

# Sustainability Report

Year 2023



**CASAPPA<sup>®</sup>**

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# Sustainability Report

Year 2023











## Organisation Profile

### GRI 2-1 • GRI 2-2 • GRI 2-6

Founded by Roberto Casappa more than sixty years ago, Casappa Spa is a multinational company that has remained wholly owned by the Casappa family, now in its third generation. It designs and manufactures some of the main components of the hydraulic system with passion and attention to detail. Casappa's mission is to remain an independent family business, focused on creating and delivering value to customers by offering power, filtration and electronic control solutions for hydraulic systems. Casappa works alongside customers at every stage, from design to production, from supply to service, through innovative, even customised solutions.

The company relies on long-term collaboration with customers and suppliers, professional ethics, social and environmental responsibility and the passion and talent of its employees.

The company's sales are aimed at two channels: Oem (Manufacturers) and Distribution.

This report covers the premises at Via Balestrieri, 1 in Lemignano di Collecchio (PR).



# Sustainability Report 2023

Made by





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“

*The true success of a company  
is measured not only by its profits,  
but by the positive impact it has on  
the environment and society.*

**Casappa Filippo**  
CEO Casappa SpA





## Reporting information

GRI 2-3 • GRI 2-4 • GRI 2-5

The company will publish its **environmental and social sustainability** results in a special report, starting in 2022 and on an annual basis.

The Sustainability Report was prepared in accordance with the GRI **Sustainability Reporting Standards**, defined in 2016 by the Global Reporting Initiative (GRI Standards) and updated to 2021, in association with the **Sustainability Accounting Standards Board (SASB)** for the definition of material topics.

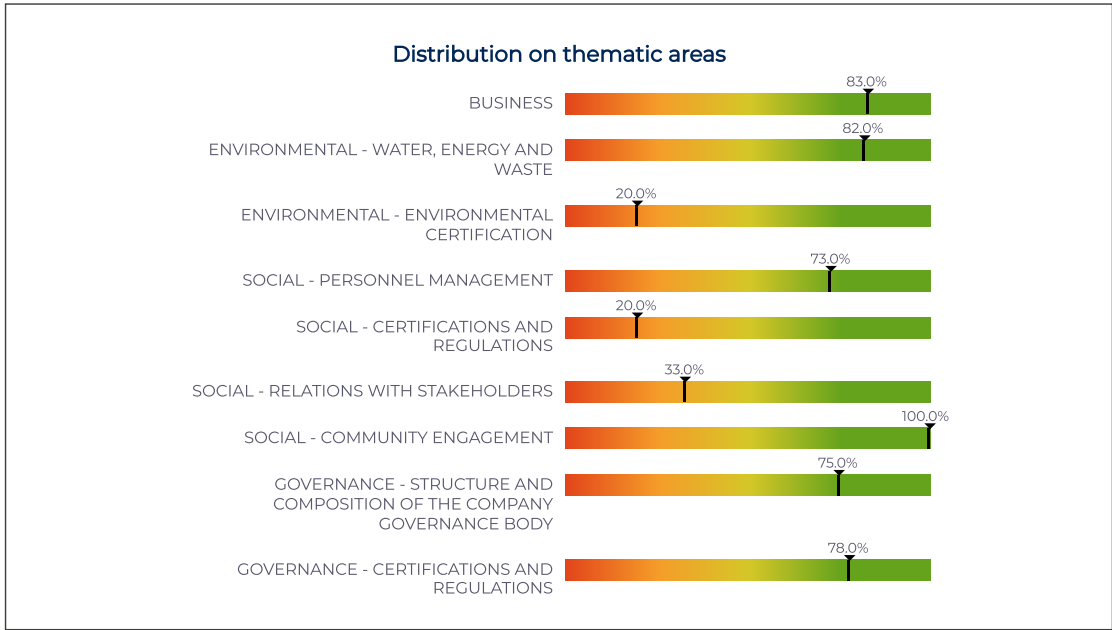
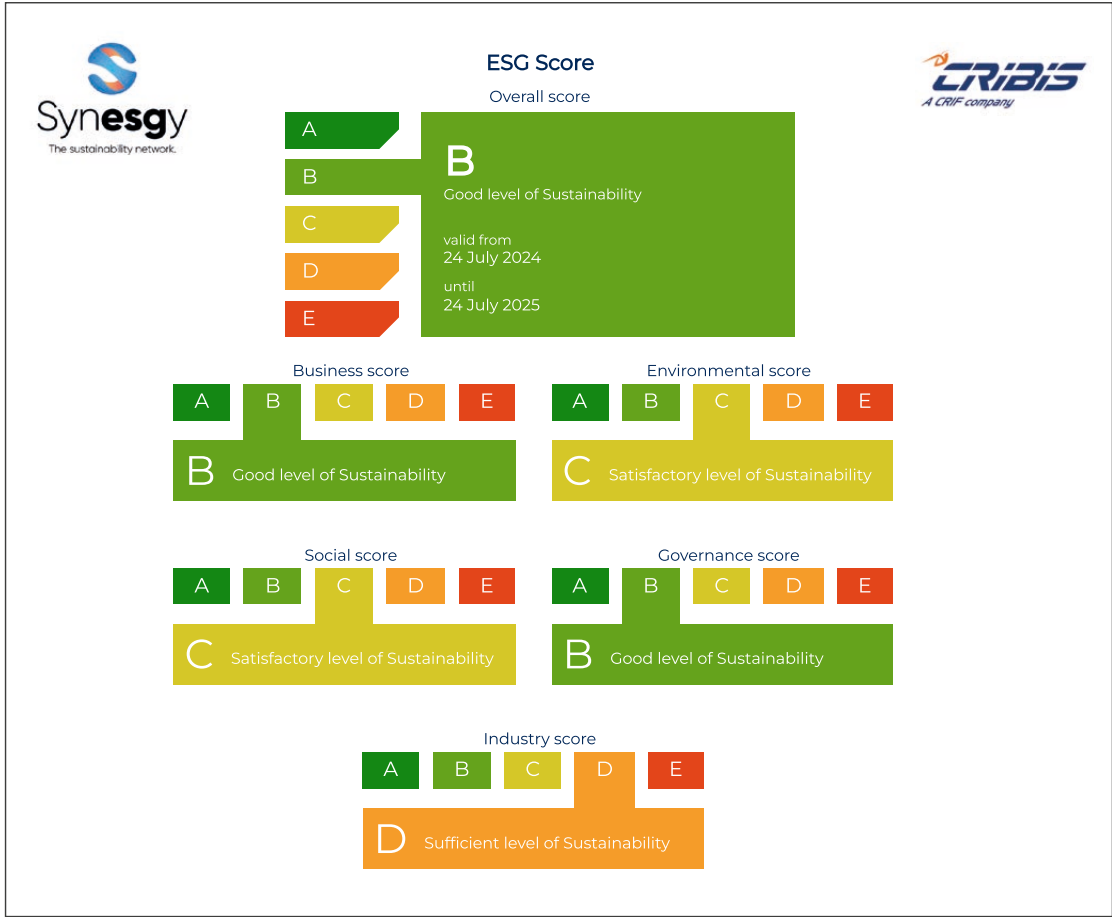
This report was audited by the designated auditor CRIF/CRIBIS in accordance with the principles and guidance contained in ISAE3000 (International Standard on Assurance Engagement 3000 - Revised) of the **International Auditing and Assurance Standards Board (IAASB)**.

This sustainability report is prepared with reference to the GRIs by ESG-VIEW ([www.esg-view.com](http://www.esg-view.com)).

- ✓ GRI Sustainability Reporting Standards
- ✓ Sustainability Accounting Standards Board (SASB)
- ✓ ISAE3000 International Auditing and Assurance Standard Board

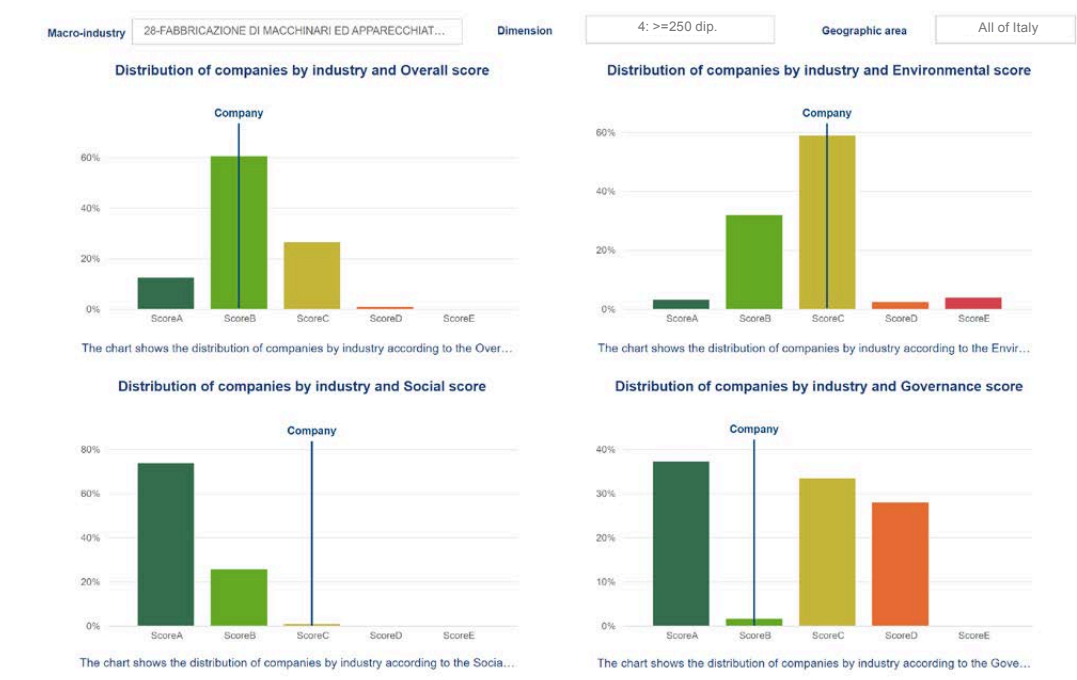
This declaration is published on the Casappa SpA website at <https://www.casappa.com>.  
You can request information at [info@casappa.com](mailto:info@casappa.com).

The reporting was carried out on the basis of the questionnaire administered to Casappa SpA by Synesgy and visible at the URL [www.synesgy.com/it/](http://www.synesgy.com/it/).





# Benchmark Statistics



## Why was it important for Casappa to complete the Synesgy questionnaire?

- It enabled the company to start a virtuous circle with its customers, suppliers and all stakeholders
- It relies on a platform that allows the validation of data already in the databases by CRIF Ratings
- It is a questionnaire that can be used in all recognised banking circuits, as it is based on international measurement criteria (GRI-SDGs)
- It is constantly updated according to evolving reporting regulations
- You can distribute the questionnaire to your suppliers to track the Supply Chain Score
- Data are shared in real time

# 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

## Casappa and the SDGs

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



### 3 - HEALTH AND WELL-BEING

Ensuring health and well-being for all.



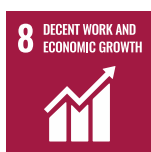
### 5 - GENDER EQUALITY

Achieve gender equality and empower all women and girls.



### 7 - CLEAN AND AFFORDABLE ENERGY

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



### 8 - DECENT WORK AND ECONOMIC GROWTH

Promote full and productive employment, decent working conditions and sustained economic growth.



### 9 - BUSINESS, INNOVATION AND INFRASTRUCTURE

Resilient infrastructure, sustainable industrialisation and innovation.



### 11 - SUSTAINABLE CITIES AND COMMUNITIES

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



### 12 - RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensuring sustainable patterns of production and consumption.



### 13 - COMBATING CLIMATE CHANGE

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

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





## Management of environmental impacts

GRI 2-24 • GRI 2-25 • GRI 3-3

Organisations may be involved in 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, the 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 monitors its environmental sustainability performance with appropriate quantitative indicators and conducts its business by applying an environmental management system.**

**The company complies with the regulatory requirements of the most common environmental impact assessment instruments.**

**Casappa SpA uses applications and technologies that enable data analytics and diagnostics (e.g. analysis of energy and material consumption data).**





## Materials

GRI 301-2 • GRI 301-3

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.

**In the production process, the company uses recycled or reused raw materials: specifically, it uses waste and refuse materials that are recovered, transformed and then reused to recreate the same or different products. These materials are, for example, alloys and oil, revalorised and fed back into the production process.**

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

## Energy

GRI 2-24 • GRI 302-1 • GRI 302-4

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, with a view to an ever-improving strategy for its efficiency.

**The company conducts its business by applying an energy management system. The company has an electricity consumption of 13,160,823 kWh at its owned and leased premises.**

**Over the last five years, in particular from 2021 to 2023, the company has carried out energy efficiency measures by the Facility Department, worth €811,896.**



# 811,896€

Investment in energy efficiency



The company estimated the percentage of consumption reduction compared to the year before the efficiency measures, at around 52%.

The company uses applications and technologies that enable data analytics and diagnostics, in particular recording energy consumption.

## Water and waste water

### 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 for water use**, increased investment in infrastructure, policy promotion, capacity building and awareness-raising.

It is therefore important, in this context, to involve one's 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 water consumed in one year by all company locations is 15.532 m<sup>3</sup>.



# Emissions

## GRI 305-1 • GRI 305-2

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

Also influencing the level of direct emissions are **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 that influence the levels of emissions into the air.

**The company measures its air pollution emissions.**

**Total SCOPE 1 greenhouse gas emissions (direct emissions) are 358.75 tCO<sub>2</sub> eq.**

**Total SCOPE 2 greenhouse gas emissions (indirect emissions from electricity generation/purchase) are 4461.52 tCO<sub>2</sub>eq.**

**The company's vehicles are:**

✓ 12 Diesel vehicles,

✓ 2 Petrol vehicles.



# 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 and 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 waste produced during the last year by the company amounted to 1,987 tonnes.**

**The company carries out separate waste collection at its sites.**

**The company in its locations differentiates:**

✓ plastic,

✓ computer equipment,

✓ wood,

✓ metals,

✓ paper.

**During the production process, the company produces hazardous waste.**

**The management and treatment of the latter is carried out through differentiated disposal as required by law.**

## FOCUS The Casappa Forest

### “ A Gift for the Planet ”

For Christmas 2023 Casappa decided to celebrate together with its employees in a sustainable way, investing in the creation of a Corporate Forest in partnership with Treedom of 1000 trees. Each employee received a Sustainability Kit aimed at achieving a very ambitious goal: to create a real Casappa Corporate Forest in Kenya, “adopting” a tree for every employee; this is to help combat the climate crisis globally and restore degraded ecosystems locally.

The glass water bottle that makes up this kit is made of pure material, i.e. it does not release harmful substances and is intended to raise awareness against plastic pollution.



It is possible to follow the company-supported planting project over time thanks to unlimited access to the Tree Diary, the digital platform with photographic, video and text updates on the project and the participating communities.

By committing itself to this initiative, Casappa has made its desire to convey greater environmental and social awareness within its employees and to continue on its own path of corporate sustainable development even more transparent.

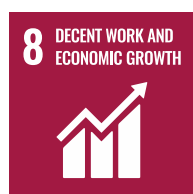


## The objectives of the project:

- 1) Raise staff awareness of the correct use of plastics and the role of the environment as a source of CO<sub>2</sub> storage.
- 2) Contribute to the preservation of the planet by increasing its positive environmental and social impact.
- 3) Involve staff in an initiative with ethical, social and environmental value that can be a stimulus for individual identities and families.

## Project SDGs



The Project is in line with five of the 17 Sustainable Development Goals (SDGs) recognised by the United Nations under Agenda 2030.



## Environmental Impacts, SASB and GRI Standards

Environmental impacts, as defined by the Taxonomy Regulation, indicate the environmental sustainability of investments. SASB materiality allows the ESG impacts of activities to be identified, managed and reported. The GRI Standard provides the parameters for reporting these impacts.

Environmental Objectives (formerly Taxonomy Reg.)
1) Climate change mitigation
3) Adaptation to climate change
5) Pollution prevention and reduction
6) Protection and restoration of biodiversity and ecosystems

 SASB project materiality	
Greenhouse gas emissions	305-2, 305-5
Stakeholder involvement	2-29
Professional Ethics	2-25, 413-1



## PROJECT New Logistics Centre

In November 2024, the new, modern logistics expansion centre at Casappa's headquarters in Lemignano (Parma) will be fully operational.

The structure has been designed to meet all current and foreseeable future sustainability parameters in an avant-garde manner.

In fact, the building:

- It will not feature gas heating sources but an innovative radiant floor heating system;
- It will be equipped with a photovoltaic system covering the car park, which will produce approximately 165,000 kWh per year;
- It will have a green area of 4,600 square metres to 18,000 square metres;
- It will reduce emissions by approximately 87,000 kg of CO<sub>2</sub> per year.

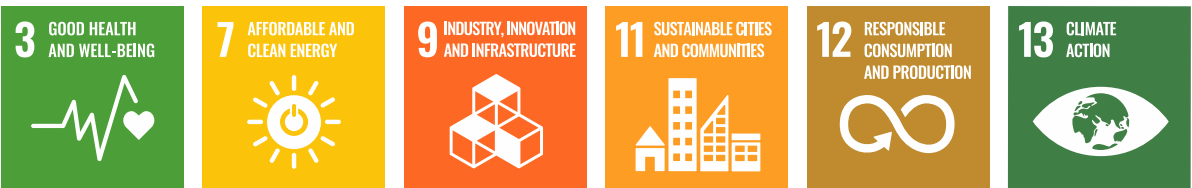


### The objectives of the project:

- 1)** Giving the company more flexibility and responsiveness to meet market needs, eliminating external warehouses and optimising the internal management.
- 2)** Creating a safer, innovative and state-of-the-art environment to increase employee well-being and satisfaction.
- 3)** To be an example of sustainability and innovation in the region and within the sector.

## Project SDGs



The Project is in line with 6 of the 17 Sustainable Development Goals (SDGs) recognised by the United Nations under Agenda 2030.



## Environmental Impacts, SASB and GRI Standards

Environmental impacts, as defined by the Taxonomy Regulation, indicate the environmental sustainability of investments. SASB materiality allows the ESG impacts of activities to be identified, managed and reported. The GRI Standard provides the parameters for reporting these impacts.

Environmental Objectives (formerly Taxonomy Reg.)
1) Climate change mitigation
3) Adaptation to climate change
5) Pollution prevention and reduction

 SASB project materiality	
Greenhouse gas emissions	305-2, 305-5
Energy Management	302-1, 302-4
Professional Ethics	2-25, 307









## Employment

GRI 2-7 • GRI 2-24 • GRI 2-25 • GRI 2-30 • GRI 3-3 • GRI 401 • GRI 403-1 • GRI 403-2 • GRI 403-5 • GRI 403-9 • GRI 405-1 • GRI 405-2 2 • GRI 408-1 • GRI 409-1 • GRI 412-1

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 fundamental element for the organisation to **guarantee high productivity performance**. A suitable working environment, which promotes social inclusion and work-life balance for 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 monitors its sustainability performance related to social management (including employee management) with appropriate quantitative indicators.**

**Casappa SpA conducts its business by applying a system for managing the health and safety of its employees.**

NUMBER OF EMPLOYEES BY PROFESSIONAL CATEGORY WOMEN <i>(including internships and traineeships)</i>	
Middle-managers	1
Employees	49
Workers	15

NUMBER OF EMPLOYEES PER PROFESSIONAL CATEGORY MEN <i>(including internships and traineeships)</i>	
Managers	8
Middle-managers	20
Employees	145
Workers	300

The percentage difference in annual basic salary per most represented occupational category between men and women is 25%.

Average gross annual salary by gender and by most represented professional category:

Women €32,000

Men €40,000

The average age of employees is between 30 and 50.

The percentage of total employees with fixed-term contracts is 1%\*. The percentage of total employees with part-time contracts is 4%.

The company hired, out of the total staff, 5 % of employees belonging to the protected categories ex 68/99 or disadvantaged persons ex L.381/91.

Accidents occurring in the current year, such as those in the last three years, are greater than or equal to 10.

The total number of days lost in the current year due to accidents resulting in temporary incapacity for work was 50 or more. The same value is also verified for the two previous years.

The average number of hours worked per employee during the last year was 1,983. Over the past year, the company created 30 new jobs.

The company applies the CCNL metalworking industry 2021.

\*(excluding administered)



30

New posts  
of work created



The company provides its staff with:

- ✓ A person in charge of welfare in the company;
- ✓ Agreements with local businesses (*fuel vouchers/spending vouchers/discounts*);
- ✓ Productivity bonuses;
- ✓ Family benefits, kindergarten and summer camp, scholarships;
- ✓ Hourly flexibility/smart working.

The company makes its human rights management policy public on its website.

Casappa SpA applies additional internal policies and/or procedures, in addition to the standard protocols, to guarantee the health and safety at work of its employees:

- ✓ Defining rules for the division of work phases in order to reduce interference risks;
- ✓ By monitoring performance with control and audit activities;
- ✓ By investing in staff training and awareness-raising.

## Training

GRI 403-5 • GRI 404-1

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

The number of hours spent on training courses during the last year was **8.144**.

During the year, the main topics of the training provided included:

- ✓ the issue of privacy (ex-Gdpr);
- ✓ the subject of health and safety at work;
- ✓ in-depth study of specialised technical linguistic and managerial topics;
- ✓ the issue of the fight against corruption.



# 8.144

Annual training hours





## FOCUS

# Casappa Women Empowerment Project

The Casappa Women Project is an initiative dedicated to women, the result of a collaboration between La Toscanini and Casappa. It aims to enhance the art of music as a tool at the service of women's empowerment, to underline the need for equal opportunities between women and men in economic development and equal rights at all levels of participation. Awareness-raising on gender equality is the shared purpose of Casappa and Toscanini, which intend to jointly, and within their respective sectors, give visibility to this essential topic for the development of the community, using music as a preferential channel for creating moments of reflection, sharing and growth within the local community.

The events, which will take place at the beginning of 2024, will conclude with the awarding of the prize to the Anti-Violence Centre of Parma, an association that has been working alongside women since 1985 to combat gender-based violence in order to provide prevention and training and break down stereotypes and social prejudices. The generous contribution of the companies will aim to enhance the talent and work of women in the music sector and play a significant role in helping, day after day, women in difficulty in the area and in building, step by step, support paths or prevention projects.

### The objectives of the project:

- 1)** Raising staff and community awareness on gender equality and women's empowerment.
- 2)** Contributing as an important local business to work on a social issue of relevance to the company.
- 3)** Collaborate with other local realities of the non-profit world to deepen virtuous human and social relations and stimulate moments of entertainment extralaborative.





## Project SDGs

The Project is in line with five of the 17 Sustainable Development Goals (SDGs) recognised by the United Nations under Agenda 2030.



## SASB and GRI Standards

SASB materialities enable the identification, management and reporting of ESG impacts of activities. The GRI Standard provides the parameters for reporting these impacts.

 SASB project materiality	
Operations with local communities	413-1
Distributed economic value	201-1
Diversity and equal opportunities	405





## FOCUS Family 10 cum laude

### *“ People in Casappa ”*

Promoting the cultural development of the new generations, who represent the most important resource for the realisation of a sustainable future and collective prosperity, is an important Social Responsibility objective of the Casappa group. For this reason, this year too, the company has decided to reward the children of employees who demonstrate ability, commitment and passion in their schooling, achieving results of excellence.

Reconciling time and work-life commitments is one of Casappa's priorities within the welfare policies it adopts for its employees. The objective of this project is to bring the two worlds closer together and create satisfaction for the person as both worker and parent.

### **The objectives of the project:**

- 1)** Contributing to the education of the children of the most deserving employees, as a production company that encourages the development of personal skills and intellectuals.
- 2)** Develop a good level of corporate welfare and employee satisfaction by expanding the portfolio of services offered to employees.
- 3)** Investing in an issue of social relevance in which Casappa places great trust and importance.



## Project SDGs

The Project is in line with four of the 17 Sustainable Development Goals (SDGs) recognised by the United Nations under Agenda 2030.



## SASB and GRI Standard

SASB materialities enable the identification, management and reporting of ESG impacts of activities. The GRI Standard provides the parameters for reporting these impacts.

 SASB project materiality	
Employee benefits	401-2
Distributed economic value	201-1
Diversity and equal opportunities	405







## FOCUS Training with GoodHabitZ

### “ Online learning ”

The GoodHabitZ digital platform is one of the key tools for continuous learning within Casappa.

With over 25 different learning methods, including interviews, animations and interactive quizzes, the online courses allow you to develop future skills in an effective and engaging way in over 20 languages.

The platform offers a comprehensive library of online training courses that meet the personal and professional development needs of employees in the company's various and diverse departments.

In addition, the Workout training experience feature, which is specifically designed to provide managers with effective tools for joint competence development within their teams.

### The objectives of the project:

- 1)** Investing in continuous in-house training to stay abreast of developments in the production sector, in all areas of the company.
- 2)** Develop a good level of corporate welfare by expanding the portfolio of services offered to employees.
- 3)** Regularise and vary learning moments and themes.



## Project SDGs

The Project is in line with four of the 17 Sustainable Development Goals (SDGs) recognised by the United Nations under Agenda 2030.



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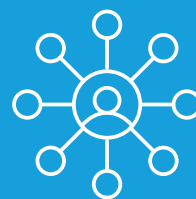
 SASB project materiality	
Employee benefits	401-2
Employee skills upgrading programmes	404-2
Diversity and equal opportunities	405











## Network and Territory





## Customer relations

GRI 416-1 • 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 from 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 manufacturing and production, but also in marketing, up to supply, use and the attention that the company pays afterwards, including an after-sales 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 the 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.**

**The technology of the tools produced by Casappa SpA allows the end user:**

- ✓ to optimise energy consumption in the use phase;
- ✓ to manage the energy performance of the product through the support of performance analysis to monitor consumption data.

## Local communities

GRI 203-1

The integration of the company with the local community, through the realisation of interventions that literally open the doors of the productive reality to residents, is certainly a strong point and one that is progressively being developed to limit/improve the impacts that the company has on the surrounding territory. It becomes fundamental, in fact, with a view to creating shared value, the relationship that the company establishes with the territory in which its headquarters and sphere

of operations are located, in order to implement that exchange of expectations, experiences and suggestions that invariably influence the growth strategies of the company itself and reduce/improve its impact on the community. The relationship that the company establishes with local communities is therefore important, so that the community does not have to be subjected to the company's operations, but becomes a real player with a strong capacity to influence operational and development choices.

**Projects were carried out in schools or in the community on sustainability issues.**

## 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 in economic strategies, as they create a real multiplier effect that benefits a wide range of stakeholders.

**Donations/sponsorships/liberations benefiting the community in the area in which it operates totalled €91,131.**

**The company invests in research and development with a focus on sustainability (e.g. in collaboration with research centres, universities and start-ups).**



**91,131€**

**Donations/Investments**





## PROJECT Meeting the students

### *“Casappa for the new generation”*

Casappa firmly believes that collaboration between local schools and universities is crucial for the future of the next generation. In an ever-changing world, where the skills required change rapidly, it is essential that young people have access to quality education that adequately prepares them for the challenges of tomorrow. This is precisely why Casappa supports initiatives that promote collaboration with local high schools and universities, such as seminars, Job-Days and programmes of educational and practical visits within the company. These initiatives offer students the opportunity to apply theoretical knowledge in practical contexts, developing transversal skills and greater awareness of their future careers. Casappa is convinced that investing in the education of new generations is the key to building a more prosperous and sustainable society.

For this reason, it will continue to promote and support all initiatives that favour collaboration with schools and universities, with the aim of offering young people the best opportunities for personal and professional growth.

### **The objectives of the project:**

- 1)** Creating a valuable experience that will give students a practical perspective on the working environment and strengthen Casappa's partnership with schools of the territory.
- 2)** Be a guide for students to explore the practical application of their school knowledge and enable an exchange of ideas and mutual observations.
- 3)** Get in touch with the possible employees of tomorrow.



# Project SDGs

The Project is in line with four of the 17 Sustainable Development Goals (SDGs) recognised by the United Nations under Agenda 2030.



# SASB and GRI Standard

SASB materialities enable the identification, management and reporting of ESG impacts of activities. The GRI Standard provides the parameters for reporting these impacts.

<div>  <div>SASB project materiality</div> </div>	<div>  </div>
Approach to stakeholder engagement	2-29
Operations with local communities	413-1
Diversity and equal opportunities	405





## FOCUS Riolo Terme Flood Emergency

### “Casappa with Civil Defence”

A year ago, the town of Riolo Terme faced a devastating flood that left its mark on both the landscape and the hearts of its inhabitants.

Mayor Federica Malavolti and the dedicated Civil Protection team were at the front line in those difficult days with courage and determination.

The flood waters may have taken away homes, possessions and livelihoods, but they also revealed a very strong sense of belonging to the community and the territory.

Casappa had the honour of being able to contribute to the normal and extraordinary restoration work that involved the work of the Civil Defence as well as the many other volunteers who came along. As proof of the importance of the issue for Casappa, the company will organise a pilot volunteer programme in mid-2024, which will involve spending a day together with the “Maria Luigia” Civil Protection volunteer association, based in Torricella di Sissa, near the Po river.

The day will be dedicated to learning how to improve flood prevention through monitoring the river level, preparing sandbags and learning the main emergency tools and equipment.

### The objectives of the project:

- 1)** Social and economic support for the company's local area and community.
- 2)** Convey the importance of prevention and maintenance of environmental ecosystem services.
- 3)** Activate employees and co-workers to enable them to be able to respond, at a first instance level, to any other sudden catastrophic events.



## Project SDGs



The Project is in line with four of the 17 Sustainable Development Goals (SDGs) recognised by the United Nations under Agenda 2030.



## Environmental Impacts, SASB and GRI Standards

Environmental impacts, as defined by the Taxonomy Regulation, indicate the environmental sustainability of investments. SASB materiality allows for the identification, management and reporting of ESG impacts of activities. The GRI Standard provides the parameters for reporting these impacts.

Environmental Objectives (formerly Taxonomy Reg.)
1) Climate change mitigation
3) Adaptation to climate change
6) Protection and restoration of biodiversity and ecosystems

 SASB project materiality	
Distributed economic value	201-1
Professional Ethics	2-22
Operations with local communities	413-1





## FOCUS HandBike Championship

### *“Casappa for inclusive sport”*

Casappa is the official sponsor of the regional 1Handbike Championship now in its 2nd edition.

The competition is an opportunity to organise two days in the city under the banner of Sport and Inclusion, aimed at bringing citizens closer to this reality.

A good opportunity for:

- Increase opportunities for motor and sports practice and promote the psychophysical health of the community, of the various age groups.
- Increasing knowledge about opportunities for sporting activity by people with disabilities.
- Promoting the territory and cultural heritage of the city through inclusive routes.

The event brought together athletes from all over the world, showcasing their determination, strength and resilience.

### **The objectives of the project:**

- 1)** Supporting social and economic territorial initiatives and meeting with the company's target community.
- 2)** Conveying the importance of sport, inclusion and the feasibility of being able to naturally reconcile these two realities.
- 3)** Activate employees and collaborators in extra-work activities to stimulate the feeling of belonging and esteem towards the company.



# Project SDGs

The Project is in line with four of the 17 Sustainable Development Goals (SDGs) recognised by the United Nations under Agenda 2030.



# SASB and GRI Standard

SASB materialities enable the identification, management and reporting of ESG impacts of activities. The GRI Standard provides the parameters for reporting these impacts.

 SASB project materiality	
Professional Ethics	2-22
Distributed economic value	201-1
Operations with local communities	413-1





*New*

 technology

A step forward in involute  
external gear pump  
thanks to innovative patented  
solutions.





## CASAPPA TECHNOLOGICAL DRIVERS



## Business Model and Innovation





## Suppliers and procurement practices

GRI 2-24 • GRI 2-25 • GRI 2-27 • GRI 204-1 • GRI 307 • GRI 308-1 • GRI 414-1  
GRI 419-1

Within the framework of the organisation's relationships with its suppliers, an extremely important chapter concerns their environmental assessment, meaning the commitments that suppliers make in terms of sustainability and behaviour consistent with these issues. With a view to the constant improvement of impacts and mitigation of negative ones, the organisation is increasingly inclined to assess the compliant behaviours of suppliers in terms of social, economic and environmental impacts as these impacts directly and indirectly reflect on the value chain of the company itself. Therefore, on the one hand, the organisation is driven to monitor supplier behaviour and, on the other, to define strategies and actions to limit the scope of those that have negative impacts.

**The company conducts its business by applying a system for the management and evaluation of supply relationships.**

**In particular, Casappa follows a policy of assessing and monitoring the supply chain that takes into account several parameters, including the assessment of the level of financial risk, production quality, adherence to industry-required certifications, effective logistics management and ethical governance.**

**The company certifies its quality management system, having obtained ISO 9001 certification.**





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.

Casappa SpA uses applications and technologies that enable data analytics and diagnostics, in particular, that enable the monitoring of failures and malfunctions.

**Product design considers technological properties that are aimed at reducing waste generation during the production phase.**



## FOCUS

# Casappa Technological Drivers

The applications on which Casappa products are mounted are experiencing two major changes: **digitisation and electrification**. Casappa's Research and Development department is developing products and systems that go precisely in these two directions. When we talk about digitisation, the company's digitisation proposal is fully represented by Casappa Smart Power Systems, i.e. systems in which electro-hydraulic products are combined with electronic control units, control software and sensors, to provide the customer with the maximum benefit in terms of energy saving without any internal development investment as the pump integrates everything necessary for the system and is set up by Casappa itself on the machine.

The Casappa project that is most closely linked to the electrification trend is the new gear pump technology, called XHP.

The basic idea was to combine the current Whisper technology, the double contact, with the use of helical gears. The result is increased efficiency and silence, while maintaining high performance, in line with the demands of electric machines.



## The objectives of the project:

- 1) Exposing the market to new technologies available for the agricultural sector.
- 2) Position yourself as a leader and forerunner in your industry and increase your international market share.



## Project SDGs

The Project is in line with five of the 17 Sustainable Development Goals (SDGs) recognised by the United Nations under Agenda 2030.



## SASB and GRI Standards

SASB materiality allows for the identification, management and reporting of ESG impacts of activities. The GRI Standard provides the parameters for reporting these impacts.

 SASB project materiality	
Sustainable Development Strategy Statement	2-22
Activities, value chain and other business relations	2-26
Economic performance	301









## Leadership and Governance





## Governance

GRI 2-5 • GRI 2-9 • GRI 2-28

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**, and how well the company itself is 'equipped' to oversee the management of impacts.

**The corporate governance body is represented by a Board of Directors, consisting of a maximum of three independent members.**

**The governing body consists of between three and five people, with less than 33% women within it.**

**The average age of the governing body is over 50.**

**An auditing company, Dr. Roberto Corradi, is present. The company is a member of trade associations: Unione Industriali Parmense and FederUnacoma (Comacomp).**

## Professional Ethics

GRI 2-22 • GRI 2-23 • GRI 2-25

The organisation's 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 embedded within its business 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 considers social and environmental impacts among the company's risk factors and manages regulatory risks.**



**The company implements sustainability initiatives and/or has a formalised sustainability mission and/or strategy to manage the economic, social and environmental impacts of its activities: it has defined an integrated sustainability strategy within the industrial strategy.**

**Casappa SpA has appointed a person dedicated to sustainability.**

## Regulatory Compliance



**GRI 2-22 • GRI 2-23 • GRI 2-24 • GRI 2-25 • GRI 3-3 • GRI 419**

The compliance of an organisation indicates the ability of its 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 will publish its environmental and social sustainability results in a special report starting in 2022.**

**Casappa SpA has nationally or internationally recognised third-party certifications for the quality of its products/services.**

**The company has internal controls, in particular:**

-  **of an Internal Audit Function;**
-  **of a Supervisory Board (231/01).**

**There is a code of ethics that also deals with sustainability issues (including governance, social and environmental aspects), which can be viewed on the company website at the following link: <https://www.casappa.com/it/company/profilo-aziendale/codice-etico/>.**

## Anti-Corruption and Fiscal Governance

**GRI 2-24 • GRI 205**

In the company's operations, it comes into contact with a multiplicity of subjects: stakeholders, managers, employees, creditors and all other subjects whose interests are linked to the life of the company. It therefore becomes essential, when regulating these aspects, to define those practices that constitute corruption risk situations. By means of organisational models adopted by the company and internal/external procedures for mapping these risks, the company puts in place a series of strategies and initiatives to reduce or even completely eliminate cases of corruption. This normally takes place through an analysis of the entire corporate organisational structure and its internal control system, in order to verify its suitability for crime prevention purposes.

**The company conducts its business by applying a system for the management and prevention of corruption.**

STOP SMOKING: break a cigarette instead of smoking it



## PROJECT World Cancer Day Project

### *“Responsibility and Ethics in Leadership Casappa”*

On 4 February each year, World Cancer Day is celebrated, promoted by the Union for International Cancer Control and supported by the World Health Organisation (WHO). Casappa has been committed to Corporate Social Responsibility issues for some time, and precisely for this reason it has joined the 'Reduce the Risk of Cancer: Challenge in 21 Days' initiative launched by the Parma Oncology Centre to promote three good prevention habits within companies in 21 days.

Each week was dedicated to a prevention tip, with a series of invitations and daily challenges to learn how to follow a healthier lifestyle.

The first week was dedicated to nutrition, through the 'Healthy Food Only' challenge. Casappa's challenge was to give up sweetening coffee/tea with sugar and to prefer fruit snacks during the daily break. The second week was about exercise: Casappa's challenge was to try taking a short walk around the offices during the lunch break. The third week concerned the fight against smoking: the challenge was to try, for one day, to break a cigarette instead of smoking it.

#### **The objectives of the project:**

- 1)** Promote, stimulate, encourage initiatives and virtuous behaviour that have a positive impact on physical and mental health.
- 2)** Create awareness of small daily habits by collaborating in a local health company initiative.
- 3)** Continuing your company's journey towards CSR and business management ethics.



## Project SDGs

The Project is in line with three of the 17 Sustainable Development Goals (SDGs) recognised by the United Nations under Agenda 2030.



## SASB and GRI Standards

SASB materiality allows for the identification, management and reporting of ESG impacts of activities. The GRI Standard provides the parameters for reporting these impacts.

 SASB project materiality	
Professional Ethics	2-22
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Operations with local communities	413-1





## FOCUS Activities with the Oncology Centre

*“ The company for the good of many ”*

For the second year running, Casappa is thrilled to support the charity initiative 'Together with you'. The proceeds from the sale of the sauce and fruit preserves 'Together with you' are partly donated to the new Oncology Centre and partly reinvested in FoodFarm 4.0, a non-profit school-work alternation laboratory that produces like a real company thanks to the work of students and professors.

Casappa's contribution, in particular, helped finance the 'Little Radiotherapy Patients' Project, which involves setting up special radiotherapy rooms for paediatric patients. To share this important initiative with all employees, the company restaurant cooked and offered all Casappa employees some sweets made with 'Together for you' fruit jams, on a day dedicated to food awareness and education.

**FOOD FARM 4.0** **ISTITUTO SUPERIORE 'GALILEI GALILEI'** **insieme con te** CENTRO ONCOLOGICO | PARMA

**Insieme con te... coltiviamo il nostro domani**

**Dacci la mano, andremo lontano**

Dal 1 Aprile al 30 giugno gli studenti dell'Agrario ITIS Galilei ti invitano ad acquistare le composte di frutta e i sughi pronti Bontà di Parma ed. speciale "Insieme con te" per sostenere il Centro Oncologico e il Laboratorio di formazione professionale FoodFarm 4.0

**IV EDIZIONE SPECIALE**  
**3,50€ a vasetto**  
2,00€ + 1,50€

3 gusti di composta di frutta  
3 ricette di sugo pronto

**ESSELUNGA** **camst** **PALADINI**

## The objectives of the project:

- 1) Support the Parma Cancer Centre and the Food Farm 4.0 laboratory by purchasing fruit jams produced by Bontà di Parma, a gesture useful by collaborating with several local realities.
- 2) Contribute to having a positive impact on the community, and on various economic and welfare realities in the area.
- 3) Involve the staff in these good works, to stimulate the sensitivity of the individual, which makes all the difference when they come together in a group.



## Project SDGs

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## SASB and GRI Standards

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## GRI Index

### Declaration of use

**Casappa SpA** has reported with reference to GRI Standards for the period 1/1/2023 to 31/12/2023.

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GRI Standard		Title of Gri	Chapter/Paragraph	Page
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GRI 305: Emissions 2016	305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	Emissions	17
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GRI 306: Waste 2020	306-2	Management of significant waste-related impacts	Waste	17
	306-3	Waste generated	Waste	17
GRI 307: Compliance environmental 2016			Suppliers and procurement practices	46

GRI Standard		Title of Gri	Chapter/Paragraph	Page
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GRI 401: Employment 2016			Employment	24
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GRI 402: Labour Management and Labour Relations 2016			Employment	24
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