

SUSTAINABILITY REPORT **2022**

BORMIOLI LUIGI
GLASSMAKER

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GLASSMAKER

INDEX

01

BORMIOLI LUIGI THE ART OF GLASSMAKING HANDED DOWN FOR GENERATIONS

page 11

- 1.1. A constantly evolving Group page 12
- 1.2. Ethics and sustainable development as an integral part of corporate behaviour page 22
- 1.3. Our approach to sustainability: a constantly evolving path page 28

LETTER FROM THE CHAIRMAN

page 5

REPORT OF THE GENERAL MANAGEMENT

page 7

OUR GOALS

page 8

02

THE VALUE OF QUALITY AND INNOVATION

page 37

- 2.1. Quality products and processes: excellence in everything we do page 38
- 2.2. Customer and end-consumer satisfaction page 46
- 2.3. Poised between tradition and innovation page 48
- 2.4. Supply chain management: a virtuous ecosystem page 70

03

RESPECT FOR THE ENVIRONMENT

page 75

- 3.1. The production process: responsible management of environmental impacts page 76
- 3.2. Monitoring and control of energy consumption page 80
- 3.3. The processing of the raw materials: an art that is reflected in the excellence of the product page 86
- 3.4. Water resources management and protection of the subsoil page 88
- 3.5. Waste management page 92

04

THE VALUE OF OUR PEOPLE

page 95

- 4.1. A company made of people page 96
- 4.2. Professional growth: training and development page 100
- 4.3. The commitment to health and safety in the workplace page 104
- 4.4. Relations with the local communities page 108

METHODOLOGICAL NOTE

page 110

ADDITIONAL INFORMATION

page 112

CORRELATION TABLE WITH THE UN GLOBAL COMPACT PRINCIPLES

page 150

GRI CONTENT INDEX

page 152

INFORMATION ON BORMIOLI ROCCO S.A.U. IN COMPLIANCE WITH LAW 11/2018

page 158



The persevering and continuous striving for quality and innovation and a strategy attentive to social, environmental and ecological issues.

LETTER FROM THE CHAIRMAN

The Bormioli Luigi Group is a world leader in the manufacturing of glass containers for perfumes, cosmetics, spirits and articles for the tableware sector.

The enthusiasm and professionalism of all staff have enabled the company to achieve ambitious business targets on a wide range of markets, reinforcing a positive trend that gives us every reason to be optimistic about the future.

Almost five years after the acquisition of the company Bormioli Rocco, an operation that led to the founding of the country's main national glassmaking centre, the industrial plan for production reorganization and product repositioning of the entire Group is still forging ahead: permanently and tirelessly focused on quality and innovation and a strategy attentive to social, environmental and ecological issues. And of course our history testifies to our marked sensitivity towards the global aspects of business prospects. This attitude was deep-rooted in the company's personality and in the quality levels of our goals, long before certain neologisms became fashionable.

Forty years have passed since the Company, ahead of its competitors, made the ground-breaking change to the use of totally electric melting furnaces, enhancing without hesitation the advantage of dramatically lowering emissions into the atmosphere. This strong drive towards lasting and sustainable business development remains a point of reference in the designing of new plants, which must display the best possible compromise between efficiency and quality, and in the development of new articles, which must be designed to ensure lower consumption of raw materials and longer product life, also through reuse.

These aspects, chosen from a host of others, demonstrate the Company's commitment to pursuing, in an autonomous manner, a successful business model able to meet today's challenges. This document describes the state of progress of our activities and how they are planned, in line with an industrial development that reflects the reasons that led, in 1946, to the founding of Bormioli Luigi, a company that recognizes the dedication and commitment of all those who, in their own specific spheres of competence, and in the zeal they dedicate to their activities, promote conditions for a conscious cultural homogeneity, with increasing freedom and respect for dignity.

The Chairman
Alberto Bormioli (Engineer)



The above-described results, as well as the achievement of future goals, have only been possible thanks to our people, passionate workers with wide experience in our sector.

REPORT OF THE GENERAL MANAGEMENT

The year that has just come to an end was, as we well know, particularly challenging, due to disruptions in global logistics flows and inflation affecting the prices of raw materials and energy, phenomena further exacerbated by ongoing geopolitical conflicts.

Despite these challenges, we succeeded in achieving our goals, always responding carefully and promptly to our customers' demands and needs, increasing the number of our employees while maintaining a harmonious, cooperative work environment. We are grateful to our employees for these admirable achievements.

Also in 2022, we witnessed an important change in the Group's structure, with the approval of the resolution to merge the company Bormioli Rocco S.p.A. into the parent company Bormioli Luigi S.p.A., an operation that responds, first and foremost, to the Group's expediency in being able to present itself as a single legal entity to both external and internal counterparts and, last but not least, it will enable a rationalisation of the organisation in terms of structures and processes, reducing costs and streamlining procedures.

Notwithstanding the global climate of uncertainty in the energy markets, our ambitious research project committing the Group to reduce CO₂ emissions by 50% by 2030, through the study and implementation of cutting-edge glass melting technologies, has been recognised by the European Commission. We are particularly proud of this project and well aware of the important but fundamental efforts we have to make to achieve the goals of the Paris Agreement. We, at Bormioli Rocco S.p.A. and Bormioli Luigi S.p.A., are also proud to have been acknowledged as the only two economic operators in Italy and among energy-intensive industries, to have been granted access by the European Commission to forms of contribution for the implementation of innovative investments through the "Innovation Fund" mechanism.

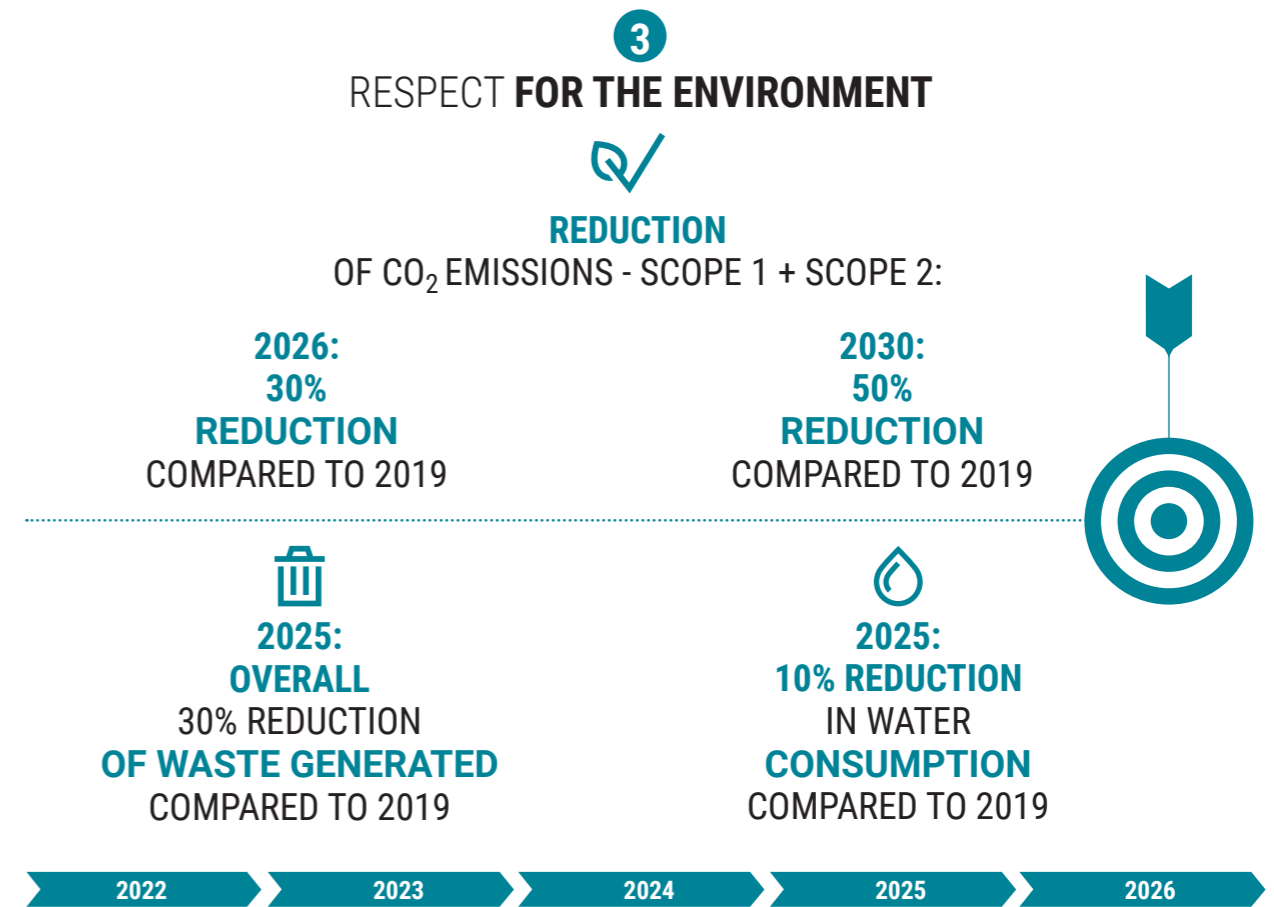
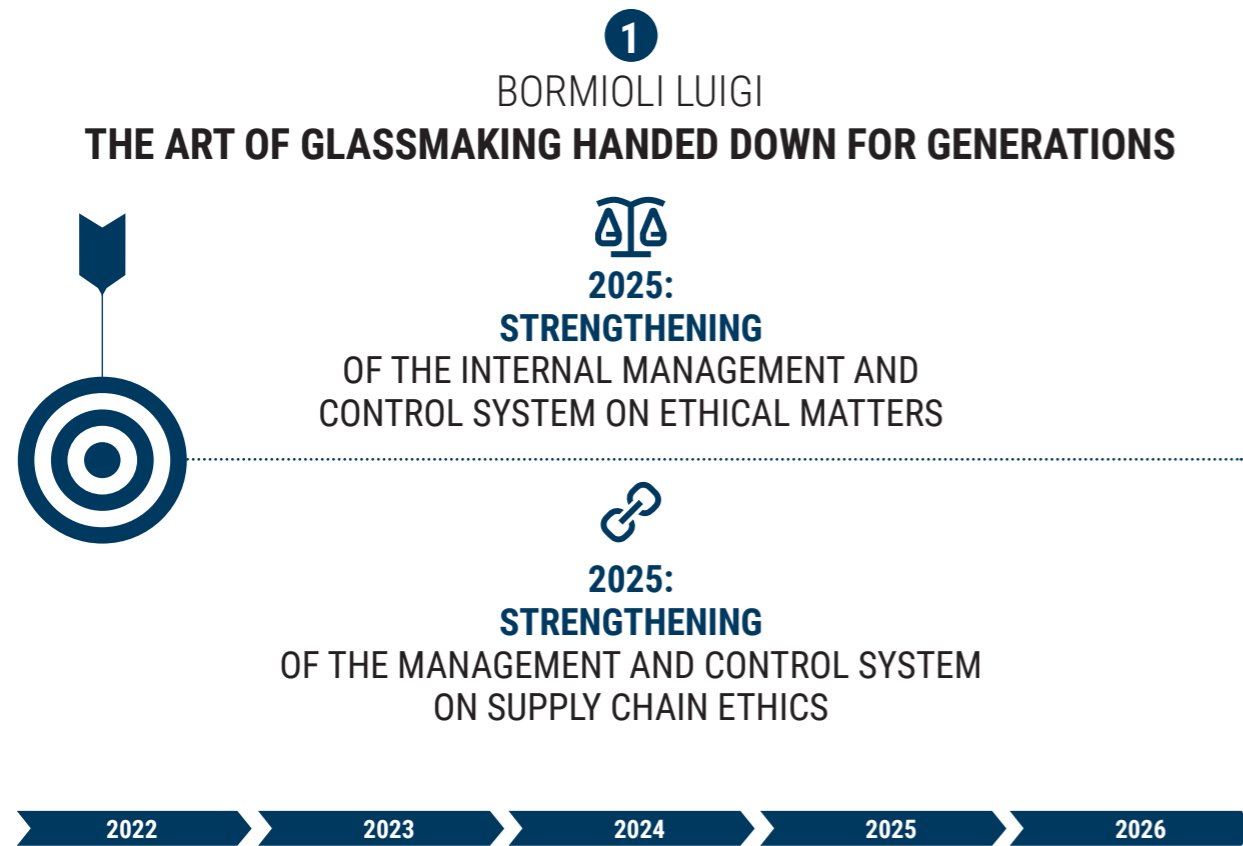
Also in terms of digital transformation, 2022 saw the start of the project to change the Group's IT system, with the installation of the SAP S/4HANA ERP, and the activities necessary to complete the transition process to the new system on all Group modules will continue during 2023. The above-described results, as well as the achievement of future goals, have only been possible thanks to our people, passionate workers with wide experience in our sector, without whom our accomplishments would not have been possible.

This is also why we want to continue innovating and attracting the best talents, fomenting professional growth and advancement, and improving people's well-being and quality of life.

We are aware that we can continue along this path fraught with challenges that, although demanding, we have always faced with tenacity together with all our people and partners, achieving goals that we have been setting ourselves since the foundation of Bormioli Luigi in 1946, aware that we can always offer the best to our customers and collaborators in terms of the quality and guarantee of our products.

The CEO
Vincenzo Di Giuseppantonio

OUR AIMS



OUR AIMS

2025 STRENGTHENING OF THE INTERNAL MANAGEMENT AND CONTROL SYSTEM ON ETHICAL MATTERS

2025 STRENGTHENING OF THE MANAGEMENT AND CONTROL SYSTEM ON SUPPLY CHAIN ETHICS

	2022		2023		2024		2025		2026	
	BORMIOLI LUIGI	BORMIOLI ROCCO	BORMIOLI LUIGI	BORMIOLI ROCCO	BORMIOLI LUIGI	BORMIOLI ROCCO	BORMIOLI LUIGI	BORMIOLI ROCCO	BORMIOLI LUIGI	BORMIOLI ROCCO
Review of the Organisational Model as per Legislative Decree 231										
Review of the procedures for the prevention of corruption, fraud and any kind of anti-competitive practice and training of all staff										
Periodical and scheduled controls of the various corporate areas regarding ethical issues and procedures in relation to Legislative Decree 231										
Obtaining of the certification of the Legality Rating (AGCM)										
Training for all of the staff on Organisational Model and Code of Ethics, to be completed within 2024										
Review of the Code of Ethics and of the risk analysis regarding corruption										
Definition of internal regulations for the ethical behaviour of employees and training for all staff										
Definition of procedures for the management of the controls to be conducted on business partners in the field of ethics										
Extension of anti-corruption procedures to all the Bormioli Luigi Group and training of all staff of the Bormioli Luigi Group										
Redefining procurement management procedures for the new organisational structure										



BORMIOLI LUIGI THE ART OF GLASSMAKING HANDED DOWN FOR GENERATIONS

- 1.1. A constantly evolving Group
- 1.2. Ethics and sustainable development as an integral part of corporate behaviour
- 1.3. Our approach to sustainability: a constantly evolving path

1.1.

A **CONSTANTLY EVOLVING** GROUP

Deeply proud of our roots, we look towards the future, constantly seeking technical excellence, quality and innovation.

In 1946, Luigi Bormioli, an engineer to trade, founded Bormioli Luigi S.p.A., a manufacturing company specializing in the production of glass containers for the perfumery and cosmetics sectors, paying the utmost attention to the quality of its products and processes. Thanks to the adoption of this mindset right from the founding of the company, and to the foresight of the new Chairman, Engineer Alberto Bormioli (1994), the Group has become increasingly successful and established in international markets, soon becoming one of the main players for high-end bottles and tableware. In 2017, with the acquisition of

the tableware division of Bormioli Rocco S.p.A., a company founded in 1825 that has always operated in the glassware sector for the home, for the commercial and mass catering sector and for the B2B channel, the Bormioli Luigi Group further extended its product range and international presence.

The Group's success derives from its ability to maintain its position as leader in the glass sector through a policy of differentiation, offering innovative products distinguished by the highest quality and environmental standards. By exporting its products to more than 100 countries, the Group has demonstrated itself to be one of the most prom-

inent glassworks in the international arena. The steady growth of the Organisation has enabled it to acquire new knowledge, culture and know-how, allowing the Group to operate in an increasingly more integrated, virtuous, innovative and sustainable manner.

Today, the Bormioli Luigi Group is represented in almost every continent through its production plants, decoration facilities and sales subsidiaries. Given the development of market demand, already in 2021, an industrial conversion process, aimed at further expanding production in the perfumery and cosmetics sector, was initiated.



THE BORMIOLI LUIGI GROUP WORLDWIDE

5

PRODUCTION SITES

4

DECORATION FACILITIES

7

SALES BRANCHES



NEW YORK (USA)
Sales and Distribution Branch

SÃO PAULO (Brazil)
Sales Branch

LILLE (France)
Sales Branch

HÖHR-GRENZHAUSEN (Germany)
Sales Branch

ABBIATEGRASSO (Italy)
Production Site

FIDENZA (Italy)
Production Site / Decoration

PARMA (Italy)
Registered Office
Production Site
Decoration

HONG KONG
Sales Branch

ALTARE (Italy)
Production Site

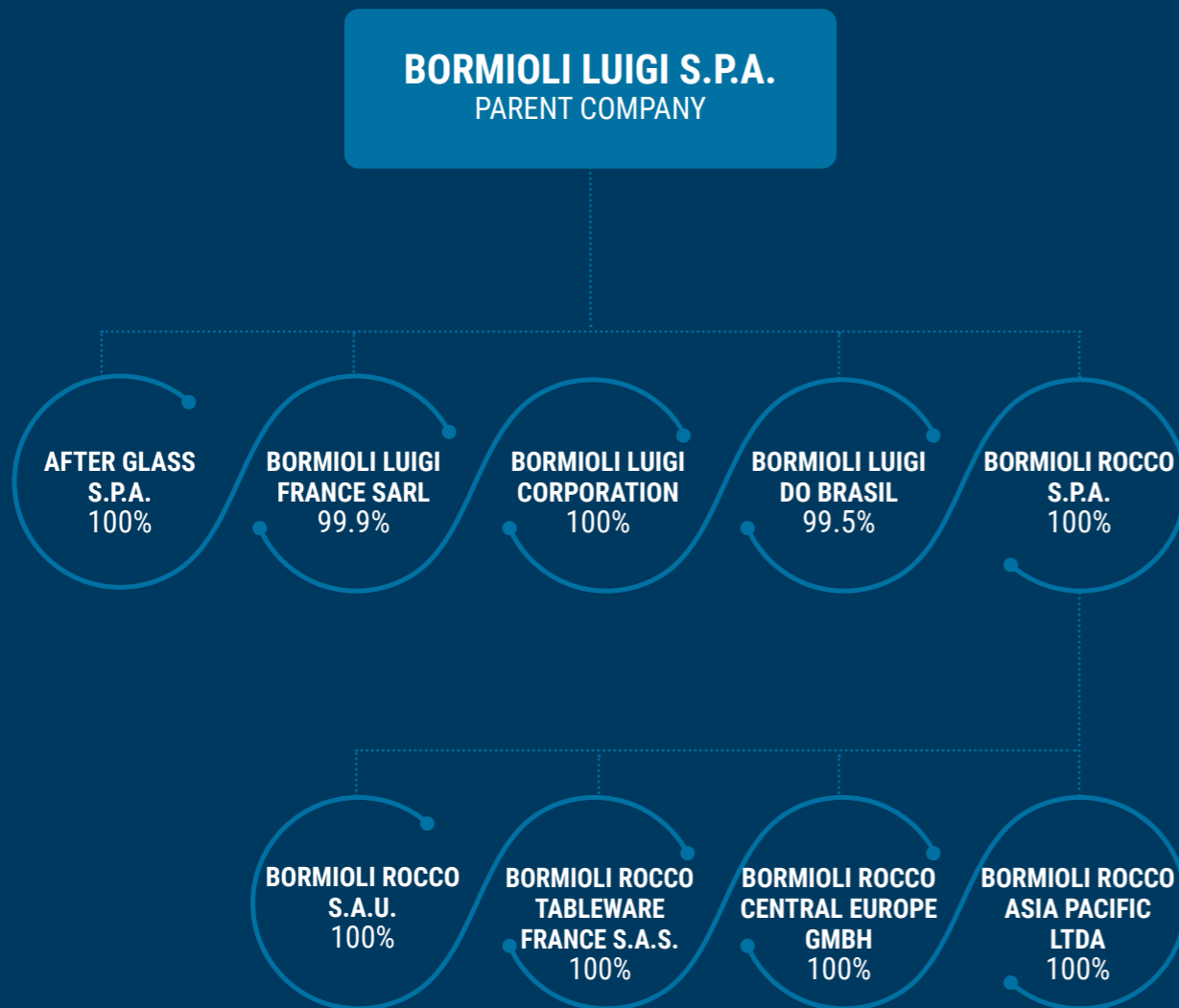
COULOMMIERS (France)
Decoration

PARIS (France)
Sales Branch

AZUQUECA (Spain)
Production Site / Decoration
Sales and Distribution Branch

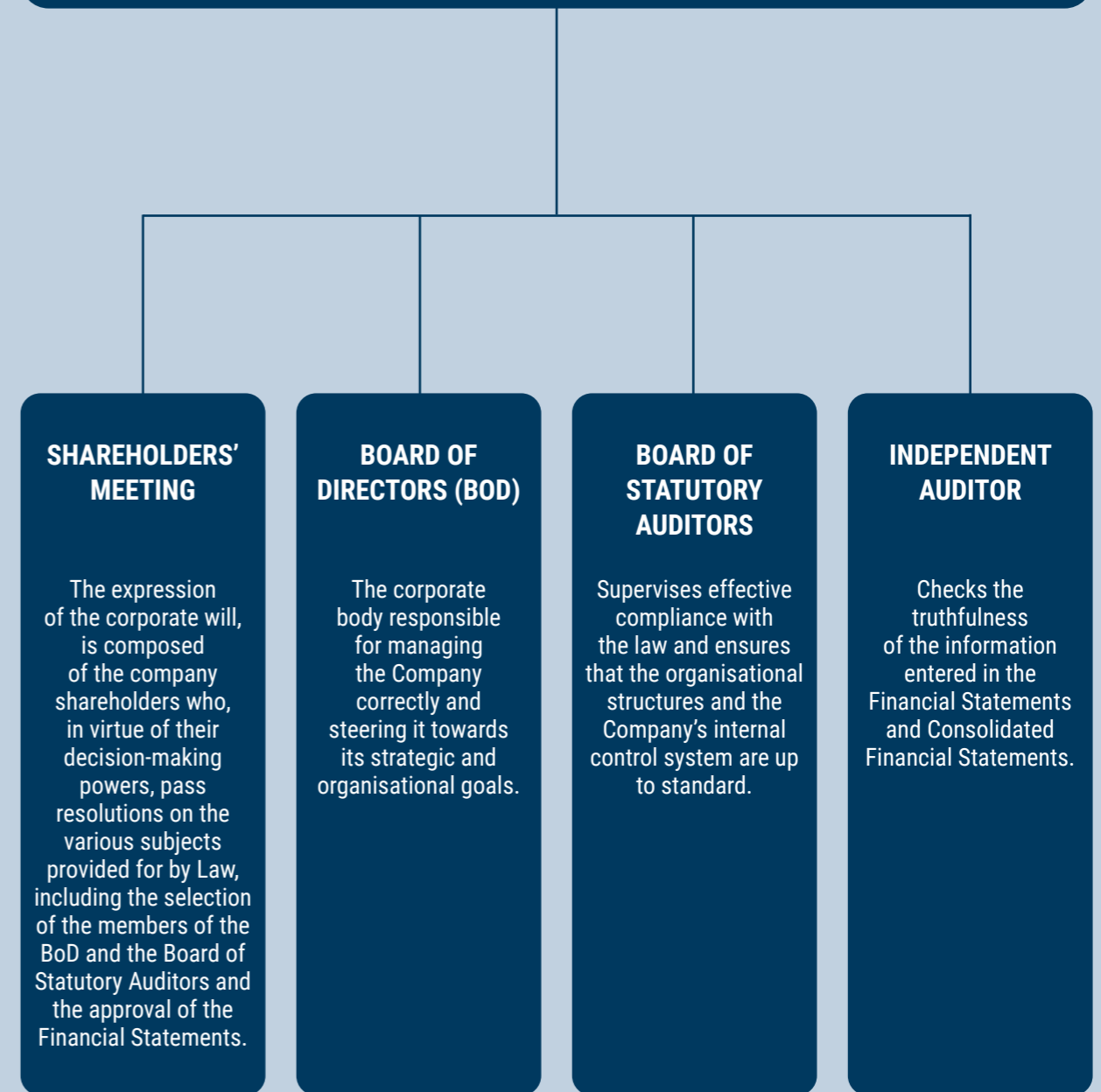
CORPORATE STRUCTURE

As of December 31, 2022, the Bormioli Luigi Group (hereinafter also "the Group" or "the Organisation") is composed of the following companies:



GOVERNANCE

The Organization's desire to operate in a transparent and responsible manner has prompted the Parent Company Bormioli Luigi S.p.A. to equip itself with a traditional governance system consisting of the following corporate bodies:



SHAREHOLDERS' MEETING

The expression of the corporate will, is composed of the company shareholders who, in virtue of their decision-making powers, pass resolutions on the various subjects provided for by Law, including the selection of the members of the BoD and the Board of Statutory Auditors and the approval of the Financial Statements.

BOARD OF DIRECTORS (BOD)

The corporate body responsible for managing the Company correctly and steering it towards its strategic and organisational goals.

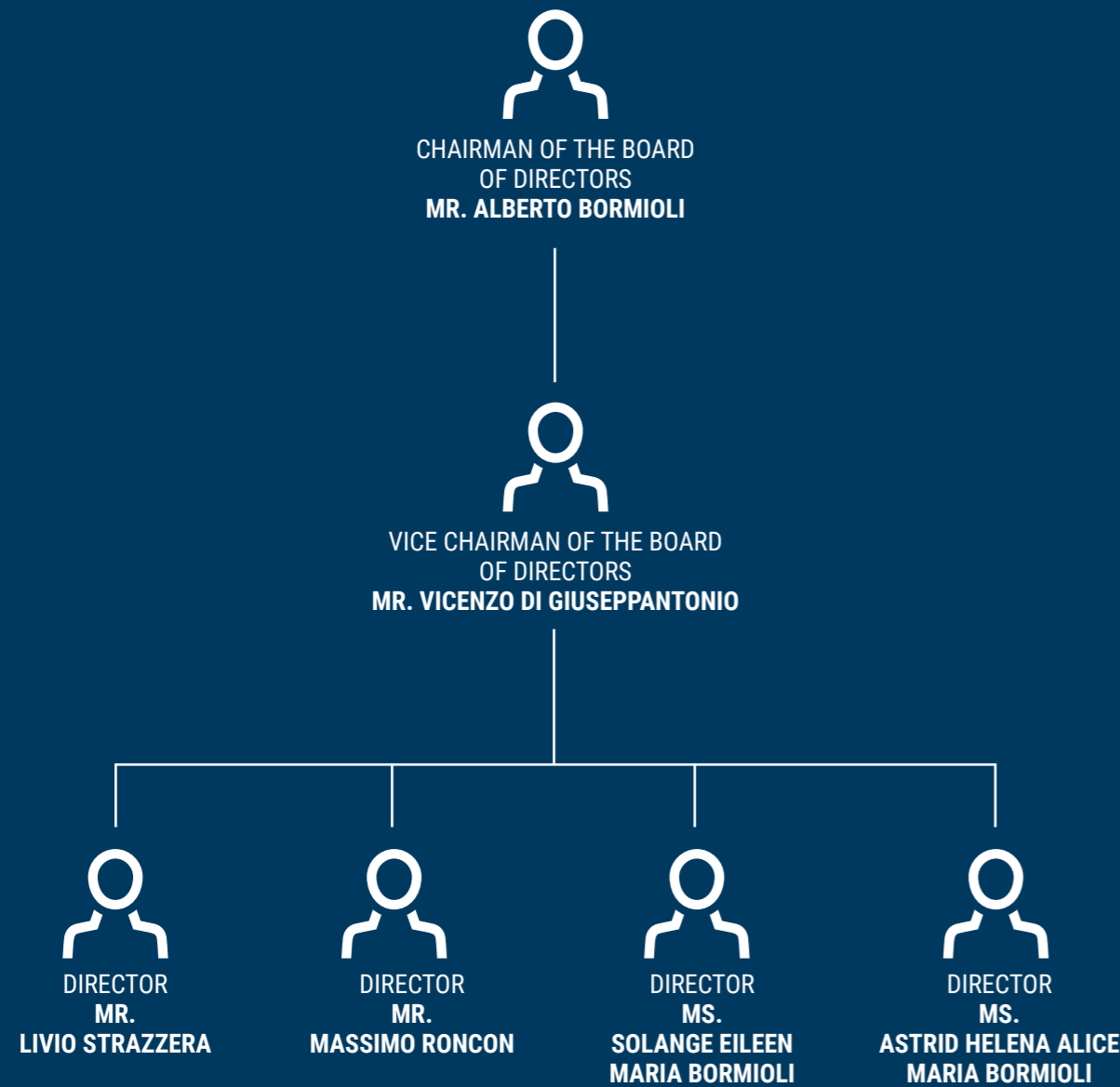
BOARD OF STATUTORY AUDITORS

Supervises effective compliance with the law and ensures that the organisational structures and the Company's internal control system are up to standard.

INDEPENDENT AUDITOR

Checks the truthfulness of the information entered in the Financial Statements and Consolidated Financial Statements.

The **Board of Directors** of the Parent Company Bormioli Luigi S.p.A.¹ is entrusted with the strategic management of the Bormioli Luigi Group. This body is composed of members with executive positions, reflecting the top ranks of the organisation, and non-executive members.



The **remuneration of the directors** of the Parent Company is decided by passing specific resolutions. Remuneration policies are defined by processes managed by the Parent Company Management. Moreover, to guarantee the prevention and possible mitigation of conflicts of interest, management and control reports between the Parent Company and its subsidiaries are typed on letterhead as required by law. There are no shareholdings in third-party suppliers.

THE GOVERNANCE OF SUSTAINABILITY

Following the merger by incorporation of Bormioli Rocco S.p.A. into the Bormioli Luigi Group, the group's system of governance will be reviewed during the financial year 2023. In the spirit of continuous improvement, the Group is committed to reviewing its governance, with a focus on sustainability issues and the development of new organisational methods, designed to strengthen its oversight on priority aspects for the Group in line with its continuous evolution at the regulatory and market level. The functions of the service, carried out by the Departments and their organisational units, are centralised and coordinated by the General Manager, performing all the necessary support and coordination activities for all Business Units and the companies belonging to the Group.

The Parent Company's Board of Directors is responsible for defining corporate values and strategic guidelines on sustainability, and for approving implementing actions and goals. The QHSE Manager and Sustainability Coordinator function, reporting directly to the CEO, is responsible for overseeing the implementation of sustainability-related projects and plays the coordinating role on these issues for the entire Group. A Sustainability Committee, chaired by the Chief Executive Officer, has been set up and meets on a monthly basis to review management performance in detail. The Group's performance on economic, environmental and social issues, among others, as well as any reports received from stakeholders, are also taken into consideration during these meetings. On an annual basis, the Board of Directors reviews the Group's perfor-

mance related to economic, environmental and social impacts and develops or updates Group-wide strategic guidelines. As of the date of this document, only part of the Board members have attended specific information and refresher sessions, conducted internally on sustainability issues. The coordination of data collection activities, information and the drafting of the Sustainability Report, is assigned to Bormioli Luigi S.p.A.'s area managers with a reporting approach that involves the consolidation of information and data at Group level. Within this framework, the Board of Directors conducts periodic meetings during the course of the financial year in order to share the progress of the implementation of the Report and simultaneously review sustainability performance on relevant economic, environmental, and social issues.

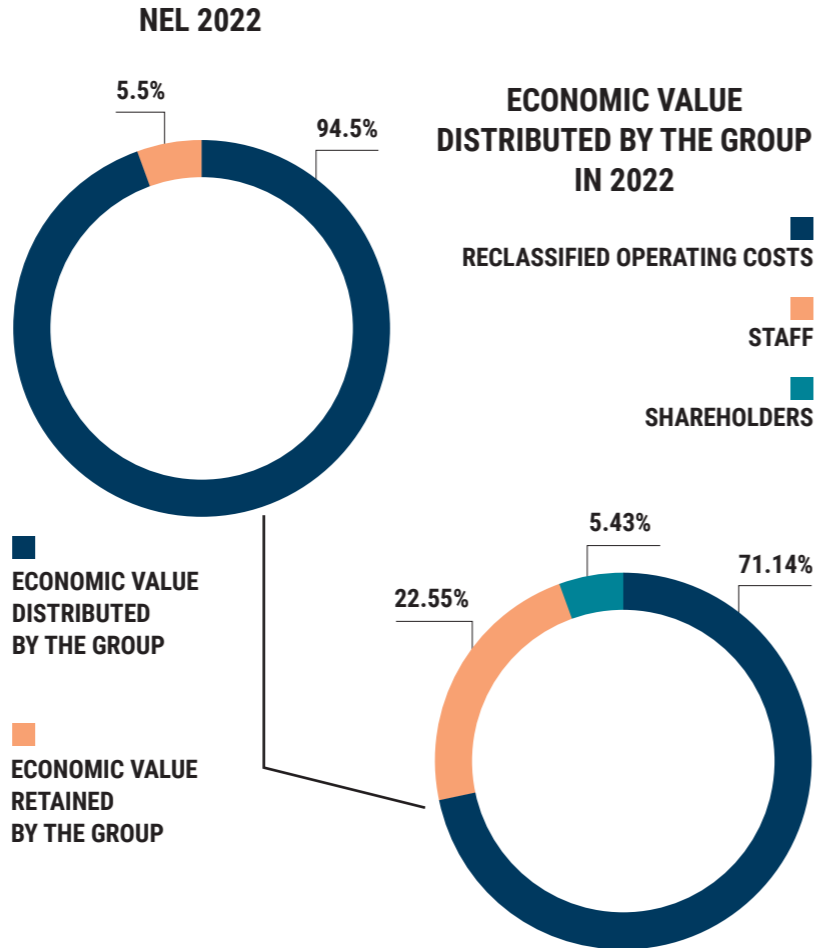
THE ECONOMIC PERFORMANCE

Financial year 2022 ended with a Group net profit of approx. 39 million euro.

The main outlet market for perfumery glassware has manifested an exceptional and unexpected sales boom on a global scale, a scale that surprised customers and suppliers alike. The phenomenon is partially justified by a more widespread use of e-commerce: this practice, boosted by the pandemic crisis, has provided access to new target customers that would not otherwise be easily reached. Online sales have not replaced sales in traditional stores: on the contrary, they have boosted them. The explosion of some emerging markets (China first and foremost), which have already become decisive for many prestigious beauty brands, suggests a long wave with effects that will not be reversed over time. Demands for glass containers for perfume have increased in line with the above-described process: the surge in demand has elevated plant saturation levels for all glass factories in the industry.

The value of household goods sales has increased by 5%: the price increase policy (with which they tried to partially cover the hikes in raw material costs and energy rates) has affected sales volumes differently depending on channels and product categories.

THE ECONOMIC VALUE NEL 2022

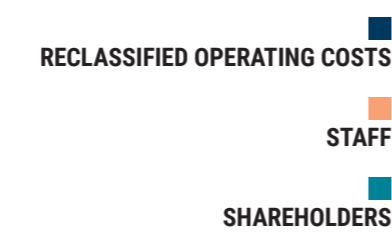


grasso plant and the Fidenza plant. Bormioli Luigi S.p.A. and Bormioli Rocco S.p.A. have emerged as the "only" economic operators in Italy, among energy-intensive industries, to have been granted access by the European Commission to forms of contribution for the implementation of innovative investments through the "Innovation Fund" mechanism.

THE ECONOMIC VALUE GENERATED AND DISTRIBUTED ²

The Bormioli Luigi Group has always been committed to the creation of wealth for all stakeholders involved, both internal and external, reconciling economic growth with a sus-

ECONOMIC VALUE DISTRIBUTED BY THE GROUP IN 2022



tainable development path aimed at creating value for all those involved with the Group's activities. The economic value generated, calculated according to a reclassification of the income statement, corresponds to an evaluation of the economic-social impact created, measuring the wealth generated for the benefit of stakeholders. In 2022, the economic value generated (amounting to €701,862 thousand) was 37% higher than in the previous year. 94.5% of the value generated (amounting to €663,286 thousand) was distributed, while the remainder retained was invested in the sustainable growth of business.

DIGITALISATION AND INFORMATION SECURITY

With a view to growing and maintaining a high degree of business competitiveness, the Group considers it essential to keep abreast of technological innovation. This focus is confirmed in the path of corporate transformation, launched in 2019, with the main purpose of adopting more modern and resilient information systems in order to effectively support the company's business processes. To this end, the Group Information Systems Department has designed a new Group information system, currently under development, to meet the latter's three goals for the years to come:

- harmonisation of business processes in a highly competitive multi-corporate and multinational environment;
 - digitisation of the above processes supported by modern, secure and efficient ICT infrastructure and business solutions;
 - constant attention to the issue of "information security."
- During financial year 2022, a number of projects and initiatives consistent with these objectives were put in place, such as: the launching of the first part of the new Group ERP, the contracting of an external Datacentre service, the enhancement of ICT infrastructure perimeter protection systems, and the launching of an

awareness campaign on Cyber Security, aimed at all employees. With this in mind, as can be seen, in addition to the digital transformation itself, the Group attaches significant importance to the protection of the information handled, paying constant attention to its confidentiality, integrity and availability, both in traditional/paper and digital modes and, where possible, according to the principle of "least privilege." Although the company pays the utmost attention to these issues, in May 2022 it was the victim of a ransomware cyber attack with ransom demands, which simultaneously affected several manufacturing companies nationwide. However, thanks to the strategies adopted beforehand and the immediate reaction of the responsible corporate functions, there was no evidence to suggest that corporate data, relating to business partners and/or employees, had been lost or compromised; the functionality of the affected systems was therefore gradually restored and no ransom payment was made. The event resulted in the company's increased awareness of cyber risk and its consequences, on the one hand, and confirmation of the choices made to digitize Group processes, on the other.



² The breakdown of the Economic Value generated and distributed to the various Stakeholder categories was quantified through a reclassification of the income statement, drafted on the basis of the GRI Sustainability Reporting Standards.

1.2.

ETHICS AND SUSTAINABLE DEVELOPMENT AS AN INTEGRAL PART OF CORPORATE BEHAVIOUR

Sustainable development can only be achieved through a widely shared corporate philosophy based on responsibility and work ethics.

A cornerstone in the corporate culture of the Bormioli Luigi Group is the importance given to ethics in the conducting of business, and in the behaviour of corporate management and staff, indispensable conditions for the success and safeguarding of the company itself.

A corporate culture whose foundations are rooted in the company's pillars and values, which are shared with every employee and collaborator, a culture which must be observed together with the principles and rules contained in the Code of Ethics³.

Furthermore, the "Labour and human rights policy"⁴ emphasises recognition of the value of work and respect for human rights, values on which the company's culture and strategy are based when doing business, also outside of the company.

OUR PILLARS



PEOPLE

Putting people first means recognizing the decisive role of talent in the development of the company, creating suitable professional and personal development paths, that cultivate their ideas, passions and competences.



EXCELLENCE

Proposing **excellent products** demonstrates the efforts of the company to continuously exceed the expectations of its own clientele, aiming for maximum quality throughout the various phases of production and optimizing the bond between the millennia-long tradition of the Bormioli family and the spirit of innovation that characterizes the company.



ENVIRONMENT

Protecting the environment means promoting the intrinsic sustainability of glass, a material that can be fully recycled over and over again; it also means that constant attention is being paid to the reduction of environmental impact through the innovation of the production process, product design and circular economy (use of post-consumer recycled glass).



ETHICS

Acting ethically and responsibly is an essential commitment for a sustainable company and translates into respect for the values laid down in the Code of Ethics, ensuring that such modes of behaviour are also shared by the partners with whom the company collaborates on product design.

³ The above-mentioned Code of Ethics refers to the two companies: Bormioli Luigi S.p.A. and Bormioli Rocco S.p.A. The official documents are available at the following links: Bormioli Luigi Code of Ethics: https://www.bormioliluigi.com/file/en/BORMIOLI_LUIGI_Codice_Etico.pdf Bormioli Rocco Code of Ethics: https://www.bormiolirocco.com/upload/pageblock/BL_Codice_etico_EN_sojrzw5v.pdf

OUR VALUES



ENTREPRENEURS OF OURSELVES

The complex life of a glass manufacturing plant is made up of moments in which the expression of outstanding human skills is of the utmost importance. Only the ingenuity of an enterprising human being can develop innovation, only the equilibrium of a rational human being can combine opposing ideas, only the spontaneous generosity of an intelligent human being can dedicate him/herself to the good of the company. This awareness instils the activity of all those working in the company with the responsible and enthusiastic spirit of people who are also enjoying a personal success.

OPEN



We are eager to explore new frontiers and opportunities, we are open to all the initiatives that could bring about improvements in know how, conduct, technology, growth and greater value for us and for our customers.



INNOVATIVE

Innovation in Bormioli Luigi is a mental state that is experienced from day to day: we want to learn, change, and rise above our limits. This is, in fact, an indispensable condition to guarantee a long life to the company: to remain forever young and be reborn each day.

FREE



Well-balanced, independent financial management is an indispensable prerequisite to ensure freedom of action and decision-making. Only in this way does the desire to achieve the goals for which we strive, and which we consider worthy of being achieved, acquires meaning.



SUSTAINABLE

The company, chaired by Engineer Alberto Bormioli, continues to invest unwaveringly in the ecological transition. As a player, our aspiration is to be a role model and a partner to our customers, in upholding the historical virtues of glass and the development of the sector, with fundamental respect for people and their environment.

⁴ The labour and human rights policies refer to the two companies: Bormioli Luigi S.p.A. and Bormioli Rocco S.p.A. The official documents are available at the following links: https://www.bormioliluigi.com/file/en/POLITICA_PER_IL_LAVORO_ED_IL_DIRITTI_UMANI_2020.pdf https://www.bormiolirocco.com/upload/pageblock/politica%20etica%20EN_v8k3my3w.pdf



OUR MISSION



To create, in the **field of perfume bottles**, all the conditions for manufacturing the best possible product so that the best fragrance companies in the world will choose us as their partner, convinced of the decisive contribution we can make to the growth of their success.



To affirm, in the **tableware sector**, a product with unique characteristics on the market so that our range represents a constant and easily recognizable reference for all those people who identify their style with the expression of our culture's values.



To design and develop innovative **decoration technologies** for the production of **decorated** items suited to the most demanding requests of the reference markets.



RESPONSIBLE RUNNING OF THE COMPANY

THE ORGANISATION, MANAGEMENT AND CONTROL MODEL

The Group has decided to voluntarily adopt, for the companies based on Italian territory, the **Organisation, Management and Control Model** pursuant to Italian Legislative Decree no. 231/01⁵, the aim of which is to promote responsible behaviour inside the Italian companies and prevent the risk of the commission of the crimes listed in the Decree itself, including those related to corruption, health, safety and the environment. As of the date of this document, the Group has completed the updating of the Governance and Compliance programme pursuant to Legislative Decree 231/2001 and the Code of Ethics with respect to:

- the organisational changes occurring;
- regulatory developments, consistent with the law, and relevant best practices through the definition of a single and integrated framework based on an alignment of the methodology underlying the 231 Models.

For the Group's foreign branches, which are not directly subject to Italian law, the Bormioli Group has adopted *ad hoc* organisational models and compliance programmes, which it deems essential to ensure a high degree of effectiveness and

FIGHT AGAINST DISCRIMINATION, AND RESPECT FOR HUMAN RIGHTS IN THE WORKPLACE

The psycho-physical well-being and peace of mind of personnel are considered as strategic factors for the Group, with the power to contribute to the improvement of the productivity, effectiveness and efficiency of its internal production processes. From this perspective, the Group has several procedures and policies designed to maintain a work environment that is always respectful of human and workers' rights. The procedure **"Management, training and education of personnel"** adopted by Bormioli Luigi S.p.A., for example, covers all the main aspects connected with the management of employees, the fight against discrimination and harassment and respect for fundamental human rights in the workplace. The Group is doing its utmost to extend this procedure to the other companies belonging to the group in order to align the management of human resources and their respective training. The **"Labour and Human Rights Policy"** - in line with international agreements such as the International Charter of Human Rights, including the Universal Declaration of Human Rights of the United Nations (UN) and the fundamental Conventions of the International Labour Organisation (ILO) - define the means by which the principles contained in the **Code of Ethics** will be applied.

The Group has implemented a series of actions designed to guarantee the dissemination and respect of these principles by all of its employees. Specific **training sessions** have been held on the management of corporate relations and the optimisation of the resources offered and, where necessary, periodical changes are made in the organisation of the work. For all the companies of the Bormioli Luigi Group, the rights of employees are guaranteed through appropriate control mechanisms and regulatory instruments, such as collective bargaining agreements and the Code of Ethics.

An Equality Plan has also been implemented for the company incorporated under Spanish law, Bormioli Rocco S.A.U., as required by the legislation in force.

In the course of the financial year 2022, no cases of misconduct or discrimination were recorded within all companies in the Group.

efficiency. The operating of these models and programmes is subject to internal verification by means of appropriate internal control systems, in place in each foreign office. To deal with any suspected unlawful activity, the company has set up a

channel where suppliers, employees and other stakeholders related to the Group's business activities can report complaints, anonymous or otherwise (whistleblowing), and receive a prompt response from the company's supervisory bodies.

THE CODE OF ETHICS AND THE SUPERVISORY BODY

A fundamental element of the Model 231 is the **Code of Ethics**, which identifies the ethical/behavioural values and principles that must be observed by the corporate bodies, employees and all those working with the company. The Code, drawn up by the Parent Company but extended to all Group companies, demands that the entire organisation behave with transparency, fairness, moral integrity and mutual respect in all circumstances. It also specifies the safeguarding of rights and the integrity of people, prohibiting discrimination, abuse and conduct offensive to personal dignity.

The **Supervisory Body**, generally referred to as the OdV (Organismo di Vigilanza) - an independent body endowed with autonomous powers of initiative and control - is responsible for overseeing the effective application of the Model. For foreign companies, this verification is carried out by the respective Boards of Directors or appropriate internal control systems.

The Group's commitment to ensuring that the new Model is disseminated to all employees and that Group's staff are informed and knowledgeable on the subject, is confirmed by the training courses

on Model 231 and the Code of Ethics held for its employees also in 2022. With a view to maximising awareness and dissemination, this specific training is compulsory for all new employees.

PREVENTION MEASURES IN THE FIELD OF ETHICS

Following the identification of risk areas, the Bormioli Luigi Group carried out an evaluation of the internal control system and implemented a series of preventive measures, including:

- extension of the Code of Ethics to all Group companies (including foreign offices);
- periodic update of the risk assessment in the event of major changes to the Italian offices and the introduction of new potential crimes⁶;
- conformity controls, quarterly audits carried out by the control bodies, among which the Supervisory Body, with a view to identifying, evaluating, controlling and managing risks.

WHISTLEBLOWING

The company introduced the whistleblowing procedure, to facilitate the reporting of any irregularities observed.

This procedure obliges all employ-

ees and collaborators to promptly report to the Supervisory Body, using the tools provided by the Group, any information concerning conduct that could involve violations of the provisions of the Decree and/or the Model and/or the Code of Ethics, as well as specific criminal offences.

As far as reporting channels are concerned, the Group has a platform that can be accessed⁷ from the institutional website, where operating instructions can be found, so that anyone wishing to make a report can do so⁸. Anyone wishing to report from a foreign office is also free to use this reporting channel.

In 2022, no reports were received, no incidents of corruption were discovered, nor were any sanctions applied due to failure to comply with the laws and regulations in corporate or social spheres.

Also for foreign offices there is a reporting channel to monitor any actions that could lead to violations of human rights and the principles of the Code of Ethics, and direct control and oversight is exercised by a supervisory body composed of external members and members from within the company, chosen and appointed by the board of directors on the basis of the principles of transparency, independence and professionalism.

1.3.

OUR APPROACH TO SUSTAINABILITY: A CONSTANTLY EVOLVING PATH

To continue to improve our know-how so as to develop products that guarantee quality, ethics, environmental protection and the safeguarding of people.

Sustainability for the Bormioli Luigi Group means **putting people first, excelling** and continuously exceeding **the expectations of customers**, undertaking to protect the environment and always **acting ethically and responsibly**. The pillars on which the company culture - disseminated and shared by every Bormioli employee - is based, aim to achieve the success of the organisation, without ever losing sight of corporate values. On the strength of its vision, a **Sustainability Committee** was set up, composed of representatives from the main corporate areas and coordinated by the CEO, which meets once a month, setting itself the main objective of **planning and coordinating the implementation of company sustainability initiatives with the involvement of the entire organisation**.

BORMIOLI'S COMMITMENT TO EFFECTIVE AND TRANSPARENT SUSTAINABILITY MANAGEMENT
In order to guarantee efficient man-

agement of the aspects related to quality and environmental sustainability, the Group has adopted several ISO-certified management systems. Furthermore, Bormioli Luigi and Bormioli Rocco have joined the international platforms, **Ecovadis** and **Sedex**, so as to measure their sustainability performance against industry practices, and Bormioli Rocco has also joined the Higg platform. Over the years, membership of these platforms has enabled the company to consolidate its sustainability performance, defining actions related to the areas of improvement

Bormioli Luigi S.p.A. adheres to the ten principles of the **Global Compact** of the United Nations, actively contributing to the achievement of the SDGs of the UN 2030 Agenda.

singled out. In 2022, both Bormioli Luigi plants, Parma and Abbiategrasso, were awarded the **platinum** medal on the results of the EcoVadis rating questionnaire, while in 2023 the Bormioli Luigi Group was awarded the bronze medal. The company Bormioli Luigi has been submitting the questionnaires for Climate Change and Water Security of the **CDP - Carbon Disclosure Project** – an independent international organisation that provides companies with a system for measuring, detecting, managing and sharing information on climate change on a worldwide scale. The Group actively contributes to the achievement of the goals of the United Nations 2030 Agenda for Sustainable Development (SDGs), and Bormioli Luigi, the Group's parent company, also adheres to the ten principles of the **United Nations Global Compact**, ten principles related to human rights, labour, environment and anti-corruption that the company adopts in all its policies, practices and strategies.

OUR CERTIFICATIONS AND SUSTAINABLE INITIATIVES

CERTIFIED PRODUCTION PLANTS ⁹	BORMIOLI LUIGI S.P.A.		BORMIOLI ROCCO S.P.A.		BORMIOLI ROCCO S.A.U.
	PARMA	ABBIATEGRASSO	FIDENZA	ALTARE	AZUQUECA
ISO 9001:2015 Quality management system	✓	✓	✓	✓	✓
ISO 14001:2015 Environmental Management System	✓	✓			
ISO 14064-1:2018 Inventory of the greenhouse gas emissions	✓	✓			
ISO 50001:2018 Energy management system	✓	✓	✓	✓	
ISO 22000:2018 (FSSC) Food safety management system				✓	
ISO 45001:2018 Occupational Health and Safety Management System			✓	✓	
EUROPEAN MEASURING INSTRUMENTS DIRECTIVE Quality assurance system (module D1)			✓	✓	
EU ETS Inventory of the greenhouse gas emissions	✓	✓	✓	✓	✓
AEO Authorized Economic Operator			✓	✓	✓

PLANTS THAT HAVE JOINED THE PLATFORM	BORMIOLI LUIGI S.P.A.		BORMIOLI ROCCO S.P.A.		BORMIOLI ROCCO S.A.U.
	PARMA	ABBIATEGRASSO	FIDENZA	ALTARE	AZUQUECA
Ecovadis	✓	✓	✓	✓	✓
Sedex	✓	✓	✓	✓	
HIGG			✓	✓	
CDP (Climate Change)	✓	✓			
CDP (Water)	✓	✓			
UN Global Compact	✓	✓			

⁹ The table refers exclusively to the headquarters of Bormioli Luigi S.p.A, Bormioli Rocco S.p.A and Bormioli Rocco S.A.U.

BORMIOLI'S CONTRIBUTION TO THE SDGs

The SDGs are the 17 goals approved by the United Nations as part of the 2030 Agenda, that contains the guidelines to help all countries contribute to global sustainable development. Achieving the objectives requires action from all parts of society, including the business sector.

The 17 goals are, in turn, broken down into 169 targets to be achieved by 2030. The Bormioli Group has selected 8 of these goals - those most closely linked to its medium- and long-term activities and commitments.



PEOPLE FIRST



PROMOTING HEALTH AND WELL-BEING

We prioritise the health and well-being of our employees. This is why we are constantly striving to provide safe and healthy workplaces. Particularly in the last two-year period, our Company has scrupulously undertaken all the actions required to prevent and contain the spread of the Covid-19 pandemic.

We also promote various welfare activities for our people, contributing to an internal solidarity fund to help our employees meet their own healthcare costs.

Ref. Chapter 4.1. A company made of people



GUARANTEEING GENDER EQUALITY

A specific company procedure has been drawn up to guarantee the company's constant commitment to eliminating discrimination in the areas of recruitment, hiring and career promotion, in order to offer equal opportunities to all people, at all levels.

Ref. Chapter 4.1. A company made of people



EXCELLING AND EXCEEDING CUSTOMERS' EXPECTATIONS



INNOVATING PRODUCTS AND PROCESSES

The successes of Bormioli Luigi are the result of constant commitment combining decades of experience with continual innovation in production and product development processes, which is a fundamental aspect for the maintenance and development of business.

Ref. Chapter 2.4. Poised between tradition and innovation

Ref. Chapter 3.1. The production process: responsible management of environmental impacts



PROTECTING THE ENVIRONMENT



PREVENTING WASTAGE OF WATER RESOURCES

In order to prevent water wastage and, wherever possible, reduce consumption, Bormioli Luigi has installed an industrial plant for the purification and recovery of water as well as recirculation systems, which enables considerable reduction in consumption.

Ref. Chapter 3.4. Water resources management and protection of the subsoil



INCREASING ENERGY EFFICIENCY AND PRODUCING ENERGY FROM RENEWABLE SOURCES AND PROMOTING ACTIONS TO COMBAT CLIMATE CHANGE

In order to reduce electricity consumption and contribute to the fight against climate change, we are tirelessly committed to researching the latest technologies, in an effort to increase the energy efficiency of our production processes, while reducing our energy consumption and carbon footprint.

A long-term project to update the plants in order to improve the energy efficiency of the production processes is underway.

In order to significantly reduce its environmental impact, the Bormioli Group has set itself the goal of obtaining ISO 50001 energy certification for all its glass production plants.

Ref. Chapter 3.1. The production process: responsible management of environmental impacts

Ref. Chapter 3.3. Monitoring and control of energy consumption



GUARANTEEING SUSTAINABLE PRODUCTION MODELS

Our environmental policy and ISO 14001 certification represent the embodiment of the Company's vision, which is focused on continuous improvement in the levels of energy and water consumption, emissions, waste recycling and circular economy, in order to contribute to the promotion of a sustainable production model.

Ref. Chapter 3.1. The production process: responsible management of environmental impacts

Ref. Chapter 3.4. Water resources management and protection of the subsoil



ACTING ETHICALLY AND RESPONSIBLY



INCREASING SUSTAINABLE EMPLOYMENT AND CREATING SHARED VALUE

We believe in the creation of economic value in the long term and aim at the growth of the company in order to create value also for the territory in which we operate. We favour long-lasting relationships with our employees, we do our utmost to insert young talented people in the organisation and strive to guarantee advantageous contractual conditions.

Ref. Chapter 1.1. A constantly evolving company: true to our roots with an eye towards the future

Ref. Chapter 4.1. A company made of people

LISTENING AND RESPONDING TO THE REQUESTS OF OUR STAKEHOLDERS

The Group decided to draw up this Sustainability Report, with the aim of increasingly improving its transparency towards all its stakeholders.

The initial phase of this process involved a survey of the main stakeholders of the Group, followed by the identification of the 10 categories of stakeholders most important for the company business.

In the normal course of its activities, the Group promotes the implementation of initiatives for involvement and interaction with its stakeholders, maintaining relations based on the principles of listening, transparency and cooperation.



MATERIALITY ANALYSIS

In order to decide upon the layout and contents of the Sustainability Report, in line with the requirements dictated by the GRI Standards, in 2022 the Group updated its materiality analysis for the purpose of identifying the issues that have a major influence on the evaluations and decisions of its stakeholders and primary importance in terms of economic, social and environmental impact. The analysis was conducted using the following methodological approach:

1

UNDERSTANDING OF THE CONTEXT

The Group's activities, business relationships and sustainability environment were analysed. Stakeholder categories were updated in order to identify those who exert the most influence or are most influenced by the Group.

2

IDENTIFICATION OF THE IMPACTS

Next, the current and potential positive and negative impacts that the Bormioli Luigi Group could generate, through its activities on the economy, the environment, and people, including impacts on their human rights, were identified. With respect to the identified negative impacts, the extent of the Group's involvement in them was considered, with a view to understanding the degree of responsibility. There are two defined levels of involvement for the Group: either it directly causes the impact through its own activities or it contributes to the impact through activities that lead to, facilitate, or incentivize another entity to cause it.

3

EVALUATION OF THE SIGNIFICANCE OF THE IMPACTS

The assessment of each impact was carried out by Group Management. The latter was required to assess the severity and likelihood of occurrence of the positive and negative impacts, previously identified, that the Group's business could give rise to.

4

PRIORITIZATION OF THE IMPACTS

Following the evaluations gathered, the impacts were prioritized taking into consideration the votes cast, and those found to be significant were divided into material topics. A total of 19 material topics resulted from this process confirming - compared to past analyses - the relevance of the topics related to the environmental impacts generated by the Group and also introducing the issue of "sustainable packaging." The 19 issues and impacts assessed as most relevant to the Group are listed below in order of importance:

RANKING	MATERIAL TOPIC	IMPACTS	INVOLVEMENT OF THE GROUP
1	Energy consumption and procurement and climate change ¹⁰	Generation of direct and indirect GHG emissions (Scope 1 and 2)	Caused by the Group
		Generation of indirect GHG emissions (Scope 3)	To which the Group contributes
		Polluting emissions into the atmosphere	To which the Group contributes
		Consumption	Caused by the Group
2	Business ethics and compliance	Non-compliance with laws, regulations and standards	Caused by the Group
		Unethical business conduct	Caused by the Group
		Tax affairs	Caused by the Group
		Anti-competitive behaviour and monopoly practices	Caused by the Group
	Protecting the health of product users	Caused by the Group	
3	Professional development of employees	Training and growth of the workers	Caused by the Group
4	Employment protection	Negative impacts on employee satisfaction and motivation	Caused by the Group
5	Water resources management and protection of the subsoil	Use and contamination of the water resource	Caused by the Group
6	Occupational health and safety	Accidents in the workplace	Caused by the Group
7	Well-being of employees and fair conditions of employment	Poor working conditions and wages	Caused by the Group
		Employee satisfaction and well-being	Caused by the Group
8	Creation and distribution of value	Generation and distribution of economic value	Caused by the Group
9	Customer and end-consumer satisfaction and quality of the products ¹¹	Reduction in customer and end-user satisfaction	Caused by the Group
		Reduction in the quality of the products made	Caused by the Group
10	Promotion of diversity and equal opportunities	Discrimination and non-inclusive practices in the workplace	Caused by the Group
11	Innovation of production processes	Technological innovation of processes and products	Caused by the Group
12	Trade union relations	Relations with social partners	Caused by the Group
13	Responsible management of the supply chain	Violation of human rights in the supply chain	To which the Group contributes
		Negative environmental impacts related to suppliers	To which the Group contributes
14	R&D, product eco-design and the propensity towards a circular economy	Circularity of the products	To which the Group contributes
15	Attention to impacts on the local community ¹²	Local development and community relations	To which the Group contributes
		Negative impacts on the community generated by the activities	Caused by the Group
16	Responsible communication	Misleading communications to customers and end users	Caused by the Group
17	Privacy and information security	Cyber security and breaches of privacy	Caused by the Group
18	Sustainable packaging	Use of raw materials for packaging	Caused by the Group
19	Waste management	Generation of waste	Caused by the Group

¹⁰ The topic also includes "Impacts of transport and logistics" deemed material in 2021.

¹¹ This material topic encompasses the "Quality and safety of products and related raw materials" and "Customer and end-consumer satisfaction" topics, which were deemed to be material in 2021.



































































¹² The theme includes the following 2021 themes: "Attention to impacts on the local community" and "Noise pollution"

OUR AIMS

 **2025**
100% SUSTAINABILITY
ASSESSMENT OF
SUPPLIERS

 **2025**
INNOVATION
OF PRODUCTS AT
THE SERVICE OF THE
ENVIRONMENT

 **2025**
REDUCTION
OF PLASTIC

	2022		2023		2024		2025		2026	
	BORMIOLI LUIGI	BORMIOLI ROCCO	BORMIOLI LUIGI	BORMIOLI ROCCO	BORMIOLI LUIGI	BORMIOLI ROCCO	BORMIOLI LUIGI	BORMIOLI ROCCO	BORMIOLI LUIGI	BORMIOLI ROCCO
 Research and development of ecological raw materials and decoration processes										
 Research and development of innovative processes in order to improve the efficiency and/or the create a new aesthetic/functional value in the product.										
 Development and restyling of articles to make them lighter, reusable, more easily recyclable and with a longer life cycle										
 Back to glass: designing shapes that can replace commercial articles currently produced in materials less eco-friendly than glass.										
 Development of an LCA calculation system for decoration technologies for the Beauty BU										
 Setting up of a predictive recyclability system for decorated product already in the development phase										
 Definition of a single supplier assessment system for all companies in the Bormioli Luigi Group										
 Study of alternative materials and methods for protecting the pallets										
 Review of the glass formulation with a view to reducing CO ₂ emissions from raw materials										
 Signing of the code of conduct by all suppliers										
 Research into materials deriving from the circular economy in the development of packaging										
 Research into alternative materials in order to reduce the plastic in the packaging										



THE VALUE OF QUALITY AND INNOVATION

- 2.1. Quality products and processes: excellence in everything we do
- 2.2. Customer and end-consumer satisfaction
- 2.3. Poised between tradition and innovation
- 2.4. Supply chain management: a virtuous ecosystem

2.1.

QUALITY PRODUCTS AND PROCESSES: EXCELLENCE IN EVERYTHING WE DO

Our expertise is expressed in the transparency of our glass, its shaping and decoration, in the integration of complex technologies and in the high quality of execution.

For the Group, the quality of the production processes along the value chain has always been an indispensable element for the satisfaction of our customers, as we strive to keep in line with and abreast of the highest production and process standards.

This quality-oriented business model has led to the ISO 9001:2015 certification of the Quality Management System for the Group's production plants¹³.

The commitment has also been formalised in the **Quality Policy**, the cornerstone principle of which is to guarantee quality and com-

pliance with Good Manufacturing Practice (GMP); through the search for efficient human, professional, instrumental and economic resources to achieve the aforementioned principle of improvement.

The Group's attention is at its peak both during the phase of product

quality and conformity verification, where dimensional, aesthetic and stress-resistance controls are conducted on each batch of finished products, and when monitoring the degree of customer satisfaction achieved through an analysis of the feedback collected, the results of audits conducted, and the levels of loyalty and turnover trends.

In fact, one of the Group's priority goals is to meet the needs and expectations of its stakeholders by keeping a close eye on product conformity, environmental issues and its position in the markets of the sectors in which it operates.

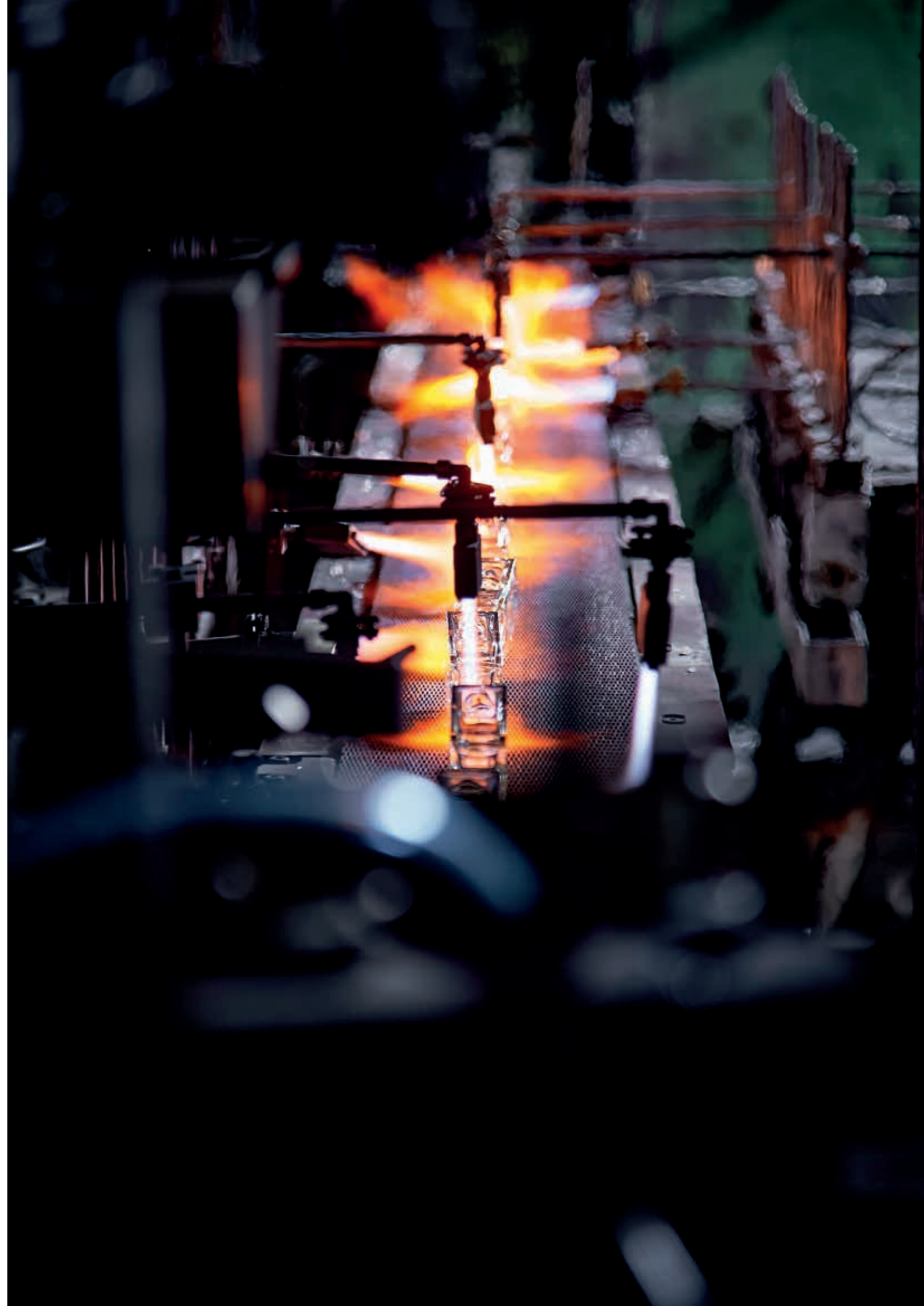
100%

of our glass production plants are quality certified according to ISO 9001

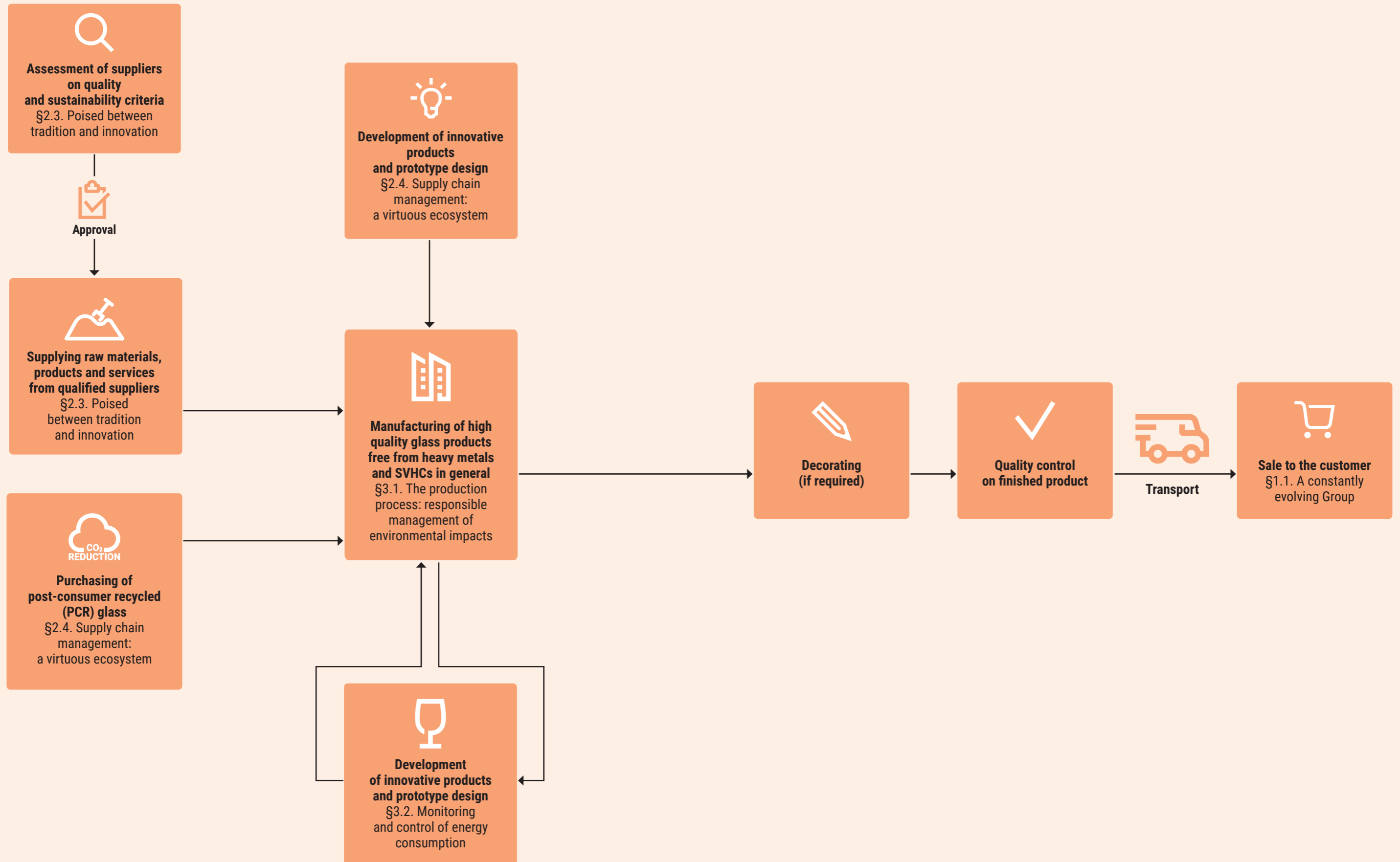
OUR PRODUCTS: SAFE AND COMPLIANT

By complying with both the European regulations laid down for the sector and the cross-cutting rules on the composition of its products, that guarantee the absence of dangerous substances, the Group glass manufacturing companies commit themselves to safeguarding consumer health. Specifically, our products are periodically subjected

to analysis at our laboratories to confirm their compliance with European regulations on food contact, Good Manufacturing Practice (GMP) and the safety of the containers for cosmetics. In the three-year period 2020-2022, no cases of non-compliance with product health and safety regulations emerged.



OUR VALUE CHAIN



OUR BRANDS OF EXCELLENCE

The Bormioli Luigi Group creates innovative collections with different types of glass, both for perfume and cosmetic containers and for applications for the home, the food industry and catering, which have become veritable icons thanks to their quality and functionality.

Luigi Bormioli
ITALY

Continuous research and innovation, cutting-edge materials, creativity, taste and absolute elegance in design are the distinguishing features of a high-end tableware range. Luigi Bormioli is acknowledged as being the designer of glass, the embodiment of Italian-made products throughout the world, which it has always produced while conforming to the highest standards of quality and design content.

ACCADEMIA *Luigi Bormioli*

ITALY

A collection that offers a wide range of professional products, the fruit of technical research, sensory analysis and scientific studies on shapes, sizes, materials and innovative treatments. As a result, a wide variety of ultra-high-precision instruments has been produced, dedicated to the world of wine tasting and blending. All Accademia Luigi Bormioli items are made of SON. hyx® High-Tech Blown Superior Crystal Glass: the Pb (Lead), Hg (Mercury), Cr (Chromium) (VI) and Cd (Cadmium) contents are undetectable, and therefore below the threshold value of 100 ppm. The stems of the goblets undergo Titanium Reinforced® anti-abrasion treatment, which increases their resistance to breakage, guaranteeing longer service life.

lock-eat®

A patented collection designed for food preservation, which caters for the various preservation techniques needed for different recipes (vacuum-packed, pickled in vinegar/salted, pickled in brine, etc.). All containers have glass tops that can be easily detached from the container and from the stainless steel closing mechanism to facilitate use, even in the microwave and dishwasher. Their attractive design makes them also suitable for table service.

THERMIC GLASS

Wide range of elegant, highly functional mouth-blown articles for food and beverage service. All the products are made of borosilicate glass, an exclusive material that is highly resistant to temperature changes, and characterised by a double wall thanks to which the contents are thermally insulated. As a result, the liquid or food inside is kept at the right temperature for perfect tasting. The refined but essential shapes are in line with the latest trends in home decor.



Iconic, versatile, airtight jar since the early 1960s, Fido is perfect for preserving food, serving and decorating the table. With their unmistakably vintage look, the products are proposed in a wide variety of sizes for different uses and have now acquired a decidedly contemporary style. Natural, safe, hygienic, 100% recyclable glass containers and lids.

In 2021, Fido was awarded the prestigious Historical Trademark of national interest. An achievement that testifies to the value and excellence of the brand.



Bormioli Rocco has been decorating the dining table with glassware products in true Italian style since 1825. A broad selection of stemware, tumblers, plates and accessories in glass offering a true experience at table with style and personality.

A brand appreciated at international level, both by consumers and catering professionals.



For over forty years, this brand has been combining qualities like airtightness, multi-functionality (fridge, freezer, microwave, traditional oven) and designer looks in a single food preserving container. The offer is continually evolving, since the aim is to meet every modern food-preserving requirement: from fridge to table, but also for takeaway and food delivery services.

The natural, safe, hygienic glass container is 100% recyclable.



A brand symbol of home-canning and Made-in-Italy quality, which now proposes new sizes to suit new usage requirements while continuing to guarantee healthful, simple, safe food preservation. The natural, safe, hygienic glass containers are 100% recyclable.



A collection created for the Communal Catering. Versatile, functional, perfectly compatible with the meal distribution systems and compliant with the international regulations. The material used is food-grade, porosity-free "Durable & Secure" glass, which is also free from lead and other heavy metals, thus guaranteeing total hygiene throughout the entire life of the product. Careware also possesses high impact and thermal shock resistance, is long-lasting, dishwasher-safe and suitable for use in microwave ovens.

2.2.

CUSTOMER AND END-CONSUMER SATISFACTION

Customer satisfaction and the safety of the End Consumer are the Group's priority. Versatile, reusable, recyclable, properly used glass meets the needs and demands of all Customers.

THE IMPORTANCE OF RESPONSIBLE COMMUNICATION

Among the Bormioli Luigi Group's main goals is that of **responsible communication** towards all the stakeholders with which it has established a relationship of mutual trust that transcends the mere regulations governing the sector. This commitment is confirmed by the fairness and transparency of its actions and the characteristics of its products, which enable its customers to make judicious, informed decisions.

As a confirmation of the efforts made, in the three-year period 2020-2022, Bormioli Luigi Group can proudly say that it has had no cases of non-compliance with regulations and/or with self-regulatory codes on product information and labelling and on marketing communications, advertising, promotion and sponsorship.



Thanks to its **versatility**, glass can be made into products of infinite shapes and colours. Thanks to the continuous innovation promoted by the Group, increasingly sustainable forms of products have been crafted, made of ultralight and fully recyclable glass.



When properly used, glass is an excellent material for ensuring **safety in food preservation**: it does not absorb or release odours or substances, it preserves the vitamin content, taste and freshness of food without additives being required.

GLASS AS THE FOUNDATION FOR CUSTOMER SATISFACTION AND THE SAFETY OF END CONSUMERS

In addition to its transparency, chemical inertia and impermeability to liquids and gases, glass distinguishes itself for numerous positive aspects, also from the perspective of **sustainability** and **safety**, that meet the myriad demands of our Customers:

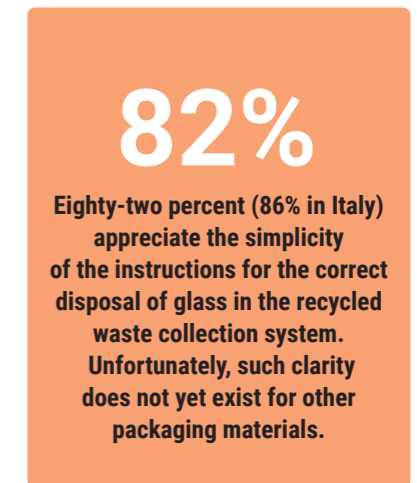
1. Safe material for the packaging of food, beverages, cosmetics and medicines

By preventing microbes and bacteria from entering, it protects the contents from the risk of infection. Glass can withstand pasteurization and sterilization processes, thereby becoming a safe and sterile receptacle.

2. Infinitely reusable and recyclable

In contrast with other materials, glass can be recycled and re-

SOME MARKET RESEARCH HIGHLIGHTS¹⁵



used an infinite number of times without losing its transparency, purity or quality. So glass provides an example of the circular economy in action, because, once produced, used, collected and processed, it can once again become a raw material to be fed into an infinite number of new production cycles.

3. Sustainable

If correctly disposed of, glass is a material that can contain greenhouse gas emissions (CO₂), save energy and reduce to a minimum the need for the new raw materials of which it is composed by using cullet from the used glass in recycled waste collections.

4. Excellent for packaging

Being reusable and recyclable, glass is a valid, sustainable alternative to disposable containers. The qualities of glass are confirmed by the European Commission, which defines it as one of the safest materials for packaging, particularly for children's containers, due to its ability to maintain food unaltered and protect it from the contamination from chemical substances contained in packaging produced with other materials.

5. Design

Enhances the characteristics and the value of the product contained inside it.

ABSENCE OF BPA IN THE TABLEWARE PRODUCTS

All plastic accessories that complement our assortment of products, are formulated without Bisphenol A (BPA), a chemical that has been used worldwide since the 1960s in the production of the polycarbonate plastics designed for food containers. This substance is now suspected of damaging health and is considered an endocrine disruptor¹⁴. Moreover coloured products of the Glassware range undergoing a lacquering process use only organic, BPA-free, 100% food-safe and environmentally-friendly colours.

¹⁴ Decalogue for Citizens - Knowing, Reducing, Preventing Endocrine Disruptors, Italian Ministry for the Environment, Land and Sea. (https://www.mase.gov.it/sites/default/files/archivio/allegati/reach/decalogo_interf_endocr_13032014.pdf).

¹⁵ Source: Gift (<https://www.greatitalianfoodtrade.it/imbballaggi-e-moca/8-consumatori-su-10-scelgono-il-packaging-in-vetro-ricerca-insites/>).

2.3.

POISED BETWEEN TRADITION AND INNOVATION

Thanks to decades of experience, investment in research and development and an unflagging desire to improve, we continue to create ever more innovative and sustainable solutions each year.

In addition to a rich history based on tradition, Bormioli products are also imbued with deep passions and continuous developments, prompted by market innovations and demands. Thanks to our teams of specialists, whose strength lies in experience, technical expertise, and craftsman-

ship, the Group is able to **combine glass, design and sustainability into a unique, quality product every day**, thereby satisfying the wide and varied needs of its customers. Our Research & Development department is constantly striving to create value by always developing new aes-

thetic and functional solutions capable of anticipating market trends. Till now, product innovation activities have been managed by the two business units. As regards attention to environmental impacts, this has been included from the earliest stages of product

OUR TWO BUSINESS UNITS



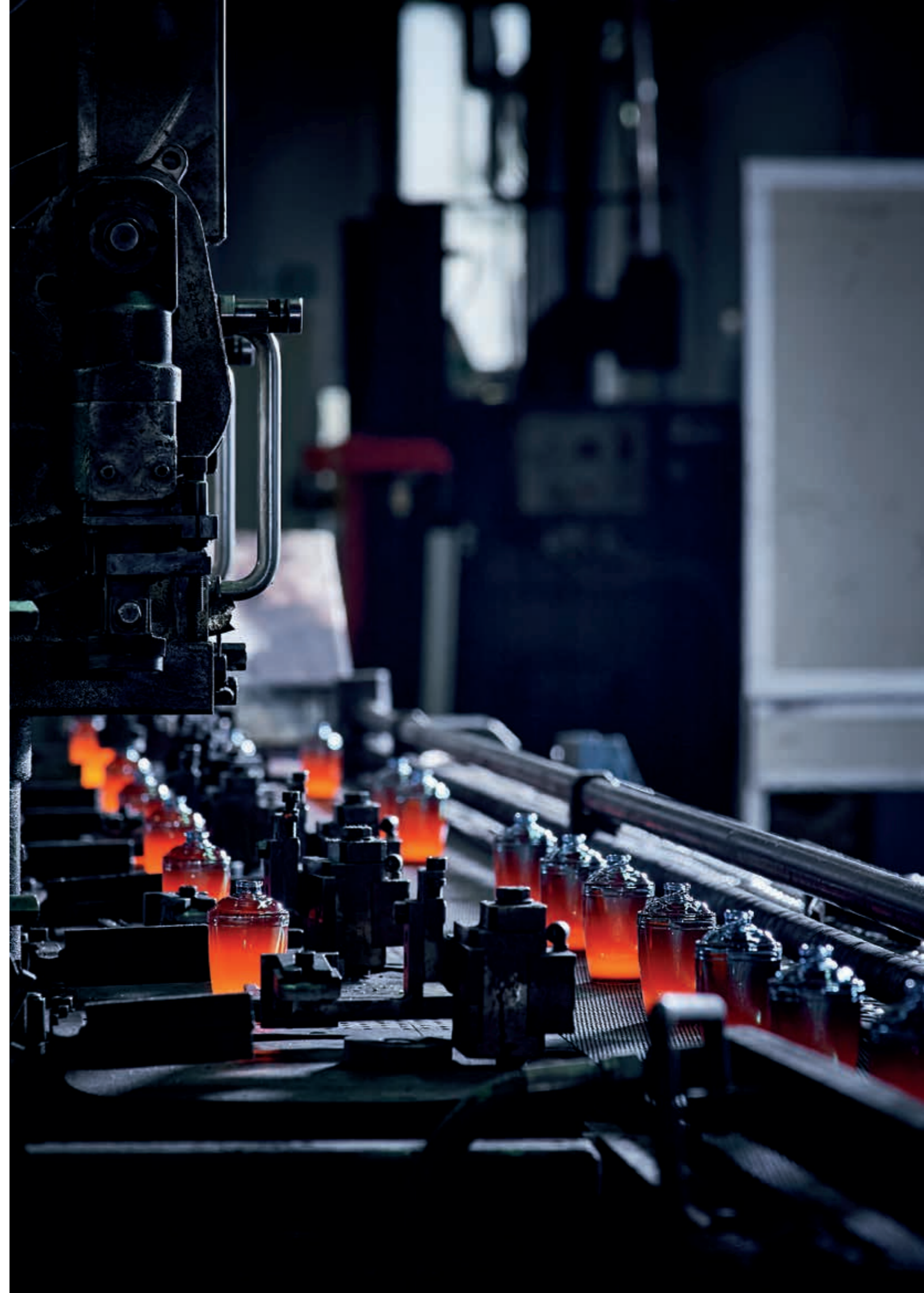
PRODUCTS FOR PERFUMERY AND COSMETICS

Research and development in this field is focused on the study of new techniques for manufacturing bottles that are increasingly more sustainable, advanced and sophisticated in terms of shape, weight and processing, through creative and elegant solutions and customisations. Moreover, in order to obtain innovative products, minimising defects and constantly increasing production efficiency, the R&D department conducts studies on the mixes, on the materials of the moulds and on the forming machines, in collaboration with Universities, Research Centres and the Experimental Station for Glass (SSV) in Murano.

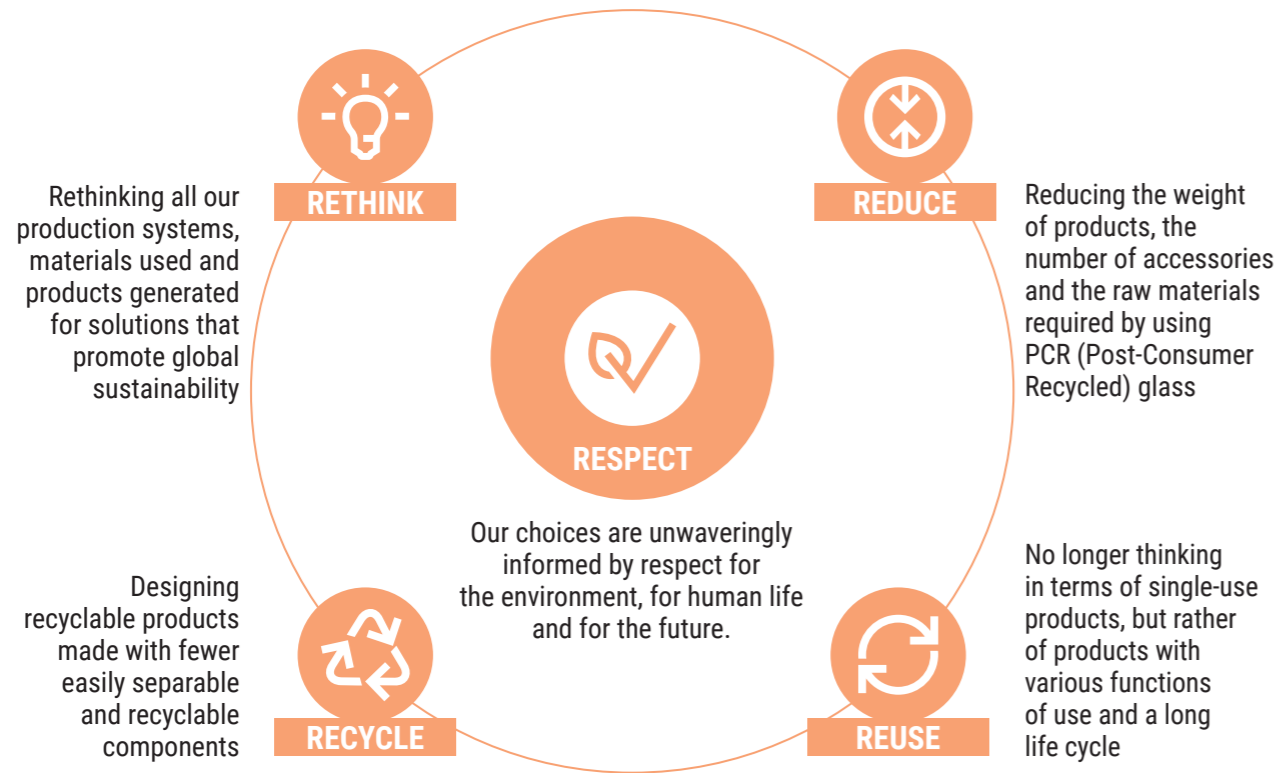


GLASSWARE PRODUCTS

The main research and development topics in the innovation of tableware and of glassware in general, concern both the search for increasingly environmentally-friendly packaging materials and, from the perspective of the circular economy, the ongoing search for sophisticated and innovative shapes for specific uses, increasingly lightweight products, and treatments to extend product life.



SUSTAINABILITY THROUGH INNOVATION: THE CIRCULAR ECONOMY AND THE 5RS



design through to its application in production processes for the creation of products, and it is, in fact, through an integrated treatment of these impacts that it has been possible, over the years, to significantly reduce the use of nitrates in formulation of glass, lowering NO_x emissions, and to introduce the use of PCR (Post Consumer Recycled) glass, while still maintaining high quality standards. Continuous innovation has always motivated the Group to launch new projects and to seek solutions able to

improve the performance and efficiency of its products and processes. This is demonstrated by the continuously increasing number of national and international patents owned by the company. As of December 31, 2022, the Group has a total of **57 patents**. To date, innovation has also been guided by the theme of sustainability, and has involved both product and process innovation projects. This is demonstrated by the fact that the latest patents filed were almost all related to sustainability issues.

Despite the great potential of glass, Bormioli Luigi Group is aware of the environmental impacts inherent to its sector. In fact, due to the high temperatures required to melt raw materials, glass production is an energy-intensive activity that generates greenhouse gas (GHG) emissions, mainly CO₂ and NO_x. Therefore, focusing more and more on producing sustainably, limiting consumption and the wasting of resources, the Group has been engaged in recent years in developing a strategic program de-

signed to incorporate environmental responsibility in its business model. The strategy that inspires the Group in its business model, in the improvement of processes and development of innovative and sustainable products can be summed up in the principle of the 5Rs - Rethink, Reduce, Reuse, Recycle, Respect. Underlying this strategy is the inspiring concept of a modern circular economy that can ensure a sustainable growth system in which the word **waste** is synonymous with **resource**. In this

perspective, glass proves to be a very valuable material. In fact, because with recycling it retains its inherent mechanical and optical properties, without degradation of its structure or the need to add new raw materials, it turns out to be 100% percent recyclable for a potentially indefinite length of time. As a result, thanks to the recycling of glass, there is a significant reduction in the consumption of virgin raw materials. The Bormioli Luigi Group is constantly committed, through a continuous di-

ologue with its clientele, and thanks to the continuous development of essential technical know-how, to raising the awareness of its stakeholders regarding the benefits of glass and devising sustainable products that can minimise and mitigate environmental impacts, applying the principles of the 5Rs at all stages of the value chain, thereby protecting nature and the planet, without forgetting to preserve the aesthetic value of the product, which has always been an added value for the Group.

OUR PRODUCTS EVER MORE SUSTAINABLE



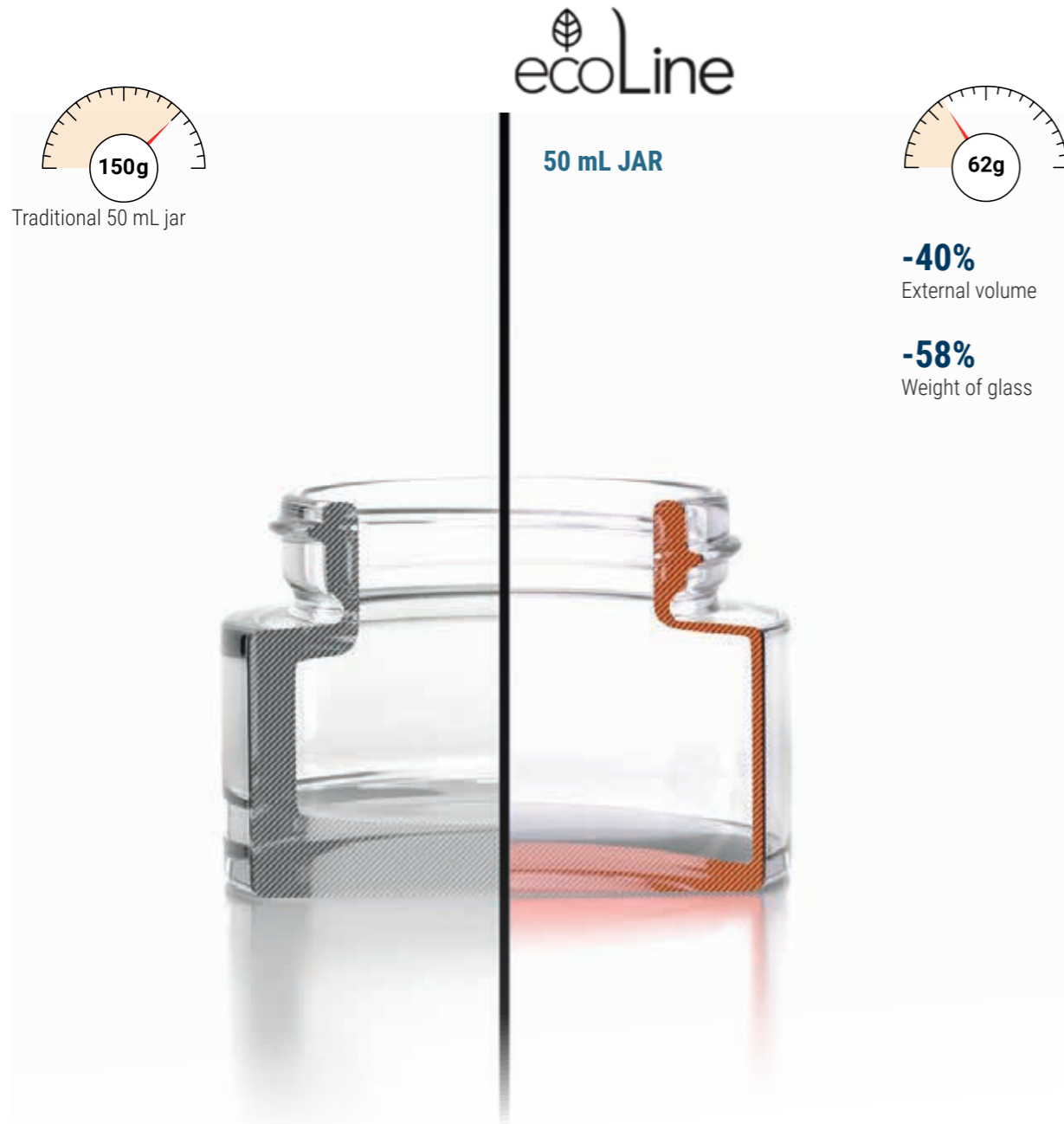
BEAUTY GLASS PACKAGING

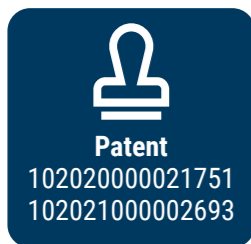
At the request of our customers, bottles in the perfumery line also undergo continuous transformations and innovations related to environmental protection. To this end, there are studies that have developed prototypes that will reduce the presence of elements normally external to the bottle itself such as explanatory leaflets, typical for perfumery bottles, by replacing them with QR codes or permanent labels printed using the screen printing technique.



ECOLINE

EcoLine is the fruit of the Bormioli Luigi Group's desire to create a line of ultralight, sustainable glass packaging. Being small, light products, they are directly proportional to a reduction in the raw materials used. The focus on sustainability has also expanded as regards composition, as all the products contain PCR (Post-Consumer Recycled) glass; in fact, the products in the EcoLine line can be recycled through the waste separation system.

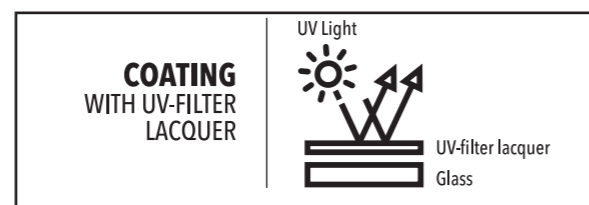
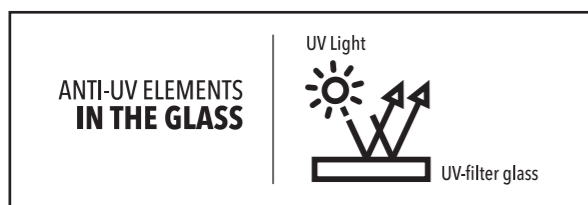




UV PROTECTION

The idea for this innovative proposal stems from the need to create the right solution for modern creams and fragrances, which contain natural formulas that are more unstable when exposed to sunlight.

Thanks to its R&D, the Group is able to offer two different **anti-UV** solutions: lacquer or glass (patented solution). Both have been developed without the use of heavy metals, thereby maintaining the recyclability of the blank glass. These solutions are also compatible with the use of PCR (Post-Consumer Recycled) glass, aesthetically non-impactful and infinitely decoratable.



INTERCHANGEABLE NECKS



The power of this patented solution starts with the design: thanks to innovative customization of the mould, different neck patterns can be created. So the same bottle can be modulated and transformed into different models through modifications ranging from neck dimensions to the choice of a threaded or crimp neck.

Thanks to this process, the Bormioli Luigi Group can reduce the number of mould sets, thereby reducing both costs and raw materials used.





RESPECT

INSIDE-MIRROR

Created with the same chemical and mechanical characteristics as the classic version of INSIDE, this solution displays a new metallic decoration technique. The Inside-Mirror coating applied to the internal surface of the glass bottle or jar creates a brilliant mirror effect (gold, silver or any shade with covering capacity) to the volume of the glass, enhancing its reflections and shapes. It is also a sustainable product since it does not contain heavy metals and the recyclability of the product at the end of its service life is effectively maintained.



RETHINK

INSIDE

INSIDE, a coating applied to the internal surface of the bottle which highlights the thickness of the glass, creating a 3D effect. Its special feature is that it is compatible with all the various traditional decoration techniques such as screen printing, hot stamping or lacquering.

Additionally, thanks to the development of a specific laser technology, a design or inscription can be made to emerge from INSIDE, offering yet another solution of choice.

The characteristics of the innovative raw material (water base), the absence of heavy metals, PCR glass-compatible technology, and guaranteed recyclability for products with inside decoration provide yet another added value.





RESPECT

PRISMA

PRISMA is the fruit of an innovative under vacuum evaporation production process, developed by the Bormioli Luigi Group. Used in perfumery and luxury cosmetics, this process creates a true play of light and colour on the surface of the bottle, an iridescent effect that can be combined with any predominant shade of colour. An eco-friendly product, no solvent is required for its application and it contains no heavy metals or SVHC.



REDUCE

SAFE GLASS



Patent
102011901917093

This solution is applied like a lacquer and reinforces even the most exposed bottles by protecting the glass up to 40% more from impacts and, in the event of a breakage, holding the fragments together. This solution increases the range of applications for which glass can be used - even to those that would normally use plastic - and makes it possible to use lightweight glass in these cases. Additionally, it is a solution that does not negatively impact the reuse of the glass, a great advantage from a Circular Economy perspective.



RESPECT

VELVET ON GLASS

Velvet on glass is the whole process of laying eco-designed - and therefore biodegradable - fibres on glass using a specially developed process compatible with market resistance specifications, in order to create a velvety effect. Velvety fibres of any colour can be applied as a uniform coating on the bottle, but also only in certain areas using an alternative application technology such as screen printing. In this way a decorative effect that enhances the tactile effect is obtained, thanks to the contrast between the warm velvet and the cold glass surface. Laser etching on the flocked surface provides yet another way to personalize the product: the process is automatic, extremely accurate and perfectly repeatable so that any motif or text can be etched on the coating.



THE CHARACTERISTICS OF OUR PRODUCTS



LONG SERVICE LIFE

Glass has a long service life and when tempered, its resistance increases 2.5 times



HYGIENIC

Keeps the quality of food and cosmetics intact by not absorbing or releasing elements



SAFE

Our products do not contain heavy metals.



SUSTAINABLE

Our products are 100% recyclable and infinitely reusable

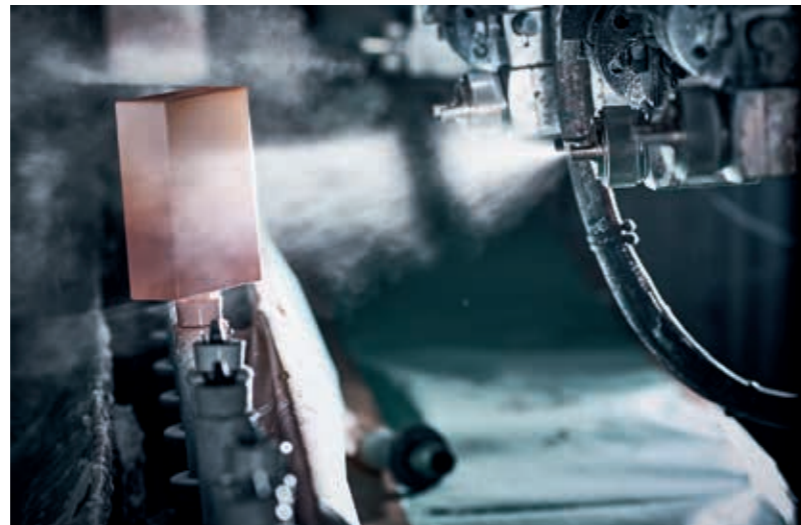


REUSE

NATURAL AND RECYCLED MATERIALS

Aware of the positive impacts that glass can have, the sector is witnessing a return to its use, a trend that the Bormioli Luigi Group is also promoting through new partnerships. This can be seen, for example, in the new **Tango** line, developed in cooperation with the Minelli Group, which combines wood and glass in a more environmentally sustainable lipstick container, replacing the usual plastic.

Furthermore, the PCR (Post-Consumer Recycled) glass content of our cosmetic and perfumery containers is increasing. Through the **Your PCR** method, for which a patent was confirmed this year, it will be possible to add an additional 10% of PCR glass to the final products, in a flexible and specific manner. In this way, the Bormioli Luigi Group contributes through its production process to constantly reducing its emissions.



RETHINK

OUR DECORATIONS

In addition to glass production, the Group offers its customers innovative decoration solutions through After Glass and Bormioli Luigi France. Among the initiatives undertaken in recent years, there are new techniques that enable the Group to meet the increasingly more demanding needs of its customers while reducing its environmental impact.

Still with a view to increasing the recyclability rate of its treated glass products, Bormioli Luigi Group has improved its **Inside** technique. Given the chemical nature and application system developed, the transmission of light is confirmed, allowing such products to be treated as **glass with sufficient residual transmittance** to be correctly separated and recovered in the recycling process. At the request of its customers, the Group has refined this technique over the years on other raw materials.

For the future, the Group has also set itself the goal of putting **sputtering** into production: this is a vacuum deposition technique that manages to keep the surface of the products translucent through the deposition of metal micro-splinters on the glass, creating a product that can be recycled along with glass itself. Moreover, the Group is also committed to expanding its process of reviewing the raw materials used in the decoration plants.

LIFE CYCLE ASSESSMENT

In 2021, Bormioli Luigi developed a system for calculating the environmental footprint of the entire life cycle of all its products. In the course of 2022, the same system was developed for calculating the LCA of all the decorating technologies and was implemented on the new decorated items.

Bormioli Luigi uses a customised LCA tool to facilitate decision-making, improving product design to achieve better environmental performance and recyclability, while also providing customers with a tool to evaluate and compare various possible designs of their articles. This LCA tool was developed in collaboration with SPHERA, taking into account all the process parameters for glass production and decoration.



RETHINK



REDUCE

In line with its 5R strategy, the Group pays particular attention to the choice of packaging materials.

The packaging design departments are working in cooperation with marketing and suppliers to develop and propose new solutions for more environmentally sustainable packaging, while verifying their costs, technical feasibility and resource requirements. Among the proposals already underway are the use of a thinner film for wrapping the finished product pallets, which would allow a 10 percent reduction in the total amount of plastic used for packaging, and the Group's willingness to replace plastic wherever possible with cardboard solutions, sourced from 100% recycled paper. Following the principles of its responsible vision, the Group is committed to increasingly implementing its FSC-certified supplier base.

A specific case is that of the company Bormioli Rocco S.p.A. which is working, through various studies conducted, to finding alternative solutions to plastic, using mainly recycled materials, also to respond to the new Directive dictated by the European Union.

GLASSWARE



FRIGOVERRE

Our products designed for long-term storage, using tempered glass, are continuously decreasing the use of plastic components while lengthening the product's life cycle. The year 2021 saw the launch of **Frigoverre Future**, the lid of which was made of glass in an endeavour to reduce the use of plastic. The use of **tempered glass** and **glass lids** guarantees greater product safety and durability. For the **Frigoverre Classic** line, customers are also given the option to buy the lids separately, again with a view to reducing waste and increasing the service life of the product.





DRINKWARE

Our products are subject to a continuous process of reinvention, the aim of which is to extend their life and reduce their environmental impacts. Although less glass is used in the production of the **Vinalia line**, the guarantee of optimal functionality of the products has been maintained, while reducing their weight and improving their aesthetic appeal and quality at the same time.

Emphasis has also been placed on the resistance of the products, ensuring that they last longer even with intensive and prolonged use, as in the case of the tempered glass tumblers of the **Oxford Bar line** and the glasses and goblets of the **Milano line** dedicated to the world of banqueting.

An aesthetically pleasing design was then devised that conceals signs of wear, preserving its appeal over time: the **Barshine line**.



CAREWARE

With **Careware products**, versatility, functionality and system compatibility combine with the safety, absolute hygiene and the extraordinary resistance of **opal glass**. Characteristics that, due to the nature of the material, are not only preserved over time, but also prolong the life of the products themselves and reduce emissions during the production process, as opal glass lines **let a 88% reduction in CO₂ emissions**, thanks to entirely electric glass melting, refining and conditioning process.

A guarantee for those who, in addition to meals, wish to provide maximum attention and safety.



2.4.

SUPPLY CHAIN MANAGEMENT: A VIRTUOUS ECOSYSTEM

We pursue responsible sourcing practices through an ongoing commitment to sourcing sustainable raw materials while respecting human rights and the workers in our supply chain.

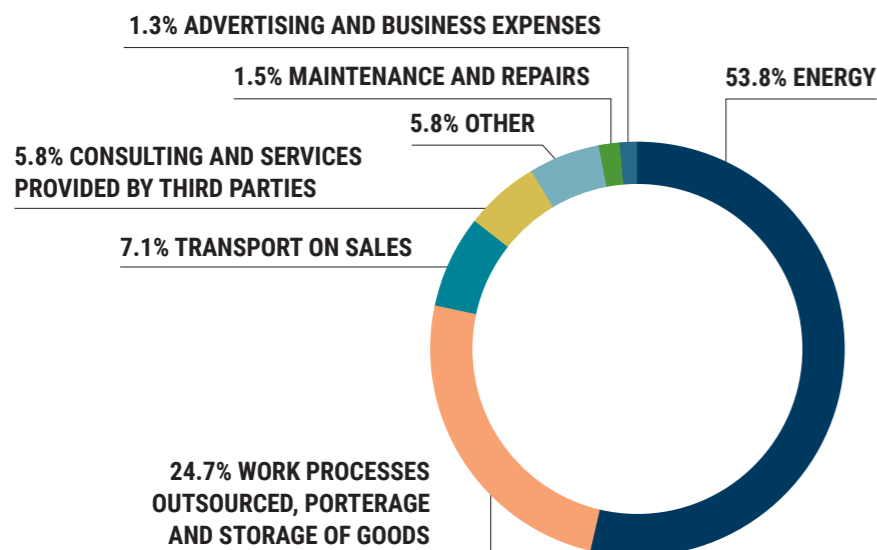
SUPPLIER SELECTION

In order to raise the awareness of its suppliers on the importance of choosing increasingly sustainable materials, the Group requires each major supplier to sign the **General Conditions of Purchase** in which reference is made to the Code of Ethics and the Organisation, Management and Control Model adopted by the Bormioli Luigi Group. Drafted in 2021, the

new **Code of Conduct for Suppliers** was submitted to all primary suppliers throughout the year and in the future will also be submitted to all suppliers working at large construction sites. In addition, still with a view to being able to guarantee its stakeholders the high quality of the raw materials used or products/services purchased, the Group reserves the right to conduct audits on its primary suppliers'

premises, sharing with the latter a report stating the results obtained. Before a new supplier can be entered in the Company register, the Bormioli Luigi Group carries out an additional screening process to gather general information on the company and on its service performance level and product quality. Only if this process produces a positive outcome does the Group proceed to add the supplier to the register.

DISTRIBUTION OF SUPPLIERS PER TYPE OF EXPENDITURE – 2022



OUR CHECKLIST FOR SUPPLIERS

WORK ETHICS	SALES ETHICS	ENVIRONMENTAL ETHICS
CODE OF ETHICS	CORRUPTION	ENVIRONMENTAL CERTIFICATIONS
DISCRIMINATION	SUPPLIER ASSESSMENT	WATER
EMPLOYMENT CONTRACTS	ETHICS AND TRAINING	GHG EMISSIONS
SAFETY IN THE WORKPLACE	CERTIFICATIONS	WASTE
CHILD LABOUR	PURCHASING POLICIES	ENERGY
FREEDOM OF ASSOCIATION	LEGAL VIOLATIONS	POLLUTING EMISSIONS

ASSESSMENT ACCORDING TO SOCIAL AND ENVIRONMENTAL CRITERIA

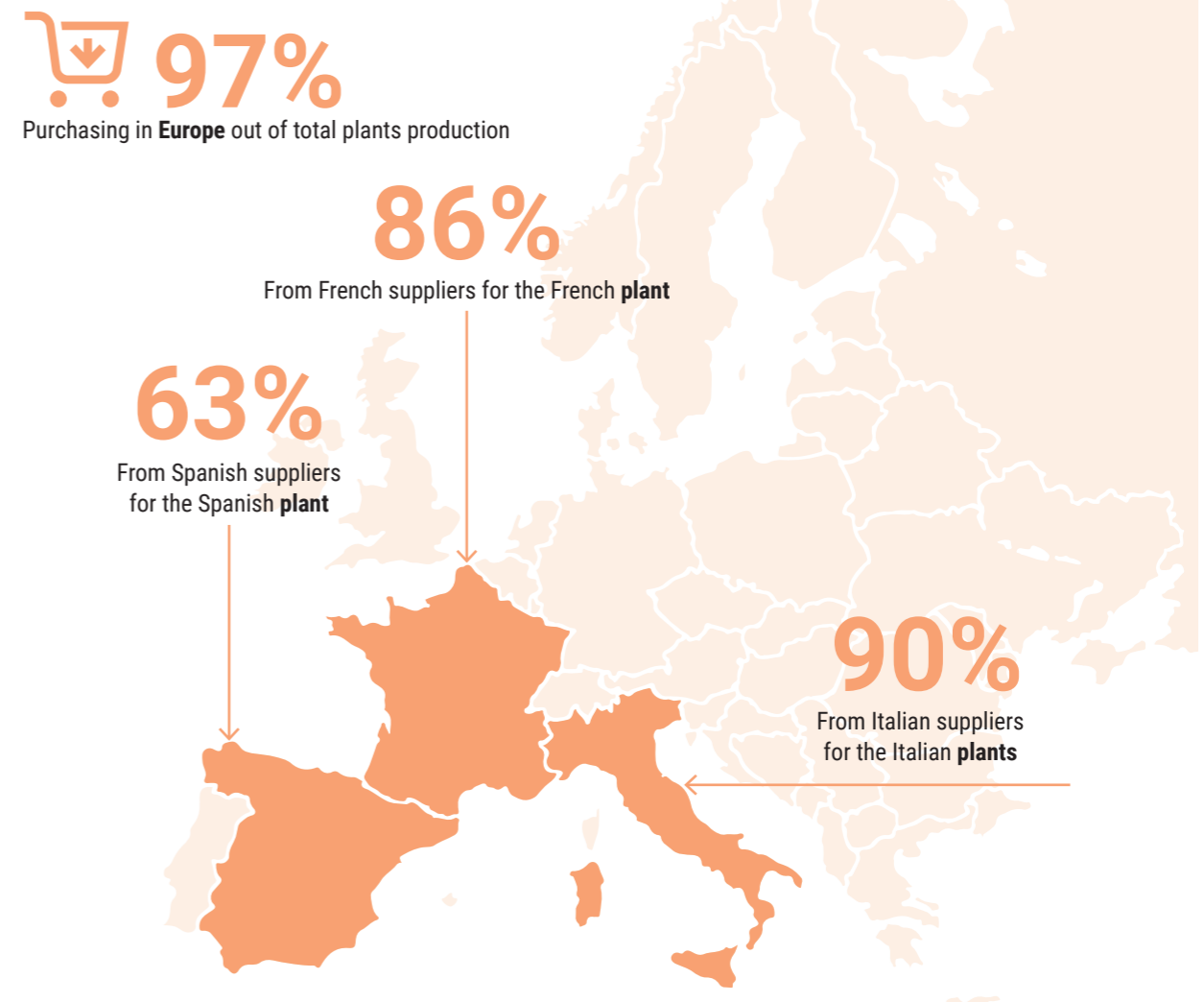
With the aim of ensuring the highest quality products for its customers, the Group's supply chain plays a key role in achieving this constant goal. Basing ourselves on sound principles of quality, ethics

and sustainability, the Group subjects 100% of the new suppliers of its glass production plants to a social and environmental criteria assessment, in order to be able to guarantee responsible supply chain selection and management. In order to make this assessment more efficient, Bormioli Luigi S.p.A.

has drawn up a checklist containing the most relevant ESG aspects for an in-depth analysis of its suppliers in order to verify the minimum criteria of respect for the environment and social rights within the supply chain, while maintaining the utmost attention to the quality of products and services.



DISTRIBUTION OF SUPPLIERS PER TYPE OF EXPENDITURE – 2022



OUR SUPPLIERS' RISK ANALYSIS

To date, the Parent Company has conducted a preliminary sustainability risk analysis for each major supplier, using the following criteria: impact on the product or process, supplier location¹⁶, supplier replaceability, safety of the activities carried out by the supplier and environmental impact. The level of risk thus assigned defines the actions that the Group will take with respect to the supplier:

Extremely low risk

The Parent Company undertakes to raise the supplier's awareness and disseminate its own approach to sustainability by sending them a let-

ter of invitation to join the Ecovadis and Sedex platforms.

Low risk

In this case, in addition to sending the above-mentioned letter, the Parent Company will also conduct a questionnaire, drawn up for the purpose of delving into the supplier's management of ESG aspects.

Medium risk

For suppliers which have been assigned medium risk, an audit is conducted through which the Parent Company, using a checklist, can verify various specific aspects of labour, business and environmental ethics. If the assessment process

produces a negative outcome, the supplier is asked to implement a series of corrective actions agreed upon with the Parent Company.

High risk

If the level of risk assigned is high, the audit is conducted following the SMETA procedure - Sedex Members Ethical Trade Audit - an internationally recognised methodology aimed at assessing all aspects of responsible business practices.

THE GROUP'S PURCHASES

The purchases for the year 2022 account for an annual expenditure of over €519,431 thousand (€269.174 thousand in 2021) Most

of the Group's purchases involved suppliers located in the European Union, in line with the previous year. With only 3% of expenditure in non-European countries, the Group confirms, on the one hand, its commitment to promoting the creation of value for its local communities and supporting the expertise of the European glass industry and, on the other hand, its focus on reducing consumption and the emissions generated by transport activities. Sustainable purchasing is, for the Group, the new frontier for launching a sustainable transformation of business, guaranteeing production that is increasingly more responsible and aware.

¹⁶ The supplier location risk level was assigned on the basis of the "ITUC Global Rights Index 2019" report.

OUR AIMS

2026
REDUCE BY 30%
 THE EMISSIONS OF CO₂
 (SCOPE 1 AND SCOPE 2)
 COMPARED TO THE YEAR **2019**

2025
OVERALL 30% REDUCTION
 OF WASTE GENERATED
 COMPARED TO **2019**

2025
OVERALL 10% REDUCTION
 OF WATER CONSUMPTION
 COMPARED TO **2019**

2030
REDUCE BY 50%
 THE EMISSIONS OF CO₂
 (SCOPE 1 AND SCOPE 2)
 COMPARED TO THE YEAR **2019**

	2022		2023		2024		2025		2026	
	BORMIOLI LUIGI	BORMIOLI ROCCO	BORMIOLI LUIGI	BORMIOLI ROCCO	BORMIOLI LUIGI	BORMIOLI ROCCO	BORMIOLI LUIGI	BORMIOLI ROCCO	BORMIOLI LUIGI	BORMIOLI ROCCO
✓ Technological efficiency improvements of the furnaces and production plants during refurbishment	⚙️	⚙️	🔄	🔄	🔄	🔄	🔄	🔄	🔄	🔄
✓ Start up of the photovoltaic system at the Fidenza plant		🌞								
✓ Reduction of coloured cullet consigned as waste	🌞									
✓ Reduction of disposable consumables	🌞	🌞								
✓ Increased use of PCR with percentages available for the clientele of between 5% and 40% on articles for the perfumery and cosmetics sector	🌞	🌞								
✓ Hybridization of gas-fired furnaces to enable a power supply of up to 40% with EE (*) from renewable sources			🎯	🎯						
✓ Certification of all the categories relevant to Scope 3				🎯	🎯					
🗑️ Continuation of detailed study project on waste generation				🎯	🎯					
💧 Detailed study project on water consumption during the various production phases in all of the plants				🎯	🎯					
💧 Drafting of a water use efficiency improvement plan						🎯	🎯			
✓ ISO 50001 energy certification of all the Bormioli Luigi Group's glass plants in Italy	🌞	🌞								
✓ ISO 50001 energy certification of all the Bormioli Luigi Group's glass plants in Spain						🎯	🎯			
💧 Implementation of the water use efficiency improvement plan								🎯	🎯	
✓ Purchasing of 100% electrical energy from renewable sources									🎯	🎯

(*) Electrical energy

03

RESPECT FOR THE ENVIRONMENT

- 3.1. The production process: responsible management of environmental impacts
- 3.2. Monitoring and control of energy consumption
- 3.3. The processing of the raw materials: an art that is reflected in the excellence of the product
- 3.4. Water resources management and protection of the subsoil
- 3.5. Waste management

3.1.

THE PRODUCTION PROCESS: RESPONSIBLE MANAGEMENT OF ENVIRONMENTAL IMPACTS

Our responsibility towards the environment is a process that begins with becoming aware of our impacts and is developed by conducting business in a responsible manner with a constant eye on sustainability.

The Group manages each of its production processes through the adoption of technological and operational options that allow it to monitor and minimise the environmental impacts of its operations. Commitments to sustainable development and a continuous reduction of its environmental impacts are reflected in various systems and policies. **For all the glassworks belonging to the Group, an Environmental Policy¹⁷** has been adopted. In addition to the attention paid to the company's environmental impacts, this policy promotes solutions focusing on the reduction of energy and water consumption as well as on harmful emissions.

The Parent Company has been certified since 2011 for its **Environmental Management System (EMS)**, which complies with the requirements of the **UNI EN ISO 14001** standard, and has been a member, since 2013, of the **CDP (Carbon Disclosure Project)**.

The Environmental Management System pursues the objective of continuous improvement of environmental performance, taking into account the entire product life cycle, and adopting instructions and procedures geared to control activities associated with significant environmental aspects. All reports concerning environmental aspects are handled by the Environment and Safety Function in the Parent Company. Additionally, for all the glassworks, the Group has an **Energy Policy and**

UNI EN ISO 14001:2015

Both production plants of Bormioli Luigi are certified according to the Environmental Management System (EMS)

Strategy¹⁸, through which a commitment was made in 2021 to create and maintain an **Energy Management System** that meets the requirements of the **UNI EN ISO 50001** standard¹⁹, awarded in 2022, as a strategic element for achieving the best possible energy efficiency and for sustainable and lasting development.

In particular, the Energy Policy and Strategy is implemented through:

- the setting of energy performance goals, updated annually, and associated with specific programmes to facilitate their achievement, documented in the Energy Goals Plan, approved annually by the company management;
- support to guarantee availability of the information and resources required to achieve the energy performance goals;
- optimisation of energy consumption and reduction of greenhouse gas emissions, including by pur-

OUR PRIMUS AND VITRUM PROJECTS

The Bormioli Luigi Group has drawn up an energy transition strategy to reduce its emissions by increasing the use of electricity, replacing natural gas, and simultaneously increasing the amount obtained from renewable sources. In this perspective, it has applied for and obtained a loan through the Innovation fund for the projects entitled "Primus", which will be developed in 2023 at the Fidenza plant, and "Vitrum", which will be developed in 2024 at the Abbiategrasso plant.

The goal of the Primus project is to identify new technologies for the construction of a more energy-efficient furnace for the production of superior crystal glass that will be able to reduce the amount of GHG emissions. This solution involves the partial electrification of the furnace, the recovery of the residual heat from the furnace's exhaust gases and an innovative solution to recover the heat of the exhaust gases in the furnace ducts. The project will be implemented at the Fidenza factory and will contribute to the decarbonisation of the



Co-funded by
the European Union

production of superior crystal glass. The expected result is a significant reduction in GHG emissions of 28% compared to the existing solution.

The reduction in GHG emissions is also attributable to the system for recovering the residual heat of the furnace exhaust gases and from the exhaust gases in the hybrid furnace ducts. The first will collect the heat generated by the fumes of three melting furnaces and use it to generate domestic hot water, thus bringing about a significant reduction in the heating consumption of the entire plant. The second, on the other hand,

is an important attempt on the part of the hollow glass manufacturing sector, to apply regenerative technology to the burners of the glass cooling channels. Potentially, this development will be able to recover approx. 85-90% of exhaust gas heat with an impact on the reduction of input consumption of 45%. Thanks to the Primus project, CO₂ emissions will be cut from 6.8 tonnes to 2.6 tonnes equivalent per year, achieving a reduction of 61%. So after ten years of operation, an absolute GHG reduction of 42,000 tonnes will be obtained.

The goal of the Vitrum project is to develop an innovative technology for a melting furnace powered both by natural gas and by electricity, for the production of high-quality glass. This will be combined with an extensive use of cullet (PCR) and a more efficient furnace duct conduction system. The project will be developed at the Abbiategrasso plant. This project is expected to reduce relative GHG emissions by 14% compared to the furnace currently in operation at the Abbiategrasso production plant.

chasing and self-generating energy from renewable sources;

- support to purchase efficient technologies and services that improve energy performances and support to consider improvement of energy performances in the context of planning activities.

All the actions implemented also at individual company level have the aim of applying principles of environmental responsibility in line with the goals of the 2030 Agenda for Sustainable Development adopted by the United Nations, with particu-

lar reference to Sustainable Development Goals 6, 7, 12 and 13.

These include, for example:

- The identification of the figure of the **Energy Manager²⁰**, pursuant to Law 10/91, following the awarding of ISO 50001:2018 certification;
- **energy analyses** with the aim of analysing the main sources of consumption and deciding upon potential actions for improvement.

All the glassworks²¹ of the Bormioli Luigi Group are required to obtain an AIA (Integrated Environmental Au-

thorisation), as per Legislative Decree 152/06. Accordingly, the company is obliged to observe a Monitoring and Control Plan, drawn up by the local authorities, to ensure compliance with the environmental legislation in force. Moreover, the use of larger melting furnaces, instead of a higher number of small furnaces, brings about a reduction in specific consumption and emission levels for the same amount of molten glass. The Group continues to improve its system for reducing the dust and fumes dispersed in the workplace, especially in the coloured glass production areas.

¹⁷ Environmental Policy - Bormioli Luigi (<https://www.bormioli.luigi.com/it/sviluppo.html>)

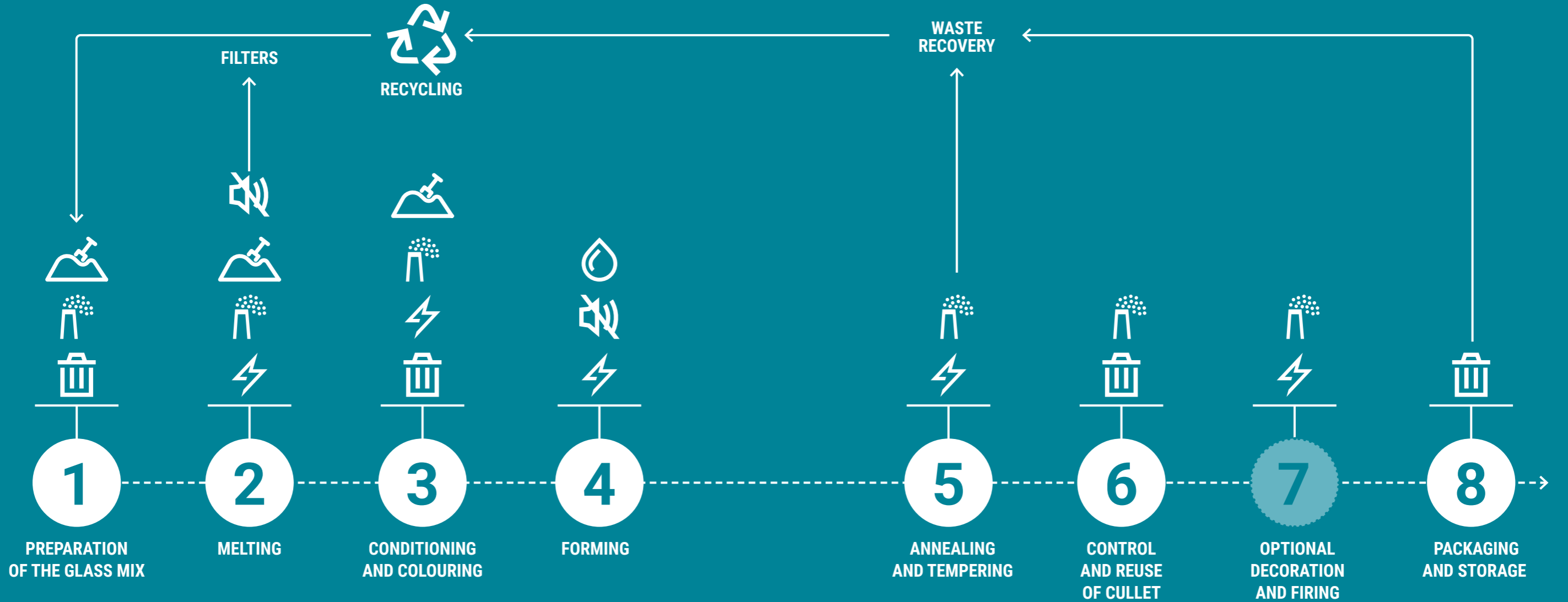
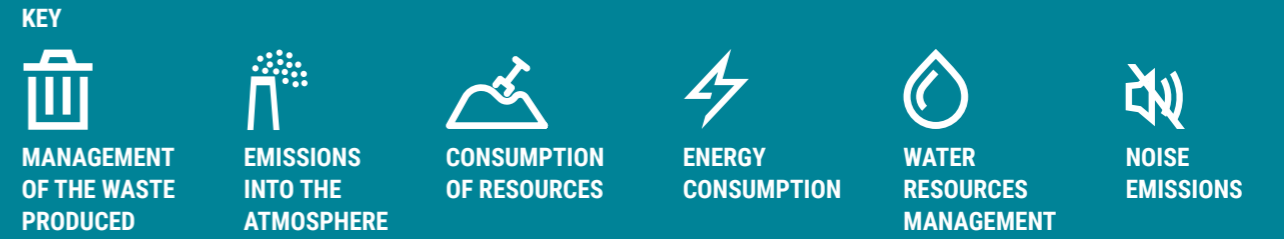
¹⁸ Energy Policy and Strategy (https://www.bormioli.luigi.com/file/en/POLITICA_ENERGIA.pdf)

¹⁹ The Group's certified plants are those belonging to the companies Bormioli Italia S.p.A. (Parma e Abbiategrasso) and Bormioli Rocco S.p.A. (Fidenza and Altare).

²⁰ The figure of the Energy Manager is operative in the following companies: Bormioli Luigi S.p.A., Bormioli Rocco S.p.A. and Bormioli Rocco S.A.U.

²¹ Reference is made to the following Companies: Bormioli Luigi S.p.A., Bormioli Rocco S.p.A. and Bormioli Rocco S.A.U.

THE PRODUCTION OF THE BORMIOLI LUIGI GROUP



Carried out in the Composition Department or "Batch House". The raw materials (sand, soda, marble, etc.) are kept in storage silos and delivered in set quantities to the rotary.

The Group has both gas and electric furnaces: natural gas melting furnaces melt the vitrifiable mix at a temperature of 1,500-1,520 °C, while electric furnaces can heat the molten glass up to 1,450 °C.

The molten glass is transferred to the forming machines through cooling channels in which the glass is cooled down to approximately 1200 °C. If required, the glass is coloured in the channels.

In the forming phase, the gob of glass that falls into the mould from the channel is given its shape by means of different technologies: pressing, centrifugal, blow moulding, depending on the object to be obtained.

Achieved by gradually cooling the articles inside a gas furnace. This is to avoid the formation of permanent stress inside the glass which could affect the strength of the final product.

The articles reach the quality control, selection and packaging zone where they are each manually and automatically checked using sophisticated optical machinery to detect defects. Rejected articles are sent to the crushing systems to generate new cullet to be sent back to the production cycle.

Through various techniques, (e.g. lacquering, screen printing, Inside®, gluing, etc.) the glass is decorated and customised. Many decorations require the process of "firing" by heating in a controlled manner in a furnace to ensure quality and stability.

Articles which pass quality control are then packaged in cardboard or plastic ready to be sent to the customer and stored while awaiting shipping.

3.2.

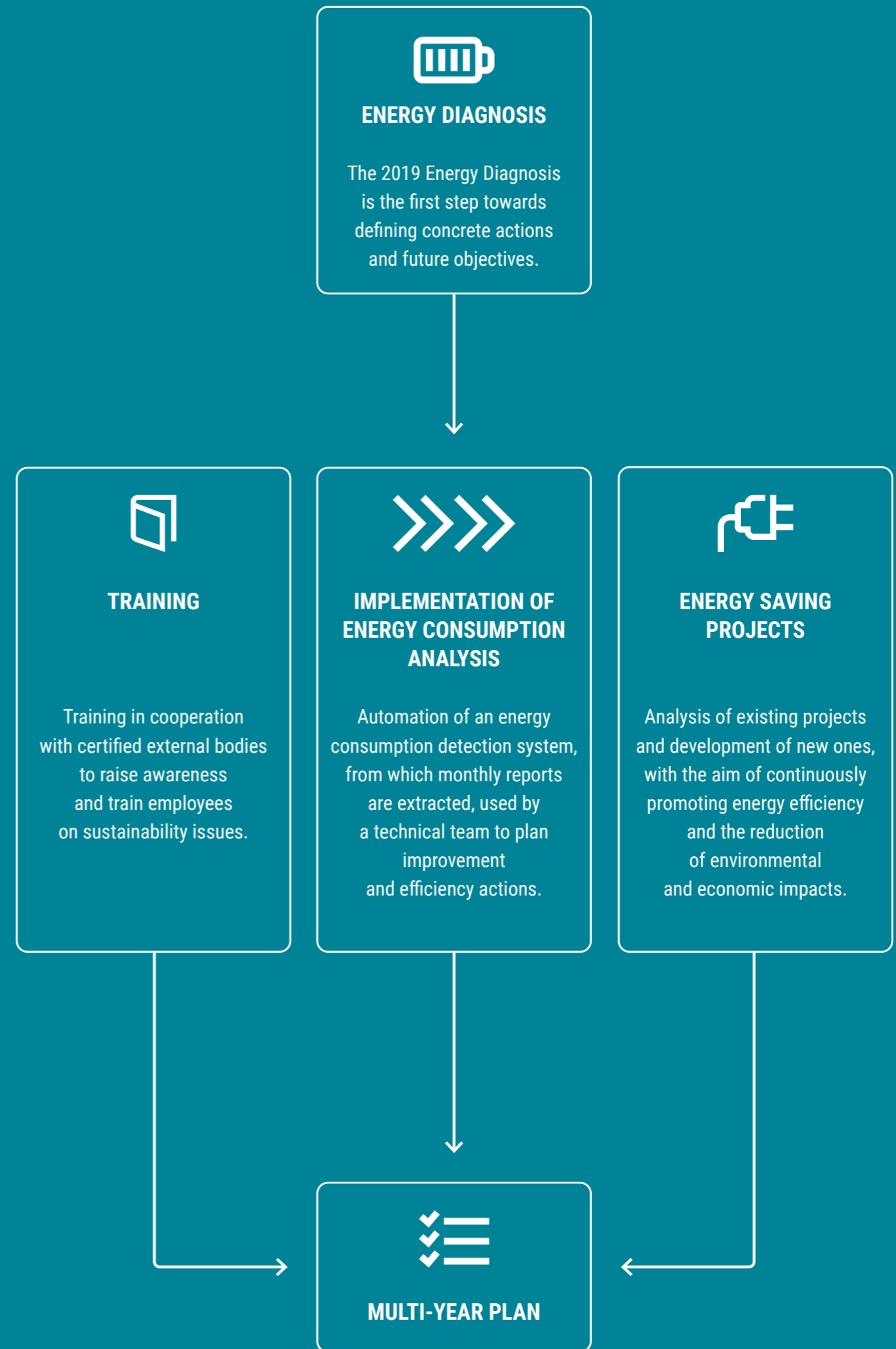
MONITORING AND CONTROL OF ENERGY CONSUMPTION

By investing in the maximum efficiency of our production plants and developing new technologies, we are passionately committed to reducing our consumption of energy and respective emissions to a minimum in order to guarantee increasingly sustainable quality glass.

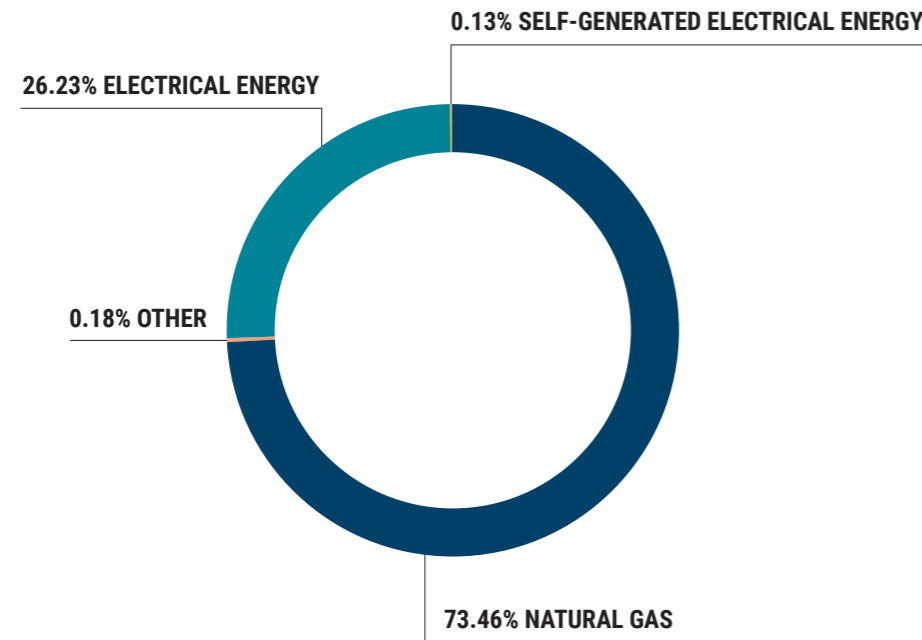
By its very nature, the glass-making process is extremely energy-intensive, due to the very high temperatures required for melting the vitrifiable mix in furnaces that are constantly in operation, to the production of compressed air and to annealing operations. Specifically, the high-temperature melting furnaces used during the glass production process are characterised by emissions into the atmosphere of greenhouse gases

(GHG) and other polluting gases. Acknowledging this, the Group has always been committed to monitoring and reducing the energy consumption of its plants, a goal confirmed by the various activities undertaken by the Group, such as the **2023-2027 industrial plan** that is focused on an internal reorganisation of the production lines. This commitment of the Group is in line with its decarbonisation goals. Last but not least, since 2019, Bor-

mioli Rocco S.p.A. has had an **Energy/CO₂** working group, subsequently transformed into the Energy Team, made up of key resources from the Technical Management, the production plants and the HSE function, which has set itself the ambitious goal of making the company's growth increasingly sustainable. The main energy sources used by the Bormioli Luigi Group are natural gas (72.57%) and electricity (26.23%).



ENERGY CONSUMPTION BY ENERGY SOURCE 2022 (GJ)²²



The remaining energy consumption is accounted for by other non-renewable sources (1.07%), i.e. diesel, petrol and propane, and self-produced renewable energy (0.13%). A photovoltaic system was put into operation at the Fidenza plant, during 2022, positioned on the roofs of all the warehouses. This system generates 1,900 Mwh/year, bringing about a reduction of approx. 600 t/year in CO₂ emissions. Additionally, the installation of the system prompted the removal of the remaining roofing still containing

asbestos, freeing the Fidenza site from this hazardous material. In 2022, energy consumption totalled 3,421,184 GJ, more or less in line with last year's consumption. Given the marginal consumption of the Group's non-productive sites - mainly small offices and warehouses - the scope of reporting of this indicator is limited exclusively to the Group's glass production and decoration sites. Being used for melting, for cooling the glass and, to a lesser degree, for other uses, natural gas plays an im-

portant role in the production process, and residually, for the heating of the premises and the production of hot water. The use of electricity is predominantly for the electric melting furnaces, the production of compressed air and the operation of all the general systems and machinery. Other kinds of consumption related to fossil fuels are chiefly used for the internal vehicles (forklift trucks, wheel loaders), for company cars and for fuelling the emergency generator sets.

OUR LOGISTICS

Fully aware of the environmental impact deriving from its transport, the Bormioli Luigi Group is committed to optimising and implementing actions designed to reduce the emissions produced by said transport. From this standpoint, the Group prefers to move its products by intermodal transport, and the reorganisations of the production lines, currently underway, are also aimed at reducing transport between the various plants. In 2022, a total of 73,512 litres of diesel, 4,850 litres of petrol and 16,100 kg of LPG were consumed for in-house logistics, equivalent to 250 tonnes of CO₂. Also with a view to promoting a responsible attitude, the Group invested in electric trucks in 2022, in an effort to reduce its transport-related emissions at its production sites. These trucks were purchased for the Altare and Fidenza plants.

²² The scope of reporting concerning consumption and related emissions is limited exclusively to the glassmaking and decoration companies of the Group, i.e. Bormioli Luigi S.p.A., Bormioli Rocco S.p.A., Bormioli Rocco S.A.U., Bormioli Luigi Francia S.A.R.L. and After Glass S.p.A.



OTHER POLLUTING EMISSIONS RELEASED INTO THE ATMOSPHERE

The activities carried out in the production plants of the Group require the use of natural gas combustion and the melting of raw materials at high temperatures, leading to the emission of gas pollutants, among which, in particular, carbon dioxide (CO₂), nitrogen oxides (NO_x), sulphur oxides (SO_x), dust and carbon monoxide (CO). The same types of emissions also exist in our decorating plants, albeit in limited quantities.

In order to contain and reduce its polluting emissions, the Group has implemented a series of actions including the installation of electric melting furnaces, new hybrid annealing furnaces and electrofilters (at the production plants of Bormioli Rocco S.p.A.) and of bag filters (at Bormioli Luigi S.p.A.'s plants) and burners with reduced NO_x emissions. Pollutant emission detection systems have also been installed at the Parent Company's production sites for the purpose of pollutant control and monitoring. In addition, emission reducing systems have been installed to reduce the amount of pollutants released into the atmosphere. The tables in the appendix show the details of the trends in the Group's main pollutant emission categories.

As far as atmospheric emissions are concerned, the Bormioli Luigi Group operates in compliance with European regulations on CO₂ emissions, monitoring its allowance of carbon dioxide emissions annually, with a constant commitment to progressively reducing it.

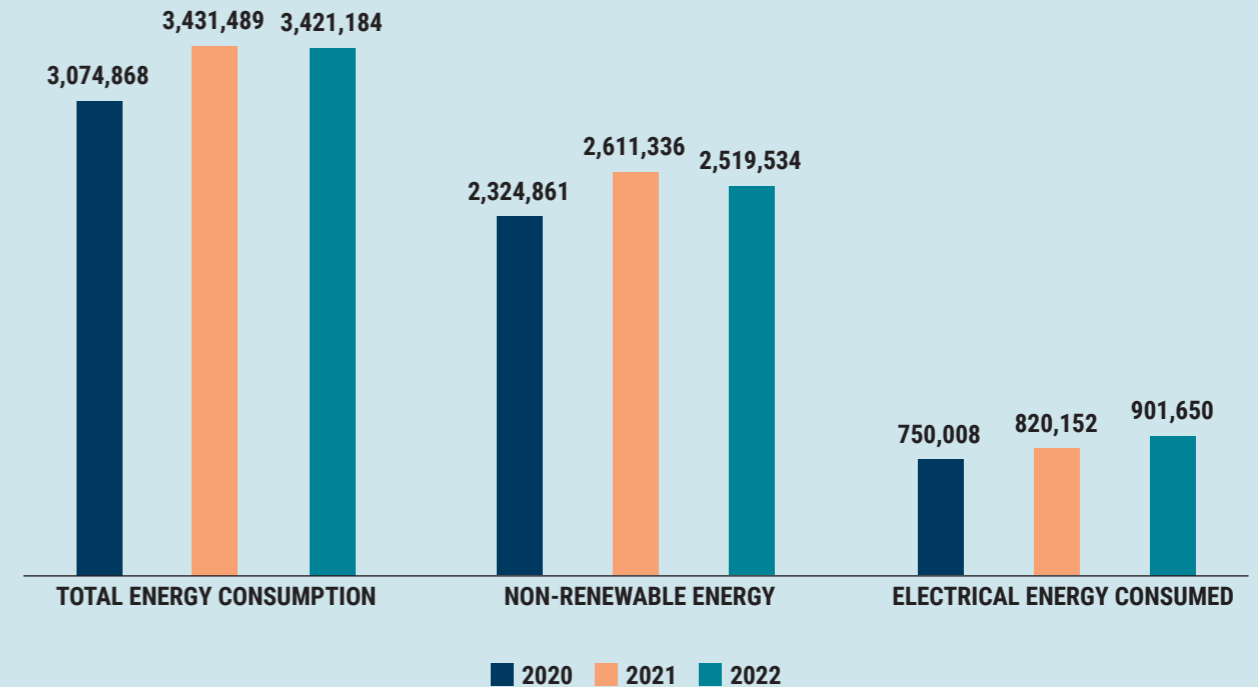
This special focus on monitoring its GHG emissions is reflected in the Parent Company's membership since 2013 of the CDP (Carbon Disclosure Project), an independent body that provides companies and countries with a system for measuring, managing and sharing information on their impact on climate change, and in the preparation of their own GHG inventory, certified according to the international standard ISO 14064-1:2018.

The different sources of CO₂ are monitored through, this inventory: those that generate either direct

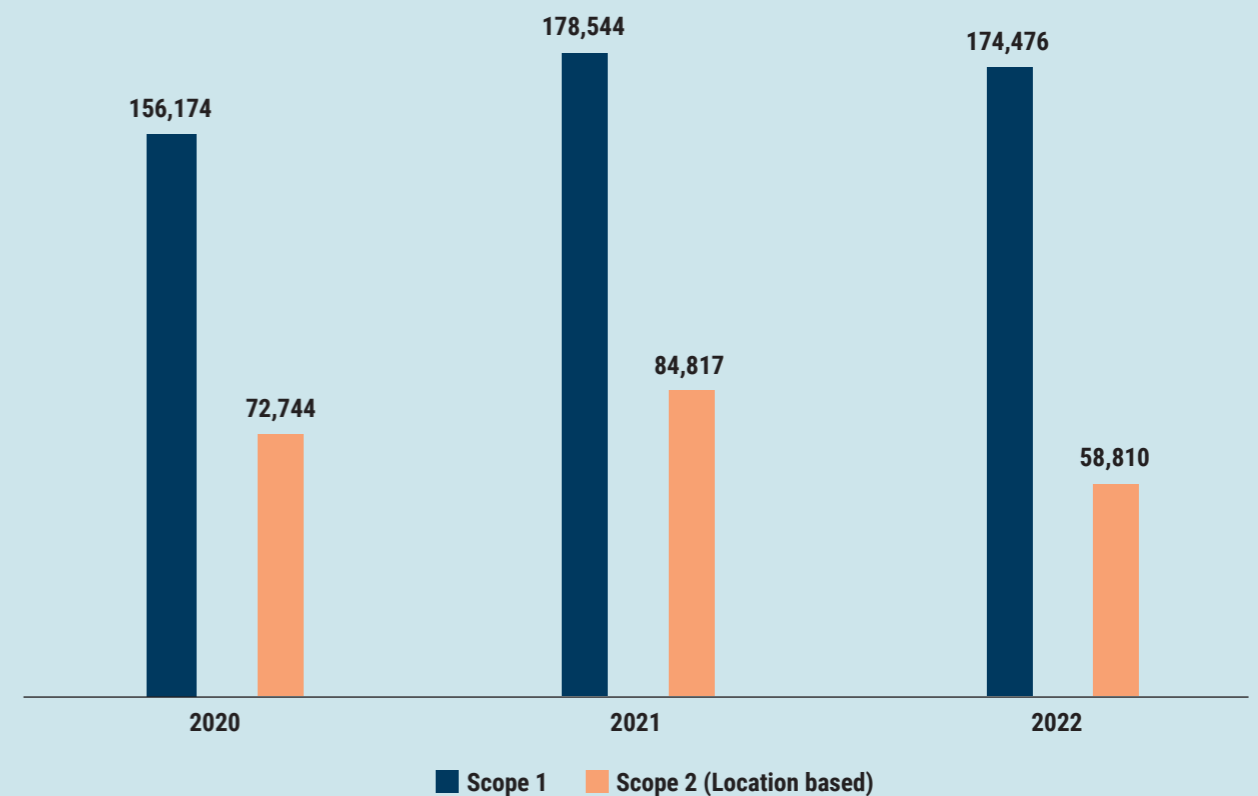
emissions (Scope 1²³), or indirect emissions from electricity consumption (Scope 2²⁴). For the calculation of Scope 2 emissions, there are two different approaches to the reporting standard used (GRI Sustainability Reporting Standards 2021): **Location-Based** and **Market-Based**. Location-Based emissions are detailed in the diagram, while for details on emissions calculated using the Market-Based methodology, please refer to the tables provided in the appendix to this report.

Compared to last year, the Group's overall emissions decreased by 11.42% to 233,286 tCO_{2eq} tonnes of CO₂. Most of these emissions (74.79%) are direct emissions, generated during the Group's production process, and consequently, following the Location-Based methodology; indirect emissions account for 25.21% of the total emitted.

ENERGY CONSUMPTION GROUP (GJ)



SCOPE 1 + SCOPE 2 LOCATION-BASED (tCO₂)



²³ The emissions are calculated in terms of CO₂ equivalent in accordance with the inventory of CO₂ envisaged by the standard ISO 14064-1 and certified by an independent third party company. For further information on the calculation of emissions for 2020 and 2021, please refer to the Sustainability Report 2021.

²⁴ The reporting standard used (GRI Sustainability Reporting Standards) provides for two different approaches for calculating Scope 2 emissions: "Location-Based" and "Market-Based". The "Location-Based" approach involves the use of average emission factors relating to specific national energy mixes of electrical power generation while the "Market-Based" approach involves the use of emission factors defined on a contractual basis with the electricity supplier. In 2022, the emissions were calculated in terms of CO₂ equivalent in accordance with the inventory of CO₂ envisaged by the standard ISO 14064-1 and certified by an independent third party company. For further information on the calculation of emissions for 2020 and 2021, please refer to the Sustainability Report 2021.

3.3.

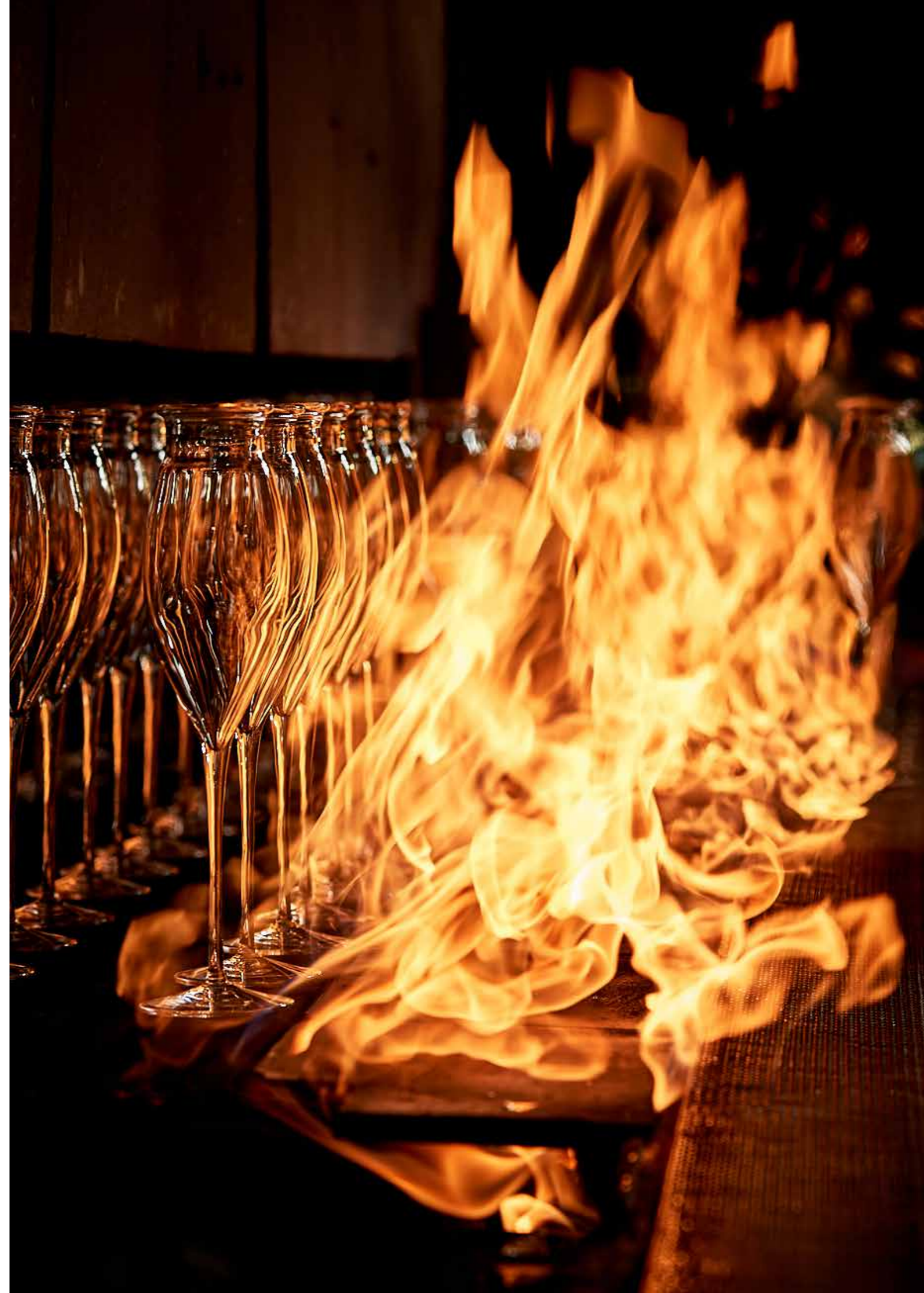
THE PROCESSING OF THE RAW MATERIALS: AN ART THAT IS REFLECTED IN THE EXCELLENCE OF THE PRODUCT

The quality of Bormioli Luigi products is defined by the way we work: in order to guarantee products of excellence, we control and select raw materials extremely carefully and meticulously.

The raw materials necessary for the production of glass, which is one of the oldest materials known to man, are typically defined as being non-renewable, i.e. they cannot be renewed in a short period of time. Glass is produced from raw materials such as quartz sand, which are transformed into the final product

by melting. The careful selection and mixing of these components guarantees the extremely high quality of the Bormioli Luigi Group's glass products. From their production through to packaging, the following materials²⁵ are used: virgin raw materials, secondary raw materials²⁶, semi-finished products for mould

construction, packaging materials such as paper, wood and plastic, and raw materials for decoration, such as lacquer, varnish and glue. With a view to reducing the use of virgin raw materials as much as possible, the Group favours the use of **PCR (Post-Consumer Recycled) glass** and **internal cullet**.



²⁵ Included within the scope of reporting of the GRI indicator relating to the materials are the companies Bormioli Luigi S.p.A., Bormioli Rocco S.p.A., Bormioli Rocco S.A.U., Bormioli Luigi France S.A.R.L. and After Glass S.p.A.

²⁶ Reference is made to **PCR** (Post-Consumer Recycled) glass.

3.4.

WATER RESOURCES MANAGEMENT AND PROTECTION OF THE SUBSOIL

In order to reduce our water withdrawals and promote a sustainable and compatible use of this resource, we adopt recycling and recovery measures as far as possible, through the use of closed industrial circuits, and we use waste water treatment systems before releasing the water back into the environment.

Aware of the importance of water, the Bormioli Luigi Group takes great care and attention to reduce its water consumption, by minimising waste as much as possible. With a view to effectively managing effluents as well, the Group has equipped itself with waste water treatment systems, which run a final check on the quality of the water being discharged before it is released into the environment.

Water withdrawals²⁷ are mainly used for industrial production purposes and partly, in much smaller quantities, for domestic supplies. Well water is used for industrial activities such as the cooling of the glass, the cooling of the machinery most subject to thermal stress, and the washing of the moulds and the mechanical parts, while the water withdrawn from the mains serves exclusively for households.

Consistent with the Group's focus on saving and recovering water resources,

various initiatives have been undertaken at the level of the individual production sites, such as the Parma plant where a system for the depuration and recycling of water has been in operation for many years now, thanks to which about 60% of the water withdrawn at the plant is purified and reused. In the production plants in Abbiategrosso and Fidenza, on the other hand, the Group uses a recirculation system that makes it possible to limit the quantity of water drawn from the well.

In addition, an evaporative cooling tower was installed in Altare to recover the cooling water from the circuits of a furnace, leading to significant savings in water withdrawals from the river.

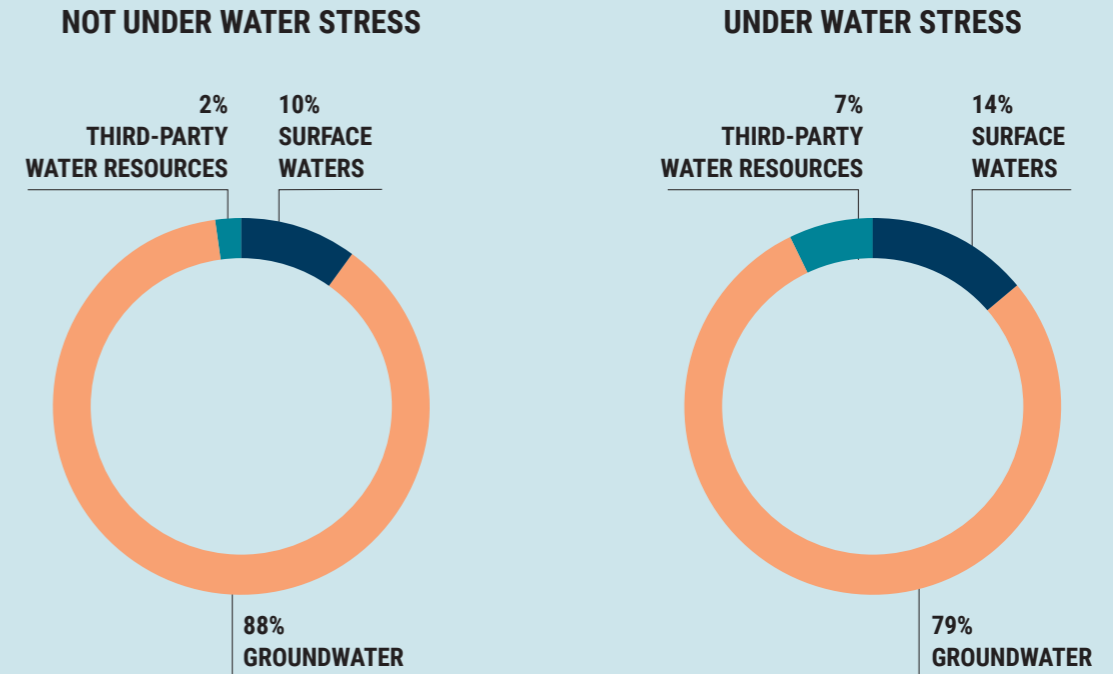
With regard to the impacts of the Group's activities in water-stressed areas²⁸, the only production plant belonging to the Group operating under such conditions is Azuqueca, Spain, where areas of the territory are characterised by the inability to meet wa-

ter, human and ecological demand. In order to identify water-stressed areas, use was made of the 'Aqueduct Water Risk Atlas' tool developed by the World Resources Institute²⁹.

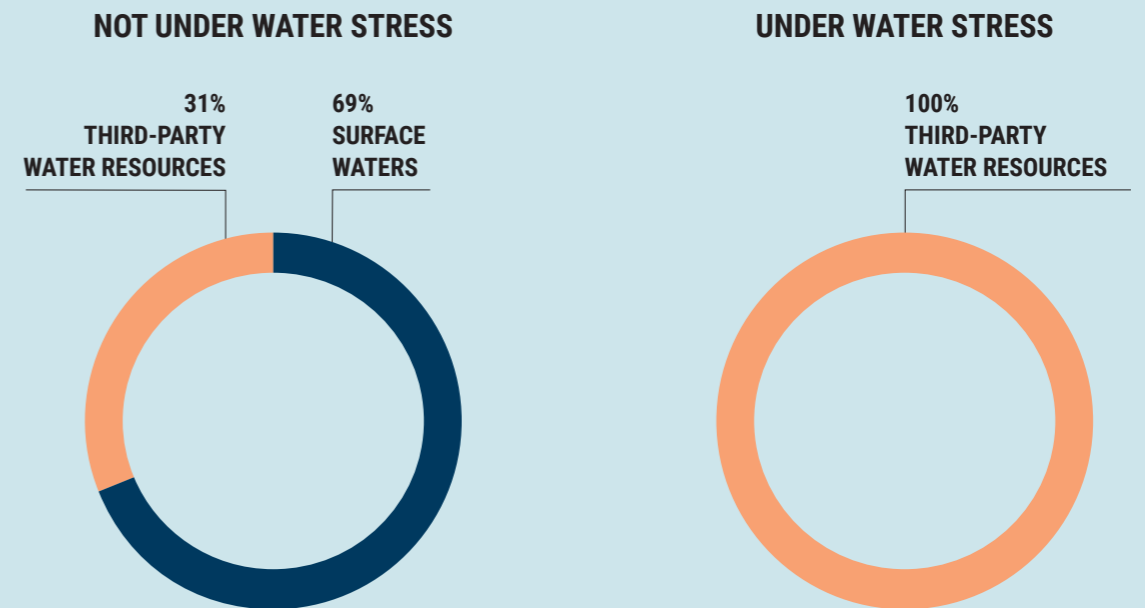
Given that the plant operates in a water-stressed area, further improvements have been made to promote water saving by encouraging the re-use of effluents within the production process. This has meant that all the water withdrawn could be recovered, forming a closed loop and leading to a 67% drop in consumption.

In 2022, total water withdrawals amounted to 1,638 megalitres (ML), of which the majority, i.e. 93%, was withdrawn from non-water-stressed areas. As shown in the diagram, these withdrawals mainly come from groundwater and surface water and, to a very limited extent, from third parties, i.e. water mains. As regards water discharges, the total volume discharged by the Group's plants was 1,572 ML.

WATER WITHDRAWAL BY SOURCE 2022



WATER DISCHARGE BY SOURCE 2022



88 27 All the Group's plants use fresh water, i.e. water with a total dissolved solids concentration of 1,000 mg/l or less.
 28 Water stress can refer to the availability, quality or accessibility of water.
 29 The tool is available online on the website: <https://www.wri.org/our-work/project/aqueduct>

WATER MANAGEMENT POLICY

Bormioli Luigi S.p.A. is aware of the extent to which water is an indispensable resource for life and how the problems associated with its availability affect many areas; this is why it is committed to the sustainable management of this precious commodity, aligning itself with the UN 2030 Agenda for Sustainable Development Goal, SDG 6 "Preventing wastage of water resources". Water is indispensable in the activities of a glassworks and is mainly used for the cooling of production waste. Bormioli Luigi is therefore committed to the use of technologies designed to improve the efficiency of industrial water management so as to increase the rate of water recovery and recycling and reduce fresh water withdrawals. A more sustainable use of water resources is a key theme for Bormioli Luigi in the present and in the future. The company uses purification systems to help preserve fresh water, reducing consumption and pollution, avoiding the use of substances that can lead to chemical pollution, and monitoring the first

layer of the groundwater, while also safeguarding local communities. Since the late 1990s, Bormioli Luigi has put in place an industrial waste water purification system in the Parma production plant, with the aim of recycling this water, thereby reducing the consumption of fresh water. Nowadays, four of the five glass production plants of the Group are equipped with waste water purification systems. Thanks to the recycling of purified waste water since the early 2000s, the amount of water drawn from wells has been reduced by 70%. Furthermore, it has adopted measures to mitigate the impacts of climate change by collecting rainwater from heavy rainfall events and arranging for its gradual release. The company's commitment to responsible water management is further confirmed through the adoption and maintenance of ISO 14001 certification, membership of the Ecovadis and Sedex platforms and participation in the CDP Water Security questionnaire.

Total water consumption, calculated as water withdrawal net of water discharged, amounted to 66 ML for the financial year 2022, an increase on last year.

Most of the Group's water discharges are released into surface waters and are subject to monitoring from a prevention perspective. In fact, the waste water from production activities is used in cooling operations and therefore contains traces of lubricants. For this reason, before this water can be discharged, it is subjected to different treatment systems, such as, for example, at the Parma plant, where the waste water is treated preventively by a chemical-physical depuration plant, followed by a sand filtering phase; then, part of the water purified by the

company depuration system is put back into the production plant to be re-used in the production cycle, while the rest (approx. 40%) is discharged into surface water bodies after a further sand filtering treatment.

A project to improve the system for collecting and discharging rainwater has been underway at the Abbiatograsso plant since 2019, with the aim of mitigating the effects of the most intense rainfalls and the load on the public sewer system. The rainwater from the roofs are channelled into a system of dispersion trenches which discharge the water into a large surface area underground.

BORMIOLI'S ACTION AGAINST SOIL POLLUTION

The Group does not carry out any

activities that could result in direct inputs of substances into the ground likely to cause chemical pollution. Contamination of the ground could only derive from accidental events such as oil spills or fugitive emissions, due to leaks from the underground sewage system of the production plants.

In order to avoid the risk of these substances becoming incorporated in the soil or transported by irrigation water or rainwater, thereby generating a state of pollution, there is a plan in place at the Parma, Fidenza and Altare production plants for monitoring the first layer of the groundwater. The data of the water samples withdrawn are analysed periodically, on the basis of the parameters considered most important.



3.5.

WASTE MANAGEMENT³⁰

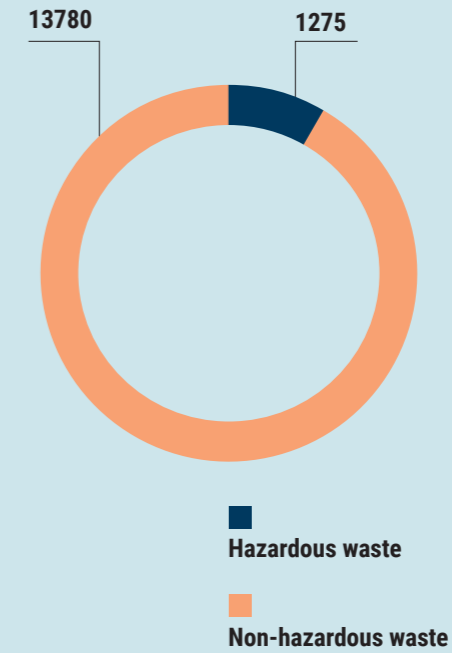
Proper waste management is essential to avoid burdening the environment, which is why the Group is constantly researching innovative methods to reduce waste production and find new ways to recover it.

Most of the waste produced by the Bormioli Luigi Group derives from the production process, which has been reviewed over the years for the purpose of reducing final waste. To date, the Group recycles **100%** of its cullet, which can be divided into two different types, i.e. coloured glass and colourless glass, each of which has its own recycling treatment process. The colourless glass, recycled by the Group itself, is put back into the production cycle. This not only saves raw materials, but also enables the Group to reduce

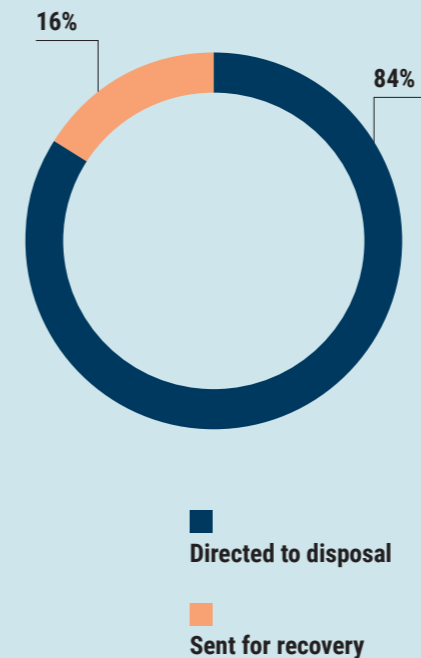
its energy consumption. As regards the coloured cullet, the Group entrusts its treatment to authorised waste disposal companies who manage to give it a new life and a new use by reselling it to other glassworks. On other levels of the value chain, such as packaging materials, the Group has always placed great emphasis on seeking feasible alternatives to reduce their weight and volume. This is why research for a material to replace plastic in packaging will continue in the years to come, as it is the only material capable of withstanding the heat emitted by the finished product.

In the financial year 2022, a total of 15,055 tonnes of waste was generated at Group level, most of which - 92% of the total - was non-hazardous waste. The Group's commitment to increasingly responsible waste management is reflected in the rate of the waste sent for recovery, which amounts to 61% of the total hazardous and non-hazardous waste. In fact, even the hazardous waste (a total of 1,275 tonnes generated in the course of the year) was also partially recovered. For more details on waste data and trends, please consult the Appendix to this Annual Report.

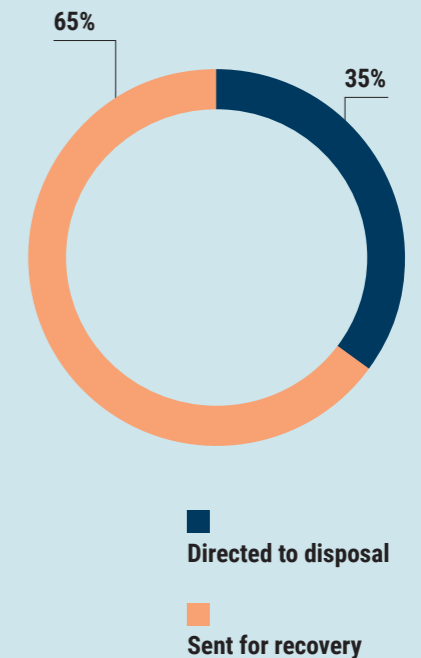
**BORMIOLI LUIGI GROUP
WASTE [t] (2022)**



**HAZARDOUS WASTE
(2022)**



**NON-HAZARDOUS WASTE
(2022)**



92 ³⁰ The scope of reporting concerning consumption and related emissions is limited exclusively to the glassmaking and decoration companies of the Group, i.e. Bormioli Luigi S.p.A., Bormioli Rocco S.p.A., Bormioli Rocco S.A.U., Bormioli Luigi Francia S.A.R.L. e After Glass S.p.A.

OUR AIMS

2025
CONSTANTLY INCREASE
 THE VALUE OF OUR PEOPLE

2025
CONTINUOUS IMPROVEMENT
 OF OUR OCCUPATIONAL HEALTH
 AND SAFETY INDICATORS IN
 TERMS OF FREQUENCY RATE AND
 SEVERITY OF INJURIES

04

THE VALUE OF OUR PEOPLE

	2022		2023		2024		2025		2026	
	BORMIOLI LUIGI	BORMIOLI ROCCO	BORMIOLI LUIGI	BORMIOLI ROCCO	BORMIOLI LUIGI	BORMIOLI ROCCO	BORMIOLI LUIGI	BORMIOLI ROCCO	BORMIOLI LUIGI	BORMIOLI ROCCO
Provide at least 10 hours/year on average of training per worker (*)										
Specific training programme to increase awareness on health and safety matters										
Specific training for all staff on sustainability										
Structure the company's system of knowledge and talent development more effectively										
ISO 45001 certification of all the Bormioli Luigi Group's glass plants in Italy										

(*) The figure was confirmed for both employees and temporary staff for the year 2022.

- 4.1. A company made of people
- 4.2. Professional growth: training and development
- 4.3. The commitment to health and safety in the workplace
- 4.4. Relations with the local communities

4.1.

A COMPANY MADE OF PEOPLE

People, their well-being, growth and professional development have always been our priority and are the real strength of the company: a working environment that is stimulating and healthy, collaborative and inclusive, able to develop our resources both personally and professionally.

The Group puts people first: they are the beating heart of the company. This is why, again this year, its main goal is to create and develop an increasingly high level of technical know-how, shared by all corporate functions, considering the specific needs of each worker in order to ensure that each individual member of staff is in the position to perform to the best of their ability and reach their highest personal level of job satisfaction. Dedication and technical expertise are the two pillars that enable the Group to be one of the world's leading players in the glass industry. As at 31 December 2022, the Group's workforce consisted of **2,186** employees, **6%** more than the previous year. The increase is justified by the growth in production in the financial year 2022, necessitating more personnel. In contrast, the number of external collaborators decreased

by 2% compared to the previous year. The annual average number of collaborators holding temporary contracts (97% of all external collaborators), mainly employed in production, dropped from **555** in 2021 to **553** workers. These tendencies confirm the Group's preference for solid, long-term relationships which facilitate the constant and continuous growth of its people: this is confirmed by the fact that, in 2022, almost all of the Group's staff have permanent contracts. (**98.6%**). Additionally, the Group gives its workers the possibility to choose a part-time contract; **76** employees (equivalent to approx. **3.5%** of the total workforce) opted for this solution last year.

DIVERSITY AND INCLUSION

Notwithstanding the fact that the Group operates in a sector that has, historically, been predominantly

male, it is actively committed to the promotion of equal opportunities, assigning tasks and promotions exclusively according to the individual's skills, and prohibiting any form of discrimination, on the basis of gender, age, sexual orientation, race, disability or religion or any other characteristic not related to the sphere of work. Diversity is seen as a strategic element for corporate competitiveness and the development of its people. Teams with different skills, experiences and backgrounds enrich the work environment and stimulate creativity, fostering a more effective leadership style and nurturing an increasingly open corporate culture. With regards to the above, the Group undertakes to:

- create an inclusive work environment that ensures respect, integrity, personal growth and equal opportunities (for example training,

development, career), not only for current employees, but also for potential ones;

- increase employee awareness on diversity and equal opportunities within the Company, including through the development of training programmes;
- comply with rules and laws on equal opportunities;
- encourage the commitment of all collaborators to act with respect and integrity in every relationship with colleagues, customers, suppliers and with all the players with whom they interact;
- stimulate the attention of suppliers towards respect for human dignity as regards non-discrimination and protection of diversity.

Promotion of diversity and inclusion present the Group with an opportunity to create value and for this reason it is committed to respecting the fundamental elements of universal accessibility for people with disabilities in the workplace, taking into account the characteristics of the workplace and the type of production activity in question.



WELFARE IN BORMIOLI LUIGI

With the aim of continuously improving the well-being of its resources, the welfare programme promoted by the Group continued also in 2022. Each year the company pays all employees of the Italian offices with permanent contracts a sum of up to €250, which they can use, through a dedicated welfare platform, in various spheres, from education to health, from travel to non-work activities. In addition, the company has maintained the practice of paying a results bonus (albeit with different award criteria) to both employees and to workers holding temporary contracts. To demonstrate once again its interest in the well-being of its employees, the Group has also undertaken the responsibility to clean the work clothes for production employees who work in the machine, mould changing and furnace departments at the Italian glass production plants.

This is confirmed by the fact that in the course of the three-year period 2020-2022, no cases of misconduct or discrimination were recorded within the Group.

At the end of 2022, the percentage of women employed was **27.8%** of the total workforce, a figure in line with previous years. Women accounted for **12.8%** in the executive category, **26.6%** in the middle management category, **40.8%** in the office staff category and **25.2%** in the production worker category. The Group acknowledges that another key element for maintaining a high-level team involves the recruitment and selection of new resources. During 2022, there were **248** new hires, with a recruitment rate of **11.3%**, and an outgoing turnover rate of **5.6%**³¹.

The guideline followed by the company is to employ young talented people with the right kind of specialisation and training to enable the development of the skills required to produce excellence in the glassmaking sector. To this end, in 2022, the Group added a significant number of young talents to its workforce; **35.5%** of the total new hires are young people under the age of 30.

WELL-BEING OF EMPLOYEES

The Group believes that the protection of the fundamental rights of the individual is essential for any manifestation of social coexistence, starting with the right to work in environments and conditions suitable for ensuring the health and safety of workers. The Group constantly undertakes to guarantee healthy and safe working conditions and to promote the spread and consolidation of a culture of safety among all workers, including within the supply chain. Appropriate indicators are drawn up to assess the effectiveness

BORMIOLI ROCCO S.A.U.'S NEW EQUALITY PLAN.

The Azuqueca plant, in response to Spanish law, was the first to draft an Equality Plan.

This Plan was approved on January 15, 2023 and is valid for three years. Its main purpose is to promote the development of a corporate culture based on the principle of equal opportunity, focusing on various aspects such as:

-  Dissemination, awareness raising and training of employees on the subject of gender equality.
-  Improving the ratio of men to women, especially in positions predominantly occupied by males.
-  The promotion of measures to increase the percentage of women in top positions.
-  Ensuring pay equity between men and women with similar job categories and levels of responsibility, both in terms of salary and bonuses.
-  The preparation and dissemination of a protocol on harassment in the workplace, as well as the development of preventive measures for situations of discrimination.
-  The formalisation of the use of non-sexist communication in the company.
-  The inclusion of a guide for women victims of gender-based violence.
-  The inclusion of measures closely related to the issue of gender in terms of occupational health, including those related to maternity and breastfeeding.

of its prevention actions, and a risk analysis was drafted for the health and safety of the workers. The Group is committed to implementing preventive measures and putting them into effect, providing workers with all the appropriate protective equipment free of charge.

TRADE UNION RELATIONS

Constructing and cultivating an open and transparent relationship with the workers' trade union representatives leads to the building of solid well-bal-

anced cooperation with benefits for the workers and the Company alike. It is important to note that in 2022, **100%** of Italian staff was covered by a National Collective Labour Contract (CCNL). In its production plants, the Group has established a longer notice period than that stipulated in the CCNL, in the event of significant changes in the business organisation. Overall, **98%** of the Group's employees³² are covered by various contracts pursuant to the various national laws of our foreign locations.

³¹ For further information on the incoming and outgoing turnover rates please refer to the tables shown in the appendix to this document.

³² The scope of the employee data covered by collective bargaining agreements does not include locations related to Bormioli Luigi Do Brasil, Bormioli Rocco Central Europe GmbH, Bormioli Rocco Asia Pacific LTD and Bormioli Luigi Corporation inasmuch as they were not available as of the date of this document.

4.2.

PROFESSIONAL GROWTH: TRAINING AND DEVELOPMENT

The Group's ability to successfully position itself on the market, with products of excellence, has been made possible by the skill, passion and technical know-how of our people. Ongoing professional and personal growth is a moral priority and a choice of strategic importance.



Ever since it was founded, there has always been a strong belief in the Group that the development and training of its resources is fundamental to being able to offer customers products of impeccable design and quality.

This effort is constantly monitored by the heads of the various departments who, in cooperation with the Human Resources Area, identify the training needs of the personnel, always aiming to create authentic **master glassmakers** in the pro-

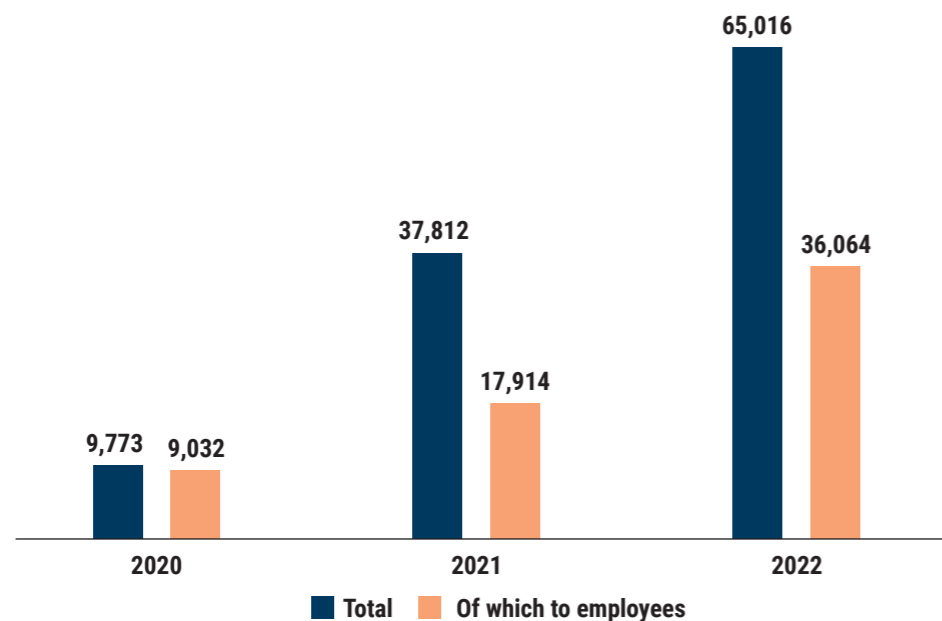
duction departments, and develop individuals' skills. With a view to being able to offer people appropriate training paths, during the drafting of the training plans, consideration is always given to the tasks assigned, the levels of specialisation and the

experience of the workers in question. As a result, the training and refresher courses provided can be considered custom-tailored to each individual professional function, with a view to creating and developing specific skills for the various

roles, and training courses across the board for all the job profiles. The Group's commitment is not limited to its own employees, but also extends to workers with temporary contracts, who are treated and trained in the same way as employees.

During financial year 2022, a total of **65,016** training hours were provided, of which **55.5% to company employees**, working out at **an average of 16.38 hours** per employee. Training activities are conducted by the Group in two different ways:

TOTAL TRAINING HOURS PROVIDED IN THE THREE-YEAR PERIOD 2020-2022



ON-THE-JOB TRAINING

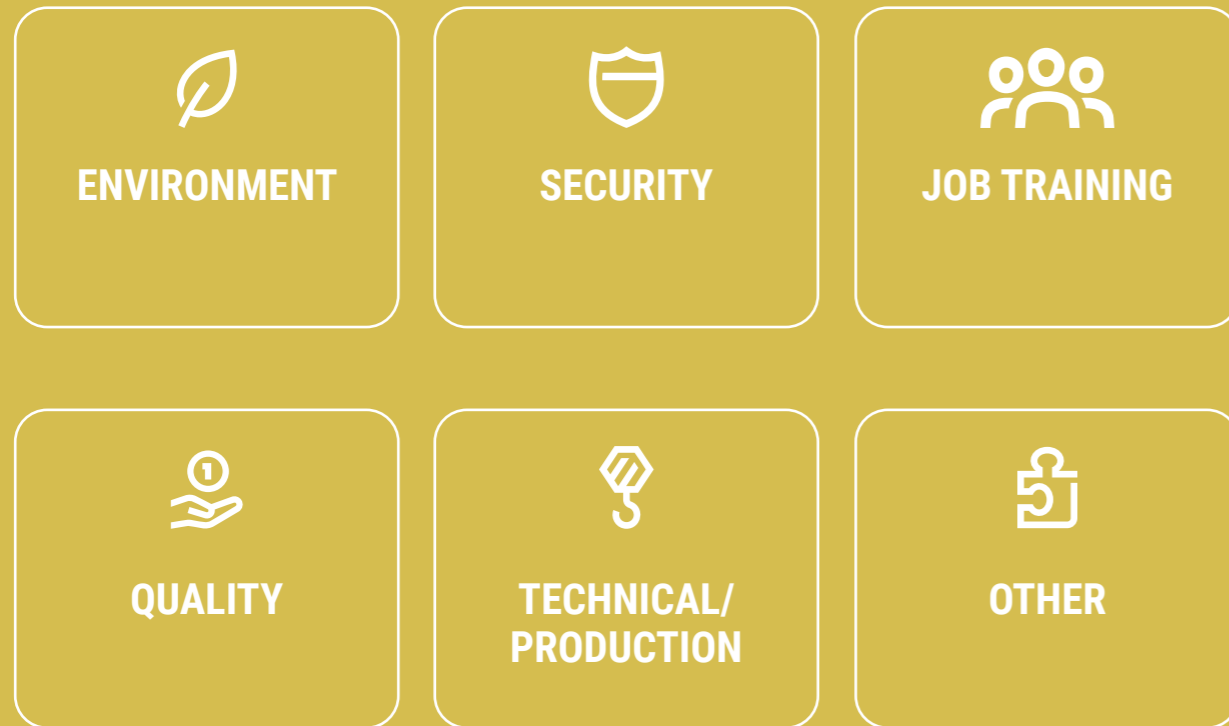
"On the job" training, aimed at developing specific technical skills, carried out by expert company resources.



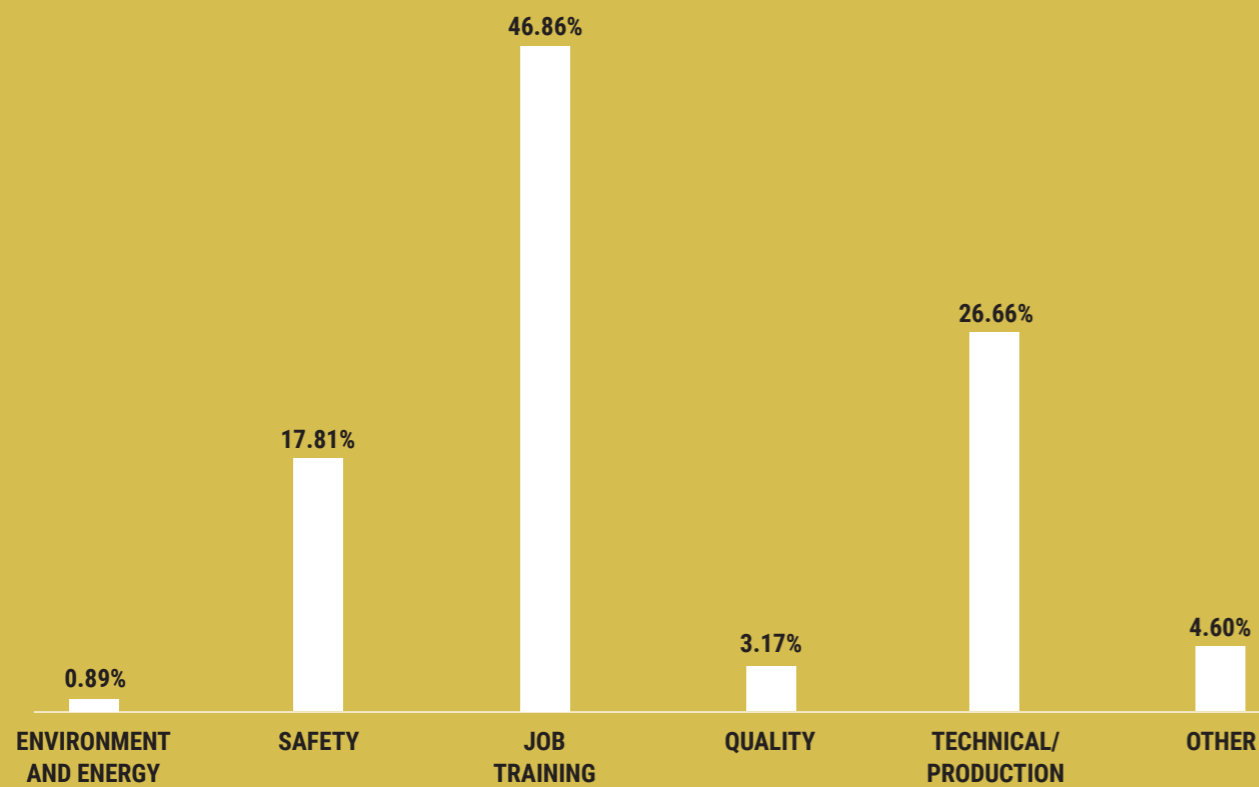
CLASSROOM AND REMOTE TRAINING

Employees and temporary workers of all areas of the company are periodically involved in face-to-face lessons or with online tools and platforms (a method increasingly used). The courses cover both specific job-related topics and broader topics of interest such as quality, safety and the environment.

OUR TRAINING MACRO AREAS



DISTRIBUTION OF TRAINING HOURS BY MACRO AREA



During the year, different types of training were offered to employees and temps, categorised into the following 6 macro areas: **environment and energy, safety, job training, quality, technical-production and other types**³³.

In addition to the training courses held regularly each year, also confirming the close cooperation between the various companies and the important exchange of know-how within the Group, a training program was carried out, to enable the acquisition of skills on the new lines installed at the Azuqueca (Spain) and Altare plants, which involved an exchange of personnel between the plants, so as to provide the required skills and align operating methods. Moreover, each year all newly recruited employees are assigned to specific training courses on the basis of the function they were hired for, covering quality, sustainability, health and safety, environment, security, ethics and anti-corruption issues, thereby guaranteeing training on these issues to 100% of the corporate workforce.

Regarding the Group's greenhouse gas (GHG) emission reduction targets, in order to involve and align all corporate figures in striving for this common objective, Bormioli Rocco S.p.A. has organised training courses on the European ETS (Emission Trading Scheme) mechanism, in which the company participates, aimed at reducing carbon dioxide emissions, and a course on the economic evaluation of investments in energy efficiency for Energy Managers.

³³ The "other" category mainly contains courses focusing on business administration, human resources management, information technology, foreign languages, logistics and legal aspects.



4.3.

THE COMMITMENT TO HEALTH AND SAFETY IN THE WORKPLACE

The health and safety in the workplace has always been our priority: safeguarding our people is an essential prerequisite for the correct performance of all corporate activities, from the production departments to the offices.

The Bormioli Luigi Group has always put the health of its employees and collaborators first, acknowledging its absolute priority. With a view to making the work environment increasingly safer, there is an ongoing commitment to keep abreast of the innovations and regulations in each country where the Group operates, continuously adopting improvements to make its machinery, devices and production systems safer.

The Group has equipped itself with a Health and Safety Management System, defining the responsibilities, processes and resources necessary to guarantee a corporate prevention and protection policy in compliance with current regulations. In 2022, accomplishing the first part of the goal set by the Group, **ISO 45001:2018**

certification was awarded for the production plants of Fidenza and Altare. In the years to come, the other two glass production plants in Italy and the one in Spain are also expected to be certified.

Fully aware of its role and its responsibilities towards people, the Group is committed to disseminating **a culture of safety in the workplace**, promoting safe behaviour on the part of all the workers. To ensure the accomplishment of these goals, the Group's various policies have been disseminated and communicated to internal and external parties alike³⁴.

THE INVOLVEMENT OF OUR PEOPLE ON HEALTH AND SAFETY

Involving one's own people - whether it be internal or external to the company - in identifying risks is critical to achieving a comprehensive analysis.

To this end, the Risk Assessment Document (DVR) is subject to periodic updates and breaks down the risks by job profile and identifies the most effective prevention measures, considering as the main factors: the magnitude of the risk, the severity of the consequences and the likelihood or frequency of their actually taking place. When assigning works, services and supplies, the Group verifies the technical and professional suitability of contractors and external workers, requesting detailed information on the specific risks and the DUVRI (Single Document for the Assessment of Interferential Risks). To ensure the correct implementation of this organisational model, periodic internal audits are held, following which any necessary corrective actions are defined.

OUR PROJECTS FOR PROTECTING HEALTH



TRAINING OF FOREIGN WORKERS

In the case of foreign workers, the Prevention and Protection Service (SPP) ensures that they have sufficient knowledge of the Italian language to guarantee that they can learn the contents of the training activities on health and safety, and adopts, where necessary, measures to make the contents accessible to them, for example, by providing teaching materials in a language known to them, or by providing an interpreter.



ERGONOMICS IN THE WORKPLACE

Last year, a project to improve ergonomic conditions in the workplace was implemented at the Azuqueca plant in Spain, assessing, through the use of sensorised suits, the ergonomic risks deriving from exposure to the repetitive movements typical of product packaging work. The project was based on not keeping workers operating at the same workstation for more than an hour, in order to avoid prolonged exposure. The project will continue in 2023 at the Altare plant, accompanied by specific on-the-job training.



AUTOMATIC DEVICES

With a view to continuously safeguarding and improving the health and safety of workers, the "uomo a terra" (man down) project was implemented, which involves a device that can be worn by workers when they are working alone in an isolated location, for their safety in the event of sudden illness; moreover an "anti-collision" system was adopted, to be installed on forklifts, which, when a pedestrian approaches, automatically triggers a warning light and sound signal for the driver, so as to avoid man-vehicle collisions.

FIGURES INVOLVED IN THE MANAGEMENT OF COMPANY SAFETY



PREVENTION AND PROTECTION SERVICE

People, systems and means, external or internal to the company, dedicated to the prevention of and protection from occupational risks to workers.



EMPLOYER

Responsible for the organisation of all work activities and all related safety measures.



OCCUPATIONAL PHYSICIAN

Is appointed by and cooperates with the employer in the assessment of risks and to carry out tasks such as health surveillance



PLANT HR DEPARTMENT

Is in charge of reporting accidents to INAIL (National Institute for insurance against accidents at work), and recording them in the Accident Register.



DESIGNATED SUPERVISOR

Guarantees the implementation of the instructions received, ensuring that they have been properly carried out by the workers,

104 ³⁴ Both Bormioli Luigi S.p.A. and Bormioli Rocco S.p.A. have a Safety Policy.
https://www.bormioli.luigi.com/file/en/POLITICA_PER_IL_LAVORO_ED_I_DIRITTI_UMANI_2020.pdf
https://www.bormiolirocco.com/upload/pageblock/politica%20etica%20EN_v8k3my3w.pdf



THE WORKPLACE HEALTH PROMOTION (WHP) PROJECT

Since 2019, Bormioli Luigi's Abbiategrasso plant has been a member of the Workplace Health Promotion (WHP) project, WHP Lombardia Network, promoted by the World Health Organisation (WHO). By joining the programme, the Company undertakes not only to adopt the necessary measures to prevent injuries and occupational diseases, but also to build, through a participative process, an improvement path for the health of its employees, which can be supported by the operators of the Health Protection Agencies (ATS) and is based on an analysis that identifies the critical elements, defines the priorities and provides for actions aimed at adopting healthy choices, combating risk factors and pathological addictions.

Our people's involvement in health and safety is chiefly through the **Workers' Safety Representatives (RLS)**, who have always ensured a strong bond between the Group Management and the workers. For financial year 2023, new elections for the Representatives at the Parma and Abbiategrasso plants are scheduled, given the expiry of the three-year term.

With the aim of reducing the existing risks, as well as making its people as aware as possible and improving general working conditions, the Group gives priority to training in this area. In 2022 a total of **11,579 hours of safety training** was provided, 6,204 of which to employees and 5,375 to temps, specific training being given on the basis of the jobs assigned.

MANAGEMENT OF INJURIES/ ACCIDENTS

With regard to continuous improvement, a procedure for handling accidents and near misses has been implemented, defining, in addition to the various functions and responsibilities involved, the activities to be carried out following an accident, together with the reporting of a near miss, the investigation of the causes that led to the event and the subsequent implementation of corrective actions. With this procedure, the Group monitors the various dynamics and causes of accidents and encourages organisational learning.

In order to be able to respond promptly and effectively to specific issues related to health and safety in the workplace, Bormioli Rocco has set up an **HSE Committee**. Among the main responsibilities and tasks of the Committee, which meets monthly, are the analysis of the dynamics leading to accidents and near misses, and the assessment of the results of any audits, such as the Sedex Member Ethical Trade Audit (SMETA). In the course of 2022, a total of 102 accidents occurred in the workplace. Notwithstanding the increase compared to 2021, this data is in line with the figures of the last few years and should be seen in perspective with the increase (**+12%**) in the number of hours worked by the Group and the resumption of full-scale activity following the pandemic in 2020-21.

4.4.

RELATIONS WITH **THE LOCAL COMMUNITIES**

Aware of the importance of an ongoing supportive and collaborative relationship with the local communities, we actively take on the role of promoters of initiatives that can bring shared benefit while respecting the people and territories in which we operate.

Since its foundation, the Group has always considered the relationship of mutual trust and cooperation established with the local communities and territories in which it operates to be of fundamental importance.

Also in 2022, initiatives were carried out to support charitable associations and develop projects and partnerships that enabled the Group to let the local communities share in its success, demonstrating its sense of responsibility and belonging.

The main initiatives and projects for the financial year 2022 are below.

SUPPORT FOR FIDAS (ITALIAN FEDERATION OF BLOOD DONORS ASSOCIATIONS)

The involvement of the Bormioli Luigi Group in **FIDAS (Italian Federation of Blood Donors Associations)** began in 1970 with the blood donors association **ADAS**, founded by Bormioli Luigi and Bormioli Rocco, among others. Also in 2022, the customary tour of the Fidenza plant

was held, open to FIDAS donors and supporters and their relatives. During this day, guests have the opportunity to visit the showroom and the plant's various departments and production lines. In addition to the guided tour, on Donors Day on 1 May, a social celebration was organised once more and all deserving donors of the previous year were awarded prizes.

COMMITMENT TO REDUCING ENVIRONMENTAL IMPACT ON THE LOCAL COMMUNITY

That partnerships present an opportunity both for our communities and for the Bormioli Luigi Group itself was demonstrated this year by the presence of two university students at our production plants, conducting research in collaboration with the Group as part of their degree **dissertation**.

The main objective of the dissertation, developed at the Fidenza plant, was to verify the feasibility of replacing metallic selenium³⁵—the

main pollutant in electrofilter dust—with barium selenite. At the end of the dissertation, and thanks to the results obtained, it was possible to eliminate metallic selenium from all furnaces at the Fidenza plant, thereby reducing the polluting impact while improving the quality of the glass produced. The Group plans to replace metallic selenium in all Group furnaces in the years to come.

DONATIONS TO CHARITY ASSOCIATIONS

Additionally, the Bormioli Luigi Group is also involved in charity activities, including, for example: donations for multiple sclerosis to AISM Parma and donations to Fidenza's autistic children foundation (Fondazione Bambini e Autismo).

At the Group's location in Spain, support is given to the local community through a partnership with the local football team, with the aim of providing social support through sports and youth development.



METHODOLOGICAL NOTE

This document is the Sustainability Report of the Bormioli Luigi Group (also referred to in the text as the “Group” or “Bormioli Luigi Group”), which includes all the companies fully consolidated by the Parent Company, Bormioli Luigi S.p.A. The Sustainability Report has been drawn up with the aim of reporting and communicating in a transparent manner the Group’s performance and commitment to issues deemed relevant in terms of economic, environmental and social sustainability, with reference to the financial year 2022 (1 January to 31 December). The document has been drafted to include a description of the company’s business activities, its performance, results and any impacts produced. The data were collected for the purpose of providing a clear and balanced vision of the operations and characteristics of the Group, underlining its strengths and weaknesses, in addition to its prospects for improvement. The selection of the aspects and indicators deemed useful for defining the content reported was made through a materiality analysis which took into account the industry’s best practic-

es and the expectations for Bormioli Luigi Sp.A., as described in the paragraph entitled “Materiality analysis”. The Sustainability Report 2022 was drafted in compliance with the GRI Standards: “in accordance” option, defined by the Global Reporting Initiative (GRI). The scope of the reporting of economic-financial data and information corresponds to that of the Consolidated Financial Statements as at 31 December 2022 of the Bormioli Luigi Group. The scope of the corporate and environmental data and information covers that of the companies consolidated on a line-by-line basis. Any perimeter limitations with regard to individual issues or indicators are explicitly stated in the text. During 2022, there were no significant changes in terms of size, structure, ownership structure and supply chain. It is important to point out that, in the days preceding the publication of this document, the resolution to merge the company Bormioli Rocco S.p.A. into the absorbing company Bormioli Luigi S.p.A. was approved. The operation responds, first and foremost, to the Group’s expediency in being able

to present itself as a single legal entity to both external and internal counterparts and, secondly, it will enable a rationalisation of the organisation in terms of structures and processes, reducing costs and streamlining procedures. In order to enable the data and information to be compared over time and to assess the company’s business performance, a comparison with the previous two years is proposed. If previously published comparative data are restated, an express indication to this fact is made. In order to ensure greater reliability of the reported data, the use of estimates has been limited as much as possible. If, however, they are included they are appropriately reported and based on the best available methodologies. The document will be published on the website of the Parent Company Bormioli Luigi S.p.A.³⁶ and on the website of the subsidiary, Bormioli Rocco S.p.A.³⁷. The Sustainability Report 2022 is voluntary and is not subject to limited assurance engagement according to the criteria of ISAE 3000 Revised.

Further information and details on the sustainability strategy of the Bormioli Group and on the contents of this Sustainability Report can be obtained by writing to the following email address:

info@bormioliluigi.com

³⁶ <https://www.bormioliluigi.com/en/development.html>

³⁷ <https://www.bormiolirocco.com/en/company/2/sostenibilita-e-certificazioni>

ADDITIONAL INFORMATION

ADDITIONAL INFORMATION CHAPTER 1. BORMIOLI LUIGI: THE ART OF GLASSMAKING, HANDED DOWN FOR GENERATIONS

THE MAIN SECTOR ASSOCIATIONS

[Disclosure 2-28]

In manufacturing its products, the Bormioli Luigi Group has always adopted a rigorous, transparent and cooperative approach in order to ensure the eco-compatibility of its products and their approval by its stakeholders. Over the course of time, Bormioli Luigi has developed a strong network of relations with industrial sector associations at local, national and European levels. The company contributes to the work of these associations, offering its commitment and its expertise and taking part in the innovation and development processes.

AIC - Stazione Sperimentale del Vetro (Experimental Station for Glass)

AICE - Società Consortile A.R.L. (International energy purchasing consortium)

AICEP - Associazione Italiana Consumatori Energia di Processo (Italian association of process energy consumers)

ASSONIME

ASSOVETRO - Associazione Nazionale degli Industriali del Vetro (National glass industries association)

C.E.T.I.E. - International Technical Center for Bottling and related Packaging

CEOE (Confederación Española de Organizaciones Empresariales)

CO.RE.PLA - Consorzio Nazionale per la Raccolta, il Riciclo e il Recupero degli Imballaggi in Plastica (National consortium for the collecting, recycling and recovery of plastic packaging)

COMIECO - Consorzio Nazionale Recupero e Riciclo degli Imballaggi a base Cellulosica (Italian Consortium for the Recovery and Recycling of Cellulose-based Packaging)

DSD - Der Grüne Punkt Duales System Deutschland GmbH (The Green Dot - European network of industry-funded systems for recycling the packaging materials of consumer goods)

EUROPEAN DOMESTIC GLASS

FAOVI (Fabricantes de Otros Vidrios)

FEVE - The European Container Glass Federation

IBC - Associazione delle Industrie dei Beni di Consumo (Association of consumer goods industries)

Istituto Eccellenze Italiane Certificate (Institute of Italian Certified Excellences)

Istituto Italiano Imballaggio (Italian Institute of Packaging)

RILEGNO

SREP S.A.

UNI - Ente Nazionale Italiano di Unificazione (Italian national unification body)

UPI - Unione Parmense degli Industriali (Parma union of industrialists)

BORMIOLI STAKEHOLDERS AND MAIN CHANNELS OF COMMUNICATION

[Disclosure GRI 2-16 and 2-29]

CATEGORIES OF STAKEHOLDERS	FREQUENCY	MAIN DIALOGUE CHANNELS
Employees (and their families)	Periodic Daily	<ul style="list-style-type: none"> • Training courses • Company notice board and monitors
Shareholders	Periodic	<ul style="list-style-type: none"> • Shareholders' Meeting
Industrial customers	Periodic	<ul style="list-style-type: none"> • Sector trade fairs • Meetings and visits to the plants • Joint development of the product • Audits and evaluations by customers • E-mails, phone calls • Customer service
Large scale-distribution	Periodic	<ul style="list-style-type: none"> • Audits and evaluations by customers • E-mails, phone calls • Customer service
End consumer	Periodic	<ul style="list-style-type: none"> • Indirect relationships through customer
Suppliers	Periodic	<ul style="list-style-type: none"> • Supplier qualification and auditing activities • Supplier portal, e-mails, phone calls
Local community	Periodic	<ul style="list-style-type: none"> • Meetings with representatives of local organisations, local communities and associations
Lawmakers and regulatory bodies	Periodic	<ul style="list-style-type: none"> • Dialogue and participation in work groups
Banks	Periodic	<ul style="list-style-type: none"> • Financial communication, dedicated meetings, institutional website, e-mail, phone calls



ADDITIONAL INFORMATION CHAPTER 2.

THE VALUE OF QUALITY AND INNOVATION

Note: The figures reported do not include trading companies, i.e. Bormioli Luigi Corporation, Bormioli Luigi Do Brasil, Bormioli Rocco Asia Pacific LTD, Bormioli Rocco - Tableware France S.A.S. and Bormioli Rocco Central Europe GMBH

NEGATIVE ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN - [GRI 308-2] GROUP

TYPE	UNIT OF MEASURE	2020	2021	2022
Number of suppliers assessed for environmental impacts	NO.	40	47	70
Number of suppliers found to have significant current environmental impacts and potential negative environmental impacts	NO.	6	6	6
Percentage of suppliers with which relationships have been terminated as a result of the assessment, and the reasons for doing so	%	0	0	0
Percentage of suppliers with which improvements have been agreed as a result of the assessment	%	100	100	84

Note: Following a process for improving the reporting system, the data on the number of suppliers assessed for environmental impacts and the number of suppliers found to have significant environmental impacts have been restated with respect to those published in the previous report.

NEGATIVE SOCIAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN - [GRI 414-2] GROUP

TYPE	UNIT OF MEASURE	2020	2021	2022
Number of suppliers assessed for social impacts	NO.	40	47	70
Number of suppliers found to have significant current social impacts and potential negative social impacts	NO.	0	0	6
Percentage of suppliers with which relationships have been terminated as a result of the assessment, and the reasons for doing so	%	0	0	0
Percentage of suppliers with which improvements have been agreed as a result of the assessment	%	0	0	84

Note: Following a process for improving the reporting system, the data on the number of suppliers assessed for social impacts and the number of suppliers found to have significant social impacts have been restated with respect to those published in the previous report.

MATERIALS USED BY WEIGHT OR VOLUME - [GRI 301-1] GROUP

MATERIALS USED					
TYPE	RENEWABLE / NON-RENEWABLE	UNIT OF MEASURE	2020	2021	2022
Raw materials	Renewable	t	1,405	4,605	6,399
	non-renewable	t	188,558	228,993	217,040
Semi-finished products for the moulds ⁽¹⁾ ⁽²⁾	Renewable	t	-	-	-
	non-renewable	t	145	241	186
Packaging ⁽¹⁾	Renewable	t	8,888	29,632	28,012
	non-renewable	t	1,224	3,170	2,135

(1): Some figures concerning pallets and mould materials are estimates.

(2): The quantity of cast-iron was estimated by multiplying the average weight of a mould by the number of moulds manufactured in the course of the year; the quantity of graphite, on the other hand, was obtained by multiplying the weight of the pieces purchased (volume x specific weight) by the number of pieces purchased in the year.

PROPORTION OF SPENDING ON LOCAL SUPPLIERS [GRI 204-1]

ITALY

PURCHASES	UNIT OF MEASURE	2020	2021	2022
Total purchases	€	160,376,971	213,814,237	429,731,761
of which made from local suppliers	%	87	86	90

SPAIN

PURCHASES	UNIT OF MEASURE	2020	2021	2022
Total purchases	€	33,221,860	55,360,392	71,887,379
of which made from local suppliers	%	69	63	63

FRANCE

PURCHASES	UNIT OF MEASURE	2020	2021	2022
Total purchases	€	3,096,918	3,732,533	4,462,033
of which made from local suppliers	%	93	83	86

OTHER EU MEMBER STATES

PURCHASES	UNIT OF MEASURE	2020	2021	2022
Total purchases	€	3,625	3,075	1,000
of which made from local suppliers	%	100	100	100

ADDITIONAL INFORMATION CHAPTER 3. RESPECT FOR THE ENVIRONMENT

ENERGY CONSUMPTION WITHIN THE GROUP

[GRI 302-1]

Note: The figures reported do not include trading companies, i.e. Bormioli Luigi Corporation, Bormioli Luigi Do Brasil, Bormioli Rocco Asia Pacific LTD, Bormioli Rocco - Tableware France S.A.S. and Bormioli Rocco Central Europe GmbH.

GROUP

ENERGY CONSUMPTION			
GJ	2020	2021	2022
Total fuel consumption from non-renewable sources (1)	2324861	2,611,317	2,515,995
Total fuel consumption from renewable sources	0	0	0
Total electrical energy	750008	820,152	901,651
Total energy consumption	3,074,868	3,431,469	3,417,646

BORMIOLI LUIGI S.P.A.

ENERGY CONSUMPTION		
GJ	2022	
	PARMA	ABBIATEGRASSO
Total fuel consumption from non-renewable sources (1)	520375	308,633
Total fuel consumption from renewable sources	-	-
Total electrical energy	423363	62,130
of which from certified renewable sources	109875	16,125
Total energy consumption	943,738	370,763

BORMIOLI ROCCO S.P.A.

ENERGY CONSUMPTION		
GJ	2022	
	ALTARE	FIDENZA
Total fuel consumption from non-renewable sources (1)	562978	782,675
Total fuel consumption from renewable sources	-	-
Total electrical energy	77032	135,440
of which from certified renewable sources	-	-
Total energy consumption	640,010	918,115

(1): In 2022, the non-renewable sources that have been taken into account are natural gas, diesel, petrol and LPG.

WATER AND EFFLUENTS

[GRI 303-3, GRI 303-4, GRI 303-5]

Note: The figures reported do not include trading companies, i.e. Bormioli Luigi Corporation, Bormioli Luigi Do Brasil, Bormioli Rocco Asia Pacific LTD, Bormioli Rocco - Tableware France S.A.S. and Bormioli Rocco Central Europe GmbH.

GROUP

WATER WITHDRAWAL (GRI 303-3)						
SOURCE OF WITHDRAWAL (ML)	2020		2021		2022	
	ALL THE NON-WATER-STRESSED AREAS	AREAS UNDER WATER STRESS	ALL THE NON-WATER-STRESSED AREAS	AREAS UNDER WATER STRESS	ALL THE NON-WATER-STRESSED AREAS	AREAS UNDER WATER STRESS
SURFACE WATERS						
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	177.0	117.7	167.0	39.2	155.0	15.2
Other types of water ($> 1,000$ mg/l total dissolved solids)	0.0	0.0	0.0	0.0	0.0	0.0
GROUNDWATER						
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	1070.4	117.8	1,203.7	103.1	1,342.9	88.1
Other types of water ($> 1,000$ mg/l total dissolved solids)	0.0	0.0	0.0	0.0	0.0	0.0
THIRD-PARTY WATER RESOURCES						
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	30.5	4.0	32.3	5.0	28.1	8.2
Other types of water ($> 1,000$ mg/l total dissolved solids)	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL WATER WITHDRAWAL	1277.9	239.5	1,403.0	147.3	1,526.1	111.5

BORMIOLI LUIGI S.P.A. - ABBIATEGRASSO

WATER WITHDRAWAL (GRI 303-3)		
SOURCE OF WITHDRAWAL (ML)	2022	
	ALL THE NON-WATER-STRESSED AREAS	AREAS UNDER WATER STRESS
SURFACE WATERS		
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	0.0	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	0.0	0.0
GROUNDWATER		
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	166.6	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	0.0	0.0
THIRD-PARTY WATER RESOURCES		
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	5.7	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	0.0	0.0
TOTAL WATER WITHDRAWAL	172.2	0.0

BORMIOLI LUIGI S.P.A. - PARMA

WATER WITHDRAWAL (GRI 303-3)		
SOURCE OF WITHDRAWAL (ML)	2022	
	ALL THE NON-WATER-STRESSED AREAS	AREAS UNDER WATER STRESS
SURFACE WATERS		
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	0.0	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	0.0	0.0
GROUNDWATER		
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	680.4	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	0.0	0.0
THIRD-PARTY WATER RESOURCES		
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	8.8	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	0.0	0.0
TOTAL WATER WITHDRAWAL	689.2	0.0

BORMIOLI ROCCO S.P.A - ALTARE

WATER WITHDRAWAL (GRI 303-3)		
SOURCE OF WITHDRAWAL (ML)	2022	
	ALL THE NON-WATER-STRESSED AREAS	AREAS UNDER WATER STRESS
SURFACE WATERS		
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	155.0	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	0.0	0.0
GROUNDWATER		
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	0.0	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	0.0	0.0
THIRD-PARTY WATER RESOURCES		
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	0.0	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	0.0	0.0
TOTAL WATER WITHDRAWAL	155.0	0.0

BORMIOLI ROCCO S.P.A. - FIDENZA

WATER WITHDRAWAL (GRI 303-3)		
SOURCE OF WITHDRAWAL (ML)	2022	
	ALL THE NON-WATER-STRESSED AREAS	AREAS UNDER WATER STRESS
SURFACE WATERS		
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	0.0	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	0.0	0.0
GROUNDWATER		
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	496.0	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	0.0	0.0
THIRD-PARTY WATER RESOURCES		
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	11.0	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	0.0	0.0
TOTAL WATER WITHDRAWAL	507.0	0.0

WATER AND EFFLUENTS

[GRI 303-3, GRI 303-4, GRI 303-5]

Note: The figures reported do not include trading companies, i.e. Bormioli Luigi Corporation,

Bormioli Luigi Do Brasil, Bormioli Rocco Asia Pacific LTD, Bormioli Rocco - Tableware France S.A.S.

and Bormioli Rocco Central Europe GmbH.

GROUP

EFFLUENTS (GRI 303-4)						
EFFLUENTS BY DESTINATION (ML)	2020		2021		2022	
	ALL THE NON-WATER-STRESSED AREAS	AREAS UNDER WATER STRESS	ALL THE NON-WATER-STRESSED AREAS	AREAS UNDER WATER STRESS	ALL THE NON-WATER-STRESSED AREAS	AREAS UNDER WATER STRESS
SURFACE WATERS						
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	880.1	0.0	937.6	0.0	1009.4	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	0.0	0.0	0.0	0.0	0.0	0.0
GROUNDWATER						
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	0.0	0.0	0.0	0.0	0.0	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	0.0	0.0	0.0	0.0	0.0	0.0
THIRD-PARTY WATER RESOURCES						
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	374.1	239.5	434.5	147.3	459.5	103.3
Other types of water ($> 1,000$ mg/l total dissolved solids)	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL EFFLUENTS	1254.1	239.5	1372.1	147.3	1468.9	103.3

BORMIOLI LUIGI S.P.A. - PARMA

EFFLUENTS (GRI 303-4)		
EFFLUENTS BY DESTINATION (ML)	2022	
	ALL THE NON-WATER-STRESSED AREAS	AREAS UNDER WATER STRESS
SURFACE WATERS		
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	408.4	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	0.0	0.0
GROUNDWATER		
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	0.0	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	0.0	0.0
THIRD-PARTY WATER RESOURCES		
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	289.3	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	0.0	0.0
TOTAL EFFLUENTS	697.6	0.0

BORMIOLI LUIGI S.P.A. - ABBIEGRASSO

EFFLUENTS (GRI 303-4)		
EFFLUENTS BY DESTINATION (ML)	2022	
	ALL THE NON-WATER-STRESSED AREAS	AREAS UNDER WATER STRESS
SURFACE WATERS		
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	0.0	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	0.0	0.0
GROUNDWATER		
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	0.0	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	0.0	0.0
THIRD-PARTY WATER RESOURCES		
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	159.3	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	0.0	0.0
TOTAL EFFLUENTS	159.3	0.0

BORMIOLI ROCCO S.P.A. - ALTARE

EFFLUENTS (GRI 303-4)		
EFFLUENTS BY DESTINATION (ML)	2022	
	ALL THE NON-WATER-STRESSED AREAS	AREAS UNDER WATER STRESS
SURFACE WATERS		
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	155.0	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	0.0	0.0
GROUNDWATER		
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	0.0	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	0.0	0.0
THIRD-PARTY WATER RESOURCES		
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	0.0	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	0.0	0.0
TOTAL EFFLUENTS	155.0	0.0

BORMIOLI ROCCO S.P.A. - FIDENZA

EFFLUENTS (GRI 303-4)		
EFFLUENTS BY DESTINATION (ML)	2022	
	ALL THE NON-WATER-STRESSED AREAS	AREAS UNDER WATER STRESS
SURFACE WATERS		
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	446.0	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	0.0	0.0
GROUNDWATER		
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	0.0	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	0.0	0.0
THIRD-PARTY WATER RESOURCES		
Fresh water ($\leq 1,000$ mg/l total dissolved solids)	11.0	0.0
Other types of water ($> 1,000$ mg/l total dissolved solids)	0.0	0.0
TOTAL EFFLUENTS	457.0	0.0

WATER AND EFFLUENTS

[GRI 303-3, GRI 303-4, GRI 303-5]

Note: The figures reported do not include trading companies, i.e. Bormioli Luigi Corporation, Bormioli Luigi Do Brasil, Bormioli Rocco Asia Pacific LTD, Bormioli Rocco - Tableware France S.A.S. and Bormioli Rocco Central Europe GmbH.

GROUP

TOTAL WATER CONSUMPTION (GRI 303-5)						
CONSUMPTION (ML)	2020		2021		2022	
	ALL THE NON-WATER-STRESSED AREAS	AREAS UNDER WATER STRESS	ALL THE NON-WATER-STRESSED AREAS	AREAS UNDER WATER STRESS	ALL THE NON-WATER-STRESSED AREAS	AREAS UNDER WATER STRESS
Water withdrawals (total)	23.8	-0.002	30.9	0	57.1	8.15
Variation in water storage	-	-	-	-	-	-

BORMIOLI LUIGI S.P.A. - ABBIEGRASSO

TOTAL WATER CONSUMPTION (GRI 303-5)		
CONSUMPTION (ML)	2022	
	ALL THE NON-WATER-STRESSED AREAS	AREAS UNDER WATER STRESS
Water withdrawals (total)	12.924	0
Variation in water storage	-	-

BORMIOLI LUIGI S.P.A. - PARMA

TOTAL WATER CONSUMPTION (GRI 303-5)		
CONSUMPTION (ML)	2022	
	ALL THE NON-WATER-STRESSED AREAS	AREAS UNDER WATER STRESS
Water withdrawals (total)	-8.450	0.000
Variation in water storage	-	-

BORMIOLI ROCCO S.P.A. - ALTARE

TOTAL WATER CONSUMPTION (GRI 303-5)		
CONSUMPTION (ML)	2022	
	ALL THE NON-WATER-STRESSED AREAS	AREAS UNDER WATER STRESS
Water withdrawals (total)	0.000	0.000
Variation in water storage	-	-

BORMIOLI ROCCO S.P.A. - FIDENZA

TOTAL WATER CONSUMPTION (GRI 303-5)		
CONSUMPTION (ML)	2022	
	ALL THE NON-WATER-STRESSED AREAS	AREAS UNDER WATER STRESS
Water withdrawals (total)	50.000	0.000
Variation in water storage	-	-

DIRECT (SCOPE 1) GHG EMISSIONS

[GRI 305-1]

INDIRECT (SCOPE 2) GHG EMISSIONS

[GRI 305-2]

Note: The figures reported do not include trading companies, i.e. Bormioli Luigi Corporation, Bormioli Luigi Do Brasil, Bormioli Rocco Asia Pacific LTD, Bormioli Rocco - Tableware France S.A.S. and Bormioli Rocco Central Europe GmbH.

GROUP

DIRECT (SCOPE 1) GHG EMISSIONS			
tCO _{2eq}	2020	2021	2022
Total	156,174	178,544	174,476

Note: The figures for 2020 and 2021 do not include the companies After Glass S.p.A. and Bormioli Luigi Francia S.a.r.l.
 Note: Climate-altering emissions resulting from the consumption of natural gas, factory fuels (diesel, acetylene), fuel for the company fleet (petrol, diesel) and generated by the decomposition of raw materials containing carbonates (soda, limestone, dolomite, potassium carbonate, barium carbonate, graphite) and by the possible leakage of coolant gases used for the air conditioning of offices and the cold storage facilities required for production purposes.

BORMIOLI LUIGI S.P.A.

DIRECT (SCOPE 1) GHG EMISSIONS		
tCO _{2eq}	2022	
	PARMA	ABBIEGRASSO
Total	33,184	19,656

BORMIOLI ROCCO S.P.A.

DIRECT (SCOPE 1) GHG EMISSIONS		
tCO _{2eq}	2022	
	ALTARE	FIDENZA
Total	40,948	51,697

GROUP

INDIRECT (SCOPE 2) GHG EMISSIONS			
tCO _{2eq}	2020	2021	2022
Market-based	-	75,383	71,587
Location-based	72,744	84,817	58,810

Note: The figures for 2020 and 2021 do not include the companies After Glass S.p.A. and Bormioli Luigi Francia S.a.r.l.
 Note: For the "Market-based" and "Location-based" method, the emissions factors reported and certified by a third party under ISO 14064 certification and the ETS regulations of the Emission Trading Directive (Directive 2003/87/EC) were used. For further information on the calculation of emissions for 2020, please refer to the Sustainability Report 2020.

BORMIOLI LUIGI S.P.A.

INDIRECT (SCOPE 2) GHG EMISSIONS		
tCO _{2eq}	2022	
	PARMA	ABBIATEGRASSO
Market-based	29267	4,295
Location-based	27,639	4,056

BORMIOLI ROCCO S.P.A.

INDIRECT (SCOPE 2) GHG EMISSIONS		
tCO _{2eq}	2022	
	ALTARE	FIDENZA
Market-based	7113	12,106
Location-based	5,029	8,560

NITROGEN OXIDES (NO_x), SULFUR OXIDES (SO_x) AND OTHER SIGNIFICANT AIR EMISSIONS

[GRI 305-7]

Note: The figures reported do not include trading companies, i.e. Bormioli Luigi Corporation, Bormioli Luigi Do Brasil, Bormioli Rocco Asia Pacific LTD, Bormioli Rocco - Tableware France S.A.S. and Bormioli Rocco Central Europe GmbH.

GROUP

NO _x , SO _x AND OTHER POLLUTING EMISSIONS			
t/year	2020	2021	2022
Nitrogen oxides (NO _x)	516.97	479.95	431.43
Sulphur oxide (SO _x)	66.21	47.95	55.43
Persistent organic pollutants (POPs)	0.00	0.00	0.00
Total organic carbon (TOC)	0.31	0.26	0.67
Acidic substances (such as NaOH from neutr.)	4.03	3.08	1.59
Alkaline substances (such as Na ₂ O)	0.07	0.03	0.03
Carbon monoxide (CO)	40.15	27.46	24.20
Volatile organic compounds (VOCs)	12.85	13.78	15.96
Hazardous air pollutants (HAPs)	0.00	0.00	0.00
Particulate matter (PM)	7.01	6.44	8.37

BORMIOLI LUIGI S.P.A.

NO _x , SO _x AND OTHER POLLUTING EMISSIONS		
t/year	2022	
	PARMA	ABBIATEGRASSO
Nitrogen oxides (NO _x)	5.60	55.86
Sulphur oxide (SO _x)	0.00	7.12
Persistent organic pollutants (POPs)	0.00	0.00
Total organic carbon (TOC)	0.00	0.00
Acidic substances (such as NaOH from neutr.)	0.59	0.00
Alkaline substances (such as Na ₂ O)	0.02	0.00
Carbon monoxide (CO)	6.29	0.10
Volatile organic compounds (VOCs)	0.67	0.00
Hazardous air pollutants (HAPs)	0.00	0.00
Particulate matter (PM)	4.13	0.05

BORMIOLI ROCCO S.P.A.

NO _x , SO _x AND OTHER POLLUTING EMISSIONS		
t/year	2022	
	ALTARE	FIDENZA
Nitrogen oxides (NO _x)	135.51	149.40
Sulphur oxide (SO _x)	17.59	26.70
Persistent organic pollutants (POPs)	0.00	0.00
Total organic carbon (TOC)	0.00	0.00
Acidic substances (such as NaOH from neutr.)	0.00	1.00
Alkaline substances (such as Na ₂ O)	0.00	0.00
Carbon monoxide (CO)	0.00	13.40
Volatile organic compounds (VOCs)	0.00	0.00
Hazardous air pollutants (HAPs)	0.00	0.00
Particulate matter (PM)	0.14	3.40

WASTE

[GRI 306]

Note: The figures reported do not include trading companies, i.e. Bormioli Luigi Corporation, Bormioli Luigi Do Brasil, Bormioli Rocco Asia Pacific LTD, Bormioli Rocco - Tableware France S.A.S. and Bormioli Rocco Central Europe GmbH.

GROUP

WASTE DIVERTED FROM DISPOSAL (GRI 306-4)									
t	2020			2021			2022		
	IN SITU	EXTERNAL SITE	TOTAL	IN SITU	EXTERNAL SITE	TOTAL	IN SITU	EXTERNAL SITE	TOTAL
HAZARDOUS WASTE									
Reuse	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Recycling	0.00	19.28	19.28	0.00	26.74	26.74	0.00	32.06	32.06
Other recovery operations	0.00	258.41	258.41	0.00	139.61	139.61	0.00	166.44	166.44
Total	0.00	277.69	277.69	0.00	166.35	166.35	0.00	198.50	198.50
NON-HAZARDOUS WASTE									
Reuse	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Recycling	0.00	362.67	362.67	0.00	579.58	579.58	0.00	511.27	511.27
Other recovery operations	0.00	15,169.95	15,169.95	0.00	13,995.35	13,995.35	0.00	8,452.85	8,452.85
Total	0.00	15,532.62	15,532.62	0.00	14,574.93	14,574.93	0.00	8,964.12	8,964.12
Total hazardous and non-hazardous waste	0.00	15,810.31	15,810.31	0.00	14,741.28	14,741.28	0.00	9,162.62	9,162.62

GROUP

WASTE DIRECTED TO DISPOSAL (GRI 306-5)									
t	2020			2021			2022		
	IN SITU	EXTERNAL SITE	TOTAL	IN SITU	EXTERNAL SITE	TOTAL	IN SITU	EXTERNAL SITE	TOTAL
HAZARDOUS WASTE									
Incineration, with energy recovery	0.00	71.16	71.16	0.00	24.67	24.67	0.00	40.04	40.04
Incineration, without energy recovery	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Landfilling	0.00	137.80	137.80	0.00	10.39	10.39	0.00	32.10	32.10
Other disposal operations	0.00	713.87	713.87	0.00	896.10	896.10	0.00	1,004.54	1,004.54
Total	0.00	922.83	922.83	0.00	931.16	931.16	0.00	1,076.68	1,076.68
NON-HAZARDOUS WASTE									
Incineration, with energy recovery	0.00	2,024.29	2,024.29	0.00	2,072.53	2,072.53	0.00	1,732.01	1,732.01
Incineration, without energy recovery	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Landfilling	0.00	889.73	889.73	0.00	853.97	853.97	0.00	885.00	885.00
Other disposal operations	0.00	1,912.56	1,912.56	0.00	2,311.53	2,311.53	0.00	2,199.18	2,199.18
Total	0.00	4,826.58	4,826.58	0.00	5,238.03	5,238.03	0.00	4,816.19	4,816.19
Total hazardous and non-hazardous waste	0.00	5,749.41	5,749.41	0.00	6,169.19	6,169.19	0.00	5,892.87	5,892.87
Total waste	0.00	21,559.72	21,559.72	0.00	20,910.47	20,910.47	0.00	15,055.48	15,055.48

WASTE DETAILS				
t	2022			
	PARMA	ABBIATEGRASSO	FIDENZA	ALTARE
HAZARDOUS WASTE	105.8	85.2	690.3	216.1
NON-HAZARDOUS WASTE	6116.5	337.0	2,206.1	271.2
RECOVERED WASTE	4026.7	316.8	2,194.7	289.6



ADDITIONAL INFORMATION CHAPTER 4. THE VALUE OF OUR PEOPLE

INFORMATION ON EMPLOYEES AND OTHER WORKERS

[GRI 2-7 and 2-8]

TOTAL GROUP WORKFORCE			
NO. OF PEOPLE	2020	2021	2022
Employees	2,100	2,056	2,186
Temporary workers	546	555	553
Interns	2	11	2
Total	2,648	2,622	2,741

NUMBER OF EMPLOYEES PER TYPE OF CONTRACT BY GENDER AS AT 31 DECEMBER									
NO. OF PEOPLE	2020			2021			2022		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Permanent contract	1,525	561	2,086	1,491	543	2,034	1,560	596	2,156
Temporary contract	11	3	14	16	6	22	18	12	30
Total	1,536	564	2,100	1,507	549	2,056	1,578	608	2,186

ITALY - BORMIOLI LUIGI S.P.A. - BORMIOLI ROCCO S.P.A. - AFTER GLASS S.P.A.

NUMBER OF EMPLOYEES PER TYPE OF CONTRACT BY GENDER AS AT 31 DECEMBER									
NO. OF PEOPLE	2020			2021			2022		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Permanent contract	1,251	457	1,708	1,220	439	1,659	1,264	482	1,746
Temporary contract	10	2	12	15	4	19	16	9	25
Total	1,261	459	1,720	1,235	443	1,678	1,280	491	1,771

SPAIN - BORMIOLI ROCCO S.A.U.

NUMBER OF EMPLOYEES PER TYPE OF CONTRACT BY GENDER AS AT 31 DECEMBER									
NO. OF PEOPLE	2020			2021			2022		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Permanent contract	243	64	307	246	64	310	264	70	334
Temporary contract	1	0	1	0	1	1	1	2	3
Total	244	64	308	246	65	311	265	72	337

FRANCE - BORMIOLI LUIGI S.A.R.L. - BORMIOLI ROCCO - TABLEWARE FRANCE S.A.S.

NUMBER OF EMPLOYEES PER TYPE OF CONTRACT BY GENDER AS AT 31 DECEMBER									
NO. OF PEOPLE	2020			2021			2022		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Permanent contract	16	25	41	13	23	36	20	27	47
Temporary contract	0	1	1	1	1	2	1	1	2
Total	16	26	42	14	24	38	21	28	49

OTHER COUNTRIES

NUMBER OF EMPLOYEES PER TYPE OF CONTRACT BY GENDER AS AT 31 DECEMBER									
NO. OF PEOPLE	2020			2021			2022		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Permanent contract	15	15	30	12	17	29	12	17	29
Temporary contract	0	0	0	0	0	0	0	0	0
Total	15	15	30	12	17	29	12	17	29

Note: The data in the "Other countries" category refer to the Group's trading companies (Bormioli Luigi Corporation, Bormioli Luigi Do Brasil, Bormioli Rocco Central Europe GmbH, Bormioli Rocco Asia Pacific LTDA, operating in the USA, Brazil, Germany and Hong Kong).

NUMBER OF EMPLOYEES PER JOB TYPE BY GENDER AS AT 31 DECEMBER									
NO. OF PEOPLE	2020			2021			2022		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Full-time	1,519	499	2,018	1,489	487	1,976	1,563	547	2,110
Part-time	17	65	82	18	62	80	15	61	76
Total	1,536	564	2,100	1,507	549	2,056	1,578	608	2,186

ITALY - BORMIOLI LUIGI S.P.A. - BORMIOLI ROCCO S.P.A. - AFTER GLASS S.P.A.

NUMBER OF EMPLOYEES PER JOB TYPE BY GENDER AS AT 31 DECEMBER									
NO. OF PEOPLE	2020			2021			2022		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Full-time	1,248	401	1,649	1,220	388	1,608	1,268	440	1,708
Part-time	15	56	71	15	55	70	12	51	63
Total	1,263	457	1,720	1,235	443	1,678	1,280	491	1,771

SPAIN - BORMIOLI ROCCO S.A.U.

NUMBER OF EMPLOYEES PER JOB TYPE BY GENDER AS AT 31 DECEMBER									
NO. OF PEOPLE	2020			2021			2022		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Full-time	243	57	300	245	59	304	264	65	329
Part-time	1	7	8	1	6	7	1	7	8
Total	244	64	308	246	65	311	265	72	337

FRANCE - BORMIOLI LUIGI S.A.R.L. - BORMIOLI ROCCO - TABLEWARE FRANCE S.A.S.

NUMBER OF EMPLOYEES PER TYPE OF CONTRACT BY GENDER AS AT 31 DECEMBER									
NO. OF PEOPLE	2020			2021			2022		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Full-time	16	25	41	13	24	37	20	27	47
Part-time	0	1	1	1	0	1	1	1	2
Total	16	26	42	14	24	38	21	28	49

OTHER COUNTRIES

NUMBER OF EMPLOYEES PER TYPE OF CONTRACT BY GENDER AS AT 31 DECEMBER									
NO. OF PEOPLE	2020			2021			2022		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Full-time	14	14	28	11	16	27	11	15	26
Part-time	1	1	2	1	1	2	1	2	3
Total	15	15	30	12	17	29	12	17	29

Note: The data in the "Other countries" category refer to the Group's trading companies (Bormioli Luigi Corporation, Bormioli Luigi Do Brasil, Bormioli Rocco Central Europe GmbH, Bormioli Rocco Asia Pacific LTDA, operating in the USA, Brazil, Germany and Hong Kong).

COLLECTIVE BARGAINING AGREEMENTS

[GRI 2-30]

Note: Significant sanction refers to those above €5,000

EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS			
NO. OF PEOPLE	2020	2021	2022
Total number of employees	2100	2056	2186
Number of employees covered by a collective labour contract	2052	2008	2133
Total percentage	98%	98%	98%

GROUP - CASES OF NON-COMPLIANCE

ETHICS AND HUMAN RIGHTS			
CASES OF NON-COMPLIANCE	2020	2021	2022
Cases of loss or breach of customers' personal data	0	0	0
Confirmed cases of anti-competitive behaviour	0	0	0
Significant sanctions* received in relation to non-compliance with social and economic laws and regulations	0	0	0
Confirmed cases of breaches of human rights, including child labour, penal or mandatory labour or discrimination	0	0	0
Total	0	0	0

GROUP - CASES OF NON-COMPLIANCE

LOCAL AND ACCIDENTAL POLLUTION			
CASES OF NON-COMPLIANCE	2020	2021	2022
Significant sanctions* relating to emissions into the atmosphere (e.g. VOCs, PM, NOx, etc.)	0	0	0
Significant sanctions* relating to noise emissions	0	0	0
Significant sanctions* relating to effluents	0	0	0
Significant sanctions* for cases of accidental spillage of hazardous substances	0	0	0
Total	0	0	0

GROUP - CASES OF NON-COMPLIANCE

NON-COMPLIANCE WITH LAWS AND REGULATIONS				
CASES OF NON-COMPLIANCE	UNIT OF MEASURE	2020	2021	2022
Monetary sanctions*	€	8,195	0	0
Non-monetary sanctions	no.	1	0	0
Cases resolved through the dispute settlement mechanism	no.	0	0	0
Total	no.	1	0	0

GROUP - CASES OF NON-COMPLIANCE

ETHICS AND HUMAN RIGHTS					
NO. OF PEOPLE	2022				
	Parma	Abbiategrosso	Fidenza	Altare	Total
Cases of loss or breach of customers' personal data	0	0	0	0	0
Confirmed cases of anti-competitive behaviour	0	0	0	0	0
Significant sanctions received in relation to non-compliance with social and economic laws and regulations	0	0	0	0	0
Confirmed cases of breaches of human rights, including child labour, penal or mandatory labour or discrimination	0	0	0	0	0
Total	0	0	0	0	0

GROUP - CASES OF NON-COMPLIANCE

LOCAL AND ACCIDENTAL POLLUTION					
NO. OF PEOPLE	2022				
	Parma	Abbiategrosso	Fidenza	Altare	Total
Significant sanctions* relating to emissions into the atmosphere (e.g. VOCs, PM, NOx, etc.)	0	0	0	0	0
Significant sanctions* relating to noise emissions	0	0	0	0	0
Significant sanctions* relating to effluents	0	0	0	0	0
Significant sanctions* for cases of accidental spillage of hazardous substances	0	0	0	0	0
Total	0	0	0	0	0

GROUP - CASES OF NON-COMPLIANCE

NON-COMPLIANCE WITH LAWS AND REGULATIONS					
NO. OF PEOPLE	2022				
	Parma	Abbiategrosso	Fidenza	Altare	Total
Monetary sanctions*	0	0	0	0	0
Non-monetary sanctions	0	0	0	0	0
Cases resolved through the dispute settlement mechanism	0	0	0	0	0
Total	0	0	0	0	0

NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

[GRI 401-1]

Note: The figures for new hires and outgoing employees do not include seasonal staff and infra-group movements and transfers.

The incoming turnover rate is calculated as follows: the number of employees hired during the year/the total number of employees at the end of the year*100.

The outgoing turnover rate is calculated as follows: the number of outgoing employees during the year/the total number of employees at the end of the year*100.

GROUP

NEW EMPLOYEES BY AGE GROUP AND GENDER					
NO. OF PEOPLE	2020				
	< 30 YEARS	30-50 YEARS	> 50 YEARS	TOTAL	TURNOVER %
Men	20	27	10	57	3.7%
Women	5	11	3	19	3.4%
Total	25	38	13	76	3.6%
Turnover %	18.8%	4.0%	1.3%	3.6%	-

NEW EMPLOYEES BY AGE GROUP AND GENDER					
NO. OF PEOPLE	2021				
	< 30 YEARS	30-50 YEARS	> 50 YEARS	TOTAL	TURNOVER %
Men	41	34	9	84	5.6%
Women	10	11	6	27	4.9%
Total	51	45	15	111	5.4%
Turnover %	36.7%	4.9%	1.5%	5.4%	-

NEW EMPLOYEES BY AGE GROUP AND GENDER					
NO. OF PEOPLE	2022				
	< 30 YEARS	30-50 YEARS	> 50 YEARS	TOTAL	TURNOVER %
Men	64	62	28	154	9.8%
Women	23	55	16	94	15.5%
Total	87	117	44	248	11.3%
Turnover %	48.1%	12.4%	4.2%	11.3%	-

ITALY - BORMIOLI LUIGI S.P.A. + BORMIOLI ROCCO S.P.A. + AFTER GLASS S.P.A.

NEW EMPLOYEES BY AGE GROUP AND GENDER					
NO. OF PEOPLE	2020				
	< 30 YEARS	30-50 YEARS	> 50 YEARS	TOTAL	TURNOVER %
Men	20	23	8	51	4.5%
Women	3	9	2	14	3.0%
Total	23	32	10	65	3.8%
Turnover %	19.0%	4.6%	1.1%	3.8%	-

NEW EMPLOYEES BY AGE GROUP AND GENDER					
NO. OF PEOPLE	2021				
	< 30 YEARS	30-50 YEARS	> 50 YEARS	TOTAL	TURNOVER %
Men	39	29	7	75	6.1%
Women	8	10	3	21	4.7%
Total	47	39	10	96	5.7%
Turnover %	37.3%	5.8%	1.1%	5.7%	-

NEW EMPLOYEES BY AGE GROUP AND GENDER					
NO. OF PEOPLE	2022				
	< 30 YEARS	30-50 YEARS	> 50 YEARS	TOTAL	TURNOVER %
Men	56	46	17	119	9.3%
Women	20	43	14	77	15.7%
Total	76	89	31	196	11.1%
Turnover %	46.3%	13.1%	3.3%	11.1%	-

SPAIN - BORMIOLI ROCCO S.A.U.

NEW EMPLOYEES BY AGE GROUP AND GENDER					
NO. OF PEOPLE	2020				
	< 30 YEARS	30-50 YEARS	> 50 YEARS	TOTAL	TURNOVER %
Men	0	1	0	1	0.2%
Women	0	0	0	0	0.0%
Total	0	1	0	1	0.1%
Turnover %	0.0%	0.5%	0.0%	0.3%	-

NEW EMPLOYEES BY AGE GROUP AND GENDER					
NO. OF PEOPLE	2021				
	< 30 YEARS	30-50 YEARS	> 50 YEARS	TOTAL	TURNOVER %
Men	2	3	1	6	2.4%
Women	1	0	0	1	1.5%
Total	3	3	1	7	2.3%
Turnover %	42.9%	1.4%	1.0%	2.3%	-

NEW EMPLOYEES BY AGE GROUP AND GENDER					
NO. OF PEOPLE	2022				
	< 30 YEARS	30-50 YEARS	> 50 YEARS	TOTAL	TURNOVER %
Men	5	14	9	28	10.6%
Women	0	6	1	7	9.7%
Total	5	20	10	35	10.4%
Turnover %	56%	9%	10%	10%	-

FRANCE - BORMIOLI LUIGI S.A.R.L. + BORMIOLI ROCCO - TABLEWARE FRANCE S.A.S.

NEW EMPLOYEES BY AGE GROUP AND GENDER					
NO. OF PEOPLE	2020				
	< 30 YEARS	30-50 YEARS	> 50 YEARS	TOTAL	TURNOVER %
Men	0	1	2	3	18.8%
Women	2	1	1	4	15.4%
Total	2	2	3	7	16.7%
Turnover %	50.0%	8.7%	20%	16.7%	-

NEW EMPLOYEES BY AGE GROUP AND GENDER					
NO. OF PEOPLE	2021				
	< 30 YEARS	30-50 YEARS	> 50 YEARS	TOTAL	TURNOVER %
Men	0	0	1	1	7.1%
Women	0	0	1	1	4.2%
Total	0	0	2	2	5.3%
Turnover %	0.0%	0.0%	14.3%	5.3%	-

NEW EMPLOYEES BY AGE GROUP AND GENDER					
NO. OF PEOPLE	2022				
	< 30 YEARS	30-50 YEARS	> 50 YEARS	TOTAL	TURNOVER %
Men	3	2	0	5	23.8%
Women	3	4	0	7	25.0%
Total	6	6	0	12	24.5%
Turnover %	85.7%	20.7%	0.0%	24.5%	-

OTHER COUNTRIES

NEW EMPLOYEES BY AGE GROUP AND GENDER					
NO. OF PEOPLE	2020				TURNOVER %
	< 30 YEARS	30-50 YEARS	> 50 YEARS	TOTAL	
Men	0	2	0	2	13.3%
Women	0	1	0	1	6.7%
Total	0	3	0	3	10.0%
Turnover %	0.0%	18.8%	0.0%	10.0%	-

NEW EMPLOYEES BY AGE GROUP AND GENDER					
NO. OF PEOPLE	2021				TURNOVER %
	< 30 YEARS	30-50 YEARS	> 50 YEARS	TOTAL	
Men	0	2	0	2	16.7%
Women	1	1	2	4	23.5%
Total	1	3	2	6	20.7%
Turnover %	50.0%	23.1%	14.3%	20.7%	-

NEW EMPLOYEES BY AGE GROUP AND GENDER					
NO. OF PEOPLE	2022				TURNOVER %
	< 30 YEARS	30-50 YEARS	> 50 YEARS	TOTAL	
Men	0	0	2	2	16.7%
Women	0	2	1	3	17.6%
Total	0	2	3	5	17.2%
Turnover %	0.0%	14.3%	21.4%	17.2%	-

GROUP

TERMINATIONS BY AGE GROUP AND GENDER					
NO. OF PEOPLE	2020				TURNOVER %
	< 30 YEARS	30-50 YEARS	> 50 YEARS	TOTAL	
Men	3	21	59	83	5.4%
Women	4	21	24	49	8.7%
Total	7	42	83	132	6.3%
Turnover %	5.3%	4.5%	8.1%	6.3%	-

TERMINATIONS BY AGE GROUP AND GENDER					
NO. OF PEOPLE	2021				TURNOVER %
	< 30 YEARS	30-50 YEARS	> 50 YEARS	TOTAL	
Men	9	20	83	112	7.4%
Women	6	13	22	41	7.5%
Total	15	33	105	153	7.4%
Turnover %	10.8%	3.6%	10.4%	7.4%	-

TERMINATIONS BY AGE GROUP AND GENDER					
NO. OF PEOPLE	2022				TURNOVER %
	< 30 YEARS	30-50 YEARS	> 50 YEARS	TOTAL	
Men	7	24	55	86	5.4%
Women	5	13	18	36	5.9%
Total	12	37	73	122	5.6%
Turnover %	6.6%	3.9%	6.9%	5.6%	-

ITALY - BORMIOLI LUIGI S.P.A. + BORMIOLI ROCCO S.P.A. + AFTER GLASS S.P.A.

TERMINATIONS BY AGE GROUP AND GENDER					
NO. OF PEOPLE	2020				TURNOVER %
	< 30 YEARS	30-50 YEARS	> 50 YEARS	TOTAL	
Men	3	15	53	71	6.3%
Women	3	13	21	37	8.0%
Total	6	28	74	108	6.3%
Turnover %	5.0%	4.1%	8.1%	6.3%	-

TERMINATIONS BY AGE GROUP AND GENDER					
NO. OF PEOPLE	2021				TURNOVER %
	< 30 YEARS	30-50 YEARS	> 50 YEARS	TOTAL	
Men	9	16	78	103	8.3%
Women	5	11	19	35	7.9%
Total	14	27	97	138	8.2%
Turnover %	11.1%	4.0%	11.0%	8.2%	-

TERMINATIONS BY AGE GROUP AND GENDER					
NO. OF PEOPLE	2022				TURNOVER %
	< 30 YEARS	30-50 YEARS	> 50 YEARS	TOTAL	
Men	5	18	51	74	5.8%
Women	4	12	13	29	5.9%
Total	9	30	64	103	5.8%
Turnover %	5.5%	4.4%	6.9%	5.8%	-

SPAIN - BORMIOLI ROCCO S.A.U.

TERMINATIONS BY AGE GROUP AND GENDER					
NO. OF PEOPLE	2020				TURNOVER %
	< 30 YEARS	30-50 YEARS	> 50 YEARS	TOTAL	
Men	0	3	1	4	0.8%
Women	0	5	1	6	3.0%
Total	0	8	2	10	1.4%
Turnover %	0.0%	3.8%	2.2%	3.2%	-

TERMINATIONS BY AGE GROUP AND GENDER					
NO. OF PEOPLE	2021				TURNOVER %
	< 30 YEARS	30-50 YEARS	> 50 YEARS	TOTAL	
Men	0	1	2	3	1.2%
Women	0	0	1	1	1.5%
Total	0	1	3	4	1.3%
Turnover %	0.0%	0.5%	3.1%	1.3%	-

TERMINATIONS BY AGE GROUP AND GENDER					
NO. OF PEOPLE	2022				TURNOVER %
	< 30 YEARS	30-50 YEARS	> 50 YEARS	TOTAL	
Men	0	3	3	6	2.3%
Women	0	0	0	0	0.0%
Total	0	3	3	6	1.8%
Turnover %	0%	1%	3%	2%	-

**FRANCE - BORMIOLI LUIGI S.A.R.L.
BORMIOLI ROCCO - TABLEWARE FRANCE S.A.S.**

TERMINATIONS BY AGE GROUP AND GENDER					
NO. OF PEOPLE	2020				
	< 30 YEARS	30-50 YEARS	> 50 YEARS	TOTAL	TURNOVER %
Men	0	1	1	2	12.5%
Women	1	1	1	3	11.5%
Total	1	2	2	5	11.9%
Turnover %	25%	8.7%	13.3%	11.9%	-

TERMINATIONS BY AGE GROUP AND GENDER					
NO. OF PEOPLE	2021				
	< 30 YEARS	30-50 YEARS	> 50 YEARS	TOTAL	TURNOVER %
Men	0	0	1	1	7.1%
Women	0	1	2	3	4.2%
Total	0	1	3	4	10.5%
Turnover %	0%	5.0%	21.4%	10.5%	-

TERMINATIONS BY AGE GROUP AND GENDER					
NO. OF PEOPLE	2022				
	< 30 YEARS	30-50 YEARS	> 50 YEARS	TOTAL	TURNOVER %
Men	2	2	0	4	19.0%
Women	1	0	3	4	14.3%
Total	3	2	3	8	16.3%
Turnover %	42.9%	6.9%	23.1%	16.3%	-

OTHER COUNTRIES

TERMINATIONS BY AGE GROUP AND GENDER					
NO. OF PEOPLE	2020				
	< 30 YEARS	30-50 YEARS	> 50 YEARS	TOTAL	TURNOVER %
Men	0	2	4	6	40.0%
Women	0	2	1	3	20.0%
Total	0	4	5	9	30.0%
Turnover %	0.0%	25.0%	38.5%	30.0%	-

TERMINATIONS BY AGE GROUP AND GENDER					
NO. OF PEOPLE	2021				
	< 30 YEARS	30-50 YEARS	> 50 YEARS	TOTAL	TURNOVER %
Men	0	3	2	5	41.7%
Women	1	1	0	2	11.8%
Total	1	4	2	7	24.1%
Turnover %	50.0%	30.8%	14.3%	24.1%	-

TERMINATIONS BY AGE GROUP AND GENDER					
NO. OF PEOPLE	2022				
	< 30 YEARS	30-50 YEARS	> 50 YEARS	TOTAL	TURNOVER %
Men	0	1	1	2	16.7%
Women	0	1	2	3	17.6%
Total	0	2	3	5	17.2%
Turnover %	0.0%	14.3%	21.4%	17.2%	-

TRAINING HOURS PROVIDED TO EMPLOYEES

[GRI 404-1]

AVERAGE NUMBER OF TRAINING HOURS PER CAPITA BY GENDER			
NO. OF AVERAGE HOURS	2020	2021	2022
Men	4.8	9.3	18.2
Women	4.0	10.2	11.7
Total	4.6	9.4	16.4

Note: The figures reported for the years 2020 and 2021 only refer to the Companies Bormioli Luigi S.p.A., Bormioli Rocco S.p.A. and Bormioli Rocco S.A.U.

GROUP

AVERAGE NUMBER OF TRAINING HOURS PER CAPITA BY PROFESSIONAL CATEGORY			
NO. OF HOURS	2020	2021	2022
Senior Managers	5.5	14.9	9.1
Middle managers	8.6	16.1	13.1
Office workers	9.1	9.4	14.6
Production workers	3.3	8.8	17.2
Total	4.6	9.4	16.4

Note: The figures reported for the years 2020 and 2021 only refer to the Companies Bormioli Luigi S.p.A., Bormioli Rocco S.p.A. and Bormioli Rocco S.A.U.

BORMIOLI LUIGI S.P.A.

AVERAGE NUMBER OF TRAINING HOURS PER CAPITA BY GENDER AND PROFESSIONAL CATEGORY						
NO. OF AVERAGE HOURS	2022					
	PARMA			ABBIATEGRASSO		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Senior Managers	2.5	33.0	4.7	0.2	0.0	0.4
Middle managers	6.6	13.6	7.5	0.2	0.0	0.2
Office workers	21.4	31.0	24.5	2.4	1.3	2.2
Production workers	3.8	6.5	4.5	1.1	2.1	1.3
Total	6.0	10.7	7.2	1.4	2.6	1.7

Note: The average number of training hours per employee category was estimated on the basis of the distribution of employees by gender and category within the production plants in question.

BORMIOLI LUIGI S.P.A.

AVERAGE NUMBER OF TRAINING HOURS PER ISSUE		
NO. OF HOURS PROVIDED TO EMPLOYEES	2022	
	PARMA	ABBIATEGRASSO
Environment	0.2	0.2
Safety	1.8	1.8
Job training	4.1	4.1
Quality training	0.4	0.4
Technical/production	0.5	0.5
Other	2.0	2.0
Total	8.9	8.9

BORMIOLI ROCCO S.P.A.

AVERAGE NUMBER OF TRAINING HOURS PER CAPITA BY GENDER AND PROFESSIONAL CATEGORY						
NO. OF AVERAGE HOURS	2022					
	ALTARE			FIDENZA		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Senior Managers	0.9	0.0	0.8	9.0	0.0	8.3
Middle managers	0.5	0.0	0.3	9.2	7.9	8.7
Office workers	1.3	0.6	1.0	9.5	4.9	7.6
Production workers	5.4	3.3	5.1	9.7	3.4	8.0
Total	4.1	2.0	3.5	9.8	4.3	8.2

Note: The average number of training hours per employee category was estimated on the basis of the distribution of employees by gender and category within the production plants in question.

BORMIOLI ROCCO S.P.A.

AVERAGE NUMBER OF TRAINING HOURS PER ISSUE		
NO. OF HOURS PROVIDED TO EMPLOYEES	2022	
	ALTARE	FIDENZA
Environment	0.3	0.3
Safety	5.0	5.0
Job training	5.6	5.6
Quality training	0.2	0.2
Technical/production	0.0	0.0
Other	0.8	0.8
Total	11.8	11.8

DIVERSITY OF EMPLOYEES

[GRI 405-1]

GROUP

BREAKDOWN OF EMPLOYEES BY PROFESSIONAL CATEGORY AND GENDER									
%	2020			2021			2022		
	MEN	WOMEN	% OF TOTAL EMPLOYEES	MEN	WOMEN	% OF TOTAL EMPLOYEES	MEN	WOMEN	% OF TOTAL EMPLOYEES
Senior Managers	91.9%	8.1%	1.8%	89.7%	10.3%	1.9%	87.2%	12.8%	1.8%
Middle managers	73.4%	26.6%	4.5%	73.6%	26.4%	4.4%	73.4%	26.6%	5.0%
Office workers	59.2%	40.8%	18.3%	58.8%	41.2%	18.5%	59.2%	40.8%	17.8%
Production workers	75.9%	24.1%	75.4%	76.4%	23.6%	75.1%	74.8%	25.2%	75.4%
Total	73.0%	27.0%	100.0%	73.3%	26.7%	100.0%	72.2%	27.8%	100.0%

BORMIOLI LUIGI S.P.A. - PARMA

BREAKDOWN OF EMPLOYEES BY PROFESSIONAL CATEGORY AND GENDER			
%	2022		% OF TOTAL EMPLOYEES
	MEN	WOMEN	
Senior Managers	91.7%	8.3%	1.5%
Middle managers	86.5%	13.5%	4.6%
Office workers	64.7%	35.3%	16.9%
Production workers	75.2%	24.8%	77.0%
Total	74.2%	25.8%	100.0%

BORMIOLI LUIGI S.P.A. - ABBIEGRASSO

BREAKDOWN OF EMPLOYEES BY PROFESSIONAL CATEGORY AND GENDER			
%	2022		% OF TOTAL EMPLOYEES
	MEN	WOMEN	
Senior Managers	100.0%	0.0%	0.5%
Middle managers	100.0%	0.0%	0.5%
Office workers	83.3%	16.7%	6.2%
Production workers	72.8%	27.2%	92.8%
Total	73.7%	26.3%	100.0%

BORMIOLI ROCCO S.P.A. - ALTARE

BREAKDOWN OF EMPLOYEES BY PROFESSIONAL CATEGORY AND GENDER			
%	2022		% OF TOTAL EMPLOYEES
	MEN	WOMEN	
Senior Managers	100.0%	0.0%	0.5%
Middle managers	100.0%	0.0%	0.5%
Office workers	57.9%	42.1%	9.1%
Production workers	70.6%	29.4%	89.9%
Total	69.7%	30.3%	100.0%

BORMIOLI ROCCO S.P.A. - FIDENZA

BREAKDOWN OF EMPLOYEES BY PROFESSIONAL CATEGORY AND GENDER			
%	2022		% OF TOTAL EMPLOYEES
	MEN	WOMEN	
Senior Managers	90.9%	9.1%	2.3%
Middle managers	56.3%	43.8%	6.7%
Office workers	56.8%	43.2%	30.4%
Production workers	80.8%	19.2%	60.7%
Total	72.1%	27.9%	100.0%

GROUP

BREAKDOWN OF EMPLOYEES BY PROFESSIONAL CATEGORY AND AGE GROUP												
%	2020				2021				2022			
	< 30 YEARS	30-50 YEARS	> 50 YEARS	% OF TOTAL EMPLOYEES	< 30 YEARS	30-50 YEARS	> 50 YEARS	% OF TOTAL EMPLOYEES	< 30 YEARS	30-50 YEARS	> 50 YEARS	% OF TOTAL EMPLOYEES
Senior Managers	0.0%	18.9%	81.1%	1.8%	0.0%	23.1%	76.9%	1.9%	0.0%	33.3%	66.7%	1.8%
Middle managers	1.1%	47.9%	51.1%	4.5%	2.2%	45.1%	52.7%	4.4%	2.8%	49.5%	47.7%	5.0%
Office workers	9.6%	49.6%	40.8%	18.3%	10.0%	48.8%	41.2%	18.5%	12.6%	44.9%	42.6%	17.8%
Production workers	6.0%	43.9%	50.1%	75.4%	6.4%	43.6%	50.0%	75.1%	7.8%	42.7%	49.5%	75.4%
Total	6.3%	44.7%	49.0%	100.0%	6.8%	44.3%	49.0%	100.0%	8.3%	43.3%	48.4%	100.0%

BORMIOLI LUIGI S.P.A. - PARMA

BREAKDOWN OF EMPLOYEES BY PROFESSIONAL CATEGORY AND AGE GROUP				
%	2022			
	< 30 YEARS	30-50 YEARS	> 50 YEARS	% OF TOTAL EMPLOYEES
Senior Managers	0.0%	25.0%	75.0%	1.5%
Middle managers	0.0%	35.1%	64.9%	4.6%
Office workers	19.1%	33.8%	47.1%	16.9%
Production workers	10.3%	32.0%	57.6%	77.0%
Total	11.2%	32.4%	56.5%	100.0%

BORMIOLI LUIGI S.P.A. - ABBIEGRASSO

BREAKDOWN OF EMPLOYEES BY PROFESSIONAL CATEGORY AND AGE GROUP				
%	2022			
	< 30 YEARS	30-50 YEARS	> 50 YEARS	% OF TOTAL EMPLOYEES
Senior Managers	0.0%	0.0%	100.0%	0.5%
Middle managers	0.0%	100.0%	0.0%	0.5%
Office workers	25.0%	41.7%	33.3%	6.2%
Production workers	5.6%	50.6%	43.9%	92.8%
Total	7%	50%	43%	100%

BORMIOLI ROCCO S.P.A. - ALTARE

BREAKDOWN OF EMPLOYEES BY PROFESSIONAL CATEGORY AND AGE GROUP				
%	2022			
	< 30 YEARS	30-50 YEARS	> 50 YEARS	% OF TOTAL EMPLOYEES
Senior Managers	0.0%	100.0%	0.0%	0.5%
Middle managers	0.0%	100.0%	0.0%	0.5%
Office workers	10.5%	31.6%	57.9%	9.1%
Production workers	5.9%	42.2%	51.9%	89.9%
Total	6.3%	41.8%	51.9%	100.0%

BORMIOLI ROCCO S.P.A. - FIDENZA

BREAKDOWN OF EMPLOYEES BY PROFESSIONAL CATEGORY AND AGE GROUP				
%	2022			
	< 30 YEARS	30-50 YEARS	> 50 YEARS	% OF TOTAL EMPLOYEES
Senior Managers	0.0%	36.4%	63.6%	2.3%
Middle managers	0.0%	46.9%	53.1%	6.7%
Office workers	8.9%	45.9%	45.2%	30.4%
Production workers	5.1%	37.0%	57.9%	60.7%
Total	5.8%	40.3%	53.8%	100.0%

GROUP

BREAKDOWN OF EMPLOYEES BELONGING TO PROTECTED CATEGORIES									
%	2020			2021			2022		
	MEN	WOMEN	% OF TOTAL EMPLOYEES BELONGING TO PROTECTED CATEGORIES	MEN	WOMEN	% OF TOTAL EMPLOYEES BELONGING TO PROTECTED CATEGORIES	MEN	WOMEN	% OF TOTAL EMPLOYEES BELONGING TO PROTECTED CATEGORIES
Senior Managers	100.0%	0.0%	1.4%	100.0%	0.0%	1.4%	100.0%	0.0%	1.4%
Middle managers	-	-	0.0%	100.0%	0.0%	1.4%	100.0%	0.0%	1.4%
Office workers	85.7%	14.3%	9.5%	77.8%	22.2%	12.2%	75.0%	25.0%	11.6%
Production workers	68.2%	31.8%	89.2%	69.8%	30.2%	85.1%	67.8%	32.2%	85.5%
Total	70.3%	29.7%	100.0%	71.6%	28.4%	100.0%	69.6%	30.4%	100.0%

BORMIOLI LUIGI S.P.A. - PARMA

BREAKDOWN OF EMPLOYEES BELONGING TO PROTECTED CATEGORIES			
%	2022		
	MEN	WOMEN	% OF TOTAL EMPLOYEES BELONGING TO PROTECTED CATEGORIES
Senior Managers	-	-	0.0%
Middle managers	-	-	0.0%
Office workers	75.0%	25.0%	11.4%
Production workers	77.4%	22.6%	88.6%
Total	75.6%	24.4%	100.0%

BORMIOLI LUIGI S.P.A. - ABBIEGRASSO

BREAKDOWN OF EMPLOYEES BELONGING TO PROTECTED CATEGORIES			
%	2022		
	MEN	WOMEN	% OF TOTAL EMPLOYEES BELONGING TO PROTECTED CATEGORIES
Senior Managers	-	-	0.0%
Middle managers	-	-	0.0%
Office workers	-	-	0.0%
Production workers	70.0%	30.0%	100.0%
Total	70.0%	30.0%	100.0%

BORMIOLI ROCCO S.P.A. - ALTARE

BREAKDOWN OF EMPLOYEES BELONGING TO PROTECTED CATEGORIES			
%	2022		
	MEN	WOMEN	% OF TOTAL EMPLOYEES BELONGING TO PROTECTED CATEGORIES
Senior Managers	-	-	0.0%
Middle managers	-	-	0.0%
Office workers	-	-	0.0%
Production workers	16.7%	83.3%	100.0%
Total	16.7%	83.3%	100.0%

BORMIOLI ROCCO S.P.A. - FIDENZA

BREAKDOWN OF EMPLOYEES BELONGING TO PROTECTED CATEGORIES			
%	2022		
	MEN	WOMEN	% OF TOTAL EMPLOYEES BELONGING TO PROTECTED CATEGORIES
Senior Managers	100.0%	0.0%	7.1%
Middle managers	100.0%	0.0%	7.1%
Office workers	100.0%	0.0%	21.4%
Production workers	16.7%	83.3%	64.3%
Total	78.6%	21.4%	100.0%

WORK-RELATED INJURIES

[GRI 403-9]

Note: The figures reported for the years 2020 and 2021 do not include Bormioli Rocco Tableware - France S.A.S., Bormioli Luigi Corporation, Bormioli Luigi Do Brasil, Bormioli Rocco Asia Pacific LTD.)

GROUP

INJURY INDICATORS FOR EMPLOYEES			
NO.	2020	2021	2022
Total number of work-related fatalities	0	0	0
Total number of severe work-related injuries (excluding fatalities)	0	0	0
Total number of work-related injuries recorded	66	73	90
Hours worked ⁽¹⁾	2621649	3,340,244	3,487,517
Rate of work-related fatalities ⁽²⁾	0.0	0.0	0.0
Rate of severe work-related injuries (excluding fatalities) ⁽³⁾	0.0	0.0	0.0
Rate of work-related injuries recorded ⁽⁴⁾	25.2	21.9	25.8

(1): Bormioli Rocco S.p.A.'s temps are also included in the 2020 data.

(2): The rate of work-related fatalities is calculated as the ratio of fatalities in the reference year to hours worked by employees, multiplied by 1,000,000.

(3): The rate of severe work-related injuries is calculated as the ratio of severe injuries in the reference year to hours worked by employees, multiplied by 1,000,000.

(4): The rate of work-related injuries recorded is calculated as the ratio of work-related injuries recorded in the reference year to hours worked by employees, multiplied by 1,000,000.

GROUP

INJURY INDICATORS FOR TEMPORARY WORKERS			
TYPE	2020	2021	2022
Total number of work-related fatalities	0	0	0
Total number of severe work-related injuries (excluding fatalities)	0	0	0
Total number of work-related injuries recorded	1	8	16
Hours worked	210,567	500,685	886,636
Rate of work-related fatalities ⁽⁵⁾	0.0	0.0	0.0
Rate of severe work-related injuries (excluding fatalities) ⁽⁶⁾	0.0	0.0	0.0
Rate of work-related injuries recorded ⁽⁷⁾	4.7	16.0	18.0

(5): The rate of work-related fatalities is calculated as the ratio of fatalities in the reference year to hours worked by external workers, multiplied by 1,000,000.

(6): The rate of severe work-related injuries is calculated as the ratio of severe injuries in the reference year to hours worked by external workers, multiplied by 1,000,000.

(7): The rate of work-related injuries recorded is calculated as the ratio of work-related injuries recorded in the reference year to hours worked by external workers, multiplied by 1,000,000.

GROUP

INJURY INDICATORS FOR EXTERNAL COLLABORATORS			
TYPE	2020	2021	2022
Total number of work-related fatalities	0	0	0
Total number of severe work-related injuries (excluding fatalities)	0	1	0
Total number of work-related injuries recorded	4	10	7
Hours worked	257,489	356,401	234,060
Rate of work-related fatalities ⁽⁸⁾	0.0	0.0	0.0
Rate of severe work-related injuries (excluding fatalities) ⁽⁹⁾	0.0	2.8	0.0
Rate of work-related injuries recorded ⁽¹⁰⁾	15.5	28.1	29.9

(8): The rate of work-related fatalities is calculated as the ratio of fatalities in the reference year to hours worked by external workers, multiplied by 1,000,000.

(9): The rate of severe work-related injuries is calculated as the ratio of severe injuries in the reference year to hours worked by external workers, multiplied by 1,000,000.

(10): The rate of work-related injuries recorded is calculated as the ratio of work-related injuries recorded in the reference year to hours worked by external workers, multiplied by 1,000,000.

BORMIOLI LUIGI S.P.A. - PARMA

INJURY INDICATORS FOR EMPLOYEES	
NO.	2022
Total number of work-related fatalities	0
Total number of severe work-related injuries (excluding fatalities)	0
Total number of work-related injuries recorded	30
Hours worked	1,262,980
Rate of work-related fatalities ⁽¹¹⁾	0.0
Rate of severe work-related injuries (excluding fatalities) ⁽¹²⁾	0.0
Rate of work-related injuries recorded ⁽¹³⁾	23.8

(11): The rate of work-related fatalities is calculated as the ratio of fatalities in the reference year to hours worked by employees, multiplied by 1,000,000.

(12): The rate of severe work-related injuries is calculated as the ratio of severe injuries in the reference year to hours worked by employees, multiplied by 1,000,000.

(13): The rate of work-related injuries recorded is calculated as the ratio of work-related injuries recorded in the reference year to hours worked by employees, multiplied by 1,000,000.

BORMIOLI LUIGI S.P.A. - ABBIEGRASSO

INJURY INDICATORS FOR TEMPORARY WORKERS	
NO.	2022
Total number of work-related fatalities	0
Total number of severe work-related injuries (excluding fatalities)	0
Total number of work-related injuries recorded	5
Hours worked	300,338
Rate of work-related fatalities ⁽¹⁴⁾	0.0
Rate of severe work-related injuries (excluding fatalities) ⁽¹⁵⁾	0.0
Rate of work-related injuries recorded ⁽¹⁶⁾	16.6

(14): The rate of work-related fatalities is calculated as the ratio of fatalities in the reference year to hours worked by external workers, multiplied by 1,000,000.

(15): The rate of severe work-related injuries is calculated as the ratio of severe injuries in the reference year to hours worked by external workers, multiplied by 1,000,000.

(16): The rate of work-related injuries recorded is calculated as the ratio of work-related injuries recorded in the reference year to hours worked by external workers, multiplied by 1,000,000.

BORMIOLI ROCCO S.P.A. - ALTARE

INJURY INDICATORS FOR EMPLOYEES	
NO.	2022
Total number of work-related fatalities	0
Total number of severe work-related injuries (excluding fatalities)	0
Total number of work-related injuries recorded	14
Hours worked	451,830
Rate of work-related fatalities ⁽¹⁷⁾	0.0
Rate of severe work-related injuries (excluding fatalities) ⁽¹⁸⁾	0.0
Rate of work-related injuries recorded ⁽¹⁹⁾	31

(17): The rate of work-related fatalities is calculated as the ratio of fatalities in the reference year to hours worked by employees, multiplied by 1,000,000.

(18): The rate of severe work-related injuries is calculated as the ratio of severe injuries in the reference year to hours worked by employees, multiplied by 1,000,000.

(19): The rate of work-related injuries recorded is calculated as the ratio of work-related injuries recorded in the reference year to hours worked by employees, multiplied by 1,000,000.

BORMIOLI ROCCO S.P.A. - FIDENZA






INJURY INDICATORS FOR EMPLOYEES	
NO.	2022
Total number of work-related fatalities	0
Total number of severe work-related injuries (excluding fatalities)	0
Total number of work-related injuries recorded	10
Hours worked	833,998
Rate of work-related fatalities ⁽²⁰⁾	0.0
Rate of severe work-related injuries (excluding fatalities) ⁽²¹⁾	0.0
Rate of work-related injuries recorded ⁽²²⁾	12








(20): The rate of work-related fatalities is calculated as the ratio of fatalities in the reference year to hours worked by employees, multiplied by 1,000,000.

(21): The rate of severe work-related injuries is calculated as the ratio of severe injuries in the reference year to hours worked by employees, multiplied by 1,000,000.

(22): The rate of work-related injuries recorded is calculated as the ratio of work-related injuries recorded in the reference year to hours worked by employees, multiplied by 1,000,000.

CORRELATION TABLE WITH THE UN GLOBAL COMPACT PRINCIPLES

UN GLOBAL COMPACT PRINCIPLES	REFERENCES TO THE SUSTAINABILITY REPORT 2022	GRI REFERENCE	SDGs
HUMAN RIGHTS			
1. Businesses should support and respect the protection of internationally proclaimed human rights within the scope of their spheres of influence.	<ul style="list-style-type: none"> Ref. Chapter 4.1. A company made of people Ref. Appendix: Ethics and human rights 	GRI 405 Diversity and Equal Opportunity GRI 406 Non-discrimination GRI 414 Supplier Social Assessment	 
2. Businesses should make sure that they are not complicit, even indirectly, in human rights abuses.			
LABOUR			
3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	<ul style="list-style-type: none"> Ref. Chapter 1. The art of glassmaking handed down for generations: - "Fight against discrimination, and respect for human rights in the workplace". Ref. Chapter 4. The value of our people: - "Trade union relations". 	GRI 2-30 Collective bargaining agreements GRI 402 Labor/Management relations	
4. Businesses should uphold the elimination of all forms of forced and compulsory labour.	<ul style="list-style-type: none"> Ref. Chapter 1. The art of glassmaking handed down for generations: - "Fight against discrimination, and respect for human rights in the workplace". - "Responsible running of the company". Ref. Chapter 2. The value of quality and innovation: - "Supply chain management: a virtuous ecosystem". Ref. Appendix: Ethics and human rights. 	GRI 406 Non-discrimination GRI 414 Supplier Social Assessment	
5. Businesses should uphold the effective abolition of child labour.	<ul style="list-style-type: none"> Ref. Chapter 1. The art of glassmaking handed down for generations: - "Fight against discrimination, and respect for human rights in the workplace". Ref. Chapter 2. The value of quality and innovation: - "Supply chain management: a virtuous ecosystem". - "Our checklist for suppliers". Ref. Appendix: Ethics and human rights. 	GRI 414: Supplier Social Assessment	

UN GLOBAL COMPACT PRINCIPLES	REFERENCES TO BORMIOLI SUSTAINABILITY REPORT 2021	GRI REFERENCE	SDGs
LABOUR			
6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.	<ul style="list-style-type: none"> Ref. Chapter 1. The art of glassmaking handed down for generations: - "Fight against discrimination, and respect for human rights in the workplace". Ref. Appendix: Ethics and human rights. 	GRI 2-7 Employees GRI 2-8 Workers who are not employees GRI 401 Employment GRI 405 Diversity and Equal Opportunity GRI 406 Non-discrimination	 
ENVIRONMENT			
7. Businesses should support a precautionary approach to environmental challenges.	<ul style="list-style-type: none"> Ref. Chapter 2. The value of quality and innovation: - "Supply chain management: a virtuous ecosystem". - "Our checklist for suppliers". - "Sustainability through innovation: The Circular Economy and the 5Rs". Ref. Chapter 3. Respect for the environment Ref Appendix: Additional information Chapter 3. 	GRI 301 Materials GRI 302 Energy GRI 303 Water GRI 305 Emissions GRI 306 Waste GRI 308 Supplier Environmental Assessment	   
8. Businesses should undertake initiatives to promote greater environmental responsibility.			
9. Businesses should encourage the development and diffusion of environmentally-friendly technologies.			
ANTI-CORRUPTION			
10. Businesses should work against corruption in all its forms, including extortion and bribery.	<ul style="list-style-type: none"> Ref. Chapter 1. The art of glassmaking handed down for generations: - "Our goals". - "Responsible running of the company." 	GRI 205 Anti-corruption	

GRI CONTENT INDEX

Declaration of use

The Bormioli Luigi Group has presented its reporting in compliance with GRI standards for the period 1 January 2022 to 31 December 2022

GRI 1 used

GRI 1 - Foundation (2021)

GRI STANDARDS	INFORMATION	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
GENERAL DISCLOSURES					
GRI 2 General Disclosures (2021)	2-1 Organizational details	14-15; 17-18; 111			
	2-2 Entities included in the organization's sustainability reporting	16; 111			
	2-3 Reporting period, frequency and contact point	26/07/2023; 111			
	2-4 Restatements of information	111; 116			
	2-5 External assurance	111			
	2-6 Activities, value chain and other business relationships	12; 40-41; 52-73			
	2-7 Employees	96-97; 99; 131-133			
	2-8 Workers who are not employees	96; 131			
	2-9 Governance structure and composition	17-19			
	2-10 Nomination and selection of the highest governance body	-		Confidential information	
	2-11 Chair of the highest governance body	18	2-11 b.	Confidential information	
	2-12 Role of the highest governance body in overseeing the management of impacts	19; 28; 32; 34			
	2-13 Delegation of responsibility for managing impacts	19; 28			
	2-14 Role of the highest governance body in sustainability reporting	19			
	2-15 Conflicts of interest	18; 26-27			
	2-16 Communication of critical concerns	26-27; 114			
	2-17 Collective knowledge of the highest governance body	19			
	2-18 Evaluation of the performance of the highest governance body	19			
	2-19 Remuneration policies	18			
	2-20 Process to determine remuneration	-		Confidential information	
	2-21 Annual total compensation ratio	-		Confidential information	

GRI STANDARDS	INFORMATION	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
GRI 2 General Disclosures (2021)	2-22 Statement on sustainable development strategy	5; 7			
	2-23 Policy commitments	22-23; 26; 38; 66; 99; 104			
	2-24 Embedding policy commitments	22-23; 26; 38; 66; 99; 104			
	2-25 Processes to remediate negative impacts	26-27			
	2-26 Mechanisms for seeking advice and raising concerns	26-27; 111			
	2-27 Compliance with laws and regulations	27; 134-135			
	2-28 Membership associations	113			
	2-29 Approach to stakeholder engagement	32; 114			
	2-30 Collective bargaining agreements	99; 134			
MATERIAL TOPICS					
GRI 3 Material topics (2021)	3-1 Process to determine material topics	34			
	3-2 List of material topics	35			
Material topic: Energy consumption and procurement and climate change					
GRI 3 Material topics (2021)	3-3 Management of material topics	29; 35; 76-77; 80-85			
GRI 302 Energy (2016)	302-1 Energy consumption within the organization	82-83; 85; 118			
	305-1 Direct (Scope 1) GHG emissions	84-85; 125			
	305-2 Energy indirect (Scope 2) GHG emissions	84-85; 125-126			
GRI 305 Emissions (2016)	305-3 Other indirect (Scope 3) GHG emissions	-		Information not available / partial	The information needed to calculate indirect GHG emissions (Scope 3) is currently not available due to the complexity of the value chain. The Group undertakes to include this information in future financial years.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	84; 126			

GRI STANDARDS	INFORMATION	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
Material topic: Business ethics and compliance					
GRI 3 Material topics (2021)	3-3 Management of material topics	26-27; 35			
GRI 205 Anti-corruption (2016)	205-3 Confirmed incidents of corruption and actions taken	27			
GRI 206 Anti-competitive behavior (2016)	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	134-135			
GRI 207 Tax (2019)	207-1 Approach to tax	22; 26			
GRI 207 Tax (2019)	207-2 Tax governance, control, and risk management	22; 26			

Material topic: Professional development of employees

GRI 3 Material topics (2021)	3-3 Management of material topics	35; 100-103			
GRI 404 Training and Education (2016)	404-1 Average hours of training per year per employee	101; 141-142			

Material topic: Employment protection

GRI 3 Material topics (2021)	3-3 Management of material topics	35; 96-99			
GRI 401 Employment (2016)	401-1 New employee hires and employee turnover	99; 136-140			

Material topic: Water resources management and protection of the subsoil

GRI 3 Material topics (2021)	3-3 Management of material topics	35; 88-90			
GRI 303 Water and Effluents (2018)	303-1 Interaction with water as a shared resource	88-90			
	303-2 Management of effluent-related impacts	88-90			
	303-3 Water withdrawal	89-90; 119-121			
	303-4 Water discharge	89-90; 121-123			
	303-5 Water consumption	89-90; 124			

GRI STANDARDS	INFORMATION	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
Material topic: Occupational health and safety					
GRI 3 Material topics (2021)	3-3 Management of material topics	29; 35; 104-107			
GRI 303 Water and Effluents (2018)	403-1 Occupational Health and Safety Management System	29; 104-107			
	403-2 Hazard identification, risk assessment, and incident investigation	104-107			
	403-4 Worker participation, consultation, and communication on occupational health and safety	104-107			
	403-5 Worker training on occupational health and safety	104-107			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	104-107			
	403-9 Work-related injuries	104-107; 147-149			

Material topic: Well-being of employees and fair conditions of employment

GRI 3 Material topics (2021)	3-3 Management of material topics	26; 35; 96-97			
GRI 406 Non-discrimination (2016)	406-1 Incidents of discrimination and corrective actions taken	26; 97			

Material topic: Creation and distribution of value

GRI 3 Material topics (2021)	3-3 Management of material topics	20; 35			
GRI 201 Economic performance (2016)	201-1 Direct economic value generated and distributed	20			

Material topic: Customer and end-consumer satisfaction and quality of the products

GRI 3 Material topics (2021)	3-3 Management of material topics	26; 35; 38; 46-47			
GRI 416 Customer health and safety (2016)	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	38			

GRI STANDARDS	INFORMATION	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
Material topic: Promotion of diversity and equal opportunities					
GRI 3 Material topics (2021)	3-3 Management of material topics	35; 96-99			
GRI 405 Diversity and Equal Opportunity (2016)	405-1 Diversity of governance bodies and employees	97; 99; 142-147 As at 31 December 2022, the composition of the Board of Directors of the Parent Company Bormioli Luigi S.p.A. was as follows: 66.67% male and 33.33% female, 66.67% of whom over 50 years old and 33.33% of whom in the 30-50 age group.			
Material topic: Innovation of production processes					
GRI 3 Material topics (2021)	3-3 Management of material topics	35; 48-51			
Material topic: Trade union relations					
GRI 3 Material topics (2021)	3-3 Management of material topics	35; 99			
GRI 402 Labor/ Management Relations (2016)	402-1 Minimum notice periods regarding operational changes	99			
Material topic: Responsible management of the supply chain					
GRI 3 Material topics (2021)	3-3 Management of material topics	35; 70-73			
GRI 204 Procurement practices (2016)	204-1 - Procurement practices (2016)	73; 117			
GRI 308 Supplier Environmental Assessment (2016)	308-2 Negative environmental impacts in the supply chain and actions taken	116			
GRI 414 Supplier Social Assessment (2016)	414-2 Negative social impacts in the supply chain and actions taken	116			
Material topic: R&D, product eco-design and the propensity towards a circular economy					
GRI 3 Material topics (2021)	3-3 Management of material topics	35; 48-51			

GRI STANDARDS	INFORMATION	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
Material topic: Attention to impacts on the local community					
GRI 3 Material topics (2021)	3-3 Management of material topics	35; 108			
GRI 413 Local communities (2016)	413-2 Operations with significant actual and potential negative impacts on local communities	76-77; 88; 90; 108			
Material topic: Responsible communication					
GRI 3 Material topics (2021)	3-3 Management of material topics	35			
GRI 417 Marketing and Labeling (2016)	417-2 Incidents of non-compliance concerning product and service information and labeling	In the three-year period 2020-2022, no cases of non-compliance with regulations concerning marketing communications or product and service information and labelling emerged.			
	417-3 Incidents of non-compliance concerning marketing communications				
Material topic: Privacy and information security					
GRI 3 Material topics (2021)	3-3 Management of material topics	21; 35			
GRI 418 Customer Privacy (2016)	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	134-135			
Material topic: Sustainable packaging					
GRI 3 Material topics (2021)	3-3 Management of material topics	35; 86			
GRI 301 Materials (2016)	301-1 Materials used by weight or volume	86; 116			
Material topic: Waste management					
GRI 3 Material topics (2021)	3-3 Management of material topics	35; 92			
GRI 306 Waste (2020)	306-1 Waste generation and significant waste-related impacts	92			
	306-2 Management of significant waste-related impacts	92			
	306-4 Waste diverted from disposal	92-93; 128			
	306-5 Waste directed to disposal	92-93; 129			

INFORMATION ON BORMIOLI ROCCO S.A.U. IN COMPLIANCE WITH LAW 11/2018

TOPICS	CONTENTS	GRI STANDARD	TITLE OF THE SESSION/COMMENTS
AREA: BUSINESS MODEL			
Business Model	A brief description of the Group's business model, including its corporate environment, organisation and structure, the markets in which it operates, its goals and strategies, and the main trends and factors that could affect its future evolution.	2-1 2-2 2-6 2-9 2-22	Section "A constantly evolving company: true to our roots with an eye towards the future".
Relevance	Relevance	3-1 3-2	Section "Methodological note". Section "Stakeholders and materiality analysis".

AREA: INFORMATION ON ENVIRONMENTAL ISSUES

Policies	Description of the policies of the Group including the due diligence processes applied in relation to the identification, assessment, prevention and mitigation of significant risks and impacts, the verification and control processes and the measures adopted.	2-23 2-25 3-3	Section "The production process: responsible management of environmental impacts". Section "Monitoring and control of energy consumption".
Main risks	The main risks related to the Group's business, including, where applicable, the business relationships, products and services that may adversely affect these areas, and how the Group manages these risks, explaining the processes used to identify and assess them under national, European or international reference frameworks for each subject matter. Information on the effects observed and their breakdown, with particular reference to the main short-, medium- and long-term risks, must be included.	3-3	The main risks of Bormioli Rocco S.A.U.'s activities are connected with the emission of chemical compounds into the atmosphere, the production and management of hazardous and non-hazardous waste, the management of water consumption and, last but not least, noise impacts. These risks are managed through the following actions: - Atmospheric emissions are filtered and monitored by a continuous monitoring system. Additionally, environmental measurements and verification checks of the monitoring system are carried out on an annual basis. - Waste is stored correctly and transported and handled by external companies. - The water used in the production process is subjected to an external purification process, after which it is reused. Water sampling is carried out periodically to verify and ensure compliance with legal limits. The plant has an integrated environmental authorisation that regulates all obligations and emission limits, establishing environmental risk prevention procedures. - Noise emissions are measured every three years or in the event of changes to the facilities.

TOPICS	CONTENTS	GRI STANDARD	TITLE OF THE SESSION/COMMENTS	
AREA: INFORMATION ON ENVIRONMENTAL ISSUES				
General overview	Current and foreseeable effects of the company's activities on the environment and, if applicable, on health and safety.	3-3	Bormioli Rocco S.A.U. pays particular attention to minimising its environmental impacts and any impacts on the health and safety of its workers deriving from its business activities. Section "The production process: responsible management of environmental impacts". Section "The commitment to health and safety in the workplace". Section "Annexes".	
	Assessment or environmental certification procedures.		Section "Our certifications". Section "Products and processes of excellence: a bond of trust with customers".	
	Resources dedicated to the prevention of environmental risks.		Section "The value of the environment". The main aspects of Bormioli Rocco's environmental impact concern: - Energy consumption and emissions; - Water consumption; - Waste management. Emission and combustion monitoring systems are in place. A person responsible for monitoring environmental risks is also appointed.	
	Application of the precautionary principle.		2-23 3-3	Section "Ethics and sustainable development as an integral part of corporate behaviour".
	Provisions and guarantees for environmental risks.		2-27	Section "Annexes".
Pollution	Measures to prevent, reduce or offset carbon emissions that have severe effects on the environment, taking into account any form of activity-specific air pollution, including those of noise and light.	3-3 305-7	Through modernisation of its production process, its equipment and continuous process control, Bormioli Rocco S.A.U. has achieved a reduction in greenhouse gas emissions. With regard to noise pollution, the Spanish factory has no particular critical issues. Section "Communities".	
Circular economy, prevention and management of waste	Prevention, recycling, reuse and other forms of recovery measures and waste disposal measures.	3-3 306-1 306-2 306-3 306-4 306-5	Section "Waste management". Section "Annexes".	
Sustainable use of resources	Water supply and consumption in compliance with local limits.	303-1 303-2 303-3 303-4 303-5	Section "Water resources management and protection of the subsoil".	
	Consumption of raw materials and measures adopted to improve their efficiency of use.	3-3 301-1	Section "The processing of the raw materials: an art that is reflected in the excellence of the product". Section "Annexes".	
	Energy: Direct and indirect consumption; measures adopted to improve energy efficiency, use of renewable energy sources.	3-3 302-1	Section "Monitoring and control of energy consumption". Section "Annexes".	

TOPICS	CONTENTS	GRI STANDARD	TITLE OF THE SESSION/COMMENTS
AREA: INFORMATION ON ENVIRONMENTAL ISSUES			
Climate change	Greenhouse gas emissions.	3-3 305-1 305-2 305-7	Section "Monitoring and control of energy consumption". Section "Annexes".
	Measures adopted to adjust to the consequences of climate change.		Through modernisation of its production process, its equipment and continuous process control, Bormioli Rocco S.A.U. strives to bring about a reduction in greenhouse gas emissions. Section "Annexes".
	Medium- and long-term voluntary reduction targets to limit greenhouse gas emissions and means implemented to this end.		Section "The value of the environment".
Safeguarding biodiversity	Measures adopted to preserve or restore biodiversity.	3-3	The production activities of Bormioli Rocco S.A.U. have no negative effects on biodiversity.
	Effects of the activities or operations on protected areas.		
AREA: INFORMATION ON STAFF-RELATED SOCIAL ISSUES			
Policies	Group policies that include the due diligence processes applied in relation to the identification, assessment, prevention and mitigation of significant risks and impacts, as well as the verification and control processes, and the measures adopted.	2-25 3-3	Section "A company made of people".
Main risks	The main risks related to the Group's business, including, where applicable, the business relationships, products and services that may adversely affect these areas, and how the Group manages these risks, explaining the processes used to identify and assess them under national, European or international reference frameworks for each subject matter. Information on the effects observed and their breakdown, with particular reference to the main short-, medium- and long-term risks, must be included.	2-29 3-3	Section "A company made of people".
Employees	Total number and breakdown of employees by gender, age, country and professional category.	2-7 405-1	Section "A company made of people". Section "Diversity and inclusion". Section "Annexes".
	Total number and breakdown of employment contract types.	2-7	Section "A company made of people". Section "Annexes".
	Annual average of permanent, fixed-term and part-time contracts by gender, age and professional category.	2-7	Section "Annexes".
	Number of dismissals by gender, age and professional category.	401-1	Section "Diversity and inclusion". Section "Annexes".

TOPICS	CONTENTS	GRI STANDARD	TITLE OF THE SESSION/COMMENTS
AREA: INFORMATION ON STAFF-RELATED SOCIAL ISSUES			
Employees	Average wages and their evolution broken down by gender, age, professional category or equal value.	-	Bormioli Rocco S.A.U. has adopted an Equality Plan to promote equal opportunities and undertake improvement actions to guarantee equal pay within the company. Section "Diversity and inclusion"
	Wage gap, wages of equivalent or average job positions within the company.	-	
	Average salary of directors and senior executives, including variable remuneration, daily allowances, contributions to long-term savings schemes and any other remuneration broken down by gender.	-	
	Implementation of measures for disconnection from work.	-	
Employees	Employees with disabilities.	-	Bormioli Rocco S.A.U. ensures compliance with the agreement through the control exercised by the Joint Committee for the Supervision of the Agreement, consisting of members of the Company Management and the Works Committee. To date, there has been no agreed development in collective bargaining in terms of how to exercise rights of disconnection from work, beyond the transcribed contents of Article 65 of the Collective Contract. Bormioli Rocco S.A.U. respects the fundamental elements of universal accessibility for people with disabilities in the workplace, taking into account the characteristics of said workplace and the manufacturing nature of the production activity conducted in it, with particular reference to those contained in Article 22 of the General Law on Disability, Article 25 of the Law on Prevention of Occupational Risks, and Annex I of Royal Decree no. 486/1997 of 14 April, which lays down the minimum requirements for health and safety in the workplace.
	Organisation of the work time.	3-3	Section "Well-being of employees"
Organisation of the work	Number of hours of absence.	-	Total hours of absence were 49,061 in 2020, 44,591 in 2021 and 52,518 in 2022.
	Measures to facilitate the work-life balance and encourage their co-responsible adoption by both parents.	3-3	Section "Well-being of employees".
Health and safety	Conditions for health and safety in the workplace.	3-3	Section "The commitment to health and safety in the workplace". Section "Annexes".
	Work-related injuries (frequency and severity) by gender.	403-9	Section "The commitment to health and safety in the workplace". Section "Annexes".
	Occupational diseases (frequency and severity) by gender.	-	No cases involving occupational diseases were recorded in the three-year period 2020-2022.

TOPICS	CONTENTS	GRI STANDARD	TITLE OF THE SESSION/COMMENTS
AREA: INFORMATION ON STAFF-RELATED SOCIAL ISSUES			
Corporate relations	Organisation of dialogue between the social partners, including procedures for informing and consulting with the staff and negotiating with employees.	3-3	Section "Trade union relations".
	Percentage of employees subject to a collective bargaining agreement by country.	2-30	Section "Trade union relations".
	Budget of the collective bargaining agreements, specifically as regards health and safety in the workplace.	3-3	Bormioli Rocco applies in all workplaces the collective bargaining agreements and rights already established by the law on the prevention of occupational risks.
Training	Policies implemented in the field of training.	3-3	Section "Professional growth: training and development".
	Total number of training hours by professional category.	404-1	Section "Professional growth: training and development". Section "Annexes".
Accessibility	Universal accessibility for people with disabilities.	405-1	Bormioli Rocco S.A.U. respects the fundamental elements of universal accessibility for people with disabilities in the workplace, taking into account the characteristics of said workplace and the manufacturing nature of the production activity conducted in it, with particular reference to those contained in Article 22 of the General Law on Disability, Article 25 of the Law on Prevention of Occupational Risks, and Annex I of Royal Decree no. 486/1997 of 14 April, which lays down the minimum requirements for health and safety in the workplace.
Equal opportunities	Measures adopted to promote equal treatment and opportunities between men and women.	3-3	Equality Plan, detailed in the "Diversity and Inclusion" section.
	Plans for equality.	3-3	
	Measures taken to promote recruitment.	3-3	Section "Professional growth: training and development".
	Protocols against sexual harassment.	3-3	Equality Plan, detailed in the "Diversity and Inclusion" section.
	Integration and universal accessibility for people with disabilities.	3-3	
	Policy against all types of discrimination and, where appropriate, for the management of diversity.	3-3 406-1	

AREA: INFORMATION ON THE RESPECT OF HUMAN RIGHTS

Policies	Group policies that include the due diligence processes applied in relation to the identification, assessment, prevention and mitigation of significant risks and impacts, as well as the verification and control processes, and the measures adopted.	2-23 3-3	Bormioli Rocco S.A.U. demonstrates its firm commitment to the protection of fundamental rights and hence in the fight against the violation of fundamental rights. This is reflected in its articles of association, its social responsibility codes and its Code of Ethics and Conduct. Section "Ethics and sustainable development as an integral part of corporate behaviour".
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TOPICS	CONTENTS	GRI STANDARD	TITLE OF THE SESSION/COMMENTS
AREA: INFORMATION ON THE RESPECT OF HUMAN RIGHTS			
Main risks	The main risks related to the Group's business, including, where applicable, the business relationships, products and services that may adversely affect these areas, and how the Group manages these risks, explaining the processes used to identify and assess them under national, European or international reference frameworks for each subject matter. Information on the effects observed and their breakdown, with particular reference to the main short-, medium- and long-term risks, must be included.	3-3	Bormioli Rocco S.A.U. undertakes through virtuous behaviour to minimise the risks related to the respect of human rights.
Human Rights	Applications of due diligence processes in the field of human rights.	3-3 414-2	The company's compliance policies, verified by an external provider with expertise in the sector, contain numerous control procedures in the event of possible violations or difficulties in the exercising of human rights, including those recognised as fundamental rights in the Spanish Constitution. Respect for these rights is recognised in the company within the corporate regulatory instruments such as the Collective Contract, the Equality Plan, and the Code of Ethics and Conduct. Compliance with these documents is monitored through direct supervision by monitoring committees composed of company representatives and workers' representatives. Any events that may involve a violation of human rights can be reported through the appropriate channels.
	Prevention of risks of human rights violations and, where appropriate, measures to mitigate, manage and remedy any abuses.	3-3	Section "Diversity and inclusion". Section "Responsible running of the company".
	Reporting of cases of human rights violations.	2-27 406-1	
	The main risks related to the Group's business, including, where applicable, the business relationships, products and services that may adversely affect these areas, and how the Group manages these risks, explaining the processes used to identify and assess them under national, European or international reference frameworks for each subject matter. Information on the effects observed and their breakdown, with particular reference to the main short-, medium- and long-term risks, must be included.	3-3	Bormioli Rocco S.A.U. undertakes through virtuous behaviour to minimise the risks related to the respect of human rights.

TOPICS	CONTENTS	GRI STANDARD	TITLE OF THE SESSION/COMMENTS
AREA: INFORMATION ON THE FIGHT AGAINST CORRUPTION AND BRIBERY			
Corruption	Measures adopted to prevent corruption and bribery.	3-3 205-3	Compliance policies in relation to criminal law provisions and the prevention of criminal offences, defined within the company under the supervision of an independent expert who verifies compliance, guarantee the prevention of all types of criminal behaviour in the corporate field, including that related to corruption, bribery and money laundering. In the event of non-compliance, these procedures guarantee a rapid response from the corporate bodies and include a complaints channel for suppliers, workers and other parties connected with Bormioli Rocco Spain's economic activity. Section "Responsible running of the company".
	Measures to combat money laundering.	3-3	
	Donations to foundations and non-profit organisations.	3-3	Section "Communities".

AREA: INFORMATION ON THE COMPANY

Policies	Group policies that include due diligence processes applied in relation to the identification, assessment, prevention and mitigation of significant risks and impacts, as well as the verification and control processes, and the measures adopted.	3-3	Section "A constantly evolving company: true to our roots with an eye towards the future".
Main risks	The main risks related to the Group's business, including, where applicable, the business relationships, products and services that may adversely affect these areas, and how the Group manages these risks, explaining the processes used to identify and assess them under national, European or international reference frameworks for each subject matter. Information on the effects observed and their breakdown, with particular reference to the main short-, medium- and long-term risks, must be included.		
The company's commitment towards sustainable development	Effects of the company's activity on labour and local development.	204-1 413-2	Section "Communities" and "Supply chain management". Bormioli Rocco Spain has a significant impact on the employment and development of the territory. It also has frequent relations (often on a monthly basis) with the various players and bodies operating in the territory such as trade unions at provincial level, other companies, ministries at national level, etc.
	Effects of the company's activities on the local population and on the territory.	413-2	
	Existing relations with representatives of local communities and forms of dialogue.	3-3	
	Involvement with associations or sponsorships.	2-28	

TOPICS	CONTENTS	GRI STANDARD	TITLE OF THE SESSION/COMMENTS
AREA: INFORMATION ON THE COMPANY			
Subcontractors and suppliers	Integration of social, gender and environmental issues into sales policy.	204-1 308-2 414-2	Section "Supplier selection".
	Consideration, in relations with suppliers and subcontractors, of their social and environmental responsibility.		
	Monitoring and inspection systems and their results.		
Consumers	Measures for the health and safety of consumers.	3-3 416-2	Section "Customer and end-consumer satisfaction".
	Systems for handling complaints and grievances, and for resolving them.	416-2	
Tax-related information	Profits in Spain	3-3	Bormioli Rocco S.A.U. operates exclusively in Spain, the country in which it declares all its results.
	Tax paid on profits.	3-3	During 2022, Bormioli Rocco S.A.U. did not pay any taxes on profits.
	Public grants received.	201-4	In January 2022, Bormioli Rocco S.A.U. received confirmation of a grant of €1,870,550 in public subsidies for the development of a perfumery-cosmetics project. The amount will be disbursed upon completion and verification of the project.

AVERAGE NUMBER OF PERMANENT, FIXED TERM, AND PART-TIME CONTRACTS BY GENDER, AGE AND PROFESSIONAL CATEGORY

AVERAGE NUMBER OF PERMANENT EMPLOYEES BY EMPLOYMENT CATEGORY, GENDER AND AGE (2020)							
Average number	MEN			WOMEN			TOTAL
	< 30 YEARS	30-50 YEARS	> 50 YEARS	< 30 YEARS	30-50 YEARS	> 50 YEARS	
Senior Managers	-	1	3	-	-	-	4
Middle managers	1	6	v5	-	2	-	14
Office workers	1	19	5	-	11	2	38
Production workers	6	145	51	-	29	20	251
Total	8	171	64	-	42	22	307

AVERAGE NUMBER OF PERMANENT EMPLOYEES BY EMPLOYMENT CATEGORY, GENDER AND AGE (2021)

Average number	MEN			WOMEN			TOTAL
	< 30 YEARS	30-50 YEARS	> 50 YEARS	< 30 YEARS	30-50 YEARS	> 50 YEARS	
Senior Managers	-	1	3	-	-	-	4
Middle managers	2	6	5	-	2	-	15
Office workers	-	19	6	-	11	2	38
Production workers	4	142	58	-	28	21	253
Total	6	168	72	-	41	23	310

AVERAGE NUMBER OF PERMANENT EMPLOYEES BY EMPLOYMENT CATEGORY, GENDER AND AGE (2022)

Average number	MEN			WOMEN			TOTAL
	< 30 YEARS	30-50 YEARS	> 50 YEARS	< 30 YEARS	30-50 YEARS	> 50 YEARS	
Senior Managers	0	1	3	0	1	0	5
Middle managers	1	11	5	0	0	2	19
Office workers	0	20	7	0	11	2	40
Production workers	8	145	63	0	32	22	270
Total	9	177	78	0	44	26	334

AVERAGE NUMBER OF FIXED-TERM EMPLOYEES BY EMPLOYMENT CATEGORY, GENDER AND AGE (2020)

Average number	MEN			WOMEN			TOTAL
	< 30 YEARS	30-50 YEARS	> 50 YEARS	< 30 YEARS	30-50 YEARS	> 50 YEARS	
Senior Managers	-	-	-	-	-	-	-
Middle managers	-	-	-	-	-	-	-
Office workers	-	-	-	-	-	-	-
Production workers	-	1	-	-	-	-	1
Total	-	1	-	-	-	-	1

AVERAGE NUMBER OF FIXED-TERM EMPLOYEES BY EMPLOYMENT CATEGORY, GENDER AND AGE (2021)

Average number	MEN			WOMEN			TOTAL
	< 30 YEARS	30-50 YEARS	> 50 YEARS	< 30 YEARS	30-50 YEARS	> 50 YEARS	
Senior Managers	-	-	-	-	-	-	-
Middle managers	-	-	-	-	-	-	-
Office workers	-	-	-	-	-	-	-
Production workers	-	-	-	1	-	-	1
Total	-	-	-	1	-	-	1

AVERAGE NUMBER OF FIXED-TERM EMPLOYEES BY EMPLOYMENT CATEGORY, GENDER AND AGE (2022)

Average number	MEN			WOMEN			TOTAL
	< 30 YEARS	30-50 YEARS	> 50 YEARS	< 30 YEARS	30-50 YEARS	> 50 YEARS	
Senior Managers	0	0	0	0	0	0	0
Middle managers	0	0	0	0	0	0	0
Office workers	0	1	0	0	1	1	3
Production workers	0	0	0	0	0	0	0
Total	0	1	0	0	1	1	3

AVERAGE NUMBER OF PART-TIME EMPLOYEES BY EMPLOYMENT CATEGORY, GENDER AND AGE (2020)

Average number	MEN			WOMEN			TOTAL
	< 30 YEARS	30-50 YEARS	> 50 YEARS	< 30 YEARS	30-50 YEARS	> 50 YEARS	
Senior Managers	-	-	-	-	-	-	-
Middle managers	-	-	-	-	-	-	-
Office workers	-	-	-	-	5	-	5
Production workers	-	1	-	-	3	-	4
Total	-	1	-	-	8	-	9

AVERAGE NUMBER OF PART-TIME EMPLOYEES BY EMPLOYMENT CATEGORY, GENDER AND AGE (2021)

Average number	MEN			WOMEN			TOTAL
	< 30 YEARS	30-50 YEARS	> 50 YEARS	< 30 YEARS	30-50 YEARS	> 50 YEARS	
Senior Managers	-	-	-	-	-	-	-
Middle managers	-	-	-	-	-	-	-
Office workers	-	-	-	-	3	-	3
Production workers	-	1	-	-	2	-	3
Total	-	1	-	-	5	-	6

AVERAGE NUMBER OF PART-TIME EMPLOYEES BY EMPLOYMENT CATEGORY, GENDER AND AGE (2022)

Average number	MEN			WOMEN			TOTAL
	< 30 YEARS	30-50 YEARS	> 50 YEARS	< 30 YEARS	30-50 YEARS	> 50 YEARS	
Senior Managers	0	0	0	0	0	0	0
Middle managers	0	0	0	0	0	0	0
Office workers	0	0	0	0	3	0	3
Production workers	0	1	0	0	3	0	4
Total	0	1	0	0	6	0	7

BORMIOLI LUIGI
GLASSMAKER

www.bormioliluigi.com

Bormioli Luigi S.p.A.
Viale Europa, 72 A - 43122 Parma - Italy
Tel. +39 0521-7931 - info@bormioliluigi.com