

**METLAC**

GROUP

# SUSTAINABILITY REPORT

2025 **Summary Document**

**2024 Results**

*Vision, commitment and progress  
towards a sustainable future*

October 2025

# Contents

1.	Who We Are	2
2.	Our Key Figures	2
3.	Our Approach to Sustainability	3
4.	Environment: 2024 results	3
5.	Circular Economy and Materials Management	5
6.	People: Safety, Training and Development	5
7.	Responsible Supply Chain	5
8.	Sustainable Product Innovation	6
9.	Our Future Commitments	6
10.	Contacts	7



## 1. Who We are

**METLAC Group is an international benchmark in the production of coatings, enamels and inks for metal packaging serving the food, beverage, cosmetics and industrial sectors.**

Our technological and manufacturing core is in Bosco Marengo (AL), Italy, complemented by a second site in Cava de' Tirreni (SA) dedicated to inks, and a facility in Mexico established to support our expansion into the Mexican and American markets.

**Our Strength** lies in an integrated model: research, formulation development, production, technical support and quality control are all part of a single, highly specialised system capable of anticipating the needs of global markets.

**Our Vision:** to strengthen our position of excellence within the Metal Packaging industry through an approach focused on continuous innovation in product formulation.

**Our Mission:** to protect the quality of packaged food and beverages, preserving taste, freshness and integrity throughout the production chain, while ensuring safe use for the end consumer.

**“Innovation, quality and sustainability guide every stage of our work.”**

## 2. Our key Figures

- €264.5 million in revenue in 2024 (+7.5% vs 2023).
- 57,000 tonnes of products (coatings, enamels and inks) manufactured in 2024 (+14% vs 2023).
- 68% of sales generated in international markets.
- 203 employees, with 89% of managers coming from the local community.
- 794 suppliers, of which 57% are based in Italy.
- Production sites in Italy and an international manufacturing facility in Mexico (Querétaro) supporting global customers.

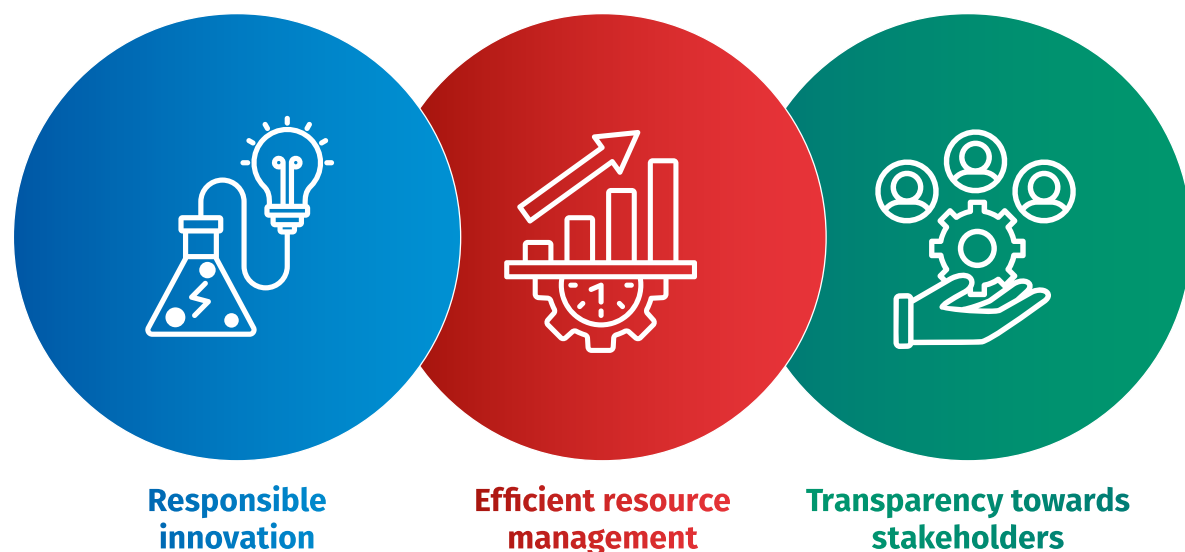
### 3. Our Approach to Sustainability

**Sustainability is a strategic pillar, firmly embedded in our business model and industrial decisions.**

Our journey, initiated in 2015, has progressively expanded to include:

- Certified management systems (ISO 9001 for quality, ISO 14001 for environmental management, and ISO 45001 for health and safety).
- Structured ESG reporting (*Environmental, Social and Governance criteria*, i.e., non-financial indicators used to assess a company's sustainability and ethical performance).
- Technological investments focused on energy efficiency, circular economy solutions and the replacement of critical substances contained in raw materials.
- Internal training programmes.
- Double materiality analysis aligned with the European ESRS/CSRD standards (*European Sustainability Reporting Standards*, adopted to implement the *Corporate Sustainability Reporting Directive*).

**Three principles guide our journey:**



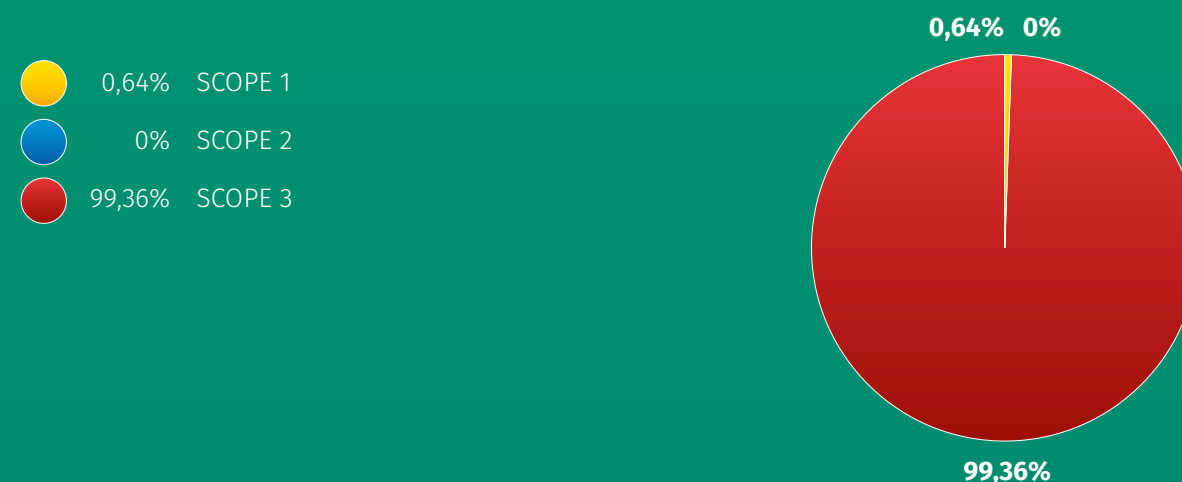
### 4. Environment: 2024 results

#### Direct and Indirect Emissions

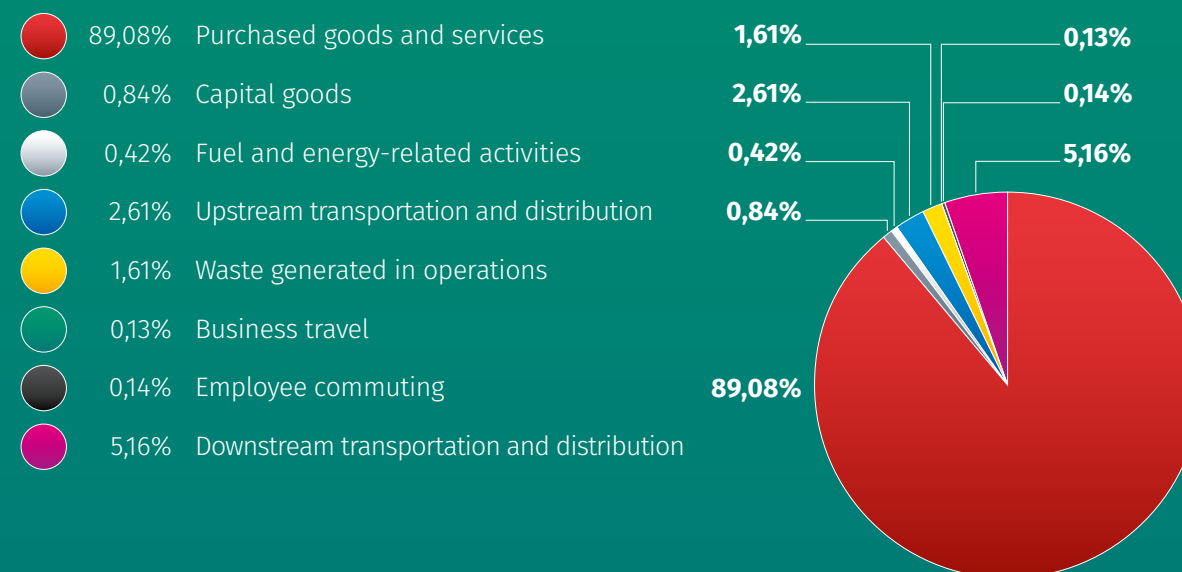
- Scope 1 emissions: -10% from 2022 to 2024.
- Scope 2 (market based) emissions: reduced to zero in 2024 thanks to the purchase of 100% renewable-source Guarantees of Origin.

METLAC Group's 2024 Carbon Footprint amounts to 205,371 tCO<sub>2</sub>eq, with emissions almost entirely attributable to Scope 3 (99.36%), while Scope 1 has a marginal impact and Scope 2 is equal to zero (due to the procurement of 100% renewable electricity).

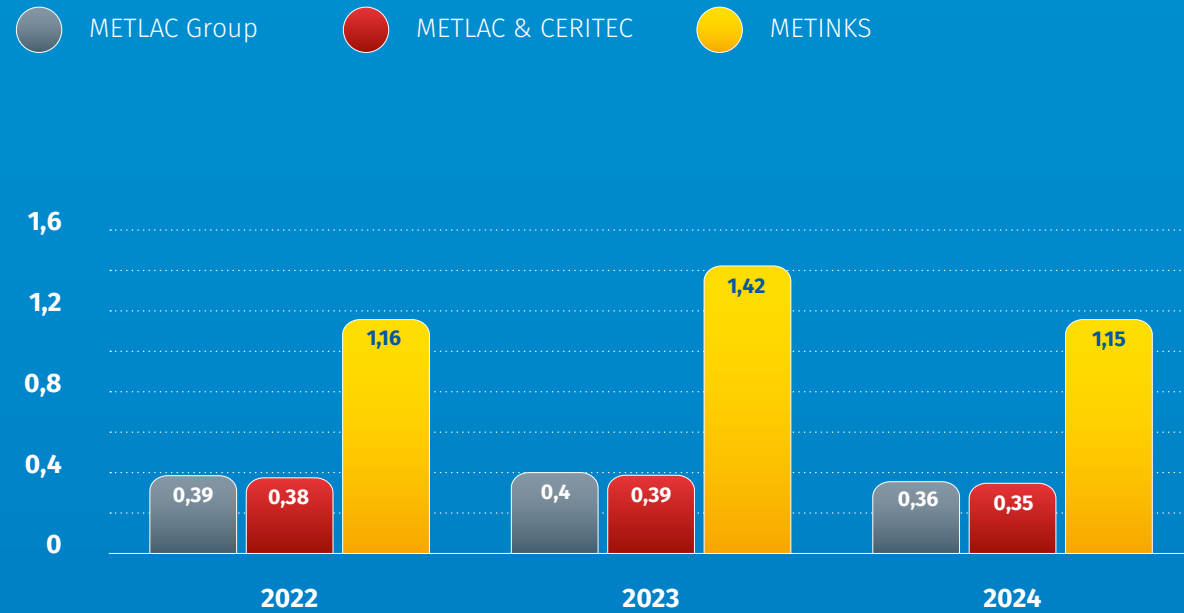
#### Organizational Carbon Footprint



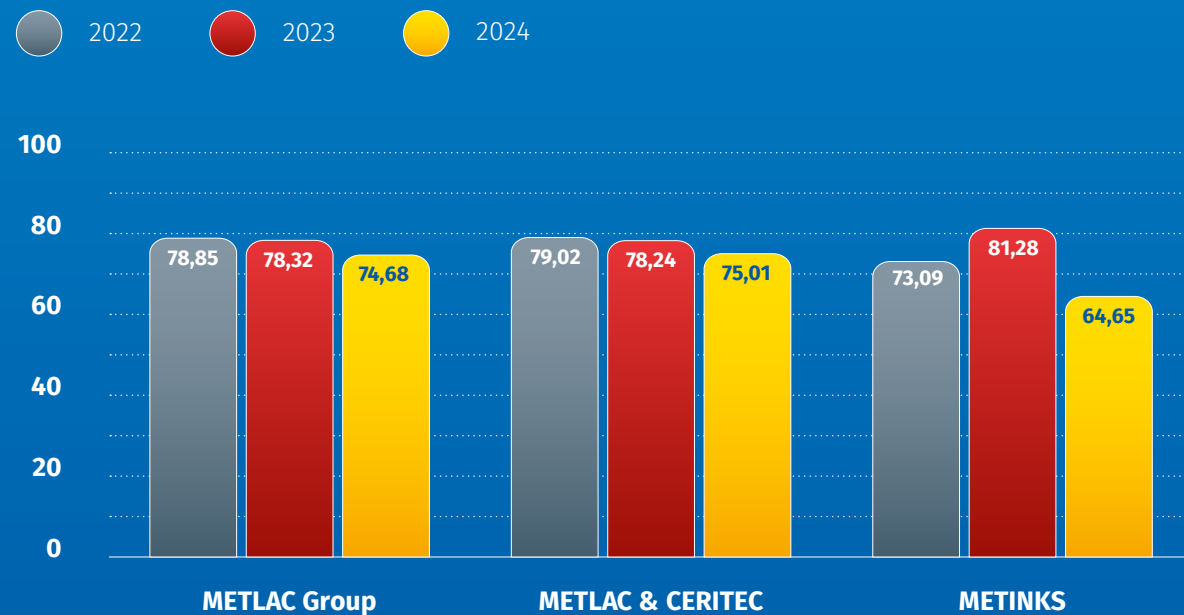
#### SCOPE 3 Categories



**A Energy intensity relative to product (MWh/ton)**



**B Energy intensity relative to revenue (MWh/Millions €)**



**Energy Consumption**

- 7,345 MWh of electricity consumed in 2024, of which 100% from renewable sources.
- A new photovoltaic system is being commissioned at the Bosco Marengo site → it will help reduce electricity demand from the grid by 10%.

As shown in the graph A on the opposite page, energy intensity remained stable between 2022 and 2024, with a slight overall improvement. Bosco Marengo follows the same trend, while METINKS recorded a negative peak in 2023 and a recovery in 2024, returning to levels similar to 2022.

The energy intensity relative to revenue, shown in the image B, displays a steady decrease between 2022 and 2024 for METLAC Group, a trend also confirmed for the Bosco Marengo site (METLAC & CERITEC). METINKS shows greater variability, with an increase in 2023 followed by a marked improvement in 2024.

**Low-impact Products**

Development of the following technologies:

- Low-bake (products that cure at reduced temperatures, resulting in lower energy consumption).
- UV-LED (solvent-free products cured using UV or UV-LED lamps, which are less energy-intensive than traditional ovens).
- EBEAM (a technology that uses a concentrated beam of high-energy electrons to cure coating products. It is a cold, fast and efficient process that eliminates residual chemical substances, making it a highly sustainable alternative).

**Water**

- Total water consumption in 2024: 17,830 m<sup>3</sup>, -32% vs 2023 due to process optimisations and more favourable climatic conditions.
- Water intensity: 0.31 m<sup>3</sup>/tonnes, -41% vs 2023.

**Pollution**

All emission parameters, air, water and soil, are well within legal limits, with no pollution events or environmental non-conformities recorded.

## 5. Circular Economy and Materials Management

Our circular commitment develops along three main directions:

- Reduction of non-compliant materials, with a target of -50% by 2030.
- Recovery of raw materials used in internal processes and valorisation of process residues wherever technically feasible.
- Collaborative projects with suppliers and customers aimed at developing safer and higher-performing products.

### 2024 Indicators

- AVISA Circularity Index (Italian National Association within Federchimica representing producers of adhesives, sealants, paints and coatings): 36% (+2% vs 2023 assessment).
- Total waste: 2,820 tonnes (+3%), 55% of which sent for recovery.

## 6. People: Safety, Training and Development

*“People are METLAC Group’s most essential and irreplaceable asset.”*

### Training

- 4,770 training hours delivered in 2024.
- 22 hours per employee on average, +57% compared to previous years.
- Focus areas: safety, environment, compliance, technical and managerial skills.

### Health and Safety

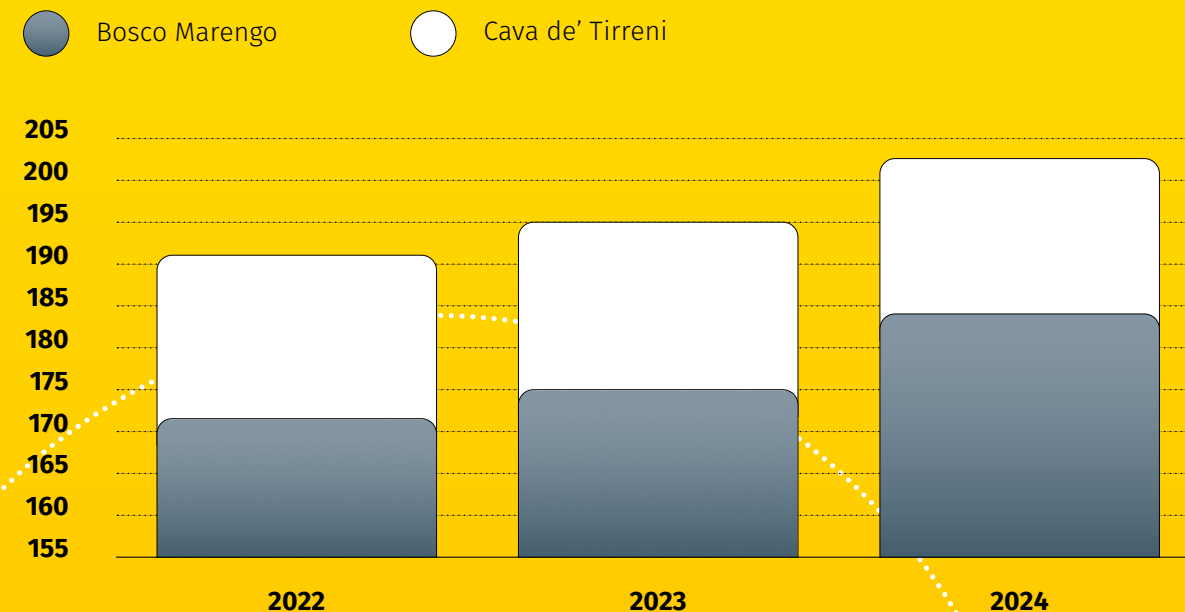
- ISO 45001-certified management system and SGS-PIR model (Safety Management System – Prevention of Major Accidents).
- 0 serious accidents, 2 minor injuries in 2024.
- Occupational health surveillance for all employees and dedicated programmes for high-risk roles.

### Diversity, Equity and Retention

- 24% female employees in 2024.
- Overall Gender Pay Gap: 8% (with category-specific analysis and internal rebalancing policies).
- Adoption of UNI/PdR 125:2022 guidelines on gender equality.
- Turnover rate: 9% in 2024.

The Italian workforce of METLAC Group has remained stable over the three-year period, with a slight increase in 2024 (203 employees) compared to 2023 and 2022, in line with the evolution of production activities.

### The workforce of METLAC Group



## 7. Responsible Supply Chain

*Sustainable sourcing is an integral part of METLAC Group’s Business Model.*

### Assessments and Ratings

- 91 suppliers analysed in 2024.
- 62% with a verified ESG score.
- Average rating: 3.4/5 on SynESGy (the rating platform adopted by METLAC Group, developed by CRIF-Cribis and dedicated to assessing the sustainability performance of the supply chain).
- EcoVadis certification: Bronze level (67/100), showing an improvement trend.

## ESG Requirements for Business Partners

- Environmental management (CO<sub>2</sub> emissions, waste management, energy consumption, certifications such as ISO 14001).
- Protection of human rights and working conditions (certifications such as ISO 45001).
- Anti-corruption, transparency, GDPR compliance (General Data Protection Regulation – EU Regulation 2016/679 on data protection).
- Traceability and conformity of raw materials.

## 8. Sustainable Product Innovation

Research aimed at the use of more sustainable raw materials is at the core of the development activities carried out by our laboratory technicians and represents an integral component of our LCA analysis Business Model. Among the main innovation projects:

- Formulation of bio-based products, including raw materials derived from biomass (e.g., cutin-based derivatives).
- BPA-free / PFAS-free products (i.e., coatings free from Bisphenol A and per- and polyfluoroalkyl substances).
- High-durability coatings to reduce waste along the value chain.
- Progressive extension of LCA analysis (*Life Cycle Assessment*) across the product portfolio to guide eco-design.

## 9. Our Future Commitments

Our path develops along three strategic pillars:

### Environment

- Progressive reduction of GHG emissions (Greenhouse Gases).
- Full integration of renewable energy into the company's energy mix.
- Extension of LCA analyses to the main products in the catalogue.
- New investments in energy efficiency and plant upgrades.

### Circular Economy

- –50% target for non-compliant materials by 2030.
- Increased waste recovery and industrial symbiosis with supply chain partners.
- Projects on sustainable packaging and regenerated materials.

### People and Governance

- Strengthening of ESG culture.
- Continuous training on sustainability and anti-corruption.
- Monitoring systems for climate and social risks.
- Alignment with European standards for future sustainability reporting.

## 10. Contacts

To learn more about our projects,  
develop new collaborations  
or explore our coating solutions  
for metal packaging.

Find out more  
about METLAC Group's  
Sustainability Policy.



General contact email  
[info@metlac.com](mailto:info@metlac.com)

Sustainability enquiries  
[sustainability@metlac.com](mailto:sustainability@metlac.com)

[metlac.com](http://metlac.com)

