

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

CEO Statement of Continued Support

To our stakeholders,

I am pleased to confirm that Ecopack spa 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 the Sustainable Development Goals.

Sincerely yours,

C1. Please complete the following information:

CEO/Highest-level executive name:	Annalisa Ferri
CEO/Highest-level executive full title:	CEO
Company name:	Ecopack S.p.A.

C2. 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.

R1. How will you complete the CoP reporting requirement?

(Select one)



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.

01/2024 - 12/2024

R3. (Optional) Please clarify the scope of reporting covered by your Communication on Progress. For example, please describe the operational scope of your CoP, (e.g., corporate office, investments, subsidiaries) as needed.

To give evidence and value our daily committment that drives our business activities worlwide, that provide the statement to all stakeholders.

Success Stories & Future Priorities

SI. (Optional) Within the reporting period, is there an initiative(s), project(s), and/or policy(ies) of which your company is particularly proud?

Disclaimer: These initiatives are self-reported and have not been independently verified by the UN Global Compact. By responding to this question, you consent to being contacted by the UN Global Compact regarding these initiatives for potential inclusion as examples in UN Global Compact resources.

This stand-out effort relates to:

(Select all that apply)

 Governance

 Human Rights

 Labour

 Environment

 Anti-Corruption

SIA. Please provide a link and/or provide additional information:

Environment: - In our Italian plant, we have increased the number of our solar panels, consequently increasing the production of renewable energy produced for our company. - In our Italian plant we are working towards implementing the ISO14001 system, demonstrating the committment Ecopack has towards sustainability. Labour: - In Italy, we have conducted an analysis of the salaries following exhisting guidelines to adjust the few cases of salaries that would have been outside guidelines, define a minimum wage for entry levels, and mandate a minumum wage for temporary workers.

(Optional) Please upload an outcome-focused document:

Drop files or click here to upload

S2. Which of the five issue areas does the company plan to prioritize in the next two years?

(Select all that apply) (\underline{i})

Governance
Human Rights
Labour
Environment
Anti-Corruption
None

S2A. (Optional) Please provide additional information:

In the coming years, Ecopack will place a strong focus on governance, human rights, and sustainability, integrating these principles into every level of its operations and decision-making processes to ensure responsible growth, long-term value creation, and a positive impact on people and the planet: we believe that responsible business practices are essential for creating lasting value for people, communities, and the environment. In our Italian plant, over the next 2 years we will implement the organizational system 231 to ensure our actions and procedures will be respecting laws and guidelines related to labour and anti-corruption.

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 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

GIA. (Optional) Please provide additional information:

Each year, the company publishes a sustainability report which covers all the abovementioned topics, reaffirming our commitment to sustainability development. We report our strategies on people and environment management, and we set our targets for the future. We highlight our zero tolerance approach on corruption in our anti-corruption policy. The company also publishes a code of ethics, based on the international conventions and laws relating to human rights and labor rights. Each year, new sustainability-related KPIs are established, collected, analysed and reported quarterly. The management regularly analyses the potential risks related to the business model. ESG reporting is also continuously supervised by management, which accesses the data collected via shared enterprise platform. G2. Does the company have a code of conduct in place regarding each of the following sustainability topics?

(Select one answer option per line) (\underline{i})

	No, this is not a current priority	No, but we plan to within the next two years	Yes, focused on employees	Yes, focused on employees and suppliers	Yes, focused on our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Human Rights	\bigcirc	\bigcirc	\bigcirc	۲	\bigcirc
. Labour Rights/Decent Work	\bigcirc	\bigcirc	\bigcirc	۲	\bigcirc
Environment	\bigcirc	\bigcirc	\bigcirc	\bigcirc	۲
Anti-Corruption	\bigcirc	\bigcirc	\bigcirc	$oldsymbol{O}$	\bigcirc

G2A. (Optional) Please provide additional information:

We have conducted an analysis on sustainability issues on our syupply chain, to activate a collaboration on sustainability topics with our suppliers and guarantee the value chain from the strategic raw materials sources to our production. We have shared our code of ethics that our suppliers co-signed, and acquired knowledge on their sustainability topic management and assigned them scores to ensure our code of ethics is respected by our value chain as well.

G3. Has the company appointed an individual or group responsible for each of the following sustainability topics?

(Select one answer option per line) (\underline{i})

	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 company (e.g., has access to relevant information, includes most senior members of company)
Human Rights	\bigcirc	\bigcirc	\bigcirc	۲	\bigcirc
. Labour Rights/Decent Work	\bigcirc	\bigcirc	\bigcirc	۲	\bigcirc
Environment	\bigcirc	\bigcirc	\bigcirc	\bigcirc	۲
Anti-Corruption	\bigcirc	\bigcirc	\bigcirc	۲	\bigcirc

G3A. (Optional) Please provide additional information:

The company has a code of ethics and conduct, which covers all issues related to workers' rights and human rights. Regarding the environment, we publish a sustainability report and we report to Global Compact as well; we are also evaluated by the Ecovadis and BRCGS systems. Deloitte analyses our company every year within the scope of the Best Managed Companies framework. G3.1. If yes, does the company also have formal governance structures (e.g., committees or governance bodies) in place to provide strategic oversight and support for these sustainability topics?

(Select one answer option per line) (\underline{i})

	No formal structure	Yes, 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., 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., includes representatives of functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, involves one or more members of senior management)	Yes, with direct influence at the highest level of the company (e.g., full access to relevant information, involves members at highest level of company)
Human Rights	\bigcirc	\bigcirc	\bigcirc	\bigcirc	۲
. Labour Rights / Decent Work	\bigcirc	\bigcirc	\bigcirc	\bigcirc	۲
Environment	\bigcirc	\bigcirc	\bigcirc	\bigcirc	۲
Anti-Corruption	\bigcirc	\bigcirc	\bigcirc	\bigcirc	۲

G3.1A (Optional) Please provide additional information:

The company 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.

G4. Does the company have a process to identify, assess and mitigate risks related to the following sustainability topics?

(Select one answer option per line) (\mathbf{i})

						Yes,
			Yes,		Yes,	engaging
	No, this is not a current priority	No, but we plan to within the next two years	conducted by a designated individual or group	Yes, engaging employees across the company	engaging employees and business partners	employees, business partners and external stakeholders
Human rights risks	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc	۲
Labour rights risks	\bigcirc	\bigcirc	\bigcirc	\bigcirc	۲	\bigcirc
Environmental risks	\bigcirc	\bigcirc	\bigcirc	\bigcirc	۲	\bigcirc
Corruption risks	\bigcirc	\bigcirc	\bigcirc	\bigcirc	۲	\bigcirc

G4A. (Optional) Please provide additional information:

The company has several risk management processes, divided into categories and areas: internal, classified documents laying out potential risks and the appropriate corrective measures. We extended this risk assessment to our key suppliers within our value chain.

G4.1. As part of the risk identification, assessment and mitigation process, has the company identified business partners and external stakeholders where the risk related to human rights, labour, environment and/or corruption may be particularly severe?

(Select one answer option per line) (\underline{i})



G4.1A. (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. If the minimum score is not achieved, Ecopack does not engage in business relations with said supplier. In 2024, we have increased our minimum score. G5. 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?

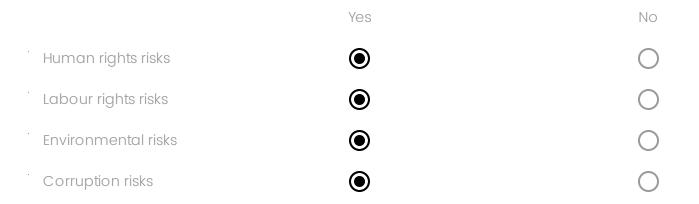
(Select one answer option per line) (

	No, this is not a current priority	No, but we plan to 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 (including suppliers, consumers, communities, other business relationships)
Human rights risks	\bigcirc	\bigcirc	\bigcirc	۲	\bigcirc
Labour rights risks	\bigcirc	\bigcirc	\bigcirc	۲	\bigcirc
Environmental risks	\bigcirc	\bigcirc	\bigcirc	۲	\bigcirc
Corruption risks	\bigcirc	\bigcirc	\bigcirc	۲	\bigcirc

G5A. (Optional) Please provide additional information:

G5.1. During the due diligence process, has the company identified 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 option per line)



G5.1A. (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. If answers to the questionnaire raise concerns, the questionnaire is not validated and the potential supplier is excluded from qualifying.

G6. Does the company have a process(es) through which members of the company's workforce can raise concerns about the company's conduct on sustainability topics?

(Select one answer option per line) (

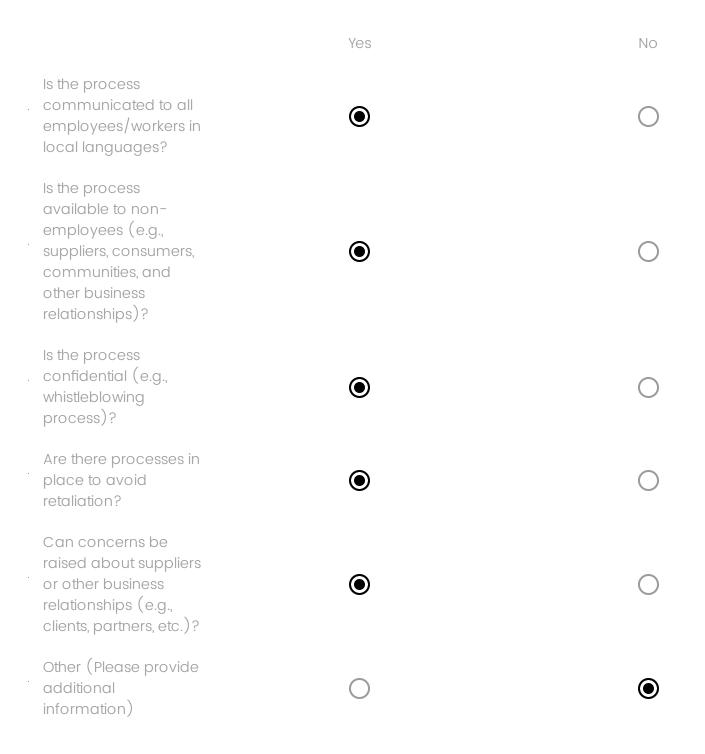
	No, this is not a current priority	No, but we plan to within two years	Yes, we have an informal process (e.g., through supervisors, others)	Yes, we have a formal process
Human Rights	\bigcirc	\bigcirc	\bigcirc	۲
. Labour Rights / Decent Work	\bigcirc	\bigcirc	\bigcirc	۲
Environment	\bigcirc	\bigcirc	\bigcirc	۲
Anti-Corruption	\bigcirc	\bigcirc	\bigcirc	۲

G6A. (Optional) Please provide additional information:

Our company provides employees with an external anonymous platform to enact any whistleblowing reports.

G6.1. 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 option per line) (\underline{i})



G6.1A. (Optional) Please provide additional information:

Yes, the platform is not owned by Ecopack, and is managed externally.

G7. How does the company track the effectiveness of its actions, and the related impacts, of the following sustainability topics?

(Select one answer option per line) (\mathbf{i})

	No actions and related impacts are systematically tracked	Conducts investigation reviews of incidents on an as-needed basis	Conducts investigation/review of incidents and changes organizational policies, processes, and practices accordingly	Conducts investigation reviews and leverages learnings to influence both internal and external affairs
Human Rights	\bigcirc	\bigcirc	۲	\bigcirc
Labour Rights/Decent Work	\bigcirc	0	۲	\bigcirc
Environment	\bigcirc	\bigcirc	۲	\bigcirc
Anti-Corruption	\bigcirc	\bigcirc	۲	\bigcirc

G7A. (Optional) Please provide additional information:

Ecopack publishes a sustainability report every year, in which it highlights data regarding measures and/or incidents within the areas of human rights, labour rights, environment and anti-corruption, openly communicating the company progresses through the years and where it stands on the topics. In addition, measurements to prevent accidents are included in the report.

G8. Is executive pay linked to performance on one or more of the following sustainability topics?

(Select one answer option per line) (

	No, this is not a current priority	No, but we plan to within the next two years	Yes
Human Rights	۲	\bigcirc	\bigcirc
. Labour Rights / Decent Work	۲	\bigcirc	\bigcirc
Environment	۲	\bigcirc	\bigcirc
Anti-Corruption	۲	\bigcirc	\bigcirc

G8A. (Optional) Please provide additional information:

G9. Please provide details regarding the company's board/highest governance body.

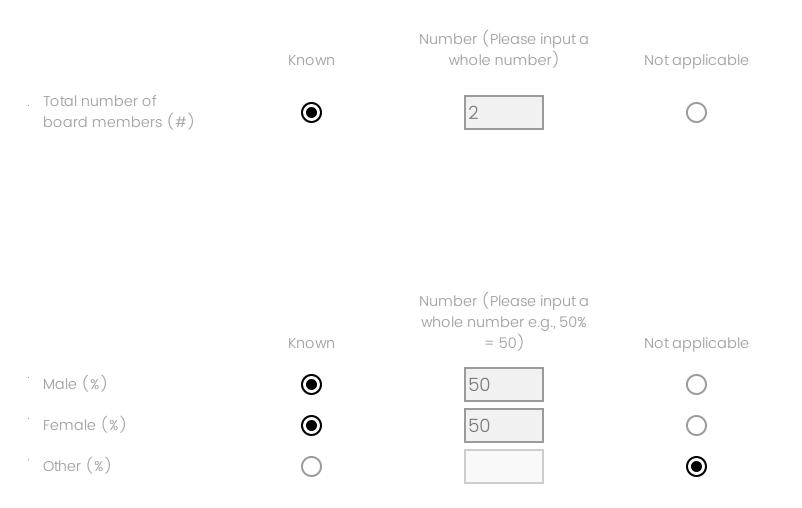
(Please enter only whole numbers rounded to the nearest whole number. Do not use decimals, fractions, special characters,

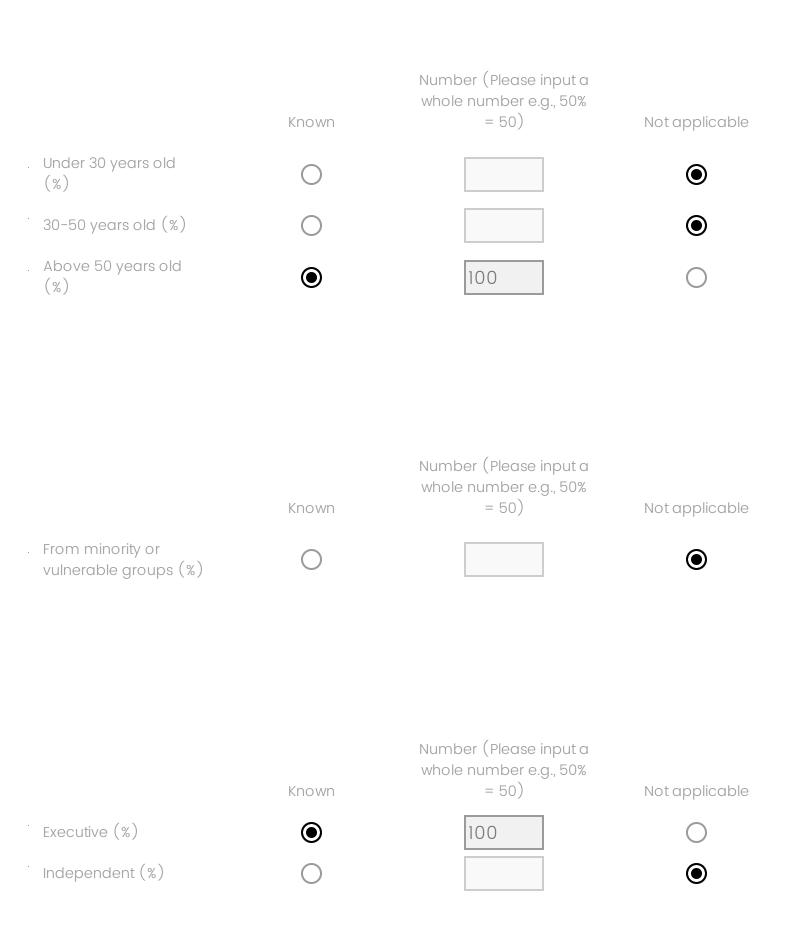
spaces, or leading zeros. For 'Male, Female, Other', 'Under 30 years old, 30-50 years old, Above 50 years old' and

'Executive, Independent' please enter only whole numbers from 0 to 100, inclusive ensuring the values in the column sum

to 100 to move on.)

(Text box with option for 'Not applicable')





G10. Within the reporting period, what was the percentage of women in managerial positions?

(Select one answer option per line, if 'Known', include the value. Please enter only whole numbers from 0 to 100, inclusive,

rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.) $(\dot{f U})$



GIOA. (Optional) Please provide additional information:

G11. What is the gender representation of the company's C-suite or equivalent executive leadership positions?

(Select all that apply for each line) $\underbrace{(}$

	Women	Men	Other (e.g., non-binary)	Not applicable (e.g., the company does not have this position)	Choose not to disclose
Chief Executive Officer					
Chief Financial Officer					
. Chief Procurement Officer	~				
Chief Technology Officer		\checkmark			
Chief Marketing Officer	\checkmark				
. Chief Operations Officer		~			
Chief Sustainability Officer		~			
Chief Legal Officer/General Counsel		~			
. Chief Human Resources Officer		\checkmark			
Other (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)
	Carbon Disclosure Project (CDP)
	Science Based Targets initiative (SBTi)
	Other voluntary frameworks (Please provide additional information)
	No sustainability reporting according to any frameworks nor regulations outside of this Communication on Progress

G12A. (Optional) Please provide additional information:

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





G13A. (Optional) Please provide additional information:

Reasonable assurance for majority of metrics

Human Rights and Labour

Click for additional guidance

NOTE: Regardless of whether the following labour rights and gender topics are marked as material in questions HR/L1 and HR/L1.1, all UN Global Compact participants must provide additional details on these topics in subsequent HR/L questions:

- Freedom of association and the right to collective bargaining
- Child labour
- Forced labour
- Non-discrimination in employment and occupation
- A safe and healthy working environment
- Gender equality and women's rights

For all other human rights topics listed in question HR/L1, additional details will only be required if they are selected as material in question HR/L1.1.

HR/L1. Which of the following has the company identified as material human and labour rights topics connected with its operations and/or value chain?

(Select all that apply) (

- Freedom of association and the right to collective bargaining
- Child labour
- Forced labour
- Non-discrimination in respect of employment and occupation
- Safe and healthy working environment
- ✓ Wages
- Working hours
- Gender equality and women's rights
- Freedom of expression
- Digital security and privacy
- Product and service end-user rights
- Security arrangements
- Right to clean and healthy environment: pollution, water, air, and land
- Land rights and rights of Indigenous Peoples
- Rights of vulnerable groups and minorities
- 🗌 Raw material sourcing
- Other

HR/L1A. (Optional) Please provide additional information:

HR/L1.1. From the identified topics, please select up to six that are considered most material to the company's operations and/or its value chain.

(Select all that apply, maximum six)

Freedom of association and the right to collective bargaining
Child labour
Forced labour
Non-discrimination in respect of employment and occupation
Safe and healthy working environment
✓ Wages
✓ Working hours
Gender equality and women's rights
Freedom of expression
Digital security and privacy

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

HR/L2. Does the company have a policy commitment in relation to the following human rights & labour rights topics?

(Select one answer option per line, if 'Yes', include the value)

	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 right to collective bargaining	\bigcirc	\bigcirc	۲	\bigcirc
Child labour	\bigcirc	\bigcirc	۲	\bigcirc
Forced labour	\bigcirc	\bigcirc	۲	\bigcirc
Non-discrimination in respect of employment and occupation	\bigcirc	\bigcirc	۲	\bigcirc
Safe and healthy working environment	\bigcirc	\bigcirc	۲	\bigcirc
. Gender equality and women's rights	\bigcirc	\bigcirc	۲	\bigcirc
Wages	\bigcirc	\bigcirc	۲	\bigcirc
Working hours	\bigcirc	\bigcirc	۲	\bigcirc

Please input the year the relevant human rights and labour rights policy was last reviewed (YYYY)

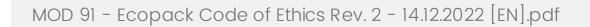
Freedom of association and the right to collective bargaining	2024
Child labour	2024
Forced labour	2024
Non-discrimination in respect of employment and occupation	2024
Safe and healthy working environment	2024
Gender equality and women's rights	2024
Wages	2024
Working hours	2024

HR/L2A. (Optional) Please provide additional information:

We adopted an ethic code rewritten in 2022, and reviewd and approved annualy since then by our board.

HR/L2A. (Optional) Please upload supporting documentation if applicable (1/2):

(Uploaded file cannot exceed 50MB)





HR/L2A. (Optional) Please upload supporting documentation if applicable (2/2):

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

HR/L2.1. For each human rights & labour rights policy commitment, is it:

(Select all that apply for each line) $\underbrace{(}$

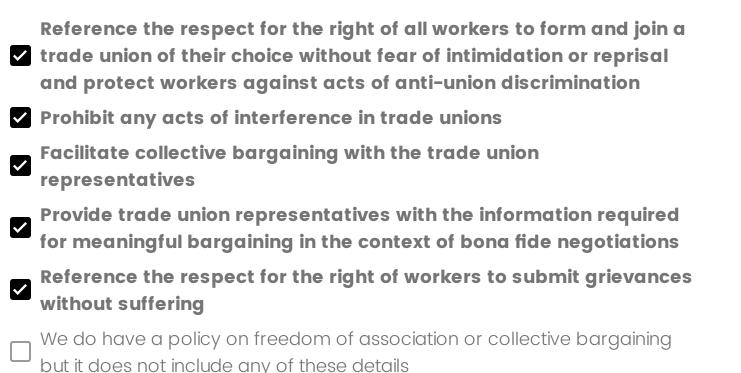
	Aligned with international human rights/labour standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's own operations and suppliers
Freedom of association and the right to collective bargaining	~	~	~	✓	~
Child labour		~	\checkmark	 Image: A start of the start of	\checkmark
Forced labour	✓	✓	\checkmark	\checkmark	\checkmark
Non-discrimination in respect of employment and occupation	~	~	~	~	~
. Safe and healthy working environment	✓	~	✓	✓	✓
. Gender equality and women's rights	~				✓
Wages	\checkmark	~	\checkmark	\checkmark	\checkmark
. Working hours		~			

		Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)	Developed involving human rights/labour rights expertise from inside and/or outside the company	Other (Please provide additional information)
	Freedom of association and the right to collective bargaining			
·	Child labour			
·	Forced labour			
	Non-discrimination in respect of employment and occupation			
	Safe and healthy working environment			
	Gender equality and women's rights			
•	Wages			
•	Working hours			

HR/L2.1A. (Optional) Please provide additional information:

HR/L2.2. Does the company's policy on freedom of association and collective bargaining:

(Select all that apply) (\underline{i})



HR/L2.2A. (Optional) Please provide additional information:

Regardless of the paid participation of an employee in a association or collective, the company facilitates the participation to assemblies and union events during regular working hours. There's a continuous dialogue within the board and the union representatives.

HR/L2.3. Do(es) the existing collective bargaining agreement(s) provide(s) more favourable rights than those provided in legislation, where appropriate?

 $(\text{Select all that apply}) \bigcirc$

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

HR/L2.3A. (Optional) Please provide additional information:

The company provides welfare bonuses and benefits, where the amount and modality of distribution are discussed with the unions.

HR/L3. Within the reporting period, has the company engaged with potentially affected stakeholders or their legitimate representatives in relation to the following human rights & labour rights topics?

(Select all that apply for each line) (\underline{i})

	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
Freedom of association and the right to collective bargaining					
Child labour	~				
Forced labour	~				
Non-discrimination in respect of employment and occupation	~				
. Safe and healthy working environment	~				
. Gender equality and women's rights	~				
Wages	~				
. Working hours					

To collaborate in the prevention/ mitigation of the risks/ impacts in question

Freedom of association and the right to collective bargaining	
Child labour	
Forced labour	
Non-discrimination in respect of employment and occupation	
Safe and healthy working environment	
Gender equality and women's rights	
Wages	
Working hours	

HR/L3A. (Optional) Please provide additional information:

HR/L4. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following human rights & labour rights topics?

(Select all that apply for each line) $\underbrace{(}$

		No action within reporting period	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
	Freedom of association and the right to collective bargaining					
	Child labour		\checkmark			
	Forced labour		\checkmark	\checkmark		
	Non-discrimination in respect of employment and occupation					
·	Safe and healthy working environment		~	~		
·	Gender equality and women's rights		~	~		
	Wages		~			
	Working hours		~			

Collaborated with governmental or regulatory bodies

Other (Please provide additional information)

. Freedom of association and the right to collective bargaining	
Child labour	
Forced labour	
Non-discrimination in respect of employment and occupation	
Safe and healthy working environment	
Gender equality and women's rights	
Wages	
Working hours	

HR/L4A. (Optional) Please provide additional information:

HR/L4.1. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following human rights & labour rights topics?

(Select one answer per line) $\underbrace{(}$

		No monitoring of progress	Review topics on an 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)
·	Freedom of association and the right to collective bargaining	\bigcirc	\bigcirc	۲	\bigcirc	0
	Child labour	\bigcirc	\bigcirc	۲	\bigcirc	\bigcirc
	Forced labour	\bigcirc	\bigcirc	۲	\bigcirc	\bigcirc
	Non-discrimination in respect of employment and occupation	\bigcirc	\bigcirc	۲	\bigcirc	\bigcirc
	Safe and healthy working environment	\bigcirc	\bigcirc	۲	\bigcirc	\bigcirc
·	Gender equality and women's rights	\bigcirc	\bigcirc	۲	\bigcirc	\bigcirc
	Wages	\bigcirc	\bigcirc	۲	\bigcirc	\bigcirc
	Working hours	\bigcirc	\bigcirc	۲	\bigcirc	\bigcirc

HR/L4.1.1. (Optional) For relevant human rights & labour rights topics for which the company sets timebound goals/targets, what targets has the company set? <u>(i)</u>

Freedom of association and the right to collective bargaining	No interference within the unions' actions
Child labour	0% of child labour within the company
Forced labour	0% of forced labour within the company
Non-discrimination in respect of employment and occupation	No discrimination
Safe and healthy working environment	Respect of the law
Gender equality and women's rights	Respect of the law
Wages	Introduced the minumum wage, not legislated in Italy
Working hours	100% compliant with law

HR/L4.1.1A. (Optional) Please provide additional information:

The company doesn't have numerical targets for these topics, how ever the respect of the employees rights are embedded in our core values and in our daily activities and company culture. We have a target of maintaining zero incidents and internal or external complaints related to these topics. HR/L5. Within the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact(s) associated with the following human rights & labour topic(s)?

(Select one answer per line) $\underbrace{(}$

	No adverse impact identified or caused	Yes, adverse impact(s) identified, but no remedy provided/enabled	Yes, adverse impact(s) identified, and remedy provided/enabled	Choose not to disclose
Freedom of association and the right to collective bargaining	۲	\bigcirc	\bigcirc	\bigcirc
Child labour	۲	\bigcirc	\bigcirc	\bigcirc
Forced labour	۲	\bigcirc	\bigcirc	\bigcirc
Non-discrimination in respect of employment and occupation	۲	\bigcirc	\bigcirc	\bigcirc
. Safe and healthy working environment	۲	\bigcirc	\bigcirc	\bigcirc
. Gender equality and women's rights	۲	\bigcirc	\bigcirc	\bigcirc
Wages	۲	\bigcirc	\bigcirc	\bigcirc
Working hours	۲	\bigcirc	\bigcirc	\bigcirc

HR/L6. What was the average gender pay gap (comparing jobs of equal value) during the reporting period? (i)

(Please enter only whole numbers from 0 to 100, inclusive, rounded to the nearest whole number. Do not use decimals,

fractions, special characters, spaces, or leading zeros.)

Guidance for Gender Pay Gap: For each job level or category, companies are to calculate the gap of gross hourly earnings paid to female and male employees and report the average gap of earnings across job categories as a percentage. Please

refer to the CoP guidebook for additional information on the average gender pay gap formula.

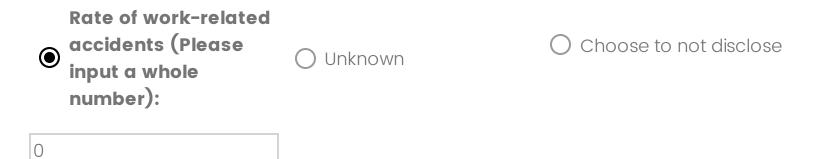
(() ()	Average Gender Pay Gap (%) - (Please input answer as a whole number e.g., 95% = 95)	O Unknown	O Choose to not disclose
0			

HR/L6A. (Optional) Please provide additional information:

HR/L7. Within the reporting period, what was the rate of recordable work-related accidents for employees? (i)

(Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, commas, fractions, special characters, spaces, or leading zeros.)

Guidance for work-related accidents rate: companies should calculate the work-related accidents rate by dividing the total number of work-related accidents in the reporting year by the total number of hours worked by all employees during the same period. The result should then be multiplied by 200,000. Please refer to the CoP guidebook for additional information on the work-related accidents rate formula.



HR/L7A. (Optional) Please provide additional information:

HR/L8. (Optional) Briefly describe additional relevant, practical actions the company has taken within the reporting period and/or plans to take to implement the human rights and labour principles, including goals set and any challenges faced and actions taken towards prevention and/or remediation.

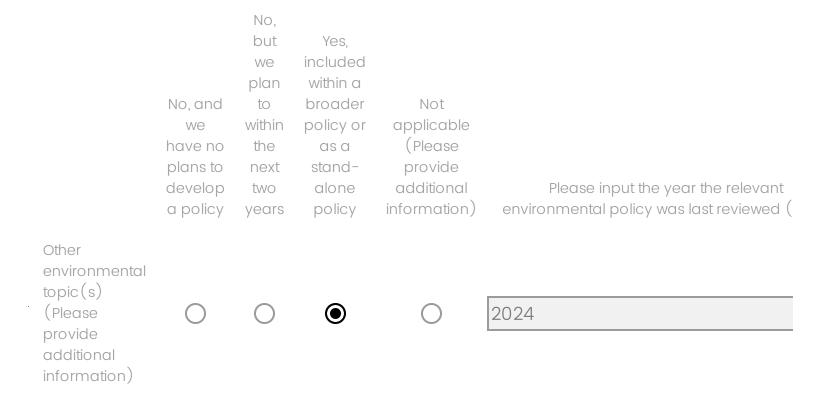
Environment

Click for additional guidance

El. Does the company have a policy commitment in relation to the following environmental topics?

(Select one answer per line, if 'Yes', include the value)

	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)	Please input the year the relevant environmental policy was last reviewed (
Climate change	\bigcirc	\bigcirc	۲	\bigcirc	2024
Water	\bigcirc	\bigcirc	۲	\bigcirc	2024
Oceans	\bigcirc	\bigcirc	\bigcirc	۲	
. Nature and biodiversity	\bigcirc	\bigcirc	۲	\bigcirc	2024
Air pollution	\bigcirc	\bigcirc	۲	\bigcirc	2024
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	\bigcirc	\bigcirc	۲	\bigcirc	2024
Energy & resource use	\bigcirc	\bigcirc	۲	\bigcirc	2024



EIA. (Optional) Please provide additional information:

Our commitment towards these environmental topics are stated in our sustainability report, which is annually revised. Oceans are not applicable to the scope of our production.

EIA. 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.

EIA. Other environmental topic(s) (Please provide additional information):

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

E1A. (Optional) Please upload supporting documentation if applicable (1/2):

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

E1A. (Optional) Please upload supporting documentation if applicable (2/2):

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

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

(Select all that apply for each line) (

	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 suppliers
Climate change	✓	\checkmark	\checkmark	 Image: A start of the start of	
Water	~			\checkmark	
Nature and biodiversity		\checkmark	\checkmark	\checkmark	
Air pollution		\checkmark	~		
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	~		✓	✓	
Energy & resource use	✓	\checkmark	\checkmark	\checkmark	
Other environmental topic(s) (Please provide additional information)					

	Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)	Developed involving environmental expertise from inside and/or outside the company	Other (Please provide additional information)
Climate change			
Water			
Nature and biodiversity			
Air pollution			
. Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)			
Energy & resource use			
. Other environmental topic(s) (Please provide additional information)			

El.IA. (Optional) Please provide additional information:

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

(Select all that apply for each line) (

	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent/mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question
Climate change				
Water				
Oceans	~			
Nature and biodiversity				
Air pollution				
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)				
Energy & resource use				
. Other environmental topic(s)	 Image: A start of the start of			

	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			
Water			
Oceans			
Nature and biodiversity			
Air pollution			
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)			
Energy & resource use			
Other environmental topic(s)			

E2A. (Optional) Please provide additional information:

no other topics	
-----------------	--

E3. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following environmental topics?

(Select all that apply)

	No action within reporting period	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				~	
Water			\checkmark	\checkmark	
Oceans	✓				
Nature and biodiversity			\checkmark	\checkmark	
Air pollution				\checkmark	
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)			✓	~	
Energy & resource use				\checkmark	
Other environmental topic(s)	~				

Collaborated with regulatory bodies

governmental or Other (Please provide additional information)

Climate change		
Water		
Oceans		
Nature and biodiversity		
Air pollution		
. Waste (e.g., chemical spi hazardous, plastic, etc.)	lls, solid waste,	
Energy & resource use		
Other environmental topic	c(s)	

E3A. (Optional) Please provide additional information:

no other topics			

E3.1. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following environmental topics?

(Select one answer option 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	\bigcirc	\bigcirc	۲	\bigcirc	\bigcirc
Water	\bigcirc	\bigcirc	۲	\bigcirc	\bigcirc
Nature and biodiversity	۲	\bigcirc	\bigcirc	\bigcirc	\bigcirc
Air pollution	\bigcirc	\bigcirc	۲	\bigcirc	\bigcirc
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	\bigcirc	\bigcirc	۲	\bigcirc	\bigcirc
. Energy & resource use	\bigcirc	\bigcirc	۲	\bigcirc	\bigcirc

E3.1A. (Optional) Please provide additional information:

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

E3.1.1. (Optional) For relevant environmental topics for which the company sets timebound goals/targets, what targets has the company set?

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

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 I 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 I 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, and sanitary uses. TARGET: cubic meters of water consumed in a year.
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.
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	we monitor the waste produced by the company with the target of reducing the waste in % to the material used. TARGET: maintain 99% of our waste recyclable

E3.1.1A. (Optional) Please provide additional information:

E3.1.2. For each environmental topic in which the company sets timebound goals/targets, how is progress against goal/target tracked?

(Select all that apply for each line) (

	Progress is not tracked	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				~	
Water		\checkmark		~	
Air pollution		\checkmark	\checkmark	~	
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)					
Energy & resource use					

E3.1.2A. (Optional) Please provide additional information:

Reported in our sustainability report

E4. Within the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact(s) associated with the following environmental topics?

(Select one answer option per line) (

	No adverse impact identified or caused	Yes, adverse impact(s) identified, but no remedy provided/enabled	Yes, adverse impact(s) identified, and remedy provided/enabled	Choose not to disclose
Climate change	۲	\bigcirc	\bigcirc	\bigcirc
Water	۲	\bigcirc	\bigcirc	\bigcirc
Oceans	۲	\bigcirc	\bigcirc	\bigcirc
Nature and biodiversity	۲	\bigcirc	\bigcirc	\bigcirc
Air pollution	۲	\bigcirc	\bigcirc	\bigcirc
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	۲	\bigcirc	\bigcirc	\bigcirc
Energy & resource use	۲	\bigcirc	\bigcirc	\bigcirc
Other environmental topic (s)	۲	\bigcirc	\bigcirc	\bigcirc

E4A. (Optional) Please provide additional information:

E5. Does the company have a target(s), validated by a thirdparty, relating to the reduction of greenhouse gas (GHG) emissions?

(Text box with option for "No targets set") (

		Known	Baseline year (YYYY)	Target year (YYYY)	No targets set
Scope I targ validated by party		\bigcirc			۲
Scope 2 targ (market-bas validated by party	sed)	\bigcirc			۲
Scope 2 targ (location-bo validated by party	ased)	\bigcirc			۲
Scope 3 targ validated by party		\bigcirc			۲
Set targets a validated by party		\bigcirc			۲

E5A. (Optional) Please provide additional information:

They will be reported in the sustainability report published at the end of 2025.

E6. Within the reporting period, did the company measure Scope 3 global greenhouse gas (GHG) emissions?

(Select one answer per line, if "Known', include the value. Please enter only whole numbers, rounded to the nearest whole

number. Do not use decimals, fractions, special characters, spaces, or leading zeros.) 🛈



E6A. (Optional) Please provide additional information:

E6A. We did not measure Scope 3 emissions (Please provide additional information):

Today we are starting to collect data.

E7. Does the company have a climate adaptation plan? (Select all that apply)

Yes, and it includes physical risk assessments
 Yes, and it includes a physical climate risk scenario analysis
 Yes, and it includes actions to increase adaptation and resilience in the communities in which we operate
 No, but we plan to within the next two years
 No

E7A. (Optional) Please provide additional information:

E8. Has your company taken steps to reduce its fossil fuel consumption within the reporting period?

(Select one that applies) (\underline{i})



E8A. Please provide additional information:

We have installed a park of solar panels that help reducing our use of energy.

E9. Has the company increased its direct/indirect investment in low-carbon technologies (e.g., renewable energy, nuclear energy, carbon capture and storage (CCS)) during the reporting period?

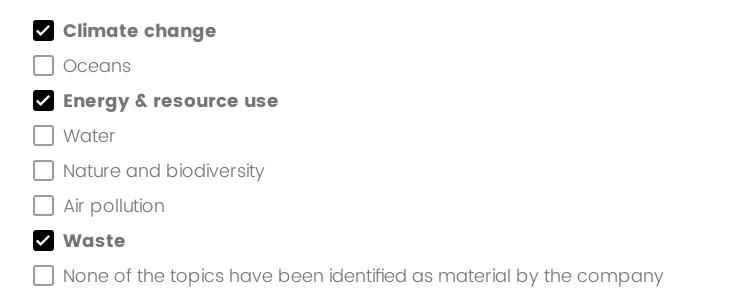
(Select all that apply) (i)

Yes, we have increased direct/indirect investment in renewable energy	
Yes, we have increased direct/indirect investment in nuclear energy	
Yes, we have increased direct/indirect investment in carbon capture and storage (CCS)	
Yes, we have increased direct/indirect investment in other low-carbon technologies	
No change – direct/indirect investment in low-carbon technologies remained the same	
No, we have decreased direct/indirect investment in low-carbon technologies	

E9A. (Optional) Please provide additional information:

solar panels

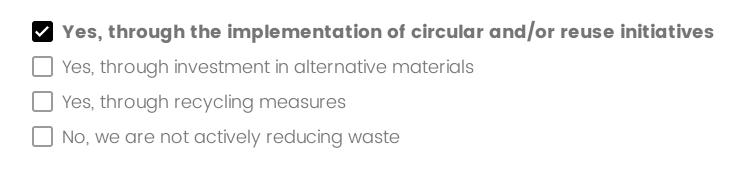
E10. Which of the following has the company identified as material environmental topics connected with its operations and/or value chain (e.g., based on the most severe actual or potential negative impacts on people and/or the environment)?



E10A. (Optional) Please provide additional information:

E15. Within the reporting period, has the company acted to reduce waste generated by its operations?

(Select all that apply) (



E15A. (Optional) Please provide additional information:

info su riduzione rifiuti

E16. (Optional) Briefly describe additional relevant, practical actions the company has taken within 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.

Anti-Corruption

<u>Click for additional guidance</u>

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

(Select one that applies) (

O No, this is not a current priority

O 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 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 know the document. Regardless, all emplyees are informed on the principles of the ethics code.

AC1.1. Is the anti-corruption compliance programme:

(Select all that apply) (



- Approved at most senior level of the company
- Applied to the company's own operations
- Applied to the company's own operations and suppliers
- Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
 - Other (Please provide additional information)

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

We are compliant with the law: additionally, all procedures are managed, documented, applied and verified internally.

AC1.2. Does the company monitor its anti-corruption compliance programme?

(Select all that apply) (

Yes, through review on an adhoc basis
 Yes, through internal employee self-evaluations
 Yes, through automated controls monitoring
 Yes, through external independent monitoring
 Yes, through other mechanisms (Please provide additional information)
 No, we do not monitor the anti-corruption compliance programm

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

AC1.2A. (Optional) Please provide additional information:

AC1.2A. Yes, through other mechanisms (Please provide additional information):

The external accounting annual review includes a monitoring on anti-corruption topics; moreover, we have an internal monitoring to ensure all procedures are applied. 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. AC2. Does the company have policies and recommendations for employee procedures 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?

(Select one that applies) (

○ No, and we have no plans to develop any policy/recommendation

O 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 additional information:

AC3. Does the company engage in collective action against corruption?

(Select one that applies) (

No, this is not a current priority

O No, but we plan to in the next two years

○ Yes (Please provide additional information)

AC4. Who receives training on anti-corruption and integrity? (Select all that apply) (\underline{i})

Selected employees (Please provide additional information)



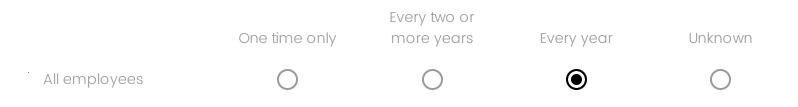
All employees

- Third-party suppliers, contractors and/or consultants
- No training provided

AC4A. (Optional) Please provide additional information:

AC4.1. How often is such training provided?

(Select one answer option per line) (\underline{i})



AC4.1A. (Optional) Please provide additional information:

AC5. Within the reporting period, have there been any suspected incidents of corruption?

	\bigcirc	
(Select one that	: applies) 🕛)



AC5A. (Optional) Please provide additional information:

AC6. (Optional) Briefly describe additional relevant practical actions the company has taken within the reporting period and/or plans to take to implement the anti-corruption principle, including any challenges faced and actions taken towards prevention and/or remediation.

We have numerous plocies and operative procedures to manage anti-corruption within all areas of the company. Moreover, our ethical code adds value to the direction of our company activities. in 2025 we have planned to implement the organizational method 231 within our Italian plant.

R5. (Optional) Please upload the sustainability report for your company

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

R5.1. (Optional) Please upload another document if applicable

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

R5.2. (Optional) Please upload another document if applicable

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

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