

SUSTAINABILITY & LEADERSHIP

Sustainability
Executive Summary
2024

The Group Piovan

The Piovan Group is a multinational enterprise and a global leader in the development and manufacture of automation systems for the storage, transport and processing of polymers, plastic powders and foodstuffs.



1934

YEAR OF INCORPORATION OF THE PIOVAN GROUP

572 million

TOTAL REVENUES AND OTHER INCOME FY 2024

2,086

NUMBER OF PIOVAN GROUP EMPLOYEES
OF WHICH 665 IN ITALY

43

SERVICE AND SALES COMPANIES
ACTIVE LOCALLY

17 IN EMEA
13 IN ASIA
11 IN NORTH AMERICA
2 IN SOUTH AMERICA

14

NUMBER OF PRODUCTION FACILITIES
ON 4 CONTINENTS

5 IN ITALY
5 IN THE USA
1 IN BRAZIL
1 IN CHINA
1 IN GERMANY
1 IN INDIA

70+

COUNTRIES WHERE THE PIOVAN
GROUP IS PRESENT THROUGH SALES
NETWORKS AND DISTRIBUTORS

CUSTOMERS REACHED
IN OVER 100 COUNTRIES
WORLDWIDE.

THE PIOVAN GROUP OFFERS SOLUTIONS FOR:

PLASTIC SECTORS



PET preforms
and bottles



Rigid
packaging



Automotive
components



Technical
parts



Medical
solutions



Thermoforming
and technical
sheets



Flexible films



Pipes, profiles,
cables



Fibres and
strapping



Recycling



Compounds



Cookies



Wafers and
Snacks



Chocolate



Caramel



Creams

FOOD SECTORS

2024 our sustainable growth

ESG



ENVIRONMENTAL

- 4 new patents related to the circular economy
- First Scope 3 calculation on all applicable categories of the GHG Protocol
- Climate Change Risk Assessment
- Purchase of Renewable Energy Certificates (REC's)
- +158% self-produced renewable energy



SOCIAL

- 61% of employees participated in Periodic Performance and Career Development Reviews
- Increased female representation in leadership roles
- +1% training hours compared to 2023



GOVERNANCE

- Approval of Whistleblowing Procedure
- Approval of Cybersecurity Policy
- Training platform dedicated to *cybersecurity awareness*

FIRST MONITORING OF GROUP SUSTAINABILITY TARGETS

FY 2024 RESULTS

+158%

ELECTRICITY
GENERATED BY
PHOTOVOLTAICS
COMPARED TO 2023

-27%

SCOPE 1 + SCOPE
2 MARKET-BASED
EMISSIONS AT LIKE-
FOR-LIKE SCOPE
COMPARED TO 2023

+1%

TRAINING HOURS
COMPARED TO 2023

Commitment to Sustainability
Monitoring 2024 Sustainability Targets
Goals achieved



Climate change mitigation

- 20% CO₂ emission reduction target (Scope 2) achieved at Piovan S.p.A. and Aquatech S.r.l. (Italy)
- Photovoltaic system installed at an Italian branch (Fea ptp S.r.l.), two years ahead of target
- Scope 3 categories inventoried according to GHG Protocol one year ahead of target
- Scope 3 calculation for 2023 on all applicable categories of the GHG Protocol, one year ahead of target



Governance

- Alignment of the Whistleblowing procedure with the latest EU regulations, target achieved



Supply chain

- Procedure drafted for evaluating and monitoring suppliers, one year ahead of target
- Periodic evaluation of supplier performance with ESG criteria introduced, one year ahead of target



Training

- Fostering internal growth through the performance management program process- target achieved Target refined and reformulated to ensure alignment with business activities
- Facilitating periodic Code of Ethics and Compliance training for 25% of Italian staff- target achieved



Diversity & Inclusion

- In 2024, the alignment of the Group-wide definition of minorities resulted in a 1% increase
- Female representation in managerial roles increased by 3 p.p. in 2024, the target for 2026 is a 5 p.p. increase

What does sustainable plastic mean to the Piovan Group?

Protecting the environment is an issue of great importance around the world. Issues regarding climate change, scarce resources and supply shortages require companies to use materials reasonably and efficiently. Plastic has a positive influence in this context thanks to the low environmental impact of plastic production.



ENERGY REQUIRED TO PRODUCE ONE PLASTIC BOTTLE COMPARED TO ONE GLASS BOTTLE.

The energy needed to produce one plastic bottle is 33 times less than the energy needed to produce one glass bottle.



THE REDUCTION IN CONSUMPTION OF A CAR THAT, THANKS TO PLASTIC, WEIGHS 100 KG LESS.

The lighter weight of vehicles that use plastics in place of metals translates into lower fuel consumption. A car that is 100 kg lighter emits up to 1 kg less CO₂¹ for every 100 km driven, which is equal to the amount absorbed by one tree every 2.5 days.²



VEHICLE WEIGHT REDUCED THANKS TO THE USE OF PLASTIC¹.

Plastic is 85% lighter than other materials used to build cars, trucks, buses, trains and aircraft. This simplifies logistics while also reducing fuel consumption.



REDUCED DETERIORATION OF FOODS STORED IN PLASTIC PACKAGING.

It is estimated that plastic packaging reduces food deterioration from 50% to 3%, making a substantial contribution to the reduction of food waste.

1. Automotive- The world moves with plastics, Plastics Europe 2018
2. On International Day, UNECE/FAO Forestry and Timber Section releases 10 facts to fall in love with forests, FAO, 2019

PLASTIC ENSURES:



LOW IMPACT ON CLIMATE CHANGE

Plastics production is a process with a low environmental impact thanks both to the relatively low temperatures needed to melt it and to its light weight.



REDUCED USE OF SCARCE RESOURCES

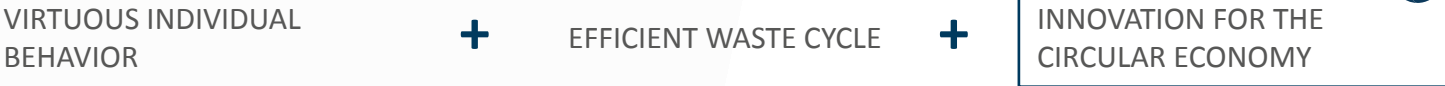
Plastic has a low impact on scarce resources as it can be made from processing waste material, be it virgin or recycled (unlike other types of packaging, such as paper, which may contribute to deforestation).



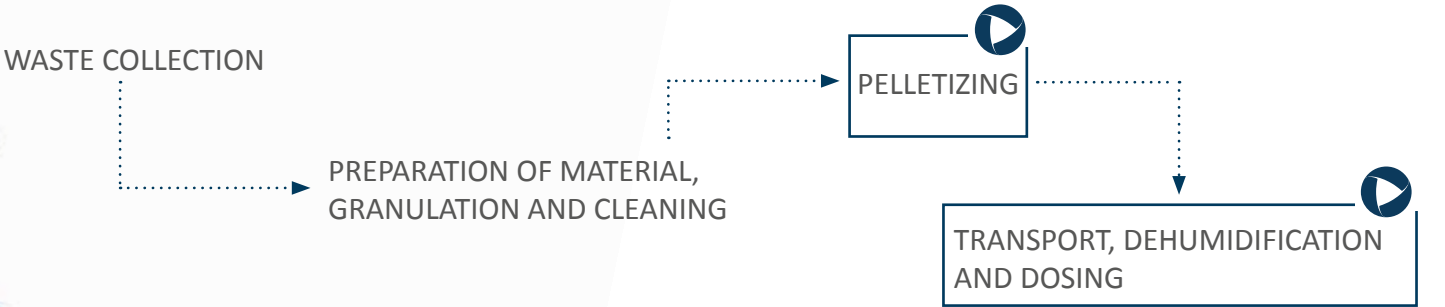
We strive to be accelerators of sustainability, making a real, amplified contribution to the transition of the plastics value chain towards models within the circular economy.

Plastic and
the circular economy

01 CONCRETE COMMITMENT



02 RECYCLING



03 TRANSFORMATION
OF RECYCLED MATERIAL



Phases where the Piovani Group can make the greatest contribution.



Plastic is much more recyclable than one might think. In fact, a lot of plastic polymers can potentially be recycled (if it is properly disposed of through a recovery and exploitation process) to create new products, thus minimizing environmental pollution.

However, this requires a concrete and coordinated commitment of the main players in the waste cycle and the circular economy.

Our goal is to provide customers with the best technologies possible in order to process recycled plastic to the highest quality standards, while optimizing impact and providing reliable, well-designed and high-performance products.

PIOVANGROUP AIMS TO ACTIVELY CONTRIBUTE TO:



RAISING AWARENESS AMONG
PLASTIC PRODUCERS AND
USERS ABOUT THE INCREASED
USE OF RECYCLED PLASTICS
AND BIOPLASTICS



PROVIDING THE MARKET
WITH UNIQUE PRODUCTS
DESIGNED FOR THIS PURPOSE



SUPPORTING OUR PARTNERS
IN THE DESIGN, COMMISSION,
SUPERVISE, MONITOR AND
MAINTAIN CUTTING-EDGE
SYSTEMS

The Piovan Group: accelerators of sustainability

OUR APPROACH TO SUSTAINABILITY IS SUPPORTED BY THREE PILLARS:



ANALYSIS

CRITICAL ANALYSIS AND ASSESSMENT OF SUSTAINABILITY PRACTICES WITHIN THE GROUP AIMED AT CONSTANT IMPROVEMENT AND WITH A FOCUS ON THE EMERGING NEEDS OF PROCESSORS.



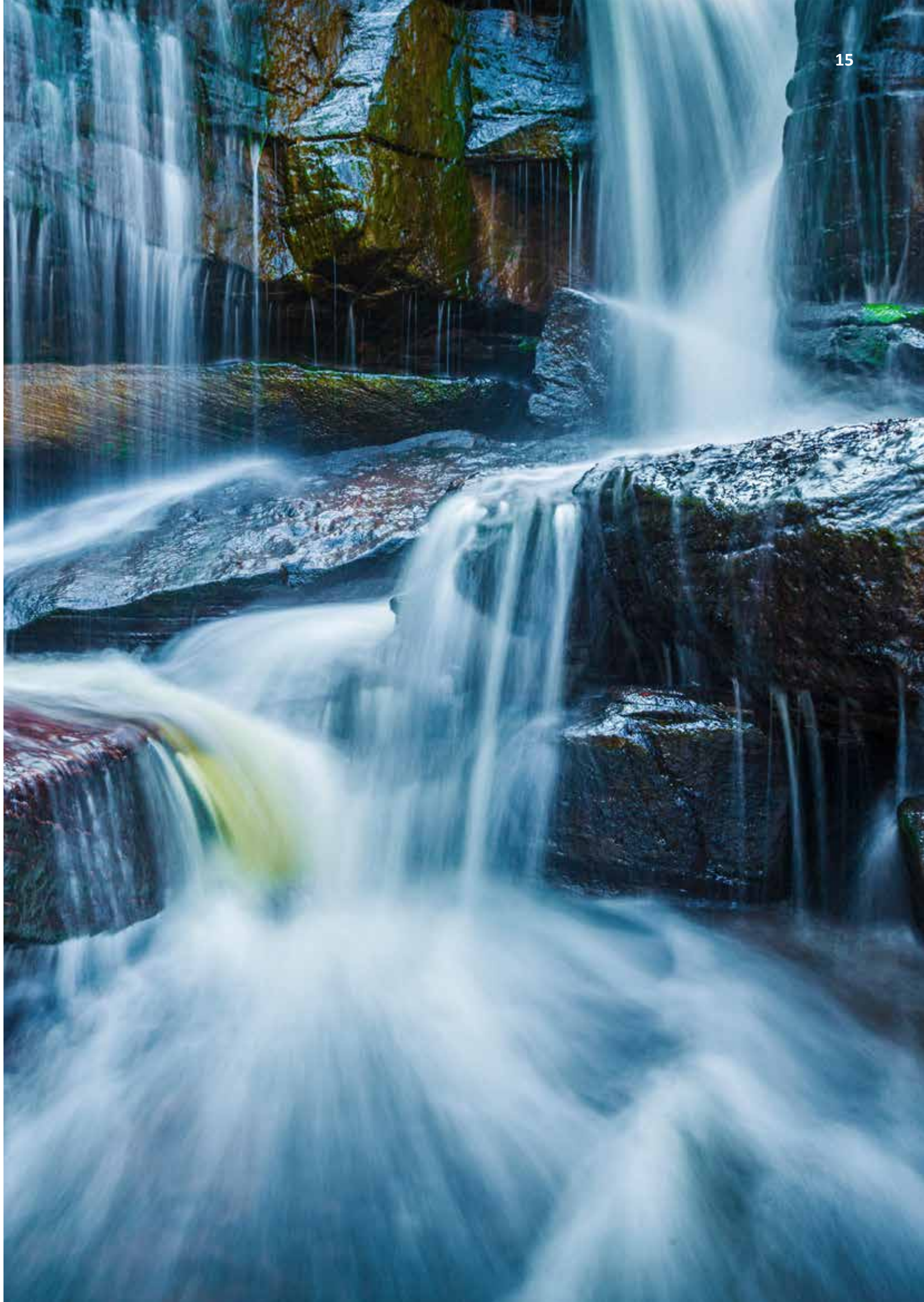
INNOVATION

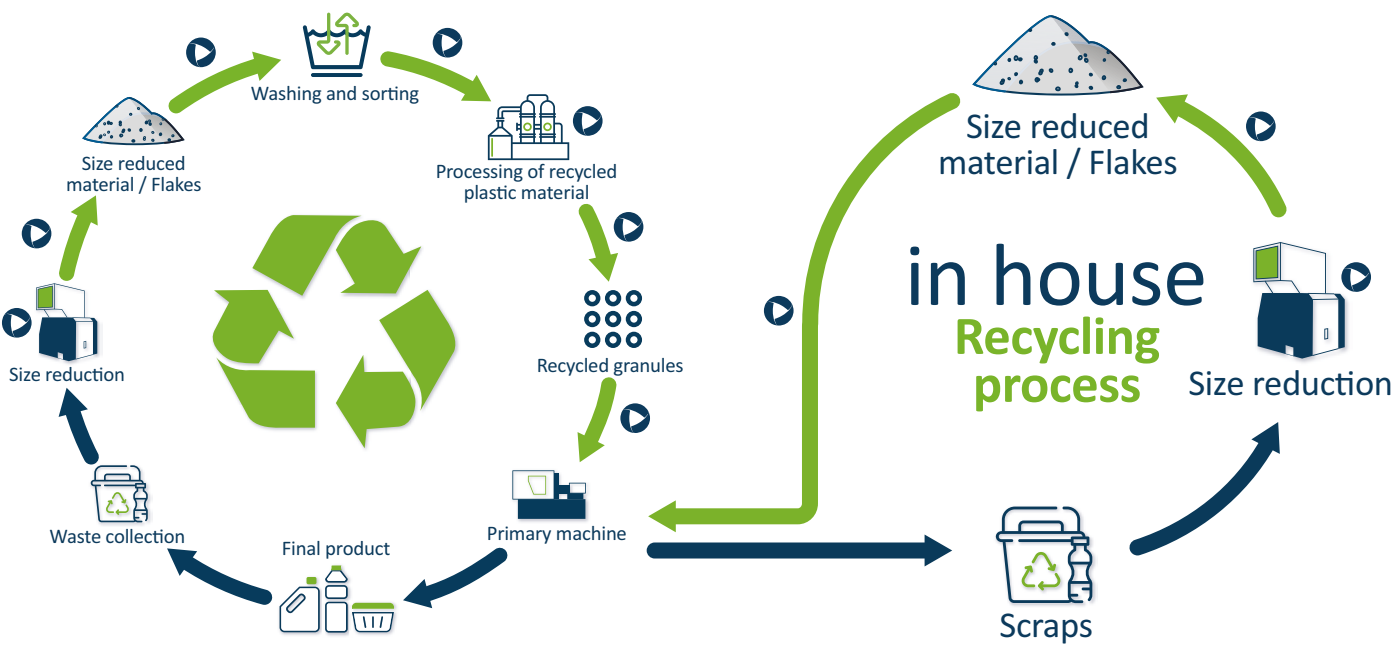
CONSTANT FOCUS ON PRODUCT AND PROCESS INNOVATION WITH A VIEW TO DEVELOPING TECHNOLOGIES AND OTHER SOLUTIONS FOR THE PROCESSING OF RECYCLED PLASTICS.



RAISING AWARENESS

A COMMITMENT TO DEVELOPING INCREASED AWARENESS OF SUSTAINABILITY THROUGHOUT THE VALUE CHAIN.





▶ Stages in which the Piovan Group is an actor.

THE PIOVAN GROUP'S ESG CREDENTIALS ARE ASSESSED BY CDP AND ECOVADIS.



SUSTAINABILITY COMES OUT OF CONCRETE INVESTMENT



€ 23,400,000

R&D COSTS AND INVESTMENT (4.1% OF TOTAL REVENUES)



292

PATENTS HELD BY THE GROUP, DIVIDED INTO 125 PATENT FAMILIES, INCLUDING 22 IN THE CIRCULAR ECONOMY



316

STAFF MEMBERS IN THE ENGINEERING & INNOVATION DEPARTMENT

CONDENSO:
EFFICIENCY IN R-PET TREATMENT AND ENERGY RECOVERY

Condenso is an innovative filter system designed to remove most of the pollutants released during the r-PET (recycled PET) dehumidification process. This cutting-edge technology is a key step toward the circular economy, enabling the preservation of the dehumidification plant and a cleaner r-PET that can be used up to 100% in the final product.

Condenso utilizes a unique energy recovery system. It can also be used to reduce the contaminants extracted from the plastic deodorization process.



Sharing economic value with stakeholders

REVENUES BY BUSINESS LINE





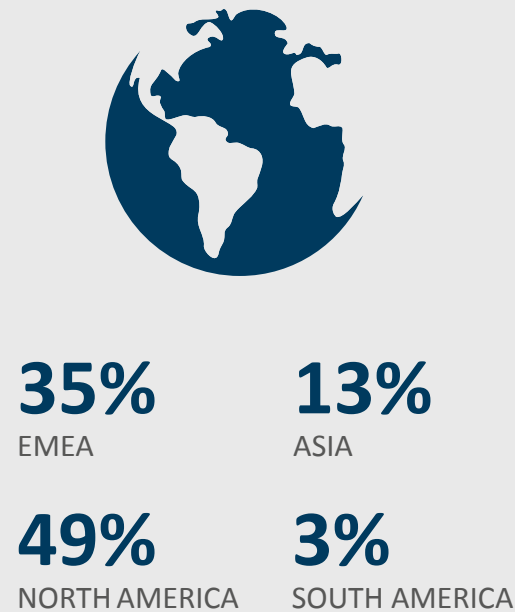
€571,765,000
TOTAL REVENUES AND OTHER INCOME

€73,664,000
EBITDA

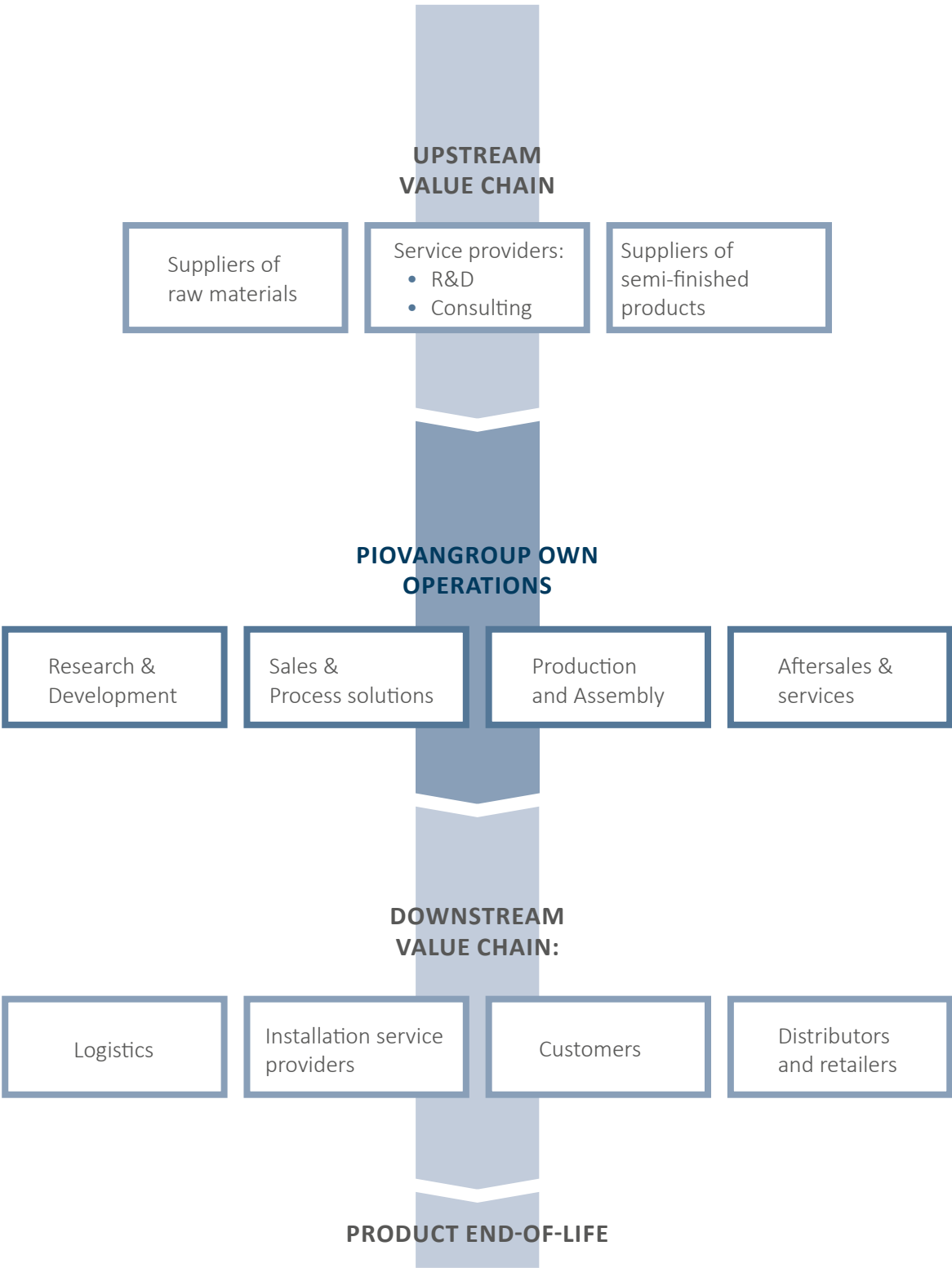
€58,432,000
OPERATING PROFIT

€46,334,000
PROFIT FOR THE YEAR

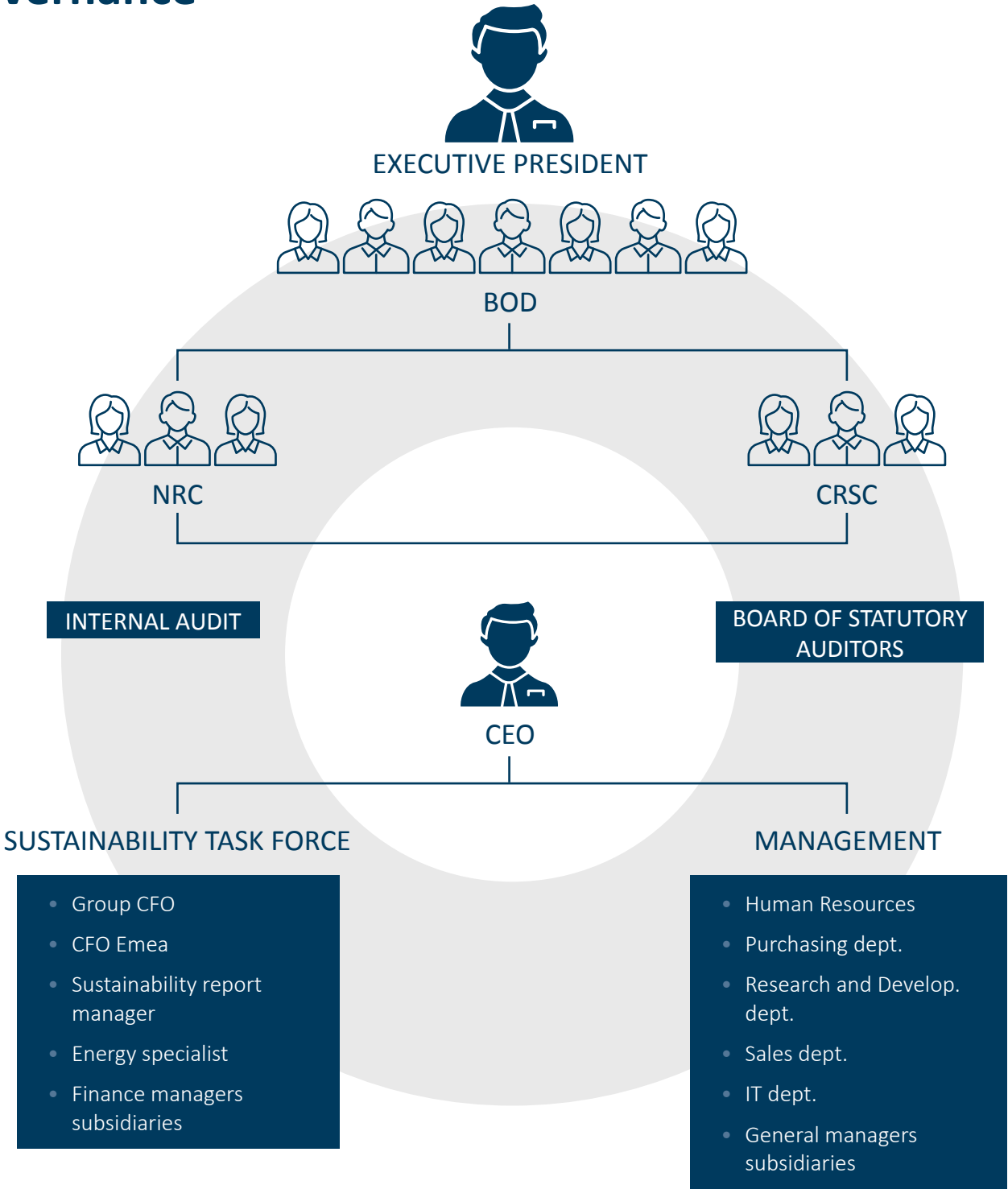
REVENUE BY GEOGRAPHICAL AREA



Our value chain



Sustainability governance



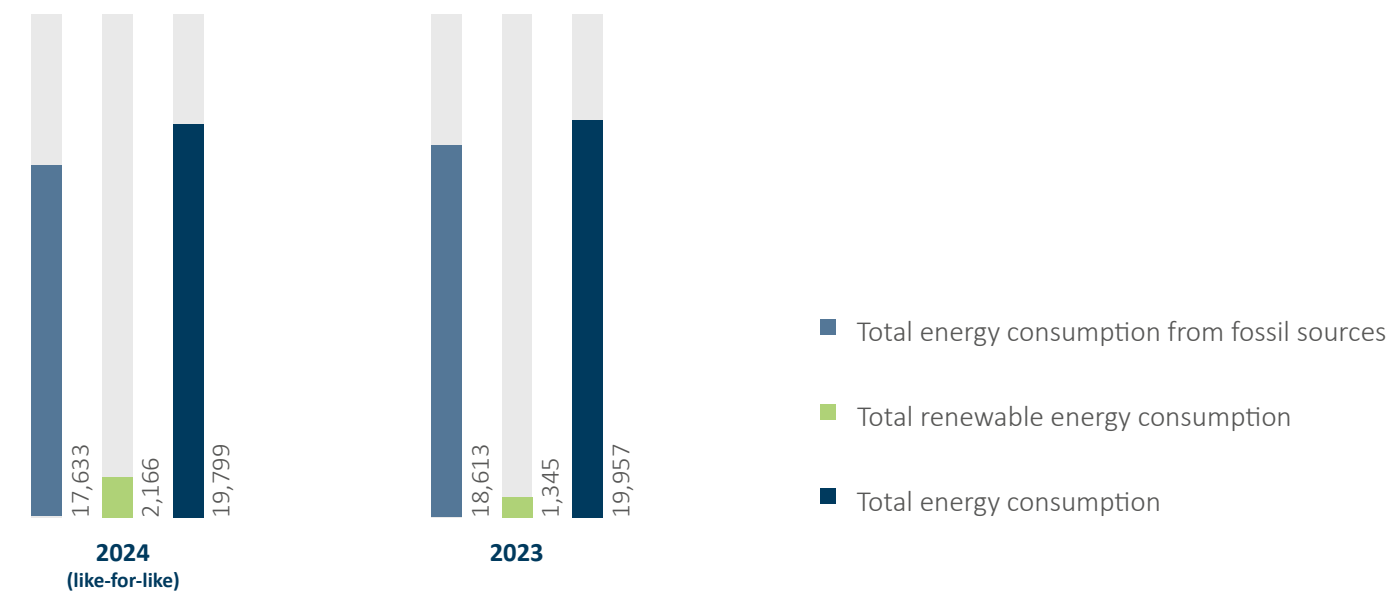
Focus on the environment

The responsibility that derives from the impact of our operations on the environment is a fundamental part of our philosophy. To this end, **we orient our business towards actions and behaviors that are as ecologically sustainable as possible.**

This includes the project undertaken by Piovan S.p.A. to certify the Company’s environmental management system based on the **UNI EN ISO 14001** standard achieved on December 7, 2019, for the operational headquarters in Santa Maria di Sala, Venice.

MANAGEMENT OF ENERGY CONSUMPTION

ENERGY CONSUMPTION AND MIX (IN MWh)



SCOPE 1, 2 AND 3 EMISSIONS CALCULATION

		2024	2024 (like-for-like)*	2023	2024 vs 2023 (like-for-like)*	2024 vs 2023 %
Scope 1	Consumption of natural gas for heating and production	1,248	1,248	1,173	75	6.4%
	Diesel consumption	896	896	1,035	(139)	(13.5)%
	Petrol consumption	620	615	539	76	14.2%
	Fuel consumption from renewable sources, including biomass	-	-	-	-	-
	Fuel consumption from renewable sources, including biodiesel	-	-	-	-	-
Total Scope 1		2,764	2,759	2,747	12	0.4%
Scope 2	Location-based	3,006	2,529	3,773	(1,245)	(33.0)%
	Market-based	2,728	2,251	4,147	(1,895)	(45.7)%
Total	Scope 1 + Scope 2 (location-based)	5,769	5,288	6,520	(1,232)	(18.9)%
	Scope 1 + Scope 2 (market-based)	5,492	5,010	6,893	(1,883)	(27.3)%
Scope 3	1- Purchased goods and services	86,954	83,792	81,522	2,270	2.8%
	2- Capital goods	-	-	-	-	
	3- Fuel and energy-related activities	-	-	-	-	
	4- Upstream transportation and distribution	18,808	18,552	19,194	(642)	(3.3)%
	5- Waste generated in operations	-	-	-	-	
	6- Business travelling	-	-	-	-	
	7- Employee commuting	-	-	-	-	
	8- Upstream leased assets	N/A	N/A	N/A	N/A	N/A
	9- Downstream transportation and distribution	78	77	394	(317)	(80.4)%
	10- Processing of sold products	N/A	N/A	N/A	N/A	N/A
	11- Use of sold products	6,039,214	5,569,274	6,103,506	(534,232)	(8.8)%
	12- End-of-life treatment of sold products	-	-	-	-	
	13- Downstream leased assets	-	-	-	-	
	14- Franchises	N/A	N/A	N/A	N/A	N/A
	15- Investments	214	496	506	(10)	(2.0)%
Total Scope 3		6,145,268	5,672,191	6,205,122	(532,931)	(8.6)%
Total	Scope 1 + Scope 2 (location-based) + Scope 3	6,153,801	5,680,237	6,214,388	(534,151)	(8.6)%
	Scope 1 + Scope 2 (marked-based) + Scope 3	6,153,524	5,679,960	6,214,762	(534,802)	(8.6)%

* i.e., excluding the contribution of Nu-Vu Conair Pvt. Ltd.

WATER CONSUMPTION MANAGEMENT

In our assembly process, water is not a resource that is used in the production cycle. It is not, for example, stored for future use, or used in products or for cooling purposes. As such, we have not identified significant impacts related to the use of water along the value chain, either in terms of consumption or discharge.

At all our production sites, the water comes from local public aqueducts, so all water management, treatment, discharge and purification is handled by the public utility company.

TOTAL WATER WITHDRAWAL

		2024		2023	
	Unit	All areas	Water-stressed areas	All areas	Water-stressed areas
Water from third parties	megaliters	26.1	19.7	21.21	14.13

PRODUCTS MAINLY USED BY THE GROUP IN ITS OWN ACTIVITIES

- Iron/Steel
- Copper/Bronze/Brass
- Aluminum
- Zinc
- Copper electrical cables
- Electrical components
- Motors
- Electrical resistors
- Glass
- Plastic
- Activated carbons
- Seals
- Paints
- Oils
- Filtering materials
- Insulating materials
- Molecular Sieves
- Rock wool
- Paper/Cardboard
- Wood

RECYCLABILITY OF PIOVAN PRODUCTS



The Group designs and makes products with an average useful life of 10-15 years and ensures high standards of post-sale service, including a retrofit service that increases a product’s remaining useful life. Once a machine is decommissioned, it can be dismantled for parts, which are over 85% recyclable.

Focus on collaborators

People are at the core of our values and of the way we do business. All human resource management and development is carried out with a view to fostering the skills, potential and commitment of every employee, using objective and documented evaluation criteria.

In its human resource management, the Group bases its decisions and rules of conduct on the ethical principles and values of equality, cohesion, honesty, respect, and protection of the individual, and on the principles of the ILO Conventions on the issue.

TOTAL PIOVANGROUP EMPLOYEES BY CATEGORY AND GENDER

	2024				2024 like-for-like*				2023			
	male	female	Other/ Unreported	total	male	female	Other/ Unreported	total	male	female	Other/ Unreported	total
Executives	43	4	0	47	38	4	0	42	40	3	0	43
Managers	141	16	0	157	113	16	0	129	98	16	0	114
White-collar	954	269	0	1,223	816	265	0	1,081	793	260	0	1,053
Blue-collar	631	28	0	659	548	28	0	576	563	32	0	595
Total	1,769	317	0	2,086	1,515	313	0	1,828	1,494	311	0	1,805

* i.e., excluding the contribution of Nu-Vu Conair Pvt. Ltd.

2,086

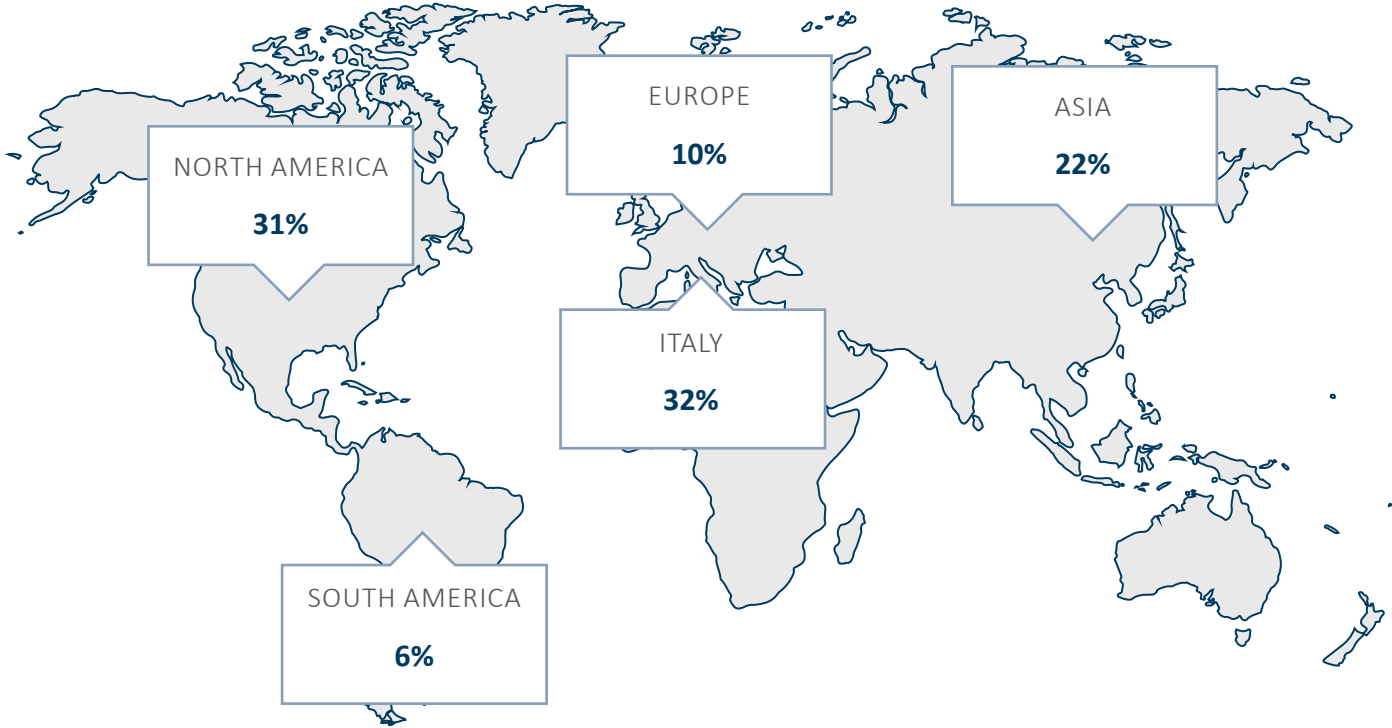
EMPLOYEES
OF THE PIOVAN GROUP



17%

FEMALE EMPLOYEES AT LIKE-FOR-LIKE
SCOPE

PERCENTAGE DISTRIBUTION OF EMPLOYEES BY GEOGRAPHICAL AREA

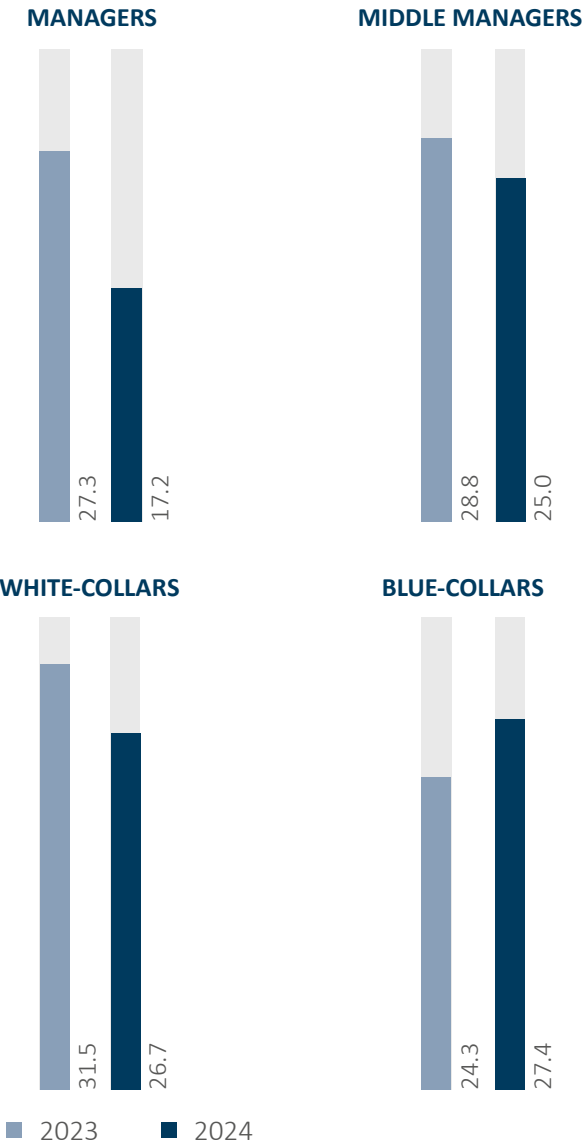


People are essential and so is their development.

Investing in training does not only mean supporting our new arrivals, but also following them throughout their career training over time. The development and sharing of skills are key to the Company’s success. This is why we focus not only on technical skills (in both production and in the service area) but also on soft skills like team working and change management.

In 2024, the Group provided 52,808 hours of training (up 1.3% on the previous year), an average of 26.6 hours per person at like-for-like scope.

AVERAGE TRAINING HOURS PER PERSON BY EMPLOYEE CATEGORY FOR THE PIOVAN GROUP



TRAINING AND DEVELOPMENT

52,808

HOURS OF TRAINING PROVIDED IN 2024

19,207

HOURS OF TECHNICAL TRAINING

16,015

HOURS OF HEALTH AND SAFETY TRAINING

3,631

HOURS OF SOFT SKILL TRAINING

60.5%

PERCENTAGE OF EMPLOYEES WHO PARTICIPATED IN PERIODIC PERFORMANCE AND CAREER DEVELOPMENT REVIEWS



The establishment of the **Group Academy** in 2021 has made it possible to bring together technical/specialist training and soft skills training under one roof, to optimize time, costs and the methods used to analyze training needs, as well as the dissemination of a globally shared corporate culture.

OCCUPATIONAL HEALTH AND SAFETY

The health and safety of our people come before all else. Creating a safe, comfortable workplace for us means not only ensuring that we comply with applicable laws and regulations, but also constantly working to keep thorough risk analyses up to date and promoting a culture of health and safety.

In confirmation of this commitment to occupational health and safety, Piovano S.p.A. obtained ISO 45001:2018 certification on November 26, 2019, for its offices, production site, and warehouse located in Santa Maria di Sala, Venice.

One of the ESG targets approved in 2024 was to increase training hours per person in Health and Safety. This target was achieved during the year with an 81% increase on a like-for-like basis.

WORK-RELATED INJURIES - EMPLOYEES

	2024	2023
Percentage of employees covered by the company's health and safety system	93.7%	n/a
Number of fatalities as a result of work-related ill health	0	0
Number of recordable work-related injuries	17	25
Rate of recordable employee work-related injury (number of incidents per million hours worked)	4.25	7.50
Cases of recordable work-related ill health	0	0
Number of days lost to injury or death due to work-related injury or ill health	170	227



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