



innovando



INNOVANDO SRL
**COMMUNICATION
ON PROGRESS**
2019



This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

INNOVANDO SRL COMMUNICATION ON PROGRESS 2019



Innovando Srl aims to boost a resource-efficient circular economy in the waste management sector through its eco-innovative and technology-driven services. Our environmental and regulatory compliance solutions are designed to reduce compliance risk, enact full accountability and ensure a real-time waste traceability for enterprises operating across Europe. Our purpose is to make the business case for resource recovery and create incentives to change consumer behavior.

The Communication on Progress captures the alignment of all Innovando Srl strategies and operations with universal principles on Human Rights, Labour, Environment and Anti-corruption, along with all the actions we take to advance societal goals.



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A statement of continue support



Ever since United Nations launched a new agenda for Sustainable Global Development towards 2030, Innovando Srl has liaised its governance with a set of Global Goals intended to end poverty, fight inequality, stop climate change and improve lives.

15th of February, 2020

Both national and local governments must adopt and implement a risk reduction strategy, which include a set of planning and evaluation tools development. Innovando Srl has been active in this process in the past, thus, naturally we will continue taking our part in delivering on the goals that are aligned with the most relevant priorities. Moreover, we perceive this as an opportunity to engage with governments and drive the change to meet the goals requirements, aiming to ensure an overall health-related quality of life (HRQoL).

At Innovando Srl, we are small but compact team of people united around a common purpose: to drive a sustainable waste management innovation. Being

an innovative SME speaks not only about our technological progressiveness, but it also reflects our diverse and highly-skilled workforce. This way we support the fundamental economic changes, while excluding the raising job uncertainty from the scope of our work. We achieve this by successfully managing multiple projects, performed within our collaborative network of partners, equally committed to lead the responsible industry waste infrastructure innovation.

Primary goal, integrated with the existing service and the nature of our business, is to ensure sustainable consumption and production patterns. Through its collection and processing network with nearly 2,000 collection points Innovando Srl trades



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up to 60,000 tons of waste annually. Our waste management global service applies an environmental policy approach that underlines producer's responsibility for reducing environmental impact across the whole product life cycle process – from selection of materials, to products' design, to its end-of-life and especially for their take-back recycling and disposal.

The roots of EPR represent an integral part of our quality procedures and recently developed technologies at the basis of the circular economy, tackling another SDG that fights against poor water quality and an inadequate sanitation. More precisely,

we treat wastewater sludge and provide a resource recovery, while fighting challenges and barriers of the Smart Cities concept. In addition, our smart dustbin and waste management latest sensor technological solutions are creating a higher resource efficiency and cost-effectiveness in pollution reduction.

We navigate our business model and corporate strategy by effectively serving all our stakeholders over time, namely our employees, customers and communities. This has been instantly recognized at the first meeting of Global Compact Network Italia, when Innovando Srl joined its new Board of Directors whose primary purpose is

to contribute UNGC development in Italy. We're pleased to demonstrate our focus on responsible business practices, as well as to provide an evidence of our common value-based management approach expressed partly in our Code of Ethics and Model 231 and updated in our Communication on Progress (CoP) with some of our achievements during 2019. Moreover, we are excited about our continuing commitment and support to the Ten Principles of the United Nations Global Compact and Global Compact Network Italia.

Enjoy reading!



Introduction**Innovando Srl focus on the Global Goals**

As a business participant in the UN Global Compact, Innovando Srl makes a commitment and integrates Ten Principles into its strategies and operations. The Communication on Progress (COP) is our mechanism to inform all the stakeholders on progress we made in implementing Ten Principles into our strategy, culture and day-to-day operations.

Communication on Progress

Period covered by this report:

March 2019 — March 2020



Reporting on UNGC

Sustainability and financial reporting have always played a significant part of Innovando's End-of-Life Tire Management. Innovando Srl annually produces a communication on tire management performance, in accordance with the current legislation requirements, delivers it and presents to all its stakeholders. Based on legality and transparency principles, Innovando Srl provides a clear evidence about its commitment to the transition process towards sustainability and circular economy.

The Communication on Progress captures the alignment of all Innovando Srl strategies and operations with universal principles on Human Rights, Labour, Environment and Anti-corruption, along with all the actions we take to advance societal goals.



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About Innovando Srl

Innovando Srl is an innovative SME that offers complete solutions for industrial waste management, waste disposal and regulatory compliance, designed for small, medium and large companies throughout Europe.

Initially structured with the aim of providing the most innovative waste management and EPR solutions, Innovando Srl has quickly grown to the leading position on the market that manages up to 60,000 tons of industrial waste, collected from nearly 2,000 points throughout Italy.

This has been officially registered at National Register of Environmental Managers of Trento (TN05020) in Category 8 - class C: Intermediation and waste trade.

Global Waste Management Service



Consulting

Strategic eco-innovation, sustainability, reporting, circular economy



Organic Waste

Innovative solutions for processing and material recovery of wastewater treatment sewage sludge



Waste Trading

Wide waste collection and treatment network across Europe



Extended Producer Responsibility

End-of-life tire (ELT) and battery compliance management services for Italian manufacturers and importers



Collection

Wide service coverage



iSystem

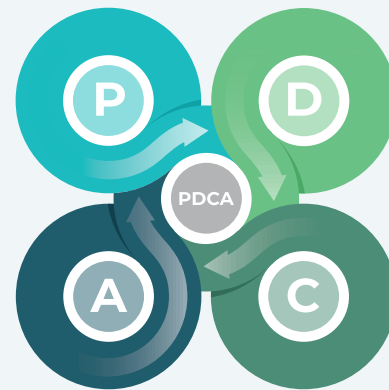
Cloud-based innovative system of full waste traceability

An innovative small-medium enterprise (SME)

The “innovative SME” notion, defined by the Italian Ministry of Economic Development (D.L. n. 3/2015) is exclusively obtained by the SMEs characterized with a strong innovation component. Other than this, an innovative SME’s balance sheet is fully in accordance with the Recommendation 361/2003 of the EU Commission and its workforce are required to be highly skilled. At the same time, an innovative SME is a company that owns an original registered software and patents, while being in its advanced stage of their lifecycle. Fulfilling these and all the additional requirements illustrates Innovando’s attempt to spread an innovation-oriented entrepreneurial culture across the country.

PDCA Management activities of Innovando Srl

Plan-Do-Check-Act is our iterative 4-step management method used in all business activities. In the past years we noticed not only our significantly greater efficiency, but a greater control over all activities, including the outsourced ones, which translates into an overall stakeholder satisfaction.



The Quality

The operational processes and the specific know-how of Innovando Srl in the field of eco-sustainable waste management have been developed within an Integrated Management System for Quality and the Environment, certified according to the UNI EN ISO 9001: 2015 and UNI EN ISO 14001: 2015 standards.

The accreditation bodies have certified Innovando’s services, divided into administrative and accounting support activities, as well as planning, coordination, supervision and control of the various operational phases.

ISO Certifications

Integrated Management System for Quality and Environment, certified and aligned with UNI EN ISO standards.





The point of generation

The point of generation refers to the location where waste initially accumulates and is under the control of the waste-generating process operator. Over the past years, Innovando Srl advanced its services for identifying the most suitable waste generation points for tire specialists, machine shops and other industrial sectors. Through our service we help clients understand all regulations governing the management of waste, from the moment it is produced, or the point of generation, through the final.



Logistic network

Following green logistics and sustainable supply chain management state of the art inspired us to define a new concept and to optimize the logistics network in a more strategic way. Our fast-growing collection and coordination network balances between the long-term economic performance and environmental dimension of sustainability. Through the logistic service provider network, evaluated by specific criteria, the collected waste is transferred to the temporary storage centers and recovery plants.



Monitoring

Real-time monitoring of all management processes within the entire cycle of collection, transportation and waste recovery are provided through our internally developed cloud-based system (iSystem, page 16 of this document).



Transparency

Innovando Srl implements environmental communication in a planned and strategic way. Reporting issues about the environment are involving the global community, so apart from providing responsible and credible reports, our team is considering the influence report will have and the way messages will be perceived. Thus, all the topic-related reports are offering rational and responsible information, aligned with all the relevant legislations and presented in the most transparent manner.

Critical Raw Materials

Being crucial to Europe's economy, Critical Raw Materials (CRM) form a strong industrial base, producing a broad range of goods and applications used in everyday life and modern technologies. However, their scarcity happened to be a growing concern within the EU and across the globe, which is why the European

Commission has created a list of CRMs for the EU. Currently, the CRM 2017 contains Natural Rubber and Phosphorous, speaking this way explicitly about the risks associated with these materials supply. Prosperously, Innovando's innovative technologies are enabling both rare elements recovery.



Knowledge exchange and technology transfer

Raw materials and materials science in general are largely critical in the transition towards green energy technologies. Innovando Srl actively participates in EIT Raw Materials Summer Schools, providing its human resources to challenge and support PhD researchers in deploy-

ing innovative technologies into society. Consequently, Innovando Srl contributes to strengthening industry-science linkage and communication, helping researchers to increase their impact creation through the innovation, benefiting at the same time from the research and development state of the art.

EIT RAW Materials TOPSTARS Summer School 2018-2019

EIT RAW Materials TOPSTARS Summer School 2018

Participant: Rubber Conversion Srl, Innovando's spinoff
Challenge: Natural rubber recovery technologies

European Institute of Innovation and Technology is a body of European Union and the largest consortium in the raw materials sector worldwide. Its vision is to develop raw materials into a major strength for Europe, while enabling sustainable competitiveness of the European minerals, metals and materials sectors along the value chain.

Under University of Trento's international activities, TOPSTARS 2018 edition offered to PhD students a unique hands-in opportunity to address a societal challenges in the Raw Materials framework, by combining the technical expertise with innovation and entrepreneurship experience. For this occasion, Innovando Srl proposed a challenge which underlined technical issues about technological innovation in rubber recycling business, since Natural rubber belongs to the "light rare earth elements" CRM 2017 list. At the same time Innovando's technical, innovation and business experts offered their mentoring support for the teams in a fast pitching sessions, as well as in the technical feasibility phases.



Highlights

(data for each edition)

July 2018

July 2019

✓ **60 students**

✓ **10 days**

✓ **6 mentoring sessions**

✓ **4 tutor sessions**

✓ **26 hours of
team working**



Circular Economy

Innovando Srl is committed to supporting the transition to circular economy, as evidenced by the numerous activities and provided innovative solutions for waste treatment and reuse. We assist enterprises across industries and seek mutually acceptable solutions through our continuously growing partnership network.



FONDAZIONE
PER LO SVILUPPO
SOSTENIBILE

Sustainable Development Foundation

This is an authoritative point of reference for the main sectors and actors of the green economy whose main purpose is to promote green economy through initiatives in different sectors like energy and climate, waste and the circular economy, sustainable mobility, green strategies, eco-innovation and many more. Our common vision of sustainability and responsibility is expressed through an active participation of Innovando Srl in all their activities.

artis

THE SUSTAINABLE MATERIALS GROUP



In order to strengthen our services, we collaborate with the world-class professionals who form the network of ARTIS, an accredited consultancy and analysis agency specialized in research and development of methodologies aimed at reducing the exploitation of raw materials. In this context, the activity of Innovando Srl focuses on the evaluation of the innovative materials development and applications.

Bocconi

Green

Centre for Research on Geography, Resources, Environment, Energy & Networks

The Green Economy Observatory - GEO is a dynamic platform for research and analysis on Green and Circular Economy trends following two main approaches – Policy and Management, where Innovando Srl plays an active role.

Circular Economy

RECYCLING POINT

Launched by Innovando Srl, this online informative platform's purpose is to support the transition to circular economy by combining the strength of the collective voice of the people and inspiring the model for the sustainable change. Recycling Point is structured as a place where citizens have an opportunity to express their opinion and to set the media agenda by actively participating in the dialogue co-creation and sustainable business promotion. Sustainability and circular economy are broad topics that concern not only institutional policies and corporate choices but also "ordinary" people consumption behaviors.



This is a scientific-editorial project carried out by the Sustainable Development Foundation and Fise Unicircular in a form of the annual recycling report in Italy. Innovando Srl provides the support to this project every year by distributing its updates and the critical point of view on the waste recycling in Italy, while identifying also the European and international dynamics of current trends in the relevant economic contexts.



Area Science Park is a National Public Research Body under the aegis of Ministry of University and Research (Italy) that has also been managing since 1978 the first and the most important multi-sector Science and Technology park in Italy. It promotes the development of innovation processes. With its partners, EIT Raw Materials and Area Science Park, Innovando Srl is promoting the establishment of a Regional Innovative Network on Critical Raw Materials.

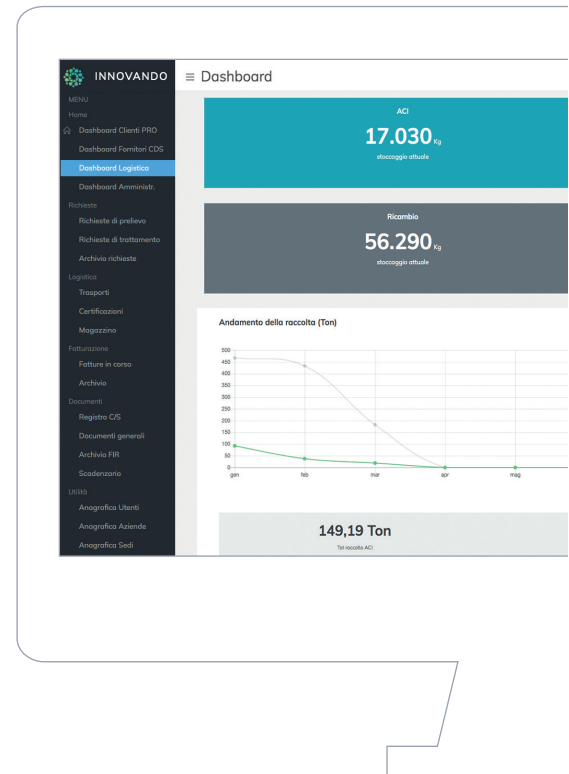


FISEUNICIRCULAR
UNIONE IMPRESE ECONOMIA CIRCOLARI

As a company of the Fise Unicircular, Innovando's role is to enhance and reintroduce goods and materials deriving from their transformation into production and consumption cycles. By sharing our know-how and expertise, we help other businesses translate their internal linear processes into new, circular business models, with a range of economic and environmental advantages, benefiting, consequently from the new value creation and competitive differentiation.

Sustainable investing #1

PFU24 & iSystem — Waste traceability innovative software



iSystem

Without research there is no innovation and without innovation there can be no progress. In other words, there can be no management of End-of-Life Tires without iSystem, an integrated system control and traceability able to ensure transparent management and structured, which translates first of all into the full traceability of the refusal, starting from the collection stage to the next recovery.

iSystem is a cloud solution to manage at best the information flow of the operational chain. The system is capable of tracking all movements in real-time, ensuring maximum transparency of processes and optimization of flow planning as well as providing essential performance indicators (KPIs) for different monitoring needs, planning and reporting.

Our 3-in-1 solution covers all the fundamental points of the operational supply chain process, while solving the most important problems, namely:



1. Traceability

optimizing waste management logistics is essential for the entire process efficiency increase.



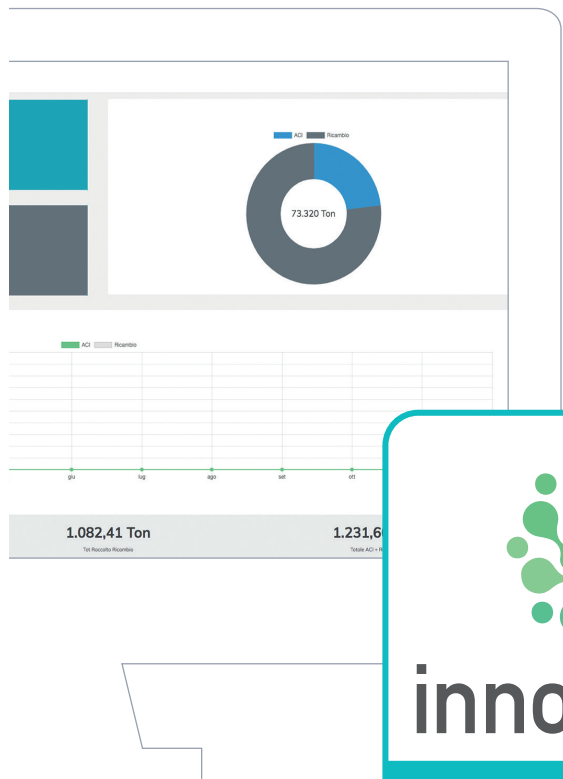
2. Bureaucracy

iSystem contributes to an overall bureaucratic simplification and helps our administrative compliance management operations to avoid manual errors in document management.



3. Fragmentation

this innovative platform allows physical and administrative operations to be managed separately, while providing the complete solution.



Complete solution & full traceability system

iSystem guarantees a complete traceability of the entire ELT (End-of-Life Tyre) management process, from the collection to the recovery. Customizable dashboards are allowing supply chain participants, namely waste producers, temporary storage centers and customers, to access the most relevant information and documentation.

Transparency
benefiting manufacturing companies, waste holders and managers

Implementation
of strict data verification standards

Guarantee
fulfillment of all legal obligations in document management

Simplification
of the supply chain operational processes

Monitoring
of the performance of all services provided in real time

Continuous update
The solution is in continuous development and evolution and in the future will include also the integration of optimization devices and algorithms, computer security services based on a blockchain structure, traceability solutions based on geolocation and more.

Value proposition: mastering data management

Innovando Srl counts its customers' data a viable corporate asset that needs careful protection and an active governance in order to increase our customer satisfaction along with the revenues.

In consideration of the regulatory changes introduced at the 2018 Budget Law, our innovative integrated software iSystem represents both the

greater accessibility and transparency improvements, but also our data management activities reduction strategy. Preserving compliance with the current regulations and allowing the real-time full traceability of all documents, in every phase of the process, represents Innovando's expertise, previously demonstrated in the first platform we developed PFU24.

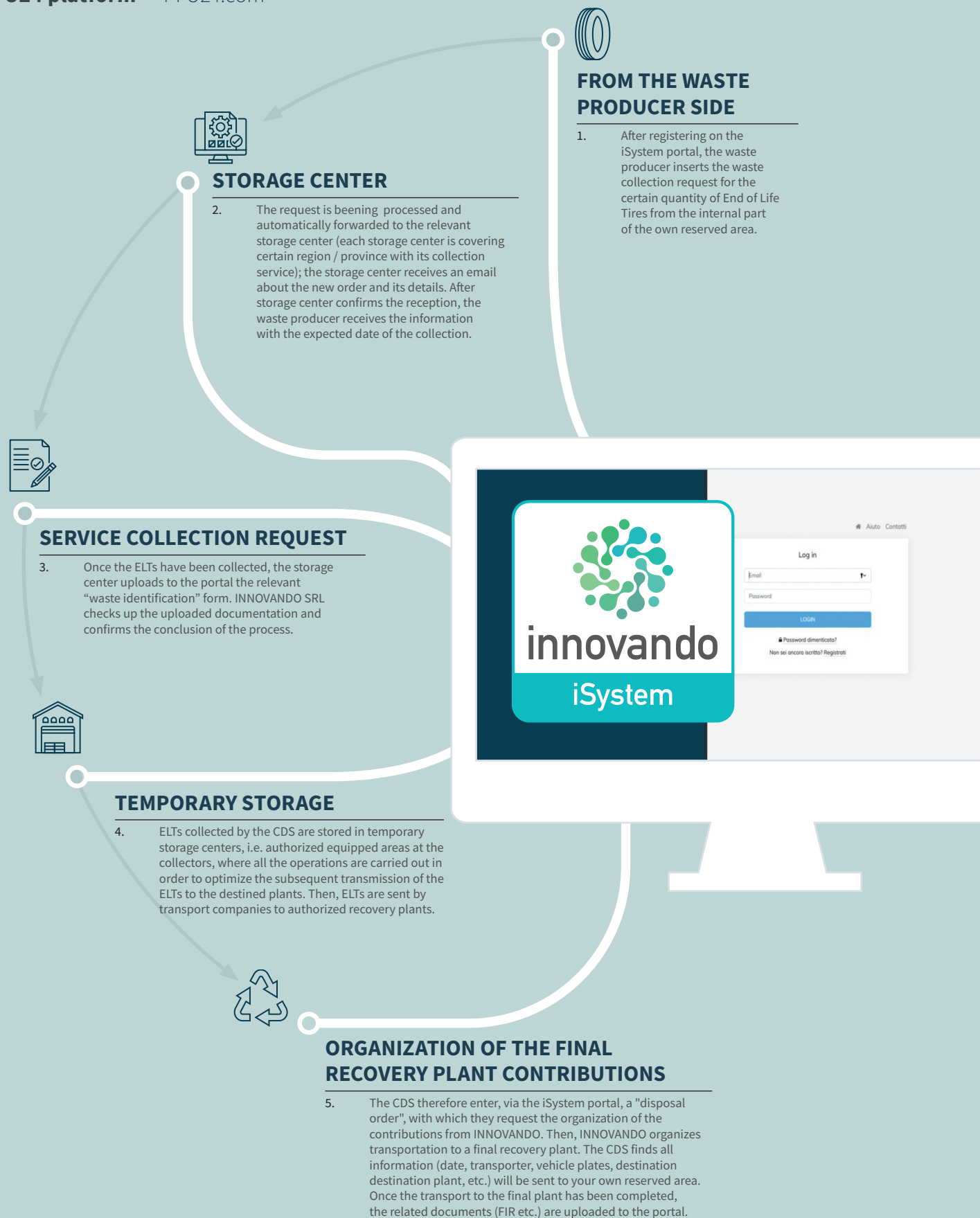
PFU24 platform — PFU24.com

The PFU24 platform enables digital management of all processes related to the ELT operations. Once registered at PFU24, all waste producers can transmit their collection orders with an IT interoperability directly to Innovando Srl, which takes care of the collection activities through its logistic partners.

iSystem software solution represents the upgraded version which allows also the coordination and communication between the various players in the production chain. With an iSystem all the ELT quantities are explicit and visible in a real time, along with the quantities of recovered or recycled materials. Therefore, anyone involved in the supply chain process has a complete access to the information and documents of their interest, visible in a customizable dashboards.



Moreover, through the support of Power BI (Business Intelligence), it is also possible to elaborate reports and statistics needed for different purposes, like environmental impact measurements and other management activities.



Sustainable investing #2



Acknowledging this huge amount of annually discarded End-of-Life Tires (ELT) opened up the major environmental challenges in terms of restrictions against landfills disposal, but also to difficulties in obtaining suitable products to be sold in the market as secondary raw materials. Being familiar with all modern rubber recycling disadvantages associated with a number of operational drawbacks, in addition to poor quality of the components, Innovando Srl decided to invest in an innovative technology development. As its response to all the rubber recycling challenges, Innovando Srl created an independent company, thus, a spinoff Rubber Conversion Srl, aiming to provide the most sustainable and economically viable method for the rubber reutilization which will enable the highest product offcuts reuse.

Quality Raw Materials from ELTs

Recognized as the most promising method to reuse ELT-derived rubber in high-quality products, our patented devulcanization technology has been awarded by the Circular Economy Network in November 2018, when Rubber Conversion became the winner of the First National Circular Economy Startup Award for its innovation.

Designed for the entire rubber industry, our devulcanization technology is helping Rubber Conversion's clients to enhance their production and post-production rubber waste, as well as to reduce the Natural Rubber consumption. Considering the scarcity of this material and the short supply globally, the problem has been recognized by the European Commission and added to the Critical Raw Materials list in 2017.



AWARDS

- 2018
- 2019

Creating the 0.3 System

Green Economy and Sustainability

Rubber and Plastics Federation (Italian: Federazione Gomma Plastica) underlined all previously mentioned rubber industry challenges in a topic-related event, organized in a technical collaboration with Rubber Conversion. In October 2018, this event gathered the most important Italian industry leaders to discuss the reutilization possibilities for post-production and post-consumption rubber.

The risk of the natural rubber supply and the investments in the alternative rubber recycling technologies was in the focus of this event when Rubber Conversion presented its innovative devulvanization technology. This represents an innovative model for improving the recovery rates of rubber from post-production and post-consumption materials, including ELTs.



Sustainable investing #3

Innovative sludge processing technologies

Identifying and investigating the most innovative alternatives for biomass disposal played a significant part of Innovando's activities in the recent years. On top of our material recovery projects, we'd like to emphasize the one related to the municipal wastewater sewage sludge processing by applying

the innovative and patented chemical treatment process. Formed as our new business unit, the sludge recovery technology's goal is to obtain the high-quality fertilizers which will allow the replacement of the synthetic ones with the organic materials.



Starting from the wastewater treatment process, Innovando's innovative technology is treating biological materials in liquid phase, directly on the water purification plants, providing this way a reduction of Nitrogen, separation of Phosphorous (Critical Raw Material) and production of a pH soil corrective fertilizers. Our treatment acts inside the wastewater treatment phase, on liquid sludge line, which is not a waste yet, thus, the whole process simplifies an overall management and administration: the treatment plant

does not produce waste anymore but fertilizers for a direct implementation in agriculture.

This way we changed the impact framework by introducing circular technologies in water treatment sector. Moreover, the end-product obtained in the process, a soil corrective, has been recognized by the National Register of fertilizer manufacturers and the product has been accredited and registered at ECHA – European Chemicals Agency.

UN GLOBAL COMPACT DESCRIPTION OF ACTIONS

The Ten Principles of the United Nations Global Compact

Innovando Srl is pleased to confirm its reaffirmation of the support to the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

Prior to this principle-based framework official adoption in March 2019, an integral part of Innovando Srl activities has been expressed in the Organizational Model 231 and the related Code of Ethics (Legislative Decree No. 231 of June 8, 2001), both requiring all the stakeholder commitment and participation in terms of transparency, fairness, health and safety at work, responsibility and environmental protection along the entire supply chain. Therefore, the United Nations Global Compact Ten Principles adoption represents our natural progress with already implemented principles and demonstrated actions within all our operations.

One of the ways in which Innovando Srl expresses its commitment to sustainable growth is through its focus on the environmental needs and the needs of local communities. As an essential part of our social responsibility, ISO 26000:2010 serves to assist in contributing to sustainable development and to go beyond legal compliance.

WE SUPPORT

Human Rights

Principle 1

Business should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 2

Make sure that they are not complicit in human rights abuses.

Labour

Principle 3

Business should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4

The elimination of all forms of forced and compulsory labour.

Principle 5

The effective abolition of child labour.

Principle 6

The elimination of discrimination in respect of employment and occupation.

Innovando Srl ensures workers are provided safe, suitable and sanitary work facilities. Innovando Srl protects workers from workplace harassment, including physical, verbal and sexual or psychological harassment, abuse or threats. Innovando Srl takes measures to eliminate ingredients, designs, defects or side-effects that could harm or threaten human life and health during coordinating, manufacturing, usage or disposal of products. We respect Universal Declaration of Human Rights and Environmental Protection and the details of the previously mentioned Organizational Model 231 and Code of Ethics are published on our website, as an integral part of our transparency in communication with all our suppliers, employees and partners.

By fully accepting and implementing the scope of the Legislative Decree No. 231/2001, Innovando Srl ensures that it does not participate in any form of forced or bonded labour, that it complies with minimum wage standards, ensuring that employment-related decisions are based on relevant and objective criteria. By voluntarily adopting codes, standards and policies of social sustainability, the management of Innovando Srl continuously maintains a suitable working environment and explores the needs of the staff, while ensuring the appropriate management of safety, some of the examples are:

- » Risk Assessment Document, which identifies the health and safety in the company and defines the prevention and protection measures to be implemented.
- » Fire Risk Assessment Document, which identifies the infrastructure, the areas at risk, measures to be adopted in order to eliminate the risk of fire.
- » Staff safety courses
- » Consultation and inspection of the head of the prevention and protection service in charge (RSPP)
- » Consultation and inspection of the competent doctor with a periodic health controls for the staff.

Environment

Principle 7

Business should support a precautionary approach to environmental challenges.

Innovando Srl avoids environmental damage through the regular maintenance of production processes and environmental protection system (air pollution control, waste, water treatment systems, etc.). At the same time, Innovando Srl ensures emergency procedures to prevent and address accidents affecting the environment and human health. Innovando Srl minimizes the use and ensure safe handling and storage of chemical and other dangerous substances.

As mentioned in the company description pages, Innovando Srl has developed an Integrated Management System for Quality and the Environment (QMS) in accordance with UNI EN ISO 9001: 2015 and UNI EN ISO 14001: 2015. Therefore, we're continuously engaged in optimizing cycles and operations in order to increase our customer and stakeholder satisfaction by effectively applying the QMS. In this context, we established a Policy for Quality and Environment which represents a framework for evaluating company's objectives

Principle 8

Undertake initiatives to promote greater environmental responsibility.

Principle 9

Encourage the development and diffusion of environmentally friendly technologies.

(managerial, operational but also ethical and environmental). This includes the definition of all the innovative technologies development and use, with particular reference to the optimization of logistic flows for the waste collection and treatment.

The goal we set previously was to ensure transparent and structure management, while enabling a complete traceability of all operations through the whole supply chain actors coordination and we managed it by upgrading PFU24 portal and by incorporating the innovative cloud-based software iSystem, described in previous chapters of the document. This way, we provided the availability of all information in real time, along with the processing of statistics and reports for different planning, monitoring and reporting needs. Furthermore, the optimization of logistic flows contributed to the wider rationalization of resources, resulting at the same time with environmental benefits by reducing emissions and saving energy.

Anti-corruption

Principle 10

Business should work against corruption in all its forms, including extortion and bribery.

Innovando Srl assesses the risk of corruption when doing business, as well as that internal procedures support the company's anti-corruption commitment. Innovando Srl implements the defined principles of quality of all the services we provide, regulatory compliance with laws and regulations while being focused on the individual needs in human resource management terms.

2

Corporate sustainability in action

Adopt a Tree: Rebirth of the Park Levico Terme



After the extreme weather and storm hits on the 29th of October 2018, one of the most important parks of the Province of Trento has been completely destroyed. In order to help replanting of the trees of the historic Park Levico Terme but also to convey an important message “the tree is a heritage, the tree is life”, a project “Adopt a Tree” was born to support the unrecognizable park after the bad weather conditions. Innovando Srl collaborated in the action by contributing with a donation paid on behalf of all its clients. This amount has been invested in the Park Rebirth activities.

Thanks to your contribution to support the Adopt a tree project, around 32.000,00 EUR have been collected by the 31st of December 2019”

— Levico Team

MeA — Mosaicoeias Social Cooperative Society & Innovando SRL: Cultural, legal and scientific evolution on disability studies and welfare — Project



The aim of the project was to provide a program guideline for interventions and services for people with serious disabilities between 18 and 64 years.

The social inclusion of people with physical and complex disabilities is still an open issue in Italy and in order to implement social policies in the most effective way, we should increasingly move forward interventions which are aiming in breaking down barriers of all kinds. A public call for project proposals

referred to the DGR 154/2018, DGR 2141/2017, the Decree Ministerial (DM) 23/11/20016 of the Ministry of Labor and Social Policies and the Law 112/2016 "After us".

The supporting partner role of Innovando Srl in this project helped its full customization in all phases, from an ideation, to the analysis of the situation, to elaborating and project planning, all the way to its implementation and a final evaluation. The duration of the actions is covering period of 4 years, starting from 2019.

3

Measurement of outcomes

Innovando Srl has a system which outlines how certain activities (rules, roles and responsibilities) are directed in order to achieve the goals of an organization.

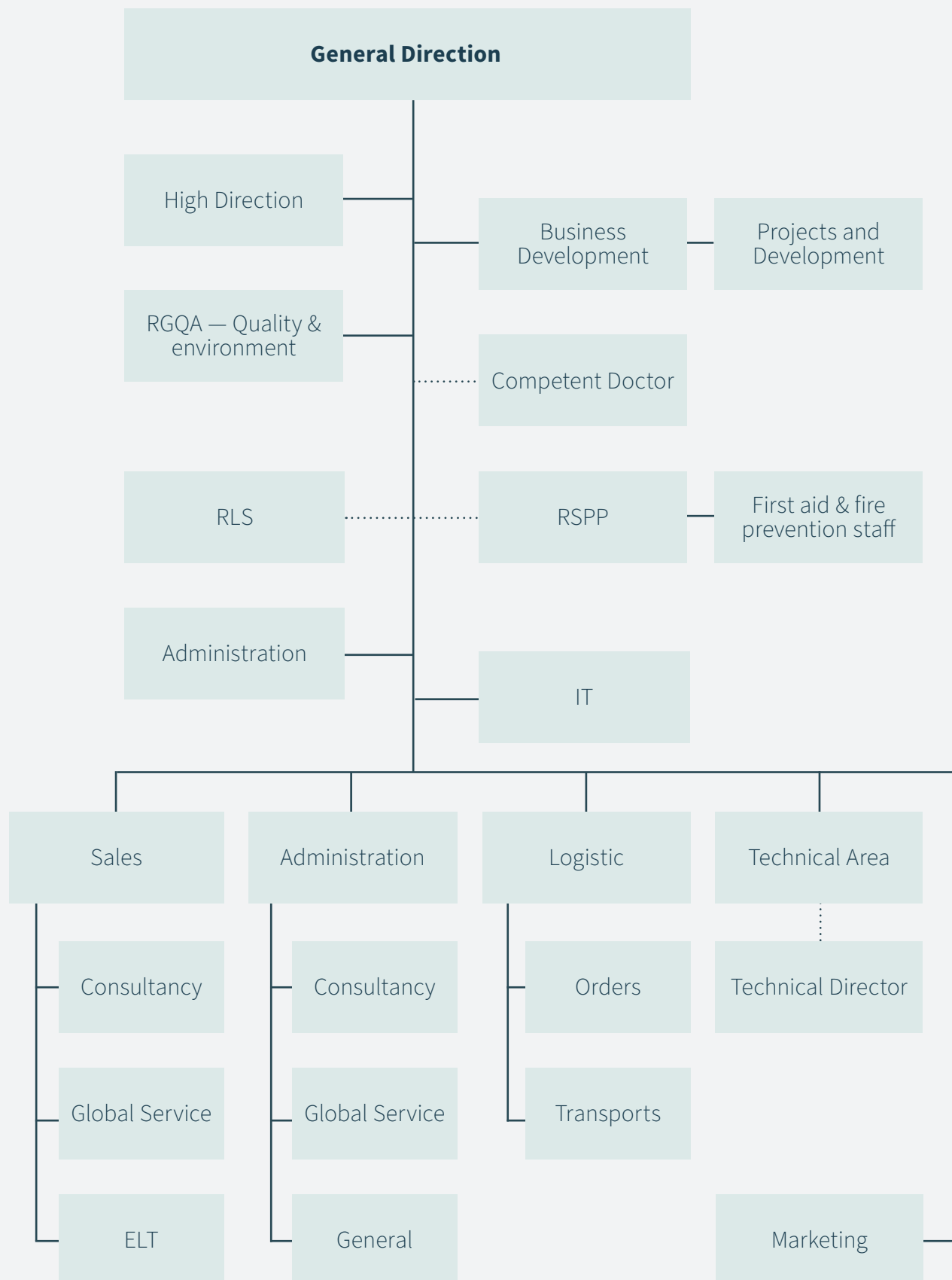
Company structure

The following structure determines how information flows between levels with the company and its visual representation illustrates the clarity Innovando Srl provides for everyone at all levels.



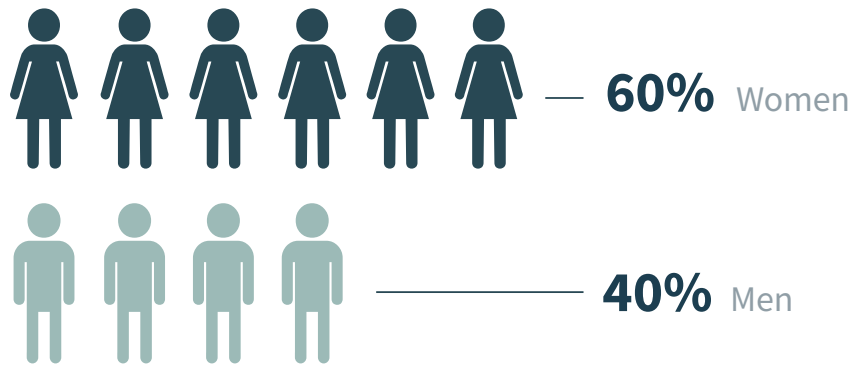
innovando

Company structure

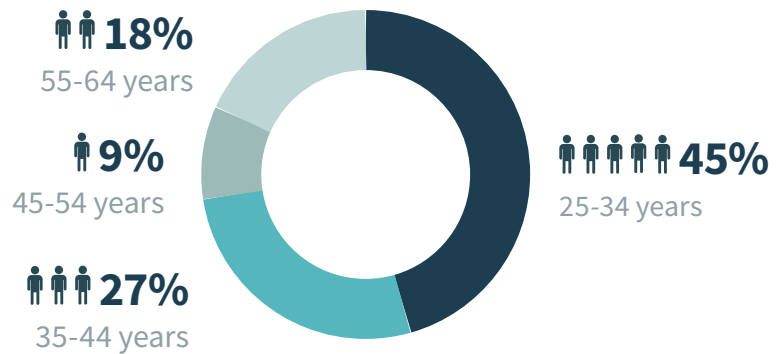


Company demographics

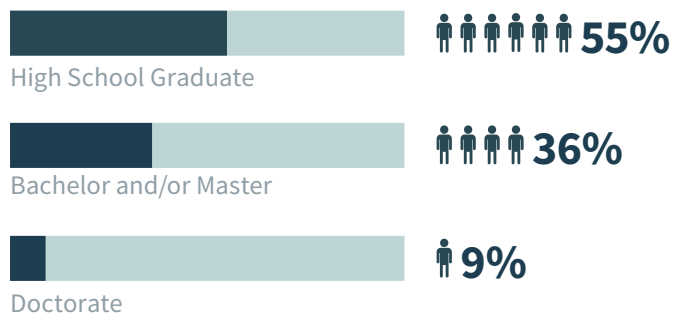
The demographics of management & employees grouped by diversity factors.



Age (27-60 years)



Education



Training hours in 2019



490h

Total training hours in 2019



40h

Total training hours on average per person

Starting work support

Innovando provides to its employees starting work support: course on hygiene, health & safety on workplaces in accordance with the state-regions agreement 221/2011. Information and training of workers pursuant to art. 37 of Legislative Decree 81/08 and the state-regions agreement 221/2011.

Trainings according to the UNI EN ISO 9001:2015 and UNI EN ISO 14001:2015 – based on the information and training of employees regarding the company management system with particular attention to the policy procedures and requirements SGQA – Environment Quality Management System (Italian: *Sistema di Gestione Qualità Ambiente*).

Training activities

- » Training & support on the use of iSystem platform, provided by Innovando Srl
- » Participation in the training plan “DIPINTO Digitalizzare”, Internationalization and Innovation for the Competitiveness (Fondimpresa): 24 hours business (completed); 16 hours international negotiation strategies
- » Electronic billing training – deepening the understanding of the admin area of the innovations introduced by electronic invoicing and the related accounting procedures
- » Web conference tools and how to use them – training
- » Società Benefit Training & Consulting: evaluating B CORP business models and its applicability
- » Power BI training – Business Intelligence instrument Power BI for the final reporting of the end of life tire process

End of life tire (ELT) management activities 2019

19.060

Tons collected

Collection divided in different categories and activities, aligned with the DM n. 82 of 11th of April 2011 and s.m.i

+2000

Points of collection

In Italy (ELT manufacturers, tire dealers, etc.)

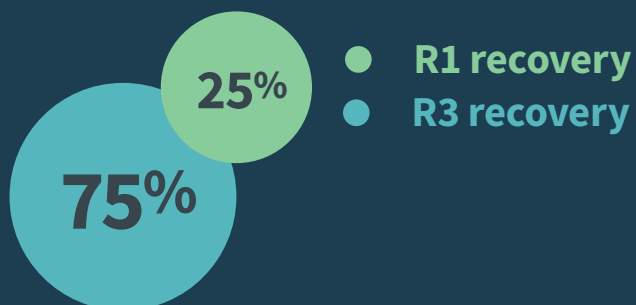
Collection suppliers

BY AREA	OPERATORS	VECHICLES
Northern Italy	6	87
Central Italy	3	21
South and islands	4	37
Total	13	145

ELT recovery 2019

18.195

Tons (100%) of the ELT recovered



Recovery suppliers

BY AREA	RECOVERY R1	RECOVERY R3
Northern Italy	0	2
Central Italy	0	2
South and islands	0	2
Rest of Europe	2	3
Total	2	9



Collection suppliers

Suppliers for collection distributed all over Italy



Recovery suppliers

Suppliers for recovery distributed in Europe

● R1 Recovery

● R3 Recovery



End of life tire (ELT)
management activities
2019

ELT and Sustainability



Innovando Srl is committed to promoting and training its logistics network with an aim of adopting good ELT management practices, from the collection phase, to the treatment and recovery phases, in order to minimize the environmental impact of the ELT on the ecosystem.

Innovando Srl monitors its supply chain in terms of environmental performance. The environmental impact related to the ELT collection and treatment activities is measured annually, considering the balance of Material and Carbon Footprint as indicators.

Material footprint 2019

In both recycling of materials and energy recovery terms, ELT management of Innovando Srl avoids the virgin raw material utilization in order to affect positively the Material Footprint balance. In particular:



The ELT rubber granulates recovery helps with avoiding the vulcanized rubber polymer components production (natural, synthetic rubber, carbon black, metal oxides and other additives).



Steel recycling avoids the production of steel from the iron.



The recovery of textile fibers and other materials deriving from the ELT are reused as fuel for the production of energy in authorized plants (cement plants); avoiding the use of other fossil fuels (in particular pet-coke and coal).

Carbon footprint 2019

Measured in kg/ton of CO2 equivalent and represents the total amount of greenhouse gasses emitted, directly and indirectly, during the life cycle of a product or service: from extraction and processing of raw materials, to transformation in semi-finished and finished products, up to the management of the waste to be recovered or disposed. The value expressed by this indicator is the result of the balance between the emissions generated by the activities connected to the analyzed process (negative impacts / environmental costs) and those avoided thanks to the recovery of matter or energy (positive impacts / environmental goods due to the lack of recourse to new productions from virgin raw material).

Considering the total ELT managed by Innovando Srl in 2019, the data shows that the amount of emissions generated by the various activities of the supply chain (collection and transport logistics, treatment and combustion) is lower than the amount of equivalent CO2 that has been avoided to produce thanks to the recovery of materials deriving from ELTs, that is the emissions that would have been generated for their production from virgin raw material.

Collection and transportation

In a tire Life Cycle Assessment, the transportation phase plays the crucial role, from the points of collection to the material and energy recovery centers.

The optimization of an overall transportation must be the main objective in the logistics network planning activities where partner companies of Innovando Srl guarantee the efficiency of the service we provide, by optimizing all collection rounds, while identifying the most suitable and economically viable means.

Consequently, we achieve a positive impact on an overall vehicle emissions and therefore on the carbon footprint of the transport phase.

Material footprint in numbers 2019

13.605 tons
of recovered secondary raw materials

4.590 tons
sent to energy recovery

5.325 tons
of pet-coke as a fuel avoided



65%
8.845 tons
of recovered rubber



10%
1.360 tons
of recovered textile fibers



25%
3.400 tons
of recovered steel

The recovery

All our reference partners need to fulfill a pre-defined list of efficiency and quality requirements and all their plants are subject to check ups and inspections. On top of this, our fully transparent ELT management promotes a proximity logic, in other words tendency to choose the closest plant to the origin of the tires.

This is aligned with the Legislative Decree 152/2006 which states that in a waste recovery process all interventions need to be related to the raw materials saving, from separate collection, to reuse, to recycling and energy recovery.



TIRES

Side walls
Tire plies
Tire treads and retreads
PCR, TBR, OTR,
Solid, Agricultural, Bicycle



BELTS

Conveyor Belts
Power Transmission Belts



MOULDED & EXTRUDED GOODS

Auto Components
Hoses
Pipes
Gaskets
Footwear



WATERPROOFING & MATTING

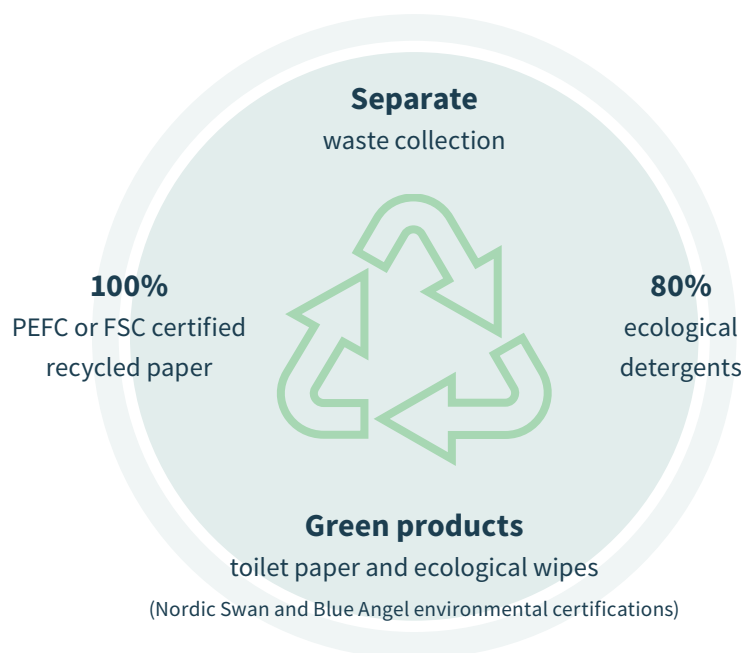
Roofing Sheet
Pond Lining
Road Surfacing
Mats

The ELT recovery activities of Innovando Srl, fit either under the R1 or R3 recovery codes, as defined in the EU Waste Framework Directive 2008/98, where R3 plants stand for the actual recovery of material and the R1 plants for the recovery through energy enhancement.

New treatment technologies are enabling reintegration of ELT-derived

products into the production processes of new, high-performance products, including tires, thus lowering the pressure on non-renewable resources. ELT material is mainly reused in sports surfaces, but also different kinds of mats and panels for acoustic insulation and for waterproofing buildings, products for urban furniture, infrastructure elements for roads and tramways.

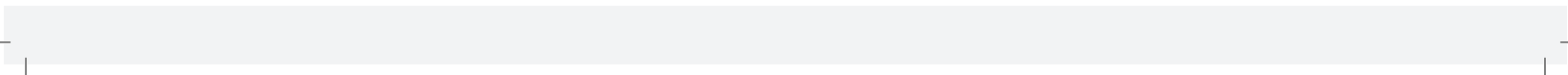
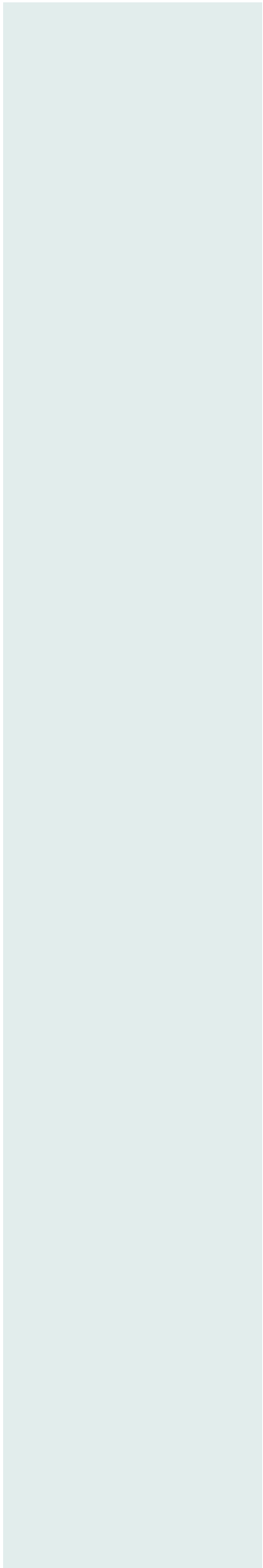
Waste management in our offices



All Innvando Srl business units aim at reducing pollution while developing and implementing the most innovative technologies. For instance, our wastewater sludge treatment technology is significantly improving water quality while eliminating dumping and halving the proportion of untreated wastewater. This recycling increase and the safe reuse we promote globally corresponds to the Goal 6: Clean Water and Sanitation. Innovando Srl started strengthening its international cooperation and capacity-building support also to developing countries. Undoubtedly, all our business units are contributing to the resilient infrastructure building, while promoting sustainable industrialization. Upgrading infrastructure to make industries more sustainable with greater adoption of environmental-

ly sound technologies, reflects our commitment to the SDG 9: Industry, Innovation and Infrastructure. Furthermore, as part of our business implementation strategies, we also enhance scientific research and upgrade the technological capabilities of industrial sectors. We will continue our active support to the quality education activities, as we demonstrated in the past two years. A goal 12 related to the Responsible Consumption and Production reflects our spin off Rubber Conversion core business activities. This business unit is helping the entire rubber manufacturing sector to increase their rubber production and post-consumption waste reutilization by implementing our circular business models.







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