



SUSTAINABILITY REPORT

2022 Summary version

Dicembre 2023

BILANCIO DI SOSTENIBILITÀ

2022 Versione di sintesi



December 2023

Letter to stakeholders

An excerpt

This is a summary of the METLAC Group's first sustainability report, which the company has chosen to publish before it becomes obligatory by law.

In the Report we describe the transformations in which our Group has been involved since we began the process of moving towards sustainability in 2015, consolidated by aligning it with the United Nations' 2030 Agenda in 2019. Sustainability is one of the values that the METLAC Group is committed to pursuing by monitoring all its activities and, in particular, their impact on the environment, energy consumption, waste generation and use of water resources. The goal is to become a leader in sustainability in the metal packaging and varnishing industries. This monitoring is accompanied by a commitment to finding alternative solutions for products that not only comply

with regulations but meet customers' requirements, while providing them with technical and commercial support. The METLAC Group has responded to the challenges of recent years (the pandemic, the economic crisis, and the conflict in Ukraine, to name but a few) by drawing on its experience to determine strategies for a sustainable future. The three pillars of the company's strategy are: capital expenditure in infrastructure that has a positive impact on the value chain, with the aim of reducing negative effects on the environment; improvement of the system for management of our employees' health and safety; and strengthening our relationship with the community. The METLAC Group has been able to put these actions in place thanks to all its employees, whose commitment and dedication have enabled the achievement of important milestones, and without whose contribution and involvement it would not have been possible to implement the changes that have affected and continue to affect the organisation. With this in mind, the METLAC Group is facing the current situation with a firm belief that its team will face up to the challenges of the future together.

Pier Ugo Bocchio
Founder e CEO di METLAC Group



About us

The METLAC Group is a major international producer of inks and varnishes for metal packaging.

Our mission is to develop products that are 'free by design' (meaning free of substances of concern right from their conception), based on the principles of reducing environmental and social impact while improving economic performance. It is our intention to make a significant contribution to the circular economy with our products and packaging. We have been offering quality and support to customers for over thirty years thanks to our experience in coatings for metal packaging. We are always open to product innovation, while maintaining a sustainable approach.

HISTORY Our experience is based on expertise acquired through synergies and collaboration with leading players in the value chain.

The company was founded in **1986** by Pier Ugo Bocchio in Bosco Marengo, Alessandria, taking over the metal packaging coatings business line from IVI (PPG Group). It was initially called COATES ITALIA, with COATES BROTHERS holding a minority interest.

In **1994** Total took over COATES BROTHERS and became a shareholder in COATES ITALIA. In 1997 COATES ITALIA was sold to ICI Packaging Coating, becoming METLAC SPA.

In **2004** AKZO NOBEL became a partner in the METLAC Group.

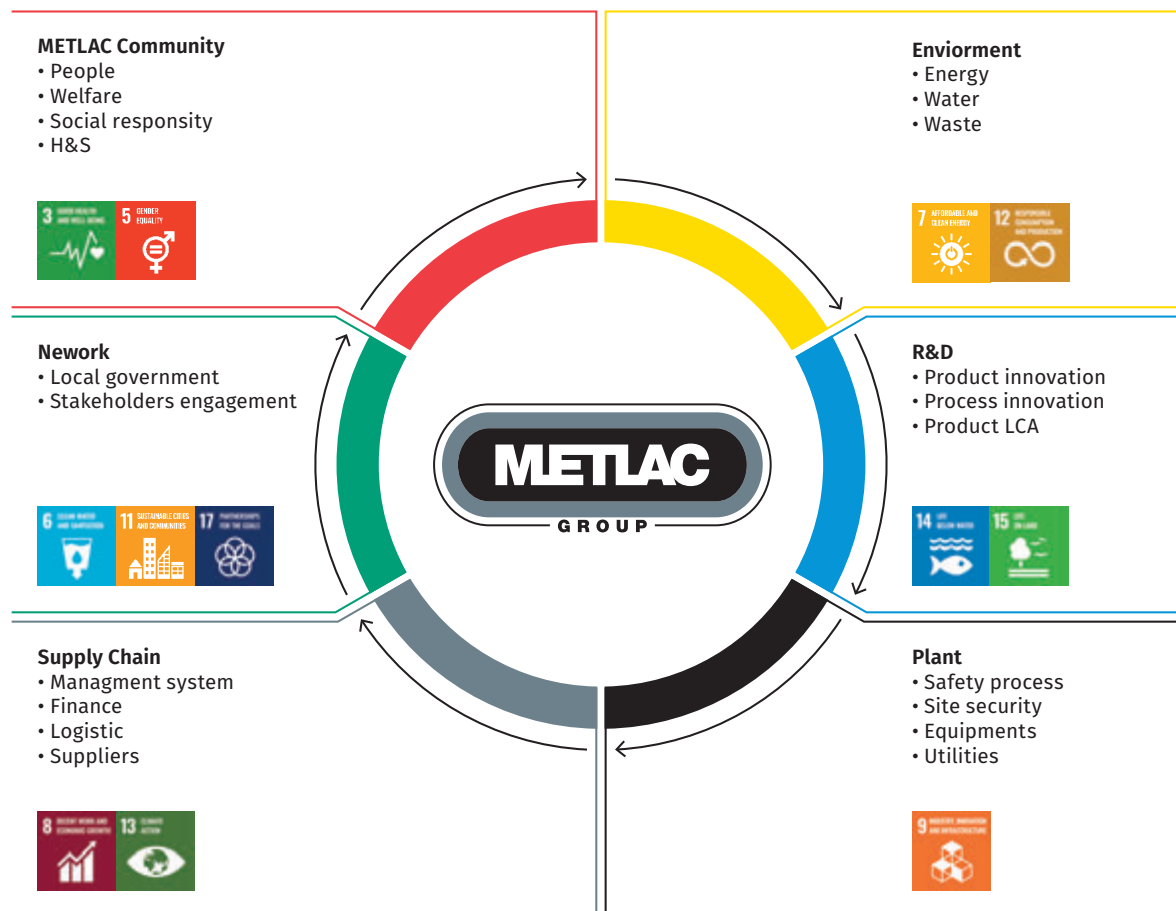
Year after year, the METLAC Group has consolidated its position as a leading player in the industry, primarily at the international level.

THE PATH TO SUSTAINABILITY The path to sustainability began in **2015**, when METLAC Group developed new formulas to reduce the ecological footprint of its products.

In **2019** and **2020**, after the appointment of a Sustainability Manager, a team was appointed to come up with the company's Sustainability Policy.

In **2021** a special team was dedicated to sustainability reporting.

In **2022** the project was consolidated with ISO 45001 certification and improvements were applied to all areas of the company's business model (see p. 4).



Business Model

The METLAC Group has evolved under the banner of sustainability since 2015, covering all the activities and functions typical of its organisational model to align its activities with the United Nations Policy on Sustainable Development Goals (SDGs) beginning in 2019.

The METLAC Group is committed to constant control and monitoring of all its activities and their impact and effects on the environment, energy consumption, waste production, use of mains and spring water, wastewater release and rainwater management.

The METLAC Group's business model approaches sustainability from an unconventional perspective: from the company's customer to the final consumer, through people and processes.

The business model identifies six areas that contribute to the development of sustainability:

- **Environment** protection of soil and water resources, with a commitment to reducing climate-altering emissions.
- **Research and Development** technological innovation at the service of innovative products with reduced environmental and social impact, setting up partnerships with customers and suppliers. Product Life Cycle (LCA) study aimed at monitoring these processes
- **Manufacturing Site** guarantee of high safety standards, developing new technologies for reducing environmental impact.
- **Logistics Chain** development of a responsible supply chain through supplier selection.
- **Relations with the Territory and Institution** management of impact on the local economy and community.
- **Corporate Community** practices and initiatives protecting the rights and welfare of employees.



Commitment to the 2030 Agenda

In 2019 the METLAC Group decided to commit to the Sustainable Development Goals included in the UN 2030 Agenda.

The company aims to make a significant contribution to the **circular economy** through its products. The METLAC Group progressively developed its work and, as shown on the previous page, decided to integrate sustainability into its business model.

In doing so, it refers to the Sustainable Development Goals (SDGs) contained in the UN 2030 Agenda for Action for Sustainable Development.

Below are the Goals identified by METLAC and the targets to be achieved for each.



In line with **SDG 12.5** METLAC Group is committed to the reduction of waste generated per ton of product manufactured by 15% by 2025 (base 2015)



In line with the **SDG 3** objective, METLAC Group is committed to improving the participation of workers (internal stakeholders) in the workplace health and safety management system.



In line with **SDG 7.2**, METLAC Group is committed to reduce the scope 2 GHG emissions by 50% by 2025 (2020 data base).

Stakeholder Engagement and Materiality Analysis

The METLAC Group has initiated a process of stakeholder identification and engagement, essential for reporting.

The Group launched its stakeholder identification and engagement process in 2023 on the basis of the assumption that attention to stakeholders is fundamental.

Building a relationship of mutual trust with stakeholders starts by considering their interests and their compatibility with those of the organisation.

Inclusiveness, meaningfulness and responsiveness guide the METLAC Group in its stakeholder engagement process.

This process, known as *Materiality Analysis*, involves:

- **Identification of stakeholders and topics (specific themes and/or issues) to be discussed;**
- **Engagement planning and implementation;**
- **Measurement of the engagement process.**

The METLAC Group implemented the stakeholder engagement process by sharing its Material Topics with stakeholders in questionnaires, or by using them as subjects for discussion in talks, conferences, technical/commercial meetings, etc.

The METLAC Group uses **Materiality Analysis** to:

- **acquire knowledge and tools for measuring its financial, social and environmental performance;**
- **identify market trends and stakeholder demands in advance;**
- **be a forerunner in development of new products responding to the demands of the market and customers;**
- **make the best possible use of resources, so as to optimise processes and minimise waste.**

The Materiality Matrix

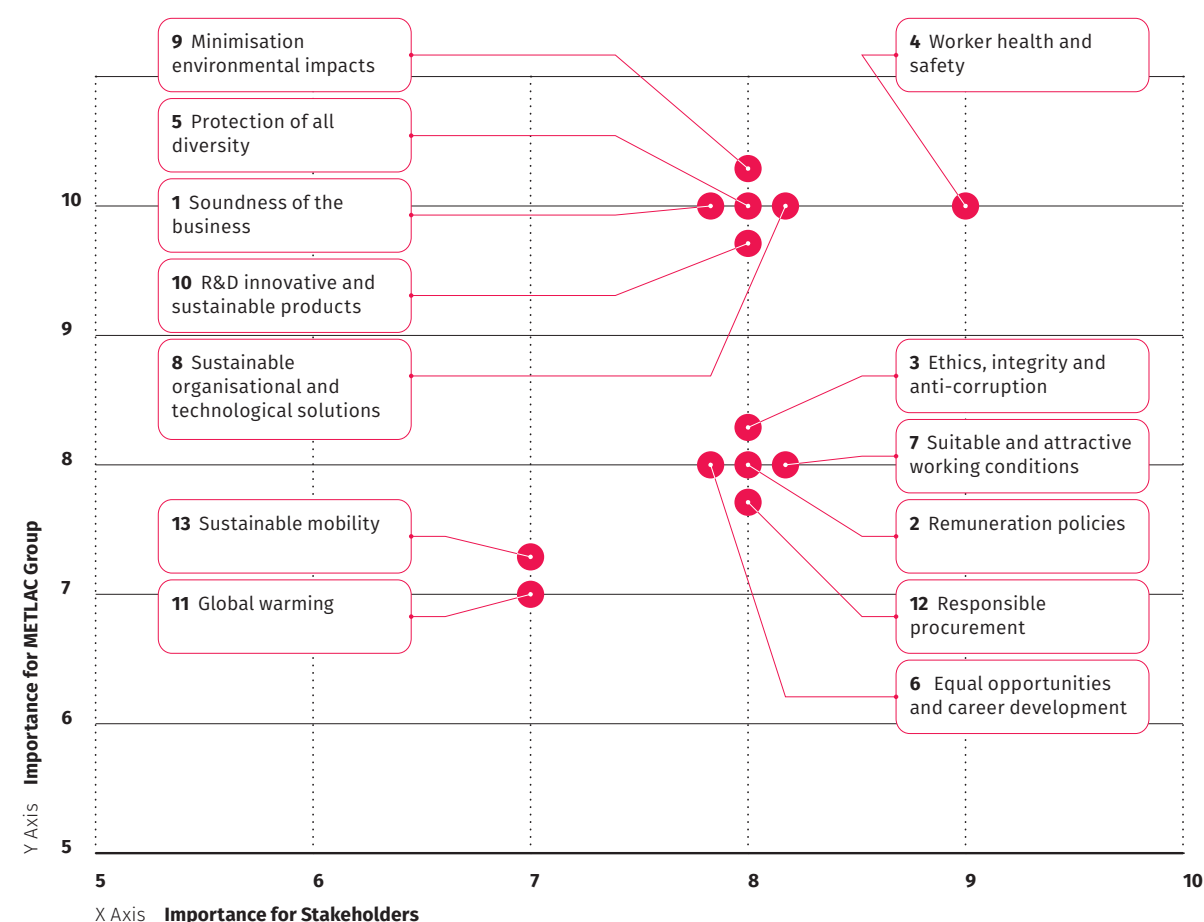
The Material Topics for the METLAC Group have been identified with reference to the three pillars of GRI (Sustainability Reporting Standards), i.e. the reporting guidelines.

Information gathered through interviews and questionnaires has enabled mapping of the characteristic values of the company's ethics and operations.

The Materiality Matrix provides an immediate snapshot of the analysis and discussion between the company and its stakeholders.

The Material Topics for stakeholders (Importance for Stakeholders) are plotted on the X-axis, while the Material Topics for the company (Importance for Metlac) are plotted on the Y-axis.

The position of each topic provides a clear and intuitive view of the company's priorities and their order of importance in terms of materiality.



The METLAC Group's sustainability figures

Circularity

Percentage of renewable materials, percentage of materials recovered for the year 2022.

