



# SUSTAINABILITY REPORT **2020**

**BORMIOLI LUIGI**  
GLASSMAKER

**BORMIOLI LUIGI**  
GLASSMAKER

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The enthusiasm and professionalism  
of our employees have enabled the company to achieve  
business targets on a wide range of markets

## LETTER FROM THE CHAIRMAN

Bormioli Luigi is a world leader in the manufacturing of glass containers for perfumes, cosmetics, spirits and articles for the tableware sector.

The enthusiasm and professionalism of our employees have enabled the company to achieve ambitious business targets on a wide range of markets, reinforcing a steady, positive trend that gives us every reason to be optimistic about the future.

In terms of quantity, 2018 has witnessed the doubling of the group's turnover, thanks to the acquisition of the "BR Tableware" household division. This operation led to the founding of the main national glassmaking centre, without any undue strain to our finances.

This decision was the embodiment of senior management's strategic focus on the social, environmental and ecological issues connected with the territory. Those who are familiar with our company are already aware of the marked sensitivity of Bormioli Luigi towards the global aspects of business prospects. This attitude was deep-rooted in the company's personality and in the quality levels of our goals, long before certain neologisms became fashionable.

Forty years have passed since the Company, ahead of its competitors, made the ground-breaking change to the use of totally electric melting furnaces, accepting without hesitation the higher costs that this choice implied compared to the other technologies of the time, for the ecological advantage of dramatically lowering emissions into the atmosphere.

Still following the path of **sustainability** which must correlate theory and practice, we have recently designed and constructed "Ecoline" - the first line dedicated to luxury cosmetics in ecological glass - which has already received prestigious international accolades.

These few examples, chosen from a host of others, bear witness to the Company's commitment to pursuing, in an autonomous manner, a successful business model able to meet today's challenges.

This document describes the progress level of our activities and how they are planned, in line with an industrial development that reflects the reasons that justified the founding of Bormioli Luigi in 1946, a company that acknowledges the dedication and efforts of all those who, in their own specific spheres of competence, cultivate greater awareness, freedom and dignity, notwithstanding the pressures involved, in the perspective of promoting cultural homogeneity.

The Chairman  
**Alberto Bormioli**





Bormioli Luigi has only fully electric melting furnaces at its Parma plant: an ecological choice made by the company's owners many decades ago.

## REPORT OF THE GENERAL MANAGEMENT

During 2020, despite the long period of crisis ushered in by the pandemic, our Company recorded lower - but nonetheless positive - economic and financial results than 2019. For this, thanks are due to the contribution of one and all, from the workers and managers to the owners.

The spread of the virus was significantly controlled and forestalled thanks to organisational initiatives (such as smart working and the changing of shift times) and procedural, technical and training measures.

During this period of major disruption, employees' jobs were preserved, the atmosphere within the company remained calm and employee cooperation was admirable.

Notwithstanding the critical conditions generated by the pandemic and their repercussions on the market, following the directions of the Chairman, Mr. Alberto Bormioli, engineer, research and development and process and product innovation activities have continued, with a special focus on the environment, quality and the specific needs of customers and markets. A large number of new products - both customised and standard - have been manufactured. The R&D department has developed four new patents on the environmental sustainability of the products.

The resources dedicated to the Perfumery Business have been reorganised in terms of product development, innovation and supply chain (the latter is still in progress). The sales and marketing network of the Tableware Business has been incorporated into our subsidiary Bormioli Rocco SpA.

Projects involving the replacement of materials with more environmentally sustainable ones have been implemented. Production activities have also been redefined on the basis of the quantities of Post-Consumer Recycled (PCR) cullet that can be used in the vitrifiable mix.

A project to decarbonise methane-fuelled melting furnaces, called Divina (Decarbonisation of the Glass Industry - Hydrogen and New Assets), has been launched together with SNAM, RINA, Bormioli Rocco, STARA, the University of Genoa and the SSV (Experimental Station for Glass). The aim of this working group is to reduce carbon emissions through the use of hydrogen.

Bormioli Luigi has only fully electric melting furnaces at its Parma plant: an ecological choice made by the company's owners many decades ago. We are just awaiting the government's choices on electricity production from fully renewable sources. At the Abbiategrosso plant, the furnace is, on the other hand, fuelled by methane gas, but the aim is to convert it to hydrogen. In this Sustainability Report, the Company has set itself ambitious goals for combating climate change.

We have joined the United Nations Global Compact, supporting the 10 principles on human rights, labour, the environment and anti-corruption.

The Company's sustainability committee has decided to meet monthly to plan, coordinate and monitor all initiatives concerning economic, environmental and social sustainability, actively involving the whole organisation.

The General Manager  
**Vincenzo Di Giuseppantonio**



# BORMIOLI LUIGI: **THE ART OF GLASSMAKING HANDED DOWN FOR GENERATIONS**

1.1. A constantly evolving  
company true to our roots with  
an eye towards the future

1.2. Ethics and sustainable  
development as an integral  
part of corporate behaviour

1.3. Our approach to sustainability:  
a constantly evolving path



MASTER  
GLASSMAKERS  
SINCE THE 14<sup>TH</sup>  
CENTURY

2

Production sites  
(Parma and  
Abbiategrasso)



100%

Italian family-run business

4

Melting furnaces 3 of which electric

16

Production lines

954

Number of employees in 2020



PLATINUM

Medal awarded on  
**ECOVADIS** rating  
for commitment  
to sustainability for  
both plants



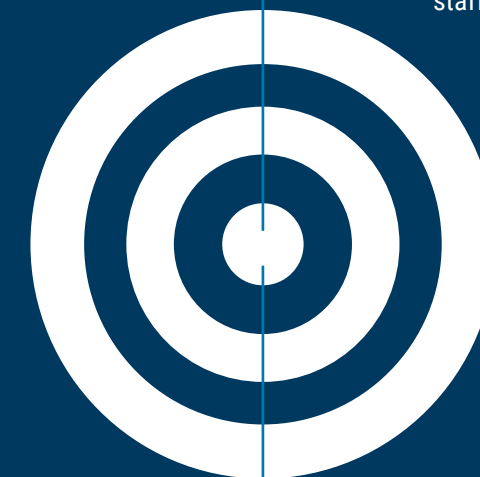
20

PATENTS  
FILED

## OUR GOALS

### STRENGTHENING OF THE INTERNAL MANAGEMENT AND CONTROL SYSTEM ON ETHICAL MATTERS

- 2021** Review of the Code of Ethics and of the risk analysis regarding corruption
- 2022** Review of the procedures for the prevention of corruption, fraud and any kind of anti-competitive practice and training of all staff
- 2023** Review of the Organisational Model as per Legislative Decree 231
- 2023** Definition of internal regulations for the ethical behaviour of employees and training for all staff
- 2025** Extension of anti-corruption procedures and training to all staff of the Bormioli Group



- Obtaining of the certification of the Legality Rating (AGCM) **2022**
- Periodical and scheduled controls of the various corporate areas regarding ethical issues and procedures in relation to Legislative Decree 231 **2022**
- Definition of procedures for the management of the controls to be conducted on business partners in the field of ethics **2022**
- Definition of procedures for the management of the controls to be conducted on suppliers in the field of ethics **2021**

### STRENGTHENING OF THE MANAGEMENT AND CONTROL SYSTEM ON SUPPLY CHAIN ETHICS

## 1.1.

## A CONSTANTLY EVOLVING COMPANY TRUE TO OUR ROOTS WITH AN EYE TOWARDS THE FUTURE

We are a company that is extremely proud of its tradition and we are driven by this conviction to work with dedication and enthusiasm in the constant pursuit of technical excellence, quality, sustainability and innovation.



### TABLEWARE INTERNATIONAL AWARDS OF EXCELLENCE 2020

In 2020, during the international trade fair Ambiente in Frankfurt, which is dedicated to tableware, gifts and fancy goods, the Accademia Luigi Bormioli's "I Meravigliosi" line of wine glasses received an award in the "Hospitality Glassware" category. The collection not only distinguished itself for its light, fluid lines and classic design, but also for its functionality and originality.

In 1946, Luigi Bormioli, an engineer to trade, founded Bormioli Luigi S.p.A., a manufacturing company specializing in the production of glass containers for the perfumery and cosmetics sectors, and prioritising the quality of its products and processes.

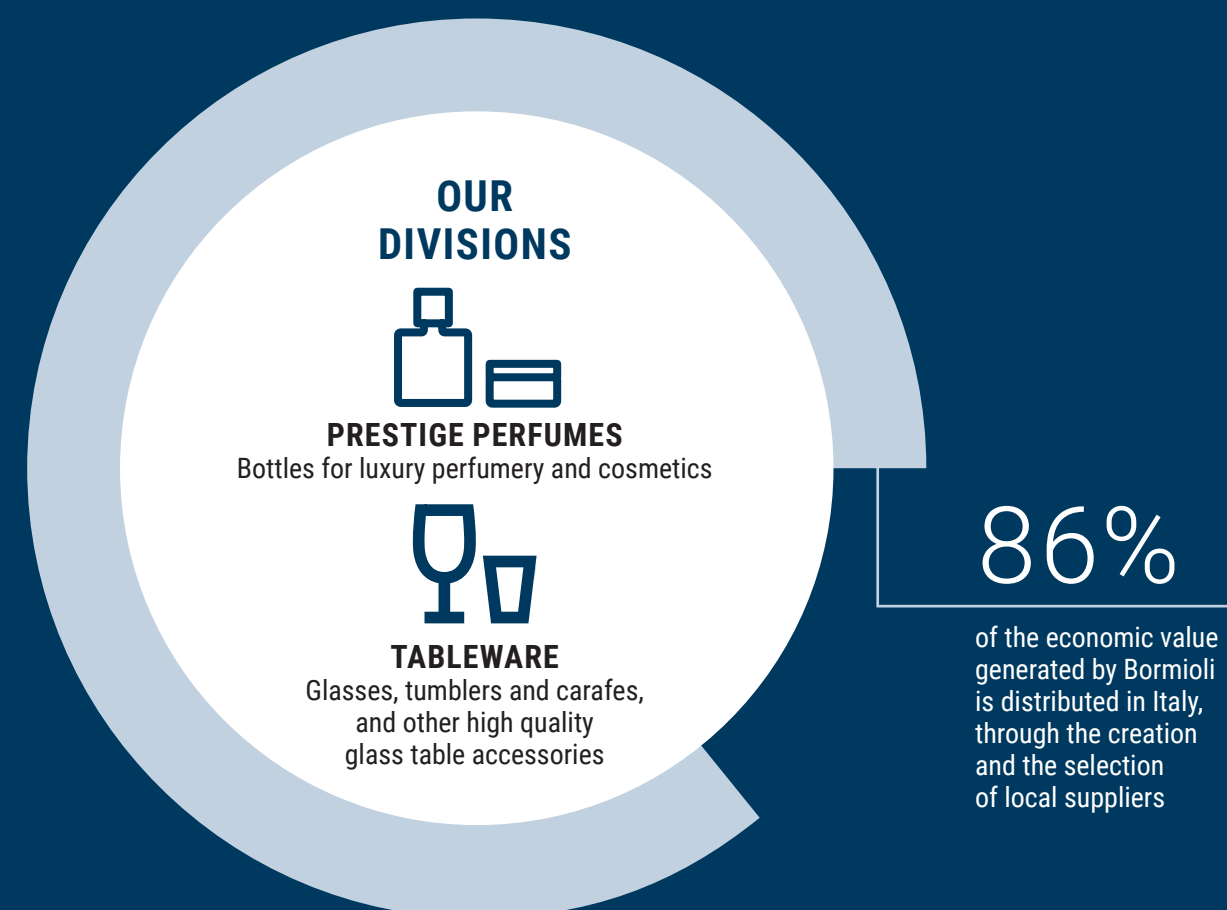
Thanks both to this mindset and to the foresight of the new Chairman, Engineer Alberto Bormioli (1994), from the moment the company was founded, it ambitiously set about penetrating the international markets, soon becoming one of the main players for high-end bottles and tableware.

To date, all activities, from design

**ALL BORMIOLI LUIGI PRODUCTS  
ARE FREE FROM SUBSTANCES  
OF VERY HIGH CONCERN (SVHC)**

to the development, production and sales of high quality hollow glass products, are carried out at the two production plants in Parma and Abbiategrasso.

Each year, Bormioli Luigi undertakes to create wealth not only for the company, but also for all of its stakeholders, both internal and external. The majority of the economic value generated by Bormioli (86%) is distributed within the - predominantly Italian - territory in which it operates, through the **creation of jobs** and the selection of local suppliers<sup>1</sup>: 34% is paid to employees, while operating costs - consisting chiefly of expenditure for the purchasing of raw materials and services - account for 65%. Through its two divisions, the company targets both the Italian and the international markets, manufacturing finished products, accessories and customised packaging for a large number of Italian customers - which accounted for 17% of the sales revenue in 2020 -, and international customers, particularly in Europe (74% of the revenue) and North and South America (6%).



### VALUE GENERATED AND DISTRIBUTED



**34%**  
to employees



**65%**  
to suppliers of raw materials and services

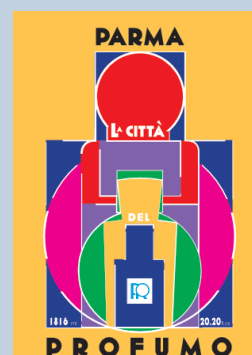


91%

Percentage of sales revenue to customers based in Europe

Due to the persistence of the health emergency, Bormioli Luigi's business inevitably suffered a downturn compared to the previous year, but its net operating result was positive, nonetheless.

Each year, the financial statements are independently audited by a leading auditing company, in full compliance with the legislation in force.

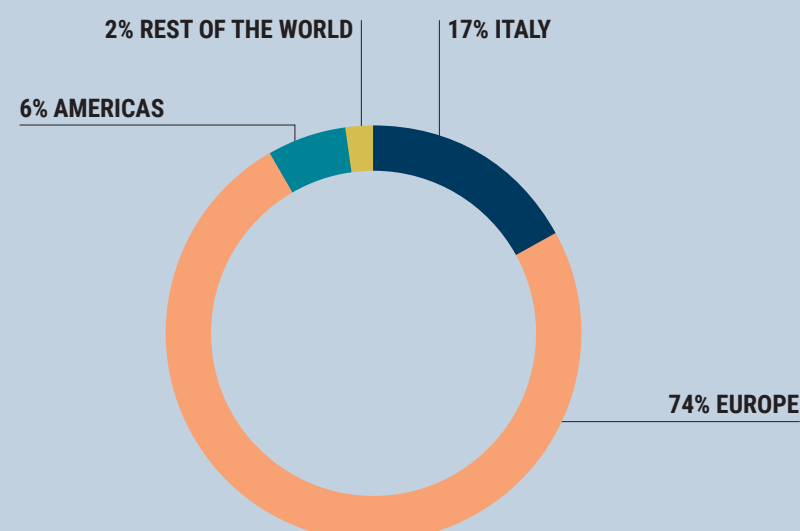


### PARMA CITY OF PERFUME: AN EXHIBITION ROUTE THROUGH THE CITY CENTRE

Two centuries of professionalism and business acumen have made the city of Parma a major centre that revolves around the world of international perfumery thanks to a complete chain of companies, including Bormioli Luigi, which makes this area of Italy unique.

In 2020/2021, the years of Parma's nomination as Italian Capital of Culture, Bormioli Luigi joins this project which consists of two different exhibition routes: at the Glauco Lombardi Museum (7 December 2019 - 22 March 2020) where the supply chain is viewed from a historical perspective and then at the APE Parma Museum (4 May 2021 - 1 August 2021) where the spotlight is on innovation and modernity in the current processes.

### SALES BREAKDOWN 2020



### SAFE MATERIAL FOR THE PACKAGING OF FOOD, BEVERAGES, COSMETICS AND MEDICINES

By preventing microbes and bacteria from entering the container, it protects the substances it holds from the risk of infection. Glass can withstand pasteurisation and sterilisation processes, thereby becoming a safe and sterile receptacle.

### INFINITELY REUSABLE AND RECYCLABLE

In contrast with other materials, glass can be recycled and reused an infinite number of times without losing its transparency, purity or quality. So glass provides an example of the circular economy in action, because, once produced, collected and processed, it can become a raw material for new and infinite production cycles.

### GLASS AND SUSTAINABILITY: 4 REASONS FOR CHOOSING IT

In addition to its transparency, chemical inalterability and impermeability to liquids and gases, glass possesses numerous positive aspects, also from the sustainability perspective:

### SUSTAINABLE

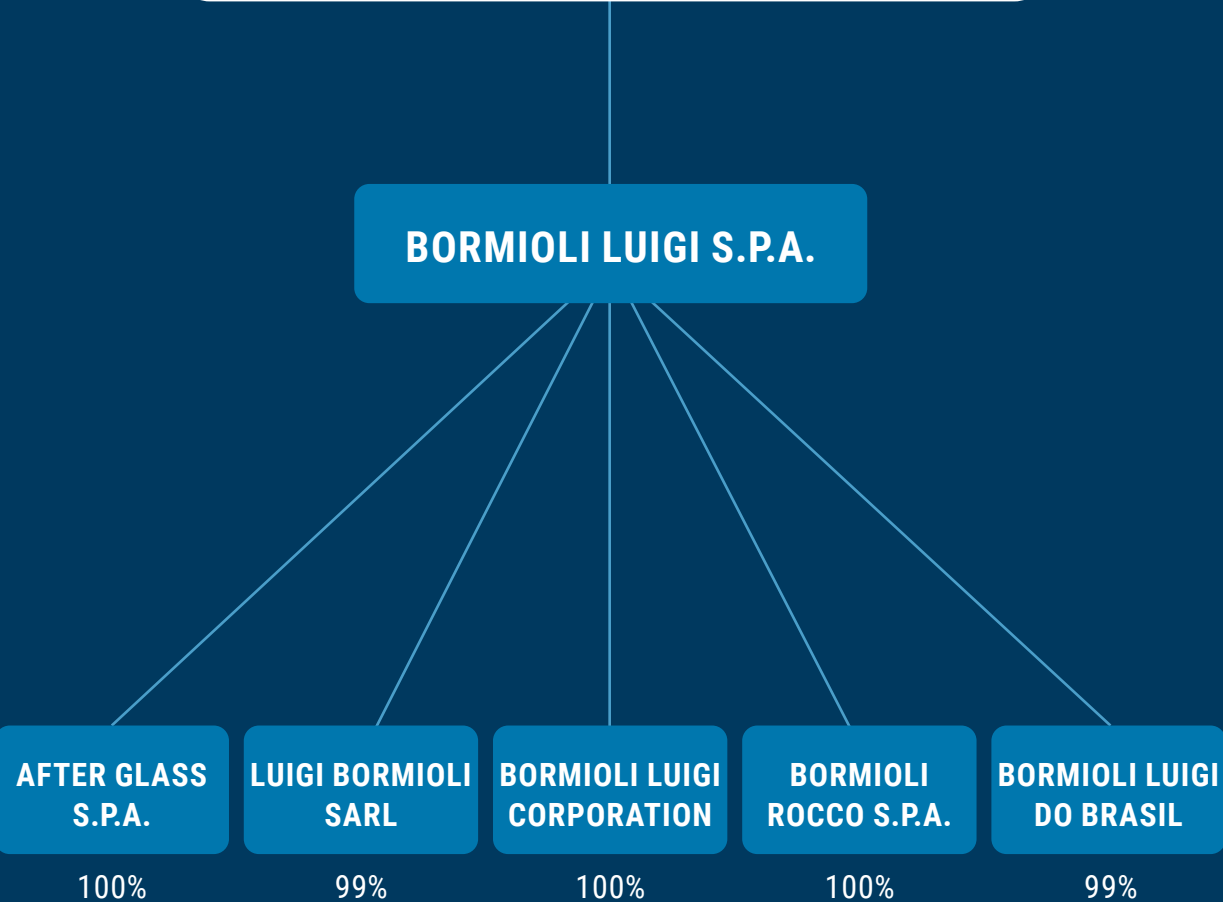
If correctly disposed of, glass is a material that can contain greenhouse gas emissions (CO<sub>2</sub>), save energy and reduce to a minimum the need for the raw materials of which it is composed by using cullet from the used glass in recycled waste collections.

### EXCELLENT FOR PACKAGING

Being re-usable and recyclable, glass is a valid, sustainable alternative to disposable containers.

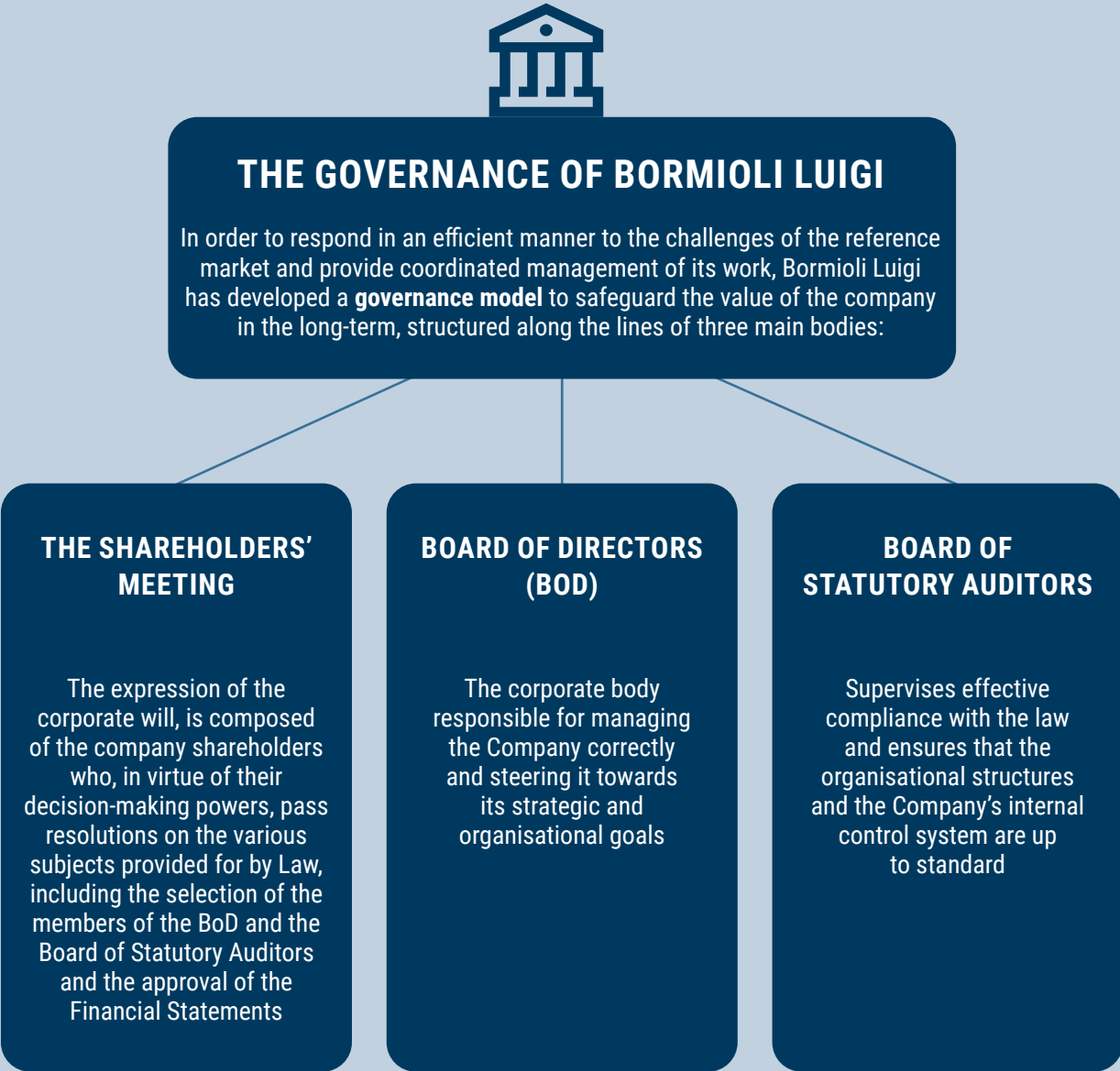
The steady growth of the Group has enabled Bormioli Luigi to acquire new knowledge, culture and know-how, allowing the company to operate in an increasingly more integrated, virtuous and innovative manner.

As of today the company directly controls the following companies.

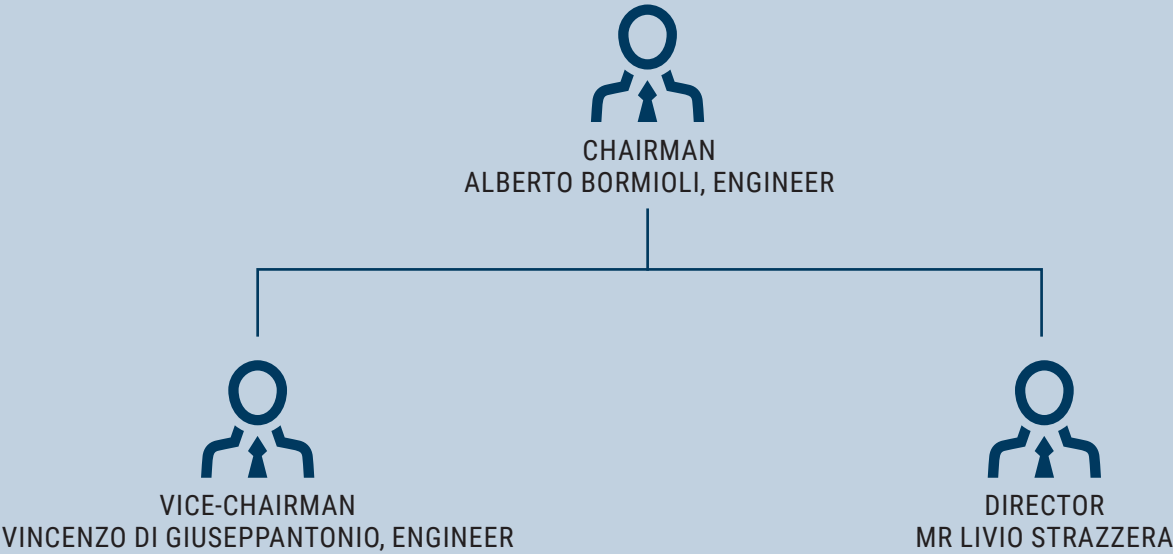


COMPANIES BEYOND THE SCOPE OF THIS SUSTAINABILITY REPORT

In particular, **After Glass S.p.A.** is a company completely dedicated to glass decorating activities with a department inside the Parma production plant, **Luigi Bormioli France SARL** is dedicated to both sales activities and after-sales services, and to glass decoration, mainly for the French market, **Bormioli Luigi Corporation** is concerned with the marketing and distribution of glass tableware and bottles for the perfumery sector and, last but not least, **Bormioli Rocco S.p.A.**, acquired in 2017, specialised in the manufacturing of glass tableware and kitchenware which, since 2019, also manages the Deluxe Spirits line. In the course of 2020, the company **Bormioli Luigi Do Brasil** was founded. Its headquarters is in São Paulo (Brazil) and it markets and sells perfume bottles for the South American market.

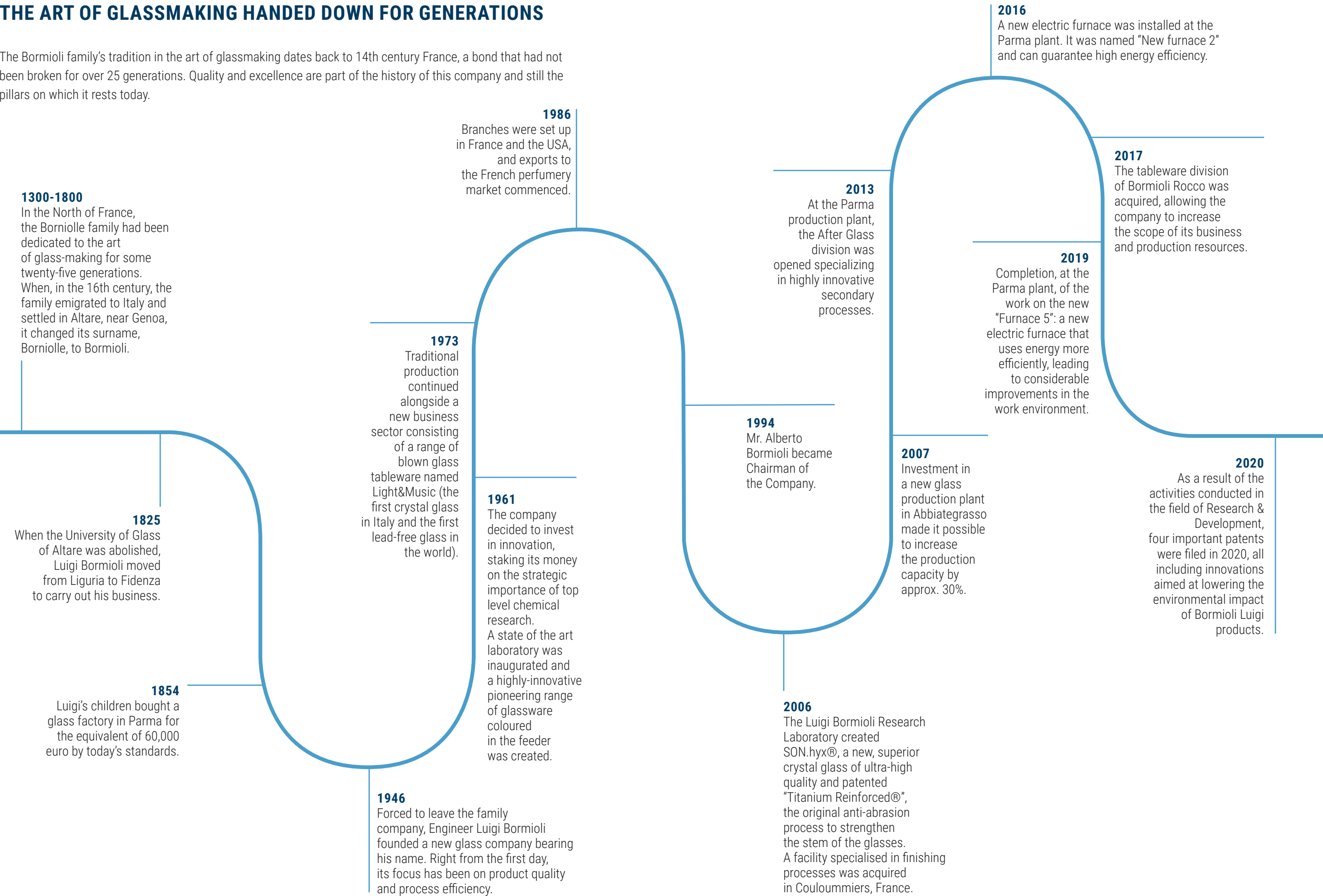


MEMBERS OF THE BOARD OF DIRECTORS AT 31 DECEMBER 2020



THE ART OF GLASSMAKING HANDED DOWN FOR GENERATIONS

The Bormioli family's tradition in the art of glassmaking dates back to 14th century France, a bond that had not been broken for over 25 generations. Quality and excellence are part of the history of this company and still the pillars on which it rests today.



## 1.2.

## ETHICS AND SUSTAINABLE DEVELOPMENT AS AN INTEGRAL PART OF CORPORATE BEHAVIOUR

Sustainable development can only be achieved through a widely shared corporate philosophy based on responsibility and work ethics.

At the basis of Bormioli Luigi's business approach is the conviction that ethics in the running of a company is one of the main factors guaranteeing the success and protection of the company itself. The pillars that support the company culture, which is spread and shared by every Bormioli collaborator are

geared towards achieving the success of the organisation, without ever losing sight of the company values and the behavioural rules that characterize a responsible work method.

Employees and collaborators are, in fact, called upon to observe and enforce the principles and rules

contained in the Code of Ethics, in the course of their professional activities, including those outside of the company.

So it has two ambitions: to distinguish itself on the market by providing **products of excellence** to its clientele and to be recognised as a **responsible reference** by all of its stakeholders.



### OUR MISSION

To create, in the **field of perfume bottles**, all the conditions for manufacturing the best possible product so that the best fragrance companies in the world will choose us as their partner, convinced of the decisive contribution we can make to the growth of their success.

To affirm, in the **tableware sector**, a product with unique characteristics on the market so that our range represents a constant and easily recognizable reference for all those people who identify their style with the expression of our culture's values.

To design and develop innovative **decoration technologies** for the production of decorated items suited to the most demanding requests of the reference markets.

## OUR VALUES



### ENTREPRENEURS OF OURSELVES

The complex life of the glassworks is made up of moments in which the expression of outstanding human skills is of the utmost importance. Only the ingenuity of an enterprising human being can develop innovation, only the equilibrium of a rational human being can combine opposing ideas, only the spontaneous generosity of an intelligent human being can dedicate him/herself to the good of the company. This awareness instils the activity of all those working in the company with the responsible and enthusiastic spirit of people who are also enjoying a personal success.

### OPEN



We are eager to explore new frontiers and opportunities and are open to any initiative that can bring about improvements in know-how, conduct, technology, growth and greater value for our company and our customers.



### INNOVATIVE

Innovation in Bormioli Luigi is a mental state that is experienced from day to day: we want to learn, change, and rise above our limits. This is, in fact, an indispensable condition to guarantee a long life to the company: to remain forever young and be reborn each day.

### FREE



Well-balanced, independent financial management is an indispensable prerequisite to ensure freedom of action and decision-making. Only in this way does the desire to achieve the goals for which we strive, and which we consider worthy of being achieved, acquires meaning.



### SUSTAINABLE

The company, chaired by Engineer Alberto Bormioli, continues to invest unwaveringly in the ecological transition. As a player, our aspiration is to be a role model and a partner to our customers, in upholding the historical virtues of glass and the development of the sector, with fundamental respect for people and their environment.



## RESPONSIBLE RUNNING OF THE COMPANY

The success of our company is rooted in the values shared by all of our people: innovation, excellence and research for sustainable products for an ethically responsible development.

### THE ORGANISATION, MANAGEMENT AND CONTROL MODEL

Bormioli Luigi has decided to voluntarily adopt, at both of the Company's plants, the **Organisation, Management and Control Model** pursuant to Legislative Decree 231/01, the aim of which is to promote responsible behaviour inside the organisation and prevent the risk of the commission of the crimes listed in the Decree itself, including those related to corruption, health, safety and the environment.

### THE CODE OF ETHICS

A fundamental element of the Model is the **Code of Ethics**, which identifies the ethical/behavioural values and principles that must be observed by the corporate bodies, employees and all those working with the company. Among the modes of behaviour referred to in the Code are **transparency, correctness, mutual respect and moral integrity** which must characterise the intentions, attitudes and actions of the entire organisation. It also specifies the **safeguarding of rights** and the **integrity of people**, prohibiting discrimination, abuse and conduct offensive to personal dignity.

### THE SUPERVISORY BODY

The **Supervisory Body**, generally referred to as the OdV (Organismo di Vigilanza) - an independent body endowed with autonomous powers

### FIGHT AGAINST DISCRIMINATION, AND RESPECT FOR HUMAN RIGHTS IN THE WORKPLACE

Bormioli Luigi considers the psycho-physical well-being and peace of mind of its personnel as strategic factors for the company, with the power to contribute to the improvement of the productivity, effectiveness and efficiency of its internal production processes. For this reason, the company has adopted the procedure **"Management, training and education of personnel"**, which covers all the main aspects connected with the management of employees, fight against discrimination and harassment and respect for fundamental human rights in the workplace.

Bormioli Luigi has also drawn up a **"Labour and human rights policy"**, designed to define the means by which the principles contained in the company's **Code of Ethics** will be applied. These principles cover, in particular: forced and child labour, freedom of association and collective bargaining, just and favourable working conditions, occupational health and safety, rights of local communities, non-discrimination and equal opportunities, training and career advancement, and employment stability. The Policy also incorporates international conventions such as the International Charter of Human Rights, including the Universal Declaration of Human Rights of the United Nations (UN) and the fundamental Conventions of the International Labour Organisation (ILO).

Bormioli Luigi has implemented a series of actions designed to guarantee that these principles are respected by all employees, including **training courses** on the management of relations in the workplace and the optimisation of human resources, designed to guarantee that these principles are respected by all employees. Where necessary, periodical changes are made in the organisation of the work.

of initiative and control - is responsible for overseeing the effective application of the Model.

### PREVENTION MEASURES IN THE FIELD OF ETHICS

During the preliminary drafting of the Model, in 2011, a risk analysis was carried out on the aspects of corporate ethics. This analysis as-

sessed all the crimes provided for by the regulations and identified the so-called "sensitive" areas of activity - those potentially most at risk of crime - through interviews with the managers of each corporate sector, at both Company plants.

Following the identification of risk areas, Bormioli carried out an eval-

# 100%

The corporate workforce that has been trained in compliance, ethics and anti-corruption issues

uation of the internal control system and implemented a series of preventive measures, including:

- periodically update of the risk assessment in the event of major changes to the organisation and the introduction of new potential crimes;
- audits of the control procedures carried out quarterly by the Supervisory Body (OdV) with focus on the areas most at risk and for a total of about 10 audits per year;
- training and awareness-raising activities for employees;
- procedures for the approval of sensitive transactions, such as gifts, cash payments, travel or purchases above a given limit.

### WHISTLEBLOWING

In 2018, Bormioli Luigi introduced the **"whistleblowing"** procedure for the reporting of misconduct, creating a mailbox for the sending of reports, and the specific procedures necessary to regulate the process of verification of any complaints received. In the three year period 2018-2020, no cases of misconduct or discrimination were recorded. In 2020, as per the previous financial years, no reports were received, no incidents of corruption were dis-



covered, nor were any sanctions applied due to failure to comply with the laws and regulations in corporate or social spheres.

### TRAINING ON THE THEME OF ETHICS AND ANTI-CORRUPTION

To guarantee the dissemination of the new Model to all employees, in

2018 Bormioli also started a specific training course on the theme of ethical and anti-corruption compliance, which was attended by **all (100%) of the employees**.

Training continued throughout 2020 and is systematically given to all new employees, thereby guaranteeing that the entire company population is covered.



1.3.

OUR APPROACH TO SUSTAINABILITY:  
A CONSTANTLY EVOLVING PATH

To continue to improve our know-how so as to develop a product that guarantees quality, ethics, environmental protection and the safeguarding of people.



Sustainability for Bormioli Luigi means **putting people first, excelling** and continuously **exceeding the expectations of our customers**, undertaking to protect the environment and always **acting ethically and responsibly**.

The pillars on which the company culture - disseminated and shared by every Bormioli employee - is based, aim to achieve the success of the organisation, without ever losing sight of corporate values. On the strength of its vision, in 2017 Bormioli Luigi decided to set up a **Sustainability Committee** composed of representatives from the main corporate areas and coordinated by the CEO. As of 2020, the Sustainability Committee decided to increase the frequency of its meetings, assembling once a month and setting itself the main objective of **planning and co-**

**ordinating the implementation of company sustainability initiatives with the involvement of the entire organisation.**

**BORMIOLI'S COMMITMENT TO EFFECTIVE AND TRANSPARENT SUSTAINABILITY MANAGEMENT**

In order to guarantee efficient management of the aspects related to quality and environmental sustainability, Bormioli has certified its management systems according

Bormioli Luigi adheres to the ten principles of the **Global Compact** of the United Nations, actively contributing to the achievement of the **SDGs of the UN 2030 Agenda**.

to internationally recognised ISO standards (see table alongside). Moreover, Bormioli Luigi has joined two international platforms, **Eco-vadis** and **Sedex**, in order to be able to measure its sustainability performance against industry practices. Over the years, membership of these platforms has enabled the company to consolidate its sustainability performance, defining actions related to the areas of improvement singled out. In 2020, both Bormioli Luigi plants, Parma and Abbiategrasso, were awarded the **platinum** medal on the results of the EcoVadis rating questionnaire. For over 7 years, the company has been submitting the questionnaires for *Climate Change* and *Water Security* of the **CDP - Carbon Disclosure Project** – an independent international organisation that provides companies with a system



PEOPLE

**Putting people first** means recognizing the decisive role of talents in the development of the company, creating suitable professional and personal development paths, that cultivate their ideas, passions and competences.



EXCELLENCE

Proposing **excellent products** demonstrates the efforts of the company to continuously exceed the expectations of its own clientele, aiming for maximum quality throughout the various phases of production and optimizing the bond between the millennia-long tradition of the Bormioli family and the spirit of innovation that characterizes the company.



ENVIRONMENT

**Protecting the environment** means promoting the intrinsic sustainability of glass, a material that can be recycled over and over again and which offers a sure-fire guarantee of food safety; it also means that constant attention is being paid to the reduction of environmental impact through the innovation of the production process, product design and circular economy (use of post-consumer recycled glass).



ETHICS

**Acting ethically and responsibly** is an essential commitment for a sustainable company and translates into respect for the values laid down in the Code of Ethics, ensuring that such modes of behaviour are also shared by the partners with whom the company collaborates on product design.

CERTIFICATIONS

SITES	PARMA	ABBIATEGRASSO
ISO 9001: 2015 Quality management system	✓	✓
ISO 14001: 2015 Environmental Management System	✓	✓
ISO 14064-1: 2018 Inventory of the greenhouse gas emissions	✓	✓

SUSTAINABILITY INITIATIVES AND QUESTIONNAIRES

SITES	PARMA	ABBIATEGRASSO
Ecovadis	✓	✓
Sedex	✓	✓
CDP (Climate Change)	✓	✓
CDP (Water)	✓	✓
UN Global Compact	✓	✓

for measuring, detecting, managing and sharing information on climate change on a worldwide scale. In 2020 Bormioli Luigi joined the

**United Nations Global Compact:** ten principles linked to human rights, work, environment and anti-corruption that the company has

adopted in all of its policies, practices and strategies, the results of which it is required to report on publicly (see table above).

THE BORMIOLI CONTRIBUTION TO THE SDGS

The Sustainability Development Goals (SDGs) are the 17 goals approved by the United Nations as part of the 2030 Agenda, that contains the guidelines to help all countries contribute to global sustainable development. Bormioli Luigi has selected 8 of these goals - those most closely linked to the company's medium- and long-term activities and commitments.



PEOPLE FIRST



**PROMOTING HEALTH AND WELL-BEING**  
We prioritise the health and well-being of our employees. This is why we are constantly striving to provide safe and healthy workplaces. Particularly in the last year, our company has scrupulously undertaken all the actions required to prevent and contain the spread of the Covid-19 pandemic. We also promote various welfare activities for our people, contributing to an internal solidarity fund to help our employees meet their own healthcare costs.  
*Ref. Chapter: 4. The value of people*



**GUARANTEEING GENDER EQUALITY**  
A specific company procedure has been drawn up to guarantee the company's constant commitment to eliminating discrimination in the areas of recruitment, hiring and career promotion, in order to offer equal opportunities to all people, at all levels.  
*Ref. Chapter: 1. Bormioli Luigi: the art of glassmaking, handed down for generations*



EXCELLING AND EXCEEDING CUSTOMERS' EXPECTATIONS



**INNOVATING PRODUCTS AND PROCESSES**  
The successes of Bormioli Luigi are the result of constant commitment combining decades of experience with continual innovation in production and product development processes, which is a fundamental aspect for the maintenance and development of Bormioli's business.  
*Ref. Chapter: 2. The value of quality and innovation*



PROTECTING THE ENVIRONMENT



**PREVENTING WASTAGE OF WATER RESOURCES**  
In order to prevent water wastage and, wherever possible, reduce consumption, Bormioli Luigi has installed an industrial water purification plant that enables the company to reduce its water consumption by around 50%.  
*Ref. Chapter: 3. The value of the environment*



**INCREASING ENERGY EFFICIENCY AND PRODUCING ENERGY FROM RENEWABLE SOURCES**  
In order to reduce electricity consumption and contribute to the fight against climate change, we are tirelessly committed to researching the latest technologies, in an effort to increase the energy efficiency of our production processes, while reducing our energy consumption and carbon footprint. In fact, a long-term project to update the plants in order to improve the energy efficiency of the production processes was undertaken, which included the construction, in 2019, of a new electric furnace. In order to significantly reduce its environmental impact, Bormioli Luigi has set itself the goal, for next year, of purchasing electricity from renewable sources.  
*Ref. Chapter: 3. The value of the environment*



**PROMOTING ACTIONS TO COMBAT CLIMATE CHANGE**



**GUARANTEEING SUSTAINABLE PRODUCTION MODELS**  
Our environmental policy and ISO 14001 certification represent the embodiment of the Company's vision, which is focused on continuous improvement in the levels of energy and water consumption, emissions, waste recycling and circular economy, in order to contribute to the promotion of a sustainable production model.  
*Ref. Chapter: 3. The value of the environment*



ACTING ETHICALLY AND RESPONSIBLY



**INCREASING SUSTAINABLE EMPLOYMENT AND CREATING SHARED VALUE**  
We believe in the creation of economic value in the long term and aim at the growth of the company in order to create value also for the territory in which we operate. We favour long-lasting relationships with our employees, we do our utmost to insert young talented people in the organisation and strive to guarantee advantageous contractual conditions.  
*Ref. Chapter 4: The value of people*

LISTENING AND RESPONDING TO THE REQUESTS OF OUR STAKEHOLDERS

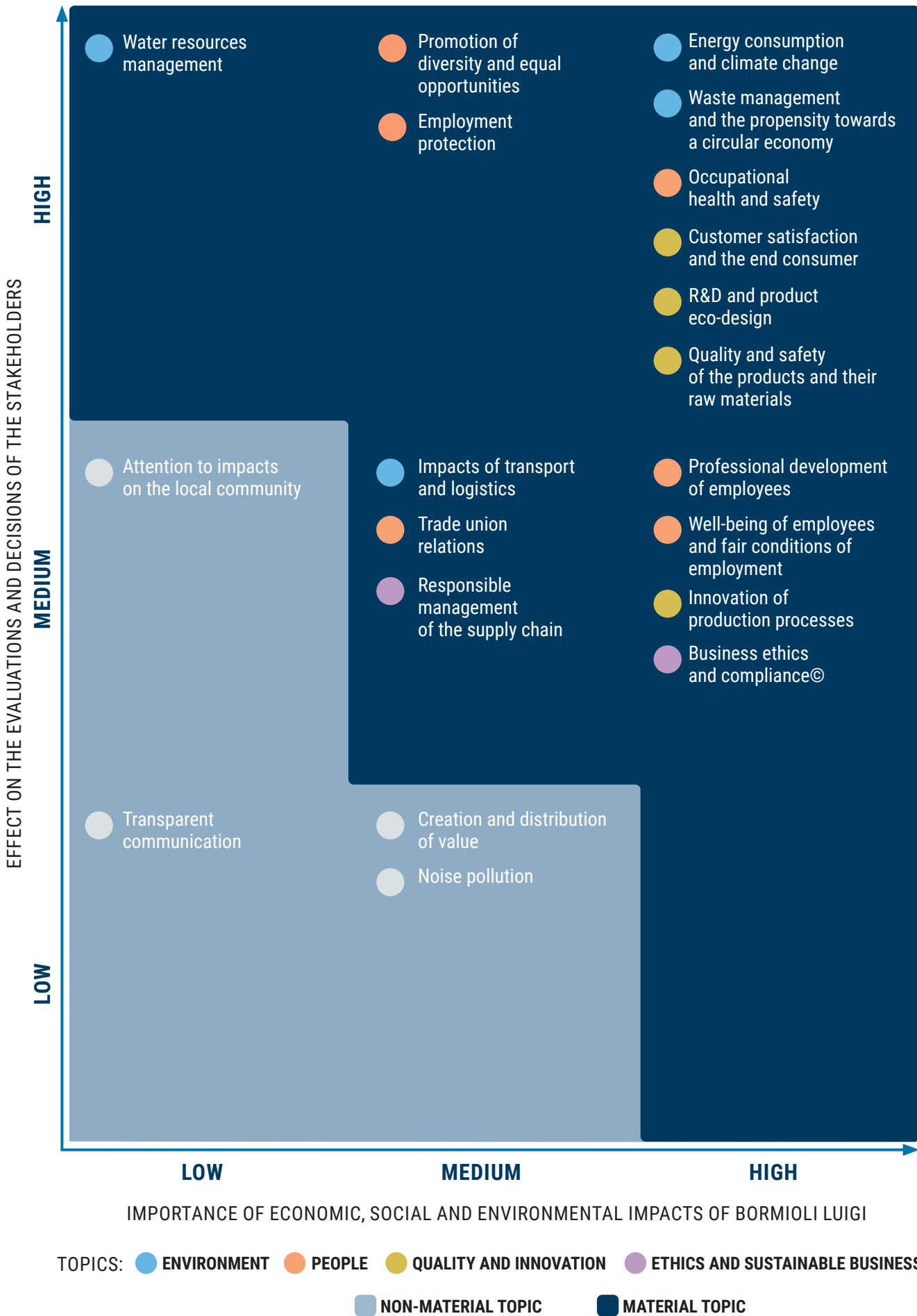
Each year Bormioli Luigi presents its Sustainability Report, with the aim of increasingly improving its transparency towards all its stakeholders. The initial phase of this process involved a survey of the main stakeholders of Bormioli Luigi, followed by the identification of the 9 categories of stakeholders most important for the company business:



In order to decide upon the layout and contents of the Sustainability Report, in 2020 Bormioli Luigi launched a materiality analysis process for the purpose of identifying the issues the same purpose, or a major influence on the evaluations and decisions of its stakeholders and primary importance in terms of economic, social and

environmental impact. For its third year of reporting, Bormioli decided to update the materiality matrix through desk research. This analysed the relevant issues for companies comparable to Bormioli Luigi, the sustainability trends emerging over the last year in the glassmaking sector as well as conducting a survey of the ar-

ticles published on the company's activities during the last fiscal year. Subsequently, the company's top management was involved in order to assess, from an internal standpoint, the current and future, positive and negative, economic, environmental and social impacts that Bormioli Luigi's activities could have on the individual sustainability issues.



# 2022

## THE VALUE OF QUALITY AND INNOVATION

2.1. Products and processes  
of excellence: a bond  
of trust with customers

2.2. Supply chain management:  
a virtuous ecosystem

2.3. Poised between tradition  
and innovation



# 5Rs

## THE BORMIOLI STRATEGY FOR SUSTAINABLE DEVELOPMENT

**RESPECT**

**RETHINK**

**REDUCE**

**RECYCLE**

**REUSE**

**+4**  
Patents filed in 2020

**43**  
Suppliers assessed according to social and environmental criteria in the last three years

**LE RECHARGEABLE**  
Launch of new packaging line for cosmetics totally made from glass

**76%**  
Percentage of local purchases (Italy)

**PRC ROADMAP**  
2022 goal for gradually increasing the percentage of PCR glass in Bormioli products

**100%**  
Production plants certified according to ISO 9001

# OUR GOALS

**100% SUPPLIERS ASSESSED IN THE AREAS OF ECONOMIC - ENVIRONMENTAL - SOCIAL SUSTAINABILITY**

- Drafting of the new code of conduct for suppliers **2021**
- Signing of the code of conduct by all key suppliers (raw materials - packaging - moulds - logistics - decorators - reselection) **2021**
- Signing of the code of conduct by all suppliers working on large worksites **FROM THE NEXT WORKSITE**
- 35% of key suppliers assessed annually for sustainability (audits + questionnaires) **2021**
- 100% of new suppliers entered assessed for sustainability **2021**
- Definition of a single assessment system for all companies in the Bormioli Group **2023**

**REDUCTION OF PLASTIC USED FOR PACKAGING OUR PRODUCTS**

2023	2022-2025	2025
Study of alternative materials and methods for protecting the pallets	Research into alternative materials in order to reduce the plastic used in thermoforming and gradually replace the packaging	Research into alternative materials for the reduction of minor plastic components

- Back to glass: designing shapes that can replace commercial articles currently produced in materials less eco-friendly than glass. **CONTINUING**
- Development and restyling of articles to make them lighter, reusable and more easily recyclable **CONTINUING**
- Research and development of innovative processes in order to improve the efficiency and/or the create a new aesthetic/functional value in the product. **CONTINUING**
- Research and development of ecological raw materials and decoration processes **CONTINUING**
- Implementation of a predictive recyclability system to be adopted in the development phase **2023**
- Review of the glass formulation with a view to reducing CO<sub>2</sub> emissions from raw materials **2022**
- Development of LCA calculation system for decoration technologies + implementation on new decorated items. **2022**
- Development of LCA calculation system for all Bormioli glass products + implementation on new items **2021**

**PRODUCT INNOVATION AT THE SERVICE OF THE ENVIRONMENT**



## 2.1.

## PRODUCTS AND PROCESSES OF EXCELLENCE: A BOND OF TRUST WITH CUSTOMERS

For over 70 years, for Bormioli Luigi *quality* has been synonymous with *excellence*: a continuous search for higher and higher standards, that starts with the processes of innovation and design, supplier management, through to the phases of production and sales.

The key to the success of Bormioli products is the application of the highest quality standards throughout the production and distribution chain. Since 1996, the company has had its **Quality Management System (SGQ) ISO 9001** certified, which is applied as of the **supplier assessment** phase, the aim of which is to discover innovative materials

25

Years with a certified Quality Management System (ISO 9001)

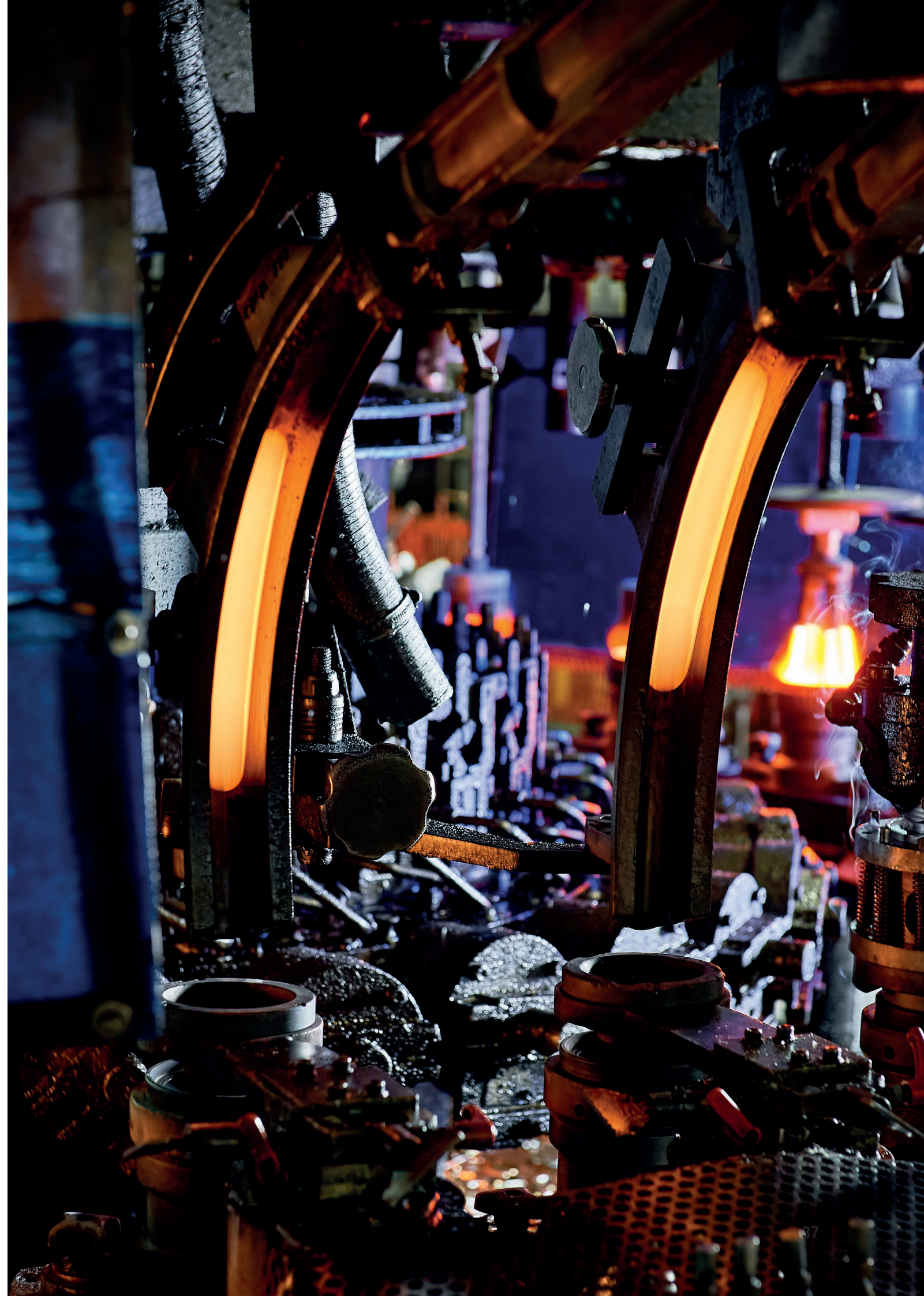
of extremely high quality, from the **product development and prototype design** phase, to the **production and decoration** phase. High quality standards are also re-

quired for the **product quality and conformity control** phase, during which each batch of finished product undergoes dimensional, aesthetic and stress resistance checks. We also monitor compliance with the specifications agreed with the customer through meaningful indicators, such as feedback, audit results, customer retention and turnover trends.

### SAFE PRODUCTS FOR THE CUSTOMER IN COMPLIANCE WITH THE APPLICABLE STANDARDS

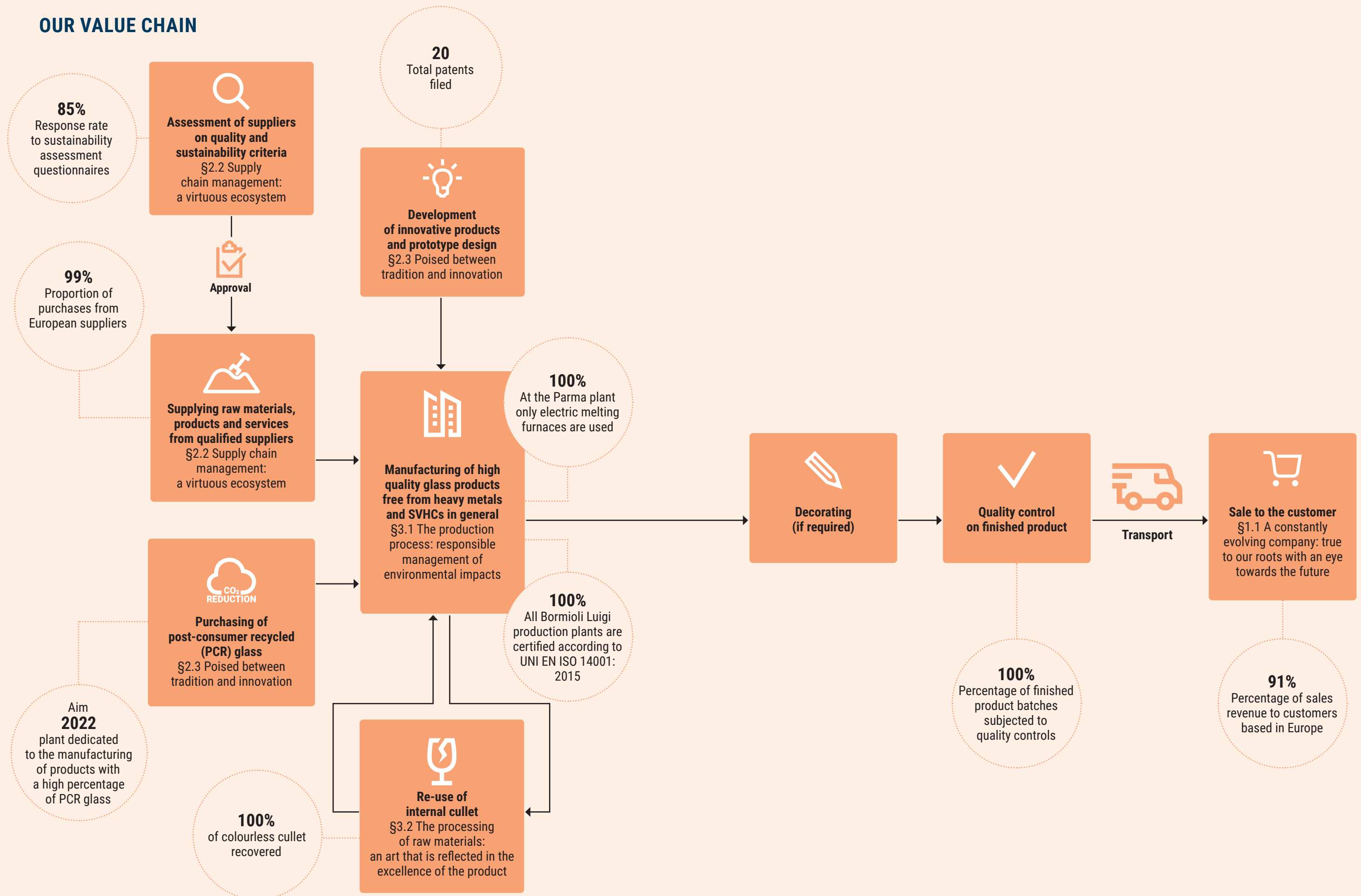
In the manufacturing of its products, Bormioli Luigi undertakes to comply with the European regulations laid down for the sector and the cross-cutting rules on the composition of its products, such as the REACH Regulation, guaranteeing the absence of dangerous substances envisaged by the regulation itself, including SVHCs (Substances of Very High Concern) for safety in contact with food and cosmetics, in order to safeguard consumer health.

Our products also comply with European regulations on food contact, Good Manufacturing Practice (GMP) and the safety of cosmetic containers, as well as with the European Pharmacopoeia (Ph.Eur) and the US Pharmacopoeia. Periodical testing is carried out in accredited laboratories to confirm compliance. In the three-year period 2018-2020, no cases of non-compliance with product health and safety regulations emerged.





## OUR VALUE CHAIN



## 2.2.

### SUPPLY CHAIN MANAGEMENT: A VIRTUOUS ECOSYSTEM

The informed and responsible choice of raw materials and the adoption of responsible procurement practices are the basis for the manufacturing of excellent, safe and reliable products

For Bormioli Luigi, supplier relations founded on the dynamics of cooperation are essential for guaranteeing an excellent finished product. These relations are defined by a structured supplier assessment, selection and management process, which contains a series of measures geared to ensure compliance with sound quality, ethical and sustainable principles all along the supply chain.

In order to pursue this objective, in 2018 Bormioli Luigi conducted a training course on sustainable procurement practices for all

(100%) employees of the Purchasing Unit.

Suppliers are distributed almost exclusively in the European Union region, particularly in Italy, France and Germany, with only 1% in non-European countries. The significant percentage of purchases from Italian suppliers, equal to 76% of the total, confirms - also in 2020 - the constant commitment of Bormioli Luigi to create value in the community in which it operates and to support the consolidated skills of the glassmaking sector in Italy.

The main expenditure categories concern production materials, such as raw materials, moulds, packaging and other necessary goods; services, such as logistics, transport and repackaging; the purchasing of energy; and secondary processing. Less than

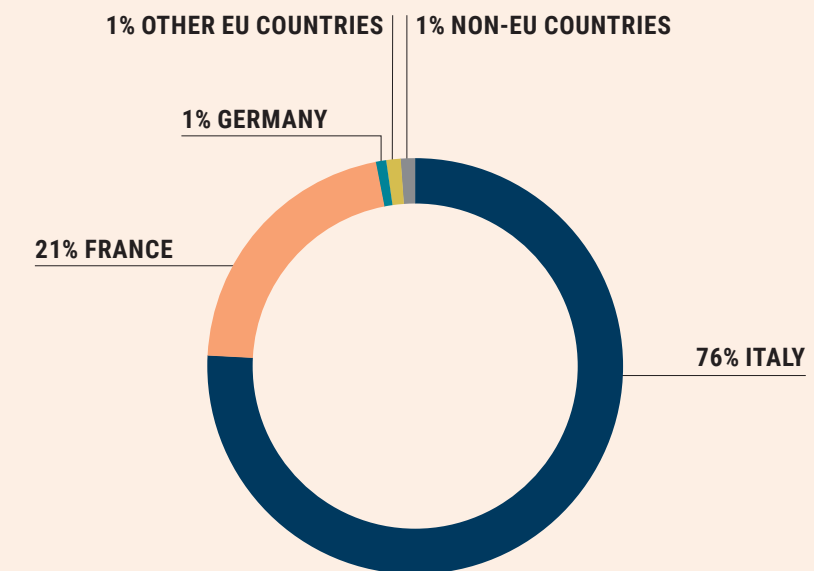
1% is used for purchasing finished products.

#### SUPPLIER SELECTION

Careful selection of suppliers is fundamental to ensuring a virtuous supply chain. To this end, procurement activities are managed by the Purchasing and Procurement Area and regulated by a special procedure which is an integral part of the QSA Integrated Management System.

In the case of **new suppliers**, a screening process is carried out in order to gather general information on the company (capac-

DISTRIBUTION OF SUPPLIERS PER GEOGRAPHICAL AREA  
(% OF EXPENDITURE)



## 34%

Percentage of strategic suppliers assessed on sustainability in 2020<sup>1</sup>

**Conditions of Purchase**, which require, among other things, compliance with the principles laid down in Bormioli's Code of Ethics and those in the company's Organisation, Management and Control Model, drafted pursuant to Legislative Decree 231. The company also envisages the possibility of carrying out audits on the premises of its key suppliers, so as to keep a constant check on the quality level of the raw materials, products or services purchased. At the end of the process, a final report is also drafted containing the results of the assessment conducted.

## 85%

Response rate to assessment questionnaires (a rise compared to 2019)

#### RESPONSIBLE MANAGEMENT OF THE SUPPLY CHAIN

For Bormioli Luigi managing its supply chain responsibly means becoming a promoter of a responsible business model: so sustainable purchasing is, for the company, the new frontier for launching a **sustainable transformation of the economy**,



















## 99%

Percentage of purchases from European suppliers

## 76%

Percentage of purchases from Italian suppliers

THE AREAS IN THE CHECKLIST CORRELATED WITH SUSTAINABILITY THEMES

WORK ETHICS	SALES ETHICS	ENVIRONMENT
 CODE OF ETHICS	 CORRUPTION	 ENVIRONMENTAL CERTIFICATIONS
 DISCRIMINATION	 SUPPLIER ASSESSMENT	 WATER
 EMPLOYMENT CONTRACTS	 ETHICS AND TRAINING	 GHG EMISSIONS
 SAFETY IN THE WORKPLACE	 CERTIFICATIONS	 WASTE
 CHILD LABOUR	 PURCHASING POLICIES	 ENERGY
 FREEDOM OF ASSOCIATION	 LEGAL VIOLATIONS	 POLLUTING EMISSIONS

guaranteeing production that is increasingly more responsible and aware. For this reason, in 2019, it put the final touches on its system for the responsible management of the supply chain, starting with a preliminary **sustainability risk**

**analysis** specific to each supplier, carried out on the basis of criteria such as: impact on the product or process, supplier location<sup>2</sup>, supplier replaceability, safety of the activities carried out by the supplier and environmental impact.

Depending on the level of risk assigned, Bormioli Luigi has defined specific actions to be taken with respect to the supplier:

- to suppliers whose risk has been assessed as extremely low or negligible, Bormioli simply sends a letter for the purpose of rais-

ing awareness and disseminating Bormioli Luigi's approach to sustainability, suggesting that its suppliers join the Ecovadis and Sedex platforms;

- if the risk has been assessed as low, in addition to sending the **letter**, Bormioli Luigi proceeds to administer a **questionnaire**, designed to collect details on the supplier's management of ethical, social and environmental aspects;
- if a medium risk level has been assigned, Bormioli carries out an **audit** of the supplier's premises, through which it verifies specific aspects of work, business and environmental ethics, applying a dedicated checklist; If the assessment process produces a negative outcome, Bormioli

Luigi agrees on a series of **corrective actions** that the supplier shall implement in order to fill any gaps that may have emerged;

- lastly, if it has assigned a high risk level, the audit is conducted following the **SMETA** procedure - *Sedex Members Ethical Trade Audit* - an internationally recognised methodology aimed at assessing all aspects of responsible business practices.

The aim of having the process structured in this way is to increase the awareness of the company and its suppliers on the subject of sustainable purchasing. This is a fundamental tool to reduce the environmental impacts of production and consumption, safeguard human rights all along the supply chain, and disseminate technological innovations.

100%

Suppliers with whom corrective actions were agreed following an unsatisfactory environmental assessment

13

Supplier audited on environmental and social impacts

# 2.3.

## POISED BETWEEN TRADITION AND INNOVATION

Thanks to decades of experience, investment in research and development and an unflagging desire to improve, we continue to create ever more innovative and sustainable solutions each year.

All Bormioli Luigi creations enshrine a history rich in tradition, but also in discovery, innovation and immense passion. The main strengths of the company, which is firmly rooted in the territory, are the experience, technical competence and craftsmanship of its team of specialists, who are able to guarantee the quality of the products, thereby fulfilling all market demands. In the solutions designed by Bormioli Luigi, glass, design and sustainability affect one another, melding to become a single product. New,

**100%**  
Patents in 2020 related to innovations in the field of sustainability

**+4**  
New patents connected with innovation projects obtained in 2020

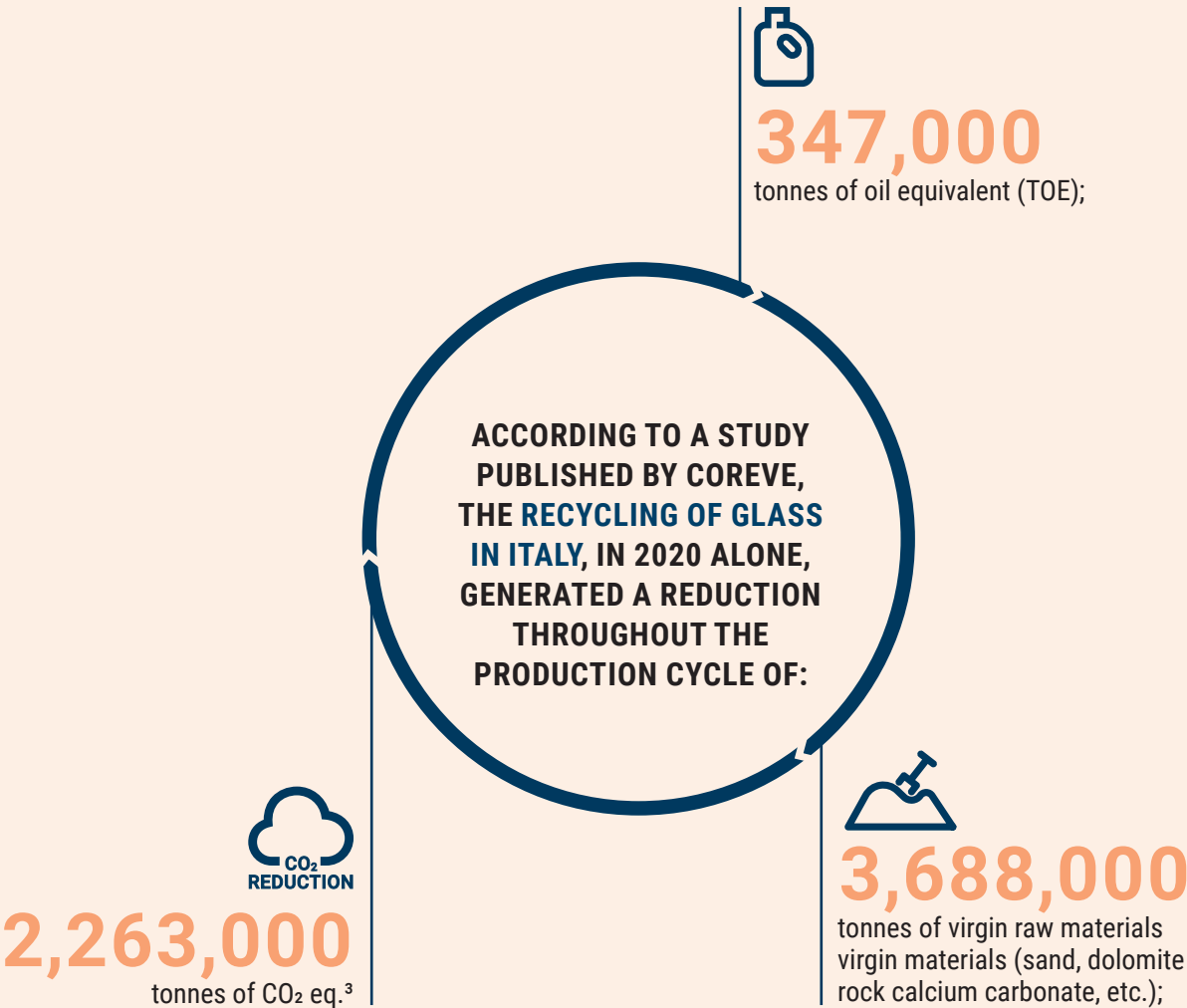
prestigious creations are developed from this union and adapted to various requirements.

The **product innovation** is focused, in particular, on the study of **new techniques** for manufacturing bottles that are increasingly **more sustainable**, advanced and sophisticated in terms of shape, weight and processing, through creative and elegant solutions and customisations. Moreover, in order to obtain innovative products, minimising defects and increasing production efficiency, the R&D area

conducts **studies on the mixes, on the materials of the moulds and on the forming machines**, collaborating with Universities, Research Centres and the Experimental Station for Glass (SSV) in Murano. Attention to environmental impacts involves both the production **processes** and the creation of products, and it is, in fact, through an integrated treatment of these impacts that it has been possible, over the years, to significantly reduce the use of nitrates in formulation of glass, lowering NOx emissions, and to introduce the use of

**12**  
Sustainability projects launched in 2020, related to both product and process innovations.

## GLASS RECYCLING IN ITALY

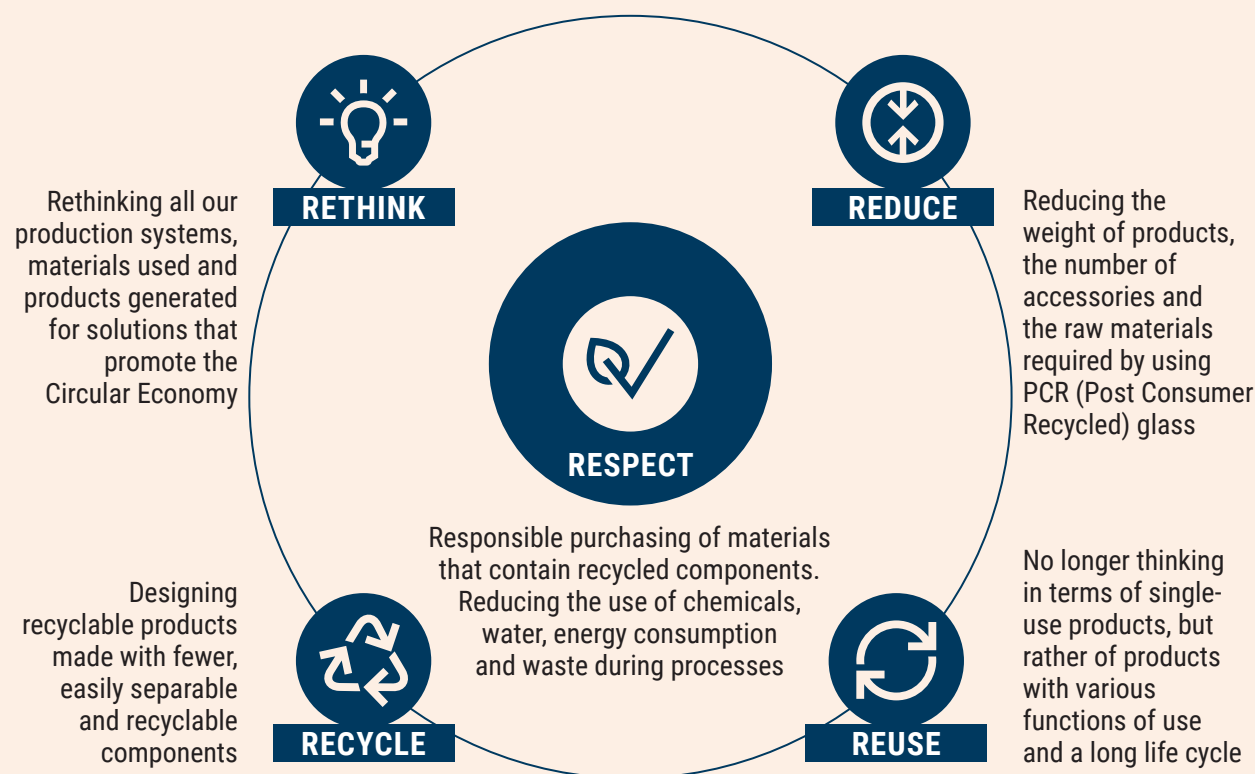


PCR (Post Consumer Recycled) glass, while still maintaining high quality standards. Continuous innovation has always motivated Bormioli Luigi to launch new projects and to seek solutions able to improve the performance and efficiency of its products and processes. This is demonstrated by the continuously increasing number of national and international patents owned by the company. In 2020, Bormioli Luigi held a total of **20 patents** (4 more than in 2019), 13 of which connected with innovation projects in the manufacturing of glass and 7 with designs. To date, innovation has been guided by the theme of **sustainability**, and has involved both product and process innovation projects. This is demonstrated by the fact that the patents filed in 2020 were all related to sustainability issues.

3 Source: Specific Prevention Plan 2020 (collection and recycling results 2019), CoReVe (Italian Glass Recycling Consortium)



## THE 5Rs OF THE CIRCULAR ECONOMY IN THE BORMIOLI LUIGI STRATEGY



### SUSTAINABILITY THROUGH INNOVATION: THE CIRCULAR ECONOMY AND THE 5RS

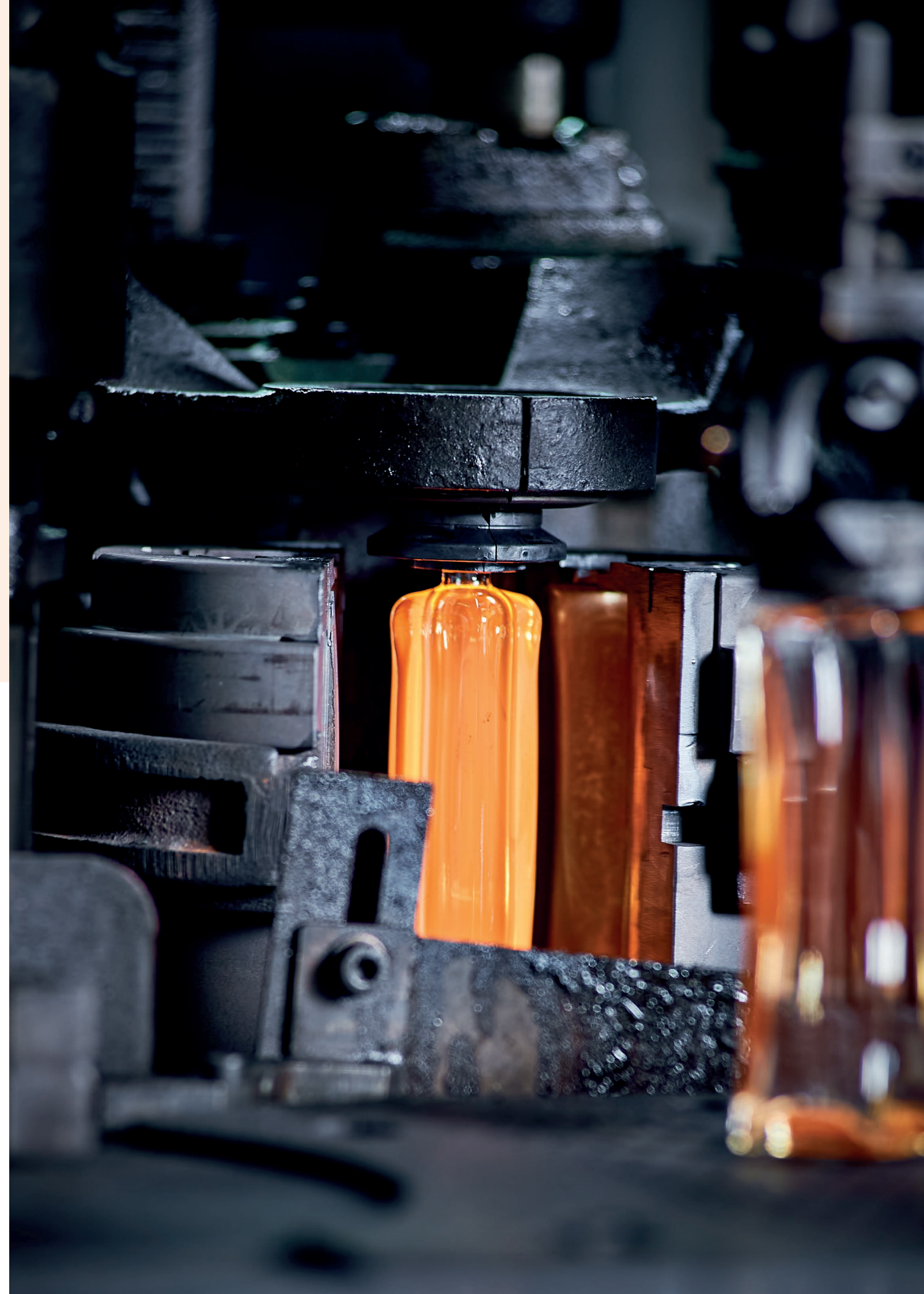
The principle of the 5Rs sums up the strategic vision that drives the development of innovative processes and products, a key element of a programme aimed at integrating environmental responsibility into the way the company does business.

Due to the high temperatures required for melting the raw materials, glass manufacturing is an energy-intensive activity that generates emissions of CO<sub>2</sub> and NO<sub>x</sub>. Bormioli Luigi is aware of the environmental impacts intrinsic to its sector, but also of the great

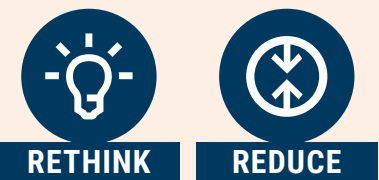
potential of glass. For this reason, in recent years, it has developed a strategic programme aimed at integrating environmental responsibility in its business model. The key element that inspires the evolution of Bormioli Luigi's innovative processes and products is the development of a modern **circular economy**, with the power to guarantee a system of sustainable growth in which the word "waste" becomes synonymous with "resource". From this perspective, glass is an extremely valuable material: 100% recyclable, even after multiple re-melting processes, it maintains its intrinsic mechanical and optical properties, without new raw ma-

terials having to be added and without the structure becoming degraded. For these reasons, glass is considered an excellent "secondary raw material", the recycling of which results in a lower consumption of virgin raw materials, a decrease in greenhouse gas emissions and a reduction in the consumption of the energy required for melting.

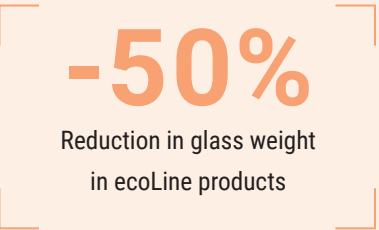
The strategy that inspires Bormioli Luigi in its business model, in the improvement of processes and development of innovative and sustainable products can be summed up in the principle of the 5Rs - Rethink, Reduce, Reuse, Recycle, Respect.







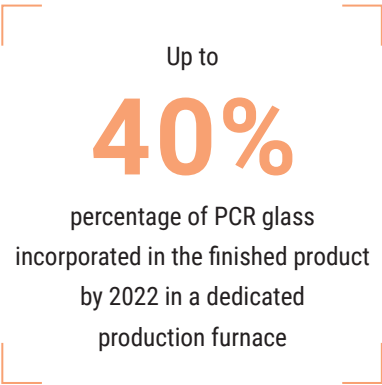
**ECOLINE:  
THE WORLD'S FIRST LINE OF ULTRA-LIGHT  
CONTAINERS FOR COSMETICS**



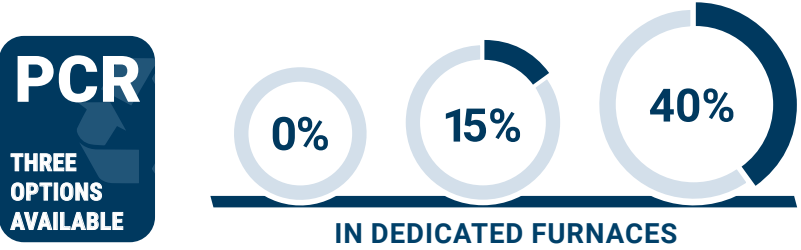
In recent years, Bormioli Luigi has launched a sustainable product line called **“ecoLine”**, made up of packaging of a sustainable product line ultra-light glass containers for luxury cosmetics and perfumery, to which new articles are being added each year. Thanks to the technical expertise of Bormioli Luigi’s people, the thicknesses of the base and walls of the containers have been reduced while maintaining the same capacity, resulting in a reduction in the weight of the glass of **50%** and of the external volume of **40%**. Thanks to its ecojar articles (jars designed to hold cosmetic creams), Bormioli Luigi won the **Luxe Pack In Green Award** in 2016 in the category «Environmentally-Committed Packaging Solutions». Moreover, the ecoLine articles **are produced with PCR glass**, i.e. Post Consumer Recycled, and have been approved in compliance with the international standards for cosmetic products laid down by ECOCERT and COSMOS, private certification bodies specialised in cosmetic products, raw materials for cosmetics and containers.



**PCR GLASS  
(POST-CONSUMER  
RECYCLED) GLASS**



Thanks to its chemical and physical properties, glass is a completely and infinitely recyclable material. With this in mind, in 2019 Bormioli Luigi launched the production of articles with PCR (Post-Consumer Recycled) glass for perfumery products. The company has drafted a multi-year road map, the goal of which is to increase the percentage of PCR that can be incorporated in the composition of the glass while guaranteeing the same final quality. One of the patents applied for concerns the use of recycled glass in the composition: **«Your PCR»**. This system makes it possible to add an additional percentage - up to 10% more than what is already present in the molten glass in the crucible - on the production line, ensuring high production flexibility. The target for 2022 is to guarantee the incorporation of up to **40%** of PCR glass in the finished product, thanks to the installation of a new dedicated production line.





BACK TO GLASS:  
FROM PLASTIC TO  
GLASS



**LE RECHARGEABLE**  
The Bormioli 2020 line that  
enables the transition  
from plastic to glass  
in the packaging of cosmetics



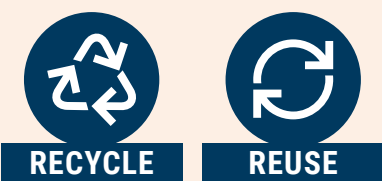
Glass-forming technologies can be adapted to various categories of the beauty market, including those that traditionally use plastic. Thanks to its technical know-how, Bormioli Luigi provides new glass options for packaging design, thereby becoming a benchmark for the transition of packaging from plastic to glass.

An integral part of this project is the Bormioli line created in 2020, **“Le Rechargeable”**: refillable glass containers for cosmetic products. This new design technique, patented by Bormioli Luigi, can transform the packaging of cosmetic products, traditionally made of disposable plastic, into containers made totally of glass, from the jar to the cap.

Furthermore, in order to contribute to the development of the circular economy, the line has been designed so that the containers can be refilled, thereby reducing the amount of waste generated by the disposal of cosmetics packaging and the raw materials used. The technical solution developed makes it possible, once the cosmetic product is finished, to easily replace the tub, which is also made of glass, without having to repurchase the whole container.

The few elements made of different materials (seal) are easily separable, facilitating the correct recycling of the product at the end of its life. PCR can also be used for this article as well.

Additionally, in order to facilitate the effective transition from plastic to more sustainable materials such as glass, Bormioli Luigi has also been developing specific items for make-up such as containers for gloss, mascara and lipstick.

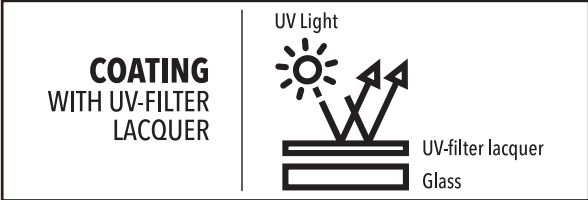
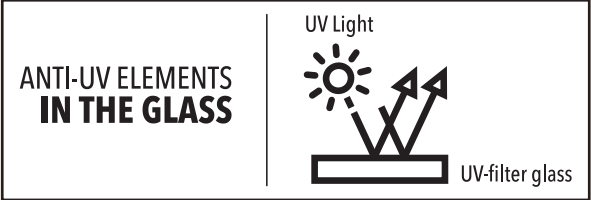


ANTI-UV SOLUTIONS  
FOR NATURAL  
PRODUCTS

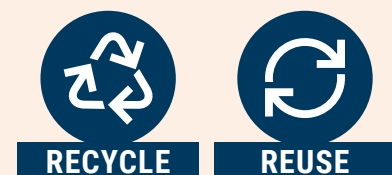


**100%**  
Recyclability of products  
with maximum UV protection

In recent years, in the cosmetics market there has been an increasing tendency to use raw materials of natural origin for the production of perfumes and cosmetics, so as to obtain more natural, skin compatible products. This makes the materials more unstable when exposed to light, and in particular UV light, with potentially negative consequences on product shelf life and durability. Bormioli Luigi has developed two different solutions for this: the first is a **UV-filter lacquer**, which can be applied to the glass packaging, to provide protection against the adverse effects of radiation. This solution ensures maximum transparency of the product, without changing the appearance of the container and preserving the 100% recyclability of the glass. The second solution involves **incorporating inorganic elements directly in the glass** to act as filters to reduce damage from UV radiation. This solution, which has a broader absorption band than lacquer, gives the UV filter a higher protective capacity, while guaranteeing an exquisite aesthetic appearance, complete recyclability of the glass and compatibility with the use of PCR in the glass composition.







## INTERCHANGEABILITY OF THE NECKS



### ONE BOTTLE, ANY NECK

Moulding innovation  
allowing interchanging  
of the necks

Motivated by the fundamental challenges of eco-design, Bormioli Luigi has introduced an innovation with a new industrial process patented in 2020. It is flexible and economical and, thanks to the innovative customisation of the mould, various necks can be mounted on the same container. An identical bottle or container can, therefore, be assembled in such a way as to create different products in terms of neck dimension, cross-section, shape, and either a threaded neck or a crimped neck for the crimping of accessories.

This modular concept makes it possible to design assorted, flexible container solutions, such as the extension of product lines, from perfume to cosmetics, from a single container model.

This industrial agility meets the requirements of small production volumes, such as limited series.

From an environmental standpoint, it means that fewer raw materials and less energy are needed for the construction of the moulds. In addition, when manufactured in succession, changing just a few components on the forming machines as opposed to having to change an entire series of moulds leads to further energy savings.





# 03

## THE VALUE OF THE ENVIRONMENT

3.1. The production process:  
responsible management  
of environmental impacts

3.2. The processing of the raw materials:  
an art that is reflected in the  
excellence of the product

3.3. Monitoring and control  
of energy consumption

3.4. Analysis and study  
of the emissions into  
the atmosphere

3.5. Water resources  
management

3.6. Waste  
management







GHG inventory  
certified annually  
in accordance with  
the ISO standard

## CDP

Joining  
of the Carbon  
Disclosure  
Project  
in 2013

# 100%

Percentage of  
colourless glass  
cullet re-used in the  
production process



Percentage  
of coloured  
cullet sent  
for recovery

## ELECTRIC FURNACES

At the Parma plant,  
Bormioli Luigi only  
uses electric  
melting furnaces



# 2

Ongoing research  
projects on the use  
of sustainable  
hydrogen technologies

## OUR GOALS



**REDUCTION OF CO<sub>2</sub> EMISSIONS SCOPE 1 + SCOPE 2:**  
**2026: 30% REDUCTION COMPARED TO 2019**  
**2030: 50% REDUCTION COMPARED TO 2019**

**2021**

Installation of a hybrid annealing furnace  
at the Parma plant

**2021**

ISO 50001 energy gap analysis  
of both Bormioli Luigi plants

**2022**

Technological efficiency improvements  
of the furnaces and production plants during  
refurbishment of furnace 1

**2023**

Carbon Footprint certification ISO 14064  
for all of the Group's plants

**2023**

Increased use of PCR with percentages  
available to the clientele between 5% and 40%

**2025**

ISO 50001 energy certification of all  
of the Group's glass plants

**2026**

Purchasing of 100% electrical energy  
from renewable sources

**OVERALL 30% REDUCTION  
OF WASTE GENERATED BY  
2025 COMPARED TO 2019**

**2022**

Detailed study project  
on waste generation

**2022**

Increase in internal  
recycling of materials



**10% REDUCTION IN WATER  
CONSUMPTION COMPARED TO 2019**

**2025**

Implementation  
of the water  
use efficiency  
improvement plan

**2023**

Drafting of a water  
use efficiency  
improvement plan

**2023**

Detailed study project on  
water consumption during  
the various production  
phases in all of the plants

# 3.1.

## THE PRODUCTION PROCESS: RESPONSIBLE MANAGEMENT OF ENVIRONMENTAL IMPACTS

Our responsibility towards the environment is a process that begins with becoming aware of our impacts and is developed by conducting business with a constant eye on sustainability.

Aware of the environmental impacts of its own activities and hence its responsibility, Bormioli Luigi, has drawn up an official **Environmental policy and strategy**, in which corporate objectives and commitments are defined, shared by all employees and periodically updated in a perspective of continuous improvement. Additionally, all production processes are managed responsibly and in compliance with the law, training and raising the awareness of staff through **specific programmes**, that involve both the company's employees and personnel from external enterprises. In fact, all external enterprises operating in Bormioli sites are required to follow the "environmental rules" that specify the correct conduct to be adopted.

In accordance with the commit-

ments that Bormioli has undertaken, the company has adopted an **Environmental Management System (EMS)** in compliance with standard UNI EN ISO 14001:2015. The System pursues the objective of continuous improvement of environmental performance, taking into account the entire product life cycle, and adopting instructions and procedures geared to control activities associated with significant environmental aspects. In

UNI EN ISO  
14001:2015

Both production plants  
of Bormioli Luigi are  
certified according to the  
Environmental Management System  
(EMS)

this context, the **Environment and Safety Function** acts as a point of contact, and coordinates all kinds of reports concerning the management of environmental aspects.

The company's values are rendered concrete through conduct that guarantees respect for the environment and compliance with environmental standards. Being "plants for the manufacturing of glass with a melting capacity exceeding 20 tonnes per day", Bormioli Luigi production sites are subject to the issuing of an **A.I.A. (Integrated Environmental Authorisation)**, as per Legislative Decree 152/06. Within the scope of this Authorisation, the company is obliged to follow a Monitoring and Control Plan which meticulously defines the parameters, methods of analysis and sampling points of the most significant environmental aspects.

### CONTROLLING ACOUSTIC EMISSIONS IN THE EXTERNAL ENVIRONMENT

Aware of the acoustic impact of some of the machinery used in production, Bormioli Luigi monitors its noise levels through frequent analyses and assessments, aiming to reduce them. Glass processing technology is characterised, by its very nature, by high noise emissions. As required by the AIA, the Parma	plant takes measurements of the noise levels at least once a year. From the environmental noise impact assessment carried out in April 2015, a slight overstepping of the limits was found in the vicinity of the school building located near the Parma plant. So Bormioli Luigi has proposed measures to mitigate the	acoustic impact: the remediation plan is currently under preparation in cooperation with the Municipality of Parma, and the company is awaiting final confirmation in order to commence the works. No deviations from the legal limits emerged from the acoustic monitoring carried out at the Abbiategrosso plant in December 2020.
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### UPGRADING THE FURNACES AND IMPROVING PRODUCTION EFFICIENCY

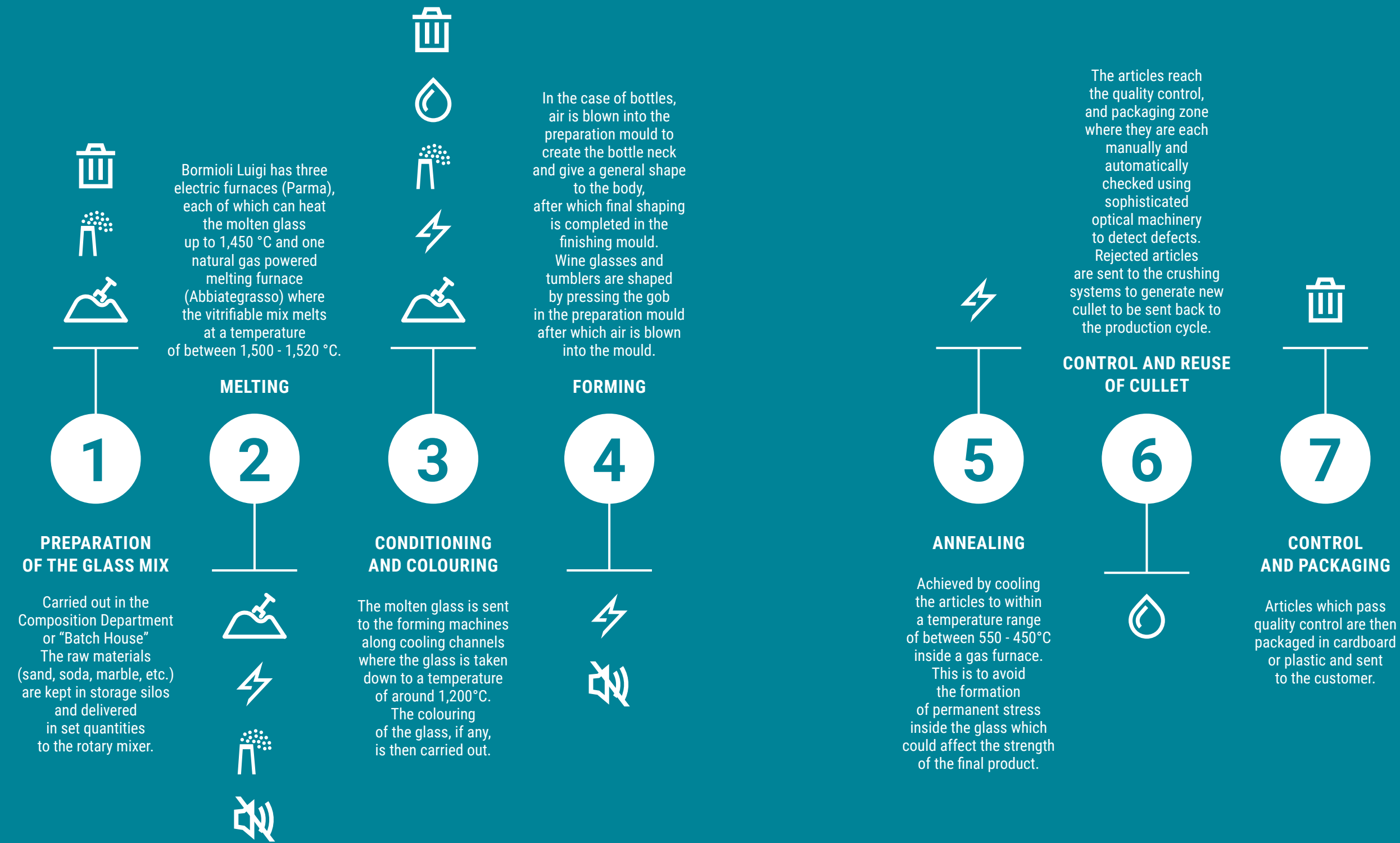
Following the values that have always distinguished it, Bormioli Luigi continues to seek solutions and innovations to help it reduce its consumption. For this reason, the company dedicates close attention to measures designed to <b>optimise production and mitigate environmental impacts</b> : the year 2019 saw the completion of the total refurbishment of <b>Electric Melting Furnace no. 5</b> at the Parma plant, which created the conditions for increasing production capacity, constantly improving the quality of the glass and its flexibility of use while, at the same time, reducing specific electricity consumption levels and, hence, indirect CO <sub>2</sub> emissions. To date, the electric furnace is the <b>technology with the lowest possible environmental impact</b> . In order to reduce its impacts, over the years Bormioli Luigi has introduced forming machines equipped with electronic mechanisms, which consume less than pneumatic ones. In 2020, due to the drop in market demand - and therefore in production - caused by the Covid-19 health	emergency, Bormioli Luigi adopted a maximum efficiency strategy, bringing forward important maintenance work while production levels were low, but managing, at the same time, to meet market demands and prepare for the resumption of production in 2021. The company's approach, aimed at raising the efficiency of energy consumption and improving the quality of production, has prompted Bormioli Luigi to adopt the strategy over the past few decades of using a lower number of large furnaces and a higher number of small furnaces, leading to a reduction in specific consumption and emission levels, for the same amount of molten glass. Furthermore, the company took steps to improve the system for damping the dust and fumes dispersed in the workplace, especially in coloured glass production areas, upgrading the insulation and conveying capacity of the ducts in order to reduce heat dispersion during production.
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### RESEARCH PROJECTS: THE FUTURE OF HYDROGEN

The company is involved in two projects: <ul style="list-style-type: none"><li>- a two-year European project, launched in 2020, aimed at developing the technology required for a gradual transition from natural gas to hydrogen as a fuel in energy-intensive industrial production processes, such as that of glass. The aim is to actively contribute to the evolution of existing industrial heating processes, in order to make the transition from natural gas to hydrogen achievable in a cost-effective way, through the development of an adaptive burner, with provision for any change in the natural gas/hydrogen mix that might come about in the years to come, while maintaining safety and</li></ul>	reliability, guaranteeing low emissions and above all maintaining high quality standards for the final product; <ul style="list-style-type: none"><li>- the <b>Divina project (Decarbonisation of the Glassmaking Industry - Hydrogen and New Assets)</b>, the aim of which is to make the entire Glass production chain an Energy-Intensive User, ready to develop the hydrogen carrier gas as part of a general, structured policy. With an all-Italian working group, representative of the entire supply chain - inasmuch it involves specialists in the energy sector, leading glass groups, players in the field of fuel production and distribution, companies qualified in the designing of glass melting furnaces, companies qualified</li></ul>	in environmental and safety certification, and university and research institutions - the project's short- and medium-term goal is to make an in-depth assessment of the consequences of adding an <b>increasing percentage of hydrogen</b> into a current melting furnace in regular production, while the medium- and long-term objective is to define and optimise new rules for designing furnaces that can guarantee the performance required as the percentage of hydrogen added is progressively increased. This phase will lead to the construction of <b>"Furnace 4.0"</b> , which will regulate combustion enriched with varying and increasing percentages of hydrogen.
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THE CREATION OF GLASS PRODUCTS:  
THE MAIN STEPS IN OUR MANUFACTURING PROCESS

In relation to each step of its production processes, Bormioli Luigi has identified the environmental aspects on which its activities have the most impact, so that it can monitor and manage these aspects more effectively. These aspects are summarized below, and more detailed information on their management by the company is provided in the following paragraphs.



# 3.2.

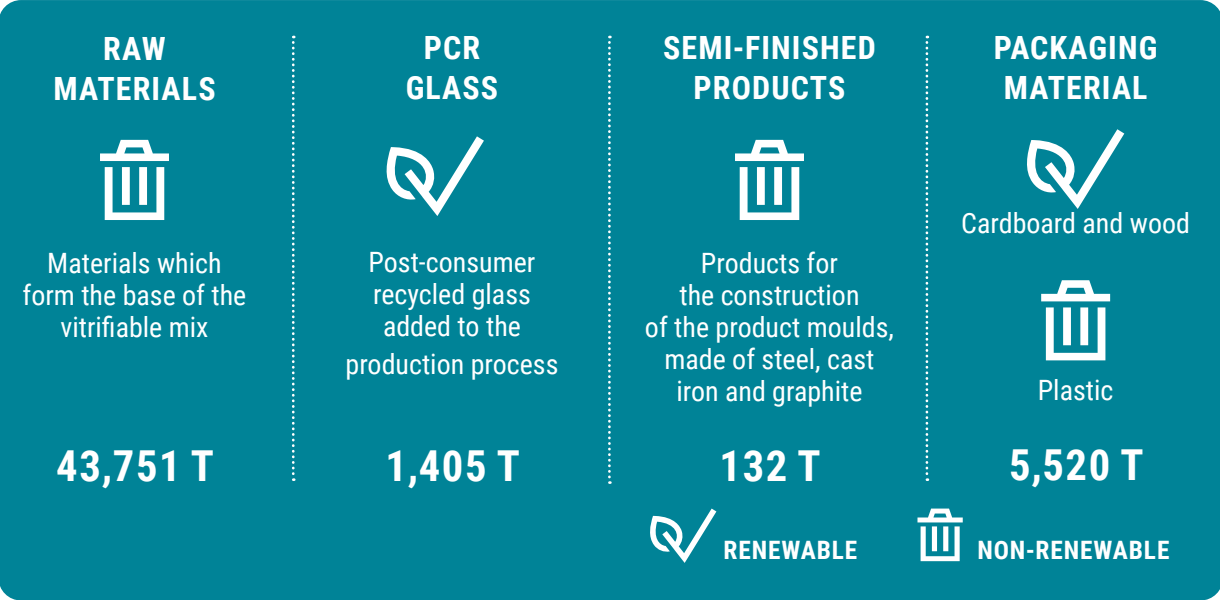
## THE PROCESSING OF THE RAW MATERIALS: AN ART THAT IS REFLECTED IN THE EXCELLENCE OF THE PRODUCT

The quality of Bormioli products is defined by the way we work: in order to guarantee products of excellence, we control and select raw materials extremely carefully and meticulously, making the best choices and optimising them throughout the various production phases.

Glass is one of the oldest materials known to man: it is generated by natural amorphous dusts such as quartz sand and is brought to life by melting. The exquisite quality that distinguishes Bormioli Luigi is guaranteed by the special attention it dedicates to the

1,405  
Tonnes of PCR glass  
used in 2020 for the  
manufacturing of products

selection and mixing of all of the components. For the manufacturing of its products, the company uses virgin materials and secondary raw materials, with semi-finished products for the construction of the moulds and packaging materials, amounting to a total value, in 2020, of:



### BORMIOLI'S COMMITMENT TO MORE SUSTAINABLE PACKAGING

With the aim of reducing the environmental impacts generated by the packaging of its products, at the end of 2019 Bormioli Luigi purchased a new filming machine, which currently serves the minority of the pallets produced, but which allows the company to use a thinner plastic film. In 2020, this led to a 3.5% reduction in the amount of plastic used to protect finished product pallets at the Parma plant, and it was tested in this way with a view to increasing the number of pallets protected with it, so as to replace the method currently used. Furthermore, in autumn 2020 the company set up a working group

composed of different company functions, aimed at further developing more environmentally friendly packaging: in particular, the group is focusing on research into alternative materials to plastic and the use of solutions that better protect the environment. For example, the project with the filming machine will continue in 2021, with further study and tests

being run on the use of an even thinner film that would bring about a **50% reduction** in the amount of plastic used per pallet and a **10% reduction** in the total amount of plastic used to package pallets leaving the Parma plant. Based on the number of pallets currently wrapped with this technology, this would correspond to approximately 110 tonnes of plastic. If the new solution were to become technically functional, the hooder currently used for most pallets could be replaced by an additional wrapping machine, using the lighter films. This would result in an overall reduction of 60% in the plastic used for this function alone.

-50%  
Reduction in plastic used  
per individual pallet  
forecast for 2021

The raw materials necessary for the manufacturing of glass products, are typically defined as being "non-renewable", i.e. they cannot be renewed in a short period of time. So, to date, it has been employing strategies such as the

use of cullet and **Post-Consumer Recycled (PCR) glass** in order to limit its use of virgin materials. For Bormioli Luigi reducing its environmental impact is a priority, reason for which cullet is handled and reused within the production process with the utmost care. The cullet put back into the melting furnaces is that deriving from **colourless glass**, in compliance with the quality standards required in terms of transparency and brightness. Coloured glass, on the other hand, is entrusted to authorized waste disposal companies which - after the required processing cycles - sell it to glassworks which

manufacture glass with different quality requirements than Bormioli Luigi. In addition, all coloured cullet is recycled by other glassworks which are able to use this different type of material in their production process.

+300%  
The use of PCR glass  
more than tripled in 2020  
compared to 2019

100%  
Percentage of colourless  
glass cullet re-used  
in the production process



# 3.3.

## MONITORING AND CONTROL OF ENERGY CONSUMPTION

We work year after year with passion and commitment to reduce energy consumption to a minimum, investing in process innovations: we strive for maximum furnace efficiency and the development of new technologies that enable us to produce more sustainable, high quality glass.

By its very nature, the glass-making process is extremely energy-intensive, chiefly due to the very high temperatures required for melting the vitrifiable mix in furnaces that are constantly in operation, but also due to the production of compressed air and to annealing operations. For this reason, Bormioli Luigi has implemented actions over the years to monitor and reduce the energy consumption of its plants:

- Continuous research and the introduction of **technologically advanced industrial systems**;
- **Optimised** management of the **existing systems**;
- Identification of the figure of **Energy Manager**, pursuant to Law 10/91, responsible for the analysis, monitoring and optimisation of energy consumption;
- **Energy audits**, to analyse the

main sources of energy consumption and identify any potential actions to improve their use.

The main energy sources used are **electricity** and **natural gas**. The company also uses **diesel, methane and petrol** (for company cars) and **acetylene** (for greasing the preparation moulds). Energy consumption in 2020 totalled to 280,881 MWh, a drop compared to 2019, which is in line with the reduction in

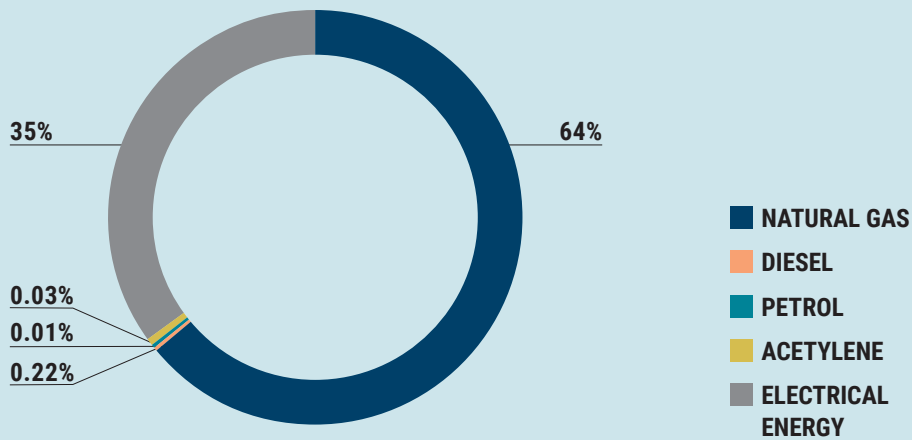
280,881

Total MWh for energy consumption in 2020

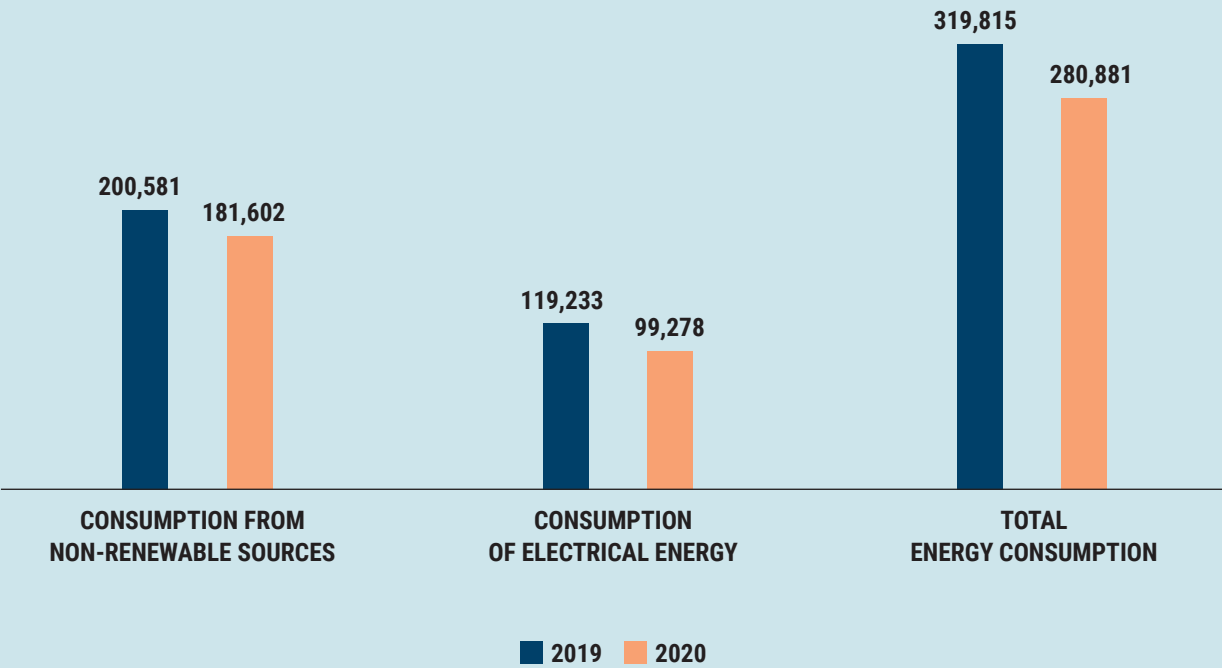
the use of the plants during the year, following the refurbishment of Furnace 5 and the volatility of production levels in 2020, due to the health emergency. For details of the environmental data divided according to the two production plants (Parma and Abbiategrosso), please refer to the tables in the Appendix.

**Electrical energy** is predominantly used for the melting and forming of glass and, to a lesser extent, for the production of compressed air, air conditioning systems and the operation of all the company's general facilities. In the Parma plant, there is also a unit dedicated to reselection activities (performed by external personnel). A solar panel has been installed on the roof for the heating of domestic water, and covers approx. 60% of the hot wa-

TOTAL ENERGY CONSUMPTION 2020



ENERGY CONSUMPTION (MWH)



ter requirement of the unit. Also of major importance in the production process is **natural gas**, which is used to power the melting furnace of the Abbiateg-

rosso plant and to heat the ducts and annealing furnaces in both plants. Residually, it is also used for the heating of the rooms and the production of hot water.

Last but not least, **diesel** and **petrol** are chiefly used for the internal vehicles (forklift trucks, wheel loaders), for company cars and for fuelling the emergency generator sets.

# 3.4.

## ANALYSIS AND STUDY OF THE EMISSIONS INTO THE ATMOSPHERE

Each year we analyse our Carbon Footprint, to identify the most effective actions we can take to reduce our emissions and our environmental impact, playing an active part in the fight against climate change.

Using high temperature melting furnaces, the glass-making industry is characterised by **emissions into the atmosphere** of greenhouse gases (GHG) and other polluting gases. In 2013, Bormioli Luigi joined the **CDP** (Carbon Disclosure Project), an independent body that provides companies and countries with a

**CDP**  
A member since 2013  
of the Carbon Disclosure Project.

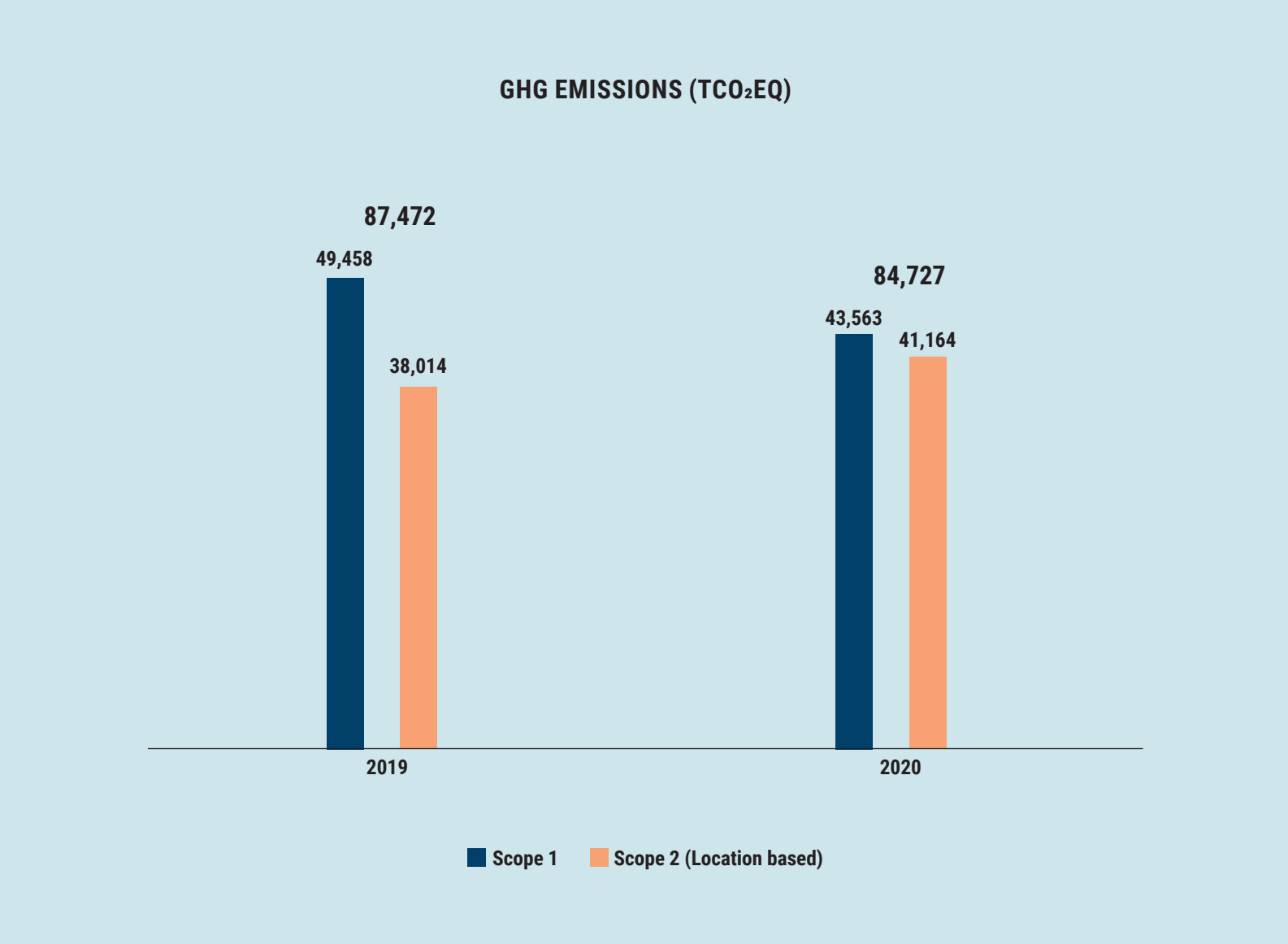
decision gives the company the opportunity to identify its own environmental risks and seek new opportunities for action in order to manage these risks, always researching the **best technological solutions available**. The company pays particular attention to monitoring its own greenhouse gas (GHG) emissions

### OTHER POLLUTING EMISSIONS RELEASED INTO THE ATMOSPHERE

Production activities in both plants necessitate the use of melting furnaces, the combustion and high temperatures of which cause the emission of volatile substances, chiefly carbon dioxide, nitrogen oxide, sulphur oxide, dust and carbon monoxide. Some of the actions implemented by Bormioli Luigi in order to

contain and reduce its polluting emissions include the use of electric melting furnaces, of the new hybrid annealing furnace at the Parma plant, and the installation of burners with low NOx emission levels at the Abbiategrosso plant. For the monitoring and control of polluting substances, the

company has installed emission detecting and collecting systems for capturing them that have the capacity to reduce the quantity of polluting substances released into the atmosphere. The appendix contains a specification showing the monitoring of the main pollutant emission categories.



and striving to reduce them. For this reason, the company has drafted its own **GHG inventory**, for the calculation of the direct and indirect CO<sub>2</sub> emissions gen-

erated, and it has been certified according to the international standard **ISO 14064-1:2018**. The different sources of CO<sub>2</sub> are monitored through the drafting of this inventory: those that generate either direct emissions (Scope 1), or indirect emissions from electricity consumption (Scope 2). In 2020, the emissions into the atmosphere attributable to Scope 1 and Scope 2 totalled to 84,727 tonnes of CO<sub>2</sub>, **51%** of which were direct emissions, i.e. Scope 1, and **49%** of which were indirect emissions, Scope 2 (Location-Based).

The slight upward trend in Scope 2 is due to the change in the production mix of the electricity received, which led to an increase in the emission coefficient.

## 1.2

Carbon Intensity  
(Tonnes of Emissions  
Scope 1 + Scope 2) /tonne of glass

## GHG INVENTORY

Certified annually  
by an accredited  
third party

## 3.5.

### WATER RESOURCES MANAGEMENT

In order to reduce our water withdrawals and promote a sustainable and compatible use of this resource, we adopt recycling and recovery measures as far as possible, through the use of closed industrial circuits. When this is not possible, we use waste water treatment systems before releasing the water back into the environment.

#### WATER WITHDRAWALS

The main reason for corporate water withdrawal is related to industrial activities and, to a lesser extent, to auxiliary services such as the canteen and domestic supplies. The water withdrawn from the mains serves exclusively for households, while the well water serves for industrial activities, including the cooling of the glass, the cooling of the machinery most subject to thermal stress, and the washing of the moulds and the mechanical parts.

Consistent with the company's focus on saving and recovering water resources, Bormioli Luigi has installed at the Parma plant a **system for the depuration and recycling of the water** that is to be put back into the production process. Thanks to these closed circuit plants, Bormioli Luigi can purify and re-utilize in the production process approx. 60% of the water withdrawn at the Parma plant. In the production plant in Abbiategrosso, there is also a **recirculation system** that makes it possible to limit the quantity of water drawn from the well.

In 2020, water withdrawals were 683 megalitres (ML), well below the value that would be reached without internal recycling and 18% lower than that of 2019. This reduction is probably due both to the lower level of activity recorded in 2020 - as a result of the health emergency - and to

Bormioli's commitment to minimizing its environmental impacts.

#### WATER DISCHARGES

For prevention purposes, at regular, preset intervals, Bormioli Luigi conducts **monitoring of its water discharges**.

The water discharges of Bormioli Luigi have two main destinations:

- the **local public sewer system**;
- the **surface water bodies** (Parma plant only).

The waste water from production activities, used in cooling oper-

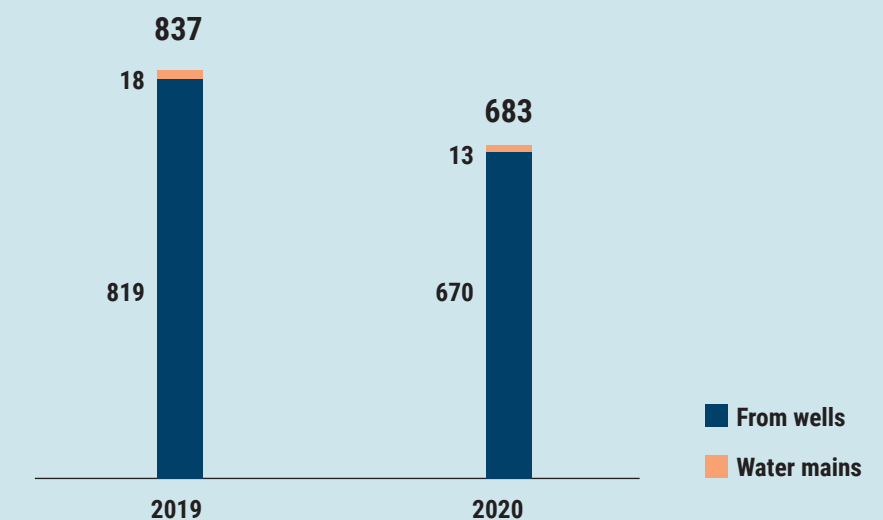
# 60%

Percentage of water withdrawn at the Parma plant that is purified and re-used in the production process

# 9.97

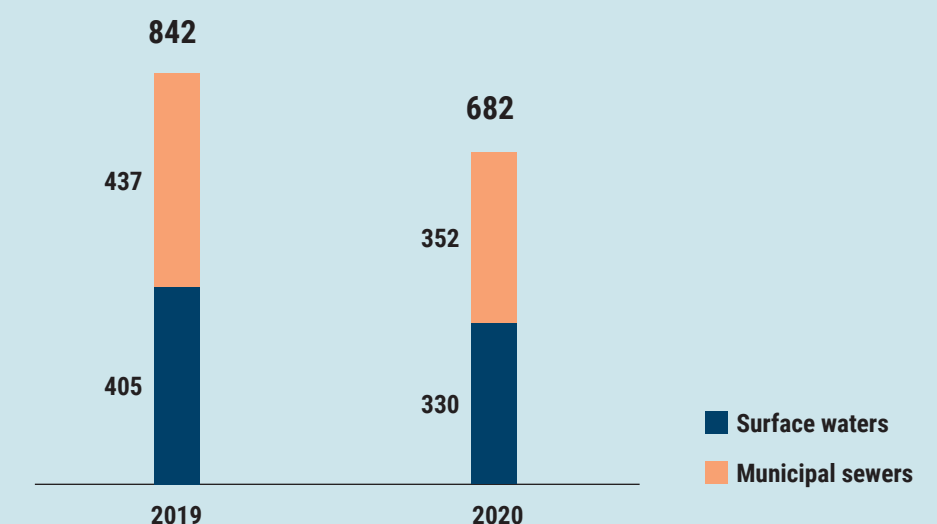
Water withdrawal in m³/glass in tonnes in 2020

#### WATER WITHDRAWALS (ML)<sup>1</sup>



<sup>1</sup> The values relating to the water withdrawal shown refer to "fresh water", i.e. water containing less than 1,000 mg/L of total dissolved solids.

#### WATER DISCHARGES (ML)



ations, contains lubricating oils. For this reason, before this water can be discharged, it is subjected to different treatment systems at the two plants: at the **Parma plant** the waste waters are treated preventively by a **chemical-physical**

**depuration plant**, followed by a sand filtering phase; then, part of the water purified by the company depuration system is put back into the production cycle, while the rest (approx. 40%)

is discharged into surface water bodies after a further sand filtering treatment. At **Abbiategrosso** the waste water is subjected to a decantation and oil separation treatment in special tanks, before it can be recycled. There is a con-

tinuous relief valve in the industrial water cycle that is conveyed to the public sewer. Moreover, a project to improve the system for collecting and discharging rainwater from the roofs has been underway at the Abbiategrosso plant since 2019, with the aim of mitigating the effects of the most intense rainfalls and the load on the public sewer system. The rainwater from the roofs will therefore be channelled into a system of dispersion trenches which will discharge the water into a large surface area underground. Since 2019, there has also been a reduction of 19% in the water being discharged, especially that flowing into the municipal sewage system. This reduction is probably attributable both to the lower level of activity recorded in 2020 - due to Covid-19 - and to Bormioli's commitment to using closed circuits wherever possible.

**BORMIOLI'S ACTION AGAINST SOIL POLLUTION**  
Bormioli Luigi does not carry out any processes that could result in direct inputs of substances into the ground likely to cause chemical pollution. Contamination of the ground could only derive from accidental events such as oil spills or fugitive emissions, due to leaks from the underground sewage system of the production plants. In order to avoid the risk of these substances becoming incorporated in the soil or transported by irrigation water or rainwater, thereby generating a state of pollution, Bormioli Luigi has a plan in place at the Parma plant for monitoring the first layer of the groundwater. The data of the water samples withdrawn are analysed every six months, on the basis of a series of extremely important parameters. Following the renovation work carried out on furnace 2 and a voluntary environmental analysis,

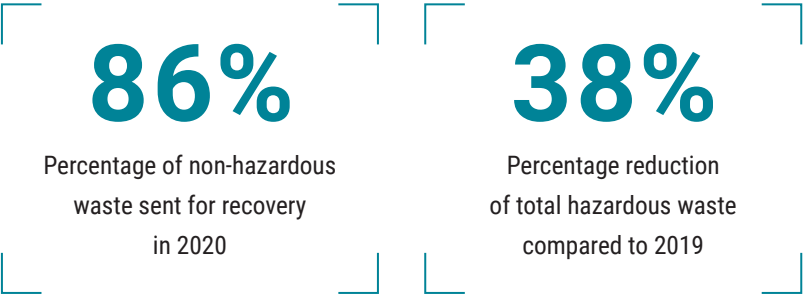
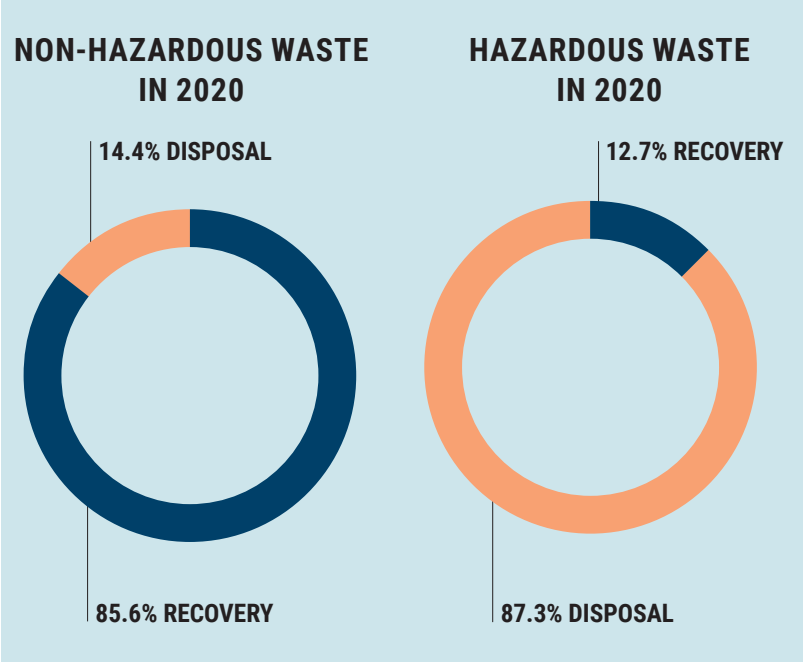
in 2016 the underground pipeline used for feeding the old furnace 2 with fuel oil from an old tank (now removed) was intercepted. As a result, a "Notification of potential contamination" was presented to the competent authorities, pursuant to Legislative Decree 152/06. The investigation and characterization activities, aimed at finding out more and reconstructing the conceptual model of the site, were concluded and approved by the competent Authorities in 2019. Subsequently, in accordance with the provisions of the legislation, a site-specific Risk Analysis was drawn up and sent to the Authorities. No risks for Plant workers or for potential off-site recipients emerged from this analysis. A potential limited environmental risk was, however, identified and, for this reason, an operational safety project was submitted and approved in 2020 and will be implemented within 2021.

### 3.6.

## WASTE MANAGEMENT

We are committed to monitoring the volume of waste produced by our plants, working to find new ways to increase its recovery, in compliance with regulatory obligations and respective storage requirements with a view to producing lower volumes.

Bormioli Luigi's waste is generated mainly during the production process and, with the aim of reducing the amount of waste produced, the company puts colourless cullet back into the production cycle in the form of an excellent "secondary raw material". The coloured cullet, on the other hand, is recycled by authorised waste disposal companies and resold to other glassworks which manufacture articles that can use it while still meeting quality requirements. In 2020, Bormioli Luigi generated a total of **13,421 tonnes** of waste, 84% of which was sent for recovery. The total hazardous waste - **194 tonnes**, i.e. 1.4% of the total waste produced in 2020 - was partially recovered. Among the waste sent for disposal, there were leftovers of vitrifiable mix, solid waste from fume treatments, aqueous washing solutions, sludge and products from



oil/water separation processes, packaging containing residues of hazardous substances, insulating materials containing - or contaminated by - hazardous substances.



# 04

THE VALUE  
**OF OUR  
PEOPLE**

4.1. Bormioli Luigi:  
a company made of people

4.2. Professional growth:  
training and development

4.3. The commitment to health  
and safety in the workplace





**99.6%**

Employees  
with a permanent  
contract

**50%**

Percentage  
of new employees  
under 30 out of  
total employees  
hired in 2020



**2,674**

Hours of training  
on health and safety

**100%**

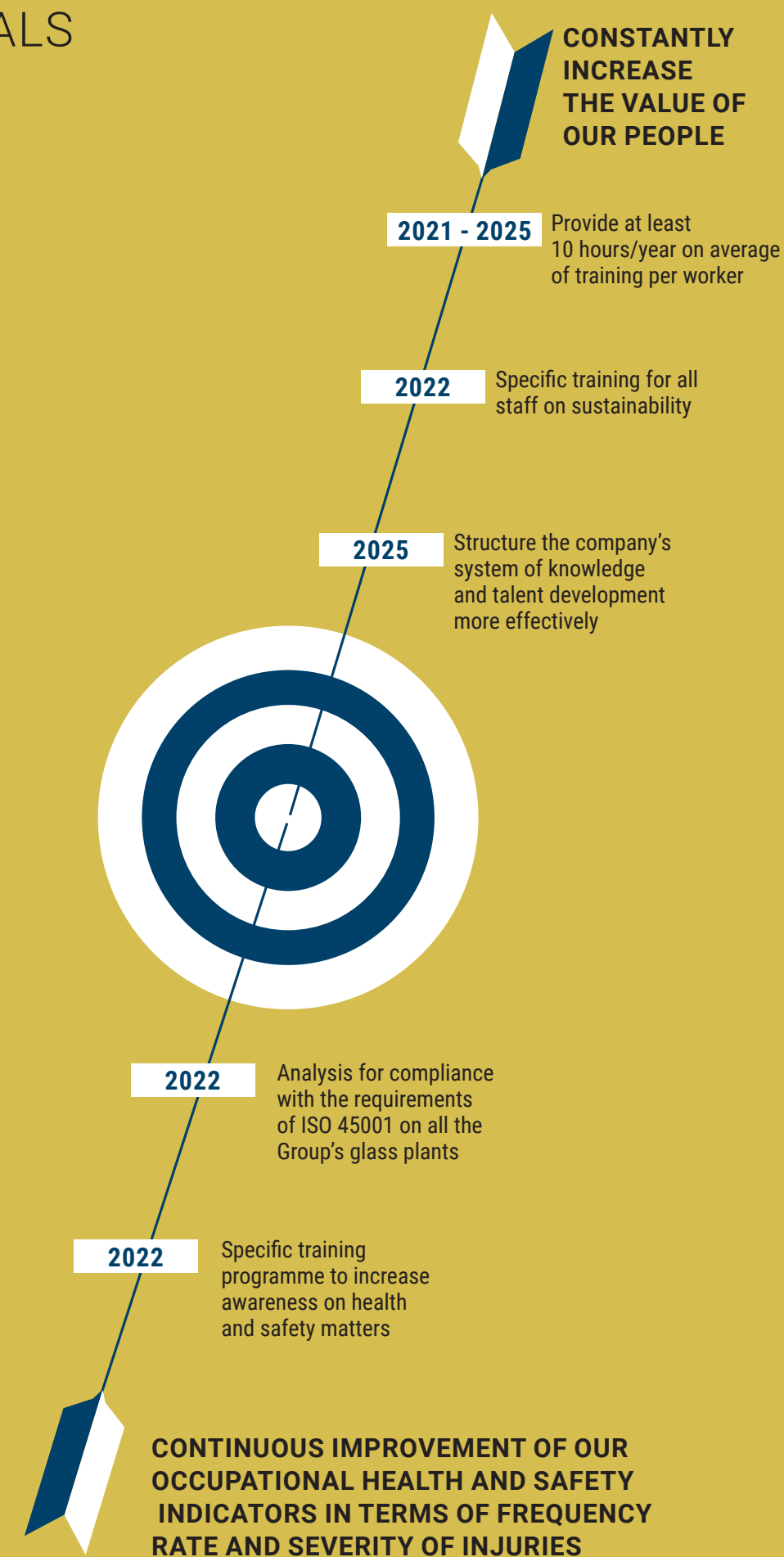
Company  
population to  
which the glass  
CCNL (National  
Labour Collective  
Agreement) applies



**WHP**

Bormioli Luigi has  
been a member of  
the Workplace Health  
Promotion programme,  
a network to promote  
the health of  
employees, since 2019

## OUR GOALS



4.1.

BORMIOLI LUIGI:  
A COMPANY MADE OF PEOPLE

Our people are the real strength of the company: we want to guarantee a working environment that is stimulating and healthy, collaborative and inclusive, able to develop our resources both personally and professionally

The success of Bormioli Luigi comes from its people: developing the great technical know-how, passion and aesthetic sensitivity of our employees enables them to increase their expertise and experience in the glass sector. Their commitment enables the company to offer products of the highest quality, fulfilling the requirements of customers who expect excellence. At the end of 2020, Bormioli Luigi had a staff of **954 employees** plus an annual average of **74** workers with **temporary contracts**, employed chiefly in the production phases. The company is committed to guaranteeing these workers - for the same job - the same pay, occupational safety conditions and training as its employees. The company's workforce shrank slightly in 2020 compared to the previous year, due to the management of the

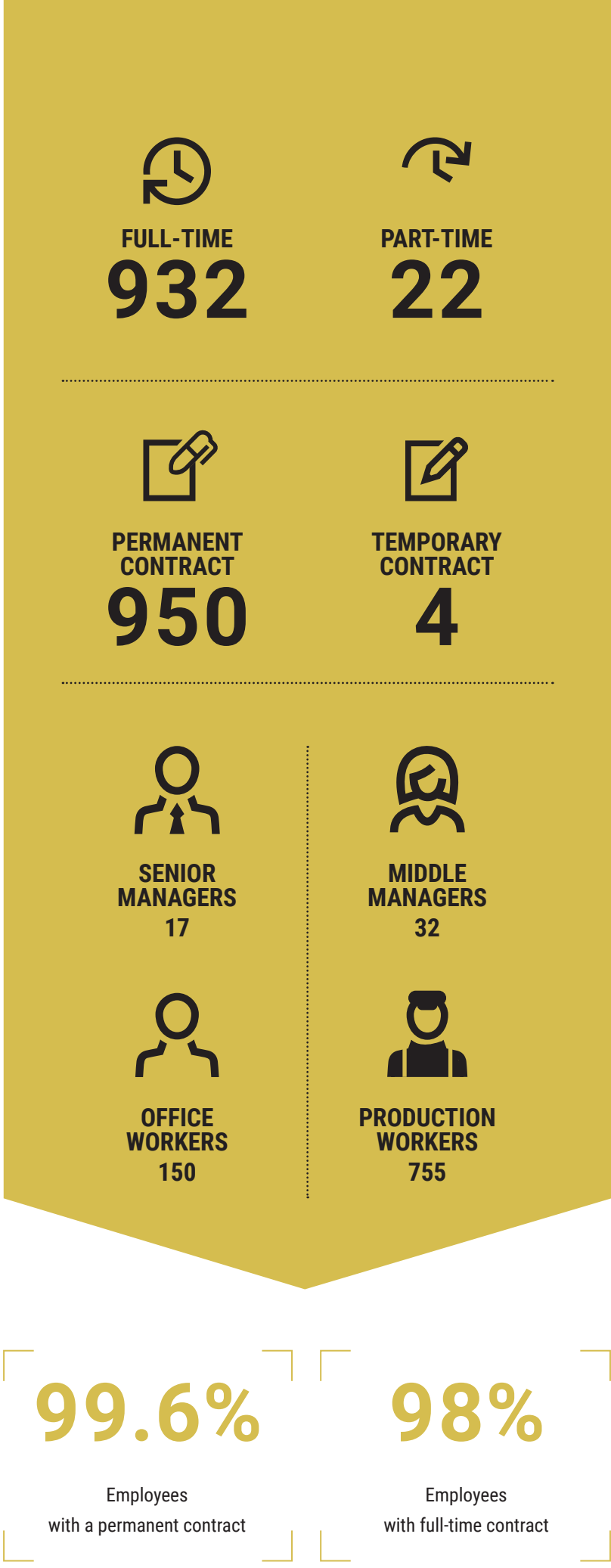
Covid-19 health emergency and the temporary slowdown in hiring that ensued. Nevertheless, the company succeeded in protecting the jobs

of its existing employees. Bormioli Luigi prefers long-term relationships with its employees: this is confirmed by the fact that almost



all of its staff have permanent contracts. At the same time, it accepts requests for part-time work, accommodating, whenever possible, the needs of its resources. Although the glass sector is traditionally characterised by a high percentage of male workers due to the type of work involved, Bormioli Luigi strives to ensure equal opportunities for its employees, as ratified in its Code of Ethics. As at 31/12/2020, about 24% of Bormioli Luigi's total workforce were women, the greater part of whom were employed as production and office workers, while 12% of the company's senior managers are women, all of whom work at the Parma plant.

**EMPLOYMENT PROTECTION**  
Bormioli Luigi acknowledges that another key element for maintaining a very high-level team of peo-





VALUABLE LOCAL PARTNERSHIPS

Well aware of the role that it plays in society and of the added value that its work can contribute to the territory in which it operates, Bormioli Luigi is committed to building, whenever possible, long-term relationships with organisations that employ people with disabilities and companies that operate in disadvantaged areas. Also in 2020, the company is continuing its relationship with:

- a non-profit laundrette responsible for washing the work clothes of part of the personnel;
- a small glass reselection company, located in a disadvantaged mountain area.

ple involves the recruitment and selection of new resources. The guideline followed by the company is to employ young talented people whose specialisation and training are guaranteed within the company itself. This particularly applies to research and development activities and specialisation in the skills required to produce excellence in the glassmaking sector. To this end, in 2020 Bormioli Luigi hired a considerable number of **young, talented people**, particularly graduates from the Faculty of Engineering. The recruitment of new employees has mainly involved young people under 30 years of age: in fact, 50%<sup>1</sup> of the new employees are under 30, an increase compared to previous years, attesting to Bormioli's commitment to hiring and training young talented people. In order to guarantee equal opportunities and safeguard against the risk of discrimination in the workplace, the company undertakes to select candidates solely on the basis of their professional, educational and experience profile. In the course of 2020, **12 new**

**employees were hired**, corresponding to a hiring rate of 1%, a drop compared to the year before, caused by the partial stoppage of the Company's activities due to the restrictions imposed to stem the Covid-19 health emergency. In 2020, there was also a slight increase in the outgoing turnover rate of 4.6%, mainly due to employees opting for retirement, especially in the over-50s age bracket, which

50%

Percentage of new employees under 30 out of total employees hired in 2020

experienced the highest number of terminations: a total of 37.

COLLECTIVE BARGAINING

Bormioli Luigi constructs and cultivates an open and transparent relationship with the workers' trade union representatives, because it believes that long-lasting and well-balanced relationships can only be achieved through continuous exchanges and constructive dialogue. In 2020, in compliance with the legislation in force, in addition to the usual themes, issues related to the management of health emergencies were also discussed with the trade union representatives. Furthermore, the renewal of the National Collective Labour Contract (CCNL) for the glass sector was signed by Assovetro. These contracts, applied to **100% of the company's population**, regulate all aspects concerning working conditions, including holidays and leave, remuneration for overtime, the organisation of flexible working hours, variable participation bonuses, etc..

WELFARE IN BORMIOLI LUIGI

With the aim of continuously improving the well-being of its resources, the welfare programme promoted by Bormioli Luigi has continued also in 2020. Each year the company pays all employees with permanent contracts a sum of €250 and, through a dedicated welfare platform, employees can use this sum in various spheres, from education to health, from travel to **non-work activities**. In addition, the company has maintained the practice of paying a **Results Bonus** (albeit with different award criteria) to both employees and to workers holding temporary contracts. To demonstrate once again its interest in the well-being of its employees, Bormioli Luigi has also undertaken the responsibility to clean the work clothes for production employees who work in the machine, mould changing and furnace departments, at both of the company's production plants. In order to guarantee the best possible working conditions for the people of Bormioli, all the resources at the Parma plant have access to the company canteen service, while for the employees of the Abbiategrosso plant, the company has stipulated an agreement for subsidised meals with the nearby restaurants.



# 4.2.

## PROFESSIONAL GROWTH: TRAINING AND DEVELOPMENT

Bormioli Luigi’s ability to successfully position itself on the market with products of excellence has been made possible by the skill, passion and technical know-how of our people. Therefore, the continuous professional and personal development of our resources is not only a moral priority for us, but also a strategic choice.


Bormioli Luigi’s attitude towards the continuous training and development of its human resources derives from the vision of its founder, based on the conviction that only highly qualified and inspired people have the power to transform simple raw materials into elegantly designed glass objects of impeccable quality. So the objective of investment in training is to improve the skills of our employees at all levels, creating true “**master glass-makers**” in the production departments and cultivating individual competences. In cooperation with the Human Resources Area, the heads of the various departments identify the training needs of the staff, taking into account the tasks assigned to them, together with their levels of specialisation and experience. Also in 2020, training has continued in line with the company’s

vision to provide courses for the technical-production sector, with the substantial novelty of being taught remotely in order to stem the spread of Covid-19 infections. The company has also continued to forge ahead with Health Safety and Environment (HSE) training, with the aim of safeguarding the health of its workforce by raising awareness on corporate safety issues among all employees. The courses, in this case, were taught face-to-face, with the required measures in place to ensure social distancing. Additionally, all newly recruited

**6,403**  
Total hours of training provided to employees and temporary workers in 2020


employees have been assigned to specific training courses on the basis of the function they were hired for, covering quality, sustainability, health and safety, environment, security, ethics and anti-corruption issues, thereby guaranteeing training on these issues to 100% of the corporate workforce. The courses involved both the Parma and the Abbiategrosso employees, who were given an average of 4.35 and 4.75 hours of training, respectively. A total of approx. **4,284 hours of training** was provided to employees, working out to an average of 4.5 hours per worker. In 2020, there was a reduction in the number of training hours provided, due to the organisational difficulties created by the coronavirus epidemic. Despite the initial slowdown, throughout the year the company made efforts to guarantee training for its resources, giving

### THE TWO MAIN TYPES OF TRAINING PROVIDED FOR BY BORMIOLI LUIGI ARE:



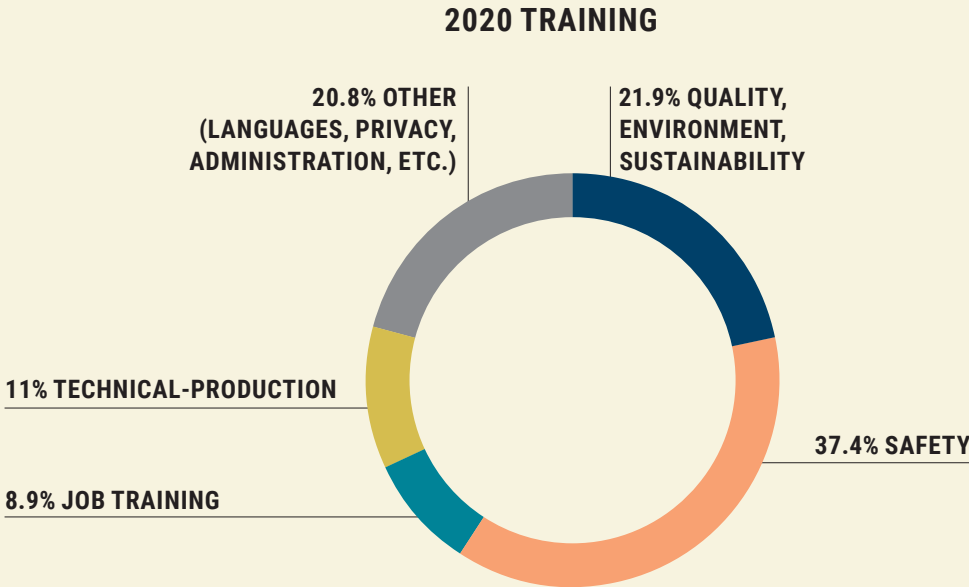
**ON-THE-JOB TRAINING**

*“On the job”* training, aimed at developing specific technical skills, is carried out by expert company resources who support new employees initially in their job.



**CLASSROOM AND REMOTE TRAINING**

Employees and temporary workers of all areas of the company are periodically involved in face-to-face lessons or with online tools and platforms (a method used more widely in 2020 due to the Covid-19 pandemic). The courses cover both specific job-related topics and broader topics of interest such as quality, safety and the environment, Lean production philosophy and the six-sigma programme, etc..



priority to online courses, which employees were able to attend remotely. Bormioli also provided training, following the same methods, to the temporary workers, who received

2,119 hours of training in the course of 2020, working out to a per capita average of 28.6 hours. The difference in average hours between the two types of contract is mainly due to the fact that for temporary work-

ers the training is concentrated in a shorter period, as it is mainly initial training, in contrast with employees to whom courses are provided over several years, in a continuous training perspective.

4.3.

THE COMMITMENT TO HEALTH AND SAFETY IN THE WORKPLACE

The health and safety of the Bormioli team is our priority: safeguarding our people is an essential prerequisite for all company activities, from the production departments to the offices.

Bormioli Luigi considers the culture of prevention in the workplace a necessary prerequisite for tapping the full potential of its employees; this is why the company is constantly working on the development of initiatives to ensure their safety.

For both production plants, in Parma and Abbiategrosso, Bormioli has adopted an **organisation model** for the management of safety, in compliance with article 30 of Legislative Decree 81/08, based on the international standard ISO 45001. This model defines the responsibilities, processes and resources necessary to ensure an effective company prevention and protection policy, in compliance with the health and safety regulations in force. The **Safety Policy and Manual**, distributed and communicated to all employees

and temporary workers, are integral parts of this system and are designed to safeguard the health of all the people who work on the company's property, both the internal and external collaborators with whom Bormioli Luigi works. The company also urges its workers to operate in an ethical manner, committing to maximum responsibility in terms of occupational safety and the protection of health. When assigning works, services and supplies, Bormioli verifies the

2,674  
Hours of safety training provided to employees and temporary workers in 2020

technical and professional suitability of contractors and external workers, providing detailed information on the specific risks existing on the premises. At the same time, specific categories of collaborators, service providers and subcontractors are requested to draw up the **DUVRI**, (Single Document for the Assessment of Interferential Risks), which regulates the obligations and commitments for which the contractors and the client company are, respectively, responsible. To ensure the correct implementation of this Organisational Model, periodical **internal audits** are held, following which any necessary corrective actions are defined. The effectiveness of the Organisational Model adopted is based on a solid analysis of the health and safety risks, which is periodically updated and reported in the "Risk

In both the Parma and Abbiategrosso production plants, the following figures are identified as being involved in the management of company safety:



TRAINING OF FOREIGN WORKERS

In the case of foreign workers, the SPP ensures that they have sufficient knowledge of the Italian language to guarantee that they can learn the contents of the training activities on health and safety, and adopts, where necessary, measures to make the contents accessible to them, for example, by providing teaching materials in a language known to them, or by providing an interpreter.

Assessment Document" **DVR**. This analysis breaks down the risks per job profile and identifies the most effective prevention measures, considering as the main factors: the entity of risk, the severity of the consequences and the likelihood or frequency of the consequences actually taking place. In addition, as stated in the Safety Management Manual, the identification of hazards and risk analysis are repeated in the event of major changes to voluntary or legal provisions, or as a result of severe injuries, or when the results of health surveillance

demonstrate the need for them. In 2020 elections were held for both the Parma and the Abbiategrosso plants, to choose the Workers' Safety Representatives (RLS), who represent the workers on matters

of health and safety. The setting of specific objectives with regard to health and safety in the workplace guarantee **continuous improvement of corporate performance** and, once approved by the Management, they are communicated to all personnel involved in their application. In this perspective, training continues to be of **central importance** and represents an important awareness-raising tool for all of the personnel: all of the staff, whether employees or temporary workers, are



## COVID-19: THE COMMITMENT OF BORMIOLI LUIGI

The Covid-19 health emergency has created an unprecedented situation, which has prompted us during this past year to focus even more on protecting the health and safety of our people in a continuously developing situation.



### PEOPLE-ORIENTED

Ever since the start of the health emergency, Bormioli Luigi has striven to ensure the protection of the health and safety of its employees. To this end, the company has relied on the Health Protocol drawn up by the government and social partners, and has set up a **Management Committee** for the purpose of implementing any updates to the Protocol and administering the activities related to the health situation. Bormioli has, therefore, adopted various measures designed to stem the spread of the virus, including social distancing between employees, the provision of Personal Protective Equipment, weekly sanitisation of communal areas, restricted access to workstations and the reorganisation of work shifts. Moreover, Bormioli has always guaranteed its employees a meal service in the company during the emergency, initially providing packed lunches and then adapting the canteen to social distancing requirements, i.e. halving the number of people who can access the service at the same time, affixing signs to guarantee social distancing while queuing for meals and extending the service's opening hours.



### PROTECTION OF EMPLOYMENT AND FOCUS ON INNOVATION

As of the early months of 2020, Bormioli Luigi began experiencing a slowdown in production, mainly due to the first phase of lockdown imposed by national provisions to combat and stem the spread of the Covid-19 virus. So as of March 2020, the company brought the extraordinary redundancy fund into operation, applying it on a rotating basis and involving all company figures.

In an effort to make the most of this unexpected and unprecedented situation, Bormioli Luigi, driven by its passion for excellence and a constant desire to improve, decided to devote the time gained as a result of the suspension of business trips and the slowdown of company activities in the first part of the year to **research and development projects**. The results provided a source of satisfaction: the filing of four new patents in 2020.

### THE WORKPLACE HEALTH PROMOTION (WHP) PROJECT

Since 2019, Bormioli Luigi's Abbiategrosso plant has been a member of the Workplace Health Promotion (WHP) project, WHP Lombardia Network, promoted by the **World Health Organisation (WHO)**. By joining the programme, the company undertakes not only to adopt the necessary measures to prevent injuries and occupational diseases, but also to build, through a participative process, an improvement path for the health of its employees, which can be supported by the operators of the Health Protection Agencies (ATS) and is based on an analysis that identifies the critical elements, defines the priorities and provides for actions aimed at adopting healthy choices, combating risk factors and pathological addictions.

In the initial phase of the programme, the Occupational Physician administered an anonymous questionnaire to all employees in order to monitor the baseline health situation and subsequent changes. Each year, Bormioli decides to focus on two good practices promoted by the programme and to implement all the activities and initiatives necessary for the same. In 2019, Bormioli Luigi undertook the following actions regarding:



- **nutrition**, giving its employees the opportunity to have two meetings with a nutritionist, guaranteeing that its automatic dispensers contain 30% of healthy products and providing microwave ovens for use during the lunch break;



- **physical activity**, stipulating a subsidised agreement with a neighbouring gym and providing information through the Occupational Physician, on the benefits of sports activity.

In 2020, the programme continued but with 2 new actions, in addition to maintaining those already implemented:



- **anti-smoking campaign**, installing targeted posters and providing the possibility of an individual counselling meeting for employees who want to stop smoking;



- **road safety**, introducing a 10 km/h speed limit for all vehicles inside the plant, raising awareness of road safety practices and drafting a check-list to assess the suitability of the company car fleet.

Actions to combat addictive behaviour and work-life balance activities are planned for 2021, and will be part of Bormioli's more extensive welfare programme.

trained on the health and safety issues pertinent to the job to which they are assigned. In 2020, Bormioli provided **1,604 hours of training on safety** to its employees and **1,070 hours** to its temporary workers, in order to reduce residual risks, improve general working conditions, and ensure that the operating activities and prevention and protection measures envisaged are carried out correctly. Moreover, also the phase dedicated to the **monitoring of injuries** is an additional aspect of the key value of the safety management system, designed to reduce risk factors.

In 2020, 33 injuries involving Bormioli Luigi employees were recorded, mainly concerning musculoskeletal pain due to the handling of the work equipment and to impacts against fixed or mobile structures. The Prevention and Protection Service carries out investigations for all the injuries recorded and all the reports of "near misses" received, in order to determine their causes and decide upon any corrective actions to be adopted. In addition, Bormioli Luigi monitors any injury events of temporary workers, regarding which only one injury was recorded at the Parma plant in the three-year period 2018-2020.



# METHODOLOGICAL NOTE

This document is the **third Sustainability Report of Bormioli Luigi S.p.A.** and it has been drawn up for the purpose of communicating, in an increasingly more transparent manner, the company's commitment to sustainable development, and its adherence to a business model that respects the social, environmental and economic reality in which the company operates. Since 2020, the company has been a member of the United Nations Global Compact (UNGC), subscribing to the 10 principles on human rights, labour, the environment and anti-corruption. In view of the commitments undertaken with this membership, Bormioli Luigi's Sustainability Report has drawn up the Communication on Progress to inform all stakeholders of the activities undertaken and the results achieved in implementing the principles of the Global Compact. In order to guarantee a comprehensive reading of the informa-

tion provided in the Report, a table (pages 104-105) showing the correlations between GRI Standards, the 10 UNGC Principles and the 17 UN 2030 Agenda Goals (SDGs) has been provided.

**THE CONTENTS OF THE REPORT AND THE METHODOLOGY APPLIED**

This Report refers to financial year 2020 (from 1 January to 31 December) and will be published annually from now on. The document was drawn up in compliance with the *GRI Sustainability Reporting Standards* (hereinafter GRI Standards), Core option. The scope of accountability of this document is that of the company Bormioli Luigi S.p.A. (referred to in the text as "Bormioli" or "Bormioli Luigi"), including the production plants of Parma and Abbiategrosso.

**The contents of the Report**

In accordance with the principles of the *GRI Standards*, this Report

covers the significant topics that emerged from the materiality analysis, i.e. those that have a strong influence on the evaluations and decisions of the stakeholders and major importance in terms of economic, social and environmental impacts. For additional information, refer to chapter "1.3 Our approach to sustainability: a constantly evolving path". The process, which led to the drafting of the Sustainability Report 2020, involved the company's top management and the main functions coordinated by them.

**Quality assurance principles for the Sustainability Report**

This document underlines the strengths and weaknesses of Bormioli Luigi, in addition to its prospects for improvement. The data were collected for the purpose of providing a clear and balanced vision of the operations and characteristics of the company. The process for collecting the information



and the quantitative data is structured so as to be able to compare the data from three different years, thereby providing a precise and complete overview of Bormioli's performance to all of its stakeholders.

#### PRINCIPAL CALCULATION CRITERIA

The methodological instructions for calculating some of the indicators contained in this Sustainability Report are shown below.

##### Energy consumption

The energy consumption of Bormioli Luigi (electrical energy, natural gas, diesel, petrol, methane and acetylene) have been calculated in Gigajoules (GJ), using the following sources for the conversion factors:

- "UK Government GHG Conversion Factors for Company Reporting" of the UK Department for Environment, Food & Rural Affairs (Defra), for the years 2018, 2019 and 2020;
- The "tabella parametri standard nazionali" (standard table of national parameters) published by MATTM (Ministry for Environment, Land and Sea) citing the data of the Italian National Institute for Environmental Protection and Research (ISPRA) for the years 2018, 2019 and 2020.

##### Direct (Scope 1) emissions and indirect emissions (Scope 2)

The emissions are calculated in terms of CO<sub>2</sub> equivalent, through the following emission factors in accordance with the inventory of CO<sub>2</sub> emissions envisaged by the standard ISO 14064-1 and certified by an independent third party company:

The following sources for emission factors were used to calculate **direct scope 1 emissions**:

- **fuels (natural gas and diesel):** The "Tabella parametri standard nazionali" (standard table of national parameters), ISPRA, containing the values proposed by the National inventory UNFCCC for the respective reporting years (2018, 2019 and 2020);
- **fuels (diesel, petrol, methane):** the "UK Government GHG Conversion Factors for Company Reporting" published by DEFRA (Department for Environment, Food & Rural Affairs) for the years 2018, 2019 and 2020;
- **acetylene:** the value obtained by the stoichiometric ratio calculated according to the conservative hypothesis that the gas combustion process allows complete oxidation;

- **carbonates from used raw materials:** arithmetical mean of the 4 quarterly values obtained, for each reporting year, from the analysis of the accredited laboratory (Experimental Station for Glass) on the sampling of raw materials.

The following sources for emission factors were used to calculate **indirect scope 2 emissions**:

- **Location-Based calculation method:** factor, for the year 2020, calculated on the basis of the percentage composition of the final national energy mix 2018. As an emission factor for each contribution - from which the general one can be calculated - the emission factors provided by ISPRA in its annual report "Fattori emissione produzione e consumo elettricità" (Emission factors for electricity generation and consumption) have been used;
- **Market-Based calculation method:** for the years 2018, 2019 and 2020, calculated on the basis of the percentage composition of the most recent residual energy mix provided by the electrical energy supplier AXPO Srl.

Further information and details on the sustainability strategy of Bormioli Luigi and on the contents of this Sustainability Report can be obtained by writing to the following email address:

[info@bormioliluigi.it](mailto:info@bormioliluigi.it)





ADDITIONAL  
INFORMATION

ADDITIONAL INFORMATION CHAPTER 1.  
BORMIOLI LUIGI: THE ART OF GLASSMAKING,  
HANDED DOWN FOR GENERATIONS

THE MAIN SECTOR ASSOCIATIONS

[Disclosure 102-13]

Membership in sector associations

In manufacturing its products, Bormioli Luigi has always adopted a rigorous, transparent and cooperative approach in order to ensure the eco-compatibility of its products and their approval by its stakeholders. Over the course of time, Bormioli Luigi has developed a strong network of relations with industrial sector associations at local, national and European levels. The company contributes to the work of these associations, offering its commitment and its expertise and taking part in the innovation and development processes.

**AICE** - Società Consortile A.R.L. (International energy purchasing consortium)

**CO.RE.PLA** - Consorzio Nazionale per la Raccolta, il Riciclo e il Recupero degli Imballaggi in Plastica (National consortium for the collecting, recycling and recovery of plastic packaging)

**RILEGNO**

**EUROPEAN DOMESTIC GLASS**

**FEVE** - The European Container Glass Federation

**IBC** - Associazione delle Industrie dei Beni di Consumo (Association of consumer goods industries)

**Istituto Italiano Imballaggio (Italian Institute of Packaging)**

**COMIECO** - Consorzio Nazionale Recupero e Riciclo degli Imballaggi a base Cellulosica (Italian Consortium for the Recovery and Recycling of Cellulose-based Packaging)

**UPI** - Unione Parmense degli Industriali (Parma union of industrialists)

**DSD** - Der Grüne Punkt Duales System Deutschland GmbH (The Green Dot - European network of industry-funded systems for recycling the packaging materials of consumer goods)

**SREP S.A.**

**UNI** - Ente Nazionale Italiano di Unificazione (Italian national unification body)

**C.E.T.I.E.** - International Technical Center for Bottling and related Packaging

**Istituto Eccellenze Italiane Certificate (Institute of Italian Certified Excellences)**

**ASSONIME**

**AICEP** - Associazione Italiana Consumatori Energia di Processo (Italian association of process energy consumers)

**SSV** - Stazione Sperimentale del Vetro (Experimental Station for Glass)

**ASSOVETRO** - Associazione Nazionale degli Industriali del Vetro (National glass industries association)

BORMIOLI STAKEHOLDERS AND MAIN CHANNELS OF COMMUNICATION

[Disclosure GRI 102-43]

CATEGORIES OF STAKEHOLDERS	FREQUENCY	MAIN DIALOGUE CHANNELS
Employees (and their families)	Periodic Daily	<ul style="list-style-type: none"><li>• Training courses</li><li>• Company notice board and monitors</li></ul>
Shareholders	Periodic	<ul style="list-style-type: none"><li>• Shareholders’ Meeting</li></ul>
Industrial customers	Periodic	<ul style="list-style-type: none"><li>• Sector trade fairs</li><li>• Meetings and visits to the plants</li><li>• Joint development of the product</li><li>• Audits and evaluations of Bormioli Luigi by customers</li><li>• E-mails, phone calls</li><li>• Customer service</li></ul>
Large scale-distribution	Periodic	<ul style="list-style-type: none"><li>• Audits and evaluations of Bormioli Luigi by customers</li><li>• E-mails, phone calls</li><li>• Customer service</li></ul>
End consumer	Periodic	<ul style="list-style-type: none"><li>• Indirect relationships through customer</li></ul>
Vendors	Periodic	<ul style="list-style-type: none"><li>• Supplier qualification and auditing activities</li><li>• Supplier portal, e-mails, phone calls</li></ul>
Local community	Periodic	<ul style="list-style-type: none"><li>• Meetings with representatives of local organisations, local communities and associations</li></ul>
Trade Unions	Periodic	<ul style="list-style-type: none"><li>• Company/Trade union meetings</li></ul>
Lawmakers and regulatory bodies	Periodic	<ul style="list-style-type: none"><li>• Dialogue and participation in work groups</li></ul>

CORRELATION TABLE AND BOUNDARY OF THE MATERIAL TOPICS

[Disclosure GRI 103-1]

MATERIAL TOPIC	TOPIC SPECIFIC DISCLOSURES GRI STANDARDS	BOUNDARY OF THE MATERIAL TOPIC	
		Internal	External
Business ethics and compliance	<b>GRI 205:</b> Anti-corruption	Bormioli Luigi	-
	<b>GRI 307:</b> Environmental Compliance	Bormioli Luigi	-
	<b>GRI 206:</b> Anti-competitive Behavior	Bormioli Luigi	-
Responsible management of the supply chain	<b>GRI 204:</b> Procurement Practices	Bormioli Luigi	-
	<b>GRI 414:</b> Supplier Social Assessment	Bormioli Luigi	-
	<b>GRI 308:</b> Supplier Environmental Assessment	Bormioli Luigi	-
Quality and safety of the products and their raw materials	<b>GRI 416:</b> Customer Health and Safety	Bormioli Luigi	-
	<b>GRI 301:</b> Materials	Bormioli Luigi	-
Energy consumption and the fight against climate change	<b>GRI 302:</b> Energy	Bormioli Luigi	-
	<b>GRI 305:</b> Emissions	Bormioli Luigi	-

MATERIAL TOPIC	TOPIC SPECIFIC DISCLOSURES GRI STANDARDS	BOUNDARY OF THE MATERIAL TOPIC	
		Internal	External
Water resources management	<b>GRI 303 (2018):</b> Water and Effluents	Bormioli Luigi	-
Waste management and the propensity towards a circular economy	<b>GRI 306 (2016):</b> Effluents and Waste	Bormioli Luigi	-
Employment protection	<b>GRI 401:</b> Employment	Bormioli Luigi	-
Well-being of employees and fair conditions of employment	<b>GRI 406:</b> Non-discrimination	Bormioli Luigi	-
Promotion of diversity and equal opportunity	<b>GRI 401:</b> Employment (Benefits)	Bormioli Luigi	-
	<b>GRI 405:</b> Diversity and Equal Opportunity	Bormioli Luigi	-
Professional development of employees	<b>GRI 404:</b> Training and Education	Bormioli Luigi	Temporary workers
Occupational health and safety	<b>GRI 403 (2018):</b> Occupational Health and Safety	Bormioli Luigi	Workers who are not employees whose work activities and/or workplace are under the control of Bormioli
Trade union relations	<b>GRI 402:</b> Labor/ Management Relations	Bormioli Luigi	-
Innovation of production processes	NON-GRI topic	Bormioli Luigi	-
Customer and end consumer satisfaction	NON-GRI topic	Bormioli Luigi	-
R&D and product eco-design	NON-GRI topic	Bormioli Luigi	-
Impacts of transport and logistics	NON-GRI topic	Bormioli Luigi	-

ETHICS AND HUMAN RIGHTS

THREE-YEAR PERIOD 2018-2020	PARMA	ABBIATEGRASSO	TOTAL
Cases of loss or breach of Bormioli Luigi customers’ personal data	0	0	0
Confirmed cases of anti-competitive behaviour	0	0	0
Significant sanctions <sup>1</sup> received in relation to non-conformities with social and economic laws and regulations	0	0	0
Confirmed cases of breaches of human rights, including child labour, penal or mandatory labour or discrimination	0	0	0
Work force trained in the procedure for the prevention of discrimination and breaches of human rights	100%	100%	100%
<sup>1</sup> Significant sanction refers to those above €5,000			

ADDITIONAL INFORMATION CHAPTER 2.  
THE VALUE OF QUALITY AND INNOVATION

NEGATIVE ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN  
[Disclosure GRI 308-2]

TYPE	UNIT OF MEASURE	2018	2019	2020
Number of suppliers assessed for environmental impacts	no.	10	20	13
Number of suppliers found to have significant current environmental impacts and potential negative environmental impacts <sup>2</sup>	no.	9	17	6
Percentage of suppliers with which relationships have been terminated as a result of the assessment, and the reasons for doing so	%	0%	0%	0%
Percentage of suppliers with which improvements have been agreed as a result of the assessment	%	100%	94%	100%
<sup>2</sup> A supplier shall be considered to have significant current and potential negative environmental impacts if it has obtained an unsatisfactory score in the audit on environmental issues.				

NEGATIVE SOCIAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN  
[Disclosure GRI 414-2]

TYPE	UNIT OF MEASURE	2018	2019	2020
Number of suppliers assessed for social impacts	no.	10	20	13
Number of suppliers found to have significant current social impacts and potential negative environmental impacts <sup>2</sup>	no.	0	0	0
Percentage of suppliers with which relationships have been terminated as a result of the assessment, and the reasons for doing so	%	0%	0%	0%
Percentage of suppliers with which improvements have been agreed as a result of the assessment	%	0%	0%	0%
<sup>3</sup> A supplier shall be considered to have current significant and potential negative social impacts if it has obtained an unsatisfactory score in the audit on social issues (such as work ethics).				

ADDITIONAL INFORMATION CHAPTER 3.  
THE VALUE OF THE ENVIRONMENT

TONNES OF MATERIAL USED FOR MANUFACTURING THE PRODUCTS  
[Disclosure GRI 301-1]

TYPE	RENEWABLE / NON-RENEWABLE	2018	2019	2020
Raw materials	Non-renewable	58,005	58,268	43,751
	Renewable	0	332	1,405
Semi-finished products for the moulds <sup>4</sup>	Non-renewable	324	231	132
Packaging	Non-renewable	792	781	572
	Renewable	6,996	7,472	4,948
<sup>4</sup> The quantity of cast-iron was estimated by multiplying the average weight of a mould by the number of moulds manufactured in the course of the year; the quantity of graphite, on the other hand, was obtained by multiplying the weight of the pieces purchased (volume x specific weight) by the number of pieces purchased in the year.				

ENERGY CONSUMPTION WITHIN THE ORGANIZATION IN GIGAJOULE (GJ)  
[Disclosure GRI 302-1]

ENERGY SOURCE	2018	2019	2020
Total consumption from non-renewable sources <sup>5</sup> [GJ]:	764,067	722,091	653,767
Total electrical energy consumed [GJ]:	452,332	429,240	357,402
<b>Total energy consumption [GJ]</b>	<b>1,216,399</b>	<b>1,151,332</b>	<b>1,101,169</b>
<sup>5</sup> The non-renewable sources that have been taken into account are natural gas, diesel, petrol and acetylene.			

ENERGY CONSUMPTION WITHIN THE ORGANIZATION IN GIGAJOULE (GJ)  
DATA BY PLANT  
[Disclosure GRI 302-1]

ENERGY SOURCE	2019		2020	
	PARMA	ABBIATEGRASSO	PARMA	ABBIATEGRASSO
Total consumption from non-renewable sources <sup>6</sup> [GJ]:	431,555	290,536	376,615	277,152
Total electrical energy consumed [GJ]:	367,002	62,239	295,163	62,239
<b>Total energy consumption [GJ]</b>	<b>798,557</b>	<b>352,775</b>	<b>671,779</b>	<b>339,391</b>
<sup>6</sup> The non-renewable sources that have been taken into account are natural gas, diesel, petrol and acetylene.				



WATER WITHDRAWAL IN MEGALITRES<sup>7</sup>

[Disclosure GRI 303-3]

All of Bormioli Luigi’s water withdrawals and discharges take place in areas that have a low risk of water stress according to the classification of the Aqueduct Water Risk Atlas tool (wri.org) by Aqueduct (World Resource Institute).

SOURCE TYPE	PARMA			ABBIATEGRASSO			TOTAL		
	2018	2019	2020	2018	2019	2020	2018	2019	2020
From wells	673	676	518	156	143	153	829	819	670
Water mains	8	10	7	5	8	6	13	18	13
Total	681	686	525	161	151	158	842	837	683

7 The values relating to the water withdrawal shown refer to “fresh water”, i.e. water containing less than 1,000 mg/L. of total dissolved solids.

WATER DISCHARGE IN MEGALITRES<sup>8</sup>

[Disclosure 303-4]

DESTINATION OF WATER DISCHARGES	PARMA			ABBIATEGRASSO			TOTAL		
	2018	2019	2020	2018	2019	2020	2018	2019	2020
In surface waters	398	405	330	0	0	0	398	405	330
In municipal sewers	283	282	195	167	156	158	450	437	352
Total	681	687	525	167	156	158	848	842	682

8 The values relating to the water discharges shown refer to “fresh water”, i.e. water containing less than 1,000 mg/L. of total dissolved solids.

LOCAL AND ACCIDENTAL POLLUTION

Bormioli Luigi closely monitors any potential impacts linked to local and accidental pollution that its activities could generate in the areas where the company operates. In particular, Bormioli periodically monitors:

- emissions of polluting substances into the atmosphere (e.g. COV, PM, NOx, etc.), reported on page 97;
- noise emissions, reported on page 59;
- water discharges, reported on pages 68-69 and 96;
- accidental spillages, reported on page 70.

For more details, refer to Chapter 3. “The value of the environment”.

THREE-YEAR PERIOD 2018-2020	PARMA	ABBIATEGRASSO	TOTAL
Significant sanctions <sup>19</sup> relating to emissions into the atmosphere (e.g. COV, PM, NOx, etc.)	0	0	0
Significant sanctions relating to noise emissions	0	0	0
Significant sanctions relating to water discharges	0	0	0
Significant sanctions for cases of accidental spillage of hazardous substances	0	0	0

9 Significant sanction refers to those above €2,000

DIRECT (SCOPE 1) GHG EMISSIONS IN TONNES OF CO<sub>2</sub> EQUIVALENT

[Disclosure GRI 305-1]

DIRECT (SCOPE 1) GHG EMISSIONS <sup>10</sup>	PARMA			ABBIATEGRASSO			TOTAL		
	2018	2019	2020	2018	2019	2020	2018	2019	2020
	31,766	30,073	25,741	18,600	19,385	17,822	50,366	49,458	43,563

10 Climate-altering emissions resulting from the consumption of natural gas, factory fuels (diesel, acetylene), fuel for the company fleet (petrol, diesel) and generated by the decomposition of raw materials containing carbonates (soda, limestone, dolomite, potassium carbonate, barium carbonate, graphite) and by the possible leakage of coolant gases (R-410-A, R-407-C) used for the air conditioning of offices and the cold storage facilities required for production purposes.

ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS IN TONNES OF CO<sub>2</sub>

[Disclosure GRI 305-2]

ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS	PARMA			ABBIATEGRASSO			TOTAL		
	2018	2019	2020	2018	2019	2020	2018	2019	2020
Electrical energy (Market-Based)	16,072	-	31,685	2,391	-	5,942	18,462	-	37,627
Electrical energy (Location-Based)	-	32,502	34,664	-	5,512	6,500	-	38,014	41,164

POLLUTING EMISSIONS IN KILOGRAMS

[Disclosure GRI 305-7]

CATEGORY OF EMISSION	PARMA			ABBIATEGRASSO			TOTAL		
	2018	2019	2020	2018	2019	2020	2018	2019	2020
Volatile organic compounds (VOC)	298	307	88	0	0	0	298	307	88
Particulate matter (PM)	5,280	4,341	3,734	84	60	49	5,364	4,401	3,783
Nitrogen oxides (NOx)	19,600	31,637	10,599	52,058	53,661	45,495	71,658	85,298	56,094
Sulphur oxide (SOx)	0	0	0	8,478	7,316	5,374	8,478	7,316	5,374
Acidic substances (such as NaOH from neutr.)	311	683	298	0	0	0	311	683	298
Carbon Monoxide (CO)	6,338	6,183	3,385	64	221	1,446	6,402	6,404	4,381
Alkaline substances (such as Na2O)	405	405	201	0	0	0	405	405	201

TOTAL WEIGHT OF HAZARDOUS AND NON-HAZARDOUS WASTE BY TYPE AND METHOD OF DISPOSAL IN TONNES BY SITE  
[Disclosure GRI 306-2]

TOTAL WASTE	PARMA			ABBIATEGRASSO			TOTAL		
	2018	2019	2020	2018	2019	2020	2018	2019	2020
Total hazardous waste	238	210	108	87	105	86	325	315	194
- of which sent for recovery	17	79	21	0	6	3	17	85	25
- of which sent for disposal	221	130	87	87	99	83	308	230	169
Total non-hazardous waste	14,266	13,024	12,448	733	1,050	779	14,999	14,074	13,227
- of which sent for recovery	11,830	10,980	10,541	732	1,050	778	12,562	12,030	11,319
- of which sent for disposal	2,436	2,044	1,907	1	0	1	2,045	2,044	1,908
Total waste	14,504	13,234	12,556	820	1,155	865	15,324	14,389	13,421

ADDITIONAL INFORMATION CHAPTER 4.  
THE VALUE OF PEOPLE

NUMBER OF EMPLOYEES PER TYPE OF CONTRACT  
[Disclosure GRI 102-8]

TYPE OF CONTRACT	2018			2019			2020		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Permanent contract	706	222	928	733	237	970	720	230	950
Temporary contract	13	2	15	12	4	16	3	1	4
Total	719	224	943	745	241	986	723	231	954

NUMBER OF EMPLOYEES PER TYPE OF CONTRACT  
[Disclosure GRI 102-8]

TYPE OF CONTRACT	2018			2019			2020		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Full-time	716	204	920	740	220	960	719	213	932
Part-time	3	20	23	5	22	26	4	18	22
Total	719	224	943	745	241	986	723	231	954

NEW EMPLOYEE HIRES  
[Disclosure GRI 401-1]

AGE GROUP	2018			2019			2020		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
< 30 years	20	2	22	30	6	36	5	1	6
30 - 50 years	8	2	10	21	13	34	4	1	5
> 50 years	2	1	3	6	4	10	1	0	1
Total	30	5	35	57	23	80	10	2	12

INCOMING TURNOVER RATE <sup>11</sup>

[Disclosure GRI 401-1]

AGE GROUP	2018			2019			2020		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
< 30 years	30%	33%	31%	43%	67%	46%	8%	13%	9%
30 - 50 years	2%	2%	2%	7%	13%	8%	1%	1%	1%
> 50 years	1%	1%	1%	2%	3%	2%	0%	0%	0%
Total	4%	2%	4%	8%	10%	8%	1%	1%	1%

11 The incoming turnover rate is calculated as the number of employees hired in the year per age group / the number of employees at 31/12 per age group.

NUMBER OF EMPLOYEES WHO HAVE LEFT THE COMPANY

[Disclosure GRI 401-1]

AGE GROUP	2018			2019			2020		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
< 30 years	0	1	1	5	0	5	2	0	2
30 - 50 years	8	1	9	5	2	8	3	2	5
> 50 years	30	8	38	21	4	25	27	10	37
Total	38	10	48	41	9	50	32	12	44

OUTGOING TURNOVER RATE <sup>12</sup>

[Disclosure GRI 401-1]

AGE GROUP	2018			2019			2020		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
< 30 years	0%	17%	1%	7%	0%	6%	3%	0%	3%
30 - 50 years	2%	1%	2%	2%	2%	2%	1%	2%	1%
> 50 years	10%	7%	9%	6%	3%	5%	7%	7%	7%
Total	5%	4%	5%	4%	2%	4%	4%	5%	5%

12 The outgoing turnover rate is calculated as the number of employees who terminated their relationship during the year per age group / the number of employees at 31/12 per age group.

COLLECTIVE BARGAINING

[Disclosure GRI 402-1]

The National Collective Labour Contract (CCNL) is applied to employees in both Bormioli Luigi production plants and has specific clauses relating to working hours, holidays and rest periods, vocational training, trade union representation, probationary periods, career levels and advancement, minimum wages, the working environment and conditions, discrimination, health and safety. It also provides for a minimum period of notice of 30 days in the event of major changes in the company organisation. Bormioli established internally that it would observe a notice period of 60 days throughout the three-year period 2018-2020, which is twice as long as that provided for by the CCNL.

THREE-YEAR PERIOD 2018-2020	PARMA	ABBIATEGRASSO	TOTAL
Employees represented through Workers' Safety Representatives (RLS), in a joint health and safety management-workers committee	100%	100%	100%
Employees for whom the National Collective Labour Contract was applied	100%	100%	100%
Employees represented by formally elected Workers' Representatives (RSU)	100%	100%	100%
Production sites for which employee health and safety risk assessments have been performed	100%	100%	100%

HEALTH AND SAFETY INDICATORS

[Disclosure GRI 403-9]

	EMPLOYEES			EXTERNAL WORKERS <sup>13</sup>		
	2018	2019	2020	2018	2019	2020
Number of work-related fatalities	0	0	0	0	0	0
Number of severe injuries	0	0	0	0	0	0
Total number of injuries	39	35	33	0	0	1
Hours worked	1,847,637	1,543,292	1,276,998	253,060	240,335	225,570
Severe injury frequency rate <sup>14</sup>	0	0	0	0	0	0
Injury frequency rate <sup>15</sup>	21.1	22.7	25.8	0	0	4.4

13 The category "external workers" includes workers who perform continuous activities at the Bormioli plants (e.g. temporary workers, canteen, warehouse and cleaning staff etc.) and the workers of suppliers engaged in reselection activities.

14 The severe injury frequency rate is calculated as the "number of severe injuries recorded in a year / hours worked in the year x 1,000,000"

15 The injury frequency rate is calculated as the "number of injuries recorded in a year / hours worked in the year x 1,000,000"



HEALTH AND SAFETY INDICATORS - DATA PER PLANT

[Disclosure GRI 403-9]

	EMPLOYEES				EXTERNAL WORKERS			
	2019		2020		2019		2020	
	PARMA	ABB.SO	PARMA	ABB.SO	PARMA	ABB.SO	PARMA	ABB.SO
Number of work-related fatalities	0	0	0	0	0	0	0	0
Number of severe injuries	0	0	0	0	0	0	0	0
Total number of injuries	27	8	27	6	0	0	1	0
Hours worked	1,224,854	318,438	1,002,946	274,052	179,428	60,927	167,953	57,617
Days lost	759	285	1,107	101	0	0	74.1	0
Severe injury frequency rate <sup>16</sup>	0	0	0	0	0	0	0	0
Injury frequency rate <sup>17</sup>	22.04	25.12	26.92	21.89	0	0	5.9	0
Severity rate <sup>18</sup>	0.62	0.89	1.10	0.37	0	0	0.4	0
<sup>16</sup> The severe injury frequency rate is calculated as the "number of severe injuries recorded in a year / hours worked in the year x 1,000,000"								
<sup>17</sup> The injury frequency rate is calculated as the "number of injuries recorded in a year / hours worked in the year x 1,000,000"								
<sup>18</sup> The injury severity rate is calculated as the "number of days lost due to injuries / hours worked x 1,000"								

AVERAGE HOURS OF TRAINING PER EMPLOYEE CATEGORY<sup>19</sup>

[Disclosure GRI 404-1]

PROFESSIONAL CATEGORY	2018	2019	2020
Senior Managers	2.0	11.2	9.5
Middle managers	7.7	7.1	9.3
Office workers	11.0	23.3	10.2
Production workers	5.4	7.9	3.0
Total	6.2	10.3	4.4
<sup>19</sup> The total hours of training also include training on the job. Average hours of training are calculated as total hours of training provided per professional category and gender/ average number of employees in the year per professional category and gender.			

AVERAGE HOURS OF TRAINING PER EMPLOYEE GENDER<sup>20</sup>

[Disclosure GRI 404-1]

PROFESSIONAL CATEGORY	2018	2019	2020
Women	5.3	7.0	3.2
Men	6.6	11.4	4.8
Total	6.2	10.3	4.4
<sup>20</sup> The total hours of training also include training on the job. Average hours of training are calculated as total hours of training provided per professional category and gender/ average number of employees in the year per professional category and gender.			

NUMBER OF EMPLOYEES BY PROFESSIONAL CATEGORY AND GENDER – 2020

[Disclosure GRI 405-1]

PROFESSIONAL CATEGORY	2018		2019		2020	
	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN
Senior Managers	12%	88%	12%	88%	12%	88%
Middle managers	18%	82%	18%	82%	13%	88%
Office workers	32%	68%	35%	65%	34%	66%
Production workers	23%	77%	23%	77%	23%	77%
Total	24%	76%	24%	76%	24%	76%

NUMBER OF EMPLOYEES BELONGING TO PROTECTED CATEGORIES – 2020

[Disclosure GRI 405-1]

	UNIT OF MEASURE	PARMA		ABBIATEGRASSO		TOTAL	
		2019	2020	2019	2020	2019	2020
Average number of employees	no.	760	776	191	191	951	967
Employees belonging to protected categories	no.	41	41	10	9	51	50
Percentage of protected category employees	%	5.4%	5.3%	5.2%	4.7%	5.4%	5.2%

DIVERSITY IN THE GOVERNING BODIES

[Disclosure GRI 405-1]


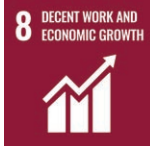
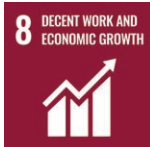
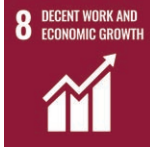
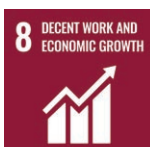
In the period 2018-2020, the Board of Directors did not undergo variations, maintaining its composition of three men over the age of 50.

EMPLOYEES BY EMPLOYMENT CATEGORY AND AGE GROUP AS AT 31 DECEMBER

[Disclosure GRI 405-1]

	2018			2019			2020		
	< 30 YEARS	30-50 YEARS	>50 YEARS	< 30 YEARS	30-50 YEARS	>50 YEARS	< 30 YEARS	30-50 YEARS	>50 YEARS
Senior Managers	0%	18%	82%	0%	18%	82%	0%	24%	76%
Middle managers	0%	37%	63%	0%	35%	65%	0%	38%	63%
Office workers	10%	48%	42%	15%	44%	41%	14%	45%	41%
Production workers	7%	46%	47%	7%	43%	50%	6%	41%	53%
Total	7%	45%	48%	8%	43%	49%	7%	41%	52%

CORRELATION TABLE  
WITH THE UN GLOBAL COMPACT PRINCIPLES

UN GLOBAL COMPACT PRINCIPLES		REFERENCES TO BORMIOLI SUSTAINABILITY REPORT 2020	GRI REFERENCE	SDGS
HUMAN RIGHTS				
1.	Businesses should support and respect the protection of internationally proclaimed human rights within the scope of their spheres of influence	<ul style="list-style-type: none"><li>• <b>Ref. Chapter 1.</b> Bormioli Luigi: the art of glassmaking, handed down for generations<ul style="list-style-type: none"><li>- Target 2025: Strengthening of the internal management and control system on ethical matters;</li><li>- Target 2022: Strengthening of the management and control system on ethical matters;</li><li>- "Responsible running of the company"</li><li>- "Fight against discrimination, and respect for human rights in the workplace"</li></ul></li><li>• <b>Ref. Chapter 4.1</b> Bormioli Luigi: a company made of people</li><li>• <b>Ref Appendix:</b> Ethics and human rights</li></ul>	<b>GRI 405</b> Diversity and Equal opportunity  <b>GRI 406</b> Non-discrimination  <b>GRI 414</b> Supplier Social Assessment	 
2.	Businesses should make sure that they are not complicit, even indirectly, in human rights abuses.			
LABOUR				
3.	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	<ul style="list-style-type: none"><li>• <b>Ref. Chapter 1.</b> Bormioli Luigi: the art of glassmaking, handed down for generations:<ul style="list-style-type: none"><li>- "Fight against discrimination, and respect for human rights in the workplace"</li></ul></li><li>• <b>Ref. Chapter 4.</b> The value of our people<ul style="list-style-type: none"><li>- "Collective bargaining"</li></ul></li><li>• <b>Ref. Appendix</b> "Collective bargaining"</li></ul>	<b>GRI 102-41</b> Collective bargaining agreements  <b>GRI 402</b> Labor/ Management Relations	
4.	Businesses should uphold the elimination of all forms of forced and compulsory labour.	<ul style="list-style-type: none"><li>• <b>Ref. Chapter 1.</b> Bormioli Luigi: the art of glassmaking, handed down for generations<ul style="list-style-type: none"><li>- "Fight against discrimination, and respect for human rights in the workplace"</li><li>- "Responsible running of the company"</li></ul></li><li>• <b>Ref. Chapter 2.</b> The value of quality and innovation<ul style="list-style-type: none"><li>- "Responsible management of the supply chain"</li></ul></li><li>• <b>Ref Appendix:</b> Ethics and human rights.</li></ul>	<b>GRI 406</b> Non-discrimination  <b>GRI 414</b> Supplier Social Assessment	
5.	Businesses should uphold the effective abolition of child labour	<ul style="list-style-type: none"><li>• <b>Ref. Chapter 1.</b> Bormioli Luigi: the art of glassmaking, handed down for generations<ul style="list-style-type: none"><li>- "Fight against discrimination, and respect for human rights in the workplace"</li></ul></li><li>• <b>Ref. Chapter 2.</b> The value of quality and innovation<ul style="list-style-type: none"><li>- "Responsible management of the supply chain"</li><li>- The areas in the checklist correlated with sustainability themes"</li></ul></li><li>• <b>Ref Appendix:</b> Ethics and human rights.</li></ul>	<b>GRI 414</b> Supplier Social Assessment	

UN GLOBAL COMPACT PRINCIPLES		REFERENCES TO BORMIOLI SUSTAINABILITY REPORT 2020	GRI REFERENCE	SDGS
LABOUR				
6.	Businesses should uphold the elimination of discrimination in respect of employment and occupation	<ul style="list-style-type: none"><li>• <b>Ref. Chapter 1.</b> Bormioli Luigi: the art of glassmaking, handed down for generations - "Fight against discrimination, and respect for human rights in the workplace";</li><li>• <b>Ref. Chapter 4.</b> The value of our people - "Employment protection"</li><li>• <b>Ref Appendix:</b> Ethics and human rights.</li></ul>	<b>GRI 102-8</b> Information on employees and other workers  <b>GRI 401</b> Employment  <b>GRI 405</b> Diversity and Equal Opportunity  <b>GRI 406</b> Non-discrimination	<div>5 GENDER EQUALITY</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div>
ENVIRONMENT				
7.	Businesses should support a precautionary approach to environmental challenges.	<ul style="list-style-type: none"><li>• <b>Ref. Chapter 2.</b> The value of quality and innovation - "Responsible management of the supply chain" - "The areas in the checklist correlated with sustainability themes" - "Sustainability through innovation: The Circular Economy and the 5Rs"</li><li>• <b>Ref. Chapter 3.</b> "The value of the environment";</li><li>• <b>Ref. Appendix</b> - Chapter 3.</li></ul>	<b>GRI 301</b> Materials	<div>6 CLEAN WATER AND SANITATION</div> <div>7 AFFORDABLE AND CLEAN ENERGY</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>13 CLIMATE ACTION</div>
8.	Businesses should undertake initiatives to promote greater environmental responsibility		<b>GRI 302</b> Energy  <b>GRI 303</b> Water  <b>GRI 305</b> Emissions	
9.	Businesses should encourage the development and diffusion of environmentally-friendly technologies		<b>GRI 306</b> (2016) Effluents and Waste  <b>GRI 307</b> Environmental Compliance  <b>GRI 308</b> Supplier Environmental Assessment	
ANTI-CORRUPTION				
10.	Businesses should work against corruption in all its forms, including extortion and bribery	<ul style="list-style-type: none"><li>• <b>Ref. Chapter 1.</b> Bormioli Luigi: the art of glassmaking, handed down for generations - Target 2025: Strengthening of the internal management and control system on ethical issues; - Target 2022: strengthening of the management and control system on supply chain ethics - "Responsible running of the company: training on the theme of ethics and anti-corruption."</li></ul>	<b>GRI 205</b> Anti-corruption	

GRI  
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	102-2	Activities, brands, products and services	pp. 14-15	
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	102-4	Location of operations	pp. 12-14	
	102-5	Ownership and legal form	p. 18	
	102-6	Markets served	pp. 14-16	
	102-7	Scale of the organization	pp. 16; 76-77	
	102-8	Information on employees and other workers	pp. 76-77; 99	
	102-9	Supply chain	pp. 36; 38-43	
	102-10	Significant changes to the organization and its supply chain	pp. 18-19; 40-41	
	102-11	Precautionary Principle or approach	pp. 23; 58-59 Bormioli Luigi applies the principle of prudence in all its activities	
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	102-41	Percentage of employees covered by collective labour contract	p. 78	
	102-42	Identifying and selecting stakeholders	p. 30	
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Reporting practice	102-45	Entities included in the consolidated financial statements and not included in the sustainability report	pp. 18; 87	
	102-46	Defining report content and topic boundaries	pp. 87; 92-93	
	102-47	List of material topics	p. 31	
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GRI STANDARD	DISCLOSURE	DESCRIPTION	PAGE NO. NOTES	OMISSIONS
Reporting practice	102-51	Date of the most recent	Sustainability Report 2019, published September 2020	
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	102-53	Contact point for questions regarding the report	p. 87	
	102-54	Declaration of compliance with GRI Standards	p. 87	
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	102-56	External assurance	This Sustainability Report has not been submitted for external Assurance.	
Procurement practices				
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	103-2	The management approach and its components	pp. 40-43	
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GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	p. 41	
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	103-3	Evaluation of the management approach	pp. 24-25	
GRI 205: Anti-corruption 2016	205-3	Confirmed incidents of corruption and actions taken	p. 25	
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GRI 301: Materials 2016	301-1	Materials used by weight or volume	pp. 62; 95	
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GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	pp. 64; 92-93	
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GRI 303: Water and Effluents 2018 - Management Approach	303-1	Interaction with water as a shared resource	pp. 68-70	
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GRI 306: Effluents and Waste 2016	306-2	Waste by type and method of disposal	pp. 71; 98	
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GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	pp. 58-59; 70; 92-93	
	103-2	The management approach and its components	pp. 58-59; 70	
	103-3	Evaluation of the management approach	pp. 58-59; 70	
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	pp. 58-59; 70	
Supplier Environmental Assessment				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	pp. 40-43; 92-93	
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	103-3	Evaluation of the management approach	pp. 40-43	
GRI 308: Supplier Environmental Assessment 2016	308-2	Negative environmental impacts in the supply chain and actions taken	pp. 43; 94	

GRI STANDARD	DISCLOSURE	DESCRIPTION	PAGE NO. NOTES	OMISSIONS
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	103-3	Evaluation of the management approach	pp. 76-78	
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GRI 103: Management Approach 2016	103-2	The management approach and its components	p. 101	
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GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	p. 101	
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GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	pp. 82-85; 92-93	
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	103-3	Evaluation of the management approach	pp. 82-85	
GRI 403: Occupational Health and Safety - Management Approach 2018	403-1	Occupational Health and Safety Management System	pp. 82-85	
	403-2	Hazard identification, risk assessment, and incident investigation	pp. 82-85	
	403-3	Occupational health services	pp. 82-85	
	403-4	Worker participation, consultation, and communication on occupational health and safety	pp. 82-85	
	403-5	Worker training on occupational health and safety	p. 83	
	403-6	Promotion of worker health	pp. 83-85	
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GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	pp. 80-81; 92-93	
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	103-3	Evaluation of the management approach	pp. 24; 76-78	
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GRI 414: Supplier Social Assessment 2016	414-2	Negative social impacts in the supply chain and actions taken	pp. 43; 94	
Customer health and safety				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	pp. 36; 92-93	
	103-2	The management approach and its components	p. 36	
	103-3	Evaluation of the management approach	p. 36	
GRI 416: Customer Health and Safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	p. 36	

MATERIAL TOPICS SPECIFIC TO BORMIOLI LUIGI NOT COVERED BY GRI STANDARDS

GRI STANDARD	DISCLOSURE	DESCRIPTION	NO. PAGE NOTES	OMISSIONS
Customer satisfaction and the end consumer				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	pp. 36-39; 92-93	
	103-2	The management approach and its components	pp. 36-39	
	103-3	Evaluation of the management approach	pp. 36-39	
R&D and product eco-design				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	pp. 44-52; 92-93	
	103-2	The management approach and its components	pp. 44-52	
	103-3	Evaluation of the management approach	pp. 44-52	
Innovation of production processes				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	pp. 44-45; 58; 92-93	
	103-2	The management approach and its components	pp. 44-45	
	103-3	Evaluation of the management approach	pp. 44-45	
Impacts of transport and logistics				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	pp. 40-41; 63; 92-93	
	103-2	The management approach and its components	pp. 40-41; 63	
	103-3	Evaluation of the management approach	pp. 40-41; 63	

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