



United Nations
Global Compact

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:	<input type="text" value="Annalisa Ferri"/>
CEO/Highest-level executive full title:	<input type="text" value="CEO"/>
Company name:	<input type="text" value="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.[i](#)

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.i

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

Success Stories & Future Priorities

Sl. (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 commitment Ecopack has towards sustainability. Labour: – In Italy, we have conducted an analysis of the salaries following existing guidelines to adjust the few cases of salaries that would have been outside guidelines, define a minimum wage for entry levels, and mandate a minimum 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) 

- ☒ **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) [i](#)

- ☒ **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 a sustainability report which covers all the above-mentioned 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) 

	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	<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 type="radio"/>	<input checked="" type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

G2A. (Optional) Please provide additional information:

We have conducted an analysis on sustainability issues on our supply 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) 

	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	<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 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:

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) **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	<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"/>

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) 

	No, this is not a current priority	No, but we plan to within the next two years	Yes, conducted by a designated individual or group	Yes, engaging employees across the company	Yes, engaging employees and business partners	Yes, engaging employees, business partners and external stakeholders
Human rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Environmental risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Corruption risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

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) i

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

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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Labour rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Environmental risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Corruption risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

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) *i*

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

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	<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 checked="" type="radio"/>
Environment	<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"/>

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) i

	Yes	No
Is the process communicated to all employees/workers in local languages?	<input checked="" type="radio"/>	<input type="radio"/>
Is the process available to non-employees (e.g., suppliers, consumers, communities, and other business relationships)?	<input checked="" type="radio"/>	<input type="radio"/>
Is the process confidential (e.g., whistleblowing process)?	<input checked="" type="radio"/>	<input type="radio"/>
Are there processes in place to avoid retaliation?	<input checked="" type="radio"/>	<input type="radio"/>
Can concerns be raised about suppliers or other business relationships (e.g., clients, partners, etc.)?	<input checked="" type="radio"/>	<input type="radio"/>
Other (Please provide additional information)	<input type="radio"/>	<input checked="" type="radio"/>

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) 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	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

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) i

	No, this is not a current priority	No, but we plan to within the next 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"/>

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')

	Known	Number (Please input a whole number)	Not applicable
Total number of board members (#)	<input checked="" type="radio"/>	<input type="text" value="2"/>	<input type="radio"/>
	Known	Number (Please input a whole number e.g., 50% = 50)	Not applicable
Male (%)	<input checked="" type="radio"/>	<input type="text" value="50"/>	<input type="radio"/>
Female (%)	<input checked="" type="radio"/>	<input type="text" value="50"/>	<input type="radio"/>
Other (%)	<input type="radio"/>	<input type="text"/>	<input checked="" type="radio"/>

	Known	Number (Please input a whole number e.g., 50% = 50)	Not applicable
Under 30 years old (%)	<input type="radio"/>	<input type="text"/>	<input checked="" type="radio"/>
30-50 years old (%)	<input type="radio"/>	<input type="text"/>	<input checked="" type="radio"/>
Above 50 years old (%)	<input checked="" type="radio"/>	<input type="text" value="100"/>	<input type="radio"/>

	Known	Number (Please input a whole number e.g., 50% = 50)	Not applicable
From minority or vulnerable groups (%)	<input type="radio"/>	<input type="text"/>	<input checked="" type="radio"/>

	Known	Number (Please input a whole number e.g., 50% = 50)	Not applicable
Executive (%)	<input checked="" type="radio"/>	<input type="text" value="100"/>	<input type="radio"/>
Independent (%)	<input type="radio"/>	<input type="text"/>	<input checked="" type="radio"/>

G9A. (Optional) Please provide additional information:

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.)

	Known	Percentage of women (%) (Please input a whole number e.g., 50% = 50)	Unknown
Managerial positions	<input checked="" type="radio"/>	<input type="text" value="38"/>	<input type="radio"/>

G10A. (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) **i**

	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	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Financial Officer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Procurement Officer	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Technology Officer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Marketing Officer	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Operations Officer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Sustainability Officer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Legal Officer/General Counsel	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Human Resources Officer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (Please provide additional information)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

G11A. (Optional) Please provide additional information:

G12. Do you produce sustainability reporting according to:

(Select all that apply) **i**

- ☐ 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?

(Select one that applies)[i](#)

☐ Yes

☒ **No**

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/LI. 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/LIA. (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	<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"/>
Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Wages	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Working hours	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

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)

MOD 91 - Ecopack Code of Ethics Rev. 2 - 14.12.2022 [EN].pdf

1.6 MB

application/pdf

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)i

	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	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Child labour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Forced labour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Safe and healthy working environment	<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"/>
Wages	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Working hours	<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/labour rights expertise from inside and/or outside the company	Other (Please provide additional information)
· Freedom of association and 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"/>
· Gender equality and women's rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
· Wages	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
· Working hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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) 

- ☒ **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 anti-union 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

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?

(Select all that apply) i

- ☒ **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) 

	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	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input checked="" type="checkbox"/>	<input 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"/>	<input type="checkbox"/>
Safe and healthy working environment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender equality and women's rights	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Wages	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working hours	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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) 

	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	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safe and healthy working environment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender equality and women's rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Wages	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working hours	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Collaborated with governmental or regulatory bodies	Other (Please provide additional information)
· Freedom of association and the right to collective bargaining	<input type="checkbox"/>	<input type="checkbox"/>
· Child labour	<input type="checkbox"/>	<input type="checkbox"/>
· Forced 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"/>
· Gender equality and women's rights	<input type="checkbox"/>	<input type="checkbox"/>
· Wages	<input type="checkbox"/>	<input type="checkbox"/>
· Working hours	<input type="checkbox"/>	<input type="checkbox"/>

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) 

	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	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forced labour	<input type="radio"/>	<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 type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safe and healthy working environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Wages	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working hours	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

HR/L4.1A. (Optional) Please provide additional information:

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

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) 

	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	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child labour	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forced labour	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safe and healthy working environment	<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"/>
Wages	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working hours	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

HR/L5A. (Optional) Please provide additional information:

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)



Unknown



Choose to not disclose

0

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

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

○

Choose to not disclose

0

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.[i](#)

Environment

[Click for additional guidance](#)

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

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

	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	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2024
Water	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2024
Oceans	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	
Nature and biodiversity	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2024
Air pollution	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2024
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2024
Energy & resource use	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2024

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 (
--	--	--	--	---

Other environmental topic(s)
(Please provide additional information)

☐
☐
☒
☐

2024

E1A. (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.

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. 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	<input checked="" type="checkbox"/>	<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 checked="" type="checkbox"/>	<input type="checkbox"/>
Nature and biodiversity	<input checked="" type="checkbox"/>	<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 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 checked="" type="checkbox"/>	<input type="checkbox"/>
Energy & resource use	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other environmental topic(s) (Please provide additional information)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

	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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Water	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nature and biodiversity	<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"/>
Other environmental topic(s) (Please provide additional information)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

E1.1A. (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) **i**

	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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Water	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Oceans	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nature and biodiversity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Air pollution	<input type="checkbox"/>	<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"/>	<input type="checkbox"/>
Energy & resource use	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other environmental topic(s)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	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="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Water	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Oceans	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nature and biodiversity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Air pollution	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Energy & resource use	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other environmental topic(s)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Water	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Oceans	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nature and biodiversity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Air pollution	<input type="checkbox"/>	<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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Energy & resource use	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other environmental topic(s)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Collaborated with governmental or regulatory bodies	Other (Please provide additional information)
· Climate change	<input type="checkbox"/>	<input type="checkbox"/>
· Water	<input type="checkbox"/>	<input type="checkbox"/>
· Oceans	<input type="checkbox"/>	<input type="checkbox"/>
· Nature and biodiversity	<input type="checkbox"/>	<input type="checkbox"/>
· Air pollution	<input type="checkbox"/>	<input type="checkbox"/>
· Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="checkbox"/>	<input type="checkbox"/>
· Energy & resource use	<input type="checkbox"/>	<input type="checkbox"/>
· Other environmental topic(s)	<input type="checkbox"/>	<input type="checkbox"/>

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	<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"/>
Nature and biodiversity	<input checked="" type="radio"/>	<input type="radio"/>	<input 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"/>

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.) )

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, 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

Energy & resource use

We use solar panels that produce 27% of our energy use.

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)i

	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	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Water	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Air pollution	<input type="checkbox"/>	<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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Energy & resource use	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Water	<input checked="" 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"/>
Nature and biodiversity	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Air pollution	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Energy & resource use	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other environmental topic(s)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

E4A. (Optional) Please provide additional information:

E5. Does the company have a target(s), validated by a third-party, 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 1 targets validated by a third-party	<input type="radio"/>	<input type="text"/>	<input type="text"/>	<input checked="" type="radio"/>
Scope 2 targets (market-based) validated by a third-party	<input type="radio"/>	<input type="text"/>	<input type="text"/>	<input checked="" type="radio"/>
Scope 2 targets (location-based) validated by a third-party	<input type="radio"/>	<input type="text"/>	<input type="text"/>	<input checked="" type="radio"/>
Scope 3 targets validated by a third-party	<input type="radio"/>	<input type="text"/>	<input type="text"/>	<input checked="" type="radio"/>
Set targets are not validated by a third-party	<input type="radio"/>	<input type="text"/>	<input type="text"/>	<input checked="" type="radio"/>

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.) 

	Known	Measured total emissions (tCO2e)	Yes, partially measured	We did not measure Scope 3 emissions (Please provide additional information)
Scope 3 emissions	<input type="radio"/>	<input type="text"/>	<input type="radio"/>	<input checked="" type="radio"/>

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) 

- ☒ **Yes**
- ☐ No

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) 

☒ **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)?

(Select all that apply) **i**

- ☒ **Climate change**
- ☐ Oceans
- ☒ **Energy & resource use**
- ☐ Water
- ☐ Nature and biodiversity
- ☐ Air pollution
- ☒ **Waste**
- ☐ None of the topics have been identified as material by the company

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) i

- ☒ **Yes, through the implementation of circular and/or reuse initiatives**
- ☐ Yes, through investment in alternative materials
- ☐ Yes, through recycling measures
- ☐ No, we are not actively reducing waste

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.i

Anti-Corruption

[Click for additional guidance](#)

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

(Select one that applies) 

- ☐ No, this is not a current 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 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 employees are informed on the principles of the ethics code.

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

(Select all that apply) **i**

- ☐ 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**
- ☒ **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 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) i

- ☐ No, and we have no plans to develop any policy/recommendation
- ☐ 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) i

- ☒ **No, this is not a current priority**
- ☐ No, but we plan to in the next two years
- ☐ Yes (Please provide additional information)

AC3A. (Optional) Please provide additional information:

AC4. Who receives training on anti-corruption and integrity?

(Select all that apply) 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) i

	One time only	Every two or more years	Every year	Unknown
All employees	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

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

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

(Select one that applies)i

- ☐ Yes
- ☒ **No**

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.i

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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