



SUSTAINABILITY

REPORT

2024

Crown shyness is a phenomenon in which certain plant species grow very close to one another without touching, allowing each to receive light without blocking it from the others.



SUSTAINABILITY

REPORT

2024

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LETTER TO STAKEHOLDERS

“ This second reporting phase allows us to present our data and ensure continuity in the journey of growth and awareness started in 2023, focusing on achieving ESG (Environmental, Social, Governance) targets alongside with economic performance.

This year, we chose to invest our resources in implementing the UNI/PDR 125 guidelines, aiming to promote equal opportunities and to certify our commitment to social responsibility and employee well-being.

In 2024, we consolidated the existent operative activities, and we faced the challenges descending from the internalization of the new and complex processes, with the aim of combining innovation and preserving the handmade skills, to certify a dynamic, efficient and competitive model.

At the same time, during last year we deepen the topic of chemical risks management, with a focus on environmental and work safety, and on the sustainability of the supply chain, realising a continuous monitoring, to offer reliability and safety for our clients.

With an eye on the future, we commit in developing mostly on the environmental and energetic aspects with the aim of generating the positive impacts on the context in which we operate, contributing to the fight against climate change and safeguarding the future of new generations.”

Giacomo Polvani
Chief Executive Officer

Massimo Polvani
Chairman of the Board



HIGHLIGHTS



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Workplace injuries

New

DVR Software

Guidelines implementation

UNI PDR 125



192h

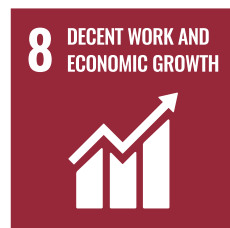
training hours provided
on the gender equality

42,8%

women employees

5

international
certifications



95,9%

indefinite-term
employees

Industry 4.0



3

Static galvanic
treatment
production lines

11

equipment
machines

1.163m²

of production area



-32,5%

fuel consumption in
the logistic processes

-78,1%

plastic HDPE use
in packaging

-75%

of metal waste



25,58tCO²

avoided

THE COMPANY

Metallinea S.r.l, founded in 2000, is a family-run company specializing in the **research, development, and production** management of small metal components for the fashion accessories sector. Over the years, extensive experience has enabled the company to develop **specialized expertise** and broaden its range of processes. Today, Metallinea offers a comprehensive service that spans from 3D design to the final creation of individual accessories.



LAB 1
Offices & Logistics

Operational Headquarters
Scolivigne St. 2/A



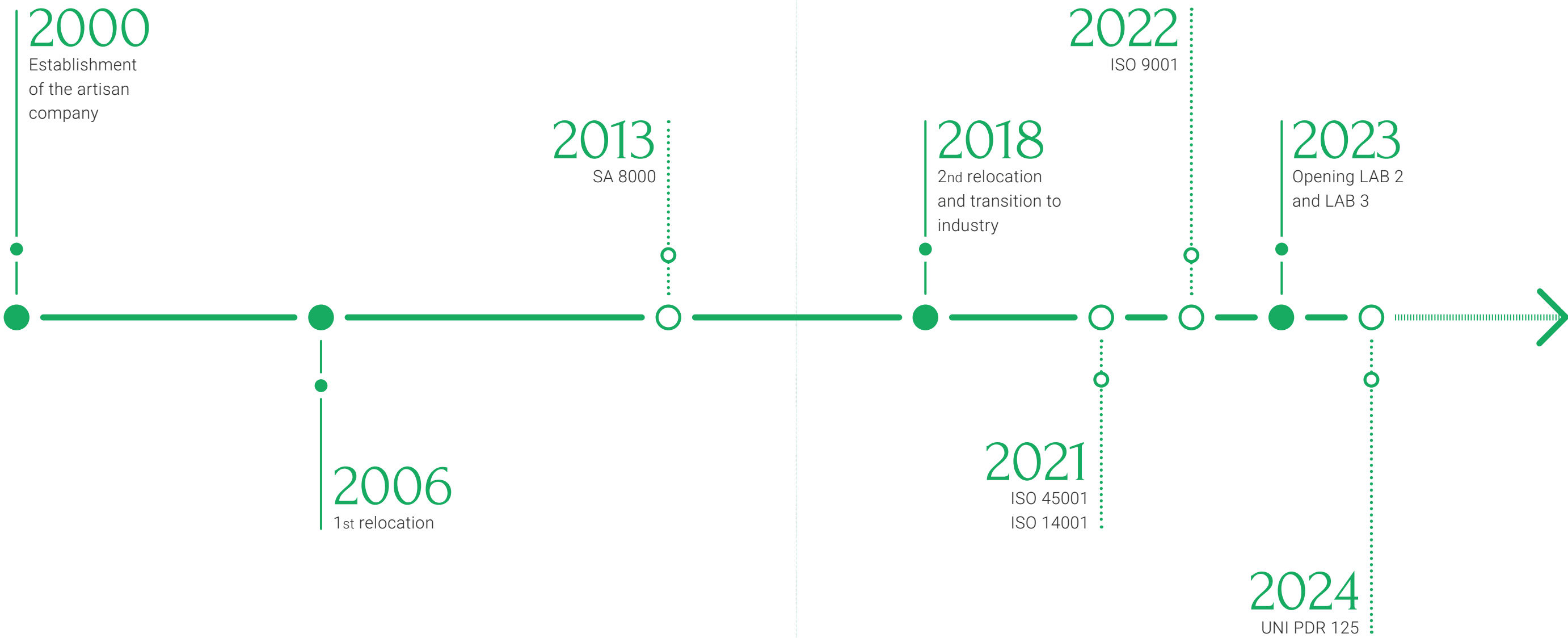
LAB 2
Factory

Operating Plant
Scolivigne St. 6-14



LAB 3
Galvanic Area

Operating Plant
Scolivigne St. 34-36



“ Our Vision is becoming a benchmark company for the developing and the production of metallic accessories in the fashion sector, assuring to guarantee the professionalism and the product personalisation, distinctive of his handmade origin.

Our Mission is to provide a completed service suitable to our clients, inside which is included the final delivery of the accessory, respecting the high-quality standard, safety, social responsibility and environmental respect.

”

The company operates in **Italy**, mainly in the area around Florence, at the same time realising abroad export, in **Europe** (Spain, France, Germany) and **extra UE** (UK, Mexico, Australia).

In 2022 has been started a **dimensional expansion** path and the **internalisation** of the production of some products, with the aim of satisfying the exigences of clients, continuously increasing product quality, reducing logistics times and issues, reorganizing the production chain, and increasing our market share.

To achieve these objectives, significant investments—almost entirely based on **Industry 4.0** technology—were initiated in 2023. These investments led to the opening of two new operational sites, **LAB 2**, where the workshop department was relocated and expanded, and the new micro-casting department was installed, and **LAB 3**, where the new electroplating department was set up.

Both sites became fully operational in the early months of 2024.

The launch of these sites necessitated a major **internal reorganization**, both in terms of human resources, leading to an increase in employees hired from 47 in 2023 to 49 in 2024, and in internal processes driven by the need to collect and analyze data from the industry 4.0 machinery.



ACTIVITIES

Metallinea S.r.l. operates within the supply chain to produce footwear and handbags for the fashion industry.

The stages of this **value chain** begin with the extraction of metals, precious and other raw materials, and culminate in the production of footwear and other leather goods, featuring the application of metal accessories, intended for end consumers.

Inside such supply chain, Metallinea S.r.l. takes care of the design and furniture of metal accessories (buckles, clamps, end caps etc.), which are produced, processed and finished both internally and through external partners, and are used as integral parts of footwear, bags, and other small leather accessories.

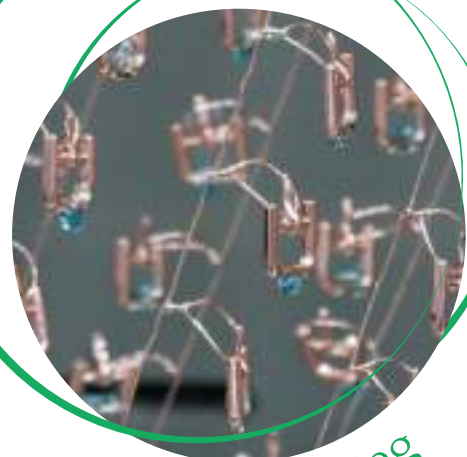
Ateco 25.99.90 Production of various products in metal

Ateco 25.5 Treatment and coating of metals



Metallinea S.r.l.'s **production process** begins with the research and design of the accessory—starting from an initial sketch, moving through 3D modelling, and the creation of the first prototypes and samples. This is followed by the industrialization phase, then by the management of both in-house and outsourced production, and finally, the finished accessory is delivered to the client.



*Electroplating*

Treatment and coating of the semi-finished prototype to achieve the accessory requested by the client.

*Finishing*

When necessary, rhinestones or pearls are affixed to the prototype, which is subsequently subjected to coating and painting processes.

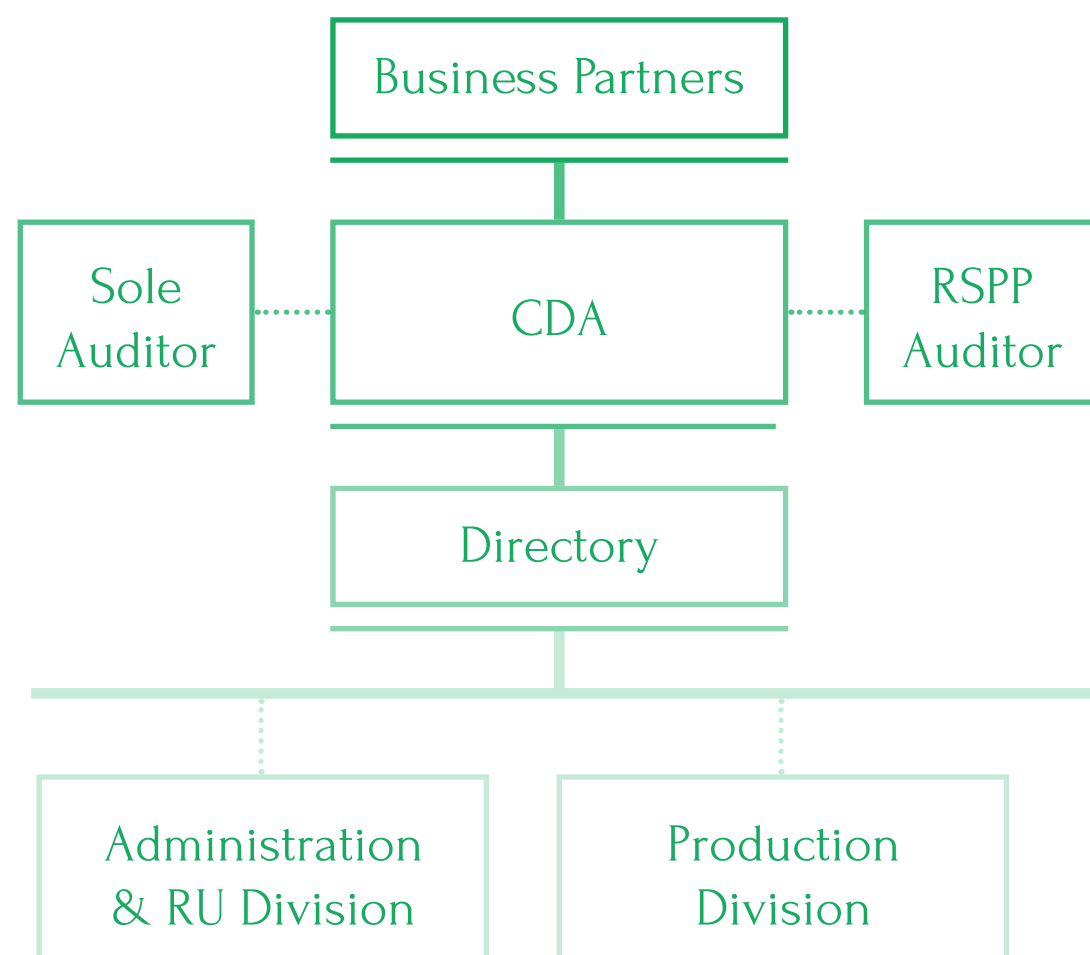
*Quality Control*

At the end of each stage, a quality control inspection is performed, after which the product is delivered to the client.



ORGANISATIONAL STRUCTURE

Metallinea S.r.l. is a family-run company with a well-established corporate structure. To date, it comprises five **Business Partners** and a Board of Directors (**CDA**) consisting of nine members, all of whom are partners. The composition of the CDA remains the same as in 2023, with five men and four women.



In addition to the Board of Directors (CDA), an external and independent **Sole Auditor** operates to ensure transparent and accurate maintenance of the company's accounting records. Furthermore, the company appoints an internal Health and Safety Officer (**RSPD**), who is also an executive member of the CDA, responsible for assisting the organization in matters of workplace health, safety, and hygiene.

The day-to-day management of the company is the responsibility of the **Executive Management**, which consists of the Chief Executive Officer (CEO) and the Chairman of the Board of Directors (CDA) as executive members. This management is then organized into divisions, which following the internal reorganization carried out during 2024, are structured into four divisions: **Human Resources (HR)** and **Administration Division, Production Division, Electroplating Division, and Development Division**.



VALUES

Quality

Our company strives to achieve high-quality standards to meet client expectations. All company processes, both managerial and operational, adhere to well-established procedures that are regularly reviewed by qualified personnel.

Research & Development

Each product, personalized and unique, is developed through meticulous and precise research on colours and materials carried out by qualified personnel. The process commences with an artistic design that interprets the client's requirements and proceeds to the formulation of a technical project, ready for initial production.

Innovation & Digitalisation

Our company firmly believes in the adoption of innovative technologies, investing strategically in advanced equipment and Industry 4.0 machinery, while continuously progressing the digitalization of internal processes.

Transparency & Sustainability

Our company is dedicated to fostering growth and value creation, upholding transparency and sustainability within the organizational framework, and steadfastly committing to generating a positive impact across environmental, social, and governance dimensions.

CERTIFICATIONS

Metallinea S.r.l. is certified **ISO 14001:2015**, **ISO 45001:2023**, **ISO9001:2015**, **SA8000:2014** and implemented **UNI PDR 125:2022** with the aim of keeping under control all the aspects of its activities and to guarantee a solid and reliable structure.

In 2024, the company initiated the integration of its managerial processes into an **Integrated Management System (IMS)**. It regularly conducts scheduled internal audits and is subject to periodic evaluations by an independent certified authority to ensure the continued suitability and effectiveness of its processes.



STAKEHOLDERS ENGAGEMENT

BUSINESS PARTNERS

Analysis of the company results
Meeting to report company results

CLIENTS

Periodical meetings
R&S activities, production planning
and after-sales

SUPPLIERS

Supply chain monitoring
Audit and sharing of best practices

EMPLOYEES

Meetings and training
Organization of training courses, meetings, and
briefings with department managers, supervisors,
workers' safety representatives (RLS), and the
internal safety team (SPT-CG), aimed at raising
awareness on workplace safety.

BANKS & CREDIT INSTITUTES

Periodical meetings
Relationships with Intesa Sanpaolo,
BPM bank and Credem

TRADE & INDUSTRY ASSOCIATIONS

Events
Participation in events with Consorzio
Physis S.r.l. S.B. and Confindustria
Toscana Centro e Costa

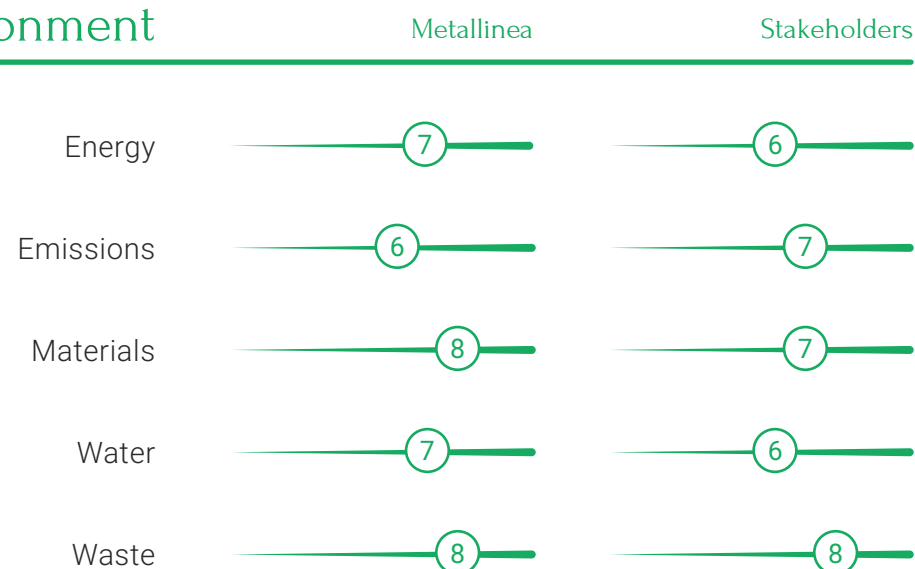
PUBLIC AUTHORITY

Meetings
Relations with the Tuscany Region, the Municipality
of Bagno a Ripoli, Technical Institutes, and the
Chamber of Commerce, Industry, Crafts and
Agriculture (C.C.I.A.A.)

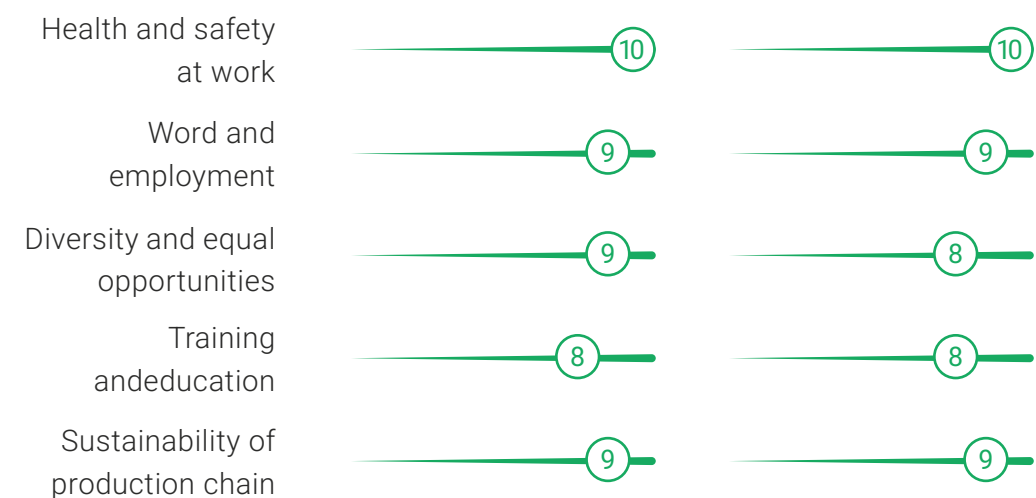


MATERIALITY ANALYSIS

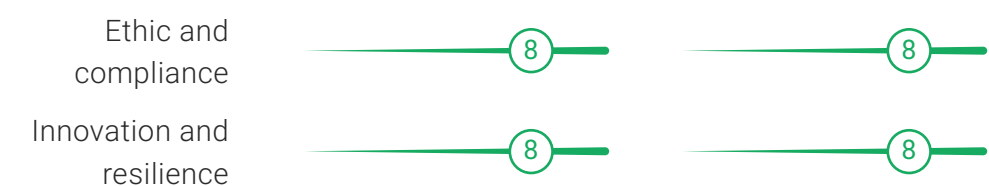
Environment



Social



Governance



This sustainability report for the year 2024 represents the **continuation of a reporting path** undertaken by the company. In line with this continuity, it follows the principles outlined in the **GRI Standards** (Global Reporting Initiative Standards), such as accuracy and completeness of the reported information, verifiability and clarity of the data provided, with the aim of ensuring both comparability over time and a fair representation of the company's positive and negative impacts.

To each topic considered was assigned a score from 1 to 10, reflecting both its relevance to Metallinea S.r.l. and its significance to the company's stakeholders. Only the topics that exceeded a certain threshold were explored in greater depth.

This assessment, as well as the entire report, was realised by the Executive Office and the Administration Office, with the approval of the Directory. It is based on the most frequently raised topics in requests, activities, and meetings with the company's main stakeholders, which in recent years have influenced the company's management.

ENVIRONMENT

“ At the end of 2024, Metallinea S.r.l secured the three-year renewal of its ISO 14001 certification across its three operational sites, thereby reaffirming its commitment to an efficacious environmental management system. This initiative is aimed at enhancing the company’s environmental performance through the optimization of resource utilization and the mitigation of waste. ”

The reporting of **environmental** aspects for the 2024 period necessitates the inclusion of data pertaining to the full operational commencement of the two new departments, LAB 2 and LAB 3. This integration is crucial for the establishment of a new baseline year, which will serve as the foundation for subsequent improvement-focused evaluations, given that the organizational restructuring has substantially impacted the annual outcomes of the activity indicators across every parameter analysed. The full operation of the two new facilities, specifically the electroplating department, has effectively resulted in elevated production capacity and operational rhythm, consequently leading to a substantial increase in energy and water consumption. Under these circumstances, increased attention on the company’s environmental impact became necessary, requiring the development of strategies for resource optimization and potential efficiency measures.

ENERGY

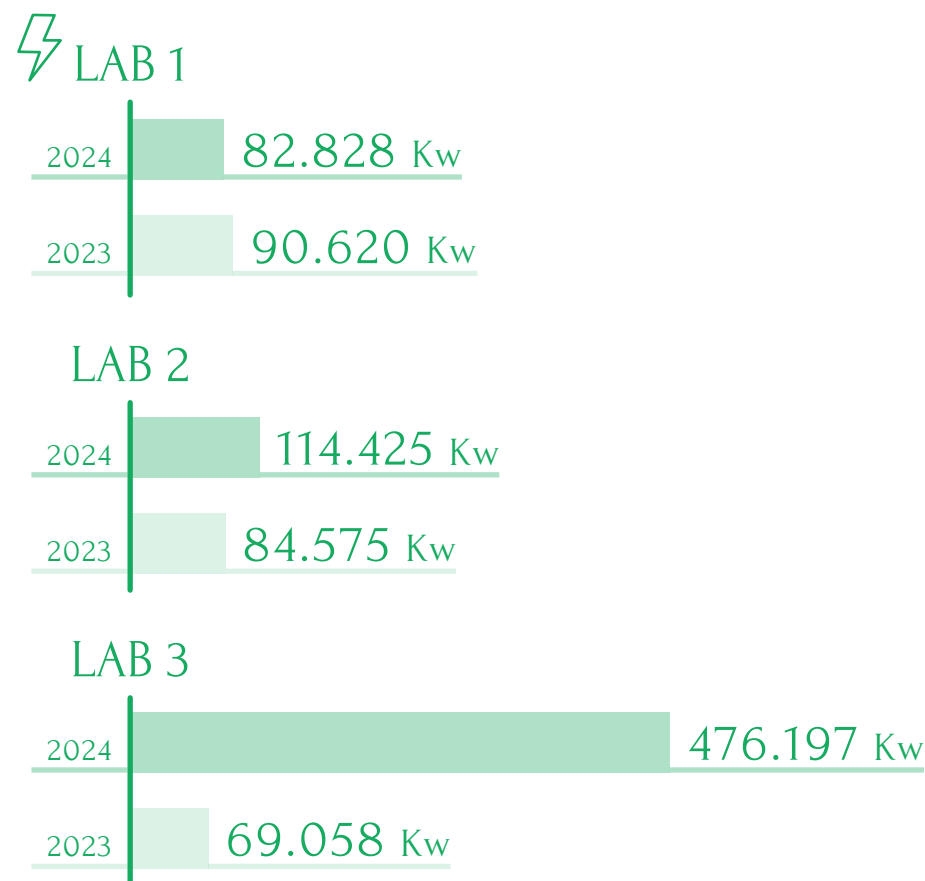
Throughout 2024, Metallinea S.r.l implemented a precise and detailed monitoring of energy consumption to acquire realistic data and foster greater awareness of its environmental impact.

Specifically, a total energy consumption of 142.2 (tonnes of oil equivalent) was recorded. Approximately 88% of this figure represents consumption from **grid electricity** derived from non-renewable sources, while the remaining 12% is linked to the direct consumption of **fuels** such as **diesel** and **petrol** for logistics processes, and **natural gas**, utilized exclusively for heating operational environments.

Energy	2023	2024	
Diesel	14.603 lt (12,55 tep)	8.671 lt (7,46 tep)	- 40,55%
Petrol	8.156 lt (6,24 tep)	6.681 lt (5,11 tep)	- 18,10%
Natural Gas	5.317 m³ (4,69 tep)	4.328 m³ (3,82 tep)	- 18,55%
Electricity	244 MWh (45,63 tep)	673 MWh (125,85 tep)	+ 175,80%
	69,11 tep	142,24 tep	

Despite the excellent reduction achieved in the consumption of **fuels** and **natural gas**, overall consumption has significantly increased.

Specifically, this increase is due to the significant utilization of **electrical energy** required by the new electroplating department. Consequently, in LAB 3, the electrical consumption related to surface treatment processes (galvanic deposition tanks and auxiliary systems) is monitored using advanced platforms that provide data and statistics on the individual sub-meters installed.



Furthermore, an **Energy Audit** was conducted for all three buildings as a monitoring and analysis measure. This audit defines the Energy Performance Indicators (**EPI**), which are calculated as the ratio between the energy consumed (kWh) and the articles produced (n. of pieces) for the **main services** (production activity) with a value of **0.38**, for **auxiliary services** (instrumentation) with a value of **0.03**, and for **general services** (lighting and air conditioning) with a value of **0.08**.

Finally, another significant goal achieved was the improvement of the energy rating on the Energy Performance Certificate (**APE**). This enhancement resulted from the energy **requalification** of the two new operational units, following the installation of energy-efficient heating/cooling machinery, the partial replacement of obsolete window, and the near-complete transition to lighting in the working environments.

LAB 2 G Class → E Class

LAB 3 E Class → D Class

2025

Goals:

- Obtain ISO50001 certification
- Complete the relamping LED project
- Reduce the fuel consumption
- Increase of the EPI values, resulting from the streamlining of production processes

EMISSIONS

Metallinea S.r.l., aware of the importance of addressing climate change, continues the analysis and monitoring process of CO₂ emissions initiated in previous years, and quantifying the **greenhouse gas emissions (GHG)** of **Scope 1** and **Scope 2** using independent dedicated calculation tools.

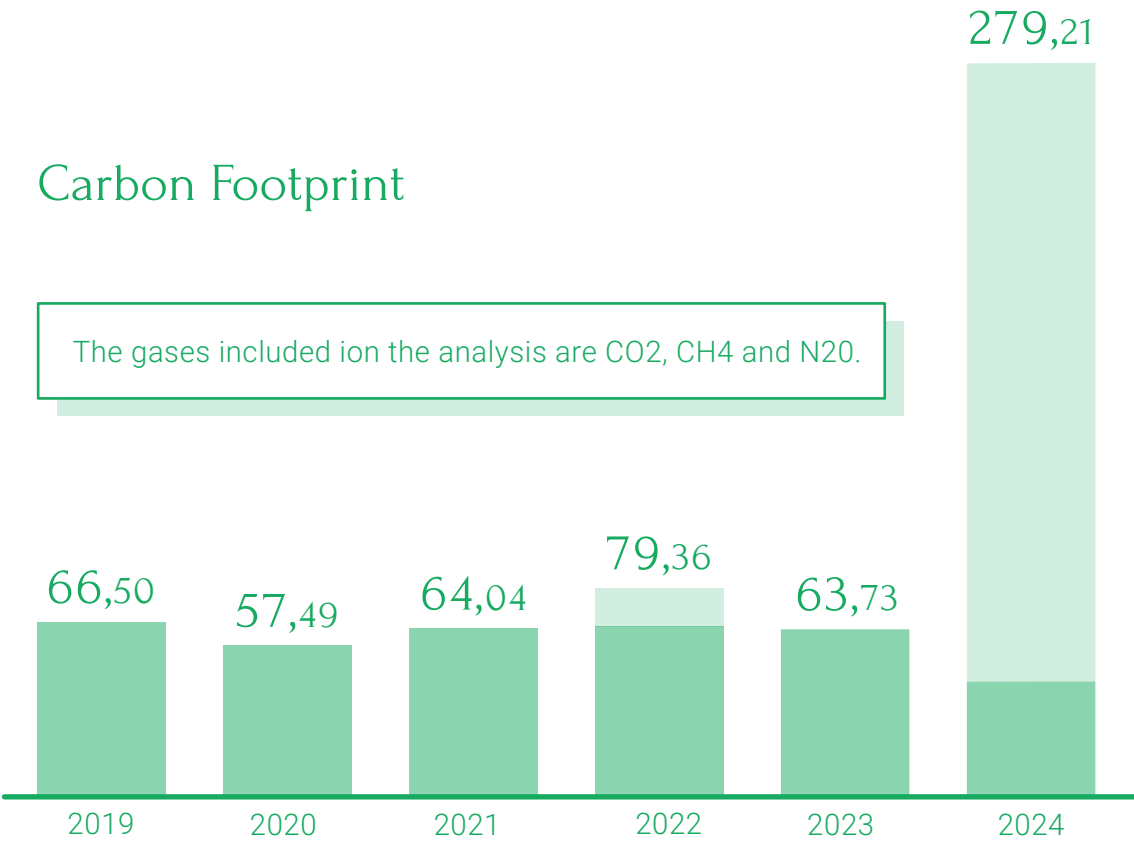
In 2024, the company made targeted investments to conduct a preventive analysis of its environmental impact, adopting more efficient and environmentally friendly solutions, including:

- The purchase of a new high-efficiency heat pump for LAB2, replacing the use of natural gas for heating, and the installation of a low environmental impact refrigerant system (R32) in LAB3;
- awareness initiatives aimed at staff to promote energy-saving behaviours, such as setting appropriate temperatures and switching off lights and computers when not in use.

GHG	Emissions	Type	Origin
Scope 1	Direct	Generated and controlled by the company	Heating and company fleet
Scope 2	Indirect	Generated from the use of imported electric energy	Electric energy

Carbon Footprint

The gases included ion the analysis are CO2, CH4 and N2O.



In total, the biogenic CO₂ emissions for Metallinea S.r.l. amounted to 279.21 tonnes of CO₂ equivalent (tCO₂e).

Specifically, Scope 1 emissions decreased significantly, with a **10% reduction** compared to 2023, primarily due to lower fuel consumption. In contrast, Scope 2 emissions saw a substantial **increase**. This rise is attributable to LAB2 and LAB3 being powered by electricity from **non-renewable sources**, as the energy supplier did not offer alternative renewable options at the time of contract renewal. As a result, only the electricity used in LAB1 – approximately 12.3% of the total – was sourced from renewable energy.

In the short term, the company aims to transition to renewable energy sources to achieve the emission reduction targets set by the Science Based Targets initiative (**SBTi**).

In addition to greenhouse gas emissions, Metallinea S.r.l. also monitors other **pollutants** generated during production processes, implementing emission reduction measures where required by site-specific authorisations. **Atmospheric emissions** for Metallinea S.r.l. are distributed across the various emission points of the three facilities, identified by specific codes:

LAB 1

- E1 – Line “Painting and bonding”

LAB 2

- E1 – Line “Aspirator bench welding, metal sanding, electric annealing furnace”
- E2 – Line “Machine tools with the use of emulsifiable oils”
- E3 – Line “Investment casting, cylinder preparation, wax burnout furnace, induction melting furnace” referable to thermal treatments analogous to casting
- E4 – Line “Pickling”

LAB 3

- E1 – Line “Acid electroplating”
- E2 – Line “Alkaline electroplating”
- E3 – Line “Decorative and cataphoresis” and “Semi-finished products annealing furnace”

Only for LAB 3 is the consumption of pollutants subject to the maintenance of a self-monitoring log and biennial sampling.

The monitored pollutants include: total dust – oil mists – total chromium – nickel – lead – copper – tin – zinc – nitrogen oxides – sulfuric acid – hydrocyanic acid – alkaline aerosols – ammonia – hydrogen sulphide – hydrochloric acid – hydrofluoric acid – phosphoric acid – and substances classified in hazard classes I, II, III, IV, and V (only for E3, decorative line, and cataphoresis).



Goals:

- ◆ Further reduction of Scope 1 emissions
- ◆ Reduction of Scope 2 emissions by at least 50%
- ◆ Expansion of abatement systems in LAB 3, aimed at process efficiency and more accurate monitoring of atmospheric emissions

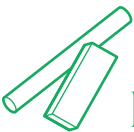
MATERIALS

In line with client requirements, Metallinea S.r.l. places strong emphasis on the selection of purchased materials, with particular attention to:

- the **origin of raw materials**;
- certification of **chemical composition** to ensure compliance with specific limits set by brands (e.g., nickel, lead);
- compliance with **REACH** regulations;
- **product safety, sustainability**, and the percentage of **recycled materials**.

RAW MATERIALS

- The quality and reliability of **raw materials** are essential. For this reason, a new approach has been implemented to collect data and certifications from suppliers, based on a series of Product Restricted Substances Lists (PRSL), in order to ensure that the final product complies with the established standards.
- The primary raw material used in the production of new metal accessories is **brass**, which is sourced either directly in **bars** or **tubes** from suppliers that ensure high percentages of recycled content, or as ultrapure **granules** for investment casting processes.



Brass

	2023	2024
Bars and tubes	3.651,5 Kg	2.106 Kg
Grains	-	100 Kg

Metallinea S.r.l. sources **semi-processed raw materials** such as brass, zamak, steel, and iron from third-party suppliers to manage the production of commissioned products through processes that cannot be carried out in-house, such as hot forging, cold casting, and others.



Raw semi-finished

	2023	2024
Brass	3.465.336 Pz	2.221.907 Pz
	4.850 Mt	3.271 Mt
Zamak	564.609 Pz	514.098 Pz
Steel	232.186 Pz	194.568 Pz
Iron	136.750 Pz	176.200 Pz



PRECIOUS AND CHIMICAL SUBSTANCES

With the establishment of its electroplating department, Metallinea S.r.l. has expanded into the use of **precious** and various hazardous **chemical solutions**, thereby undertaking the related obligations concerning their handling, storage, and regulatory compliance.

The company works exclusively with **suppliers certified** by the Responsible Jewellery Council (RJC) for the procurement of precious metals used in galvanic treatments. These suppliers are required to comply with strict ethical and sustainability standards, ensuring that metals such as gold and palladium do not originate from conflict zones and contain a high percentage of recycled material (over 70%).

Safety Data Sheets (SDS) for all chemical products used are available in both digital and paper formats within the departments. An annual review is conducted to ensure the SDS are up to date, in coordination with suppliers. Whenever an update is communicated by the supplier, it is promptly implemented and promptly reflected in the **Chemical Risk Assessment Report**.

In conclusion, Metallinea S.r.l. operates a **chemical laboratory** staffed by a specialized technician who monitors the physicochemical properties of the electroplating process. This ensures both the quality of the final product and the safe handling of chemicals used within the production cycle.



PACKAGING

Regarding product packaging, Metallinea S.r.l. is committed to eliminating fossil-based plastics within its production cycle. Notably, the complete removal of HDPE plastic has been achieved in both accessory trays ("plateaux") and other packaging types such as textile bags, polystyrene, plastic bags, and tubular packaging.

Simultaneously, the company is actively researching viable alternatives, including recycled R-PET plastics and biodegradable materials, carefully assessing their cost-effectiveness and reliability.

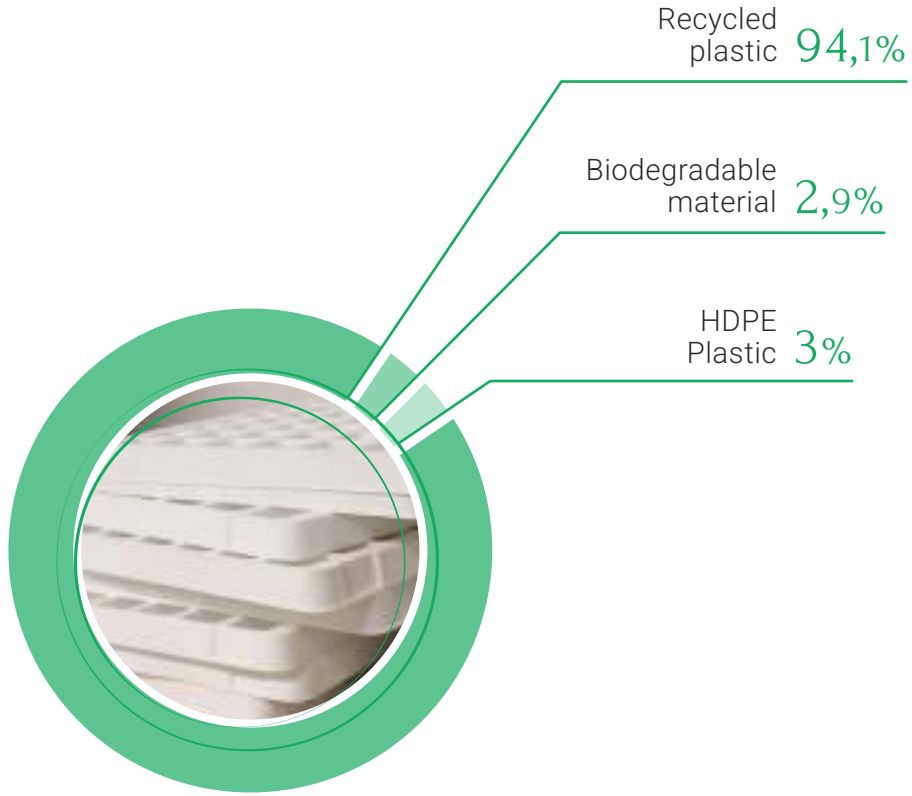
HDPE Plastic	2023	2024
Hermetical bags	32 Kg	19,8 Kg
Bags	20 Kg	-
Cling film	133 Kg	33,2 Kg
Tubular	4 Kg	-
Texbol bags	32,1 Kg	-
Polystyrene	21 Kg	-
	242,1 Kg	53 Kg
		- 78,1 %

Recycled plastic	2023	2024
Trays (R-PET)	1.524,6 Kg	1.602 Kg
Bags	64 Kg	42 Kg
	1.588,6 Kg	1.644 Kg
		+ 3,5 %

Biodegradable material	2023	2024
Trays (PLA)	45 Pz	-
Polystyrene (Bio based)	25 Kg	50,4 Kg
Cling film (Bio based)	33,2 Kg	-
	103,2 Kg	50,4 Kg
		- 51,2 %



As observed, 97% of the packaging utilized by Metallinea S.r.l. consists of **renewable materials**, whereas only 3% comprises **non-renewable materials**.



Regarding **paper** materials, in 2024 the use of tape was introduced, and the use of corrugated bags was further established. All paper products purchased are **FSC** (Forest Stewardship Council) certified.

Paper	2023	2024
Boxes	12.975 Pz	12.018 Pz
Tape	-	144 Pz
Wave bags	2.700 Pz	3.200 Pz
	15.675 Pz	15.362 Pz
		- 2 %

2025
Goals:

- Evaluate the potential for circularity of the PTE trays integrated into the packaging
- Eliminate the use of plastic in small heat-sealed hermetic bags
- Research biodegradable film alternatives to plastic films



WASTE

In 2024, Metallinea S.r.l. sought the expertise of industry specialists to enhance and deepen its understanding of waste management. This collaboration involved conducting a detailed waste characterization and evaluating the processes that generate waste, with the goal of accurately defining internal management practices and determining the appropriate final disposal and recycling methods.

Metallinea S.r.l. generates **municipal** waste, for which differentiated collection practices are implemented within the production sites to enable recovery and recycling. Predominantly, however, the company produces **special** waste—both hazardous and non-hazardous—originating from various stages of the production process. Such waste is directed to authorized facilities for appropriate treatment, disposal, or recovery.

In 2024, Metallinea S.r.l. produced 152.77 tonnes of waste, of which 98.2% consisted of **non-hazardous** waste and 1.8% of **hazardous** waste. A total of 152.58 tonnes of waste were recovered and disposed of (including quantities carried over from the previous year), with 4.61% allocated for **recovery** and 95.26% for **disposal**. The remaining waste remained in storage.



LAB 1

Waste composition	Quantity	Recycling	Disposal
Paper, rags and DPI contaminate	8 Kg (-33%)	8 Kg	-
Exhausted lead batteries	9,4 Kg (-92%)	15 Kg	-
Out-of-service Neon	0 Kg (-100%)	-	-
RAEE	36,5 Kg (-18%)	37 Kg	-
Out-of-service monitor	3 Kg (0%)	3 Kg	-
Out-of-service toner	0,5 Kg (-80%)	3 Kg	-
Accessories and metal parts (brass, Zama, cupper, steel and iron)	300,8 Kg (-75%)	426 Kg	-
Accessories and small parts with precious metal recycling	1180 Kg (+7%)	1180 Kg	-
Compressors drain water	30 Kg (n.a.)	-	-
	1.568,2 Kg	1.662 Kg	-
		100%	0%

LAB 2

Waste composition	Quantity	Recycling	Disposal
Polishing wasted materials	68,3 Kg (+39%)	38,3 Kg	-
Sandblasting residuals	60 Kg (n.a.)	-	-
Vibrating muds	50 Kg (n.a.)	-	-
Accessories and metal parts (brass, bronze)	1446 Kg (-13%)	1493 Kg	-
Metal filings and shavings (brass)	457,5 Kg (-19%)	477 Kg	-
Engine oil, gears and lubrication	260 Kg (-57%)	860 Kg	-
Oil emulsion	82 Kg (n.a.)	-	-
Aspiration filters	13,6 Kg (-31%)	-	-
Organic waste containing hazardous substances	178 Kg (n.a.)	178 Kg	-
Compressors drain water	700 Kg (n.a.)	-	-
	3.315,4 Kg	3.046,3 Kg	-
		100%	0%

LAB 3

Waste composition	Quantity	Recycling	Disposal
Discarded/Waste Packaging, hazardous to the environment	296 Kg (n.a.)	296 Kg	-
Filtering materials (acid/base aspiration filters)	240 Kg (n.a.)	254 Kg	-
Contaminated paper, rags, and PPE (Personal Protective Equipment)	125 Kg (n.a.)	95 Kg	-
Absorbents, filtering materials (including aspiration filters with precious metals)	46,9 Kg (n.a.)	40,5 Kg	-
Spent activated carbon	345 Kg (n.a.)	345 Kg	-
Other waste containing hazardous substances	1.300 Kg (n.a.)	1.300 Kg	-
Saturated or spent ion-exchange resins	155 Kg (n.a.)	-	155 Kg
Aqueous washing solutions from the electroplating process	145.380 Kg (n.a.)	-	145.380 Kg
	147.887,9 Kg	2.330,5 Kg	145.535 Kg
		1,57%	98,43%

Compared to 2023, the increase in the total amount of waste—particularly waste designated for disposal—is attributable to the full-scale operation of the electroplating plant. This facility primarily utilizes hazardous raw materials, resulting in significant volumes of process effluents that are not recoverable and must be managed through **authorized disposal** facilities.

An improvement is evident in the production of **metal scrap** generated by the manufacturing processes. Through the reorganization and internalization of certain production activities, raw metal scrap was significantly reduced, decreasing from 1,194 kg in 2023 to 301 kg in 2024, thus achieving a **75%** reduction in discarded metal accessories.

2025

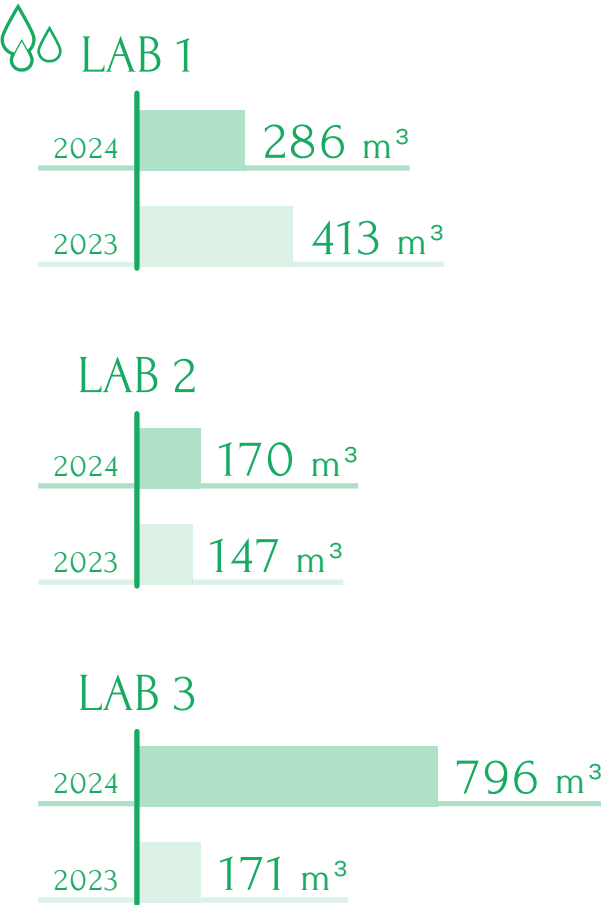
Goals:

- Improve the management of waste generated from electroplating effluents by separating the handling of acids and alkalis
- Identify specialized recycling suppliers, also evaluating the possibility of managing by-products
- Provide comprehensive training to personnel responsible for waste management
- Introduce the RENTRI system

WATER

Water supply at Metallinea S.r.l. is sourced from the **public water network** and is used across all three sites for sanitary services and facility cleaning. Additionally, it is used for specific production needs in LAB 2 (machinery for mechanical processing and investment casting) and LAB 3 (electroplating baths).

As with the other categories of material topics, an increase in the total quantity can also be observed in this case, due to the full operational capacity of the electroplating department.



Furthermore, during 2024, a buried **low-density polyethylene tank** with a capacity of 4,700 litres was installed to serve as a water reserve in case of interruptions in the public water supply that could disrupt operational activities.

Discharged water into the public sewer system is classified as **domestic wastewater**. Periodic and regular sampling is conducted at the outlets of the demineralization plants to ensure compliance with legally prescribed parameter limits.

2025

Goals:

- ◆ Evaluate the feasibility of installing water treatment and recovery systems for the electroplating process
- ◆ Increase the frequency of incoming water analyses to improve the quality of electroplating baths

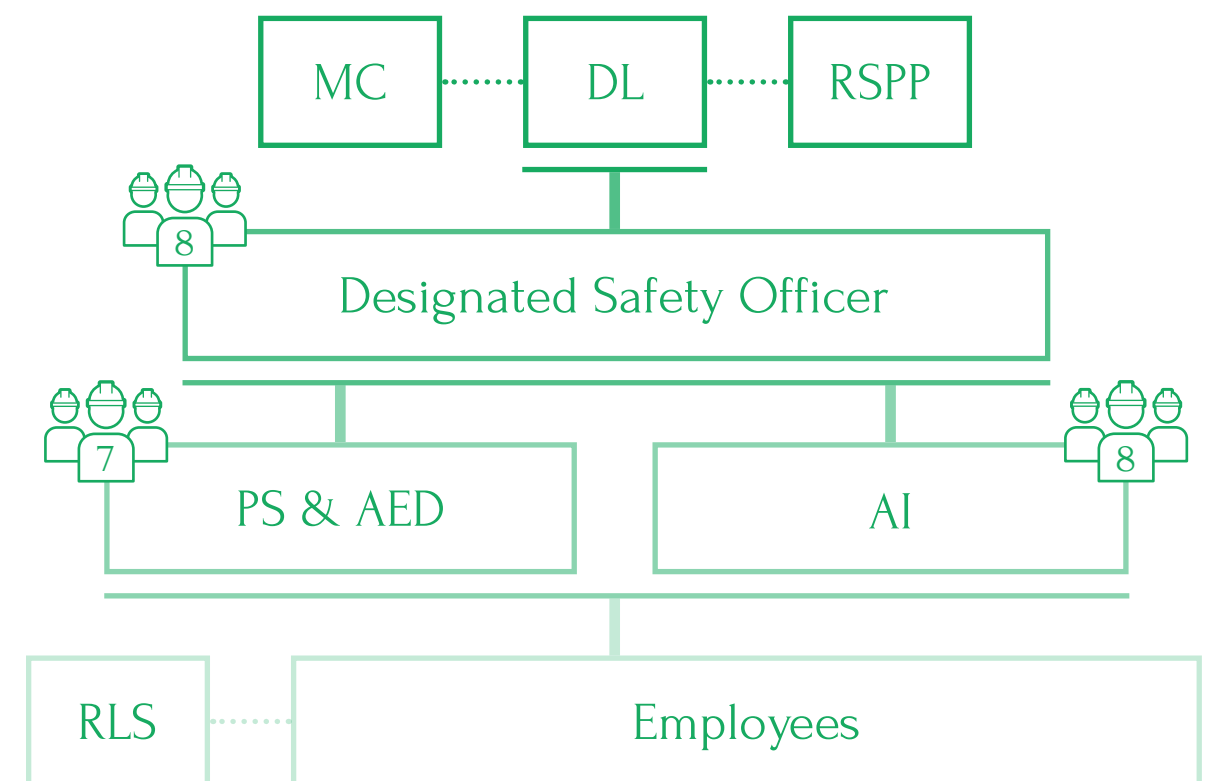
SOCIAL

“ In 2024, Metallinea S.r.l. renewed the ISO 45001 management system certification audit for all three of its sites for an additional three years, reaffirming its ongoing commitment to monitoring and upholding health and safety standards. Furthermore, in Social Responsibility, the company achieved certification in UNI/PdR 125, the guidelines on gender equality—demonstrating a clear commitment to valuing individuals and their talents, regardless of gender. ”

At Metallinea S.r.l., the **Social Performance Team (SPT)** is continuously active and engaged. In accordance with UNI/PDR 125, the SPT has been integrated with the **Guide Committee (GC)**. Periodic audits are carried out by the **Employer (DL)**, together with the **Health and Safety Officer (RSPP)**, the **Workers' Safety Representative (RLS)**, and members of the SPT-GC. These audits aim to foster open dialogue with employees, identify best management practices, and ensure compliance with regulations. This approach reflects the company's policies, promoting workplace health and safety while supporting opportunities for professional growth.

HEALTH AND SAFETY AT WORK

Metallinea S.r.l. is committed to the continuous improvement of workplace safety and the implementation of effective preventive measures to protect its employees. This is carried out in close collaboration with the company's **Appointed Physician (MC)**, the **Designated Safety Officer** and the emergency response team composed of **First Aid (PS)**, **AED** and **Fire Prevention Personnel (AI)**.



In 2024, the company implemented a dedicated software solution to support the development and continuous updating of the **Risk Assessment Document** and the evaluation of specific risks. This tool enables the RSPP (Health and Safety Officer) to promptly revise documentation in response to changes in workplace activities.

The tool also made it possible to:

- keep the Chemical Risk Assessment Document up to date, with reference to classified hazardous agents, distinguishing between two types of exposure (inhalation and dermal) and identifying three homogeneous groups of workers: electroplating, cataphoresis, and maintenance personnel;
- assess exposure to carcinogenic substances through sampling, in accordance with UNI EN 689:2018, including long-term environmental exposure monitoring for individual workers, carried out in a specialized laboratory. This process led to the activation of the **INAIL register of exposed workers**;
- evaluate the risks of workplace violence and harassment, including sexual harassment.

In 2024, the risk assessment related to electroplating activities was further examined in greater depth. As part of ongoing **health surveillance**, the highest precautionary measures are applied, including medical evaluations conducted every six months.

Regarding **training**, following the purchase of an emergency self-contained breathing apparatus, 4 employees were trained in its use. At the same time, 2 supervisors were trained for LAB 3, and 3 new employees received training in radiation protection for the use of the XRF radiogenic equipment.

In addition, the quantities of cyanides purchased are constantly monitored and are accessible only to the 3 employees holding a toxic gas license.

With the introduction of the new micro-casting phase, a closed and sealed system has been implemented throughout the various stages of chalk processing, ensuring the mitigation of health and safety risks.



Goals:

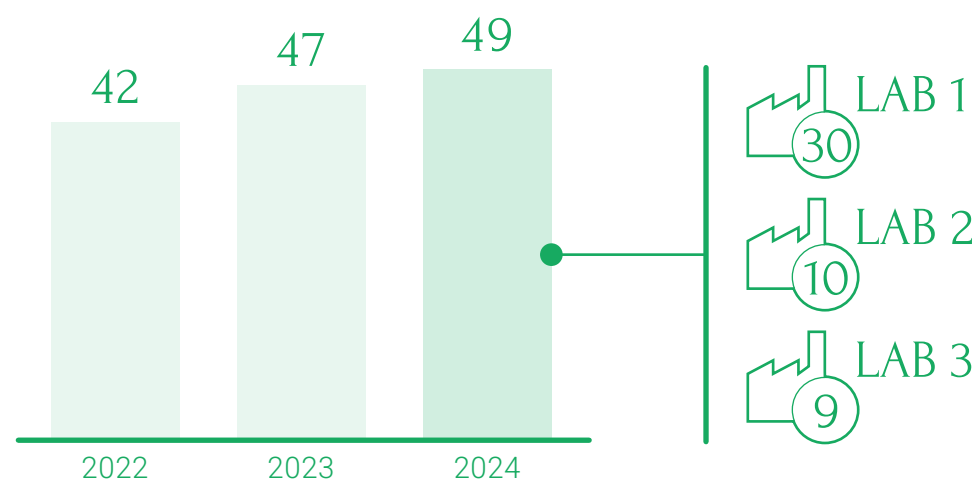
- ◆ Conduct research into alternative substances for the cataphoresis process that pose lower health risks
- ◆ Continuously monitor and formalize the localized exhaust ventilation systems over the galvanic baths

WORK AND EMPLOYMENT

Metallinea S.r.l. was founded as a family-run artisan business, built on a passion for craftsmanship and driven by dedication and attention to the quality of both products and operational processes.

These founding values have remained central throughout the company's growth, guiding its development and reinforcing its **commitment to people** as its most **valuable asset**. Metallinea S.r.l. continues to invest in modern infrastructure, appropriate tools for operations, ongoing training, knowledge transfer, and full compliance with legal standards.

Operators



From an employment perspective, Metallinea S.r.l. continued its **growth**, maintaining stability in 2024 with the confirmation of 4 permanent employees and the hiring of 2 fixed-term employees. Conversely, the company recorded 3 voluntary resignations.

The company also collaborates with local educational institutions, such as ITC A. Volta and ITS MITA, to organize both curricular and extracurricular **internships**.

Contracts	< 30 yrs	30 -50 yrs	> 50 yrs
Permanent full time	12	18	13
Permanent part time	-	1	3
Fixed-term full time	-	-	1
Fix-term part time	-	1	-
	12	20	17

As part of the **digitalization of HR processes**, an online platform has been implemented, providing each employee with access to a personal area where individual documents are shared and company communications are published. At the same time, the platform offers interactive tools for managing leave and clock-ins, particularly beneficial for staff now working across three different sites. The aim is to streamline HR operations and enhance transparency.

WELFARE

The management of Metallinea S.r.l., aside from its participation in the Fondo Metasalute established by the Metalmeccanico Industria CCNL, has opted to facilitate employee access to health check-ups by establishing an **agreement** with a medical centre responsible for conducting the company's health screenings as part of a health promotion initiative. Additionally, the company has partnered with a legal firm offering discounted rates and a complimentary initial consultation. Both agreements have been extended to include the families of employees.

Regarding the welfare provisions established by the applicable collective labour agreement (CCNL), the choice to provide fuel vouchers is confirmed. Additionally, electronic **meal vouchers** are issued based on the number of days worked.

These benefits are provided to all employees as well as temporary agency workers.

FREEDOM OF ASSOCIATION

About the option of joining trade associations, Metallinea S.r.l. informs each employee of this possibility at the time of hiring by providing an initial information form, while keeping the opportunity to join open later.

In 2024, no employees were registered as members of any trade associations.

CHILD LABOR, FORCED AND COMPULSORY LABOR

The workforce of Metallinea S.r.l. consists of employees with an average age of 43 years, with the youngest worker currently being 24 years old. No young workers are employed at present.

Another relevant aspect, potentially related to child, forced, or compulsory labour, is the verification of the origin of conflict minerals, such as gold and tin, which enter the supply chain during the electroplating process. These minerals may originate from countries affected by armed conflicts linked to their extraction. To address this, Metallinea S.r.l., in collaboration with its suppliers, maintains traceability of raw material sources and annually publishes the **CMRT** (Conflict Minerals Reporting Template) declaration to ensure ongoing monitoring and commitment to responsible global sourcing.

2025

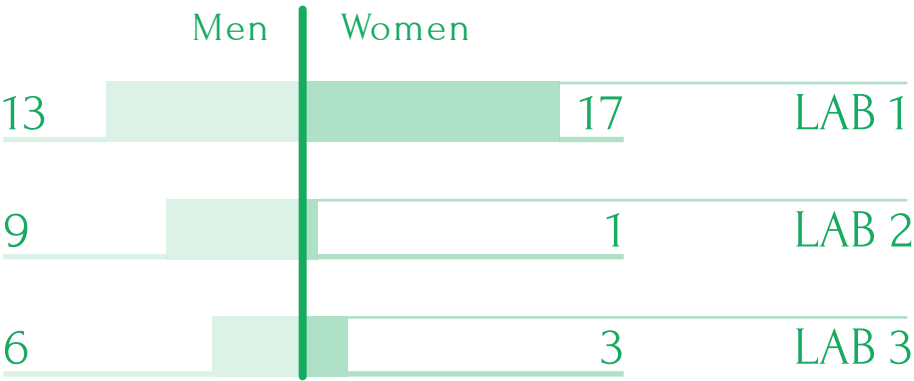
Goals:

- ◆ Maintaining employment stability
- ◆ Implementation of additional features in the HR portal
- ◆ Launch of a dedicated platform for selecting corporate welfare benefits

DIVERSITY AND EQUAL OPPORTUNITY

In accordance with the requirements set out by the SA8000 standard and UNI PDR 125, the company policy on social responsibility and **gender equality** has been updated. This policy outlines the organization's commitments regarding legal requirements on labour rights, gender equity principles, and non-discrimination.

As part of the risk assessment related to gender diversity, violence, and abuse, both **sentinel events** and the **workplace environment** were evaluated. The level of identified risk was found to be insignificant; however, targeted preventive actions were still implemented for employees and company management. These included the distribution of a questionnaire to assess perceptions of gender equality and a dedicated training course on these topics. Additionally, a **Reporting Procedure (SA8000-UNI PDR 125)** has been established, which allows employees to report any incidents of discrimination—even anonymously—to Human Resources.



Operators	2023	2024	
Men	27 (58,7 %)	28 (57,1 %)	+ 4%
Women	19 (41,3 %)	21 (42,9 %)	+ 10,5%
Italian	45	46	+ 2,2%
Foreigners	1	3	+ 200%
Protected categories	1	2	+ 100%
Temporary workers/year	7	4	- 42,9%

The gender **disparity rate** stands at 14.3%, significantly lower than that of the reference sector, “manufacturing industry,” which is 43.6% (Source: ISTAT, Labour Force Survey, 2022).

There are 24 positions of responsibility, 6 of which are held by women (25%), and the percentage of women receiving variable compensation out of the total number of women employed is 23.8%, a figure comparable to that of men, which is around 25%.

Equal payments are ensured: there are no differences in compensation based on gender, and regulations are also respected in terms of the inclusion of special categories or vulnerable individuals.

TRAINING AND EDUCATION

At Metallinea S.r.l., there is an [annual training program](#) developed based on the scheduled deadlines for safety certifications. This is accompanied by a [needs assessment](#), which may reveal requirements for technical or cross-functional training, with the aim of enhancing specific skills.



Training	2023 *	2024
H&S	390 h	146 h
UNI Pdr 125 and SA8000	9	193,5 h
Cross-functional	278,5 h	240,5 h
Internal	424 h	137 h
Tot.		717 h
 h/person		14,6 h

Specifically, with the support of the trade association Confindustria Firenze, the following initiatives were implemented: a refresher course for RSPP, tailored to the company’s internal requirements, with in-depth modules focusing on chemical and carcinogenic risks, as well as on effective safety communication within the workplace; and a training course aimed at supporting awareness-raising activities related to gender equality and the prevention of abuse and violence.

SUSTAINABILITY OF SUPPLY CHAIN

Metallinea S.r.l. has established dedicated procedures for supply chain management, placing particular emphasis on ensuring enhanced [transparency](#) and [traceability](#).

Outsourcing production processes presents significant challenges to achieving comprehensive control over the manufacturing workflow. This remains a concern despite the diligent, documented monitoring of suppliers’ [legislative compliance](#) conducted by the relevant departments. The recent decision to internalize certain operational processes has successfully reduced the complexity of the production chain, particularly about the final stages of electroplating (including chemical products, health and safety protocols, and the procurement of conflict minerals).

Following the achievement of new certification schemes on gender equality and with the objective of adopting an energy management system, Metallinea S.r.l. has revised and expanded its [Integrated Supplier Policy](#). Among the key areas of focus, references have been included to non-discrimination, violence and abuse, responsible sourcing of raw materials, and the safety of goods and related storage operations.

Following this, a letter of commitment to the stated principles is sent for signature, requesting the supplier’s availability for audit activities – including unannounced audits – and requiring the mandatory disclosure and prior authorization of any subcontracted processing activities.

Additionally, other administrative documents and the completed SA8000 supplier questionnaire are required. Once all the documents have been submitted and signed by the supplier, the review of the provided information will begin, and any necessary audit activities will be authorized.

During the year, [Audit n° 4 Part II](#) was conducted at the client's request, while Audit n° 5 was carried out by the company's consultant. All identified nonconformities were reviewed and addressed collaboratively, aiming to enhance sustainability standards.

In 2024, the company implemented an [evaluative process](#) for suppliers, focusing on material quality and delivery accuracy, by reviewing all results provided by company management. Monthly outcomes are compiled into a quality report and a supplier delay report, which are then shared with the suppliers or third parties to raise their awareness and encourage improvement.



GOVERNANCE

“ Although current legislation does not require it, Metallinea S.r.l. has appointed a single auditor to ensure high transparency and reliability of financial data, supporting the company’s accountability.

Over the past two years, the sector in which the company operates experienced a significant downturn due to geopolitical instability. Despite this, Metallinea S.r.l. has shown resilience and strength by avoiding social dumping, securing the employment of new staff, and initiating new partnerships to expand and diversify its production activities.

”

ECONOMIC PERFORMANCE

In 2024, Metallinea S.r.l. reported a total generated **economic value** of €7,560,787. Of this, €3,511,815 was allocated to **operational costs** and €2,446,808 to **personnel expenses**. The financial statements have been duly filed with the Chamber of Commerce.

Another positive aspect is the stability of income from receivables, which remained at 100% for 2024.

Metallinea S.r.l. safeguards its employees’ severance pay (**TFR**) through an insurance plan which, as of December 31, 2024, holds a value of €199,386 – representing approximately 53% of the total TFR fund.

The company’s objective is to fully fund the TFR to ensure long-term financial security for its employees.

ETHIC AND COMPLIANCE

Since 2023, Metallinea S.r.l. has been a member of the [Physis – Sustainability for Luxury S.r.l. Società Benefit Consortium](#), through a shareholding investment of €10,000. This innovative startup brings together local companies with the goal of supporting and promoting the growth of the accessory supply chain for the fashion and luxury sectors. In addition, Metallinea S.r.l. renewed its membership in [Confindustria Toscana Centro and Costa](#) for 2024, actively participating in dedicated initiatives and joint working groups with other companies in the metal accessories sector.

Metallinea S.r.l. also adheres to the Confindustria [Code of Ethics](#), which, combined with its Integrated Supplier Policy for monitoring the production supply chain and the company's consistent compliance with applicable laws, regulations, and standards—with no recorded instances of non-compliance—has contributed to the company being awarded a ★★+ [Legal Rating](#) by AGCOM (Italian Competition Authority).

INNOVATION AND RESILIENCE

In continuity with previous years, in 2024 Metallinea S.r.l. benefited from [tax credits](#) totalling approximately €285,000, deriving from prior investments under the Industry 4.0 framework. No new tax credits were accrued in relation to investments made during the current financial year.

Metallinea S.r.l. participated in the “[Digital Enterprise](#) – Innovation Services” call for proposals, part of the Tuscany Regional Programme FESR 2021–2027, co-financed by the European Union. The initiative aimed to develop new digitalization processes to support operational management and enhance workflow efficiency.

Among the actions carried out under the project was the implementation of new certifications, aligned with market trends that increasingly emphasize sustainability. The granted contribution is estimated at approximately €29,000.

CONCLUSIONS

The publication of this Sustainability Report marks the **second step** in our ongoing reporting journey, reflecting our continued commitment to addressing the social, environmental, and governance challenges that are increasingly relevant to both the market and society at large.

Our objective remains to provide a comprehensive service to our clients, preserving craftsmanship and high-quality manual skills, while embracing innovation. At the same time, we are committed to promoting **sustainable development**, **equal opportunities**, and **environmental responsibility**.



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