

Sustainability Report 2020



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Letter to stakeholders

Dear stakeholders,

despite the past year and the undeniable challenges it has put to us, we can say that we have done our work positively, as we are satisfied with the results achieved, showing strength and resilience, as well as adaptability to the continuous changes that the printing and converting industry of packaging and paper technology is also experiencing in recent times, not only for economic situations in the various macromarkets worldwide, but also because of the media pressure on the environmental impacts of packaging and plastics, and in the face of consumers who are increasingly willing to renounce packaged products that are neither biodegradable nor recyclable.

Our Group has progressively managed to consolidate its business and structure, strengthening process and product innovation, investing in research and development, expanding its range of products and services, enhancing its presence in all markets and, consequently, increasing its global competitiveness.

Our achievements stimulate and encourage us to continue the path to continued growth, placing workers, customers, employees, suppliers, territory, and all stakeholders at the heart of our interests, following a long-term strategy focused on four main objectives: innovation, development, people's growth and operational excellence.

Sustainability, which we mention in our Company Vision, remains the ultimate engine and end of our choices, as it is the main growth trend of our business in the world, and of our product applications. In this sense, we have chosen to make our contribution by developing a new generation of compostable and biodegradable packaging materials with minimal ecological impact in partnership with pioneering companies in the design of recyclable inks and substrates. In this way we want to demonstrate that the packaging industry can take an active part in creating more environmentally friendly and economically sustainable products.

Constant confrontation with internal and external interlocutors is a moral duty and is an objective of continuous improvement, as well as of refinement of sensitivity on the issues of social responsibility, making us even more convinced that economic performance must be increasingly combined with ethical ones.

The post-pandemic future is challenged, but we are confident that by offering products that are increasingly focused on quality and service, including the environmental impact, and with an eye to our most valuable resource that is work, we will be able to create value and growth opportunities.

We are here to present to you our second Sustainability Report.

We are defining strategies that will enable us to improve the reporting of sustainability performance as well, given the belief that a Group like ours must try to produce added value in an increasingly transparent way. Many projects were launched in 2020, but so many are still to be developed.

All this, together with our principles of work ethics and attention to our resources, are contained in the following communication document, which is precisely the annual Sustainability Report.

We ask you, who have contributed to our growth in the past and who choose to be part of our success every day, to support us in our challenge of continuous improvement so that every achievement is only a further confirmation of how efficient and profitable our collaboration is.

The President

Aldo Peretti

1. The profile of the Uteco Group

The Uteco Group

“The Uteco Group is constantly at the forefront of providing packaging manufacturers with innovative solutions that meet the ever-changing needs of the industry in total compliance with environmental regulations and energy saving.”

Uteco was born in 1985 from the initiative of a Verona entrepreneur, who has already provided himself with his own production unit, assembly service and after-sales service. Since then, Uteco has become a world-leading manufacturer of printing and processing machines for the packaging industry over the years, particularly for flexible packaging. Uteco designs cutting-edge technical solutions that it applies on its own production machines, whether they are graphic flexo and/or rotogravure printers or coupling machines and/or machines for special applications. The company headquarters is located in Colognola ai Colli, east of Verona.

The **distinctive features** of Uteco are:

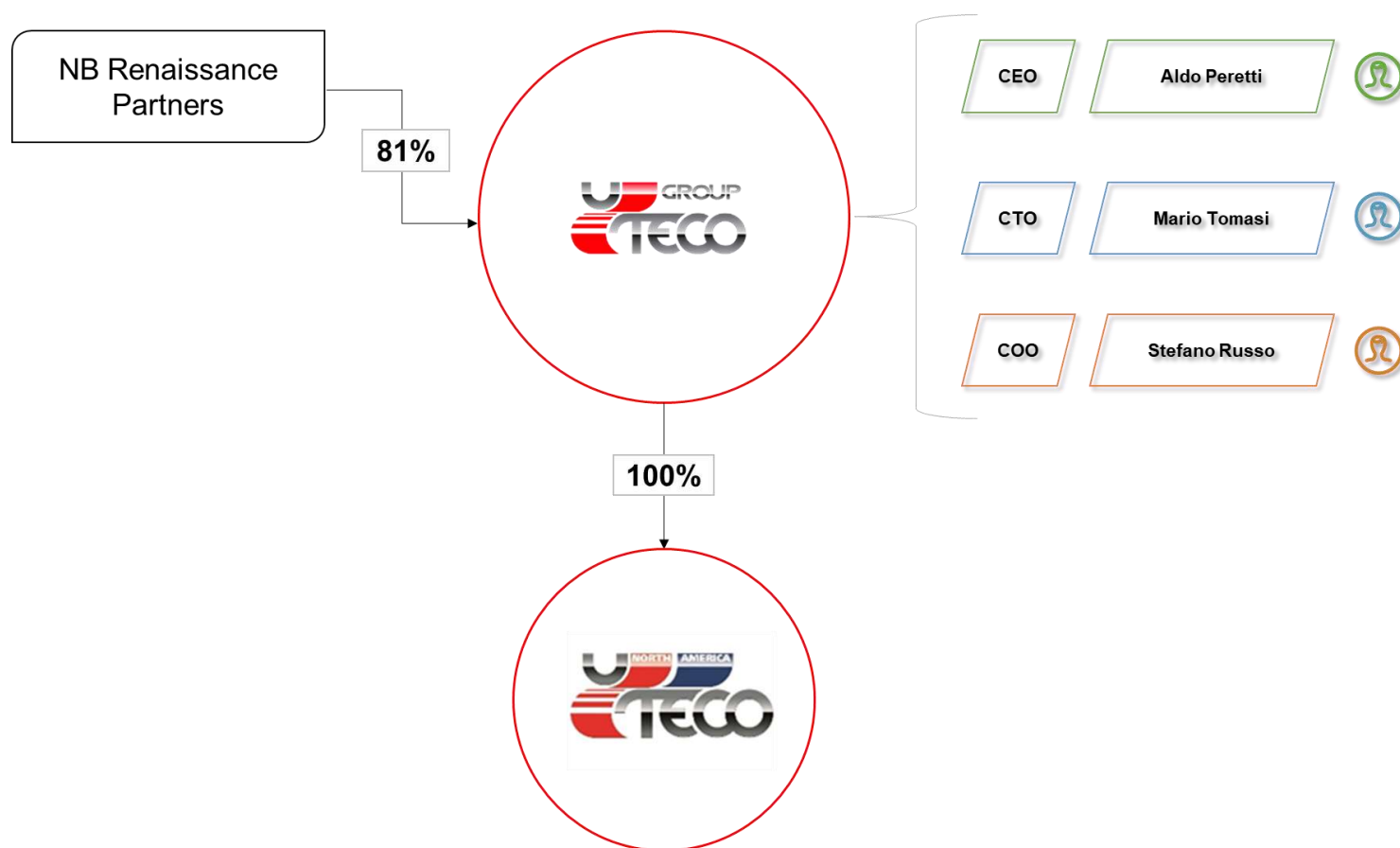
- inexhaustible attention to the continuous demand for innovation by the customers;
- targeted research of high-performance products and solutions;
- development of cutting-edge solutions at low investment cost;
- organizational flexibility and solution engineering capacity;
- technological and financial advice for the optimization of investment;
- fast and efficient customer service support worldwide.

Uteco's mission is to be constantly at the forefront of providing packaging manufacturers with **innovative, flexible, robust and sustainable solutions** that meet the ever-changing needs of the industry in **total compliance with environmental regulations and energy saving**. The consolidation of its position as Global Leadership among European manufacturers of flexible packaging machines along several parallel roads:

- massive investments in R&D in the advanced technologies of Converting and its evolutions;
- organizational flexibility and engineering capacity of the solutions combined with the optimization of the production processes;
- fast and efficient Customer Service around the world.

“Supporting modern society in developing new lifestyles by enabling innovation and packaging sustainability.”

The corporate structure as of 31 December 2020



The Uteco Group, made up of Uteco converting S.p.A. and Uteco North America Ltd, is 100% controlled by Galileo Cinque Sarl, which is in turn 81.09% controlled by the Private Equity Fund NB Reinassance Partners Holdings Sarl.

Uteco Converting S.p.A. controls Uteco North America Ltd, based in Kennesaw – Georgia (U.S.A.), which markets the products of Uteco Converting S.p.A. in North America and operates service activities with its own spare parts warehouse.

The economic results

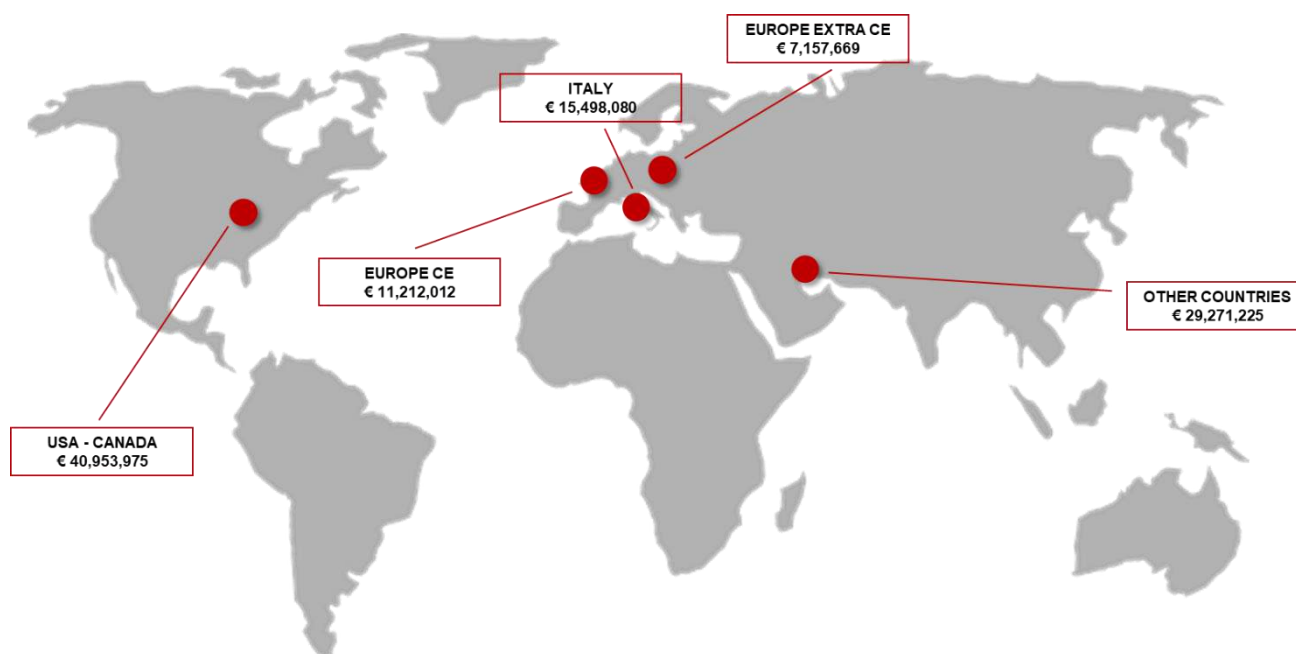


Group objectives

Shareholder remuneration and value generation for stakeholders: these are the ingredients for Uteco of lasting and sustainable growth that are pursued through targeted investment plans and Merger&Acquisition.

The internationalization process and the ability to assist the customer, regardless of geographical position, characterize the Group's business strategy, contributing to the success of the company in the world. Over the years, the Group has worked to grow its business network with the aim of covering the world market in a comprehensive way, approaching the customer through the opening of a commercial headquarters for the American market and through the presence of the main trade fairs. The Group has also developed a strong distribution network around the world, maintaining production in Colognola ai Colli plants and a distribution center in the United States. The Uteco Group closed the 2020 consolidated financial statements with a turnover of more than **100 million euros**, of which about 85% is due to exports.

Revenues by geographical area as of 31 December 2020



The plants

Uteco headquarters is located in Colognola ai Colli, in eastern Verona, covering an area of 75,000 square meters of production space with headquarters, Uteco plant#2, Uteco plant#3 and the Uteco plant#4 plant, inaugurated in September 2019. There is also a 1,000 square meter Atlanta (GA) business center, providing all North American customers with technology support, a parts warehouse and a machine demonstration area.



Covered area:
1,000 m²

Demonstrations
and technological
support



Uteco Plant# 1



Uteco Plant# 2

Covered area:
75,500 m²

productive sites:
25,400 m²

Offices: 4,700 m²

R&D CoverDrome



Uteco Plant# 3



Uteco Plant# 4

MACHINERY DEPARTMENT FOR MACHINING

Uteco, the only manufacturer with machining department, has invested in the excellence of **made in Italy products**, acquiring **numerical control boring and milling machines**.

Through Dinomax, an innovative vertical milling machine with movable cross-member of the “gantry” type are carried out both heavy removal and high-speed finishing processes.

At the precise request of Uteco, FPT Industrie S.p.A. has developed an innovative tool change that intervenes safely in two distinct areas of the machine, using a large central multi-tool magazine with two floors. The machine is equipped with: Dual station controls with touch-screen monitor, remote monitoring cameras and self-leveling magnetic planes carrying workpieces. All this to ensure **maximum safety and precision in the processing, as well as to speed up the setup phases**.

A Mazak milling and turning center HAS also been purchased and installed, for continuous 4-axis machining, thus expanding and completing the turning department.

PAINTING DEPARTMENT

For the extension of the painting department, two cabins have been created with innovative filtering system and a maintenance system program to guarantee a **cleaner, safer and healthier working environment**.

In addition, the Uteco Group has chosen the reliability of Graco Inc. products, since 1926 the world leader in the production of fluid management systems and components. In fact, two Promix 2KE dosing units have been installed, designed for multi-color, two-component and in-cab applications. The dosers are able to maintain the ratio within the pre-defined tolerance limits and are equipped with cartridge fluid valves that allow easier maintenance.

They also have LCD displays for setting and monitoring work with standard operating functions, which can display mixing ratio, useful life times, material flow, and the ability to monitor costs and provide environmental reports.

DEPARTMENT CARPENTERIA

OF

A further investment touched the carpentry department, where a suction system was installed.

The system, with its 4 arms equipped with an activated carbon aspirator, allows a faster and more efficient suction and filtering of the welding fumes.

An investment that proves to be fundamental to **the health of the working environment, in a green corporate perspective, increasingly attentive to eco-sustainability**.

LOGISTICS DEPARTMENT

For the expansion of the logistics department, a new conveyor trolley was purchased, designed specifically for Uteco.

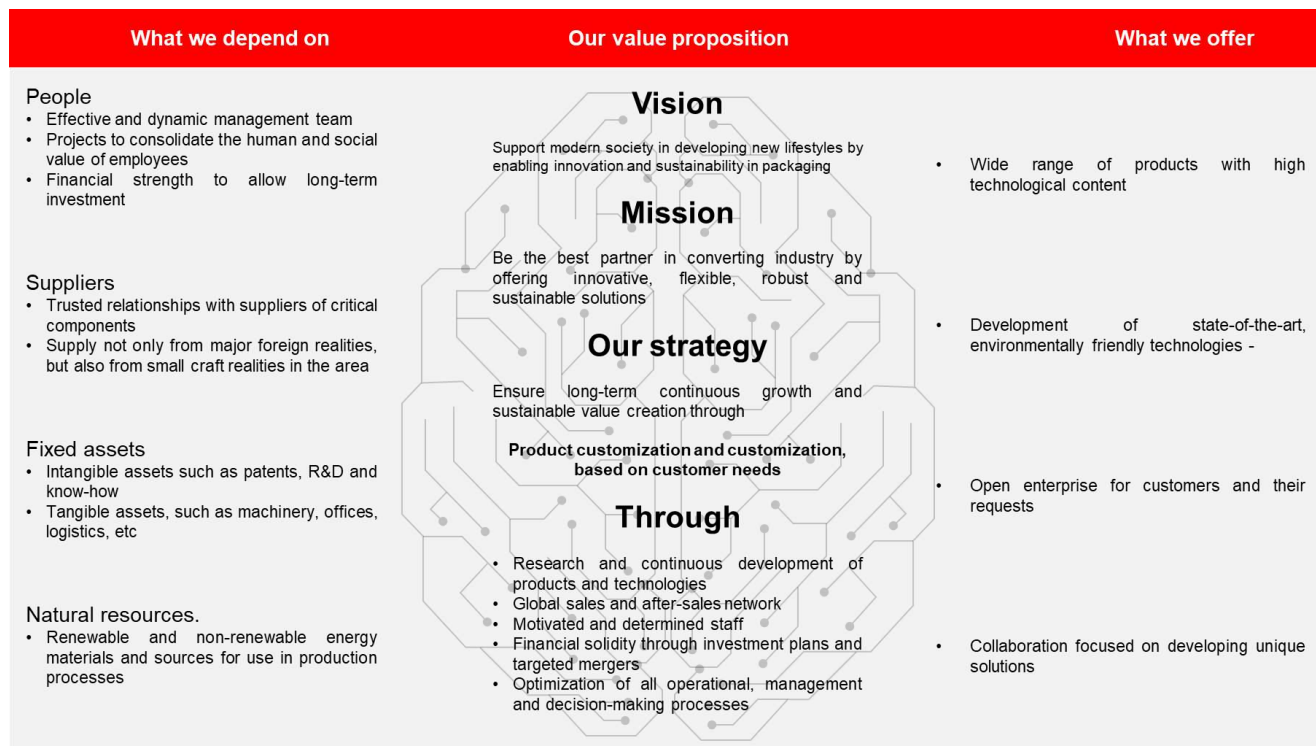
The truck has been designed in such a way as to ensure the transport of a maximum weight of 40 tons, with a height from the ground of 50 cm.

COVERDROME DEMO CENTER

The ConverDrome® is the technological center for just-in-time demonstrations on printing and converting machines, for the activities of Uteco Academy, for the research and development of new technologies and applications. Inside the ConverDrome® the machines are tested and the production, tests and demonstrations of direct printing are carried out.

Real-time solutions are developed for customers to perfect the machine and its operation and optimize the processing before the final delivery.

The Group's business model



1985

- Fondazione Uteco Converting S.p.A and supply of the first 4 colors in line to a welder to an important Italian customer.

2000 years

- Global reengineering of the company's organization and operations, in terms of market, product and process.
- October 2000: Inauguration of Uteco North America in Atlanta (GA).
- Presentation at the DRUPA fair of the new generation of gearless flexographic machines, ONYX model.

2014

- Extension of the Headquarters of Colognola ai Colli, with the new Uteco 3 plant adjacent to the headquarters and presentation of the new R&S ConverDrome® center, in the Uteco 2 plant.

2019

- The Group's first Sustainability Report.

Years '90

- In the '90 years the company recorded a high growth rate, following an expanding and strong economy of a quality product that allows it to have an advantage over its competitors.
- In 1992 it saw the light of the first flexographic printer of the Amber range, one of the most successful machines of Uteco.

2010-2011

- Introduction to the market of the first silver SIL roto-offset machine for the security market.
- Construction of the Uteco 2 plant adjacent to the headquarters.

2018

- Closing with NB Renaissance Partners, private equity fund, which has acquired a controlling stake.
- Start construction of the new Uteco 4 plant, which will be operational in 2019.

2020




- The beginning of a new era: application of the latest innovation for rolling and digital printing for flexible packaging to the new DuaLam, the digital range of Shapwire EVO M and Crystal 2.0.
- Second Group's Sustainability Report.

The governance structure

The corporate governance system adopted by Uteco is aimed at ensuring the most balanced collaboration between its components and aimed at ensuring a responsible and transparent conduct of the enterprise toward the market, with a view to creating value for stakeholders.

The Board of Directors of Uteco Converting S.p.A. as of 31 December 2020 is composed of 10 members and will remain in office until the approval of the financial statements as of 31 December 2020; in particular, it consists of 10 men, of which 50% between 30-50 years and 50% over 50 years. The Board of Directors, chaired by Aldo Peretti, appointed Pietro Galli as Group Chief Executive Officer.

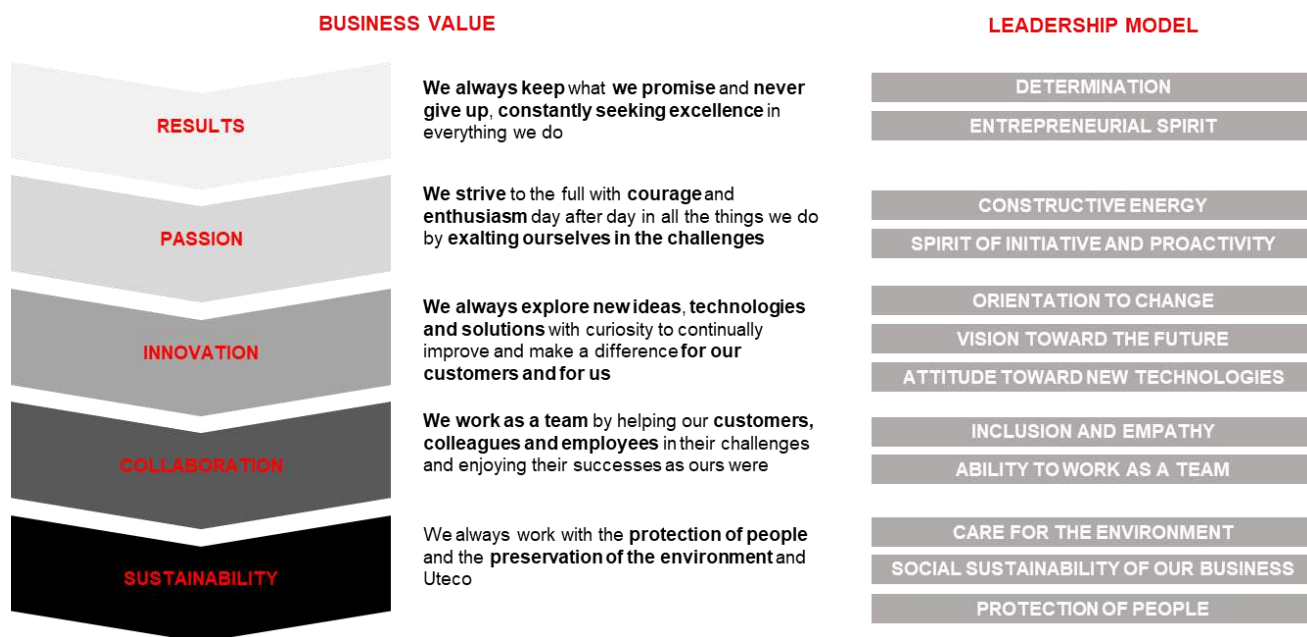
The Board of Statutory Auditors, as a supervisory body, is responsible for monitoring compliance with law and corporate rules, as well as for monitoring the adequacy of internal controls and the organizational structure of the company. The body consists of 2 statutory auditors and 2 alternate auditors. The President is Maurizio Salom, who is supported by Marco bronzato and Davide Lombardi.

 <p>Board</p> <ul style="list-style-type: none"> • Aldo Peretti – President • Pietro Galli – Managing Director • Mario Tomasi – Managing Director • Stefano Russo – Managing Director • Stefano Bontempelli – Board member • Marco Cerrina Ferroni – Board member • Tommaso De Bustis Figarola – Board member • Luca Deantoni – Board member • Gianluigi Scapini – Board member • Alessandro Bellò - Procurator 	 <p>Board of Statutory Auditors</p> <ul style="list-style-type: none"> • Maurizio Salom – President • Marco Bronzato – Effective Mayor • Davide Lombardi – Effective Mayor • Alberto Busato – Deputy Mayor • Gianluigi Berruti Manzone - Deputy Mayor
	 <p>Management</p> <ul style="list-style-type: none"> • Aldo Peretti – President • Pietro Galli – Managing Director • Mario Tomasi - Managing Director • Stefano Russo - Managing Director

Ethics, Integrity and transparency

The Uteco Group in the management of business and business relations is inspired by the principles of **legality, loyalty, fairness, transparency and good faith**.

In Italy, Legislative Decree no. 231 of 8 June 2001 governs the administrative responsibility of legal persons, companies and associations, even without legal personality, by establishing the principle of administrative liability for offenses committed by directors, managers and/or employees in the interest or to the benefit of the institution.



In compliance with the provisions of this Decree, Uteco Converting S.p.A. adopted the **Organization, Management and Control Model** (the “Model” or “Organizational Model”), in order to prevent the Commission of the offenses included in Legislative Decree no. 231/2001, among which environmental offenses, corporate offenses, offenses in violation of occupational health and safety rules, corruption offenses and tax offenses are highlighted. The Model, in addition to responding to a regulatory requirement, is a tool that enables successful management of the complexity of situations in which society operates, clearly defining the set of principles and values that guide its activities.

The rules of conduct contained in this Model integrate with those of the **Code of Ethics**, adopted by all the companies of the Uteco Group in order to express the ethical principles and rules of conduct that it recognizes as its own. This document is updated periodically and shared with all employees and the various stakeholders who work with the company.

The Uteco Group monitors the implementation and compliance of the Code of Ethics through an independent supervisory body which carries out the following tasks:

- Promote the implementation of the Code and the establishment of reference procedures;
- Report and propose to the CEOs the initiatives useful for the greater diffusion and knowledge of the Code, also in order to avoid the recurrence of proven violations;
- Promoting programs for the specific communication and training of human resources;

- Review news of possible violations of the Code, promoting the most appropriate audits;
- Intervene, even on reports of non-subordinate collaborators, in cases of reports of possible violations of the Code deemed not to be properly addressed or of retaliation suffered by the person following the reporting of news;
- Inform the competent structures of the results of the checks relevant to the adoption of any sanction measures;
- Inform the relevant line/area structures of the results of the relevant checks for taking appropriate measures.

All employees of Uteco are required to report, verbally or in writing, any inobservance of the Code of Ethics and any request for violation of the Code, by anyone who comes, to his/her manager and to the supervisory body. To guarantee a greater effectiveness of corporate governance in relation to the prevention of offenses referred to D.Lgs. 231/2001, the effective and substantial application of the Organization, Management and Control Model is ensured by the conduct of internal audits, which in 2020 showed no significant criticality classifiable as non-compliance.

2. Sustainability approach



2. Stakeholder mapping and materiality matrix

The Group's stakeholders

Stakeholders play a major role in the Uteco Group's sustainable development and growth path. In a dynamic and constantly changing scenario, the ability to anticipate changes and identify emerging trends enables the Group to generate shared and constant value added over the long term. Establishing and deepening relationships of mutual trust, based on principles of transparency, openness and listening, represents for Uteco the opportunity to understand the expectations and requirements of the continuously changing stakeholders, who, directly or indirectly, influence the activities of the Group or who are in turn influenced.

Uteco has carefully mapped the relevant stakeholder categories, and the results of this analysis have been integrated and compared with a benchmark analysis that has considered the industry's key peers and national and international best practices.

The stakeholders of the Uteco Group



Materiality analysis

Since 2019, the Uteco Group has embarked on a path to identify “material topics” in line with the GRI reporting standards for the Sustainability Report defined by the Global Reporting Initiative. The material topics are defined as those which have a high importance in the economic, social and environmental fields and have an influence on the evaluations and decisions of both the Group and its stakeholders.

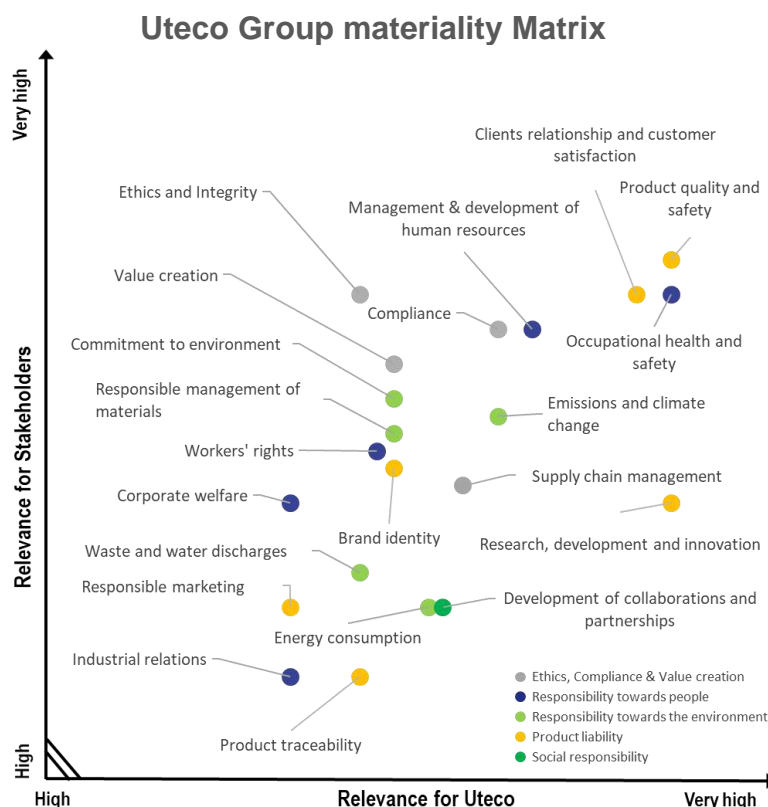
This process involved the main business functions in 2019 and led to the determination of the materiality matrix below, which depicts the relevant sustainability issues.

In particular:

- Each point in the matrix represents a material topic, object of reporting within this document;
- The topics are divided into 5 categories recognizable by the use of different colors;
- The topics are placed in the matrix according to their relevance to the Group and its stakeholders.

In 2020, the assessments expressed last year by representatives of key business functions were confirmed. In fact, it is noted that there have been no significant changes in the Group's strategic structure and guidelines.

However, the new scenarios defined by the Covid-19 emergency have been taken into account, paying particular attention to social and personnel issues such as health, safety at work and remote working, as well as policies adopted in this area toward employees and external workers, the main trends and factors that can affect the Group's business model, the degree of resilience of this model to the consequences of exceptional events such as Covid-19 and the consequences for the company's ability to continue to create value over time, the impact of the pandemic on the Group's financial performance and the environment, which will be covered in this sustainability report.



The materiality analysis has, taken as a whole, brought numerous benefits to the Group, such as a greater awareness of the environmental and social issues considered relevant and the opportunity to rethink its future objectives, reflecting on a greater integration of sustainability issues within its strategy and growth path.

3. Product liability



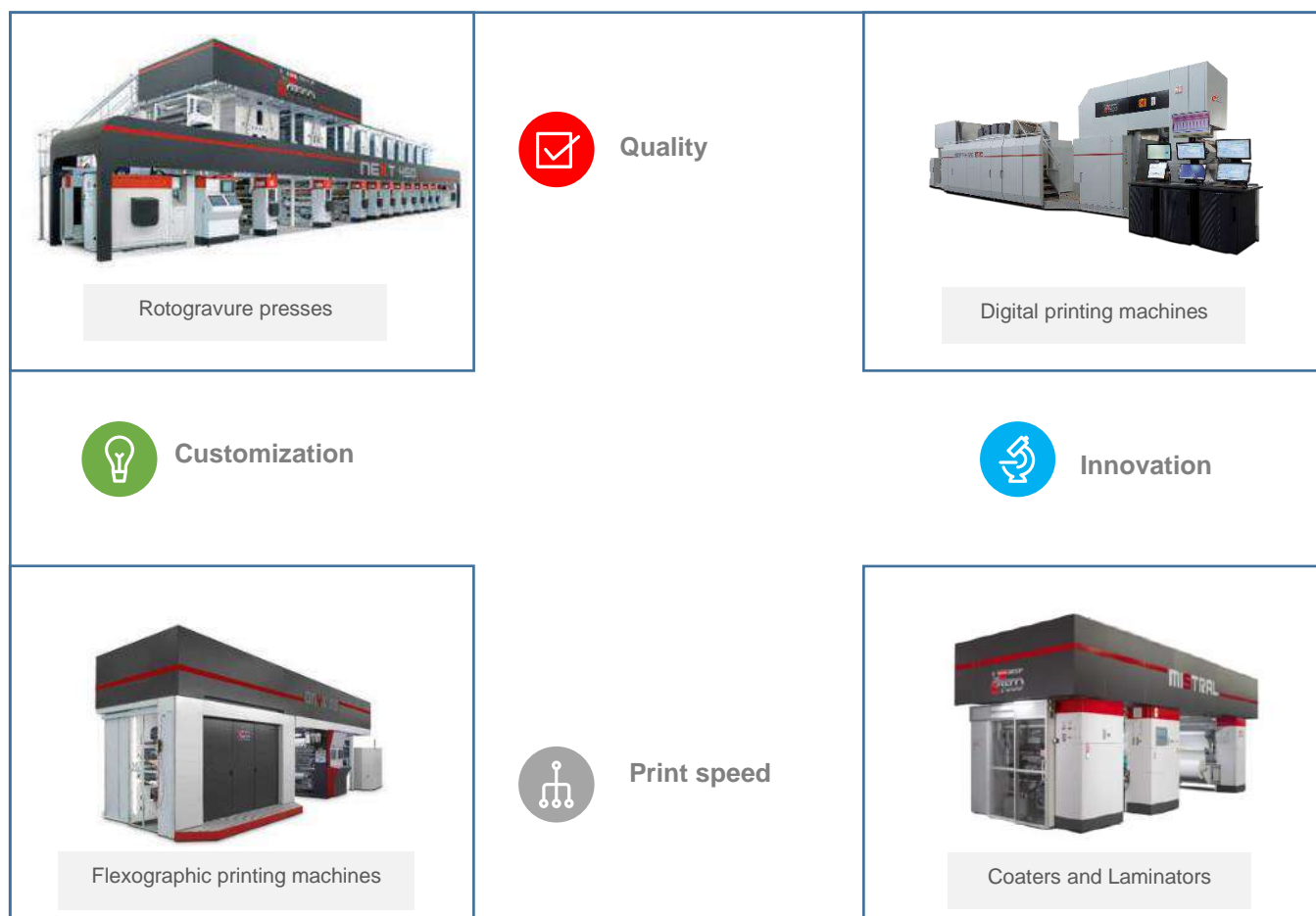
3. Product liability

Our products



Group objectives

Strengthen its leadership as a global technology player in all market segments where Uteco is present by developing new high-performance printing machinery.



Uteco is characterized by the real **innovation of its products** with added value not only in terms of return on investment and competitiveness, but **designed for the safety of the operator and the health of the working environments and designed with a view to reducing environmental impacts.**

Uteco provides highly innovative solutions with its wide range of machines for flexographic and rotogravure printing, for coupling and machines with special configurations of great technological content, always developing research and innovations.



Flexographic printing machines

Uteco's main activity concerns the production of flexographic printing machines focused in the most diverse flexible packaging applications for customer's worldwide, guaranteeing excellent service. Today Uteco is the world leader in this type of printing, which today also represents the highest qualitative expression on the market, thanks to the three Stack in Line

flexographic printing machines.

Rotogravure presses

In rotogravure presses printing takes place through hollow shapes (engraved printing parts, with respect to non-printing parts) consisting of cylinders made of copper and/or chromium-plated steel and printing takes place directly from the cylinder to the support.



Coaters and Laminators

Machines able to join two fabrics and then undergo the printing, milling and embossing process. Different products can be obtained depending on the type of support fabrics and the coupling compound. In recent years Uteco has developed several machines, such as Horizon 4.0, which support different types of coupling.



Digital printing machines

Production of digital and hybrid printing machines to meet new market demands. Sapphire EVO, with both analogue and digital printing capabilities, allows Brands to move from simple raw materials suppliers to value-added suppliers.



UTECO SHAPPIRE EVO M

Uteco SHAPPIRE EVO M is the **perfect synthesis** between **high print quality** and **low operating expenses**, making it the ideal machine for short and medium run. It allows to print digitally on multiple materials, even the most critical ones such as plastic films, and to produce different types of packaging, including food bags, labels and beverage packaging.

The result: **a customized hybrid solution** that allows to have flexo and rotogravure units in line with the digital section with possibility of reprinting to register, spot color units or in line painting and multiple customized configurations depending on the final application.



Innovation, research and development



Group objectives

With a view to the continuous research and development of new products and processes with high technological content, the Group is planning **the increasing integration of artificial intelligence software into the business processes**, in order to increase the efficiency and quality of the service offered to the customer.

The consolidation of its position as Global Leadership among the world's manufacturers of flexible packaging machines is the result of significant investments in research and development in the advanced technologies of converting and its evolution. The Group contributes to the **promotion and development of scientific and technological research**, in order to study products and processes aimed at safeguarding the environment, protecting the safety of customers, the health of employees and the development of the communities in which it operates.

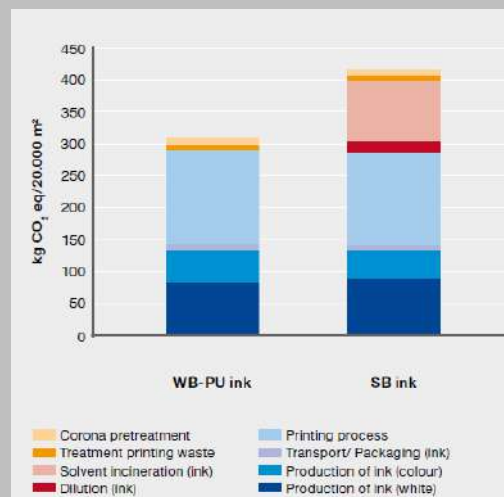
Uteco' identity has always been strongly linked to a **policy of constant innovation, technological updating and efficiency improvement**. Even in the years of increased uncertainty in the economic environment, the Group continued to invest in its industrial sites in order to maintain its position in the narrow group of leading companies in the sector.

The growing demand for sustainable products and the need to balance environmental needs with economic and social interests is a trend that has led policymakers in many countries around the world to enact regulations that increasingly restrict emissions of volatile organic compounds. **In this context, Uteco has developed a series of printing machines that work with water-based inks.**

In addition, Eco-efficiency Analysis shows that **switching from solvent-based inks and adhesives to water-based technologies can reduce CO2 emissions by up to 15%.**

Water-based technologies also have a **positive impact on the health and safety of operators**, as water-based inks and adhesives do not contain organic solvents or aromatic isocyanates, minimizing the related production risks.

Water-based inks



Rainbow 4.0 – the solventless technology

At the German plastics fair K 2019 Uteco presented in live demo the new Rainbow 4.0 coupling machine and the state of the art of solventless lamination.

To address the widespread need for a coupling machine that can handle most flexible films, with particular attention to the different voltages, after 8 months of prototyping and testing Uteco, in 2016, launched **Rainbow 4.0**, a machine designed according to Industry 4.0 criteria and a particular focus on reducing energy consumption. This machine presents some cutting-edge technology solutions and a production speed of up to 500 m/min, positioning itself among the highest in the entry level category.

The Rainbow 4.0 coupling and its continuous total green technology, to meet the demands of an increasingly eco-friendly market, food safety and operators, it has a **low environmental impact coating process** thanks to the use of the “single-monomer free” adhesive, which allows the most restrictive food safety and safety requirements for operators to be met.



New DUALAM coupling machine

Available on the market in the first quarter 2021, Uteco together with Sun-Chemical and Synaptik presented the new project dedicated to the rolling industry, DUALAM, a new lamination solution, **highly innovative and performing**, able to **apply a solvent-free adhesive** by means of a semi-flexo system, but offering the same performance as solvent-based technology.

The machine during the set-up phase works at 250 meters per minute, which allows to verify that all parameters are set correctly, before increasing the production speed that can reach up to 500 meters per minute.

One of the main innovations of this machine is the semi-flexo coating unit, which allows an extremely precise control as regards the thickness of the adhesive applied during the entire run. The main feature of this unit is Thermilox, an Uteco patent a few years ago, based on the use of an anilox sleeve that allows the adhesive to be kept at the pre-set temperature during the production process, to the advantage of speed and ease of set-up or change of work. Another notable element of this system is the washing speed, which guarantees rapid changes, which is very useful when switching from a two-component adhesive to a single component.

In the continuous search to satisfy the needs of the customer, this strategic product for the future of Uteco **allows to reduce the polymerization times of the solventless glues up to 80%** and has been developed for transformers that want to reduce the operating costs of each order, speed up the delivery times and consequently reduce the costs of stock in the warehouse of the semifinished product.



Product traceability

The Uteco Group guarantees customers high levels of traceability of its products and processes, promoting a constant commitment to ensure that every phase, from production to sale, is documented and that the intermediates are eliminated so as to easily trace back to the origin of each raw material and process. **Each individual activity of the chain is controlled and traceable** so as to trace in a short time the raw material used, **from storage to shipping**.

Authorized economic operator

Uteco Converting S.p.A, following an audit carried out in 2018, obtained the status of authorized economic operator.

In particular, it has obtained the AEO/Customs and Security Simplification Certificate which certifies:

- Compliance with customs and tax legislation and a **high level of control over operations and the flow of goods** through effective management of commercial records;
- **Adequate safety standards** to ensure that packaged goods, ready for shipment, are not tampered with.



The company has been recognized as having the highest level of reliability (AA), demonstrating the professionalism, seriousness and transparency with which it manages its relations with its suppliers and with the customs authorities.

Product quality and safety

The Uteco Group promotes the **culture of quality and safety** in order to guarantee **high-level products, safe, long-lasting and reliable over time**.

The company's innovative capacity translates into the continuous experimentation and development of cutting-edge production systems and technologies, enabling Uteco to offer its customers a wide range of quality products and high technical performance.

The quality of raw materials used is constantly monitored through the implementation of a formal purchasing procedure, which provides controls of the products and/or services provided by the Quality Control Office.

Offering a secure product is a priority for Uteco. For this reason, the Group makes available the organizational, instrumental and economic resources necessary to ensure the safety of all products sold on the market.

During the design phase, the Group subjects all the models produced to strict **risk analysis**, showing particular attention to the risks related to mechanical and electrical elements of the machinery and to those deriving from the behavior of the operators.

Uteco operates according to high quality standards that are reflected in standards of supply of absolute excellence: complaints about the products sold are managed from time to time. If the machine is being installed, the complaint is handled by the Installation Office; after the warranty has been started from after-sales. In this way, the Group guarantees **constant support to the customer, from the installation phase to the use of the machine**.

It also highlights that there is no issue for the Group regarding the management of surpluses and defective products that cannot be placed on the market because the machinery is only sent to production following a request from the customer and every malfunction of the machine is promptly managed by the Customer Service.

In 2020, there were no non-compliance incidents affecting the health and safety of products and services.

Customer relationship and customer satisfaction

The growth of the customer's competence and potential is the critical success factor that Uteco is constantly ensuring. THIS is why the Group assists and supports its customers in the pre- and post-sales phase.

The Group provides a pre-sales service aimed at assisting the customer in choosing the best product to meet his needs, with the aim of perfecting the product and its operations before the purchase. Through the **ConverDrome** structure, composed of high-level professional figures working in the field of research, development and development of the processes of Uteco plants, are carried out:

- Just in-time demonstrations;
- Optimization of turnkey solutions;
- Training activities, seminars and conferences (Uteco Academy).

The ConverDrome Technology Center hosts some Uteco construction machines that are available to customers for press demonstrations or coupling, for operator training and for research and development of new applications or technologies.



Uteco offers its customers technological support and product support services, which increase productivity and increase the value of the investment throughout the life cycle of the plant.

After-sales technical assistance activities are guaranteed by **Customer Service**, which responds quickly to requests for maintenance, repair and restoration of the operation of machines and plants with the valid support provided by highly qualified personnel, ensuring maximum reliability and profitability of the production process.

Theoretical and application training courses, organized at the company's headquarters but also outside at clients or schools of graphic and print training, complete the range of services offered by Uteco.

Brand Identity

During 2020 Uteco participated in three trade fairs, in Egypt, Russia and Algeria, in each of which he was able to distinguish himself by showing to his guests the state of the art of technology in the design and production of his own machines. The Group also took part in two seminars, the first in Japan on "green solutions" and another in Chile on flexography.

Participation in trade fairs is particularly important for the Group as it allows direct contact with current and potential customers and suppliers. It strengthens brand consolidation in reference markets and can be the opportunity to communicate the launch of new products.

THE MAIN FAIRS TO WHICH THE GROUP PARTICIPATED IN THE THREE-YEAR PERIOD 2018-2020



Associations to which the Uteco Group adheres



Responsible communication and marketing

The Uteco Group communicates responsibly and transparently to its customers, following the principles set out in the Group Code of Ethics:

- Strictly **observe** internal **procedures** for managing customer relationships;
- To **provide accurate and exhaustive information** about the products and services offered, without neglecting any relevant element for the customer's decision;
- Keep to the truth in advertising, commercial or any other communication.





Print4All

Uteco attended one of the most important events in 2019, the Print4All Conference. An appointment organized at the Milan Fair, attended by about 600 participants, a **discussion platform** focused on the collaboration of the whole Community of flexible packaging, paper technology, labeling, industrial printing and multimedia communication.

Uteco has joined S.I.T. Group in the exhibition of a **project** born in partnership with Granarolo S.p.A. relating to the reduction of the thickness of the film coupled destined to the packaging of mozzarella, thus reducing the consumption of necessary materials and increasing the sustainability of the product.

Over the last three years, the Uteco Group has several communication channels, such as Facebook and LinkedIn social networks, YouTube, the newsletter, the corporate site and the presence in magazines specialized in the printing and transformation of flexible packaging.

 261 "follower"	Uteco is present on Facebook through an official page that shows the main news about the company, about the events to which it participates and about its initiatives.
 1,030 subscribers 96,643 views	On YouTube you can find the official video channel of Uteco in which the main initiatives of institutional and product communication are presented, with numerous videos on the characteristics and operation of the machines.
 7,322 "follower"	LinkedIn is the official channel through which Uteco interfaces with industry professionals.

4. Responsibility toward people



4. Responsibility toward people

The people of the Uteco Group

Uteco considers its resources indispensable for the future existence and development of the Group. As of 31 December 2020, the Group employs **311 employees** (315 in 2019) and employs 71 external workers, a 42% decrease over the previous year, representing 23% of the total workforce. In addition, in order to face the production peaks, the company employs staff in administration and outsourcing is used to perform some activities.

Total number of employees by employee category and gender

As of December 31, 2019



As of December 31, 2020



Of the total number of staff as of December 31, 2020, women account for 13% of staff, in line with the previous year and almost all of the company's population (**99% of employees**) is **employed with a permanent contract and employed full-time (94%)**. There are 24 people in protected categories, 10 of whom are employees and 14 workers.

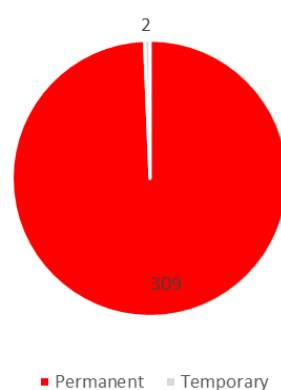
15 people were recruited during 2020, 33% of whom were under 30.

Total number of employees by employment contract

As of December 31, 2019

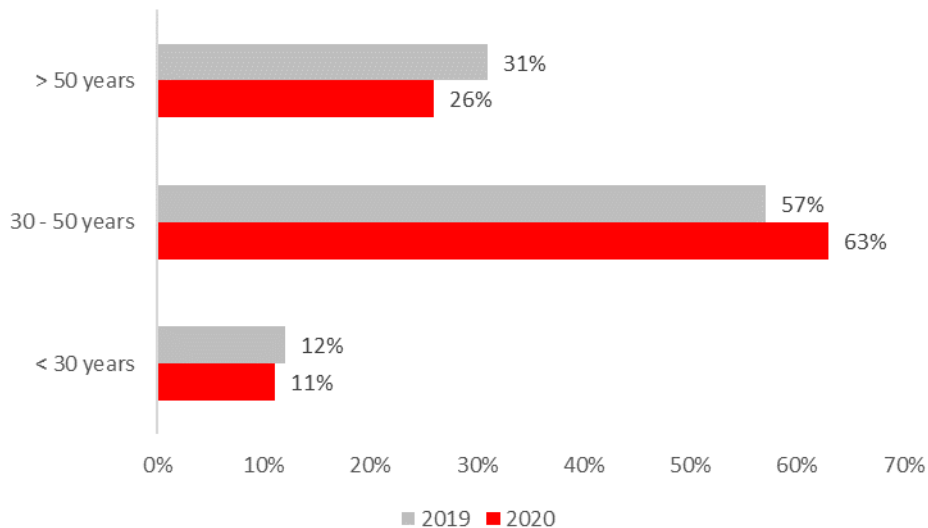


As of December 31, 2020



With regard to the breakdown of staff by age group, most employees are between 30 and 50 years old (63% with 197 people); 26% of staff are older than 50 years (81 people) and 11% are under 30 (33 employees).

Distribution of employees by age group as of December 31



In order for each employee's skills and competencies to be valued and each employee to be able to best express his or her potential, Uteco, in accordance with its Code of Ethics, promotes the selection, recruitment, training, remuneration and management of employees without discrimination, ensuring that everyone can enjoy fair and equal treatment, regardless of sex, age, nationality, religion, ethnicity. Each employee is also guaranteed equal opportunities with respect to all aspects of the working relationship with the Group, including, but not limited to, professional recognition, remuneration, refresher courses, training.



Human resources management and development

Considering that human resources are the real capital of the company, the Group's commitment is to involve, inform and train its employees with the aim of creating an Uteco culture, based on quality and efficiency objectives. The Group aims to ensure continuous vocational training and growth with the aim of developing and expanding the skills of its employees in line with the evolution of the business and therefore defines paths for the growth and development of skills which provide for basic compulsory training, to which is added the support of experienced operators to any change in the task and/or introduction of new machines, equipment and personal protective equipment.

In 2020, the Group delivered over **503 hours of training**, 383 hours to employees and 120 hours to workers.

Uteco considers the internship programs to create a pool of possible collaborators as a fundamental tool and offers, thanks to the continuous dialog between the Human Resources Office and Universities, the higher Schools and the training bodies, the opportunity to carry out training courses and courses of alternation between school and work. In 2020, several traineeships were activated with higher technical institutions (ITS): three biennial internships with ITS Meccatronico, a traineeship with ITS Last and a traineeship with ITS Carta and Packaging located in Verona. In addition, six graduate/ university students and six work-school internships with high school students have been started.

In 2020, for the first time, a skills assessment activity was launched, covering all key people in the Group. The project, preceded by an analysis of the organizational structure with respect to the Business Model and the defined objectives, aims to have a photograph of the Group's human capital and to define the development plans and the evolutionary paths to be undertaken with regard to management, as well as the succession plans. This assessment was accompanied by a salary review activity to support the planning of Uteco's future remuneration policy and the necessary retention actions on key players.

Our commitment to the well-being, health and safety of employees

Group objectives

The protection of the health and safety of our employees is an indispensable condition for the Group to conduct its business correctly, both from the point of view of the law and from the human and ethical point of view. The continuous improvement of the safety and well-being of its employees results in a series of investments aimed at improving the critical issues that have been reported by employees during previous years.



Uteco gives the utmost importance to the protection of the integrity, health and well-being of its workers.

To this end, Uteco Converting S.p.A. has defined an **organizational safety system** to which every employee and other worker must comply, which provides for an internal procedure aimed at managing communication, training and relational flows with employees in the field of health and safety. The company also has a **Health and Safety Corporate Policy** that is applied in all establishments.

The basic principles and criteria on the basis of which Uteco guarantees the protection of health and safety at work and the environment can be summarized as follows:

- **Avoid risks** related to health, safety at work and environmental protection;
- **Assess risks** by identifying solutions to reduce those that cannot be eliminated, thereby preventing risks at source;
- **Adapting work to man**, with particular attention to the conception of jobs and production and, as far as possible and compatible with the work carried out, trying to attenuate monotonous and repetitive work and to reduce as much as possible the effects of the work on health;
- **Program prevention actions**;
- Favor collective protection measures over individual protection measures;
- **To give clear and appropriate instructions to workers**, guaranteeing their constant training.

Uteco employees can report hazards and hazardous situations related to work by direct mail to the prevention and protection service or by reporting to employees' representatives. All reports relating to non-accidents (so-called near miss) are handled and analyzed by the prevention and protection service.

Within the organizational safety system, in line with regulatory requirements, **specific tools have been implemented for the active participation of workers**; in addition to the annual meeting, regular meetings are held with employees' representatives whose results are included in the risk assessment document (the so-called DVR), the program containing, according to the law, the necessary measures to ensure the improvement of safety levels in the workplace over time.

In order to improve the safety and well-being of its employees, the Group made **investments in health and safety** in 2020 for a total value of 35,000 €:

Uteco Smoking Free

The Group is committed to ensuring the safety and health of its employees, including through the prohibition of smoking in places where this could create danger for the safety of persons and the health of the environment.

In 2019, the “Smoking Free” initiative was launched: the company has set up two smoking pitches (at Uteco plant#1 and Uteco plant#4) where smoking will be permitted; outside these plots there is an absolute ban on smoking throughout the property.

This initiative was also active for the year 2020.



- New collection tanks in order to avoid the accidental spreading of the solvents used in the production process in the municipal aqueduct;
- Replacement of three communicating concrete tanks with an underground collecting tank to avoid any oil leaks in the container;
- Integration of new gas sensors into the existing fire protection system.



Occupational Medicine services are insured through medical visits for work fitness and different advice for risk assessment documents.

Number of medical visits	
2019	2020
257	168

In 2020, 6 injuries were recorded at the Group plants.

Uteco has set up a **training plan** that incorporates the training obligations of Italian legislation relating to **health and safety training** that is applied to all the companies of the Group. In 2020, the plan covered 140 workers, with a **total of 943 hours of training on health and safety**.

Uteco Converting S.p.A., through internal audits covering all production departments, guarantees its compliance with the Organization, Management and Control Model in relation to the obligations laid down in the field of safety at work.

All working relationships with third parties that are not directly related to the Group are regulated by art. 26 D. Decree 81/08.

In order to improve the quality of life of its employees in the workplace Uteco adopts various social welfare measures: corporate contracts include **Metasalute health care**, Confindustria's AON Welfare Platform and € 150 worth of **good spending**. For the year 2020, a "Covid-19 Solidarity Bonus" was introduced through a welfare platform, which is intended for both employees and other workers. The platform, implemented in 2021, will be made available to all employees throughout the year.

In 2020 Uteco has activated itself for the launch of numerous conventions with territory structures that will be active in 2021.

For benefits, full-time benefits are also recognized for part-time workers.

Management of the epidemiological crisis from Covid-19

Since the beginning of the crisis linked to the spread of the Covid-19 virus in January in China, the Uteco Group has readily shared with its staff the health-care indications provided by the World Health Organization (WHO) and the Ministry of Health. This attention has been paid to the entire Uteco population globally, following the time evolution of the spread of the pandemic, with a view to supporting and accompanying the worker in the new management of the working day.

In line with these indications, a Committee was set up to implement and verify the rules of the Regulatory Protocol to the epidemiological Emergency from Covid-19, with the participation of the corporate trade union representatives and safety representatives. Uteco has decided to introduce a series of operational and behavioral measures aimed at protecting the personal and collective health of all employees and employees and their families. The initiatives concern:

- Monitoring of body temperature before access to the holding and prohibition of access in the presence of fever (over 37.5°);
- The need not to enter/stay in the company in the event of symptoms COVID-19 (i.e. symptoms of influenza, temperature, provenance from areas at risk or contact with persons positive to the virus during the previous 14 days, etc.);
- A commitment to respect all the provisions of the authorities and the employer in accessing and staying on the farm (not only in terms of compliance with the rules in force, but also, and above all, in respect of the collective health of colleagues and their families);
- An undertaking to inform the employer in good time of any flu symptoms during the performance of the work, taking care to remain at an appropriate distance from the persons present;
- The obligation to use the templates correctly in order to continue to prevent all possible forms of spread and contagion;
- The activation of agile work.

In addition, a procedure has been drawn up which applies to all employees of Uteco Converting S.p.A. who are required to travel for work. This procedure, approved by the employer and the doctor of work, and supervised by the representative of the workers, It is aimed at the application of effective health and safety measures which must be guaranteed at all locations of the company in accordance with the arrangements established between the Government and the social partners to counter and prevent the spread of the pandemic from Covid-19 to the workplace. Before departure, the worker will be provided with an individual protection kit consisting of FFP2 mask, gloves and disinfectant solution.

Industrial relations

The Uteco Group has always established a constructive and mutual respect relationship with the trade union representatives, maintaining a balance between the needs of resources and business objectives.

As regards the Group's staff operating in Italy, it is noted that, at 31 December 2020, **the percentage of employees covered by collective bargaining agreements is equal to 97.11%** of the contracts managed.



In the course of the year Uteco has constantly worked in respect of the rights of free representation of personnel in all the operative offices, in accordance with the principles set out in the Group Code of Ethics.

Trade union relations, based on constant and constructive dialog between the parties, are based on timely and transparent information provided to workers' organizations.

Respect for human rights

Uteco promotes respect for human rights in the conduct of business activities, in relations with employees, suppliers and other entities outside the company.

Uteco also promotes diversity and ensures non-discrimination at every stage of the working life of each employee; it constantly works to ensure safe workplaces, raising awareness of the risks inherent in tasks and promoting responsible behavior, including through information and training activities. Uteco refuses all forms of forced, compulsory or child labor and undertakes not to engage in any relationship with suppliers who exploit and use child labor directly and indirectly.

5. Environmental responsibility



5. Environmental responsibility

Our commitment to the environment

Uteco, aware of its strategic role in the sustainable development of the territory, works with the objective of minimizing the impact of its activities on the environment, with a view to the continuous improvement of its environmental performance.

Uteco contributes to the **promotion and development of scientific and technological research, so that products and processes that are increasingly compatible with the environment and oriented to the safeguarding of the health of customers**, as well as characterized by an ever greater attention to safety, are studied. To the health of employees and to the protection of the communities in which the Group operates.



- **Impact assessment procedure:** Designed to assess the environmental aspects of new plants, processes, products and significant changes in existing plants, in order to prevent any non-compliance with environmental legislation and to contain/minimize any environmental implications already at first design stage.
- **Waste Procedure:** Defines how to classify, collect, dispose of and record waste produced by your business, subject to applicable laws and regulations.
- **Spill Procedure:** Defines the procedures and responsibilities for the management of accidental spillage of substances in the area adjacent to the establishments.

The Group pays particular attention to the impacts of its business activities on the environment, managing its energy consumption and related emissions, waste and water discharges produced in a careful and responsible manner, promoting the use of more sustainable materials in the production process.

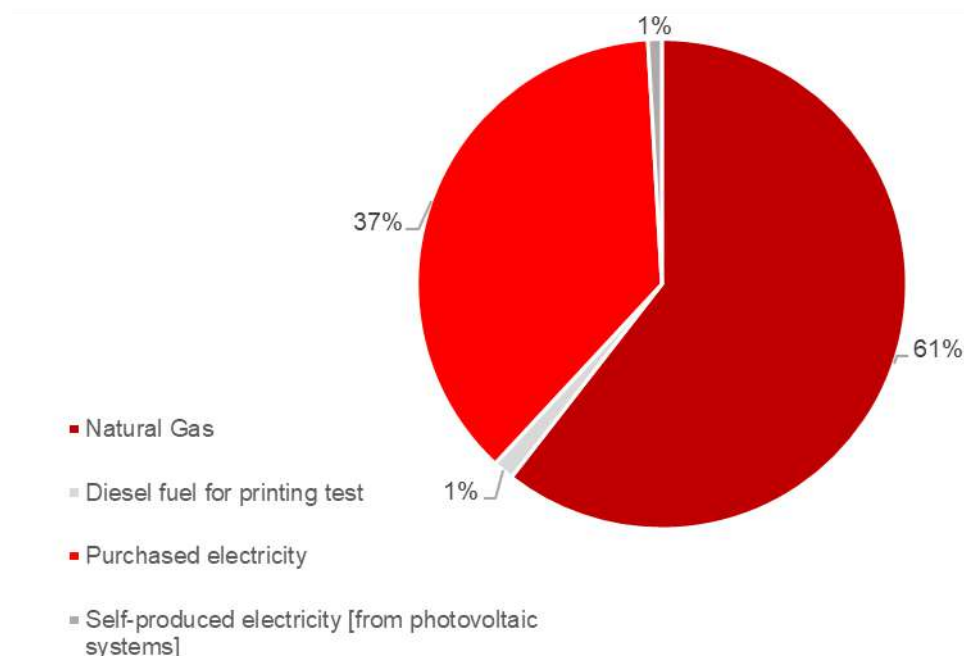
In view of the business sector, it is pointed out that the use of water resources is not particularly relevant; water is used exclusively for health purposes.

The Uteco Group is a member of the **ECO miles service** offered by WEX Europe Services, one of Europe's leading fuel card suppliers. By making a monthly donation per card, Uteco **contributes to the compensation of carbon emissions from the fuel consumption of the company fleet** by sponsoring the protection and growth of trees and the reforestation of areas in Zambia and Ethiopia. The planting of new forest areas, in addition to reducing the level of CO₂ in the atmosphere, helps to restore soils, combat desertification, establish new habitats for wildlife and create new jobs that can lift entire communities out of poverty.

Energy consumption and emissions

The activities of the Uteco Group, being mainly assembly activities that do not involve processes for melting metals, are activities with low environmental impact and not particularly energy consuming.

Energy consumption within the organization in 2020 (GJ)



In 2020, the Group consumed a **total of 27,452 GJ¹ of energy, down 11.5% compared to the previous year²**. The trend in consumption was influenced on the one hand by the restrictive measures taken to deal with the pandemic by Covid-19 and on the other by the reduction in production.

The majority of the Group's energy consumption comes from methane gas, which alone accounts for 61% of energy consumption (58% in 2019), used for machine operation and heat production. Another significant share of energy consumption is the consumption of electricity for production activities (over 10,000 GJ). Uteco has a 100 kW photovoltaic system that allows its energy consumption to be reduced, producing more than 250 GJ of renewable energy during 2020. A residual share of energy consumption is represented by the diesel fuel used for the print test (1%).

With regard to electrical installations, through an automated lighting system, the Group currently monitors the lighting of the Uteco plant#3 and plant#4 plant, saving energy consumption. At the Uteco Plan#1 plant, the replacement of office lighting fixtures with LED lamps is being completed.

¹ The following conversion factors were used for the calculation of energy consumption in GJ:

- natural gas: For 2019 it is 49.78 ton/GJ (source: DEFRA 2019); for 2020 it is 49.6 ton/GJ (source: DEFRA 2020);

- Diesel: For 2019 and 2020 it is 45.29 ton/GJ (source: DEFRA 2019; DEFRA 2020).

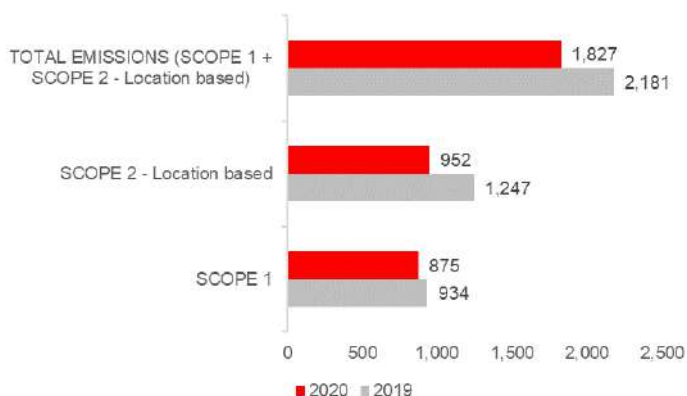
² It is noted that the energy consumption and emissions data and information for 2019 do not include Uteco North America.

The Group is also completing the energy monitoring system through the use of a supervision system aimed at centralizing all the data collected in order to analyze and process them in search of any anomalous consumption and/or withdrawal and to optimize some consumption centers.

In 2021 the Group will launch a project with the University of Ferrara for an Energy Saving and Energy Harvesting program.

With regard to the direct emissions generated by the Uteco Group, they amounted to 875³ tons of CO₂ equivalent of Scope 1 emissions in 2020, resulting from the consumption of methane gas and diesel fuel for the print test and more than 950 tons of CO₂ with regard to the emissions of Scope 2 – Location based, deriving, instead, from purchased electric energy, a decrease of 24% compared to 2019.

Emissions of Scope 1 and Scope 2 (tCO₂eq)



It should be noted that the Group pays great attention to the CO₂ emissions produced during the testing phase of the machines: in this regard, in order to guarantee a healthy working environment, a new suction back has been built to which all the machines under test are connected.

³ GRI Sustainability Reporting Standards include two methods of calculating emissions from scope 2, the "Location-based method" and the "Market-based method".

In 2020, the total Group emissions of scope 1 and scope 2 calculated using the Location-based method is 1,827 tons of CO₂.

The emission factors used for the calculation of scope 1 are:

Natural gas: For 2019 2.03053 kgCO₂eq/m³ (Source: DEFRA 2019); for 2020 2.02266 kgCO₂eq/l (Source: DEFRA 2020);

- Diesel: For 2019 2.75821 kgCO₂eq/l (Source: DEFRA 2019); for 2020 2.75776 kgCO₂eq/m³ (Source: DEFRA 2020).

In order to ensure comparability with the 2020 data, the 2019 figures were re-exposed using the same calculation methodology [UK Government GHG Conversion factors for Company Reporting 2019]. For the value reported in the 2019 Sustainability Report, please refer to the document published on www.uteco.com.

For the calculation of the emissions of scope 2, in line with the GRI Sustainability Reporting Standards, both calculation methodologies were used. Scope 2 emissions ("Market-based" method) are 1,321 tons of CO₂, which together with scope 1 emissions represent a total of 2,195 tons of CO₂ eq. Market-based is based on CO₂ emissions from energy suppliers from which the organization buys electricity through a contract and can be calculated by considering: Certificates of origin of energy and direct contracts with suppliers, supplier-specific emission factors, emission factors relating to the "residual mix", i.e. energy and emissions not monitored or unclaimed (methodology used, with emission factor Italy 2019: 466 gCO₂/kWh - source: AIB - European residual Mixes 2020). The Location-based method is based on average emission factors related to the generation of energy for well-defined geographical boundaries, including local, subnational or national boundaries (methodology used, with emission factor Italy 2020: 336 gCO₂/kWh - source: Terna international comparisons 2018). For the calculation of the emissions of scope 2 Location based, the coefficients of Terna International comparisons 2018, the latest available version, were used. Scope 2 Location based emission data for 2019 has also been recalculated using the same coefficients.

Scope 2 emissions are expressed in tons of CO₂, as the source used does not reflect the emission factors of other gases other than CO₂.

THE BREATH

The technology that purifies the air

Uteco, with a view to protecting the environment and improving health at work, has decided to use innovative technology within its offices to improve the quality of air circulating in the environment.

The breath technology is designed to reduce air pollution from smog, heating and industrial emissions. In commercial and residential buildings, the fabric reduces the pollutants generated by heating, chemicals and dust particles.

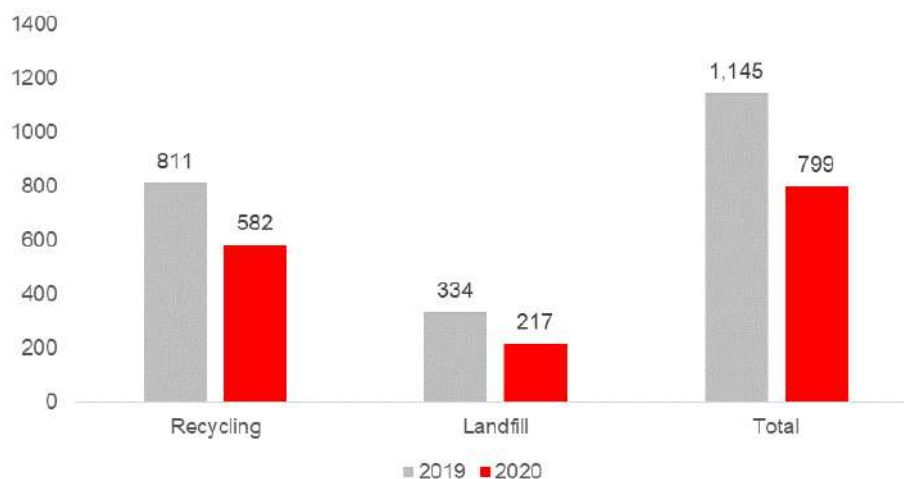
The technology consists of a multi-layer tissue that absorbs, retains and disrupts polluting and harmful molecules in the air, thus improving the air quality of the environment in which it is located. **It is a sustainable, innovative and ecological solution**, since it works without fossil and/or electric power, exploiting the natural movement of the air. The air passes through the mesh of the fabric, reaches the heart of the technology and continues its natural movement returning to the cleanest and most breathing circle.



Waste and water discharges

The waste produced by the Colognola ai Colli plant is transferred for recovery operations, or in a minimum part for landfill allocation, to external disposal agents authorized according to the relevant laws. Waste management in the temporary storage stages within the facility takes place in designated storage areas. In 2020, Uteco produced about **800 tons of waste** (-30% compared to 2019), of which 14% are hazardous waste. **Most of the waste is destined for recycling, over 580 tons**, 73%, a very high percentage compared to the total and only 27% of the waste is destined for disposal in landfill.

Waste produced by weight and type of disposal (t)



Initiatives launched in 2019 and also underway in 2020 show that waste baskets of different colors have also been installed, with the aim of facilitating differentiated collection within plants. Only paper or compostable glasses are used at the coffee dispensers. In addition, the water bottles have been replaced by water dispensers that directly clean the water from the water system.

Compared with the practices of reflux water discharge, the Group is working to apply the most advanced management techniques, respecting the environment and the territory. In 2020, **an analysis of the quality control of the waste water was carried out in all the Group's plants** by an Accredia accredited laboratory⁴, which highlighted compliance with the limits laid down in the current regulations.

With regard to water discharges, all production plants operate a public drain in compliance with the quality characteristics imposed by the water network operator. **The water discharged in the year was 700 Megaliri.** With regard to water drainage in areas subject to water stress, the Group uses the Aqueduct Tool developed by the World Resources Institute⁵ to identify potentially hazardous areas. For the purposes of this analysis, **the water discharges from production plants did not concern areas with water stress.**

Responsible materials management

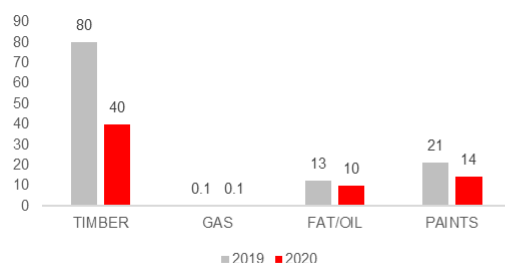


Group objectives

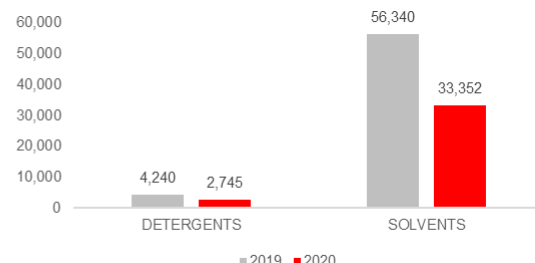
Actively contribute to the green development of the new frontiers of packaging in order to minimize its impact on the environment and to serve the preservation of food for consumer health.

Uteco's commitment to improving its environmental performance and efficiency also means that it can reduce material consumption and use more sustainable materials: as of January 2020, the company will begin to progressively reduce stationery and use cleaner materials, increasing the use of recycled material. The chart below shows the main raw materials used by the Group in 2019⁶ and 2020. Most purchases are timber and solvents. During 2020, consumption of these materials decreased as a result of the pandemic from Covid-19.

Solid materials by weight (kg)



Liquid materials per volume (l)



⁴ European accreditation body for Italy, designated by the Italian Government to attest to the competence, independence and impartiality of bodies and laboratories that verify the conformity of goods and services with standards.

⁵ The WRI tool is available online at <https://www.wri.org/our-work/project/aqueduct>. For analysis, the results from the "baseline water stress" column were taken into account.

⁶ The data do not include semi-finished products; in addition, only the raw materials most used in the production process were considered.

FROM A DIE ALL MADE IN ITALY THE SUSTAINABLE REVOLUTION FOR FOOD PACKAGING

From the collaboration between Novamont, SunChemical Group, Ticinoplast and Uteco Group - Italian industrial and technological excellence chain - a new concept of food packaging is born, responding to the growing demand for **packaging with a lower environmental impact** and which has no comparison on the world market for performance and characteristics.

By sharing their technological know-how, Novamont, SunChemical, Ticinoplast and Uteco Group have developed a solution that combines **the biodegradability, compostability of materials** (biopolymers, inks, adhesives, barrier products and substrates) with the world's first extrusion, printing and lamination techniques. The flexible film thus obtained is optimal for food packaging having technical characteristics similar to the solutions currently adopted but being able, at the end of use, to be destined to the collection of the wet fraction and to be started at the subsequent industrial composting.

The Mater-Bi flexible bioplastic film from Novamont, extruded with Ticinoplast technology, is treated with Aerbloc enhance/SunChemical barrier lacquer, printed with Aqualam/SunChemical water inks and laminated using a SunLam/SunChemical compound-free solvent-free adhesive by Uteco Group printing and lamination technology.

It is a solution that enables the realization of a wide range of laminated structures, which can be adopted for the realization of many types of packaging for food on multiple automatic, horizontal and vertical packaging lines, as well as various pre-formed envelopes.

Concepts such as **recyclability and ecodesign** - also thanks to the incentives of an increasingly oriented consumer to direct their purchasing and consumption choices toward products packaged in less bulky and more sustainable packaging - are significantly modifying the packaging sector and the real challenge today is to make it simple adoption of these solutions.

Companies are now required to make a joint effort to achieve **sustainable solutions for food packaging throughout the supply chain and in a short time**. At this particular moment when the drive to sustainability is very strong, collaboration between several companies becomes a key element in enabling the technological innovation process to be considerably accelerated, leading to the realization of solutions suitable for food packaging with respect to the environment.

6. Social responsibility



6. Social responsibility

Responsible supply chain management

The Uteco Group selects its suppliers, drawing on the principles of legality, correctness, transparency, impartiality, sustainability, integrity and confidentiality as set out in its Code of Ethics.

The Group manages its relations with suppliers in accordance with the following principles:

- Comply with current regulations and internal procedures relating to the selection and management of relations with suppliers;
- To apply objective and transparent evaluation criteria in the selection of any supplying companies, in compliance with the required requirements;
- Collaborate with suppliers to ensure that customers meet their needs in terms of quality, cost and delivery time;
- Comply with applicable law and contractually agreed conditions;
- To be inspired by the principles of fairness and good faith in correspondence and dialog with suppliers, in line with the most rigorous commercial practices.

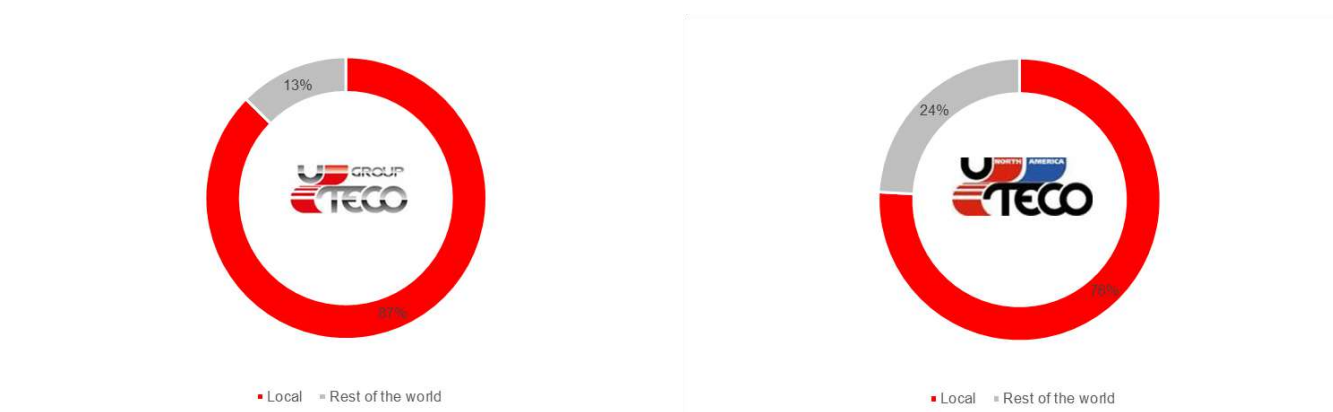
Uteco uses supplier selection mechanisms to promote the principles of diversity and equal opportunities. The qualification of the supplier involves two successive phases defined by a special procedure:

- 1st phase: pre-qualification by verification with inspection visit, or supply of samples;
- 2nd phase: qualification by qualitative evaluation of the performance/products supplied.

In addition, since 2020, the sending of the contractual purchase conditions to each order that provides for the call to the Uteco Code of Ethics has been started, to ensure its knowledge to all the actors who interact with the Group.

The Group makes use of the contribution of companies located in more than 60 countries of the world, which provide goods and services that are fundamental to Uteco's business activities. In 2020, all raw materials, components, materials and ancillary services generated a purchase value of almost 70 million euros.

Spending by local suppliers in 2020 (percentages expressed on values in €)



Where possible Uteco prefers purchases made by local suppliers⁷, in order to create value to the communities where the Group operates. Out of a total of approximately 70 million euros, in 2020 almost all the purchases of Uteco converting S.p.A come from suppliers considered local (over 60 million euros). As far as Uteco North America is concerned, on the other hand, out of a total of over 1.2 million euros, almost all (over 0.9 million euros) comes from local suppliers.

Development of collaborations and partnerships

The Uteco Group, aware of its social, cultural and educational value, has contributed over the years to the development of an extensive network of organizations and actors with which it maintains an intense exchange of views and commitments.

Of particular importance is the development of partnerships with university centers and research centers, involving various fields of research in the implementation of numerous projects, such as:

- Dynamic modeling of the feeding section of a rotogravure printer;
- Analysis of the dynamic behavior and functional integrity of the electronic components subjected to controlled vibrations and identification of techniques for the soundings of shielded communication systems with high immunity to electromagnetic disturbances;
- Innovative techniques for voltage control in the supply section of a rotogravure printer.

These collaborations are of strategic importance to the Group, as they guarantee a constant update on all technological innovations, an exchange of experience and knowledge and ensure the use of the most advanced technologies available to the scientific community. Moreover, these opportunities allow young talents interested in the world of flexography to be brought closer and held. In 2020, the Uteco Group started a partnership with UniSMART University in Padua for the development of a research project on the application of new technologies in the flexographic printing process.

⁷ In the case of Uteco converting S.p.A, local suppliers are those with registered office in Italy; in the case of Uteco North America, local suppliers are those with registered office in the United States.

Appendix

7. Appendix

Material topics boundaries

MATERIAL TOPICS	GRI ASPECT	IMPACT BOUNDARY	UTECO GROUP'S INVOLVEMENT
Ethics, Integrity and transparency	ANTI-CORRUPTION (GRI 205) ANTI-COMPETITIVE BEHAVIOR (GRI 206)	Uteco Group	Caused by the Group
Compliance	ENVIRONMENTAL COMPLIANCE (GRI 307) SOCIO-ECONOMIC COMPLIANCE (GRI 419)	Uteco Group	Caused by the Group
Creating value	-	Uteco Group	Caused by the Group
Product quality and safety	CUSTOMER HEALTH AND SAFETY (GRI 416)	Uteco Group	Caused by the Group
Product traceability	-	Uteco Group	Caused by the Group
Customer relationship and customer satisfaction	-	Uteco Group	Caused by the Group
Brand identity	-	Uteco Group	Caused by the Group
Innovation, research and development	-	Uteco Group	Caused by the Group and directly connected through a report of business
Responsible marketing	MARKETING AND LABELING (GRI 417)	Uteco Group	Caused by the Group
Commitment to the environment	-	Production sites	Caused by the Group and directly connected through a report of business
Waste and water discharges	WATER AND WASTE DISCHARGES (GRI 306) WATER AND WATER DRAINS (GRI 303)	Production sites	Caused by the Group
Energy consumption	ENERGY (GRI 302)	Manufacturing sites and commercial headquarters Uteco North America suppliers electrical power	Caused by the Group and directly connected through a report of business
Emissions and climate change	EMISSIONS (GRI 305)	Manufacturing sites and commercial headquarters Uteco North	Caused by the Group and directly connected through a report of business
Responsible material management	MATERIALS (GRI 301)	Production sites	Caused by the Group
Management and development of human resources	OCCUPATION (GRI 401)	Uteco Group	Caused by the Group
Employee health and safety	HEALTH AND SAFETY AT WORK (GRI 403)	Uteco Group	Caused by the Group and directly connected through a report of business
Workers' rights	DIVERSITY AND EQUAL OPPORTUNITIES (GRI 405) NON-DISCRIMINATION (GRI 406)	Uteco Group	Caused by the Group
Industrial relations	-	Uteco Group	Caused by the Group
Corporate welfare	OCCUPATION (GRI 401)	Uteco Group	Caused by the Group
Supply chain management	PROPORTION OF EXPENDITURE TO LOCAL SUPPLIERS (GRI 204) FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING (GRI 407) CHILD LABOR (GRI 408) FORCED AND COMPULSORY LABOR (GRI 409)	Uteco Group, suppliers	Caused by the Group and directly related to the Group's activities
Development of partnerships and partnerships	-	Uteco Group	To which the Group contributes and directly connected through a business relationship

Performance indicators

Our people

GRI STANDARDS 102-8

Total number of employees by employment contract (permanent and temporary), by gender and region						
Contract type	As of December 31, 2019			As of December 31, 2020		
	Men	Women	Total	Men	Women	Total
Italy	265	41	306	262	40	302
Permanent employees	263	41	304	260	40	300
Temporary employees	2	-	2	2	-	2
United States	8	1	9	8	1	9
Permanent employees	8	1	9	8	1	9
Temporary employees	-	-	0	-	-	-
Total	273	42	315	270	41	311

Total number of employees by employment type (full-time and part-time), by gender and region						
Employment type	As of December 31, 2019			As of December 31, 2020		
	Men	Women	Total	Men	Women	Total
Italy	265	41	306	262	40	302
Full-time	264	23	287	261	23	284
Part-time	1	18	19	1	17	18
Percentage part-time	0.37%	43%	6%	0.37%	41%	6%
United States	8	1	9	8	1	9
Full-time	8	1	9	8	1	9
Part-time	-	-	0	-	-	0
Percentage part-time	0%	0%	0%	0%	0%	0%
Total	273	42	315	270	41	311

Total number of employees by employee category, gender and region						
Employee category	As of December 31, 2019			As of December 31, 2020		
	Men	Women	Total	Men	Women	Total
Italy - employees	265	41	306	262	40	302
Executives	9	-	9	10	-	10
Managers	14	3	17	14	4	18
Employees	89	38	127	90	36	126
Workers	153	-	153	148	-	148
United States - employees	8	1	9	8	1	9
Executives	2	-	2	2	-	2
Managers	-	-	-	-	-	-
Employees	2	1	3	2	1	3
Workers	4	-	4	4	-	4
Total	273	42	315	270	41	311

Total number of employees and external workers by gender and region						
	As of December 31, 2019			As of December 31, 2020		
	Men	Women	Total			
Total employees Uteco Group	273	42	315	270	41	311
Total external workers Uteco Group	90	11	101	67	4	71
Italy – External workers	90	11	101	67	4	71
Administered (e.g. lease staff)	54	-	54	33	1	34
Self-employed persons	2	-	2	3	-	3
Interns	34	11	45	31	3	34
United States - External workers	-	-	-	-	-	-
Administered (e.g. lease staff)	-	-	-	-	-	-
Self-employed persons	-	-	-	-	-	-
Interns	-	-	-	-	-	-
Total workforce Uteco Group	363	53	416	337	45	382

GRI STANDARDS 405-1

Number of employees by employee category, age group and gender														
Employee category	As of december 31, 2019							As of December 31, 2020						
	<30 years		30-50 years		>50 years		Total	<30 years		30-50 years		>50 years		Total
	Men	Women	Men	Women	Men	Women		Men	Women	Men	Women	Men	Women	
Executives	-	-	2	-	9	-	11	-	-	4	-	8	-	12
Managers	-	-	4	1	10	2	17	-	-	4	2	10	2	18
Employees	14	2	59	25	18	12	130	12	1	65	25	15	11	129
Workers	21	-	89	-	47	-	157	20	-	97	-	35	-	152
Total	35	2	154	26	84	14	315	32	1	170	27	68	13	311

Percentage of employees by employee category, age group and gender														
Employee category	As of december 31, 2019							As of December 31, 2020						
	<30 years		30-50 years		>50 years		Total	<30 years		30-50 years		>50 years		Total
	Men	Women	Men	Women	Men	Women		Men	Women	Men	Women	Men	Women	
Executives	0%	0%	18%	0%	82%	0%	4%	0%	0%	33%	0%	67%	0%	4%
Managers	0%	0%	24%	6%	59%	12%	5%	0%	0%	22%	11%	56%	11%	6%
Employees	11%	2%	45%	19%	14%	9%	41%	9%	1%	50%	19%	12%	9%	41%
Workers	13%	0%	57%	0%	30%	0%	50%	13%	0%	64%	0%	23%	0%	49%
Total	11%	1%	49%	8%	27%	4%	100%	10%	0%	55%	9%	22%	4%	100%

Number of employees in protected categories by employee category		
Employee category	As of December 31, 2019	As of December 31, 2020
Executives	-	-
Managers	-	-
Employees	8	10
Workers	7	14
Total	15	24

GRI STANDARDS 102-41

Percentage of total employees covered by collective bargaining agreements		
Number of employees	As of December 31, 2019	As of December 31, 2020
Total employees	315	311
Number of employees covered by collective bargaining agreements	306	302
Total percentage	97.14%	97.11%

GRI STANDARDS 401-1

Total number of new employee hires during the reporting period by age group, gender and region								
	2019				2020			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Italy	12	11	2	25	5	10	-	15
Men	11	11	2	24	5	10	-	15
Women	1	-	-	1	-	-	-	-
United States	1	-	-	1	-	-	-	-
Men	1	-	-	1	-	-	-	-
Women	-	-	-	-	-	-	-	-
Total	13	11	2	26	5	10	-	15
Men	12	11	2	25	5	10	-	15
Women	1	-	-	1	-	-	-	-

Total number of employee turnover during the reporting period by age group, gender and region								
	2019				2020			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Italy	1	8	6	15	1	6	12	19
Men	1	8	6	15	1	6	11	18
Women	-	-	-	-	-	-	1	1
United States	-	-	-	-	-	-	-	-
Men	-	-	-	-	-	-	-	-
Women	-	-	-	-	-	-	-	-
Total	1	8	6	15	1	6	12	19
Men	1	8	6	15	1	6	11	18
Women	-	-	-	-	-	-	1	1

Rate of new employee hires and turnover by gender and region				
	2019		2020	
	New hires	Departures	New hires	Departures
Italy	8%	5%	5%	6%
Men	9%	6%	6%	7%
Women	2%	0%	0%	3%
United States	11%	0%	0%	0%
Men	13%	0%	0%	0%

Women	0%	0%	0%	0%
Total	8%	5%	5%	6%
Men	9%	5%	6%	7%
Women	2%	0%	0%	2%

Rate of new employee hires and turnover by age groups and region				
	2019		2020	
	New hires	Departures	New hires	Departures
Italy	8%	5%	5%	6%
< 30 years	35%	3%	16%	3%
30 to 50 years	6%	5%	5%	3%
> 50 years	2%	6%	0%	15%
United States	11%	0%	0%	0%
< 30 years	33%	0%	0%	0%
30 to 50 years	-	-	0%	0%
> 50 years	-	-	0%	0%
Total	8%	5%	5%	6%
< 30 years	35%	3%	15%	3%
30 to 50 years	6%	4%	5%	3%
> 50 years	2%	6%	0%	15%

GRI STANDARDS 403-9

Number of work-related injuries and deaths of employees and external workers		
Number of injuries	2019	2020
Total number of deaths due to injuries at work		
<i>Employees</i>	-	-
<i>External workers</i>	-	-
Total number of serious injuries at work (excluding deaths) ⁸		
<i>Employees</i>	-	-
<i>External workers</i>	-	-
Total number of work injuries that can be recorded		
<i>Employees</i>	7	6
<i>External workers</i>	1	-
Hours worked		
<i>Employees</i>	522,422	500,757
<i>External workers</i>	113,779	66,927
Death and injury rates of employees and external workers		
Rates	2019	2020
Death rate due to injuries at work		
<i>Employees</i>	-	-
<i>External workers</i>	-	-
Serious injury at work (excluding deaths)		
<i>Employees</i>	-	-
<i>External workers</i>	-	-

⁸ Injuries at work which have led to damage from which the worker cannot recover, does not recover or it is unrealistic to expect that he will recover completely by returning to the state of health before the injury within 6 months.

Recordable work injury rate ⁹		
<i>Employees</i>	13.4	12.0
<i>External workers</i>	8.8	-

Main types of work-related injuries of employees and external workers		
	2019	2020
Trauma		
<i>Employees</i>	3	4
<i>External workers</i>	1	-
Wound		
<i>Employees</i>	2	2
<i>External workers</i>	-	-
Fracture		
<i>Employees</i>	2	-
<i>External workers</i>	-	-

Environmental responsibility

GRI STANDARDS 301-1

Materials used by weight or volume				
Materials	Unit of measure	2019	2020	% renewable material by type
Timber	kg	80,000	40,000 ¹⁰	100%
Detergents	lt	4,240	2,745	0%
Fat/oil	kg	12,526	10,139	0%
Solvents	lt	56,340	33,352	0%
Paints	kg	21,052	14,496	0%

GRI STANDARDS 302-1¹¹

Energy consumption within the organization (GJ)		
	2019 ¹²	2020
Total energy consumption	31,026	27,452
Non-renewable energy	30,738	27,200
Energy vectors	18,237	16,997
Natural Gas	17,809	16,617
Diesel fuel for printing test	428	380
Purchased electricity from the grid	12,502	10,202
Renewable energy	288	252
% renewable energy	1%	0.9%

⁹ The injury rate was calculated as the ratio between the total number of injuries and the total hours worked, using a factor of 1,000,000. The data includes injuries on the home-work journey only if the transport was managed by the organization.

¹⁰ Due to the lack of availability of the figure, the figure for timber used in 2020 was estimated on the basis of consumption in the previous year.

¹¹ The following conversion factors were used for the calculation of energy consumption in GJ:

Natural gas: For 2019 it is 49.78 GJ/ton (Source: DEFRA 2019); for 2020 it is 49.6 GJ/ton (Source: DEFRA 2020);

- Diesel: For 2019 and 2020 it is 45.29 GJ/ton (Source: DEFRA 2019; DEFRA 2020).

¹² SI report that the 2019 energy consumption data does not include Uteco North America.

Self-produced electricity from renewable sources - produced by plants photovoltaic	288	252
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GRI STANDARDS 303-4

Water discharges (MI)				
Place of unloading	2019		2020	
	All areas	Water stress areas	All areas	Water stress areas
Third-party water resources (total)	690	-	700	-
Fresh water (≤1,000 mg/L total dissolved solids)	-	-	-	-
Other types of water (>1,000 mg/l total dissolved solids)	690	-	700	-
Total water discharges	690	-	700	-

GRI STANDARDS 305-1 AND 305-2¹³

Direct and indirect GHG emissions			
Direct and indirect emissions	Unit of measure	2019 ¹⁴	2020
Scope 1	[t CO ₂ eq]	934	875
Scope 2 - Location based	[t CO ₂]	1,247	952
Scope 2 - Market based	[t CO ₂]	1,677	1,321
Total SCOPE 1 and SCOPE 2 (Location based)	[t CO₂eq]	2,181	1,827
Total SCOPE 1 and SCOPE 2 (Market based)	[t CO₂eq]	2,611	2,195

GRI STANDARDS 306-2

Waste by type and disposal method (t)								
Disposal method	2019				2020			
	Dangerous	Not dangerous	Total	% method of disposal over the total	Dangerous	Not dangerous	Total	% method of disposal over the total
Recycling	36	775	811	71%	42	540	582	73%
Landfill	75	259	334	29%	70	147	217	27%
Total	111	1,034	1,145	100%	112	687	799	100%

Social responsibility

¹³ The emission factors used for the calculation of scope 1 are:

Natural gas: For 2019 2.03053 kgCO₂eq/m³ (Source: DEFRA 2019); for 2020 2.02266 kgCO₂eq/m³ (Source: DEFRA 2020);

- Diesel: For 2019 2.75821 kgCO₂eq/l (Source: DEFRA 2019); for 2020 2.75776 kgCO₂eq/l (Source: DEFRA 2020).

For the calculation of the emissions of scope 2, in line with the GRI Sustainability Reporting Standards, both calculation methodologies were used. Market-based is based on CO₂ emissions from energy suppliers from which the organization buys electricity through a contract and can be calculated by considering: Certificates of origin of energy and direct contracts with suppliers, supplier-specific emission factors, emission factors relating to the "residual mix", i.e. energy and emissions not monitored or unclaimed (methodology used, with emission factor Italy 2019: 466 gCO₂/kWh - source: AIB - European residual Mixes 2020). The Location-based method is based on average emission factors related to the generation of energy for well-defined geographical boundaries, including local, subnational or national boundaries (methodology used, with emission factor Italy 2020: 336 gCO₂/kWh - source: Terna international comparisons 2018). For the calculation of the emissions of scope 2 Location based, the coefficients of Terna International comparisons 2018, the latest available version, were used. Scope 2 Location based emission data for 2019 has also been recalculated using the same coefficients.

Scope 2 emissions are expressed in tons of CO₂, as the source used does not reflect the emission factors of other gases other than CO₂.

¹⁴ S I report that 2019 emissions data do not include Uteco North America.

GRI STANDARDS 204-1

Proportion of spending to local suppliers ¹⁵				
	2019		2020	
	Purchase value €	%	Purchase value €	%
Uteco Converting S.p.A.	84,193,746	86	69,348,102	87
Uteco North America	1,160,897	91	1.,169,540	76

¹⁵ In the case of Uteco Converting S.p.A, local suppliers are those with registered office in Italy; in the case of Uteco North America, local suppliers are those with registered office in the United States.

8. Methodological note

This document, which represents the second Sustainability Report of the Uteco Group, aims to communicate in a transparent way the sustainability approach of the Uteco Group (also in the document “Group” or “Uteco”) and its performance in the field of environmental, social and economic sustainability in respect of the year 2020 (January 1 to December 31). In order to allow for comparability of data over time, the comparison with the data for 2019 is also reported.

This Annual Sustainability Report was prepared by reporting a selection of the “GRI Sustainability Reporting Standards” published by the Global Reporting Initiative (GRI), as indicated in the “GRI Content Index” table. This will provide evidence of the coverage of GRI indicators associated with each of the sustainability topics reported in this document.

In particular, the content being reported was selected on the basis of the results of the materiality analysis carried out in 2019, which allowed the material topics for the Uteco Group and its stakeholders to be identified, as described in the “materiality analysis” section of this document.

The perimeter of economic, social and environmental data and information is the same as the consolidated financial statements of the Uteco Group at 31.12.2020.

In 2020, it was noted that there were no significant changes in the size, ownership and supply chain of the Group.

For further information and suggestions regarding the Uteco Group Sustainability Report, please contact utecovr@uteco.com.

This document is also available on the Uteco Group website:

<https://www.uteco.com/en/company>.

9. GRI Content Index

This material refers to the following GRI Disclosure:

GRI Standards	Informative	Notes and pages	Omission
GRI 101: FOUNDATION (2016)			
GRI 102: GENERAL DISCLOSURES (2016)			
Organization Profile			
102-1	Name of the organization	5; 57	
102-2	Activities, brands, products and services	19-21	
102-3	Location of headquarters	63	
102-4	Location of operations	7	
102-5	Ownership and legal form	5	
102-6	Markets served	6	
102-7	Scale of the organization	6; 19-21; 31-32	
102-8	Information on employees and other workers	31-32; 50-51	
102-9	Supply chain	46-47	
102-10	Significant changes to the organization and its supply chain	56	
102-13	Membership of associations	28	
Strategy			
102-14	Statement from senior decision-maker	3	
Ethics and Integrity			
102-16	Values, principles, standards and norms of behavior	12-13	
Governance			
102-18	Governance structure	11	
Stakeholder engagement			
102-40	List of stakeholder groups	15	
102-41	Collective bargaining agreements	37; 52	
Reporting practices			
102-45	Entities included in the consolidated financial statements	5; 57	
102-46	Definition of report content and topic Boundaries	49; 57	
102-47	List of material topics	16; 49	
102-48	Restatements of information	57	
102-49	Changes in reporting	57	
102-50	Reporting period	57	
102-51	Date of most recent report	57	
102-52	Reporting cycle	57	
102-53	Contact point for questions regarding the report	57	
102-54	Claims of reporting in accordance with the GRI Standards	58	
102-55	GRI Content Index	58-63	
102-56	External assurance	The document is not subject to external assurance.	
TOPIC SPECIFIC STANDARDS			
GRI 200: ECONOMIC SERIES			
PROCUREMENT PRACTICES			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	16; 49	

GRI Standards	Informative	Notes and pages	Omission
103-2	The management approach and its components	46-47	
103-3	Evaluation of the management approach	46-47	
GRI 204: Procurement practices			
204-1	Proportion of spending on local suppliers	46	
ANTI-CORRUPTION			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	16; 49	
103-2	The management approach and its components	12-13	
103-3	Evaluation of the management approach	12-13	
GRI 205: Anti-Corruption (2016)			
205-3	Confirmed incidents of corruption and actions taken	No established corruption cases were reported during 2020.	
ANTI-COMPETITIVE BEHAVIOR			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	16; 49	
GRI 206: Anti-competitive behavior (2016)			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There was no legal action during 2020 for anti-competitive behavior, antitrust, and monopolistic practices.	
GRI 300: ENVIRONMENTAL SERIES			
MATERIALS			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	16; 49	
GRI 301: Materials (2016)			
301-1	Materials used by weight or volume	43; 54	
ENERGY			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	16; 49	
103-2	The management approach and its components	40	
103-3	Evaluation of the management approach	40	
GRI 302: Energy (2016)			
302-1	Energy consumption within the organization	40; 54	
WATER AND WATER DRAINS			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	16; 49	
103-2	The management approach and its components	42-43	
103-3	Evaluation of the management approach	42-43	
GRI 303: Water and water drains (2018)			
303-4	Water discharge	55	
EMISSIONS			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	16; 49	
103-2	The management approach and its components	40-41	

GRI Standards	Informative	Notes and pages	Omission
103-3	Evaluation of the management approach	40-41	
GRI 305: Emissions (2016)			
305-1	Direct (Scope 1) GHG emissions	41; 55	
305-2	Energy indirect (Scope 2) GHG emissions	41; 55	
WATER AND WASTE DISCHARGES			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	16; 49	
103-2	The management approach and its components	42-43	
103-3	Evaluation of the management approach	42-43	
GRI 306: Water and waste discharges (2016)			
306-2	Waste by type and disposal method	42; 55	
ENVIRONMENTAL COMPLIANCE			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	16; 49	
103-2	The management approach and its components	12-13	
103-3	Evaluation of the management approach	12-13	
GRI 307: Environmental Compliance (2016)			
307-1	Non-compliance with environmental laws and regulations	In 2020, no fines or non-monetary sanctions were recorded for non-compliance with environmental laws and regulations.	
GRI 400: SOCIAL SERIES			
EMPLOYMENT			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	16; 49	
103-2	The management approach and its components	31-32; 35-36	
103-3	Evaluation of the management approach	31-32; 35-36	
GRI 401: Employment (2016)			
401-1	New employee hires and employee turnover	52-53	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	35-36	
HEALTH AND SAFETY AT WORK			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	16; 49	
103-2	The management approach and its components	33-36	
103-3	Evaluation of the management approach	33-36	
GRI 403: Health and Safety at work (2018)			
403-1	Occupational health and safety management system	34	
403-2	Hazard identification, risk assessment, and incident investigation	34	
403-3	Occupational health services	35	
403-4	Worker participation, consultation, and communication on occupational health and safety	34	
403-5	Worker training on occupational health and safety	35	
403-6	Promotion of worker health	35	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	35	
403-9	Work-related injuries	35; 53-54	

GRI Standards	Informative	Notes and pages	Omission
DIVERSITY AND EQUAL OPPORTUNITIES			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	16; 49	
103-2	The management approach and its components	12-13; 31-32	
103-3	Evaluation of the management approach	12-13; 31-32	
GRI 405: Diversity and equal opportunities (2016)			
405-1	Diversity of governance bodies and employees	31; 51	
NON-DISCRIMINATION			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	16; 49	
103-2	The management approach and its components	32-33; 37	
103-3	Evaluation of the management approach	32-33; 37	
GRI 406: Non-discrimination (2016)			
406-1	Incidents of discrimination and corrective actions taken	There was no discrimination during 2020.	
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	16; 49	
103-2	The management approach and its components	37; 46-47	
103-3	Evaluation of the management approach	37; 46-47	
407: Freedom of association and collective bargaining (2016)			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Given the operating context of the Uteco Group, no significant risks of human rights violations by the Group companies or their suppliers have been identified.	
CHILD LABOR			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	16; 49	
103-2	The management approach and its components	37; 46-47	
103-3	Evaluation of the management approach	37; 46-47	
GRI 408: Child labor (2016)			
408-1	Operations and suppliers at significant risk for incidents of child labor	Given the operating context of the Uteco Group, no significant risks of child labor have been identified by the Group companies or their suppliers.	
FORCED OR COMPULSORY LABOR			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	16; 49	
103-2	The management approach and its components	37; 46-47	
103-3	Evaluation of the management approach	37; 46-47	
GRI 409: Forced or compulsory labor (2016)			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Given the operating context of the Uteco Group, no significant risks of forced or compulsory labor have been identified by the Group companies or their suppliers.	
CUSTOMER HEALTH AND SAFETY			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	16; 49	
103-2	The management approach and its components	25-26	
103-3	Evaluation of the management approach	25-26	

GRI Standards	Informative	Notes and pages	Omission
GRI 416: Customer Health and Safety (2016)			
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	There were no cases of non-compliance in the course of 2020 with regard to the health and safety impacts of products and services.	
MARKETING AND LABELING			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	16; 49	
103-2	The management approach and its components	28-29	
103-3	Evaluation of the management approach	28-29	
GRI 417: Marketing and Labeling (2016)			
417-2	Incidents of non-compliance concerning product and service information and labeling	There were no cases of non-compliance in the information and labeling of products and services during 2020.	
SOCIO-ECONOMIC COMPLIANCE			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	16; 49	
103-2	The management approach and its components	12-13	
103-3	Evaluation of the management approach	12-13	
GRI 419: Socio-economic Compliance (2016)			
419-1	Non-compliance with laws and regulations in the social and economic area	There were no cases of non-compliance with social and economic laws and regulations during 2020.	
PRODUCT TRACEABILITY			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	16; 49	
103-2	The management approach and its components	21; 25	
103-3	Evaluation of the management approach	21; 25	
INNOVATION, RESEARCH AND DEVELOPMENT			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	16; 49	
103-2	The management approach and its components	21-25	
103-3	Evaluation of the management approach	21-25	
BRAND IDENTITY			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	16; 49	
103-2	The management approach and its components	27	
103-3	Evaluation of the management approach	27	
CUSTOMER RELATIONSHIP AND CUSTOMER SATISFACTION			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	16; 49	
103-2	The management approach and its components	26-27	
103-3	Evaluation of the management approach	26-27	
CREATING VALUE			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	16; 49	
103-2	The management approach and its components	6; 9	

GRI Standards	Informative	Notes and pages	Omission
103-3	Evaluation of the management approach	6; 9	
DEVELOPMENT OF PARTNERSHIPS AND PARTNERSHIPS			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	16; 49	
103-2	The management approach and its components	47	
103-3	Evaluation of the management approach	47	
COMMITMENT TO THE ENVIRONMENT			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	16; 49	
103-2	The management approach and its components	39	
103-3	Evaluation of the management approach	39	
INDUSTRIAL RELATIONS			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	16; 49	
103-2	The management approach and its components	37	
103-3	Evaluation of the management approach	37	

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