



# SUSTAINABILITY REPORT 2023

Translation from the Italian original which remains the definitive version

Registered and administrative office: Via Rana, 12 - zona industriale D/6, 15122 Spinetta Marengo, Alessandria  
Subscribed and fully paid-in share capital € 68.906.646 - Tax code and company registration no. 10038620968

# SUMMARY

1.	Group Identity .....	4
1.1.	The Group .....	4
1.2.	Product lines .....	6
1.3.	Group structure and global presence .....	6
1.4.	Production processes .....	9
1.5.	Stakeholder engagement and materiality analysis .....	9
2.	Corporate governance .....	13
2.1.	Corporate governance .....	13
2.2.	Sustainability governance .....	15
2.3.	Group's policies .....	16
2.4.	Analysis and management of risks and opportunities .....	19
2.4.1.	Events involving risks .....	19
3.	Group's sustainability strategy .....	21
3.1.	Sustainable together 2030 .....	21
3.2.	Innovation and eco-design .....	24
3.3.	Management systems and certifications .....	26
3.3.1.	Food quality and safety .....	27
3.3.2.	Environment and energy .....	28
3.3.3.	Health & Safety .....	28
4.	Environment .....	29
4.1.	Energy consumption .....	30
4.2.	Greenhouse gas emissions .....	31
4.2.1.	Offsetting greenhouse gas emissions .....	35
4.2.2.	Other issues .....	35
4.3.	Waste .....	36
4.4.	Water resources .....	38
4.5.	Raw materials .....	40
4.6.	Reforestation programs .....	41
5.	People & society .....	42
5.1.	Guala Closures employees .....	44
5.2.	Employee training and development .....	47
5.3.	Diversity & inclusion .....	48
5.4.	Supporting local communities .....	50
5.5.	Occupational health and safety .....	51
5.5.1.	Identification of risks .....	51



5.5.2. Health & safety committees ..... 52

5.5.3. Training and awareness-raising activities..... 52

5.5.4. Trend of health and safety indicators..... 53

6. Business ..... 55

6.1. Ethics and transparency ..... 55

6.2. Supply chain engagement ..... 56

6.3. Customer satisfaction ..... 58

6.4. Economic results ..... 59

6.5. Approach to taxation ..... 60

7. Annex..... 63

8. Methodological note..... 72

9. GRI Table of Contents ..... 75

10. Correlation table with the principles of the Global Compact..... 82



# LETTER TO THE STAKEHOLDERS

(GRI 2-22:2021)

Dear stakeholders,

We are pleased to present our 2023 sustainability report. As a global leader in the production of closures for spirits, wine, edible oil and water we are aware of the importance of a sustainable approach in our daily operations.

In fact, we have reached our third sustainability program, launched just last year.

Throughout 2023, we have worked rigorously to reduce our environmental impact and we are proud to have achieved our annual emissions reduction goals, in line with the targets validated by SBTi and set in the Sustainable Together 2030 Programme.

We have also optimized our production processes to reduce waste and we have started the process of obtaining the energy management systems certification in all the group's factories. We operate with a focus on using raw materials from renewable sources or with increased recycled content.

We are committed to further reducing our environmental impact in the coming years.

Improving the working conditions of our employees and contributing positively to the communities in which we operate is another area where we put our efforts, and we are proud to share with you our progress and goals for the future.

Regarding the well-being of our employees, we have implemented training and professional development programmes to ensure a safe and inclusive work environment and we have started with the health and safety management systems certification in our factories.

We worked to ensure fair working conditions and respect for human rights throughout our supply chain by undertaking a sustainability performance assessment of our strategic suppliers.

Finally, we continued to support local communities through corporate social responsibility projects and employee volunteering initiatives. We want to be an active and positive partner in the communities in which we operate, contributing to their development and well-being.

We are aware that our commitment to sustainability is an ongoing journey, and we are determined to do our part for a better future for all.

Mauro Caneschi

Chief Executive Officer

(signed on the original)



# 1. GROUP IDENTITY

## 1.1. THE GROUP

(GRI 2-1:2021; 2-6:2021)

### #values

Guala Closures S.p.A ("Guala Closures" or the "group") is a single member company, and is a subsidiary of *Special Packaging Solutions Investments S.à r.l.*

Founded in 1954 in Alessandria, in 2007 it moved to Spinetta Marengo where it maintains its registered office, while the headquarters are in Milan. The group operates on a global level in the production of closures for spirits, wine, oil, water and a wide range of other beverages.

Guala Closures is a world leader in the field of safety closures, which are an indispensable tool against the adulteration and counterfeiting of beverages.

The Group also operates in the production of PET (polyethylene terephthalate) bottles.

THE HISTORY OF GUALA CLOSURES		
<p><b>1954</b></p> <p>Foundation of the original company, which specialised in the production of plastic components.</p>	<p><b>50s-60s</b></p> <p>Development and launch of the first patented warranty closures. Started exporting to Scotland.</p>	<p><b>70s-80s</b></p> <p>Intensive international business expansion and, in terms of research and development, various product series launched on the market.</p>
<p><b>90s-2000s</b></p> <p>In 1998 Guala Closures SpA was founded. In recent years, production and commercial development has continued in Italy, Europe, North America and Oceania.</p>	<p><b>2010s</b></p> <p>In 2011, the group introduced the Corporate Social Responsibility (CSR) programme.</p> <p>The group's widespread presence in the world continues, now also present in Africa (South Africa and Kenya), South America (Chile) and India.</p>	<p><b>2020s</b></p> <p>Introduction of the Diversity and Inclusion (D&amp;I) Charter.</p> <p>In 2021, the group joined the United Nations Global Compact.</p> <p>In 2023, the new sustainability programme "Sustainable Together 2030" was defined.</p>

The group's business is founded on the pillars of innovation, sustainability, and excellence, to guide the pursuit of the corporate vision and mission.



Below are the essential principles of company's philosophy.

## Vision

Guala Closures produces closures that offer innovation, protection, safety, and convenience to consumers while enhancing the customer's brand.

## Mission

The group understands and embraces clients' goals as its own, applying creativity, experience, integrity and dedication to provide world-class closures and solutions, while reducing its environmental impact on society.

## The pillars that guide group's vision and mission

**EXCELLENCE:** the group works to provide the best possible products and services, aiming to make our customer's brands stand out.

**SUSTAINABILITY:** Guala Closures is committed to promoting the goal of continuous and constant sustainable development in all companies within the group, in order to contribute to growth that respects the environment, the society and the economy.

**INNOVATION:** the group explores new solutions and opportunities, sets up integrated projects able to overcome traditional aesthetic canons. Through research and development, Guala Closures improves production processes with an innovative approach, in order to offer products that stand out in today's increasingly competitive market.



## 1.2. PRODUCT LINES

(GRI: 2-6:2021)

Guala Closures is specialised in the manufacturing and sale of a wide range of closures and products for a variety of spirits, beverages and condiments.

In terms of innovation, the group has always been dedicated to the research and development of new solutions to protect quality, reputation and customer satisfaction, for the customisation of the design and functionality of each product. In any case, Guala Closures distinguishes three main product categories, *safety*, *roll-on* and *luxury*.

### Safety closures (35.5%)<sup>1</sup>

Closures that use the best security technologies to provide their partners, especially spirits producers, with effective and tailor-made solutions to combat the counterfeiting of their products, through non-refillable valve systems.

### Roll-on closures (46.1%)

Highly versatile aluminium closures that are suitable for many applications, such as wine and water bottles, fruit juices and other soft drinks, oils and condiments. The group's offer ranges from generic closures to capsules with patented systems for tamper-evident evidence.

### Luxury closures (13.9%)

Premium closures using a high-quality selection of materials and excellent customizable designs and finishes. The luxury line is mainly intended for spirits producers who wish to enhance the prestige and exclusivity of their product.

## 1.3. GROUP STRUCTURE AND GLOBAL PRESENCE

(GRI:2-6; 2021)

Guala Closures S.p.A., with registered office in Alessandria and executive office in Milan, is the parent company of Guala Closures Group.

Guala Closures has a widespread global presence that is guaranteed through multiple industrial, commercial, and research and development companies located on five continents. In Figure 1 the company organisation chart at December 31, 2023 is shown.

---

<sup>1</sup> The percentages indicated derives from the group's 2023 turnover, where the three product lines account for 95.5% of total revenues.





31/12/2023

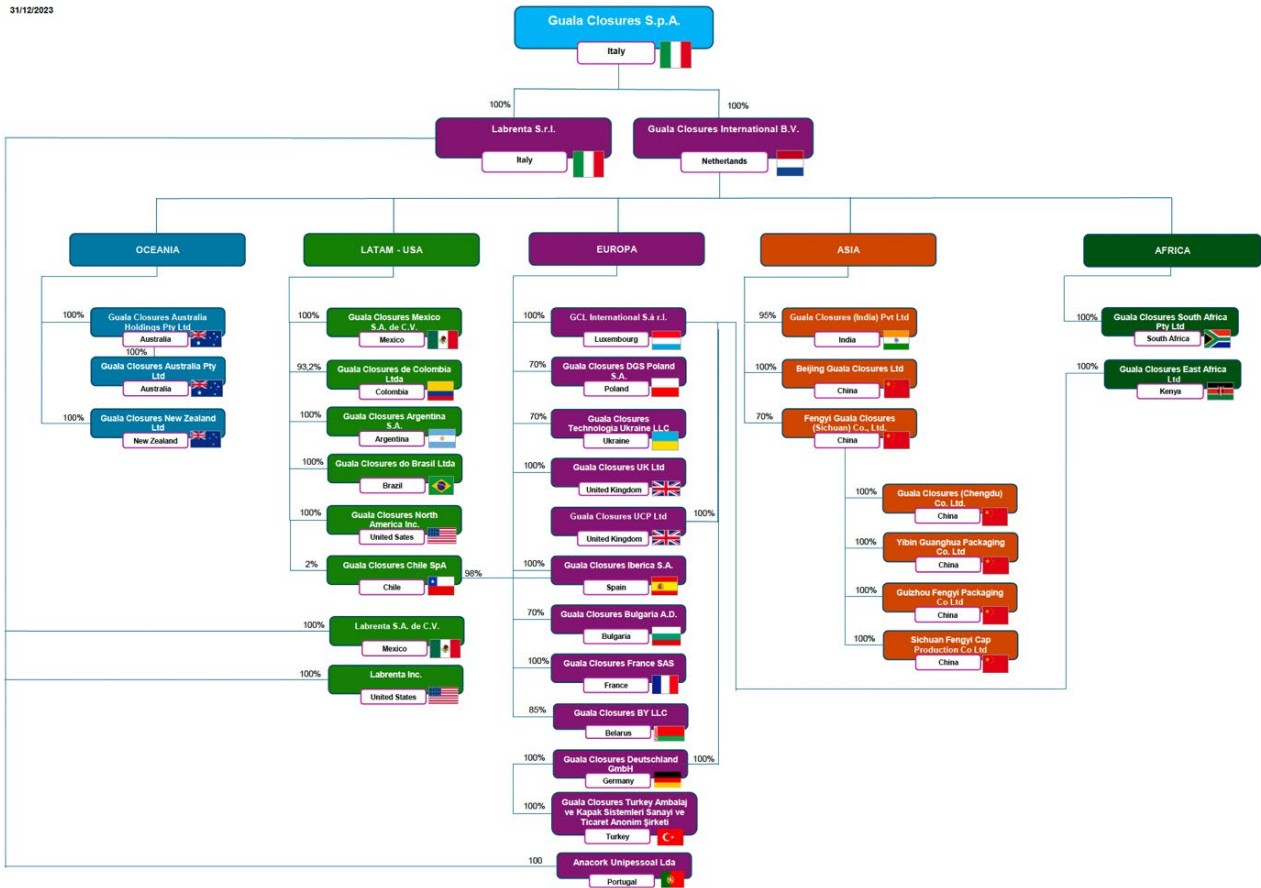


Figure 1 - group organisational chart as at 31 December 2023 with relative percentage of share capital held by the parent Guala Closures S.p.A<sup>2</sup>

2023 saw the acquisition of a majority stake in the Chinese company Yibin Fengyi Packaging Co. and the creation of a new corporate entity "Fengyi Guala Closures" incorporating the group's entire activity in China. The inactivity of the Minsk plant in Belarus, whose company is part of the current corporate organization chart, continues in 2023.

The multinational group consists of 33<sup>3</sup> plants (Table 1), two sales offices and seven R&D centres. Each plant is equipped with a logistics structure (internal or external) that deals with the management of shipments to customers. From a commercial point of view, the product lines are sold through the sales offices that are present in all production plants and through an extensive network of agents for other areas globally.

The 7 R&D centres are crucial for the group, as they represent the place where new ideas and highly innovative prototypes are first developed and then put into production (Paragraph 3.2).

<sup>2</sup> The Guala Closures Group considers companies that it does not own 100% as significant business partners.

<sup>3</sup> The total number of plants and offices and the information contained in this first chapter refer to the group as a whole. The boundary of the data expressed in the following chapters is explained in the Methodological Note.





Table 1 - factories around the world

EUROPE					
<b>BULGARIA</b> Kazanlak	<b>FRANCE</b> Chambray Les Tours	<b>GERMANY</b> Worms	<b>ITALY</b> Magenta Spinetta M.go Termoli Breganze Milano (offices)	<b>POLAND</b> Wloclawek	<b>UK</b> Bridge of Allan Kirkintilloch
<b>SPAIN</b> Jerez Olerdola	<b>UKRAINE</b> Sumy Ternopil	<b>PORTUGAL</b> Anacork			
NORTH AMERICA					
<b>MEXICO</b> S.J. Iturbide	<b>USA</b> Fairfield				
SOUTH AMERICA					
<b>ARGENTINA</b> Chivilcoy	<b>BRAZIL</b> São Paulo	<b>COLOMBIA</b> Bogota	<b>CHILE</b> Santiago de Chile		
OCEANIA					
<b>NEW ZEALAND</b> Auckland	<b>AUSTRALIA</b> Melbourne				
ASIA					
<b>CHINA</b> Chengdu Yibin Luzhou Guizhou	<b>INDIA</b> Ahmedabad Daman Dharwad Goa				
AFRICA					
<b>KENYA</b> Nairobi	<b>SOUTH AFRICA</b> Cape Town				



## 1.4. PRODUCTION PROCESSES

(GRI:2-6; 2021)

[#valuechain](#)

The group's production processes require a wide supply of raw materials, mainly plastic and aluminium, which are the most widely used materials in closures. For their supply, the group makes use of strategic suppliers with whom it has built solid relationships in order to guarantee the capillarity of supplies in the individual plants.

The group's processes are carried out in:

- 11 factories that produced aluminium closures;
- 10 production sites specialised in plastic closures;
- 5 plants that integrate processes for aluminum and plastics;
- 3 factories specialised in plastic and wood closures;
- 2 production sites that manufacture plastic, aluminium and wood closures;
- 1 production site that produces semi-finished cork products.

In addition, the plant in Magenta (Italy) handles the degreasing, cutting and lithography of aluminium, playing a key role in the production process as it supplies aluminium foil to other plants that use it in their production processes.

The group also includes in its factories the processes of decorating closures to guarantee its customers customized products that reflect the values and image of the brand, impeding the reproducibility and counterfeiting of closures.

## 1.5. STAKEHOLDER ENGAGEMENT AND MATERIALITY ANALYSIS

(GRI 2-14:2021; 2-28:2021; 2-29:2021; 3-1:2021; 3-2:2021; 3-3:2021)

[#stakeholderengagement](#) [#stakeholder](#) [#materiality](#)

Guala Closures Group demonstrates a strong commitment to creating an organisational culture based on collaboration with all stakeholders, through a regular and active dialogue channel aimed at identifying priorities and common spaces for inclusive growth.

The diverse range of stakeholders with which the group interacts, including shareholders, investors, customers, suppliers, employees and local communities, reflects the breadth and complexity of the challenges and opportunities present in the changing global environment. Welcoming stakeholders' perspectives allows us to understand their interests, minimises risks and allows us to develop projects that can contribute to the economic development of the company and the well-being of everyone involved.





Figure 2 - stakeholders of the Guala Closures Group

Guala Closures Group adopts a strategy for stakeholders’ involvement that reflects the diversity of its relationships and specific needs of each interest group. The frequency and way of communication (dedicated meetings, e-mails, surveys) depends on the specific needs of each identified macro-category (Figure 2):

- **customers and the market:** the group organises at least one annual meeting with its customers and strategic suppliers, to strengthen collaboration by discussing past results and defining new targets for the future together;
- **internal stakeholders:** employees are regularly informed through periodic newsletters sent by the group's management; moreover, specific considerations and feedback are collected in a capillary manner through the annual performance evaluation process, whose procedures are distinct and take into consideration local needs;
- **local communities and territory:** these categories are closely linked, developed by each group plant through more informal communication that responds to the peculiarities of each specific situation in which the company operates;
- **institutional stakeholders:** the group has established an intense dialogue with certification and control bodies, trade unions and public authorities to develop constructive and trusting relationships, in compliance with national and international regulations.

In addition, the group is actively involved in direct participation in some sector associations, such as the Italian Institute of Packaging, the Aluminium Closures Group and CETIE (Centre Technique International de l'Emboutillage e du Conditionnement).

One of the main activities for which stakeholder involvement is essential is the development of materiality analysis, which is a necessary tool to focus on corporate priorities and objectives, identifying the relevant impacts and issues



to be reported.

During 2023, the company integrated the analysis activity carried out in 2022, improving some phases of the process in order to capture new elements in the contexts considered and in the group's activities.

The first phase involved a review of the context in which the group operates and the characteristics of its activities, considering the environmental, social, economic and operational point of view, in order to identify in the most complete way the possible impacts that can be generated by the company itself, and the corresponding material issues. The list of impacts and material issues was also drawn up through the study of good practices in the sector and taking the reporting standards of the Global Reporting Initiative (GRI) 2021 as a reference guide. For the 2023 analysis, we started from the initial list of impacts resulting from the survey developed in 2022 and aimed at internal and external stakeholders of the group.

In the second phase, a qualitative analysis of the identified impacts was carried out, with the involvement of the company's risk management function to define the actual and potential impacts, the positive and negative ones. In addition to the risk management function, various corporate functions and external consultants participated in the audit activity to ensure the broadest possible vision.

In the third phase, the significance of the impacts identified in the previous phases was assessed, through internal analysis activities. It was determined by ranking each impact from 1 to 4 to define their probability and severity. The values assigned gives a result called a priority index. For the various impacts associated with the single topic, the average between them is then calculated, in order to obtain a single priority index for each topic.

By setting the index significance threshold at 6.5, it was possible to draw the line between the issues defined as critical less material to the Guala Closures Group and its stakeholders. The list of 18 themes identified is available in Table 2, where they are grouped according to the social, environmental, and governance/economic spheres: the issues that emerged above the threshold are all equally material.

The results of the materiality analysis are validated by the company's senior management and approved by the Chief Executive Officer. For 2023, the approval process carried out in 2022 was confirmed as the integration of the materiality analysis carried out confirmed the material issues previously identified and added the topic of "air pollution" as relevant.



Table 2: list of material topics of the Guala Closures Group

MATERIAL TOPIC	CONTEXT
Occupational health and safety	Social
Diversity & inclusion	Social
Employee development and training	Social
Human rights	Social
Greenhouse gas emissions	Environmental
Water management	Environmental
Energy transition	Environmental
Air pollution	Environmental
Use of recycled raw materials	Environmental
Waste reduction	Environmental
Environmental management systems	Environmental
Supply chain engagement & sustainability	Governance/Economic
Innovation and eco-design	Governance/Economic
Customer satisfaction	Governance/Economic
Product quality and safety	Governance/Economic
Data privacy & cybersecurity	Governance/Economic
Ethics, integrity and transparency	Governance/Economic
Economic performance	Governance/Economic

Table 32 in the Appendix shows the material issues and the impacts associated with them. In addition, the Guala Closures Group's approach to managing impacts is described, collecting the present and future activities that characterize its management.

The materiality analysis and the list of impacts are reviewed annually. As early as 2023, the group is studying and defining a new analysis process that also includes double materiality in the assessments, as required by the European Reporting Standards (ESRS) in force from 2024.



## 2. CORPORATE GOVERNANCE

Guala Closures focuses on the goal of creating value for all stakeholders by applying the principle of social responsibility and the values that guide all operational activities:

- **Transparency:** Guala Closures seeks clarity, completeness and correctness of information, activities carried out and interpersonal relationships;
- **Professionalism:** the group is dedicated to offering personnel training and growth in the context of a culture based on continuous improvement;
- **Protection and well-being of the environment:** Guala Closures is committed to ensuring occupational health and safety and, minimising the impact on the environment and local communities;
- **Recognition and awarding of results:** relations within the group are based on a full disclosure of the goals and the evaluation criteria applied in relation thereto to recognize and reward our human resources.

### 2.1. CORPORATE GOVERNANCE

(GRI: 2-9; 2021; 2-10; 2021; 2-11; 2021; 2-14; 2021; 2-15:2021; 2-19:2021)

[#transparency](#) [#BoD](#) [#BoDcomposition](#)

Guala Closures adopts the traditional administration and control system, consisting of a set of rules and procedures aimed at ensuring efficiency, effectiveness and corporate transparency. The corporate governance system comprises the shareholders' meeting, the board of directors and the board of statutory auditors.

The main objective of governance is the protection of shareholders and all *stakeholders* through the correct management of activities and information: the shareholders' meeting is, in fact, the governance body that deliberates on the issues defined by the applicable law and the bylaws, it approves the financial statements, any amendments to the bylaws and non-recurring transactions. The shareholders' meeting is responsible for appointing the members of the board of directors and the board of statutory auditors. Please refer to the bylaws for information for the appointment procedures and criteria, composition, duration, replacement and remuneration of the members of these bodies.

The board of directors plays a central role in strategic positioning and organisational coordination to ensure satisfactory business performance and exercises broad powers with the aim of achieving the company's objectives, including the assessment of performance, risks and opportunities, and the economic, environmental and social impacts of the group. The board of directors also approves the corporate strategy, the annual budget, the financial statement and the sustainability report. As part of the mitigation of conflicts of interest, a procedure for related parties is not currently implemented.

Table 3 shows the composition of the Board of Directors as at 31.12.2023.



Table 3: composition of the board of directors at 31 December 2023

ROLE	PERSON IN CHARGE
<b>Chairman</b>	Gabriele Del Torchio
<b>CEO</b>	Mauro Caneschi
<b>Director</b>	Francesco Bove
<b>Independent director</b>	Marina Brogi
<b>Director</b>	Giovanni Casali
<b>Director</b>	Roberto Maestroni
<b>Independent director</b>	Chiara Palmieri
<b>Director</b>	Dante Razzano
<b>Director</b>	Francisco Javier De Juan Uriarte
<b>Independent director</b>	Raffaella Viscardi

The board of statutory auditors is responsible for monitoring the company's activities in compliance with laws, regulations and statutory provisions. It is dedicated to ensuring compliance with the principles of proper administration with particular reference to ensuring the adequacy of the company's organisational structure and its functioning. The board of statutory auditors is appointed at the shareholders' meeting in accordance with the procedures defined by the bylaws, and its members have the right to inspect and review and they serve a three-year terms. Table 4 shows the members at 31 December 2023.

Table 4: composition of the board of statutory auditors at 31 December 2023

ROLE	PERSON IN CHARGE
<b>Chairperson and statutory auditor</b>	Mara Vanzetta
<b>Auditor</b>	Massimo Gallina
<b>Auditor</b>	Fioranna Vittoria Negri
<b>Alternate auditor</b>	Massimiliano Di Maria
<b>Alternate auditor</b>	Mariateresa Salerno





## 2.2. SUSTAINABILITY GOVERNANCE

(GRI: 2-12:2021; 2-13:2021; 2-17:2021)

To define and implement its own sustainability programmes (see paragraph 3.1 for the current "Sustainable Together 2030" programme) Guala Closures has established a precise organisational structure that assigns specific roles and functions to achieve the objectives defined in the context of the strategy and impact management. The Sustainability Board comprises a central internal committee, called the Core Board, and three groups dedicated each of the programme's thematic areas (*Environment: products & projects, Social and Governance*).



Figure 3 - the Sustainability Board's areas of action

The three groups are made up of department heads and members of the corporate sustainability team, in order to combine specific skills related to sustainable development in the governance committees with knowledge and operational roles related to ESG issues. The objective of the specific committees is to develop detailed operational plans for the achievement of the strategic sustainability objectives that are defined by the Core Board. The central team, whose members are appointed by the CEO, then establishes the scope of the company's sustainability strategy and then validates, disseminates and monitors the operational roadmap.

The Core Board was renewed at the end of 2023, made official in January 2024 and comprises of the following seven members:

- Paolo Lavazza, Sustainability Director;
- Piero Cavigliasso, Human Resources Director;
- Stefano Picchiotti, Chief Legal Officer;
- Arturo Martorelli, Sales & Marketing Director;
- Armando Finis, Regional Director;
- David Stevenson, Regional Director;
- José Louis Gutierrez, Regional Director.

In addition to these management committees, 9 years ago, the group has established a department dedicated to sustainability: the team offers its expertise in the field to the entire group, supporting country managers and business



units in the sustainable development of activities. At local level, sustainability representatives have been set up in each business unit, and support the country manager in adapting the action plans defined by the strategy to local needs.

## 2.3. GROUP'S POLICIES

(GRI 2-23:2021; 2-24:2021; 2-26:2021; 2-27:2021)

The group's management has a clear sustainable growth strategy, which includes responsible business conduct. This requires a continuous commitment from all Guala Closures facilities, not only to comply with current laws, but also to go above and beyond to adopt practices that favour the well-being of communities, the environment and the human rights. Company policies play a critical role in this context, as they outline the guidelines and objectives that guide business behaviour and decisions.

Company policies are drawn up at corporate level, taking into account the principles, values, context, expectations of the group and international standards. They are signed by the chief executive officer and disseminated to all interested parties, through publication on the company website and posting on internal bulletin boards but also through direct transmission, for example via e-mail to significant stakeholders (e.g. suppliers) or to personnel during training sessions.

The company's policies reflect a commitment to environmental sustainability. This involves taking steps to reduce the environmental impact of business operations, such as reducing greenhouse gas emissions, energy efficiency, and managing natural resources responsibly. The policies also encourage innovation and the development of sustainable products and processes.

Secondly, company policies promote respect for human rights throughout the value chain. This means a commitment to ensuring safe and adequate working conditions for all personnel along the supply chain. These policies prohibit child labour and the use of forced labor, as well as ensuring equal opportunities and fair treatment for all.

In addition, these company policies promote transparency and accountability. In this regard, the plants transmit data and information about their practices, the frequency and methods of which are determined by senior management, providing an accurate evaluation of its performance in terms of corporate social responsibility. This includes disclosing information related to the social, environmental, governance, and economic impacts of business operations.

Finally, company policies are supported by effective monitoring and control mechanisms to ensure compliance with and implementation of them. These mechanisms, for example through audits and due diligence checks, provide for the analysis of existing activities with respect to what is defined by company policies and the timely resolution of any problems found. Thanks to these policies, there were no significant cases of non-compliance with laws and regulations in 2023 as well.

In summary, an effective commitment to responsible business conduct is ensured through the implementation of clear, comprehensive and decisively implemented company policies in all plants, including through a clear allocation of operational responsibilities at the local level.

### Code of Ethics and Conduct

Also in the context of responsible business conduct, for many years the group has adopted the Code of ethics and conduct, the latest version of which was approved by the board of directors in 2022 and updated in 2023. The Code of ethics represents the set of all the ethical principles and rules of conduct that must be followed by every person belonging to the group. The Code of ethics is the reference point for acting in compliance with the principles of integrity, transparency and fairness in all the countries in which the group operates. The Code of ethics is valid all over the world and its principles are adopted by employees but also shared by the main suppliers and business



partners. The objectives of the Code of ethics are:

- define and make explicit the values and principles that characterise the group's activities and relations with employees, collaborators, customers, suppliers, shareholders, institutions and any other interested party;
- formalise the commitment to ensure that all corporate components always behave in a fairly, transparently and correctly manner, in compliance with all applicable regulations;
- reaffirm its focus on human beings in a business model that is sustainable and successful, while committing to protecting the legitimate interests of investors and all stakeholders;
- communicate to employees and collaborators the values, rules of conduct and responsibilities that they are required to respect in carrying out their work.

To ensure its compliance, Guala Closures is dedicated to a periodic dissemination of the document both for employees and stakeholders as well as members of the governance bodies.

In addition to the Code of ethics and conduct, the group has developed various policies that respond to the necessary combination of the commitments made as part of a sustainable development strategy and the objective of increasing profitability and maintaining market leadership:

- Environmental and OH&S policy
- Energy policy;
- Quality and food safety policy;
- Sustainability policy;
- Land acquisition and biodiversity policy;
- Human rights policy and on ethical-social aspects;
- Modern Slavery and Human Trafficking policy.
- Gender equality policy.

The responsibility for managing these issues lies with the entire company structure and everyone, according to their skills and assignments, participates in the achievement of the objectives of this policy.

### Environmental and OH&S policy

This policy aims to meet and comply with compliance obligations on environmental and occupational health and safety issues, assessing the risks and opportunities associated with them. The intent is to develop operational activities that safeguard the environment and guarantee healthy and safe working conditions through training, awareness and consultation of workers and external collaborators.

### Energy policy

This policy focuses on the analysis and management of energy consumption in order to define objectives for improving processes with a greater energy impact. The policy emphasises the importance of energy efficiency, emphasising the relevance of the best energy performance benchmark as a criterion for the purchase of new energy-using equipment, installations or services.

### Quality and food safety policy

The policy focuses on both compliance with food packaging regulations and customer satisfaction, acting proactively and through responsible use of resources. The policy envisages the achievement of these objectives through the control and technological development of products and processes, involving key suppliers to pursue optimisation and continuous improvement. It also aims to invest in the availability of skills and the promotion of workers' professional development.



## Sustainability Policy

The document articulates the elements, commitments and objectives that the group has defined in compliance with the 10 principles of the UN Global Compact and on the basis of the broader concept of sustainable development.

In fact, the group's principles expressed in this policy enhance the concepts of sustainable growth committed to reducing the impacts generated along the supply chain; the group is dedicated to spreading the culture of sustainability, increasing the awareness of the actors involved, also through the engagement of stakeholders through dialogue and discussion with them. All this while effectively and transparently communicating Guala Closures' performance.

With this policy, the group is committed to acting in compliance with the highest ethical and social standards, defending the environment and its resources, creating value and enhancing human capital. The policy also sets out environmental, social and governance objectives that are part of the "Sustainable Together 2030" programme, which is covered at length in the following paragraph 3.1.

### Land acquisition and biodiversity policy

Guala Closures will never acquire land in a forced manner: this policy expresses the group's position in this regard, as land must be acquired through free negotiation and adequate compensation. The document makes explicit the respect for the rights and culture of local communities, which must benefit from the existence of industrial areas. The group also aims to safeguard the flora and fauna of new production facilities and to mitigate in general the risks to biodiversity associated with operational activities.

### Human rights policy and on ethical-social aspects

Through this policy, Guala Closures makes explicit respect for civil, political and social rights: personal, thought, religious, economic, association freedom and freedom to act in respect of the civil rights of others. In the document, the group elaborates on how it is committed to guaranteeing not only the freedoms listed, but also fair and favourable working conditions, the rights of local communities, respect for equal opportunities, diversity, non-discrimination and human rights along the supply chain.

### Modern Slavery and Human Trafficking Policy

Strongly connected with the previous policy, it declares the group's commitment to respect for human rights, especially with regard to forced labour, non-voluntary labour, child labour and trafficking in human beings. The document contains a statement regarding modern slavery and lists a number of actions aimed at addressing the risk.

### Gender equality policy

This policy, developed and approved by top management in 2023, aims to ensure that everyone has the same opportunities for professional growth, through the creation of an inclusive environment, involving staff and stakeholders with awareness-raising initiatives on the issues of equal opportunities, discrimination and diversity. The group supports an equal and merit-based culture, monitors developments through initiatives dedicated to women's empowerment. The goal is to build a serene work environment, where a principle of "Zero Tolerance" is applied towards any form of violence or harassment in the workplace.

The application of this policy is currently limited to the Italian perimeter and its implementation is delegated to the figure of the diversity manager and the steering committee for gender equality, created precisely for the development and compliance with what has been defined.



## 2.4. ANALYSIS AND MANAGEMENT OF RISKS AND OPPORTUNITIES

(GRI 2-12:2021; 2-13:2021; 2-16:2021; 2-25:2021)

### #riskmanagement

The Guala Closures Group's internal control and risk management system promotes careful and correct corporate management, in line with the short, medium and long-term objectives set by the Board of Directors. The system in place at Group level makes it possible to identify, measure, manage and monitor the main risks, opportunities and related impacts for the company as a whole, as well as ensuring simultaneous communication of the necessary information to governance bodies and stakeholders.

In order to ensure access to reliable, up-to-date and timely information, the Guala Closures Group annually reviews and updates the analysis of risks and opportunities. The board of directors is responsible for adopting a structured internal control system, which delegates, through the chief executive officer and the risk manager, the management of analysis and reporting activities, which are coordinated at corporate level through the involvement of all the heads of the departments/functions as well as the group's shareholder.

The Guala Closures Group has an internal control and risk management system that provides, among other elements, for the definition of an integrated process for the management of risks and opportunities, the main objective of which is to adopt a structured, systematic and integrated approach, in particular, for the identification and assessment of the company's priority risks with potential negative effects and the subsequent definition of appropriate actions to mitigation.

In order to identify the company's priority risks, the group has defined and periodically updates its risk model and applies specific *Risk Evaluation & Mapping methodologies* that make it possible to attribute a numerical value of relevance (inherent and residual) to the identified risks, given by the overall result of the probability of occurrence, the robustness of the risk management mechanisms and the general impact or magnitude of the same with respect to economic-financial, operational, reputational and sustainability drivers.

At the company level, integrated risk management, developed in accordance with the "CoSO-ERM" reference framework and national and international best practices, involves the identification, assessment and analysis of risks. It provides for the assessment of events that may lead to strategic, external, financial and operational risks at corporate level and the monitoring of top risks, thus providing an update of Guala Closures' risk profile in relation to strategic and management objectives. The risk assessment is regularly carried out and updated on an annual basis through several meetings with the heads of the various functions.

The results of the analyses, the assessments of the risks that have emerged and the related audit, monitoring and risk verification plans are submitted to the control bodies and the board of directors, which, in acknowledging them, can in various ways provide specific inputs to the management and to the internal audit and risk management function in order to increase further verification interventions.

### 2.4.1. EVENTS INVOLVING RISKS

As reported in the paragraph 3.1 Analysis and management of risks and opportunities of the directors' report, Guala Closures is exposed to strategic, operational, financial and external risk factors that may be associated with both its business activities and the sector of activity in which it operates. The occurrence of such risk events could have negative effects on the group's operating and business activities, as well as on the group's economic, financial and equity performance.



The following are the main risk factors present in the risk model that are periodically identified, analysed, evaluated and managed by Guala Closures' management:

- Financial risks
- Strategic risks related to industrial and product development
- Strategic business development risks
- Strategic market and competition risks
- Risks arising from the external context (macroeconomic, environmental and socio-political)
- Compliance and regulatory development risks
- Governance and organizational risks
- Commercial risks
- Production and logistics risks
- Risks associated with the management of assets
- Human resources risks (operational, regulatory and human rights, development and retention, diversity and inclusion)
- Information technology risks
- Reporting and disclosure risks
- Risks in the management of relations with external stakeholders

For further details on the nature of the risks identified and their management, please refer to the 2023 directors' report.



## 3. THE GROUP'S SUSTAINABILITY STRATEGY

Guala Closures Group's commitment to sustainability came to fruition in 2011 with an initial programme involving Italian plants.

In 2016, the sustainability programme was extended to the entire group and has led to many successes, including the launch of the Diversity and Inclusion Charter and its entry into the UN Global Compact.

To contribute more and more to building a better future for its entire value chain, in 2023 the group launched its third "Sustainable Together 2030" programme.

### 3.1. SUSTAINABLE TOGETHER 2030

(GRI 2-18:2021)

Sustainable Together 2030 aims to work on three priority areas:

- *Environment*, in order to help preserve the planet;
- *Social*, to promote and develop the conditions for the well-being of employees and the communities in which the group operates;
- *Governance*, with the aim of ensuring ethical business and transparent processes along the value chain, ensuring a product with high standards of quality and safety.

For each of the three areas of work, areas for improvement, objectives with deadlines up to 2030 and related monitoring indicators have been defined to track their progress over time.

The Environment sector (Table 5) it has four main areas of work:

- the management of climate-altering gas emissions;
- water resources management;
- waste management with a specific focus on hazardous waste and waste to landfills;
- the implementation of energy management systems according to the ISO 50001 standard.

The areas of work in the Social sector (Table 6) are focused on:

- occupational health and safety, through the dissemination of the "Zero Accidents" culture and the gradual implementation of ISO 45001 certification in the group's plants;
- diversity and inclusion, insisting on gender equality, the inclusion of people with disabilities and stimulating collaboration and interaction between different generations;

Finally, Governance (Table 7) has among the areas of work:

- ethics and transparency through the dissemination of the code of ethics to all group employees;
- the engagement of the group's strategic suppliers through the sharing and signing of the Code of Ethics and Conduct and the evaluation and monitoring activities.

Table 5, Table 6, Table 7, summarise the objectives and monitoring indicators for each area of the Sustainable Together 2030 programme.

The progress of the activities for each area of the programme is described in the following chapters.





Table 5: Sustainable Together 2030 Programme – Environment

AREA	DESCRIPTION	OBJECTIVE	UNITS OF MEASUREMENT	BASELINE		TARGET	
				Year	Value	Year	Value
Carbon footprint reduction	Grow and innovate while reducing greenhouse gas emissions, with targets validated by the Science Based Target initiative	-44% CO2 emissions in Scope 1 and Scope 2	tCO2e	2020	156,191	2030	87,446
		-25% in intensity of indirect CO2 emissions in Scope 3	tCO2e/mln closures	2020	27.2	2030	20.4
Preserving water resources	Acting on industrial processes to reduce water consumption in factories	-15% water withdrawal	m3/mln closures	2022	13.43	2030	11.41
		- 25% water withdrawal in areas of high water stress	m3/mln closures	2022	13.65	2026	10.24
Zero waste	Properly manage waste and reduce its impact through eco-design strategies and the use of recyclable or renewable materials	Zero waste to landfill	%	2022	4.3	2030	0
		Less than 5% hazardous waste	%	2022	7.5	2030	<5
Energy management system	Improve energy efficiency, reduce energy consumption by certifying plant energy management systems	100% of factories certified ISO 50001	%	2022	0/4	2024	100 % (Italy)
					1/14	2026	100% (Europe)
					1/28	2030	100% (Group)

Table 6: Sustainable Together 2030 Programme – Social

AREA	DESCRIPTION	OBJECTIVE	UNITS OF MEASUREMENT	BASELINE		TARGET	
				Year	Value	Year	Value
Health and safety first	Spread the "zero accident culture" by implementing tools to reduce or avoid potential risks	Year by year reduction in accident frequency index	(Nr of accident *1000000)/worked hours	2022	6.54	2030	Year by year reduction
		100% of factories ISO 45001 certified	%	2022	0/4	2023	100 % (Italy)
					2/14	2026	100% (Europe)
					2/28	2030	100% (Group)
HSE training	Increase employee awareness of environmental, health, and safety issues	+ 30% HSE training	Hours/person	2022	6.31	2030	8.2
Diversity & inclusion	Ensure the integration and professional development of employees in a fair work environment,	Promoting gender equality	NA	NA	NA	2023	Gender pay gap analysis to define the baseline



AREA	DESCRIPTION	OBJECTIVE	UNITS OF MEASUREMENT	BASELINE		TARGET	
				Year	Value	Year	Value
	where everyone is valued in their diversity		Parenthood Support Policies	2022	NA	2023	Introduction of at least one policy per BU
			Training for women's professional development	2022	NA	2024	% of women that participate to professional growth training program above the % of women within the group
		Strengthening intergenerational interaction	2022	NA	2025	At least one project per BU	
		Inclusion of people with disabilities	2022	NA	2025	At least one internship per BU	

Table 7: Sustainable Together 2030 Programme – Governance

AREA	DESCRIPTION	OBJECTIVE	UNITS OF MEASUREMENT	BASELINE		TARGET	
				Year	Value	Year	Value
Supply chain	Integrate sustainability into the supply chain, promoting the group's ethical principles at all levels, among suppliers and partners.	100% of strategic suppliers <sup>4</sup> monitored on sustainability performance <sup>5</sup>	%	2022	46	2023	100
		100% of strategic suppliers signatories to the Code of Ethics	%	2022	0	2023	100
Ethics and transparency	Improve sustainability ratings and disseminate the principles of the Code of ethics at all levels of the group	Achieve EcoVadis gold rating	EcoVadis Rating	2022	NA	2023-2030	Achieve gold rating and maintain status
		100% of employees trained on the Code of ethics	%	2022	48	2023	100 (Italy)
			0		2024	100 (Group)	

<sup>4</sup> they supply raw materials and services to support production to several of the group's plants and have an annual turnover of more than 200,000 euros

<sup>5</sup> internal or independent third-party assessments, SMETA audits or similar



## 3.2. INNOVATION AND ECO-DESIGN

Achieving the goals set through the Sustainable Together 2030 program implies constantly investing in research and development of new solutions capable of:

- respond to customer and market needs;
- minimise negative impacts on the environment;
- provide high levels of safety and product quality;
- respond to new packaging regulations.

For this reason, the Guala Closures Group, thanks to the expertise of all departments, has developed over the years a design method that is based on four principles, enclosed in the guidelines for product eco-design.

### 1. DESIGN TO REDUCE

Principle based on saving everything that is not necessary, reducing the amount of resources used to make a product has a lower impact on the environment.

### 2. DESIGN TO CHANGE

Principle based on the reduction of the use of exhaustible resources through the evaluation of alternative ones. An example of this is the use of recycled products (where possible) and products from renewable materials.

### 3. DESIGN TO FADE

A principle that leads us to think in terms of the end of life, studying materials that are biodegradable and that are not destined for landfill or incineration.

### 4. DESIGN TO REVIVE

This principle leads to the design of recyclable closures at the end of their life, while at the same time helping to save virgin raw materials.

To achieve its commitment to innovation, the group has also set up seven research and development centres over time that work in collaboration with all the group's functions to support all its plants.

The centres are located in different areas of the world: Italy (Spinetta Marengo and Breganze), Mexico (San José Iturbide), Bulgaria (Kazanlak), Ukraine (Sumy), UK (Kirkintilloch) and China (Chengdu). The latter was born in 2023 thanks to the union between the Group's Chinese research and development team and that of its partner Yibin Fengyi Packaging Co., one of China's leading manufacturers of closures and boxes operating in the premium market of Baijiu, China's most renowned traditional spirit.

In 2023, more than 200 new products were developed and launched on the market. This number reflects the attention given to two market segments: luxury closures and safety closures.

As far as the former are concerned, the availability of materials and solutions allows the group to be the preferred partner of brands and design agencies. In addition, the integration of sustainability principles into research and development activities has made it possible to introduce alternative polymers, expanding the range of luxury closures.

Given the strong sensitivity to these issues in Europe and the UK, most products launched in these areas already use these polymers.



## Examples of new products launched during 2023

New range of luxury closures made with both conventional polymers and alternative polymers (bio-based or recycled)



A range of closures made of different materials to achieve designing games.



Range of closures made with secondary raw materials derived from distillation waste (agave fibres) instead of polymers.

As far as safety closures are concerned, the group has been studying solutions for years to avoid the phenomenon of alcohol counterfeiting, which, according to the latest customs data available, is increasing worldwide, also driven by online sales (e-commerce).

Specifically, the research and development function is studying sophisticated production and decoration methods, with a high level of technology, so that they are difficult to replicate by any counterfeiters.

In order to protect its products and defend customers' brands, the group has equipped itself over the years with an Intellectual Property (IP) protection service, which, between 2016 and 2023, led to the development of 34 new patents (5 of which were developed during 2023) and not to incur lawsuits relating to intellectual property infringements.

### 3.3. MANAGEMENT SYSTEMS AND CERTIFICATIONS

(GRI 2-25:2021)

The Sustainable Together 2030 programme includes challenging objectives with defined deadlines, which require constant measurement to verify their progress over time; All this is possible thanks to the implementation of various management systems, certified according to international reference standards, all of a voluntary nature.

The management systems cover the areas of quality, food safety, environment, energy and occupational health and safety.

To date, not all group companies have achieved all the certifications, but there is a gradual extension programme (Table 8) to all the establishments belonging to the individual companies. In addition, each new acquisition is part of the plan to extend all certifications with timelines to be defined.

Table 8: plan for the extension of certified management systems in the different plants

COUNTRY (ESTABLISHMENT)	ISO 9001	ISO 22000 <sup>6</sup>	ISO 14001	ISO 45001	ISO 50001
ARGENTINA (Chivilcoy)	✓	✓	✓	2030	2030
AUSTRALIA (Melbourne)	✓	FSSC - 22000	✓	2030	2030
BRAZIL (São Paulo)	✓	✓	✓	2030	2030
BULGARIA (Kazanlak)	✓	✓	✓	2026	2026
CHILE (Santiago de Chile)	✓	BRCGS	✓	2030	2030
CHINA (Chengdu)	2024	2024	2025	2030	2030
COLOMBIA (Bogota)	✓	✓	✓	2030	2030
FRANCE (Chambray)	✓	FSSC - 22000	✓	2026	2026
GERMANY (Worms)	✓	FSSC - 22000	✓	2026	✓
INDIA (Ahmedabad)	✓	✓	✓	2030	2030
INDIA (Daman)	✓	✓	✓	2030	2030
INDIA (Dharwad)	✓	✓	✓	2030	2030
INDIA (Goa)	✓	✓	✓	2030	2030
ITALY (Magenta)	✓	✓	✓	✓	2024
ITALY (Spinetta M.go)	✓	FSSC - 22000	✓	✓	2024
ITALY (Termoli)	✓	FSSC - 22000	✓	✓	2024

6 Or other equivalent standard (e.g. FSSC – 22000 and BRCGS); the table explains the standard adopted where it differs from ISO 22000



COUNTRY (ESTABLISHMENT)	ISO 9001	ISO 22000 <sup>6</sup>	ISO 14001	ISO 45001	ISO 50001
ITALY (Breganze)	✓	2024	2024	✓ <sup>7</sup>	2024
KENYA (Nairobi)	✓	✓	✓	2030	2030
MEXICO (S.J.Iturbide)	✓	✓	✓	2030	2030
NEW ZEALAND (Auckland)	✓	✓	✓	2030	2030
POLAND (Wloclawek)	✓	✓	✓	✓	2026
SOUTH AFRICA (Cape Town)	✓	FSSC - 22000	✓	2030	2030
SPAIN (Jerez)	✓	FSSC - 22000	✓	2026	2026
SPAIN (Oledrola)	✓	FSSC - 22000	✓	2026	2026
UKRAINE (Sumy)	✓	✓	✓	2026	2026
UKRAINE (Ternopil) <sup>8</sup>	-	✓	-	-	-
UK (Bridge of Allan)	✓	FSSC - 22000	✓	✓	2026
UK (Kirkintilloch)	✓	FSSC - 22000	✓	2026	2026
USA (Fairfield)	✓	✓	✓	2030	2030

### 3.3.1. FOOD QUALITY AND SAFETY

(GRI: 416-2; 2016)

The Guala Closures Group produces closures for bottles in direct contact with food; therefore, it must on the one hand guarantee the health and safety of the end consumer and on the other hand customers satisfaction (both on product and service).

To protect the health and safety of the consumer, each establishment is required to implement and certify a management system compliant with ISO 22000 (or other equivalent standard) that guarantees:

- compliance with applicable laws and regulations for packaging intended to come into contact with food;
- the implementation of good manufacturing practices and the assessment of any risks, to be kept under control through HACCP plans;
- full traceability and identification of products throughout the entire production cycle and supply to the customer.

At the end of 2023, 93% of production plants are ISO 22000 certified or other equivalent standard (27 plants out of a total of 29 as reported in Table 8).

To guarantee the quality of the finished product, the group has long since achieved a corporate certification that provides for the extension of ISO 9001 certification to all plants in order to ensure compliance with the requirements expected by the customer, such as: not to pose a danger to human health, not to involve an unacceptable change

<sup>7</sup> extended in January 2024

<sup>8</sup> Due to the ongoing war, it is not possible to have a forecast of the extension of corporate certifications to the Ternopil plant, as this involves on-site audits. In 2024, implementations and subsequent certifications at the local level will be evaluated



in the composition of food products and a deterioration of their characteristics.

All sites are monitored by the group's quality assurance, which, through the sharing of a monthly newsletter, is responsible for analysing and disseminating regulatory updates and important information regarding food safety.

By the end of 2023, all production facilities are ISO 9001 certified (Table 8), with the exception of:

- Chengdu in China, which is expected to implement this and be certified in 2024;
- Ternopil in Ukraine, due to the inability of the verification body to carry out the audits for the extension of corporate certification to the site in question due to the ongoing war. During 2024, the implementation and subsequent certification at local level will be evaluated.

Thanks to this type of strategy, also in 2023 there were no cases of non-compliance with regulations and/or self-regulatory codes regarding the impacts on health and safety of products, cases of non-compliance with regulations that result in a fine or sanction; cases of non-compliance with regulations that result in a warning and cases of non-compliance with self-regulatory codes.

In addition, in order to monitor the level of quality of the service provided to its customers, the group analyses all the complaints received, classifying them by customer and type in order to intervene with targeted solutions; in 2023, the number of claims and remarks received per million closures produced stood at 0.08, a slight increase compared to the 2022 figure (0.06).

### 3.3.2. ENVIRONMENT AND ENERGY

For some time now, the group has obtained a corporate certification relating to the environmental management system according to ISO 14001, which provides for the extension to all the group's plants.

At the end of 2023, almost 90% of production plants are ISO 14001 certified (26 out of 29 plants); two of the three excluded plants (the Chinese plant in Chengdu and the Italian plant in Breganze) are recently acquired or built for which a plan to extend the certification is already envisaged, while as regards the Ukrainian plant in Ternopil it is not possible to make any forecasts to date, as in the case of ISO 9001 certification (Table 8).

In the Sustainable Together 2030 programme, there is a target related to the implementation and certification of energy management systems according to ISO 50001 in all plants to improve their energy efficiency and reduce consumption.

At the end of 2023, the German plant in Worms has a certified energy management system in place. The programme envisages the extension to all Italian plants during 2024, to all European plants by 2026 and to the rest of the world by 2030.

### 3.3.3. HEALTH & SAFETY

In the Sustainable Together 2030 programme, there is a target related to the implementation and certification of health and safety management systems according to ISO 45001 in all plants.

At the end of 2023, five plants have a health and safety management system in place; in addition to the production plants in Wloclawek (Poland) and Bridge of Allan (Scotland), in 2023 three Italian plants (Termoli, Magenta and Spinetta Marengo) obtained certification and at the beginning of 2024 also the Italian plant in Breganze (Table 8). As for the other plants, it is planned to extend to all European plants by 2026 and to the rest of the world by 2030.





## 4. ENVIRONMENT

In the company's Sustainable Together 2030 strategy, Guala Closures confirms its commitment to operate with care for the natural environment and in the awareness of its impact on it.

The environmental policy, applied in all plants, is guided by three principles:

- continuous improvement, aimed at both the group's products and processes, driven by research and development activities and the integration of quality requirements;
- the involvement of the supply chain, to implement interventions that go beyond the group's boundary;
- the measurement of all activities by means of environmental performance indicators; since 2016<sup>9</sup>, a programme has been in place to monitor consumption and assess the emissions generated by all the group's plants.

Based on these principles, environmental policy focuses on four themes, which are the areas of work of the environment pillar of the Sustainable Together 2030 Programme: **greenhouse gas emissions**, the management of **energy consumption** of **water resources** and the production of **waste**. In Table 9, the objectives, baseline and results achieved in 2023 with respect to the specific targets are presented.

Table 9: objectives of the Sustainable Together 2030 strategy on Environment and 2023 results

AREA	OBJECTIVE	UNITS OF MEASUREMENT	BASELINE		TARGET PROGRAMME		ANNUAL TARGET	PROGRESS 2023
			Year	Value	Year	Value	2023	Result
Carbon footprint reduction	-44% CO2 emissions in Scope 1 and Scope 2	tCO2e	2020	156,191	2030	87,446	135,574	Target achieved 82,824
	-25% in intensity of indirect CO2 emissions in Scope 3	tCO2e/mln closures	2020	27.2	2030	20.4	25.16	Annual target achieved 24.87
Preserving water resources	-15% water withdrawal	m3/mln closures	2022	13.43	2030	11.41	13.18	Annual target achieved 12.62
	- 25% water withdrawal in areas of high water stress	m3/mln closures	2022	13.65	2026	10.24	13.22	Annual target achieved 8.93
Zero waste	Zero waste to landfill	%	2022	4.3	2030	0	3.7%	Annual target achieved 3.4%
	Less than 5% hazardous waste	%	2022	7.5	2030	<5	7.2%	Annual target achieved 6.9%

<sup>9</sup> Starting from 2011 involving only the Italian plants.



AREA	OBJECTIVE	UNITS OF MEASUREMENT	BASELINE		TARGET PROGRAMME		ANNUAL TARGET	PROGRESS 2023
			Year	Value	Year	Value	2023	Result
Energy management system	100% of factories certified ISO 50001	% of certified production plants	2022	0/4	2024	100 % (Italy)	N.O.	0/4
				1/14	2026	100% (Europe)	N.O.	1/14
				1/28	2030	100% (Group)	N.O.	1/28

## 4.1. ENERGY CONSUMPTION

(GRI 302-1:2016; 302-3:2016)

[#energyefficiency](#) [#energyfromrenewablesources](#)

The energy resources most used in the group's production plants are electricity and natural gas. Electricity is the main energy source, used for the operation of the production lines and for the general plant consumption.

Natural gas firstly, followed by other fuels (diesel, LPG, propane and gasoline), are instead used for the operation of heating systems such as ovens for decoration processes and heating systems. In Indian factories, fuels are also used in power generators, which are periodically needed to make up for malfunctions in the local electricity grid.

Considering the high energy demand, the optimisation of consumption plays a crucial role in the energy management of the group, which continues to work to identify the processes that have the greatest impact, thus implementing targeted improvement interventions on them. Therefore, the goal of the Sustainable Together 2030 Programme for this area of work is the gradual achievement of the **ISO 50001 certification** in all the group's production sites by 2030, starting with the Italian plants in 2024 (Paragraph 3.3.2).

In 2023, the group's energy consumption was **decreased by 13.7%** compared to 2022 (Table 10). This reduction, although influenced by production volume decrease, as demonstrated by the slight increase (0.8%) in energy intensity, is mainly attributable to the improvements launched in 2023 which concerned the efficiency of the decoration and lithography plants and the operation of the new afterburners, which allowed a continuous decrease in the use of natural gas in the production process. The use of diesel by Indian plants has also further decreased.

In 2023, the share of electricity coming from **renewable sources** increased, reaching **51% of the total electricity consumed**, compared to around 42% in 2022. This was made possible thanks to the installation of the photovoltaic system at the San Jose Iturbide plant (Mexico), the signing of contracts for the supply of electricity from renewable sources and the purchase and cancellation of international certificates of origin (i-RECs) attesting to the supply from renewable sources. At the end of 2023, **16 plants** consume electricity from renewable sources<sup>10</sup>.

<sup>10</sup> Of these: 14 plants use electricity entirely from renewable sources, while two plants (San Jose Iturbide and Breganze) only partially.



Table 10: energy consumed by the group for the various energy sources, for the three-year period 2021-2023

ENERGY CONSUMED <sup>11</sup>	UNITS OF MEASUREMENT	2021	2022	2023
<b>Total Power Consumption</b>	GJ	1,456,687	1,396,932	1,205,090
<b>Fuel consumption<sup>12</sup></b>	GJ	658,118	590,105	496,701
<b>Diesel</b>	Litres	1,081,845	509,721	440,431
<b>Natural gas</b>	SM3	14,664,184	13,586,670	11,235,075
<b>LPG</b>	Kg	948,528	854,464	864,354
<b>Propane</b>	Kg	6,378	8,856	9,201
<b>Petrol</b>	Litres	527	317	1,235
<b>Electrical energy</b>	Kwh	221,824,923	223,899,999	196,775,532
<b>Electricity from renewable sources</b>	GJ	297,692	337,611	364,733
<b>Electricity from renewable sources</b>	%	37.3%	41.9%	51.5%
<b>Total energy from renewable sources</b>	%	20.4%	24.2%	30.3%
<b>Energy intensity<sup>13</sup></b>	GJ/ton of closures	17.05	15.55	15.68

## 4.2. GREENHOUSE GAS EMISSIONS

(GRI 2-4:2021; 305-1:2016,305-2:2016, 305-3:2016, 305-4:2016)

[#carbonfootprint](#) [#climatechange](#) [#sciencebasedtarget](#)

Direct emissions (Scope 1) derive mainly from the operation of plants and machinery owned or under the complete management of the company, such as heating systems (fueled by natural gas) and machinery powered by diesel. Indirect emissions, on the other hand, are both those relating to the use of electricity from the grid (Scope 2) for the operation of all plants and sites, and those deriving from activities upstream and downstream of the value chain such as the production and transport of raw materials, the distribution of finished products and their disposal at the end of their life (Scope 3).

The validation of the targets by the *Science Based Target initiative* (SBTi), which took place in December 2022, represented an important milestone in the sustainability path undertaken by the group, which in 2021 had already reduced the intensity of its Scope 1 and 2 greenhouse gas emissions by 40% compared to 2016.

<sup>11</sup> All energy consumption is monitored directly by the plants on a monthly basis and periodically verified by the CSR office, which checks the correspondence with the consumption recorded in the bills.

<sup>12</sup> The GJ conversion factors of fuel sources, constant in the years starting from 2017, are: Diesel 0.03771 GJ/liter, LPG and Propane 0.05 GJ/kg, Natural Gas 0.03884 GJ/Sm3, Gasoline 0.03597 GJ/liter, whose source is the Boustead Model.

<sup>13</sup> The energy intensity is obtained by considering the total energy consumption in GJ divided by the total weight, in tonnes, of the total closures produced in the year.



The validated targets correspond to the objectives of the group's strategy and 2023 was, to all intents and purposes, the first year of operation guided by the publicly made commitment.

This year, the emission reduction programme has been strongly accelerated, achieving excellent results for both objectives:

- **-12% of CO<sub>2</sub>e Scope 1 and 2 emissions compared to 2022;**
- **-6% of CO<sub>2</sub>e Scope 3 emissions per million closures produced compared to 2022.**

**SBTi** is a body that was born from the collaboration of **international organisations** with the aim of directing the ambition and commitments of companies in the fight against climate change.

The goal is to accelerate action around the world to **halve emissions by 2030**, reach **net zero emissions by 2050**, and provide companies with a defined pathway, independently evaluating and approving their achievements.

Guala Closures has committed to reducing absolute Scope 1 and 2 **greenhouse gas** emissions by 44% **by 2030** compared to 2020, which was defined as the base year. Within the same period, the Group aims to **reduce Scope 3 greenhouse gas emissions** from purchased goods and services and fuel- and energy-related activities by **25% for every million closures produced**.

The significant reduction in emissions in absolute terms, despite being influenced by the decline in production, was driven by the continuous monitoring of emissions along the value chain, and made possible by actions to mitigate the group's impact:

- **directly** at the production sites, through process optimization, investments in new plant equipment (approximately 6.5% of the group's total investments in 2023), the gradual electrification process and the purchase of energy from renewable sources;
- **indirectly**, with actors along the supply chain (raw materials, transport, customers and suppliers).

The group's global direct emissions (Scope 1) decreased overall by 6.0% compared to 2022. Indirect Scope 2 emissions decreased by 16.7% compared to 2022. This result was achieved thanks to the supply of electricity from renewable sources in the group's plants.

Finally, indirect Scope 3 emissions decreased by 18.9% compared to 2022. This excellent result is primarily due to the purchase of raw materials (aluminium in particular) with a high recycled content. However, the result is also partially influenced by a reduction in the volumes of raw material purchased.



Table 11: group GHG emissions for the three-year period 2021-2023

GHG EMISSIONS <sup>14</sup>	UNITS OF MEASUREMENT	2021	2022	2023
<b>Emissions - Scope 1</b>	tCO <sub>2</sub> e	43,469	37,990	35,701
<b>Emissions - Scope 1 - Biogenic GWP</b>	tCO <sub>2</sub> e	N.A.	561	536
<b>Emissions - Scope 2 (market-based)</b>	tCO <sub>2</sub> e	69,876	56,564	47,123
<b>Emissions – Scope 2 (location-based)</b>	tCO <sub>2</sub> e	N.A.	112,109	98,293
<b>Scope 3 emissions</b>	tCO <sub>2</sub> e	503,715	509,890	413,523
<b>deriving from the purchase of goods and services - category 1 (included in the SBT target)</b>	tCO <sub>2</sub> e	457,513	463,665	376,735
<b>deriving from fuel and energy-related activities - category 3 (included in the SBT target)</b>	tCO <sub>2</sub> e	15,827	18,158	18,464
<b>Scope 3 Emissions - Biogenic GWP</b>	tCO <sub>2</sub> e	N.A.	646	476
<b>Scope 1 and 2 emissions (MB)</b>	tCO <sub>2</sub> e	113,345	94,554	82,824
<b>Total Scope 1, 2 (MB) and 3 emissions</b>	tCO <sub>2</sub> e	617,060	604,444	496,347

In 2023, the group achieved both of the annual targets set in the Sustainable Together 2030 programme relating to the reduction of its carbon footprint.

The combination of Scope 1 and Scope 2 emissions increased from 156,191 tCO<sub>2</sub>e in 2020, base year, to 82,824 tCO<sub>2</sub>e in 2023, thus reducing by 47%, meeting and exceeding the -44% reduction target set for 2030. The group's ambition, from now on, is therefore to maintain this result over time, accompanied by an increase in company productivity.

Table 12: group GHG emissions intensity for the three-year period 2021-2023

GHG EMISSION INTENSITY	UNITS OF MEASUREMENT	2021	2022	2023
<b>Scope 1+2 Emission Intensity (MB)</b>	tCO <sub>2</sub> e/t	1.33	1.05	1.08
<b>Scope 3 emissions intensity – per tonne of finished product</b>	tCO <sub>2</sub> e/t	5.90	5.65	5.38
<b>Intensity of partial Scope 3 emissions (cat 1 and cat. 3) – per million closures produced<sup>15</sup></b>	tCO <sub>2</sub> e/mln closures	26.19	26.22	24.87
<b>Overall Scope 1, 2 (MB) and 3 emissions intensity – per ton of finished product</b>	tCO <sub>2</sub> e/t	7.23	6.70	6.46
<b>Overall Scope 1, 2 (MB) and 3 emissions intensity – per million closures produced</b>	tCO <sub>2</sub> e/mln closures	34,15	32,90	31,24

<sup>14</sup> The indicator used to calculate the group's emissions is the 100-year Global Warming Potential (GWP), obtained with the calculation method and the related characterization factors derived from the most recent IPCC report of 2021. All major greenhouse gases (CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFC, PFC, etc.) are considered in the calculation method. The scope considered for the issuances corresponds to the overall reporting scope of the Financial Statements presented in Annex. The Greenhouse Gas Protocol (GHGP) is the standard used as a methodological reference.

<sup>15</sup> This is the intensity indicator to which the target validated by the SBTs for Scope 3 refers.



The target for the intensity of indirect Scope 3 emissions (categories 1 and 3) per million closures produced increased from 27.2 tCO<sub>2</sub>e in 2020, base year, to 24.9 tCO<sub>2</sub>e in 2023, thus reducing by 8.6%.

In 2023, Guala Closures Group decided to **voluntarily participate** in the completion of the **CDP** (Carbon Disclosure Project) questionnaires, obtaining a B score on the **Climate Change questionnaire**.

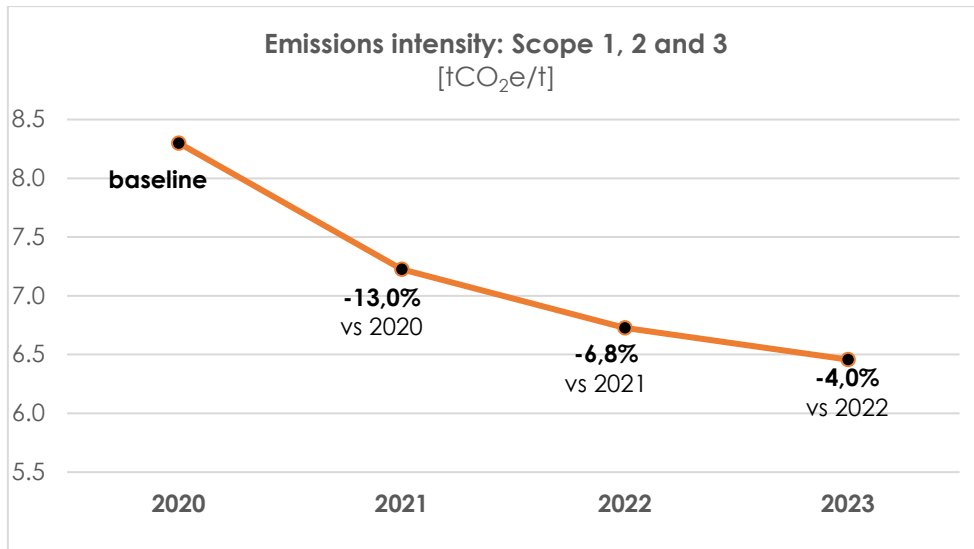


Figure 4 – group emissions intensity (Scope 1,2,3)

The intensity of the group's overall emissions (Scope 1, 2 and 3 per tonne of finished product) is steadily decreasing, despite variations in production over the years, achieving a **22% decrease** compared to 2020, base year (Figure 4).

To ensure the reliability of the declared results, also in 2023 Guala Closures has submitted its emissions (Scope 1, Scope 2, Scope 3) to independent third-party verification (Bureau Veritas) obtaining the certification<sup>16</sup>.

<sup>16</sup> Concerning Scope 3 emissions, the emissions of the following categories are verified annually : 1 – Goods and services purchased; 3 – Fuel and energy activities not included in Scope 1 and 2; part of Category 4 – Upstream Transportation and Distribution; and 5 – Waste generated.



## 4.2.1.OFFSETTING GREENHOUSE GAS EMISSIONS

### #carboncredits

The emissions offsetting program, born in 2011, initially consisted of financing reforestation projects, through international NGOs, and accounting for the benefit of carbon dioxide absorption generated by these new trees. Since 2014, the financing has been supplemented by the purchase of carbon credits<sup>17</sup>. Since 2018, while continuing to subsidise reforestation projects, only the tonnes of CO2 corresponding to the carbon credits purchased annually have been considered as offset.

Starting in 2021, the group's strategy focused on the gradual purchase of carbon credits to gradually offset all direct (Scope 1) and indirect emissions related to electricity consumption (Scope 2). In 2021, the first year of the launch of the new offsetting strategy, credits were purchased to cover the emissions of the second half of the year. In 2022 and 2023, the group purchased enough carbon credits to offset all Scope 1 and Scope 2 emissions. Emission offsetting certificates finance sustainable development projects around the world, including the construction of wind farms.

Table 13: Scope 1 and 2 emissions and carbon credits purchased for offsetting, for the three-year period 2021-2023

SCOPE 1 AND 2 EMISSIONS AND CARBON CREDITS PURCHASED	UNITS OF MEASUREMENT	2021	2022	2023
<b>Scope 1 and 2 emissions</b>	tonne CO2e	113,345	94,554	82,824
<b>Carbon credits purchased for offsetting</b>	n° credits	56,743	94,554	82,824

## 4.2.2.OTHER ISSUES

(GRI 305-7:2016)

### #airquality

In some of the group's plants, air emissions directly generated by production plants are also monitored. These emissions mainly concern substances such as nitrogen oxides, carbon monoxide, volatile organic compounds and, to a lesser extent, sulphur oxides and dust, the latter being generated specifically by the moulding process. Measurements are carried out only in establishments located in countries where current legislation imposes mandatory monitoring; therefore, this aspect is considered material for the group. There are no direct emissions of other pollutants not included in Table 14.

<sup>17</sup> Carbon credits are securities equivalent to one tonne of CO2 per title, not emitted or absorbed thanks to an environmental protection project carried out with the aim of reducing or reabsorbing global emissions of CO2 and other greenhouse gases.





Table 14: emissions of other substances for the three-year period 2021-2023

OTHER HARMFUL EMISSIONS <sup>18</sup>	UNITS OF MEASUREMENT	2021	2022	2023
<b>Nitrogen Oxides (NOx)</b>	Tonne	32.7	44.5	29.2
<b>Sulphur Oxides (SOx)</b>	Tonne	0.1	0.7	0.2
<b>Carbon monoxide (CO)</b>	Tonne	90.6	98.9	84.2
<b>Volatile Organic Compounds (VOCs)</b>	Tonne	691.8	505.4	380
<b>Powders</b>	Tonne	N.A.	N.A.	2.6

With regard to refrigerant gases that are dispersed into the environment, the resulting CO2e emissions are already reported within Scope 1. On the other hand, the specific quantities dispersed (assessed by taking into account the top-ups that took place during the year) are presented in Annex.

### 4.3. WASTE

(GRI 306-1:2020, 306-2:2020; 306-3:2020)

[#wastemanagement](#) [#circulareconomy](#)

The waste generated by the group's production activities is mainly of two types: waste of semi-finished products and raw materials, and waste deriving from plant maintenance.

Moulding, drawing and decoration processes generate waste of semi-finished products and raw materials, mainly plastic materials and aluminium; packaging and unpacking operations, on the other hand, generate scraps of paper, cardboard and plastic films.

To a lesser extent, wood and cork waste is produced from the cutting and turning processes in the factories that produce *luxury closures*. This type also includes waste, mainly hazardous, deriving from decoration operations such as solvents, inks, enamels and paints.

On some production lines and in general for plant maintenance activities, waste oily emulsions and used mineral oils are generated, mostly sent for purification<sup>19</sup>, as well as water solutions and detergents deriving from machine washing.

Finally, there is less waste from office activities (toner, paper and cardboard, etc.) and from the canteen (plastic, organic, etc.).

All the waste produced is collected separately by type and disposed of in compliance with the laws at each plant.

<sup>18</sup> These emissions are monitored at the plants of: Chivilcoy, Jerez, Kirkintilloch, Magenta, Olerdola, Santiago de Chile, Spinetta Marengo, Sumy, Worms.

<sup>19</sup> Waste oils and emulsions, being sent for purification, do not constitute a discharge into the receiving water bodies.



Separate waste collection is also implemented in office areas, break areas and canteen refectories. The staff is periodically trained and informed about the waste sorting criteria, with a view to reducing and recycling the waste produced.

To promote circularity paths, for years, Guala Closures has been collaborating with some of its strategic aluminum suppliers, providing them with processing waste so that it can be re-introduced into their production cycles, while contributing to the reduction of waste to be disposed of for the group and the subsequent procurement of raw materials with recycled content (*pre-consumer*).

There are two goals set out in the Sustainable Together 2030 strategy on waste: zero waste to landfills and the reduction of hazardous waste to less than 5% of the total, both set for 2030. In 2023, both reduction targets for the current year were met and exceeded.

In fact, in 2023 there is a general reduction in waste compared to previous years. Particularly significant is the decrease in the amount of waste sent to landfills, which went from 4.3% in 2022 to **3.4% in 2023**.

This reduction was mainly possible thanks to the presence (starting from the second half of 2022) of a purification plant at the Italian plant in Magenta. This plant exclusively carries out the processes of degreasing, painting and lithography of aluminium foils, processes from which most of the group's hazardous waste is generated and which, without a purifier, would be destined for landfill.

Table 15: waste generated by the group's production and management activities, for the three-year period 2021-2023

WASTE REDUCTION AND DISPOSAL	UNITS OF MEASUREMENT	2021	2022	2023
<b>Total waste produced</b>	Tonne	23,083	22,217	19,363
<b>Total non-hazardous waste</b>	Tonne	20,843	20,546	18,017
to be recycled	Tonne	19,319	19,306	17,046
for incineration	Tonne	446	481	401
to landfills	Tonne	1,078	759	570
<b>Total hazardous waste</b>	Tonne	2,240	1,671	1,345
to be recycled	Tonne	1,013	1,321	1,102
for incineration	Tonne	273	159	151
to landfills	Tonne	954	191	91
<b>Percentage of hazardous waste</b>	%	9.70%	7.52%	6.95%
<b>Waste by finished product</b>	kg/tonne of closures	270	247	252
<b>Total waste to landfill</b>	Tonne	2,032	950	661
<b>Percentage of waste to landfill</b>	%	8.80%	4.27%	3.42%



## 4.4. WATER RESOURCES

(GRI 303-1:2018; 303-2:2018; 303-3:2018)

[#waterresourcemanagement](#) [#waterscarcity](#)

The group's consumption of water resources is mainly related to cooling systems and the degreasing process. In particular the water is used:

- for **cooling** plastic moulding presses, typically with a closed loop;
- in **evaporative** towers for the heat exchangers of the cooling circuits for injection moulding;
- at the end of the **degreasing process** of the aluminum coils.

There is also water consumption related to toilets.

The objectives of the Sustainable Together 2030 programme for this area of work are: the **reduction of overall water intensity** by 15% and that of plants in water-stressed areas by 25%.

Table 16: the group's water consumption for the three-year period 2021-2023

WATER CONSUMPTION	UNITS OF MEASUREMENT	2021	2022	2023
<b>Total water withdrawn</b>	m3	191,681	232,634	200,451
<b>Water taken from the aqueduct</b>	m3	62,770	83,727	80,252
<b>Water drawn from a well</b>	m3	128,911	148,907	120,199
<b>Water withdrawn per finished product – tonne</b>	m3/tonne	2.28	2.72	2.61
<b>Water withdrawn for finished product – million closures</b>	m3/mln of closures	11.35	13.43	12.62
<b>Water withdrawn for finished product in water-stressed areas <sup>20</sup> – million closures</b>	m3/mln of closures	11.93 <sup>21</sup>	13.65 <sup>22</sup>	8.93

<sup>20</sup> In 2023, the number of plants located in areas classified as water-stressed changed compared to 2022.

<sup>21</sup> Considering consumption in 2021 and the classification of plants as in water-stressed areas in 2023, the result of this indicator would be 6.41 m3/mln of closures.

<sup>22</sup> Considering consumption in 2022 and the classification of plants as in water-stressed areas in 2023, the result of this indicator would be 8.00 m3/mln of closures.



Table 17: the group's water consumption for 2023, broken down by the quantities of dissolved solids contained

WATER QUALITY WITHDRAWN <sup>23</sup> IN 2023	UNITS OF MEASUREMENT	ALL AREAS	ONLY WATER-STRESSED AREAS
Fresh water ( $\leq 1,000$ mg/L of dissolved solid particles)	m3	80,252	21,640
Other water ( $> 1,000$ mg/L of dissolved solid particles).	m3	120,199	23,779

In most of the plants, the water used has no or below the relevant pollutant content, so it is discharged directly into the sewers, with the exception of the Scottish plant in Bridge of Allan (which discharges part of the wastewater into surface water) and the Italian plant in Magenta (which discharges into groundwater). The **Magenta plant**, where the process of degreasing aluminum coils with the use of pollutants is located, is equipped with a **wastewater treatment plant**, where the quality and quantity of the discharges are constantly monitored, applying the necessary treatments to remove pollutants, ensuring compliance with national regulatory limits.

The highest water consumption is recorded at the Italian plants of Spinetta (about 32%) and Magenta (about 9%), in the Indian plant of Goa (about 17%) and in the Mexican plant of San Jose Iturbide (about 8%).

In 2023, the target set for water consumption was achieved and exceeded with a **6% reduction in water intensity per million closures** compared to 2022.

There are **11 of the group's plants located in regions that in 2023 are identified as having high water stress**<sup>24</sup>, namely the plants located in South Africa, Chile, Mexico, Spain, China, Australia, two Indian plants (located in Ahmedabad and Daman) and the Italian plant in Termoli. In these areas, there was a decrease in water consumption per million closures produced of 34.6% compared to 2022. However, it should be noted that the perimeter of the plants in water-stressed areas has changed compared to the 2022 perimeter. This change is due to the variability over time of the parameters that contribute to the definition of water stress. These are both climatic and geographical and anthropogenic factors, i.e. the coexistence of domestic, industrial, irrigation and livestock water demand. On the other hand, the comparison of the same indicator recalculated for 2022 considering the scope of 2023 would result in an increase in intensity of about 11.6%.

<sup>23</sup> The amount of dissolved solids contained in the withdrawn water is not directly monitored by the plants. Therefore, a hypothesis was made on the basis of the source of withdrawal: whether from aqueduct classified as fresh water, if from well classified as other water.

<sup>24</sup> Water stress occurs in those regions where the demand for water exceeds the amount available during a certain period. The identification of which facilities are classified as "water stressed areas" is carried out annually (at the beginning of the year following the reporting year) using the World Resource Institute's (WRI) Water Risk Atlas Tool, an authoritative source suggested by the GRI Standards. Therefore, those establishments whose value is at or above the "High (40-80%)" level, as suggested by the GRI Standards, are considered to be in water stress areas.



## 4.5. RAW MATERIALS

(GRI 301-1:2016; 301-2:2016)

[#resourcemanagement](#) [#recycledmaterial](#)

For the production of closures, Guala Closures uses large quantities of raw materials, mainly **aluminum** and various types of **plastics**, but also cork, glass spheres and semi-finished composite products (such as liner).

Most of the **aluminium foil is prepared by the Magenta plant**, starting from the coils, through a process of washing, degreasing and cutting into sheets of various sizes. Before being sorted between the various plants, the sheets can also be decorated through a lithography process. The plants in Poland, Ukraine, South Africa, Argentina and Australia, in order to meet their aluminium needs, supplement the sheets received from Magenta by purchasing directly from local suppliers. In 2023, the group used more than **34,000 tonnes of aluminium**.

Among the many characteristics of aluminium there is also that it can be recycled repeatedly without losing its properties. In view of this and the significant environmental impact of aluminium, the group aims to use aluminium with an **ever-increasing recycled content** in its closures. To this end, Guala Closures engages its most relevant suppliers both by requesting certificates attesting to the real recycled content of each alloy, and by making sure to deliver all its aluminum waste to recycling circuits and directing it, where possible, directly to its suppliers as pre-consumer recycling material to be re-introduced into a closed production cycle. In 2023, the percentage of **certified recycled aluminium** out of the total aluminium used reached **41%**, exceeding the 2022 result by six percentage points.

Plastic materials, on the other hand, are used both for some components of aluminum closures and to produce all-plastic closures. In fact, some factories are almost exclusively dedicated to the production of this type of product. In 2023, the group consumed nearly **43,000 tonnes of plastic materials**, including polypropylene, polyethylene, polyethylene terephthalate, polystyrene, etc.

The use of **recycled plastic** is still limited (**2%** of the total plastic used) due to the limitation deriving from the regulations on the use of recycled plastic materials on products in contact with food. The group's commitment to these materials is therefore also focused on a gradual introduction of plastic materials from biomass instead of fossil material.



Table 18: consumption of raw materials, for the three-year period 2021-2023

CONSUMPTION OF RAW MATERIALS	UNITS OF MEASUREMENT	2021	2022	2023
<b>Total Quantity of Raw Materials</b>	Tonne	127,704	128,387	104,731
of which aluminium	Tonne	44,152	44,837	34,133
of which plastic	Tonne	47,567	50,719	42,753
of which packaging	Tonne	16,216	16,186	13,445
Of which other material	Tonne	19,769	16,645	14,399
<b>% recycled raw material (all materials<sup>25</sup>)</b>	%	22%	22%	22%
<b>% recycled aluminium</b>	%	38%	35%	41%

Considering the relevance that the use of raw materials has on Scope 3 emissions, the group has committed to increasing the share of aluminium procurement with a high recycled content and controlled origin. In 2023, thanks to this purchasing strategy, the encouraging result **of a reduction of around 6% in the intensity of Scope 3 emissions was achieved.**

## 4.6. REFORESTATION PROGRAMS

Since 2011, the group has demonstrated its commitment to environmental sustainability issues by launching a programme to subsidise reforestation projects concentrated in developing countries where the group operates (India, Colombia, Mexico), actively involving both local communities, who derive social and economic benefits from the projects, and employees of local plants.

In 2011, three projects were funded in Costa Rica, Peru and India. In 2015, a second cycle of the programme took place with a two-year project in Colombia. In 2016, a reforestation project was launched in India (Gujarat), which is still active, and in 2018 a reforestation project in Mexico, which ended in 2020.

In the twelve years of the programme, more than 468,000 trees have been planted, involving more than 6,000 people in the various projects (Peru, India, Colombia and Mexico). These projects have been developed with influential partners and vetted by certified independent international agencies.

In 2023, the Guala Closures Group contributed to reforestation by planting around 38,816 trees in India. The reforestation programme involved more than 1,700 families from 45 villages in the districts of Dang, Tapi and Kachchh in the Gujarat region. The group has supported the creation of a Producers' Collective in Gujarat, with the objectives of creating economic value from the fruits of the trees planted and organizing a distribution system with a focus on women's empowerment.

<sup>25</sup> For cardboard boxes used as packaging material, an average percentage of recycled content of 88% was considered, resulting from the most recent data made available by the European association FEFCO.



## 5. PEOPLE & SOCIETY

For Guala Closures, the growth and evolution of its business is interconnected with the development and well-being of the people who participate in the company's productivity on a daily basis.

In all the countries in which the group operates, it strives to guarantee its workers full respect for social and ethical principles, avoiding all forms of discrimination and guaranteeing full respect for Fundamental Human Rights<sup>26</sup>; but also to stimulate their professional and personal growth, start training courses and enhance individual diversity.

The assessment of ethical and social performance within the group's plants is carried out through a questionnaire completed annually on the SEDEX platform, the contents of which can also be audited (Paragraph 6.3).

The focus on people also extends beyond its operational boundaries, along the supply chain, which is monitored through the analysis and evaluation processes offered by internationally recognised platforms such as Synesgy and EcoVadis and by the completion of special qualification questionnaires for new suppliers (Paragraph 6.1).

The social strategy of the Sustainable Together 2030 programme aims to promote corporate values, foster a sense of belonging and participation, stimulate professional growth, and protect workers while respecting their rights by setting targets on occupational safety, training and social inclusion (Table 19).

Table 19: objectives of the Sustainable Together 2030 strategy on Social and 2023 results

AREA	DESCRIPTION	OBJECTIVE	UNITS OF MEASUREMENT	BASELINE		TARGET		2023 RESULT
				Year	Value	Year	Value	Value
Health and safety first	Spread the "zero incident culture" by implementing tools to reduce or avoid potential risks	Year by year reduction in accident frequency index	(Nr of accident *1000000 )/worked hours	2022	6.54	2030	Year by year reduction	6.47
		100% of factories ISO 45001 certified	%		0/4	2023	100 % (Italy)	4/4
	2022			2/14	2026	100% (Europe)	6/14	
				2/28	2030	100% (Group)	6/14	
HSE training	Increase employee awareness of environmental, health, and safety issues.	+ 30% HSE training	Hours/person	2022	6.31	2030	8.2	Target Completed 9.8 (GCG only); 9.3 (GCG + Agencies) <sup>27</sup>

<sup>26</sup> Fundamental Human Rights as formulated in the United Nations Declaration.

<sup>27</sup> This indicator is calculated by considering the number of hours of training related solely to health and safety issues.



AREA	DESCRIPTION	OBJECTIVE	UNITS OF MEASUREMENT	BASELINE		TARGET		2023 RESULT
				Year	Value	Year	Value	Value
Diversity & inclusion	Ensure the integration and professional development of employees in a fair work environment, where everyone is valued in their diversity	Promoting gender equality	NA	NA	NA	2023	Gender wage gap analysis to define the baseline	In 2023, the data collection tool <sup>28</sup> has been adapted to accommodate this information. The analysis of the average gender pay gap showed a discrepancy around 20%.
			Parenthood Support Policies	2022	NA	2023	Introduction of at least one policy per BU	A policy has been introduced in all establishments except the French one where there are already numerous national laws facilitating parenthood.
			Training for women's professional development	2022	NA	2024	% of women participating in training above the % of women in the group	N.O.
		Strengthening intergenerational interaction	2022	NA	2025	At least one project per BU	N.O.	
		Inclusion of people with disabilities	2022	NA	2025	At least one internship per BU	N.O.	

<sup>28</sup> The group uses an online platform called the Continuous Improvement Sustainability Tool, or CIS Tool for short.





## 5.1. GUALA CLOSURES EMPLOYEES

(GRI 401-1:2016; 403-6:2021; 405-1:2016; 2-7:2021; 2-8:2021; 2-30:2021)

[#employeeesturnover](#) [#employeesdiversity](#) [#collectiveagreement](#) [#professionaldevelopment](#)

At the end of December 2023, the group had 4,828 employees and 819 temporary collaborators from external agencies, considering all the plants within the reporting perimeter (reference to the methodological note).

2023 saw a slight decrease in staff, about 4%, of the group employees and 24% for temporary workers. Blue-collar workers, in particular, and white-collar workers are the categories that saw the greatest decrease in the number of employees during the year, while the number of employees in managerial roles remained unchanged.

Temporary workers are an important resource for the group, especially to cover the periodic needs of the production plants to cope with production peaks and are therefore mainly blue-collar and, in some cases, white-collar workers.

Table 20: group employees, turnover and temporary workers, for the three-year period 2021-2023

GROUP EMPLOYEES, TURNOVER AND TEMPORARY WORKERS <sup>29</sup>	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Manager<sup>30</sup></b>	232	64	296	291	86	377	291	86	377
<b>Employees</b>	721	319	1.040	651	333	984	636	326	962
<b>Workers</b>	2,766	757	3,523	2,862	817	3,679	2,727	762	3,489
<b>TOTAL EMPLOYEES</b>	3,719	1,140	4,859	3,804	1,236	5,040	3,654	1,174	4,828
<b>Employees hired</b>	378	161	539	649	349	998	412	214	626
<b>Inbound Turnover</b>	0	0	0	0	0	0	11%	18%	13%
<b>Employees resigned</b>	420	195	615	630	290	920	574	276	850
<b>Outgoing turnover</b>	0	0	0	0	0	0	16%	24%	18%
<b>Temporary workers<sup>31</sup></b>	-	-	841	820	263	1.083	681	138	819

In 2023, the percentage of women employed in the group remained constant (24.3%), similar to the percentage of

<sup>29</sup> The data shown in the table are the snapshot of the census of all the establishments at 31 December of the respective year.

<sup>30</sup> Where the manager category includes top-managers, senior managers, managers, and middle managers.

<sup>31</sup> The count of temporary workers is made considering the total of the Full Time Equivalent (FTE) at the end of the year.



women in positions of responsibility<sup>32</sup> (22.8%).

Voluntary turnover, calculated as the number of employees who voluntarily resigned out of the total number of employees who left, is about 47.3% in 2023<sup>33</sup>.

The age pyramid varies significantly between plants (Table 34), however, the majority of the workforce is between the ages of 30 and 50 (Table 21).

Table 21: distribution of group employees by age group, for the three-year period 2021-2023

AGE OF EMPLOYEES	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>&lt; 30 years</b>	633	221	854	623	233	856	520	212	732
<b>Between 30 and 50 years old</b>	2,101	638	2,739	2,181	718	2,899	2,117	679	2,796
<b>&gt;50 years</b>	985	281	1,266	1,000	285	1,285	1,017	283	1,300

Instruments such as collective agreements and company agreements are widely used by the group entities to ensure good working conditions, as required by specific national laws on the subject. In recent years, the significant increase in the number of employees covered by collective agreements and company agreements was directly related to the increase in the number of employees. In 2023, these percentages have grown further (Table 22), despite the slight decrease in the company's workforce, an indication of the group's commitment to continue working to ensure stimulating working conditions in line with socio-economic changes.

Table 22: group employees covered by collective agreements and/or company agreements, for the three-year period 2021-2023

EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS AND COMPANY AGREEMENTS	UNIT	2021	2022	2023
<b>Employees covered by collective bargaining agreements</b>	%	36.70%	67.90%	76.90%
<b>Employees covered by company agreements</b>	%	19.30%	21.80%	37.80%

In 2023, the number of employees who received an assessment of performance and career development returned to growth, in line with the increasing focus on employee growth in all group plants (Table 23). In addition to these aspects, Guala Closures has finalized an incentive system for the group's top management that provides for the

<sup>32</sup> By "positions of responsibility" we mean all positions from managerial level upward: middle management, management, senior management and top-management.

<sup>33</sup> The remaining share of employees leaving the group is related in most cases to retirements or early retirement plans, but also to the corporate reorganization that took place during the year due to production volumes decrease.



assignment of bonuses related to corporate performance also related to the achievement of defined ESG objectives.

Table 23: group employees who receive performance and career development evaluations, for the three-year period 2021-2023

EMPLOYEES WHO RECEIVE PERFORMANCE AND CAREER DEVELOPMENT EVALUATIONS <sup>34</sup>	UNIT	2021	2022	2023
<b>Men</b>	%	42.2%	37.4%	43.8%
<b>Women</b>	%	41.8%	37.5%	42.0%
<b>Total</b>	%	42.1%	37.5%	43.4%

In addition, each business unit, taking into account specific local realities, can develop additional welfare plans that include benefits such as forms of health insurance and life insurance, salary compensation for absences due to illness and extensions of parental leave.

Among the benefits, a legacy of the pandemic-related restriction measures, there is also the well-established smart-working mode for employees of the group's various plants and the flexibility of working hours, a particularly important tool to facilitate home-work balance.

In the tables in the annex there are further numbers, in line with the GRI requirements, relating to Guala Closures employees.

<sup>34</sup> Each item in the table was calculated by considering the number of persons in the indicated gender who received performance and development evaluations out of the total number of persons included in the indicated gender or in the total number of employees considering both genders.



## 5.2. EMPLOYEE TRAINING AND DEVELOPMENT

(GRI 404-1:2016; 403-5:2018)

#training #professionaldevelopment

In line with the objectives of the sustainability programme, the group promotes the development of technical and soft skills as well as environmental and health and safety issues through a specific training plan for each category of employee.

Overall, training hours in 2023 increased by 18% compared to 2022 (Table 24). The increase in training is transversal in all training areas, but particularly significant in the field of safety at work and relational issues (i.e. *soft skills*).

The percentage of training hours out of total hours worked is continuously increasing, recording an increase of 30% compared to 2022, thus proving to the importance that ongoing training has for the group (Table 24).

Table 24: training for group employees, for the three-year period 2021-2023

EMPLOYEE TRAINING	UNIT	2021	2022	2023
<b>Total hours of training</b>	Hours	151,062	199,263	236,024
health and safety issues	Hours	22,689	31,814	47,457
technical issues	Hours	114,294	151,890	165,649
soft skills	Hours	14,078	15,559	22,918
<b>Training vs. hours worked</b>	%	1.48%	1.95%	2.53%
<b>Hours of training per capita per year</b>	Hours/per person/per year	31.1	39.5	48.9
<b>Monthly training hours per capita</b>	Hours/per person/per month	2.6	3.3	4.1

In addition, in 2023, the group has already achieved the objective of the Sustainable Together 2030 strategy of increasing individual training hours on HSE issues by 30% (Table 19). During the year, ad hoc training sessions were held to present the new strategy for all the staff of all Guala Closures Group plants.



Table 25: Training for group employees, details by gender and role, for the three-year period 2021-2023

EMPLOYEE TRAINING - DETAILS	Unit	2021	2022	2023
<b>Manager training</b>	Hours/per person/ per month	1.6	1.5	2.1
<b>Employee training</b>	Hours/per person/ per month	2.7	2.5	3.6
<b>Worker training</b>	Hours/per person/ per month	2.6	3.7	4.4
<b>Men's training</b>	Hours/per person/ per month	2.1	3	3.7
<b>Women's training</b>	Hours/per person/ per month	4.1	4.4	5.3

The increase in monthly training, in 2023, is also recorded considering the breakdown by gender, with a prevalence of training for women, and by categories of workers, especially for blue-collar and white-collar workers (Table 25).

Training activities are also planned for temporary workers in all three areas. In 2023, a total of almost 45,000 hours were completed for this group of employees, i.e. 4.6 hours of training per person per month.

Table 26: training for temporary workers for 2023

TRAINING OF TEMPORARY EMPLOYEES	UNIT	2023
<b>Total hours of training</b>	Hours	44,984
of which on health and safety issues	Hours	4,997
of which on technical issues	Hours	38,287
of which on relational issues	Hours	1,700
<b>Training vs. hours worked</b>	%	2.30%
<b>Hours of training per capita per year</b>	Hours/per person/ per year	54.9
<b>Monthly training hours per capita</b>	Hours/per person/ per month	4.6

### 5.3. DIVERSITY & INCLUSION

(GRI 2-20:2021; 406-1:2016;)

#diversity #genderequality

The group operates in several countries around the world, interacting and relating to customers in over 100 countries.



Therefore, the need to incorporate diversity of thought, gender, and culture into business processes is essential to its very operation. The group's attention to this principle translates first and foremost into corporate policies (Paragraph 2.3), Specifically, the **Human Rights Policy and on Ethical and Social Aspects** in which the issues of diversity and inclusion and equal opportunities are also addressed. All country managers are called upon to abide by, disseminate and apply this policy within their organization<sup>35</sup>. A new policy was also drawn up during the year **on gender equality**, hand in hand with the relevant certification, which is currently valid in Italy.

Starting in 2018, the group has gradually launched a series of working groups and initiatives on the topic of diversity. In 2018, a survey made it possible to map and assess the status of diversity management in all plants, also identifying and disseminating a series of good practices (hiring strategies to increase diversity, encouragement to report cases of discrimination). In 2019, a workshop involved the sustainability and human resources departments of 15 plants to gather ideas and suggestions, identify priorities and lay the foundations for a group roadmap.

Following these first two important steps, the Diversity and Inclusion Charter was drawn up in 2019, signed by all the group's general managers, then translated and disseminated in 2020 in all plants.

Since 2021, new initiatives have begun to emerge in the various business units: engagement workshops, training and awareness-raising sessions, and entire days or weeks dedicated to the values of inclusion and gender equality. All these activities have led to the identification of two issues that are relevant to all production companies:

- **Equity**: in terms of economic treatment, equal opportunities without discrimination on the basis of gender or disability;
- **Age & mentoring**: in terms of a two-way exchange between generations.

Two work groups “master-groups” have been set up on these issues, coordinated by two members of the Sustainability and Human Resources core groups, respectively. Throughout 2021, 2022 and until the first quarter of 2023, the two groups met virtually on a monthly basis.

Over the years, the Age & mentoring master-group has addressed various issues such as encouraging **intergenerational dialogue**, plans for **the transfer of knowledge**, skills and versatility within different areas in order to ensure flexibility, talent management and staff turnover planning. The focus of the Equity master-group, on the other hand, was mainly focused on the definition of **fair recruitment procedures**, which encourage the growth of those categories that are less represented, as well as the identification of possible paths to **achieving gender equality**.

In the Sustainable Together 2030 strategy, the group has defined three objectives to commit to with regard to diversity and inclusion, of which only the first has targets set as early as 2023:

- **promote gender equality**, by analysing the current **gender pay-gap**, and working both through parenthood support policies and training activities for women's professional growth;
- **strengthen intergenerational interaction**;
- **include people with disabilities** among the group's employees.

Starting from the second quarter of 2023, the master-groups have left room for the launch of pilot projects, in some Business Units, to advance the objectives of the strategy, the first specifically. These projects include:

- **obtaining the certification for gender equality for Italian plants**<sup>36</sup> and all the preliminary activities to achieve this important result (training sessions, climate survey);

<sup>35</sup> Over the years, there have never been any minorities or vulnerable categories, so it was deemed necessary to define and monitor diversity indicators beyond those reported in the Paragraph 5.1.

<sup>36</sup> Certification obtained according to the UNI/Pdr 125/2022 standard.



- the introduction of new **parenting assistance policies** in all the group's plants, with the exception of France, where legislation already largely covers the issue, and Ukraine, where initiatives have temporarily slowed down due to the geopolitical situation;
- intervention on the platform used for the collection of social and environmental data to receive the information necessary to report and monitor the gender pay gap. At group level, the **average gap is around 20%.**<sup>37</sup>

Currently, there is not a remuneration policy in place neither a nomination and remuneration committee has been established, but these pilot projects are an important first step for the group, which will continue to work to gradually extend them to all its plants.

During 2023, no cases of discrimination or human rights violations were recorded, either during audit activities or through the whistleblowing channel, in any of the group's plants. In addition, no strikes have been called by workers over human rights violations.

## 5.4. SUPPORTING LOCAL COMMUNITIES

#contributionstocommunities #localcommunities

In the pursuit of growth and sustainable development, Guala Closures dedicates resources, commitment and support to the local communities in which it operates. The widespread presence of the group's plants has allowed the development of dedicated initiatives, specific to the different contexts in which it operates. The projects in place, taking into account the needs and requirements on the ground, pursue the development of the communities, employees and their families who live in the territories. Here are some country-specific examples.

### Argentina

To celebrate World Environment Day, as part of the "Chivilcoy + Sustentable" project of which Guala Closures has been an active part for three years, sustainable furniture (recovering waste, plastic and cardboard) was delivered to public gardens and 30 schools in the city, including kindergartens, and educational and art centres.

### Poland

Guala Closures Poland is engaged in various activities aimed at local communities, both through the organisation of events for employees and their families, and through financial or material donations to cultural and sports associations. The group supports and sponsors Polish Soccer Skills, a social project that aims to disseminate football and professional training for children and adolescents, through a multidisciplinary approach. Also in the field of sports, the group supports Basketball Club Włocławek, which competes in the top division of the Polish league.

### India

Several initiatives are active here that see Guala Closures involved through donations, volunteer activities and awareness-raising. In Goa, the group funded and helped the renovation of St. John of the Cross School, supporting the improvement of infrastructure and the construction of some new classrooms for this local community school. Support also continues for the restoration of the pipe organ in the Basilica of Bom Jesus, of great historical

<sup>37</sup> For the first year in 2023, the figure was calculated by considering an overall global average of men's and women's salaries, without considering the differences in the economies of the countries in which the group's plants are located.



importance and part of the UNESCO World Heritage Site. The work is expected to be completed by the end of 2024.

On 5 June 2023, to celebrate World Environment Day, official celebrations were organised at the group's Indian plants, directly involving employees in tree planting activities near the plants.

The reforestation project involving Guala Closures India also continues with Vikalp, an Indian NGO that develops social and environmental programmes with tribal communities in the state of Gujarat. The project, which has been active since 2016, includes educational sessions on forest conservation for more than 15,000 students, as well as the planting of tens of thousands of trees every year. In 2023, nearly 40,000 units were planted.

## United Kingdom

Guala Closures UK & UCP have been dedicated to providing its employees and their families with additional resources and support to cope with the global inflation crisis. The group collaborates with GroceryAid, an association aimed at providing assistance and financial support to employees in the food industry, organising GroceryAid Days in the two local plants, dedicated days with the presence of special stands and information material to provide employees with greater awareness of the services available from GroceryAid. Guala Closures has been awarded the "Bronze" award by the association for the promotional activities organised.

## 5.5. OCCUPATIONAL HEALTH AND SAFETY

(GRI: 403-1:2021; 403-2:2021; 403-3:2021; 403-4:2021; 403-5:2021; 403-6:2021; 403-7:2021; 403-9:2021; 403-10:2021)

[#healthandsafety](#) [#incidents](#) [#workinghourslost](#)

Given the importance of the issue, there is no doubt that occupational health and safety is a material issue for the Guala Closures Group. All choices related to this topic are part of the group's decision-making processes and strategies, expressed in the policy for the environment and for occupational health and safety.

The group's willingness to make a concrete commitment to these issues is also evident from the Sustainable Together 2030 programme, which places "health and safety" first with clear objectives:

- implementation and certification of ISO 45001 for all the group's plants;
- reduction of the accident frequency index to zero.

As anticipated in the Paragraph 3.3, to date, the Guala Closures Group has implemented and certified an occupational health and safety management system in six plants, with a plan to extend it to all European plants by 2026 and to the rest of the world by 2030.

For all plants that do not have a certified management system in place, starting from 2020 a plan of internal controls has been implemented and it is carried out periodically in order to verify compliance with local regulations, which until now have always given positive results.

### 5.5.1. IDENTIFICATION OF RISKS

The activities to prevent the risk of accidents start from the risk assessment, which is carried out for each country on the basis of local regulatory requirements (e.g. the drafting of the DVR for Italy). Once the risks have been identified, mitigation actions are developed based on the severity of the risks in question, specifically the group assigns them a red, yellow and green code for the definition of intervention priorities.

On the basis of the activities carried out by the group, the main risks to which it is subject are:

- chemical risk, related to painting processes (e.g. lithography, side printing) mainly on aluminium and wood;





- mechanical risk, linked to all production processes that involve the use of machinery;
- the risk of fire;
- the risk related to noise, mainly relevant in plants that process aluminum.

The mitigation of the identified risks involves a series of investments that, in 2023, accounted for 3% of the Guala Closures Group's capex for:

- structural interventions for noise reduction;
- plant engineering interventions to mitigate chemical risk through the installation of afterburners;
- compartmentalization, installation of sprinklers and provision of fire extinguishers in the event of fire risk, as well as the training of emergency teams;
- health surveillance;
- education, information and training;
- use of personal protective equipment.

All workers have the opportunity to report the presence of hazards to the area supervisor and to leave their workstation in case of dangerous situations.

Following the identification of these hazards, "near misses" are identified and reported monthly to safety managers who analyse the cases and evaluate the necessary actions.

In the event of accidents in the workplace, they are reported to the group and together the analysis of the causes and the corrective actions to be taken are carried out so that they do not happen again. For all events that generate a prognosis of more than 40 days, a quarterly newsletter is sent to the general managers with a description of the event, the consequences and the improvement actions taken.

Training and health surveillance for all workers are carried out at different frequencies depending on the regulations in force in the countries where the production sites are located and, for each of them, there is a competent doctor.

## 5.5.2. HEALTH & SAFETY COMMITTEES

Workers are involved in the management of health and safety issues through participation in specific committees, appointed for each group company.

In the event that local regulations so require, the committees appointed are formal, provide for the participation of the general manager, the plant manager, the health and safety representative, the workers' representative and the competent doctor and they meet according to the needs of the individual plants.

In the event that they are not provided for by local regulations, the committees are still informally appointed in order to have greater supervision and information on health and safety issues.

## 5.5.3. TRAINING AND AWARENESS-RAISING ACTIVITIES

The training initiatives for employees on health and safety issues include both generic activities dedicated to periodic updating on the subject and specific preparation events:

- for the different risks identified (e.g. chemical, mechanical, fire and noise);
- for emergency teams;
- for first aid teams;
- dedicated to the use of machines and equipment (e.g. overhead cranes, forklifts, elevating platforms).

Table 27 reports the total number of hours of training provided to all group employees in 2023 with details of those



dedicated to health and safety issues.

Table 27: hours of training on health and safety issues

EMPLOYEE TRAINING	2021	2022	2023
<b>Total hours of training</b>	151,062	199,263	236,024
<b>Of which, on health and safety issues</b>	22,689	31,814	47,457

In addition, a quarterly newsletter is sent to all corporate directors and general managers, which provides an overview of activities on health and safety issues with a specific focus on certain aspects:

- trends in the number of accidents and root cause analysis;
- analysis of "near misses";
- trend in frequency and severity indices;
- investments made to reduce accidents arising from mechanical risks;
- various updates on the status of certifications;
- corporate welfare programmes.

With regard to the latter issue, each Business Unit, taking into account local regulations and realities, can implement the group's policy in additional welfare plans that include preventive visits, benefits such as forms of health insurance and life insurance.

#### 5.5.4. TREND OF HEALTH AND SAFETY INDICATORS

Table 28 reports the trend of accident indices in the three-year period 2021 – 2023.

All information includes both employees and temporary workers as health and safety management is treated equally.

In 2023, you can see that:

- the overall number of accidents decreased compared to 2022 (from 89 to 73); 12 of which occurred during commuting to and from work and the rest were due to accidental interactions with machinery that mostly generated problems with the upper limbs of the body. the frequency index<sup>38</sup> thus decreased compared to 2022, from 6.54 to 6.47;
- there were 2512 days lost due to accidents, 717 of which related to a tail end of 2022 accidents and 228 related to accidents that occurred during commuting; the severity index<sup>39</sup> thus decreased from 0.23 to 0.22;
- no cases of occupational disease have been recorded.

In addition, about 252 "near misses" were reported and analysed, so improvement actions were promptly taken to prevent any injuries.

<sup>38</sup> Calculated by dividing the number of accident at work by the number of hours worked and multiplying by 1,000,000

<sup>39</sup> Calculated by dividing the days lost due to injury by the number of hours worked then multiplying by 1,000



Table 28: accident indices (three-year period 2021-2023)

DATUM	2021	2022	2023
<b>Accidents at work</b>	70	89	73
Of which severe (more than 180 days)	0	0	1
Of which fatalities	0	0	0
<b>Days lost due to injury</b>	2,480	3,069	2,512
<b>Frequency index</b>	6.64	6.54	6.47
<b>Number of hours worked</b>	10,537,986	13,610,959	11,277,000
<b>Severity index</b>	0.24	0.23	0.22
<b>N° of cases of occupational diseases</b>	0	0	0

Finally, thanks to the attention and resources dedicated to the issue, no strikes were called during 2023 on health and safety issues.



## 6. THE BUSINESS

The group's goal is to maintain market leadership, increase profitability and grow the business through targeted acquisitions. The growth strategy includes:

- the increase in sales revenues through the entry into emerging markets, the acquisition of new customers and growth in markets where the group is under-represented;
- the development of innovative solutions for the protection of *brands* in markets with a high risk of counterfeiting;
- the development of the *Luxury segment*, strengthened with the acquisition of Labrenta;
- the optimization of production processes and the improvement of the profitability of production plants through the sharing of *best practices* within the group;
- the continuous renewal of the offer through the development of innovative products that are increasingly closer to market demands.

Given that the group acts in its business in accordance with the values of ethics and transparency, two objectives relating to responsible governance have been integrated into the sustainability strategy (Paragraph 2.1):

- improve sustainability ratings and disseminate the principles of the code of ethics at all levels of the group;
- integrate sustainability into the supply chain, promoting ethical principles at all levels, among suppliers and partners, through the signing of the code of ethics and the commitment to align with every issue that the code addresses.

### 6.1. ETHICS AND TRANSPARENCY

(GRI: 205-3:2016; 206-1:2016)

#ethic #transparency #anticompetitivebehaviour

In the group's vision, the conduct of the business must take place in an ethical and transparent manner so that it can benefit all stakeholders; therefore, this is an integral part of the Sustainable Together 2030 strategy and it is monitored through specific targets and indicators (Table 29).

Table 29: progress of the objectives related to the material topic "Ethics and transparency"

OBJECTIVE	BASELINE		TARGET		TARGET PROGRESS (YEAR 2023)
	Year	Value	Year	Value	
<b>Obtaining and maintaining the EcoVadis gold rating</b>	2022	NA	2023-2030	Achieve gold rating and maintain status	In 2023, the EcoVadis questionnaire was completed for the first time at group level and obtained the "Silver" rating.
<b>100% of employees trained on the Code of ethics</b>	2022	48%	2023	100% (Italy)	94.2% (expected to reach 100% in early 2024)
		0	2024	100% (Group)	9.2%

The Code of ethics (Paragraph 2.3) is the reference document that describes the principles of corporate integrity



that the group pursues; therefore, its dissemination through training to all group employees is the tool that concretizes its principles, making them a *modus operandi*.

All employees must comply with the provisions of the Code of ethics and liaise with the group's Legal Affairs department in case of doubts. Reports of any non-compliance can be made at any time and in full anonymity through the whistleblowing platform.

In its relations with customers and suppliers, the group undertakes to comply with EU and national laws that protect competition and to compete on the markets exclusively on the basis of the quality of its products and service.

The Code of ethics also makes it clear that any form of gift, exceeding normal commercial practices, which could be interpreted as a tool aimed at acquiring preferential treatment in the conduct of any activity related to the Guala Closures Group, is not permitted.

Relations with external communities must be based on respect for people, without discrimination or exploitation, and with attention to taking on board the suggestions and needs of the different realities. Respect for customers, suppliers and competitors is the basis of the group's business relations, with particular attention to avoiding any anti-competitive practices.

In 2023, the awareness-raising and training plan on the contents of the Code of ethics continued, involving 439 employees representing, at 31 December 2023, 94.2% of Guala Closures employees in Italy and 9.2% of the group's employees. The target of 100% coverage in Italy will be completed by March 2024 because the training of some employees was started in the last months of 2023 with closure scheduled for early 2024. In addition, each new hire has hours of training related to the Code of ethics and conduct.

Thanks to the dissemination of the Code of ethics, in 2023 no episodes of corruption were ascertained through the group's monitoring systems, no legal action was filed for anti-competitive conduct or violations of antitrust laws and monopolistic practices, and no reports were registered in the Group's plants through the whistleblowing platform.

With a view to transparency, the Guala Closures Group has decided to adopt the sustainability report as a tool for dialogue with stakeholders to publicly declare its sustainability performance.

With the Sustainable Together 2030 programme, it has made transparency an area of work with the aim of achieving the "Gold" rating of EcoVadis.

Through the EcoVadis platform, the group is evaluated by an independent third party on the basis of the policies, measures implemented and the results achieved with respect to environmental, social and corporate governance parameters.

In 2023, Guala Closures completed the group-wide questionnaire and was awarded the Silver medal.

## 6.2. SUPPLY CHAIN ENGAGEMENT

(GRI: 308-1:2016; 414-1:2016; 2-6:2021; 2-25:2021)

[#supplychain](#); [#suppliersaudit](#)

Supply chain management, in addition to being an area of work of the governance pillar, is an integral part of the group's quality policy.

The impact of suppliers' activities could have consequences on various aspects related to product quality, food safety, occupational health and safety; ethical and social aspects; environment and energy.

For this reason, the group has put in place a procedure at corporate level that defines the methods for assessing, selecting and qualifying new suppliers and the periodic re-evaluation of qualified suppliers.

The assessment criteria are different depending on the potential risk associated with each type of product/service



provided, which is why the group has classified its suppliers into 10 different classes, each of which corresponds to specific selection and qualification criteria.

In addition, suppliers are divided into:

- strategic, defined as those that provide raw materials and services to support production processes to several of the group's plants and with an annual turnover of more than €200,000. These include suppliers of aluminium, plastics and paints, for example, and are managed by the group's purchasing department;
- locals, all the others, managed by the local purchasing offices.

In the case of new suppliers, the group assesses whether they are able to provide adequate products or services in terms of quality, quantity and delivery times but also considering economic aspects, reliability, safety (product hygiene and occupational safety), environmental impact and compliance with ethical-social aspects. The evaluation is carried out by the purchasing department, also involving the internal function concerned. If the outcome of the evaluations meets the defined requirements on the products/services and the group's commercial criteria, the supplier is qualified and is included in the list of qualified suppliers.

During 2023, 443 new suppliers were selected at group level, 45 (10%) of which were assessed using ethical-social criteria and 41 (9%) of which were assessed using environmental criteria.

Already qualified suppliers are re-evaluated at least once a year (usually at the beginning of the year) by a team composed of the purchasing department, group quality assurance for corporate suppliers and quality manager (plant) for local suppliers. Annually, the group calculates for each supplier (based on its class) its potential impact on quality, food safety, environment, occupational safety and ethics. Only suppliers for whom the potential impact in various aspects is high are re-evaluated.

On the basis of the potential risks assessed, monitoring activities are launched on: product and service quality; reputational and integrity aspects; financial solvency aspects and ESG sustainability aspects. Monitoring activities determine whether the supplier is eligible or needs to requalify.

The group's constant commitment to engaging the supply chain is also reflected in the Sustainable Together 2030 programme, of which it is one of the areas of work of the governance pillar and whose objectives are to:

- promote sustainability along the supply chain through continuous performance monitoring, carried out through ecovadis and/or synesgy platforms that allow for an independent third-party assessment of ESG issues;
- align suppliers with the group's sustainability vision by having them sign the code of ethics and conduct for acknowledgment and acceptance.

These objectives, at the moment, concern 26 strategic suppliers, which in 2023 represent 38% of the Guala Closures Group's total spending.

By the end of 2023, all suppliers had completed the assessment of their ESG performance using EcoVadis and/or Synesgy (Table 30). Their initiatives on ethics and transparency have been considered adequate to ensure compliance with the ethical principles set out by the Guala Closures Group. The profile that emerged is excellent for all suppliers except one who obtained a sufficient rating and has already put in place corrective actions to improve the score. For this reason, the group does not believe that there are any material risks on ESG issues related to its strategic suppliers.

With regard to the signing of the Code of ethics and conduct, 24 out of 26 suppliers have signed, while 2 out of 26 have shared with the group their initiatives on ethics and transparency, which have been considered adequate to ensure compliance with the ethical principles set out by the Guala Closures Group.



Table 30: progress on supply chain engagement goals

OBJECTIVES	BASELINE		TARGET		TARGET ADVANCEMENT
	Year	Value	Year	Value	
<b>100% of strategic suppliers monitored on sustainability performance</b>	2022	46%	2023	100%	Target completed. 100% of strategic suppliers were assessed using the EcoVadis and/or Synesgy platforms.
<b>100% of strategic suppliers signed the Guala Closures Code of ethics</b>	2022	0%	2023	100%	Target completed. 92% (24/26) of strategic suppliers have signed the Code of ethics. The two suppliers who did not sign it shared documentation deemed sufficient to ensure compliance with the group's ethical principles.

### 6.3. CUSTOMER SATISFACTION

(GRI: 418-1:2016)

#customersatisfaction #dataprivacy

The main markets served by Guala Closures and accounting for about 96% of the Group's sales in 2023 can be distinguished as:

- spirits producers, who need customized closures to prevent counterfeiting;
- wine producers to whom they supply aluminum screw closures equipped with gaskets that control oxygenation;
- producers of **carbonated and non-carbonated mineral waters** in glass bottles;
- producers of **olive oil and other liquid condiments**, who need long and short closures, equipped with valves and pourers and anti-drip devices;
- manufacturers of **carbonated and non-carbonated soft drinks**, fruit juices and other soft drinks, which need aluminum and plastic closures.

Thanks to the geographical location of its plants, the group serves customers worldwide and aims to offer excellence in the products served so that the customer is always satisfied. In practice, this means:

- offer quality products in line with market developments through systematic innovation of products and processes (Paragraph 3.2);
- ensuring the health and safety of the consumer through management systems that prevent any type of risk (Paragraph 3.3.1);
- safeguarding trademarks, studying anti-counterfeiting solutions (Paragraph 3.2);
- deliver the products in the quantities and on time; this aspect is constantly monitored through the percentage of successful shipments, which increases by almost three percentage points from 89.4% (2022 figure) to 92.8% (2023 figure);
- ensure the privacy of customers and their data through cybersecurity systems, which constantly protect and monitor operational assets that may be subject to cyber incidents and attacks.

In 2023, thanks to the implementation of these systems, the group did not receive any complaints about privacy violations or data loss.

The only case of a breach of the Guala Closures network occurred in Australia, where ransomware was dropped into a former employee's laptop. Promptly the servers were shut down and cleaned, and at the same time the IT department took some additional security measures, including replacing the antivirus by switching from Kaspersky



to Eset.

Finally, in order to meet the growing requests for information from customers, the group has for years been adhering to a series of initiatives for the assessment of sustainability within its plants (Sedex) and supply chain (Synesgy).

As far as Sedex is concerned, the group has included all its production sites in the platform dedicated to monitoring, with the commitment to integrate any future acquisitions / new constructions. In this way, the plants, at the customer's request, can be audited on issues related to health and safety, environmental performance, worker management and ethical aspects.

Audits are standard, and results can be shared with multiple clients who request it through the platform. In 2023, all production facilities listed in Table 8 are Sedex accredited. As for Synesgy, in October 2023 Guala Closures achieved an A score – excellent level of sustainability.

## 6.4. ECONOMIC RESULTS

In 2023, consolidated net revenue was €836 million, down €64 million (-7.1%) compared to 2022 pro-forma figures, mainly due to lower quantities sold. The organic reduction of €76.7 million (-8.5%) (excluding three months revenues coming from Anacorks acquisition of €0.8 million and two months from Group FengYi acquisition of €11.9 million) is mainly due to the decrease in the Roll-on and safety segments. Evolution of revenue was impacted by destocking and market slowdown, which mainly impacted the Safety and Roll-on product lines, while luxury activity was up. Other revenue includes sales of products not classified in the three standard categories and sales of components and scraps. In Figure 5 the graphic trend of turnover and EBITDA for the three-year period 2021-2023.

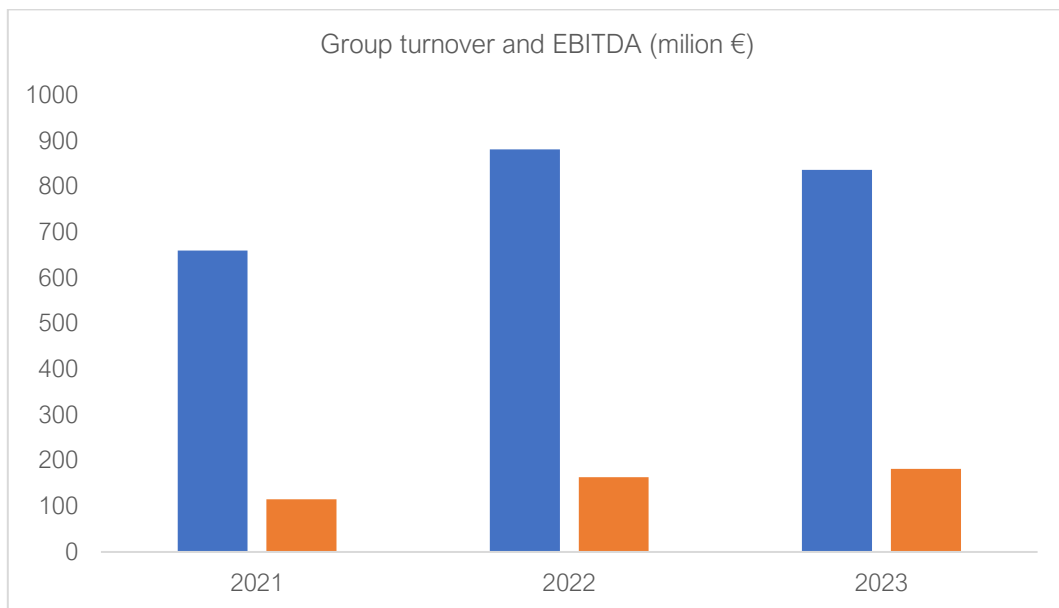


Figure 5 – group turnover and EBITDA in the three-year period 2021-2023

For further details on the financial results, please refer to the 2023 Directors' Report.





## 6.5. APPROACH TO TAXATION

The Guala Closures Group has a tax strategy in place inspired by the principles of honesty, fairness and transparency in line with its Code of ethics and its sustainability strategy. Therefore, it undertakes to:

- manage tax compliance in a timely manner;
- act in compliance with tax legislation through the adoption of an adequate internal control system;
- carry out transactions in accordance with the arm's length principle and applying transfer pricing at market conditions;
- adopt tax decisions in line with national and international best practices and with the guidelines provided by the relevant bodies;
- ensure the transparency of information relating to commercial transactions;
- promote adequate technical training for all employees involved in all tax-related activities.

To follow these principles, the Guala Closures Group has adopted a decentralised corporate structure: each group company is responsible for the tax compliance of the country in which it operates and avails itself of the support of local consultants as well as the parent company and a consulting firm that operates worldwide on tax issues; the latter service, enhanced at group level since 2018, ensures global oversight for the Parent Company on potential tax issues to be resolved.

Guala Closures' tax department is responsible for all tax matters within the group, with the support and involvement of each local subsidiary. Key responsibilities include ensuring global compliance, providing advice, risk management, and supporting tax audits.

In addition, the department monitors and analyses changes in tax legislation that are of global or regional relevance, produces information materials and provides training to all staff involved.

The department's activities are overseen by the group CFO, who is responsible for planning and implementing Guala Closures' financial strategy.

In Table 31 a breakdown of the taxes paid in the various tax jurisdictions is provided.

Table 31: taxes paid in the various tax jurisdictions (year 2023)

TAX JURISDICTION	RESIDENT ENTITY	ACTIVITIES OF ORGANIZATION	NUMBER OF EMPLOYEES	REVENUES FROM THIRD-PARTY SALES (€MI)	REVENUES FROM INTRA-GROUP TRANSACTIONS (€MI)	PROPERTY, PLANT AND EQUIPMENT OTHER THAN CASH AND CASH EQUIVALENTS (€MIO)	PRE-TAX PROFIT/(LOSS) (€MI)	INCOME TAXES PAID ON A CASH BASIS (€MIO)
Netherlands	Guala Closures Holding International BV	Ownership or management of intellectual property rights & subholding	4	0.00	0.00	-	20,450.00	5,446.00
Spain	GC Iberica	Production distribution	151	51,145.47	2,807.39	18,571.10	4,018.87	1,199.00
United Kingdom	Guala Closures Uk LTD	Production distribution	224	92,306.66	1,777.73	38,032.08	4,150.05	0.00
United Kingdom	Guala Closures UCP	Production distribution R&D	276	47,445.19	5,619.94	12,402.02	-16,729.59	0.00
Colombia	Guala Closures de Colombia	Production distribution	105	15,986.83	1,318.12	4,956.39	6,451.01	1,343.41
Mexico	Guala Closures Mexico S.A. de C.V.	Production distribution R&D	542	120,860.04	11,026.98	47,063.79	18,264.64	14,428.48



TAX JURISDICTION	RESIDENT ENTITY	ACTIVITIES OF ORGANIZATION	NUMBER OF EMPLOYEES	REVENUES FROM THIRD-PARTY SALES (€MI)	REVENUES FROM INTRA-GROUP TRANSACTIONS (€MI)	PROPERTY, PLANT AND EQUIPMENT OTHER THAN CASH AND CASH EQUIVALENTS (€MIO)	PRE-TAX PROFIT/(LOSS) (€MI)	INCOME TAXES PAID ON A CASH BASIS (€MIO)
Argentina	Guala Closures Argentina S.A.	Production distribution	190	14,507.36	1,159.28	5,166.68	-2,813.40	158.20
Brazil	Guala Closures do Brasil LTDA	Production distribution	92	18,386.38	692.67	8,396.51	3,068.73	1,356.99
Slopes	Beijing Guala Closures LTD	Production distribution	0	5,351.68	301.05	850.47	1,065.05	675.19
	Yibin Guanghua Packaging Co Ltd	Production distribution	717	2,673.80	0.00	146.34	-15.88	0.00
	Sichuan Fengyi Cap Production Co Ltd	Production distribution		3,982.66	0.00	741.09	423.84	0.00
	Guizhou Fengyi Packaging Co Ltd	Production distribution		4,564.18	0.00	6,730.03	703.92	0.00
	Yibin Fengyi Packaging Co Ltd	Production distribution R&D		664.21	0.00	6,138.82	842.71	0.00
	Guala Closures Chengdu Co LTD	Production distribution R&D	84	1,385.62	65.83	5,032.28	-811.80	0.00
New Zealand	Guala Closures New Zealand LTD	Production distribution	40	13,363.38	186.25	6,572.28	1,005.35	465.42
India	Guala Closures India Pvt LTD	Production distribution	1,076	65,267.35	2,338.65	25,209.68	12,231.79	4,137.70
North America	Guala Closures North America Inc.	Production distribution	22	45,710.78	0.00	2,777.13	1,046.79	216.34
	Labrenta Inc.	distribution	1	447.28	0.00	-	-342.98	0.46
Australia	Guala Closures Australia Holding	Subholding, production, distribution	101	22,215.54	3,264.73	14,880.63	-2,680.04	75.84
Ukraine	Guala Closures Technologia Ukraine LLC	Production distribution R&D	766	29,775.05	36,033.73	18,679.43	17,849.89	3,750.56
Bulgaria	Guala Closures Bulgaria A.D.	Production distribution	278	5,897.78	8,271.08	6,343.05	1,616.74	251.04
Poland	Guala Closures DGS Poland	Production distribution	652	65,569.17	60,001.33	45,349.61	17,681.12	3,647.91
South Africa	Guala Closures South Africa Pty LTD	Production distribution	166	14,724.25	0.00	6,969.59	-2,101.32	0.00
Chile	Guala Closures Chile SpA	Production distribution	36	8,875.57	765.55	6,704.78	-3,698.99	0.00
France	Guala Closures France	Production distribution	16	16,666.77	120.91	2,745.58	114.64	0.00
Luxembourg	Guala Closures International S.a.r.l.	Subholding	0	-3.72	0.00	-	-1,920.44	16.50
Kenya	Guala Closures East Africa Limited	Production distribution	86	7,881.53	0.00	6,797.37	-2,456.54	723.22



TAX JURISDICTION	RESIDENT ENTITY	ACTIVITIES OF ORGANIZATION	NUMBER OF EMPLOYEES	REVENUES FROM THIRD-PARTY SALES (€MI)	REVENUES FROM INTRA-GROUP TRANSACTIONS (€MI)	PROPERTY, PLANT AND EQUIPMENT OTHER THAN CASH AND CASH EQUIVALENTS (€MIO)	PRE-TAX PROFIT/(LOSS) (€MI)	INCOME TAXES PAID ON A CASH BASIS (€MIO)
Italy	Guala Closures S.p.A.	Holding, production, distribution, R&D	496	99,373.36	76,265.32	90,413.28	16,273.87	2,349.71
	Labrenta S.r.l.	Holding, production, distribution, R&D	111	19,384.69	1,128.35	10,789.49	-533.20	1,139.72
Belarus (BY)	Guala Closures BY LLC	Production distribution	1	34.67	0.00	789.10	-321.56	55.41
Turkey	Guala Closures Turkey Ambalaj ve Kapak Sistemleri Sanaji ve Ticaret Anonim	Sales department	2	0.00	0.00	1.16	277.03	19.78
Germany	Guala Closures Deutschland GmbH	Production distribution	133	41,407.48	1,351.66	13,369.81	211.33	0.00
Portugal	Anacorks Unipessoal Lda	Production distribution	23	776.28	150.64	1,365.54	234.78	107.60
<b>SUBTOTAL</b>			6,391	836,627.29	214,647.19	413,985.11	93,556.41	41,564.48
<b>Consolidation adjustments – Reversal of intra-group dividends</b>			-	-	-	-	-	-
<b>Consolidation</b>				447.28	0.00			
<b>Other consolidation adjustments</b>							-50,157.45	
<b>TOTAL</b>			6,391	836,180.01	214,647.19	413,985.11	43,398.96	41,564.48



## 7. APPENDIX

Table 32: how to manage impacts related to material issues

MATERIAL ASPECTS	IMPACTS	ACTUAL/POTENTIAL	IMPACT MANAGEMENT
<b>Health and safety in the workplace</b>	Injuries to employees due to work-related injuries	Actual	<p>The group is intensifying preventive actions in order to promote a culture dedicated to safety at work that aims at zero accidents and zero occupational diseases, an objective included in the targets of the Sustainable Together 2023-2030 strategy.</p> <p>To this end, increasingly stringent procedures and tools are being implemented to avoid any potential risk: near-misses, periodic audits, incident analysis, sending the company safety newsletter, sharing best practices and obtaining certifications of occupational health and safety management systems (ISO 45001).</p> <p>In addition, infrastructure investments (H&amp;S CAPEX) continue to increase the safety of equipment and machinery.</p> <p>The group is intensifying training hours on HSE issues to increase employees' awareness of health and safety issues in the workplace, developing their skills in accident prevention and the measures necessary to ensure health and safety in the workplace, thus strengthening a common and global culture on the subject at group level.</p>
	Employee motivation and productivity	Potential	
	Reputational damage	Potential	
	Employee attraction and retention	Potential	
	Trade union tensions and strikes	Potential	
	Legal disputes, imposition of taxes and penalties	Actual	
<b>Diversity &amp; inclusion</b>	Employee motivation and productivity	Potential	<p>The Guala Closures Group ensures the integration and professional development of employees in a fair work environment, in which everyone is valued in their differences. Non-discrimination, gender equality and equal opportunities for women, equality in the workplace, inclusion regardless of age, disability, religion, ethnicity, gender, intergenerational interaction and collaborations with associations specialising in disability are promoted.</p> <p>The group has a Whistleblowing system in place to support the possibility of making anonymous reports regarding these issues and on every aspect included in the Code of Ethics and Management Systems</p>
	Employee attraction and retention	Potential	
	Reputational damage	Potential	
	Trade union tensions and strikes	Potential	
	Gender pay gap	Potential	
	Mentoring and know-how transfer	Actual	
	Involvement of protected categories	Actual	
<b>Employee development and training</b>	Employee motivation and productivity	Potential	<p>The group is very sensitive to ethical issues, regulatory compliance and the professional preparation of its employees, in order to maintain high motivation, productivity and customer loyalty. For these reasons, the group has developed dedicated training programs in each Business Unit, in line with company policies and various local regulations, for the professional and personal growth of all its employees. The group also facilitates employee involvement and welcomes suggestions and ideas, which are often important for the development and improvement of production processes.</p>
	Employee attraction and retention	Potential	
	Compliance with ethics, rules, and regulations	Actual	
	Mentoring and know-how transfer	Actual	
<b>Human rights</b>	Ensuring respect for human rights in the value chain	Potential	<p>The group guarantees respect for human rights both within the company and along the entire value chain. In 2022, the group published a new Code of Conduct that analyses and regulates</p>
	Child and forced or	Potential	



MATERIAL ASPECTS	IMPACTS	ACTUAL/POTENTIAL	IMPACT MANAGEMENT
	forced labour		issues related to the fight against corruption, child labour and forced or compulsory labour. Each Function Director is required to ensure maximum compliance with the main contents of the Code and a Whistleblowing channel has been made available for employees to report any violations. The supply chain is regularly assessed and monitored both internally, through questionnaires and audits, and externally through dedicated platforms.
	Employee attraction and retention	Potential	
	Employee motivation and productivity	Potential	
	Reputational damage	Potential	
	Improvement of local communities	Actual	
<b>Greenhouse gas emissions</b>	Investments in sustainable technologies (ESG investing)	Actual	The group is committed to reducing Scope 1 and 2 greenhouse gas emissions and, to further expand its environmental responsibility, is working with suppliers and partners to reduce Scope 3 greenhouse gas emissions as much as possible. To achieve these ambitious goals, the carbon footprint along the entire production chain is analyzed. This happens both directly in the factories, optimizing processes and investing in new equipment, and indirectly along the supply chain, optimizing loads and logistics and creating partnerships with energy suppliers. The group is charting the path towards low-carbon growth by setting ambitious greenhouse gas emission reduction targets based on the latest science-based data from the Science Based Target (SBTi) initiative, promoting integration and transition to renewable energy sources.
	Contribution to climate change	Actual	
	Strategy for climate change mitigation and reduction of greenhouse gas emissions	Actual	
	Failure to meet greenhouse gas reduction targets	Potential	
	Reduction of greenhouse gas emissions from the supply chain	Actual	
	Efficient use of finite resources	Potential	
<b>Water management</b>	Legal disputes, imposition of taxes and penalties	Actual	The group is committed to reducing water consumption in its plants, especially in areas where resources are less available. It is proposed to do this by acting on industrial processes (cooling of plastic molding presses, evaporation towers for injection molding circuits and degreasing of aluminum coils).
	Reduction of water consumption	Actual	
	Cost reduction	Actual	
	Reputational damage	Potential	
	Investments in sustainable technologies	Actual	
<b>Energy transition</b>	Investments in sustainable technologies (ESG investing)	Actual	The group is dedicated to reducing natural gas consumption through the innovation of production processes and the electrification of machinery and production systems. All opportunities for the use of renewable energy are studied according to local conditions, forming partnerships with energy suppliers to contain costs. Several plants have already switched to renewable energy sources and more will do so in the coming years.
	Strategy for climate change mitigation and reduction of greenhouse gas emissions	Actual	
	Increased operating costs	Actual	
	Environmental impact of the product	Actual	
<b>Air pollution</b>	Legal disputes, imposition of taxes and penalties	Actual	Air pollution has a direct impact on human health. Guala Closures is a company that is committed to acting responsibly and wants to



MATERIAL ASPECTS	IMPACTS	ACTUAL/POTENTIAL	IMPACT MANAGEMENT
	Reputational damage	Potential	address this issue to ensure the well-being of its employees, customers and the communities in which it operates. In addition, as a global manufacturer of closures, Guala Closures must comply with increasingly stringent closures regulations to avoid legal penalties and consequent reputational damage. Considering these factors, Guala Closures recognizes air pollution as a material topic that requires its attention and commitment to mitigate and reduce its impact on the environment and society.
	Local pollution (air, water, soil)	Actual	
<b>Use of recycled raw materials</b>	Strategy for climate change mitigation and reduction of greenhouse gas emissions	Actual	To reduce the impact in terms of the use of raw materials, the group's strategy is based on the production of closures with a high percentage of recycled material and the reduction of the use of raw materials in the caps.
	Environmental impact of products	Actual	
	Equipment efficiency	Potential	
	Availability of recycled material	Potential	
	Gain in terms of reputation	Potential	
	Circularity of resources	Potential	
<b>Waste reduction</b>	Investments in sustainable technologies (ESG investing)	Actual	The group's commitment to waste management is guaranteed by the adoption of eco-design guidelines that aim to: <ul style="list-style-type: none"> <li>• produce less waste and send it to recycling and reuse processes;</li> <li>• reduce the use of virgin raw materials by favouring the use of alternative materials (from renewable sources or with recycled content);</li> <li>• Invest in innovative technologies to reduce waste.</li> </ul>
	Disposal costs (including charges and taxes)	Actual	
	Increased waste recycling	Actual	
	Reputational damage	Potential	
	Local pollution (air, water, land)	Actual	
	Legal disputes, imposition of taxes and penalties	Actual	
<b>Environmental management systems</b>	Local pollution (air, water, land)	Actual	The ISO 14001 environmental management system makes it possible to assess, monitor and guarantee the environmental quality of products and processes. Its adoption allows the group to easily apply the principles related to the circularity of resources (lower use of raw materials and consequent improvement of environmental impact). The group is working on extending the ISO 14001:2015 environmental certification to all plants.
	Reputational damage	Potential	
	Circularity of resources	Potential	
	Customer attraction	Potential	
<b>Supply chain engagement &amp; sustainability</b>	Strategy for climate change mitigation and reduction of greenhouse gas emissions	Actual	The group controls the supply chain throughout the duration of the business relationship. At the beginning of 2020, the supplier qualification procedure was implemented to include all relevant ESG aspects (including the sharing and acceptance of the principles defined in the Code of Ethics). At the same time, the group has started the use of a dedicated platform for the evaluation of strategic suppliers.
	Reducing greenhouse gases from our supply chain	Actual	
	Ethics and compliance in the value chain	Actual	





MATERIAL ASPECTS	IMPACTS	ACTUAL/POTENTIAL	IMPACT MANAGEMENT
	Ensuring respect for human rights in the value chain	Potential	
<b>Innovation and eco-design</b>	Customer Attraction	Potential	The group has adopted guidelines for the eco-design of products, which are based on four principles: saving everything that is not necessary (design to reduce), reducing the use of exhaustible resources (design to change), use of biodegradable materials at the end of life (design to fade) and design of recyclable closures at the end of life (design to revive). In addition, there is a constant search for new production technologies that can automate production and increase efficiency.
	Strategy for climate change mitigation and reduction of greenhouse gas emissions	Actual	
	Availability of recycled material	Potential	
	Investments in sustainable technologies (ESG investing)	Actual	
	Environmental impact of the product	Actual	
<b>Customer satisfaction</b>	Legal disputes, imposition of taxes and penalties	Potential	The characteristics of the products offered by Guala Closures are defined with its customers, in order to fully meet their needs and ensure the highest quality and reliability. In addition, customer service is monitored through the reporting of the compliance of shipments in terms of number of pieces and delivery times, thanks to the monitoring of the on time in full indicator. On a monthly basis, data relating to complaints at group level is collected. The indicator relating to the number of complaints per million closures produced is also measured and monitored.
	Gain in terms of reputation	Potential	
	Consumer health	Potential	
<b>Product quality and safety</b>	Consumer health	Potential	The group manages its production resources through the control and updating of products and processes, encouraging solid relationships with the main suppliers, fully complying with all applicable requirements, with a view to pursuing continuous improvement of the offer. The group monitors the quality of its products through internal KPIs and a continuous dialogue with customers. All Guala Closures' operational and business processes are developed with reference to ISO 9001 - Quality Management System and ISO 22000 or equivalent - Food Safety Management Systems. On a monthly basis, data relating to complaints at group level is collected. The indicator relating to the number of complaints per million closures produced is also measured and monitored.
	Gain in terms of reputation	Potential	
	Legal disputes, imposition of taxes and penalties	Actual	
<b>Data privacy &amp; cybersecurity</b>	Interruption of production or operation due to system malfunction	Potential	The group has implemented a corporate reference system for cybersecurity management and data protection controls aligned with regulatory requirements (local and/or international) to constantly protect and monitor critical operational assets from cyber incidents and attacks.
	Loss of internal data	Potential	
	Unauthorized disclosure/use of confidential data	Potential	
	Reputational damage	Potential	
	Legal disputes, imposition of taxes and penalties	Actual	
<b>Ethics, integrity and</b>	Gain in terms of reputation	Potential	The group is attentive and committed to ensuring that the company's actions in the



MATERIAL ASPECTS	IMPACTS	ACTUAL/POTENTIAL	IMPACT MANAGEMENT
<b>transparency</b>	Ensuring human rights in the value chain	Potential	market reflect the group's ethical values. These values are defined in company policies and are based on three pillars (environmental, social, and governance). Compliance with these values is guaranteed at all levels of the company and in the management of relations with internal and external stakeholders. Along with ethics and integrity, transparency has always been part of the group's founding values. This issue is regulated internally by the Code of Conduct. The group has a whistleblowing system for the anonymous reporting of any problem relating to violations of the Code of Ethics and Compliance Models.
	Ethics and Compliance in the Value Chain	Actual	
	Corruption	Potential	
	Legal disputes, imposition of taxes and penalties	Actual	
	Unauthorized disclosure/use of confidential data	Potential	
	Loss of internal data	Potential	
<b>Economic performance</b>	Investments in sustainable technologies (ESG investing)	Actual	The group constantly monitors its financial and non-financial results, in order to better assess both development opportunities in existing markets and expansion into new markets. The group publishes its financial results periodically, at the end of each quarter.
	Employee motivation and productivity	Potential	
	Employee attraction and retention	Potential	

Table 33: amount of refrigerant gas topped up per year

REFRIGERANT GAS EMISSIONS	UNITS OF MEASUREMENT	2021	2022	2023
R-134A	Kg	170.7	163.4	27.0
R-22	Kg	51.8	242.8	909.3
R-404A	Kg	33.0	14.2	32.3
R-407C	Kg	288.5	209.4	108.2
R-410A	Kg	70.7	90.1	126.6
R-417A	Kg	2.1	5.0	2.0
R-12	Kg	1.4	0.0	0.0
R-1234yf	Kg	1.0	0.0	0.0
R-407F	Kg	1.0	0.0	0.0
R-427A	Kg	1.0	0.0	0.0
R-507	Kg	1.0	0.0	0.0
R-422D	Kg	1.0	0.0	0.0





Table 34: group employees by geographical area and breakdown by gender, age, qualification, hiring, turnover, resignation and type of contract, for the three-year period 2021-2023

EMPLOYEES - OVERALL DETAILS <sup>40</sup>		EUROPE			AMERICAS			ASIA			OCEANIA			AFRICA			TOTAL		
		2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021 <sup>41</sup>	2022	2023
GENDER	MEN	2,343	2,412	<b>2,299</b>	563	588	<b>555</b>	577	569	<b>565</b>	107	109	<b>106</b>	129	126	<b>129</b>	3,719	3,804	<b>3,654</b>
	WOMEN	667	726	<b>678</b>	375	414	<b>399</b>	36	35	<b>34</b>	20	19	<b>21</b>	42	42	<b>42</b>	1,140	1,236	<b>1,174</b>
	TOTAL	3,010	3,138	<b>2,977</b>	938	1,002	<b>954</b>	613	604	<b>599</b>	127	128	<b>127</b>	171	168	<b>171</b>	4,859	5,040	<b>4,828</b>
AGE	< 30 years	346	373	<b>314</b>	305	313	<b>278</b>	188	154	<b>122</b>	0	4	<b>6</b>	15	12	<b>12</b>	854	856	<b>732</b>
	Between 30 and 50 years old	1,719	1,802	<b>1,666</b>	450	507	<b>524</b>	398	423	<b>443</b>	57	48	<b>57</b>	115	119	<b>106</b>	2,739	2,899	<b>2,796</b>
	<50 years	945	963	<b>997</b>	183	182	<b>152</b>	27	27	<b>34</b>	70	76	<b>64</b>	41	37	<b>53</b>	1,266	1,285	<b>1,300</b>
	TOTAL	3,010	3,138	<b>2,977</b>	938	1,002	<b>954</b>	613	604	<b>599</b>	127	128	<b>127</b>	171	168	<b>171</b>	4,859	5,040	<b>4,828</b>
QUALIFICATION	EXECUTIVES	208	265	<b>261</b>	23	48	<b>51</b>	31	33	<b>32</b>	23	21	<b>22</b>	11	10	<b>11</b>	296	377	<b>377</b>
	EMPLOYEES	539	521	<b>500</b>	233	208	<b>196</b>	222	209	<b>215</b>	11	12	<b>12</b>	35	34	<b>39</b>	1,040	984	<b>962</b>
	WORKERS	2,263	2,352	<b>2,216</b>	682	746	<b>707</b>	360	362	<b>352</b>	93	95	<b>93</b>	125	124	<b>121</b>	3,523	3,679	<b>3,489</b>
	TOTAL	3,010	3,138	<b>2,977</b>	938	1,002	<b>954</b>	613	604	<b>599</b>	127	128	<b>127</b>	171	168	<b>171</b>	4,859	5,040	<b>4,828</b>
NEW HIRES	MEN	309	336	<b>180</b>	132	215	<b>117</b>	70	77	<b>81</b>	19	16	<b>22</b>	30	5	<b>12</b>	560	649	<b>412</b>
	WOMEN	62	91	<b>65</b>	162	245	<b>121</b>	4	6	<b>14</b>	0	2	<b>6</b>	9	5	<b>8</b>	237	349	<b>214</b>
	TOTAL	371	427	<b>245</b>	294	460	<b>238</b>	74	83	<b>95</b>	19	18	<b>28</b>	39	10	<b>20</b>	797	998	<b>626</b>
HIRING TURNOVER	MEN	13%	14%	<b>7.8%</b>	23%	37%	<b>21.1%</b>	12%	14%	<b>14.3%</b>	18%	15%	<b>20.8%</b>	23%	4%	<b>9.3%</b>	15%	17%	<b>11%</b>
	WOMEN	9%	13%	<b>9.6%</b>	43%	59%	<b>30.3%</b>	11%	17%	<b>41.2%</b>	0%	11%	<b>28.6%</b>	21%	12%	<b>19.0%</b>	21%	28%	<b>18%</b>
	TOTAL	12%	14%	<b>8.2%</b>	31%	46%	<b>24.9%</b>	12%	14%	<b>15.9%</b>	15%	14%	<b>22.0%</b>	23%	6%	<b>11.7%</b>	16%	20%	<b>13%</b>
RESIGNED	MEN	316	324	<b>288</b>	107	194	<b>153</b>	80	86	<b>86</b>	28	18	<b>25</b>	20	12	<b>22</b>	551	634	<b>574</b>
	WOMEN	75	78	<b>111</b>	132	203	<b>137</b>	4	7	<b>9</b>	2	0	<b>4</b>	9	3	<b>15</b>	222	291	<b>276</b>
	TOTAL	391	402	<b>399</b>	239	397	<b>290</b>	84	93	<b>95</b>	30	18	<b>29</b>	29	15	<b>37</b>	773	925	<b>850</b>
TURNOVER RESIGNED	MEN	13%	13%	<b>12.5%</b>	19%	33%	<b>27.6%</b>	14%	15%	<b>15.2%</b>	26%	17%	<b>23.6%</b>	16%	10%	<b>17.1%</b>	15%	17%	<b>16%</b>
	WOMEN	11%	11%	<b>16.4%</b>	35%	49%	<b>34.3%</b>	11%	20%	<b>26.5%</b>	10%	0%	<b>19.0%</b>	21%	7%	<b>35.7%</b>	19%	24%	<b>24%</b>
	TOTAL	13%	13%	<b>13.4%</b>	25%	40%	<b>30.4%</b>	14%	15%	<b>15.9%</b>	24%	14%	<b>22.8%</b>	17%	9%	<b>21.6%</b>	16%	18%	<b>18%</b>
PART-TIME / FULL-TIME <sup>42</sup>	PART-TIME MEN	26	24	<b>18</b>	0	0	<b>0</b>	0	0	<b>0</b>	0	0	<b>0</b>	3	2	<b>2</b>	29	26	<b>20</b>
	PART-TIME WOMEN	28	39	<b>30</b>	0	0	<b>0</b>	0	0	<b>0</b>	1	1	<b>1</b>	3	1	<b>1</b>	32	41	<b>32</b>
	FULL-TIME MEN	2,317	2,388	<b>2,281</b>	563	588	<b>555</b>	577	569	<b>565</b>	107	109	<b>106</b>	126	124	<b>127</b>	3,690	3,778	<b>3,634</b>
	FULL-TIME WOMEN	639	687	<b>648</b>	375	414	<b>399</b>	36	35	<b>34</b>	19	18	<b>20</b>	39	41	<b>41</b>	1,108	1,195	<b>1,142</b>
	TOTAL	3,010	3,138	<b>2,977</b>	938	1,002	<b>954</b>	613	604	<b>599</b>	127	128	<b>127</b>	171	168	<b>171</b>	4,859	5,040	<b>4,828</b>



Table 35: percentage breakdown of group employees by category and gender for 2023

GROUP EMPLOYEES BY CATEGORY	2023	
	Men	Women
<b>Manager</b>	77%	23%
<b>Employees</b>	66%	34%
<b>Workers</b>	78%	22%
<b>TOTAL</b>	76%	24%
<b>Temporary workers</b>	83%	17%

Table 36: percentage breakdown of group employees by gender and age for 2023

GROUP EMPLOYEES BY AGE	2023	
	Men	Women
<b>Age under 30 years</b>	71%	29%
<b>Age between 30-50 years</b>	76%	24%
<b>Age over 50 years</b>	78%	22%

Table 37: percentage breakdown of group employees by category, gender and age group for 2023

GROUP EMPLOYEES IN 2023	UNDER 30 YEARS OLD	AGE 30-50 YEARS	OVER 50 YEARS OLD
<b>Women – Managers</b>	1%	71%	28%
<b>Men – Managers</b>	1%	47%	52%
<b>Women – Employees</b>	17%	59%	24%
<b>Men – Employees</b>	14%	58%	28%
<b>Women – Workers</b>	20%	56%	24%
<b>Men – Workers</b>	16%	59%	25%

<sup>40</sup> The breakdown of employees by type of contract (fixed-term or open-ended) is not a relevant indicator for the group; Therefore, there is currently no aggregation of the number of employees according to this breakdown. In the course of 2024, the group will work to integrate this level of aggregation into its data collection system, CIS Tool.

<sup>41</sup> Some of the values in this column referring to the totals of the various subdivisions for 2021 have been corrected compared to what was published in the group's previous Sustainability Report, where there were formatting typos. However, the 2021 data for the specific regions was correct, so only the correct amounts have been changed here.

<sup>42</sup> The number of part-time employees is calculated considering the actual number of employees with part-time contracts as of 31/12 in all group plants. The number of full-time employees is the difference between the total number of employees as of 31/12 and the number of part-time employees as of the same date.



Table 38: group employees hired and terminated in 2023, by geographical area, gender and age

EMPLOYEES – HIRED AND RESIGNED BY AGE GROUP AND GEOGRAPHICAL AREA		2023					
		EUROPE	AMERICAS	ASIA	OCEANIA	AFRICA	TOTAL
AGE AND GENDER OF NEW HIRES	MEN <30 years old	56	72	19	5	3	155
	MEN 30-50 years old	87	43	61	15	6	212
	MEN >50 years old	37	2	1	2	3	45
	WOMEN <30 years old	23	61	4	1	1	90
	WOMEN 30-50 years old	33	58	10	5	5	111
	WOMEN >50 years old	9	2	0	0	2	13
	TOTAL	245	238	95	28	20	626
TURNOVER OF NEW HIRES BY AGE AND GENDER	MEN <30 years old	21%	58%	17%	100%	43%	30%
	MEN 30-50 years old	7%	13%	14%	31%	7%	10%
	MEN >50 years old	5%	2%	3%	4%	7%	4%
	WOMEN <30 years old	55%	40%	40%	100%	20%	42%
	WOMEN 30-50 years old	8%	28%	45%	56%	20%	16%
	WOMEN >50 years old	4%	5%	0%	0%	17%	5%
	TOTAL	8%	25%	16%	22%	12%	13%
AGE AND GENDER EMPLOYEES RESIGNED	MEN <30 years old	63	72	65	6	6	212
	MEN 30-50 years old	142	60	20	15	12	249
	MEN >50 years old	83	21	1	4	4	113
	WOMEN <30 years old	19	62	4	0	2	87
	WOMEN 30-50 years old	56	66	5	3	11	141
	WOMEN >50 years old	36	9	0	1	2	48
	TOTAL	399	290	95	29	37	850
TURNOVER RESIGNED BY AGE AND GENDER	MEN <30 years old	23%	58%	58%	120%	86%	41%
	MEN 30-50 years old	11%	19%	5%	31%	15%	12%
	MEN >50 years old	11%	19%	3%	8%	10%	11%
	WOMEN <30 years old	45%	40%	40%	0%	40%	41%
	WOMEN 30-50 years old	13%	32%	23%	33%	44%	21%
	WOMEN >50 years old	17%	23%	0%	9%	17%	17%
	TOTAL	13%	30%	16%	23%	22%	18%



Table 39: accident indexes broken down by geographical area (three-year period 2021-2023)

DATUM	EUROPE			AMERICAS			ASIA			OCEANIA			AFRICA			TOTAL		
	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
Accidents at work	25	35	43	27	41	21	1	4	7	3	2	1	14	7	1	70	89	73
Of which severe (more than 180 days)	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Of which fatalities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Days lost due to injury	1,023	1,728	1,145	1,292	1,077	959	56	136	271	10	4	34	99	124	103	2,480	3,069	2,512
Frequency index	4.28	5.76	8.32	12.16	15.83	7.84	0.55	1.16	3.09	10.62	6.43	3.99	37.57	5.86	1.09	6.64	6.54	6.47
Severity index	0.17	0.28	0.22	0.58	0.42	0.36	0.03	0.04	0.12	0.04	0.01	0.14	0.27	0.1	0.11	0.24	0.23	0.22
N° of cases of occupational diseases	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0



## 8. METHODOLOGICAL NOTE

(GRI 2-2:2021; 2-3:2021; 2-4:2021; 2-5:2021; 2-14:2021)

This document contains the Sustainability Report (hereinafter also referred to as the "Report") of Guala Closures SpA published on annual base and has been prepared following the indications of the Global Reporting Initiative (GRI) Standards based on the "in compliance" approach in compliance with all nine requirements defined in *GRI 1: Reporting Standards 2021*.

The definition of material issues and their reporting follow the indications of the *GRI 3: Material Themes 2021* and the specific Standards defined for each relevant topic, as there is no GRI Industry Standard applicable to the group. The list of material issues identified is the result of the materiality analysis process developed by the group and is described in detail in the Paragraph 1.5. In cases where a material issue is not covered in the GRI Specific Standards disclosures, it has been reported using at least the 3-3 disclosures in *GRI 3: Material Themes 2021* and the internal indicators developed by the group. A detailed list of reported indicators can be found in the GRI Table of Contents, at the end of this annex.

The data and qualitative information reported refer to the year ended 31 December 2023. In addition, data for the previous two years (2021 and 2022) are also reported to provide an overview of performance over time.

The reporting boundary considered to prepare the sustainability report includes the parent company (Guala Closures S.p.A) and fully consolidated subsidiaries with production sites, with the exception of the plants of:

- Labrenta Brazil, closed in December 2023;
- Anacork and the three Chinese sites of Guala Closures Fengyi (Yibin, Luzhou and Guizhou), acquired in September 2023.

The plants included for social and environmental data reporting total 29 and are shown in Table 40, while the scope of economic data coincides with that of the 2023 Consolidated Financial Statements.



Table 40: the plants that are part of the reporting perimeter

EUROPE					
<b>BULGARIA</b> Kazanlak	<b>FRANCE</b> Chambray Les Tours	<b>GERMANY</b> Worms	<b>ITALY</b> Magenta Spinet M.go Termoli Breganze Milano (offices)	<b>POLAND</b> Wloclawek	<b>UK</b> Bridge of Allan Kirkintilloch
<b>SPAIN</b> Jerez Olerdola		<b>UKRAINE</b> Sumy Ternopil			
NORTH AMERICA					
<b>MEXICO</b> S.J.Iturbide		<b>USA</b> Fairfield			
SOUTH AMERICA					
<b>ARGENTINA</b> Chivilcoy	<b>BRAZIL</b> São Paulo	<b>COLOMBIA</b> Bogota	<b>CHILE</b> Santiago de Chile		
OCEANIA					
<b>NEW ZEALAND</b> Auckland		<b>AUSTRALIA</b> Melbourne			
ASIA					
<b>CHINA</b> Chengdu		<b>INDIA</b> Ahmedabad Daman Dharwad Goa			
AFRICA					
<b>KENYA</b> Nairobi		<b>SOUTH AFRICA</b> Cape Town			

As part of the reporting of the material topic "Air pollution", the boundary includes the plants of Chivilcoy, Jerez, Kirkintilloch, Magenta, Olerdola, Santiago de Chile, Spinetta Marengo, Sumy, Worms. For the reporting of water resources, on the other hand, in 2023 the perimeter of the plants included in the areas characterised by water stress changed compared to the previous year and includes the production sites in South Africa, Chile, Mexico, China, Australia, Spain, as well as the Indian plants in Ahmedabad and Daman and the Italian plant in Termoli.

#### Reporting and data collection process

The process of drafting the sustainability report is coordinated by the group's quality and sustainability director and involves the direct involvement of those responsible for managing the various functions, based on the topics reported: human resources, purchasing, certifications, research and innovation, health and safety, legal and IT area, etc.

The collection of environmental and social data necessary for the reporting of GRI indicators and internal KPIs takes place through the use of the CIS-Tool, the group's CSR reporting software, which is widespread in all plants around the world and allows the systematization of the collection process, requiring the monthly upload of data by individual production sites. All data upload users have received adequate training on correct data entry and have constant access to the CIS-Tool user manual. The corporate CSR Team coordinates data collection activities and is dedicated to verifying, consolidating results and developing indicators. At 2022, the central CSR Team shares a supplementary



questionnaire with all plants with the aim of supplementing the collection of the CIS-Tool with other qualitative information necessary to complete the reporting. In addition, on an annual basis, the same team is dedicated to collecting information on the initiatives carried out at the local level.

The document is developed annually and is validated by the board of directors in conjunction with the approval of the group's consolidated financial statements.

It is also subject to a limited audit ("Limited Assurance Engagement") by the independent third-party company PricewaterhouseCooper Business Services Srl. It should also be noted that PricewaterhouseCooper SpA is also responsible for auditing the consolidated financial statements. The audit was carried out in accordance with the procedures and criteria set out in the "Independent Auditors' Report" section of this document.

For further information on the contents of this sustainability report, please contact Guala Closures at: [sustainability@gualaclosures.com](mailto:sustainability@gualaclosures.com)



## 9. GRI TABLE OF CONTENTS

<b>DECLARATION OF USE</b>	Guala Closures S.p.A has reported the information cited in this GRI content index for the period from 1 January 2023 to 31 December 2023 in accordance with GRI standards.
<b>USED GRI 1</b>	GRI 1 - Foundation - version 2021
<b>RELEVANT GRI INDUSTRY STANDARDS</b>	The Industry Standards in which Guala Closures operates are not currently available.

GRI STANDARDS	INFORMATION	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
<b>GENERAL INFORMATION</b>					
<b>GRI 2: General Information 2021</b>	2-1 Organization Details	1.1 The Group			
	2-2 Entities included in the organization's sustainability reporting	8. Methodological note			
	2-3 Reporting Period, Frequency and Point of Contact	8. Methodological note			
	2-4 Restatement of Information	4.2 Greenhouse gas emissions			
	2-5 External Assurance	8. Methodological note			
	2-6 Activities, value chain and other business relationships	1.1 The Group 1.2 Product lines 1.3 Group structure and global presence 1.4 Production processes 6.2 Supply chain engagement			
	2-7 Employees	5.1 Guala Closures employees 7. Annex	2-7 b (i) (ii)	Unavailable/incomplete information	Since the group, to date did not need to monitor this information, this data is not present in the automated data collection system. Guala Closures plans to report on its FY2024 disclosures.
	2-8 Non-employee workers	5.1 Guala Closures employees			
	2-9 Governance structure and composition	2.1 Corporate governance			





GRI STANDARDS	INFORMATION	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
	2-10 Appointment and selection of the highest governing body	2.1 Corporate governance			
	2-11 Chairman of the highest governing body	2.1 Corporate governance			
	2-12 Role of the highest governing body in overseeing impact management	2.2 Sustainability governance 2.4 Analysis and management of risks and opportunities			
	2-13 Delegation of Responsibility for Impact Management	2.2 Sustainability governance 2.4 Analysis and management of risks and opportunities			
	2-14 Role of the highest governance body in sustainability reporting	1.5 Stakeholder engagement and materiality analysis 2.1 Corporate governance 8. Methodological note			
	2-15 Conflicts of interest	2.1 Corporate governance			
	2-16 Communication of critical issues	2.4 Analysis and management of risks and opportunities			
	2-17 Collective powers of the highest governing body	2.2 Sustainability governance			
	2-18 Performance Assessment of the Top Governing Body	3.1 Sustainable together 2030			
	2-19 Remuneration Policies	2.1 Corporate governance			
	2-20 Pay Determination Process	5.3 Diversity and inclusion			
	2-21 Annual Total Compensation Report	-		Incomplete information	The collection of payroll data via the CIS-Tool was launched in 2023. Further refinement activities are considered necessary to ensure the correct quality of the data, with reference to some non-European sites. The group's commitment for FY2024 is to monitor data uploads in close collaboration with the Human Resources department at the central level and at the various sites.
	2-22 Declaration on the Sustainable Development Strategy	Letter to stakeholders			
	2-23 Policy Commitments	2.3 Policies and guidelines			



GRI STANDARDS	INFORMATION	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
	2-24 Integration of policy commitments	2.3 Policies and Guidelines			
	2-25 Processes to remediate negative impacts	2.4 Analysis and management of risks and opportunities 3.3 Management systems and certifications 6.2 Supply Chain Engagement			
	2-26 Mechanisms for Requesting Clarification and Raising	2.3 Policies and Guidelines			
	2-27 Compliance with Laws and Regulations	During 2022, there were no significant cases of non-compliance with laws and regulations			
	2-28 Membership of associations	1.5 Stakeholder engagement and materiality analysis			
	2-29 Stakeholder Engagement Approach	1.5 Stakeholder engagement and materiality analysis			
	2-30 Collective bargaining agreements	5.1 Guala Closures employees			
<b>MATERIAL THEMES</b>					
<b>GRI 3: Material Themes 2021</b>	3-1 Process for Determining Material Themes	1.5 Stakeholder engagement and materiality analysis			
	3-2 List of Material Topics	1.5 Stakeholder engagement and materiality analysis			
<b>ETHICS, INTEGRITY AND TRANSPARENCY</b>					
<b>GRI 3: Material Themes 2021</b>	3-3 Material Theme Management	1.5 Stakeholder engagement and materiality analysis			
<b>GRI 205: Anti-Corruption 2016</b>	205-3 Established Corruption and Action Taken	6.1 Ethics and transparency			
<b>GRI 206: Anti-competitive behaviour 2016</b>	206-1 Lawsuits for Anti-Competitive Conduct, Antitrust, and Monopolistic Practices	6.1 Ethics and transparency			
<b>USE OF RECYCLED RAW MATERIALS</b>					
<b>GRI 3: Material Themes 2021</b>	3-3 Material Theme Management	1.5 Stakeholder engagement and materiality analysis			
<b>GRI 301: Materials 2016</b>	301-1 Materials Used by Weight or Volume 301-2 Materials used that come from recycling	4.5 Raw materials			



GRI STANDARDS	INFORMATION	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
<b>ENERGY TRANSITION</b>					
<b>GRI 3: Material Themes 2021</b>	3-3 Material Theme Management	1.5 Stakeholder engagement and materiality analysis			
<b>GRI 302: Energy 2016</b>	302-1 Energy consumed within the organization 302-3 Energy intensity	4.1 Energy consumption			
<b>WATER MANAGEMENT</b>					
<b>GRI 3: Material Themes 2021</b>	3-3 Material Theme Management	1.5 Stakeholder engagement and materiality analysis			
<b>GRI 303: Water and Water Discharges 2018</b>	303-1 Interactions with Water as a Shared Resource 303-2 Management of water discharge-related impacts 303-3 Water withdrawal	4.4 Water resources			
<b>GREENHOUSE GAS EMISSIONS</b>					
<b>GRI 3: Material Themes 2021</b>	3-3 Material Theme Management	1.5 Stakeholder engagement and materiality analysis			
<b>GRI 305: Emissions 2016</b>	305-1 Direct GHG emissions (Scope 1) 305 – 2 Indirect GHG emissions from energy consumption (Scope 2) 305-3 Other indirect GHG emissions (Scope 3) 305-4 Intensity of GHG emissions	4.2 Greenhouse gas emissions			
<b>AIR POLLUTION</b>					
<b>GRI 3: Material Themes 2021</b>	3-3 Material Theme Management	1.5 Stakeholder engagement and materiality analysis			
<b>GRI 305: Emissions 2016</b>	305-7 Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant emissions	4.2.2 Other emissions			
<b>WASTE REDUCTION</b>					
<b>GRI 3: Material Themes 2021</b>	3-3 Material Theme Management	1.5 Stakeholder engagement and materiality analysis			
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts 306-2 Management of significant waste-related impacts 306-3 Waste produced	4.3 Waste			
<b>SUPPLY CHAIN ENGAGEMENT &amp; SUSTAINABILITY</b>					
<b>GRI 3: Material Themes 2021</b>	3-3 Material Theme Management	1.5 Stakeholder engagement and materiality			



GRI STANDARDS	INFORMATION	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
		analysis			
<b>GRI 308: Environmental Supplier Assessment 2016</b>	308-1 New Suppliers Who Have Been Assessed Using Environmental Criteria	6.2 Supply Chain Engagement			
<b>GRI 414: Social Supplier Assessment 2016</b>	414-1 New suppliers who have been evaluated through the use of social criteria				
<b>EMPLOYEE DEVELOPMENT AND TRAINING</b>					
<b>GRI 3: Material Themes 2021</b>	3-3 Material Theme Management	1.5 Stakeholder engagement and materiality analysis			
<b>GRI 401: Employment 2016</b>	401-1 New hires and turnover	5.1 Guala Closures employees 7. Annex			
<b>GRI 404: Training and Education 2016</b>	404-1 Average Annual Training Hours per Employee	5.2 Employee training and development			
<b>HEALTH AND SAFETY IN THE WORKPLACE</b>					
<b>GRI 3: Material Themes 2021</b>	3-3 Material Theme Management	1.5 Stakeholder engagement and materiality analysis			
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational Health and Safety Management Systems 403-2 Hazard Identification, Risk Assessment, and Accident Investigation 403-3 Occupational Medical Services 403-4 Worker Participation and Consultation and Occupational Health and Safety Communication 403-5 Occupational health and safety training of workers 403-6 Promotion of workers' health 403-7 Prevention and Mitigation of Occupational Health and Safety Impacts in Business Relations	5.1 Guala Closures employees 5.2 Employee training and development 5.5 Occupational health and safety			
	403-9 Accidents at work 403-10 Occupational diseases	5.5 Occupational health and safety 7. Annex			
<b>DIVERSITY &amp; INCLUSION</b>					
<b>GRI 3: Material Themes 2021</b>	3-3 Material Theme Management	1.5 Stakeholder engagement and materiality analysis			
<b>GRI 405:</b>	405-1 Diversity in	5.1 Guala			



GRI STANDARDS	INFORMATION	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
<b>Diversity and Equal Opportunities 2016</b>	Governing Bodies and Among Employees	Closures employees 7. Annex			
<b>HUMAN RIGHTS</b>					
<b>GRI 3: Material Themes 2021</b>	3-3 Material Theme Management	1.5 Stakeholder engagement and materiality analysis			
<b>GRI 406: Non-Discrimination 2016</b>	406-1 Incidents of discrimination and remedial measures taken	5.3 Diversity and inclusion			
<b>PRODUCT QUALITY AND SAFETY</b>					
<b>GRI 3: Material Themes 2021</b>	3-3 Material Theme Management	1.5 Stakeholder engagement and materiality analysis			
<b>GRI 416: Customer Health and Safety 2016</b>	416-2 Incidents of non-compliance regarding health and safety impacts of products and services	3.3.1 Food quality and safety			
<b>DATA PRIVACY AND CYBERSECURITY</b>					
<b>GRI 3: Material Themes 2021</b>	3-3 Material Theme Management	1.5 Stakeholder engagement and materiality analysis			
<b>GRI 418: Customer Privacy 2016</b>	418-1 Proven Complaints Regarding Customer Privacy Violations and Loss of Customer Data	6.3 Customer satisfaction			
<b>ENVIRONMENTAL MANAGEMENT SYSTEMS</b>					
<b>GRI 3: Material Themes 2021</b>	3-3 Material Theme Management	1.5 Stakeholder engagement and materiality analysis			
<b>N. A.</b>	Percentage of establishments that have achieved ISO 14001 certification	3.3 Management and certification systems			
<b>INNOVATION AND ECO-DESIGN</b>					
<b>GRI 3: Material Themes 2021</b>	3-3 Material Theme Management	1.5 Stakeholder engagement and materiality analysis			
<b>N. A.</b>	Number of intellectual properties Number of lawsuits related to intellectual property infringement	3.2 Innovation and eco-design			
<b>CUSTOMER SATISFACTION</b>					
<b>GRI 3: Material Themes 2021</b>	3-3 Material Theme Management	1.5 Stakeholder engagement and materiality analysis			
<b>N. A.</b>	Percentage of successful deliveries (pre-set quantity orders and delivery times) Number of	3.3.1 Food quality and safety 6.3 Customer satisfaction			



GRI STANDARDS	INFORMATION	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
	complaints/observations per million closures produced				
<b>ECONOMIC PERFORMANCE</b>					
<b>GRI 3: Material Themes 2021</b>	3-3 Material Theme Management	1.5 Stakeholder engagement and materiality analysis			
<b>N. A.</b>	Turnover EBITDA	6.4 Economic results			



# 10. CORRELATION TABLE WITH THE PRINCIPLES OF THE GLOBAL COMPACT

UNGC PRINCIPLES	PARAGRAPHS	GRI INDICATOR
<b>HUMAN RIGHTS</b>		
<b>Principle 1: Business should support and respect the protection of internationally proclaimed human rights</b>	2.3 Group policies 3.3 Management systems and certifications 3.1 Sustainable Together 2030 5.2 Employee training and development 5.3 Diversity and inclusion 5.5 Occupational health and safety	403-1; 403-2; 403-3; 403-4; 403-5; 403-6; 403-7; 403-9; 405-1; 406-1
<b>Principle 2: make sure that they are not complicit in human rights abuses</b>	2.3 Group policies 5. People and society 6.2 Supply chain engagement	414-1
<b>LABOUR WORK</b>		
<b>Principle 3: Business should uphold the freedom of association and the effective recognition of the right to collective bargaining</b>	2.3 Group policies 3.3 Management systems and certifications 5.1 Guala Closures employees	2-30
<b>Principle 4: the elimination of all forms of forced and compulsory labour</b>	2.3 Group policies 3.3 Management systems and certifications 6.1 Ethics and transparency 6.2 Supply chain engagement	414-1
<b>Principle 5: the effective abolition of child labour</b>	2.3 Group policies 3.3 Management systems and certifications 6.1 Ethics and transparency 6.2 Supply chain engagement	414-1
<b>Principle 6: the elimination of discrimination in respect of employment and occupation</b>	2.3 Group policies 3.1 Sustainable Together 2030 3.3 Management systems and certifications 5.1 Guala Closures employees 5.2 Employee training and development 5.3 Diversity and inclusion	2-7; 2-8; 404-1; 405-1; 406-1
<b>ENVIRONMENT</b>		
<b>Principle 7: Business should support a precautionary approach to environmental challenges</b>	1.5 Stakeholder engagement and materiality analysis 2.3 Group policies 2.4 Analysis and management of risks and opportunities 3.1 Sustainable Together 2030 3.3 Management systems and certifications 4.1 Energy consumption 4.2 Greenhouse gas emissions 4.3 Waste 4.4 Water resources 4.6 Reforestation programs 6.2 Supply chain engagement	301-1; 301-2; 302-1; 302-2; 303-2; 303-3; 305-1; 305-2; 305-3; 305-4; 305-7; 306-1; 306-2; 306-3
<b>Principle 8: undertake initiatives to promote greater environmental responsibility</b>	2.3 Group policies 2.4 Analysis and management of risks and opportunities 3.1 Sustainable Together 2030 3.3 Management systems and certifications 4.1 Energy consumption 4.2 Greenhouse gas emissions 4.3 Waste	301-1; 301-2; 302-1; 302-2; 303-2; 303-3; 305-1; 305-2; 305-3; 305-4; 305-7; 306-1; 306-2; 306-3



UNGC PRINCIPLES	PARAGRAPHS	GRI INDICATOR
	4.4 Water resources 4.6 Reforestation programs 6.1 Ethics and transparency 6.2 Supply Chain Engagement	
<b>Principle 9: encourage the development and diffusion of environmentally friendly technologies</b>	3.1 Sustainable Together 2030 3.2 Innovation and eco-design 3.3 Management systems and certifications 4.1 Energy consumption 4.3 Waste 4.4 Water resources 6.2 Supply chain engagement	301-1; 301-2; 302-1; 302-2; 303-2; 303-3; 305-1; 305-2; 305-3; 305-4; 305-7; 306-1; 306-2; 306-3
<b>FIGHT AGAINST CORRUPTION</b>		
<b>Principle 10: Business should work against corruption in all its forms, including extortion and bribery</b>	2.3 Group policies 3.1 Sustainable Together 2030 6.1 Ethics and transparency 6.2 Supply chain engagement	2-23; 205-3

