



SICIT GROUP  
SUSTAINABILITY REPORT  
AS OF 31 DECEMBER 2021



**SICIT Group S.p.A.**

Via Arzignano 80, 36072 Chiampo (VI)

 0444 450946

 0444 453812

 [info@sicitgroup.com](mailto:info@sicitgroup.com)

 [www.sicitgroup.com](http://www.sicitgroup.com)

 [SICIT Group](#)

Tax code and VAT no.: 09970040961

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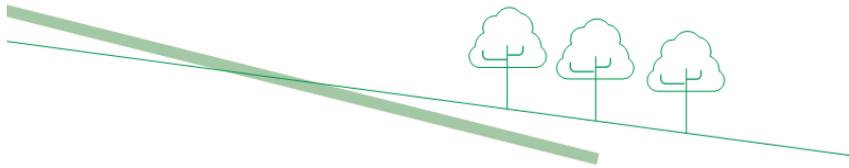
Vicenza company registration no.: 9970040961 - REA no. VI-388405

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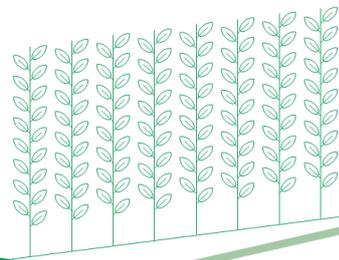
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# LETTER TO STAKEHOLDERS



## Letter to stakeholders

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It is with pleasure and pride that we present the third edition of Sicit Group Sustainability Report, document that demonstrates the path of sustainability undertaken and that offers our stakeholders complete and transparent communication of social and environmental impacts of the Group in 2021. For these reasons, SICIT's results for 2021 are even more important; indeed, we continued to generate value for shareholders, our country, and our community, confirming our role as the driving force of *circular economy*.

These achievements are also the result of the sustainability path we have been pursuing since 2019, which has seen us increasingly committed to all stakeholders in positioning ourselves among the best companies in the global chemical industry also in terms of sustainability, an important competitive factor for our business model. This path has historically been articulated in a plurality of projects in each of the three ESG areas (Environment, Social and Governance):

- **Environment:** green and sustainable products, minimization of waste and emissions, increased use of renewable energy;
- **Social:** emphasis on transparency, legality and proper relations with all stakeholders;
- **Governance:** full compliance with all applicable Regulations, Codes and best practices.

To confirm this commitment, SICIT approved in early 2021 six Group policies on sustainability, human rights, health and safety, environment, diversity, and anti-bribery. The policies are published on our website, in order to guarantee the consistency between actions taken and values.

Another important milestone in the area of sustainability is that SICIT obtained its **second EGS rating** by Sustainalytics, independent sustainability rating agency that has measured the degree of adherence to the most rigorous institutional and international voluntary guidelines on sustainability, with particular reference to the 2020 Sustainability Report.

It is also disclosed that in the comparative Sustainalytics ESG Risk Ratings referred to the 2020 Sustainability Report, SICIT Group confirmed its position among the best chemical companies and the best chemical companies in the agricultural chemistry' sector, with a final score of 24.6.

This result confirms the strong sense of responsibility that the Group has towards all stakeholders to ensure transparency and reliability of our non-financial information.

During 2021, the resources allocated by SICIT to local communities amounted to over EUR 0.3 million, demonstrating how active SICIT is in the community in which it operates.

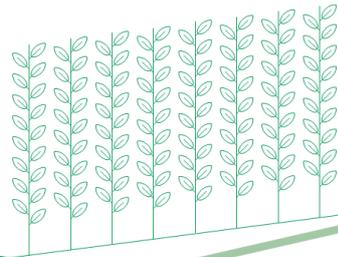
Additionally, SICIT actively cooperate with the Universities of Udine, Padova Verona and Milano, also collaborating with Torino research centre.

The excellent results achieved in 2021, the result of our approach to business, allow us to continue to look forward to a sustainable future.

*Chief Executive Officer*



# SICIT GROUP



## 1.1 SICIT Group highlights

### HIGHLIGHTS

#### REVENUE

**€ 81.8 million**

+29.5% vs. 2020

**+83,301**

controls

+19.3% vs. 2020

### THE COMPANY

**151** employees

+11 vs. 2020

**2** production sites in Italy (Arzignano and Chiampo, Vicenza)

**3** commercial branches abroad (2 in China e 1 in USA)

**3** laboratories (chemical, agronomic and quality control)

**2.7%** of turnover allocated to R&D

**+ 1,670** hours of training

**89** countries in which it operates

**82%** recycled input materials used



## 1.2 Who we are

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Founded in 1960 in Chiampo (VI), in the heart of leather-tanning district of the Chiampo Valley, **SICIT Group S.p.A.** (hereinafter "SICIT") was one of the first companies in the world to use amino acids and peptides in the market of biostimulants for agriculture, of which it is now the world leader. In its plants in Arzignano and Chiampo (Vicenza), SICIT (acronym for Società Industrie Chimiche Italiane) **transforms the processing residues from leather tanning** into protein hydrolysates, mainly used as **biostimulants for agriculture and retarders for plaster industry**, supplying the main players in the agrochemical and industrial sectors. The company also extracts from the tanning residues **animal fat** that can be easily used as bio-fuel.

SICIT is an **Italian excellence of the green and circular economy** that offers a service of strategic importance for the Vicenza leather district, collecting and **transforming residues into high added value products**, totally biodegradable, without risks for the public health and the environment, **significantly limiting the production of waste**. The activity, based on the circular economy model, makes it possible to provide technologically advanced and fully green solutions to customers and, at the same time, contribute to the sustainable management of the tanning chain. A result made possible by the work of a qualified team, automated, high-tech production facilities, three state-of-the-art laboratories and constant investment in research and development.

SICIT products meet the requirements of a **production model** based on **sustainability** and **efficient use of resources**. In this sense, the main **competitive advantages** that characterize the Group as a leading operator in the sector compared to its competitors are:

- Product **quality**;
- Constant **innovation** of process and product;
- **Technical support** to customers;
- Industrialization of the production process of the hydrolyzed protein that allows to **maintain high standards of service** for important international customers;
- Wide **availability** and **privileged access** to the main raw materials;
- **Direct relationship with suppliers** of the main raw materials;
- Finished **product deriving from processing residues** in a green and eco-sustainable perspective.

## 1.3 History and evolution

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**1960** - **Giuliano Guardini** founds **S.I.C.I.T. S.p.A.** in Chiampo (Vicenza). The initial intent of the company was to extract chromium from the leather tanning residues and sell it to tanneries. The idea was not successful and SICIT converted to protein extraction through the hydrolysis process.

**1963** - Following the analyses related to the carbuncle problem (fleshings were scattered in the fields as fertilizer), **SICIT is indicated as the only entity suitable to treat the tanning residues**: the SICIT protocol becomes a legal obligation and all tanneries start delivering their residues to the company. In this period SICIT products were destined for industrial farming of calfs.

**1968-1970** - Start-up of the experimental plant to process the fleshing and obtain a protein hydrolysate for agriculture. SICIT can thus count on a **double market**: the **zotechnical** and the **agricultural** ones.

**Mid-1970s** - Start of **fat** production, then destined to feed mills.

**1989-1991** - SICIT passes under the management of Z. Filippi. A short but rich phase of investments, including the start of the project to separate the treatment of fleshing from shavings. This will allow the **construction of two lines to separate the sludge** (for landfills) from the calcium corrective (for agriculture).

**1991-1996** - SICIT passes under the ownership of **Intesa Holding**, a company founded by a group of tanners from Arzignano to manage the disposal of residues from the tanning industry. Intesa completes the restructuring project started with the previous ownership, including the separation of the two lines.

**1996** - The diffusion of the so-called "Mad Cow" involves a period of great restructuring for SICIT: the Research & Development division is dedicated to new products for the agricultural and industrial sectors. Working together with the University of Edinburgh, SICIT succeeded in **developing a more effective hydrolysis process for processing animal by-products from the tanning industry**. This process becomes the only one allowed for the production of protein hydrolysates of animal origin, also allowed for zoo technical use, and considered the state of the art in the processing of animal by-products.

**2000** - Start of construction of the plant in Arzignano (VI).

**2000** - Following an internal reorganization, two new companies are created: **SICIT 2000 S.p.A.** and **SICIT Chemitech S.p.A.** The first one dedicated to the production and sale of amino acids and peptides for agriculture: thanks to the two plants and a total production capacity of 100 MT/day of liquid products and 40 MT/day of powdered products, it becomes **the world's largest producer of amino acid-based biostimulants and peptides for the agricultural sector**. SICIT Chemitech is responsible for quantity control, product traceability and research and development (R&D) of new formulations and processes.

**2004** - Inauguration of the new **plant in Arzignano**.

**2006 – 2011** - Renovation and automation of the **Chiampo plant**.

**2016** - Establishment of **SICIT Commercial Consulting Shanghai**.

**2018** – Establishment of **SICIT USA**, to distribute the products directly on the North American market.

**2019** - On 20 May 2019, the **business combination** of Sicit 2000 S.p.A. into SprintItaly S.p.A. became effective. Following the business combination with the Special Purpose Acquisition Company (SPAC) SprintItaly, SICIT Group is founded and in May is listed on the AIM Italia.

**2020** – On 15 June SICIT completes the translisting to the **MTA** (Italian Equities Market, STAR segment) of **Borsa Italiana**.

**2021** - Start-up of the **new chemical-extractive and agronomic laboratories** at Arzignano Plant. On 5 August, NB and Intesa Holding, through their subsidiaries Circular Holdco and Circular Bidco, complete the takeover bid for SICIT, which is delisted from the MTA. Additionally, the Chinese branch SICIT (China) Technology Co., Ltd. is set up in October.

## 1.4 Vision and values

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The three pillars of SICIT's vision:

- **SICIT is the world's major producer of Hydrolyzed Protein of animal origin**

Hydrolyzed protein obtained is then sold in the agricultural sector as biostimulants and in the industrial sector as retarders for plaster, supplying the most important players in the agronomic, agrochemical and industrial sectors.

- **Italian excellence of the green and circular economy**

SICIT withdraws and transforms toxic and harmful residues into products with high added value, totally biodegradable, without risks to public health and the environment, significantly limiting the production of waste.

- **Higher investment in R&D**

In addition to continuous and important investments in Research and Development, SICIT has three internal laboratories: a quality control laboratory, a chemical laboratory for product and process Research and Development and an agronomic laboratory for Research and Development of new products for agriculture.

*“SICIT wants to be the ideal partner, supporting its clients in the development of a complete range of amino acid and peptide-based fertilizers”*

It is not capital that makes a company grows, but all **winning ideas** and a **flexible organizational** structure capable of adapting quickly to a market’s context characterized by uncertainties and turbulence.



SICIT and its subsidiary SICIT Chemitech adopt an **Organizational, Management and Control Model**, in compliance with the provisions of Legislative Decree no. 231/01<sup>1</sup>. It has appointed its own monocratic **Supervisory Board**, composed of an external body that meets the requirements of professionalism, honor and independence and is able to ensure the necessary continuity of action. The **Supervisory Board** yearly reports on its activities, which it presents to the Board of Directors and the Board of Statutory Auditors.

The adoption of the **231 Model** took place at the end of a risk assessment project relating to the types of offences established in Legislative Decree 231. Model 231 is aimed at preventing the commission of particular types of offences which criminal liability of active subjects and administrative liability of the company. The Board of Directors constantly updates this 231 Model.

SICIT and SICIT Chemitech will provide dedicated training on the contents of the 231 Model and its impact on its employees and collaborators.

The Group conducts its internal operating activities and business relations according to principles of ethics and integrity. On 20 April 2020, the Board of Directors of SICIT approved an updated version of the **Code of Ethics** that identifies the responsibilities and ethical commitments of the Company towards its internal and external stakeholders. The Code of Ethics is addressed to corporate bodies, management, employees, external collaborators, business partners, suppliers and all those who have relations with the Company.

The Company will:

- guarantee maximum circulation of the Code among its personnel and third parties involved in relations with the Company;
- guarantee that the Code is kept updated, in relation to changes in company needs and laws in force;
- guarantee every possible cognitive and clarification instrument for Code regulation interpretation and implementation;
- carry out verifications on every piece of information on Code violation, evaluating the facts and - in the case of ascertained violation - implementing suitable penalties.

The Code of Ethics is published on the company website. A paper copy is distributed to all personnel and collaborators that work for the Company. To ensure that the Code of Ethics is being understood, SICIT has prepared an information plan that guarantees its full divulgation and explanation.

The Whistleblowing Procedure is designed to properly manage the reporting of any violations and irregularities concerning the Code of Ethics and Model 231. Employees are required to report any violations or suspected violations to their direct superior, or, in cases where an employee's report to his/her superior is not effective or appropriate, to the Chief Executive Officer and/or the General Manager, or directly to the Supervisory Board. The latter is obliged to promptly verify the information transmitted and, having ascertained the validity of the report, to submit the case to the competent corporate function for the application of any disciplinary sanctions or for the activation of contractual termination mechanisms. A downloadable form is available on the home page of the website for employees and collaborators who wish to report situations of unlawful or irregular conduct of which they have become aware by virtue of their relationship with the company. The authors of the reports are protected from any form of retaliation or discrimination in the professional sphere, and the confidentiality of their identity is guaranteed within the limits provided for by law or determined by the need to protect the company. Reports can be sent to the Supervisory Board by e-mail to the following e-mail address: [OdV@sicitgroup.it](mailto:OdV@sicitgroup.it), or by letter to the following address: Sicit Group S.p.A.- Via Del Lavoro n. 114, Arzignano (VI); in this case, in order to benefit from the guarantee of confidentiality, the report must be placed in a closed envelope with the following wording on the outside "personal confidentiality for the Supervisory Board".

For external subjects, a communication channel has been set up by the e-mail address [odv@sicitgroup.it](mailto:odv@sicitgroup.it), to which only members of the Supervisory Board may access. Alternatively, reports may be sent writing directly to the Supervisory Board at the address Supervisory Board, c/o SICIT Group S.p.A. - Via Del Lavoro no. 114, Arzignano (VI).

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<sup>1</sup> Foreign subsidiaries of SICIT Group are excluded.

This procedure is designed to ensure the confidentiality of the reporter and the confidentiality of the information received, as well as its validity.

No grievances as of 31 December 2021 has been sent to the Supervisory Board inbox.

In carrying out its activities, SICIT is committed to the fight against corruption and the prevention of risks related to illegal practices. In this context, SICIT ensures that business is conducted in line with fairness, excluding any form of corruption or favoritism, completeness and transparency of information and legitimacy.

Risk monitoring and management is an integral part of SICIT's business model. Risk exposure is managed through a detailed risk analysis.

The **Risk Assessment Document**, approved by the Board of Directors in 2020, provides an initial analysis of the main risk categories and illustrates response strategies to mitigate the risks identified. The main risk categories identified are:

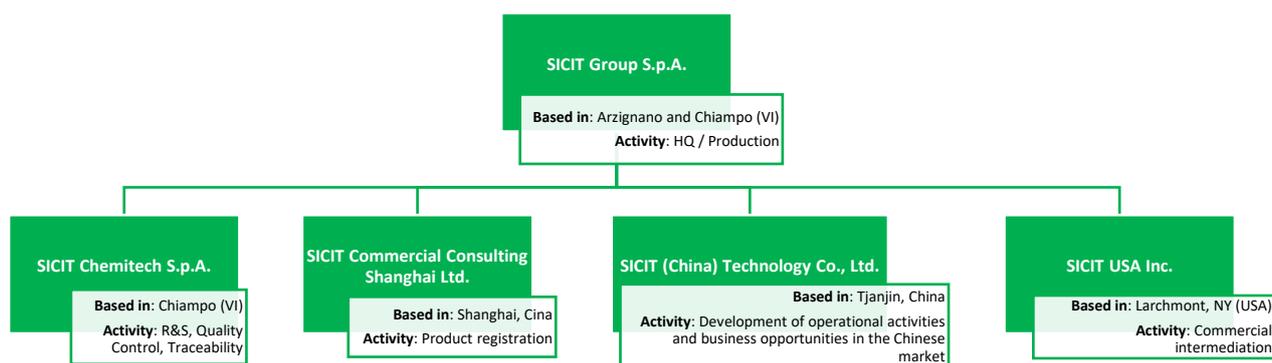
- **External** risks related to the external environment that may impact on the Group's ability to achieve its strategic and operational objectives;
- **Business** risks related to activities and critical aspects of the business;
- **Operational** risks related to the efficiency and effectiveness of business operating processes with impact on Group performance;
- Risks related to **human resources** management and the effectiveness of the organizational structure;
- **Financial** risks related to **financial planning processes** and **financial reporting** activities, management of financial and insurance instruments
- Risks related to **information and communication technology**, related to availability, accessibility, integrity of information infrastructures and systems and data security;
- **Legal and compliance risks** related to compliance with national and international laws and regulations and Group policies.
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The Risk Assessment model has been realized considering both the magnitude and the probability of the risky event. The synthetic evaluation of the determined risks has been re-evaluated assessing the mitigation measures adopted by the Group.

## 1.5 Corporate Governance

**SICIT** operates from the Chiampo (VI) headquarters and the Arzignano (VI) branch. The Group manufactures and business-to-business sells of biostimulants for agriculture, retarders for plaster with basis of amino acids and peptides and animal fat from the by-product of animal origin (fleshing), as a product for producing biofuel.

The Group **structure** as of 31.12.2021:



**Sicit Chemitech S.p.A.:** it is based in Chiampo (VI) and it was incorporated in 2000, mainly carries out analysis and quality control activities for the Group. It provides its services almost exclusively to the Parent. It carries out quality control services (in particular analysis and laboratory tests), production and issuing of technical documentation and certificates, and technical consultancy to the commercial department. It also provides support to SICIT's Research and Development laboratories.

**SICIT Commercial Consulting Shanghai Ltd.,** it is based in Shanghai, was established in 2016 to develop business opportunities in the Chinese market and for registration of bio stimulants in China.

**SICIT (China) Technology Co., Ltd.,** owned with 78% stake and constituted in October 2021 to develop operational activities and commercial opportunities in the Chinese market. Based in Tjanjin, China. Note that no cost nor revenues have been registered during 2021, with the only exception of approximately 8 thousand Euros of financial expenses. It is also noted that this company has no effect on the HR data nor on the environmental data with respects to this Sustainability Report.

**SICIT USA Inc.,** it is based in Larchmont, New York, USA, was incorporated in 2018 to distribute the products in the North American market. It operates in the retarders for plaster for the gypsum industry.

### Ownership structure

SICIT Group S.p.A. is a joint-stock company registered in Italy at the Vicenza Companies Register. It is noted that in the month of august 2021 the Public Offer to Buy in accordance with the articles 102 and 106, comma 4, of the "TUF", was finalized, with the objective to acquire 100% of the shares of SICIT Group and revoke its listing from MTA.

Therefore, as a result of the takeover bid, the chain of control has changed: Intesa Holding S.p.A., parent company until 14 July 2021, now has joint control, together with Galileo Otto S.à r.l., which in turn is owned by NB Renaissance Partners Holding S.à r.l.. This joint control is exercised through the companies Circular Bidco S.p.A. ("Bidco", SICIT's parent company), in turn owned by Circular Holdco S.p.A. ("Holdco").

The Tender Offer has been promoted with the objective of ensuring the stability of the shareholder structure and guarantee the managerial continuity vital for SICIT in an everchanging market environment, by leveraging the increased strategic flexibility of a non-listed company.

In answering in an effective way of its stakeholders' interests, SICIT has adopted a **traditional administration and control model** that requires the presence of the Assembly, the Board of Directors, the Board of Statutory Auditors, and of the independent auditors. Therefore, the business management is entrusted to the Board of Directors, the supervision functions to the Board of Statutory Auditors, and the audit of the accounts, as well as the accounting control, to the independent auditors appointed by the Shareholder Assembly.

### Board of Directors

The Board of Directors is composed of a number of directors between 7 and 11, elected by the Shareholders' Meeting. The Shareholders' Meeting, before proceeding with the appointment, determines the number of directors.

On August 6 2021, the Ordinary Shareholders' Meeting of SICIT Group S.p.A. elected current Board of Director, which will remain in charge until the approval of the financial statements as of 31 December 2023.

As of 31 December 2021, the Board of Directors was **composed** as follows:

Board of Directors as of 31.12.2021	Appointment
Rino Mastrotto	Chairman
Massimo Neresini	Chief Executive Officer
Mario Peretti	Chief Executive Officer
Giuseppe Valter Peretti	Directors
Riccardo Grotto	Directors
Gianfranco Dalle Mese	Directors
Fabio Cosmo Domenico Canè	Directors
Tommaso De Bustis Figarola	Directors
Alessio Masiero	Directors
Matteo Perugi	Directors

### Board of Statutory Auditors

The Board of Statutory Auditors of SICIT is composed of 1 president and 2 standing auditors. It has been nominated the 6th of August 2021 and will remain in office until the date of approval of the financial statement as of December 31, 2023. All members of the Board of Statutory Auditors meet the requirements of eligibility, honor and professionalism laid down by law.

As of 31 December 2021, the Board of Statutory Auditors was **composed** as follows:

Board of Statutory Auditors as of 31.12.2021	Appointment
Maurizio Salom	Chairman
Manfredo Tucchetti	Standing auditors
Sergio Zamberlan	Standing auditors

## 1.6 Activities and markets

SICIT **sells its products both in Italy and abroad**, in all continents. Europe is the main market for bio stimulants and fat, while Europe and Asia represent the first market for plaster retarders. In order to guarantee a global presence, SICIT has a commercial network coordinated by HQ in Italy and supported by (a) a commercial branch in the United States (SICIT USA Inc.) which deals with marketing in the North American market and 2 branches in China (SICIT Commercial Consulting Shanghai Ltd. e SICIT Technology Co., Ltd ), in charge of registering and importing the products on the local market as well as the development of operational and commercial opportunities in the Chinese market.



## 1.7 Group plants

SICIT has two owned, highly automated plants, both located in the heart of the tanning district of Vicenza. The Chiampo plant, built in 1960 and renovated in 2006, is the first one and then the more recent plant in Arzignano, whose first phase of construction began in 1995 with the construction of the warehouse and drying plant and, subsequently, the current plant, which became operational in 2004.

### Arzignano plant

In the Arzignano plant, entirely designed by SICIT Chemitech - at the time this plant was also involved in R&D and engineering services - **are processed only animal by-products (ABP) of tanning, such as flesh and animal hair**. From the hydrolysis process where the ABP are processed hydrolyzed protein and fat are obtained. The processing of animal by-products for the production of hydrolyzed protein is subject to specific European Regulations<sup>2</sup> and requires a specific production procedure. Animal by-products are in fact putrescible and must be processed, according to the law, within 48 hours, a circumstance that limits their transportability, unless refrigerated transport is used to allow them to be stored for a longer period.

### Chiampo plant

The Chiampo plant processes tanning residues, such as **trimmings and shavings**. Residues from hides have already undergone a tannery transformation process. From the hydrolysis of the residues where the trimmings and shavings are processed a collagen-based hydrolyzed protein is obtained.

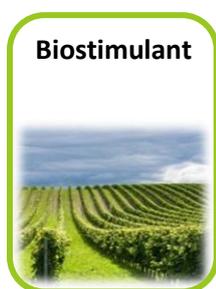
<sup>2</sup> Regulation (EC) No 1069/2009, Regulation (EU) No 142/2011.

## Laboratories

SICIT has three **functionally integrated laboratories**:

- a chemical-extractive laboratory for product and process development;
- an agronomic laboratory for the efficacy tests of bio stimulant products, and research on new products for agriculture;
- a laboratory in SICIT Chemitech dedicated to the quality control of all finished and semi-finished products and related production processes, in order to ensure that the products comply with the standards required by customers. This laboratory also offers support to customers, providing the necessary analyses for the import of products into their markets, in accordance with applicable local regulations, and provides support to other SICIT laboratories in product development activities.

## 1.8 Products



For the development and production of its products, SICIT uses and manages **production processes characterized by confidential know-how**. The main products commercialized by SICIT are:

SICIT produces bio stimulants of animal origin based on amino acids and peptides, both liquid and solid, generally suitable for foliar application and/or soil for irrigation or root treatment.

Bio stimulants of animal origin are able to **stimulate/accelerate the metabolic activities of plants** because:

- help plants overcome the ever-growing conditions of abiotic stress (drought, heavy rain, frost, etc.);
- increase yield and harvest quality;
- optimize the use of agrochemical products and chemical fertilizers which, if used incorrectly, degrade the soil and are always less appreciated by consumers;
- improve the absorption of the nutrients contained in fertilizers;

The use of biostimulants, integrated with the correct use of other means of production (nutrition and crop protection) allows the implementation of **production systems based on sustainability criteria**. In addition, biostimulants do not involve **any residue on crops and no environmental impact problems** since they are of natural origin and completely biodegradable.

**Main benefits** in the use of bio stimulants are:



- Optimization of the plant's metabolic processes;
- Improvement in nutrient absorption and assimilation;
- Efficiency in water use;
- Activation of the natural defense mechanisms of the plant with consequent reduction of pesticides and other chemical substances;
- Improvement in germination and root development;
- Increased quantitative or productive yield and crop quality;
- Increased resistance and tolerance to abiotic stress.

The importance of biostimulants in the European agricultural market has recently been formalized in the new Regulation (EU) 2019/1009 which establishes "rules on the making available on the market of EU fertilizing products". In this framework, a specific "Product Function Categories" (PFC) called biostimulants, defined as those products that "*stimulate plants' natural nutrition processes by improving the plants' nutrient use efficiency, tolerance to abiotic stress, quality traits or increasing the availability of confined nutrients in the soil or rhizosphere*".

This measure, on the one hand, overcomes the regulatory fragmentation among EU countries, creating a harmonization that facilitates the access of biostimulants to the EU market, and on the other hand, creates the conditions for the recognition of quality products and proven efficacy at the expense of products of dubious origin and quality.

### PROIDRO PROJECT

On 2011, the results of the conference "*Innocuity and efficiency of hydrolyzed proteins for nitrogen fertilization in organic farming*" (PROIDRO), held in Chiampo (Vicenza), were presented. The conference and the research project were coordinated by Dr. Anna Benedetti of CRA-RPS, Council for Research and Experimentation in Agriculture - Research Centre for the Study of the Relations between Plant and Soil, with the patronage of MIPAAF (Italian Ministry of Agriculture, Food and Forestry).

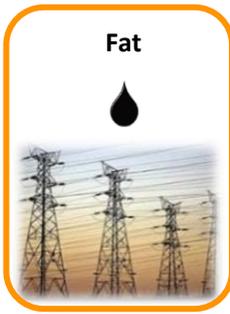
PROIDRO project was approved by EG-TOP (Expert Group for Technical Advice on Organic Production) in 2011. Therefore, hydrolyzed proteins of animal origin have been officially proposed to be included among the fertilizers and soil conditioners authorized for use in organic farming according to (EC) 354/2014.

### Retarders for plaster



Retarders for plaster are amino acid-based products **used to slow down the setting time of the plaster and increase its workability**; they are used in the preparation of plaster for industrial use (e.g. plasterboard) and in civil work.

SICIT produces retarders for setting plaster both in liquid form (Plast Retard L and Plast Retard XCL) and in powder form (Plast Retard PE and Plast Retard XCP). Gypsum-based formulations contain at least one retarders. Generally **Plast Retard is used as the only retarders**, but can also be combined with others.



Animal fat **derives from the by-product of animal origin (fleshing)** in Arzignano plant. The fat obtained from the first processing stage of the animal by-product (flesh) cannot be used directly as biofuel. It is necessary to refine animal fat with a final reaction phase with glycerol to re-esterify the free fatty acids - in addition to a primary refining phase to break down the sulphur and other salt content -so that it can be easily used as a biofuel.

In 2017, in Arzignano, the first phase of the fat quality improvement process was started, whose refining process aimed at reducing the sulphur content was brought to full capacity in 2018.

Thereafter in 2020 SICIT has completed a new refining plant that allows the animal fat to be refined with a final reaction step to re-esterify the free fatty acids - in addition to a primary refining step to further break down the sulfur and other salt content - so that it can be easily used directly as a biofuel.

Moreover, from the production process SICIT obtains the soil improver (calcium sulfate precipitate), which is used as a calcium soil conditioner/corrective for land whose use is regulated by Legislative Decree 75/2010 on fertilizers.

### NEW SYSTEM FOR THE PRODUCTION OF HYDROLYZED PROTEINS IN GRANULES OR TABLETS

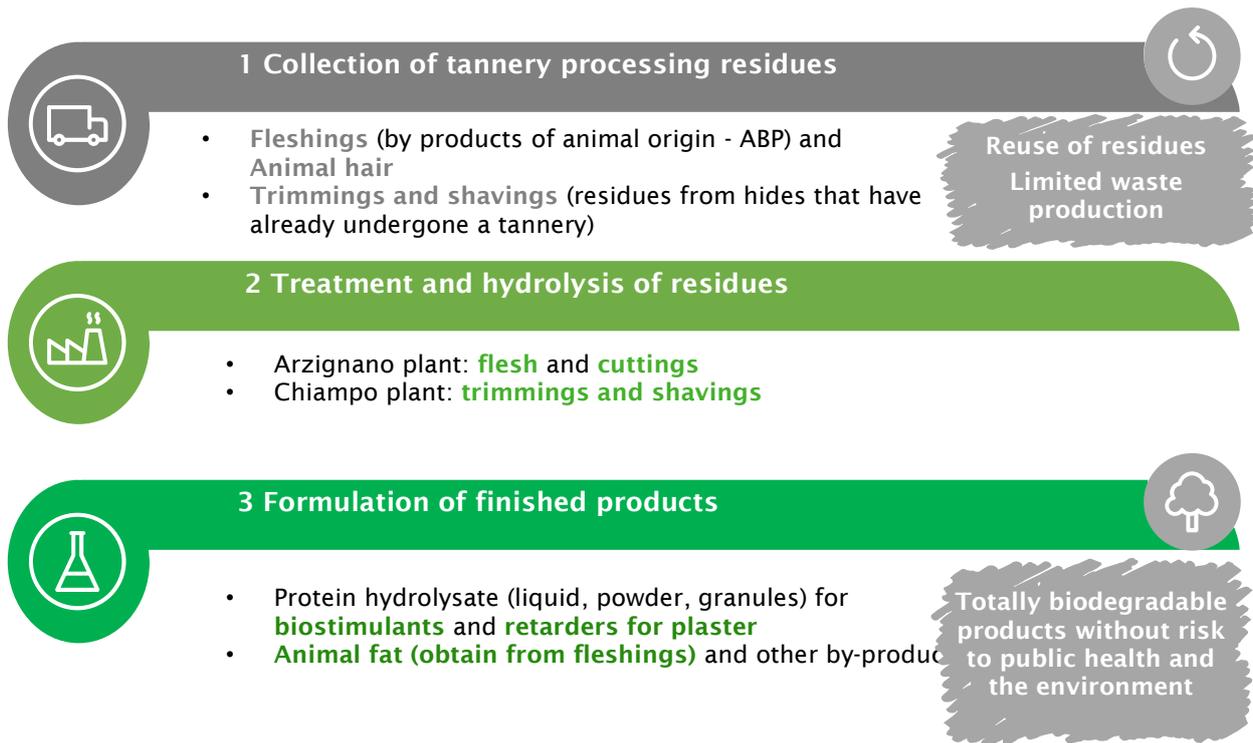
For some years SICIT has been experimenting with various research centers and universities the possibility of producing **biostimulants with controlled release**.

In 2020 a pilot plant was installed for the production of special "tablets/tabs" that will be used as tests with customers. Also with regard to granules, the Research and Development Department, in collaboration with the Commercial Department, is launching pilot productions that will also be tested by customers. In addition, the project for the installation of a production plant has already begun, which will come into operation at the end of 2021

## 1.9 Production processes

SICIT's production process is divided into three distinct phases:

1. **collection of** tannery processing **residues**;
2. **treatment phases and hydrolysis** of residues;
3. **formulation of finished products** for the bio stimulants and plaster retarders sector.



SICIT obtains raw materials from tanneries, mainly in the Vicenza district and, secondarily, from Tuscany and other Italian and European production areas, to which it provides a paid service as an alternative to the cost of treatment and disposal in landfills or other production sites with higher disposal charges. This takeback service represents an **opportunity for the tanning industry to sustainable management of residues**. Otherwise, residues can be destined for disposal with a high impact on the environment. Through the Quality Control laboratory and the ABP take-back management teams (in Arzignano) and tanned residues (in Chiampo), SICIT monitors the quality and quantity of incoming raw materials on a daily basis in order to intercept potential trends and plan the take-back service with suppliers of incoming raw materials.

SICIT has established a stable and long-term relationship with the tanneries of the Vicenza district, which has led it to guarantee the supply of residues. **Trimming and shavings** are not perishable and so SICIT evaluates retreats from tanneries according to its production needs and can more easily obtain supplies from other tanning districts both in Italy and abroad.

Raw materials<sup>3</sup> undergo a **process of treatment and hydrolysis** (thermal process in an acid and/or alkaline environment) in order to extract amino acids and peptides from the protein matrix (collagen). This process is carried out in the two plants of SICIT, in Arzignano for the processing of animal by-products and in Chiampo for the processing of post-tanning residues. The treatment and hydrolysis phases generate the **hydrolyzed protein** that represent semi-finished products (so-called bases) for the next phase of preparation of the finished product. These protein hydrolysates - individually or mixed with each other and/or with other products of organic and/or inorganic origin - give rise to **finished products**, sold by SICIT in the B2B channel.

SICIT has **tanks for the storage of hydrolyzed bases** produced. This allows to have a potential warehouse volume suitable to reduce the business risk deriving from the impossibility to collect the tanning residues, in the months in which the sales volumes are higher than the volumes collected.

The hydrolyzed protein obtained from the hydrolysis process, which is in a **liquid form**, dense and viscous, undergoes further processing, on the basis of the formulations agreed with the customer, with the aim of associating further components to the amino acid and peptide base and/or modifying its physical state (formulation in powder, flakes or granules). The products thus obtained can be sold as such or packaged in industrial packaging and made available for sale to SICIT customers, who will sell them under their own brand. When the product is not sold unpackaged, it is packaged directly in SICIT's plants in industrial packaging, i.e. tanks and drums of variable volume for liquid products or industrial bags for powdered products. The packaging of the product for marketing to

<sup>3</sup> For fleshings alone once the fat is extracted.

the end user is the responsibility of the customers.

### THE FIRST "NATURAL CAPITAL" ASSET FUND

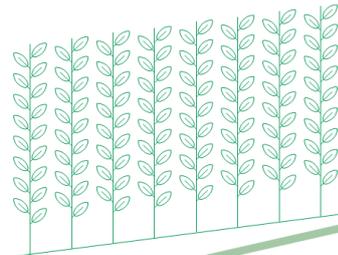
The collaboration between HSBC Global Asset Management, a \$470 billion investment company, and Pollination Group, a climate change-consulting firm, has resulted in **HSBC Pollination Climate Asset Management (HSBC)** focusing on "natural capital", with the aim of giving value to resources such as water, soil and air and to cooperate in **protecting the environment**.

During 2021, HSBC will strive to **attract capital from institutional investors**, sovereign wealth funds, pension funds and insurers of up to **\$1 billion**, which will be allocated to investments that "**preserve, protect and improve nature in the long term**": sustainable forestry, regenerative and sustainable agriculture, water supply, **natural biofuels** or projects that generate returns from greenhouse gas emission reductions.

This confirms the growing role played by chemical companies such as SICIT in contributing to **sustainable development**, the creation of products with less environmental impact and less risk.



# APPROACH TO SUSTAINABILITY



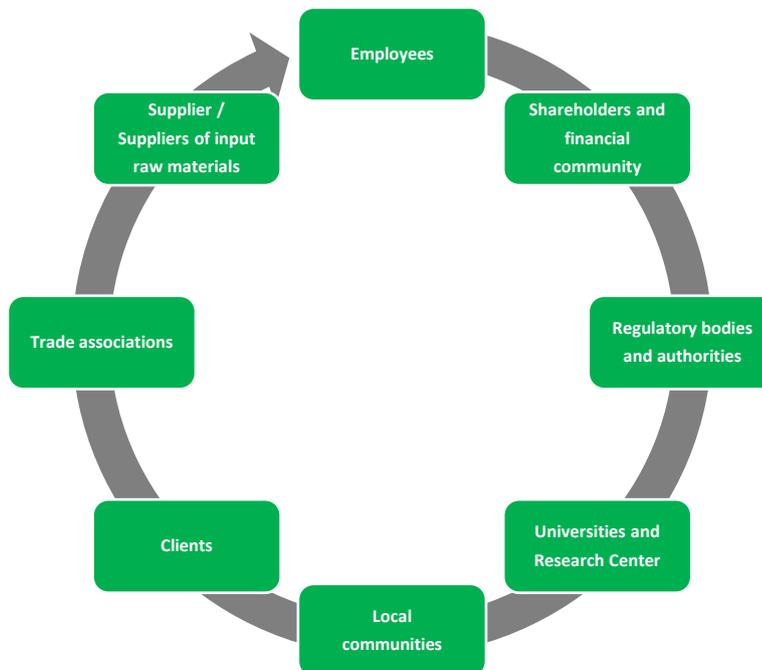
SICIT has been included in the portfolio of **Italian Corporates for Sustainability** (mid/small selection) in the report dedicated to Corporate Social Responsibility published by Equita SIM on July 2020.

The portfolio selection includes those companies combining **appealing fundamentals with the highest contribution to the achievement of the United Nations' Sustainable Development Goals**. According to the report, SICIT is exposed to government's initiatives aimed at fostering precision farming (UN SDG #2: end hunger, achieve food security and improved nutrition and promote sustainable agriculture) as **58% of its revenues as of 31.12.2021 stem from bio stimulants produced through the recycling of waste from the tanning industry**.

## 2.1 Group key stakeholders

Stakeholders play a key role in the Group's growth and sustainable development path. SICIT is committed to taking their needs and expectations into account when defining and implementing its business strategies.

The main stakeholders of SICIT have been identified through an analysis of the context in which SICIT operates, regarding the reference sector and the activities carried out.



SICIT also adopts practices of dialogue and involvement of the main stakeholders. The main channels of dialogue and interaction are summarized below; the methods and frequency of stakeholder involvement vary according to the issues considered relevant and the opportunities for discussion during the year.

Stakeholder	Engagement/interaction
Employees	<ul style="list-style-type: none"> <li>- Projects and/or initiatives for company welfare</li> <li>- Breach reporting system</li> <li>- Insertion schemes for new employees</li> <li>- Company meetings to discuss results and future objectives</li> </ul>

	<ul style="list-style-type: none"> <li>- Training programs</li> <li>- Communication boards in the plants and offices</li> </ul>
<b>Trade associations</b>	<ul style="list-style-type: none"> <li>- Regular discussion</li> </ul>
<b>Clients</b>	<ul style="list-style-type: none"> <li>- Regular meetings</li> <li>- Surveys/market research</li> <li>- Continuous dialogue through communication channels (e.g., e-mail, telephone, social media, post)</li> <li>- Customer service</li> <li>- Company website</li> <li>- Participation in the main trade fairs</li> <li>- Presence at events</li> </ul>
<b>Supplier/ Suppliers of input raw materials</b>	<ul style="list-style-type: none"> <li>- Regular meetings</li> <li>- Relationship with purchasing department and the Quality Control laboratory</li> </ul>
<b>Shareholders and financial community</b>	<ul style="list-style-type: none"> <li>- Discussion moments organized during the year</li> <li>- Company website</li> </ul>
<b>Local communities</b>	<ul style="list-style-type: none"> <li>- Projects to support social initiatives</li> <li>- Participation in local events</li> <li>- Mass media</li> </ul>
<b>Regulatory bodies and authorities</b>	<ul style="list-style-type: none"> <li>- Meetings with representatives of institutions</li> </ul>
<b>Universities and Research Centre</b>	<ul style="list-style-type: none"> <li>- Internship and development of thesis</li> <li>- Collaborations with schools and the academic community to develop new product and process</li> <li>- Research and development</li> </ul>

## 2.2 Materiality Assessment

In order to identify the economic, social and environmental aspects that are relevant to SICIT and that influence or could significantly influence stakeholders' assessments, actions and decisions, SICIT carried out in 2020 its first materiality analysis, with a view to preparing its first sustainability report in 2019. This analysis highlighted the most relevant issues that **reflect the organization's significant economic, environmental and social impacts and substantially influence stakeholder assessments and decisions.**

The analysis also included a benchmarking activity that reviewed the sustainability issues on which the main players in the sector report and the issues identified by the main reporting principles or in sector publications.

Below there are material topics arising from the analysis, divided by macro-area, which will be reported in this Sustainability Report.

No significant changes occurred in 2020 nor in 2021 that would alter the Group's strategic and operational approach. The topics that emerged as material in the last materiality analysis conducted for the 2019 Sustainability Report were in line with the priorities of the Group and its stakeholders for fiscal year 2021 as well.

Macro area	Material Topic
<b>Governance e Compliance</b>	<ul style="list-style-type: none"> <li>• Corporate Governance</li> <li>• Business ethics and regulatory compliance</li> <li>• Anti-corruption</li> </ul>
<b>Economic Responsibility</b>	<ul style="list-style-type: none"> <li>• Economic performance and value creation</li> </ul>
<b>Supply Chain Responsibility</b>	<ul style="list-style-type: none"> <li>• Sustainable supply chain management</li> </ul>
<b>Environmental Responsibility</b>	<ul style="list-style-type: none"> <li>• Environmental impact</li> </ul>
<b>Product Responsibility</b>	<ul style="list-style-type: none"> <li>• Innovation, R&amp;D</li> <li>• Product quality and safety</li> </ul>
<b>Social Responsibility - Employees</b>	<ul style="list-style-type: none"> <li>• Occupational Health and Safety</li> <li>• Employees development and well-being</li> </ul>
<b>Social Responsibility - Communities</b>	<ul style="list-style-type: none"> <li>• Local communities</li> </ul>

## 2.3 The Sustainability Rating

Following the voluntary preparation of the Group's first 2019 Sustainability Report, at the end of 2020 SICIT started activities to obtain its first **ESG (Environmental, Social and Governance) sustainability rating**.

The Group has voluntarily undergone an independent assessment by Sustainalytics, an extra-financial sustainability rating agency, which has evaluated the degree of adherence to the most rigorous institutional and international voluntary guidelines on sustainability and related governance aspects. With respects to the 2020 Sustainability Report, **Sicit demanded and obtained its second ESG rating from Sustainalytics**.

In Sustainalytics' comparative ESG Risk Ratings for the Sustainability Report 2020, **SICIT Group confirmed its position among the best companies in the global chemical industry and among the best in the agricultural chemicals segment, achieving a score of 24.6**. In view of SICIT's business, which is linked to the processing of animal waste and residues, Sustainalytics considered the company's ESG risk exposure to be "medium". The Company's ability to manage these risks was also confirmed as high, following best practices and demonstrating a strong sense of responsibility towards investors and all stakeholders. The areas considered to be of "high" risk include only greenhouse gas emissions. **For all other impact categories, the risk is judged to be 'low'** (emissions, effluents and waste; resource use; human capital; community relations) or even **'negligible'** (occupational health and safety; customer responsibility; environmental and social risks of products; business ethics). Furthermore, no specific potentially risky event was identified that could have a negative impact on stakeholders, the environment or the Company's operations.

Aware of its role as a market leader and the resulting responsibilities, since 2019 the Company has undertaken a solid and formalized path to strengthen its approach to sustainability, implementing projects in each of the three ESG areas, including:

- **Environment:** green and sustainable products, minimization of waste and emissions, certifications, increased use of renewable energy;
- **Social:** emphasis on transparency, legality and proper relations with all stakeholders;
- **Governance:** full compliance with all applicable Regulations, Codes and best practices.

## 2.4 Group Policies

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Aware of its responsibility to implement Corporate Social Responsibility actions, consistent with Group guidelines, SICIT approved **six Group policies** on **sustainability, human rights, health and safety, environment, diversity** and **anti-bribery**. The policies are published on the Company's website and shared with all the subsidiaries, in order to make aware and strengthen the commitment undertaken by the Group in these areas, as well as the consistency between the actions taken and the values pursued. The policies are based on international standards and best practices and integrated, where possible, with the indications that emerged during the ESG rating process.

The following is a summary of the policies related to ESG issues, approved by the Board of Directors of SICIT Group S.p.A. on January 29, 2021.

### **Sustainability Policy**

The Sustainability Policy identifies those values that inspire and guide SICIT Group and its strategies in all dimensions of Sustainability: environment, society and governance (ESG). The purpose of this policy, together with the Code of Ethics, is to establish guidelines for directors, managers, employees, agents, consultants, intermediaries and other third party representatives of SICIT and its subsidiaries and affiliates in the field of Sustainability, with the aim of protecting the respect of people, the natural environment and communities; the policy is an integral part of SICIT Group's Vision, Mission and daily activities.

### **Human Rights Policy**

The objective of this policy is to ensure compliance with applicable laws and regulations on human rights. The policy applies not only to SICIT and its subsidiaries, but also to the entities in which it holds a majority stake and to the facilities it manages. The Company is also committed to working with its business partners to encourage them to sustain human rights principles and to adopt similar policies within their companies.

### **Health and Safety Policy**

The objective of this policy is to ensure compliance with applicable laws and regulations on health and safety, considering that the protection of health, safety and welfare of people are fundamental values for SICIT Group in the conduct and development of its activities. The long-term objective of the policy is to achieve the reduction to zero, as far as reasonably possible, of the number of injuries at work and their impact on the working environment, leveraging investments in technology, new active policies for the human factor and training and information for employees.

### **Environmental Policy**

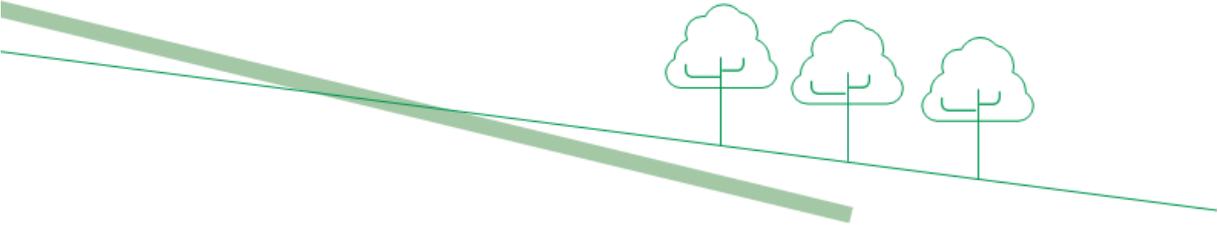
The objective of this policy is to ensure compliance with applicable environmental laws and regulations, given that SICIT attaches the utmost importance to the protection of the environment in which it operates and encourages the development of initiatives aimed at progressively reducing the impact of its activities and improving the awareness and sensitivity of all interested parties.

### **Diversity Policy**

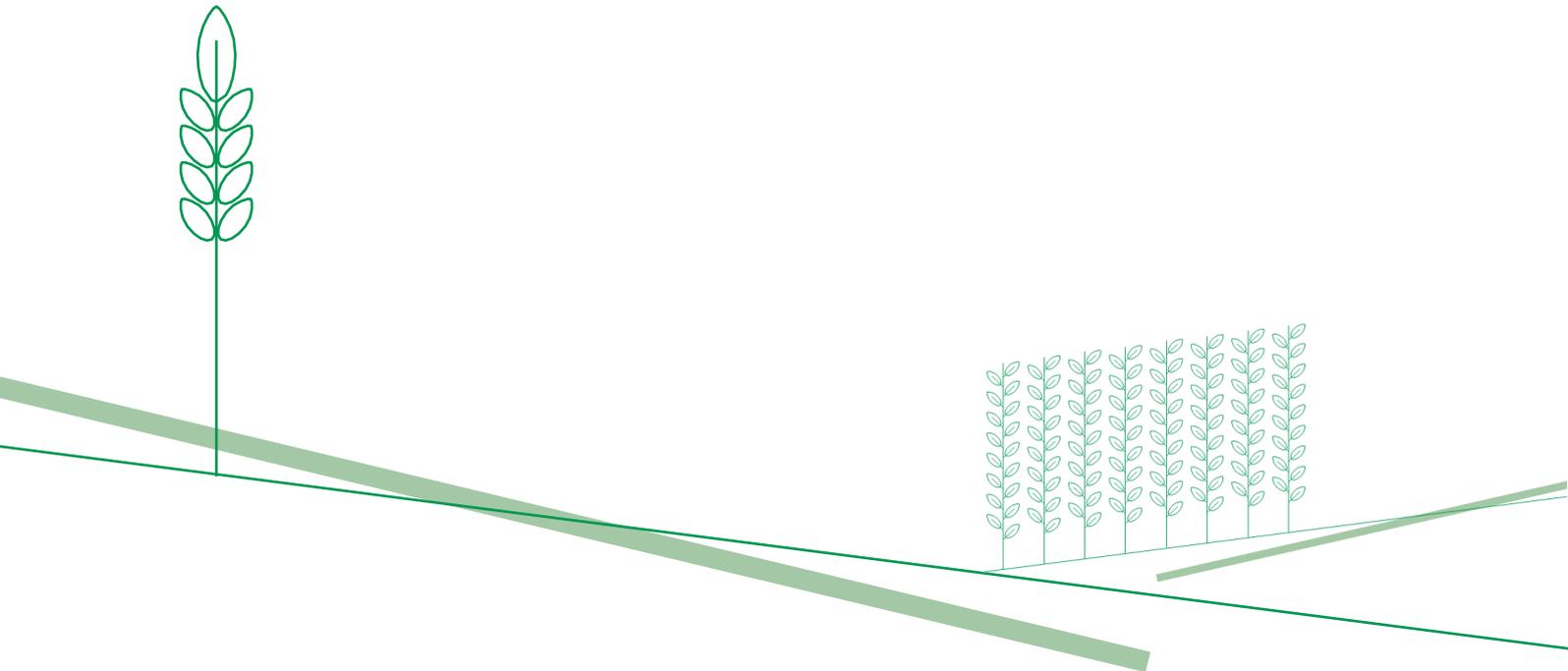
The purpose of this policy is to ensure compliance with applicable Diversity laws, regulations and principles. A violation of applicable Diversity laws has the potential to expose both SICIT and the individuals involved to serious criminal and civil penalties.

### **Anti-Bribery Policy**

This policy contains the principles of conduct and practices to be followed in interactions with Public Officials, Private Persons and their families with the objective of ensuring compliance with applicable anti-corruption laws.



# QUALITY AND INNOVATION



## 3.1 Product quality and safety

The health and safety of SICIT products has always been a central aspect of the way of doing business.

Sicit Chemitech S.p.A. Quality Control laboratory provides analytical support to the Group's activities, controlling the risks that may impact on the ineffectiveness of the service. Right from the acceptance phase, the Quality Control laboratory carries out controls on incoming chemical products, semi-finished products during the production cycle and final products. It also ensures compliance with technical specifications and product quality standards, as well as the correctness of the production process and provides support to customers. Sicit Chemitech S.p.A. has adopted a quality management system in compliance with **UNI EN ISO 9001:2015**. It is noted that the Quality control laboratory of Sicit Chemitech S.p.A. was expanded in 2021 by building a new, additional laboratory. The increased size has allowed the Group to purchase new instruments to support research and increase controls' quality and technology. To confirm this, R&D expenses grew by 0.7 million Euros in 2021 as direct consequence of the increased external costs of new products, increased personnel costs, plant development costs and amortisements and finally costs of new lab instruments.

In 2021 Sicit Chemitech S.p.A. carried out the following controls:

Controls	Number
Intermediate	9,697
Bases	7,311
Finished Product	40,161
Raw Material	1,581
Environment	9,343
Research	10,412
External	1,952
<b>Total</b>	<b>83,301<sup>4</sup></b>
Certificates issued	4,567

In compliance with the **Quality Policy**, the laboratory is committed to define, involving process managers, strategies for the continuous updating of technological innovation of monitoring and measurement resources, promoting the competence, awareness and involvement of personnel with internal and external training plans. The adoption of this policy ensures that the Quality System adopted is compliant with the specifications of the UNI EN ISO 9001 standard. To this point it is highlighted that the external certifying body that completed the periodical audit in 2021 did not indicate any cases of non-conformities nor has indicated recommendations to the Group, proving its consideration of quality as a top priority in all of its business activities.

Sicit Chemitech laboratory has developed, during these years, high experience and excellent knowledge of analytical determinations to be performed for the characterization of hydrolyzed protein, that are not comparable to analyses performed in external analysis laboratories.

<sup>4</sup> The total number of controls does not equal to the sum of intermediate, bases, finished product, raw material environment, research and external controls because other extemporaneous controls are carried out in the lab.

The **traceability procedure** used in plants makes it possible to identify every single batch of the final product that is specifically numbered, making it possible to trace the corresponding batch of raw material through the registers managed by the production department. In this way, complete traceability of the material and process is guaranteed. The traceability system not only provides the customer with detailed information on the product but also allows the prompt management of any non-conformities.

All complaints and reports from consumers are handled by the Commercial Department, while for analytical non-conformities or organoleptic aspects, the Quality Control Department is involved.

SICIT is constantly committed to providing an effective and timely response to its customers. During 2021 there were no episodes of non-compliance concerning impacts on the health and safety of products and services.

### REACH Regulation

The "REACH" (Registration, Evaluation, Authorization of Chemicals) Regulation regulates the registration, evaluation, authorization and restriction of chemicals in the European Union, providing, in particular, that manufacturers and suppliers of such substances must provide information on the risks posed by substances and how to handle them throughout the supply chain.

SICIT, in accordance with REACH Regulation, **provides for the registration of new chemicals** the European Chemicals Agency (ECHA) with the aim of **promoting the safe use of chemicals**.

## 3.2 Innovation, Research and Development

Product and process innovation has been one of the main growth factors for SICIT in recent years and will be one of the strategic elements for its development in the future. Research and development activity concerns the product and process.

### Product R&D

Product R&D is aimed at **designing new products with high added value** that meet customers' needs and **optimize raw material yields in terms of marginality and quality**. The area carries out research into new formulations and raw materials, product improvement, sampling, preparation of instructions for use, production support and verification of product regulations, testing and validation.

The research and development activity related to the product is carried out for the chemical, chemical-physical and bacteriological control phases in the SICIT laboratories in collaboration with the Sicit Chemitech S.p.A. Quality Control laboratory. In particular:

- SICIT's **chemical-extractive laboratory** for the development of formulations, both new and changes to formulations already made, both internally developed and defined by clients;
- the **agronomic laboratory** of SICIT, where the various phytotoxicity and efficacy tests are carried out;
- the **quality control laboratory** of SICIT Chemitech, in support of the previous ones.

The R&D function carried out independently basic and applied research activities

Following this, the development of new products is carried out in close collaboration with the "Commercial" and "Operations" Functions in order to verify, from the very first design phases, the actual interest of customers in potential new products. Moreover, the close collaboration of the two functions enables to verify the purchase for sufficient volumes to justify the increase in complexity in the planning of production and purchase.

## Process R&D

Process R&D is dedicated to the **basic design phases and plant fine-tuning** with laboratory tests and experiments with pilot plants, in order to increase efficiency and production yield, as well as to introduce new processes with consequent new commercial opportunities.

The area collaborates with the internal design technical office or with external technicians for the definition of the executive project of the production plants. Dedicated resources and laboratory technicians carry out the activity.

The development of new production processes is carried out in close cooperation with:

- the "Operations" and "Purchasing" functions, in order to verify, right from the early stages of development, the actual potential industrialization of the project and thus reduce the risk that the project is not implemented after the early stages of development;
- the "Operations" and "Commercial" functions, to reduce the risk that any changes to production processes cause substantial variations to the characteristics guaranteed to customers in the finished products;
- the "Environment" function, to ensure that the introduction of new processes complies with the regulations in force from time to time and thus reduce the risk of non-compliance.

SICIT started the construction of new laboratories (chemical-extractive, agronomic and for quality control) at the Arzignano headquarters to improve its research and quality control activities, this construction was completed in the first semester of 2021. This will make it possible to bring together the three laboratories in a single building adjacent to the management offices and to expand the R&D and Quality Control phases. The current chemical research laboratory will remain active at the Chiampo site and will be transformed into a technological laboratory (experimentation and testing of materials for the construction industry and biodegradable plastics).

### AGREEMENT WITH THE MiSE TO SUPPORT THE INNOVATIVE AGRIFOOD PRODUCTS OF SICIT

On January 25, 2021, the Italian Ministry of Economic Development (MiSE) signed the agreement to finance the Company's Agrifood project to study and develop innovative products derived from production waste for the agriculture of the future.

The aim of the Company's project is to study and develop new products and, consequently, new production processes, so as to introduce a new way of understanding crop support action in the field of professional agriculture.

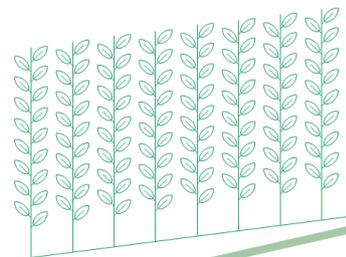
The project will be carried out at the company's production sites in Arzignano and Chiampo. Total expected costs amount to approximately 12,2 million of Euro<sup>5</sup> and will be financed by MiSE and the Veneto Region for an amount of over 3.6 million Euros<sup>6</sup>.

<sup>5</sup> Expected costs include expenses for research and development activities incurred during the three-year period november 2019 - november 2022.

<sup>6</sup> Of which approximately 2.4 million Euros as a contribution to expenses and approximately 1.2 million Euros as subsidized loans (of which 0.6 million Euros from the Veneto Region). The amounts granted will be released subject to reporting and recognition of expenses actually incurred.



# OUR PEOPLE



## 4.1 Le persone del Gruppo

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SICIT safeguards and promotes the value of its human resources, considered fundamental for the pursuit of corporate targets, committing itself to avoid discrimination of any kind and ensuring equal opportunities of professional growth, offering working conditions that are respectful of individual dignity and safe and healthy working environments.

As of 31 December 2021, **there are 151 employees of SICIT Group** (+8% from 2020).

SICIT is committed to **enhance the professional contribution of each of its employees and to build lasting relationships** based on the values of loyalty, mutual trust and collaboration. Almost all employees are employed with permanent contracts (98% of total Group employees).

Blue-collar workers are the most represented professional category (49%), followed by white-collar workers (40%), middle managers (9%) and executives (2%). SICIT's workforce composition is predominantly in the older age group, between 30 and 50 years of age (54%), while those under 30 represent 18% of the workforce and those over 50 the 28%.

The Group's commitment to respect for **diversity, equal opportunities and non-discrimination** is expressed in the Code of Ethics, the Diversity Policy and the Human Rights Policy.

In this regard, gender differences do not play a role in determining salaries and wages; possible average salary differences between men and women are due to situations of professional seniority and role held within the Group. The ratio of the average gross remuneration of women to men in the Group as a whole varies according to professional qualification and, in 2021, stands at 0.78 for middle managers and 0.73 for white collar. These values increase, with a consequent reduction in pay differentials, considering the ratio of basic salary of women to men for each category of employees: 0.87 for middle managers and 0.86 for white collar<sup>7</sup>. These results show how the presence of men, given the industrial sector to which they belong, is prevalent and constant over time, with greater average seniority and, therefore, higher salaries. Furthermore, to confirm the aforementioned data, it is highlighted that shift work, only performed by men, is characterised by a 24% higher pay.

## 4.2 Development and competence integrity

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SICIT is committed to developing the skills and competences of its employees, pursuing a policy based on equal opportunities and merits, considering professionalism a key condition and a guarantee for the entire community. Research, selection, recruitment and career development respond to objective assessments of job quality, without any discrimination.

With the aim of developing the skills of each employee, specific training activities are carried out on the subjects of worker safety, development of specific skills for operational personnel, English language courses for all employees covering non-operational roles, English, French, Spanish and Portuguese language courses for the commercial figure and specific refresher courses for laboratory technicians regarding the use and maintenance of the plants.

In 2021 were provided more than **1,676 hours of training**, of which 1046 were mandatory and 631 non-mandatory. Executives, with 20 hours of training per capita, are the professional category that received the highest number of training hours, followed by white collars who received 9.6 hours of training per capita. In relation to the new training courses related to 2021, the Group launched "Excel-Word" training course to instruct the personnel on the Microsoft Suite adopted by the company.

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<sup>7</sup> The ratio of basic salary and remuneration of women to men for each category of employee is calculated considering only full-time employees of SICIT Group S.p.A. and Sicit Chemitech S.p.A. who have worked for a period of 12 months.

SICIT is constantly striving to **attract, motivate and retain** key resources. For this purpose, an incentive compensation plan ("2020-2022 Incentive Plan") was approved by the Ordinary Shareholders' Meeting of SICIT in April 20, 2020 as a middle to long term incentive plan directed to directors and employees to distribute bonuses in terms of direct compensation and free stock distribution. During 2021, as a direct consequence of the takeover offer and as stated by the regulation of the Incentive Plan, the beneficiaries obtained the right to the entire Incentive referred to the year 2021 and its anticipated distribution together with the rights to previous years' incentives not yet distributed. All of the outstanding incentives have been distributed by July for the cash component, and by June 5<sup>th</sup> for the stock component.

In addition, the Shareholders' Meeting of April 29, 2021 approved, on the proposal of the Board of Directors, the provision of a Share-based Compensation Plan having as its object the allocation of 100 SICIT shares to each employee regardless of their category or level of classification and regardless of the achievement of any performance targets. The Plan is aimed at all categories of employees (blue-collar, white-collar, middle managers or executives) who, as of the Assignment Date, are linked to the Company or the Subsidiary by an employment relationship with an open-ended contract. The incentive plan is targeted at communicating a clear sense of support and closeness to the employees of the Group, and to further highlight the constant attention to human resources to strengthen the bond between the Group and its employees. The incentive plan has been rolled out in June.

In addition, a **loyalty bonus** in the amount of one month's salary was disbursed in June and a **performance-based production bonus** that, if not fully disbursed, is set aside by the Company and used to support workers in emergency situations, such as payment of funeral fees or medical examinations, have been introduced.

Moreover, total or partial smart working has been granted to categories not involved in production departments, as expressed in the legislation currently in force.

The approach adopted by SICIT in its industrial relations has always been based on mutual respect for each other's roles and positions, in the constant search for a constructive dialogue. To this regard, it should be noted that no internal strikes have ever taken place and that the corporate decisions taken by SICIT have never been the subject of dispute by employees. Depending on the countries in which SICIT is present and the different regulations in force, employment relationships are governed by national or company collective agreements or by current legislation. Almost all (97%) of SICIT employees are covered by Collective Bargaining Agreements. The remaining part, the five employees who work at SICIT Commercial Consulting Shanghai Ltd. and SICIT USA Inc., are hired under corporate or individual contracts having as reference the local market rules and practices.

## 4.3 Workplace health and safety

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SICIT primary values are policies for safety and protection of the working environment, with the aim of reducing and, in the future, eliminating the number of accidents in the workplace, with technological investments, new policies and training for workers.

Starting in 2013, the company has adopted a **Health and Safety management system** for workers in the workplace, in accordance with the **OHSAS 18001 standard**. With the new international standard **ISO 45001:2018**, which replaces and integrates BS OHSAS 18001:2007, SICIT started the transition to the new standard in 2020, which was successfully completed for both plants in Chiampo and Arzignano.

SICIT adopts a preventive approach by actively involving all stakeholders and a scrupulous **assessment of health and safety risks**. To this end, a Risk Assessment Document (DVR) has been prepared for both production plants. The document identifies the risks by departments and work activities (tasks/stations) as well as the related prevention and protection measures adopted. Due to the plant and structural changes that have affected the sites, in 2021, SICIT's external Prevention and Protection Service Manager (RSPP) has updated the DVR and the assessments of certain specific risks. Specifically, during 2021, the DVR has been updated with respects to the new plants, offices

and laboratory, while the specific DVR updates were rolled out with respects to cancerogenic and electric aspects. Furthermore, the ASPP person is present to assist the RSPP in the exercise of activities that concern personnel health and safety.

SICIT has set up a specific body to ensure the correct and adequate performance of activities aimed at eliminating or minimizing risks, to guarantee the correct flow of information between employer and worker on workplace risks.

SICIT ha predisposto un'organizzazione specifica per garantire il corretto e adeguato svolgimento delle attività finalizzate all'eliminazione o alla minimizzazione dei rischi, a garanzia del corretto flusso informativo tra datore di lavoro e lavoratore in materia di rischi sul luogo di lavoro.

An external consultant covers the role of prevention service and protection (**RSPP**). SICIT has appointed a **competent physician** who, during 2021, conducted 121 medical examinations, finding 50 suitability and 68 suitability with prescriptions. Additionally, 3 medical examinations for retirement at the end of the employment relationship were carried out. The competent doctor has also the task to carry out the Drug Test on operators for the forklift truck, the mechanical shovel, the mobile elevating work platform (AWP), the spider. Workers also elected their **Safety Representatives**.

Annually, a periodic **safety meeting** is held for both production plants, during which health and safety issues are discussed in accordance with Article 35 of Legislative Decree 81/2008.

In 2021, a number of interventions were completed to improve worker safety at SICIT's two plants, in particular

- the safety of the area adjacent to the gypsum truck loading area was improved through the insertion of fibreglass panels;
- the plans of the Arzignano plant were updated;
- training courses have been completed on the behaviour and rules to be followed when entering confined spaces;
- accessibility to the side hatch and tripping risk of the containment channels in the area of tanks 95/19-23 was improved by installing gratings and a ladder;
- the fudge unloading phase was improved, with drivers being made safer by implementing a new procedure for the fudge unloading phase, the installation of protective gates along the side walls of the fudge tanks, and the adoption, by the transfer company, of a pneumatic release system for the container doors.

A **near-missing process of reporting and management of missed accidents and dangers** is in place, which makes it possible to promptly identify and solve problems that may expose workers to health and safety risks, improving safety levels in the workplace over time.

**Employee training on Health and Safety issues** is managed through a specific software through which the training hours provided and any need to update the training according to the deadlines by regulations in force, are monitored.

SICIT workers have attended the mandatory training sessions on Health and Safety and those related to the use of equipment (e.g. forklifts and liftable movable work platforms - AWP) under the State-Regions Agreement.

An adequate number of workers have been designated and trained to implement fire prevention and firefighting measures, as well as first aid, to ensure sufficient coverage on all shifts.

Specifically, in 2021, **1046 hours of health and safety training** were provided regarding the updating of ASPPs/RSPPs, work environments, equipment and PPEs (Personal Protection Equipment) for work organization, self-propelled industrial trucks and first aid.

Working relationships with third parties not directly dependent on SICIT are regulated by Article 26 of Legislative Decree 81/08 on obligations related to contracts for tenders, of works or supply contracts.

During 2021, there were no cases of work-related illness, while a total of three minor work-related injuries were recorded<sup>8</sup>. Considering the three accidents that occurred in 2021, the rate of recordable work-related injuries<sup>9</sup> registered by the Group was 11.25.

In 2021, SICIT continued to promote safety measures to contain the negative effects of the ongoing pandemic by limiting the movements of employees and limiting the contemporary access to common areas. The group adopted the most stringent initiatives to limit the spread of Covid-19 such as social distancing, use of PPEs like masks and gloves for employees and external workers, plexiglass separators between desks when necessary, constant disinfection of the working places and remote working. Furthermore, all procedures are periodically updated to comply with regulation: the Covid Passport check desk is active at the premise for employees and external workers.

Finally, a Covid Committee has been formed by the RSPP and the two persons in charge of the productions sites of Chiampo and Arzignano. The committee periodically assesses the adequacy of the measures imposed by the company with respects to the current legislation.

Finally, the SPISAL ("Servizio Prevenzione Igiene e Sicurezza negli Ambiti di Lavoro") carried out inspections at both plants, Chiampo and Arzignano, in 2021 and did not find any irregularities in the application of company procedures in relation to COVID-19.

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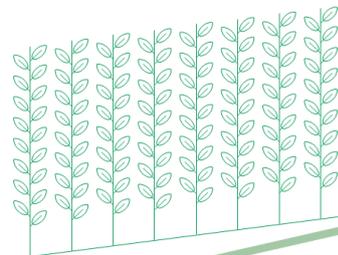
<sup>8</sup> Minor injuries similar to contusions.

<sup>9</sup> The injury rate has been calculated as the ratio between the total number of injuries and the total hours worked, using a multiplication factor of 1,000,000. During 2021, there were no cases of work-related illness. The data includes the commuting incidents only where the transport has been organized by the organisation. It should be noted that the injury rate recorded by the Group in 2021 relates to the companies Sicit Group S.p.A., Sicit Chemitech S.p.A., SICIT Commercial Consulting Shanghai Ltd. and Sicit USA Inc. No injuries occurred at the foreign subsidiaries in 2020 and 2021.

In 2019, the rate of recordable work-related injuries registered by the Group was 12.94 while the number of injuries was three. The injury rate recorded by the Group in 2019 is related only to the companies Sicit Group S.p.A. and Sicit Chemitech S.p.A., as the figure for total hours worked does not include the hours worked by employees of the foreign companies due to unavailability of the data.



# ENVIRONMENTAL RESPONSIBILITY



## 5.1 Sicit Group commitment towards the environment

SICIT considers of utmost importance the protection of the environment in which it operates and fosters the development of initiatives that gradually decrease the impact of its activities and improve the awareness and sensitivity of all stakeholders involved. In line with this commitment, the two plants in Chiampo and Arzignano have adopted an Environmental Management System certified according to the **UNI EN ISO 14001:2015 standard**, periodically certified.

### Environmental targets:

- Promoting **employees' responsibilities** towards environmental protection by conducting training courses;
- **Minimizing the consumption of natural resources, materials and waste** production;
- **Reducing the impact of activities** on the environment, foreseeing the possible impacts of new activities, in order to prevent and manage possible emergency situations;
- **Ensuring environmental protection** during the **design of new products and processes**, by periodically reviewing them to minimize environmental impacts;
- Defining **environmental objectives and targets** consistent with the operational management of the plant and company development strategies.

In 2021, an Internal audit of EHS related aspect was conducted between September and October using a checklist. The output of the audit was shared with the ISO 14001 certification body and with the representatives of the director with health and safety responsibilities. Finally, twice a year, as stated by the ODV, internal audits on H&S matters are carried out.

Despite the fact that there are no significant risks in the activities carried out, SICIT identified the consumption of natural resources (electricity, natural gas, water, raw materials) and the emissions into the atmosphere (greenhouse gases and pollutants) among the potential environmental impacts. These impacts are constantly monitored and managed to guarantee the compliance with relevant regulations in force where SICIT operates and will be discussed in this chapter.

SICIT believes that promoting employee engagement and individual responsibility for environmental actions is an important part of its success. Therefore, it encourages employees to take an active part in the process by sharing information on environmental and sustainability issues. In its Code of Ethics, SICIT states that the **Group's primary values are policies related to respect for environmental issues**. In particular, it pursues the continuous improvement of its environmental performance, committing itself to:

- maintain compliance with all applicable environmental laws and regulations;
- pursue continuous improvement, minimizing, where technically possible and economically sustainable, any negative impact of its activities on the environment, by preventing pollution.

### BELEAFING PROJECT

SICIT is main sponsor of BeLeafing, **one of the few web platforms in the world that allows, once a tree has been planted for free on site, to follow its growth online**. All trees are planted directly by those who have booked the tree from the website and contribute to environmental, social and economic benefits. Each tree in BeLeafing has an online page, is geolocated and photographed, and can be preserved.

In confirmation of SICIT's commitment to minimizing the environmental impact of its business, it should be noted that the **biostimulants** and **retarders** for plaster marketed by the Group, which account for 78%<sup>10</sup> of revenues (83% in 2020) are **100% biodegradable**.

Even **fat**, which represents 17% of the Group's consolidated revenues, is marketed by SICIT for the production of biofuel, an **eco-sustainable fuel alternative to diesel fuel that allows to significantly reduce CO<sub>2</sub>e emissions into the atmosphere**. The consumption of 1 liter of diesel fuel, in fact, contributes to an emission of carbon dioxide in the atmosphere 15 times<sup>11</sup> higher than the one generated by biodiesel.

## 5.2 Energy consumption & CO<sub>2</sub> emissions

SICIT promotes since several years, in line with its Environmental Policy, a careful and responsible management of its energy consumptions (electricity and methane gas); these derive mainly from the production plants, as well as from lighting, heating and cooling of the working environments. In addition to these consumptions, there are also the fuel consumption by the generator set and the company's own logistic means. Electricity and methane gas are the main energy sources used in production processes.

In 2021 the total energy consumption of SICIT was **457,447 GJ** (+13% vs. 2020). The main source of energy used is methane gas, which represents 94% of total energy consumption because it is the main source of energy in the production process<sup>12</sup> while electricity represents 5% of total energy consumption. It should be noted that the increase in natural gas consumption between 2020 and 2021 is 14%, due to the increase in production volumes.

Electricity is supplied from the grid and, since the second half of 2019, **a cogeneration plant for electricity and heating has been in operation at the Arzignano plant**. This plant, which has reached its full capacity at the end of 2020, is functional to the reduction of energy costs of the plant. The energy produced by the cogenerator is in fact entirely self-consumed, thus reducing the supply from the grid. The cogeneration plant has led to a reduction of around 71% in the purchase of electricity from the grid between 2021 and 2019 for the Arzignano plant. The implementation of a cogeneration plant is also planned at the Chiampo plant.

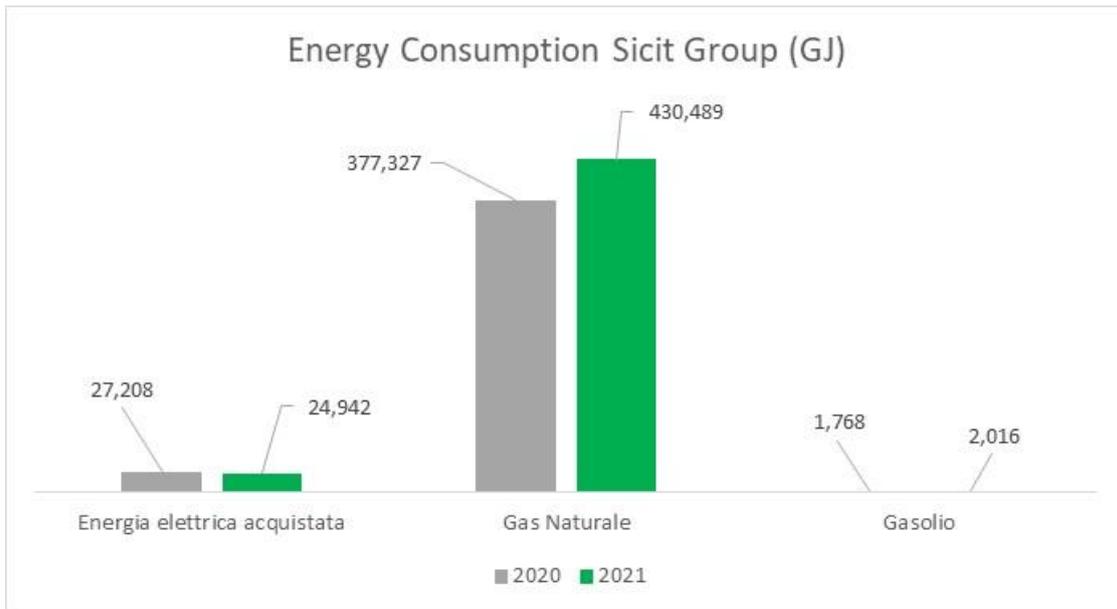
To further strengthen the commitment of consumption reduction, a photovoltaic system with a capacity of around 190 kWp has been installed at the Arzignano plant for industrial use, that it will become operational in early 2022. It is expected that this plant, together with the cogenerator, will ensure the Arzignano site, almost auto-sufficiency for electricity consumption about 95% of total consumption. The Group is also considering to install two additional photovoltaics systems: one in Arzignano (300kWp) and one in Chiampo (160 kWp). Additionally, **to further lower the group's CO<sub>2</sub> emissions**, Sicit signed an agreement with Enel Energia for the supply of 100% renewable sourced electricity certified "green" by GSE. With this, 5.5% of the total energy consumed by the group **is renewable**.

Another important step towards environmental sustainability is the Group's purchase of two electric cars and the consequent installation of two charging stations, one at the Arzignano plant and one at the Chiampo plant. In addition, a new truck was purchased in 2021 that meets the new EURO 6 emission standards, replacing the previous vehicle.

<sup>10</sup> Sales of agricultural products, equal to 47 million Euros, represent 58% of revenues and sales of plaster retarders amount to 16 million Euros (20% of the total). Source: Consolidated annual financial report as at Dec. 31, 2021.

<sup>11</sup> Emission factor for diesel 2.51233 kgCO<sub>2</sub>e/lit and for biodiesel 0.16751 kgCO<sub>2</sub>e/lit (DEFRA 2021).

<sup>12</sup> Methane gas is used as a post-combustion fuel to power the cogenerator and a product drying plant (skydryer).



### ENEL X AND SICIT GROUP TOGETHER TO PROMOTE ENERGY SUSTAINABILITY

SICIT Group accelerates on the **energy sustainability** front. Thanks to its partnership with Enel X, the company has installed a 192 kWp (peak kilowatt) photovoltaic system capable of producing around 226. 000 kWh of electricity that will be used entirely to power the Arzignano (VI) plant, **guaranteeing a saving of over 58 tonnes of CO<sub>2</sub> each year** (Location-Based methodology, with Italy's emission factor for the year 2021: 259.8 gCO<sub>2</sub>/kWh - source: ISPRA 2020 - Atmospheric emission factors of greenhouse gases in the national electricity sector and in the main European countries).

At the same time SICIT has decided to submit its production cycle to the analysis of the Enel X Circular Economy Report, a tool able to identify the circular maturity level of the company and provide a road-map with possible solutions to improve it. SICIT thus aims to intervene in its production cycles in order to further **reduce its environmental footprint and ensure a sustainable future** for the company, the supply chain and the territory.

The commitment to the environment and energy sustainability is part of the important '2022 investment plan' approved by SICIT and is shown by various energy efficiency measures that, at the beginning of 2019, involved both the Arzignano plant (cogeneration plant) and the Chiampo plant, where the post-combustion plant for environmental improvement is fully operational and guarantees a 98% reduction in pollutants emitted into the atmosphere.

Thanks to the measures taken in the past and the green photovoltaic plant - which will also be used to power the company's electric cars - SICIT's Arzignano plant will reach the highest level of energy efficiency

With determination no. 1624 of December 29, 2020, the province of Vicenza released to SICIT the integrated environmental authorization (AIA) pursuant to Legislative Decree 152/06 for the Arzignano plant. In addition, SICIT has obtained the renewal of the integrated environmental authorization (AIA) for the operation of the Chiampo plant with validity until 2029. This permit covers waste management, water discharge and emissions into the atmosphere and provides the requirements that must be adopted.

In order to reach the maximum treatment potential, the Chiampo plant has carried out a series of plant and structural improvements over the years and has decided, on a voluntary basis, to submit the plant modification to the VIA process (“Valutazione di Impatto Ambientale”), which ended with a favourable environmental compatibility opinion issued by the Province of Vicenza in 2015. In 2019 the Province of Vicenza has issued the authorization to the exercise of the plant approving all changes required in previous years. In 2020, the province of Vicenza released an update to the authorization with the serial number being n.1380 11/11/2020. In 2020, the Province of Vicenza issued determination no. 1380 of 11/11/2020 in which the ownership of the authorization was updated.

SICIT's production plants are included in the scope of the regulations on emission trading (Directive 2003/87/CE) and are listed in the register of companies authorized to emit greenhouse gases.

SICIT carefully monitors greenhouse gas emissions, aware of the implications that these have on climate, annually drafting the **Monitoring and Control Plan (PMC)**.

Below are the main types of emissions related to the above-mentioned energy sources. In particular, to report greenhouse gas emissions, SICIT has joined the **Greenhouse Gas (GHG) Protocol**, which requires the distinction of emissions into categories or "Scope":

- *Scope 1: direct emissions*, associated with sources owned or controlled by the Company, as fuels used for heating and for the operational means needed for the Company's activities;
- *Scope 2: indirect emissions*, deriving from the consumption of electricity purchased by the Company. Specifically, in compliance with GRI reporting standards, they are calculated according to Location and Market based methodologies, using appropriate emission factors.

In 2021, SICIT's direct emissions were **24,345 tCO<sub>2</sub>** (Scope 1)<sup>13</sup> from natural gas and diesel fuel. Indirect emissions (Scope 2)<sup>14</sup> from purchased electricity were **1,800 tCO<sub>2</sub>** based on the Location based calculation method, and **0 tCO<sub>2</sub>** calculated using the Market based method, taking into account the presence of renewable origin guarantee certificates of purchased electricity in 2021. The largest share of emissions is generated by the consumption of natural gas, followed by the component deriving from the use of electricity. Total emissions (Scope 1 and Scope 2 Location-based) were **26,144 tCO<sub>2</sub>**, up about 12% from 2020.

Moreover, in 2021 SICIT recorded an energy intensity index of **14.81 GJ per ton of produced protein hydrolysate** (30,892 total tons in 2021) (15.48 GJ/ton in 2020, considering 26,251 tons) and an emission intensity index of **0.85 tCO<sub>2</sub>/t** considering the total direct and indirect location-based emissions on tons of **produced protein hydrolysate** (-5% compared to 2020).

For comparative purposes, the energy and emission intensity indicators have been calculated by

<sup>13</sup> For the calculation of Scope 1 emissions, the emission factors “ISPRA – National Inventory Report 2020” and Ministero dell’Ambiente - Tabella parametri standard nazionali 2021 – were used. The emissions of Scope 1 are expressed in tons of CO<sub>2</sub>, as the source used does not report the emission factors of gases other than CO<sub>2</sub>.

<sup>14</sup> The GRI Sustainability Reporting Standards provide two Scope 2 emissions calculation methods, the “Location based method” and the “Market based method”. For the calculation of Scope 2 emissions, in line with the GRI Sustainability Reporting Standards, both calculation methods were used. The Market-based is based on the CO<sub>2</sub> emissions emitted by the energy suppliers from which the organization buys electricity through a contract and can be calculated by considering certificates of guarantee of origin of energy and direct contracts with suppliers, factors specific supplier emissions, emission factors related to the residual mix, i.e. energy and emissions not monitored or unclaimed (methodology used, with emission factor Italy 2021: 459 gCO<sub>2</sub>/kWh -source: AIB 2021 – European Residual Mixes 2020). The Location-based method is based on average emission factors relating to the generation of energy for well-defined geographic borders, including local, subnational or national borders (methodology used, with emission factor Italy 2021: 259.8 gCO<sub>2</sub>/kWh - source: ISPRA 2020 - Fattori di emissione atmosferica di gas a effetto serra nel settore elettrico nazionale e nei principali Paesi Europei). Scope 2 emissions calculated with the Location-based method are expressed in tons of CO<sub>2</sub>, however the percentage of methane and nitrous oxide has a negligible effect on total greenhouse gas emissions (CO<sub>2</sub> equivalent) as can be deduced from the reference technical literature.

comparing the total energy consumption and emissions to the total production in tones of protein hydrolysate for both production plants of the Group because the latter is used as the basis for the finished product and common to both production plants.

In 2021, Sicit completed a *Carbon Footprint* project and obtained the CFP Systematic Approach certificate in accordance with the UNI EN ISO14067:2018 standard for protein hydrolysate products for agricultural and industrial use. Thanks to this achievement, Sicit is capable of precisely calculating the CO<sub>2</sub>eq emission generated by the lifecycle of the products (protein hydrolysate products for agricultural and industrial use) in accordance with the ISO 14067:2018 standard.

SICIT **constantly monitors all emissions of pollutants produced** by its production plants into the atmosphere, to guarantee the safeguarding of health and respect for the environment.

In accordance with the regulations in force, each emission is regularly monitored so that the legal limits are respected: the chemical analyses carried out on the emissions measured by the chimneys are carried out by an external laboratory commissioned by SICIT.

With regard to the quantification of other emissions into the atmosphere different than CO<sub>2</sub> emissions, for 2021 the NO<sub>x</sub> and SO<sub>x</sub> emissions were 70.31 tons and 1.33 tons respectively; with regard to other emissions, the plants produced 38.62 tons of other emission categories identified in the applicable legislation (NH<sub>3</sub>) and 2.11 tons of volatile organic compounds (VOC), this last figure is in line with 2020 and 2019.

### Odorous emissions

In 2021, the samples taken were subjected to olfactometric analysis to determine the odor concentration, according to UNI EN 13725:2004, for both the Chiampo and Arzignano plants. The analyses revealed the following levels of odorous effluents:

- Average value of 115 units (ouE/m<sup>3</sup>) for the Chiampo plant;
- Average value of 656 units (ouE/m<sup>3</sup>) for the Arzignano plant.

SICIT, moreover, in order to significantly reduce odorous emissions, generated in particular by the processing of animal by-products, has installed regenerative afterburners in both plants for the continuous monitoring and recording of the emitted fumes.

## 5.3 Management of water

SICIT is constantly looking for projects aimed at reducing water consumption in the various stages of production.

The Chiampo plant takes drinking water for hygienic-sanitary use from the municipal aqueduct while the water used for industrial purposes, used to supply the firefighting water network, the production process and irrigation, is taken from two wells located at the plant.

The plant carries on a voluntary basis the **analysis of heavy metals and the bacterial load of the water taken from the wells**. **PFAS** (Perfluorooctanesulfonic Acid) **analysis** is also performed annually. From the latest analyses performed, no critical points have been found.

The Arzignano plant supplies drinking water for sanitary use from the civil aqueduct, while the water used for industrial purposes, used to supply the fire-fighting water network, the production process and irrigation, is drawn from the industrial aqueduct.

In 2021, the total water withdrawal of SICIT was equal to **240 mega liters** (in line with 2020), out of which 122 from the wells and the remaining 118 from the aqueduct.

As far as water discharge is concerned, the Chiampo plant has two separate drainage lines: a line for rainwater from roofing downspouts and second rainwater and a line for black/industrial water. The site has obtained an authorization to discharge wastewater from the production process and rainwater from first rainwater into the industrial sewerage system managed by Acque del Chiampo S.p.A.

The water discharges of the Arzignano plant are of sanitary, meteoric and industrial type and a contract for the sewage and purification service of industrial waste water is in force with Acque del Chiampo S.p.A.. Industrial discharges are subject to laboratory analysis to monitor the discharged water quality, which must comply with a series of parameters, amongst the main chemical parameters, chlorides and sulphates<sup>15</sup>. It should be noted that these parameters have never been exceeded for sewage discharges.

In 2021, a total water discharge of SICIT was equal to **275 mega liters** (+11% compared to 2020)

In order to assess its impact in sensitive areas, with reference to the withdrawal and discharge of water in areas subject to water stress, SICIT makes use of the Aqueduct Tool developed by the World Resources Institute<sup>16</sup> to identify areas potentially at risk. According to this analysis, **neither of the two production facilities were found to be located in water-stressed areas.**

It is also important to underline that no accidental leaks or spills of hazardous substances into the environment were reported during the year.

## 5.4 Materials and waste management

SICIT was founded to address the problems of solid waste recycling in the tanning district of Arzignano (VI) and has established itself as the **Italian excellence of the green and circular economy**, which, by collecting and processing waste, **significantly limits the production of waste.**

SICIT fully embraces the principles of a circular economy, an economic system designed to reuse materials in subsequent production cycles, while reducing waste to a minimum.

The biostimulants, retarders for plaster and animal fat made by SICIT represent in fact a typical example of circular economy, in which the operators supply themselves with the scraps of the tanning industry that are transformed into finished products used in the agricultural and industrial sector. From the processing of leather comes a variety of waste, some of which can be recovered in various ways, with consequent environmental and economic benefits. Through the process of hydrolysis of animal proteins, in fact, free amino acids or short peptide chains are obtained to be used in the production of protein hydrolysates, in addition to the separation of animal fat. This plant and market solution is the one used in the SICIT plants for the treatment of animal by-products and other residues of tanning activities.

Out of a total of more than 181,000 tons of materials used by SICIT in 2021, **82% comes from the recycling** of animal by-products and other residues of tanning activities.

It is important to emphasize that the **waste materials** that SICIT obtains and recycles come from the production cycle of meat and leather transformation and processing. Thanks to its activities SICIT contributes to **reduce waste and the environmental impact to zero:**

- both of the upstream production sectors (meat production and leather processing), as these materials should be disposed of by the producers with an economic and environmental cost higher than what SICIT has sustained;
- as well as its own relevant production sectors (production of bio stimulants for agriculture, production of industrial additives, and production of biofuel from alternative sources to oil, such as animal fat), drastically reducing the need for specific production from scratch to feed its production flow.

SICIT is careful about the management and disposal of waste in accordance with current regulations and as part of its commitment to environmental protection. Waste is disposed of in compliance with Legislative Decree 152/06 and is sent to special treatment plants and/or landfills.

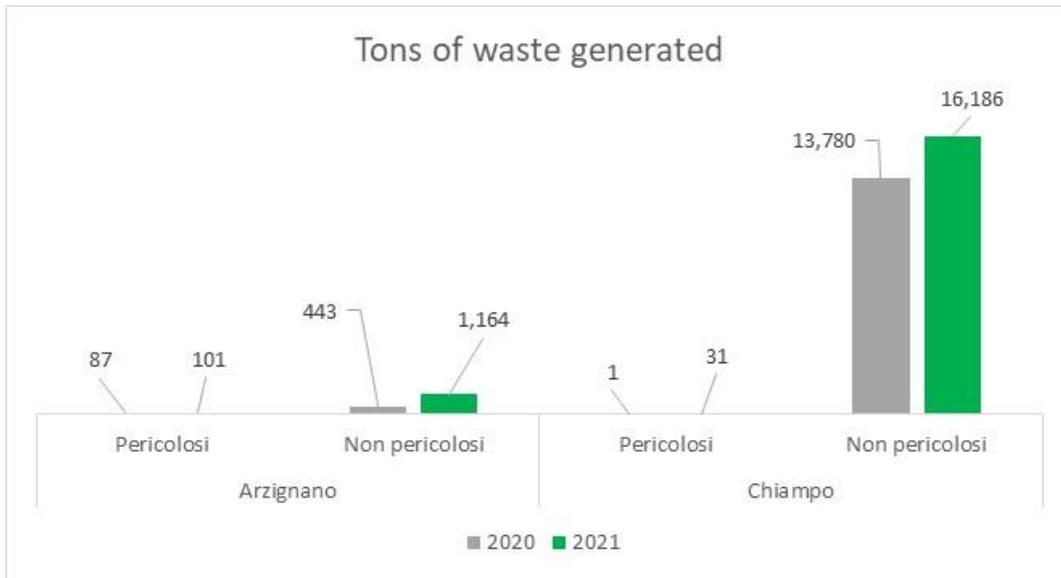
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<sup>15</sup> Regulation of the Integrated Water Service Management Company on the subject of sewerage and purification of waste water delivered to the industrial sewerage system of 23.07.2018, pursuant to Legislative Decree 152/2006.

<sup>16</sup> The WRI tool is available online at <https://www.wri.org/our-work/project/aqueduct>. For the analysis, the results from the "baseline water stress" column have been taken into account



In 2021, the waste produced was equal to 17,481 tons, up to 22% with respects to the previous year.



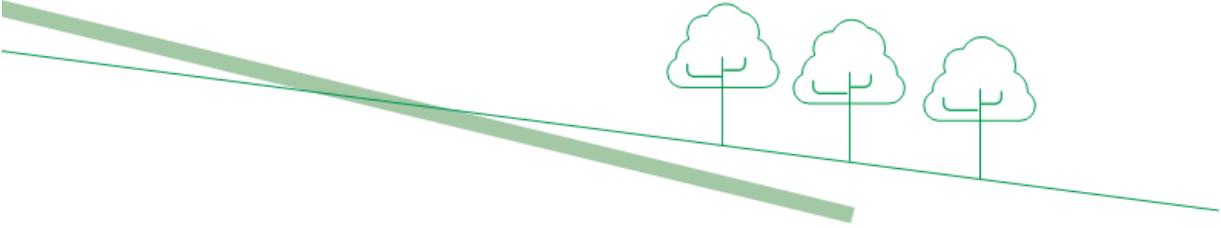
Hazardous waste represents a marginal share and consists mainly of used motor oil, packaging containing residues of hazardous substances and organic waste containing hazardous substances. Waste similar to municipal waste, coming from the canteen and offices, is collected separately and delivered to the municipal collection service.

As part of the Environmental Management System UNI EN ISO 14001:2015, SICIT periodically and independently carries out specific **audits** at landfills in order to verify **the correct disposal of waste according to the law**. In the first half of 2022, such audits of major disposal facilities have been planned. It is reported for each new disposal facility the audit will be planned.

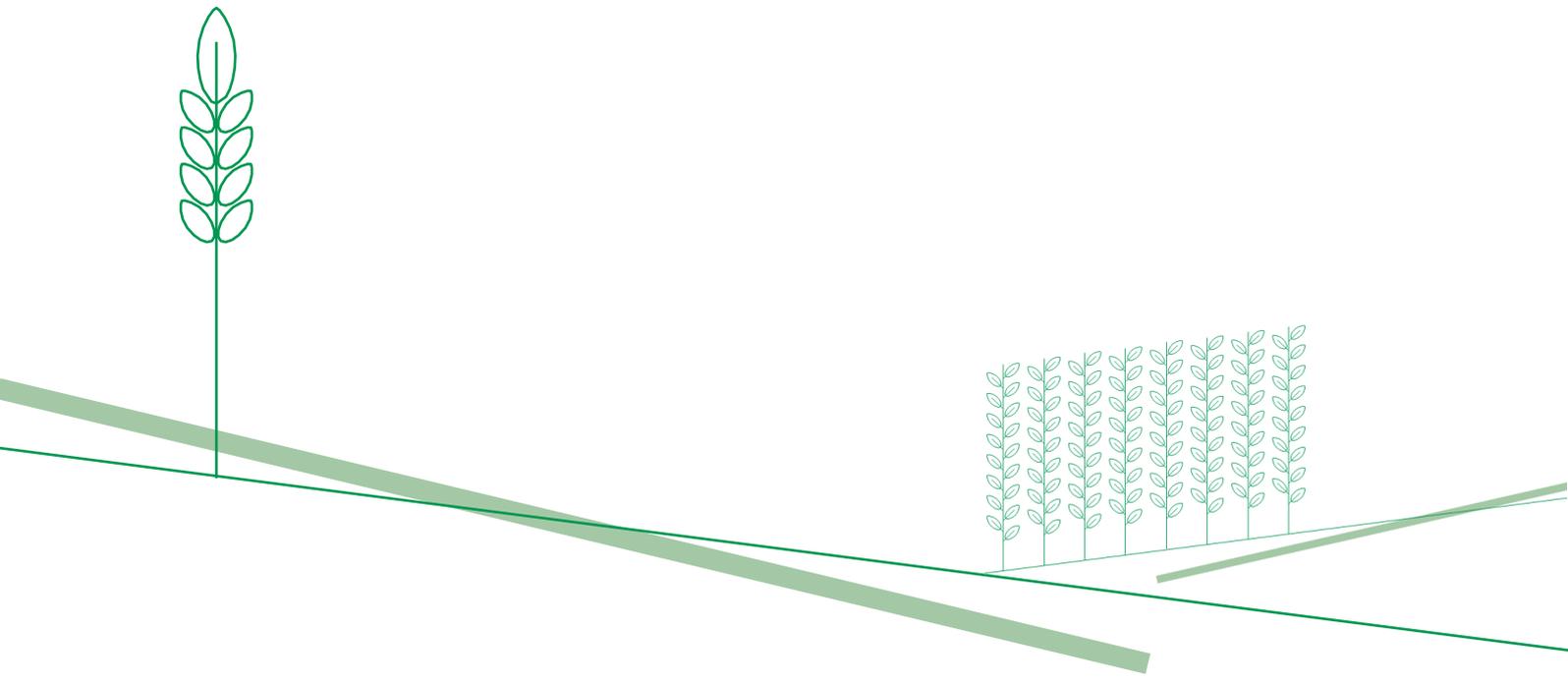
### STAKEHOLDER CONFERENCE 2022: THE EUROPEAN CIRCULAR ECONOMY IN THE CONTEXT OF A DOUBLE EMERGENCY

The 2022 edition of the Stakeholder conference took place in Bruxelles, the first and second days of March. Of all the participants involved, Ellen MacArthur commented: *"(...) From design to education, from business to finance: it is about changing the entire system, building a brand new one. There are encouraging signs that we are moving in the right direction."*

**Following this direction, Sicit is positioned among the pioneers of circular economy, through the hydrolyzation processing of tanning industry residues, it creates high value biostimulants and retardants. Thanks to a qualified team, automated and technological production plants, state of the art laboratories and constant R&D Investments, Sicit has become a reference player in an international context, delivering to the biggest agrochemical and industrial players.**



# OUR POSITIVE SOCIAL IMPACT



## 6.1 Supply Chain

SICIT strives for maximum competitive advantage in purchasing processes, promoting criteria of conduct in relations with its suppliers based on mutual loyalty, transparency and collaboration.

With regard to procurement, a distinction must be made between suppliers of non-recycled materials (such as chemical products mixed with protein hydrolysate, packaging, etc.) and the so-called "suppliers of input raw materials", those subjects, typically tanneries, who provide the "input raw materials" (animal byproducts and other tanning residues). SICIT provides the take-back service, for a fee, of these "input raw materials".

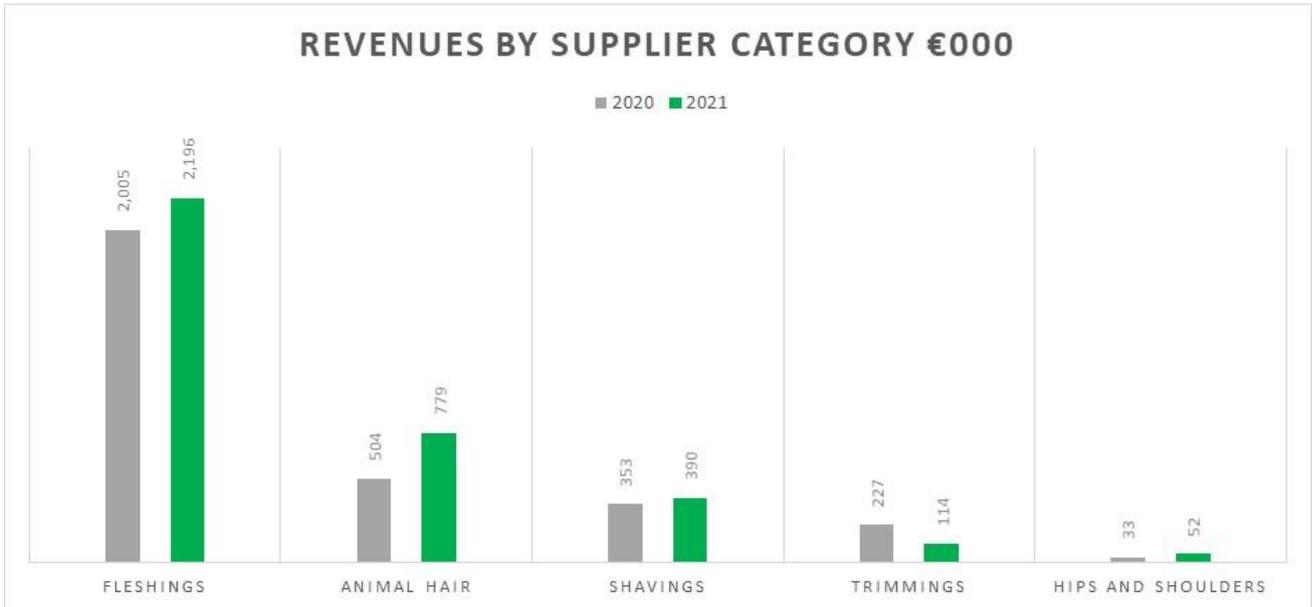
In 2021, SICIT counted **83** between **suppliers** and **suppliers of input raw materials** who served both production plants. **28** are suppliers of chemical products, for which there is a cost of 12.4 million Euro. **9** are packaging suppliers (2.4 million Euro) while **3** are services suppliers (for the collection and transport of materials from tanneries) for a cost of 1.2 million Euro. In line with 2020, purchases of cuttings<sup>17</sup> in 2021 represent a small percentage of total purchases.



In 2021, as in 2020, **81% of SICIT's purchases (in value)** were made by **local suppliers based in Italy**, for a value of 12.8 million Euro.

In 2021, SICIT collected waste material from the leather tanning process from **42 suppliers of input raw materials**. The most significant category in economic terms, in 2021, was the category of suppliers of raw material input from flesh tanning for a revenue of more than 2.1 million Euros.

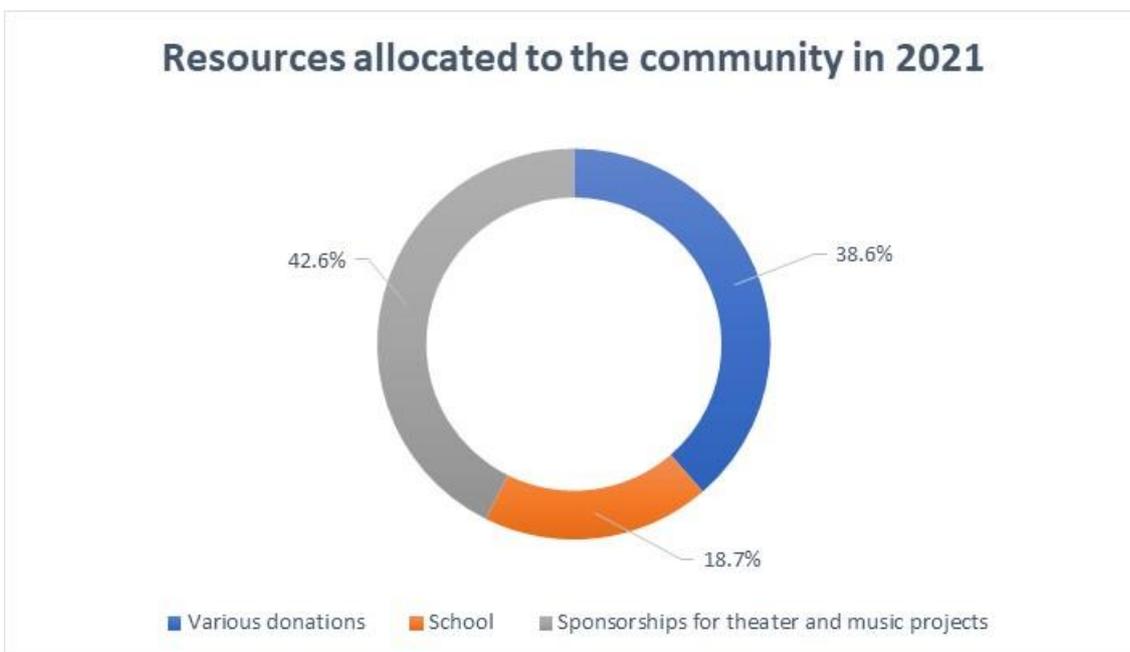
<sup>17</sup> Waste product from tanneries for which SICIT pays a purchase cost instead of receiving a price for the disposal service. The cuttings are supplied by 1 supplier for a cost of 2,234 Euros.



## 6.2 Community relations

Over the years, the Group has built up a close relationship with the areas where it operates. It fosters a spirit of shared solidarity and support within the communities it engages with on a daily basis and contributes to their social, economic and environmental development. SICIT promotes social-welfare type projects and the enhancement of the local areas' cultural heritage. This commitment is reflected in the support for non-profit organizations, foundations, and charitable projects.

During 2021, the Group earmarked over 0.3 million of Euros for community projects. It should be noted that compared to 2021, in 2020 the Group gave extraordinary donations to the Hospitals of Vicenza and Milan for about € 0.7 million to support the fight against the COVID-19 pandemic. SICIT actively collaborates with the Universities of Udine, Padua, Verona and Milan. It also maintains relations with the research center in Turin.



## 6.3 Direct economic value generated and distributed

The global market of agricultural biostimulants is currently being pushed by the wind of global scale phenomena that could generate significant growing opportunities, a few examples are the increase in global population and consequent demand for food, the reduction of per-capita farmland, the evolution of agri-food sectors towards a more sustainable nature and the increasing attention and interest towards circular economy. The biostimulants market is strongly driven by agricultural production for which the industry accompany the use of chemical fertilizers and drugs to biostimulants as natural and eco-compatible products, to increase the plantations' yields and resistance to abiotic stress. The increasing demands for these products is pushed by increasing demand for sustainability by consumers and by tightening regulation in the US, Europe, China and India in an effort to set ambitious goals towards reducing the use of traditional chemical products. The global market of plaster, where plaster retardants are used, is driven by the sector's evolution and the consequent increase in adoption of these products.

As per animal fat, during 2021, the weekly prices of negotiations registered a constant increase, only partially slowed down by the first months of 2022.

Following the global markets' trends, Sicit' answer quickly followed as demonstrated by the total revenues' increase of 29% in 2021. Here follows the economical highlights secured by the Group in 2021.



With respect to our business segments, turnover from biostimulants for agriculture rose significantly (Euro 47.0 million, +22.8%) as did that from animal fat for biofuel production (Euro 14.0 million, +97.5%). However, the increase in revenue from collection services concerning leather tanning residues was more modest (Euro 3.5 million, +13.1%). This double-digit growth was seen by almost every geography: from Europe (including Italy, +31.2%; of which Italy +34.1%, other EU countries +29.0%), to APAC (32.1%), MEA (+56.9%), North America (+23.1%). Only the LATAM area registered a single digit growth delta (+8.7%). Italy's growth has been mainly driven by the animal fat and agricultural products sectors. Europe, MEA and North America areas have been pushed by a great increase in demand for agricultural products and plaster retardants. In the APAC area, results have been mainly driven by agricultural products, whereas the LATAM area benefitted mainly from plaster retardants.

The creation and distribution of value for its stakeholders is a constant commitment of SICIT.

The economic value represents the wealth produced by SICIT, distributed to stakeholders. Through its activities, SICIT contributes to the growth of the social, economic and environmental context in which it operates. The economic value generated by SICIT, as illustrated below, is distributed to employees (salaries), suppliers (cost of sales, commercial expenses, R&D expenses and general and administrative costs), public administration (taxes), shareholders (dividends), banks (financial charges) and communities (sponsorships and donations).

The economic value directly generated by SICIT in 2021 is over 83.4 million Euros, driven mainly by the share of consolidated revenues which in 2021 amounted to 81.8 million Euros.

For further details on SICIT's performance and financial position, please refer to SICIT's Consolidated Financial Statements at 31 December 2021.

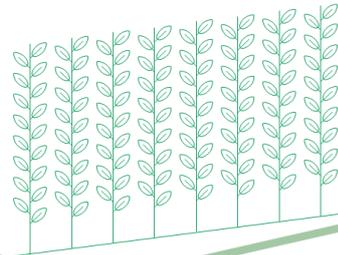
DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED	2021	
	€000	%
<b>Direct economic value generated</b>	<b>83,426</b>	
<b>Economic value retained</b>	<b>23,234</b>	
<b>Economic value distributed, of which:</b>	<b>60,192</b>	
Remuneration to suppliers	42,770	71.1%
Remuneration to collaborators	10,481	17.4%
Remuneration to lenders	2,901	4.8%
Remuneration to investors <sup>18</sup>	-	-
Remuneration to Public Administration	3,694	6.1%
Community investments	346	0.6%

The economic value distributed amounts to 60.2 million Euros, 71% of which derives from the remuneration to suppliers that is composed of the cost of sales, research and development costs, commercial costs and distributed general and administrative costs. Collaborators remuneration represents approximately 17% of the economic value distributed. During 2021, the resources allocated by SICIT to support the community amounted to over 346 thousand Euros. Finally, the value retained by the Group determined by the difference between the economic value directly generated and the economic value distributed was 23.2 million Euros.

<sup>18</sup> Please refer to the proposed allocation of profit for the year in the Notes to the Separate Financial Statements of Sicit Group S.p.A. as at December 31, 2021, which does not provide for the distribution of dividends.



# TOPIC BOUNDARY

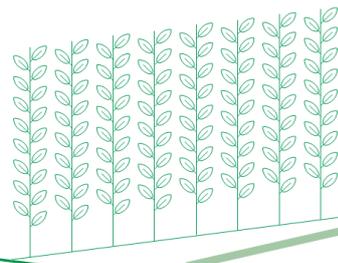


MATERIAL TOPIC	GRI STANDARD	IMPACT BOUNDARY	INVOLVEMENT OF SICIT
Corporate Governance	-	Parent Company	Caused by the Group
Business ethics and regulatory compliance	ANTI-COMPETITIVE BEHAVIOR (GRI 206) SOCIOECONOMIC COMPLIANCE (GRI 419) ENVIRONMENTAL COMPLIANCE (GRI 307) NON -DISCRIMINATION (GRI 406)	Group	Caused by the Group
Anti-corruption	ANTI-CORRUPTION (GRI 205)	Group	Caused by the Group
Economic performance and value creation	ECONOMIC PERFORMANCE (GRI 201)	Group	Caused by the Group
Sustainable supply chain management	PROCUREMENT PRACTICES (GRI 204)	Group	Caused by the Group
Environmental impact	ENERGY (GRI 302) EMISSIONS (GRI 305) WASTE (GRI 306) MATERIALS (GRI 301) WATER AND EFFLUENTS (GRI 303)	Group and Electricity suppliers	Caused by the Group directly linked to the Group through its business relationships
Product quality and safety	CUSTOMER HEALTH AND SAFETY (GRI 416)	Group	Caused by the Group
Innovation, R&D	-	Group	Caused by the Group
Employees development and well-being	NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER (GRI 401) TRAINING AND EDUCATION (GRI 404) DIVERSITY AND EQUAL OPPORTUNITY (GRI 405)	Group	Caused by the Group
Occupational Health and Safety	OCCUPATIONAL HEALTH AND SAFETY (GRI 403)	Employees of the Group <sup>19</sup>	Caused by the Group
Local communities	LOCAL COMMUNITIES (GRI 413)	Group	Caused by the Group

<sup>19</sup> The scope of health and safety data includes employees only. The Group evaluates the possibility of collecting data from employers of external contractors working at Group sites in order to report any injuries.



# ANNEXES – PERFORMANCE INDICATORS



## Social Responsibility

### GRI STANDARDS DISCLOSURE 102-8: INFORMATION ON EMPLOYEES AND OTHER WORKERS

Total number of employees by employment contract (permanent and temporary) and gender						
Employment contract	as of 31 December 2021			as of 31 December 2020		
	Men	Women	Total	Men	Women	Total
Permanent	123	25	148	115	24	139
Temporary	2	1	3	-	1	1
<b>Total</b>	<b>125</b>	<b>26</b>	<b>151</b>	<b>115</b>	<b>25</b>	<b>140</b>

Total number of employees by employment contract (permanent and temporary), by gender and region						
Employment contract	as of 31 December 2021			as of 31 December 2020		
	Men	Women	Total	Men	Women	Total
<b>Italy</b>	<b>122</b>	<b>24</b>	<b>146</b>	<b>114</b>	<b>23</b>	<b>137</b>
Permanent	121	24	145	114	22	136
Temporary	1	-	1	-	1	1
<b>Abroad</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>3</b>
Permanent	2	1	3	1	2	3
Temporary	1	1	2	-	-	-
<b>Total</b>	<b>125</b>	<b>26</b>	<b>151</b>	<b>115</b>	<b>25</b>	<b>140</b>

Total number of employees by employment type (full-time and part-time) and gender						
Full-time / Part-time	as of 31 December 2021			as of 31 December 2020		
	Men	Women	Total	Men	Women	Total
Full-time	124	22	146	115	21	136
Part-time	1	4	5	-	4	4
Part-time percentuale	0.8%	15.4%	3.3%	0.0%	16.0%	2.9%
<b>Total</b>	<b>125</b>	<b>26</b>	<b>151</b>	<b>115</b>	<b>25</b>	<b>140</b>

## GRI STANDARDS DISCLOSURE 405-1: Diversity of governance bodies and employees

Total number of employees by employee category and gender						
Employee category	as of 31 December 2021			as of 31 December 2020		
	Men	Women	Total	Men	Women	Total
Dirigenti	3	-	3	3	-	3
Quadri	11	3	14	10	3	13
Impiegati	40	20	60	33	20	53
Operai	71	3	74	69	2	71
<b>Total</b>	<b>125</b>	<b>26</b>	<b>151</b>	<b>115</b>	<b>25</b>	<b>140</b>

Total number of employees by employee category and gender (Percentage)						
Categoria professionale	as of 31 December 2021			as of 31 December 2020		
	Men	Women	Total	Men	Women	Total
Executives	100.0%	0.0%	2.0%	100.0%	0.0%	2.1%
Middle Managers	78.6%	21.4%	9.3%	76.9%	23.1%	9.3%
White collar	66.7%	33.3%	39.7%	62.3%	37.7%	37.9%
Blue collar	95.9%	4.1%	49.0%	97.2%	2.8%	50.7%
<b>Total</b>	<b>82.8%</b>	<b>17.2%</b>	<b>100.0%</b>	<b>82.1%</b>	<b>17.9%</b>	<b>100.0%</b>

Total number of employees by employee category and gender (Percentage)								
Employee category	as of 31 December 2021				as of 31 December 2020			
	<30 years old	30-50 years old	>50 years old	Total	<30 years old	30-50 years old	>50 years old	Total
Executives	-	2	1	3	-	1	2	3
Middle Managers	-	6	8	14	-	8	5	13
White collar	7	39	14	60	5	36	12	53
Blue collar	20	34	20	74	21	30	20	71
<b>Total</b>	<b>27</b>	<b>81</b>	<b>43</b>	<b>151</b>	<b>26</b>	<b>75</b>	<b>39</b>	<b>140</b>

### Total number of employees by employee category and age group (Percentage)

Employee category	as of 31 December 2021				as of 31 December 2020			
	<30 years old	30-50 years old	>50 years old	Total	<30 years old	30-50 years old	>50 years old	Total
Executives	0.0%	66.7%	33.3%	<b>2.0%</b>	0.0%	33.3%	66.7%	<b>2.1%</b>
Middle Managers	0.0%	42.9%	57.1%	<b>9.3%</b>	0.0%	61.5%	38.5%	<b>9.3%</b>
White collar	11.7%	65.0%	23.3%	<b>39.7%</b>	9.4%	67.9%	22.6%	<b>37.9%</b>
Blue collar	27.0%	45.9%	27.0%	<b>49.0%</b>	29.6%	42.3%	28.2%	<b>50.7%</b>
<b>Total</b>	<b>17.9%</b>	<b>53.6%</b>	<b>28.5%</b>	<b>100.0%</b>	<b>18.6%</b>	<b>53.6%</b>	<b>27.9%</b>	<b>100.0%</b>

### Board composition by gender and age group

Number	as of 31 December 2021				as of 31 December 2020			
	<30 years old	30-50 years old	>50 years old	Total	<30 years old	30-50 years old	>50 years old	Total
Men	1	2	7	<b>10</b>	-	-	7	<b>7</b>
Women	-	-	-	-	-	1	3	<b>4</b>
<b>Total</b>	<b>1</b>	<b>2</b>	<b>7</b>	<b>10</b>	<b>-</b>	<b>1</b>	<b>10</b>	<b>11</b>

### Board composition by gender and age group (Percentage)

Number	as of 31 December 2021				as of 31 December 2020			
	<30 years old	30-50 years old	>50 years old	Total	<30 years old	30-50 years old	>50 years old	Total
Men	10.0%	20.0%	70.0%	<b>100.0%</b>	0.0%	0.0%	100%	<b>63.6%</b>
Women	-	-	-	-	0.0%	25.0%	75.0%	<b>36.4%</b>
<b>Total</b>	<b>10.0%</b>	<b>20.0%</b>	<b>70.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>9.1%</b>	<b>90.9%</b>	<b>100.0%</b>

## GRI STANDARDS DISCLOSURE 102-41: Collective bargaining agreements

### Percentage of total employees covered by collective bargaining agreements

Number of employees	as of 31 December 2021	as of 31 December 2020
<b>Total number of employees</b>	<b>151</b>	<b>140</b>
Number of employees covered by collective bargaining agreements <sup>20</sup>	146	137
<b>Total Percentage</b>	<b>96.7%</b>	<b>97.9%</b>

<sup>20</sup> Please refer to the CCNL for employees in the chemical, chemical-pharmaceutical, chemical fibre and abrasives, lubricants and LPG industries and to the CCNL for managers of companies producing goods and services.

## GRI STANDARDS DISCLOSURE 401-1: New employee hires and employee turnover

Total number of new employee hires by age group, gender and region												
Number	2021											
	Italy				Abroad				Group			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Men	6	7	1	14	-	2	-	2	6	9	1	16
Women	-	1	1	2	-	-	-	-	-	1	1	2
<b>Total</b>	6	8	2	16	-	2	-	2	6	10	2	18

Total number of new employee hires by age group, gender and region												
Number	2020											
	Italy				Abroad				Group			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Men	3	3	1	7	-	-	-	-	3	3	1	7
Women	1	1	-	2	-	-	-	-	1	1	-	2
<b>Total</b>	4	4	1	9	-	-	-	-	4	4	1	9

Total number of employee turnover by age group, gender and region												
Number	2021											
	Italy				Abroad				Group			
	<30	30-50	>50	Total	<30	30-50	>50	Totale	<30	30-50	>50	Total
Men	-	2	4	6	-	-	-	-	-	2	4	6
Women	-	1	-	1	-	-	-	-	-	1	-	1
<b>Total</b>	-	3	4	7	-	-	-	-	-	3	4	7

### Total number of employee turnover by age group, gender and region

Number	2020											
	Italy				Abroad				Group			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Men	-	-	5	5	-	-	-	-	-	-	5	5
Women	-	-	1	1	-	-	-	-	-	-	1	1
<b>Total</b>	-	-	6	6	-	-	-	-	-	-	6	6

### Rate of new employee hires by age group, gender and region

Number	2021											
	Italy				Abroad				Group			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Men	4.8%	5.6%	0.8%	11.2%	0.0%	1.6%	0.0%	1.6%	4.8%	7.2%	0.8%	12.8%
Women	0.0%	3.8%	3.8%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	3.8%	3.8%	7.7%
<b>Total</b>	4.0%	5.3%	1.3%	10.6%	0.0%	1.3%	0.0%	1.3%	4.0%	6.6%	1.3%	11.9%

### Rate of new employee hires by age group, gender and region

Number	2020											
	Italy				Abroad				Group			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Men	2.6%	2.6%	0.9%	<b>6.1%</b>	-	-	-	-	2.6%	2.6%	0.9%	<b>6.1%</b>
Women	4.0%	4.0%	0.0%	<b>8.0%</b>	-	-	-	-	4.0%	4.0%	0.0%	<b>8.0%</b>
<b>Total</b>	2.9%	2.9%	0.7%	6.4%	-	-	-	-	2.9%	2.9%	0.7%	6.4%

### Rate of employee turnover by age group, gender and region

Number	2021											
	Italy				Abroad				Group			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Men	0.0%	1.6%	3.2%	4.8%	0.0%	0.0%	0.0%	0.0%	0.0%	1.6%	3.2%	4.8%
Women	0.0%	3.8%	0.0%	3.8%	0.0%	0.0%	0.0%	0.0%	0.0%	3.8%	0.0%	3.8%
<b>Total</b>	0.0%	2.0%	2.6%	4.6%	0.0%	0.0%	0.0%	0.0%	0.0%	2.0%	2.6%	4.6%

### Rate of employee turnover by age group, gender and region

Number	2020											
	Italy				Abroad				Group			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Men	-	-	4.4%	4.4%	-	-	-	-	-	-	4.4%	4.4%
Women	-	-	4.0%	4.0%	-	-	-	-	-	-	4.0%	4.0%
Total	-	-	4.3%	4.3%	-	-	-	-	-	-	4.3%	4.3%

### GRI STANDARDS DISCLOSURE 404-1: Average hours of training per year per employee

#### Hours of mandatory training for employees by gender and employee category - 2021

Employee category	N. hours Men	N. per capita Men	N. hours Women	N. per capita Women	N. Total hours	N. Total per capita hours
Executives	-	0.0	-	-	-	0.0
Middle Managers	32.0	2.9	-	0.0	32.0	2.3
White collar	183.0	4.6	32.0	1.6	215.0	3.6
Blue collar	799.0	11.3	-	0.0	799.0	10.8
Total	1,014.0	8.1	32.0	1.2	1,046.0	6.9

#### Hours of mandatory training for employees by gender and employee category - 2020

Employee category	N. hours Men	N. per capita Men	N. hours Women	N. per capita Women	N. Total hours	N. Total per capita hours
Executives	16	5.3	-	-	16	5.3
Middle Managers	45.5	4.6	-	-	45.5	3.5
White collar	169	5.1	80	4.0	249	4.7
Blue collar	430.5	6.2	8	4.0	438.5	6.2
Total	661	5.7	88	3.5	749	5.4

**Hours of non-mandatory training for employees by gender and employee category - 2021**

Employee category	N. hours Men	N. per capita Men	N. hours Women	N. per capita Women	N. Total hours	N. Total per capita hours
Executives	60.0	20.0	0.0	0.0	60.0	20.0
Middle Managers	107.0	9.7	36.0	12.0	143.0	10.2
White collar	324.0	8.1	36.0	1.8	360.0	6.0
Blue collar	67.5	1.0	0.0	0.0	67.5	0.9
<b>Total</b>	<b>558.5</b>	<b>4.5</b>	<b>72.0</b>	<b>2.8</b>	<b>630.5</b>	<b>4.2</b>

**Hours of non-mandatory training for employees by gender and employee category - 2020**

Employee category	N. hours Men	N. per capita Men	N. hours Women	N. per capita Women	N. Total hours	N. Total per capita hours
Executives	137.5	45.8	-	-	137.5	45.8
Middle Managers	78.5	7.9	7.5	2.5	86.0	6.6
White collar	260	7.9	82.5	4.1	342.5	6.5
Blue collar	69	1.0	1.5	0.8	70.5	1.0
<b>Total</b>	<b>545</b>	<b>4.7</b>	<b>91.5</b>	<b>3.7</b>	<b>636.5</b>	<b>4.5</b>

**Total training hours for employees by gender and employee category - 2021**

Employee category	N. hours Men	N. per capita Men	N. hours Women	N. per capita Women	N. Total hours	N. Total per capita hours
Executives	60.0	20.0	-	-	60.0	20.0
Middle Managers	139.0	12.6	36.0	12.0	175.0	12.5
White collar	507.0	12.7	68.0	3.4	575.0	9.6
Blue collar	866.5	12.2	-	-	866.5	11.7
<b>Total</b>	<b>1,572.5</b>	<b>12.6</b>	<b>104.0</b>	<b>4.0</b>	<b>1,676.5</b>	<b>11.1</b>

**Total training hours for employees by gender and employee category - 2020**

Employee category	N. hours Men	N. per capita Men	N. hours Women	N. per capita Women	N. Total hours	N. Total per capita hours
Executives	153.5	51.2	-	-	153.5	51.2
Middle Managers	124.0	12.4	7.5	2.5	131.5	10.1
White collar	429.0	13.0	162.5	8.1	591.5	11.2
Blue collar	499.5	7.2	9.5	4.8	509	7.2
<b>Total</b>	<b>1206.0</b>	<b>10.5</b>	<b>179.5</b>	<b>7.2</b>	<b>1,385.5</b>	<b>9.9</b>

## GRI STANDARDS DISCLOSURE 405-2 Ratio of basic salary and remuneration of women to men<sup>21</sup>

Ratio of basic salary of women to men						
Employee category	as of 31 December 2021			as of 31 December 2020		
	Men	Women	Ratio	Men	Women	Ratio
Executives	91,539	-	-	110,289	-	-
Middle Managers	62,264	54,174	0.87	60,229	53,638	0.89
White collar	36,340	31,110	0.86	38,497	30,855	0.80
Blue collar	30,070	23,065	0.77	29,742	-	-

Ratio of remuneration of women to men						
Employee category	as of 31 December 2021			as of 31 December 2020		
	Men	Women	Ratio	Men	Women	Ratio
Executives	127,434	-	-	122,926	-	-
Middle Managers	82,532	64,718	0.78	66,301	58,496	0.88
White collar	47,479	34,768	0.73	44,083	31,240	0.71
Blue collar	45,745	26,169	0.57	41,095	-	-

<sup>21</sup> The ratio of base salary and remuneration of women to men for each category of employee is calculated considering only full-time employees of SICIT Group S.p.A. and Sicit Chemitech S.p.A. who have worked for a period of 12 months.

## GRI STANDRADS DISCLOSURE 403-9: Work-related injuries<sup>22</sup>

Employees of the Group		
Work-related injuries		
Number of injuries	2021	2020
Total number of fatalities as a result of work-related injury	-	-
Total number of high-consequence work-related injuries (excluding fatalities) <sup>23</sup>	-	-
Total number of recordable work-related injuries	3	3
Rate of work-related injuries		
Rate of fatalities as a result of work-related injury	-	-
Rate of high-consequence work-related injuries (excluding fatalities)	-	-
Rate of recordable work-related injuries <sup>24</sup>	11.25	12.38
Number of hours worked	266,549.00	242,304.50

<sup>22</sup> The scope of health and safety data includes employees only. The Group assesses the possibility of collecting data from external collaborators, in order to report any accidents.

<sup>23</sup> Work-related injuries that have led to an injury from which the worker cannot recover, does not recover or it is unrealistic to expect him to fully recover and return to pre-accident health within 6 months.

<sup>24</sup> The injury rate was calculated as the ratio of the total number of injuries to the total hours worked, using a multiplication factor of 1,000,000. The figure includes home-work commute injuries only where transportation was handled by the organization. No cases of occupational disease occurred during 2021. It should also be noted that at the foreign subsidiaries SICIT Commercial Consulting Shanghai Ltd. and Sicit USA Inc. no accidents occurred in 2021 and 2020.

## Environment Responsibility

### GRI STANDARDS DISCLOSURE 301-2: Recycled input materials used

Years		2021		2020	
Materials	Unit of measurement	Quantity	% of recycled Input material	Quantity	% of recycled Input material
<b>Chemical substances</b>					
Succinic anhydride	kg	1,284,000	-	1,121,250	-
Lime	kg	12,344,880	-	10,637,400	-
Ammonium bicarbonate	kg	4,193,656	-	3,450,000	-
Nitric acid	kg	9,720	-	122,280	-
Sulphuric acid	kg	5,886,090	-	5,521,960	-
Caustic soda	kg	1,769,160	-	1,783,420	-
Hydrochloric acid	kg	171,750	-	138,990	-
Various chemists	kg	6,420,360	-	3,400,588	-
<b>Total</b>		<b>32,079,616</b>	<b>-</b>	<b>26,175,888</b>	<b>-</b>
<b>Waste products of tanneries</b>					
Fleshing	kg	106,337,080	100%	95,256,800	100%
Animal hair	kg	10,425,380	100%	6,753,520	100%
Shavings	kg	19,375,470	100%	16,823,770	100%
Trimming	kg	3,763,080	100%	4,439,030	100%
Hips and shoulders	kg	8,862,520	100%	6,265,970	100%
Cuttings	kg	446,690	100%	205,870	100%
<b>Total</b>		<b>149,210,220</b>		<b>129,744,960</b>	
<b>Packaging</b>					
Extensible	pz	1,350	-	1,080	-
Tanks	pz	14,140	-	9,746	-
Drums	pz	14,034	-	10,984	-
Big bag	pz	3,246	-	-	-
Bags	pz	227,740	-	102,096	-
Cardboard case	pz	788	-	336	-
Pallets	pz	8,835	100%	6,481	100%
<b>Total</b>		<b>270,133</b>		<b>130,723</b>	

**GRI STANDARDS DISCLOSURE 302-1: Energy consumption within the organization**  
**GRI STANDARDS DISCLOSURE 302-3: Energy intensity**

Energy consumption			
Types of consumption	Unit of measurement	2021	2020
<b>NON-RENEWABLE FUELS</b>		<b>432,505</b>	<b>380,865</b>
Natural Gas	GJ	430,489	377,327
Diesel for automotive use	GJ	2,016	1,768
<i>Of which generator set</i>	GJ	9	1
<i>Of which owned and leased long-term</i>	GJ	2,007	1,767
<b>ELECTRICITY <sup>25</sup></b>		<b>24,942</b>	<b>27,208</b>
Electricity purchased	GJ	24,942	27,208
<i>Of which from renewable source</i>	GJ	24,942	-
<i>Of which from non-renewable source</i>	GJ	-	27,208
<b>TOTAL CONSUMPTION</b>			
<b>Total energy consumption</b>	<b>GJ</b>	<b>457,447</b>	<b>406,303</b>
Renewable energy	GJ	24,942	-
Non-renewable energy	GJ	432,505	406,303
<b>ENERGY INTENSITY ON PRODUCTION OF HYDROLYZED PROTEIN</b>	<b>GJ/ton</b>	<b>14.81</b>	<b>15.48</b>

<sup>25</sup> In 2021, the Group made use of certificates of origin for the purchase of energy from renewable sources. In addition, it should be noted that in 2019, the Group's consumption amounted to: 370,012 GJ of Natural Gas, 1,547 GJ of Automotive Diesel and 39,625 GJ of Electricity. Total consumption in 2019 amounted to 411,184 GJ.

### GRI STANDARDS DISCLOSURE 303-3: Water withdrawal

Water withdrawal					
Source of the withdrawal	Unit of measurement	2021		2020	
		All areas	Areas with water stress <sup>26</sup>	All areas	Areas with water stress
<b>Groundwater (total)</b>	<b>Megaliters</b>	<b>122</b>	<b>-</b>	<b>106</b>	<b>-</b>
Freshwater ( $\leq$ 1000 mg/L total dissolved solids)	Megaliters	122	-	106	-
Other water ( $>$ 1000 mg/L total dissolved solids)	Megaliters	0	-	0	-
<b>Third party water (total)</b>	<b>Megaliters</b>	<b>118</b>	<b>-</b>	<b>133</b>	<b>-</b>
Freshwater ( $\leq$ 1000 mg/L total dissolved solids)	Megaliters	118	-	133	-
Other water ( $>$ 1000 mg/L total dissolved solids)	Megaliters	0	-	0	-
<b>Total water withdrawal</b>	<b>Megaliters</b>	<b>240</b>	<b>-</b>	<b>239</b>	<b>-</b>

### GRI STANDARDS DISCLOSURE 303-4: Water discharge

Water discharge					
Water discharge destination	Unit of measurement	2021		2020	
		All areas	Areas with water stress	All areas	Areas with water stress
<b>Groundwater (total)</b>	<b>Megaliters</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>-</b>
Freshwater ( $\leq$ 1000 mg/L total dissolved solids)	Megaliters	0	-	0	-
Other water ( $>$ 1000 mg/L total dissolved solids)	Megaliters	0	-	0	-
<b>Third party water (total)</b>	<b>Megaliters</b>	<b>275</b>	<b>-</b>	<b>248</b>	<b>-</b>
Freshwater ( $\leq$ 1000 mg/L total dissolved solids)	Megaliters	275	-	248	-
Other water ( $>$ 1000 mg/L total dissolved solids)	Megaliters	0	-	0	-
<b>Total water discharge</b>	<b>Megaliters</b>	<b>275</b>	<b>-</b>	<b>248</b>	<b>-</b>

<sup>26</sup> With reference to water withdrawal and discharge in areas subject to water stress, SICIT uses the Aqueduct Tool developed by the World Resources Institute to identify potential risk areas. According to this analysis, neither of the two production plants are located in water-stressed areas. The WRI tool is available online at <https://www.wri.org/our-work/project/aqueduct>. For the analysis, the results from the "baseline water stress" column were taken into account.

## GRI STANDARDS DISCLOSURE 305-1: Direct (Scope 1) GHG emissions<sup>27</sup>

DIRECT SCOPE 1 EMISSIONS			
Scope 1	Unit of measurement	2021	2020
Natural Gas	tCO <sub>2</sub>	24,196	21,219
Diesel for automotive use	tCO <sub>2</sub>	148	130
<b>Total Scope 1 emissions</b>	<b>tCO<sub>2</sub></b>	<b>24,345</b>	<b>21,349</b>

## GRI STANDARDS DISCLOSURE 305-2: Energy indirect (Scope 2) GHG emissions<sup>28</sup>

INDIRECT SCOPE 2 EMISSIONS			
Scope 2	Unit of measurement	2021	2020
Electricity purchased - Location Based	tCO <sub>2</sub>	1,800	2,098
Electricity purchased - Market Based	tCO <sub>2</sub>	-	3,522

## TOTALE EMISSIONI

TOTAL EMISSIONS			
	Unità di misura	2021	2020
TOTAL EMISSIONS (SCOPE 1 + SCOPE 2 - Location Based)	tCO <sub>2</sub>	26,144	23,447
TOTAL EMISSIONS (SCOPE 1 + SCOPE 2 - Market Based)	tCO <sub>2</sub>	24,345	24,871

<sup>27</sup> For the calculation of Scope 1 emissions, the emission factors "ISPRA - National Inventory Report 2020" and Ministero dell'ambiente - Tabella parametri standard nazionali 2021 were used. The emissions of Scope 1 are expressed in tons of CO<sub>2</sub>, as the source used does not report the emission factors of gases other than CO<sub>2</sub>.

<sup>28</sup> The GRI Sustainability Reporting Standards provide two Scope 2 emissions calculation methods, the "Location based method" and the "Market based method". For the calculation of Scope 2 emissions, in line with the GRI Sustainability Reporting Standards, both calculation methods were used. The Market-based is based on the CO<sub>2</sub> emissions emitted by the energy suppliers from which the organization buys electricity through a contract and can be calculated by considering: certificates of guarantee of origin of energy and direct contracts with suppliers, factors specific supplier emissions, emission factors related to the residual mix, i.e. energy and emissions not monitored or unclaimed (methodology used, with emission factor Italy 2021: 459 gCO<sub>2</sub>/kWh - source: AIB 2021 - European Residual Mixes 2020). The Location-based method is based on average emission factors relating to the generation of energy for well-defined geographic borders, including local, subnational or national borders (methodology used, with emission factor Italy 2021: 259.8 gCO<sub>2</sub>/kWh - source: ISPRA 2020 - Fattori di emissione atmosferica di gas a effetto serra nel settore elettrico nazionale e nei principali Paesi Europei). Scope 2 emissions calculated with the Location-based method are expressed in tons of CO<sub>2</sub>, however the percentage of methane and nitrous oxide has a negligible effect on total greenhouse gas emissions (CO<sub>2</sub> equivalent) as can be deduced from the reference technical literature.

## GRI STANDARDS DISCLOSURE 305-4: GHG emissions intensity

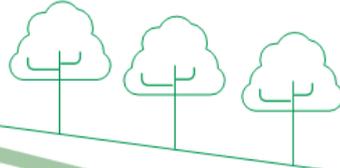
EMISSION INTENSITY			
	Unit of measurement	2021	2020
EMISSION INTENSITY (SCOPE 1) ON PRODUCTION OF HYDROLYZED PROTEIN	tCO <sub>2</sub> /t	0.79	0.81
EMISSION INTENSITY (SCOPE 1 + SCOPE 2 - Location Based) ON PRODUCTION OF HYDROLYZED PROTEIN	tCO <sub>2</sub> /t	0.85	0.89
EMISSION INTENSITY (SCOPE 1 + SCOPE 2 - Market Based) ON PRODUCTION OF HYDROLYZED PROTEIN	tCO <sub>2</sub> /t	0.89	0.95

## GRI STANDARDS DISCLOSURE 305-7: Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions

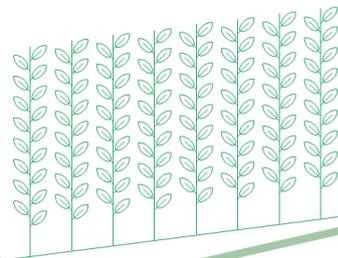
Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions			
Polluting gases	Unit of measurement	2021	2020
		Value	
NO <sub>x</sub>	ton	70.31	71.74
SO <sub>x</sub>	ton	1.33	15.76
Composti organici volatili (VOC)	ton	2.11	2.08
Altre categorie standard di emissioni identificate nella normativa applicabile (NH <sub>3</sub> )	ton	38.62	14.70

## I GRI STANDARD DISCLOSURE 306-3 (2020): Waste generated

Type of waste	Tons	
	2021	2020
<b>Hazardous</b>		
Mineral engine, gear, and lubrication oils. non-chlorinated	2.1	1.1
Absorbents, filtering materials, rags and protective clothing, contaminated by substances	0.4	0.2
Packaging containing residues of or contaminated by hazardous substances	14.4	12.6
Metal packaging containing hazardous porous solid matrices	0.1	0.0
Discontinued equipment, containing chlorofluorocarbons, HCFCs, HFC	0.1	1.2
Inorganic wastes containing hazardous substances	0.0	0.0
Hazardous components removed from discarded equipment	0.0	0.0
Discontinued equipment. containing hazardous components	0.0	0.0
Aqueous washing solutions and mother liquors	44.52	72.5
Organic wastes containing hazardous substances	0.0	0.2
Waste organic chemicals containing or consisting of hazardous substances	30.0	-
Other funds and reaction residues	38.6	-
Other insulation materials containing or consisting of hazardous substances	1.6	0.9
<b>Total</b>	<b>131.7</b>	<b>88.6</b>
<b>Non-hazardous</b>		
Sludge produced by on-site effluent treatment	15,682.7	13,338.3
Packaging in mixed materials	99.2	58.6
Unspecified waste	291.0	296.2
Plastic packaging	-	-
Wooden packaging	41.0	29.4
Glass packaging	-	-
Absorbents, filtering materials, rags and protective clothing	469.7	411.4
Discontinued equipment	-	-
Components removed from discarded equipment	0.0	9.6
Plastic	1.4	1.5
Iron and steel	32.1	21.9
Cables	0.0	0.6
Mixed waste from construction and demolition activities	0.3	56.1
Other aqueous waste.	630.9	-
Others	101.3	-
<b>Total</b>	<b>17,350</b>	<b>14,223</b>
<b>Total</b>	<b>17,481</b>	<b>14,312</b>



# METHODOLOGICAL NOTE



## Methodological Note

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The Sustainability Report of the SICIT Group, in its third edition, represents a document to describe, in a transparent and articulated manner, the results achieved by SICIT during the 2021 financial year (from January 1 to December 31) in terms of economic, social and environmental issues and it reports the commitment and the initiatives undertaken for sustainable development.

This Report, published annually, has been prepared in accordance with the GRI Standards: "in accordance - Core" option, as indicated in the table "GRI Content Index".

The contents to be reported have been selected on the basis of the results of an initial analysis carried out in 2020, with a view to preparing the first Sustainability Report for 2019, which identified the material aspects for the Group and its stakeholders, and which is contained within this document.

The scope of economic data reported is the same as of the SICIT Group Consolidated Financial Statements as of December 31, 2021. The scope of data and information regarding social aspects includes the companies consolidated line-by-line in the SICIT Group Consolidated Financial Statements as of December 31, 2021. The data and information regarding environmental aspects includes the two SICIT production plants, Chiampo and Arzignano.

Information for the period under consideration is compared with that for the previous year, where available. In order to ensure the reliability of data, recourse to estimates has been limited as much as possible; where present, such estimates are duly reported and based on the best available methods. Moreover, revisions of data provided in previous reports, where present, are reported and accompanied by appropriate justification.

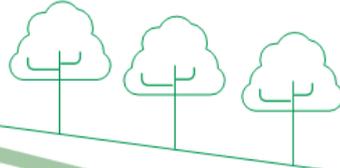
In 2021, there were no significant changes relating to the size, organisational structure and supply chain of the Sicit Group. On the other hand, with regard to the change in the Group's ownership structure that occurred following the voluntary totalitarian takeover bid ("OPA") pursuant to and for the purposes of articles 102 and 106, paragraph 4, of the TUF, aimed at acquiring all the shares of SICIT Group S.p.A. and obtaining the delisting from the MTA, please refer to the information provided in paragraph 1.5 "Corporate Governance" of this document. It should also be noted that although it does not represent a significant change in the structure of the Group, SICIT (China) Technology Co., Ltd. was established in October 2021, a company 78% owned, for the development of operational activities and commercial opportunities in the Chinese market; this company, which is currently inactive, has had no impact on the human resources and environmental data for the purposes of this Sustainability Report.

SICIT adopts a risk-based approach in all its decision-making and operational processes in order to monitor and manage risk situations related to social, environmental, ethics and integrity in the business and regulatory compliance issues.

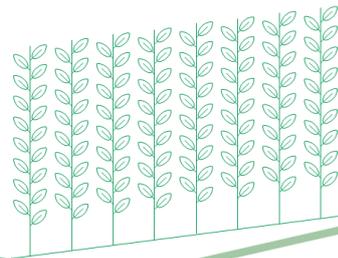
This Sustainability Report as of December 31, 2021 was approved by the Board of Directors of SICIT Group S.p.A. on March 29, 2022.

In order to improve the effectiveness of the reporting process and the reliability of the information reported, the Report was subject to limited assurance ("limited assurance engagement" according to the criteria indicated in ISAE 3000 Revised) by Deloitte&Touche S.p.A.; the verification carried out was concluded with the "Independent Auditors' Report".

For more information and suggestions on SICIT Sustainability Report, please email the following address: [info@SICITgroup.com](mailto:info@SICITgroup.com) or visit the website [www.sicitgroup.com](http://www.sicitgroup.com).



# GRI CONTENT INDEX



## GRI CONTENT INDEX

This report has been prepared in accordance with the GRI Standards: Core option.

GRI Standards	Disclosure	Page	Omission
<b>GRI 102: GENERAL STANDARD DISCLOSURES (2016)</b>			
<b>Organizational profile</b>			
102-1	Name of the organization	2	
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102-3	Location of headquarters	17	
102-4	Location of operations	17-18	
102-5	Ownership and legal form	15	
102-6	Markets served	17	
102-7	Scale of the organization	9	
102-8	Information on employees and other workers	33, 53-55	
102-9	Supply chain	46	
102-10	Significant changes to the organization and its supply chain	69	
102-11	Precautionary Principle or approach	13-14	
102-12	External initiatives	24, 27, 38	
102-13	Membership of associations	UNIC (Concerie Italiane); CRA (Consiglio per la ricerca e la sperimentazione in agricoltura) and Confindustria Vicenza	
<b>Strategy</b>			
102-14	Statement from senior decision-maker	7	
<b>Ethics and integrity</b>			
102-16	Values, principles, standards, and norms of behavior	11-13	
<b>Governance</b>			
102-18	Governance structure	15-16	

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102-40	List of stakeholder groups	24-25	
102-41	Collective bargaining agreements	55	
102-42	Identifying and selecting stakeholders	24-25	
102-43	Approach to stakeholder engagement	24-25	
102-44	Key topics and concerns raised	24-25	
Reporting practice			
102-45	Entities included in the consolidated financial statements	70	
102-46	Defining report content and topic Boundaries	52	
102-47	List of material topics	25-26	
102-48	Restatements of information	69	
102-49	Changes in reporting	There are no significant changes from previous reporting periods in the list of material topics and topic boundaries.	
102-50	Reporting period	69	
102-51	Date of most recent report	Sicit Group Sustainability Report as of 31.12.2020	
102-52	Reporting cycle	69	
102-53	Contact point for questions regarding the report	69	
102-54	Claims of reporting in accordance with the GRI Standards	69	
102-55	GRI content index	71-77	
102-56	External assurance	79-81	
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Material topic: Economic performance and value creation			
GRI 103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	25-26, 52	
103-2	The management approach and its components	48-49	

103-3	Evaluation of the management approach	48-49	
<b>GRI 201: Economic Performance (2016)</b>			
201-1	Direct economic value generated and distributed	49	
<b>Material topic: Sustainable supply chain management</b>			
<b>GRI 103: Management Approach (2016)</b>			
103-1	Explanation of the material topic and its Boundary	25-26, 51	
103-2	The management approach and its components	47	
103-3	Evaluation of the management approach	47	
<b>GRI 204: Procurement Practices (2016)</b>			
204-1	Proportion of spending on local suppliers	47	
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<b>GRI 103: Management Approach (2016)</b>			
103-1	Explanation of the material topic and its Boundary	25-26, 51	
103-2	The management approach and its components	13-14	
103-3	Evaluation of the management approach	13-14	
<b>GRI 206: Anti-competitive Behaviour (2016)</b>			
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	In 2021 there were no legal actions taken for anticompetitive behavior, antitrust and monopoly practices.	
<b>GRI 419: Socioeconomic Compliance (2016)</b>			
419-1	Non-compliance with laws and regulations in the social and economic area	During 2021 the Group did not receive any sanction for non-compliance with laws and regulations in the social and economic area.	
<b>GRI 307: Environmental Compliance (2016)</b>			
307-1	Non-compliance with environmental laws and regulations	During 2021 the Group did not receive any sanction for non-compliance with environmental laws and regulations.	
<b>GRI 406: Non-discrimination (2016)</b>			
406-1	Incidents of discrimination and corrective actions taken	In 2021 there were no incidents of discrimination.	

<b>Tematica materiale: Anticorruzione</b>			
<b>GRI 103: Management Approach (2016)</b>			
<b>103-1</b>	Explanation of the material topic and its Boundary		25-26, 51
<b>103-2</b>	The management approach and its components		13-14
<b>103-3</b>	Evaluation of the management approach		13-14
<b>GRI 205: Anti-corruption (2016)</b>			
<b>205-3</b>	Confirmed incidents of corruption and actions taken	In 2021 there were no reported incidents of corruption	
<b>Material topic: Environmental impact</b>			
<b>GRI 103: Management Approach (2016)</b>			
<b>103-1</b>	Explanation of the material topic and its Boundary		25-26, 51
<b>103-2</b>	The management approach and its components		38-44
<b>103-3</b>	Evaluation of the management approach		38-44
<b>GRI 301: Materials (2016)</b>			
<b>301-2</b>	Recycled input materials used		62
<b>GRI 302: Energy (2016)</b>			
<b>302-1</b>	Energy consumption within the organization		63
<b>302-3</b>	Energy intensity		63
<b>GRI 303: Water and Effluents (2018)</b>			
<b>303-1</b>	Interactions with water as a shared resource		42-43
<b>303-2</b>	Management of water discharge-related impacts		42-43
<b>303-3</b>	Water withdrawal		64
<b>303-4</b>	Water discharge		64
<b>GRI 305: Emissions (2016)</b>			
<b>305-1</b>	Direct (Scope 1) GHG emissions		65
<b>305-2</b>	Energy indirect (Scope 2) GHG emissions		65

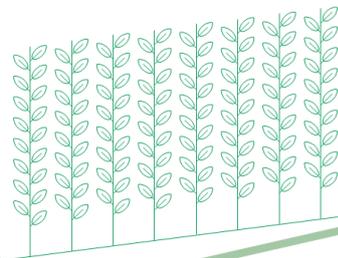
305-4	GHG emissions intensity	66	
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	66	
<b>GRI 306: Waste (2020)</b>			
306-1	Waste generation and significant waste-related impacts	43-44	
306-2	Management of significant waste-related impacts	43-44	
306-3	Waste generated	67	
<b>Material topic: Employees development and well-being</b>			
<b>GRI 103: Management Approach (2016)</b>			
103-1	Explanation of the material topic and its Boundary	25-26, 51	
103-2	The management approach and its component	33-34	
103-3	Evaluation of the management approach	33-34	
<b>GRI 401: Employment (2016)</b>			
401-1	New employee hires and employee turnover	56	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits normally provided to full-time employees are provided also to temporary or part-time employees.	
<b>GRI 404: Training and Education (2016)</b>			
404-1	Average hours of training per year per employee	58-59	
<b>GRI 405: Diversity and Equal Opportunity (2016)</b>			
405-1	Diversity of governance bodies and employees	55	
405-2	Ratio of basic salary and remuneration of women to men	60	
<b>Material topic: Occupational Health and Safety</b>			
<b>GRI 103: Management Approach (2016)</b>			
103-1	Explanation of the material topic and its Boundary	25-26, 51	
103-2	The management approach and its component	34-36	
103-3	Evaluation of the management approach	34-36	

<b>GRI 403: Occupational Health and Safety (2018)</b>			
<b>403-1</b>	Occupational health and safety management system		34-36
<b>403-2</b>	Hazard identification, risk assessment, and incident investigation		34-36
<b>403-3</b>	Occupational health services		34-36
<b>403-4</b>	Worker participation, consultation, and communication on occupational health and safety		34-36
<b>403-5</b>	Worker training on occupational health and safety		34-36
<b>403-6</b>	Promotion of worker health		34-36
<b>403-7</b>	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		34-36
<b>403-9</b>	Work-related injuries		62
<b>Material topic: Product quality and safety</b>			
<b>GRI 103: Management Approach (2016)</b>			
<b>103-1</b>	Explanation of the material topic and its Boundary		25-26, 51
<b>103-2</b>	The management approach and its components		29-30
<b>103-3</b>	Evaluation of the management approach		29-30
<b>GRI 416: Customer Health and Safety (2016)</b>			
<b>416-2</b>	Incidents of non-compliance concerning the health and safety impacts of products and services	In 2021 there were no incidents of non-compliance concerning the health and safety impacts of products.	
<b>Material topic: Innovation, R&amp;D</b>			
<b>GRI 103: Management Approach (2016)</b>			
<b>103-1</b>	Explanation of the material topic and its Boundary		25-26, 51
<b>103-2</b>	The management approach and its components		30-31
<b>103-3</b>	Evaluation of the management approach		30-31
<b>Material topic: Corporate Governance</b>			
<b>GRI 103: Management Approach (2016)</b>			
<b>103-1</b>	Explanation of the material topic and its Boundary		25-26, 51

103-2	The management approach and its components	15-16	
103-3	Evaluation of the management approach	15-16	
<b>Tematica materiale: Comunità locale e territorio</b>			
<b>GRI 103: Management Approach (2016)</b>			
103-1	Explanation of the material topic and its Boundary	25-26, 51	
103-2	The management approach and its components	47	
103-3	Evaluation of the management approach	47	
<b>GRI 413: Local Communities (2016)</b>			
413-2	Operations with significant actual and potential negative impacts on local communities	In 2021 there were no operations with significant actual and potential negative impacts on local communities	



# INDEPENDENT AUDITORS' REPORT



## Independent Auditors' Report

# Deloitte.

Deloitte & Touche S.p.A.  
Via N. Tommaseo, 78/C.int. 3  
35131 Padova  
Italia

Tel: +39 049 7927911  
Fax: +39 049 7927979  
www.deloitte.it

### INDEPENDENT AUDITOR'S REPORT ON THE SUSTAINABILITY REPORT

To the Board of Directors of  
Sicit Group S.p.A.

We have carried out a limited assurance engagement on the Sustainability Report of the Sicit Group (hereinafter also "Group") as of December 31, 2021.

#### Responsibility of the Directors for the Sustainability Report

The Directors of Sicit Group S.p.A. are responsible for the preparation of the Sustainability Report in accordance with the "Global Reporting Initiative Sustainability Reporting Standards" established by GRI - Global Reporting Initiative ("GRI Standards"), as stated in the paragraph "Methodological note" of the Sustainability Report.

The Directors are also responsible, for such internal control as they determine is necessary to enable the preparation of the Sustainability Report that is free from material misstatement, whether due to fraud or error.

The Directors are also responsible for the definition of the Group's objectives in relation to the sustainability performance, for the identification of the stakeholders and the significant aspects to report.

#### Auditor's Independence and quality control

We have complied with the independence and other ethical requirements of the *Code of Ethics for Professional Accountants* issued by the *International Ethics Standards Board for Accountants*, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our auditing firm applies *International Standard on Quality Control 1 (ISQC Italia 1)* and, accordingly, maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Ancona Bari Bergamo Bologna Brescia Cagliari Firenze Genova Milano Napoli Padova Parma Roma Torino Treviso Udine Verona

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### Auditor's responsibility

Our responsibility is to express our conclusion based on the procedures performed about the compliance of the Sustainability Report with the GRI Standards. We conducted our work in accordance with the criteria established in the *"International Standard on Assurance Engagements ISAE 3000 (Revised) – Assurance Engagements Other than Audits or Reviews of Historical Financial Information"* (hereinafter *"ISAE 3000 Revised"*), issued by the *International Auditing and Assurance Standards Board (IAASB)* for limited assurance engagements. The standard requires that we plan and perform the engagement to obtain limited assurance whether the Sustainability Report is free from material misstatement.

Therefore, the procedures performed in a limited assurance engagement are less than those performed in a reasonable assurance engagement in accordance with ISAE 3000 Revised (*"reasonable assurance engagement"*), and, therefore, do not enable us to obtain assurance that we would become aware of all significant matters and events that might be identified in a reasonable assurance engagement.

The procedures performed on the Sustainability Report are based on our professional judgement and included inquiries, primarily with Company personnel responsible for the preparation of information included in the Sustainability Report, analysis of documents, recalculations and other procedures aimed to obtain evidence as appropriate.

Specifically we carried out the following procedures:

- 1) analysis of the process relating to the definition of material aspects disclosed in the Sustainability Report, with reference to the methods used for the identification and prioritization of material aspects for stakeholders and to the internal validation of the process results;
- 2) comparison between the economic and financial data and information included in the paragraph *"Direct economic value generated and distributed"* of the Sustainability Report with those included in the Group's Financial Statements;
- 3) understanding of the processes underlying the origination, recording and management of qualitative and quantitative material information included in the Sustainability Report.

In particular, we carried out interviews and discussions with the management of Sicit Group S.p.A. and with the personnel of Sicit Chemitech S.p.A. and we carried out limited documentary verifications, in order to gather information about the processes and procedures, which support the collection, aggregation, elaboration and transmittal of non-financial data and information to the department responsible for the preparation of the Sustainability Report.

In addition, for material information, taking into consideration the Group's activities and characteristics:

- at the parent company's and subsidiaries' level:
  - a) with regards to qualitative information included in the Sustainability Report, we carried out interviews and gathered supporting documentation in order to verify its consistency with the available evidence;
  - b) with regards to quantitative information, we carried out both analytical procedures and limited verifications in order to ensure, on a sample basis, the correct aggregation of data;

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- for the Arzignano and Chiampo production plants of Sicit Group S.p.A., which we selected based on their activities, their contribution to the performance indicators at the consolidated level and their location, we carried out remote meetings, during which we have met the management and have gathered supporting documentation on a sample basis with reference to the correct application of procedures and calculation methods used for the indicators.

### Conclusion

Based on the work performed, nothing has come to our attention that causes us to believe that the Sustainability Report of the Sicit Group as of December 31, 2021 is not prepared, in all material aspects, in accordance with the GRI Standards as stated in the paragraph “Methodological note” of the Sustainability Report.

DELOITTE & TOUCHE S.p.A.

Signed by  
**Cristiano Nacchi**  
Partner

Padova, Italy  
April 12, 2022

*This report has been translated into the English language solely for the convenience of international readers.*



**SICIT Group S.p.A.**

Via Arzignano, 80  
36072 Chiampo (VI)

0444 450946



0444 453812



[info@sicitgroup.com](mailto:info@sicitgroup.com)



[www.sicitgroup.com](http://www.sicitgroup.com)



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