



SUSTAINABILITY REPORT 2024

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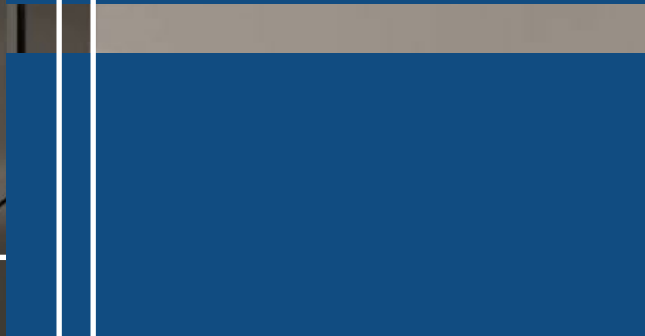
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Letter to the Stakeholders

Dear Stakeholders,

Mar Plast S.p.A. is proud to present its first **Sustainability Report**. For over fifty years, this company has been synonymous with excellence in the production of **dispensers and hygiene accessories** for public bathrooms and collective spaces, combining innovative design and advanced technology.

This document is the start of a constructive dialogue with our stakeholders, whom we deem crucial partners to pursue even more ambitious improvements.

Mar Plast's sustainability pathway is fuelled by our desire to constantly improve, while safeguarding the environment and making a positive contribution to the community. The company is well aware of the importance of this commitment and of the need to safeguard it also through day-to-day work.

The **materiality analysis** clearly illustrates both the starting point and the future goals of the company. With the support of its stakeholders, Mar Plast is committed to continuing this process, by raising its **transparency and responsibility** standards.

It appreciates the constant support it receives and encourages everyone to provide feedback that can guide the company in its commitment towards a sustainable future for the environment and the people connected to the activities it carries out.

Best regards,
The Board of Directors
Mar Plast S.p.A.

The background of the slide is a dark, industrial scene. It features a robotic arm with a blue-tipped nozzle, likely for welding or painting, positioned over a complex metal assembly. The scene is dimly lit, with some blue light reflecting off the metal surfaces. White curved lines are overlaid on the image, framing the text areas.

COMPANY PROFILE

THIS SECTION INCLUDES:

- 1.1. Mar Plast in short
- 1.2. History, markets and strategic industries
- 1.3. Mar Plast's business
- 1.4. Certified reliability
- 1.5. Digital visibility and participation in trade fairs

MAR PLAST

in short

History, markets and strategic industries

1968

Franco Mantovani and Giuliano Ascari founded their first company in Rio Saliceto. That company went on to become Mar Plast S.p.A.

Mar Plast bravely pursues an idea: creating **comprehensive accessories for bathrooms.**

1979

2024

Today Mar Plast employs over **75 employees** and **exports its products to over 50 countries.**

Markets and industries served

Mar Plast's industry of reference is hygiene and professional cleaning, with an exclusive focus on the **B2B** market. The company **does not sell directly to the end consumer**, it turns to **professional players** such as retailers, wholesalers, purchase groups and large corporations that operate in the following industries:

HO.RE.CA. (hotels, restaurants and catering)
Professional kitchens and the Food & Beverage industry
Health facilities, such as hospitals, clinics and veterinarian clinics
Spas, beauty farms and beauty centres
Exhibition spaces and trade fair organisations
MICE industry (Meetings, Incentives, Conferences, Exhibitions)
Museums, art galleries, cultural institutions and hospitality
Schools and universities
Offices and corporate offices
Public administration offices

Mar Plast is present in various international markets and exports its products to:



Vision, Mission and Values

Mission

The company's **mission** is to **redefine how plastic is perceived**, turning it into a noble, distinctive material in the **industrial design** world.

To reach this goal, **Mar Plast** carefully selects **raw materials** and employs **advanced technologies**, to guarantee products with high standards of **quality and innovation**.

Vision

Mar Plast's vision is to be recognised at a national and international level as a **reliable partner that is always there to help** its customers, a company that offers not only products, but also constant support and a relationship of trust over time.

Passion

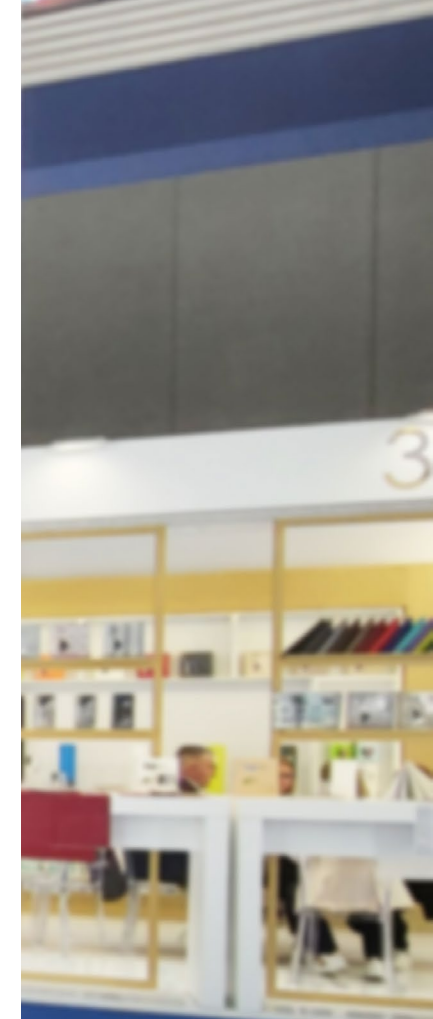
At **Mar Plast**, innovation is at the centre of every company activity. The company is committed to **meeting and anticipating market needs**, by offering original and advanced solutions in terms of **functionality and design**.

Ever since the **engineering process** phase, Mar Plast products are designed to guarantee **durability, robustness and easy maintenance**, with replacement components designed to be **easily installed**.

Commitment

Mar Plast carries out its entire production process at its plant in **Rio Saliceto**, in the heart of Emilia-Romagna, combining **artisanal attention to detail** with a strong **industrial vocation** that is focused on **technological innovation**.

People are the true engine of corporate development: every day the Mar Plast team brings **passion, responsibility** and **expertise** to provide products and services that reflect the typical quality and excellence of **Made in Italy** products.



MAR PLAST's business

Products

	Soap Dispensers
	Paper Towel Dispensers
	Toilet Paper and Toilet Seat Cover Dispensers
	Bathroom Accessories
	Supports and Stands
	Kitchen Dispensers

Services

	Customisation
	Technical Assistance
	Spare Part Supply
	Project Consultancy



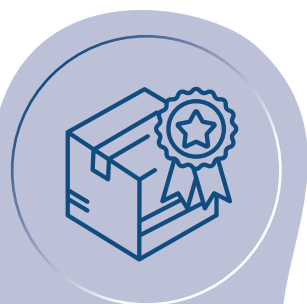
Quality and Durability for a Made in Italy product

All of **Mar Plast's bathroom accessories** stand out thanks to the constant attention to **functionality** and **ergonomics**. Every dispenser is designed to guarantee **maximum ease of use**, prioritising both the needs of the end users and of the staff tasked with the maintenance and refilling of the dispensers.

The products, such as soap, towel and toilet paper dispensers, are **easy to refill** and feature a **tamper-proof seal system**, to guarantee safety and protection in heavily frequented areas. The presence of **transparent inserts** makes it easier to check the supplies, optimising the operators' operation time. Moreover, Mar Plast offers **constant availability of components and spare parts**, which are easy to obtain and assemble, to support the great durability of their products and more efficient operational management.

Mar Plast dispensers stand out thanks to their **resistance and reliability**, thanks to the use of high-quality materials such as **ABS plastic**, which is famous for its lightness and impact resistance, and **stainless steel**, which is ideal for areas that are subject to greater wear and tear.

Mar Plast's excellence is the result of the combination of carefully **selected materials**, **attention to detail with the designs**, **advanced technologies** and a solid experience in **industrial design**. These elements have enabled the company to establish itself in over **50 countries**, guaranteeing products that combine **construction quality**, **functionality and durability over time**.



Production Process

DESIGN

Every Mar Plast product is the result of a careful, specialised **internal design** phase, during which both the functional and technical design are defined, as are the moulds.

MOLD CONSTRUCTION

The moulds are made directly in the internal workshop, employing **advanced technologies** and precision machinery.

MOULDING

The plastic components are produced both internally, using **cutting-edge injection presses**, which can ensure an efficient and sustainable production process, and by contractors.

ASSEMBLY

After the moulding process, the different components are **assembled both within the plant** and by specialised contractors.

CUSTOMISATIONS

Mar Plast offers **specific customisations** both in the product's technical configuration and in its aesthetics, thanks to techniques such as **pad printing**.

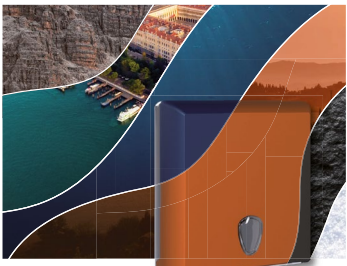
INTERNAL LOGISTICS

The company autonomously manages the entire internal logistical flow, going from **the raw materials being received to the shipping of the finished products**.

Themed Collections



Skin Line
Contemporary design with elegant finishes



Ecolored
Six new colours inspired by Italian landscapes, with a special focus on the environment



Colored Edition
Coloured accessories for vibrant and modern areas



Woodplastic
Products that combine the wood aesthetic with the practical nature of plastic



Stainless steel
Steel accessories
Stainless steel for greater durability and a professional look



Artemis
The innovative sanitary napkin dispenser designed to meet the needs of women



2024 CATALOGUE

Certified Reliability

To Mar Plast, quality is not just a goal, but rather an everyday commitment that is reflected in every phase of the production process. Constant attention to the highest standards, both in terms of products and processes, has enabled the company to consolidate a strong reputation on international markets over time.

The entire activity is focused on customer satisfaction, thus guaranteeing reliable and safe solutions that are fully compliant with the current regulations.

As proof of this commitment, Mar Plast has obtained the following major certifications and ratings:

- **Remade in Italy® Certification**, for the use of certified recycled materials;
- **Sistema IT01 – 100% Qualità Origine Italiana**, which guarantees that the entire production cycle took place in Italy;
- **Ecovadis Scoring**, an internationally recognised sustainability rating.



Quality system

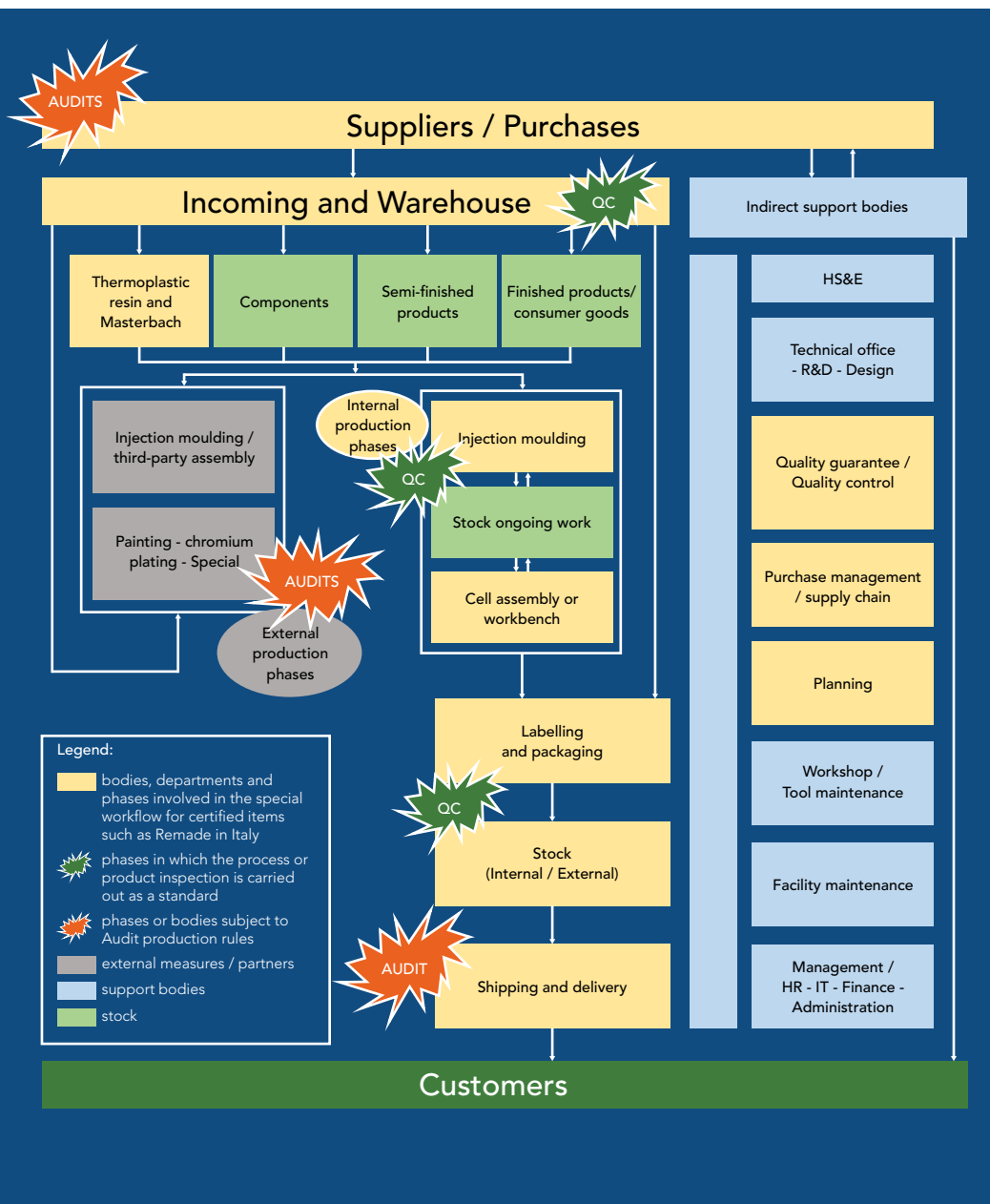
To guarantee **maximum customer satisfaction**, Mar Plast has developed a **quality system** inspired by the most **effective and recognised international standards**.

This system is the core of the company's **operational approach** and is proof of its **constant commitment to excellence and reliability**. Each phase of the production process, from the **design to the delivery of the finished product**, is structured to meet **rigorous quality criteria and guarantee consistent performance levels over time**.

To Mar Plast, quality is not just a result, but rather an **everyday practice** that involves the **entire organisation** and every single employee, thus contributing to consolidating a **corporate culture** based on responsibility and operational precision.

The **company adopts an integrated approach** that enables it to effectively meet the **market demand** and the **stakeholders' expectations**, keeping under control the entire production cycle and guaranteeing the **compliance with the regulations and the requirements of the customers**.

Through careful planning and **constantly monitoring** the activities, Mar Plast ensures **optimised processes** and efficient management of instances of **non-compliance**, thus enhancing their customers' trust.



Digital visibility and participation in trade fairs

Mar Plast S.p.A. operates both on the Italian and the international market, thanks to a multi-language website, available in Italian, English, Spanish, Portuguese and German. The company is also active on the main social media platforms, including Facebook, LinkedIn and Instagram, where it constantly keeps its followers up to date with multimedia content.

The 10 most clicked keywords

KEYWORDS

Mar Plast dispenser
Double toilet paper dispenser Smart
Smart restroom monitoring system
Smart restroom management system
Smart restroom
Dispenser Mar Plast
Paper towel dispenser in steel
Dispenser for restaurant restrooms
Dispenser for public bathrooms
Fabric towel dispenser

2024 Trade fairs



Big 5 Global
Dubai 2024



Interclean
Amsterdam 2024

An aerial photograph of an industrial area. In the top left, a white building with a blue logo that reads 'rpp marplast' has solar panels on its roof. To its right is a larger, two-story grey building with a flat roof covered in solar panels. In the foreground, a large building with a corrugated metal roof is also covered in solar panels. A parking lot with several cars is visible between the buildings. A brick building is on the right side of the image. The entire scene is overlaid with a white geometric pattern of intersecting lines.

SUSTAINABILITY PATHWAY

THIS SECTION INCLUDES:

- 2.1. Mapping of the Stakeholders
- 2.2. Materiality analysis
- 2.3. The sustainable development goals
- 2.4. Goals to remediate the impacts

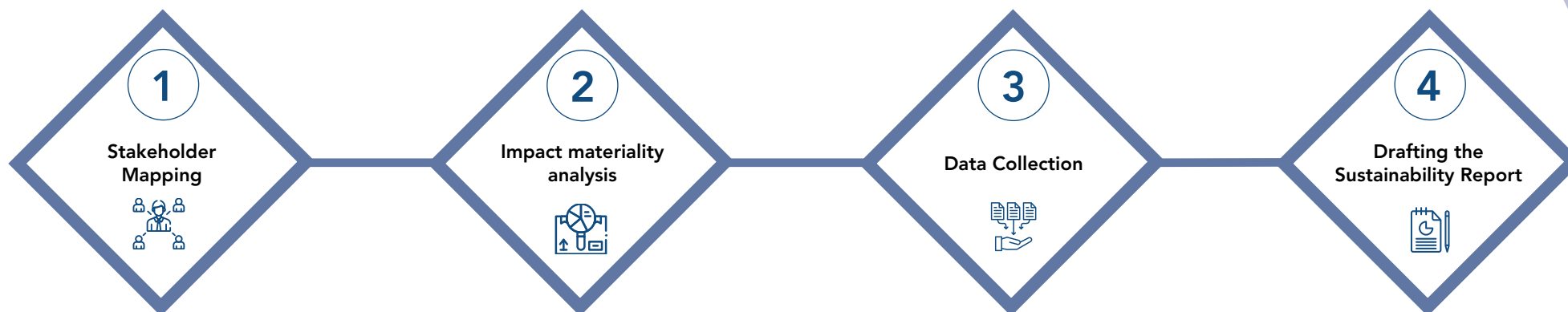
Sustainability Pathway

2024 was a turning point for Mar Plast S.p.A., as it marked the official start of its sustainability pathway, through the drafting of its first Sustainability Report, drafted with the "Reference" option of the GRI (Global Reporting Initiative) standards.

Although the company's corporate culture has for a long time focused on environmental, social and governance ESG issues, this document is concrete proof of the commitment made and its future ESG goals.

The process that led to the creation of the report was divided into four main phases:

- **Mapping of the stakeholders** – all the stakeholders were identified and the key stakeholders were highlighted.
- **Impact materiality analysis** – the **material topics** relevant to Mar Plast were identified and the **existing** protections for each one were analysed, consistently with the impact generated by the organisation.
- **Data collection**
- **Drafting of the sustainability report**



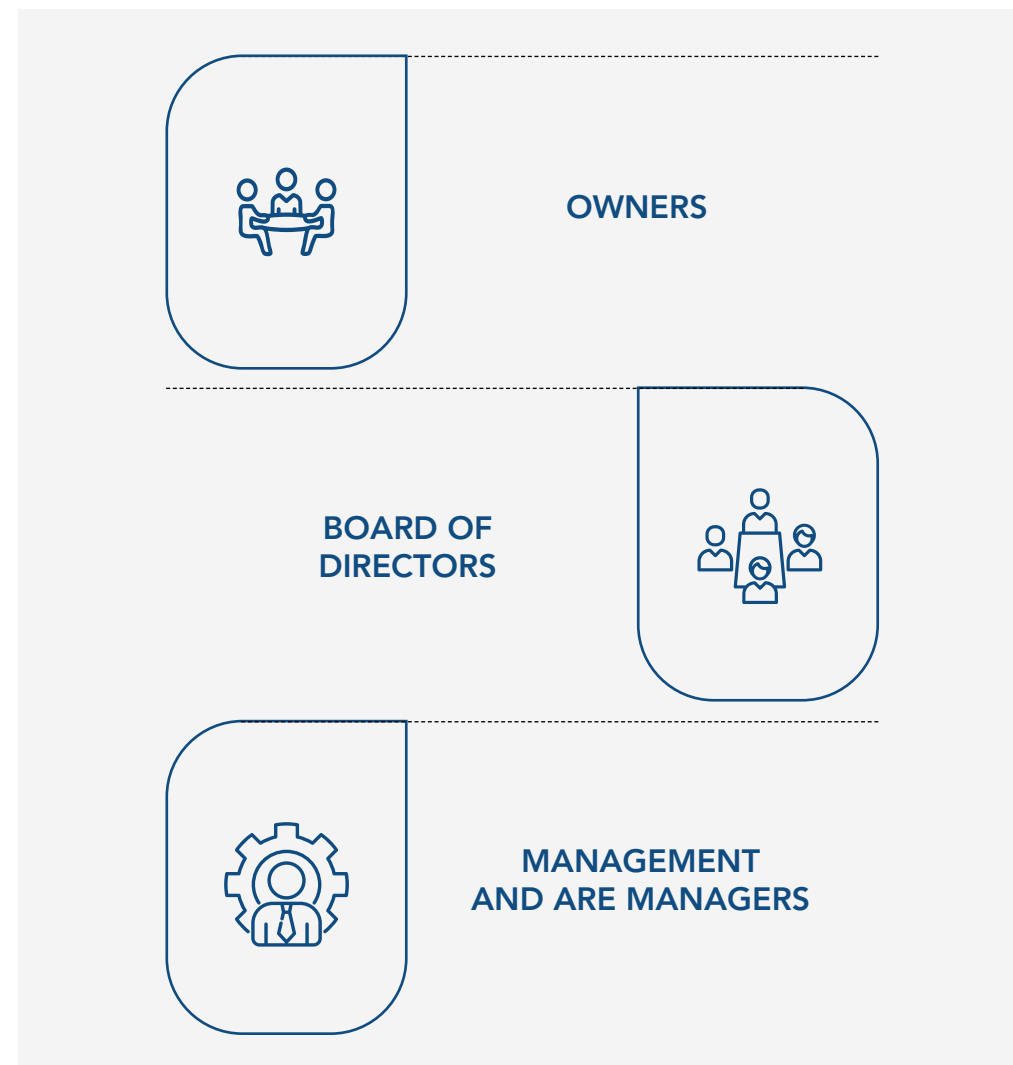
Mapping of the Stakeholders

The first activity carried out when drafting Mar Plast's **Sustainability Report** was the **mapping of the stakeholders**. Through an in-depth analysis of the value chain, from the initial phase (supply) to the final one (distribution and product use), the company has identified all the subjects with which it interacts either directly or indirectly in its work.

14 key stakeholders were identified, which were divided into **internal and external** ones, with which Mar Plast has ongoing or strategic relations. Specifically:

OWNERS
BOARD OF DIRECTORS
MANAGEMENT AND AREA MANAGERS
EMPLOYEES
SERVICE PROVIDERS
PRODUCT SUPPLIERS
AGENTS
B2B COSTUMERS
BANKING INSTITUTES AND INSURANCE COMPANIES
LOCAL COMMUNITY
PUBLIC ADMINISTRATION
AUTHORITIES AND BODIES
TRADE UNIONS
TRADE ASSOCIATIONS

Among the **14 categories of stakeholders** that emerged, the **key stakeholders** were identified, meaning the stakeholders that are **crucial for the company's survival** and its **correct functioning**.



Materiality Analysis

Following the **mapping of the stakeholders**, an **impact materiality analysis** was carried out. The materiality analysis is a crucial step to draft the **Sustainability Report**.

For the first time ever, Mar Plast identified its **material topics**, meaning the topics that constitute the **most significant impacts** generated by the organisation and therefore to invest and concentrate the **resources** and efforts in a **targeted** and **strategic** way.

Impacts means the effects Mar Plast has on the **economy**, the **environment** and **people**, and that can **positively or negatively** influence its contribution to **sustainable development**.

The analysis has been developed following an exclusively “**inside-out**” rationale, meaning with an approach that assesses the company’s impacts **from the inside to the outside** considering the impacts on the economy, people and the environment, both potential and actual ones.



ENERGY CONSUMPTION
AND EMISSIONS



CIRCULAR ECONOMY
AND POLLUTION



WORKERS' TRAINING



HEALTH AND SAFETY



ENERGY CONSUMPTION
AND EMISSIONS



CIRCULAR ECONOMY
AND POLLUTION



WORKERS' TRAINING



HEALTH AND SAFETY



WORK CONDITIONS
AND WORKERS' RIGHTS



PRODUCT QUALITY



INNOVATION
AND DIGITISATION



ETHICS AND COMPLIANCE

The sustainable development goals

The **2030 Agenda on Sustainable Development**, adopted in September 2015 by the 193 members of the **United Nations**, defines **17 Sustainable Development Goals (SDGs)**, structured into **169 targets**, to be reached by 2030. It is a globally shared framework for tackling complex, interconnected issues such as **poverty, inequality, climate change** and **social justice**.

The SDGs have been conceived as universal goals that are applicable to all countries and all actors within society, including companies, which are called upon to contribute through their own strategic, operational and organisational choices.

Within this framework, **Mar Plast** has identified **5 Sustainable Development Goals** that are deemed the most consistent with **its activities** and **future improvement prospects**, so as to gradually integrate these references into its vision and company processes.

OBIETTIVI PER LO SVILUPPO SOSTENIBILE



Ensuring access to affordable, reliable, sustainable and modern energy systems for all.



Incentivising lasting, inclusive and sustainable economic growth, full and productive employment and decent work for all.



Ensuring access to affordable, reliable, sustainable and modern energy systems for all.



Guaranteeing sustainable production and consumption models.



Promoting actions at all levels to counter climate change.

Goals to remediate the impacts

The following table illustrates some of the **goals** that **Mar Plast** is committed to pursuing over the upcoming years to remediate some of its **negative impacts** and contribute to reaching the targets set by the **sustainable development goals (SDGs)**.

IMPACT TOPIC	GOAL	EXPECTED YEAR OF COMPLETION
ENERGY CONSUMPTION AND EMISSIONS	Obtaining environmental standard UNI EN ISO 14001	2025
	Emissions reporting scope 1, scope 2 and creating a decarbonisation plan	2026 / 2027
WORKERS' TRAINING	Training course on the new electronic load and unload system called RENTRI	2025
	Fire safety course, first aid course, refresher course on forklifts and refresher course on integration of supervisors	2025
	Tutor to train two new agency-supplied workers in moulding for specific high-risk training	2025
CIRCULAR ECONOMY AND POLLUTION	Special waste analysis to check the assigning of EWC codes	2025

ECONOMIC MANAGEMENT

Un bagno di colori!

Sei varianti colore per un bagno accessorizzato in modo inedito e suggestivo.

Verniciatura ad acqua e a
morbida al tatto rende
un ulteriore plus della linea.

A bath of colors! THIS SECTION INCLUDES:

Six color variants for a bathroom equipped in an original and suggestive way. Water-based painting and a soft surface represent a further characteristic plus of the line.

- 3.1. Economic value generated and distributed by Mar Plast
- 3.2. The Governance structure
- 3.3. Company ethics
- 3.4. The suppliers
- 3.5. The customers

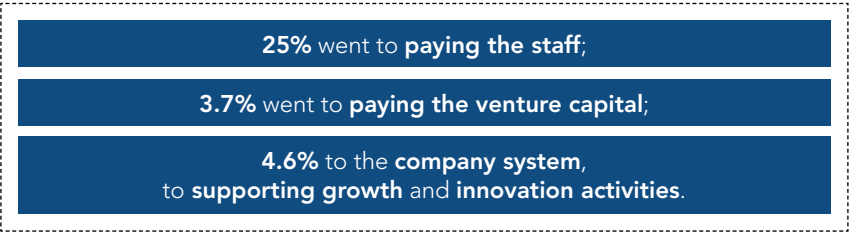


Economic value generated and distributed by Mar Plast

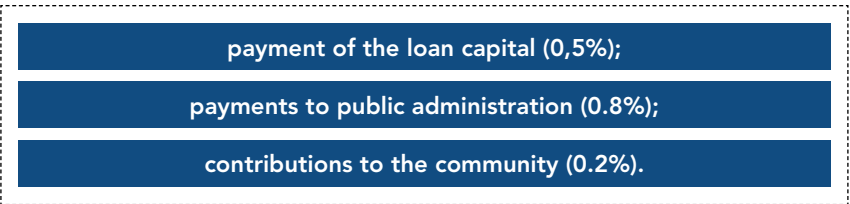
The **reclassified economic and financial statement** allows for the highlighting of how the **economic value generated directly** by Mar Plast was distributed, offering not only a synthetic read of the **company performance**, but also a vision of its **impact on the stakeholders and the community**.

Throughout **2024**, **65.3% of the generated value** was absorbed by the production costs, thus highlighting the impact of operational activities on the overall result.

The remaining **34.7%** was divided into the three different items:



Smaller shares went to:



Production costs:	65,30%	Payment to public administration:	0,80%
Remuneration of the staff:	25,00%	Payment of the loan capital:	0,50%
Company system:	4,60%	Contribution to the community:	0,20%
Payment of the venture capital:	3,70%		

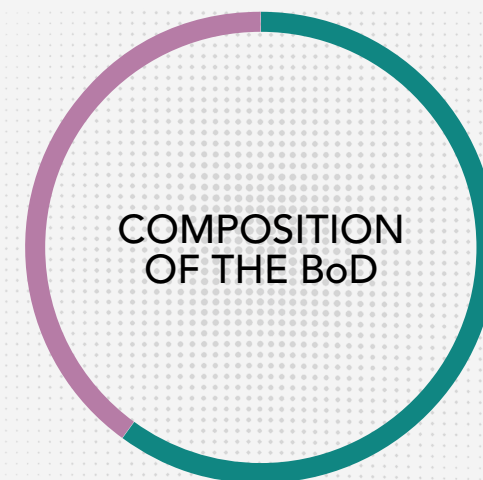
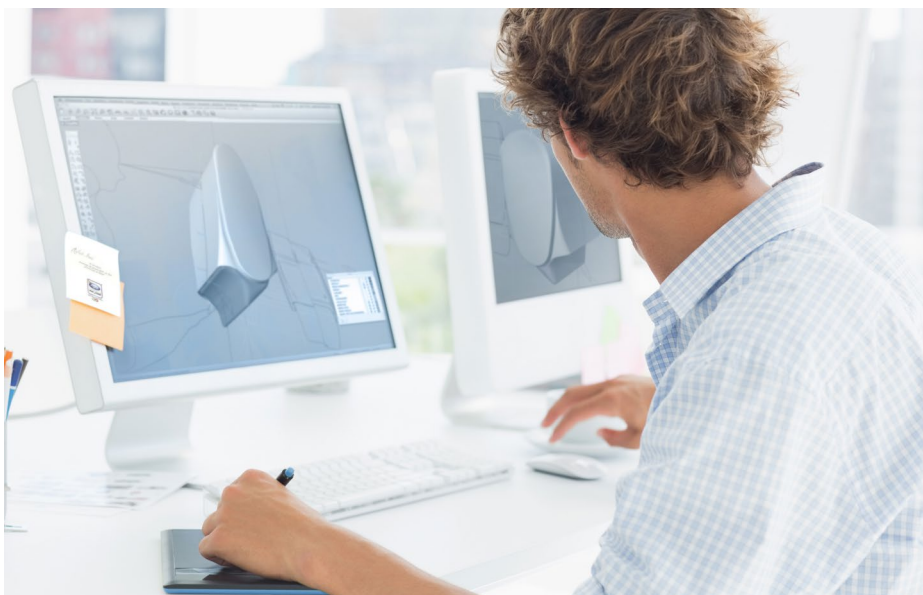
The Governance structure

Mar Plast has a **single-shareholder company structure**, with **100% of the shares** owned by a single actor.

The governance is entrusted to a **Board of Directors (BoD)** made up of **five members**, of whom **three are men**, all **over the age of 50**, and **two women**, one **older than 50** and one **between the age of 30 and 50**. The members of the board belong to **two families**, which confirms that the company is a **family-run business**. All the members of the board carry out **cross-cutting functions** within the organisation, thus actively contributing to the operational management thereof.

Along with the Board of Directors, there are key management figures, including the **Plant Director**, the **Commercial Director**, the **Head of the Technical Department**, who ensure the coordination of the main functional areas.

To safeguard the oversight activities, the company also has a **Board of Auditors**, made up of **three members: two men**, one between the ages of **30 and 50**, and **one older than 50**, and **one woman**, who is also **older than 50**.



MEN

60%

WOMEN

40%

COMPOSITION OF THE BOARD OF AUDITORS



MEN

67%

WOMEN

33%



Scan
to see our
privacy policy



Scan
to see our
**whistleblowing
channel policy**

Company ethics

As indicated in its **Code of Conduct**, Mar Plast promotes following the **highest ethical and moral values**, exercising a constant **oversight activity both within the organisation and along the supply chain**. The company is committed to **spreading a culture of ethics and transparency** in all its activities, explicitly condemning every form of **corruption, bribery and extortion**.

The **Code of Conduct** clearly defines the **main company policies**, including the commitment to **health and safety in the workplace**, **safeguarding the environment**, **safeguarding human rights** and the **implementation of a policy focused on the rigorous and well-aligned quality of international standards**.

To further enhance the spread and effectiveness of these principles, Mar Plast has adopted a **whistleblowing channel**: a private, safe tool that enables **employees, collaborators and contractors** to **confidentially** report and misconduct, violations of the Code of Conduct or company wrongdoing.

The system guarantees the **protection of the privacy** of the **whistleblower** and helps promote a company culture based on **lawfulness, responsibility and ethics**.

In accordance with these principles, in **2024** Mar Plast organised a **specific training course on the whistleblowing channel**, making it available to the employees on an e-learning platform, with the goal of increasing internal awareness and promoting the correct use of the tool.

As evidence of the company's commitment to integrity and fairness, throughout 2024 **there were no instances of corruption**.

The suppliers

Our **relations with the suppliers** are the foundation of a **solid and reliable supply chain**. Mar Plast currently assesses its partners based on **criteria related to production requirements, quality of the materials, price and the service offered**.

Moreover, **a large part of the purchases of raw materials concerns recycled materials**, in compliance with the company's commitment to sustainability.

The suppliers are divided into four geographical areas:

The province of Reggio Emilia, which makes up **33% of total costs** and **28% of the total number of suppliers**;

The Emilia-Romagna region (excluding Reggio Emilia), which covers **24% of costs** and includes **17% of suppliers**;

Italy (excluding Emilia-Romagna), which constitutes the largest share with **34% of costs** and **44% of the suppliers**;

Foreign countries (excluding Italy) which comprises **9% of costs** and **11% of the suppliers**.

In terms of the procurement destinations, **49% of the costs borne** towards the suppliers were related to the **production departments**. Then came **production costs** at **29%**. **Commercial costs** were at **9%**, **production services** 8% and finally **general services** at **6%**.

% COSTS BY GEOGRAPHICAL AREA

PROVINCE OF REGGIO EMILIA

33%

ITALY

34%

EMILIA ROMAGNA

24%

FOREIGN COUNTRIES

9%

% SUPPLIERS BY GEOGRAPHICAL AREA

PROVINCE OF REGGIO EMILIA

28%

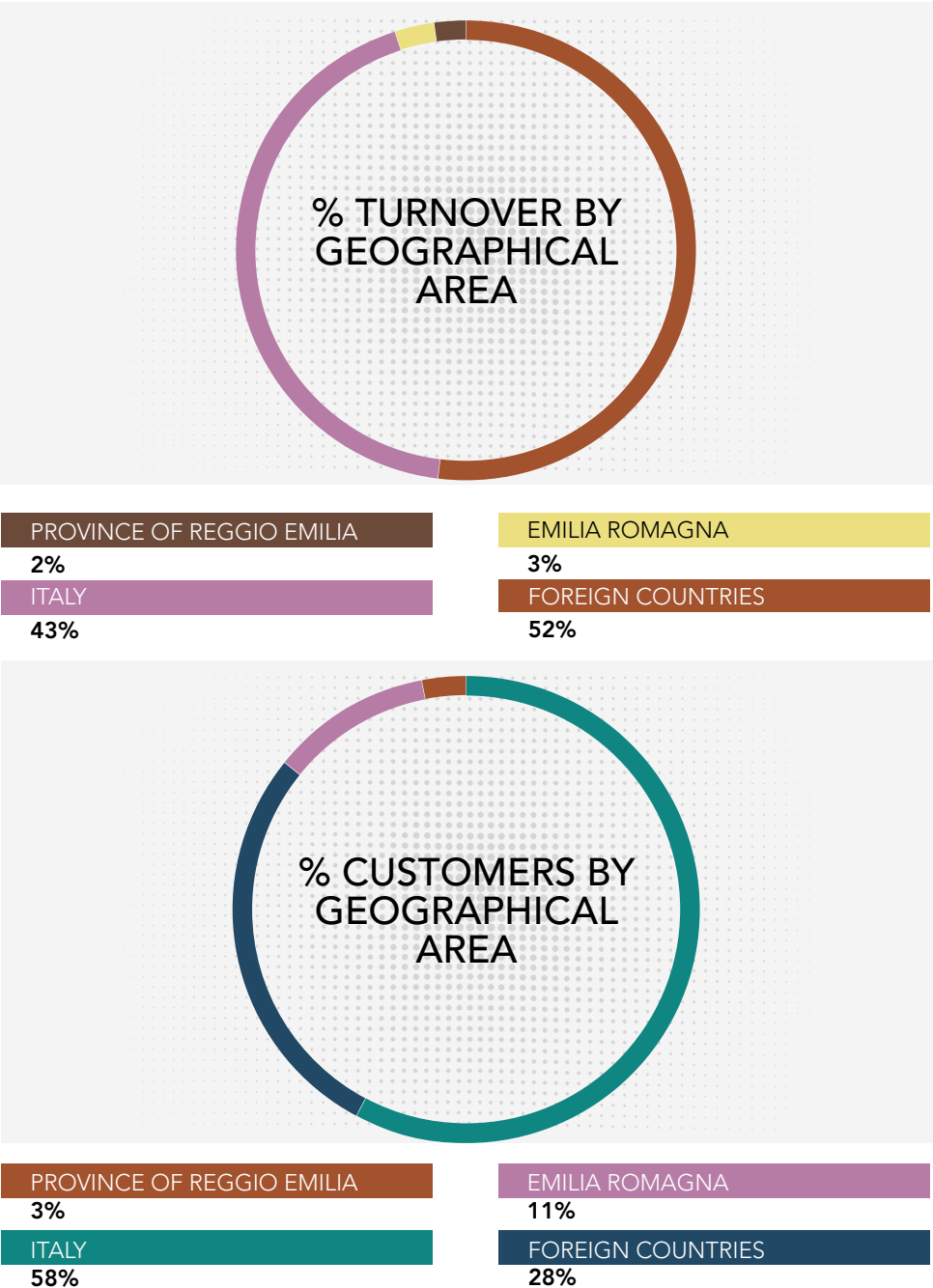
ITALY

44%

EMILIA ROMAGNA

17%

FOREIGN COUNTRIES



The customers

As it operates on the **B2B** market and does not engage with the end consumer, these are **Mar Plast**'s main customers:

- Professionals from the cleaning industry;
- Retailers, distributors and wholesalers;
- Purchasing groups;
- Multinationals from the cleaning industry or fields that also include hygiene goods and services.

When it comes to these interlocutors, Mar Plast's aim is to be a **reliable and proactive partner**, that can **listen to their needs, meet their specific requests** and **develop products that are concrete** solutions to the customer's needs.

The company is committed to guaranteeing **reliability, constant quality** and **lasting mutual trust**.

The 2024 **turnover analysis** shows that the **largest market share is abroad (excluding Italy)**, an area that generates **53% of the company's turnover** and where **28% of all customers are located**.

Italy (excluding Emilia-Romagna), where most of the customers are (58%), is where **43% of turnover** came from.

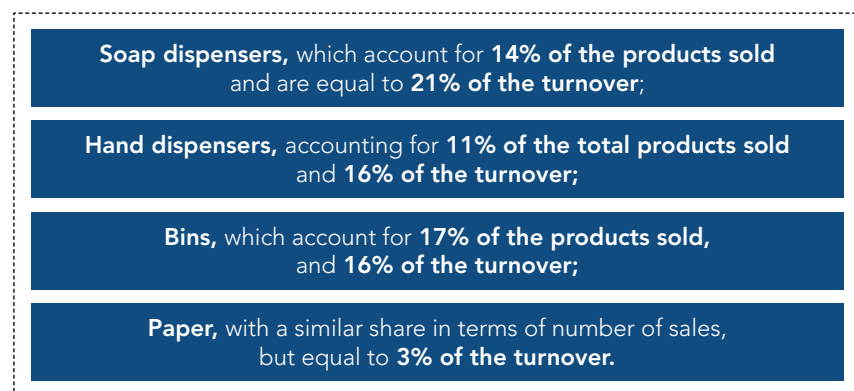
In the **Emilia-Romagna** region (**excluding the province of Reggio Emilia**), the customers account for **11% of the total**, equal to **3% of the total turnover**.

Finally, the **Reggio Emilia province**, which has deep ties with the company, was the source of **2% of the turnover**, equal to **3% of customers**.

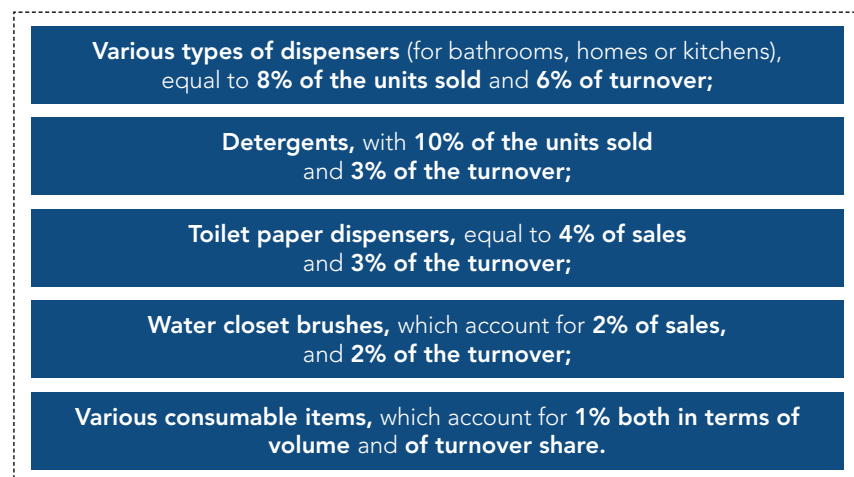
Every **Mar Plast** product is designed to guarantee **quality** and **reliability**, with special attention also to the **health and safety** both of the installers and the end users. To pursue this goal and develop **environmentally friendly product lines**, the company constantly invests in **research and development activities**.

The sales analysis highlights that roll holders are the most sold product in terms of units, accounting for **17% of the total products sold** and **30% of the total turnover**.

What follows is:

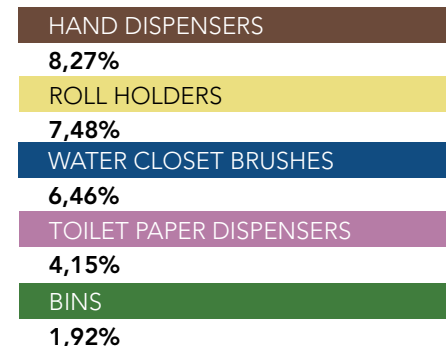
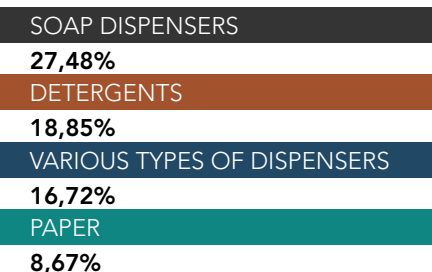
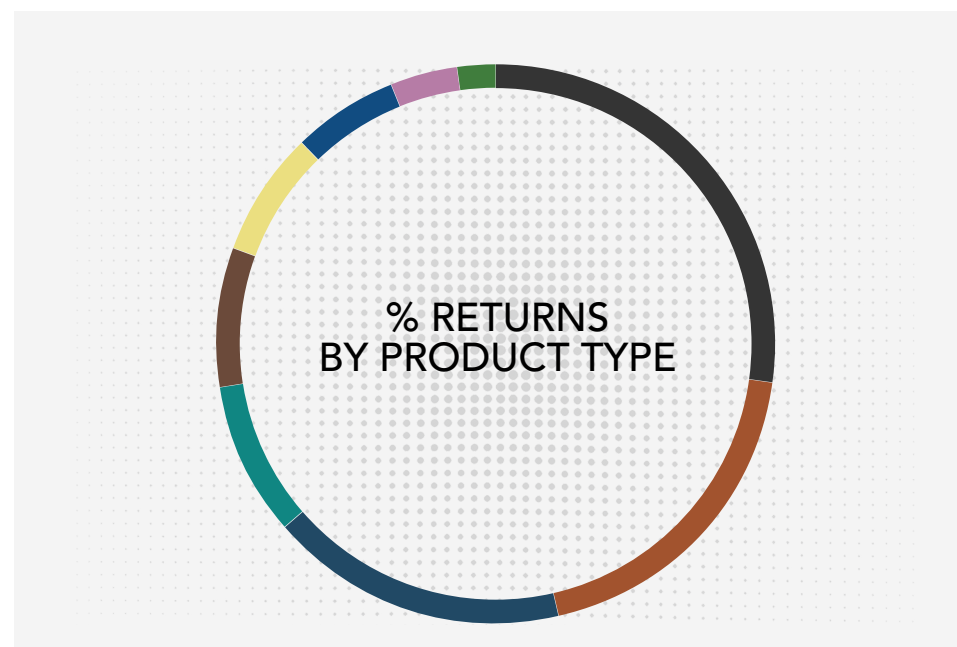


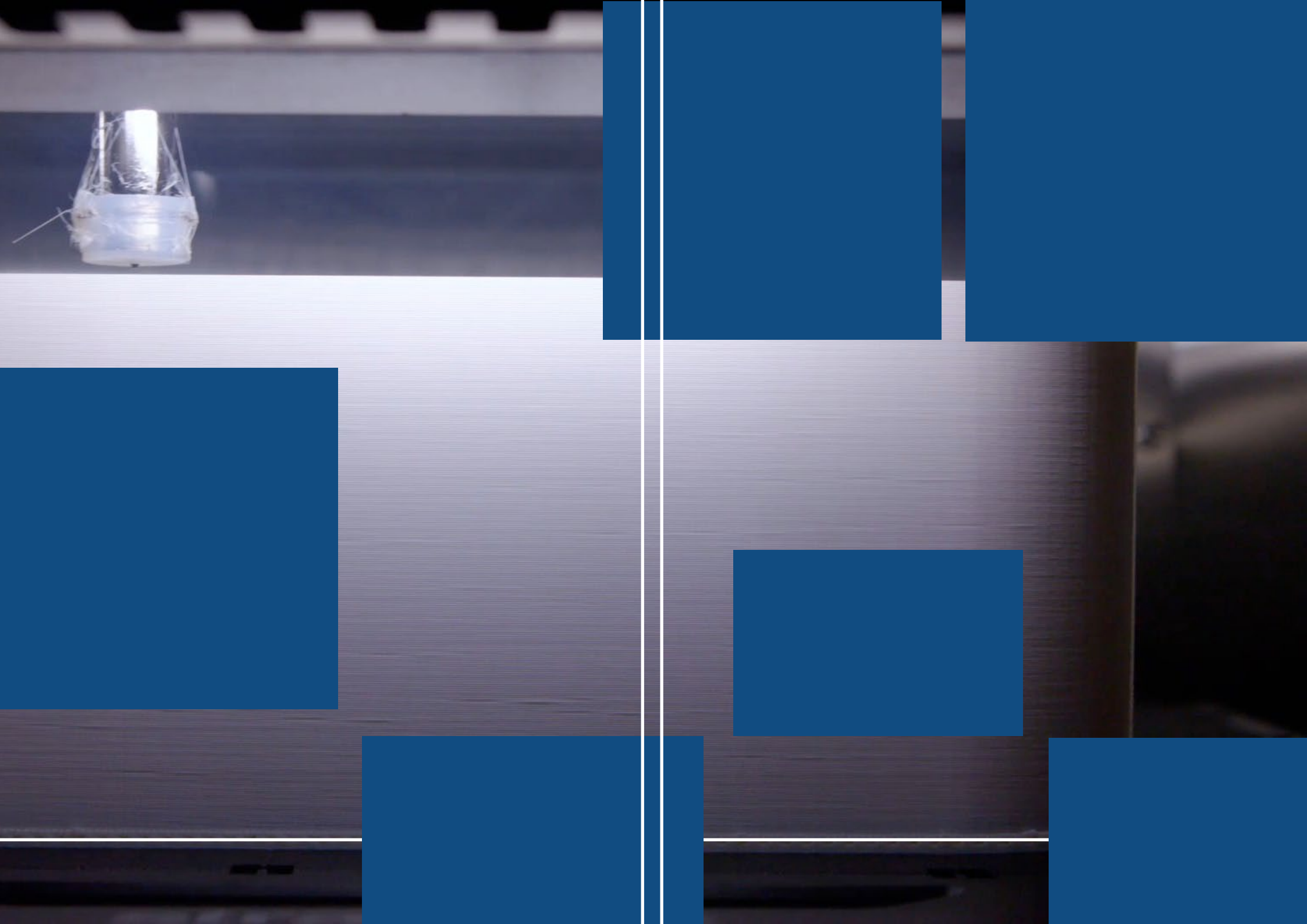
Other categories include:



Throughout **2024**, out of a total of **1,649,225 products sold**, **Mar Plast** recorded **2,769 returns**, equal to about **0.17% of the total**.

The returns analysis by category shows the following distribution pattern:





SOCIAL MANAGEMENT

THIS SECTION INCLUDES:

- 4.1. The workforce
- 4.2. Training and education
- 4.3. Non-discrimination
- 4.4. Health and safety



The workforce

Throughout **2024** there were **four new hirings** at **Mar Plast**: three were **office workers**, **two** of whom **under the age of 30** and **one between 30 and 50 years old**, and one a **factory worker**, he too **between 30 and 50 years old**, which determined a **5.33% hiring rate**.

In the same period, **three terminations**: two were **office workers** (one **under the age of 30** and one **over 50**) and one was a **factory worker**, she too **over the age of 50**, determining a **4% turnover rate**.

The reasons for the terminations were categorised as follows: **voluntary discharge, retirement and the early termination of a temporary contract during the trial period**.

When it comes to **reconciling work and private life**, **four employees** (two men and two women) have **benefited** from **parental leave**. At the end of the period, **three of them** returned to work, while one is still on **leave**.

For all **categories of in-house** workers, Mar Plast offers various types of **benefits**, including: **corporate welfare, integrative healthcare, parental leave and integrative retirement contributions**. In addition, managers also benefit from a **life insurance policy** and **disability insurance coverage**.



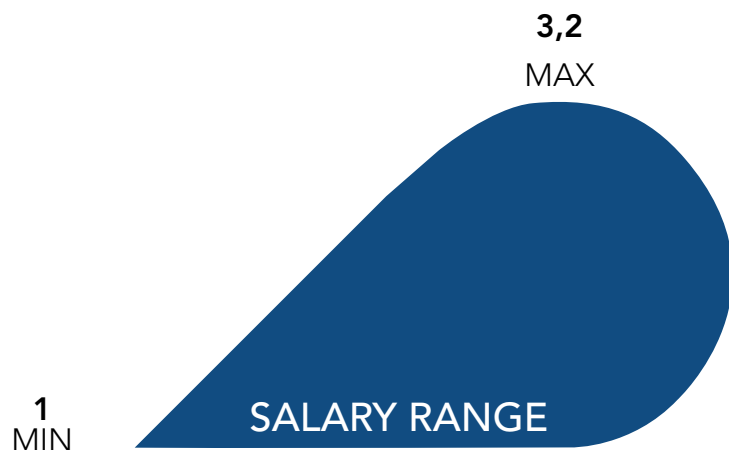
At the end of 2024, **Mar Plast**'s workforce comprised **75 employees, 47 men** and **28 women**, all employed under the **National Collective Bargaining Agreement**. Of these, **16 workers** are represented by a **trade union**.

92% of employees have a **full-time** contract, while the remaining **8%** have a **part-time** contract. In terms of employment stability, **92%** of staff have a **permanent employment contract**, while the remaining **8%** have a **temporary employment contract**.

To support the company's activities, there are also **18 temporary workers**, **17 of whom with a full-time contract** and **1** with a **part-time contract**.

In terms of **cultural background**, all employees are **Italian**.

The **salary range**, meaning the ratio between the total annual remuneration of the person with the highest salary in the company and the median total annual remuneration for all employees, is equal to **3.2**.



AVERAGE NUMBER OF HOURS OF TRAINING BY GENDER

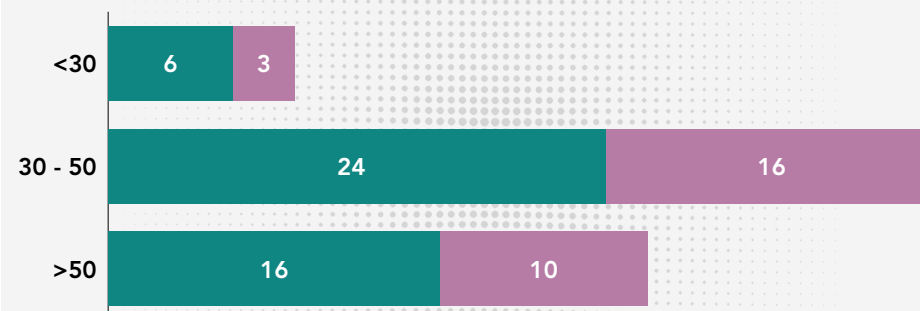
MEN

61%

WOMEN

39%

EMPLOYEES BY GENDER AND AGE GROUP



MEN

WOMEN



FACTORY WORKERS

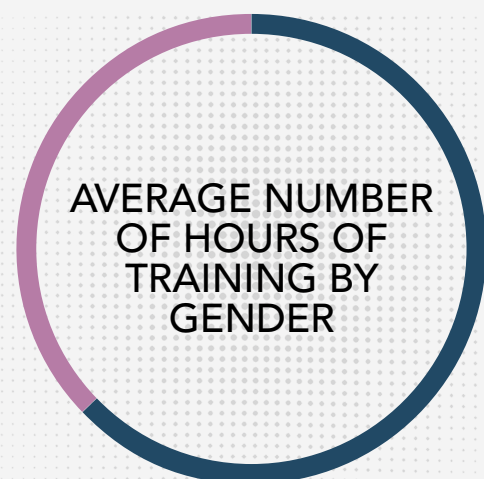
65%

MIDDLE MANAGERS

23%

OFFICE WORKERS

12%



MEN

4,60%

WOMEN

0,20%

Training and education

To **Mar Plast**, **training** is a key prevention tool, aimed at reducing the risk of problems arising in the workplace and promoting a company culture based on **safety, responsibility** and **awareness**.

With this in mind, the company has activated a **training programme** that covered two main fields in 2024:

Occupational safety, with training and upgrading programmes on the risks connected to the activities performed;

Regulations and sustainability, with a special focus on the **Code of Conduct** and the related regulatory requirements.

In **2024**, a total of **208 hours of training** were provided, distributed among the various categories of workers: **23%** for **middle managers**, **12%** for **office workers** and the remaining **65%** for **factory workers**, with an **average of nearly 3 hours of training per employee**.

In **2025**, Mar Plast plans to further increase its commitment to training, with the introduction of **specific courses on environmental management and sustainability**, as well as **technical and mandatory training courses** related to **occupational health and safety**, including: a **fire safety course**, a **first aid course**, **upgrading programmes on the use of forklifts** and **training courses for supervisors**. There will also be an **on-the-job training course** for two agency-supplied workers in the **moulding department**.

Non-discrimination

Mar Plast safeguards and attaches great importance to the **dignity of people, respecting one's privacy and individual rights** in every setting, both in terms of relations within the company and with the outside world.

The company **firmly condemns every form of discrimination, harassment or offensive behaviour**, both of personal and professional nature.

As a demonstration of its commitment, Mar Plast has introduced a **whistleblowing channel** that enables employees and collaborators to **confidentially report** any behaviour that goes against the code of conduct or the company procedures.

Throughout **2024**, there were no instances of discrimination, which confirms the company's constant focus on ensuring an **inclusive and respectful working environment**.

0

DISCRIMINATION
INCIDENTS IN 2024



 mar plast

Health and safety

Occupational Health and safety play a key role at **Mar Plast**, which adopts a preventive and well-structured approach aimed at **reducing and mitigating the negative impacts** of its operational activities. This approach is based on **ongoing oversight** and **constant monitoring** of the hazards related to internal processes.

In this spirit, the company has implemented a **health and safety management system** that covers all workers, both employees and collaborators, in compliance with the provisions of **Legislative Decree No. 81/08**.

The **risks connected to work activities** are assessed through a **risk index** that is obtained by multiplying the **likelihood of an event** by the **seriousness of the potential damage**.

These assessments are to be found in the **Risk Assessment Document (RAD)**, which is regularly updated to guarantee the effectiveness of the system and the quality of the prevention process. Once the assessments have been made, an **intervention plan** is drawn up and updated, with actions aimed at eliminating or reducing the risks.

The workers can **report any hazardous situations** by speaking directly to the **supervisor** who, in collaboration with management, takes on what is reported and thoroughly analyses its content.

If a worker believes that they are in a potentially hazardous operational condition that poses a risk to their **safety or health**, they are allowed to **leave that task**, and if possible **move to other compatible activities**, based on a joint evaluation carried out by the **company management** and the **competent physician**.



The **investigations on occupational accidents** are carried out by **management** through a **cause-effect analysis**, so as to identify the exact origin of the event. Based on these analyses, **corrective and preventive actions** are developed and implemented, which are aimed at preventing similar situations from emerging again.

Mar Plast collaborates with a physician who specialises in occupational medicine, chosen by management, who regularly carries out **health surveillance** in compliance with a **medical protocol related to the specific risks present at the company**. To guarantee the **confidentiality of the workers' personal information**, the **medical records** are stored and managed **exclusively by the competent physician**.

The **Health and Safety Department** meets at least once a year, with the **meeting being recorded in minutes**. The workers actively participate in the **development and assessment of the health and safety management system** through the **Workers' Health and Safety Representative**, who maintains an **ongoing dialogue with management**.

Thanks to these instruments and measures aimed at **risk prevention** and **mitigation**, in **2024**, out of a total of **124,055 hours of work**, there were only **4 injuries**.

No **occupational diseases** were **recorded**. The main potential risks, if not properly checked, are related to the **biomechanical overload of the upper limbs** and **noise exposure**. Both are **constantly monitored**, both through the activity of the **competent physician** and **regular assessments of the noise levels in the workplace**.



ENVIRONMENTAL MANAGEMENT

An aerial photograph of an industrial facility. In the foreground, a large building with a grey corrugated metal roof is covered with a dense array of dark solar panels. To the right, another building with a flat roof also has solar panels. In the background, a white industrial building with a blue stripe and the 'marplast' logo is visible. A parking lot with several cars and a small truck is situated between the buildings. The surrounding area includes green grass and other residential-style buildings.

THIS SECTION INCLUDES:

- 5.1. Energy performance
- 5.2. Materials and circularity
- 5.3. Waste management
- 5.4. Interaction with water resources
- 5.5. Emissions monitoring

Energy performance

In 2024, Mar Plast recorded a total consumption of **1,648,458.70 kWh** of electricity. Of this energy, **900,800.00 kWh**, i.e. **55%**, was produced by the company through **renewable energy sources**, thanks to the photovoltaic systems installed in the plant.

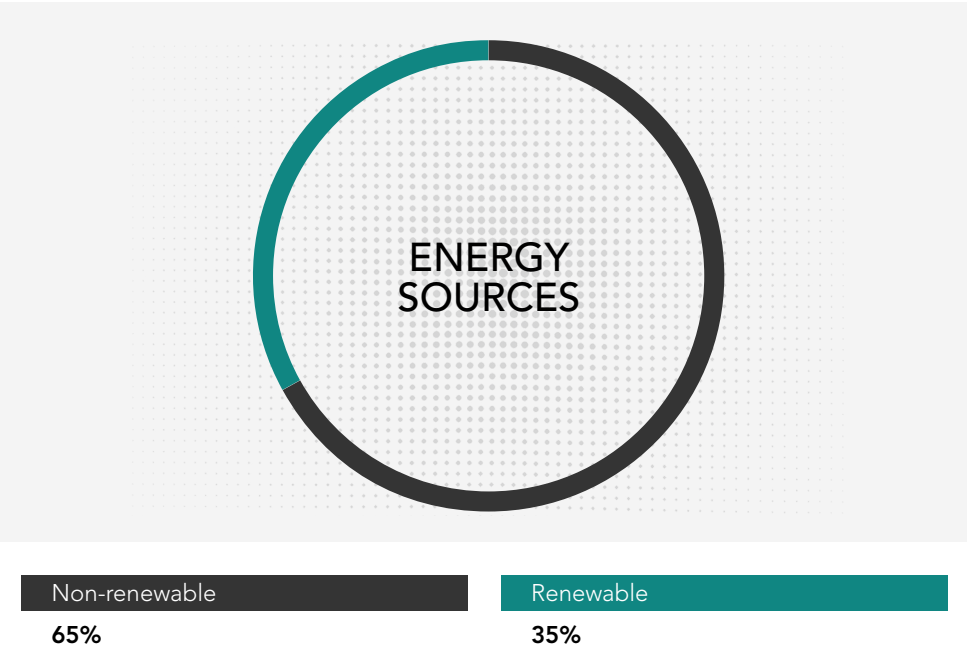
Apart from self-consumption, Mar Plast transferred a large quantity of energy to the grid, namely **324,622.00 kWh**, which was also entirely produced through **renewable energy sources**. This value accounts for nearly **20% of the total electricity used** throughout the year.

With a **total workforce of 93 people** (75 employees and 18 agency-supplied workers) and the **company covering a total surface of 14,546 m²**, its energy intensity stands at **17,725 kWh per person** and **113 kWh per square meter**.

If one also considers the **124,055 hours of work** and the **1,649,225 products sold**, the company's energy intensity is equal to **13 kWh per hour of work** and **1 kWh per product made**.

In 2024, the company's energy consumption was **monitored by systematically collecting the utility bills**, also with a view to **obtaining the ISO 14001 standard** on environmental management systems.

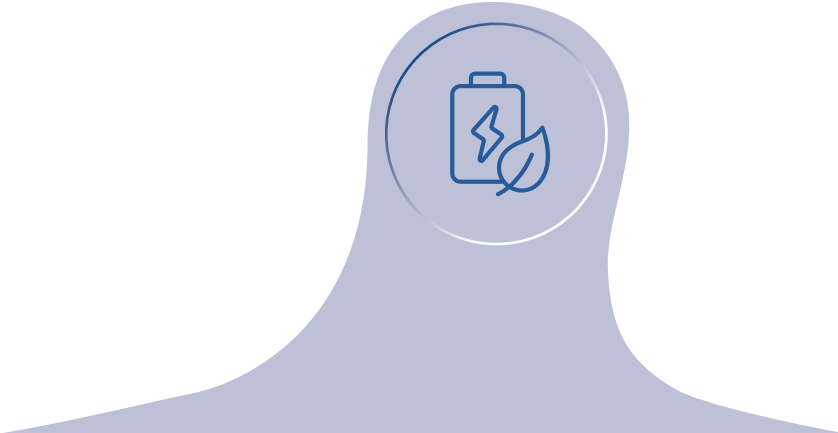
The **impacts related to energy consumption** were partly **mitigated** through the installation of **photovoltaic systems**, which cover over 50% of the company's energy needs, and through the **gradual replacement of obsolete machinery with more energy efficient equipment**.



At the end of 2024, Mar Plast had a **company fleet** that **comprised 12 vehicles**, 11 of which owned by the company and one hired. The vehicles owned by the company include 6 lorries, 2 of which run on petrol and 4 on diesel gas, and 5 cars, 3 of which were petrol cars and 2 diesel cars. There is also a hybrid car on hire.

All the cars are compliant with the **Euro 6 environmental class**, while of the lorries, 4 are Euro 6 and 2 are Euro 5. Throughout the year, Mar Plast started a renewal process of its fleet by replacing three vehicles: a Euro 6 petrol car, a Euro 2 diesel lorry and a Euro 5 diesel lorry.

In 2024, the company fleet's total consumption amounted to **16,245 litres of diesel fuel**, **6,746 litres of petrol** and **1,793 litres of LPG**. The hybrid vehicle consumed **8,250 kWh of electricity** and **2,139 litres of petrol**.



Materials and circularity

Throughout 2024, Mar Plast used a total of **1,098,496 kg of raw materials** for its production activities. The most significant types in terms of quantity were **ABS**, with **541,547 kg used**, of which **26.06% was obtained by recycling**, **MABS**, with **162,846 kg used** and **14.38% recycled**, **polypropylene (PP)**, for a total of **245,394 kg**, **recycled at 45.53%** and finally **POM**, with **47,045 kg**, of which **14.86% recycled**.

Apart from these main ones, the company also used other types of materials, including **self-extinguishing material**, **ethyl vinyl acetate**, **lubricant**, **masterbatch**, **antibacterial masterbatch**, **PC/ABS**, **polyamide (PA)**, **polycarbonate**, **polyethylene**, **polyketone (PK)**, **polystyrene (PS)**, **SAN**, **TPC**, **TPE**, and **TRP**, confirming the variety and complexity of the technical solutions adopted.

The **most used raw materials all come from recycling processes**, which demonstrates **Mar Plast's** attention to the principles of the **circular economy** and the will to **reduce** its environmental impact across the entire supply chain.

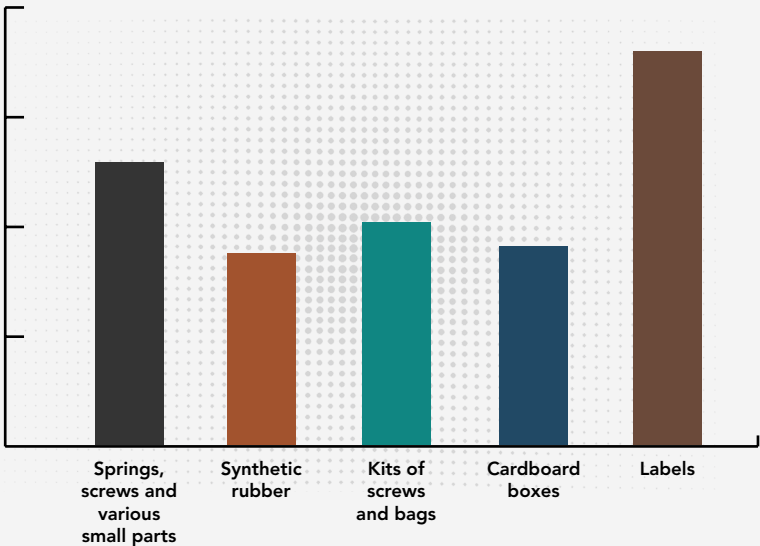
Apart from the use of **raw materials**, in 2024 **Mar Plast** also used a series of **semi-finished products, components and packaging materials** to support its production and logistical process.

The **most used semi-finished products and components** are in particular **springs, screws and various small parts**, with a total of **1,283,924 pieces**, followed by **synthetic rubber**, used for **873,708 pieces**, and **kits of screws and bags**, equal to **1,015,597 pieces**.

When it comes to **packaging materials**, the largest quantity were **cardboard boxes**, with **906,625 pieces**, **50% of which are made with recycled material**, and **labels**.

1.034.878 kg
of raw materials
deriving from recycling
process used

NUMBER OF PIECES OF SEMI-FINISHED PRODUCTS AND PACKAGING MATERIALS USED



Waste management

Waste **management** is a major matter for **Mar Plast**, which throughout **2024** introduced a structured system for **waste sorting** within the production site, with specific bins for **paper, plastic, humid** and **mixed waste, managed** by the **Municipality of Rio Saliceto**.

Most of the waste generated comes from **internal processing activities**, but a part also comes from activities entrusted to contractors, who **give back the production waste**, which is mainly made up of **plastic material**. Depending on the process that generates the waste, Mar Plast is committed to ensuring its **correct disposal**, relying on **certified bodies** that collect and manage the waste following the current regulations and within the envisaged timeframes.

Moreover, the company pays great attention to the **recovery of plastic coming from production waste**. For small quantities of **ABS**, there is an **internal grinding process** that allows for the reuse of the material as **new grains for moulding**.

At the same time, there is also a **more structured system**, in collaboration with **external bodies**, that enables Mar Plast to **repurchase ground material** coming from their own production waste, thus contributing to the **material's circularity**.

The **material classified as special waste** is entrusted to a body tasked with its **collection and selection**, distinguishing between what must be **recovered** and what must be **disposed of**.

To complement these activities, Mar Plast has adopted a practice whereby it **reuses bags to package the components**.

This process has been planned by involving the **assembly department**, which has been tasked with **recovering and storing the bags**, with the goal of increasing their life-cycle and reducing waste production.

The commitment to a more informed use of resources can also be seen in the raw **material selection process**, in which **regenerated plastic grains** are prioritised, and the **packaging design** process, devised to **optimise spaces** and avoid waste. The **sizes of the packaging boxes** are determined based on the sizes of the dispensers and the **end customer** must only dispose of the bag in **expanded polyethylene or plastic** and a **cardboard box** (classified as **PAP 20 – PAP 21**), thus also reducing their environmental impact in the after-sales phase.

The data **regarding the quantities of waste produced** are initially **recorded in an Excel file**, where they are monitored and updated based on the internal management operations. Upon **disposal**, the **waste as a whole is weighed**; its values are then entered into the **Waste Load and Unload Register**, in compliance with the current regulations.

While preparing for the **RENTRI electronic system to enter into force** (National Electronic Register on Waste Traceability) planned for **2025**, Mar Plast has started some **specific training courses** for its staff tasked with waste management activities, so as to guarantee an **adequate update on the electronic recording methods** and the future digital management of waste handling.



Throughout 2024, **Mar Plast** produced a total of **195,133 kg of non-hazardous waste**, mainly coming from processing and packaging activities. The main categories of waste include **138,749 kg of plastic waste**, **18,350 kg of wooden packaging**, **16,110 kg of paper and cardboard packaging** and **13,543 kg of packaging made of mixed material**.

99% of the waste produced, equal to **193,493 kg**, was **sent to recycling**, while **less than 1%**, equal to **1,640 kg**, was **disposed of in landfills**.

Non-hazardous waste	UoM	Weight	
15.01.03 WOODEN PACKAGING	KG	18.350	RECYCLING
07.02.13 PLASTIC WASTE		138.749	
12.01.01 FERROUS FILINGS AND CHIPS		746	
12.01.99 IRON, STEEL, AND CAST IRON PROCESSING WASTE		980	
16.02.14 DISPOSED EQUIPMENT OTHER THAN THE EQUIPMENT INDICATED FROM ITEM 16.02.09 TO 16.02.13		2.160	
15.01.01 PAPER AND CARDBOARD PACKAGING		16.110	
15.01.02 PLASTIC PACKAGING		2.740	
15.01.06 MIXED MATERIAL PACKAGING		13.543	
16.02.16 COMPONENTS REMOVED FROM DISPOSED EQUIPMENT OTHER THAN THE EQUIPMENT UNDER ITEM 16.02.15		14	
16.06.04 ALKALINE BATTERIES EXCEPT 16.06.03		28	
08.03.18 EMPTY PRINTING TONER, OTHER THAN THOSE INDICATED UNDER ITEM 08.03.17		73	
20.03.04 SEPTIC TANK SLUDGE		1.640	LANDFILL
TOTAL NON-HAZARDOUS WASTE	KG	195.133	

98%

Percentage of waste to be recycled in 2024

The **hazardous waste** generated by **Mar Plast** throughout **2024** amounts to **3,926 kg** and mainly comes from **machinery maintenance activities**.

The main categories of hazardous waste include a total of **60 kg of metal packaging containing hazardous porous solid matrices**, **3,334 kg of non-chlorinated mineral engine oils**, **55 kg of packaging material containing residues of hazardous substances**, **314 kg of clothing contaminated with hazardous substances** and, finally, **163 kg of other solvents and solvent mixes**.

Out of the **total amount of hazardous waste** produced in **2024**, equal to **3,926 kg**, **88%**, i.e. **3,449 kg**, was **sent to recycling**, while the remaining **12%**, equal to **477 kg**, was **disposed of in landfills**.

Interaction with water resources

In **Mar Plast**'s production process, there are no processes that envisage the direct use of **water resources**. The water supply is guaranteed by the **public water network**, which is only for civil use and to power the **fire suppression network**, for which there are two **storage tanks** with a total capacity of **95 m³**.

The **cooling systems connected to the machinery** operate in a **closed loop** with a **ventilation system**, which means that they do not determine a constant use of water, except for the **periodic refill**, which is performed using a **200-litre tank**.

Within the site there is also a **well without a meter**, used occasionally for the **irrigation of the flower beds and the external areas**.

Water consumption levels are monitored through **meters connected to the public water network**, integrated with **estimated and actual consumption readings**, to guarantee constant monitoring and an efficient use of the water resources.

360 m³

of freshwater
collected in 2024



mar plast

Emissions monitoring

Mar Plast is committed to **constantly optimising its production processes** to **minimise the environmental impact** of industrial activities. One of the actions taken includes paying special attention to the **monitoring of the emissions of volatile organic compounds (VOC)**, namely potentially polluting substances generated during some phases of the production cycle.

The VOC emissions are **regularly sampled, every six months and annually**, so as to guarantee **accurate and constant checks**.

Currently, there are **five collection points at the plant, four of which are subject to half-yearly monitoring and one to annual monitoring**.

In the first half-yearly sampling, performed on all five points, a total of **31.7 mg/Nm³** (milligrams per normalised cubic metre) were recorded. The second sampling, concerning the four points subject to a half-yearly check, recorded a total value of **51.79 mg/Nm³**.



 **mar plast**



PULL TOWEL USING
BOTH HANDS
TIRARE LA CARTA CON
ENTRAMBE LE MANI

12 No



METHODOLOGICAL NOTE

This Sustainability Report is a transparent communication tool, drafted on a voluntary basis by Mar Plast S.p.A., which is not a subject that is required to report its non-financial information in accordance with Legislative Decree 254/2016, as it is not classified as a "Large public interest entity".

The document illustrates the commitments made, the specific goals and the ESG (environmental, social and governance) performance levels of Mar Plast S.p.A.

It is the first Sustainability Report drafted by the company, prepared with reference to the GRI (Global Reporting Initiative) Standards, an external and independent reporting tool, for the reporting period from 1 January to 31 December 2024. The reporting is periodic and will take place on an annual basis.

Subjects included in the Sustainability Report: Mar Plast S.p.A.

Date of the latest Report: year 2024 published in 2025.

At the end of the Methodological Note there is a section dedicated to the approach adopted for the assessments (estimates and specifications) indicated in the report and the data appendix.

For further information concerning this Sustainability Report, send an email to: infomarplast@marplast.it

Address:
Via Alcide De Gasperi, 7 42010 Rio Saliceto RE, Italy
Site: <https://www.marplast.it/>

Expertise both from within the company and from external players was employed to draw up this Sustainability Report. In particular, the reporting process involved a multi-disciplinary team made up of representatives of the company departments such as administration, marketing, human resources, management system and environment.

This 2024 Sustainability Report by Mar Plast S.p.A. has been produced with the technical and methodological support of Studio Paola Pizzetti and IPLUS.

Reporting process

The reporting process includes the series of activities aimed at drawing up the Sustainability Report, a document through which a company offers a structured communication of its performance levels, the results it has reached and its future environmental, social and economic goals. This communication occurs in accordance with internationally recognised reporting standards.

When it comes to Mar Plast S.p.A.'s 2024 Sustainability Report, the reporting process was divided into the following phases:

Mapping of Mar Plast S.p.A.'s Stakeholders;

Identification and assessment of the impact areas of Mar Plast S.p.A.;

Data collection and drafting of the Report.

Mapping of Mar Plast S.p.A.'s stakeholders

In the stakeholder mapping process, there is a definition of the stakeholders that play a crucial role in an organisation's operations that can influence or be influenced by its activities. These stakeholders may be single individuals, groups of individuals, public or private organisations, or other entities that cannot directly fall under the previous categories, such as the environment.

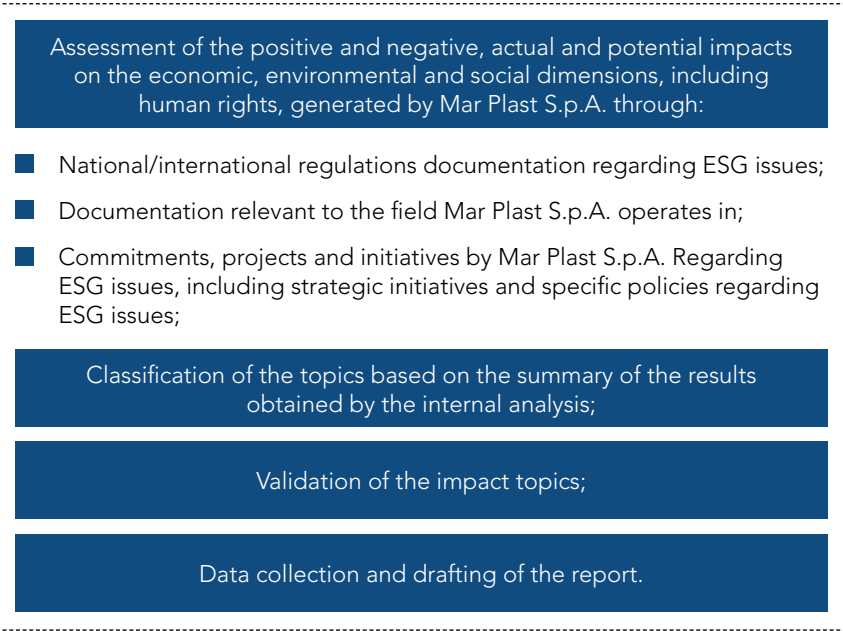
The identification of the stakeholders occurs by the categorisation of stakeholders within or outside the company, by providing the following information for each of them: name, description and type of involvement. Once the stakeholders have been identified, there is the identification of the key stakeholders through an analysis of how much of a stake they have in the company and their level of influence on its operations. The table indicates the groups of stakeholders of Mar Plast S.p.A. and provides a short description for each of them.

INTERNAL / EXTERNAL	STAKEHOLDER	DESCRIPTION
INTERNAL	Owners	Mar Plast is controlled by a single shareholder, a company that owns 100% of the shares. The company, in turn, is the subsidiary of a second company, whose partners are the same current administrators.
INTERNAL	BoD	The Board of Directors is made up of 5 members (3 men, 2 women) belonging to two families. The company is a family-run business.
INTERNAL	Management and Area Managers	The organisational chart includes three key figures: a Plant Director with cross-cutting operational responsibilities, a Commercial Director (who is also a member of the BoD) and a Head of the Technical Department.
INTERNAL	Employees	The company's employees are factory workers, middle managers, managers and administrators, as well as temporary and agency-supplied workers. The workers' tasks vary depending on the production, management and technical-operational areas.
EXTERNAL	Service providers	They include contractors for assembly and moulding work, packaging providers, transporters and consultants (in the commercial, fiscal, technical and marketing fields).
EXTERNAL	Product suppliers	The raw material providers are commercial partners who provide essential goods for production, ensuring the supply of quality resources: they include strategic suppliers of raw materials (plastic), manufacturers of components and semi-finished products, often multinationals.
EXTERNAL	Agents	There is a network of multi-line agents who operate across the entire national territory.
EXTERNAL	B2B customers	The company's customers are companies and private subjects that establish a direct commercial relationship with the company by purchasing products or services. The customer portfolio includes operators of the cleaning industry, distributors, wholesalers and large groups.
EXTERNAL	Banking institutes and Insurance companies	Mar Plast has relations with banks for ordinary and extraordinary banking operations. The company is also assisted by insurance brokers who mediate the relations with the insurance companies.
EXTERNAL	Local community	The community is represented by the Municipality, the citizens and the territory of Rio Saliceto and, more in general, the province of Reggio Emilia.
EXTERNAL	Public administration	The main interlocutors are the Municipality, the Province and the Region, with which there is communication related to permits, regulations and local development initiatives.
EXTERNAL	Authorities and entities	The company regularly communicates with the Italian Revenue Agency, Customs, the Italian Finance Police and Local Health Authorities to meet its tax, customs, health and regulatory obligations.
EXTERNAL	Trade unions	Trade unions represent the interests of workers and are committed to carrying out the collective bargaining negotiations to protect workers' rights and working conditions.
EXTERNAL	Trade associations	Mar Plast is part of many trade associations (including Unindustria and Afidamp), which promote the industrial, environmental and regulatory interests of its member companies.

Materiality analysis: identification and assessment of the impact areas of Mar Plast S.p.A.

The materiality assessment for the year 2024 of Mar Plast S.p.A. was carried out following the GRI Standards - Universal Standards (2021). In particular, the mapping and analysis processes of Mar Plast S.p.A.'s economic, environmental and social impacts, including human rights, were further examined, following the criteria indicated by the GRI Standards 2021.

To carry out the identification, the following activities took place:



Mar Plast S.p.A. completed a detailed identification of the potentially significant impacts for the company and its stakeholders, through an analysis of the context that considered the following aspects:

- External documentary sources such as the Sector Classification Standard published by EFRAG;
- Internal documentary sources, including the Code of Conduct, communications and company policies;

Impact analysis and evaluation

The impact evaluation was performed following the impact materiality principle (inside out perspective).

Below is a table that shows the impact areas identified regarding Mar Plast S.p.A.'s operations. The table provides a description of these areas and indicates what topics refer to the GRI standards.

IMPACT TOPICS	DESCRIPTION	GRI ALIGNMENT
Energy consumption and emissions	Energy is a key element when it comes to the running of machinery, lighting and heating systems in production processes, and it has a direct impact on operational costs and environmental emissions. Moreover, the plastic industry is responsible for a large share of greenhouse gas emissions (GHG) mainly deriving from the use of fossil fuels for energy production and cogeneration. The accumulation of these emissions contributes to the worsening of air quality, with repercussions on public health and the ecosystems. To mitigate this impact, tangible energy efficiency and consumption reduction measures must be adopted.	GRI 302, GRI 305
Circular economy and pollution	Plastic materials influence the quality of the air, soil and water along their entire life cycle, from production to disposal. During the production phase, the plastic industry contributes to air pollution through the emission of greenhouse gases such as CO ₂ and methane, as well as volatile chemicals deriving from industrial processes. Also during their use and, above all, at the end of their life cycle, plastic can release microplastics and chemical compounds that come into contact with water, air and food. Plastic waste management has a direct impact on their dispersion into the environment and the chance to recover the materials. The circular economy envisages strategies for the reuse, recycling and reduction of waste, with the goal of optimising resource management and limiting the accumulation of plastic waste.	GRI 301, GRI 306
Working conditions and workers' rights	Workers' welfare is a key element to guaranteeing a fair and productive working environment. Collective bargaining ensures safeguards, job stability and transparency in work relations, promoting dialogue with the trade unions. Working hours must be sustainable and enable a sound balance between private and professional life, avoiding work overloads and guaranteeing fair shifts. Likewise, wages must be adequate to one's expertise and experience, with systems to award workers and enable professional growth. Finally, diversity and equal opportunities are crucial elements to guarantee a fair working environment that is free from discrimination based on gender, religion, nationality etc.	GRI 401, GRI 405, GRI 416
Workers' training	Workers' training has a direct impact on crucial elements of the company's activity, including product quality, occupational safety and innovation. Investing in the staff's professional growth means guaranteeing more efficient production processes and reducing the risk of mistakes or incidents. Adequate training is indispensable to prevent health and safety risks, ensuring that workers have the necessary skills to use the machinery correctly, to manage chemicals and keep emergency situations under control. Ongoing updates and targeted training programmes enable the improvement of operational capacities and to adapt to the technological and regulatory developments of the industry.	GRI 404
Health and safety	Those responsible for the chemical production plants are exposed to various health and safety risks, which derive not only from the use of heavy machinery, high temperatures, high pressure levels and electric hazards, but also from the exposure to harmful chemicals. Direct or prolonged contact with chemical agents may cause skin irritations, respiratory problems and allergic reactions, while inhaling toxic vapours may have long-term neurotoxic or carcinogenic effects. Some chemicals can also accumulate in one's body, thus increasing the risk of chronic diseases, damage to the organs and disorders to the endocrine system. Moreover, the handling of flammable or reactive chemical products leads to the risk of explosions, fires or the release of toxic gases, which can undermine not only the workers' safety, but also the surrounding environment.	GRI 403
Product quality	Mar Plast S.p.A.'s goal is to achieve maximum customer and stakeholder satisfaction, guaranteeing high-quality and highly safe products. Quality is a crucial factor to ensure reliability, durability and compliance with international standards, while a product's safety is crucial to protect end users, prevent risks and guarantee an optimal user experience.	GRI 416, EXTRA GRI

IMPACT TOPICS	DESCRIPTION	GRI ALIGNMENT
Ethics and compliance	Ethics and compliance are central aspects of company management, which range from regulatory compliance to organisational culture. An ethical and transparent approach is essential to guarantee correct operations, prevent illicit behaviour and build relations of mutual trust with the customers, suppliers and stakeholders. Meeting the current regulations also ensures compliance with the highest industry standards, thus contributing to the company's sustainability in the long term.	GRI 205, GRI 206
Innovation and digitisation	Innovation and digitisation are key elements to optimise production, reduce costs, increase competitiveness and improve the customer's experience. Moreover, they offer the opportunity to develop advanced technological solutions to reduce the products' environmental impact and make the processes more efficient and sustainable.	EXTRA GRI

Data collection and drafting of the report

After defining the list of impact areas associated with the activities of Mar Plast S.p.A. and giving them an intervention priority level, there was the identification of the necessary indicators to assess the environmental, social and economic performance levels, through the use of the GRI Standards. The GRI Standards are one of the most widespread and recognised international standards for collecting non-financial information and communicating the company's performance levels to the public. In this phase, quantitative and qualitative information has been collected using the indicators selected by the GRI Standards, together with other relevant information to communicate the performance results. Subsequently, the data were analysed and aggregated to draw up and publish Mar Plast S.p.A.'s 2024 Sustainability Report.

Throughout the entire drafting process of this Report, the following principles regarding its content were applied:

- Accuracy
- Balance
- Clarity
- Comparability
- Completeness
- Sustainability context
- Timeliness
- Verifiability

GRI INDEX

DECLARATION OF USE

Mar Plast S.p.A. has reported the information mentioned in this index of the GRI content for the period going from 1 January 2024 to 31 December 2024 with reference to the GRI Standards.

GRI 1 USED

GRI 1 - Foundation – 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2 General Disclosure 2021	2-1 Organisational details	6, 43
	2-2 Entities included in the organisation's sustainability reporting	43
	2-3 Reporting period, frequency and contact point	43
	2-4 Restatements of information	Not applicable
	2-5 External assurance	Not subject to assurance
	2-6 Activities, value chain and other business relationships	6, 9, 10, 11, 24-26
	2-7 Employees	29, 30
	2-8 Workers who are not employees	30
	2-9 Governance structure and composition	22
	2-10 Nomination and selection of the highest governance body	/
	2-11 Chair of the highest governance body	/
	2-12 Role of the highest governance body in overseeing the management of impacts	/
	2-13 Delegation of responsibility for managing impacts	/
	2-14 Role of the highest governance body in sustainability reporting	43
	2-15 Conflicts of interest	/
	2-16 Communication of the critical concerns	/
	2-17 Collective knowledge of the highest governance body	/
	2-18 Evaluation of the performance of the highest governance body	/
	2-19 Remuneration policies	/
	2-20 Process to determine remuneration	/
	2-21 Total annual compensation ratio	30
	2-22 Statement on sustainable development strategy	4, 18, 19
	2-23 Policy commitments	23, 32

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2 General Disclosure 2021	2-24 Embedding policy commitments	23, 32
	2-25 Processes to remediate negative impacts	18, 19
	2-26 Mechanisms for seeking advice and raising concerns	23
	2-27 Compliance with laws and regulations	No case
	2-28 Membership associations	29, 30
	2-29 Approach to stakeholder engagement	/
	2-30 Collective bargaining agreements	30
GRI 3 Material Topics 2021	3-1 Process to determine material topics	14-19, 42-47
	3-2 List of material topics	14-19, 42-47
	3-3 Management of material topics	14-19, 42-47
GRI 201 Economic Performance 2016	201-1 Direct economic value generated and distributed	21
	201-2 Financial implications and other risks and opportunities due to climate change	/
	201-3 Defined benefit plan obligations and other retirement plans	/
	201-4 Financial assistance received from government	/
GRI 202 Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	/
	202-2 Proportion of senior management hired from the local community	/
GRI 203 Indirect Economic Impacts 2016	203-1 Infrastructure and services supported	/
	203-2 Significant indirect economic impacts	/
GRI 204 Procurement practices 2016	204-1 Proportion of spending on local suppliers	/
GRI 205 Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	/
	205-2 Communication and training about anti-corruption policies and procedures	23
	205-3 Confirmed incidents of corruption and actions taken	23
GRI 206 Anti-competitive behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	/
GRI 207 Tax 2019	207-1 Approach to tax	/
	207-2 Tax governance, control, and risk management	/
	207-3 Stakeholder engagement and management of concerns related to tax	/
	207-4 Country-by-country reporting	/
GRI 301 Materials 2016	301-1 Materials used by weight or volume	36, 62, 63
	301-2 Recycled input materials used	36, 62, 63
	301-3 Reclaimed products and their packaging materials	/

GRI STANDARD	DISCLOSURE	LOCATION
GRI 302 Energy 2016	302-1 Energy consumption within the organization	35
	302-2 Energy consumption outside of the organization	/
	302-3 Energy intensity	35
	302-4 Reduction of energy consumption	/
	302-5 Reductions in energy requirements of products and services	/
GRI 303 Water and Effluents 2018	303-1 Interactions with water as a shared resource	39
	303-2 Management of water discharge-related impacts	39
	303-3 Water withdrawal	39
	303-4 Water discharge	/
	303-5 Water consumption	/
GRI 304 Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	/
	304-2 Significant impacts of activities, products and services on biodiversity	/
	304-3 Habitats protected or restored	/
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	/
GRI 305 Emissions 2016	305-1 Direct (Scope 1) greenhouse gas emissions (GHG)	/
	305-2 Energy indirect (Scope 2) greenhouse gas emissions (GHG)	/
	305-3 Other indirect (Scope 3) greenhouse gas emissions (GHG)	/
	305-4 GHG emissions intensity	/
	305-5 Reduction of GHG emissions	/
	305-6 Emissions of ozone-depleting substances (ODS)	40
	305-7 Nitrogen Oxides (NOx), sulfur oxides (Sox) and other significant air emissions	40
GRI 306 Waste 2020	306-1 Waste generation and significant waste-related impacts	37, 38
	306-2 Management of significant waste-related impacts	37, 38
	306-3 Waste generated	37, 38
	306-4 Waste diverted from disposal	37, 38
	306-5 Waste directed to disposal	37, 38
GRI 308 Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	/
	308-2 Negative environmental impacts in the supply chain and actions taken	/

GRI STANDARD	DISCLOSURE	LOCATION
GRI 401: Employment	401-1 New employee hires and employee turnover	29, 30, 57-59
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	29, 30, 57-59
	401-3 Parental leave	29, 30, 57-59
GRI 402 Labor/management relations 2016	402-1 Minimum notice periods regarding operational changes	/
GRI 403 Occupational health and safety 2018	403-1 Occupational health and safety management system	31, 33
	403-2 Hazard identification, risk assessment and incident investigation	31, 33
	403-3 Occupational health services	31, 33
	403-4 Worker participation, consultation, and communication on occupational health and safety	31, 33
	403-5 Worker training on occupational health and safety	31
	403-6 Promotion of worker health	31, 33
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	31, 33
	403-8 Workers covered by an occupational health and safety management system	31, 33
	403-9 Work-related injuries	31, 33
	403-10 Work-related ill health	31, 33
GRI 404 Training and education 2016	404- 1 Average hours of training per year per employee	31
	404-2 Programs for upgrading employee skills and transition assistance programs	31
	404-3 Percentage of employees receiving regular performance and career development reviews	/
GRI 405 Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	29, 30, 57-59
	405-2 Ratio of basic salary and remuneration of women to men	29, 30, 57-59
GRI 406 Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	32
GRI 407 Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	/
GRI 408 Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	/
GRI 409 Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	/
GRI 410 Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	/
GRI 411 Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	/

GRI STANDARD	DISCLOSURE	LOCATION
GRI 413 Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	/
	413-2 Operations with significant actual and potential negative impacts on local communities	/
GRI 414 Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	/
	414-2 Negative social impacts in the supply chain and actions taken	/
GRI 415 Public Policy 2016	415-1 Political contributions	/
GRI 416 Customer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	10
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	/
GRI 417 Marketing and labeling 2016	417-1 Requirements for product and service information and labeling	/
	417-2 Incidents of non-compliance concerning product and service information and labeling	/
	417-3 Incidents of non-compliance concerning marketing communications	/
GRI 418 Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	/

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Park of the Casentino Forests
ITALY



ECOLORED COLLECTION

A new Eco-addicted Colored Collection

The Colored Collection changes dress, reloading itself with 6 sustainable colors. **New shades** for a planet-loving approach.





DATA APPENDIX



Economic management

3.1. Economic value generated and distributed by Mar Plast

ITEMS	UoM	% ON ECONOMIC VALUE DIRETLY GENERATED
ECONOMIC VALUE DIRECTLY GENERATED		100%
Production value		100%
A. Production value		99,6%
C.16 Other financial income		0,4%
DISTRIBUTED ECONOMIC VALUE		100%
Production costs		65,3%
B.6 Costs of raw materials		33,1%
B.7 Costs of services		28,2%
B.8 Costs leased assets of third parties		2,7%
B.11 Changes in inventories of raw materials		0,7%
B.14 Other operating expenses (net of taxes)	€	0,6%
Remuneration of staff B.9		25%
Wages and salaries (including BoD and Managers)		15,1%
Social security contributions		4,9%
Severance pay (annual provision)		1,3%
Remuneration of non-employees		3,5%
Investments in training		0,1%
Other personnel-related costs		0,1%
Payments to public administration		0,8%
Taxes on operating income		0,8%
Contributions current financial year		-0,4%

ITEMS	UoM	% ON ECONOMIC VALUE DIRETLY GENERATED
Other taxes (IMU Property Tax, waste collection tax, stamp duties etc.)		0,4%
Payment of the loan capital		0,5%
Interest expense (bank and non-bank)		0,5%
Payment of the venture capital		3,7%
Profit (loss) of the financial year	€	3,7%
Contributions to the community		0,2%
Donations and sponsorships		0,2%
Company system		4,6%
Depreciation and amortisation of fixed assets		4,6%

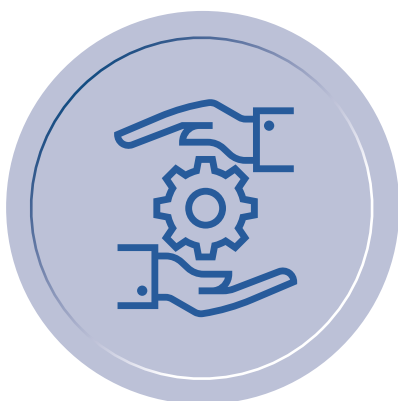


Economic management

3.2. The Governance structure

DIVERSITY OF THE BoD	UoM	2024
Total members with a high school diploma	No.	3
Other		2

DIVERSITY OF THE BOARD OF AUDITORS	UoM	2024
Total members with a university degree	No.	2
Total members with a high school diploma		1



3.3. Company ethics

	Employees by professional category	UoM	2024	%
Total number of employees who have attended training courses on anti-corruption, divided by category of employee	MANAGERS	No.	1	3%
	MIDDLE MANAGERS		1	3%
	OFFICE WORKERS		17	59%
	FACTORY WORKERS		10	34%
	TOTAL		29	100%

3.4. The suppliers

NUMBER OF NEW SUPPLIERS		
SUPPLIERS	UoM	2024
Total number of suppliers	No.	547
Number of new suppliers throughout the year		120

Social management

4.1. The workforce

TOTAL EMPLOYEES HIRED BY GENDER

TOTAL EMPLOYEES HIRED BY GENDER			
CONTRACT CATEGORY	UoM	2024	
		MEN	WOMEN
Office workers	No.	1	2
Factory workers		1	0
TOTAL		2	2
		4	

TOTAL EMPLOYEES HIRED BY AGE

TOTAL EMPLOYEES HIRED BY AGE			
CONTRACT CATEGORY	UoM	2024	
		UNDER 30	30 - 50
Office workers	No.	2	1
Factory workers		0	1
TOTAL		2	2
		4	

TOTAL TERMINATED EMPLOYEES BY GENDER

CONTRACT CATEGORY				UoM		2024	
						MEN	WOMEN
Office workers				No.	1		1
Factory workers					1		0
TOTAL					2		1
					3		

TOTAL TERMINATED EMPLOYEES BY AGE

CONTRACT CATEGORY				
UoM		2024		
		UNDER 30	30 - 50	OVER 50
Office workers	No.	1	0	1
Factory workers		0	0	1
TOTAL		1	0	2
		3		

Social management

4.1. The workforce

TOTAL EMPLOYEES BY CATEGORY AND AGE GROUP

WORKERS' CONTRACT CATEGORY	UoM	2024				
		UNDER 30	30 - 50	OVER 50	TOTAL	%
Total employees	n.	8	41	26	75	100%
% employees		11%	55%	35%	100%	
Total men		6	25	16	47	63%
% men		8%	33%	21%	63%	
Male managers		0	1	0	1	1%
Male middle managers		0	0	1	1	1%
Male office workers		2	7	3	12	16%
Male factory workers		4	17	12	33	44%
Total women		2	16	10	28	37%
% women		3%	21%	13%	37%	
Female office workers		2	10	3	15	20%
Female factory workers		0	6	7	13	17%

NUMBER OF EMPLOYEES DIVIDED BY GENDER AND TYPE OF JOB

WORKERS' CONTRACT CATEGORY	UoM	2024		
		FULL-TIME	PART-TIME	TOTAL
Total employees	n.	69	6	75
% employees		92%	8%	100%
Total men		45	2	47
% men		60%	3%	
Male managers		1	0	1
Male middle managers		1	0	1
Male office workers		10	2	12
Male factory workers		32	0	32
Total women		24	4	28
% women		32%	5%	
Female office workers		13	3	16
Female factory workers		11	2	13

NUMBER OF EMPLOYEES DIVIDED BY GENDER AND TYPE OF CONTRACT

WORKERS' CONTRACT CATEGORY	UoM	2024		
		PERMANENT	TEMPORARY	TOTAL
Total employees	n.	69	6	75
% employees		92%	8%	100%
Total men		43	4	47
% men		57%	5%	
Male managers		1	0	1
Male middle managers		1	0	1
Male office workers		11	1	12
Male factory workers		30	3	33
Total women		26	2	28
% women		35%	3%	
Female office workers		13	2	15
Female factory workers		13	0	13

TOTAL NUMBER OF EXTERNAL WORKFORCE

	UoM	2024		
		MEN	WOMEN	TOTAL
FULL-TIME	n.	4	13	17
Temporary / agency-supplied workers		4	13	17
PART-TIME		0	1	1
Temporary / agency-supplied workers		0	1	1
TOTAL		4	14	18



Social management

4.2. Training and education

TYPE OF TRAINING	UoM	TOTAL HOURS BY TYPE OF COURSE	PERCENTAGE OF THE TOTAL
Health and safety training	h	5	83%
Code of Conduct, model 231, ethics etc.		1	17%
TOTAL		6	100%



HOURS OF TRAINING BY JOB CATEGORY**	UoM	
Total hours of training provided to the middle managers	h	48
Total hours of training provided to the office workers		24
Total hours of training provided to the factory workers		136
Total hours of training provided to the employees	h	208

HOURS OF TRAINING BY GENDER OF THE EMPLOYEE	UoM	
Total hours of training provided to the women	h	24
Total hours of training provided to the men		184
Total hours of training provided to the employees	h	208

AVERAGE NUMBER OF HOURS OF TRAINING BY JOB CATEGORY	UoM	2024
Average number of hours of training for office workers	h	0,888888889
Average number of hours of training for factory workers		2,956521739
Average number of hours of training for the employees	h	2,773333333

AVERAGE NUMBER OF HOURS OF TRAINING BY GENDER	UoM	2024
Average number of hours of training for female employees	h	7,428571429
Average number of hours of training for male employees		4,425531915
Average number of hours of training for the employees	h	5,927051672

Social management

4.4. Health and safety

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM BASED ON LEGAL REQUIREMENTS AND/OR ACCREDITED STANDARDS/GUIDELINES		
EMPLOYEES	UoM	2024
The number and percentage of all employees covered by such a system	n.	75
	%	100%
Total number of employees	n.	75
WORKERS WHO ARE NOT EMPLOYEES WHOSE JOB OR WORKPLACE IS CONTROLLED BY THE COMPANY		
	UoM	2024
The number and percentage of all workers who are not employees covered by such a system	n.	18
	%	100%
Total number of workers who are not employees	n.	18

INJURIES				
EMPLOYEES	UoM	2024		
		MEN	WOMEN	TOTAL
Total occupational injuries		2	1	3
Total injuries with severe consequences (>6 months of absence)		1	0	1
Total injuries		3	1	4
Total hours worked		81.291,71	42.762,81	124.055
Total days missed due to injury	n.	109	104	213
Total recordable occupational injuries				2%
Rate of injuries in the workplace with severe consequences (>6 months of absence)				1%
Severity index		1,3	2	1,7
Frequency index		37	23	32

Environmental management

5.2. Materials and circularity

MATERIALS USED BASED ON WEIGHT OR VOLUME				
MATERIALS BY TYPE	UoM	2024		
		WEIGHT	FROM RECYCLING	% RECYCLED
Main raw materials	kg	1.098.496		
ABS		541.574	YES	RECYCLED 26,06%
SELF-EXTINGUISHING MATERIAL		626	NO	
ETHYL VINYL ACETATE		2.949		
LUBRICANT		32		
MABS		162.846	YES	RECYCLED 14,38%
MASTER		7.131	NO	
ANTIBACTERIAL MASTER		281		
PC / ABS		3.594		
POLYAMIDE - PA		5.861		
POLYCARBONATE		2.761	YES	RECYCLED 99,79%
POLYETHYLENE		35.258		RECYCLED 64,49%
POLYKETONE - PK		3.913	NO	
POLYPROPYLENE - PP		245.394	YES	RECYCLED 43,53%
POLYSTYRENE - PS		181	NO	
POM		47.045	YES	RECYCLED 14,86%
SAN		30.566	NO	
TPC		1.818		
TPE		3.045		
TRP		3.621		
Total		1.098.496		

MATERIALS USED BASED ON WEIGHT OR VOLUME

MATERIALS BY TYPE	UoM	2024		
		WEIGHT	FROM RECYCLING	% RECYCLED
Semi-finished products or components	No.	3.488.467		
SPRINGS SCREWS AND VARIOUS SMALL PARTS		1.283.924		
SYNTHETIC RUBBER		873.708		
VARIOUS ITEMS IN METAL		48.528		
PLASTIC BOTTLES AND PUMPS		61.804	NO	
BIOADHESIVES		132.672		
ELECTRONIC COMPONENTS		33.863		
KITS OF SCREWS AND BAGS		1.015.597		
FILMS		38.371		
Total		3.488.467		
Packaging material		2.876.055		
CARDBOARD BOXES PAP 20 AND PAP 21		906.625	YES	50% RECYCLED
PADDED BAGS		104.084		20% RECYCLED
POLYETHYLENE BAGS		108.743	NO	
RECYCLED BAGS		17.061	YES	
PLASTIC PALLETS		402		
WOODEN PALLETS		13.740	NO	
LABELS		1.725.400		
Total		2.876.055		

Via Alcide De Gasperi, 7
42010 Rio Saliceto RE, Italia

+39 0522699200

<https://www.marplast.it/>

P.IVA: 01565660352

infomarplast@marplast.it

