

Communication on Progress Global Compact

2022- 2023



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Introduction

This year as well, Ecopack renews its unconditional support for the United Nations Global Compact, as evidenced by the presentation of the new Communication on Progress (COP). The intrinsic value of social reporting, especially through Annual Communications, is manifested both in the creation of a corporate report and in its public sharing.

Within the framework of the United Nations Global Compact, companies commit to integrating the Ten Principles on human rights and labor, environmental protection, and anti-corruption efforts. The Communication on Progress represents the means through which participating companies constantly inform stakeholders about implemented activities and achieved results.

Ecopack adheres to these Ten Principles, a commitment that extends to promoting and respecting universally recognized human rights within its spheres of influence.

These principles embody the ethical core of Ecopack, guiding the company towards responsible and sustainable management, aligned with the goals of the United Nations Global Compact.

In the following document, you can read our summary of our Communication On Progress (pages 5-9), and our complete answers to the CoP Questionnaire (pages 10 and forward), to discover our concrete commitment to each category represented by the 10 principles.

Message from our leaders

To our stakeholders,

We, Annalisa and Francesco Ferri, are pleased to reaffirm our support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we disclose our continuous effort to integrate the Ten Principles into our business strategy, culture and daily operations, and contribute to United Nations goals, particularly in the Sustainable Development Goals.

Annalisa and Francesco Ferri.



For the second year, we renew our commitment not only to our Ecopack community, but to the broader audience of all our stakeholders.

Communication on Progress Summary



Governance

Here at Ecopack, our commitment to sustainability spreads across all aspects of our operations: annually, besides our commitment to Global Compact, we issue a comprehensive RSI report covering sustainable development's relevance, impacts on people and the environment, and zero tolerance for corruption. This commitment is reaffirmed by management, setting targets and KPIs aligned with sustainability policies.

The company maintains an anti-corruption policy, a code of ethics, and continuous ESG reporting supervision, and management actively reviews potential risks related to the business model and has established a task force to address sustainability issues quarterly. Additionally, we conduct risk assessments, including corruption risks, with well-defined corrective measures.

Supplier qualification involves specific questionnaires on sustainability topics.

The company also provides avenues for the workforce to raise concerns, with a formal process in place, ensuring confidentiality and protection against retaliation. Lessons learned from sustainability topics are systematically captured, influencing internal and external affairs.

Sustainability reporting follows the GRI framework, and the information disclosed is assured by a third party for the United Nations Global Compact.

Human Rights

Ecopack has worked within several human rights topics connected with its operations and value chain, including freedom of association, child labor, forced labor, non-discrimination, safe working environments, and working conditions.

The company has policies in place for digital security/privacy (last reviewed in 2023) and gender equality/women's rights (last reviewed in 2019), aligned with international standards and approved at the senior level. Engagement with stakeholders regarding these topics aims to prevent/mitigate risks and assess progress collaboratively.

We have taken various actions such as training, audits, and collective actions to address human rights risks. While training is provided to select employees and contractors, progress is tracked through annual targets/goals. During the reporting period, the company has not faced challenges regarding human rights and has provided or enabled remedy for any adverse impacts identified.

Additional practical actions and plans for implementing human rights principles include ongoing monitoring and collaboration to ensure compliance and address any emerging issues.

Labour

We have a robust commitment to labor rights principles across all operations and value chain.

The company has policies in place for freedom of association, forced labor, child labor, non-discrimination, safe working environments, and working conditions, all reviewed in 2022. These policies align with international labor standards, are publicly available, and approved at the senior level of the company. Engagement with stakeholders aims to prevent/mitigate risks and assess progress collaboratively.

We undertake various actions such as training, audits, collective actions, and collaboration with governmental bodies to address labor rights risks. Targeted training is provided to selected employees, and the progresses are tracked through annual targets and goals.

The company's collective bargaining agreements provide more favorable conditions than legislation where appropriate. The representation of women in managerial positions is at 50%, and the company ensures equal remuneration for equal work. Despite no challenges faced, Ecopack remains committed to implementing labor rights principles and continues monitoring and collaborating to ensure compliance and address any emerging issues.

Environment

At Ecopack, we hold a comprehensive commitment to environmental sustainability across our operations and value chain: we have policies for climate change, water management, forests/biodiversity/land use, air pollution, waste management, and energy/resource use, all reviewed in 2022. These policies align with international environmental standards, are publicly available, and approved at the most senior level of the company.

We interview our stakeholders to understand, prevent and mitigate risks, and assess progress collaboratively: our company has implemented various actions, such as internal training, audits, and corrective action plans, to address environmental risks and impacts. Moreover, we collaborate with governmental bodies and engages in collective actions with peers and stakeholders.

We track progress against our environmental goals through quarterly collection and analysis of key performance indicators (KPIs), with revisions and additions made as necessary. Time-bound targets are set for each environmental topic, including climate change, water management, waste reduction, and energy efficiency: every year, we communicate our progresses both inside and outside the company, through our CSR report.

Some of the steps we took to alliviate our impact on the environment are investing in renewable energy sources and implementing energy efficiency projects, that we measure and report annually.

We have also initiated projects focused on ecosystem restoration, including forest ecosystem restoration and reforestation.

Anti-Corruption

To demonstrate our commitment to anti-corruption practices and compliance we have established an anti-corruption compliance program, outlined in our policy, last reviewed in 2023. This policy is reinforced by an ethical code accessible to all affiliates, addressing various aspects of anti-corruption measures. Employees, particularly those in sales and purchasing, undergo training on anti-corruption procedures and are familiarized with the relevant internal documents.

We provide guidelines on handling situations that may pose conflicts of interest, embedded within its broader anti-corruption policy and an internal instruction document. These resources outline appropriate behavior and actions to be taken in case of doubt or potential conflicts.

Contractors and suppliers are also vetted for compliance with ethical principles, including anti-corruption measures, during the qualification process.

We monitor our anti-corruption compliance program through annual external audits conducted by a legal expert. No incidents of corruption were reported during the reporting year, and we remain vigilant with measures in place to address suspected incidents, such as internal investigations and reviews by management.

We also activated a whistleblowing system, and established specific procedures, annual internal audits, staff training, and validation with Ecovadis.

We remain proactive in addressing these challenges through continuous training, monitoring, and reinforcement of its anti-corruption policies and procedures.

Communication on Progress Questionnaire





United Nations
Global Compact

We thank you for your time spent taking this survey.
Your response has been recorded.

Below is a summary of your responses

[Download PDF](#)

CEO Statement of Continued Support

To our stakeholders,

I am pleased to confirm that the company reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment, and Anti-Corruption.

In this annual Communication on Progress, we disclose our continuous efforts to integrate the Ten Principles into our business strategy, culture, and daily operations, and contribute to United Nations goals, particularly in the Sustainable Development Goals.

Sincerely yours,

S1. Please complete the following information:

CEO/Highest-level executive name:

Annalisa Ferri – Francesco Ferri

CEO/Highest-level executive full title:

Mrs. Annalisa Ferri – Mr. Francesco Ferri

Company name:

ecopack s.p.a.

S2. Please confirm:

- ☐ I am the CEO or highest-level executive.
- ☒ I have received permission to sign on behalf of the CEO or highest-level executive.

S2.1. If applicable, form completed on behalf of the CEO or highest-level executive by:

Eleonora Donato

R1. How will you complete the 2023 CoP reporting requirement?

- ☒ Complete the digital questionnaire with the option to also add a sustainability report (*Recommended*)
- ☐ Only upload a sustainability report

R2. What is the time period covered by your Communication on Progress? (MM/YYYY - MM/YYYY)

Please share the date range of the reporting period used for the Communication on Progress option you select.

1st of January 2022 - 31st of December 2022

Governance

[Click for additional guidance](#)

G1. Does the board/highest governance body or most senior executive of the company:

(Select all that apply)

- ☒ Issue an annual statement about the relevance of sustainable development to the company
- ☒ Issue an annual statement that addresses impacts on both people and the environment
- ☒ Issue an annual statement highlighting a zero tolerance for corruption
- ☒ Sign off on organizational sustainability targets
- ☒ Supervise Environmental, Social, and Governance reporting
- ☒ Regularly review potential risks related to the business model
- ☐ None of the above

G1A. (Optional) Please provide additional information:

Each year, the company publishes an RSI report, which covers all the above-mentioned topics. Each year the management reaffirms its commitment to sustainability policies and sustainable development, reporting its impact on people and the environment, and setting targets and KPIs to meet future targets. Within the RSI report there is a section on corruption, which highlights the zero tolerance by ecopack towards everything that concerns it and all the behaviors related to it; the topic is also addressed in the anti corruption policy of the company, a separate document. The company is also equipped with a code of ethics, created on the basis of international conventions and laws relating to human rights and labor rights. Each year, new sustainability-related business KPIs are established, which are collected, analysed and reported quarterly. The management regularly analyses the potential risks related to the business model through weekly meetings attended by only the highest corporate bodies. ESG reporting is also continuously supervised by management, which accesses the data collected via airtable, a shared enterprise platform.

G2. Does the company have a publicly stated commitment regarding the following sustainability topics?
(Select one answer per line)

	No, this is not a current priority	No, but we plan to have a commitment within 2 years	Yes, and the commitment is focused on our own operations	Yes, and the commitment includes our own operations and suppliers	Yes, and the commitment includes our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

	Nothing at all	No, but we have a commitment	Yes, and the commitment includes our own operations and the value chain (e.g., suppliers, consumers, etc.)
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

G2A. (Optional) Please provide additional information:

Yes, the company publishes an annual RSI report, in which all the above topics are covered; this report is public, available on the company’s website and downloadable by all interested parties. The same applies to the Code of Ethics, which deals with issues of labour rights and human rights, attached to the RSI report and downloadable. As regards the environment, the company often carries out projects related to sustainability, through which it declares its commitment to these issues. For example Ecopack supports the FAI (Fondo Ambiente Italiano), we are working for the installation of beehives for the protection of biodiversity in the garden in front of the company, we favored reforestation through Treedom, and we engage daily in research and development projects aimed at improving our pipelines with a view to sustainability, demonstrating to our stakeholders that the goal is to become increasingly green. We pay careful attention to all these topics both in our internal production processes and in our supply chain, assuring through suppliers' certification that they act coherently with our principles. Concerning the environment, as explicated above, we focus also on the communities that surround our reality.

G2A. (Optional) Please upload supporting documentation if applicable:

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

G3. Does the company have a code of conduct in place regarding each of the following sustainability topics?

(Select one answer per line)

	Nothing at all	No, but we have a commitment	Yes, focused on our own operations and the value chain (e.g., suppliers, consumers, etc.)
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

	No, this is not a current priority	No, but we plan to within the next two years	Yes, focused on employee conduct	Yes, focused on employees and suppliers	Yes, focused on our business operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Environment	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

G3A. (Optional) Please provide additional information:

Yes. The company has a code of ethics and conduct, which covers all issues related to workers' rights and human rights.

G4. Has the company appointed an individual or group responsible for each of the following sustainability topics?

(Select one answer per line)

	No one is specifically responsible for this topic	Yes, with limited influence on outcomes (e.g., limited access to internal information, limited decision-making authority)	Yes, with moderate influence on outcomes (e.g., has access to relevant information, reports to senior manager)	Yes, with direct influence of some outcomes (e.g., has access to relevant information, includes one or more senior manager with decision making rights)	Yes, with direct influence at the highest levels of the organization (e.g., has access to relevant information, includes most senior members of organization)
Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

G4A. (Optional) Please provide additional information:

Yes, the company has appointed individual candidates for each of the above-mentioned sustainability issues: according to the various corporate functions, roles related to ESG issues have been assigned; All the people in charge have direct influence at the highest levels of the organization, thanks to the company's slightly vertical structure. This is done through specially scheduled meetings, but also on occasions such as the Oshin, an internal sharing project in which all participants are made aware of the ongoing projects.

G5. Does the company have a formal structure(s) (such as a cross-functional committee) to address each of the following sustainability topics?

(Select one answer per line)

	No formal structure	Yes, and with limited influence on outcomes (e.g., limited access to internal information necessary to understand risks, poor representation from relevant departments or functions)	Yes, with moderate influence on outcomes (e.g., it includes representatives of some functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, reports to senior manager)	Yes, with direct influence on some outcomes (e.g., it includes representatives of functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, it involves one or more members of senior management)	Yes, and with direct influence at the highest level of the organization (e.g., full access to relevant information, it involves members at highest level of organization)
Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

G5A. (Optional) Please provide additional information:

The company as an organization chart uses a task force composed of a first-hand member of each company function for responsibilities related to the various issues of corporate sustainability. The committee is not an independent committee but it acts in accordance with the directives of the business leaders, with which it meets on a quarterly basis to establish objectives and monitor

processes. In addition, once a month all employees of the company participate to a meeting called Oshin within which all business projects are discussed. Management also participates in this meeting.

G6. Does the company have a process or processes to assess risk?

(Select one answer per line)

	No, this is not a current priority	No, but we are planning to develop on within the next two years	Yes, related to our own operations	Yes, related to our own operations and suppliers	Yes, related to our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Human rights risks	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Labour rights risks	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Environmental risks	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corruption risks	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

G6A. (Optional) Please provide additional information:

The company has several risk management processes, divided into risk categories and risk areas. They are private and internal company documents, in which the potential risks are explained with the appropriate corrective measures. There are well-defined and controlled action processes, which if properly followed bring the risk of corruption incidents close to 0%.

G7. Does the company have a due diligence process through which it identifies, prevents, mitigates, and accounts for actual and potential negative impacts on sustainability topics?

(Select one answer per line)

	No, this is not a current priority	No, but we are planning to develop one within the next two years	Yes, related to our own operations	Yes, related to our own operations and suppliers	Yes, related to our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
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	priority	two years	operations	and suppliers	relationships) Yes, related to
Human rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/> our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Labour rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Environmental risks	<input type="radio"/>	No, but we are planning to develop one within the next two years	<input type="radio"/>	Yes, related to our own operations and suppliers	<input type="radio"/>
Corruption risks	No, this is not a current priority	<input type="radio"/>	Yes, related to our own operations	<input checked="" type="radio"/>	<input type="radio"/>

G7A. (Optional) Please provide additional information:

G7.1. During the due diligence process, has your company reviewed those suppliers and/or other business relationships where the risk of adverse impacts on human rights, labour, environment and/or anti-corruption may be particularly severe?

(Select one answer per line)

	No	Yes
Human rights risks	<input type="radio"/>	<input checked="" type="radio"/>
Labour rights risks	<input type="radio"/>	<input checked="" type="radio"/>
Environmental risks	<input type="radio"/>	<input checked="" type="radio"/>
Corruption risks	<input type="radio"/>	<input checked="" type="radio"/>

G7.1A. (Optional) Please provide additional information:

On the occasion of the supplier qualification, a specific questionnaire on the topics indicated above is filled in, with a subsequent validation of it.

G8. Are there any processes through which members of the company's workforce can raise concerns about the company's conduct related to human rights, labour rights, environment, or anti-corruption?

(Select one option)

- ☐ No, this is not a current priority
- ☐ No, but we plan to within two years

- ☐ No, but we plan to within two years
- ☐ Yes, we have an informal process (e.g., through supervisors, others)
- ☒ **Yes, we have a formal process**

G8A. (Optional) Please provide additional information:

G8.1. Please provide additional detail regarding the process(es) the company has through which members of the company's workforce can raise concerns about the company's conduct.

(Select one answer per line)

No

Yes

Is the process communicated to all employees/workers in local languages?

☐
☒

Is the process available to non-employees (e.g., suppliers, consumers, communities, and other business relationships)?

☐
☒

Is the process confidential (e.g., whistleblowing process)?

☒
☐

Are there processes in place to avoid retaliation?

☐
☒

Can concerns be raised about suppliers or other business relationships (e.g., clients, partners, etc.)?

☐
☒

Other (Please provide additional

☒
☐

provide additional information)

No

Yes

G8.1A. (Optional) Please provide additional information:

G9. How does the company capture lessons regarding each of the following sustainability topics?

Please select highest level of engagement.
(Select one answer per line)

	No lessons are regularly captured	Conducts root cause analyses/investigation of incidents	Conducts root cause analyses/investigation and changes organizational policies, processes, and practices accordingly
Human Rights	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

	Systematically conducts root cause analyses/investigation and leverages learnings to influence both internal and external affairs
Human Rights	<input type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>
Environment	<input type="radio"/>
Anti-Corruption	<input type="radio"/>

G9A. (Optional) Please provide additional information:

G10. Is executive pay linked to performance on one or more of the following sustainability topics?

(Select one answer per line)

	No, and we have no intention to change for this is not a current priority	No, but we plan to within two years	Yes
Human Rights	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Labour Rights/Decent Work	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Environment	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anti-Corruption	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

G10A. (Optional) Please provide additional information:

G11. Percentage of individuals within the company's board/highest governance body by:

(Values can be input on the next page)

	Known	Not Applicable
Total number of board members (#)	<input checked="" type="radio"/>	<input type="radio"/>
Male (%)	<input checked="" type="radio"/>	<input type="radio"/>
Female (%)	<input checked="" type="radio"/>	<input type="radio"/>
Non-binary (%)	<input type="radio"/>	<input checked="" type="radio"/>
Under 30 years old (%)	<input type="radio"/>	<input checked="" type="radio"/>
30-50 years old (%)	<input type="radio"/>	<input checked="" type="radio"/>
Above 50 years old (%)	<input checked="" type="radio"/>	<input type="radio"/>
From minority or vulnerable groups (%)	<input type="radio"/>	<input checked="" type="radio"/>
Executive (%)	<input checked="" type="radio"/>	<input type="radio"/>
Independent (%)	<input type="radio"/>	<input checked="" type="radio"/>

G11. Percentage of individuals within the company’s board/highest governance body by:

	Number (Please input answer as a whole number (e.g., 95% = 95))
Total number of board members (#)	2
Male (%)	50
Female (%)	50
Above 50 years old (%)	100
Executive (%)	100

G11A. (Optional) Please provide additional information:

G12. Do you produce sustainability reporting according to:

(Select all that apply)

- ☒ **National/local regulation on sustainability**
- ☐ Security exchange regulations
- ☐ Non-Financial Reporting Directive of the European Union (NFRD)/Corporate Sustainability Reporting Directive (CSRD)
- ☒ **Global Reporting Initiative (GRI)**
- ☐ Sustainability Accounting Standards Board (SASB, now consolidated into the IFRS Foundation)
- ☐ International Integrated Reporting Council (IIRC, now consolidated into the IFRS Foundation)
- ☐ Climate Disclosure Standards Board (CDSB, now consolidated into the IFRS Foundation)
- ☐ Task Force on Climate-related Financial Disclosures (TCFD)
- ☐ Other voluntary frameworks (Please specify in text box)
- ☐ No sustainability reporting according to any frameworks nor regulations outside of this Communication on Progress

G12A. (Optional) Please provide additional information:

We are working on our first Sustainability report which will be fully based on the GRI.

G13. Is the information disclosed in this questionnaire assured by a third-party?

(Select all that apply)

- ☐ Limited assurance for minority of metrics (e.g., GHG emissions only)
- ☐ Limited assurance for majority of metrics
- ☐ Reasonable assurance for minority of metrics
- ☒ **Reasonable assurance for majority of metrics**
- ☐ Other (Please provide additional information)
- ☐ No assurance for any metrics

G13A. (Optional) Please provide additional information:

A consultant revised our whole report for the United Nation's Global Compact.

Human Rights

[Click for additional guidance](#)

HR1. Which of the following has the company identified as material human rights topics connected with its operations and/or value chain, whether based on their salience (e.g., the most severe potential negative impacts on people) or another basis?

(Select all that apply)

Note: Labour rights topics (Freedom of association and the effective recognition of the right to collective bargaining, child labour, forced labour, non-discrimination in respect of employment and occupation, and a safe and healthy working environment) are a subset of human rights and for completeness, were included in this question. Regardless of these labour topics being selected as material in this question or

not, all companies will be asked to provide additional details about these labour rights topics in the next section (L.1 and following). For the other human rights topics selected as material in this question, seven additional questions will be asked in the following section

- ☒ **Freedom of association and the effective recognition of the right to collective bargaining**
- ☒ **Child labour**
- ☒ **Forced labour**
- ☒ **Non-discrimination in respect of employment and occupation**
- ☒ **Safe and healthy working environment**
- ☒ **Working conditions (wages, working hours)**
- ☐ Freedom of expression
- ☐ Access to water and sanitation
- ☒ **Digital security / privacy**
- ☒ **Gender equality and women's rights**
- ☐ Rights of indigenous peoples
- ☐ Rights of refugees and migrants
- ☐ Other

☐ No human rights topics have been identified as material

HR1A. Which topics has the company identified as material human rights topics connected with its operations and/or value chain, whether based on their salience (e.g., the most severe potential negative impacts on people) or another basis?

(Optional) Please provide additional information:

HR2. Does the company have a policy commitment in relation to the following human rights topics?

(Select one answer per line, values can be input on the next page)

Yes, included within a

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy
<div>.</div> Digital security / privacy	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
<div>.</div> Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

HR2A. (Optional) Please provide additional information:

HR2A. (Optional) Please upload supporting documentation if applicable:

(Uploaded file cannot exceed 50MB)

MOD35 - Ecopack regolamentoo aziendale.pdf

0.4 MB

application/pdf

HR2. Please input the year the relevant human rights policy was last reviewed:

Year policy last reviewed (YYYY)

Digital security / privacy

2023

Gender equality and women's rights

2019

HR2.1. For each human rights policy commitment, is it:

(Select all that apply)

Aligned with	Approved at	Applied to the	Applied to the company's
--------------	-------------	----------------	--------------------------

	Aligned with international human rights standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to operations and suppliers
Digital security / privacy	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Gender equality and women's rights	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)	Developed involving human rights expertise from inside and outside the company	Other (Please provide additional information)
Digital security / privacy	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender equality and women's rights	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

HR2.1A. (Optional) Please provide additional information:

HR3. In the course of the reporting period, has the company engaged with affected stakeholders or their legitimate representatives in relation to the following human rights topics?

Please select the company's highest level of engagement.

(Select one answer per line)

	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent or mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question
Digital security / privacy	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender equality and women's rights	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	To assess progress in preventing/mitigating the risks/impacts in question	To collaborate in the prevention/mitigation of the risks/impacts in question
Digital security / privacy	<input type="radio"/>	<input type="radio"/>
Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>

HR3A. (Optional) Please provide additional information:

HR4. What type of action has the company taken in the reporting period with the aim of preventing/mitigating the risks/impacts associated with this human rights topic?

(Select all that apply)

	Provided internal training/capacity building for the direct workforce	Built capacity among relevant business relationships (e.g. partners, suppliers, clients, etc.)	Conducted an audit process and/or corrective action plan	Collective Action with peers or other stakeholders to address the issue
Digital security / privacy	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender equality and women's rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Collaborated with governmental or regulatory bodies	Other (Please provide additional information)	No action within reporting period
Digital security / privacy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender equality and women's rights	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

HR4A. (Optional) Please provide additional information:

HR5. Who receives training for the following human rights topics?

(Select all that apply)

	No training provided	Select employees	All employees	Contractors	Direct suppliers of the organization
Digital security / privacy	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender equality and women's rights	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Indirect suppliers of the organization	Other – such as partners, clients, etc.
Digital security / privacy	<input type="checkbox"/>	<input type="checkbox"/>
Gender equality and women's rights	<input type="checkbox"/>	<input type="checkbox"/>

HR5A. (Optional) Please provide additional information:

HR6. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following human rights topics?

Please select the company's highest level of engagement.

(Select one answer per line)

	No monitoring of progress	Review topics on ad hoc basis	Set annual targets/goals, track progress over time (internal programmes only)	Set annual targets/goals, track progress over time (internal and external programmes)	Other (Please provide additional information)
Digital security / privacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

HR6A. (Optional) Please provide additional information:

HR7. During the reporting period, has the company been involved in providing or enabling remedy if it has caused or contributed to adverse impact associated with the following human rights topic(s)?

(Select one answer per line)

	No remedy provided/enabled	Yes, remedy provided/enabled	No adverse impact identified or caused	Choose to not disclose
Digital security / privacy	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

HR7A. (Optional) Please provide additional information:

HR8. Briefly describe additional relevant practical actions the company has taken during the reporting period and/or plans to take to implement the human rights principles, including any challenges faced and actions taken towards prevention and/or remediation.

Ecopack did not face any challenge concerning human rights.

Labour

[Click for additional guidance](#)

L1. Does the company have a policy commitment in relation to the

following labour rights principles?

(Select one answer per line)

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Forced labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Child labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Safe and healthy working environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Working conditions (wages, working hours)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

L1A. (Optional) Please provide additional information:

L1. Please input the year the relevant labour rights policy was last reviewed:

Year policy last reviewed (YYYY)

Freedom of association and the effective recognition of the right to collective bargaining

Forced labour

Child labour

Non-discrimination

Non-discrimination
in respect of
employment and
occupation

Year policy last reviewed (YYYY)

2022

Safe and healthy
working environment

2022

Working conditions
(wages, working
hours)

2022

L1A. (Optional) Please provide additional information:

L1.1. For each labour rights policy commitment, is it:

(Select all that apply)

	Aligned with international labour standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Freedom of association and the effective recognition of the right to collective bargaining	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safe and healthy working environment	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working conditions (wages, working hours)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Developed in consultation with workers and their representatives	Developed involving labour experts from inside and outside the company	Other (Please provide additional information)
Freedom of association and the effective recognition of the right to collective bargaining	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safe and healthy working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working conditions (wages, working hours)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

L1.1A. (Optional) Please provide additional information:

L1.2. Does the existing company's policy on freedom of association and collective bargaining:

(Select all that apply)

- ☒ **Reference the respect for the right of all workers to form and join a trade union of their choice without fear of intimidation or reprisal and protect workers against acts of antiunion discrimination**
- ☒ **Prohibit any acts of interference in trade unions**
- ☒ **Facilitate collective bargaining with the trade union representatives**
- ☒ **Provide trade union representatives with the information required for meaningful bargaining in the context of bona fide negotiations**
- ☒ **Reference the respect for the right of workers to submit grievances without suffering**
- ☐ We do have a policy on freedom of association or collective bargaining but it does not include any of these details
- ☐ We do not have a policy on freedom of association or collective bargaining

L1.2A. (Optional) Please provide additional information:

L1.2A. (Optional) Please upload supporting documentation if applicable:

(Uploaded file cannot exceed 50MB)

MOD+91+Ecopack_CODICE-ETICO+Rev.2+14.12.2022.pdf

2.3 MB

application/pdf

L2. In the course of the reporting period, has the company engaged with affected stakeholders or their legitimate representatives in relation to the following labour rights topics?

Please select the company's highest level of engagement.

(Select one answer per line)

	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent or mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forced labour	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child labour	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safe and healthy working	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

·	Safe and healthy working environment	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
·	Working conditions (wages, working hours)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
		No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent or mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question
			To assess progress in preventing/mitigating the risks/impacts in question	To collaborate in the prevention/mitigation of the risks/impacts in question	Other (Please provide additional information)
·	Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>
·	Forced labour	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>
·	Child labour	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>
·	Non-discrimination in respect of employment and occupation	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>
·	Safe and healthy working environment	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>
·	Working conditions (wages, working hours)	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>

L2A. (Optional) Please provide additional information:

L3. What type of action has the company taken in the reporting period with the aim of preventing/mitigating the risks/impacts associated with this labour rights topic?

(Select all that apply)

			Collective Action with peers or other stakeholders, in particular workers' organizations, to address the issue
Provided internal training/capacity building for the direct workforce	Built capacity among relevant business relationships (e.g., suppliers, consumers, communities)	Conducted an audit process and/or corrective action plan	

Freedom of association and the effective recognition of the right to collective bargaining	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Collective Action with peers or other stakeholders, in particular workers' organizations, to address the issue
Forced labour	Provided internal training/capacity building for the direct workforce <input checked="" type="checkbox"/>	Built capacity among relevant business relationships (e.g., suppliers, consumers, communities) <input type="checkbox"/>	Conducted an audit process and/or corrective action plan <input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safe and healthy working environment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working conditions (wages, working hours)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Collaborated with governmental or regulatory bodies	Other (Please provide additional information)	No action within reporting period
Freedom of association and the effective recognition of the right to collective bargaining	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safe and healthy working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working conditions (wages, working hours)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

L3A. (Optional) Please provide additional information:

L4. Who receives training for the following labour rights topics?

(Select all that apply)

	No training provided	Select employees	All employees	Contractors	Direct suppliers of the organization
Freedom of association and the effective recognition of the right to collective bargaining	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safe and healthy working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working conditions (wages, working hours)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Indirect suppliers of the organization	Other - such as partners, clients, etc.
Freedom of association and the effective recognition of the right to collective bargaining	<input type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input type="checkbox"/>	<input type="checkbox"/>
Safe and healthy working environment	<input type="checkbox"/>	<input type="checkbox"/>
Working conditions (wages, working hours)	<input type="checkbox"/>	<input type="checkbox"/>

L4A. (Optional) Please provide additional information:

L5. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following labour rights topics?

Please select the company’s highest level of engagement.

(Select one answer per line)

	No monitoring of progress	Review topics on ad hoc basis	Set annual targets/goals, track progress over time (internal programmes only)	Set annual targets/goals, track progress over time (internal and external programmes)
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Forced labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Child labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Safe and healthy working environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Working conditions (wages, working hours)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

	Other (Please provide additional information)
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>
Forced labour	<input type="radio"/>
Child labour	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>
Safe and healthy working environment	<input type="radio"/>
Working conditions (wages, working hours)	<input type="radio"/>

15A (Optional) Please provide additional information:

L5A. (Optional) Please provide additional information:

L6. Do(es) the existing collective bargaining agreement(s) provide(s) more favourable rights than those provided in legislation, where appropriate?

(Select all that apply)

- ☐ Yes, by providing more favourable conditions related to wages
- ☐ Yes, by providing more favourable conditions related to working hours
- ☒ **Yes, by providing more favourable conditions related to health coverage and/or sick leave**
- ☐ Yes, by providing additional rights not otherwise provided (Please provide additional information)
- ☐ There is (are) no existing collective bargaining agreement(s)
- ☐ No

L6A. (Optional) Please provide additional information:

L7. In the course of the reporting period, what was the percentage of women in managerial positions?

- ☒ **Percent women - (Please input answer as a whole number (e.g., 95% = 95))** ☐ Unknown

50

L7A. (Optional) Please provide additional information:

L8. What was the average ratio of the basic salary and remuneration of women to men (comparing jobs of equal value) during the reporting

period?

Salary ratio (Women/Men %)

☐ - (Please input answer as a whole number (e.g., 95% = 95))

☒ **Unknown**

☐ Choose to not disclose

L8A. (Optional) Please provide additional information:

L9. In the course of the reporting period, how frequently were workers injured (injuries per hour worked)?

Frequency of injury -

☒ (Please input answer as a whole number (e.g., 95% = 95))

☐ Unknown

☐ Choose to not disclose

L9A. (Optional) Please provide additional information:

L10. In the course of the reporting period, what was the company's incident rate (injuries per worker)?

Incident Rate - (Please

☒ input answer as a whole number (e.g., 95% = 95))

☐ Unknown

☐ Choose to not disclose

L10A. (Optional) Please provide additional information:

L11. In the course of the reporting period, has the company been involved in providing or enabling remedy if it has caused or contributed to the adverse impact associated with the following labour rights topics?

(Select one answer per line)

	No remedy provided/enabled	Yes, remedy provided/enabled	No adverse impact identified or caused	Choose to not disclose
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Child labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Forced labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Safe and healthy working environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Working conditions (wages, working hours)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

L11A. (Optional) Please provide additional information:

L12. Briefly describe additional relevant practical actions the company has taken during the reporting period and/or plans to take to implement the labour rights principles, including any challenges faced and actions taken towards prevention and/or remediation.

Ecopack did not face any challenge in terms of Labour Rights.

Environment

[Click for additional guidance](#)

E1. Does the company have a policy commitment on the following environmental topics?

(Select one answer per line)

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)
Climate change	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Water	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Oceans	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Forests/Biodiversity/Land use	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Air pollution	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Energy & resource use	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

E1A. Not applicable (Please provide additional information):

Oceans are not influenced in any way by Ecopack's operations and that is why we do not have a specific policy commitment on this environmental topic.

E1A. (Optional) Please provide additional information:

Our commitment towards these environmental topics are stated in our CSR report, which is annually revised.

E1. Please input the year the relevant environment policy was last reviewed:

Year policy was last updated (YYYY)

Climate change	2022
Water	2022
Forests/Biodiversity/Land use	2022
Air pollution	2022
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	2022
Energy & resource use	2022

E1.1 For each environmental policy commitment, is it:

(Select all that apply)

	Aligned with international environmental standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Climate change	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Water	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Forests/Biodiversity/Land use	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Air pollution	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Energy & resource use	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

			Developed involving environmental expertise from inside and outside the company at most	Applied to the company's own operations	Applied to the company's own operations and the value chain (Please provide additional information)
Climate change	Aligned with international environmental standards	Publicly available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Water			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Forests/Biodiversity/Land use			<input checked="" type="checkbox"/>		<input type="checkbox"/>
Air pollution			<input checked="" type="checkbox"/>		<input type="checkbox"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)			<input checked="" type="checkbox"/>		<input type="checkbox"/>
Energy & resource use			<input checked="" type="checkbox"/>		<input type="checkbox"/>

E1.1A. (Optional) Please provide additional information:

E1.1A. (Optional) Please upload supporting documentation if applicable:

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

E2. In the course of the reporting period, has the company engaged with affected stakeholders or their legitimate representatives in relation to the following environmental topics?

Please select the company's highest level of engagement.

(Select one answer per line)

No	To better understand the	To discuss potential ways to prevent/mitigate	To agree on a way to prevent/mitigate
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	engagement on this topic	risks/impacts in question To better understand the risks/impacts in question	the risks/impacts in question To discuss potential ways to prevent/mitigate the risks/impacts in question	the risks/impacts in question To agree on a way to prevent/mitigate the risks/impacts in question
Climate change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Water	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Oceans	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forests/biodiversity/land use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Air pollution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Energy & resource use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	To assess progress in preventing/mitigating the risks/impacts in question	To collaborate in the prevention/mitigation of the risks/impacts in question	Other (Please provide additional information)
Climate change	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Water	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Oceans	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forests/biodiversity/land use	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Air pollution	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Energy & resource use	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

E2A. (Optional) Please provide additional information:

E3. What type of action has the company taken in the reporting period with the aim of preventing/mitigating the risks/impacts associated with these

the aim of preventing/mitigating the risks/impacts associated with these environmental topics?

(Select all that apply)

	Provided internal training/capacity building for the direct workforce	Built capacity among relevant business relationships (e.g. suppliers, consumers, communities)	Conducted an audit process and/or corrective action plan	Collective Action with peers or other stakeholders to address the issue
Climate change	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Water	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Oceans	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forests/Biodiversity/Land use	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Air pollution	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Energy & resource use	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Collaborated with governmental or regulatory bodies	Other (Please provide additional information)	No action within reporting period
Climate change	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Water	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Oceans	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Forests/Biodiversity/Land use	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Air pollution	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Energy & resource use	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

E3A. (Optional) Please provide additional information:

We communicated to our employees about Ecovadis and continuous training is made on an annual basis, on the importance and the respect of the atmosphere and the environment, and the active procedures in the company.

E4. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following environmental topics?

Please select the company's highest level of engagement.

(Select one answer per line)

	No monitoring of progress	Review topics on ad hoc basis	Set annual targets/goals, track progress over time (internal programmes only)	Set annual targets/goals, track progress over time (internal and external programmes)	Other (Please provide additional information)
Climate change	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Water	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Oceans	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forests/Biodiversity/Land use	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Air pollution	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Energy & resource use	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

E4A. (Optional) Please provide additional information:

Through the collection and analysis of the KPIs that takes place on a quarterly basis, plus the revision of KPIs with eventual addition in case there are new data to be reported.

E4.1. For each environmental topic for which the company sets timebound goals/targets, what kind of targets has the company set?

Please give a description of targets (e.g., what is the target, absolute vs. intensity, externally verified, on track, etc.)

Climate change

TARGET: TEP (absolute target), are the equivalent tons of oil, which is our energy consumption, calculated on the basis of the consumption of oil which is used as a kind of unit of measurement to standardize the consumption of primary energy in companies |for the intensity we calculate instead TOE/finished product, that is the relationship between the oil consumed and our finished product Specific emissions GHG type 1 and 2 as ABSOLUTE target , that is how much co2 we emit during the reporting year | the intensity target concerns the ratio of emissions of ghg type 1 and 2 to the amount of finished product

Water

Our company does not use water for production, it is only used in technological processes for cooling down our machinaries, TARGET: cubic meters of water consumed in a year as intensity instead we use as an indicator the ratio of water and tons of paper processed

Forests/Biodiversity/Land use

The theme does not directly affect us because Ecopack buys paper but does not produce it. Our paper is all FSC certified so it comes from controlled and sustainably managed forests. TARGET is: quantity of raw material certified FSC used in tons = 100% of our production --> we also have a project on treedom for which we bought a forest in Equador

Air pollution

Ecopack has different parameters monitored on the chimneys of emission regarding the pollution of the air: nox, co, Cot and the dusts/dusts totals Every year we make samples required by the Italian legislation; we annually check all our plants and machines plus emissions and gas reporting(which are those that cause ozone hole.

TARGET: Non-hazardous waste produced by weight (tonnes) Quantities of hazardous waste produced by weight (tons) these are the ones reported for the annual KPIs, but we have a more in-depth list (of which numbers are included in

Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)

our kpi reporting listing all waste categories 080111 pitture e vernici di scarto, contenenti solventi organici o altre sostanze pericol 2.200,00 2.200,00 0,00 080314 fanghi di inchiostro, contenenti sostanze pericolose 2.400,00 2.400,00 0,00 toner per stampa esauriti, diversi da quelli di cui alla voce 08 03 17 100,00 100,00 0,00 080409 adesivi e sigillanti di scarto, contenenti solventi organici o altre sostanze peri 1.290,00 1.290,00 0,00 130110 oli minerali per circuiti idraulici, non clorurati 900,00 790,00 110,00 130301 oli isolanti o oli termoconduttori, contenenti PCB 500,00 500,00 0,00 130502 fanghi di prodotti di separazione olio/acqua 1.000,00 1.000,00 0,00 150101 imballaggi di carta e cartone 2.270.545,00 2.270.545,00 0,00 150102 imballaggi di plastica 19.400,00 19.400,00 0,00 150103 imballaggi in legno 86.887,00 84.987,00 1.900,00 150106 imballaggi in materiali misti 4.714,00 4.714,00 0,00 150110 imballaggi contenenti residui di sostanze pericolose o contaminati da tali sost 1.390,00 1.390,00 0,00 150202 assorbenti, materiali filtranti (inclusi filtri dell'olio non specificati altrimenti), str 7.700,00 7.700,00 0,00 150203 assorbenti, materiali filtranti, stracci e indumenti protettivi, diversi da quelli di 1.700,00 1.700,00 0,00 160214 apparecchiature fuori uso, diverse da quelle di cui alle voci da 16 02 09 a 16 100,00 100,00 0,00 160305 rifiuti organici contenenti sostanze pericolose 4.000,00 4.000,00 0,00 160601 batterie al piombo 50,00 50,00 0,00 160708 rifiuti contenenti oli 300,00 220,00 80,00 161002 rifiuti liquidi acquosi, diversi da quelle di cui alla voce 16 10 01 18.100,00 18.100,00 0,00 170402 alluminio 1.660,00 1.660,00 0,00 170405 ferro e acciaio 13.500,00 13.500,00 0,00 170904 rifiuti misti dell'attivita' di costruzione e demolizione, diversi da quelli di cui all 2.000,00 2.000,00 0,00 200307 rifiuti ingombranti 200,00 200,00 0,00

Energy & resource use

Electricity consumption and thermal energy consumption in tons for intensity is equal because these consumptions are then converted into tep (mwatt hour)

E4.2. For each environmental topic in which the company sets timebound goals/targets, how is progress against target/goal tracked?

(Select one answer per line)

	Progress is reviewed against goals annually or more frequently	Progress is reported internally to the most senior level	Progress is reported externally	Other (Please provide additional information)
Climate change	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Water	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Forests/Biodiversity/Land use	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Air pollution	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Energy & resource use	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

E4.2A. (Optional) Please provide additional information:

Yes, and it is reported with the CSR report

E5. In the course of the reporting period, has the company been involved in providing or enabling remedy for any impacts associated with the following environmental topic(s)?

(Select one answer per line)

	Yes, remedy provided/enabled	No remedy provided/enabled	No adverse impact identified or caused	Choose to not disclose
Climate change	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Water	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Oceans	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Forests/Biodiversity/Land use	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Air pollution	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Waste (e.g., chemical spills, solid waste,	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

	hazardous, plastic, etc.)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		Yes, remedy provided/enabled	No remedy provided/enabled	No adverse impact identified or caused	Choose to not disclose
Energy & resource use		<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

E5A. (Optional) Please provide additional information:

FSC (Forest Stewardship Council): supply chains from certified sources operating with the protection of negative environmental impacts – 97.7% of waste directed towards recovery. Additionally, we boast a range of certified products, including both input paper and Life Cycle Assessment (LCA) for disposal, thereby minimizing direct and indirect impacts throughout the production chain

E6. Do you know the company’s gross Scope 1 and Scope 2 greenhouse gas emissions for the reporting period?

(Values can be input on the next page)

	Known	We did not measure our gross emissions [Please explain in the text box]
Scope 1 emissions	<input checked="" type="radio"/>	<input type="radio"/>
Scope 2 emissions	<input checked="" type="radio"/>	<input type="radio"/>

E6. What were the company’s gross Scope 1 and Scope 2 greenhouse gas emissions for the reporting period?

	Measured Total Emissions (tCO2e)
Scope 1 emissions	<input type="text" value="524"/>
Scope 2 emissions	<input type="text" value="1472"/>

E6A. (Optional) Please provide additional information:

E7. What were the company’s gross Scope 3 global greenhouse gas (GHG) emissions for the reporting period?

☐ We fully measured Scope 3 GHG emissions [Please input the measured tCO2e in the text box below]

☐ We partially measured Scope 3 GHG emissions [Please input the measured tCO2e in the text box below]

☒ **We did not measure Scope 3 GHG emissions**

E8. What percentage of the company's revenue was invested in R&D of low-carbon products/services during this reporting period?

☒ **Percent of revenue (%) -
(Please input answer as a whole number (e.g., 95% = 95))**

☐ Unknown

☐ Not applicable (Please provide additional information)

0,3

E8A. (Optional) Please provide additional information:

91.682 euro

E9. Has the organization acted to support climate change adaptation and resilience?

(Select all that apply)

☐ We have taken action to increase organization-wide resilience to climate change

☐ We have taken action to increase resilience in our supply chains

☐ We have taken action to increase resilience in the communities in which we operate

☐ We have provided funding for climate change adaptation and resilience initiatives and projects

☒ **We have not taken actions to build climate change resilience in the reporting period**

☐ Unknown

E9A. (Optional) Please provide additional information:

E10. Please report the company's renewable energy consumption as a

percentage of total energy consumption in the reporting period.

% of total energy consumption - (Please

☒ input answer as a whole number (e.g., 95% = 95)) ☐ Unknown

100

E10A. (Optional) Please provide additional information:

Ecopack relies solely on energy sourced from providers utilizing renewable sources

E11. What percent of the company's revenue came from low-carbon products/services during this reporting period? If applicable, please give a description of the products/services included in your calculation (e.g., relevant certifications)

Percent of total revenue (%)

☐ - (Please input answer as a whole number (e.g., 95% = 95)) ☐ Unknown

☒ Not applicable (Please provide additional information)

E11A. Not applicable (Please provide additional information):

One of Ecopack's missions is to reduce emissions associated with its own production. However, the company's products are not easily classified into high or low emissions categories, as they are all very similar to each other.

E12. Which of the following has the company identified as material environmental topics connected with its operations and/or value chain (e.g., based on the most severe actual or potential negative impacts on people and/or the environment)?

(Select all that apply)

☒ Water

☒ Forests/Biodiversity/Land use

- ☒ **Air pollution**
- ☒ **Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)**
- ☐ None of the topics have been identified as material by the company

E12A. (Optional) Please provide additional information:

E13. Please provide details regarding the company's water withdrawal and consumption (own operations) during the reporting period.

(Select one answer per line, values can be input on the next page)

	Click to write Column 1		
	Known	Unknown	Not applicable (Please provide additional information)
Total water withdrawal:	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fresh surface water withdrawal:	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Groundwater withdrawal:	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Brackish surface water/seawater withdrawal:	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Produced water withdrawal:	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Third-party water withdrawal:	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Percentage of water withdrawn in regions with high or extremely high water stress(%):	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
	Known	Unknown	Not applicable (Please provide additional information)
Total water consumption:	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fresh surface water consumption:	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Groundwater consumption:	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Brackish surface water/seawater consumption:	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Produced water consumption:	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Third-party water consumption:	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

Percentage of water consumed in regions with high or extremely high water stress(%):

Known

Unknown

Not applicable
(Please provide additional information)

Click to write Column 1

E13A. Not applicable (Please provide additional information):

Not applicable because we don't produce water and neither our prduction processes do.

E13. Please provide details regarding the company's water withdrawal and consumption (own operations) during the reporting period.

	Volume of water in megaliters
	Amount
Total water withdrawal:	6,184
Fresh surface water withdrawal:	2,145
Groundwater withdrawal:	4,039
Total water consumption:	6,184
Fresh surface water consumption:	2,145
Groundwater consumption:	4,039

E13A. (Optional) Please provide additional information:

E14. Please provide details about the company's water intensity of products in regions with high or extremely high water stress.

Water intensity of products
(cubic meter/\$ OR cubic meter/product type):

Unknown

Not applicable (Please provide additional information)

E14A. Not applicable (Please provide additional information):

We do not produce in regions with high water stress, also we do not use water in our production

E14A. (Optional) Please provide additional information:

E15. Please report the number and area (in hectares) of sites owned, leased, or managed by the company in or adjacent to protected areas and/or key biodiversity areas (KBA).

(Select one answer per line, values can be input on the next page)

	Known	Unknown	Not applicable (Please provide additional information)
Sites	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Hectares	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

E15A. Not Applicable (Please provide additional information):

We do not own or manage sites in or near protected areas/key biodiversity areas

E16. What area (in hectares) of natural ecosystems was converted during the reporting period in areas owned, leased, or managed by the company?

☐ Area (hectares) ☐ Unknown ☒ Not applicable (Please provide additional information)

E16A. Not applicable (Please provide additional information):

NO area of natural ecosystems was onverted.

E17. Is the company supporting or implementing project(s) focused on ecosystem restoration and protection?

(Select one answer per line, values can be input on the next page)

	No	No, but we plan to within the next 2 years	Yes
Forest ecosystem restoration	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Other ecosystem restoration	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reforestation	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Natural regeneration	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Agroforestry	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Set-aside land	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Biodiversity offsetting	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Other (Please provide additional information)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

E17. Project(s) area to date (hectares):

Project(s) area to date (hectares)

Forest ecosystem restoration

100

Reforestation

100

E17A. (Optional) Please provide additional information:

We have a treedom forest.

E18. Where applicable, please report the company's emissions of the following pollutants during the reporting period.

(Select one answer per line, values can be input on the next page)

	Known	Unknown (Please provide additional information)	Not applicable (Please provide additional information)
NOx	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
SOx	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Volatile Organic Compounds (VOCs)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Hazardous air pollutants (HAPs)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Particulate matter (PM10)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Persistent organic pollutants (POPs)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Other (Please provide additional information)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

E18A. Not applicable (Please provide additional information):

It is not applicable to our company processes.

E18. Please report the company's emissions of the following pollutants during the reporting period.

Emissions (t)

NOx

1,7

SOx

0,13

E18A. (Optional) Please provide additional information:

E19. In metric tonnes, please report the company's total weight of waste generated during the reporting period.

☒ **Waste generated (t)**

☐ Unknown

☐ Not applicable (Please provide additional information)

1274

E19A. (Optional) Please provide additional information:

1179 tonnes of paper and 52 tonnes of wood

E20. Please report the percentage of the company's waste that was hazardous waste (e.g., hazardous waste ratio) during the reporting period.

☒ **Hazardous waste ratio (%) - (Please input answer as a whole number (e.g., 95% = 95))**

☐ Unknown

☐ Not applicable (Please provide additional information)

1,7

E20A. (Optional) Please provide additional information:

E21. Please report the company's estimated metric tonnes of single-use plastic consumed wherever material along the value chain during the reporting period.

☒ **Single-use plastics (t)**

☐ Unknown

☐ Not applicable (Please provide additional information)

11,94

E21A. (Optional) Please provide additional information:

Primarily, plastic packaging, cellophane, and bags.

E22. Briefly describe additional relevant practical actions the company has taken during the reporting period and/or plans to take to implement the environment principles, including any challenges faced and actions taken towards prevention and/or remediation.

During the reporting period, 800kW of photovoltaic panels were initiated in January 2023, and an additional 750kW of solar panels were launched in January 2024. Energy efficiency improvement projects have been implemented, including the use of machinery and equipment with low energy impact. Existing production facilities have been replaced with new energy-saving machinery.

Anti-Corruption

[Click for additional guidance](#)

AC1. Does the company have an anti-corruption compliance programme?

- ☐ No, it is not an immediate business priority
- ☐ No, but we plan to within the next two years
- ☒ Yes

AC1A. (Optional) Please provide additional information:

Yes. The company is equipped with an anti-corruption program, explained in the anti corruption Policy, a corporate document. The affiliates have an ethical code that follows the principles of ecovadis in which even the topics related to anti corruption are addressed. The Code of Ethics is defined in a generic way (the code of ethics is public), but the actual procedure remains an internal document, consequently private and known by all those who are active part of the company's activity. The sales office and the purchasing office have a deep knowledge of the document and receive a training course on anti-corruption, and must have knows it and must have red and own the document.

AC1.1. If yes, in what year was this programme last reviewed? (YYYY)

AC1.1A. (Optional) Please provide additional information:

The first issue of the document dates back to 2021, but the validation of the document takes place annually on the occasion of the management review, which took place last time in January 2023.

AC2. Does your company have policies and recommendations for employees on how to act in case of doubt and/or in situations that may represent a conflict of interest, e.g., with regard to gifts and hospitality, donations, sponsorship, or interactions with public officials?

- ☐ No, and we have no plans to develop them
- ☐ No, but we plan to within the next two years
- ☒ **Yes, included within a broader policy or as a standalone policy**

AC2A. (Optional) Please provide a link, and/or provide additional information:

Yes, it is found in our anti-corruption policy, where employees are informed of the behaviour to be followed in the event of a conflict of interest. We also have a specific instruction called IS32 and this is also internal to the company, therefore private.

AC2A. (Optional) Please upload supporting documentation if applicable:

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

AC3. Who receives training on anti-corruption and integrity?

(Select all that apply)

☒ **Select employees**

- ☒ **All employees**
- ☐ Contractors
- ☐ Direct suppliers of the organization
- ☐ Indirect suppliers of the organization
- ☐ Other – such as partners, clients, etc.
- ☐ No training provided

AC3A. (Optional) Please provide additional information:

Only some employees have been deeply trained (commercial and some other offices) while the policy has been sent to all, and is available and present in the company portal to which you can access at any time. Contractors sign a contract in which they confirm that they comply with certain ethical principles including this anti-corruption policy. For suppliers it is the same, at the stage of qualification: 1) you must be in accordance 2) you must answer questions where you must send documents in your possession. So there is no training but a qualification including corruption and integrity. But every employee was trained on the topic, some just deepened it.

AC3.1. How often is such training provided?

(Select one answer per line)

	One time only	Every two or more years	Every year	We do not collect this data
Select employees	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
All employees	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

AC3.1A. (Optional) Please provide additional information:

AC4. Does the company monitor its anti-corruption compliance programme?

(Select all that apply)

- ☐ Review topics on ad hoc basis
- ☐ Yes, through internal employee self-evaluations

Yes, through automated controls

☒ Yes, through automated controls

☐ Yes, through external independent monitoring

☒ Yes, through other mechanisms (Please provide additional information)

☐ No, we do not monitor the anti-corruption compliance programme (Please provide additional information)

AC4A. (Optional) Please provide additional information:

We entrust the task to our external lawyer, who performs it once a year; It is not a certified audit but is carried out by an external party.

AC4A. Does the company monitor its anti-corruption compliance programme?

Yes, through other mechanisms (Please provide additional information)

We entrust the task to our external lawyer, who performs it once a year. It is not a certified audit but is carried out by an external party.

AC5. Please report the company's total number and nature of incidents of corruption during the reporting year.

(Select one answer per line, values can be input on the next page)

Known

Unknown

Choose not to disclose

Confirmed during the current year, but related to previous years



Confirmed during the current year, and related to this year



AC5. Please report the company's total number and nature of incidents of corruption during the reporting year.

Number of Incidents

Confirmed during the current year, but related to previous years

Number of Incidents

0

Confirmed during the current year, and related to this year

0

AC5A. Please describe the nature of the incidents in the text box below:

No incidents occurred in the reporting year

AC6. Within the reporting period, what measures has the company taken to address suspected incidents of corruption independently or in response to a dispute or investigation by a government regulator?

(Select all that apply)

- ☐ Initial case assessment
- ☐ Internal investigation
- ☐ Review by risk/ethics committee
- ☐ Review by board of directors
- ☐ External audit/review
- ☐ Other (Please provide additional information)

☒ Not applicable/no incidents in the reporting period

AC6A. (Optional) Please provide additional information:

Not applicable as we have not encountered any cases of corruption. However, in the event of an occurrence or suspicion, we have a specific operating instruction outlining the steps to be followed. An internal analysis is conducted where the management evaluates and analyzes the information received regarding the violation. In accordance with IS31, appropriate measures are then agreed upon

AC7. Does your company engage in collective action against corruption?

No, it is not an immediate business

- ☐ priority
- ☐ No, but we plan to in the next two years
- ☒ **Yes (Please explain)**

AC7A. Yes (Please explain):

The company adheres to a code of ethical conduct and a corporate policy that denounces any form of corruption. Additionally, the Whistleblowing system has been activated in compliance with current regulations.

AC7A. (Optional) Please provide additional information:

AC8. Briefly describe additional relevant practical actions the company has taken during the reporting period and/or plans to implement the anti-corruption principle, including any challenges faced and actions taken towards prevention and/or remediation.

- Adoption of an Ethical Code of Conduct - Establishment of specific procedures regarding spending powers, delegations, purchase orders, etc. - Conducting an Internal Audit annually by an external entity to ensure the proper implementation of internal procedures - Awareness-raising and training of staff - Registration and validation with Ecovadis

R4. (Optional) Please upload the sustainability report for your company

(Uploaded file cannot exceed 50MB)

Ecopack-CSR-Report-2021-2022_20.01.2023.pdf

7.8 MB

application/pdf

R4.1. (Optional) Please upload another document if applicable

(Uploaded file cannot exceed 50MB)

ecopack_ecovadis_certification_2023.pdf

98.3 KB

application/pdf

R4.2. (Optional) Please upload another document if applicable

(Uploaded file cannot exceed 50MB)

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