

OUR COMMITMENTS FOR A SUSTAINABLE FUTURE

Essential Report





“ Sustainability guides the way we do business and is essential to our planet and the communities where we operate. ”

METHODOLOGICAL NOTE

This document represents the first Sustainability Report of Sedamyl Group (hereafter also “Sedamyl”, “the Group” or “the Company”), including Sedamyl SpA Italy, Sedamyl UK and Etea Group. Etea Group was founded in 1995 as an engineering company which, since 1998, has been joined by a production activity, first in the alcohol and starch-derivatives sector, then energy from renewable sources and finally in the origin and trading of cereals.

With this Report, Sedamyl Group wishes to communicate in a clear and transparent manner its commitment and responsibilities towards all stakeholders. Specifically, what follows is the description of all impacts and engagements regarding environment, collaborators and other stakeholders. The goal of this Report is to describe the current commitment and actions undertaken by Sedamyl Group within the continuous improvement of its business model.

The information and data presented in this Report correspond to the activity of the whole SEDAMYL Group over the period of time comprised between January 1st 2019 and December 31th 2019.

This Sustainability Report has been prepared using Sustainability Reporting Standards GRI as guidelines. According to the materiality analysis carried out, Sedamyl identified the issues and topics more relevant for the Group and its stakeholders.

We hope to clearly and transparently provide a description of Sedamyl engagement and strategies towards all its stakeholders. For any further information about this Sustainability Report, please email: info@sedamyl.com



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Letter to stakeholders

CORPORATE SOCIAL RESPONSIBILITY (CSR) HAS BECOME A VITAL ISSUE. WITH THE PRESENT REPORT, WE WOULD LIKE TO SHARE OUR CSR EXPERIENCE.

Small and medium companies form the backbone of Italian economy, many of them still being a family business. Due to their strong connection with local territories, these companies have corporate social responsibility as a part of their DNA. As Sedamyl Group, we are an hybrid case due to our family business in an international context. Nonetheless, we keep CSR as an essential pillar of our business model.

In the 70s, a common opinion was that the only goal for companies is to generate profit. It still partially works that way: a company must generate profit, but increasing ethical and social responsibilities are arising. We believe that a company able to manage these features will be stronger, because it will stimulate commitment and passion in its employees, it will encourage innovation and it will help shape the decision-making processes in all collaborators and stakeholders: from suppliers to clients along with the entire community.

A company is not isolated, instead it is a source of relationships with all the surrounding environment. We feel embraced by our community, from which we obtain services, infrastructures and collaborators: it is therefore fundamental to create a virtuous circle between social responsibility and company efficiency. CSR has to become a pillar in governance, a real way to do business, a voluntary approach that goes beyond legal obligations.

This philosophy corresponds to a principle deeply rooted in Sedamyl: the centrality of the person. People and their needs are at the center of our actions. This approach leads to our daily commitment, which can be synthesized in five pillars:

Letter to stakeholders

Our philosophy in 5 Pillars

1 RESPECT OF ETHICAL PRINCIPLES IN EVERY STEP OF OUR ACTIVITY AND IN EVERY RELATIONSHIP WITH OUR COMMUNITY

Contracts and agreements must be executed with duty, diligence and transparency towards all elements involved. We realize that our products are appreciated not only because of their quality, but also because of the customer-based thinking: we seek to develop an approach able to be always more responsible, careful and customized, dedicated to make life easier for our customers.

2 PROMOTING SAFETY CULTURE

In Sedamyl, the slogan “SAFETY FIRST” is applied in every aspect of the Company, including the relationships with suppliers and customers. Safety is also the first topic in every board meeting. There is no activity that cannot be carried out in full safety. There are no exceptions to the general rule asking each employee to act in safety during every task and operation; in our production sites, everybody – including collaborators, suppliers and/or visitors – are required to be responsible for their own safety as well as for everybody else around them. Our goal is to constantly improve our safety results, the final goal being a “zero accident” situation on both production sites. Our employees and external collaborators follow permanent training concerning safety and they are required to follow the golden rules decided by the Company. In order to promote safety culture, develop better safety skills and improve current results, Sedamyl every year chooses clear milestones to achieve: these milestones are verified through internal audit involving all Company departments.

3 HUMAN RIGHTS COMMITMENT

Our Company is primarily formed by people. Every collaborator is a fundamental asset for Sedamyl. The success of our company depends on the know-how, skills and motivations of our employees; for this reason we value their efforts, promote training courses (e.g.: voluntary english courses during working hours, technical skills training according to their tasks, etc.), ensure a balance between work and private life (through flexible work schedule and paid leaves), help new families with maternity leaves, paternity leaves and part time work schedule. The goal is to provide a healthy, safe and stimulating working environment.

4 ECO-SUSTAINABILITY, TAKING PLACE THROUGH A DAILY ENGAGEMENT IN THE RESPONSIBLE AND EFFICIENT USAGE OF ENVIRONMENTAL RESOURCES, IN THE IMPROVEMENT AND APPLICATION OF THE BEST AVAILABLE TECHNOLOGIES TO AVOID WASTAGE AND POLLUTING EMISSIONS

We do our best to optimize the consumption of raw material per unit of product, constantly decreasing our water and energy consumption in our manufacturing processes: we recently installed a CHP (Combined heat and power) plant allowing the recovery of thermal energy along with electricity. We engage in waste valorisation, in generation of green energy and through our logistics department we promote sustainable transportation of our raw materials via railroad. These efforts are not an easy target because they demand to re-think and re-evaluate our processes and products, but nowadays the environmental topic has become essential and we feel our duty in the fight against pollution and global warming.

5 OPEN AND TRANSPARENT COMMUNICATION WITH LOCAL ADMINISTRATIONS, ALLOWING ALL SUBJECTS INVOLVED TO FIND SHARED SOLUTIONS TO PROBLEMS RELATED TO THE LOCAL TERRITORY

Sedamyl uses its excess heat coming from the manufacturing processes to provide thermal energy for several public buildings, including schools and sport facilities. Sedamyl supports sport activities, in particular youth teams, no-profit organizations and we open our facilities every year for students and interns. These are all examples of the synergies we want to create with our community.

*After identifying the set of values essential for our Company, it was capital to express them formally. For this reason, Sedamyl drew up a **Code of Ethics** and the **Business Practice Policy**. This is a voluntary declaration containing a set of ethical rules as a summary of the rights, duties and responsibilities of each person working in our Company towards all our stakeholders.*

MARIO FRANDINO, CEO OF SEDAMYL GROUP AND ETEA, HAS BEEN NOMINATED CAVALIERE DEL LAVORO

We are proud to share the news that Mario Frandino, CEO of SEDAMYL Group and ETEA, has been nominated Cavaliere del Lavoro by the President of the Italian Republic Sergio Mattarella.

The title of Cavaliere del Lavoro is one of the major entrepreneurship achievements, attributed to businessmen and women who have been recognised for their business results in terms of job creation, ethical and social responsibility, with the aim of improving living and working conditions in Italy.

Mario Frandino is thankful and wishes to share this prestigious achievement with all Sedamyl and Etea teams who contributed significantly with their work in achieving this great result.



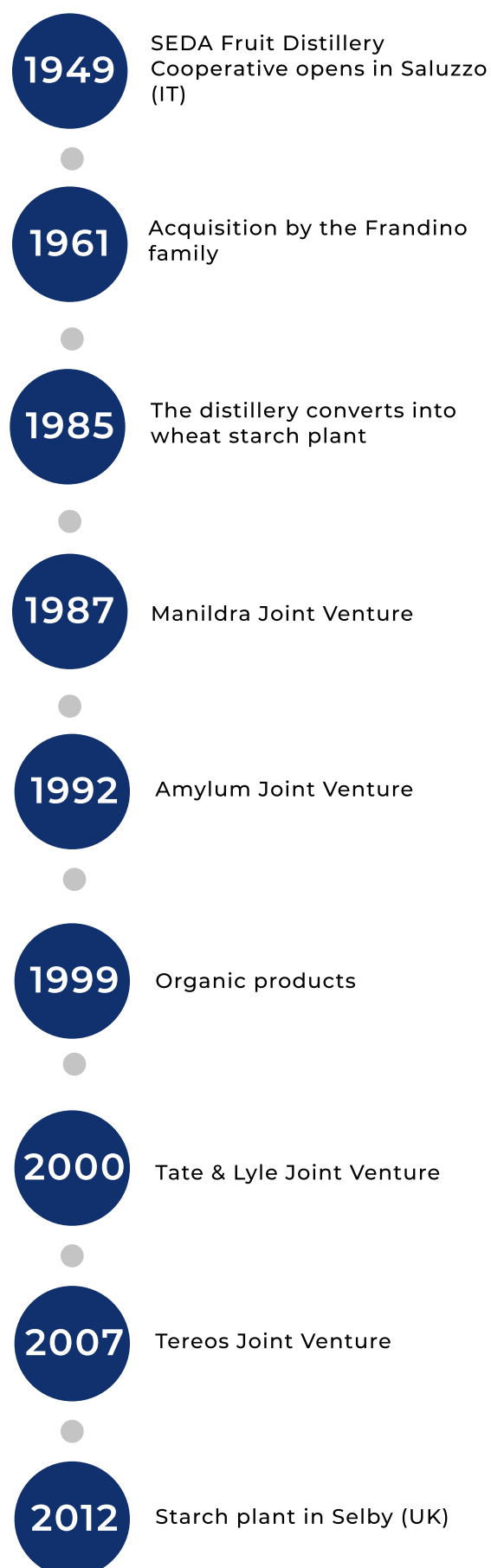
Who we are

WE ARE A LEADING MANUFACTURER OF STARCHES, SWEETENERS, PROTEINS AND ALCOHOL. WE SUPPLY AND SELL INGREDIENTS TO THE MAJOR INDUSTRIES THROUGHOUT EUROPE.

As an established European manufacturer we have constantly improved the quality of our products, becoming one of the main suppliers of ingredients for food and beverage, paper and corrugated, green chemistry and animal nutrition industries. We are also recognized by the largest spirits companies for the high quality of our neutral grain alcohol that we produce in both the UK and Italy.

Understanding our customers' needs is our aim, as customer satisfaction is the ultimate goal of our activities. We seek to establish continuous dialogues and pro-active relationships with our customers. Our primary goal is to help our clients achieve faster and more effective project development, with a special focus on innovation. Service is a key dimension of our operations and we aim to set-up an efficient and cost-effective supply chain.

It is through the work done in Etea Engineering, the design and realization of unique and highly-efficient plants, that we are able to maintain the highest production standards within our own activities. This continual quest for innovation and improvement ensures that our products will be competitive in a market that is increasingly characterized by growing international competition.



Our story

Founded in the 1950's as a fruit distillery (Seda), Sedamyl has grown to become one of the leaders in grain processing, with the production of starches, sweeteners, proteins and alcohol. Since 1992, synergies with our international J.V. partners have allowed us to constantly innovate, boost production, increase quality and safety standards.

2019 **IN THE SUMMER OF 2019, WE RETURNED TO BE AN INDEPENDENT FAMILY GROUP.**

1 **Family** **+ 60** **Years of history** **+ 430** **M€ Annual Revenue**

Our goal is to continue growing the Company, with passion and competence, in an increasingly competitive global market. We guarantee our employees a safe and stimulating work environment, and we guarantee our customers reliable service aimed at excellence, in line with our tradition and values.



Our values

Production excellence and outstanding service. These are our goals, achievable only when a company is not just focused on its business but invests and passes on its core values to its employees and customers. We have established ourselves as one of the most reliable partners on the market thanks to our exceptional production availability and agility in turning each customer's needs into fast and effective solutions.

Sustainability is also a priority and we achieve it through responsible transformation of raw materials, the wise and respectful use of renewable energy and by putting the needs of human beings at the heart of our business philosophy.

WE ARE SUCCESSFUL BECAUSE WE ARE RELIABLE.



A FAMILY BUSINESS.

We are the third generation proudly involved in the day to day business with the same **passion** and pride.

SAFETY FIRST.

It's our **primary approach**. There is no activity that cannot be done safely and no exceptions in our safety policies.

WE DELIVER WHAT WE PROMISE.

A key value that has allowed us to pass on a solid vision built on **heritage**, **passion**, **caring** for our employees and customers.

SUSTAINABILITY.

Sustainability guides the way we do business. We are committed to make full use of our raw materials and to ensure **everything is transformed** in respect of the planet.



Quality leader

THE QUALITY OF OUR PRODUCTS IS UNCOMPROMISING. OUR PRODUCTION EXCELLENCE HAS BEEN RECOGNIZED BY THE MARKET OVER THE YEARS.

Our manufacturing sites are certified with FSSC 22:000, recognized by GFSI (Global Food Safety Initiative). The success in our mission and the continuous improvement of our performances leads to an increase of our customers' satisfaction, creates value for our partners, motivates our staff and, by doing so, ensures a future growth to our company and its own commercial partners in a sustainable way.

We respect our basic values by applying total quality principles every day and aiming at constant improvement based on four essential pillars:

1. SAFETY

We ensure that our finished goods and production processes comply with the required regulations and quality standards which are applied in our employees' health and safety as well as in food, pharmaceutical and feed safety. This involves a Risk-Based Thinking model in order to identify threats to our own processes, to plan corrective actions and to highlight and make use of the opportunities for improvement.

2. CUSTOMER CARE

We establish a good business relationship with each of our customers in order to understand their requests and expectations, showing the maximum availability and flexibility to ensure them a high level of satisfaction. To be recognized as a key element in our customers' global success, it is important to create and sustain a collaborative relationship. We provide prompt and appropriate responses and implement preventive and corrective measures as regards to our customers' concerns.

3. INITIATIVE

We provide a working atmosphere where our employees can reach a high level of professionalism and quality by using and developing their skills and talents, and in this process, the creation of value for the company will result in personal satisfaction. We do this by applying creative solutions through the whole industrial process in order to reach the agreed requirements in terms of performance, costs, timing and quality.

4. TEAM SPIRIT

We promote cooperation between our working groups and our partners in order to provide our customers with the best global solutions, meeting their expectations in each field of our business. A clear comprehension of responsibility by the whole staff, concerning the quality of our products and services, must be ensured in order to reach an excellent production.



Safety First

IT'S THE PRIMARY APPROACH IN ALL OF OUR ACTIVITIES.

There is no activity that cannot be done safely and therefore there are no exceptions in our safety policies. In each of our plants everyone – employees, contractors and visitors – is responsible for his/her own safety and that of his/her colleagues, as well as the people around him/her. As a consequence, Sedamyl every day puts its commitment for a working environment without accidents and in compliance with all laws and regulations regarding Health and Safety. Each Sedamyl's manufacturing site is responsible for the development and implementation of effective prevention plans and programs to apply every safety principle developed in Sedamyl's Safety policy. Above all, for Sedamyl Group it is capital to involve and raise awareness about safety not only at work but also in each family.



Kids drawing contest

Once per year the SAFETY DAY takes place, with several activities dedicated to Safety and where kids participate to a drawing contest on this topic. The goal of this initiative is to raise awareness about the importance of Safety even outside the Company borders.



Luisa Aimar HSE and Giuseppe Frandino RSPP, Sedamyl Italy

SEDAMYL WAS RANKED AMONG THE TOP 14!

Last November SEDAMYL Italy was rewarded in Rome as finalist at a National event on Business Safety. This is the outcome from a National audit and survey among several industries promoted by the Industry Association and the Ministry of Work and Social Policies.

Food & Feed Safety

THE SEDAMYL GROUP MANUFACTURES PRODUCTS WHICH, BESIDES OTHER USES, ARE USED BY CUSTOMERS AS RAW MATERIALS FOR THE FOOD, BABY FOOD AND ANIMAL FEED INDUSTRY AND REQUIRE FOOD SAFETY AND HEALTH FEATURES SO AS TO PROTECT THE FINAL CONSUMER'S HEALTH.

The Sedamyl Group commits to supply products that always comply with the maximum food safety and animal feed standards, the current legislation for animal and human nutrition (including Reg. EC 178/02, 852/04, 183/05) and customers' requirements.

The management makes all necessary resources available so that the company can reach the above mentioned purposes as follows:

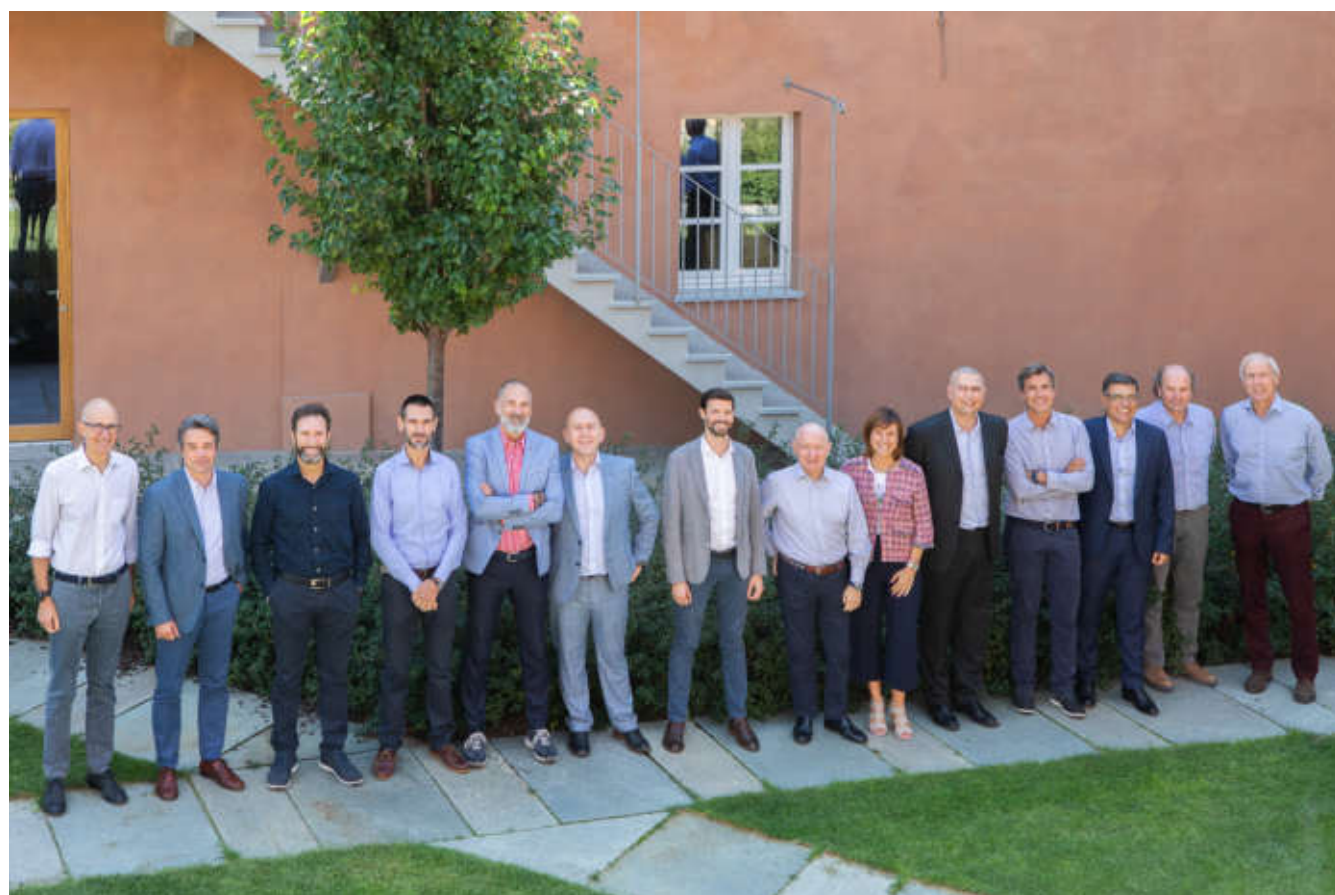
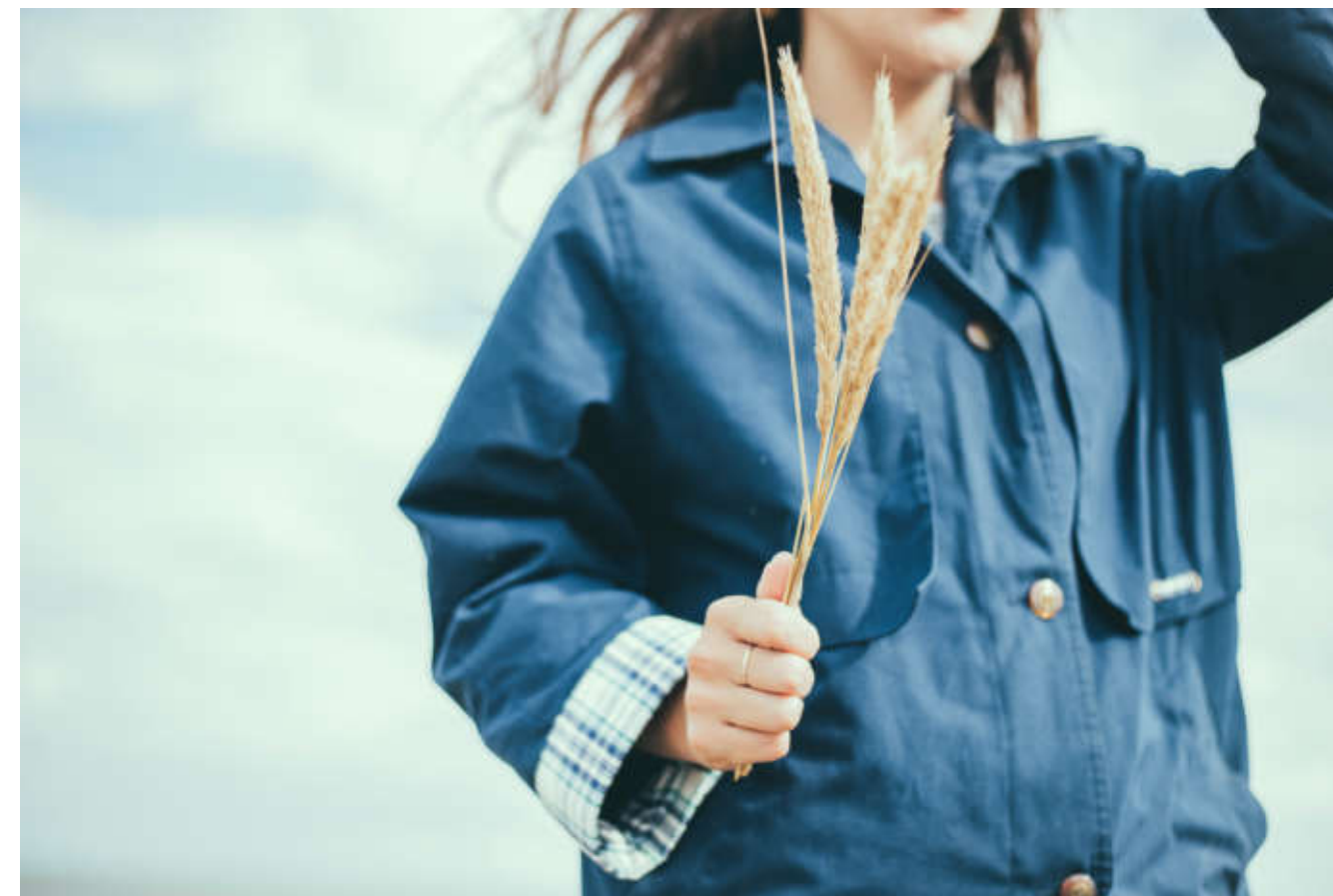


Paolo Lingua, R&D and Quality Manager, Sedamyl Group

1. It guarantees **HACCP** (Hazard Analysis and Critical Control Points) compliance and allergen management programs, the control of foreign bodies, personal hygiene, good production and cleaning practices, Pest Control and a prompt response to emergencies.
2. It meets the requirements of the standards **FSSC 22000** for food safety, **EFISC** for feed safety, **GMP+BS** for a safe feed trade, together with certifications, annual revision and continuous improvement.
3. Sedamyl has adopted an efficient **TRACEABILITY SYSTEM** at each stage of production, sales and delivery to customers.
4. It ensures that suppliers and subcontractors of products and services share the same commitment to food safety in accordance with **OUR INTERNAL STANDARDS**.
5. It performs Design and Maintenance of plants and equipment according to the highest standards of **FOOD SAFETY, HYGIENE AND PEST CONTROL**.
6. It provides the employees with the necessary **TRAINING, UPDATE AND COMMUNICATION CHANNELS** so that they can carry out the tasks assigned with the appropriate skills and to ensure their efficient and conscious involvement in food safety.
7. It provides **INTERNAL AUDITING INSPECTIONS AND CONTROLS**, and it is periodically assessed by inspection authorities and customers.
8. It applies a **FOOD DEFENSE PROGRAM** to protect itself from intentional acts against its headquarters, employees and products, as well as a Food Fraud program to defend itself against food frauds.
9. It requires all staff and visitors to **AVOID ACCESS** to the production areas and warehouses if personal hygiene and health conditions could compromise the healthiness and safety of Sedamyl's products.

Code of Ethics

Sedamyl Code of Ethics is the foundation of the Group's Governance structure, it guides the actions and decisions of the company and of all those acting on its behalf. This Code is aimed at all Group stakeholders and describes the rules of conduct intended to support sustainable growth and protect the company's reputation, in compliance with the principles and values that have always characterised Sedamyl and which are shared at Group level throughout the world. This is because Sedamyl is aware that integrity and ethical values are essential aspects of business operations. Compliance with the Code of Ethics and the Organisational Model is guaranteed by the **SEDAMYL GROUP SUPERVISORY COMMITTEE**, which carries out specific supervisory and monitoring activities. The Group also set up the Ethics and Compliance Committee, with the aim of strengthening the culture of ethics and corporate compliance and ensuring the uniformity of compliance management within the Group, through constant improvement of the efficiency and effectiveness of the compliance systems present in the various Sedamyl organisations.



Anti Bribery

Sedamyl has a **ZERO-TOLERANCE POLICY TOWARDS BRIBERY AND CORRUPTION** and is committed to acting fairly and with integrity in all of its business dealings. This Policy applies to all permanent and temporary employees of the Company. It also applies to any individual or corporate entity associated with the Company, including, but not limited to, directors, contractors, consultants, seconded staff, agents and suppliers.

Sedamyl will ensure compliance with anti-bribery laws, rules and regulations, in any country within which it may carry out its business. Sedamyl will enable employees and persons associated with the Company to understand the risks associated with bribery and to encourage them to report any inappropriate behavior. Sedamyl will provide suitable and secure reporting and ensuring that any information that is reported is effectively dealt with.

Anti Slavery and Human Trafficking

IN COMPLIANCE WITH THE MODERN SLAVERY ACT 2015, SEDAMYL OFFERS THE FOLLOWING STATEMENT REGARDING ITS EFFORTS TO PREVENT SLAVERY AND HUMAN TRAFFICKING IN ITS SUPPLY CHAIN.

SEDAMYL is committed to ensuring that there is no modern slavery or human trafficking in its supply chains or in any part of its business, working closely with its suppliers to ensure that slavery and human trafficking risks are identified and managed proactively. SEDAMYL is accordingly committed to eliminate forced labour and compulsory labour and to effectively abolish child labour. This includes International Labour Organisation conventions 138 & 182 on the prohibition of child labour and 29 & 105 on the elimination of forced or mandatory labour. SEDAMYL expects the same standards from all those we work with, including business partners and suppliers.

As part of its initiative to identify and mitigate risk:

- 1 Where possible SEDAMYL build **LONG STANDING RELATIONSHIPS** with local suppliers and tenancy customers and make clear its expectations of business behaviour;
- 2 With regards to national or international supply chains, SEDAMYL point contact is preferably with a UK company or branch and **SEDAMYL EXPECTS THESE ENTITIES TO HAVE SUITABLE ANTISLAVERY AND HUMAN TRAFFICKING POLICIES AND PROCESSES.** SEDAMYL expects each entity in the food chain to, at least, adopt 'one-up' due diligence on the next link in the chain. It is not practical for SEDAMYL (and every other participant in the chain) to have a direct relationship with all links in the food chain, ultimately to the field or utility generator.

- 3 SEDAMYL encourages the **REPORTING OF CONCERNS**. SEDAMYL will support anyone who raises genuine concerns in good faith under this Statement, even if they turn out to be mistaken. It is also committed to ensuring nobody suffers any detrimental treatment as a result of refusing to take part in human Trafficking, or because of reporting in good faith their suspicion that an actual or potential slavery or human trafficking have taken place or may take place in the future.



NO CHILD LABOUR

SEDAMYL Child Labour Policy has been established in order to make SEDAMYL position clear to suppliers and their co-workers, as well as any other parties. The requirements in this code of conduct are mandatory to all suppliers and their sub-contractors. General Principle SEDAMYL child labour policy is based on the International Labour Organisation (ILO) Minimum Age Convention no. 138 (1973). According to this convention, Child labour means “work by children under the age of 12; work by children under the age of 15 that prevents school attendance; and work by children under of age of 18 that is hazardous to the physical or mental health of the child”.

SEDAMYL does not employ any person below the age of eighteen years at the workplace. SEDAMYL prohibits the use of child labour and forced or compulsory labour at all its productions departments. No employee is made to work against his/her will or work as bonded/forced labour, or subject to corporal punishment or coercion of any type related to work

ETHICAL TRADE INITIATIVE (ETI)

SEDAMYL supports in its actions the principles of the Ethical Trading Initiative (ETI) Base Code in the areas of human and labour rights, environment and anti-corruption, and perceives the principles as a powerful platform for our activities within sustainability. SEDAMYL will integrate social and environmental concerns into its business operations and in its interaction with its stakeholders.

9 Principles



Employment is freely chosen



Freedom of association and the right to collective bargaining are respected



Working condition are safe and hygienic



Child labour shall not be used



Living wages are paid



Working hours are not excessive



No discrimination is practised



Regular employment is provided



No harsh or inhumane treatment is allowed

OUR GOALS
FOR THE
2030 AGENDA



Through its commitments, Sedamyl contributes to the Sustainable Development Goals (SDGs), established by the United Nations in 2015.

The Group has selected some of the SDGs on the basis of its business, its impacts and geographical profile.

OUR COMMITMENT FOR THE 2030 AGENDA

	QUALITY EDUCATION	CLEAN WATER AND SANITATION	DECENT WORK AND ECONOMIC GROWTH	SUSTAINABLE CITIES AND COMMUNITIES	CLIMATE ACTION
ZERO HUNGER Development of sustainable food production systems, with the definition of resilient agricultural practices designed to protect ecosystems.	Increase in the number of people with specific skills for employment and entrepreneurship. Development of new educational methods dedicated to sustainable lifestyles.	Global improvement of water quality, increasing recycling and re-use. Considerable increase in efficiency in industrial and non-industrial water use.	Technological progress and innovation to improve economic productivity. Development of policies encouraging the training and development of workers' skills.	Reduction of the environmental impact of cities, with particular efforts towards air quality and waste management.	Integration of policies on climate change at national and international level.

Contribution for the development of sustainable and low soil consumption agricultural techniques.

Development of national and regional projects for high quality professional training of workers and new employees.

Improvement of process efficiency for reduced water consumption; promotion of more sustainable practices along the entire supply chain.

Development of new products and new supply chains to increase the number of jobs; implementation of the most modern forms of workers' protection.

Usage of excess heat from manufacturing processes for heating public buildings.

Reduction of greenhouse gas emissions by development of greener and cleaner production processes.



GOOD HEALTH AND WELL-BEING	GENDER EQUALITY	AFFORDABLE AND CLEAN ENERGY	INDUSTRY, INNOVATION AND INFRASTRUCTURE	RESPONSIBLE CONSUMPTION AND PRODUCTION	PEACE, JUSTICE AND STRONG INSTITUTIONS	PARTERSHIPS FOR THE GOALS
Reduction of the number of deaths and sick people caused by pollution of soil, water and air.	End any discrimination or unequal treatment of women.	Increase in the share of renewable energy in total energy consumption. Double energy efficiency globally by 2030.	Global promotion of sustainable industrialization. Increased efforts towards academic and industrial innovation and research.	Sustainable and efficient management of raw materials. Substantial reduction in the quantity of waste produced	Development of sustainable and anti-discrimination policies. Implementation of responsible and participatory decision-making processes.	Intensification of the creation of new partnerships and collaborations for Sustainable Development.
Implementation of new production processes focused on increasing efficiency with environmental impacts and reduced energy consumption.	Fight against discrimination in all areas of work, promotion of equal opportunities.	Choice of innovative production processes for improved energy efficiency.	Investments in Research and Development for the continuous improvement of the production processes.	Promotion of the concepts of Sustainable Development; improvement of production processes for lower consumption of raw materials.	Fight against corruption and incorrect corporate behavior	Development of new industrial partnerships and with the world of academic research to achieve Sustainable Development goals.

OUR COMMITMENTS FOR A SUSTAINABLE FUTURE

1. COMMITMENT TO THE ENVIRONMENT

2. COMMITMENT TO COLLABORATORS

3. COMMITMENT TO OUR STAKEHOLDERS



1. COMMITMENT TO THE ENVIRONMENT

Sustainability Reporting Standards GRI: 301 / 302 / 303 / 305 / 306
SDGs ONU: 2 / 3 / 6 / 7 / 9 / 11 / 13

SDG GOALS



84%

Electricity self-produced [GJ]



156.324

Direct GHG emissions (scope 1) [ton CO2]



95.8%

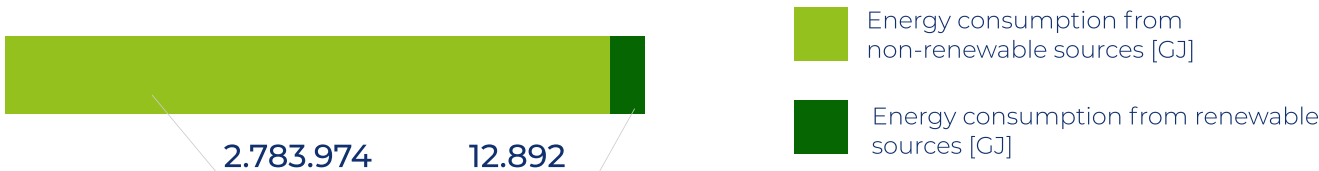
Waste used in recycling or composting.

WE SHOW OUR COMMITMENT TO THE EARTH BY CONSTANTLY INVESTING IN CUTTING EDGE MANUFACTURING TECHNOLOGY AND BY USING SUSTAINABLE RAW MATERIALS.

As an agri-food company strongly linked to local agricultural production, Sedamyl places environmental protection and the efficiency of production processes among its most important values. We are committed to maintain the trust given by our stakeholders by meeting and exceeding expectations in terms of energy and environmental performance, integrating this commitment into our daily business.

For years in Sedamyl we have developed environmental objectives for our processes and products: the reduction of water consumption, energy and raw materials per ton of finished product; the limitation of emissions, noises and odors; reduction of the production of waste by promoting its recovery and valorisation.

Energy consumption from non-renewable / renewable sources [GJ] (2019)



NEW COMBINED HEAT AND POWER

The drive for innovation and technological improvement of the SEDAMYL Group leads to constant development of new technologies.

For this reason, SEDAMYL recently decided for the installation of a new CHP (Combined Heat and Power) system for the production of energy and heat. This new power plant will increase the percentage of self-produced energy. The long term goal is to maintain the highest energy efficiency, considered as a pillar for sustainable development.

2

COMMITMENT TO COLLABORATORS

Sustainability Reporting Standards GRI:

401 / 402 / 403 / 404 / 405 / 406 / 408 / 409 / 410

SDGs ONU:

3 / 4 / 5 / 8 / 16

SGD GOALS



260

Employees



5577

Hours of training



52%

Employees with high school diploma or higher

SEDAMYL GROUP IS PRIMARILY MADE UP OF PEOPLE.

Each worker is a fundamental resource for the Group, even before any type of asset.

The company's success on the market depends primarily on the know-how, skills, abilities and motivation of our staff and collaborators and for this reason Sedamyl tries to value their commitment, to promote **training initiatives** (voluntary English courses during working hours and other more specific technical training courses for the production activities), to guarantee a **balance between working hours and private life** (with paid leaves and flexible working hours), to protect maternity with the possibility of part time.



SUPPLEMENTARY INSURANCE FOR EMPLOYEES

Sedamyl has activated a supplementary insurance for all of its employees.



LOYALTY BONUS

The company recognizes a monthly payment as a loyalty bonus for all employees who reach 25 and 35 years of company seniority.



ASSISTANCE IN COMPLETING THE TAX RETURN

Every year, all employees have the opportunity to be assisted in filling out the tax return from CAF (Center of Fiscal Assistance) consultants during working hours.



WORK-LIFE BALANCE - PART TIME

As part of the goal to protect the maternity leaves of our employees, Sedamyl has always accepted requests from employees who desired to switch from full-time to part-time.



WORK-LIFE BALANCE - SMART WORKING

The first cases of smart working have been activated, for the time being for a limited time.

3.

COMMITMENT TO OUR STAKEHOLDERS

SGD GOALS



200.000

Euros in donations



0.5%

KPI
customers claims /
deliveries number

10

Working days
reply lead time
for customer queries

FROM RAW MATERIALS TO FINAL PRODUCTS, PASSING THROUGH OUR COLLABORATORS, THE SEDAMYL GROUP HAS A STRONG CONNECTION WITH THE TERRITORIES AND COMMUNITIES LINKED TO THE GROUP'S ACTIVITIES.

Over the years, this link has evolved in various ways, from the usage of excess heating energy to the city of Saluzzo to the continuous and profitable interactions with local institutions.

In 2019 the Sedamyl Group supplied heating energy to 14 public facilities belonging to the city of Saluzzo: city swimming pool, sports hall, various educational institutions from kindergarten to high school, theaters and more.



- Sponsorship of sports activities, especially those in the youth sector
- Cultural events
- Construction of city gardens
- Conservation and restoration of cultural heritage

Finally, every year Sedamyl welcomes several students for training experiences in the form of internships or educational visits to the production sites.

This report was prepared with the help
of many SEDAMYL and ETEA employees,
as well as other stakeholders outside the group.

**WE THANK EACH ONE OF THEM FOR THEIR VALUABLE
COLLABORATION AND CONTRIBUTION
TO THE DEVELOPMENT OF THIS FIRST EDITION.**



GENERAL INFORMATION

This report is a summary of the full version. If you need more information please contact: info@sedamyl.com

LEGAL INFORMATION

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