

SUSTAINABILITY REPORT 2024

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Identity of the Company

Mineraria Sacilese S.p.A. is a joint-stock company headquartered at Strada per Fratta 39/A, Sacile (PN). Active since 1983, the company specializes in the quarrying and processing of natural calcium carbonate, operating one quarry and three production plants.
Mineraria Sacilese can be considered a multi-sector enterprise, as calcium carbonate is employed across a wide range of industries — including paints and coatings, the food industry, adhesives and sealants, animal feed, glass manufacturing, plastics, and bituminous products, among others. The company primarily serves the Italian market, which accounts for over 70% of its total turnover, while its export activities are mainly directed toward Germany, Poland, Hungary, France, Belgium, South Africa, and Southeast Asia.

The operations of Mineraria Sacilese begin with the procurement of calcium carbonate for transformation, which may occur internally (own production) or externally (purchased from suppliers). The internal value chain starts with the extraction of the material from the owned quarry, carried out through controlled blasting techniques and the use of specialized operating machines. The extracted material then undergoes a primary crushing process before being transported to a processing plant, where it is separated into various size fractions by a screening system. Part of the calcium carbonate is sold directly from the quarry plant, while another part is transferred to the plants depending on the degree of purity/whiteness required by customers or the destination of the product. Once in the plant, the material is further ground and reduced to grit or micronized according to needs. At the end of all these manufacturing processes, the material can be considered a finished product ready to be sold, both packaged and bulk.



FIGURE 1. IMAGES OF THE QUARRY

[1] NACE Code 08.11.

Basis for Preparation

The 2024 Sustainability Report was prepared according to the voluntary standard for small and medium-sized enterprises, VSME, a structure based on the European Sustainability Reporting Standards (ESRS).

The form chosen for compilation is the Basic Module of the European standard VSME, published by EFRAG (European Financial Reporting Advisory Group) in December 2024, as a starting point for the compilation of the standard.

The report was prepared on an individual basis, with information relating to the individual company. The reference year is 2024, from the day 01/01/2024 to the day 31/12/2024.

The turnover corresponds to € 22 438 205, the balance sheet to € 25 753 745.

At the end of the year 2024, the company had 53 employees, plus two temporary workers and one on-call worker.

Certifications

Mineraria Sacilese is ISO 22000 certified, a voluntary international standard for food safety management systems, with the latest certificate issued by DNV on 07/11/2024.

The company is also certified as ISO 14001, the standard for the environmental management system, with a certificate issued on 17/05/2022 by DNV, valid until 10/06/2025.

In addition, it is ISO 9001 certified, a standard for the quality management system on 17/03/2023 with the DNV certification body, expiring on 16/03/2026.

Mineraria Sacilese is GMP+ certified, a voluntary international standard for feed safety, with a certificate valid from 10/07/2024 to 13/07/2026 for the Caneva plant, from 12/07/2024 to 23/07/2025 for the Sacile plant.

All food compliant products are also Kosher and Halal certified in order to meet customer needs.

On June 23, 2025, the company was awarded the EcoVadis Committed Badge for the year under review. EcoVadis Ratings provides a detailed assessment of the company's sustainability performance in areas such as the environment, labour practices, human rights, ethics and sustainable procurement. The scorecards, which feature scores from 0 to 100 and achievements (medals and badges), highlight strengths and areas for improvement.

The company was the subject of SMETA 4 Pillars audits in 2021 for the Sacile plant and in 2022 for the Caneva plant. In January 2025, the audit was extended to the headquarters, merging the other two production sites.

Mineraria Sacilese has requested the legality rating from the Competition and Market Authority, obtaining a score of 2 stars + out of a maximum of 3.

Geolocation of Sites

The company consists of three operating plants and a quarry, located in Friuli-Venezia Giulia, Italy, in the municipalities of Sacile and Caneva (PN) (Table 1).

Site	Address	No. of employees	Geolocation
Registered and operational headquarters, with operations of grinding, heat treatment, packaging and sale of calcium carbonate	Strada per Fratta, 39A, 33077 Sacile (PN), Italy	12	45.94800, 12.46111
Quarry, with extraction, primary crushing and sale of calcium carbonate	Via Montegrappa, 33077 Caneva (PN), Italy	12	45.97049, 12.42968
Caneva plant, with operations for the crushing, grinding, packaging and sale of calcium carbonate	Via Valbona, 19, 33077 Caneva (PN), Italy	7	45.96978, 12.43579
Sacile plant, with operations of crushing, grinding, packaging and sale of calcium carbonate	Via Cartiera Vecchia, 19, 33077 Sacile (PN), Italy	22	45.95177, 12.50722

TABLE 1. COMPANY LOCATIONS



FIGURE 2. REGISTERED AND OPERATIONAL HEADQUARTERS WITH PHOTOVOLTAIC PANELS AND QUARRIES IN THE BACKGROUND



FIGURE 3. PEDEMONTE-VALMADONNA QUARRY



FIGURE 4. PLANT IN VIA VALBONA – CANEVA



FIGURE 5. PLANT IN VIA CARTIERA VECCHIA – SACILE

Context of Reference

For the company, sustainability issues are guided by the expectations of customers, suppliers, employees and other stakeholders, and are integrated and aligned with all the other requirements that must be met on a daily basis.

Sustainability goals, policies, practices and initiatives are shared internally and communicated to customers and other interested parties. They address the sustainability issues outlined in Table 2.

Future practices, policies and/or initiatives include what themes?	Climate change	Biodiversity and ecosystems	Circular economy	Workforce	Business conduct

TABLE 2. SUSTAINABILITY ISSUES

Sustainable Development Goals (SDGs):



Policies adopted

The company has established policies addressing quality, environmental and social matters with a focus on continuous improvement. Specifically, it aims to:

1. prevent defects rather than correct them afterwards, by pursuing higher internal and external quality standards and ensuring careful management and control of environmental aspects;
2. improve internal working conditions;
3. adopt ecologically and ethically responsible behaviour in compliance with the requirements for health and safety in the workplace;
4. enhance process efficiency;
5. protect the environment by applying the best possible and economically viable technologies, monitoring production processes and taking actions to prevent pollution and any negative impact on the environment caused by its activities, products and services, with a view to long term sustainability;
6. pursue the continuous improvement of the management system to increase its performance, through the definition of objectives and targets and the measurement of progress achieved;
7. promote a culture of quality and environmental responsibility throughout the company.

Practices adopted

The company adopts sustainable practices, supported by defined reference targets.

Specifically, it conducts a management review – a document that analyses the environmental and prevention objectives established in the previous review and compares them to understand whether the target has been achieved. The results are then grouped into the improvement plan divided by plants. The objectives concern:

1. the reduction of electricity consumption compared to the quantities produced;
2. the reduction of category 2 greenhouse gas emissions;
3. the reduction of a certain percentage of fuel consumption;
4. optimization of the production process;
5. increase in training hours on environmental dynamics.

The company has a team that coordinates activities related to corporate sustainability, including the management of certifications, ESG ratings, sustainability reports and the achievement of strategic objectives in the environmental and social fields.

Sustainability initiatives

The company's future sustainability initiatives concern:

1. the implementation of a 245 kWp photovoltaic field;
2. the inclusion of training hours on sustainability;
3. the progressive reduction of greenhouse gas emissions, category 1 and 2;
4. the more specific implementation of the policies listed above.



FIGURE 6. PHOTOVOLTAIC FIELD THAT ENTERED INTO OPERATION IN 2024

Environmental Performance

Energy

Mineraria Sacilese annually monitors its energy consumption for each site, in line with its sustainability policy and objectives. Electricity consumption is tracked through specific software.

Non-renewable electricity consumption is related to the withdrawal from the national grid at the various units. All the electricity purchased for the Caneva plant comes from renewable sources certified by the "Guarantee of Origin". The headquarters is equipped with a 290 kWp photovoltaic system[2].

Energy consumption from non-renewable fuels includes diesel used for operating machines (excavators, loaders, dumpers, forklifts) and heating, LPG for heating, natural gas for drying and heat treatment (Table 3).

Typology	Value	UoM	Description
Total energy consumption	26 184.51	MWh	Total energy consumption from electricity and fuels, renewable and non-renewable
- Renewable electricity	8 973.99	MWh	The total annual consumption of renewable electricity
- Non-renewable electricity	13 886.66	MWh	The total annual consumption of non-renewable electricity
- Self-produced electricity	252.69	MWh	The total annual amount of self-generated electricity
- Energy from fuels (non-renewable)	3 323.87	MWh	The total annual fuel consumption converted to MWh with the EFRAG VSME conversion tool

TABLE 3. ENERGY CONSUMPTION - YEAR 2024

[2] The existing 200 kWp plant since June 2023 was implemented by 90 kWp in December 2024.

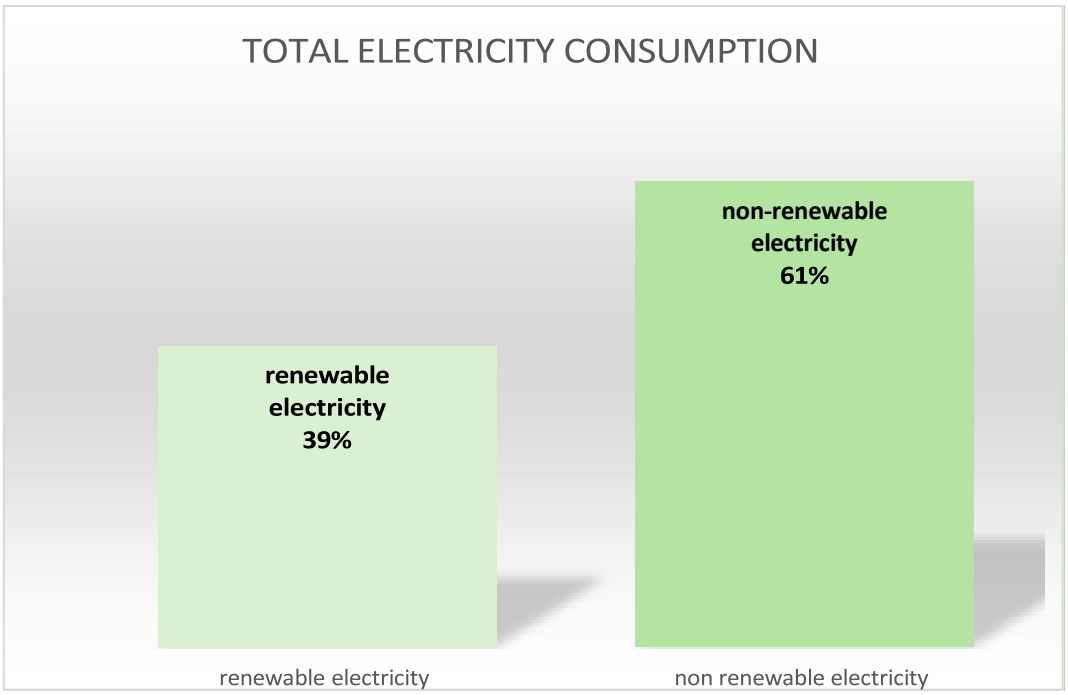


FIGURE 7. TOTAL ELECTRICITY CONSUMPTION BY SOURCE - YEAR 2024

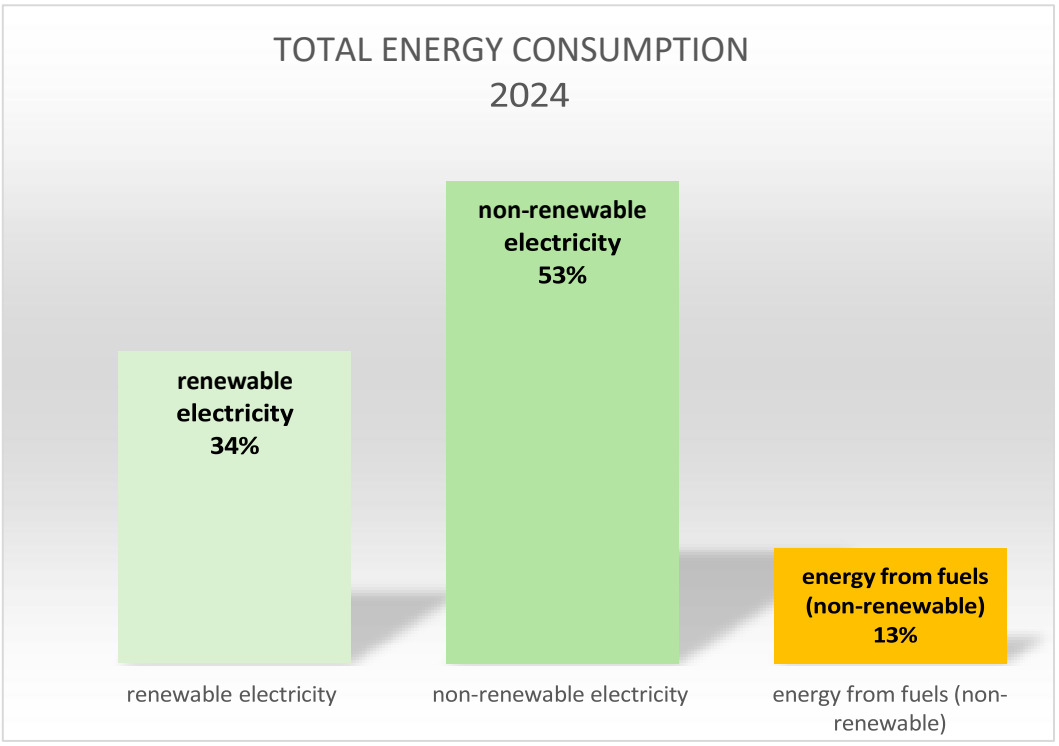


FIGURE 8. TOTAL ENERGY CONSUMPTION BY SOURCE – YEAR 2024

In 2024, 39.26% of total electricity came from renewable sources, a marked improvement compared to the previous year where renewable energy consumption stopped at 0.41%, as only self-consumption of photovoltaic panels. A sharp increase in electricity from renewable sources can be noted, particularly in the headquarters, thanks to the upgrading of photovoltaic panels, and in the Caneva plant, due to the purchase of the Guarantee of Origin (Table 4).

Source	Headquarters	Quarry	Caneva plant	Sacile plant	Total	Year
Electricity in MWh						
Renewable	90.59	0	0	0	90.59	2023
Non-renewable	485.36	463.26	8 296.61	13 080.83	22 236.06	2023
Renewable	154.20	0	8 819.79	0	8 973.99	2024
Non-renewable	490.04	424.95	0	12 971.67	13 886.66	2024
Electricity in %						
Renewable	15.73%	0.00%	0.00%	0.00%	0.41%	2023
Non-renewable	84.27%	100.00%	100.00%	100.00%	99.59%	2023
Renewable	23.94%	0.00%	100.00%	0.00%	39.26%	2024
Non-renewable	76.06%	100.00%	0.00%	100.00%	60.74%	2024

TABLE 4. ELECTRICITY CONSUMPTION BY SOURCE AND PER SITE COMPARISON YEAR 2023 – YEAR 2024

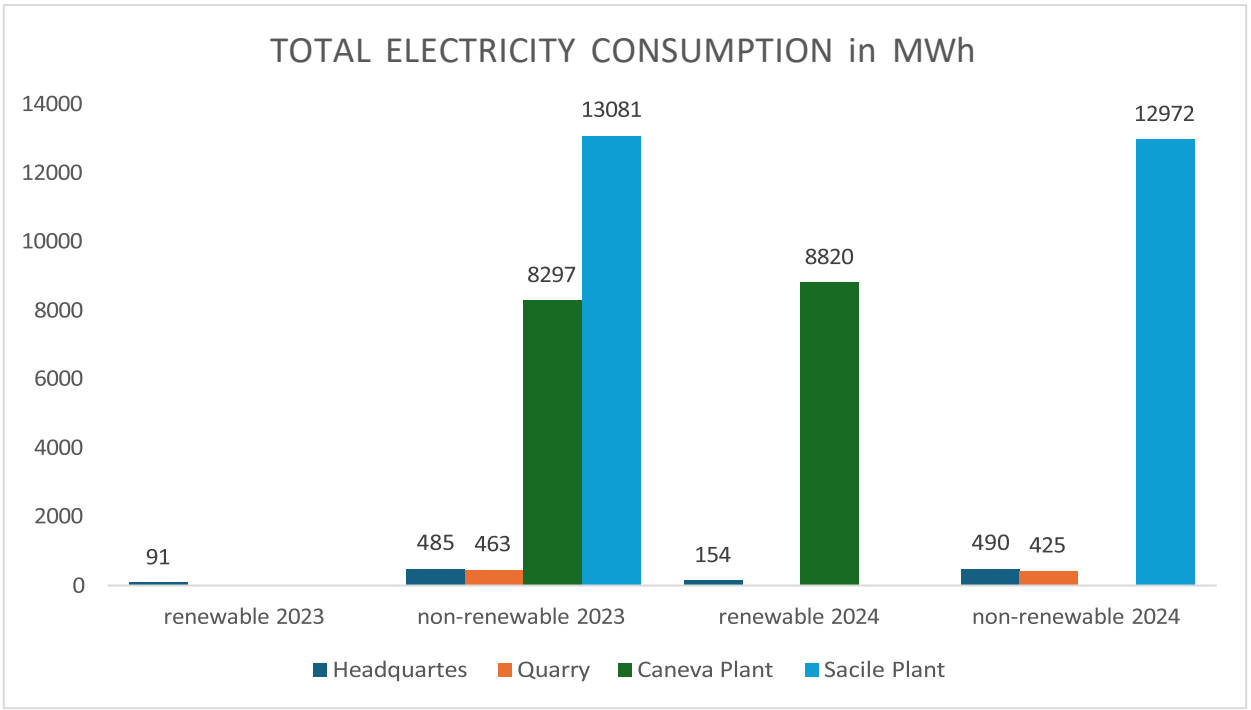


FIGURE 9. ELECTRICITY CONSUMPTION BY SOURCE AND PER SITE COMPARISON YEAR 2023 – YEAR 2024

Greenhouse Gas Emissions

Mineraria Sacilese has embarked on a sustainability path aimed at monitoring specific indicators that reveal its carbon footprint. The company reports emissions, expressed in tonnes of CO_2 equivalent of Scope 1 and Scope 2 in accordance with the GHG Protocol (Categories 1 and 2 for ISO 14064-1) (Table 5). Respectively, the former includes carbon dioxide emissions from sources controlled or owned directly by the company (e.g. the fuel consumption of quarry operating machines, or the gas used for drying products); the latter includes emissions that come from external sources (e.g. electricity purchased from suppliers).

The GRI (Global Reporting Initiative) international standards for sustainability reporting were used to calculate greenhouse gas emissions, specifically GRI 305-1 "Direct GHG emissions" (Scope 1) and GRI 305-2 "Indirect GHG emissions from energy consumption" (Scope 2).[3]

The market-based method was applyed to calculate indirect emissions from electricity consumption, which quantifies emissions by considering the specific emission factors communicated by suppliers.

	Value	UoM	Description
GHG emissions			
- Scope 1 emissions	903.34	t CO2e	Scope 1 GHG emissions (Category 1)
- Scope 2 emissions	3 661	t CO2e	Market-based scope 2 (Category 2) GHG emissions
- Scope 3 emissions	Unreported		
Total GHG emissions	4 564.34	t CO2e	Total scope 1 and 2 GHG emissions (Category 1 and 2)
GHG emissions intensity	0.0002034	t CO2e / EUR	GHG emissions per annual turnover in t CO2e / EUR

TABLE 5. GHG EMISSIONS - YEAR 2024

[3] Conversion factors used for Scope 1: 2.6 kg CO_2 eq/L for diesel (Source ISPRA 2023 Ministry of the environment, see Report 404.2024) and 1.99 kg CO_2 eq/SMC for natural gas (Source ISPRA 2021 + IPCC 2006).

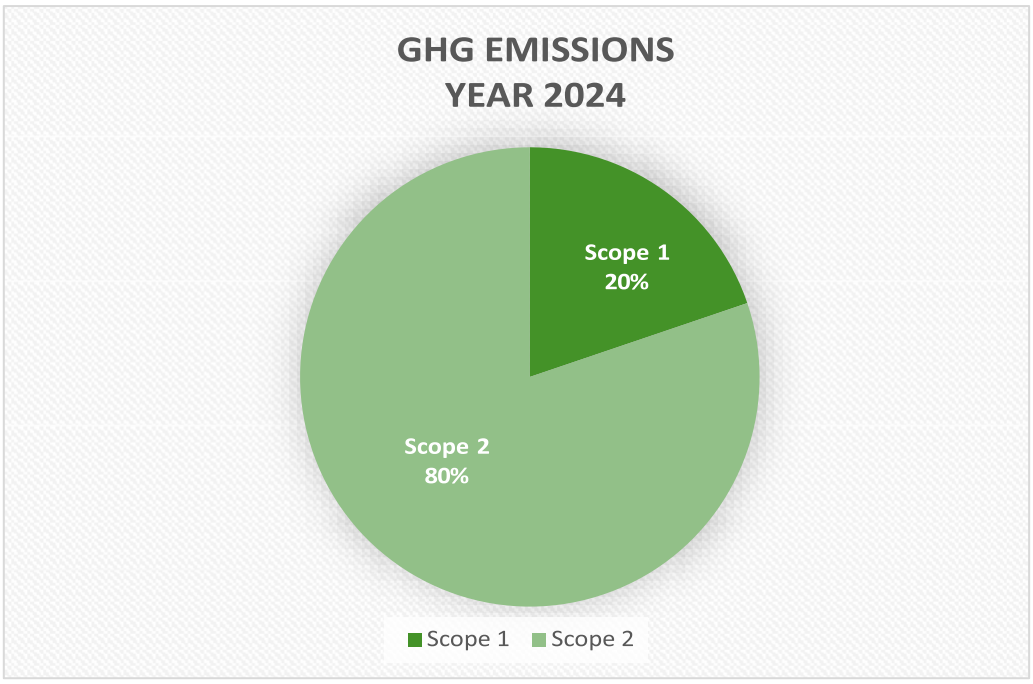


FIGURE 10. TOTAL GREENHOUSE GAS EMISSIONS - YEAR 2024

Category	Headquarters	Quarry	Caneva plant	Sacile plant	Total
Scope 1 emissions	0	570.33	43.22	289.79	903.34
Scope 2 emissions	129.08	111.93	0	3 420	3 661

TABLE 6. GHG EMISSIONS PER SITE- YEAR 2024

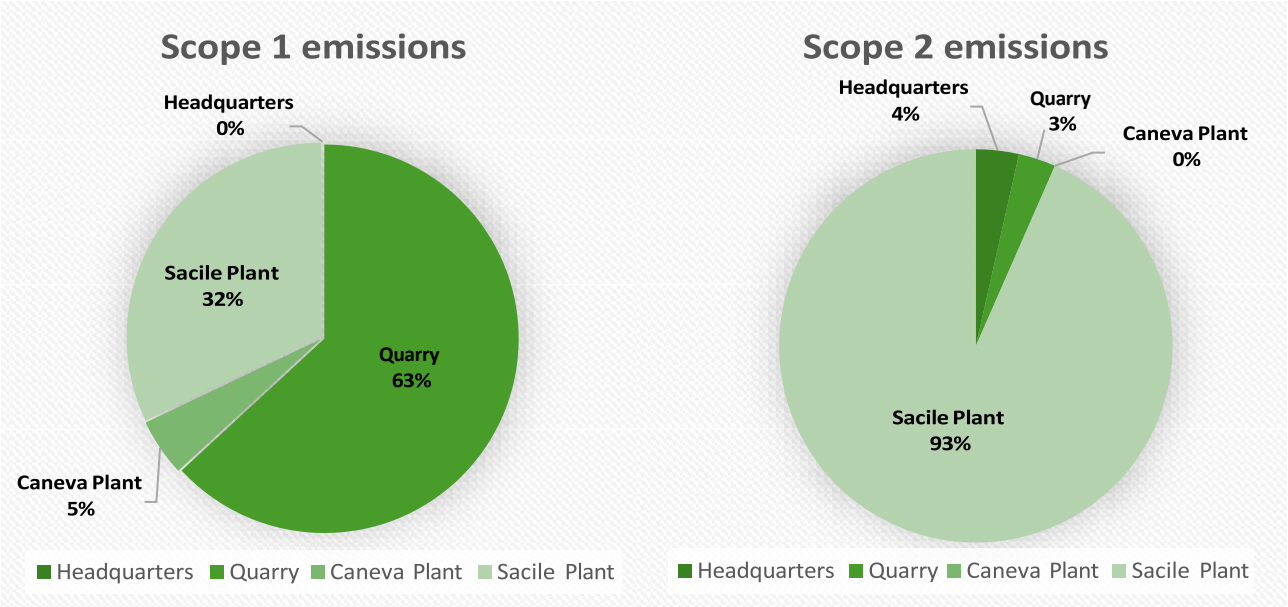


FIGURE 11. GHG EMISSIONS PER SITE - YEAR 2024

Compared to 2023, greenhouse gas emissions increased by approximately 37 t CO_2e in 2024:

1. emissions in quarries decreased due to lower fuel consumption (-7%), linked to lower productivity;
1. direct emissions from the Sacile plant increased as a result of the doubling of gas consumption for granulate drying and heat treatment;
2. emissions from company vehicles increased due to the increase in the number of vehicles in the company car fleet.

All the electricity purchased for the Valbona plant comes from renewable sources certified by "Guarantees of Origin", this has made it possible to significantly improve Scope 2 carbon dioxide emissions: from 5 880 t CO_2e in 2023, it has gone to 3 661 t CO_2e in 2024 (Table 7, Table 8).

Category	Total in t CO2e	Year
Scope 1	866.06	2023
Scope 2	5 880	2023
Scope 1 + Scope 2	6 746	2023
Scope 1	903.34	2024
Scope 2	3 661	2024
Scope 1 + Scope 2	4 564	2024

TABLE 7. GHG EMISSIONS COMPARISON YEAR 2023 – YEAR 2024

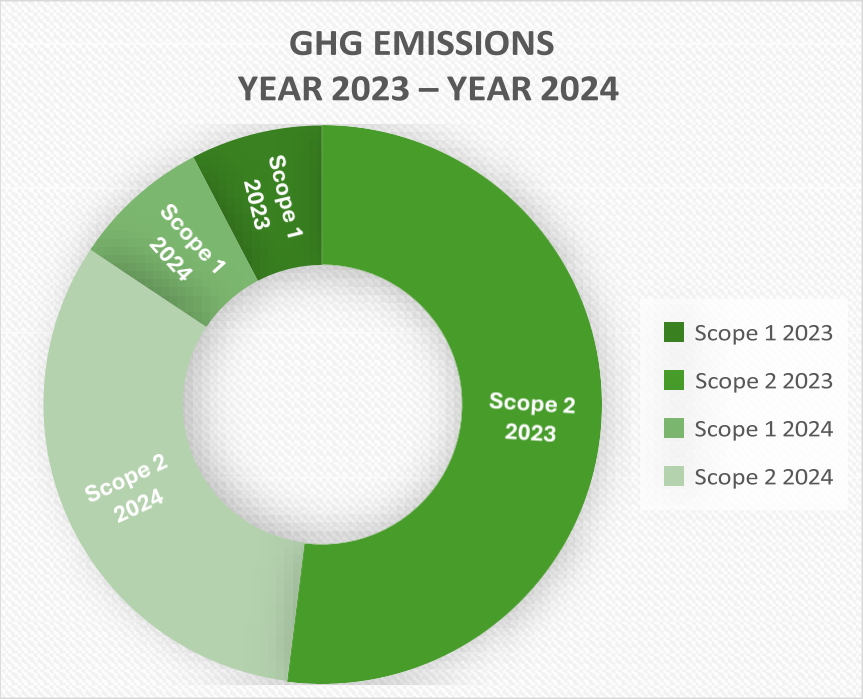


FIGURE 12. GHG EMISSIONS COMPARISON YEAR 2023 – YEAR 2024

Category	Total year 2023	Variation Headquarters	Variation Quarry	Variation Caneva Plant	Variation Sacile Plant	Total year 2024
Scope 1 emissions	866.06	20.39	-63.77	1.55	79.11	903.34
Scope 2 emissions	5 880	1.24	-0.09	-2 190	-30	3 661

TABLE 8. GHG EMISSIONS PER SITE COMPARISON YEAR 2023 – YEAR 2024

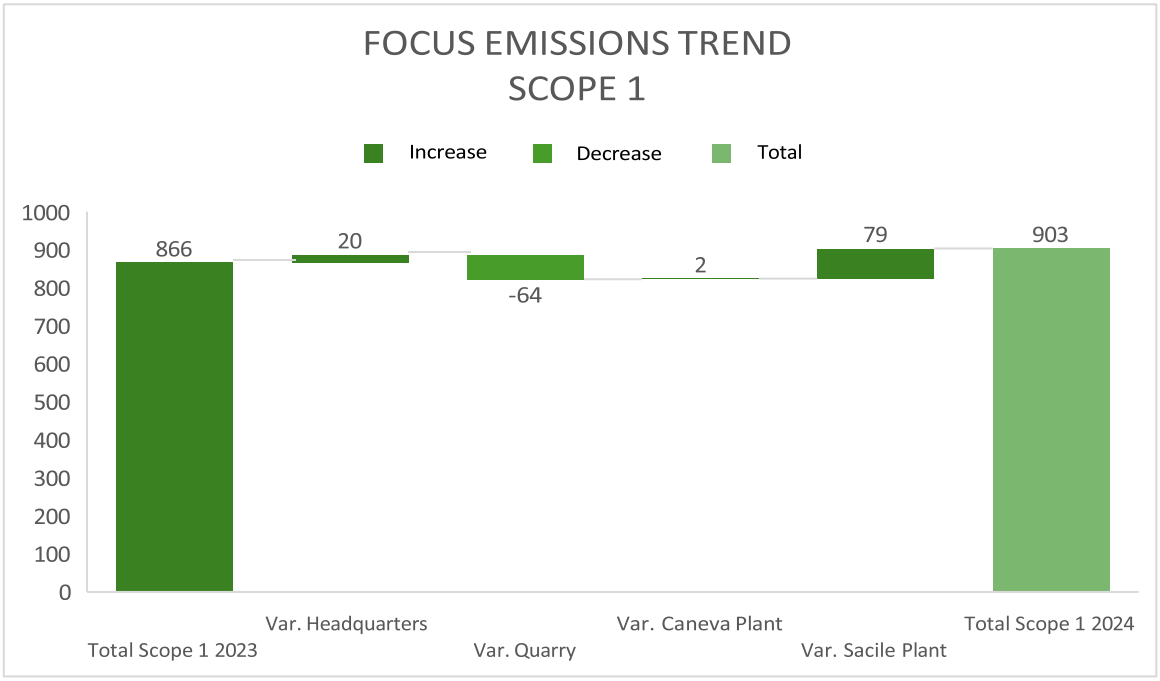


FIGURE 13. GHG SCOPE 1 EMISSIONS PER SITE COMPARISON YEAR 2023 – YEAR 2024

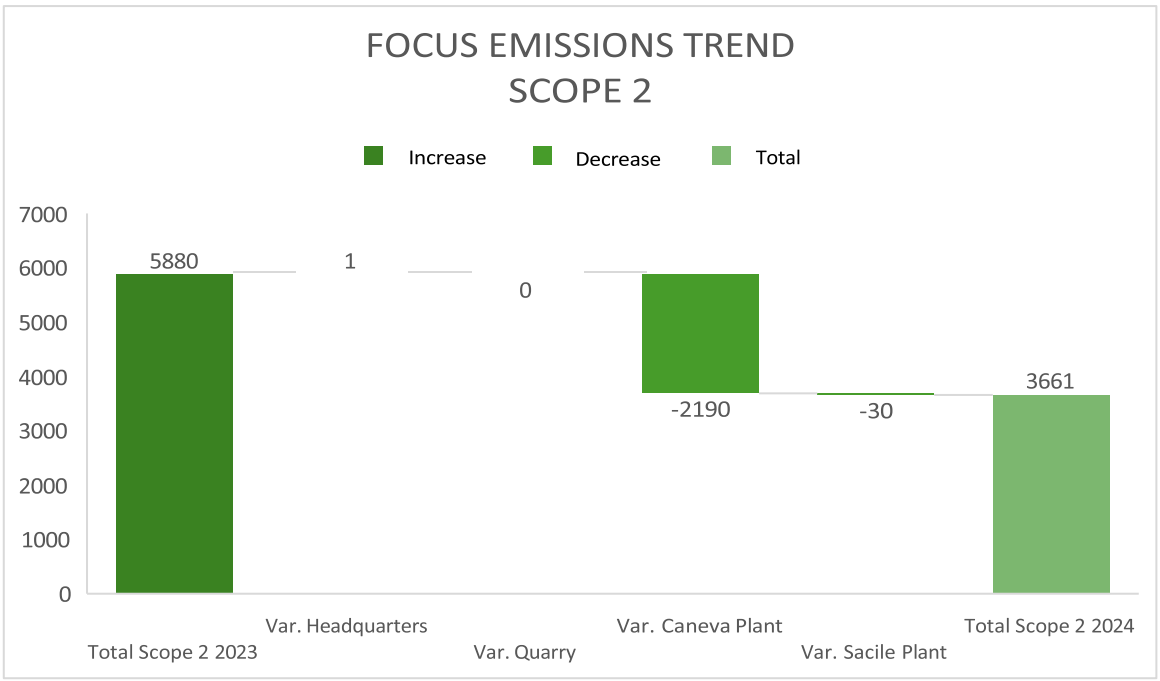


FIGURE 14. GHG SCOPE 2 EMISSIONS PER SITE COMPARISON YEAR 2023 – YEAR 2024

Pollution of air, water and soil

Mineraria Sacilese does not report on the presence of pollutants in the air and soil resulting from its activities, as this is not considered a material issue; it is limited to greenhouse gas emissions into the air.

The company, ISO 14001 certified, has an environmental management system through which it monitors the pollution of the water leaving the purifier (Table 9). The values always remain below the maximum limit defined by the Consolidated Environment Act.

	Value 23/04/2024	Value 25/09/2024	UoM	Limit value
Total suspended solids	<5	<5	mg/L	≤80
COD	<5	<5	mg/L	≤160
Cadmium	<0.001	<0.001	mg/L	≤0.02
Iron	0.28	0.08	mg/L	≤2
Lead	<0.01	<0.01	mg/L	≤0.2
Copper	0.03	0.01	mg/L	0.1
Zinc	0.05	0.28	mg/L	≤0.5
Sulphates	9.4	16.1	mg/L	≤1 000
Chlorides	266	340	mg/L	≤1 200
Fluorides	<0.1	<0.1	mg/L	≤6
Total Phosphorus	<0.05	<0.05	mg/L	≤10
Ammonia nitrogen	0.16	0.18	mg/L	≤15
Nitrous nitrogen	0.18	0.13	mg/L	≤0.6
Nitric nitrogen	2.5	2.8	mg/L	≤20
Total hydrocarbons	<0.03	<0.03	mg/L	≤5
Total surfactants	<0.2	<0.2	mg/L	≤2
Chlorinated solvents	<0.01	<0.01	mg/L	≤1

TABLE 9. WASTEWATER ANALYSIS - YEAR 2024

Biodiversity

The quarry “Valmadonna" extraction site, covering apporximately 243 000 m^2, is located near a sensitive area for biodiversity belonging to the Natura 2 000 Network, called Cansiglio Forest.

The extraction activity modifies the morphology of the land, with a consequent impact on the existing flora. Part of what is excavated is set aside and later used to reclaim and remodel the soil, using a mixture of seeds of herbs and native plants consistent with the surrounding species, to support habitat regeneration.

The quarrying plan provides for the gradual lowering of the surfaces of the sectors into which it is possible to divide the quarry area: "Valmadonna", "Pedemonte".

The work carried out in 2024, in accordance with the company’s environmental policy and legal requirements, mainly consisted in: soil preparation with the reclamation of previously excavated soil, restoration of the fronts to make them stepped, seeding of the slopes, and finally planting of local tree and shrub species. During 2024, 350 plants were installed and 3 510 m² were seeded with herbaceous species for habitat reconstruction, for a total of €31 470, excluding maintenance to previously restored areas (Figure 15, Figure 16, Figure 17). The current phase of excavation at the quarry has been active since 2012, with a total of 90 368 m² of the total surface restored since then, corresponding to approximately 40% of the total excavated area. Verification of the correct implementation of the restoration interventions is periodically carried out by external geologists and by regional authorities responsible for control through inspections at the quarries.



FIGURE 15. BIODIVERSITY RESTORATION INTERVENTIONS



Figure 16. slope restored in the quarry



Figure 17. slopes restored in the quarry

Water

Mineraria Sacilese does not have sites located in areas of high-water stress and does not have production processes in place that consume water significantly. The only water consumption is for sanitary purposes and has no implication in the processing cycle. Water consumption was not assessed as a material and applicable issue (Table 10).

	Value	UoM
Total water withdrawal	2 204	Smc
Water consumption	Not applicable	

TABLE 10. WATER WITHDRAWALS AND CONSUMPTION - YEAR 2024

Use of resources

Reporting on the flow of relevant materials is crucial as it allows to optimize the use of resources and define more informed operational strategies, focusing on sustainability (ESG) considerations. The company monitors its flows of raw materials and products (Table 11).

Relevant incoming materials include:

	Value	UoM	Year
Calcium carbonate produced in-house	135 099	Ton	2024
Calcium carbonate purchased from a third party	88 791	Ton	2024
Calcium stearate	55	Ton	2024
Paper and cardboard	160	Ton	2024
Plastic	62	Ton	2024
Wood	485	Ton	2024
Fuse	9 750	Meters	2024
Explosive	21.85	Ton	2024
Detonators	2 180	Pieces	2024
Lubricants	1.36	Ton	2024
Lubricants	8 623	Litres	2024

TABLE 11. MASS FLOWS - YEAR 2024

Circular economy

The circular economy is a production and consumption model based on sharing, reusing, repairing, reconditioning and recycling existing materials and products, for as long as possible. Reusing and recycling products reduce the demand for natural resources, reduce the destruction of landscapes and habitats and help to limit biodiversity loss.

For a more sustainable future, Mineraria Sacilese adopts the following circular economy principles:

1. reduction of the withdrawal of raw materials;
2. waste recycling;
3. reuse.

It applies them in the following way:

1. restoring the soil of the areas subject to excavation with excavated and unused material: during 2024, a total of 3 510 m^2 of surfaces were reclaimed;
2. recycling all waste where possible: in 2024, 138 tonnes of waste were recycled, accounting for 83% of the total;
3. planning for 2025 the reuse of a production waste as a recycled product (CAM).

Waste management

Reconciling current productivity with the need to preserve its future, limiting and/or avoiding damage to the environment, is one of our most important goals. Waste management is crucial for the protection of human health, the environment and the economy as it reduces pollution, limits the use of natural resources and creates economic benefits through recycling and the circular economy.

Mineraria Sacilese guarantees an accurate collection and organization of the waste produced, in order to reduce its environmental impact, by applying the principles of the ISO 14001 standard (Table 12, Table 13).

	Quantity	Destiny	UoM	Type of waste
Toner for Printing 08.03.18	35	Recycling	kg	Non-hazardous
Used mineral oil 13.02.05*	560	Recycling	kg	Hazardous
Isolant oil 13.03.10*	1 600	Recycling	kg	Hazardous
Paper and cardboard 15.01.01	8 220	Recycling	kg	Non-hazardous

	Quantity	Destiny	UoM	Type of waste
Plastic packaging 15.01.02	1 300	Recycling	kg	Non-hazardous
Wooden packaging 15.01.03	7 400	Recycling	kg	Non-hazardous
Mixed packaging 15.01.06	3 720	Recycling	kg	Non-hazardous
Spray bottles 15.01.11*	65	Recycling	kg	Hazardous
Absorbent material and filters 15.02.02*	1 403	Recycling	kg	Hazardous
Filter bags 15.02.03	2 860	Recycling	kg	Non-hazardous
End-of-life equipment 16.02.14	2 510	Recycling	kg	Non-hazardous
Plastic 17.02.03	560	Recycling	kg	Non-hazardous
Copper 17.04.01	380	Recycling	kg	Non-hazardous
Gravel mixed with asphalt 17.01.07	42 040	Recycling	kg	Non-hazardous
Iron and steel 17.04.05	24 320	Recycling	kg	Non-hazardous
Mixed metals 17.04.07	5 100	Recycling	kg	Non-hazardous
Electrical cables 17.04.11	1 400	Recycling	kg	Non-hazardous
Mixed demolition waste 17.09.04	34 720	Recycling	kg	Non-hazardous
Emulsions 13.05.02*	15 670	Landfill	kg	Hazardous
Polluted packaging 15.01.10*	278	Landfill	kg	Hazardous
Oil-stained hoses 16.01.21*	85	Landfill	kg	Hazardous
Waste containing oil 16.07.08*	880	Landfill	kg	Hazardous
Aqueous solutions 16.10.02	10 500	Landfill	kg	Non-hazardous

TABLE 12. LIST OF WASTE PRODUCED - YEAR 2024

In total, the waste produced in 2024 is:

	Quantity	UoM	Year
Non-hazardous	145.06	Ton	2024
Hazardous	20.54	Ton	2024
Total	165.60	Ton	2024
Waste for recycling	138.19	Ton	2024
Waste disposed of in landfills	27.41	Ton	2024

TABLE 13. TOTAL WASTE PRODUCED - YEAR 2024

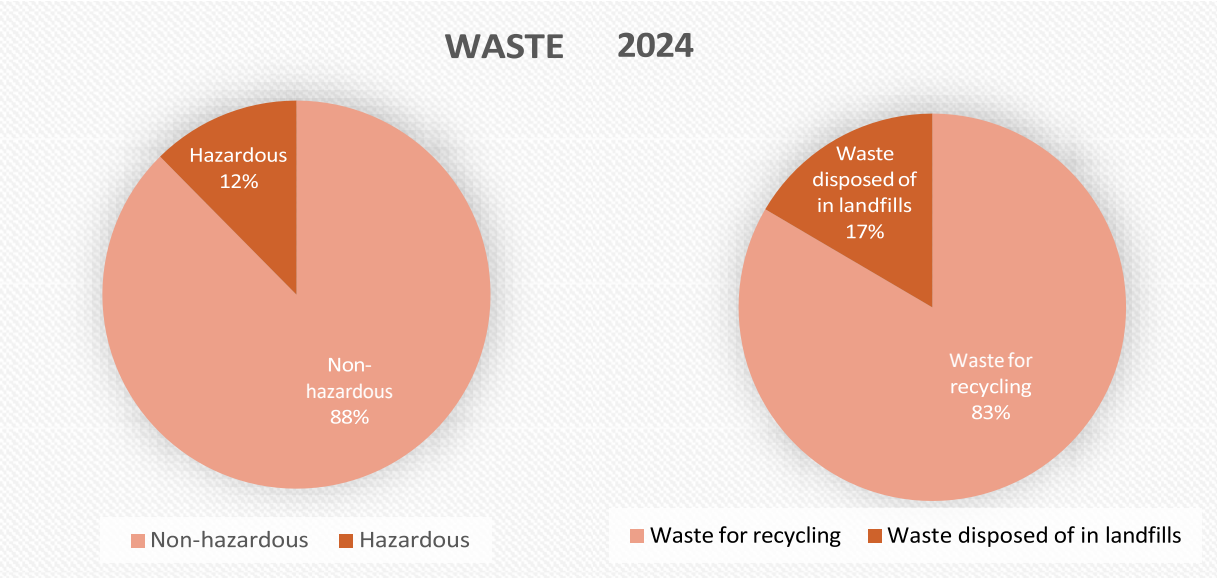


FIGURE 18. TOTAL WASTE PRODUCTION BY HAZARD AND DESTINATION - YEAR 2024

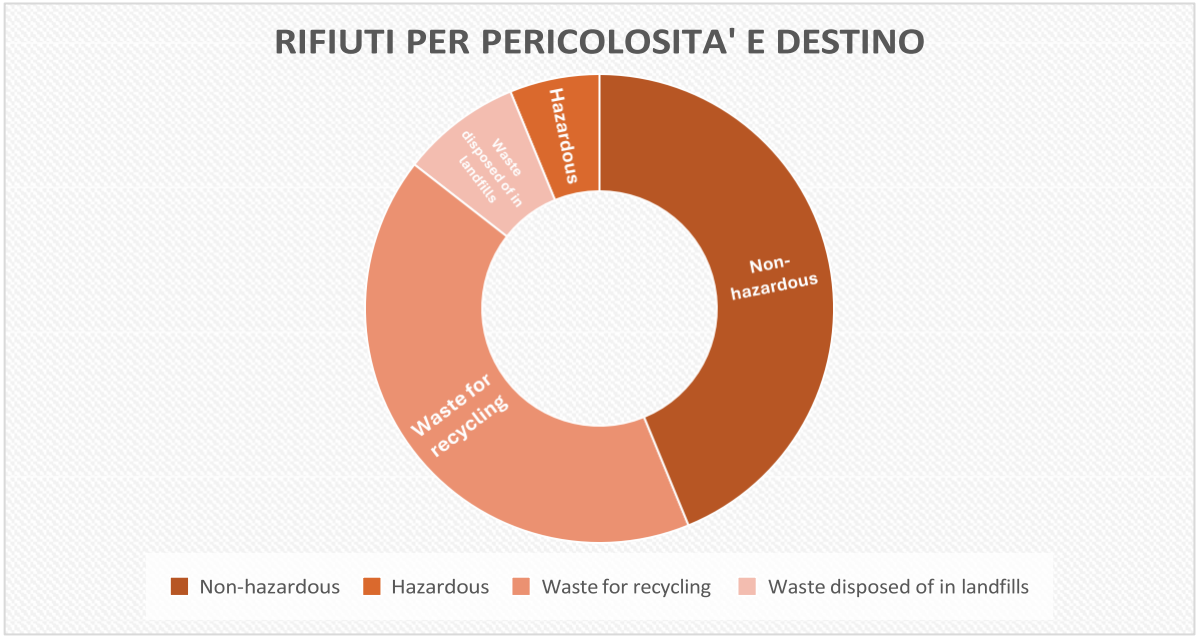


FIGURE 19. WASTE BY HAZARD AND DESTINATION - YEAR 2024

Social Performance

General Characteristics of the Workforce

At the end of 2024, the workforce of Mineraria Sacilese consisted of 53 employees, supplemented by two agency workers and one with an on-call contract (Table 14, Table 15). Most employees' contracts are permanent. At the beginning of 2024, there were 52 employees, all with permanent contracts, with a temporary worker added.

	Headquarters	Quarry	Caneva Plant	Sacile Plant	Total	Note
Type of contract						
Temporary	0	2	0	2	**4**	
Permanent	12	10	7	20	**49**	
Other					**3**	2 agency workers, 1 on call
Gender						
Women	3	2	0	4	**9**	
Men	9	10	7	18	**44**	

TABLE 14. WORKFORCE BY CONTRACT AND GENDER – YEAR 2024

TURNOVER	Value
Employees at the beginning of the year	52
Employees at the end of the year	53
Turnover Rate	17.14%

TABLE 15. TURNOVER – YEAR 2024

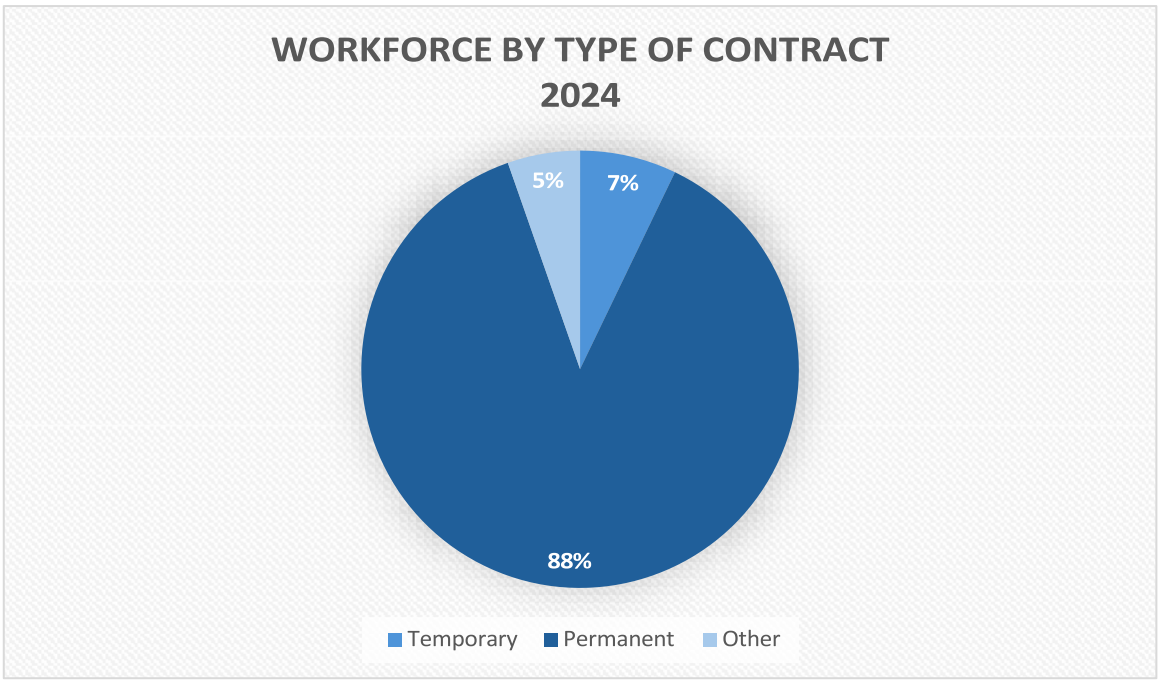


FIGURE 20. WORKFORCE BY TYPE OF CONTRACT – YEAR 2024

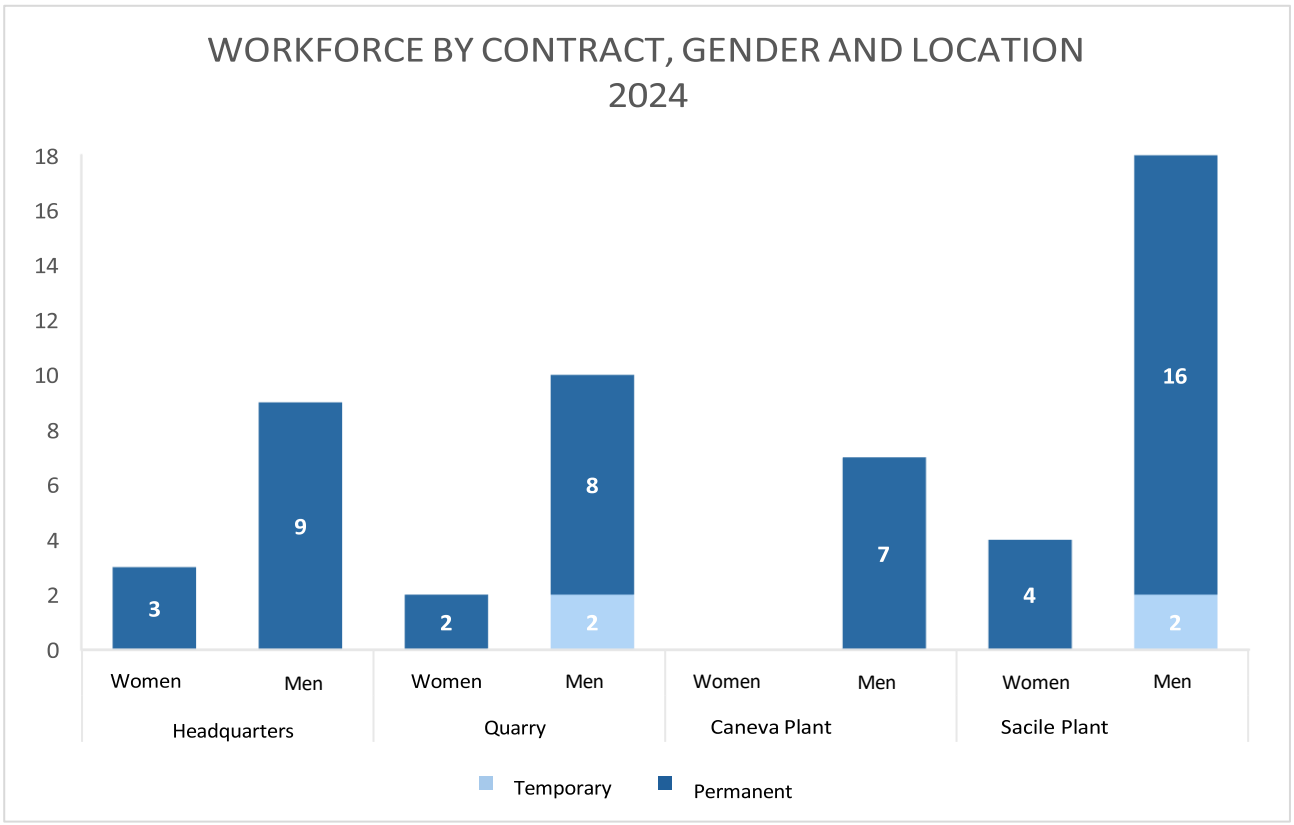


FIGURE 21. WORKFORCE BY CONTRACT, GENDER AND LOCATION – YEAR 2024

In 2024, the workers were consisted of 2 executives, 6 managers, 11 office workers and 34 production workers, with one more manager than in 2023 (Figure 22).

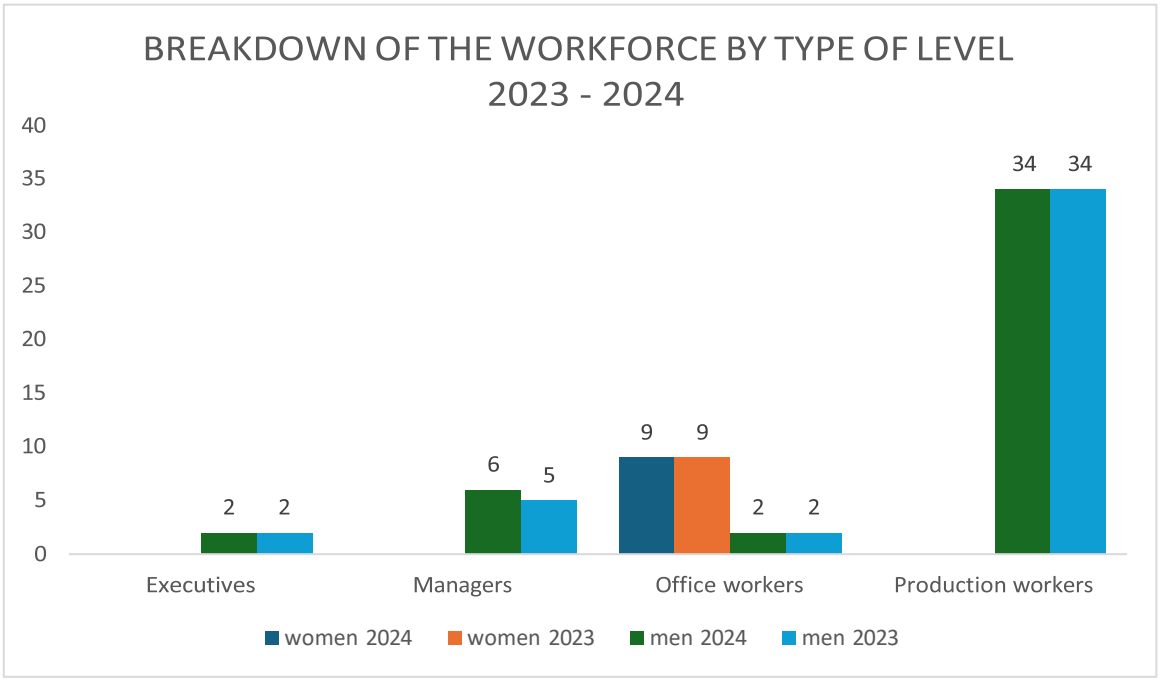


FIGURE 22. BREAKDOWN OF THE WORKFORCE BY TYPE OF LEVEL COMPARISON YEAR 2023 – YEAR 2024

In 2024, there were significant changes in production staff, compared to 2023, with an increasing number of people with high school diplomas (Figure 23).

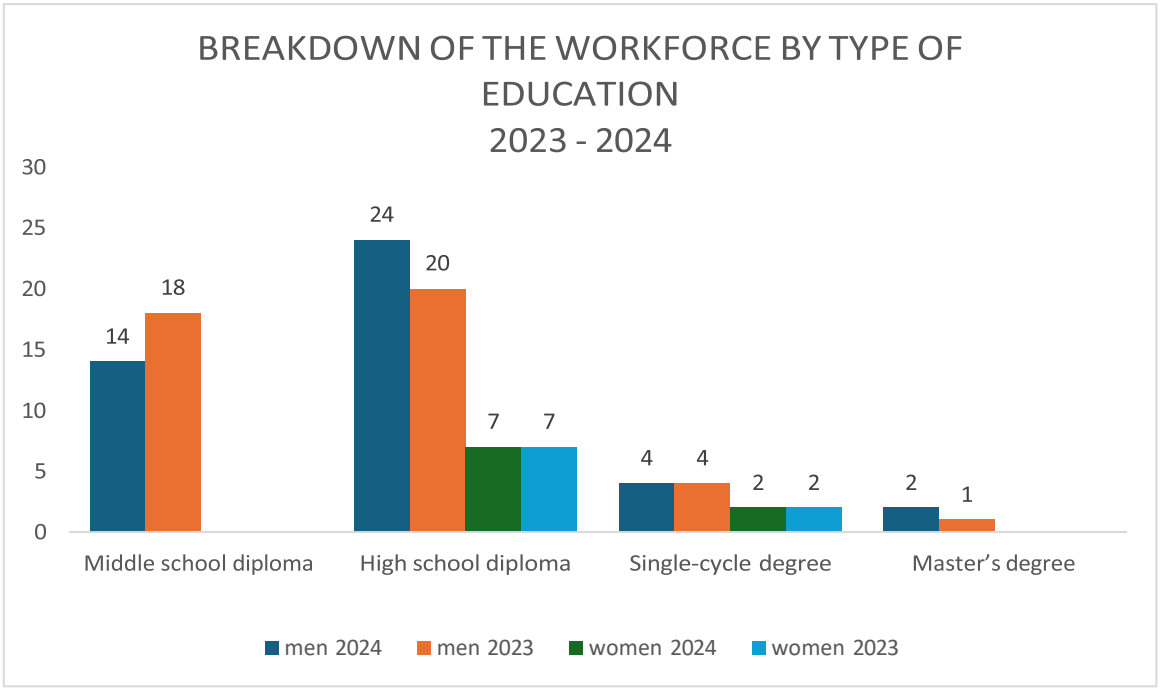


FIGURE 23. BREAKDOWN OF THE WORKFORCE BY TYPE OF EDUCATION COMPARISON YEAR 2023 - 2024

Health and Safety

Mineraria Sacilese adopts a health and safety management system that refers to the Risk Assessment Document (DVR-DSS) and provides for the appointment of person in charge, supervisors and safety officers. Every year there is at least one periodic prevention and protection meeting, as required by the legislation. Specific risk assessments relating to noise, vibration and dust are carried out. Mandatory medical examinations are organized in accordance with current legislation, guaranteeing the confidentiality of medical information and sensitive data of workers. These visits can be carried out both on site and at dedicated clinics.

The health and safety management system complies with Legislative Decree 624/96 and Legislative Decree 81/08 and considers all the tasks and activities of workers reported in the Risk Assessment Document (DVR). The function of Head of the Prevention and Protection Service (RSPP) is entrusted to an external consultant. The system also includes near-miss monitoring, as an integral part of the prevention and continuous improvement process. The company has implemented a management system that complies with legal requirements, applying it to 100% of employees and non-employees operating in the company. The Workers' Safety Representative (RLS) has been identified, who performs a liaison function between the workers and the company, participating in at least one annual meeting. He is informed about staff training courses and is actively involved in the implementation and evaluation of the safety management system. Training of workers includes both general and specific courses, modulated according to the tasks performed, with particular attention to the equipment used, fire prevention and first aid, including mandatory periodic updates. All courses are held during working hours. The company undergoes periodic audits by customers and certification bodies, including SGS and DNV. These checks also include the verification of aspects related to health and safety at work. The company regularly monitors for any occupational accidents or diseases. (Table 16).

	Value	Year	Description
Number of hours worked by a full-time employee	1 850	2024	
Total number of hours worked	94 367	2024	
Number of accidents at work	1	2024	Cut injury
Rate of recordable work-related accidents	2.12	2024	
Number of fatalities due to accidents	0	2024	
Number of fatalities due to occupational diseases	0	2024	

TABLE 16. INDICATORS OF WORKERS' HEALTH AND SAFETY – YEAR 2024

Remuneration and Training

Employees receive remuneration that reflects the Stone National Collective Labour Agreement and a Global Performance Bonus related to profitability and productivity indices. The company provides its staff with a series of additional benefits in addition to those provided for by law or CCNL:

1. for all employees, the provision of shopping vouchers, fuel vouchers and a higher overtime surcharge than the CCNL is envisaged;
2. Non-occupational accident insurance is also provided for employees.

The company provides training to employees to strengthen their knowledge and skills required for their work and to support career advancement. Each year, a training plan is defined to address the organization's strategic needs while taking individual requirements into account. Whether through safety training, regulatory updates, technical courses or the development of soft skills, the company's goal is to provide each employee with the tools to excel in their role and prepare for new responsibilities.

The company annually monitors social issues relating to employee remuneration and training (Table 17).

	Value	Year
Employees covered by the CCNL	100%	2024
Formation		
-Average hours of training per employee - Women	5.22	2024
-Average hours of training per employee - Men	22.84	2024

TABLE 17. EMPLOYEE REMUNERATION AND TRAINING – YEAR 2024

Governance

The governance structure is traditional: the body that exercises executive/decision-making power is the Board of Directors, composed of four men, with delegation to the Chairman of the Board of Directors who also holds the position of Chief Executive Officer; the supervisory board is the Board of Statutory Auditors, made up of three men and two women.

The decision-making processes relating to management are taken by the Chief Executive Officer within the limits determined by the Minutes of appointment and conferral of powers, the remaining decisions are taken by the Board of Directors.

Mineraria Sacilese is equipped with:

1. a Code of Ethics approved by the Board of Directors, which is delivered to employees and displayed on the bulletin board and published on the company website;
1. a company regulation;
2. a GDPR-video surveillance regulation;
3. a system for reporting unlawful conduct, irregularities or violations of internal regulations and the Code of Ethics, known as Whistleblowing.

Convictions and fines for corruption

The Code of Ethics places particular emphasis on combating corruption, stating that the company is committed to conducting its business and pursuing its interests in an ethical and legal manner.

The Company will not offer customers or potential customers, or any representative of such entities, any reward or benefit in violation of any applicable law, or reasonable and generally accepted trade practice. Customers will be treated fairly and honestly, with full respect for their independence.

All reports regarding the Company's financial transactions must be made in accordance with generally accepted accounting policies, as set out in the relevant accounting policies and as required by local laws and regulations. Accounting documentation must indicate the nature of each transaction in a correct and non-misleading manner. The company is committed to ensuring the transparency of its financial statements and a policy of full, fair and accurate disclosure to ensure that the market receives timely, comprehensive and understandable information on a basis of complete impartiality. To operate in a fair and open manner, all employees must avoid any situation or interest that may interfere with their judgment regarding their responsibilities towards the company, other employees, customers, suppliers and other partners.

Mineraria Sacilese mantaines neutrality regarding political parties and candidates. Neither the name Mineraria Sacilese, nor any resource controlled by the company will be used to promote the interests of political parties and candidates.

Mineraria Sacilese has not been the subject of convictions or fines in 2024 and has always been compliant with the regulations and the statutory audit of its financial statements.

VSME Index

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TABLE 18. EUROPEAN STANDARD INDEX VSME – BASIC MODULE

The 2024 Sustainability Report was prepared by Ylenia Moro of StilSano S.r.l., with econ ESG https://econesg.it, and the internal ESG Team composed of Andrea Scarpa and Tiziano Bortolini.