

SIR Industriale S.p.A.

Sustainability Report 2023



SIR INDUSTRIALE SpA

Highlights 2023

SIR Industriale's journey towards sustainability, which began in 2022, continued in 2023 with significant progress.

The company strengthened its commitment through the completion of a photovoltaic system installation, the expansion of sales of products derived from recycled PET, and the improvement of plant performance.

Additionally, it invested in employee training and promoted new hires, most of them on permanent contracts.

We are only at the beginning of a journey that will undoubtedly be long and challenging, but we are equally certain that we have taken the right path towards a better future—both for SIR Industriale and for the world around us, which we have a duty to protect.

MARCO BENCINI

CEO of SIR Industriale S.p.A.



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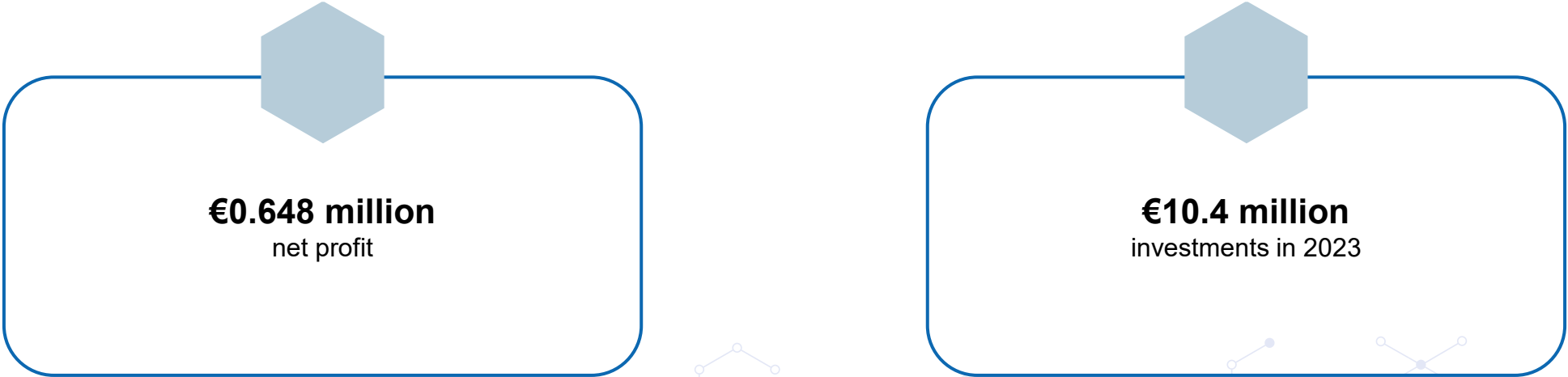
COMPANY PROFILE

Who We Are

SIR Industriale S.p.A. is an Italian family-run chemical company **with over 60 years of experience.**

Specialized in the production of **thermosetting resins** — such as unsaturated and saturated polyester resins, epoxy resins, and additive products — it stands out for its wide product range, flexibility, and customer-oriented approach.

The company aims to create added value for its stakeholders through safe, ethical, and sustainable practices, striving for optimized solutions through collaboration, dialogue, and continuous improvement.



€0.648 million
net profit

€10.4 million
investments in 2023

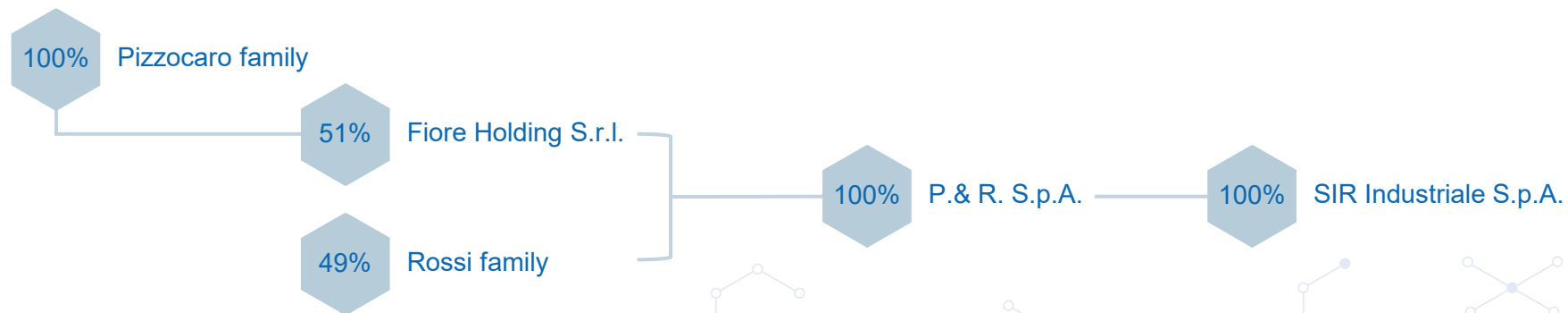
Our history

SIR Industriale has a rich history of successes and challenges, including its technological contribution to the construction of *Il Moro di Venezia* for the 1992 America's Cup.

A key milestone in its history came in 1998 with the acquisition of **Sprea Chemical**, which enabled the expansion of its product range. Over the years, through international collaborations and the discontinuation of low-value-added polystyrene production, SIR Industriale has evolved into a new dimension.

The company is indirectly controlled by two families, **Pizzocaro and Rossi**, prominent investors in the chemical and pharmaceutical industries.

SIR Industriale is directly controlled by P&R S.p.A. and indirectly by Fiore Holding S.r.l.



MISSION

“Contributing to the modernization of all industrial sectors, embracing the needs of all stakeholders, seeking the best solutions to support society’s evolution in all its forms, with a special focus on the well-being of future generations.”

JOURNEY TOWARDS SUSTAINABILITY



Continuous growth and expansion of the business



Innovation, growth, research, design, and development of essential activities to ensure an innovation-driven environment.



Reliability of the production process



Customer satisfaction by helping them succeed in creating customized products.

Our Current Position

In 2023, SIR Industriale strengthened the path initiated in 2022 with its first Sustainability Report, reinforcing its commitment to a resilient and sustainable business model.

- ⬡ **Consolidation of material topics:** The 2023 report further developed the priority themes of 2022, adapting them to the evolving economic and social landscape.
- ⬡ **Strengthening commitment to previously excluded topics:** Greater focus on Cyber Security, Data Management, and Community Support, with planned actions for the future.
- ⬡ **Record investments:** €10.4 million allocated to innovation, production expansion, and the development of new formulations—four times the investment of previous years.
- ⬡ **Economic value generation:** Over €5 million generated through operational management, contributing to the company's financial stability.

GOVERNANCE



Material Topics

- Business Ethics and Integrity
- Responsible Supply Chain
- Innovation, Digitalization, and Product Sustainability



Our goals

- Introduction of agile work models
- Gold Medal EcoVadis by 2025

Business Ethics and Integrity


SIR Industriale S.p.A. recognizes the importance of ethical and social responsibility in conducting business and corporate activities. It is committed to respecting the legitimate interests of its stakeholders and communities, guided by its Code of Ethics.

SIR Industriale promotes crime prevention through its **Supervisory Body**, ensuring the possibility of submitting anonymous reports. Additionally, in 2023, it established an **ESG Committee** to monitor sustainability objectives.

The company adopts the **Organization, Management, and Control Model** in accordance with Legislative Decree 231/2001, structuring the process into five phases.

- 1 Project Initiation
- 2 Identification of Key Officers
- 3 Analysis of Processes and Sensitive Activities
- 4 Identification of Control Protocols
- 5 Definition of the Organization, Management, and Control Model

SIR Industriale Principles




Compliance with Laws,
Regulations, and Corporate
Procedures




Honesty and Fairness



People-Centered
Approach



Impartiality and Equal
Opportunities



Transparency
and Completeness
of Information



Trust and Collaboration

Responsible Supply Chain

SIR Industriale ensures the quality of its products through the selection of reliable suppliers, with over 500 partners, primarily in Europe and Asia.

In 2023, 48% of raw materials were purchased from Italian suppliers. The company evaluates suppliers based on criteria of quality, safety, environment, and ethics, in accordance with national and international regulations. Additionally, SIR Industriale completed the **EcoVadis questionnaire** to assess sustainability, achieving a score higher than the industry average with 56/100.

The company is working to balance quality and sustainability in supplier evaluations.

In addition to quality and compliance, SIR Industriale is developing an **ESG questionnaire** to assess the ethical, environmental, and social performance of suppliers.



Over 500
Partners

48%

Percentage of purchases
from Italian suppliers
(+17 percentage points
compared to 2022)

56/100

SIR Industriale's Score
on the EcoVadis Questionnaire

Innovation, Digitalization, and Product Sustainability

SIR Industriale invests in research and development to meet the demands for quality and sustainability. It has an R&D department with **four** laboratories.

Since 2022, the company has increased investments in sustainable materials, including the use of bio-based raw materials instead of fossil sources. One project aims to develop polyesters with a renewable carbon content of over **50%**.

Additionally, SIR Industriale uses **recycled PET** to produce polyester resin. In 2023, **142 tons** of FS 0993 AT/S resin were produced and sold, compared to **20 tons** in 2022.



ENVIRONMENT



Material Topics

- Climate Change and Emission Reduction
- Circular Economy and Waste Management
- Water Resource Management
- Air Quality



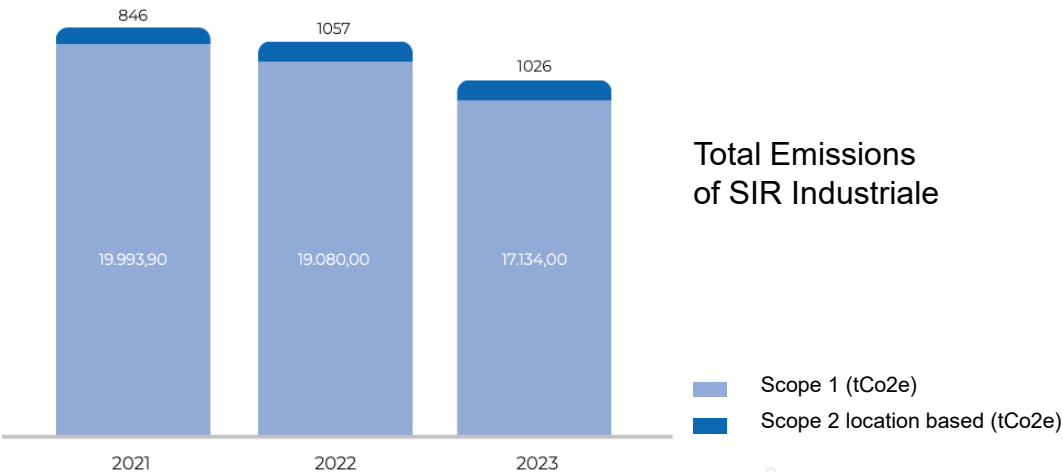
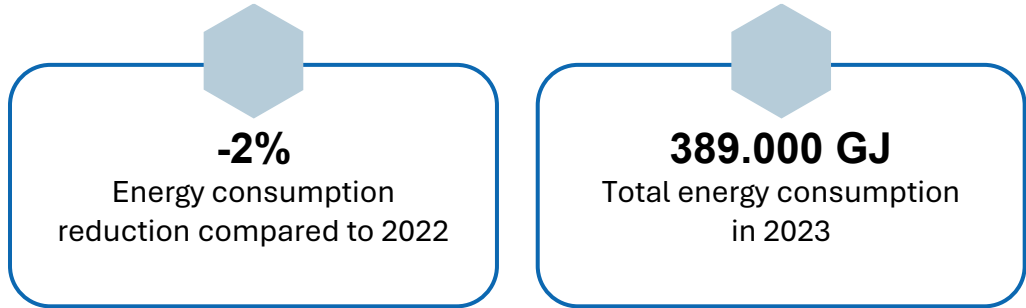
Our goals

- Commissioning of a photovoltaic system
- 10% reduction in emissions by 2024
- 5% reduction in waste by 2024 and implementation of separate waste collection at sites

Climate Change and Emission Reduction

The company has adopted a **Safety, Quality, and Environmental Policy** to promote responsibility and efficiency. In 2023, total energy consumption was approximately **389,000 GJ**, reflecting a **2%** reduction compared to 2022. **67%** of consumption was recorded at the Macherio site, while **33%** occurred at Castelseprio.

The company has implemented improvements, such as the replacement of steam generators and optimization of the cogeneration plant, which enhances energy efficiency by reducing electricity loss by up to 5% of the energy produced. Additionally, a **photovoltaic system** will be activated in 2024 to introduce renewable energy sources.



Circular Economy and Waste Management

In 2023, SIR Industriale managed waste in compliance with strict regulations, reducing waste production and improving disposal processes. The company recycled approximately **1,250 tons** of waste, marking a **30%** improvement compared to 2022. Major waste categories include industrial scraps, biological sludge, used oils, and maintenance materials, all of which are properly classified, stored, and disposed of.

SIR Industriale used a total of **61,500 tons** of materials for production, sourcing raw materials and packaging from external suppliers and producing semi-finished goods internally. The company promotes waste reduction, material reuse, and the adoption of innovative technologies to convert waste into by-products, improving efficiency and reducing waste.

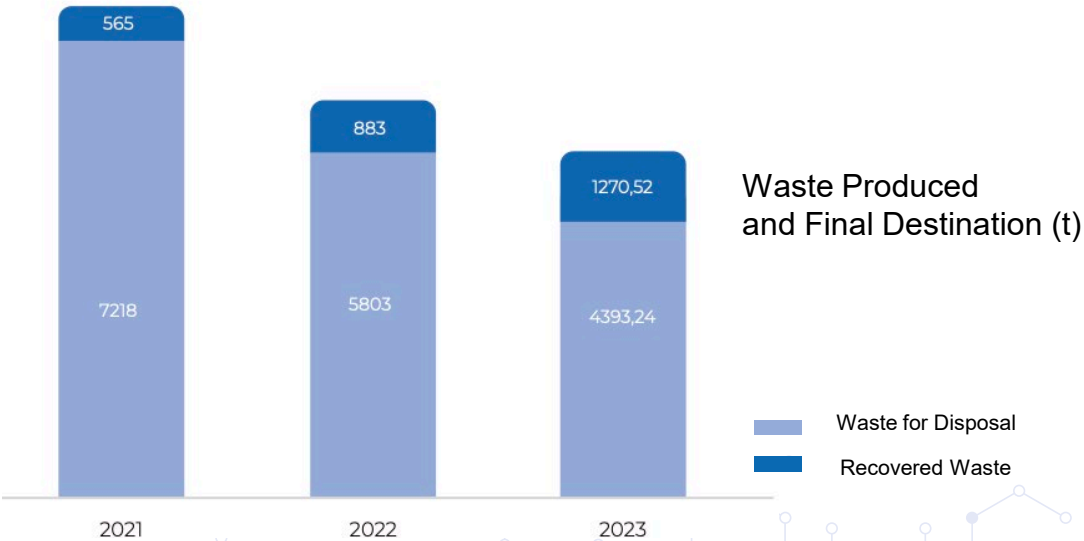
For future years, SIR Industriale is considering **implementing an incentive system for management related to waste management**, aiming to promote a more sustainable future.

30%

Improvement in recycling and recovery compared to 2022

1,250 t

Of waste recycled and recovered in 2023

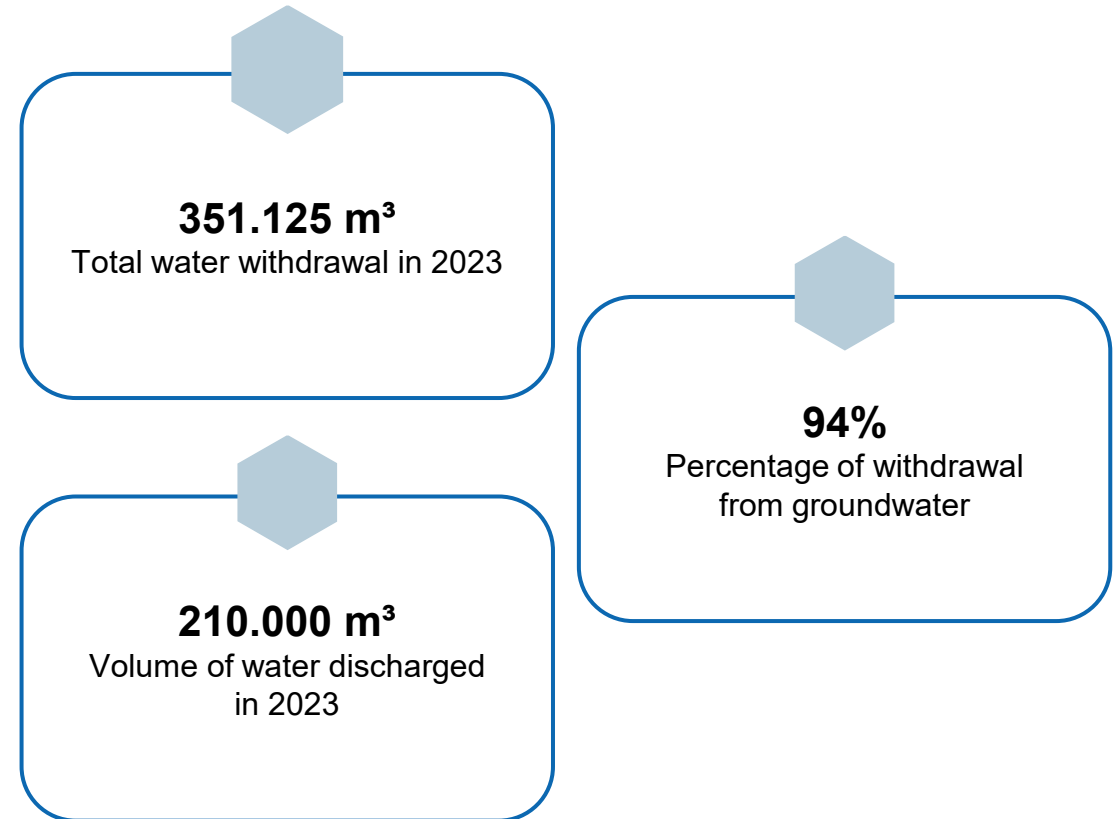


Water Resource Management

SIR Industriale manages water extraction and treatment responsibly, with a total withdrawal of **351,125 m³** in 2023, 94% of which came from groundwater. The water is used for domestic, industrial, and firefighting purposes.

The company reduces its environmental impact by using a cooling tower and treating wastewater through a biological plant to reduce pollutants. Industrial wastewater is treated via biological oxidation, while polyester reaction wastewater is handled through thermal oxidation.

In 2023, water discharge amounted to approximately **210,000 m³**. To further improve water management, SIR Industriale will install monitoring tools and separate first rainwater to optimize the production cycle and promote the reuse of stormwater.



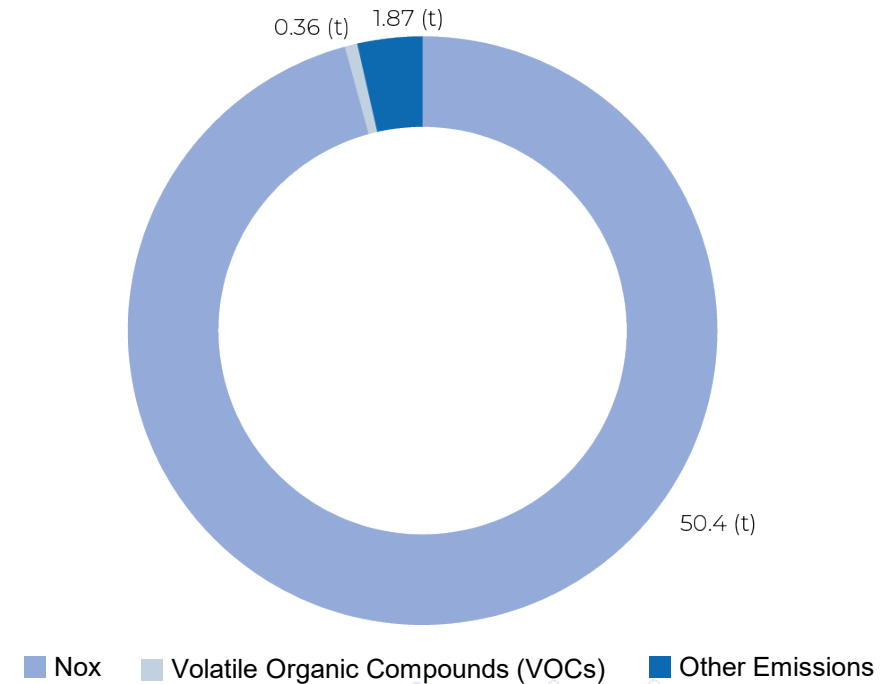
Air Quality

SIR Industriale monitors and manages atmospheric emissions, such as nitrogen oxides (NOx) and volatile organic compounds (VOCs), to ensure air quality and reduce negative health impacts.

The company uses an external laboratory to verify emissions and ensure compliance with regulations, employing nationally and internationally recognized methods. In 2023, the monitored atmospheric emissions totaled approximately **52 tons**, in line with the previous year.

In 2021, SIR Industriale **conducted a study to assess the olfactory impact of emissions** at the Macherio site, using the CALPUFF mathematical model to estimate odor dispersion and identify solutions to improve business processes while balancing impacts on local communities.

Waste Produced per Total Production Capacity (%)



SOCIAL



Material Topics

- People Management, Training, and Development
- Health and Safety
- Diversity and Inclusion
- Protection, Satisfaction, and Safety of the Customer



Our goals

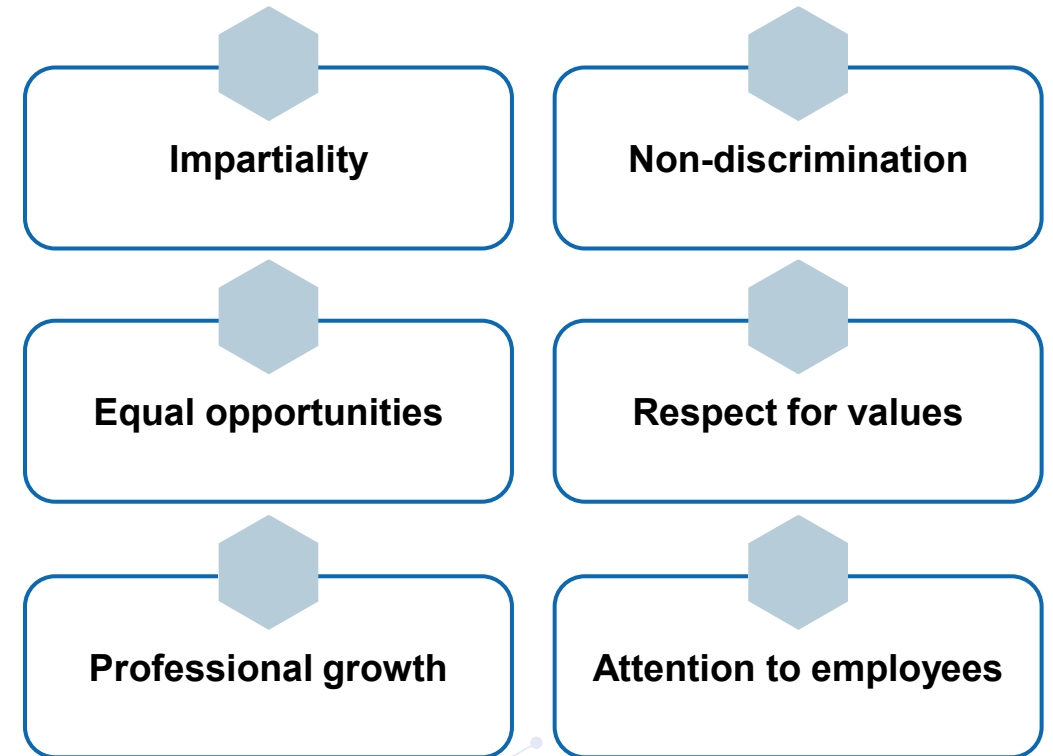
- Implementation of a new strategy for people management to strengthen diversity and inclusion
- Development of new training activities for employees
- Introduction of wellbeing initiatives **by 2025**

People Management, Training, and Development

In 2023, SIR Industriale employed **206 people**, 89% of whom are men, with a predominance of permanent contracts (98%) and full-time positions (99%). The company hired **28 new people**, including **6 women** and **5 under 30**. Additionally, **80% of temporary workers were offered permanent contracts**, resulting in **5 new permanent employees**. SIR Industriale ensures an impartial and non-discriminatory recruitment process, focused on valuing skills and offering equal opportunities.

The company's **Code of Ethics**, reflecting its principles, is made available to all employees and collaborators. An internal survey on company values gathered feedback to define and strengthen the company's identity.

The main values of industrial SIR



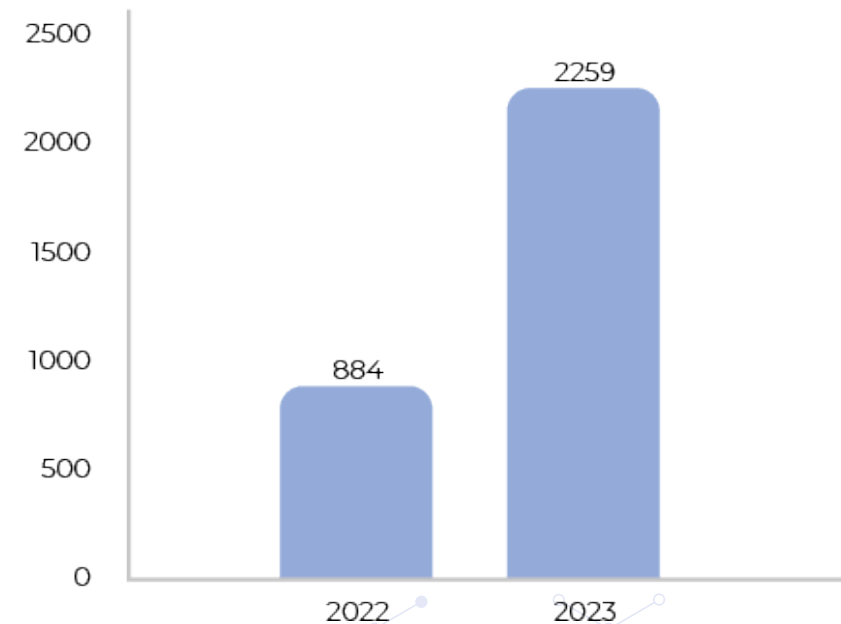
People Management, Training, and Development

SIR Industriale has launched a project to enhance human capital, with a particular focus on the recruitment and training of new employees. Each new hire receives training on personal protective equipment (PPE) and workplace safety.

In 2023, the company launched the **SIR Academy**, a training program to strengthen professional skills. Training hours increased from **884 in 2022 to 2,259 in 2023**. The “**Job Posting**” project was also introduced to reward merit and promote internal growth.

SIR Industriale fosters trust and offers **remote work** opportunities for some employees. Additionally, the company supports **work-life balance** through welfare services, contributing to employee well-being and reducing turnover, which was **7%** in both 2022 and 2023.

Training hours
(in-person and e-learning)



Health and Safety

SIR Industriale considers health and safety at work a priority, adopting preventive policies and following the regulations of **Legislative Decree 81/2008**.

The Safety Management System undergoes audits by ARPA Lombardia and the Ministry of the Interior, according to the Regional Plan and **Legislative Decree 105/2015**, to assess the effectiveness of the prevention policy and the application of accident prevention tools.

SIR Industriale has implemented **Internal and External Emergency Plans** to manage emergencies and provides health monitoring and continuous safety training. In 2023, there were 2 non-serious accidents, confirming a continued trend of improving safety standards.



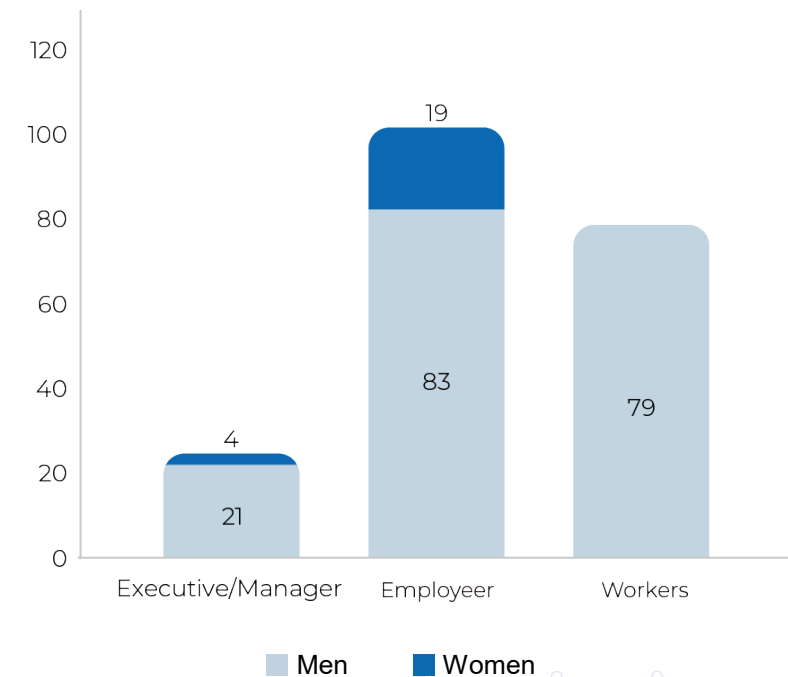
Diversity and Inclusion

SIR Industriale considers diversity a fundamental aspect within the company and promotes initiatives for an inclusive work environment that respects and values individual differences.

The company focuses on two main objectives:
developing a managerial model that promotes inclusion and responding to workers' needs.
From the hiring stage, SIR Industriale adopts practices that protect workers' rights, free from discrimination based on age, gender, race, religion, disability, citizenship, marital status, or sexual orientation. Over the last three years, no incidents of discrimination have been reported.

To strengthen inclusion, the company is developing a strategy that places respect for diversity at the center of its human resources management, aiming to maintain a work environment that respects every individual.

Employees by Professional Category and Gender



Customer Protection, Satisfaction, and Safety

SIR Industriale is one of the leading Italian players, focusing on customer satisfaction and product and service quality. To achieve these goals, the company adopts a **Quality Management System certified to ISO 9001** and uses software like **SAP** for operational management and SIAS for quality control. Quality control extends from raw materials to finished products, with constant checks in the laboratory and during the production process. Every product is accompanied by a Quality Certificate upon shipment. Additionally, SIR Industriale listens to customer feedback to develop new products and customize existing ones, offering tailored solutions for every need.

The management of non-conformities is closely monitored, with prompt corrective actions taken in case of defects. The company has not recorded any negative impacts on customer health and safety in the past three years.



SAP Management System

Used for the majority of the company's business processes.



SIAS Management System

Used exclusively for quality control management and the issuance of analysis certificates and product certifications.



HazPrintNET Management System

Used for product labeling management.

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Via Bellini, 35
20385 Macherio (MB)
P. +39 039 2072 1
sirindustriale@pec.sirindustriale.com
www.sirindustriale.com