

# Sustainability Report

2022



**CASAPPA®**

FLUID POWER DESIGN

Made by



# Sustainability Report

2022









## Company profile

**GRI 2-1 GRI 2-2 GRI 2-6 GRI 2-7**

Founded by Roberto Casappa more than sixty years ago, Casappa Spa is a multinational company, still wholly owned by the Casappa family, now in its third generation.

It designs and manufactures 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, helping customers to differentiate themselves from competitors through innovative, standard or 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.

This report focuses on the company's premises at Via Balestrieri, 1 in Lemignano di Collecchio (PR).

**The company's sales are mainly aimed at industry.  
Casappa targets the domestic and foreign markets.**



# Sustainability Report

## 2022

Made by





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“

*It is essential for each of us to act responsibly to reduce the impact of our actions on the environment and promote sustainable development.*

**Casappa Filippo**  
CEO Casappa SpA





## 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 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 issues.

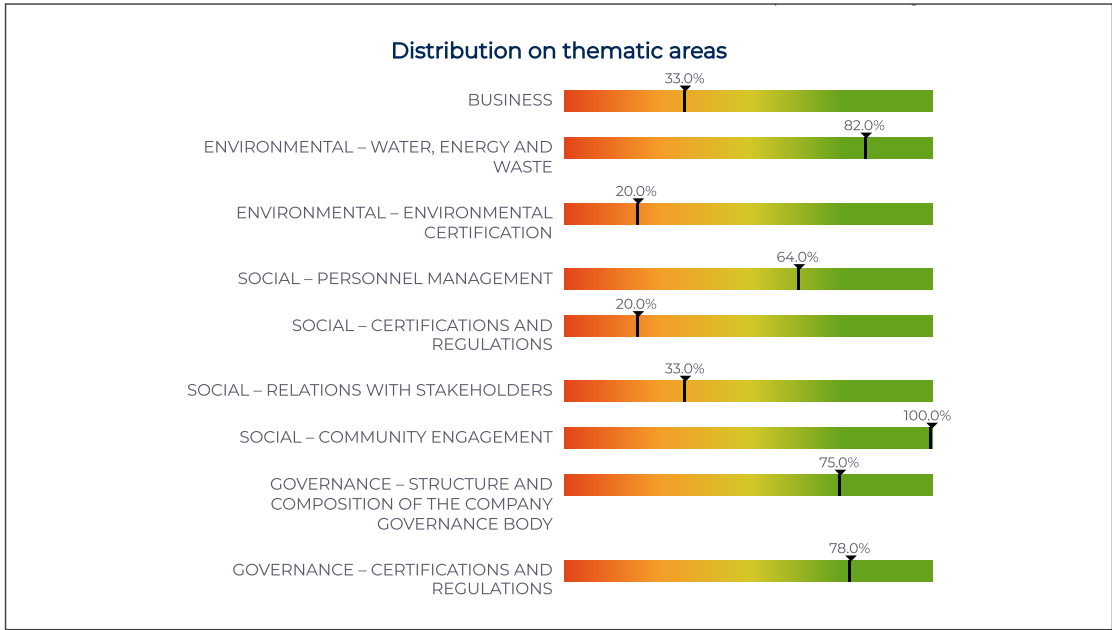
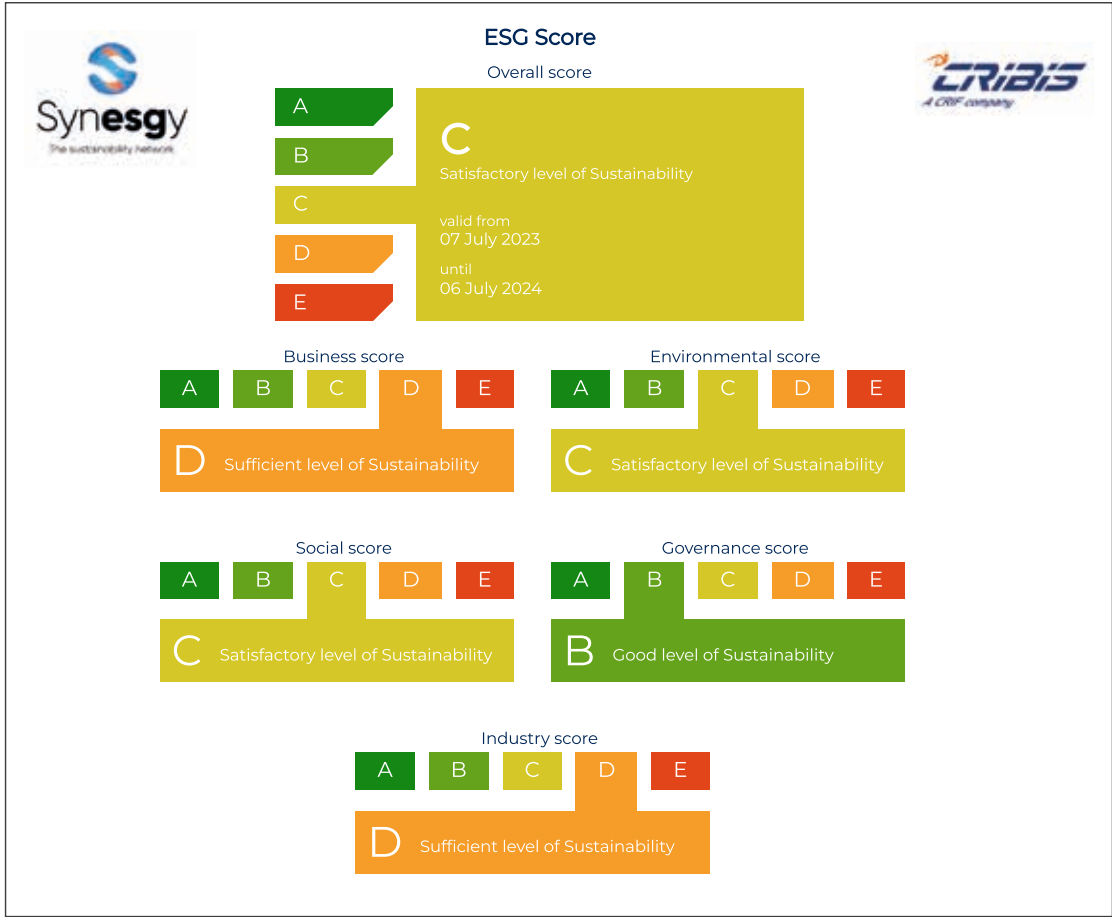
This report was audited by the designated auditor CRIF/CRIBIS in accordance with the principles and guidance contained in ISAE3000 (International Standard on Assurance Engagement 3000 - Revised) of the **International Auditing and Assurance Standards Board (IAASB)**.

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

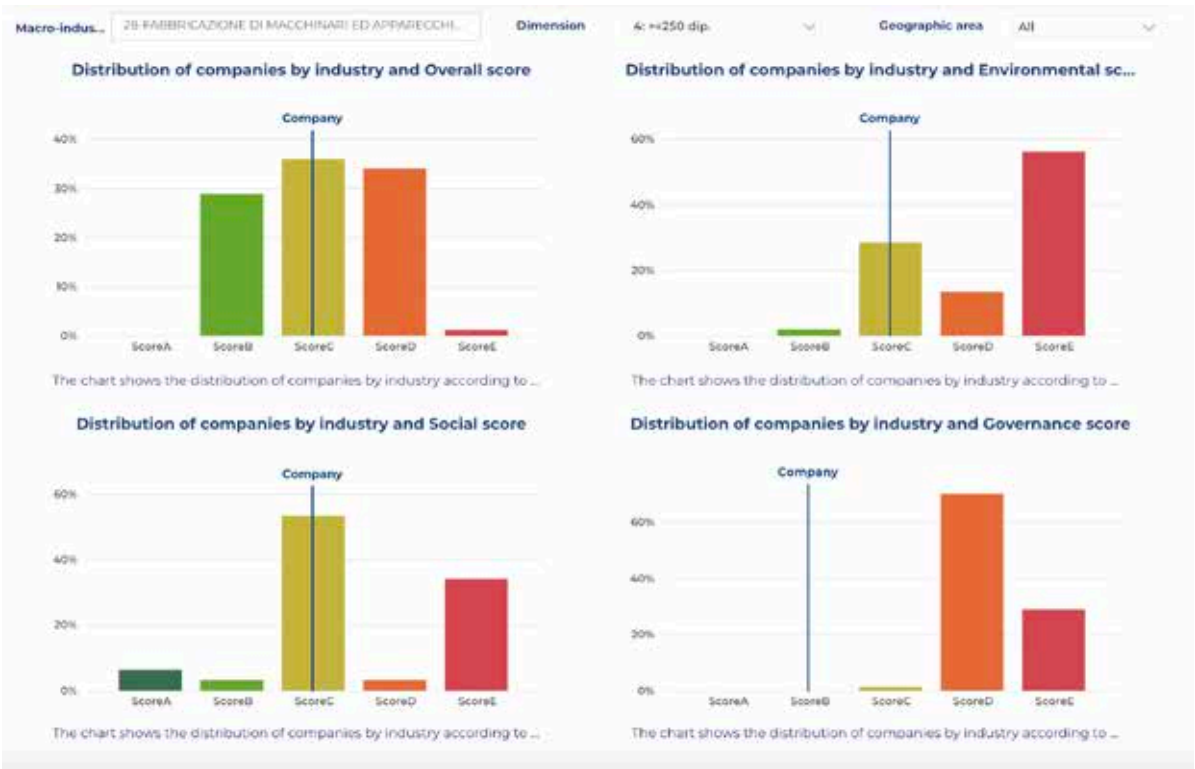
- ✓ GRI Sustainability Reporting Standards
- ✓ Sustainability Accounting Standards Board (SASB)
- ✓ ISAE3000 International Auditing and Assurance Standard Board

This declaration is published on the Company's 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 on 07/07/2023 by Synesgy and relates to the period 01/01/2022-31/12/2022.



# Benchmark Statistics



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

- ✓ It allowed the company to start a virtuous circle with its customers, suppliers and all stakeholders
- ✓ 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 the evolution of reporting regulations
- ✓ It relies on a platform that allows the validation of data already present in the databases of CRIF Ratings
- ✓ It is possible to distribute the questionnaire to one's suppliers to track the supply chain score
- ✓ Data are shared in real time

# SDGs: UN Goals of Sustainable Development



On September 25th 2015, the Governments of 193 UN member countries signed the 2030 Agenda for Sustainable Development.

An action program approved by the UN General Assembly, which includes 17 specific Objectives for Sustainable Development, framed within a broader action program that includes a total of 169 targets.

The 17 goals engage governments and nations, as well as individual businesses. ESG principles reflect what companies need to do.

## Environmental

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

## Social

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

## Governance

- ✓ Bonuses disproportionate to employees' salaries
- ✓ Involvement in corruption scandals
- ✓ Opening of offshore branches to evade tax



## Casappa and the SDGs

The Synesgy questionnaire has allowed Casappa to map the materialities and issues in the field of sustainability, thus highlighting the most relevant facts realised in the reporting year considered 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 undertaken has led to the highlighting of a virtuous path by the Company and witnessed by the concordance of its actions with 6 of the 17 SDGs (Sustainable Development Goals) parameters recognised by the United Nations.



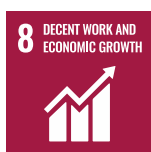
### **5 - GENDER EQUALITY**

Achieve gender equality and empower all women and girls.



### **7 - AFFORDABLE AND CLEAN ENERGY**

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



### **8 - DECENT WORK AND ECONOMIC GROWTH**

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



### **9 - INDUSTRY, INNOVATION AND INFRASTRUCTURE**

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.



### **11 - SUSTAINABLE CITIES AND COMMUNITIES**

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

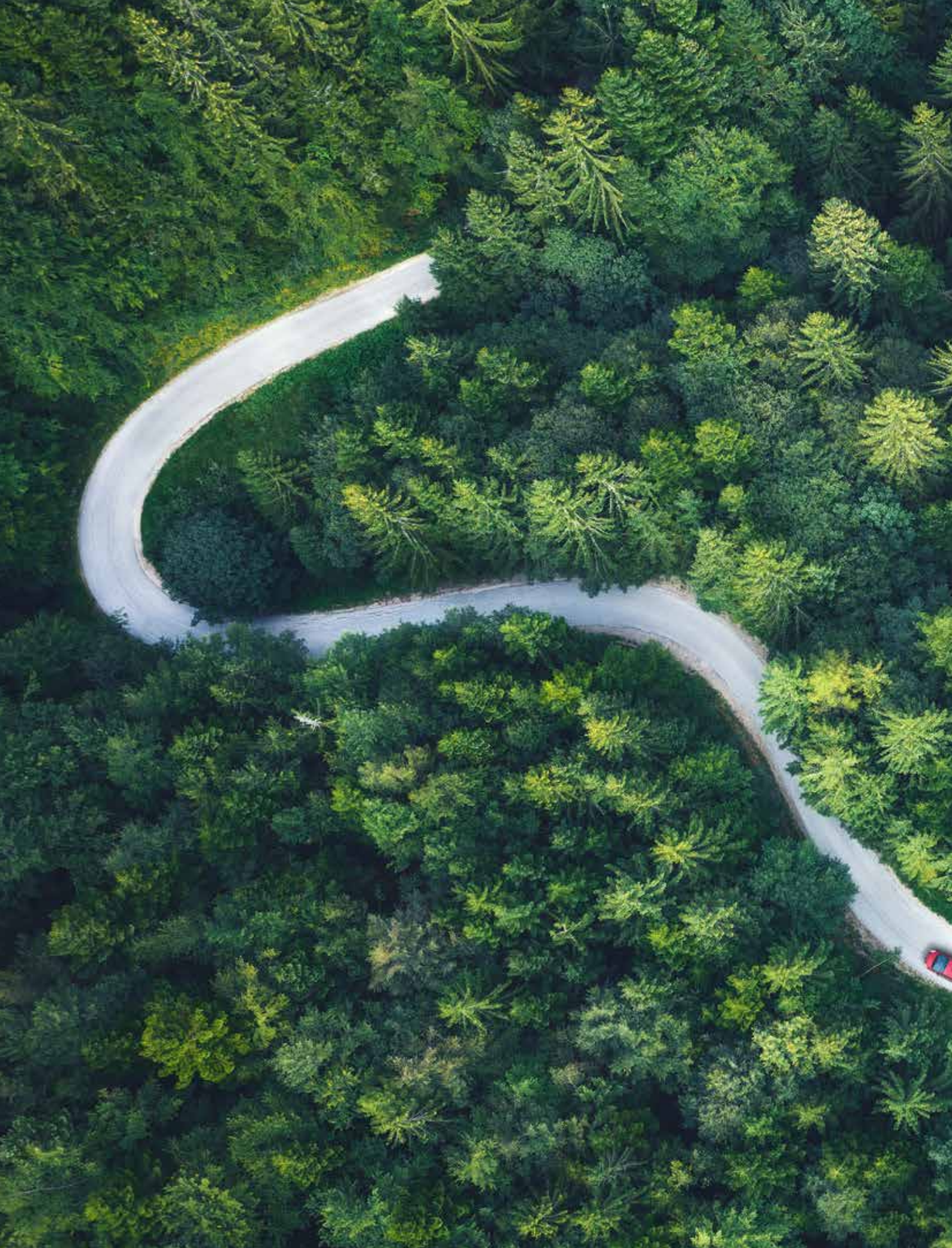


### **12 - RESPONSIBLE CONSUMPTION AND PRODUCTION**

Ensure sustainable consumption and production patterns.

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

Organizations can be involved in impacts either through their own activities or because of their business relations with other entities.

Identifying the impacts it causes, as well as those that contribute to and are directly related to its activities, products or services through a business relationship is critical for the company.

In this context, the virtuous company is the one that highlights these impacts and identifies strategies to avoid, mitigate, remedy the negative effects or further improve the positive ones.

**The company monitors its environmental sustainability performance by means of specific quantitative indicators.**

**Casappa conducts its business by applying an environmental management system.**

**The company complies with the regulatory requirements of further environmental impact assessment tools.**

**Casappa 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 during the product manufacturing phase, but also throughout the product life cycle.

**In the production process, Casappa uses recycled or reused raw materials.**

As part of the activities carried out, practices and procedures are adopted to guarantee 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

The energy consumption for the company, associated with the forms of rationalization, is a fundamental parameter to describe the impact that this has not only in terms of efficiency, but also in terms of 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 rationalization of resources, with a view to an ever better strategy for its efficiency.

**Casappa conducts its business by applying an energy management system.**

**The company has an electricity consumption of 12.261.731 kWh.**

**The company has carried out energy efficiency measures over the past five years.**

**Energy efficiency was carried out from 2021 to 2023, when several energy efficiency projects were initiated by the Facility Department.**

**The value of energy efficiency was EUR 736.500.**



# 736.500 €

**Investment  
in energy efficiency**



The company estimated the percentage reduction in consumption compared to the year before the efficiency measures.

The reduction in energy consumption is 2%.

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

## Water and water discharges

GRI 303-5

The sustainable management of water resources is of fundamental importance for the environmental impact of the organization, considered as a shared asset and to be preserved.

Working with stakeholders in this context is essential for the organization, so that water resources are **managed sustainably as a shared asset** and to take into account the needs of other users of the river basin. Working with stakeholders, the organization can define **collective goals for water use**, increased investment in infrastructure, policy advocacy, capacity building and outreach.

It is therefore important, in this context, to involve every stakeholder, starting from the closest and more internal - employees, non-employee workers, consultants, suppliers - for the **sharing of best practices in terms of rationalization of water resources** and better use and exploitation of them.

The water consumed in one year by the company is 21.217 m<sup>3</sup>.



# Emissions

## GRI 305-1

Direct or indirect GHG emissions and 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 influencing the levels of air emissions.

The company means with which the company is equipped 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 1.716.8 ton.**  
**The company carries out separate waste collection at its sites.**

The company selectively delivers:

- ✓ paper,
- ✓ plastic,
- ✓ computer material,
- ✓ wood and metals.

During the production process, the company produces hazardous waste.

The management and treatment of the hazardous waste produced is carried out through differentiated disposal as required by legislation.



## LOGISTIC POLE New photovoltaic plant

*“Energy efficiency and photovoltaics, coming with the new Logistics Centre”*

### The Project

In May 2022, Casappa started construction work on the new Logistics Hub at the Lemignano plant.

The new centre, which will be ready in the second half of 2024, represents the largest investment made in the history of the Casappa Group.

The Logistics Hub, with a covered area of 10,300 square metres divided between offices and warehouse, envisages the achievement of high standards of quality, efficiency and, above all, safety in order to provide a fast, complete and modern response to the continuous demands of global demand.

In the context of the new Logistics Hub, Casappa also wanted to look at sustainability, foreseeing the construction of a photovoltaic system to cover the car park for the centre's employees as part of the project. The power of the plant will be 169 kWp and the energy produced will be entirely for self-consumption, thus covering the entire energy needs of the Logistics Hub. Once active, the plant will produce 185,000 kWh per year, with a reduction in emissions of 87 ton of CO<sub>2</sub> per year.

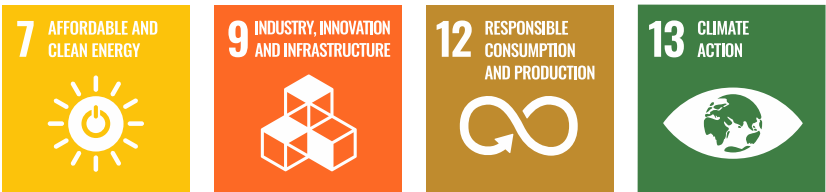
### The objectives of the project

- 1)** Pursue the long-term energy self-sufficiency of the Logistics Hub
- 2)** Reduce CO<sub>2</sub> emissions from energy consumption (Scope 2)
- 3)** To contribute to the reduction of environmental impacts



## SDGs of the Project



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) Climate change adaptation
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 401-2 • GRI 403-1  
GRI 403-2 • GRI 403-5 • GRI 403-9 • GRI 405-1 • GRI 405-2

It is essential to understand the **organisation's approach** to employment and job creation, as well as to the recruitment, selection and retention of staff, and related practices, including the working conditions it offers.

Contractual **stability for the employees**, related to internal welfare policies, is a fundamental element in the organisation's ability to **achieve high productivity performance**.

An appropriate working environment that promotes social inclusion and work-life balance, enhances diversity and offers equal opportunities, accompanied by welfare instruments, improves the performance of the company and strengthens the capacity of the organization to adapt to extraordinary events.

**The company monitors its sustainability performance with appropriate quantitative indicators: it monitors performance related to social management (including employee management).**

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

EMPLOYEES <i>(including internships and traineeships)</i>	Number Women	Number Men
Middle managers	1	19
Executives	0	8
Employees	53	155
Workers	14	309
Average gross salary	25.118 €	33.230 €

The difference in annual basic salary per most represented occupational category between men and women is 30% and is caused by a combination of factors: sector, educational qualification and type of position sought.



The average age of employees is approximately 44 years.

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

The percentage of total employees with part-time contracts is 4%.

Accidents occurred in the current year are greater than or equal to 10.

Accidents occurred last year are greater than or equal to 10.

Accidents occurred two years ago 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 total days lost, last year, for injury cases resulting in temporary incapacity for work were 50 or more.

The total number of days lost two years ago due to accidents resulting in temporary incapacity for work was 50 or more.

The average total number of hours worked during the last year was 1570.

During the last year, the company created 54 new jobs.

The company applies CCNL metalworking industry 2020.

\*(excluding administered contracts)



# 54

New jobs  
created

The company makes welfare available to its staff:

- ✓ Productivity bonuses,
- ✓ Hourly flexibility/smart working,
- ✓ Agreements with local entities (*fuel vouchers/spending vouchers/discounts*),
- ✓ A person in charge of welfare in the company.

The company applies additional internal policies and/or procedures, in addition to the standard protocols, to guarantee the health and safety at work of its employees, in particular by investing in staff training and awareness-raising and monitoring performance with control and audit activities.

## Training

GRI 403-5 • GRI 404-1

The development and **maintenance of professionalism and skills** are conditions that allow companies to pursue their **strategic objectives** of creating value to the organization.

The number of hours spent on training courses during the past year amounted to 6725.

During the year, the main topics covered by the training provided were:

- ✓ Health and safety at work,
- ✓ Fight against corruption,
- ✓ Privacy (ex Gdpr),
- ✓ Sector-specific technical courses (e.g. masters in hydraulics, technical drawing, CAD design software, Fanuc CNC programming, etc.) and language courses (English language),
- ✓ Management training: People Management for resource coordinators, International Mentoring Program for managerial population, Change management.



# 6725

Annual training hours







## WELFARE

# Employee helpline

### The project

At the beginning of the pandemic, Casappa set up a 24-hour psychological support hotline for its employees to help them deal with this type of personal and, in some cases, professional situation.

The service was extended in 2021 for tax, legal and social assistance advice and has been reconfirmed in 2022.

The free assistance programme includes:

- remote and in-person psychological support;
- legal and tax advice;
- remote and on-site social welfare counselling.

The assistance service is not only related to company dynamics, but employees can also use it for their personal/family cases, thus addressing the problems that characterise their private daily lives.

The confidential support can be reached via a 24/7 toll-free number, even on holidays, and allows employees to speak directly with a professional or receive more information. A Stimulus Care Services web platform is also available, which allows booking and accessing consultations in a variety of ways.

Employees have been provided with access credentials to be able to use it freely.



# SDGs of the Project

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



## SASB and GRI Standards

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

 SASB project materiality	
Employee health and safety	403-1, 403-6
Employee involvement, diversity and inclusion	405, 412
Professional ethics	2-25, 419







## INTEGRATION “Sheltered” work paths

*“ Social integration, through work, is one of the Group’s objectives. ”*

### The Project

It is fundamental for Casappa to collaborate with the territory in order to create integration paths with those realities that work to offer social and work placement opportunities to people with disabilities or belonging to protected categories.

In this context, the company is collaborating with Cooperatives and Associations in the Parma area that are involved in offering professional paths to disadvantaged people, with a view to their placement within their own production departments.

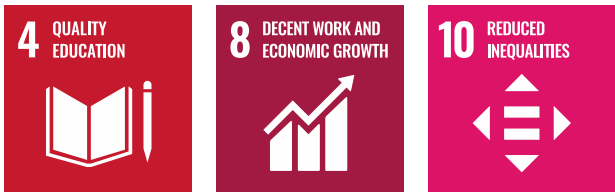
For its part, the company is working to identify those skills and tasks that may be suitable for the new workers, in order to make them feel an integral part of the company.

This is a path that Casappa is already pursuing over time, and one that it wants to continue, thus offering an active contribution to the integration of the weaker categories within the economic fabric of the territory.

In fact, the company is firmly convinced of the extent to which collaboration between entrepreneurial and non-profit realities can effectively achieve the objective of working together for the job placement and, before that, the social integration of people in difficulty.



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## SASB and GRI Standards

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 SASB project materiality	
Human rights and community relations	412, 413
Employee involvement, diversity and inclusion	405, 406
Professional ethics	2-25, 419











# 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 that it realizes and how these impacts are evaluated in the different phases of the life cycle of its activity, from the development of the product concept, to the research and development phase and eventual subsequent certification.

The same impact must be sought in the stages of construction, then manufacturing and production, but also in marketing, up to the supply, use and attention that the company subsequently places, including an after-sales support phase up to the end-of-life cycle of the product or service.

In this context, the initiatives undertaken by the organisation to address the issue of health and safety during the entire life cycle of a product or service and the evaluations related to this issue become relevant, including increasingly important data privacy and security.

**The company has a privacy and data security policy.**

**The technology of the tools produced allows users to optimise energy consumption in the use phase.**

**The technology of the tools produced allows the end user to manage and monitor the energy performance of the product, optimising energy consumption in the use phase.**

## Local Communities

**GRI 203-1**

The integration of society with the local community, through the implementation of initiatives that literally open the doors of the productive reality to residents, is certainly a strong point and in progressive development to limit/improve the impacts that the company has on the surrounding area. In fact, the relationship that the company establishes with the territory in which its headquarters and its operational area are located becomes fundamental, in the perspective



of creating shared value, in order to implement that exchange of expectations, experiences, suggestions that inevitably influence the growth strategies of the company itself and reduce/improve its impact on the community.

Therefore, the relationship that the company establishes with local communities is important, in such a way that the community does not have to suffer from its operations, but becomes a real actor 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

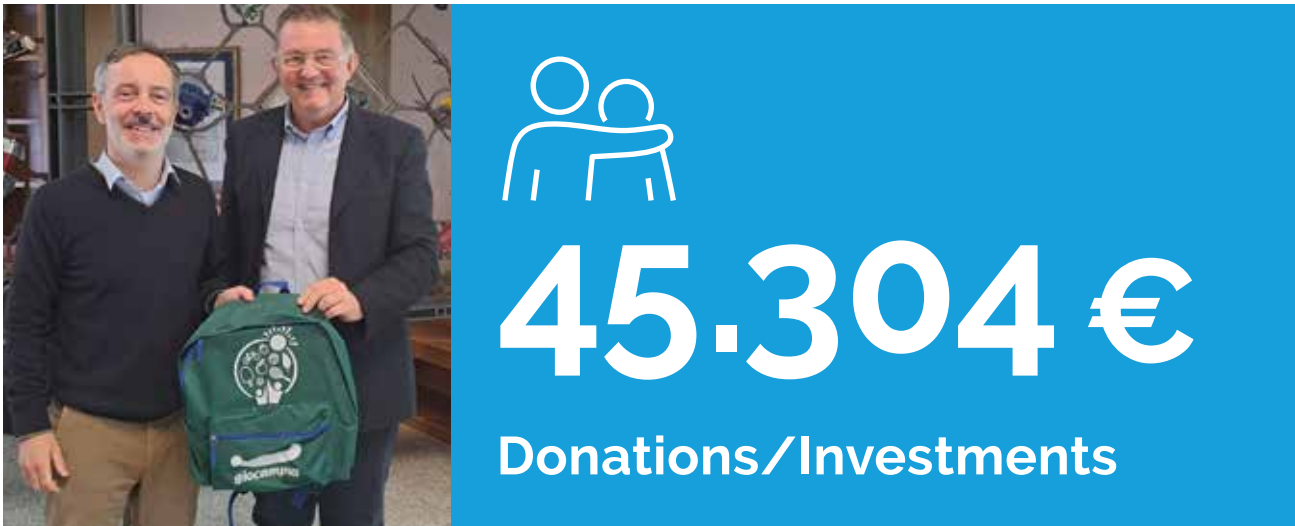
The economic dimension of sustainability concerns the impacts of an organization on the economic conditions of stakeholders. It also concerns the impacts of an organization on economic systems at the local, national, and global levels.

The economic impact can be defined as a change in the economy's potential productivity, which influences the well-being of a community or stakeholders, as well as long-term development prospects. When referring to indirect economic impacts, one refers to the consequences of financial transactions and the flow of money between an organization and its stakeholders, which are particularly important if evaluated in relation to the improvement of stakeholder conditions, not only directly related to the company's activities but also connected to further impacts that these may have.

The company's investments respond to national and international objectives on sustainable development. Investments, innovation, technology development, and quality research represent fundamental elements for economic strategies, as they create a multiplier effect for the benefit of a wide range of subjects.

**Donations/sponsorships/liberations were made for the benefit of the community in the area in which it operates. Donations/investments made for the benefit of the community in the last year amounted to € 45.304.**

**The company invests in R&D with a focus on sustainability (e.g. in cooperation with research centres, universities and start-ups).**





## FROM THE FACILITY AREA Donation to Civil Defence

*“ A concrete contribution to  
populations in need. ”*

### The Project

Never before has the number of active conflicts in the world been so high since the end of World War II. Alongside this, natural disasters and the increasingly visible effects of the climate crisis are putting millions of people at risk.

The Casappa Group has long been committed to Corporate Social Responsibility issues, promoting and encouraging initiatives and behaviour that have a positive impact on the physical environment, the economy and the social contexts in which it operates.

Aware of the importance of “doing one's part”, Casappa has decided to respond to the request of the National Civil Protection to donate basic necessities to be given to the foreign populations most in difficulty and particularly affected by calamitous events during 2022.

In this context, Casappa's Facility area delivered to the Parma Provincial Section of the Civil Defence a significant number of brand new Casappa-branded workwear, to be destined precisely to populations placed in crisis by the events.



# SDGs of the Project

The Project is in line with 3 of the 17 SDGs (Sustainable Development Goals) recognised by the United Nations under Agenda 2030.



## SASB and GRI Standards

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 SASB project materiality	
Human rights and community relations	412
Professional ethics	2-25, 419





## A WALK For the Oncology Centre in Parma

*“ At the side of the New Oncology Centre in Parma, to expand the availability of care for patients. ”*

Casappa has always believed in the value of Corporate Social Responsibility, in the conviction that every company should have a strong bond and a concrete attention towards the community and the environment in which it operates.

The Group has long supported the New Oncology Centre of Parma Hospital: this led the company, in 2021, to make a contribution to the specialised centre that enabled it to acquire a machine, the Halcyon, a linear accelerator to be installed in the Radiotherapy Complex Operating Unit, to support oncological treatments.

Halcyon, a new cancer treatment device from California, allows for personalised, high-precision treatments with significantly reduced delivery times, with a focus on patient comfort. Casappa's contribution enabled the purchase of this new machine, which will expand the availability of high-quality cancer treatment in our territory and help save the lives of thousands more cancer patients.

For these initiatives, since 2021, Casappa can boast, together with other companies in the province of Parma, the ethical label 'Allies against Cancer'.

In this context, Casappa's activities continued in 2022, adhering, as a Friendly Company, to the solidarity walk "Cammina Insieme Con Noi".

The walk is connected to the fundraising event Together with You and the proceeds, the sum of the contributions of the Friendly Companies and the participants' passes, were entirely donated to the New Oncology Centre of Parma Fund, set up at MUNUS Fondazione di Comunità di Parma Onlus, guarantor of the fundraising and its entire destination.

The initiative, supported by the company, saw the involvement of professionals from the oncology area of the Maggiore Hospital to promote the concepts of health, wellbeing and prevention, with the aim of making the population - but also companies in the area - increasingly aware of the importance of supporting research in the field of oncology.

The company thus confirms its commitment to the territory, a commitment that will see it continue in the future to support organisations that support the weaker segments of the population.



### SDGs of the Project

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### SASB and GRI Standards

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 SASB project materialities	
Human rights and community relations	203-1, 412, 413-1
Professional ethics	2-25, 419





## SUSTAINABILITY AND CHILDREN Giocampus 2023

Movement, proper nutrition, sustainability: issues that Casappa cares about, especially with a view to educating future generations.

This is why the company is considering the opportunity, for 2023, to join the Giocampus Educational Alliance, becoming an Ordinary Member.

Giocampus is a project of excellence for the territory, a unique educational model designed for the growth of the new generations, which combines motor education and nutrition education.

Promoted by a public-private educational alliance involving various institutions and companies in the city and provincial fabric of Parma, Giocampus bases its foundations on the scientifically proven idea that a correct diet, supplemented by adequate physical activity, is fundamental to ensure a good quality of life in the future.

The project accompanies children throughout the year, with the Giocampus School, Giocampus Snow and Giocampus Summer courses.

The project is aimed at children and young people from 5 to 14 years of age, who undertake a course throughout the year, with the provision of curricular and extracurricular activities, supervised by experts and competent personnel, aimed at educating them on the themes of movement, proper nutrition and good sustainability practices.

With a view to widening as much as possible the opportunities for children and young people to participate in Giocampus, the Group is also evaluating the opportunity, where possible, of offering the children of its employees, conventions and subsidised prices precisely for taking part in the initiative.

Casappa's adhesion to Giocampus would be part of the Social Responsibility path that the company has undertaken in recent years and that has the objective, for the different segments of the population of the territory, of activating opportunities for enrichment, integration and collaboration in order to make the territory itself grow.





## SDGs of the Project

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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Human rights and community relations	203-1, 412, 413-1
Professional ethics	2-25, 419









## Business and Innovation Model





## Suppliers and sourcing practices

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

In the framework of relationships among the company and its suppliers, one must focus on the social evaluation of the latter. This must be intended as the commitment of the providers in terms of sustainability, acting in accordance to those issues.

In the perspective of a constant improvement of the impacts and the mitigation of the negative ones, the organization is more and more inclined to estimate the compliant behaviors of the suppliers in terms of social, economic and environmental impacts since they are directly and indirectly reflected in the company's value chain.

On the one hand, therefore, the organization is lead to the monitoring of the behavior of the suppliers and, on the other, to the definition of strategies and actions in order to limit the scope of those that have negative impacts.

**The company conducts its business by applying a system for managing supplier relationships. The company adopts a system for evaluating suppliers.**

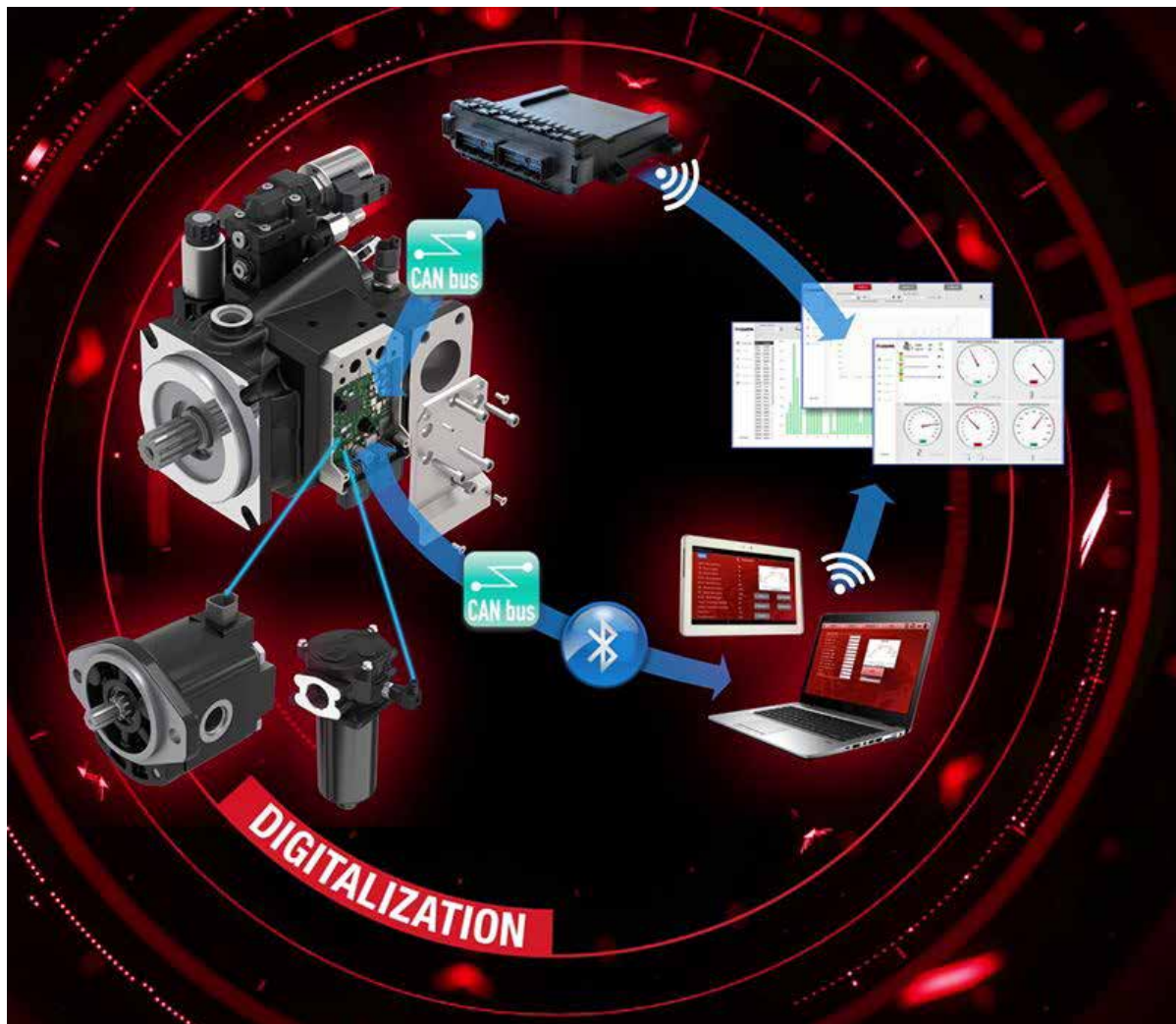
Casappa certifies its quality management system, having obtained ISO 9001 certification and IATF certification, an automotive quality system based on the ISO 9001:2015 standard with specific requirements for the automotive sector.



**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.**

The company uses applications and technologies that enable data analytics and diagnostics, in particular allowing the monitoring of failures and malfunctions.

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









## Leadership and Governance



## Governance

GRI 2-5 • GRI 2-9 • GRI 2-28

The society's **governance structure**, composition, knowledge, and roles are important for understanding how the organization's impact on the economy, environment, and people, including the impact on their human rights, is **integrated into the company's strategy and operations**. Such these informations underline how much the organizations itself is "equipped" to supervise the management of impacts.

**The corporate governing body is represented by a Board of Directors.**

**The governing body consists of 3 to 5 persons.**

**The Board of Directors has up to 3 independent members.**

**The proportion of women on the governing body is less than 33%.**

**The average age of the governing body is above 50 years.**

**An auditing company is present. The auditing company is Dr. Roberto Corradi.**

**The company is a member of trade associations.**

**The trade association to which it belongs is Unione Industriali Parmense - FederUnacoma (Comacomp).**

## Professional ethics

GRI 2-22 • GRI 2-23 • GRI 2-25

The organization must commit itself to **responsible business conduct**, including a commitment to **respect human rights**. These aims represent the values, principles and rules of conduct of the company and the integrated mission within the economic objectives.

Human rights enshrined in national and international norms, associated with the actions of the **organization to prevent or mitigate potential negative impacts** for each material theme are the lattice through which the activities of the company must pass, considering political commitment as an integral part of the company's strategy. Society should therefore **identify its own 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 mission and/or a formalised sustainability strategy to manage the economic, social and environmental impacts of its activities: the company implements sustainability initiatives in the short term thanks also to the availability of public incentives.

The company has appointed a person dedicated to sustainability.

## Regulatory compliance

**GRI 2-23 • GRI 2-24 • GRI 2-25 • GRI 419-1**

An organization's compliance indicates the ability of the governing bodies to ensure that operations meet certain performance metrics or universally accepted standards.

Therefore, being certified for the high degree of compliance of the business, sector or company procedure, is a guarantee for the 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 issues, as well as in the social, environmental and economic spheres.

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

Casappa has internal controls, in particular an Internal Audit Function and a Supervisory Board (231/01).

There is a code of ethics that also deals with sustainability issues (including governance, social and environmental aspects).

The company has communicated this on its website. The link is <https://www.casappa.com/en/company/company-profile/code-ethics/>.

## Anti-corruption and tax governance

**GRI 2-24**

In the operation of a company, it comes into contact with a multitude of subjects: stakeholders, managers, employees, creditors, and all other parties whose interests are linked to the life of the company. Therefore, within the regulation of these aspects, the definition of those practices that constitute situations at risk of corruption becomes fundamental.

Through organizational models adopted by the company and internal/external procedures for mapping such risks, the company implements a series of strategies and initiatives aimed at reducing or completely eliminating cases of corruption. This is usually done by analyzing the entire organizational structure of the company and its internal control system to verify its adequacy in preventing crimes.

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



## GRI Index

### Statement of use

**Casappa SpA** has reported with reference to the GRI Standards for the period 1/1/2022 to 31/12/2022.

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			Infrastructure investments and funded services	33
GRI 204: Procurement practices 2016	204-1	Proportion of spending on local suppliers	Suppliers and sourcing practices	42
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GRI 308: Supplier environmental assessment 2016	308-1	New suppliers that were screened using environmental criteria	Suppliers and sourcing practices	42
GRI 401: Employment 2016	401-2	New employee hires and employee turnover	Employment	22
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GRI 404: Training and education 2016	404-1	Average hours of training per year per employee	Training	24
GRI 405: Diversity and equal opportunity 2016	405-1	Diversity of governance bodies and employees	Employment	22



	405-2	Ratio of basic salary and remuneration of women to men	Employment	22
GRI 413: Local communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Infrastructure investments and funded services	33
GRI 414: Supplier social assessment 2016	414-1	New suppliers that were screened using social criteria	Suppliers and sourcing practices	42
GRI 416: Customer health and safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Customer relations	32
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