# **SICIT GROUP SPA (GROUP)**

ARZIGNANO -

Manufacture of basic chemicals, fertilizers and nitrogen compounds, plastics and synthetic rubber in

Italy primary forms

Company size: M | Assessment scope: **Group** 

Overall score

Percentile 99th



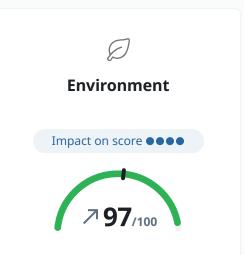
## **Scorecard**

Publication date: 5 Nov 2025 Valid until: 5 Nov 2026

**Overall score** Percentile

99th

**791**/100









**Environment** Impact on score ••••

● **7** 9**7**/100

**Environment | Policies** Impact on score ••••

A policy is a set of objectives that addresses specific sustainability issues. It shows a company's intention to reduce impact, mitigate risk or improve performance.

 $\rightarrow$  100/100

#### Strengths

Environmental policy on energy consumption & GHGs

Environmental policy on product use

Quantitative objectives set on energy consumption & GHGs

Environmental policy on air pollution

Exceptional policy on major environmental issues

Environmental policy on water

Environmental policy on customer health & safety

Environmental policy on product end-of-life

Environmental policy on materials, chemicals & waste

Quantitative objectives set on water

Quantitative objectives set on materials, chemicals & waste

# **Environment | Endorsements** Impact on score •000

Endorsements are your company's public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

**75**/100

# Strengths

Endorsement of the United Nations Global Compact (UNGC)

# Environment | Measures Impact on score ••••

→ 100/100

Measures are your company's actions to support your sustainability policies and commitments.

Use of chemical database to identify potential impacts on human health Communication to downstream users regarding the use of dangerous substances and/or substances of very high concern (SVHC) Registration of substances to the ECHA Provision of Safety Data Sheets (SDS) Formalized process in place to assess and document risks related to customer health and safety Specialized treatment and safe disposal of hazardous substances or waste Provision of safety data sheets (SDS) adapted for the REACH regulation Company awareness program for customers on health & safety issues associated with products/services Adoption of cooling systems with reduced or recycled water consumption Improvement of energy efficiency through technology or equipment upgrades Control measures to prevent contamination of groundwater Reduction of material consumption through process optimization Training of employees on waste reduction and sorting Other actions to manage water efficiency or wastewater discharge Water risk assessments performed Water audit Provision of information on efficient use, storage, and maintenance to extend product life Chemical products designed to reduce toxic discharges to the environment Use of green chemistry design to eliminate or reduce leaching of harmful residues Wastewater quality assessment Actions to prevent emissions of atmospheric pollutants and other environmental nuisances (e.g. noise, odor, vibration, road and light) Technologies or practices to recycle or reuse water Training of employees on energy conservation/climate actions Use of waste heat recovery system(s) or combined heat and power unit(s) Energy and/or carbon audit Periodical analysis on the volumes of major air pollutants or ambient air quality monitoring (testing levels of PM, NOx, SO2, VOC or heavy metals) Work processes or technologies implemented to mitigate odor Recovery and reuse of materials from company operations Internal sorting & disposal of waste according to waste streams Other actions to reduce energy consumption/GHG emissions Regular noise measuring campaign (site boundary noise measurements undertaken) Use of eco-friendly or bio-based process materials Actions for labeling, storing, handling and transporting hazardous substances Purchase and/or generation of renewable energy

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Reduction of internal wastes through material reuse, recovery or repurpose

Mapping of waste streams

Other actions to ensure safe management of hazardous substances

Environmental emergency measures in place

Environment | Certifications | Impact on score ••••

 $\bullet$   $\rightarrow$  100/100

Certifications confirm your compliance with international standards (for example, ISO 14001). They must be issued by an external certification body.

#### Strengths

Specific environmental certification

ISO 14001 certified

Environment | Reporting | Impact on score ••••

→ 75/100

Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

Reporting in accordance with GRI Universal Standards Reporting on total gross Scope 3 GHG emissions Total gross Scope 3 GHG emissions reporting value confirmed in supporting documentation Reporting on total gross Scope 1 GHG emissions Reporting on total gross Scope 2 GHG emissions (market or location based) Reporting on total gross Scope 3 downstream GHG emissions Total gross Scope 3 downstream GHG emissions value confirmed in supporting documentation Total gross Scope 2 reporting value confirmed in supporting documentation Total gross Scope 1 reporting value confirmed in supporting documentation Reporting on total water consumption Reporting on total weight of waste recovered External assurance or verification of sustainability reporting Company communicates progress towards the Sustainable Development Goals (SDGs) Reporting on total weight of hazardous waste Materiality analysis in sustainability reporting Reporting on total weight of non-hazardous waste Reporting on total amount of renewable energy consumed Reporting on total energy consumption Reporting on total amount of water recycled and reused Reporting on total weight of air pollutants Comprehensive reporting on environmental issues

#### Environment | 360° Watch | Impact on score ••••

Declares none of the sites/operations located in or near biodiversity-sensitive areas (not verified)

 $\bullet \rightarrow 100_{/100}$ 

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company's sustainability management.

#### Strengths

The 360° Watch has identified innovative best practices and/or external recognition regarding environmental issues (see 360° Watch section).

#### News that impacted your score (3)

News stories about your company we found in public databases.

#### Results and reliability: Sicit wins the Premio Industria Felix [IT]

www.laconceria.it

20 Apr 2023

Sicit won the Premio Industria Felix. According to the CEO of Sicit, this award is tied to sustainability, which is the mission we make possible every day with an unrelenting effort and global tools and skills. Sicit transforms the byproducts of the tanning industry (extracting amino-acids and peptides from collagen) into bio-stimulants for the agricultural segment and retardants for the plaster industry

#### 360° Watch

Impact on Score

#### Positive 7

Severity

#### **Positive**

valid from Apr 2023 to May 2028









#### Sicit: among the world Top 8 in chemicals for agriculture [IT]

www.ansa.it

15 Feb 2021

The Vicenza-based Sicit Group, listed on the MTA segment Star, specialized in the reuse of tanning residues for agriculture, has announced that Sustainalytics, an independent agency that assigns extra sustainability ratings financial statements, assigned it the "ESG Risk Rating" (Environment, Social, Governance) relating to environmental, social and governance issues, with particular reference to the 2019 Sustainability Report. Sicit Group was ranked in the top 18 of the best companies in the global chemical industry and in the top 8 in the agricultural chemistry segment, obtaining a score of 27.8

#### 360° Watch

Impact on Score

#### Positive 7

Severity

#### **Positive**

valid from Feb 2021 to Mar 2026









29 Oct 2025

#### 360° Watch

Impact on Score

#### Neutral

Severity

#### N/A

valid from Oct 2025 to Oct 2030

Labor & Human Rights Impact on score ••••





Labor & Human Rights | Policies | Impact on score ••••



A policy is a set of objectives that addresses specific sustainability issues. It shows a company's intention to reduce impact, mitigate risk or improve performance.

Living wage target publicly announced

Labor & human rights policy on social dialogue

Committed to continuously pay a living wage

Comprehensive policy on a majority of labor or human rights issues

Labor & human rights policy on working conditions

Labor & human rights policy on employee health & safety

Labor & human rights policy on child labor, forced labor & human trafficking

Quantitative objectives set on career management & training

Labor & human rights policy on career management & training

Labor & human rights policy on preventing discrimination and harassment

Labor & Human Rights | Endorsements | Impact on score • 0 0 0

**■ 75**/100

Endorsements are your company's public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

#### **Strengths**

Endorsement of the United Nations Global Compact (UNGC)

Labor & Human Rights | Measures | Impact on score ••••

Measures are your company's actions to support your sustainability policies and commitments.

■ 7 100/100

Actions to prevent discrimination in professional development and promotion processes Collective bargaining agreement on working hours, overtime, or leaves Actions to ensure equal pay for equal work Collective bargaining agreement on preventing discrimination and harassment Grievance mechanism on discrimination and/or harassment issues Collective bargaining agreement on career management & training Actions to prevent discrimination during recruitment phase Employee representatives or employee representative body (e.g. works council) Awareness training on discrimination and harassment Other actions to ensure good working conditions Communication to all employees of remuneration process (e.g. salary grid, procedure for salary advancement) Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances) Compensation for extra or atypical working hours Flexible organization of work (eg. remote work, flexi-time) Employee health & safety risk assessment Training of employees on health and safety risks and best working practices Complaints procedure in place for employees to report on occupational health and safety issues Actions in place to ensure health and safety of non-employee workers and other contracted workers on premises Actions to address stress and psychological wellbeing in the workplace Collective bargaining agreement on employees' health & safety Employee satisfaction survey Health care coverage of employees in place Actions to ensure adequate wages Grievance mechanism on working conditions Collectively bargained wages Preventive actions for repetitive strain injury (RSI) Actions to control radiation exposure Actions to control hazardous substance exposure Regular employee health check-up Equipment safety inspections or audits Employee health and safety emergency action plan Actions to promote equal opportunities for all in the workplace Actions to manage working hours and overtime Analysis of employees' wage levels against a living wage benchmark methodology recognized by IDH

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Provision of skills development training

Training of employees on child labor, forced labor and human trafficking

Regular assessment of individual performance

Grievance mechanism on child labor, forced labor and/or human trafficking issues

Labor & Human Rights | Certifications | Impact on score ••••

→ 100/100

Certifications confirm your compliance with international standards (for example, ISO 14001). They must be issued by an external certification body.

#### Strengths

Specific labor or human rights certification

Age verification of candidates before hiring

ISO 45001 certified

Labor & Human Rights | Reporting | Impact on score ••••

■ 7 100/100

Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

Reporting in accordance with GRI Universal Standards Exceptional reporting on labor and human rights issues Reporting on the percentage of women employed in relation to the whole organization Report on average unadjusted gender pay gap Reporting on the percentage of employees from minority and/or vulnerable groups in the whole organization Report on percentage of women within the organization's board Reporting on number of days lost to work-related injuries, fatalities and ill health Reporting on the percentage of women at top management level Reporting on the number of identified discrimination or harassment incidents or corrective actions Reporting on the percentage of direct employees covered by a living wage benchmarking analysis Reporting on the percentage of direct employees paid below living wage External assurance or verification of sustainability reporting Reporting on the percentage of all employees paid below living wage, including direct employees and non-employee workers Company communicates progress towards the Sustainable Development Goals (SDGs) Materiality analysis in sustainability reporting Reporting on ratio of the annual total compensation of the highest paid individual, to the median annual total compensation for all employees Reporting on number of average training hours per employee

#### Labor & Human Rights | 360° Watch | Impact on score ••••

Reporting on number of recordable work-related accidents

→ 75/100

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company's sustainability management.

#### Strengths and improvement areas

#### No recommendations yet

#### **News that impacted your score (1)**

News stories about your company we found in public databases.

#### No records found for this company on Compliance Database

29 Oct 2025

#### 360° Watch

Impact on Score

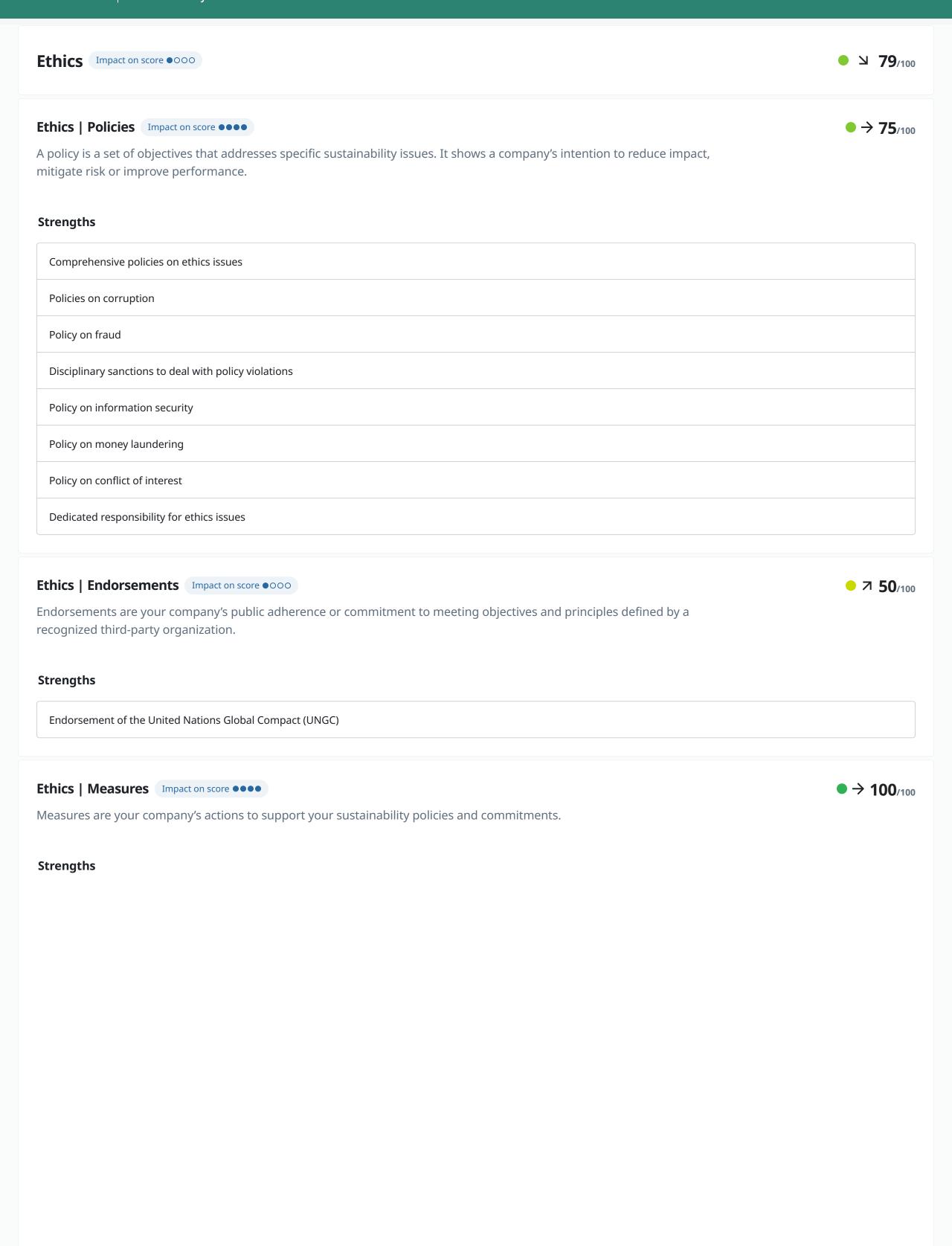
#### Neutral

Severity

N/A

valid from Oct 2025 to Oct 2030

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Corruption risk assessments performed

Anti-corruption due diligence program on third parties in place

Implementation of a records retention schedule

Information security risk assessments performed

Whistleblower procedure for stakeholders to report information security concerns

Awareness training to prevent information security breaches

Information security due diligence program on third parties in place

Whistleblower procedure for stakeholders to report corruption and bribery

Measures for gaining stakeholder consent regarding the processing, sharing and retention of confidential information

Training of employees on corruption and bribery prevention

Audits of control procedures to prevent corruption

Audits of control procedures to prevent information security breaches

Incident response procedure (IRP) to manage breaches of confidential information

#### **Improvement areas**

Low priority No conclusive documentation on approval procedure for sensitive transactions (e.g. gifts, entertainment)

Ethics | Certifications | Impact on score ••••

Measures to protect third party data from unauthorized access or disclosure

 $\longrightarrow$  50/100

Certifications confirm your compliance with international standards (for example, ISO 14001). They must be issued by an external certification body.

#### Strengths and improvement areas

#### No recommendations yet

#### **Ethics | Reporting** Impact on score ••••



Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

#### Strengths

Reporting in accordance with GRI Universal Standards

Standard reporting on ethics issues

External assurance or verification of sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Materiality analysis in sustainability reporting

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# Ethics | 360° Watch | Impact on score •••• → 75/100 The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company's sustainability management. Strengths and improvement areas No recommendations yet News that impacted your score (1) News stories about your company we found in public databases. No records found for this company on Compliance Database 360° Watch Impact on Score 29 Oct 2025 Neutral Severity N/A valid from Oct 2025 to Oct 2030 Sustainable Procurement Impact on score •000 **■ 7 85**/<sub>100</sub> Sustainable Procurement | Policies | Impact on score •••• $\rightarrow$ 100/100 A policy is a set of objectives that addresses specific sustainability issues. It shows a company's intention to reduce impact, mitigate risk or improve performance. Strengths Quantitative objectives set on sustainable procurement policy Exceptional policy on sustainable procurement issues Sustainable Procurement | Endorsements | Impact on score ●○○○ **○ 7 50**/100 Endorsements are your company's public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization. **Strengths** Endorsement of the United Nations Global Compact (UNGC) Sustainable Procurement | Measures | Impact on score •••• $\rightarrow$ 100/100 Measures are your company's actions to support your sustainability policies and commitments. Strengths

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Integration of social and environmental clauses into supplier contracts

Supplier assessment on environmental and social practices

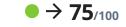
Risk assessment of adverse sustainability impacts in the supply chain

Training of buyers on social and environmental issues within the supply chain

On-site audits of suppliers on environmental and social issues

Supplier sustainability code of conduct in place

Formal assessment of suppliers' progress with regards to REACH requirements



Certifications confirm your compliance with international standards (for example, ISO 14001). They must be issued by an external certification body.

#### Strengths

Specific certification on sustainable procurement

Sustainable Procurement | Reporting | Impact on score ••••



Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

#### Strengths

Reporting in accordance with GRI Universal Standards

Standard reporting on sustainable procurement issues

Reporting on total gross Scope 3 upstream GHG emissions

Total gross Scope 3 upstream GHG emissions value confirmed in supporting documentation

External assurance or verification of sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Materiality analysis in sustainability reporting

Declares using no tin, tantalum, tungsten, gold, and/or their derivatives (Not verified)

#### Sustainable Procurement | 360° Watch Impact on score ••••

→ 75/100

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company's sustainability management.

#### Strengths and improvement areas

#### No recommendations yet

#### News that impacted your score (1)

News stories about your company we found in public databases.

# No records found for this company on Compliance Database 29 Oct 2025

Impact on Score

360° Watch

Neutral

Severity

N/A

valid from Oct 2025 to Oct 2030

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