the plan.

AREA	COMMITMENT (COMMON BENEFIT)	GOAL	KPI
	Actively participate in the socioeconomic development of the local community, by organising information/education sessions on environmental sustainability in order to raise awareness of environmental issues among the general public, and the younger generations in particular;	Work with middle schools and high schools in the area, arranging classroom sessions, site tours and workshops on the subject of sustainability.	Number of classes/students involved in the projects.
		Host at least one student in a school-work project during the summer of 2024.	Number of students involved in the project.
		Launch projects with universities to host at least one apprentice.	Number of students involved in the project.
	Build relations with the players in the supply chain, based on cooperation, shared values and sustainability targets, by promoting joint campaigns to promote innovative, circular, eco-friendly production models.	Update the supplier qualification and evaluation process to include environmental and social criteria, starting with the identification of the main impacts.	Number of suppliers selected and evaluated using the criteria identified.
		Draw up a code of conduct for suppliers.	no. of suppliers receiving the code.
		Prepare company policies and make commercial agreements with transport companies, to try to reduce GHG emissions caused by the transport of raw materials and finished products.	1) % of transport companies involved out of the total; 2) % of turnover of companies agreeing to an emissions reduction plan, out of the total.
		Promote customer awareness (and education) campaigns regarding the use of packaging with a lower environmental impact.	No. of customers/suppliers informed.
		Introduction of a newsletter for customers and suppliers, to communicate our progress in the field of sustainability.	No. of stakeholders involved.

These are the results obtained with respect to the objectives set for 2023:

ENERGY

1. **Construction of a new solar power system in Plant C.**
The system has been built and is currently awaiting final testing, in order to be fully operational at Plant C.
2. **Implementation of the energy management system according to ISO 50001;**
In October 2023, the Energy Management System was certified by DNV according to ISO 50001 standards.

CLIMATE CHANGE

3. **Annual quantification of greenhouse gas (GHG) emissions at the organisational level, according to ISO 14064-1.**
The GHG inventory (or Organisational Carbon Footprint) was quantified for 2023 according to ISO 14064-1, and was certified by Bureau Veritas Italia.
4. **The Carbon Footprint Systematic Approach calculation model, updated with data for 2023, was used as a tool for designing new products.**
The Carbon Footprint Systematic Approach model, already implemented according to ISO 14067, passed the monitoring inspection in 2023 and has maintained its certification from Bureau Veritas Italia.

ENVIRONMENT

5. **Introduce a bonus tied to the reduction in pages printed in the offices.**
At the beginning of 2024, the bonuses had been paid out. In 2023, we printed a total of 599,760 sheets, compared to 683,060 in 2022: a reduction of 12%.
6. **Reduce the tonnes of solvent used in the print department.**
The target has been met, having fallen from 456 t to 398 t.

GOVERNANCE AND SOCIAL

7. **Complete the legal transition to Benefit Company status and define the specific common benefit purposes.**
The transformation into a Benefit Company was completed on 21/12/2023 with the updating of the company's bylaws, which now include specific common benefit purposes.
8. **Measure the company's sustainability performance by completing the BIA - B Impact Assessment, the ESG questionnaire used to measure B-corp companies.**
The BIA - B Impact Assessment was completed with the 2022 data.
9. **Prepare the Sustainability Report for the third year, and have it validated by a third party.**
The 2022 Sustainability Report was prepared and obtained "with reference to GRI" assurance from Bureau Veritas Italia.

A GLOBAL COMMITMENT: THE UNITED NATIONS SDGs

We are actively committed to pursuing the Sustainable Development Goals (SDGs) proposed by the United Nations. Of the 17 global goals, we consider 12 applicable to Crocco:

- 3** Good health and well-being
- 4** Quality education
- 5** Gender equality
- 6** Clean water and sanitation
- 7** Affordable and clean energy
- 8** Decent work and economic growth
- 9** Industry, innovation and infrastructure
- 10** Reduced inequalities
- 11** Sustainable cities and communities
- 12** Responsible consumption and production
- 13** Climate action
- 17** Partnerships for the goals

Crocco is actively engaged in the implementation of strategies and actions aimed at contributing to the achievement of the Sustainable Development Goals (SDGs) established by the UN as part of the 2030 Agenda for Sustainable Development.

Crocco is pursuing 12 of the 17 UN Goals, both by adopting sustainable business practices aimed at reducing environmental impact, and by protecting human rights and improving the social and economic conditions of the communities in which it operates.

Within this Sustainability Report, the relevant SDGs have also been matched to the material topics, setting the local impacts of the company within the global context and thus combining the practices and objectives of Crocco with the principles and objectives laid down by the UN in order to tackle environmental, social and economic challenges.

In this way, Crocco can make a significant contribution towards sustainable and responsible development.



PARTNERSHIPS AND ALLIANCES FOR SUSTAINABILITY



At Crocco, we consider it essential to work with various institutions at the **local, national and international levels** if we are to reach our sustainability objectives. We also play an active part in the trade associations of which the company is a member, seeking to engage the entire supply chain in this effort. In doing so, we are determined to promote a commitment to sustainability.

Crocco is a member of several associations and business networks:

- **Confindustria** (General Confederation of Italian Industry)
- **GIFLEX** (Flexible Packaging Group)
- **EuPC** (European Plastic Converters)
- **Unionplast** - Plastic Rubber Federation
- **IPPR** (Institute for the Promotion of Recycled Plastics)
- **COREPLA** (National Consortium for the Collection, Reclamation and Recycling of Plastic Packaging)

By working in this direction, Crocco aims to promote education about recycling and correct product disposal, but also to raise awareness of sustainability and impact reduction throughout the supply chain. This kind of initiative can help to repair the negative image of the packaging industry.

In addition, with the Greenside project, Crocco is working to partner up with other companies with a view to reducing the climate and eco footprint of its products, as described in the subsequent chapters.

In this way, Crocco is engaging not only its customers and suppliers, but also the entire community (starting with employees and their families), with the aim of arousing interest and promoting significant changes along the supply chain.





*We work daily to make
our environmental commitment
a reality by directing our R&D
effort towards what we at
Crocco like to call
"sustainable innovation"*



ENVIRONMENT

At Crocco, we are aware of the impacts generated by the packaging industry on the planet and in our seas and oceans. But at the same time, we are concerned about the growing negativity that surrounds plastic and packaging companies. We are determined to counteract this negative view, and are committed to studying the design of our products in order to minimise the environmental impact of plastic packaging.

In doing so, we want to respond to stakeholders' expectations and seriously address all the challenges related to sustainability.

Attention and respect for the environment are values that underpin our vision of business. In this area, Crocco has always been committed to building a business model that is in harmony with the planet

and the local community. The transformation into a Benefit Company is another step on a journey that started when Crocco was first established.

The implementation of an Environmental Management System (ISO 14001) in 2005 was our opportunity to establish clear procedures, rules, guidelines and methods for managing the environmental impacts. These standards are now applied in our A, B and C production plants, and in all our processes.

The EMS helps the organisation to understand the key environmental aspects, identify the risks to be avoided, and to set targets that allow us to keep improving from year to year.

In October 2023, we obtained ISO 50001 certification of our EMS at Plants A, B and C, thus demonstrating that the company has now implemented advanced practices and procedures to systematically monitor, control and reduce energy consumption.

We work daily to make our environmental commit-

ment a reality by directing our R&D effort towards what we at Crocco like to call "sustainable innovation": products that reconcile our customers' need for reliability with the need for answers that respond to the environmental and climate challenges we face at the local and global levels.

TAXONOMY

Regulation No. 2020/852 introduced a Taxonomy into the EU, which is a set of common requirements that gives economic activities a transparent eco-sustainability rating.

The taxonomy was conceived as a useful tool for investors to direct their investment decisions towards

The reporting KPIs provided for in the Taxonomy are shown below.

Economic activity	Code	Turnover 2023 (mln)	Share of turnover 2023	Criteria for material contribution						Criteria for "Do no significant harm"						Share of turnover aligned with Taxonomy as at 2023	Share of turnover aligned with Taxonomy as at 2022	Category (Enabling activity)	Category (transition activity)
				Mitigation of climate change	Adaption to climate change	Acquatic marine resources	Circular economy	Pollution	Bio-diversity and eco-systems	Mitigation of climate change	Adaption to climate change	Acquatic marine resources	Circular economy	Pollution	Bio-diversity and eco-systems				
A. ACTIVITIES ELIGIBLE FOR THE TAXONOMY																			
A.1. Eco-sustainable activities (aligned with the Taxonomy)																			
Turnover of eco-sustainable activities (aligned with the Taxonomy)		0	0%	0%	0%	0%	0%	0%	0%						0	0			
A.2 Activities eligible for the Taxonomy, but not eco-sustainable (activities not aligned with the Taxonomy)																			
Manufacture of plastic packaging	22,22	126,6	100%							S	S	N		S	N.A.				
TOTAL (A.1)-(A.2)																			
B. ACTIVITIES NOT ELIGIBLE FOR TAXONOMY																			
Turnover of non-eligible activities		0	0%												0	0			
TOTAL (AHB)																			

Economic activity	Code	CAPEX 2023 (mln)	CAPEX 2023 quota	Criteria for material contribution						Criteria for "Do no significant harm"						CAPEX quota aligned with taxonomy as at 2023	CAPEX quota aligned with taxonomy as at 2022	Category (Enabling activity)	Category (transition activity)
				Mitigation of climate change	Adaption to climate change	Acquatic marine resources	Circular economy	Pollution	Bio-diversity and eco-systems	Mitigation of climate change	Adaption to climate change	Acquatic marine resources	Circular economy	Pollution	Bio-diversity and eco-systems				
A. ACTIVITIES ELIGIBLE FOR THE TAXONOMY																			
A.1. Eco-sustainable activities (aligned with the Taxonomy)																			
CAPEX of eco-sustainable activities (aligned with the Taxonomy)		0	0%	0%	0%	0%	0%	0%	0%							0	0		
A.2 Activities eligible for the Taxonomy, but not eco-sustainable (activities not aligned with the Taxonomy)																			
Manufacture of plastic packaging	22,22	5,75	100%								S	S	N	S	N.A.				
TOTAL (A.1)+(A.2)																			
B. ACTIVITIES NOT ELIGIBLE FOR TAXONOMY																			
CAPEX of non-eligible activities		0	0%													0	0		
TOTAL (A+B)																			

Economic activity	Code	OPEX 2023 (mln)	OPEX 2023 quota	Criteria for material contribution						Criteria for "Do no significant harm"						OPEX quota aligned with taxonomy as at 2023	OPEX quota aligned with taxonomy as at 2022	Category (Enabling activity)	Category (transition activity)
				Mitigation of climate change	Adaption to climate change	Acquatic marine resources	Circular economy	Pollution	Bio-diversity and eco-systems	Mitigation of climate change	Adaption to climate change	Acquatic marine resources	Circular economy	Pollution	Bio-diversity and eco-systems				
A. ACTIVITIES ELIGIBLE FOR THE TAXONOMY																			
A.1. Eco-sustainable activities (aligned with the Taxonomy)																			
OPEX of eco-sustainable activities (aligned with the Taxonomy)		0	0%	0%	0%	0%	0%	0%	0%							0	0		
A.2 Activities eligible for the Taxonomy, but not eco-sustainable (activities not aligned with the Taxonomy)																			
Manufacture of plastic packaging	22,22	66,6	100%								S	S	N	S	N.A.				
TOTAL (A.1)+(A.2)																			
B. ACTIVITIES NOT ELIGIBLE FOR TAXONOMY																			
OPEX of non-eligible activities		0	0%													0	0		
TOTAL (A+B)																			

activities that contribute to one of the six environmental objectives:

1. mitigation of climate change;
2. adaptation to climate change;
3. the sustainable use and protection of water and marine resources;
4. transition to the circular economy, including the reduction and recycling of waste;
5. pollution prevention and control;
6. the protection of biodiversity and the health of ecosystems.

The taxonomy is also a useful guide that companies can use to steer their activities in line with the transition towards economic growth that has no adverse impact on the environment or climate.

The requirements underpinning the classification of eco-sustainable economic activities are:

- a substantial contribution to one of the six environmental objectives set out above;
- Do No Significant Harm (DNSH) principle with respect to the other environmental objectives;
- minimum standards of the guarantees provided for by social legislation.

Only Crocco's main economic activity, the production of plastic packaging, is one of the activities covered by the Taxonomy. In particular, it is one of the activities that can contribute to the objective of the transition to the circular economy (1.1 Manufacture of plastic packaging).

Substantial contribution

The activity meets three of the four "substantial contribution" requirements. All Crocco's packaging products are recyclable on a large scale, as they are designed that way. The company does not use any colourants, additives or add-ins that would contaminate the recycling flow. In addition, the recyclability rate of the plastic material per packaging unit meets the national minimum recycling target rate (over 35%).

However, not all of our products meet the requirement of at least 35% of the packaging, by weight, consisting of post-consumer recycled material. The production process also uses some substances (inks used in the second print cycle) which are considered hazardous under the REACH Regulation.

Therefore, Crocco does not currently meet all the criteria for a substantial contribution to the circular economy objective.

DNSH Principle

We have evaluated our economic activity in relation to the requirements of the DNSH principle as defined in the Taxonomy.

The relevant objectives for Crocco are:

- Mitigation of climate change;
- Adaptation to climate change;
- Pollution prevention and reduction;
- Sustainable use and protection of water and marine resources.

The objective of Protection and Restoration of Biodiversity and Ecosystems is not relevant to our activities, which are not subject to the Environmental Impact Assessment.

However, as a company, we are committed to limiting our impact on ecosystems, also by respecting the Integrated Environmental Authorisation (AIA).

As regards the climate change mitigation objective, the product carbon footprint (PCF) of our packaging made from recycled materials is lower than the PCF of an equivalent product made from fossil raw materials. Therefore, the requirement has been met.

With regard to adaptation to climate change, some of the hazards (heavy rainfall, flooding and fire) referred to in the table in Annex A are included in the risk assessment. The others are not relevant to our context.

The company complies with the requirements of the Pollution Prevention and Reduction objective. The substances referred to in Annex C are used in our production process and our activity requires the issue of an Integrated Environmental Authorisation (AIA), the limits and requirements of which are based on the current BAT.

Finally, with regard to the sustainable use and protection of water and marine resources, an assessment of the risks of environmental degradation related to the conservation of water quality and the prevention of water stress has not been carried out. However, the latter aspect was assessed for the present and past Sustainability Reports.

Minimum social standards

Crocco is fully compliant with Italian and European legislation on labour and human rights in the conduct of its business. In addition, the company also has a set of policies and activities, and has transformed into a Benefit Company with the aim of achieving benefits in the social sphere.

Conclusion and KPI

In conclusion, Crocco's main economic activity is not fully aligned with the Taxonomy. The routes to follow in order to fill the gaps currently existing will be evaluated by Management, who will determine the necessary actions and resources.



CLIMATE CHANGE MITIGATION AND ADAPTATION



GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4, GRI 302-1, ESRS E1

The challenge of climate change is one of our most urgent priorities, both as a company and as individuals. At Crocco, we are convinced that everyone can contribute to promoting change and that we are all the building blocks needed for a global transformation.

For this reason, despite the fact that we do not yet have a structured transition plan in place to mitigate climate change, we have been working on a number of worthy projects (such as Greenside) for many years. Collectively, these initiatives are helping to reduce atmospheric emissions as well as building partnerships that may amplify the climate benefits of our actions. In addition, during 2023 we adopted a series of policies and strategies to address climate change, starting with the installation (now complete) of solar panels on the factory roofs, in order to increase the quota of renewable energy. A solar power plant with the capacity to generate 0.4 MW of clean energy has also been built at Plant C, although this is not yet enough to achieve energy self-sufficiency from renewable sources.

During the year, we also looked at how the company consumes energy on its sites, by putting in place an energy policy and an energy management system certified according to ISO 50001:2018. We have also created an Energy team, who will work on projects related to energy efficiency.

Another objective is to install energy meters on those machines at Plant C which do not yet have them, and to replace the obsolete motors on the extruders with new, high-efficiency engines: the operational plan for this work is currently being drafted.

These are concrete measures that will reduce our negative impact on climate change. In future, they will be rolled out system-wide, in order to fulfil a transition plan that fully responds to the needs and challenges posed by the global and European climate objectives.

Product emissions

For Crocco, calculating the emissions associated with its products is only the first step towards understanding the impact they have, and the areas in which action can be taken to reduce them.

For this reason, the company's environmental policy mentions the importance of monitoring and promoting the calculation of PCFs.

Guided by this philosophy, since 2020 Crocco has been using the "Carbon Footprint Systematic Approach" to quantify its PCFs. The model has been developed according to the requirements of ISO 14067:2018.

The CFSA model calculates the climate footprint of Crocco's finished products based on data concerning materials used and process consumption volumes. By applying the **LCA (Life Cycle Assessment) method**, Crocco can quantify the **GHG emissions throughout the product lifecycle**, which gives a scientific and quantitative determination of the main GHG emissions impacts, thus laying the foundations for a pathway to reduce product-related emissions.

The systematic approach has also been integrated with the calculation of organisational emissions, resulting in a system that gives easy access to all the necessary data about the company's emissions. The model data are based on emission factors obtained from SimaPro, one of the key software

<p>ECO DESIGN</p>	<p>focused on finding raw materials with a lower environmental impact, for example, by using recycled plastic material and reducing film thickness</p>
<p>ECO EFFICIENCY</p>	<p>focused on making the production process more efficient, and optimising energy consumption to reduce the production-related impact</p>

Key points in Crocco's product design process

programs used to calculate impacts, in particular for the environmental aspect related to climate change.

Thanks to the CFSA model, Crocco can give its customers transparent data about the CO2 equivalent of the plastic films they purchase.

Organisational emissions

In 2021, Crocco took a further step towards understanding the size of its impact, by quantifying the **organisation's GHG emissions inventory** for the first time. The inventory represents an in-depth analysis that reveals the distribution of emissions along our entire value chain, taking into account both the emissions directly associated with our plants (Scopes 1 and 2) and what can be quantified as indirect Scope 3 emissions.

This study was prepared in accordance with the ISO 14064-1:2018 standard. **The inventory has been updated with data from 2023. The updated model**

underwent third-party verification, both in 2022 and 2023.







The adoption and verification of ISO 14064-1 also qualified Crocco for inclusion in the **Carbon Footprint Italy** (CFI) register, which ensures the transparent publication of our results.

The CFI accreditation, which adds to the ISO 14064-1 certification, is further confirmation of the solidity of our emissions quantification and GHG inventory.









Carbon Footprint Italy

CFI is the Italian carbon management programme dedicated to reporting the results of the quantification of greenhouse gas (GHG) emissions related to products and organisations. The programme is open to all organisations and products in possession of an accredited third-party certificate that quantifies their GHG emissions.

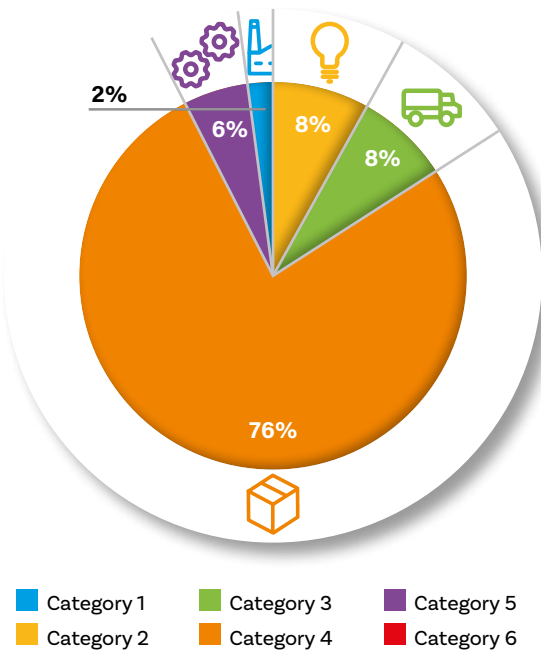
CROCCO'S GHG INVENTORY ¹			2020	2022	2023
ISO 14064-1			tCO ₂ e <small>baseline year</small>	tCO ₂ e	tCO ₂ e
	Category 1	Direct GHG emissions and removals	3.575	4.206	4.142
	Category 2	Indirect GHG emissions from imported energy	8.854	11.759	14.145
	Category 3	Indirect GHG emissions from transport	11.841	13.072	12.851
	Category 4	Indirect GHG emissions from products used by the organisation	114.380	109.469	131.125
	Category 5	Indirect GHG emissions from products made by the organisation	11.411	11.835	10.417
	Category 6	Indirect GHG emissions from other sources	0	0	0
TOTAL EMISSIONS			150.061	150.341	172.680

¹To calculate the inventory of organisation-related GHG emissions, the following sources were used for the emission factors required for the calculation: - AIB 2024, the SimaPro 9.6 software application (Prè, 2023) and, in particular, the Ecoinvent 3.10 databases. Note that the data were later validated by an accredited third-party body.

LOCATION-BASED APPROACH ²			2020 tCO ₂ e <small>baseline year</small>	2022 tCO ₂ e	2023 tCO ₂ e
	SCOPO 1	Direct emissions generated by the company	3.575	4.206	4.142
	SCOPO 2	Indirect emissions generated by energy purchased and consumed by the company	8.854	11.759	14.145
	SCOPO 3	Indirect emissions generated by the company's value chain	137.632	134.376	154.393
TOTAL EMISSIONS			150.061	150.341	172.680

MARKET-BASED APPROACH ³			2020 tCO ₂ e <small>baseline year</small>	2022 tCO ₂ e	2023 tCO ₂ e
	SCOPO 1	Direct emissions generated by the company	3.575	4.206	4.142
	SCOPO 2	Indirect emissions generated by energy purchased and consumed by the company	0	0	16.410
	SCOPO 3	Indirect emissions generated by the company's value chain	137.632	134.376	154.393
TOTAL EMISSIONS			141.207	138.582	174.945

Significant direct and indirect GHG emissions



The calculation of Scope 3 emissions covers the ISO 14064-1 macro-categories 3, 4 and 5. In particular, it quantifies all the emissions from transport, by investigating the impact of the movement of incoming materials, finished products, home-to-work commuting, customer/visitor transport and business travel.

For Category 4, the calculation includes the emissions from purchased goods - which are certainly the largest impact among the categories considered - and emissions from waste generation and management. To ensure that the information provided to stakeholders is complete and transparent, we have also included the emissions from Crocco products' end-of-life.

In line with ISO 14064-1, the year 2020 was chosen as the benchmark against which to compare the company's emissions reduction pathway. The comparison of Crocco's emissions in 2020 and 2023 shows a significant increase: the value of emissions compared to tonnes produced, shows a growth in the identified KPI (3.14 tCO₂e/tonne produced in 2020, compared to 3.83 tCO₂e/tonne produced in 2023).

² Location based: the emission factor is that characteristic of the national grid (average factor representative of the mix of fuels used for electricity production). The emission contribution of category 2 increased, despite the lower purchase of electricity from the grid, as the 2023 AIB emission factor, supplier mix increased (431 gCO₂/kWh) compared to the 2022 figure [33] gCO₂/kWh).

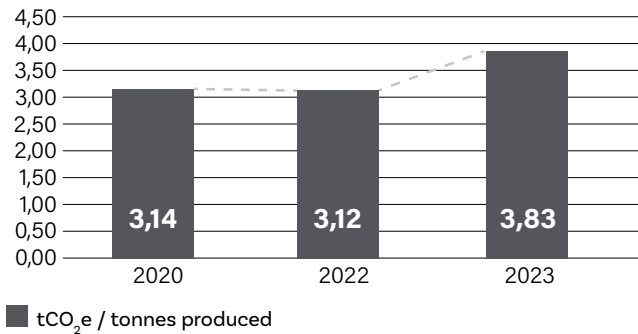
³ Market-based: the emission factor used is the one contractually specified by the electricity supplier (e.g. guarantee of origin - GO). The market-based calculation can also be done using a residual mix emission factor, if this is not specified on a contractual basis (source: AIB).

The cause of the increase in emissions, specifically those from the raw materials used, lies in the value of the emission factor obtained from the Ecoinvent database. In the new version, the value of the principal raw materials (polymers) increased by about 20% on average (e.g., low-density polyethylene increased from 1.95 to 2.41 kg CO₂e/kg). The increase comes from the disaggregation of the data for the steam cracker, which produces the main chemical elements.

Consequently, the increase in methane emissions in oil production is now propagated through the supply chain and, therefore, also in its derivatives. This element, with the same consumption of raw materials for final production, leads to a significant increase in the value of the total emissions.

KPI

EMISSIONS AGAINST PRODUCTION



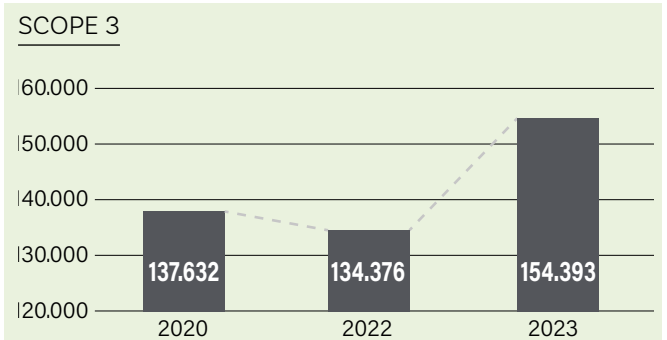
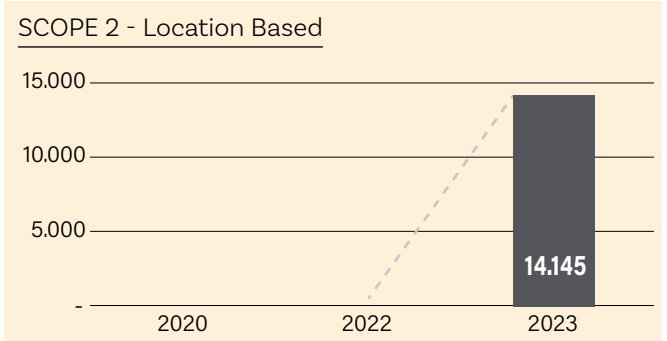
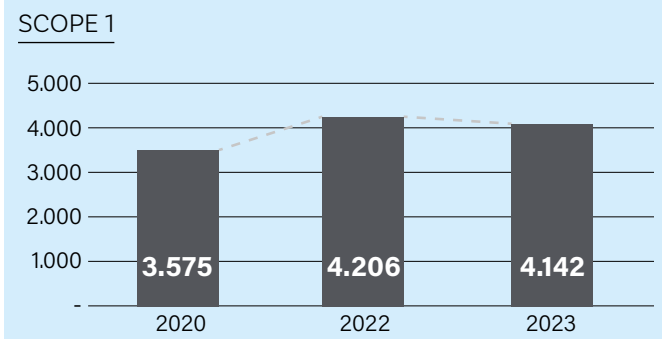
If we understand the volume of emissions associated with our GHG inventory or products, we can accurately identify the areas in which the carbon footprint can be reduced, and also the possible solutions we can use to balance the emissions generated.

In 2023, we also collected 105 carbon credits, which correspond to the same number of tonnes of CO₂e.

This is a specific project we have worked on in collaboration with two of our customers. For these customers, we calculated the carbon footprint associated with the products they bought in 2023, using our certified calculation model. Having determined the carbon emissions in the year, the customers chose to offset the emissions by purchasing an equal number of carbon credits. In practice, this means giving financial support to a voluntary project aimed at absorbing or removing CO₂ from the atmosphere. The carbon credits in this case were generated by a solar power plant in India.

The credits, certified by Verra, were purchased on the Verra Registry.

Currently, there is no internal carbon price, understood as a quantification made to estimate the cost of the emissions generated by Crocco.



tCO₂e / tonnes produced



Energy consumption

At Crocco, reducing energy consumption and related impacts is a cornerstone of our environmental policy. This is a deeply felt issue for Crocco, which is classified as an energy-intensive company. We have structured our EMS to monitor consumption and set up management tools to achieve energy efficiency and reduce consumption.

In 2023, the EMS was certified by an independent third party, according to the international standard ISO 50001. This goal, which we had already set ourselves, has now been fully achieved and has encouraged the company to continue along this path of continuous improvement and optimisation of our energy performance per unit of product manufactured. In this way, we are not only achieving economic savings thanks to reduced consumption, but are also shrinking our climate footprint and impact on the environment.

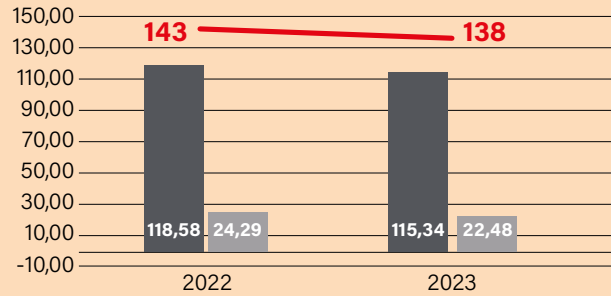
At Crocco, the monitoring process is a fundamental part of understanding the progress of our performance. All electricity and gas meter readings are logged on a monthly basis, and the data are shared with our energy manager. We also have a 1 MW trigenerator for self-generating electricity from gas, refrigeration and heat used in the production process.

With regard to electricity consumption, the monitoring data have shown that in 2023 there was a -3% decrease in the quantities of electricity purchased; at the same time, there was also a -7% reduction in the quantities of self-generated electricity, thanks to lower production by the cogenerator. Both sets of data are read in relation to a decrease in production levels compared to 2022, which has resulted in greater savings in consumption.

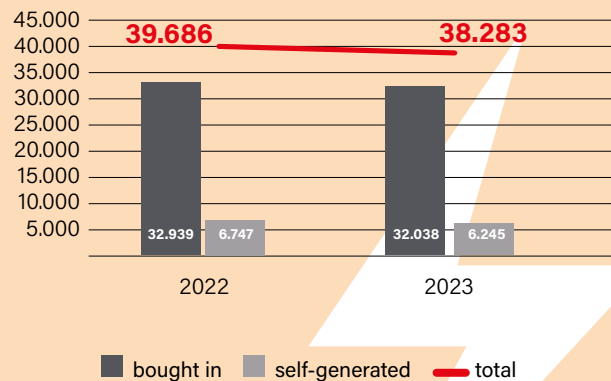
The company is working steadily to increase its share of energy self-generated from renewable sources. In 2021, we installed a 1 MW solar plant on the roof of the main headquarters; in 2022 we completed another 640 kW installation at Plant B, followed in 2023 by the installation of a system on the roof at Plant C, with a capacity to generate an additional 0.8 MW. The goal for the coming years is to extend the production capacity of our solar power systems.

We have also implemented a monitoring system that tracks the energy consumption of each machine at Plants A and B, and are also working on defining the energy performance management KPIs.

ELECTRICITY (TJ)



ELECTRICITY (MWh)

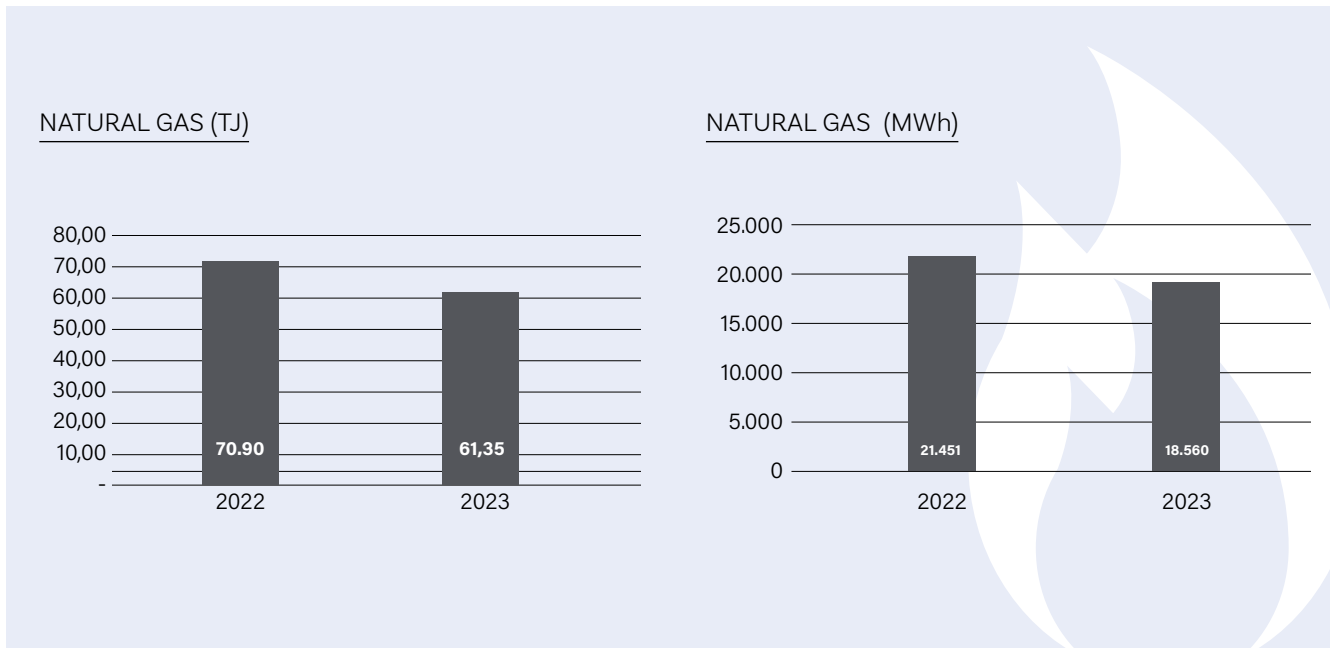


The distribution of self-generated energy in 2023 is as follows:

Self-generated energy from renewable sources (solar power systems at Plants A and B): 1,260,769 kWh

Self-generated energy from trigenerator: 4,984,239 kWh

Natural gas consumption in 2023 decreased by 13% compared to the previous year, mainly due to the maintenance shutdown of the trigenerator in the first two months of the year.



Below is a summary of the data relating to Crocco's energy consumption.

TYPE	2022	2023
NON-RENEWABLE ENERGY SOURCES		
NATURAL GAS (TJ)	70,90	61,35
DIESEL (TJ)	0,62	0,62
PETROL (TJ)	0,08	0,08
ELECTRICITY PURCHASED FROM THE GRID		
ELECTRICITY (TJ)	118,58	115,34
OF WHICH FROM RENEWABLE SOURCES (with GO)	118,58	0
SELF-GENERATED ELECTRICITY		
ELECTRICITY (TJ)	24,29	22,48
OF WHICH FOR SELF-CONSUMPTION	24,29	22,48
TOTAL ENERGY CONSUMPTION	214,48	2

TYPE	2022	2023
NON-RENEWABLE ENERGY SOURCES		
NATURAL GAS (MWh)	21.451	18.560
PETROLEUM PRODUCTS (MWh)	-	22
ELECTRICITY PURCHASED FROM THE GRID		
ELECTRICITY (MWh)	32.939	32.038
OF WHICH FROM RENEWABLE SOURCES (with GO)	32.939	32.038
SELF-GENERATED ELECTRICITY		
ELECTRICITY (MWh)	6.747	6.245
OF WHICH FOR SELF-CONSUMPTION	6.747	6.245
TOTAL ENERGY CONSUMPTION		

THE GREENSIDE MODEL



For years, we at Crocco have made the global goal of sustainability our own, fully embedding it within our corporate strategies. 2018 saw the company reach another milestone on this journey: in line with our goals, we signed an ongoing Voluntary Agreement with the **Ministry of the Environment and Energy Security** to reduce and neutralise our emissions.



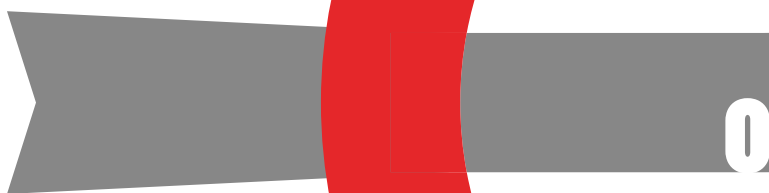
This new philosophy led to the creation of **Greenside**, a design model for creating flexible packaging that respects the latest production methods based on the Circular Economy and the reduction of greenhouse gas emissions.

Through this **sustainable innovation model**, we are supporting our customers in designing products with certain characteristics, and helping to reduce emissions along the product life cycle. From the calculation of emissions to the joint design of low-emission packaging, we accompany our customers at every step of the process of creating a product, a **green partnership** in the true sense.

The process of quantifying emissions and resulting compensation, which is the basis of the Greenside model, is offered at the request of the customer. It allows them to achieve important results in the field of sustainability and reduction of the climate footprint.

The first of these projects is our collaboration with Fomet, a company that produces organic and specialised fertilizers using a process of natural fermentation. Now in its third year, the project has seen results go beyond expectations in the reduction of CO2 emissions from the stretch hood used for fertilizers. In three years, this shared commitment has led to a reduction in the packaging carbon footprint, thanks to a redesign and reformulation that maintains the

Calculation and certification of emissions



0 Raw

02



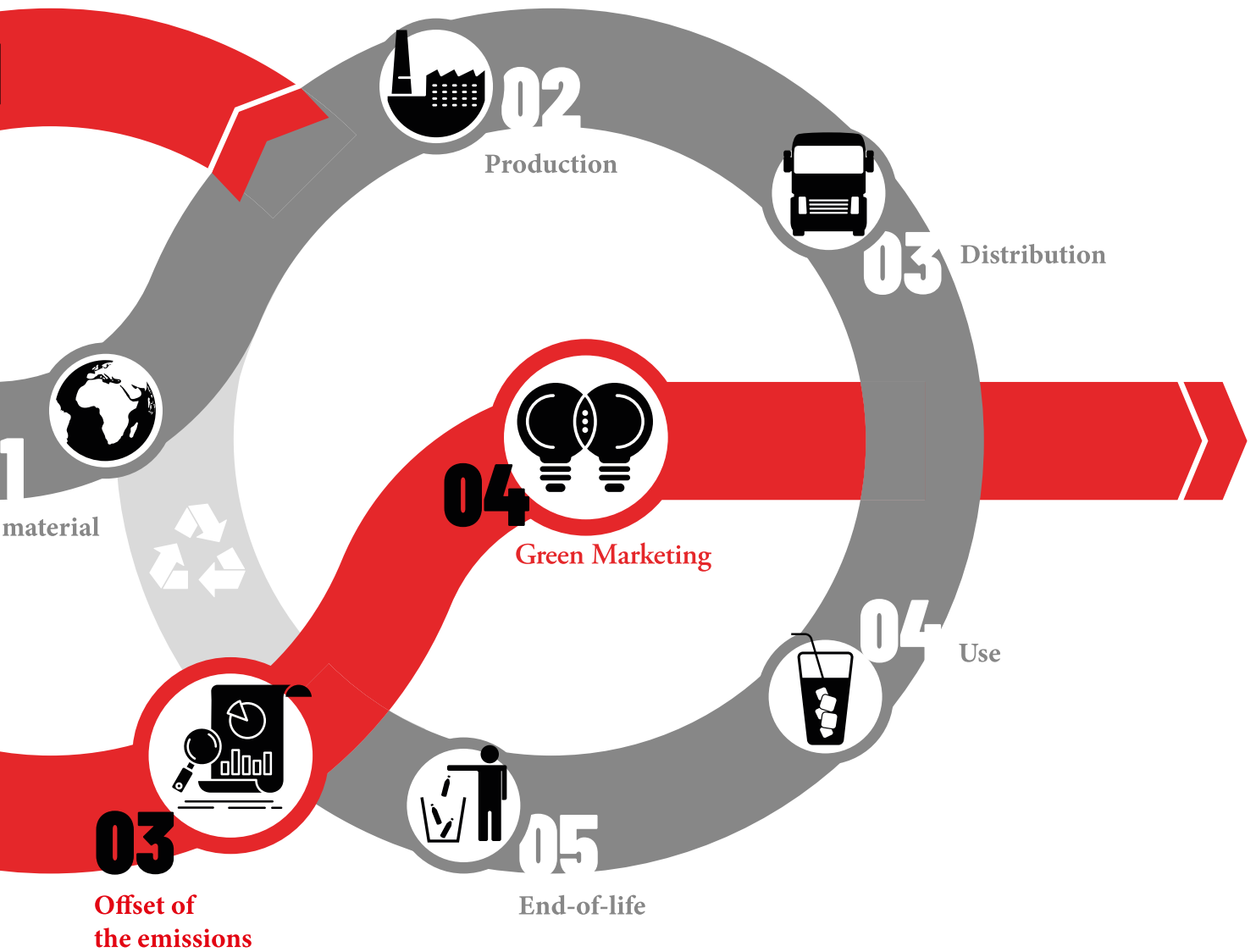
Emissions reduction projects

physical characteristics of solidity and salubrity, but has less thickness.

The overall carbon footprint of the packaging has also been reduced, thanks to the use of energy from 100% renewable sources, and this has resulted in a further reduction in the release of CO2, since 2021.

The other example is the collaborative project with SPAC Spa, a manufacturer of PVC/PU coatings. Crocco's contribution was to supply a heat-shrinkable film containing 50% recycled material, which has led to a reduction in CO2 emissions.

In both these projects, the overall carbon footprint of the packaging has been offset by purchasing certified carbon credits.



We become part of our customers' production processes, by supplying CO₂eq neutralised packaging, helping to reduce emissions throughout the life cycle of their product.

Our customers can then easily achieve their environmental impact reduction targets by using carbon-neutral offset packaging in part of their product life cycle.

WATER: A PRECIOUS RESOURCE



GRI 303-3, GRI 303-4, ESRS E3

We constantly monitor the level of water resource usage, both in terms of consumption in our industrial processes, for the cooling of systems, and also to ensure that waste water is managed in line with laws, regulations and our internal policies. Monthly meter readings are taken and the results are logged on a form, stored on our EMS.

This gives us full awareness of the volume of water used at the plant, and we can then make decisions based on the principle of reducing consumption, which is also mentioned in our company environment policy.

Crocco sites are not located in water-stressed areas.

At Plant A, the water is drawn from a well, while at Plant B, the water is drawn from an aqueduct. Both these sites have a cooling system with evaporation towers, through which most of the drawn water evaporates.

Meters have also been installed to give a more precise reading of the actual volume of water drawn. The waste water is channelled into the sewer network.

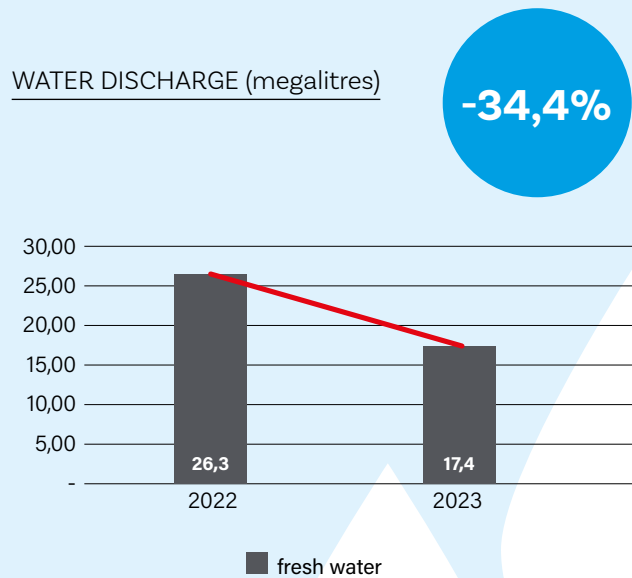
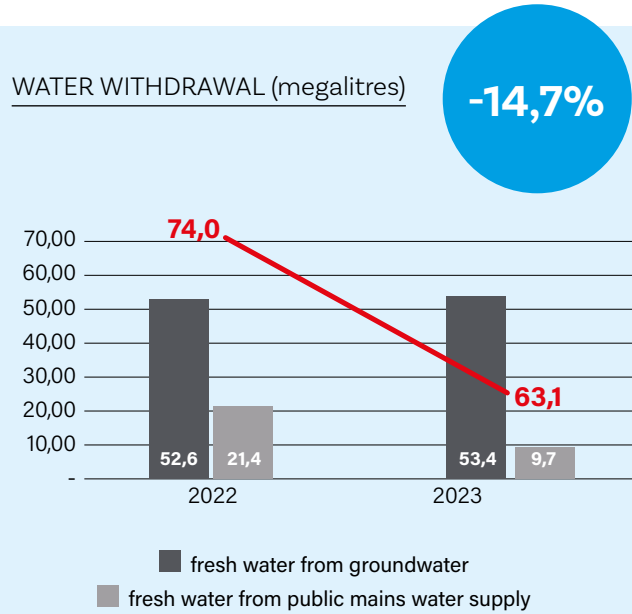
Plant C, on the other hand, has a closed cooling cycle without evaporation towers; therefore there were no sewer discharges in 2023.

Plant A also has a stormwater collection system, used to collect and treat the rainwater before it is discharged into the sewer network in accordance with laws and regulations (specifically, Legislative Decree No. 152/06).

The data collected show a total reduction of -14.7% in the volume of water drawn.

The discharge data also show a significant reduction, of -34%.

This is thanks to the installation in 2023 of a discharge meter at Plant B, which has provided more accurate information about water consumption.



*Assessment carried out according to the European Report on water stress areas and the Aqueduct Water Risk Atlas (World Resources Institute).

Until the end of 2022, it was assumed that the quantity of water drawn was equal to the amount discharged.

REDUCING POLLUTION

ESRS E3



At Crocco, we are fully aware that preventing and reducing pollution are essential for the health of the environment and of the general public – both the working population at Crocco, and the local communities living close to our sites. For this reason, pollution prevention is one of the core principles of our Environmental Policy, and it is also a topic addressed in our Environmental Management System.

Over the years, the company has taken a number of measures to contribute to this vital mission.

In the first place, the prevention of pollution starts with the emergency training given to staff, in terms of the actions required in cases where damage to the environment is certain (leaks of liquid or solid chemicals into the environment), and the emergency materials, such as absorbent powders, which are all available at the factories and in the outdoor areas of our production sites.

The second line of action is regulatory compliance. The Water Protection Plan (PTA) of the Veneto Region, which sets out the regulations for the protection and rehabilitation of surface and groundwater bodies and the sustainable use of water, requires companies like Crocco to harvest rainwater in butts stored in the outdoor areas of the site. The run-off water is treated before delivery to the sewer network. This system also traps any granules of raw material (which are similar to microplastics) present on the factory grounds, which are flushed away by rainwater, preventing them from being released into the natural environment or bodies of surface water.

At the other two sites (Plants B and C), we do not have the obligation to harvest rainwater. Despite this, to avoid the dispersion of plastic granules into

the environment, we have installed manhole traps, and these perform a similar function.

At the same time, Crocco as an organisation is committed to applying the guidelines of Operation Clean Sweep (OCS), an international programme designed to prevent the dispersion and release into the environment of plastic granules (pellets, flakes and powders) during handling by plastics companies. The OCS programme requires each participant to undertake the following actions:

1. improve workplace organisation, in order to prevent and address spills;
2. create and publish internal policies in order to achieve the goal of zero losses of industrial plastic material;
3. provide training for employees and identify responsibilities for the prevention, containment, cleaning and disposal of spills;
4. carry out regular audits;
5. comply with the applicable state and local regulations on the management and containment of industrial plastics;
6. encourage industrial partners to pursue the same goals.

We have also calculated the amount of plastic granulate dispersed in the outdoor areas of all three production plants and trapped by Crocco personnel, to prevent it from leaching out of the site and polluting the surrounding environment. In 2023, we recovered 39,521 kg.

This figure was collected using the "MUD" (Single Environmental Declaration), which is a form compiled annually, in which companies indicate the quantities and types of waste they have produced and/or handled in the previous year. The recovered plastic granulate is sent to a recovery and washing firm, which treats it in the same way as a waste product. Some of the plastic granulate leached into the outdoor bays can no longer be captured: in these cases, it is flushed away by rainwater and trapped in the water butts (at Plant A), or in the manhole traps (at Plants B and C).

Crocco is not subject to the EC Regulation No. 166/2006 with regard to the pollutants considered in the ESRS standards.

TOWARDS A CIRCULAR MODEL



GRI 301-1, GRI 301-2, GRI 301-3, GRI 306-3,
GRI 306-4, GRI 306-5, ESRs E5

Materials

Guaranteeing that all products meet our customers' needs while reducing the use of virgin raw materials is part of our mission, and is also reiterated in the Environmental Policy. For this reason, research and development is aimed at identifying solutions that give the company resistant, sustainable and affordable products that also closely match our focus on the environment and the ecosystem.

In practice, this objective translates into an increase in the purchase and use of recycled raw materials in our production lines, unless this is expressly prohibited by law (for food-grade films).

We are currently able to produce types of heat-shrinkable films made from 30% to 98% recycled material, with the same technical and aesthetic performance as traditional films. These products have the *Plastica Seconda Vita* certification, an accredited label owned by the IPPR (Institute for the Promotion of Recycled Plastics). Using a mass balance calculation, this system certifies the real content of recycled materials within the specific product.

Currently, the recycled substances we use are of industrial origin: they are granules of raw material derived from the reprocessing of industrial polyethylene packaging, which have fulfilled their function and have been recycled.

In the field of materials, we can identify both positive and negative impacts.

One of the **positive impacts** is the gradual replacement of virgin raw materials with increasing amounts of recycled raw material, which cuts the amount of non-renewable resources used and encourages recycling.

Among the **potential negative impacts** is the risk

of shortages in the supply of recycled raw material, which would result in having to purchase more virgin raw materials.

In our work on the Greenside project, we have developed and implemented a series of projects to create innovative products that contribute to our environmental objectives, both in terms of raw materials and their recyclability. In particular, Crocco is designing certain types of film with a view to **weight reduction**, which means making the films thinner, thereby reducing the volume of raw material used in production.

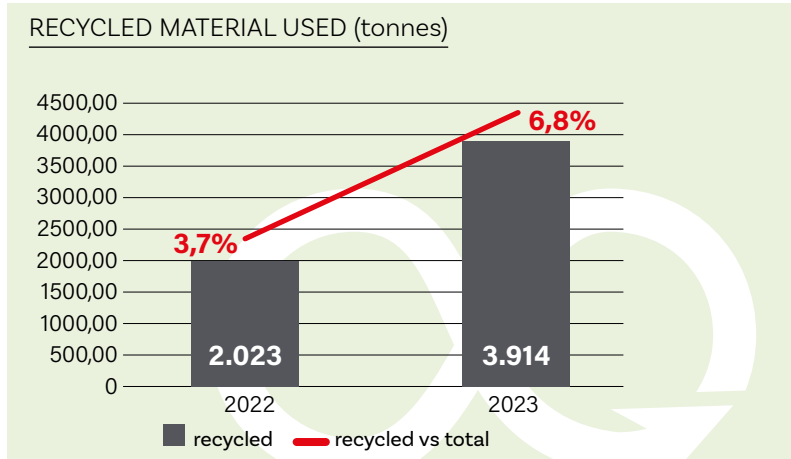
We can also use **biobased polyethylene**, a material whose characteristics are entirely similar to traditional fossil-derived products. The difference lies in the origin of the basic components which, in the case of bio-based polymers, come from renewable sources of plant origin (biomasses).

We have also created the first **biodegradable and compostable** cling film, made from materials derived from renewable sources.

Our raw materials policy is backed by the data, which show that the purchase of recycled raw material has clearly increased over the last few years. Since 2020, the figure has continued to grow, almost doubling over the past two years, from **2,023 t** in 2022 to **3,914 t** in 2023, corresponding respectively to 3.7% and 6.8% of the total materials used.

Of these, **1,505 tonnes** come from T&T, the subsidiary to which we transfer our production waste, where it is reganulated to become a new raw material.

For some time now, we have also been monitoring another indicator, relating to reclaimed or regenerated products and related packaging materials. This



indicator relates to the **waste end product which is re-used in the production process** (including film trimmings or non-conforming regranulate), and is another contribution to reducing the quantity of waste we have to manage.

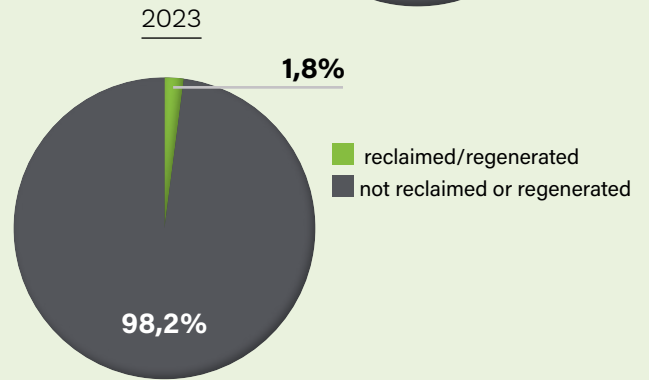
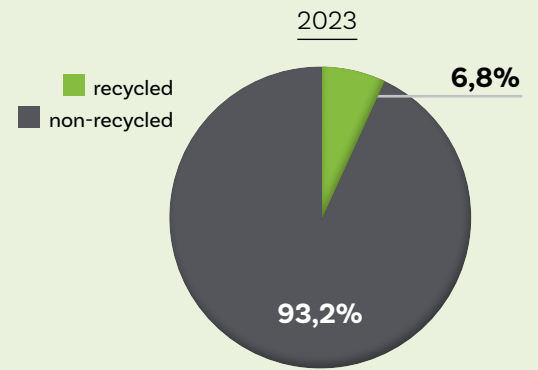
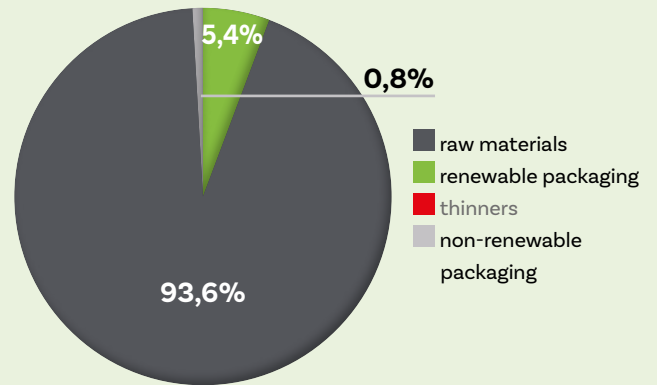
Compared to the previous year, the percentage of recovery of these materials has remained almost unchanged compared to the total production.

Thanks to the continuous monitoring carried out on the EMS, the CFP Systematic Approach model and our GHG emissions inventory, all materials-related data is easily available. Below is the breakdown of all the materials used to make and package Crocco products.

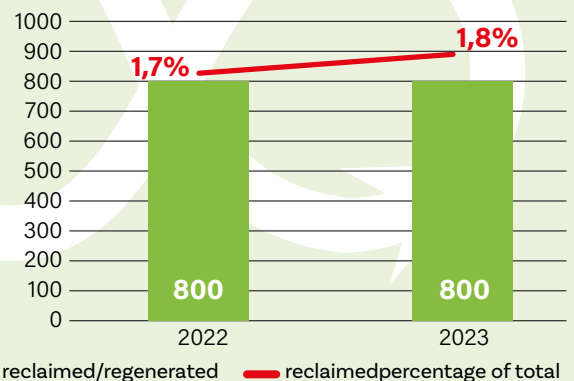
In detail, the materials of renewable origin (such as boxes, cardboard tubes and pallets) account for 5.4% of the total, whereas among the materials of non-renewable origin, almost all are raw material (93.6%). Finally, a minimum part (0.8%) consists of packaging or thinners used in maintenance.

301-1	MATERIALS USED (ton)		
		2022	2023
renewable origin	renewable packaging	3.161	2877
non-renewable origin	raw materials	51.466	50.201
	maintenance accessory materials	129	131
	non-renewable packaging	489	430
TOTAL		55.245	53.639

TYPES OF MATERIALS USED



Reclaimed/regenerated products (tonnes)



Waste

Proper and efficient waste management is, by the very nature of our business, a theme that plays a central role in Crocco's environmental policy. Our commitment does not merely extend to managing waste in line with the relevant laws and our Environmental policy: it also translates into a consistent effort to steadily reduce the quantity of waste we generate, thus reducing the related impacts. All this helps to shrink our carbon footprint.

The plastic waste originating from the production process is transferred to the nearby subsidiary T&T, where it is regranulated into new raw material for Crocco's production processes. The waste film is shredded, with the shreds then used to make new material in the form of pellets. This new material is effectively a recycled raw material, and it is also of very high quality since it comes from an industrial environment and from films that have not yet been sold for use.

We can use the granulate within the same production process, by creating formulations that contain a certain percentage of recycled material. This example of a true circular economy helps to reduce the amount of virgin raw material purchased and used in our production process.

In addition, all Crocco products are fully recyclable, thanks to the material they are made from. This

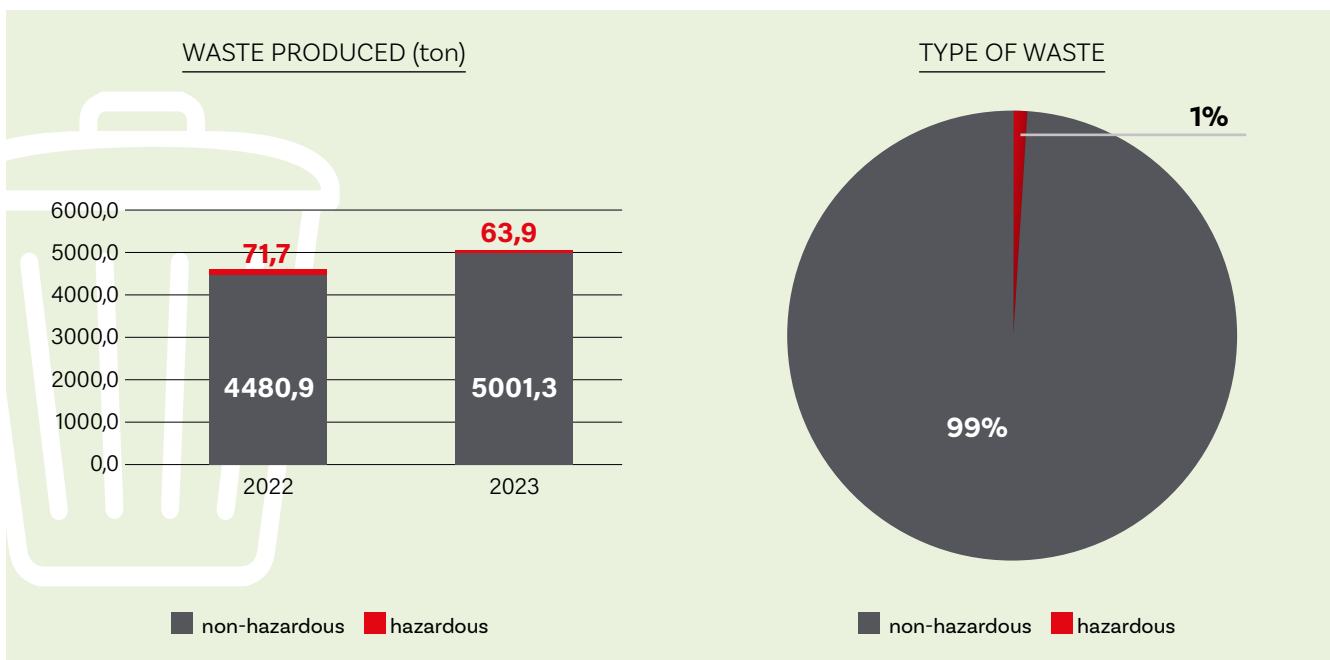
helps us to reach the Italian and European packaging recycling targets. One example is Stretch Hood Eco, an elastic pallet wrap with an exceptionally high-quality composition.

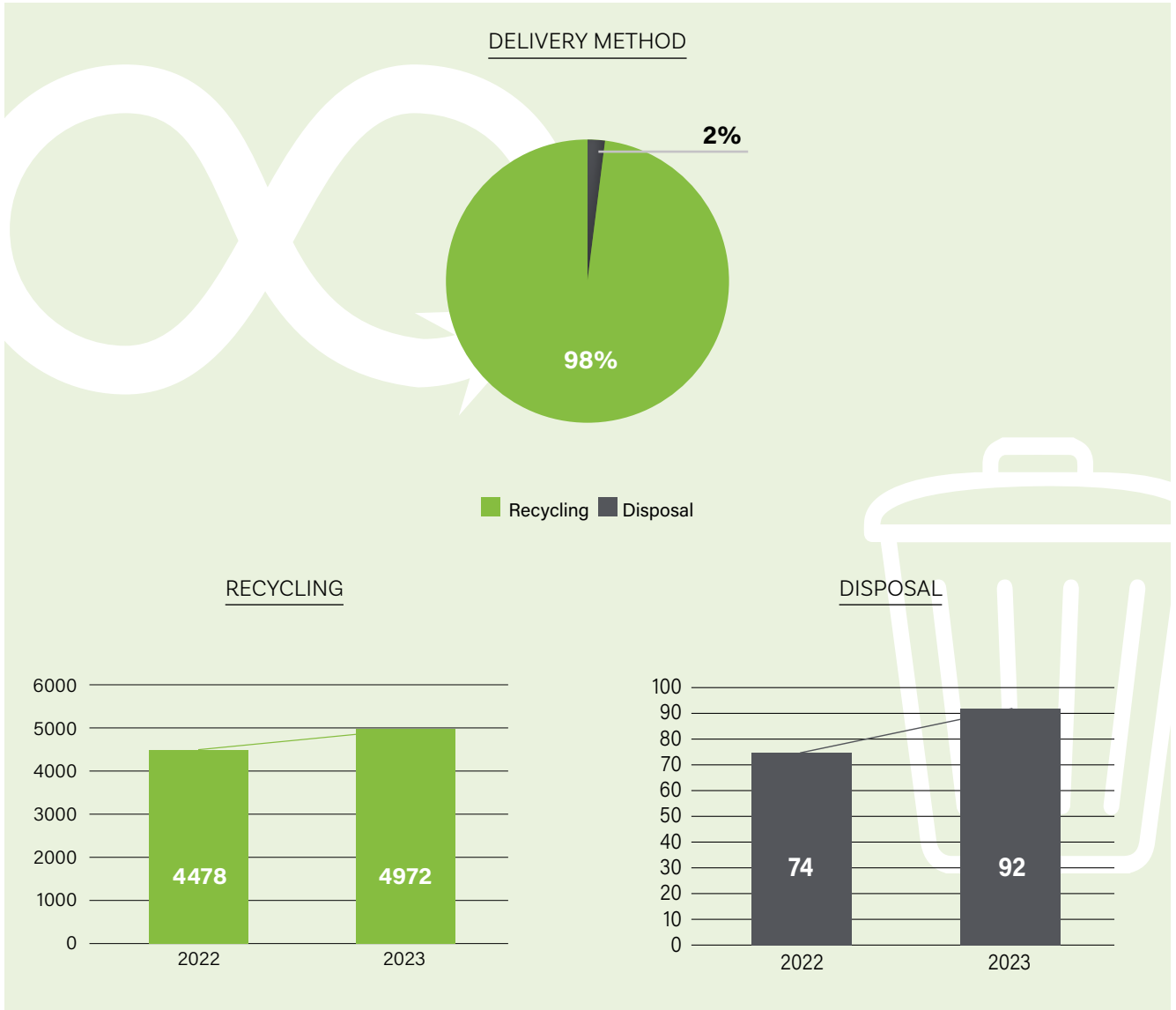
Made from 30% recycled material, the Stretch Hood Eco product contains no EVA (ethylene vinyl acetate), and instead uses LDPE (low-density polyethylene). It is this choice of material that greatly improves the product's recyclability.

Waste is managed on an internal software application (RISOLVO), which logs all the information needed to manage the various categories of waste, including the quantities, the recycling or disposal centres, and details of the waste carriers. Using this software, we can process the data to obtain the waste statistics and then monitor trends over the years. This type of system also helps to reduce the possibility of legal, economic or environmental non-conformities caused by errors in the management of certain waste categories.

Between 2022 and 2023, the volume of non-hazardous waste increased (+12%) while hazardous waste decreased by -11%.

The majority of the waste (98%) is destined for recycling, while the remaining 2% is destined for disposal.





It should be noted that most of the disposal companies are located in the province of Vicenza. This reduces the impact of GHG emissions from the transport of waste.

Despite the increase in the quantities of waste requiring management, the amount sent to landfill is still a minimal part of the total waste delivered, at 2%. Almost all the waste produced by the company is recycled (98%).

Some types of hazardous waste, in particular from

the solvent treatment plant, are subject to ADR regulations, which are a set of international technical requirements governing the transport of dangerous goods by road. For this reason, Crocco has appointed an ADR consultant, who prepares the mandatory annual report declaring the nature and quantity of the hazardous waste sent for disposal.

For more information on the waste produced and its disposal, please refer to the tables in the annex.

ACCOLADES AND AWARDS



For the **third consecutive year**, Crocco has been named on the prestigious list drawn up by Kon Group and ELITE of the 100 Italian companies making the greatest progress in the field of sustainability.

The recognition came on the occasion of the 2023 Sustainability Award, an initiative aimed at rewarding companies that have distinguished themselves in tackling the climate emergency by turning the challenges into an opportunity to showcase their capacity for innovation and to utilise the best skills and energies available in Italy. The nomination demonstrates and reinforces Crocco's commitment to sustainability.



In 2023, Crocco and its Stretch Hood Eco earned a place of honour among the winners of the prestigious "CONAI Call", organised by the National Packaging Consortium for the eco-design of packaging in the circular economy.

This prestigious award, which rewards packaging solutions with outstanding innovation and environmental sustainability, evaluates the products placed on the market in the two years 2021-2022.

Stretch Hood Eco has also received another award for circular innovation, thanks to its "facilitation of recycling activities".

This dual recognition underlines the company's commitment to creating solutions that not only respect the environment, but actively contribute to a more circular and sustainable economy.



In 2023, Crocco was recognised as one of the 1000 top-performing companies in the province of Vicenza, which have demonstrated their strong commitment to promoting the recovery of the local economy.

The accolade was awarded thanks to a study by the ItalyPost Research Centre, which identified the companies that, based on the average of the past three years, not only generated profits for themselves but also contributed to the financial growth and stability of the local region and community.



In 2023, for the third year in a row, Crocco was honoured with the renowned **CompraVerde Veneto Award**, which recognises excellence in green practices and projects, in line with the objectives stated in the NRRP and the 2030 Agenda.

In the category "Energy saving and renewable sources", our company won because of its "commitment demonstrated by investments in order to increase the self-consumption of renewable energy and for its projects to reduce greenhouse gas emissions".





In the same year, Crocco participated in **Radici Future 2030**, a contest organised by Confindustria Vicenza, reaching the final stage. The event offered companies the opportunity to exhibit their advanced projects in the field of sustainability, circular economy and business ethics. Crocco's entry was the **Greenside** project: our own innovative model for sustainable packaging.



Finally, in 2023, we received two more awards.

The first is "Champion of Growth 2024", received from "La Repubblica AFFAIRES & FINANCE" in collaboration with the German Institute of Quality ITQF. The award recognises Italian companies with outstanding economically significant growth rates, well above the national average.

As part of its commitment to a more sustainable future, the Veneto Chamber of Commerce celebrates companies that stand out for their significant contribution to the region's economic and social growth. Crocco stood out from the crowd of top performers, and was rewarded in the category of Corporate Social Responsibility, winning the 2023 Economic Growth Award.

During the 2nd Convention of the regional Chamber of Commerce network, held at the "Cesare De Michelis" Auditorium (M9 Museo del Novecento), the President of Unioncamere Veneto stressed the importance of adopting a new approach to sustainability, based on the UN 2030 Agenda. In this context, Crocco emerges as an example of this

innovative and responsible model, as our organisation is fully aligned with Goal 12 of the 2030 Agenda: responsible consumption and production. The focus on the use of recyclable materials and packaging efficiency studies has allowed the development of eco-design solutions, significantly reducing the environmental impact of packaging.



CERTIFICATIONS ACHIEVED

At Crocco, we place great value on the recognised certifications that attest to our company's strong focus on the technical, safety and environmental aspects of our products and processes, the management of HSE aspects, and the quantification of our environmental footprint. This is why we are dedicated to obtaining certifications based on strict control procedures and **internationally recognised standards**, in order to ensure full reliability in the communication and transparency of the quality of our products and services, as well as our environmental and social performance.

In 2023, we reached two important goals.

The first is the obtaining of **ISO 50001:2018** certification, which attests to the efficiency and effectiveness of our Energy Management System and confirms our commitment to the better management and reduction of energy consumption, also in terms of reducing our climate footprint.

The second is the award of a gold medal from Ecovadis, one of the leading international sustainability rating platforms. The **Ecovadis** scores rate a company's performance on ESG aspects such as the environment, ethics, employment practices, human rights and procurement practices.



THE FULL LIST OF CROCCO'S CERTIFICATIONS

ISO 9001:2015	Quality Management System
ISO 14001:2015	Environmental Management System
ISO 45001:2018	Health and Safety Management System
ISO 50001:2018	Energy management system (EnMS)
BRC GS 6	Global Standard for Packaging Materials (Plant B)
ISO 14067:2018	Product Carbon Footprint - Requirements and guidelines for quantification
ISO 14064-1:2018	Quantification and reporting of GHG emissions
PSV MXE	Product certification for recycled plastics derived from ECO MIX
PSV RD	Product certification for recycled plastics from separate waste collection
ISCC+	Product certification for plastics from recycled or renewable sources
SMETA 4-Pillars	System certification on labour standards, environmental management, corporate integrity, health and safety
Ecovadis	ESG Sustainability Rating

These certifications apply to Plants A, B, and C. Plant D is currently excluded from the scope of the certifications.



At Crocco, people are at the heart of our success. The value of our people is recognised through incentive policies, well-being programmes, and by creating an inclusive and stimulating work environment.



SOCIAL



PEOPLE AT CROCCO

The workforce

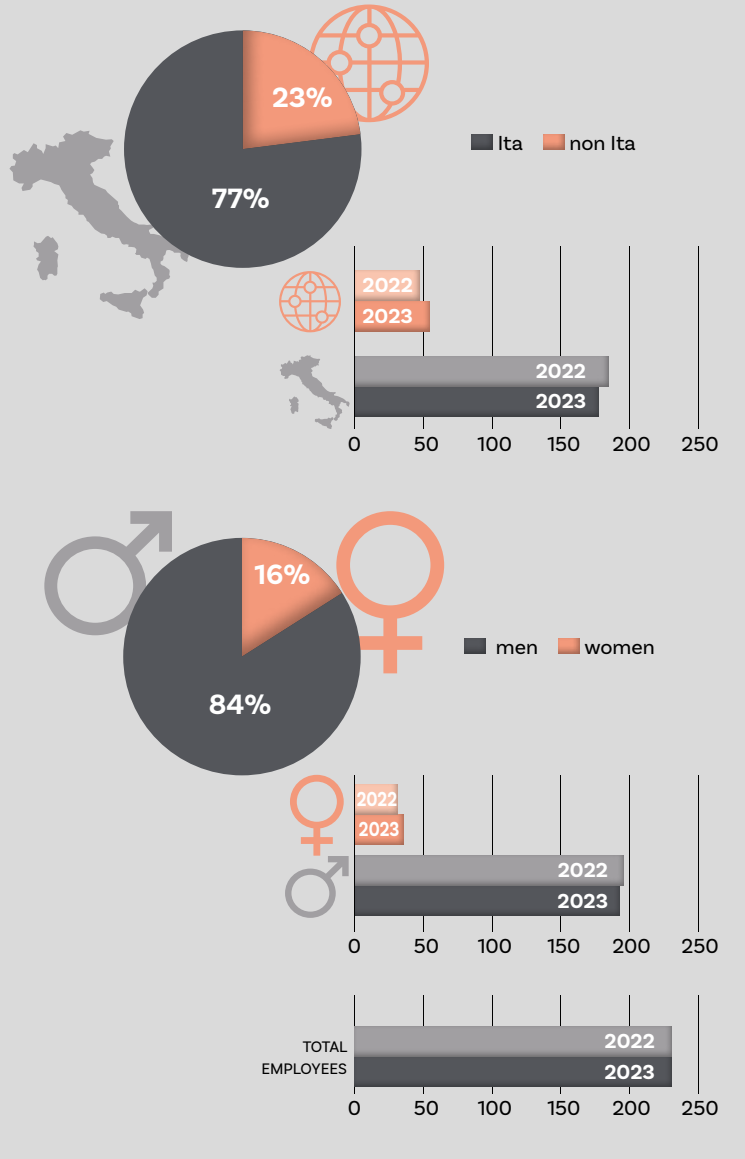
GRI 2-7, ESRS S1

We certainly recognise that our workforce community continues to be a key resource for the success of Croc-

co and for the reaching of the objectives that has led us to be a cutting-edge company. The contribution of each individual is fundamental if we are to achieve the sustainable development goals we have set and continue to work towards. Without our community, none of this would be possible. This is why our strategies include investing in people, helping to contribute to the growth and future of the company.

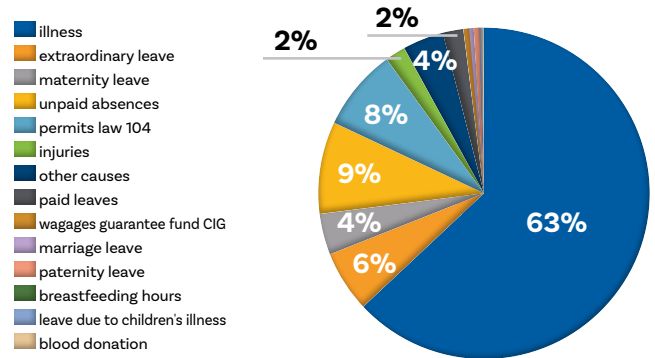
At Crocco, we recognise the value of our people by offering incentive policies and well-being programmes, and by offering a stimulating and inclusive work environment. This approach creates a positive climate in the workplace, where employees feel valued and engaged as they work towards achieving the compa-

EMPLOYEES



ny's objectives. Staff satisfaction can be measured through various indirect data, such as:

- the turnover rate (reported in the chapter "Social rights");
- workplace accidents (reported in the chapter "Health and Safety");
- the absence of incidents of harassment or complaints about cases of discrimination (reported in the chapter "Diversity and inclusion");
- absenteeism rates, as shown below.

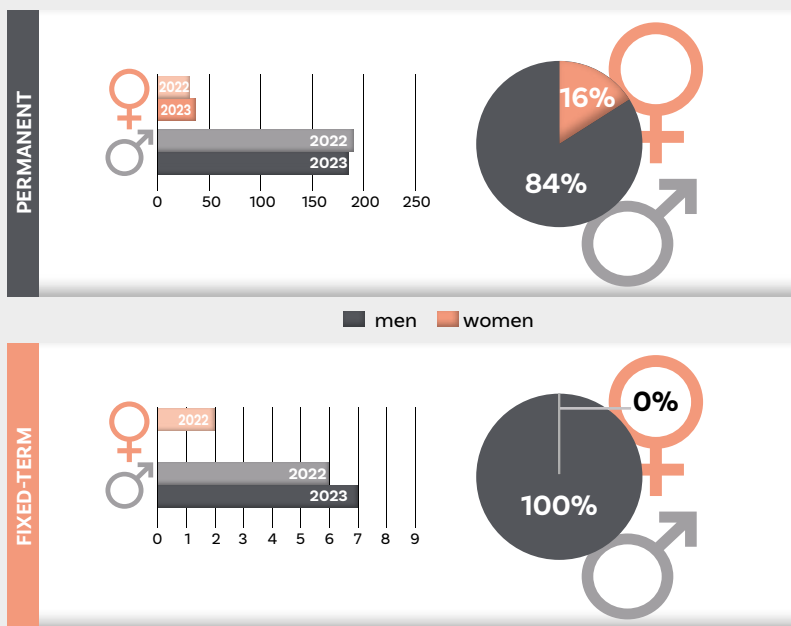
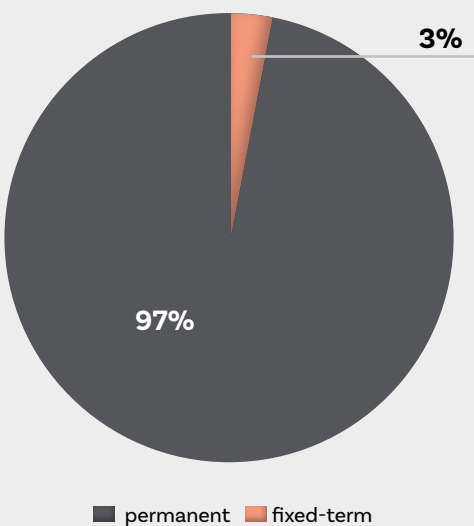


For more information, see the tables in the annex

63% of all the cases of staff absenteeism related to episodes of illness, corresponding to a rate of 3.64%. Looking at the overall figure, only a small number (9%) of the total cases related to unpaid absences, corresponding to a rate of 0.25%.

Our approach to social sustainability is constantly evolving. This is partly due to the transformations taking place in society, and the new models deriving from the adoption of new reporting standards such as the European Sustainability Reporting Standards (ESRs).

TYPE OF CONTRACT



Employees

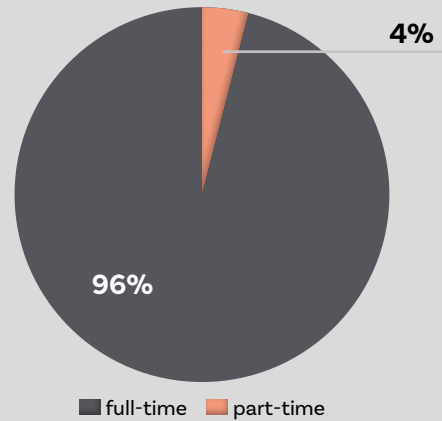
The HR Office has its own management system, used to monitor personnel data. In line with the approach adopted in the previous year, the headcount data included in the Sustainability Report was recorded at 31/12/2023, i.e., the close of the reporting period.

Thanks to a dedicated web portal managed by a payroll centre, our HR department can easily process all personnel data and at the same time convey and share this information with employees. Employee records can be accessed in order to obtain data and statistics on workforce age, nationality, gender and staff turnover.

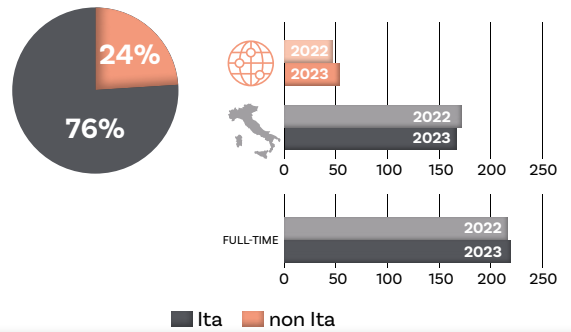
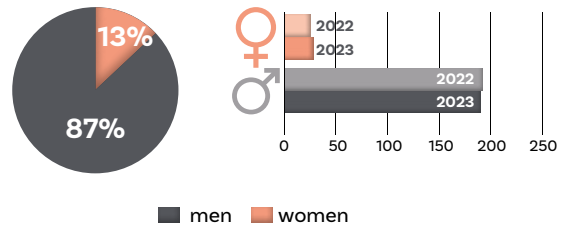
In 2023, there was no change compared to the previous year, with the total number of employees remaining at 230. The presence of women in the company is positive, rising from 14% to 16%. Therefore, 84% of the workforce is male. Currently, there is no person belonging to another gender than men and women.

Compared to 2022, there has been an increase in the number of employees of non-Italian nationality, which now stands at 23% of the total; this is certainly the sign of an inclusive company that is able to attract people from other countries. In any case, the figures are in line with those of the previous year, showing moderate growth in all categories.

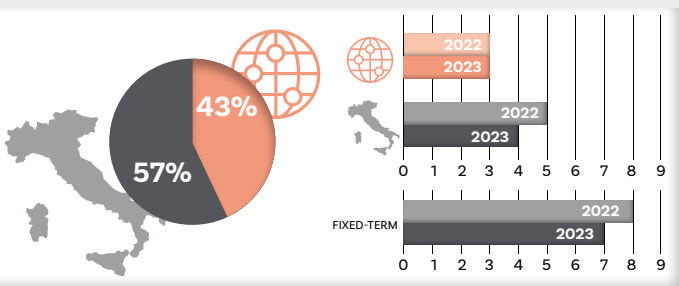
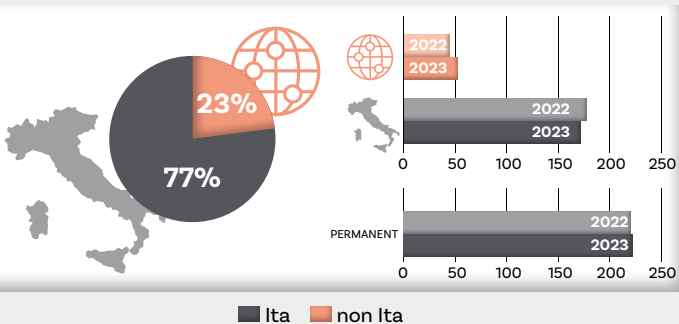
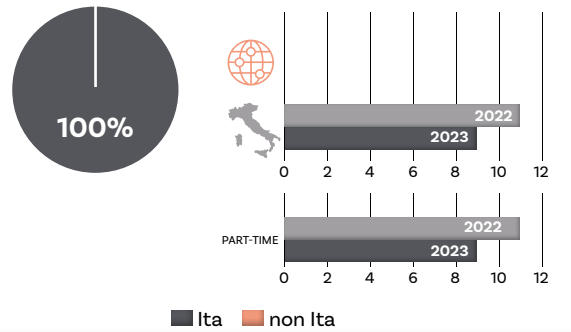
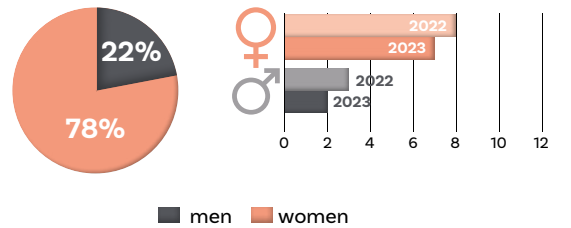
WORKING HOURS



FULL-TIME



PART-TIME



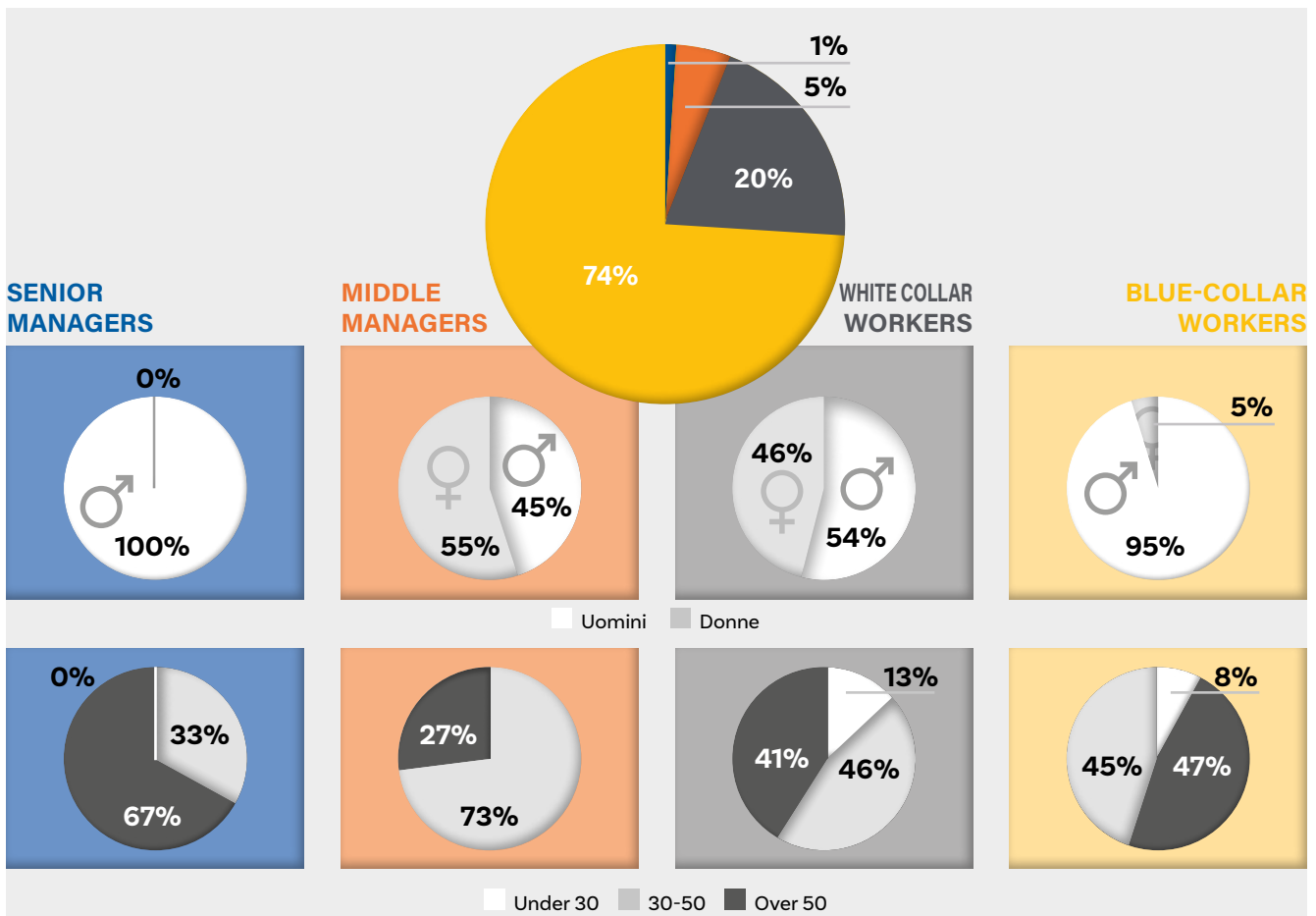
Types of employment contract

Looking at the distribution of the workforce based on type of contract, the proportion is almost unchanged compared to the previous year (97% permanent contracts and 3% fixed-term), with the number of permanent contracts rising by one unit (from 222 to 223, +0.5%) and the number of fixed-term contracts dropping by one unit (from 8 to 7).

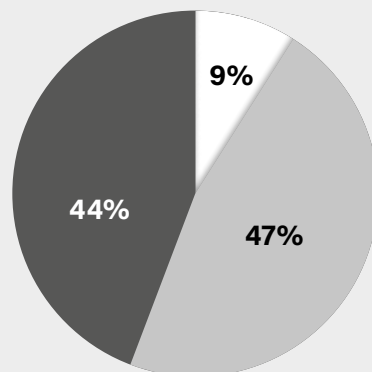
Among the employees on permanent contracts, the number of women has risen (from 31 to 36, +16.1%).

Working hours

The analysis of contract types according to working hours shows a change compared to 2022, with the share of part-time contracts falling from 5% to 4%. The new recruits have all had access to full-time contracts.



DISTRIBUTION OF EMPLOYEES BY AGE



For more information, see the tables in the annex

Job categories and roles

Below is a detailed breakdown of the different categories of worker present in Crocco, giving a clear picture of our workforce community and highlighting the diversity in terms of gender, age and pay grade.

Blue-collar workers represent the largest category, accounting for 74% of Crocco's total workforce. Factory workers form the backbone of the company and undoubtedly contribute to its success. Among blue-collar workers, there was a slight increase in female employment (5% of the total) in 2023, although the majority is still predominantly male (95% of the total).

In contrast, among the white-collar workers and middle-manager categories, the workforce has a more even split between men (respectively 54% and 45% of the total) and women (respectively 46% and 55% of the total).

Age

Through promotion and information activities with schools and universities, Crocco is striving to attract resources. In 2023, the employees "under 30" represent 9% of the total. The remaining two age groups analysed show an equal distribution between employees aged 30-50 (47%) and employees aged over 50 (44%).

The under-30s have been recruited to the categories of white-collar workers (13%) and blue-collar workers (9%), while the employees aged 30-50 are distributed among all categories, representing 47% of blue-collar workers, 46% of white-collar workers, 73% of middle managers and 33% of senior management. The over-50s, present in the categories of blue-collar workers (45%), white-collar workers (41%) and middle managers (27%) are the majority only at Senior Management level.

Contract staff

GRI 2-8

Crocco relies on contract workers, who are hired through temping agencies. These workers join the company based on hiring requirements. At the end of the employment contract, their inclusion on the

payroll will be evaluated based on workload. In 2023, Crocco had five temporary staff, all of whom were men and were employed as blue-collar workers in the production departments.

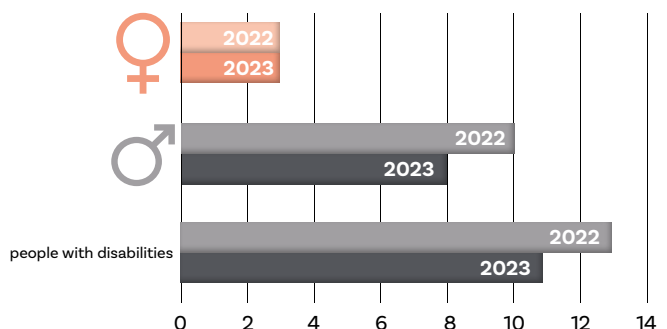
Diversity and inclusion



GRI 405-1, GRI 405-2, ESRS S1-12

At Crocco, people are at the heart of our success. The value of our people is recognised through incentive policies, well-being programmes, and by creating an inclusive and stimulating work environment. Each employee is considered a key element in the reaching of our common goals, and is supported in their professional and personal growth. Our commitment to creating a positive working environment is reflected in the absence of incidents of discrimination or harassment, as we work to create a context in which everyone can feel appreciated and motivated. Putting people at the centre is what makes Crocco a dynamic and innovative company.

Starting from this year, the Sustainability Report will also include a specific section on the people with disabilities who work at Crocco. In 2023, the employees in this category accounted for 4.78% of the total workforce, which is a slight decrease compared to the 2022 data, in which they represented 5.65%.



Training

GRI 404-1, GRI 404-2, ESRS S1-12



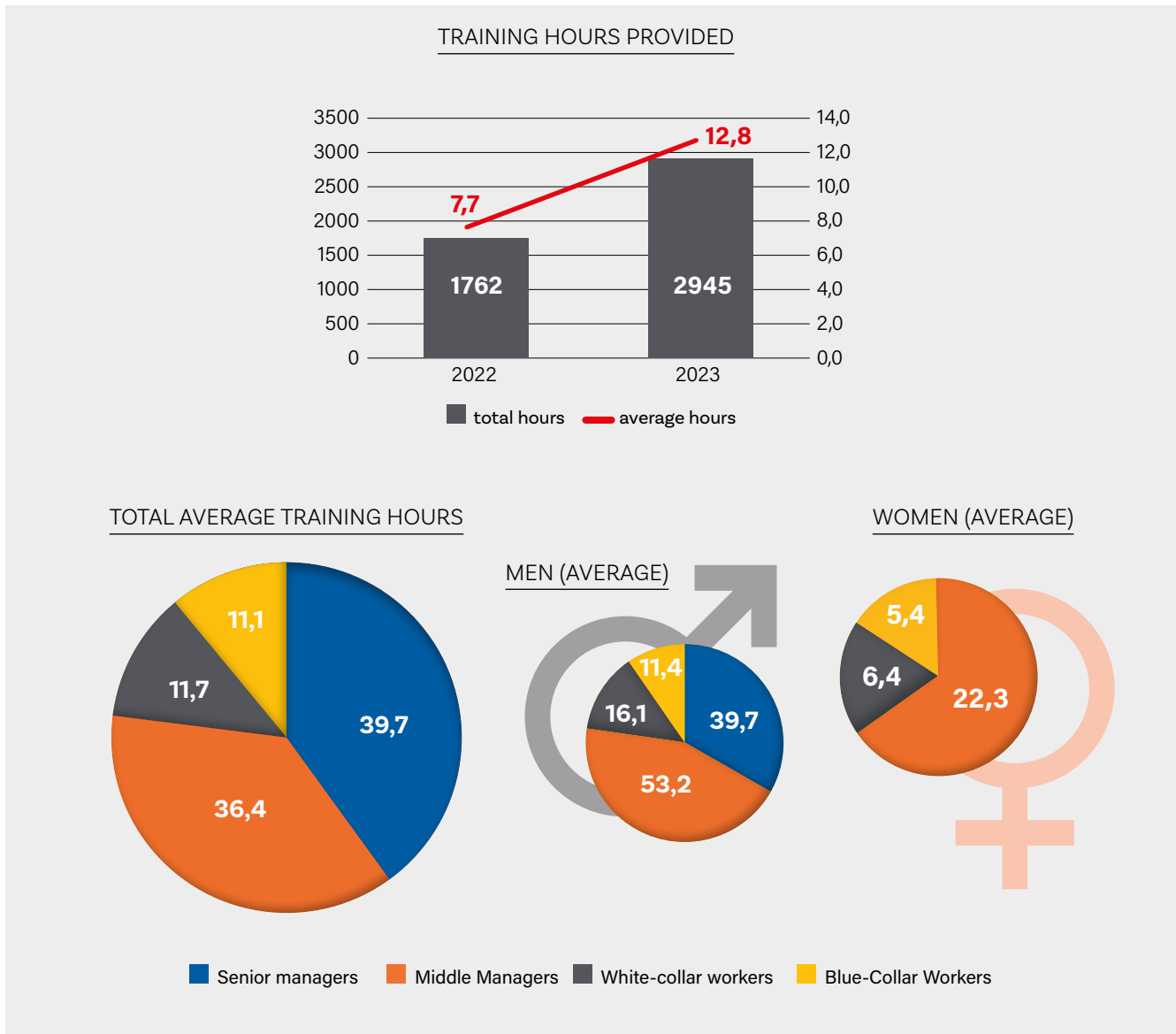
Training, seen as a tool for consolidating and improving the knowledge and skills of the people who work at Crocco, is a fundamental asset when it comes to managing sustainability issues and pursuing the growth of the company. For this reason, our investments in this area are intended to ensure that training provision is ongoing, and that opportunities for learning and professional development are always available so that our personnel can acquire new knowledge and skills.

In an ever-changing context, the presence of people with the right skills and the ability to tackle the challenges posed by a transforming society, will make

the difference when it comes to achieving the company's objectives and goals. In addition, a workforce that is well-trained on specific environmental, safety and quality issues helps to reduce the risk of negative events and impacts.

Our HR team is responsible for the management and delivery of continuous training, which is planned and developed using a process of skills analysis in order to identify improvements to respond to current needs. In particular, the HR Manager deals with soft skills training and all the other programmes which are not covered, for example, by the HSE Manager (who manages the Health and Safety training provision) or by the Quality Manager (who deals with issues related to quality, hygiene, product safety and technical training).

Crocco's commitment to training is also enshrined in



its company policies and Code of Ethics, and is a core aspect of the proper functioning of the company's management systems.

In 2023, a total of 2,945 training hours were delivered, corresponding to an average of 27 hours of training in total (of which 16 for men and 11 for women). This figure includes both the training for employees, and training for temporary workers.

In relation to the company's population, the average number of training hours delivered to senior and middle managers is higher than the average number for manual and clerical workers, although overall, the hours delivered to management levels make up only 17% of the total.

Compared to 2022, the increase was +67%, confirming the positive trend of recent years and demonstrating the effectiveness of the path taken by Crocco in this area.

Activities for new hires

Crocco plans specific training programmes to support new hires when they first join the company. **In the Production departments**, new recruits are mentored by a department manager for several months. During this period, their training is logged on a scorecard, which is a record of the training courses completed. There is a particular focus on workplace safety.

For new hires in the offices, on the other hand, Crocco organises targeted training courses based on the role that the recruits will cover. This ensures that each new team member is adequately prepared to perform the assigned tasks to the best of their ability.



Health and safety



GRI 403-1, GRI 403-2, GRI 403-5, GRI 403-8, GRI 403-9, GRI 403-10, ESRS S1-14

Crocco's daily commitment to ensuring the wellbeing and health of the people who work in the company can be seen in a range of additional activities, which go beyond mere compliance with workplace health and safety regulations.

Crocco's journey in this area began in 2011, with the adoption of the OHSAS 18001 management system for occupational health and safety. The management system first of all provides for a specific **OHS Policy**, which is led and managed by the multidisciplinary **Health and Safety Team**, whose members have different roles and skill sets to ensure maximum efficiency. The aim of the HS team is to detect, monitor and manage **non-conformities, accidents and statistics**, and then to implement any corrective actions. As required by Article 35 of Legislative Decree 81/08, the team holds an annual meeting. Coordination meetings are also held every four months, to assess the progress of the activities.

Our management system also provides for special forms to report dangerous situations or near-misses. Anyone can complete the form, which can be left for the HS team in the designated box in the production departments.

The Health and Safety Team consists of:

- a functional Delegate
- the Health and Safety Officer
- four Workers' Safety Representatives, one for each plant
- a Company Doctor
- the Production Manager

In 2020, Crocco's Health and Safety Management System obtained **ISO 45001:2018 certification**, highlighting the commitment and work carried out to monitor the key performance indicators (KPIs) specifically established in this area.

An annual internal audit is carried out, in order to as-



assess the compliance and effectiveness of the management system and to evaluate the performance and results of these indicators. Management reviews are carried out within the first few months of the year.

The management system, whose adoption is voluntary for Crocco, is certified by an accredited external body, and has as its scope Plants A, B and C. Plant D is currently excluded.

The following roles are covered by the management system:

- White-collar workers
- Production operatives
- Logistics operatives
- Maintenance technicians

The RISOLVO internal software is used to monitor regulatory compliance such as deadlines and conformities, as well as the provision of training to all personnel. In 2023, 1,085 hours of safety training

were delivered.

The Risk Assessment Document (DVR) reports the results of the periodic assessments of the identified risks and the hazards to which workers are subjected while at work. Once the risks and hazards have been defined and assessed, the necessary preventive measures are decided, along with any structural and training-related improvement actions.

The risk assessment document is updated with every change in working practice and is reviewed every year at the annual meeting. It contains the results of the following assessments:

1. Assessment of fire risk
2. Assessment of explosion risk
3. Assessment of risks related to machines
4. Assessment of risk from explosive atmospheres
5. Assessment of risk from work at height
6. Assessment of biological risk
7. Assessment of fire risk
8. Assessment of electrical risk



- 9. Assessment of risk from work in confined spaces
- 10. Assessment of noise risk
- 11. Assessment of vibration risk
- 12. Assessment of chemical risk
- 13. Assessment of risk from electromagnetic fields
- 14. Assessment of risk from manual handling of loads
- 15. Assessment of risk from work-related stress
- 16. Assessment of risk from work using video terminals
- 17. Assessment of risk for working mothers

As part of the training provision, the company organises induction courses for new recruits before assigning them to the job.

New hires are also required to obtain general and specific training certificates. Workers are then assigned the **PPE** required for their level of job risk.

Occupational safety training

- General training
- Specific training (depending on the level of risk)
- Training on the use of equipment
- Training on PPE
- Training on safety procedures
- Mentored training alongside the shift supervisor ("Scorecard")
- Training on the Internal Emergency Plan (**IEP**)

Accidents

As in previous years, there were no serious accidents at Crocco in 2023⁴. In addition, compared to 2022, there were fewer workplace incidents. All of them were minor. Specifically, the causes of the injuries were cuts.

Therefore, there has also been a significant decrease in both calculated indices compared to the previous year: the **LTAR** (or frequency index) indicates a lower incidence of injuries, while the **Severity Rate**, equal to less than a third compared to 2022, represents a lower loss of accident-related working hours.

The table refers to permanent staff. There were no injuries among the temporary workers. As for our contract staff, there were no cases of injury in the two years analysed.

All accidents are investigated in order to prevent them from happening again or to amend the risk assessment document.

EMPLOYEE WORK-RELATED INJURIES		
	2022	2023
ACCIDENTS LOGGED	11	9
of which fatal	-	-
of which with serious consequences ⁵	-	-
ACCIDENT FREQUENCY INDEX FOR EMPLOYEE INJURIES		
	2022	2023
LTAR – LOST TIME ACCIDENT RATE ⁶	6,04	4,83
occupational accident death rate ⁷	-	-
workplace serious accident rate ⁸	-	-
EMPLOYEE INJURY SEVERITY RATE		
	2022	2023
SEVERITY RATE ⁹	144,33	45,58
hours worked by employees	364.441	372.984
days of absence due to injury	263	85

⁴ "Injuries at work that lead to a death or injury from which the worker cannot recover, does not recover or it is unrealistic to expect him to recover completely by returning to the state of health prior to the accident within 6 months" (GRI Glossary 403: Occupational Health and Safety 2018)

⁵ Accident with serious consequences' refers to accidents that caused more than 180 days of absence.

⁶ The Lost Time Accident Rate is calculated as the ratio of the number of accidents to the product of hours worked and the value 200,000 (average hours worked by an employee in one year): it represents the number of accidents per 100 employees.

⁷ The work-related death rate is calculated as the ratio of the number of work-related deaths divided by the number of hours worked, multiplied by 200,000.

⁸ The serious accident at work rate is calculated as the ratio of the number of serious accidents at work divided by the number of hours worked, multiplied by 200,000.

⁹ The Accident Severity Rate is calculated as the ratio of the number of days of absence due to an accident to the product of hours worked and the value 200,000: this represents the days of absence due to injury per 100 employees.

Social rights

GRI 401-1, GRI 401-2, GRI 401-3, ESRS S1-8, ESRS S1-10, ESRS S1-11, ESRS S1-15, ESRS S1-16

Contracts and pay

Collective bargaining covers almost all of our employees. The "Rubber and Plastics National Collective Labour Agreement" is applied to 98.7% of the total workers at Crocco, who receive all the conditions contained in the NCLA in terms of benefits, working hours and pay. The benefits of the NCLA include the possibility for the worker to join a supplementary pension fund with an additional company contribution. From 2024, the NCLA allows for supplementary health care to be provided by the employer.

The remainder of the workforce (the three members of senior management) are subject to the Senior Management Contract, which excludes them from collective bargaining. All employees are covered by forms of social insurance against loss of income due to illness, injury or parental leave.

While there is no pay policy for employees and managers, whose pay is determined according to the above agreements, the members of the Board of Directors have a procedure that regulates remuneration.

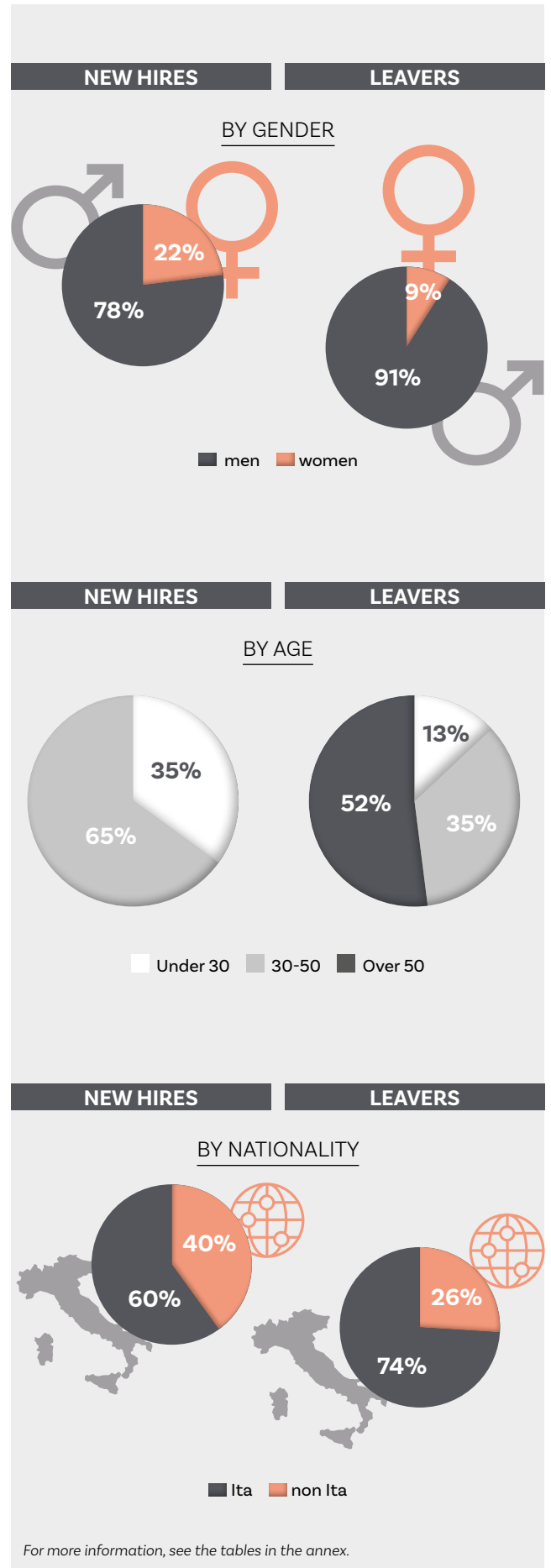
A variable bonus is determined on an MBO basis, whereby each senior manager agrees the targets and amounts each year. Currently, there is no part related to sustainability.

New hires

In 2023, the company hired 23 new staff, with the number of employees remaining the same. Compared to 2022, there have been several significant changes. The number of female staff has risen (from 12% to 22%), the share of non-Italians hired has increased and there has also been a rise in the number of new recruits from the under-30 age group.

Leavers

Unlike 2022, when the contract terminations covered all age groups evenly, in 2023 more than half the people leaving the company were over the age of 50.



This figure is due to the retirement of many staff who had been with the company for more than 30 years.

It is essential to recognise the changes taking place in the labour market, and to seek solutions that promote stable employment for the benefit of everyone working within the organisation.

TURNOVER 2022		TURNOVER 2023	
BY GENDER		BY GENDER	
♂ Men	8%	♂ Men	11%
♀ Women	6%	♀ Women	6%
BY AGE		BY AGE	
< 30	24%	< 30	14%
30-50	6%	30-50	8%
> 50	5%	> 50	11%
TOTAL	7%	TOTAL	10%

Benefits

Crocco does not currently have a structured welfare system, but has launched a **pilot scheme** with a limited number of staff, in order to show workers the benefits and operation of the platform. The company is therefore undertaking an evaluation of the best tools to use in this area, and aims to share the solutions with all staff. Staff involvement is essential in order to ensure the understanding and adoption of the proposed measures, as it gives us an opportunity to develop effective initiatives that are accepted by all.

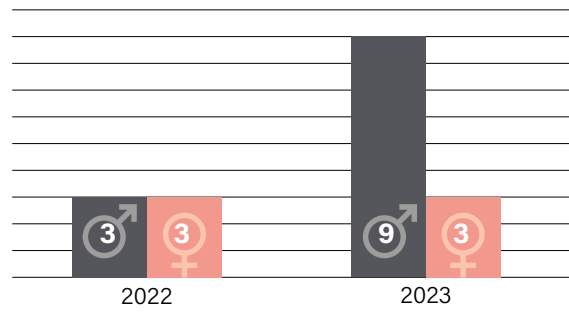
Any variations in the resulting benefits can be seen from the employees' pay grades, as they reflect the specific requirements and responsibilities of each role (for example: life insurance and health care available only to certain categories of employee).

Parental leave

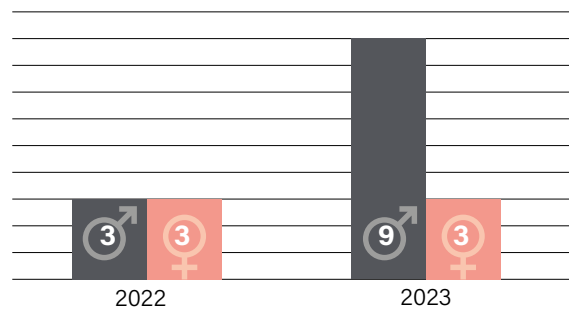
At Crocco, we make sure that every employee who is entitled to parental leave takes full advantage of it, in compliance with the relevant legislation. Parental leave is a period of absence from work that allows parents to look after their newborn, promoting a better work-family balance by allowing parents to reconcile working life with the needs of their family.

In 2023, there was a significant increase in the number of employees who took parental leave, with the take-up doubling compared to the previous year.

EMPLOYEES WHO ARE ENTITLED TO PARENTAL LEAVE



EMPLOYEES WHO HAVE TAKEN PARENTAL LEAVE



For Crocco, this is an important signal, as we firmly believe that achieving gender equality in the workplace is also closely linked to the sharing of parental responsibilities.

In 2023, 100% of employees who took parental leave returned to work at Crocco (return rate), while the number of employees remaining with the company 12 months later (loyalty rate) was 75%.

Human rights

ESRS S1-17

At Crocco, respect for the human rights of the people who make up the employee community, as well as those who work in our supply chain, is non-negotiable.

For this reason, our Code of Ethics expressly prohibits any form of forced labour, including the withholding of pay or other forms of coercion. All forms of child labour are also strictly prohibited: unless the law stipulates a higher age limit, no Crocco employee can be a child of school age or under the age of 15.

Furthermore, we reject any form of discrimination and strongly reiterate that all employees, regardless of colour, race, nationality, social background, possible disability, sexual orientation, political and religious beliefs, as well as gender and age, must be treated in accordance with their abilities and qualifications in any employment decision, including proceedings regarding employment, promotion, compensation, benefits, training, dismissal or termination. These treatments are also extended to people who are not directly employed.

We protect the personal dignity, privacy and rights of each individual and reiterate as an indisputable principle that these aspects must be respected.

The Code of Conduct annexed to our 231 Model expressly prohibits the use of human labour in exploitative conditions, with a strict ban on any form of intermediation or the distribution of racist or xenophobic content.

Thanks to our commitment in this area, we are pleased to confirm that in 2023 there no reports of discrimination, harassment or other complaints made through the channels made available to employees.



COLLABORATIONS WITH SCHOOLS AND UNIVERSITIES



Crocco has been collaborating with educational institutions for several years now. We believe that investing in future generations is a priority.

Thematic meetings have been organised in order to educate 11-14 year olds about the new technologies used to produce more sustainable packaging, and to make them aware of the importance of protective films in reducing food waste.

For upper secondary school students, in particular those studying business studies and economics, the education sessions focused on management control and sustainability reporting.

In addition, Crocco participated as a speaker at an event organised by the University of Vicenza, entitled "Flexible food packaging: know it to use it responsibly".

The National Secretary of Giflex, the trade association for flexible packaging, also took part in this conference as a speaker.

Outside school, Crocco welcomes local teens on company visits, where students can see our production processes at first hand, and discuss current topics such as the development of responsibly-sourced products and eco-friendly business management.

Crocco has also supported work-school projects for local vocational colleges and secondary schools, by holding workshops and open days for a number of different training pathways.

This year, Crocco also helped to publish a book, "Re Cycle 2", written by children from the local primary school in Cornedo. The profits from the publication were donated to the Vicenza Hospital.



CONSUMERS AND CUSTOMERS

GRI 416-2, ESRS S4

The quality and safety of our products are paramount when it comes to relationships with the customers who buy our films and with the consumers using packaging and wraps developed by Crocco. For this reason, in the best interest of all our customers and consumers, we have always adopted a careful management of this issue, by setting up a 9001 quality management system. For a company like Crocco, it is absolutely essential to avoid non-conformities, as they could harm the relationship with customers in Italy or overseas, leading to loss of competitiveness. Our management system is underpinned by a set of policies and objectives designed to ensure that Crocco continues to produce safe, high-quality products that comply with the regulations of the destination countries.

Some time ago, we set up a working group to man-

age the food safety aspects of our plastic films. Its name is the HARA team, which stands for Hazard Assessment Risk Analysis. Every year, we analyse the risks and hazards of our products. Where there is evidence of non-compliance, or complaints from customers, a multidisciplinary team will identify the causes and deal with the issues according to the relevant procedures in our management system. Company management actively participates in this process by periodically examining the efficiency and effectiveness of the Crocco food quality and safety system. The review is based on all the data on production, waste, non-conformities and complaints, and evaluates the performance indicators established to monitor company performance over time. The review also considers customer feedback, which is collected both from questionnaires and by means of a cross-analysis between sales, and the trend in non-conformities. To assess the long-term effectiveness of its actions, Crocco engages external consultants, as well as conducting internal audits and various types of monitoring. The food-safety impact of all food contact films is analysed in order to ensure full compliance with regulations, including REACH, the European Regulation on the Registration, Evaluation, Authorisation and Restriction of Chemicals.

The safety of these films is fully guaranteed for all products in the category, by means of global and specific migration tests, carried out in a laboratory according to EU Regulation No. 10/2011. The products are sampled, with each sample then examined in order to determine the potential transfer of inks or other substances. These tests, which investigate the release of harmful substances from plastic materials in food products, are essential to allow Crocco to guarantee the total safety of its products.

As a confirmation of this commitment, there were no non-compliance incidents in relation to product safety in the two years 2022-2023. To continue guaranteeing these results, Crocco has set itself a new goal for 2024: to build on staff knowledge of legal, safety and product protection issues, by means of targeted internal and on-the-job training activities.

With regard to end users, the potential negative impacts deriving from consumers' negative perception of plastic films are assessed by R&D, right from the moment of selecting the projects for development, in agreement with senior management and product managers. This also takes into account, right from the design stage, the consumers' desire to use a product that meets their expectations in terms of sustainability.



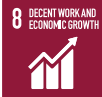


Crocco's focus on sustainability also extends to assessing the impact of our suppliers and taking into account their operating practices and shared values.



CORPORATE GOVERNANCE

ECONOMIC PERFORMANCE: THE VALUE CREATED AND DISTRIBUTED



GRI 201-1

The trend in turnover was notably influenced by the trend in raw material prices, which dropped significantly.

However, Crocco remains a solid enterprise with the capacity to face the challenges of the economic and international context. EBITDA (Gross operating margin, corresponding to the income of a company in relation to its operational management) in percentage terms has improved compared to the previous year.

In addition, the retained economic value remains positive, and this is an important indicator of the company's economic sustainability.

€ THOUSANDS	2022	2023
Revenues	155.537	121.758
Change in inventory of finished products	423	-1.054
Other income	4.842	3.091
Net financial income and charges	191	436
Income from equity investments	0	0
Exchange differences	-0,6	-5
Value adjustments to tangible and intangible assets	-22	304
(A) TOTAL DIRECT ECONOMIC VALUE GENERATED	160.970	124.530
Operating costs and remuneration of suppliers	130.375	95.378
Personnel costs (Payroll and employee benefits)	12.074	12.474
Payments to lenders	1.813	2.457
Change in inventory of raw materials	757	1.158
Payments to the Public Administration	0	0
Gifts and donations (Investments in the community)	22	31
(B) TOTAL ECONOMIC VALUE DISTRIBUTED	145.040	111.498
(A-B) ECONOMIC VALUE RETAINED	15.930	13.032



BUSINESS CONDUCT

Our supply chain

GRI 204-1, ESRS G1

Crocco's focus on sustainability also extends to assessing the impact of our suppliers and taking into account their operating practices and shared values.

Every new supplier receives an assessment questionnaire, which considers their policies and actions in three key areas: Quality and Hygiene, Environment and Safety, and Sustainability. Based on the answers given, the questionnaire gives the supplier a rating, providing Crocco with a clear framework to identify and prioritise working with those who are aligned with the company's values and sustainability objectives.

This practice reflects Crocco's tangible commitment to reducing environmental impact through initiatives aimed at the entire supply chain.

In line with its commitment to transparency and business ethics, Crocco has decided to share its

Code of Ethics with all suppliers, requiring all of them to adopt and respect the Principles of Good Conduct set out in it.

This activity, which is essential in order to work with Crocco, is aimed at having suppliers who accept and respect the principles of international human rights and good practices in employment. Crocco's vision and desire for a sustainable supply chain is also closely linked to social sustainability, and to respect for human dignity and workers' rights.

In line with the company's characteristic transparency, the Crocco Code of Conduct underlines the importance of respecting objective, clearly-stated rules when selecting suppliers, who are chosen according to principles of competence, cost-effectiveness, transparency and integrity. Every step of the supplier selection process must be suitably documented, including the management and termination of supplier contracts.

Crocco's supply chain is mainly composed of Italian providers, who represent 76% of the total procurement spend. The remaining 24% comes from EU countries, including Belgium, Austria, France, Germany and Slovakia, which are the main suppliers.

Most of the company's purchases involve plastic raw materials, which account for 91% of the total spend and are bought in granule form directly from the manufacturer. Other bought-in materials include inks, print solvents and ancillary materials used for packaging and transport, such as tubes, boxes, pallets, panels and labels.

Of the raw materials, almost 74% of the expenditure goes to local suppliers of plastic granules, as Crocco continues its practice of building on the supply relationships forged over the years.

ANNEX

GRI 303-3

Water withdrawal

	Source	2022	2023
Drinking water $\leq 1,000$ mg/L of total dissolved solid particles) m^3	surface water	0	0
	groundwater	52.552	53.437
	sea water	0	0
	water produced	0	0
	third-party water	21.400	9.652
TOTAL		73.952	63.089

	Source	2022	2023
Water with $>1,000$ mg/L of total dissolved solid particles) m^3	surface water	0	0
	groundwater	0	0
	sea water	0	0
	water produced	0	0
	third-party water	0	0
TOTAL		0	0

GRI 303-4

Water discharge

	Source	2022	2023
Drinking water $\leq 1,000$ mg/L of total dissolved solid particles) m^3	surface water	0	0
	groundwater	0	0
	sea water	0	0
	water produced	0	0
	third-party water	26.306	17.350
TOTAL		26.306	17.350

	Source	2022	2023
Water with $>1,000$ mg/L of total dissolved solid particles) m^3	surface water	0	0
	groundwater	0	0
	sea water	0	0
	water produced	0	0
	third-party water	0	0
TOTALE		0	0

GRI 306

Waste

tonnes	2022			2023		
	hazardous	non-hazardous	TOTAL	hazardous	non-hazardous	TOTAL
Recycled	29	4.449	4.478	15	4.958	4.973
Treated	-	-	-	-	-	-
Disposal	43	31	74	49	43	92
TOTAL	72	4.480	4.552	64	5.001	5.065

GRI 306-3

Waste generated

Type of waste	EWC code	2022 tonnes	2023 tonnes	Type of waste	EWC code	2022 tonnes	2023 tonnes
Non-hazardous	70213	4007457	4461995	Hazardous	060502*	66	0
	80318	336	79		080111*	0	110
	150101	211400	205650		080312*	3040	1020
	150102	51858	89		130205*	1520	1560
	150103	21750	42560		130301*	0	832
	150104	44	35		140603*	5803	0
	150106	58370	58390		140605*	41944	47600
	150107	28	38		150110*	9770	6671
	160214	420	90330		150111*	5	4
	160216	0	0		150202*	6645	5577
	160505	0	0		160107*	30	0
	160604	0	160		160213*	0	0
	160605	0	43		160215*	0	0
	161002	31440	43480		160303*	0	0
	170101	527	1040		160305*	2610	310
	170405	77960	58260		160504*	27	0
	170411	2727	5392		160601*	0	126
	170904	0	0		160708*	0	0
	200201	14540	33750		170603*	180	80
	200307	2080	0		180103*	0	26
			190806*	0	0		
			200121*	55	25		

GRI 401

New employee hires and employee turnover

		gender			age			
		men	women	TOTAL	under 30	30-50	over 50	TOTAL
2022	New hires	22	4	26	6	17	3	26
	Turnover	15	2	17	5	6	6	17
2023	New hires	18	5	23	7	15	1	23
	Turnover	21	2	23	3	8	12	23

GRI 404-1

Average training hours by gender and category

type	2022			2023		
	men	women	TOTAL	men	women	TOTAL
Senior managers	17	-	17	119	-	119
Middle managers	35	95	130	266	134	400
White-collar workers	281	133	414	402	135	537
Blue-collar workers	1.375	42	1.417	1.840	49	1.889
TOTAL	1.691	287	1.977	2.626	318	2.945

GRI 405-1

Breakdown of employees by role, gender and age

	category	gender			age			TOTAL
		men	women	TOTAL	under 30	30-50	over 50	
2022	Senior managers	3	-	3	-	1	2	3
	Middle managers	4	6	10	1	5	3	10
	White-collar workers	23	21	44	4	19	21	44
	Blue-collar workers	167	6	173	16	70	87	173
	TOTAL	197	33	230	21	96	113	230
2023	Senior managers	3	-	3	-	1	2	3
	Middle managers	5	6	11	-	8	3	11
	White-collar workers	25	21	46	6	21	19	46
	Blue-collar workers	161	9	173	14	79	77	170
	TOTAL	194	36	230	20	109	101	230

ESRS S1- 15

Work-life balance metrics

Employees who are entitled to parental leave	gender		
	men	women	TOTAL
2022	3	3	6
2023	9	3	12
Employees who have taken parental leave	gender		
	men	women	TOTAL
2022	3	3	6
2023	9	3	12

Absenteeism

type	2022	2023
Illness	4,26 %	3,64 %
Extraordinary leave	0,83 %	0,33 %
Maternity leave	0,28 %	0,21 %
Unpaid absences	0,25 %	0,52 %
Permits required by Law 104/92	0,39 %	0,48 %
Injuries	0,34 %	0,13 %
Other causes	0,11 %	0,24 %
Wages guarantee fund CIG	-	-
Paid leave	0,04 %	0,12 %
Blood donation	0,04 %	0,03 %
Marriage leave	0,03 %	0,03 %
Paternity leave	-	0,03 %
Breastfeeding hours	-	0,02 %
Leave due to children's illness	-	0,01 %
TOTAL	6,46 %	5,55 %

GRI CONTENT INDEX

RELEVANT INDUSTRY STANDARDS	At present, there are no industry standards relevant to Crocco.
STATEMENT OF USE	Crocco has published a report "with reference" to the GRI Standards for the period from 1 January to 31 December 2023.
GRI 1 USED	GRI 1 – Fundamental Principles – 2021 version

GRI STANDARD	DISCLOSURE	OMISSION			SOURCE AND PAGE
		REQUIREMENTS OMITTED	REASON	EXPLANATIONS	
GENERAL DISCLOSURES					
GRI 2 General Disclosures (2021)	2-1 Organisational details				7-11
	2-2 Entities included in the organisation's sustainability reporting				5
	2-3 Reporting period, frequency and contact person				5
	2-4 Review of information				5
	2-5 External assurance				5
	2-6 Assets, value chain and other business relationships				12-15
	2-7 Employees				62-63
	2-8 Non-employee workers				65
	2-9 Governance structure and composition	c-vi. Underrepresented social groups c-viii. Stakeholder representation	c-vi. Not applicable c-viii. Not applicable	No social groups external to the company are represented within the Board of Directors and committees.	10

GRI STANDARD	DISCLOSURE	OMISSION			SOURCE AND PAGE
		REQUIREMENTS OMITTED	REASON	EXPLANATIONS	
GENERAL DISCLOSURES					
	2-10 Appointment and selection of the highest governance body	b. Criteria used for the selection of the highest governance body	b. Not applicable	There are no criteria for the selection of the highest governance body; the decision is taken internally by the company. To date, there is no procedure for the appointment; the decision is taken internally by the Company. The appointment is filed with the Chamber of Commerce.	-
	2-11 Chair of the highest governance body				10
	2-12 Role of the highest governance body in the control of impact management	c. Role of the highest governance body in the review of processes	c. Not applicable	There is no procedure for reviewing the effectiveness of the organisation's processes.	23
	2-13 Delegation of responsibility for impact management				10
	2-14 Role of the highest governance body in sustainability reporting				23
	2-15 Conflicts of interest				22
	2-16 Disclosure of critical issues				21
	2-17 Collective knowledge of the highest governance body				23
	2-18 Evaluation of the performance of the highest governance body	a. Performance evaluation procedures b. Independence of evaluations c. Actions taken	a., b., c. Incomplete or unavailable information	Currently, a procedure is being implemented to assess the performance of the highest governance body on the management of ESG impacts. The procedure is not yet completed.	-
	2-19 Remuneration rules				71
	2-20 Remuneration determination procedure				71

GRI STANDARD	DISCLOSURE	OMISSION			SOURCE AND PAGE
		REQUIREMENTS OMITTED	REASON	EXPLANATIONS	
GENERAL DISCLOSURES					
	2-21 Total annual remuneration ratio	a. ratio of the salary of the person with the highest salary to the average salary b. ratio of the percentage increase of the person with the highest salary to the average percentage increase of the total salary	a., b., c. Confidentiality constraints		-
	2-22 Sustainable development strategy statement				4
	2-23 Commitment in terms of policy	b. Commitments in terms of specific policies regarding human rights	b. Not applicable	To date, there are no specific public commitments regarding human rights.	17-18 30-32
	2-24 Integration of commitments in terms of policy				17-18
	2-25 Processes aimed at remedying negative impacts	d. Stakeholder engagement	d. Not applicable	d. Stakeholders are not involved in the definition of recall procedures.	42-45 61-79
	2-26 Mechanisms for requesting clarification and raising concerns				20-21
	2-27 Compliance with laws and regulations				20-21
	2-28 Membership of associations				35
	2-29 Approach to stakeholder engagement				25-27
	2-30 Collective bargaining agreements				71
MATERIAL TOPICS					
GRI 3 – Material Topics – 2021 version	3-1 Process for determining material topics				26-27
	3-2 List of material topics				27-29

GRI STANDARD	DISCLOSURE	OMISSION			SOURCE AND PAGE
		REQUIREMENTS OMITTED	REASON	EXPLANATIONS	
GENERAL DISCLOSURES					
WORKPLACE HEALTH AND SAFETY					
GRI 3 Material Topics (2021)	3-3 Management of material topics				68-70
GRI 403 Occupational Health and Safety (2018)	403-1 Occupational Health and Safety management system				68
	403-2 Hazard identification, risk assessment and accident investigation				69
	403-5 Training of workers on occupational health and safety				69
	403-9 Work-related injuries				70
PRODUCT QUALITY					
GRI 3 Material Topics (2021)	3-3 Management of material topics				74-75
GRI 416 Customer Health and Safety (2016)	416-1 Assessment of the health and safety impacts of product and service categories				74-75
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services				75
PRODUCTS WITH LOW ENVIRONMENTAL IMPACT					
GRI 3 Material Topics (2021)	3-3 Management of material topics				52-53
GRI 301 Materials (2016)	301-1 Materials used				53
	301-2 Recycled input materials used				52
	301-3 Reclaimed products and their packaging materials				53
ATMOSPHERIC EMISSIONS AND THEIR REDUCTION					
GRI 3 - Material Topics (2021)	3-3 Management of material topics				42-45

GRI STANDARD	DISCLOSURE	OMISSION			SOURCE AND PAGE
		REQUIREMENTS OMITTED	REASON	EXPLANATIONS	
MATERIAL TOPICS					
GRI 305 Emissions (2016)	305-1 Direct (Scope 1) GHG emissions				44-45
	305-2 Energy indirect (Scope 2) GHG emissions				44-45
	305-3 Other indirect (Scope 3) GHG emissions				44-45
	305-4 GHG emissions intensity				45
	305-5 GHG emissions reductions				45
STAFF TRAINING AND EDUCATION					
GRI 3 Material Topics (2021)	3-3 Management of material topics				67-68
GRI 404: Training and education (2016)	404-1 Average hours of training per year per employee				67
PRODUCT INNOVATION					
GRI 3 Material Topics (2021)	3-3 Management of material topics				48-49
CUSTOMER SATISFACTION AND LOYALTY					
GRI 3 Material Topics (2021)	3-3 Management of material topics				74-75
PRODUCT SAFETY					
GRI 3 Material Topics (2021)	3-3 Management of material topics				74-75
GRI 416 Customer Health and Safety (2016)	416-1 Assessment of the health and safety impacts of product and service categories				74-75
ENERGY CONSUMPTION					
GRI 3 Material Topics (2021)	3-3 Management of material topics				46-47

GRI STANDARD	DISCLOSURE	OMISSION			SOURCE AND PAGE
		REQUIREMENTS OMITTED	REASON	EXPLANATIONS	
MATERIAL TOPICS					
GRI 302 Energy (2016)	302-1 Energy consumption within the organisation				47
R&D INVESTMENTS					
GRI 3 Material Topics (2021)	3-3 Management of material topics				48-49
"Greenside" model	There is no GRI indicator; however, reference is made to Crocco's "Green-side" project				48-49
WATER DISCHARGE MANAGEMENT					
GRI 3 Material Topics (2021)	3-3 Management of material topics				50-51
GRI 303 Water and effluents (2018)	303-3 Water withdrawal				50
	303-4 Water discharge				50
COLLABORATIVE RELATIONS WITH SUPPLIERS AND CUSTOMERS					
GRI 3 Material Topics (2021)	3-3 Management of material topics				79
GRI 204 Procurement practices (2016)	204-1 Proportion of spending on local suppliers				79
ENVIRONMENTAL COMPLIANCE					
GRI 3 Material Topics (2021)	3-3 Management of material topics				20-21
GRI 2 General disclosures (2021)	2-27 Compliance with laws and regulations				20-21
WASTE MANAGEMENT					
GRI 3 Material Topics (2021)	3-3 Management of material topics				54-55

GRI STANDARD	DISCLOSURE	OMISSION			SOURCE AND PAGE
		REQUIREMENTS OMITTED	REASON	EXPLANATIONS	
MATERIAL TOPICS					
GRI 306 Waste (2020)	306-3 Waste generated				54
	306-4 Waste diverted from disposal				55
	306-5 Waste directed to disposal				55
TRACEABILITY OF RAW MATERIALS AND PRODUCTS					
GRI 3 Material Topics (2021)	3-3 Management of material topics				79
GRI 204 Procurement practices (2016)	204-1 Proportion of spending on local suppliers				79
NON-DISCRIMINATION					
GRI 3 Material Topics (2021)	3-3 Management of material topics				65
GRI 406 Non-discrimination (2016)	406-1 Incidents of discrimination and corrective actions taken				65
PROTECTION OF WORKERS' RIGHTS					
GRI 3 Material Topics (2021)	3-3 Management of material topics				71-73
GRI 401 Employment (2016)	401-1 New employee hires and employee turnover				71-72
	401-3 Parental leave				72
DIVERSITY AND EQUAL OPPORTUNITY					
GRI 3 Material Topics (2021)	3-3 Management of material topics				65-66
GRI 405 Diversity and Equal Opportunity (2016)	405-1 Diversity of governance bodies and employees				10;66

GRI STANDARD	DISCLOSURE	OMISSION			SOURCE AND PAGE
		REQUIREMENTS OMITTED	REASON	EXPLANATIONS	
MATERIAL TOPICS					
CORPORATE TRANSPARENCY					
GRI 3 Material Topics (2021)	3-3 Management of material topics				22
GRI 2 General disclosures (2021)	2-29 Approach to stakeholder engagement				25-27
GRI 201 Economic performance	201-1 Direct economic value generated and distributed				77-78
ANTI-CORRUPTION					
GRI 3 Material Topics (2021)	3-3 Management of material topics				23
GRI 205 Anti-corruption (2016)	205-3 Confirmed incidents of corruption and actions taken				23-22
ETHICS, INTEGRITY AND REGULATORY COMPLIANCE					
GRI 3 Material Topics (2021)	3-3 Management of material topics				22
GRI 2 General disclosures (2021)	2-16 Disclosure of critical issues				21
	2-27 Compliance with laws and regulations				22

NON-GRI MATERIAL TOPIC		
PRODUCT INNOVATION		
	DISCLOSURE	PAGE REFERENCE
GRI 3 - Material Topics - 2021 version	3-3 Management of material topics	48-49
CUSTOMER SATISFACTION AND LOYALTY		
	DISCLOSURE	PAGE REFERENCE
GRI 3 - Material Topics - 2021 version	3-3 Management of material topics	74-75



B 1

ESRS CONTENT INDEX

RELEVANT INDUSTRY STANDARDS	At present, there are no industry standards relevant to Crocco.
ESRS 1 USED	ESRs 1 – General requirements - 2023

GRI STANDARD	DISCLOSURE	OMISSION			SOURCE AND PAGE
		REQUIREMENTS OMITTED	REASON	EXPLANATIONS	
GENERAL DISCLOSURES					
ESRs 2 General Information (2023)	BP-1 – General criteria for drafting statements on sustainability				5
	GOV-1 – Role of the administrative, management and control bodies				23
	GOV 2 – Information provided to the administrative, management and control bodies of the company and sustainability issues addressed by them				23
	GOV-5 – Risk management and internal controls on sustainability reporting				5
	SBM-1 – Strategy, business model and value chain				12-15

GRI STANDARD	DISCLOSURE	OMISSION			SOURCE AND PAGE
		REQUIREMENTS OMITTED	REASON	EXPLANATIONS	
GENERAL DISCLOSURES					
	SBM-2 – Stakeholder interests and opinions				25-27
	SBM-3 – Relevant impacts, risks and opportunities and their interaction with the strategy and business model				27-29
	IRO-1 – Description of processes for identifying and assessing relevant impacts, risks and opportunities				25-27
MATERIAL TOPICS					
CLIMATE CHANGE					
ESRS E1 (2023)	E1-1 – Climate change mitigation transition plan				42
	ESRS 2 SBM-3 – Relevant impacts, risks and opportunities and their interaction with strategy and business model				42-43
	ESRS 2 IRO-1 – Description of processes for identifying and assessing relevant climate-related impacts, risks and opportunities				25-27
	E1-2 – Policies relating to climate change mitigation and adaptation				42
	E1-3 – Actions and resources related to climate change policies				42
	E1-4 – Objectives relating to climate change mitigation and adaptation				31

GRI STANDARD	DISCLOSURE	OMISSION			SOURCE AND PAGE
		REQUIREMENTS OMITTED	REASON	EXPLANATIONS	
MATERIAL TOPICS					
	E1-5 - Energy consumption and energy mix				47
	E1-6 - Gross GHG emissions of scope 1, 2, 3 and total GHG emissions				44
	E1-7 - GHG removals and GHG emission mitigation projects financed with carbon credits				45
	E1-8 - Fixing the internal price of carbon				45
POLLUTION					
ESRS E2 (2023)	ESRS 2 IRO-1 – Description of processes for identifying and assessing relevant pollution-related impacts, risks and opportunities				25-27
	E2-1 - Pollution policies				51
	E2-2 - Actions and resources related to pollution				51
	E2-4 - Air, water and soil pollution				51
MARINE WATERS AND RESOURCES					
ESRS E3 (2023)	ESRS 2 IRO-1 – Description of processes for identifying and assessing relevant impacts, risks and opportunities related to marine waters and resources				25-27
	E3-1 - Policies related to water and marine resources				50
	E3-2 - Actions and resources related to water and marine resources				50

GRI STANDARD	DISCLOSURE	OMISSION			SOURCE AND PAGE
		REQUIREMENTS OMITTED	REASON	EXPLANATIONS	
MATERIAL TOPICS					
USE OF RESOURCES AND CIRCULAR ECONOMY					
ESRS E5 (2023)	ESRS 2 IRO-1 – Description of processes for identifying and assessing relevant resource use and circular economy-related impacts, risks and opportunities				25-27
	E5-1 – Policies relating to the use of resources and the circular economy				52-53
	E5-2 – Actions and resources related to resource use and the circular economy				52-53
	E5-3 – Objectives relating to the use of resources and the circular economy				30
	E5-4 – Incoming resource flows				53
	E5-5 – Outgoing resource flows				54
OWN WORKFORCE					
ESRS S1 (2023)	ESRS 2 SBM-2 – Stakeholder interests and opinions				25-26
	ESRS 2 SBM-3 – Relevant impacts, risks and opportunities and their interaction with strategy and business model				27-29
	S1-2- Processes for involving own workers and workers' representatives regarding impacts				25-26
	S1-4- Interventions on relevant impacts for the own workforce and approaches for the mitigation of relevant risks and the pursuit of relevant opportunities in relation to the own workforce, as well as the effectiveness of such actions				31; 61; 68-69

GRI STANDARD	DISCLOSURE	OMISSION			SOURCE AND PAGE
		REQUIREMENTS OMITTED	REASON	EXPLANATIONS	
MATERIAL TOPICS					
	S1-5- Objectives related to the management of relevant negative impacts, the enhancement of positive impacts and the management of relevant risks and opportunities				31
	S1-6- Characteristics of company employees				62
	S1-7- Characteristics of non-employee workers in the company's own workforce				65
	S1-8- Coverage of collective bargaining and social dialogue				71
	S1-9- Diversity metrics				66
	S1-10- Adequate wages				71
	S1-11- Social protection				71
	S1-12- People with disabilities				65
	S1-13- Training and skills development metrics				67
	S1-14- Health and safety metrics				70
	S1-15- Work-life balance metrics				72
	S1-17- Serious human rights incidents, complaints and impacts				73

GRI STANDARD	DISCLOSURE	OMISSION			SOURCE AND PAGE
		REQUIREMENTS OMITTED	REASON	EXPLANATIONS	
MATERIAL TOPICS					
CONSUMERS AND END USERS					
ESRS S4 (2023)	ESRS 2 SBM-2 – Stakeholder interests and opinions				25-26
	ESRS 2 SBM-3 – Relevant impacts, risks and opportunities and their interaction with strategy and business model				27-29
	S4-1-Policies related to consumers and end users				74-75
	S4-3-Processes to remedy negative impacts and channels that allow consumers and end users to express concerns				75
	S4-4-Interventions on relevant impacts for consumers and end users and approaches for the mitigation of relevant risks and the achievement of relevant opportunities in relation to consumers and end users, as well as the effectiveness of such actions				75
	S4-5- Objectives related to the management of relevant negative impacts, the enhancement of positive impacts and the management of relevant risks and opportunities				32

GRI STANDARD	DISCLOSURE	OMISSION			SOURCE AND PAGE
		REQUIREMENTS OMITTED	REASON	EXPLANATIONS	
MATERIAL TOPICS					
BUSINESS CONDUCT					
ESRS G1 (2023)	ESRS 2 GOV-1 – Role of the administrative, management and control bodies				10; 19; 23
	ESRS 2 IRO-1 – Description of processes for identifying and assessing relevant impacts, risks and opportunities				25-26
	G1-1 - Policies on corporate culture and business conduct				22
	G1-2 - Management of supplier relations				79
	G1-3 Prevention and detection of active and passive corruption				23
	G1-4 - Proven cases of active or passive corruption				22-23
	G1-6– Payment practices				79





ASSURANCE





Dichiarazione di assurance indirizzata agli stakeholder di CROCCO SpA

1. INTRODUZIONE

Bureau Veritas Italia S.p.A. (“Bureau Veritas”) ha ricevuto da CROCCO S.p.A. SOCIETÀ BENEFIT (“CROCCO S.p.A.”) l’incarico di condurre una verifica indipendente (assurance) del proprio Bilancio di Sostenibilità 2023, con l’obiettivo di fornire conclusioni in merito a:

- accuratezza e qualità delle informazioni rese pubbliche sulle proprie performance di sostenibilità;
- grado di adesione ai principi di rendicontazione della Global Reporting Initiative secondo il livello di applicazione “con riferimento agli Standard GRI” previsto dalla versione 2021 dei GRI Universal Standards.

2. RESPONSABILITÀ, METODOLOGIA E LIMITAZIONI

La responsabilità di raccogliere, analizzare, consolidare e presentare le informazioni e i dati del Bilancio è stata esclusivamente di CROCCO S.p.A.. La responsabilità di Bureau Veritas è stata di condurre una verifica indipendente rispetto agli obiettivi individuati e di formulare le conclusioni contenute in questo rapporto.

La verifica è stata condotta come una Limited Assurance ai sensi dello standard ISAE 3000, attraverso l’applicazione a campione di tecniche di audit, tra cui:

- verifica di politiche, mission, valori, impegni;
- riesame di documenti, dati, procedure e metodi di raccolta delle informazioni;
- interviste a membri del gruppo di lavoro per la stesura del Bilancio;
- interviste a rappresentanti aziendali di varie funzioni e all’Alta Direzione;
- verifica complessiva delle informazioni ed in generale riesame dei contenuti del Bilancio di Sostenibilità 2023.

Le attività di verifica sono state condotte presso la sede dell’azienda in Via Monte Ortigara, 37 a Cornedo Vicentino (VI) e riteniamo di aver ottenuto sufficienti ed adeguate evidenze per sostenere le nostre conclusioni.

La verifica ha avuto ad oggetto l’intero Bilancio di Sostenibilità 2023 di CROCCO S.p.A. con le seguenti precisazioni: per le informazioni di natura economico-finanziaria, Bureau Veritas si è limitata a verificarne la coerenza con i sistemi centrali di raccolta e consolidamento dei dati che concorrono alla predisposizione del Bilancio di esercizio al 31 Dicembre 2023 i quali non sono stati oggetto di verifica; per le attività condotte al di fuori del periodo di riferimento (1 Gennaio 2023 – 31 Dicembre 2023) e per le affermazioni di politica, intento ed obiettivo, ci si è limitati a verificarne la coerenza con i presupposti metodologici di riferimento.



3. CONCLUSIONI

A seguito delle attività di verifica condotte e descritte sopra, non sono emerse indicazioni negative in merito ad affidabilità, accuratezza e correttezza di informazioni e dati riportati nel Bilancio di Sostenibilità 2023. A nostro parere, il documento fornisce una rappresentazione attendibile delle attività condotte da CROCCO S.p.A. durante il 2023 e dei principali risultati raggiunti. Le informazioni sono riportate in maniera generalmente chiara, comprensibile ed equilibrata; nei casi eccezionali invece in cui dati ed indicatori non potevano essere raccolti ed analizzati con assoluta precisione, ciò è stato riportato in maniera trasparente. Nell'illustrazione di attività e risultati, in particolare, CROCCO S.p.A. ha prestato attenzione ad adottare un linguaggio neutro, evitando per quanto possibile l'auto-referenzialità.

Per quanto riguarda i principi di rendicontazione dichiarati da CROCCO S.p.A. nella nota metodologica e nei paragrafi ad essa correlati a nostro parere sono stati considerati i principi previsti dal GRI 1: Principi Fondamentali 2021 (accuratezza, equilibrio, chiarezza, comparabilità, completezza, contesto di sostenibilità, tempestività, verificabilità). Si conferma, inoltre, che l'organizzazione, per le parti campionate, soddisfa i requisiti GRI per redigere una reportistica "con riferimento" agli Standard GRI.

4. DICHIARAZIONE DI INDIPENDENZA, IMPARZIALITÀ E COMPETENZA

Bureau Veritas è un'organizzazione specializzata in attività indipendenti di verifica, ispezione e certificazione, con oltre 190 anni di storia, 82.000 dipendenti ed un volume d'affari di oltre 5,9 miliardi di Euro (ricavi 2023).

Bureau Veritas applica al proprio interno un Codice Etico e riteniamo che non sussista alcun conflitto di interesse tra i membri del gruppo di verifica CROCCO S.p.A..

*Bureau Veritas Italia S.p.A.
Milano, 05 Agosto 2024*


Gloria Focetola
Local Technical Manager



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