

Sustainability Report

Year 2023



VALVE ACTUATION & CONTROL

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Sustainability Report

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VALVE ACTUATION & CONTROL





Organisation Profile

GRI 2-1 • GRI 2-2 • GRI 2-6

PROCONTROL S.r.l. is a leading designer and manufacturer of valve actuators, control systems and gearboxes for the Energy sector. The company's solutions guarantee reliable performance even under the most extreme operating conditions.

Thanks to its accumulated experience and constant commitment to Quality and Sustainability, PROCONTROL S.r.l. supports customers in the energy transition, optimising efficiency and reducing environmental impact.

This report refers to the layout of the company's registered office, located in Località Sforzesca - 29014 Castell'Arquato (PC).

The company has operational facilities (offices, factories, warehouses, land, etc.) covering a total area of 25,500 sqm.

The company's main product/service (understood as the output of the production process) is quarter-turn glyph and linear actuators and gearboxes, mainly made of carbon steel, with an average weight of around 300 kg per unit. The company's sales are aimed at industry. The company mainly targets the foreign market.



VALVE ACTUATION & CONTROL

Sustainability Report 2023

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Summary

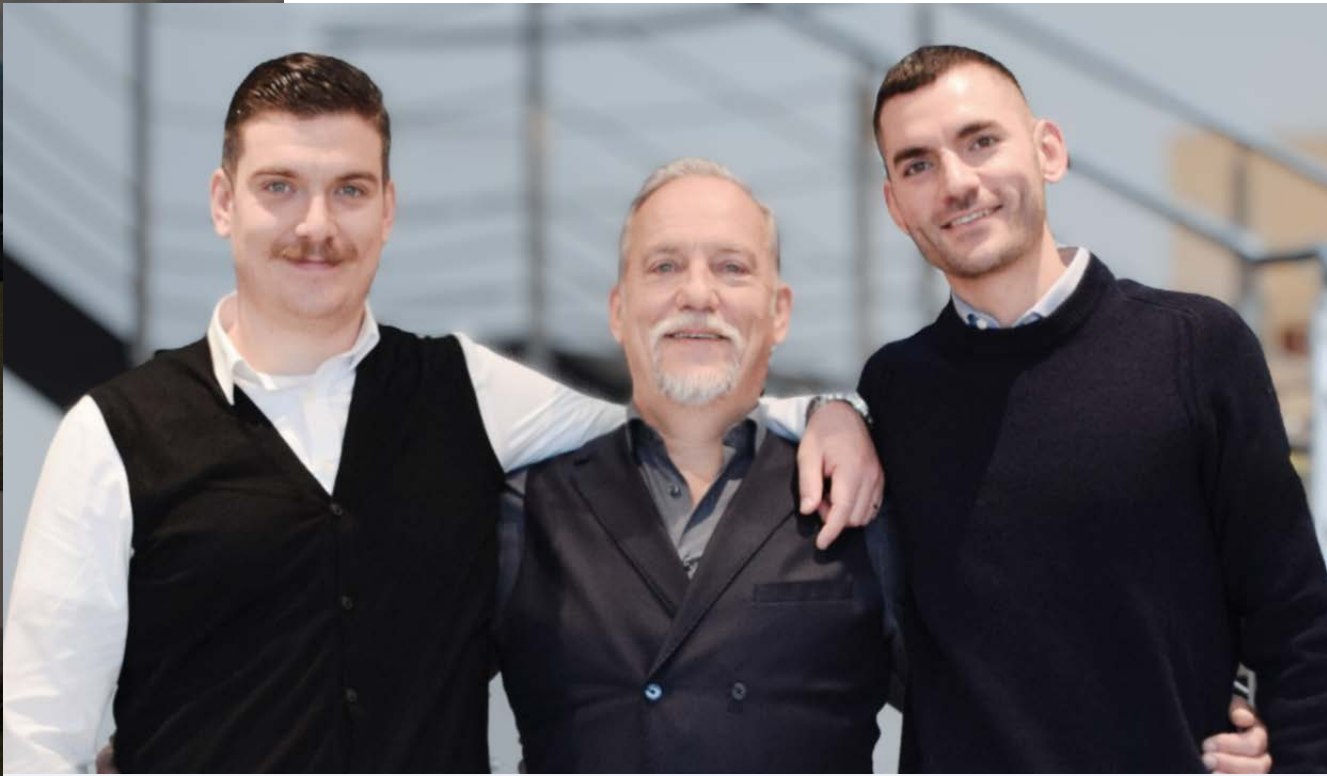
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*We build our future with
courage, valuing our time and
passing on authentic values.
People are the beating heart
of our vision.*

PROCONTROL S.r.l.



Reporting Information

GRI 2-3 • GRI 2-4 • GRI 2-5

The company publishes its environmental and social sustainability results in a special report, starting in 2023 and on an annual basis. The Sustainability Report has been prepared in accordance with the GRI Sustainability Reporting Standards, defined in 2016 by the Global Reporting Initiative (GRI Standards) and updated to 2022, in association with the Sustainability Accounting Standards Board (SASB) for the definition of material topics. This sustainability report is prepared with reference to the GRI by ESG-VIEW (www.esg-view.com).



GRI Sustainability Reporting Standards









Sustainability Accounting Standards Board (SASB)

This declaration is published on the website of **PROCONTROL S.r.l.**, at www.procontrolsrl.com.
You can request information at esg@procontrolsrl.com.
The reporting was based on the questionnaire administered to PROCONTROL S.r.l. by Synesgy and covers the period 01/01/2023- 31/12/2023.





Perché è stato importante compilare il questionario Synesgy?

-  Ha permesso all'azienda di creare un circolo virtuoso con i propri clienti, fornitori e tutti gli stakeholder.
-  Si appoggia su di una piattaforma che permette la validazione dei dati già presenti nei database di CRIF Ratings.
-  È un questionario utilizzabile in tutti i circuiti bancari riconosciuti, poiché basato su criteri di misurazione internazionali (GRI-SDGs).
-  Viene costantemente aggiornato secondo l'evoluzione delle normative di rendicontazione.
-  È possibile distribuire il questionario ai propri fornitori per tracciare lo Score di filiera.
-  I dati vengono condivisi in tempo reale.



Stakeholder Engagement

GRI 2-29

The Goal of Stakeholder Engagement

The objective of strengthening a sustainable business model involves not only monitoring and improving environmental and social impacts, but also the need for dialogue and discussion with stakeholders. The ability to understand and assess the needs and expectations of stakeholders is particularly important with a view to sharing a common value aimed at improving the impact, quality and efficiency of corporate services and, at the same time, the well-being of stakeholders that directly or indirectly relate to the company. Thanks to the activity of listening/comparison with various stakeholders and local actors, it is possible to create the conditions to orient the sustainability strategies of the company itself, defining objectives in the common interest. PROCONTROL S.r.l. has identified stakeholders and related activities, defining the level of involvement in consideration of the functions and instruments of comparison and dialogue. The system of relations of PROCONTROL S.r.l. with its stakeholders provides for activities, tools, channels and methods of involvement that take into account the different profiles and needs of stakeholders and the overall institutional system.

Stakeholder	Functions involved	Expectations	Activities	Engagement tools	Answer
Company: Investors and partners	Directorates, general affairs, commercial area, communication and PR	Sharing quality standards, planning services and activities, comparing impacts and results	Several meetings during the year	Assemblies, presentations, communication exchanges, surveys environmental sustainability issues	Presentation of projects, plans, reports and budgets
Employees	Human Resources	Sharing values, objectives	Meetings and activities	Assemblies, training sessions, dedicated meetings, refreshment areas, dedicated surveys, observatory	Trade union agreements especially for training
Customers	Commercial area	Greater knowledge expectations	Meetings and activities, scheduled during the year	Customer satisfaction surveys, newsletters, meetings and surveys on the subject of environmental sustainability	Presentation of investigation results
Suppliers of goods and services	Purchases	Large demand guarantee	Several meetings and contacts during year	Selection procedures, exchange documentation, meetings	Contracts
Institutions	Directions	Compliance with rules and regulations, respect for contracts and regulatory updates	Periodic meetings	Meetings and exchange communications also in relation to regulations in contracts	Reports, surveys, budgets
Banks and lenders	Direction	Economic, financial and asset soundness and sustainability	Not periodic, but targeted to specific projects	Meetings and exchange of communications	Analysis reports, trade agreements
Local communities and community	Communication and pr	Creating shared value	Various analysis and comparison	Communication and marketing campaigns	Events, spaces, initiatives open to the public

SDGs: UN Sustainable Development Goals



On **25 September 2015**, the governments of **193 UN member states** signed the **Agenda 2030 for Sustainable Development**.

A programme of action approved by the UN General Assembly, which includes 17 specific Sustainable Development Goals (SDGs), framed within a broader programme of action with a total of 169 targets or goals.

The 17 Goals commit governments and nations but also every single company. ESG principles are the declination of what companies must do.

Environmental

- ✓ Dependence on fossil fuels
- ✓ High water footprint
- ✓ Complicity in deforestation
- ✓ Waste Disposal

Social

- ✓ Conflicts with local communities
- ✓ Attention to employee health and safety
- ✓ Protection of diversity
- ✓ Proper interpersonal relations between employees

Governance

- ✓ Bonuses disproportionate to employees' salaries
- ✓ Involvement in corruption scandals
- ✓ Opening offshore subsidiaries for the purpose of avoiding taxation

The SDGs of PROCONTROL S.r.l.

The Synesgy questionnaire has allowed PROCONTROL S.r.l. to map materialities and issues in the field sustainability, thus highlighting the most relevant facts carried out in the reporting year considered and providing its stakeholders with an immediate, but above all certified picture - since it complies with internationally recognised parameters - of its activity. The path of awareness started has led to the highlighting of a virtuous path by PROCONTROL S.r.l. and witnessed by the concordance of its actions with 8 of the 17 SDGs (Sustainable Development Goals) parameters recognised by the United Nations.



Quality education

Providing quality, equitable and inclusive education and learning opportunities for all.



Sustainable Cities and Communities

Making cities and human settlements inclusive, safe, durable and sustainable.



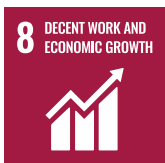
Clean and accessible energy

Integrate low-impact solutions into your production cycle by using sustainable energy sources.



Responsible Consumption and Production

Ensuring sustainable patterns production and consumption.



Decent work and economic growth

Promoting full and productive employment, working conditions decent and stimulate sustainable economic growth.



Fighting climate change

Promoting actions, at all levels, to combat climate change.



Business, innovation and infrastructure

Resilient infrastructure, sustainable industrialisation and innovation.



Peace, justice and strong institutions

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective institutions, responsible and inclusive at all levels.

The tracking of issues thanks to Synesgy and the 26 materialities, which can be traced back to the ESG areas, on the basis of this emergence, started a real path of awareness involving, through several communication channels, all stakeholders.







Environment





Managing Environmental Impacts

GRI 305-5

Organisations may be affected by impacts either through their own activities or because of their business relationships with other entities. It is therefore crucial for the company to identify the impacts it causes, but also those that it contributes to causing and that are directly related to its activities, products or services through a business relationship. In this context, virtuous company is the one that highlights these impacts and identifies strategies to avoid, mitigate, remedy the negative impacts or further improve the positive ones.

The company holds ISO 14001 (Environmental Management) certification.



ISO 14001 Environmental Management

The company has no current initiatives to reduce environmental impact, but is committed to future actions. In fact, the building already has thermal transmittance insulation, extensive underfloor heating and lowconsumption LED lighting. In addition to this, the company plans to soon implement an Energy Management System with emission monitoring and to continue investing in internal training.

The company is considering climate change adaptation initiatives the following ways:

- Climate risk assessment;
- Sustainable management of water resources;
- Energy efficiency and transition to renewables;
- Management of CO₂ emissions and continuous and accurate monitoring;
- Awareness-raising and staff training.



Materials

GRI 204 • GRI 301-1 • GRI 301-2 • GRI 301-3 • GRI 303-1 • GRI 416-1

The company’s focus on the materials used and their impact on the environment is of paramount importance, not only with regard to the production phase of the products, but also throughout their entire life cycle.

The raw materials used as production input and the overall quantities used in the company are:

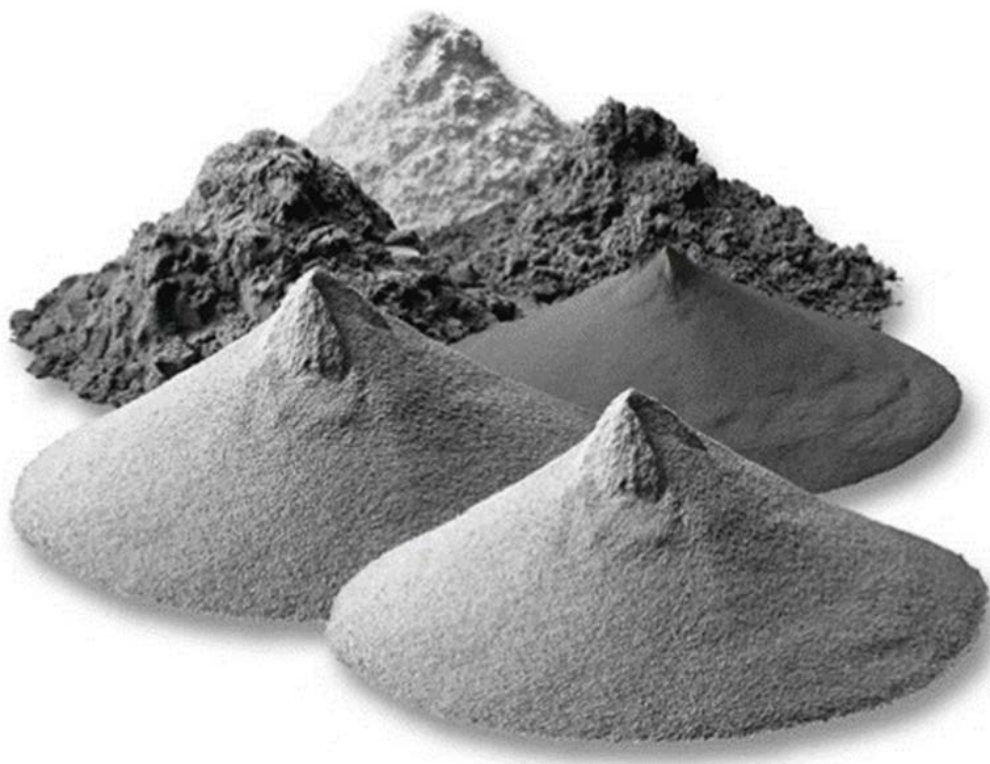
Metals	312,000 kg
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As part of the activities carried out, practices and procedures are adopted to ensure the recycling/ recovery of waste through sale/sale to third parties for reuse.

For the implementation of these practices and procedures, the company has initiated collaboration processes with other parties (including those outside the sector and supply chain). In fact, it collaborates with Val Parma Rottami S.r.l. for the recovery and disposal of scrap metal, contacting them when necessary to ensure the correct treatment of materials so that they can be properly recovered.

In relation to the sustainability of products in the use phase, the company is committed to creating value and innovation in 3D printing, promoting a true circular economy between the company and end users, using powders from production waste.





Energy

GRI 302-1

Energy consumption for the company, associated with rationalisation, is a fundamental parameter to describe the impact it has not only in terms of efficiency, but also in terms of its impact on the environment. The monitoring system in terms of energy used/distributed/saved allows the company to identify the areas in which it is most necessary to intervene for a better rationalisation of resources, a view to an ever-improving strategy for its efficiency.

The electricity consumed at owned and rented company premises in the last reporting period (e.g. 1 January - 31 December) was 208,243 kWh.

The value of energy used by the company from fossil sources is 89%.



**208,243 kWh
energy consumed
in a year**

Water and waste water

GRI 303-2 • GRI 303-4 • GRI 303-5

The sustainable management of water resources is of paramount importance for the organisation's impact on the environment, considered as a shared asset to be preserved.

Working with stakeholders in this context is essential for the organisation to manage water resources sustainably as a shared good and to take into account the needs of other river basin users. Together with stakeholders, the organisation can define collective goals water, increased investment in infrastructure, policy promotion, capacity building and awareness-raising. It is therefore important, in this context, to involve its stakeholders, starting with those internal and closest to the company - employees, non-employee workers, consultants, suppliers, first and foremost - in order to share best practices in terms of rationalising water resources and making better use and exploitation of them.

The company's water consumption in the last reporting period was 4,902 m³. The company has developed systems for rainwater in an overflow lake.



**4,902 m³ Annual
water consumption**

Emissions

GRI 305-1 • GRI 305-2 • GRI 305-3

Direct or indirect GHG emissions, emissions of other ozone-depleting gases and their monitoring, as well as actions aimed at their reduction, confirm organisation's attitude towards reducing its production impact on the ecosystem.

Also influencing the level of direct emissions are the energy sources owned or controlled by the organisation, such as electricity generation, heating, cooling and steam, as a result of the combustion of energy sources.

Hence the importance of the company's monitoring of emissions, but also, and above all, its contribution to the increasing efficiency of energy resources influencing levels of air emissions.

The company plans to estimate its emissions through the GHG calculator made available on Synesgy.

The company's total SCOPE 1 greenhouse gas emissions (direct emissions) are 93.23 t CO₂ eq.

The company's total SCOPE 2 greenhouse gas emissions (indirect emissions from electricity generation/purchase) measured by the company is 70.59 t CO₂ eq.

The total SCOPE 3 greenhouse gas emissions (indirect emissions related to the value chain) measured by the company is 101.18 t CO₂ eq.

Waste

GRI 306-2 • GRI 306-3

In the context of the GRI Standards, the environmental dimension of sustainability concerns the impacts of an organisation on living and non-living natural systems, including soil, air, water ecosystems. This includes the issue of waste, which may be generated by the organisation's own activities, but may also be generated by upstream and downstream actors in the organisation's value chain.

Waste, therefore, can have significant negative impacts on the environment and human health if poorly managed.

The total farm waste produced in the last reporting year (e.g. 1 January - 31 December) was 518.54 tonnes.

The company, in its locations, differentiates:

- hazardous waste;
- computer equipment;
- plastic;
- paper;
- wood.

During the production process, the company produces hazardous waste. The management and treatment of this is done through differentiated disposal as required by legislation.





People



Employment

GRI 2-7-a • GRI 2-7-b • GRI 401-2 • GRI 403-1 • GRI 403-9 • GRI 405-1 • GRI 405-2

Fundamental is to understand the organisation’s approach to employment and job creation, as well as to recruitment, selection and retention of personnel and related practices, including the working conditions it offers.

The stability of its workforce from a contractual point of view, linked to internal welfare policies, is a key element for the organisation to ensure high productivity performance.

An appropriate working environment that social inclusion and work-life balance of employees, values diversity and offers equal opportunities, accompanied by welfare tools, improves the company’s performance and strengthens the organisation’s ability to adapt to extraordinary events.

The company holds ISO 45001 (Occupational Health and Safety Management) certification. There is a policy/procedure for regular consultations with key stakeholders/stakeholders, in particular employees.

The number of female employees, interns/trainees and self-employed women by professional category:

Managers	1
Employees	18
Workers	1

The number of male employees, interns/trainees and self-employed workers by occupational category:

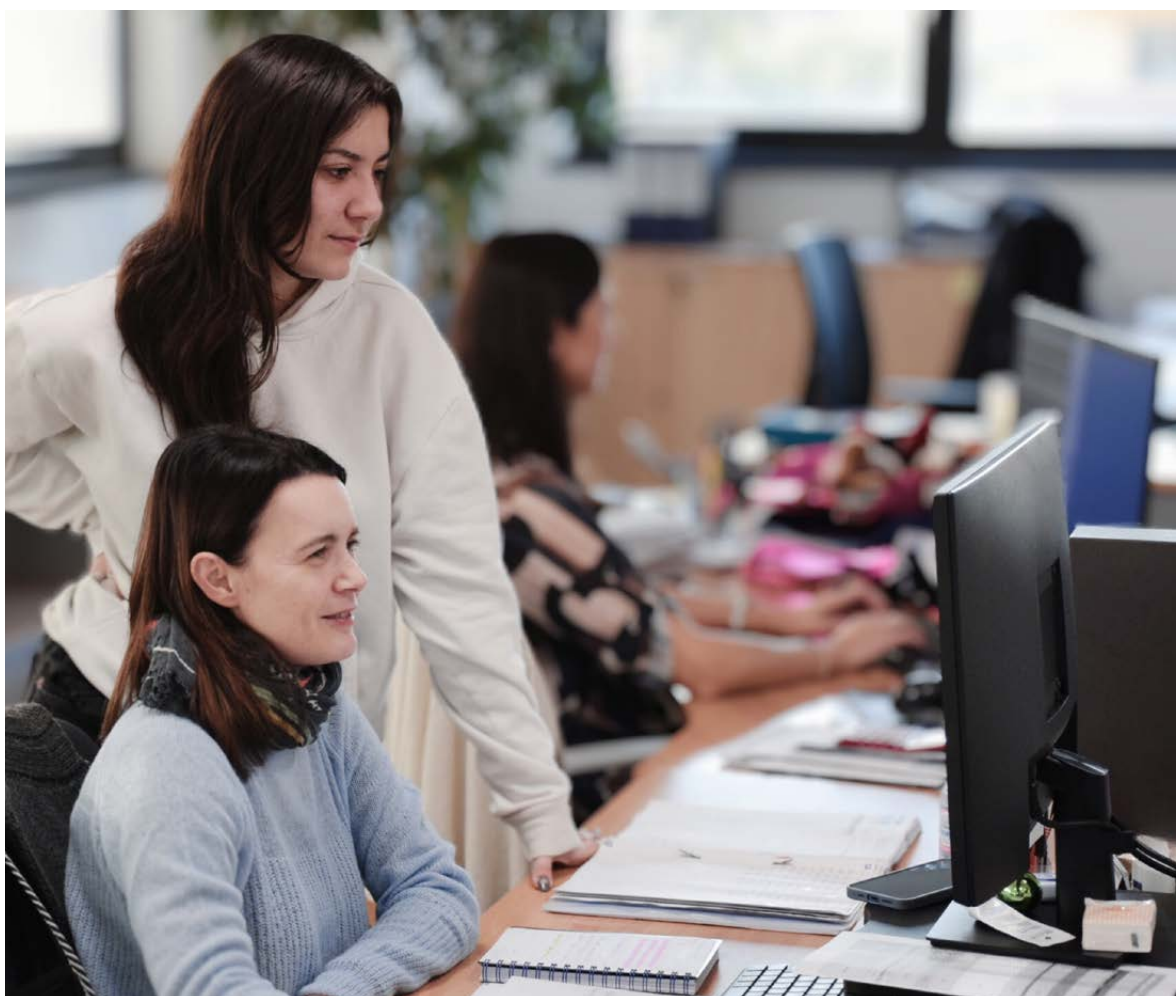
Employees	31
Workers	20
Internships/Traineeships	1

The percentage difference in average taxable gross pay per most represented occupational category between men and women is 11%.

The ratio between the highest remuneration in the company and the median remuneration (in terms of times) is 3.04.

The percentage of employees belonging to protected categories under Law 68/99 or disadvantaged persons under Law 381/91 and/or underrepresented minorities is 4%.

Open-ended	96%
Fixed-term	4%
Part-time	2%



The number of accidents in the last five years was less than 3.

The number of hours worked during the last reporting period (e.g. 1 January - 31 December) by all employees is 117,393.

The company with a view to corporate welfare:

- provides agreements with local businesses (fuel vouchers/spending vouchers/discounts);
- agrees to hourly flexibility/smart working;
- provides incentives for men to share the burden of care (e.g. parental leave);
- awards productivity bonuses.

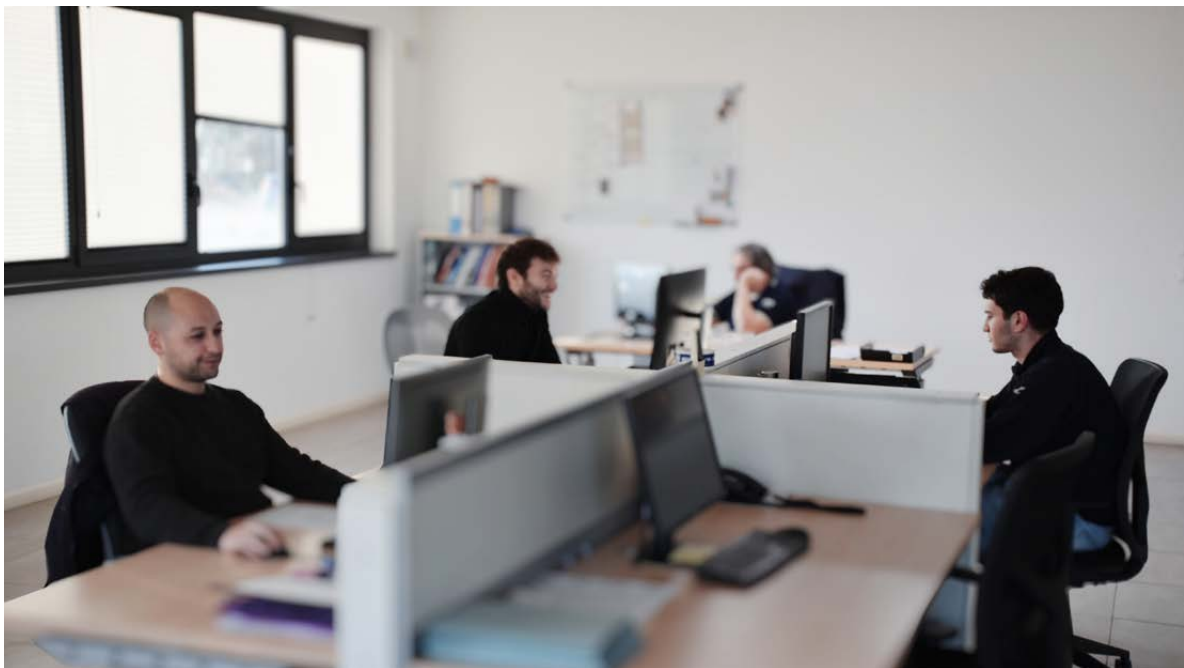
Training

GRI 403-5 • GRI 404-1

The development and maintenance of professionalism and competencies are conditions that enable companies to pursue their strategic objectives of creating value for the organisation.

The main topics of the training provided during the last reporting period (e.g. 1 January - 31 December) concerned the area of occupational health and safety and concerned:

- Course New Business Crisis Code;
- Course Directive 2014/34/EU - Atex;
- Practical Excel course;
- Foreign Markets and Customs Course;
- Gyrolok course.









Network and Territory





Customer relations

GRI 416-1 • GRI 417-1 • GRI 418

In terms of customer relations, it is of great importance how the company considers the impacts on the health and safety of its customers, starting with the products and services it produces, and how these impacts are assessed in the different phases of the life cycle of its business, from the development of the product concept, to the research and development phase and possible subsequent certification. The same impact is to be sought in the realisation phases, then in manufacturing and production, but also in marketing, up to supply, use and the attention that the company pays afterwards, including an aftersales support phase up to the end-of-life cycle of the product or service.

In this logic, the initiatives taken by the organisation to address the issue of security during entire life cycle of a product or service and the evaluations pertaining to this issue, including the increasingly important privacy and data security, become relevant.

The company has a Privacy and Data Security policy/procedure.

There is a policy/procedure for regular consultations with key stakeholders/holders, in particular with end-users and customers.

The company implements measures for the safety of end-users through:

- detailed information on proper maintenance;
- indications of use through international symbols;
- information leaflets with specifications for safe use of the product.

The products/services offered are accompanied by appropriate labelling/information on product disposal practices that ensure safety and environmental protection. In relation to the sustainability of products in the use phase, the company is committed to creating products that are easily recyclable and particularly durable in order to encourage the re-use of material by users.

The technology of the tools produced allows users to optimise energy consumption in the use phase and to manage and monitor the energy performance of the product.

The products are designed for maximum efficiency and performance, minimising downtime and maintenance requirements on the systems. In particular, the electro-hydraulic actuators are designed to operate without releasing gases into the atmosphere.



Infrastructure investments and funded services

GRI 203-1 • GRI 413-1

The economic dimension of sustainability concerns the impacts of an organisation on the economic conditions of its stakeholders. It also concerns the impacts of an organisation on local, national and global economic systems.

Economic impact can be defined as a change in the productive potential of the economy, which has an influence on the well-being of a community or stakeholders, as well as on long-term development prospects.

When we speak of indirect economic impacts, we refer to the consequences of financial transactions and the flow of money between an organisation and its stakeholders and are particularly important when assessed in relation to the improvement of stakeholder conditions, not only directly related to the company's own activities, but connected to the further impacts these may have.

The investments made by the company respond to national and international sustainable development objectives. Investment, innovation, technology development and the pursuit of quality are key elements of economic strategies, as they create a multiplier effect that benefits a wide range of stakeholders.

The company makes donations, sponsorships and donations for the benefit of the community in the area in which it operates. The company invests in research and development with a focus on sustainability (e.g. in cooperation with research centres, universities and start-ups).





Business Model and Innovation





Suppliers and procurement practices

GRI 2-22 • GRI 2-23 • GRI 2-25 • GRI 204-1 • GRI 307 • GRI 308 • GRI 414-1

Within the framework of the organisation's relations with its suppliers, an extremely important chapter concerns their environmental assessment, by which is meant the commitments that suppliers make in terms of sustainability and behaviour consistent with these issues.

With a view to constant improvement of impacts and mitigation of negative ones, the organisation is increasingly inclined to assess compliant supplier behaviour in terms of social, economic and environmental impacts as these impacts are directly and indirectly reflected on the company's own value chain.



Therefore, on the one hand, the organisation is driven to monitor the behaviour of suppliers and, on the other hand, to define strategies and actions to limit the scope of those with negative impacts.

The company has revised its strategy to seize the opportunities of the new development model focused on sustainability: in particular, it has implemented a change to its product catalogue and made investments aimed at technological improvement.

The company holds ISO 9001 (Quality Management System) certification.



ISO 9001 Quality Management System

The company has a process to monitor the punctuality of payments to its suppliers.

The company plans an evaluation of suppliers on ESG areas, in particular:

- on the possession of environmental certifications;
- on their geographical proximity;
- on the possession of social certifications (in health and safety).

There is a company policy for regular consultations with suppliers.

The percentage of company products that can be considered recyclable/reusable is less than 20%.

As part of its activities, the company contributes to the development of tools that are innovative and efficient in terms of energy consumption and/or emissions.

An analysis was carried out to assess the increase in resource productivity and reduction of waste along the value chain.

Product design considers technological properties that are aimed at reducing waste generation during the production phase and a product design that facilitates recycling, repair and reuse processes (e.g. simplified product shape, facilitated separation of components, ease of disassembly to facilitate repair of damaged parts, etc.).





Leadership and Governance





Governance

GRI 2-22 • GRI 2-23

The organisation's governance structure, composition, knowledge and roles are important to understand how the management of the organisation's impacts on the economy, the environment and people, including the impact on their human rights, is integrated into the organisation's strategy and operations, also emphasising how well the company itself is 'equipped' to oversee the management of impacts.

The company revised its strategy to seize the opportunities of the new development model focused on sustainability: in particular, it implemented an ESG impact assessment process and appointed a dedicated sustainability figure.

The company is insured against physical risks.



Professional Ethics

GRI 1

The organisation's political commitments must be aimed at responsible business conduct, including a commitment to respect human rights.

These commitments constitute the company's values, principles and standards of behaviour and the mission integrated within the economic objectives.

The human rights enshrined in national and international standards, coupled with the organisation's actions to prevent or mitigate potential negative impacts for each material issue are the grid through which the company's activities must pass, considering political commitment as an integral part of corporate strategy. It is therefore appropriate for the company to identify its risk factors and equip itself with strategic tools to address them.

The company conducted an analysis of its sustainability impacts on the E and S factors. On a scale of 1 to 10, the accuracy of this analysis is 7.

The company carried out a risk analysis of E and S factors.

Measures were implemented to mitigate environmental, social and governance risks, through continuous training, innovation and new product introductions, with a focus on sustainable transition and market competitiveness.

Regulatory Compliance

GRI 1 • GRI 2-3 • GRI 2-4 • GRI 2-22 • GRI 2-23 • GRI 2-25 • GRI 2-26 • GRI 307

The compliance of an organisation indicates the ability of the governing bodies to ensure that operations comply with certain performance parameters or universally recognised standards. In this context, obtaining certifications attesting to the high degree of compliance of a company's activity, sector or procedure becomes a guarantee in the eyes of stakeholders and those directly or indirectly involved in the company's value chain, with a view to reducing or mitigating negative impacts on particular sustainability-related issues, thus in the social, environmental and economic spheres.

The company publishes its environmental, social and economic sustainability results in a report.

There is a figure within the company who receives negative evidence of possible wrongdoing, violations of law or offences in the course of his or her activities (e.g. Whistleblowing).

The company has adopted a Code of Ethics.

Product design considers long-term product sustainability goals, based on the latest European directives.

Recommended actions



Business and Governance

- Strengthen governance safeguards.
- Evaluate the possibility of joining Benefit Corporations.
- Strengthen your company strategy to seize the opportunities of the sustainable development model.
- Implement training on the Code of Ethics for employees, consultants, and suppliers.



Water, energy and waste

- Limit the share of energy consumed from fossil sources.
- Implement initiatives aimed at reducing the environmental impact.
- Evaluate the implementation of separate waste collection for other materials as well.
- Implement a water recovery and/or reuse system.
- Implement initiatives, measures, or actions to mitigate the impact of climate change.

Environmental Certification

- Adopt ISO 50001 certification for energy management systems.



Personnel management, Certifications and Regulations

- Adopt policies to cover topics such as diversity and inclusion, as well as human rights management.
- Publish the company policy on Equality, Diversity and Inclusion on the website.
- Adopt policies for the management of human rights and child labor, including forced or compulsory labor.
- Strengthen regular consultations with key stakeholders.
- Extend the training topics to include, for example, anti-bribery.



Regulatory Certifications

- Adopt ISO 37001 certification for the anti-bribery management system.



Relations with Stakeholders and Community engagement

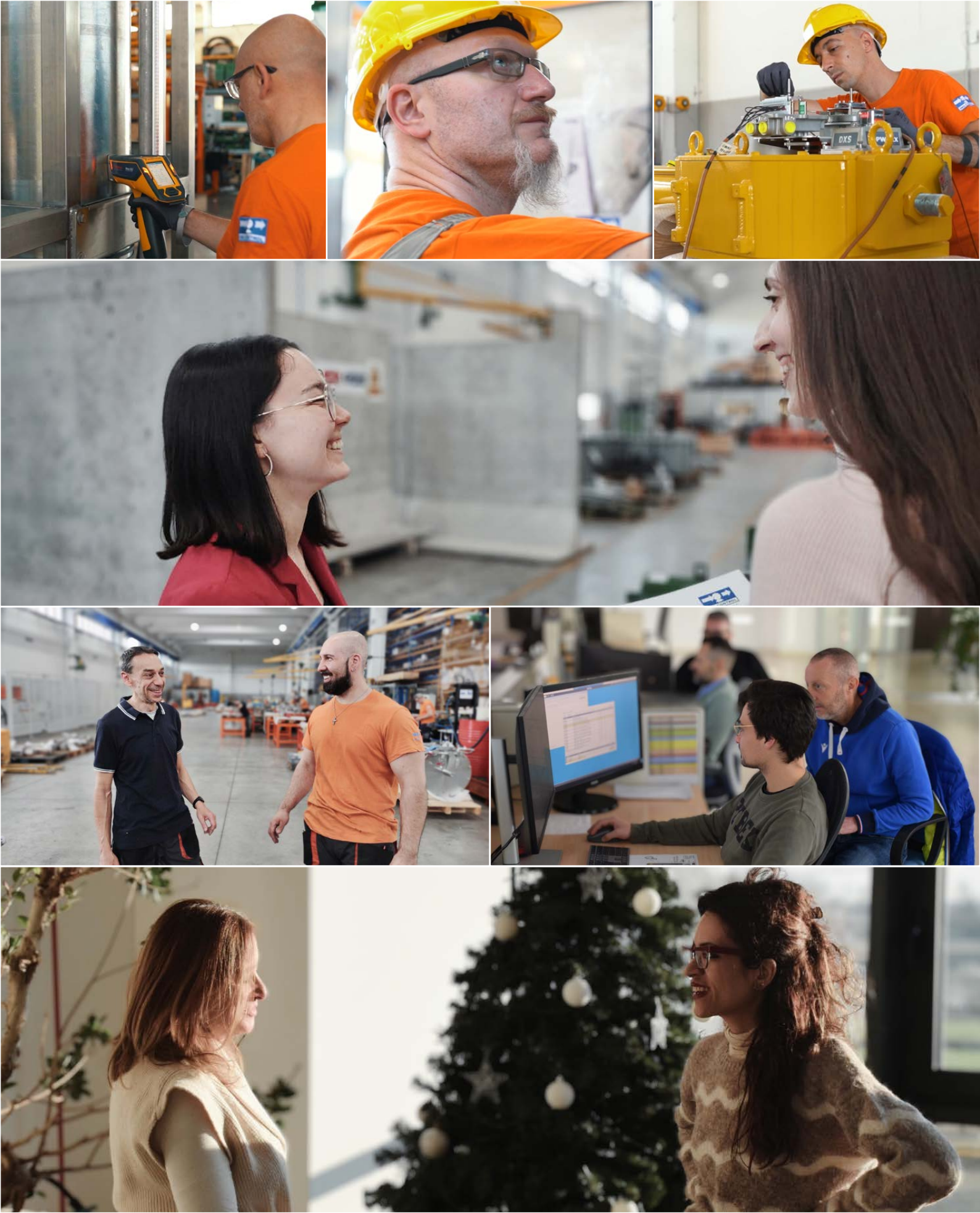
- Undertake projects in schools or the community on topics related to sustainability.
- Initiate collaboration processes with the supply chain, but also with subjects outside the industry and supply chain.

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