CAMOZZI
GROUP

SUSTAINABILITY REPORT

Year 2021

CAMOZZI
GROUP

Sustainability Report 21

Creating value for the future,
a continuous and conscious undertaking.

OUR HISTORY, OUR NUMBERS, OUR VALUES

Initially established as a family business in 1964, the Camozzi Group's roots have emerged from the value of its work and people.

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11 Companies in 5 Divisions

An ecosystem of companies with financial, commercial and logistical synergies.

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Collaborating to meet tomorrow's challenges and to train future generations.

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Procurement management / Materials and resources entering the production process / Waste management / Water resources

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The Camozzi Group comprises, and is represented by, numerous people, companies, divisions and countries. Each of them contributes to developing, enriching and improving our business and our activities.

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We consider our people to be the key element for carrying out company operations.

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CAMOZZI

GROUP

This document was drafted with contributions from and in collaboration with all the Camozzi Group offices and with thanks for the contributions of other groups within our wider network with whom we enjoy very close relationships in the development of new production concepts.

We present this report to all our stakeholders, so that they can learn more about our commitments and activities.

Published by

Camozzi Group

For further information

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Graphic and creative project:

Mix Comunicazione

Concept: **Collectibus**

The President Speaks

Lodovico Camozzi

President and CEO of the Camozzi Group

Dear Stakeholders,
This is our second sustainability report. The past two years have profoundly marked the reality in which we live: they initially distanced us and later let us get together again; they strained our resilience as a Country; they saw us benefit from an unexpected recovery and finally provided us with new challenges, new concerns and new international arrangements. It might be said that we are experiencing a great change, the result of recent experiences and full of challenges and uncertainties for the future. We are convinced that this change should be accompanied by a renewed humanity, more united in the face of common problems, to face the difficulties that will arise in the future together.
For the Camozzi Group, the health of our employees and their families was an absolute priority throughout 2021. We are extremely proud of our people: thanks to their contributions and efforts, we have continued to innovate and develop new industrial concepts, creating valuable partnerships and projects for our business and for the communities in which we operate.
During the year, we gained a more in-depth understanding of the importance of conducting our business in an increasingly responsible manner. For this reason, we have devoted greater effort and resources to collecting and verifying the Group's performance data, in the belief that data constitute the foundations of corporate decisions, including in terms of sustainability.
For almost 60 years we have been working on a daily basis to contribute to progress and to developing advanced technological solutions that may meet not only the needs of our customers, but also those of wider society. We are now facing a true change of pace. We can see it from the speed with which sustainability is permeating regulations and the economy: the Green New Deal and the new Fit for 55 climate package, the new Action Plan for a circular economy, the Corporate Sustainability Reporting Directive (CSRD), the missions of the Plan for National Recovery and Resilience (PNRR), are just a few examples of how the context is rapidly evolving. It is a road that does not ignore obstacles and complexities, but one that we intend to follow to implement a Group management style that looks to the future through the lens of sustainable development.

This report renews the commitment we have made to improving our services and outlines the path we wish to share with you, who have always been an integral part of our activities and with whom we maintain relations of trust and respect.

We look to the future with confidence, showing our closeness to the people and communities who have had to face difficult and painful times this year. We wish a prosperous future for everyone by confirming our commitment to achieving the common good and safeguarding our planet for us and for future generations.

*Ours is an indelible **imprint** in step with the times*

SUSTAINABILITY

Sustainability Report

Methodological Note

This document constitutes the second edition of the Sustainability Report of the Camozzi Group, with operating offices in Brescia, in which the Group wishes to disclose its approach to sustainability issues to stakeholders, illustrating the main initiatives undertaken in 2021, as well as environmentally and socially significant innovations that have rendered the Camozzi Group a key player for the future of Industry 4.0.

The environmental and social data shown in this document, unless otherwise specified, concern the Group's companies and refer to the period from 1 January 2021 to 31 December 2021, considering the two-year period 2019/2020 as a scope of comparison. The data relating to the Group companies located in Russia and Ukraine have been excluded from the scope of this report given the difficult geopolitical situation that caused only part of the monitored indicators to be collected. Economic and positioning information includes all Group companies.

The most relevant issues and initiatives being reported were identified by means of a materiality analysis in order to identify and share the perspective of internal stakeholders and the analysis of the external context. Furthermore, this report presents the sustainability context in which such issues are included.

This document was prepared applying the GRI Standards, "Core option", and was not subjected to third-party assurance activities.

*You may **view** and **download** the report at:*

https://it.camozzigroup.com

For clarifications and more information, please email:

info@camozzi.com

As a Group, we believe that a growth model is sustainable over time when its economic objectives are pursued jointly with social and ethical objectives.

OUR HISTORY, OUR NUMBERS, OUR VALUES

Initially established as a family business in 1964, the Camozzi Group's roots have emerged from the value of work and people. This blend of passion, creativity and far-sightedness gave rise to **a solid Group devoted to growth, innovation and internationalisation.**

The Group's numbers in 2021

€455M
Revenues

2.956
Employees

47M
Invested in 2021

577
Patents registered at 31/12/2021

We are an Italian multinational company that is the market leader in the production of innovative components and systems for **industrial automation** and we are among the leading players in **the integrated Industry Internet of Things (IIoT 4.0) systems sector.**

Our origins date back to the intuition of three Camozzi brothers (Attilio, Luigi and Geromino), who in Brescia in **1964** established the first company dedicated to the production of pneumatic components for industrial automation. They then extended operations to many other sectors over the years, from textile machines and special large machine tools to the advanced engineering of raw material working processes, in particular using innovative additive manufacturing

materials (composites, titanium, aluminium), and the development of increasingly advanced smart-manufacturing technologies.

Our in-depth knowledge of the various production processes allows us to understand new technological markets and social environments and, therefore, to guide our research and innovation towards new frontiers of greater productivity and sustainability. Our strong vocation for technological innovation, which drives us towards the future of the industrial world, combines with our belief that "a company's growth model is sustainable over time when its business objectives are pursued in conjunctions with social and ethical objectives" (Code of Ethics of the Camozzi Group).

We have created a mandatory **Code of Ethics** so all Group Companies can adopt a harmonised behavioural model that will spread our values and provide guidelines in the performance of our activities: compliance with the law, loyalty, correctness, efficiency in internal and external relations to create opportunities for collaboration, growth and development in the potential of all our stakeholders and of the environment in which we operate.

Our five divisions guarantee high standards of efficiency. A winning combination of technology and industrial experience.

Our history, our numbers, our values

11 COMPANIES in 5 DIVISIONS

CAMOZZI GROUP

A winning combination of technology and industrial experience.

5 DIVISIONS — 25 PRODUCTION SITES

Automation *Division*	**Camozzi Automation** Industrial Automation Solutions	**Camozzi Technopolymers** Plastic material moulding			30 BRANCHES 15 PRODUCTION SITES
Machine Tools *Division*	**Innse-Berardi** Machine tools with hydrostatic and mechanical technology	**Ingersoll** Advanced machine tools with mechanical, 3D printing, and composite technology			5 BRANCHES 2 PRODUCTION SITES
Textile Machinery *Division*	**Marzoli** Advanced engineering of textile machines				4 BRANCHES 2 PRODUCTION SITES
Manufacturing *Division*	**Fonderie Mora Gavardo** Cast iron, aluminium and mechanical machining	**Camozzi Advanced Manufacturing** Heavy precision mechanics	**Newton** Metal cutting	**Campress** Brass moulding	6 PRODUCTION SITES
Digital *Division*	**Camozzi Digital** Digital innovation and IIoT solutions				1 BRANCH

CAMOZZI Research Center

This develops research activities providing continuous innovation for all divisions

Our companies are divided into five divisions, which specialise and are differentiated on a technical and production level. These divisions have financial, commercial, logistics and organisational synergies that guarantee high standards of efficiency in the operational management of their respective activities.

5 Divisions

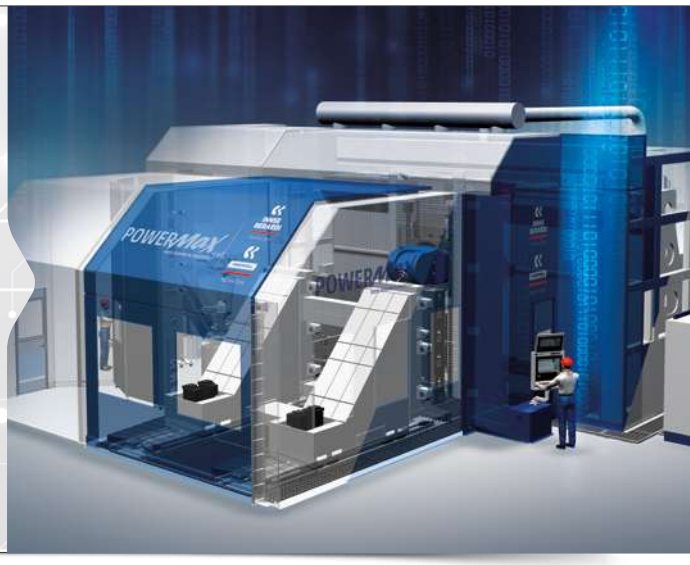
11 Companies

Automation *Division*

Camozzi Automation is the leader in the design and production of components for movement and liquid and gaseous fluid control, and of systems and technologies for the sectors of industrial automation, transport and life sciences. The strategic offer of the Automation division has been increasingly based on the creation of products and solutions for the Industrial Internet of Things (IIoT) and on the use of advanced materials and 3D printing technologies, as well as on the miniaturisation of components to reduce the size of products and optimise the size of machines, increasing their efficiency and performance levels.

Machine Tools *Division*

The Machine Tools division operates in the large special machine tools and advanced manufacturing solutions sector. The two companies that make up the division, **Ingersoll** and **Innse-Berardi**, provide an integrated offering in a variety of markets: heavy mechanics, transport, energy, aeronautics, aerospace and defence. Innse-Berardi specialises in the engineering, production and commissioning of machine tools, integrated into connected digital systems that enable production data collection and monitoring, including management of predictive maintenance. Ingersoll is the leader in advanced manufacturing processes, in particular additive manufacturing, and a global supplier of machines for the production of components and large structures in titanium, aluminium, other metals and composite materials.



Textile Machinery
Division

Marzoli is a company with a long history in the textile machinery sector and today operates as a textiles engineering company. The synergies with the Group's digital expertise and the most recent technologies adopted, including cloud computing, smart sensors and machine learning, have allowed Marzoli to develop computerised and optimised management platforms of the entire spinning process for its customers that maximise the quality, reliability, flexibility and efficiency of machinery.

Manufacturing
Division

The Manufacturing division includes four highly specialised companies (**Fonderie Mora Gavardo, Camozzi Advanced Manufacturing, Newton Officine Meccaniche and Campress**) and operates as an EPC Contractor. Because of the synergies between these businesses, the division provides assistance that ranges from the initial design stages to the transformation of raw materials and component processing, optimising management, logistics and production. The division offers cast iron and aluminium casting operations as well as mechanical machining for the heavy industry metal processing, brass moulding and additive manufacturing sectors.

Digital
Division

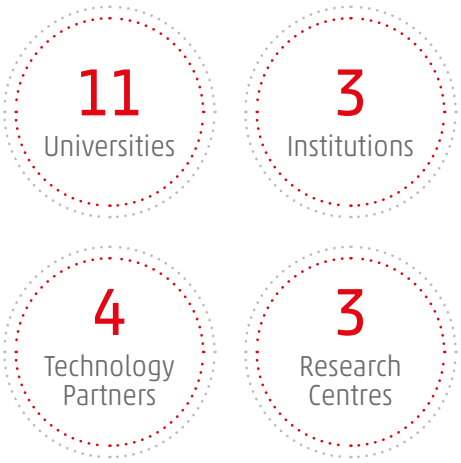
Camozzi Digital was created with the aim of supporting the digitalisation of the Group's companies, as well as third-party businesses that operate in various sectors and wish to seize the opportunities offered by IIoT solutions. Camozzi Digital provides a number of solutions to connect machinery and plants, enabling intelligent data management and their transformation into high added value applications. Due to these advanced cyber-physical systems, complex process data are immediately integrated into the company management infrastructure and into the cloud, enabling the automatic correction of anomalies and providing tangible support for decision-making.

Our history, our numbers, our values

CAMOZZI INNOVATION NETWORK

Collaborating to meet tomorrow's challenges and train future generations.

The Camozzi Group has set up long-term collaborations with **companies, organisations and institutions for research and innovation** with the aim of pooling the best skills at the national and international level for the development of Industry 4.0 in its various aspects: ranging from training to the definition **of new technologies and new development models**, especially focusing on sustainability, energy saving, new green and smart functions for components and systems.



Universities:

- Università degli studi di Brescia **Academy & Master**
- Università degli studi di Bergamo **Cyber Physical System Smart Actuators**
- Politecnico di Milano **Robotics automation, 3D tecnnology**
- The University of Maine **Collaboration with Ingersoll for 3D printing**

Technology Partners:

- Siemens
- SAP
- Microsoft
- ABB

Institutions:

- Italian Ministry of University, Education and Research
- Lombardy Regional Authorities
- European Union

Research Centres:

- IIT Istituto Italiano di tecnologia **New Material, Automation & Robotics**
- ITA Istituto Tecnològico de Aragòn **New Material & New cast&Iron Processing Method**
- CCAT Connecticut Center for **Advanced Technology**

MARC
Mechatronic Application Research Center

iit ISTITUTO ITALIANO DI TECNOLOGIA

Project

A COLLABORATIVE PROJECT: **THE SMART PNEUMATIC GRIPPER**

In 2021, together with **Istituto Italiano di Tecnologia (IIT)**, we presented our smart pneumatic gripper, a true technological development platform whose functions and technologies may in the future bring advances to other products and components. The starting inspiration can be traced back to our human hands. With them we are able to perceive shapes, hardness, temperature, and weight. Hands are smart and capable of communicating – upon receiving inputs they react and provide outputs. Starting from these stimuli, we have created pneumatic grippers, the first of their kind, which not only **integrate the functions of a hand**, but also those of other senses, such as **sight**. The intelligence, sensors and air valves are integrated within the product itself, which does not need an external device to function. Thanks to this system, the grippers are able to collect information on the gripped component and the surrounding environment, process it and implement appropriate reactions based on the situation. Starting from the human hand we have arrived at advanced industrial applications. In the belief that innovation finds its maximum expression when it is applied, we have tried to maintain a form factor that would be useful to the market from the very beginning. This is why the product is a two-finger parallel gripper, as it is the most widely used type of gripper globally. Thanks to the application of this innovation, there are **several benefits that can be found** at an industrial level, including **sustainability**: waste reduction, reduction of machine stops, increase in productivity and increase in safety, also the result of the predictive maintenance systems can be integrated into the grippers.

Our history, our numbers, our values

THE CAMOZZI GROUP'S APPROACH

DIGITAL TRANSFORMATION

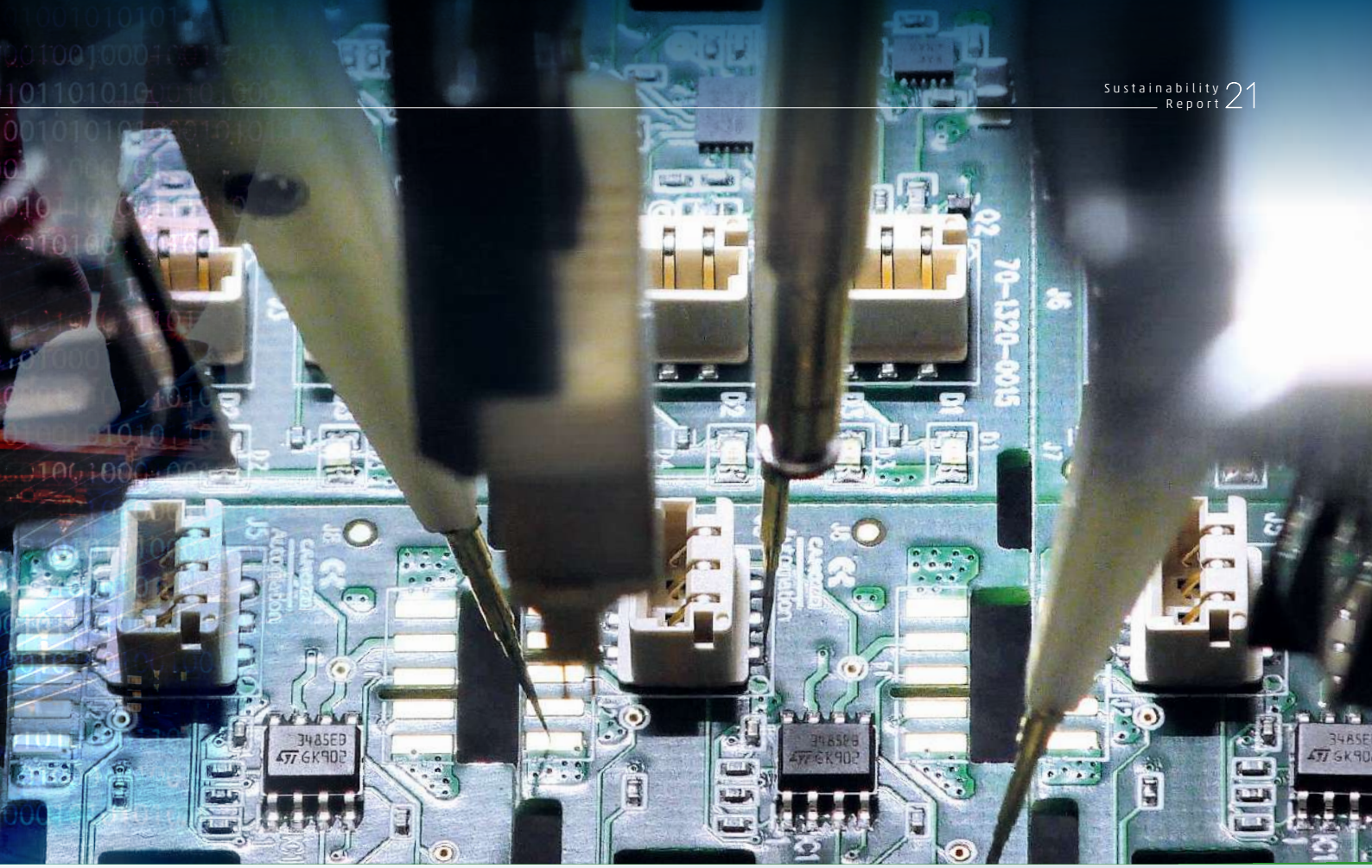
In a dynamic and multifaceted environment such as that of Industry 4.0, we create innovative solutions by combining our industrial expertise with the most advanced technologies. Thanks to the technical skills we have developed and consolidated over the years, which range from electronics to information technology, from automation to mechanics, we create innovations in products, services and production methods. This enables us to merge the real and virtual worlds.

We are guided by a common inspiration in all the activities we perform: **the transformation of data into added value**. Having an in-depth knowledge of all the parameters that characterise production processes is for us the key element when undertaking any actions to improve company performance. An improvement that has both economic and production, as well as environmental and social, implications.

In this sense, data represent the key for us to add value to production, to structure platforms and equipment that should be:

- **"smart"**, where robots work closely with people and where machines should be intelligent and interconnected;
- **flexible**, with a view to customisation;
- **dynamic**, capable of quickly responding to failures and maintenance needs;
- **transparent**, making it possible to facilitate and optimise decisions, but also to improve visibility for stakeholders;
- **optimised**, thanks to constant knowledge of consumption, waste, efficiency, reliability of machinery and equipment, life cycle of components...

The future for us is an ongoing challenge where everything should contribute to value creation.



Our **value proposition:**

Innovate and grow

We innovate by enhancing our sector industrial skills with the most advanced technologies, aimed at providing industrial excellence for our customers.

We produce innovation from the convergence of real-world industrial plants with virtual-world production processes.

We interconnect objects and people to create "smart" factories, where robots work closely with humans and machines are able to perform adaptive control if errors occur.

A digital factory where everything contributes to the creation of value

Innovate and grow while respecting total sustainability

Establishing partnership relationships with customers, suppliers and our stakeholders by sharing their objectives on a long-term basis.

Minimising the environmental impact of our production sites and our products.

Creating an internal work organisation with the highest accident prevention and health and safety standards.

Creating a rewarding work context and human relations for each individual employee. Supporting local communities in the areas in which we operate.

Providing customers with the most efficient and least impacting solutions from an environmental and energy consumption viewpoint.

THE PATH TOWARDS SUSTAINABILITY

At Camozzi, over the years, we have always been aware of the potential of Industry 4.0 and its contribution to the company's sustainability performance.

In the past two years, the global situation caused by Covid-19 and the latest events involving the use of energy resources have contributed to **spreading a culture of sustainability globally**, highlighting the need for an increasingly sustainable future. This year, we have published our second Sustainability Report, drafted for the first time in 2020, a year that represented a turning point in our Group's corporate approach. Our goal is to present to all stakeholders our approach to the issues that are attracting global attention, which we want to become ever more incisive.

An integral part of our new corporate approach is the adoption of international standards certifying our companies' ability to supply quality products according to a model based on continuous improvement and trying to increasingly meet environmental responsibility criteria as well.

In 2021, the Group included eighteen **companies certified to the ISO 9001 quality standard**. Another company has started the certification process.
The Group companies that obtained the **IATF 16949 quality certification**, specific to the automotive sector, has grown **from five to six**.
Four Group companies are ISO 14001 certified, one of them obtaining the certification in 2021, to ensure an environmental management system that aims to minimise potential adverse impacts on the environment, with a view to continuous improvement.
In 2022, we plan to repeat this success at an additional production site.

The Textile Division is also certified to issue the **ACIMIT Green Label**, a document that specifies the energy and environmental performance of the textile machines it manufactures, making them easily recognisable by customers. In particular, the quantity of carbon dioxide equivalent emissions (Carbon Footprint – CFP) produced during the operation of the machinery is the parameter chosen to give a value to the efficiency of the machinery on which a label is affixed. The information reported on the Green Label is verified by an international certification body which guarantees its authenticity.

With a view to continuous improvement aimed at an **ever-increasing level of quality**, in 2021 we expanded the team that works in the Polpenazze and Lumezzane production sites, adding **four engineers dedicated to maintenance work**. Their task is to carry out emergency work in the event of breakdowns, arrange for scheduled maintenance work and monitoring of the infrastructure. At the Polpenazze site, in addition to new operators, we have implemented **SAP PM** management software that enables the automation of some maintenance processes by tracing and monitoring reports originating from the plants within a database.

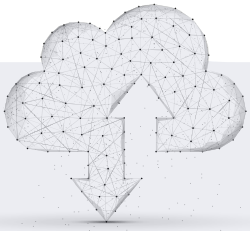
In relation to this there was a **positive trend in Mean Time to Failures, MTTF**, which is an indicator relating to the average operating time of a plant's components between scheduled maintenance work and the occurrence of a failure. We plan to monitor other indicators during 2022 in order to set up an increasingly structured maintenance system. Among the indicators of interest will be Mean Down Time, MDT, which indicates the time during which a system is non-operational, and Mean Time to Repairs, MTTR, which indicates the average time needed to repair a machine and is useful for defining the quality of maintenance work.

This level of monitoring is aimed at increasing the reliability of machinery and reducing downtime, bringing benefits in terms of quality, cost savings and above all safety.

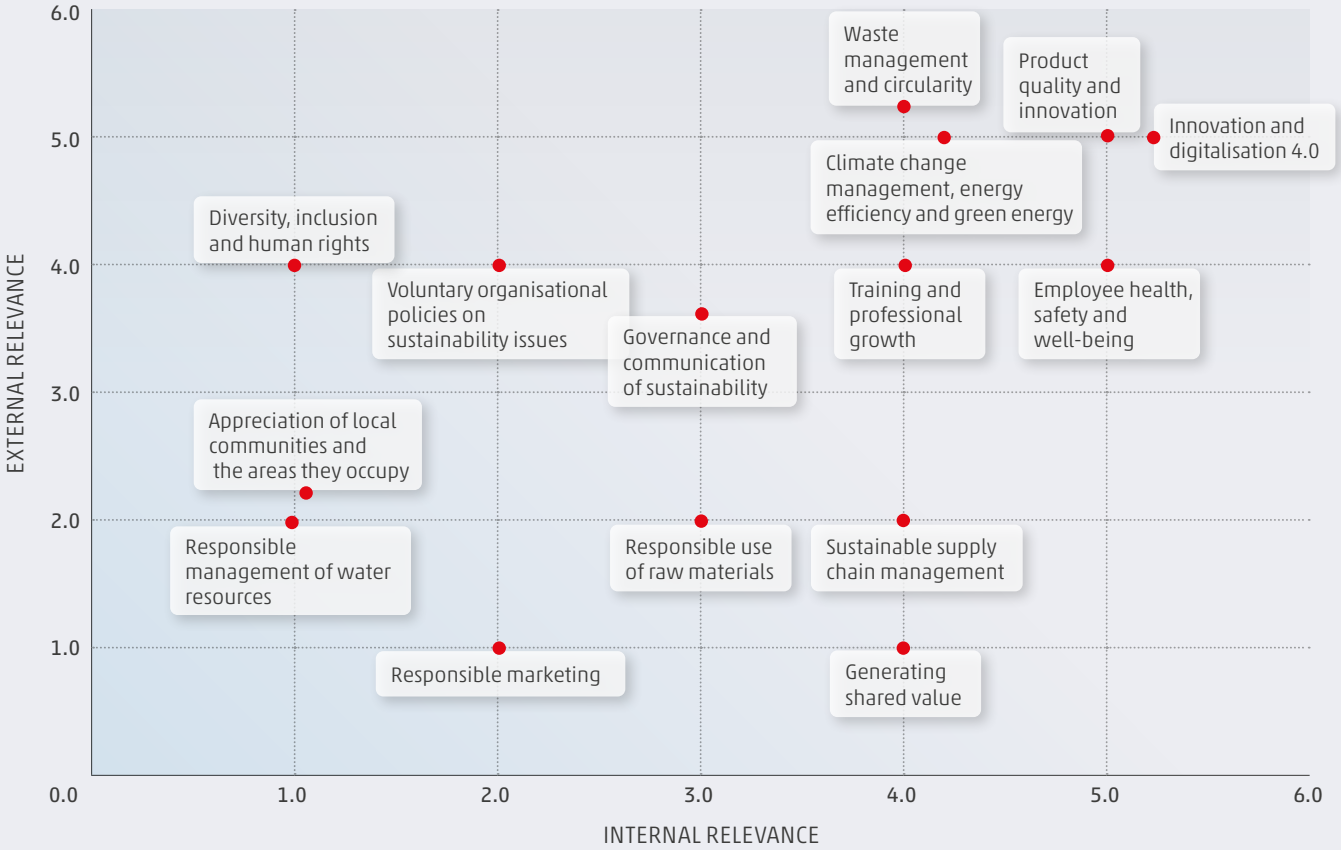
Acknowledging the environmental and social impacts that our Group's activities may have, we regularly involve all company departments, particularly during scheduled **Business Reviews**, to bring any useful information to the attention of the CEO for the definition of the Group's strategic choices.
The business-related information being shared is enriched with data and insights on topics such as energy efficiency, health and safety, product quality and innovation, waste management and digitalisation.

THE MATERIALITY MATRIX

We chose which specific issues to act upon following various studies and in-depth research initiatives during 2020. We looked at sustainability within our business with new eyes. We carefully examined the sustainable development goals (SDGs) of the United Nations and analysed the competitive context in which we operated. Our Group's **materiality matrix** emerged from this analysis and from the direct involvement of international management. It is still considered up to date for the year 2021.



The most significant issues for us and for our stakeholders are summarised in the materiality matrix.



In particular, the issues that are considered priorities both for stakeholders and for the Camozzi Group mainly concern the following areas:

Innovation and digitalisation

Development of products and innovations capable of meeting the challenges of an increasingly digitalised and sustainable industry.

Partnerships and collaborations underlying innovation that could be "disruptive" but capable of seizing new business opportunities and meeting emerging social and environmental challenges.

Management of the environmental impacts related to our activities and our solutions.

Reduction of energy consumption and greenhouse gas emissions generated by our activities, also with a view to impacts along the value chain, in particular on customers who adopt our products and solutions.

Integration of the principles of a circular economy in the development and manufacturing of our products, promoting responsible waste management to reduce its total production and favouring recycling, both upstream and downstream of our activities.

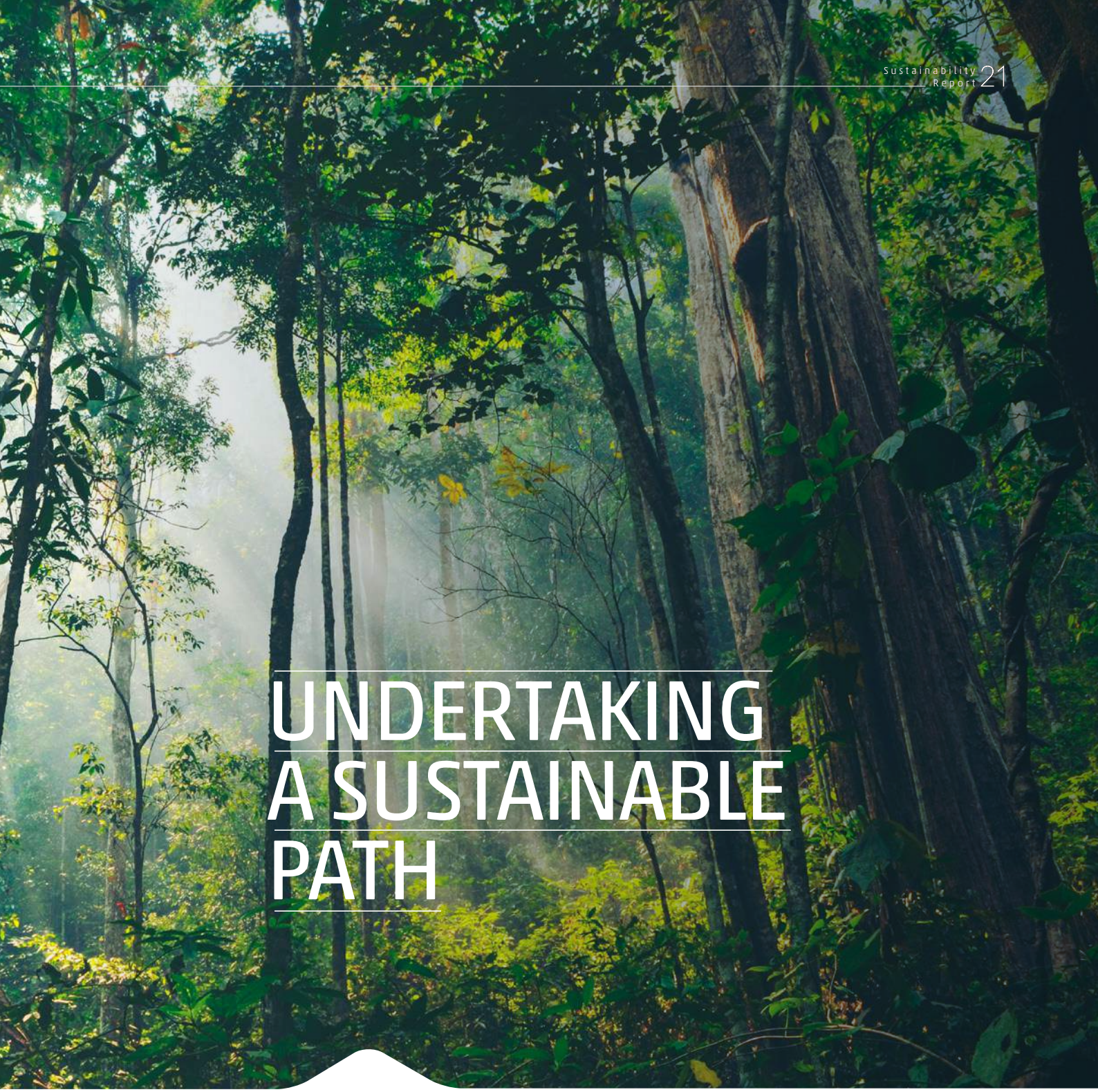
People management

Protection of the health and safety of our employees in the workplace through prevention and protection activities aimed at spreading a culture of safety at all corporate levels.

Creation of a working environment where people have the opportunity to enhance their talent and develop new skills in order to grow professionally and personally and contribute to the Group's prosperity

The structure of the 2021 document stems from the desire to be even more transparent with our stakeholders in order to fully share our way of doing business and describe the various aspects that characterise our processes in more detail.

Today, it is no longer enough for a product to be sustainable in its composition, but the entire production process must also be environmentally friendly.



UNDERTAKING A SUSTAINABLE PATH

In 2021, the Covid-19 pandemic continued to have a significant impact on the global economy. According to the **2022 Global Risks Report** published by the **World Economic Forum (WEF)**, the global economic recovery following the pandemic continues but is slowing down, a slowdown also exacerbated by the latest developments in international politics in Europe.

Undertaking a sustainable path

SCENARIO in which the GROUP OPERATES

The recovery is not only slowing down, but it is also highly diversified geographically. Disparities in vaccination campaigns are creating a strong divergence between countries, which may cause pre-existing **social divisions** and **geopolitical tensions to** be heightened.

Two factors, combined with the economic effect of the pandemic, constitute further complications to the creation of a coordinated and rapid approach to meet the present global challenges. The first factor relates to climate change. Moving away from high-emissions industries (which currently employ millions of workers) will in fact certainly trigger strong economic volatility, increase unemployment and contribute to the reduction of social cohesion and geopolitical stability, fuelling an increasingly volatile and complex scenario.

European governments have enacted numerous measures to transform the economy. First, with the **Green New Deal** in 2019, then with the response to the pandemic crisis in 2020 and finally in 2021 with the conversion of all these measures in detailed intervention and reform plans (such as the Italian **PNRR**, Plan for National Recovery and Resilience) by individual countries aimed at ensuring economic recovery and substantially contributing to the achievement of the green and digital transformation objectives of European economies.

In particular, during 2021 the European Union continued with the implementation of the Green New Deal by updating the measures taken to combat climate change and improve the Union's energy efficiency. Among other measures,

the directive on energy efficiency as part of the '**Fit for 55**' package, aims to **reduce greenhouse gas emissions by 55%** below 1990 levels by 2030.

The same climate goals were reaffirmed at **COP26** in Glasgow, where, on the one hand, the participating countries expressly laid out a plan to reduce the use of coal for the first time and, on the other, the common goal of **limiting the increase in temperatures at 1.5°** above pre-industrial levels, an improvement on the previous target of 2° set with the Paris Agreement in 2015. Moreover, 46 countries pledged to switch from coal to clean energy by 2040 and 104 to reduce methane emissions (historically a major cause of global warming) by 30% by 2030.

Another major player in the 2021 economic scenario was global value chains, put to the test by travel restrictions and border closures due to measures to combat the pandemic. The resulting **increase in the cost of raw materials** pushed companies to search for new highly innovative solutions often linked to the Fourth Industrial Revolution (or Industry 4.0), a process that has already started as part of the green and digital transition.

Industry 4.0 is therefore a valid ally in this phase of profound transformations to the industrial sector. The exploitation of new technologies such as Artificial Intelligence, Big Data and the Industrial Internet of Things will make it possible to reduce the climate footprint of companies without loss of productivity, thus combining innovation and environmental protection. Indeed, these two issues are closely linked. **The digital transition and the green transition** are two aspects of a single challenge and must be faced as such.
On the one hand, innovation risks becoming a danger to the environment unless it is managed by taking into consideration the environmental effects of production processes. Innovation that brings about technological improvements without being environmentally sustainable
is harmful and therefore should not be pursued. On the other hand, effective environmental protection will only be achievable through the use of increasingly advanced and scalable technological solutions that ensure an ever-increasing impact on the health of the planet.

Finally, the role of consumers should not be overlooked in this complex transformation. As the **Industry 4.0 Transition Observatory of the Politecnico di Milano** has pointed out, they too are a fundamental driver of the green and digital transition as they influence the production choices in the industrial sector with their consumption choices. Today, it is no longer enough for a product to be sustainable, but the entire production process that generates that product must also be environmentally friendly. For this reason, companies at every stage of the value chain should now consider Industry 4.0 as a means to consolidating their competitive advantage within a context of the growing attention to sustainability not only by governments, but also – and above all – by consumers.

Undertaking a sustainable path

ENERGY EFFICIENCY as an ENGINE for TRANSITION

ENERGY CONSUMPTION AND EMISSIONS: THE GROUP'S PERFORMANCE

The **minimisation of energy consumption** or production waste, has always been an integral part of our business management processes, based on the belief that inefficiencies generated in the production processes represent nothing but waste that is harmful to the Group's economy, the environment and to people.

Faced with this awareness, **we monitor and try to find solutions to optimise energy consumption** in order to achieve greater efficiency and consequently also reduce the emissions associated with them. This approach is adopted on an ongoing basis within the various divisions comprising the Group.

Over the years, we have undertaken various initiatives to achieve a better performance in terms of energy consumption reduction.
There have been many areas of action. For example:

- installation of LED lights;
- conversion with high efficiency IE3 / IE4 motors equipped with inverters;
- redesign and updating of compressor rooms and circuit leakage checks;
- replacement or updating of air conditioning systems;
- refurbishment and updating of centralised suction systems
- reconstruction of the electrical distribution system in Polpenazze, minimising low voltage routes.

2021
+15,7%
THE GROUP'S TOTAL CONSUM

Cause:
Production increase over 2019

2020/2021
+18%
INCREASED PRODUCTION

2020/2021
-2,1%
DECREASE IN SPECIFIC CONSUMPTION IN ONE YEAR

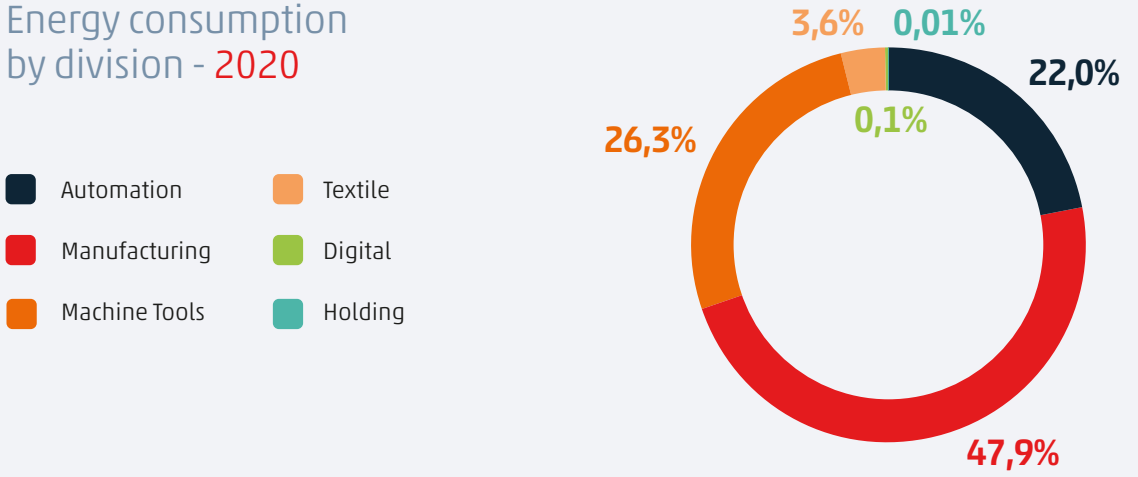
In 2021, total consumption at Group level grew by **15.7%** due to an increase in production that also exceeded the levels of 2019. Production value grew by **18%** Between 2020 and 2021.

Although the overall energy used has increased, it should be emphasised that specific consumption **decreased by 2.1%** between 2020 and 2021 (GJ/€ produced).

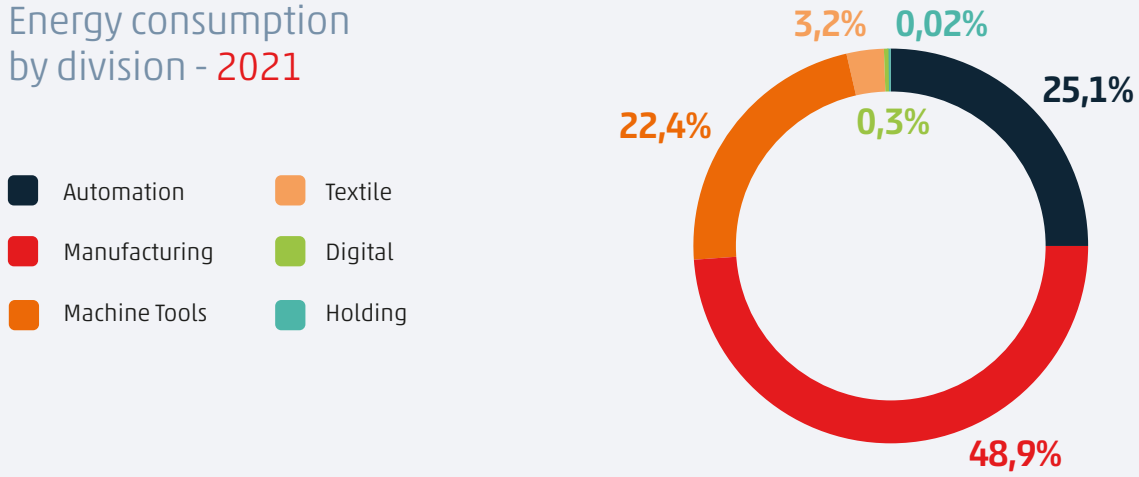
Group energy consumption

	u.m.	2020	2021
Fuel and combustibles	GJ	**130.729**	**152.639**
Natural gas	GJ	111.154	114.803
Diesel oil	GJ	8.997	12.782
Gasoline	GJ	5.086	6.035
LPG	GJ	2.118	15.638
Fuel oil	GJ	3.374	3.380
Purchased electric power	GJ	**227.765**	**265.030**
of which, renewable	GJ	527	345
District heating		**20.349**	**22.081**
Self-produced electricity from renewable sources	GJ	**9.965**	**9.657**
fed into the grid	GJ	952	805
Total energy consumption	**GJ**	**387.857**	**448.601**

Energy consumption by division - 2020



Energy consumption by division - 2021



Nearly 50% of the energy consumed by our Group is attributable to the activities of the Manufacturing division, which is the most energy-intensive sector in which we operate. From 2020 to 2021, consumption of the Automation division went from 22% to 25.1% of the overall total amount due to increased production.

Over the years, we have equipped ourselves with **five photovoltaic plants** with a combined total of **2.4 MW installed power** and we are evaluating further investments in order to strengthen the self-production of **clean energy**. In 2021, the installation of **three new photovoltaic plants** was approved with a total power of approximately **1.3 MW**, the actual commissioning of which will take place during 2022. In particular, a plant with an estimated production of 460,000 kWh per year will be installed at Fonderie Mora; a plant at the Marzoli site in Palazzolo with an estimated production of 564,000 kWh per year and one at the Newton Officine Meccaniche site with an estimated production of 432,000 kWh per year.

Moreover, over the past two years, we decided to intensify **energy monitoring** in order to identify even the smallest possible improvements in any areas not yet optimised.

At the Camozzi Automation plant in Polpenazze we have installed an **electrical consumption measurement system designed by Camozzi Digital**, which, applied to various sensitive points in the distribution boards and machines, makes it possible to control energy consumption and prevent possible drifts, but above all it provides a benchmark

Camozzi Automation
Polpenazze Plant

for further consideration. By the end of 2022 we also expect to activate some trend analysis and consumption alert functions to make the installation more complete and more effective.

A study was carried out between 2020 and 2021 **to identify and resolve critical issues concerning the air conditioning system** of the Polpenazze plant. At the moment, the various generators are managed by control units equipped with temperature probes, which are mainly regulated manually. The goal is to **automate the air conditioning system** by equipping it with temperature, humidity and CO2 probes to achieve the automated management of internal temperature and align it with the exterior environment,

European goal: ***automate*** *the air conditioning system.*

thus achieving greater efficiency and ensuring greater comfort for workers. We have concluded the analyses and are proceeding with the necessary evaluations to choose the best partner with whom to continue the project in the medium term.

Over the next few years, we intend to expand these initiatives to other Camozzi Group plants.

Smarter energy consumption models

2021 witnessed the release of a **Camozzi Digital software update for predicting energy consumption**. The system has been designed to analyse data originating from machinery, to monitor energy consumption and predict future trends. Any deviation between the actual and the predictive model generates an anomaly alert, the resolution of which makes it possible to ensure energy efficiency.
Official data show that **energy savings in the order of 1.5%** can be obtained by using energy consumption models. After applying the model in the field, the collection and continuous processing of historical data via the cloud has made it possible **to increase the system's intelligence**. Because of this improvement, the model is able to highlight more precisely outliers derived from any deviations in the performance of the machinery and further refine the forecasts on future consumption. This more advanced system should ensure a greater reduction in energy consumption.

At **Campress**, a company in the manufacturing division involved in the hot moulding of brass, we have carried out an **analysis of the efficiency of the oil fume abatement system** installed during 2020. The objective was to reduce the concentration of pollutants in emissions associated with moulding activities.

The analysis, carried out by a third-party laboratory, showed that the abatement efficiency of the installed filters is over 99%. Furthermore, the new filtration system ensures a reduction in energy consumption owing to a lower pressure drop.
A very positive result that has encouraged us to plan for the replacement of another abatement plant with the same technology for 2022. In addition, within the same company's production processes, we have started **two phases of renovation work** during 2021 on **several ovens and presses**, with the intention of completing this work by the end of 2022.

In particular, the replacement of three brass moulding presses, with an average installed power of 90 kW, has been planned. Against an increase of approximately **12.5%** in power, the new presses will ensure an increase in productivity of **70%** and achieving **greater energy efficiencies (close to 50%)**. Since the same machines are fully enclosed in casings, they limit the dispersion of noise and oil mists into the environment.

The other renovation work has involved the replacement of five gas ovens with 11 induction ovens. The main benefits associated with **induction technology** centre on product quality which is ensured by more constant and even temperatures and **the faster response** of the oven, which does not require transitory phases to bring it up to the required temperature or maintaining it during work breaks. Induction ovens are in fact

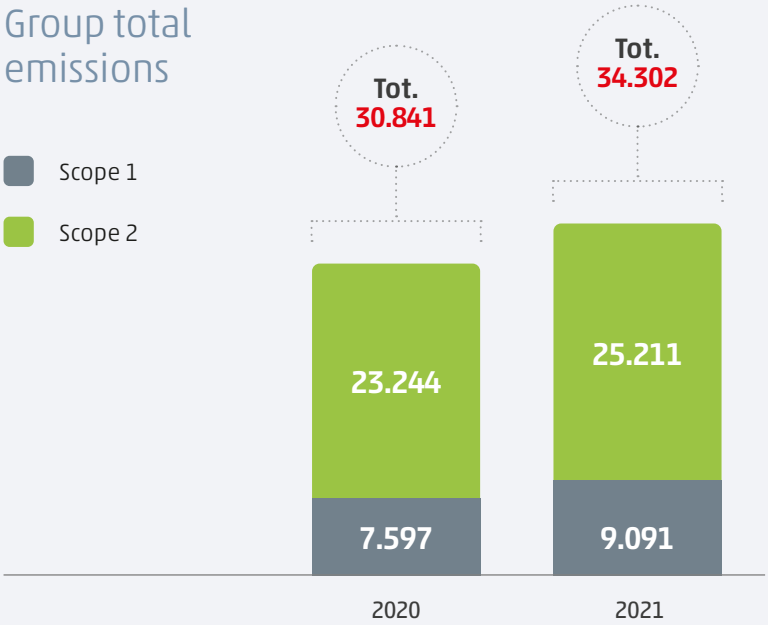
immediately ready to be switched on, which also ensures greater energy efficiency.

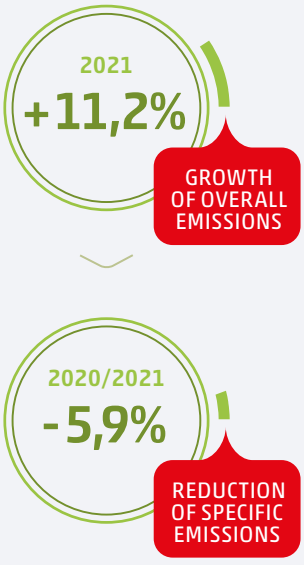
In 2021, we have also completed the last **renovation of the ovens** at **Fonderie Mora Gavardo**, transforming the last one in order to obtain greater energy efficiency. We have purchased and applied **a control and management system that guarantees the optimal use of the oven** in all its phases, in particular modulating the use of electric power. At the moment, an effective indicator for monitoring consumption is not available, as energy consumption per kg of product is significantly affected by production levels, which determine anomalous consumption in correspondence with low production saturation due to the maintenance phases of the ovens.

The installation of a system of air shut-off valves in around 150 items, such as machine tools, assembly machines and assembly benches, has been planned at the **Camozzi Automation** production site **in Polpenazze** for 2022. This work is part of the more general plan to **reduce compressed air losses and the resulting energy waste**. Since it is not possible to switch off the compressors because of the need to keep some items in constant operation, the shut-off valves have been designed to block the compressed air in some phases of the processes and isolate subsystems that are not in use.

The procedure required for the operation of the valves is different according to the item. The air can be sectioned by switching off the machine or using special selectors or buttons. This initiative aims to achieve improvements in energy consumption and prevent productivity losses or unnecessary capacity additions. Furthermore, in order to maximise the effects of such work, during 2022 we will be taking action to raise awareness among operators by preparing a specific information memo and affixing special signs to the machine.

Group total emissions





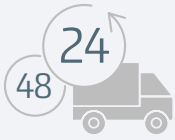
Overall emissions grew by **11.2%** in 2021, as a result of the increase in energy consumption driven by production volumes. Specific emissions **decreased by 5.9%** between 2020 and 2021 (tCO2eq/€ produced).

Breakdown of Total Emissions

	u.m.	2020	2021
Scope 1	tCO_2eq	**7.597**	**9.091**
Natural gas	tCO_2eq	6.287	6.475
Diesel oil	tCO_2eq	672	957
Gasoline	tCO_2eq	359	426
LPG	tCO_2eq	13	965
Fuel oil	tCO_2eq	267	268
Scope 2	tCO_2eq	**23.244**	**25.211**
Purchased electric power	tCO_2eq	23.244	25.211
Total emissions	**tCO_2eq**	**30.841**	**34.302**

Optimisation of logistics to **reduce its impact**

Camozzi Automation and the Palazzolo logistics hub



SHIPMENTS IN 24/48 HOURS

across the Italian and European markets

PROXIMITY TO THE MAIN FREIGHT-FORWARDERS

near Autostrada (Motorway) A4 and the Orio al Serio (BG) airport

FULLY AUTOMATED

through the adoption of the innovative SSI Schaefer system and WMS warehouse management software integrated with the company SAP ERP

5.000 m²

of total surface area

We constructed the Logistics Hub in Palazzolo in 2019 with the aim of creating a common warehouse for the Camozzi Automation production sites in Polpenazze and Lumezzane. Before the creation of this facility, each site had its own shipping department with shipments of fittings, air treatment sets and mechanical valves arranged in Lumezzane, and shipments of valves and cylinders arranged in Polpenazze. All these products are part of the same family and, very often destined for the same customers. This is why the need arose for **a single shipping point** in order to unify shipments and reduce handling.

The hub we have created has an area of about **5,000 square metres**, has **40,000 storage locations** in the main body alone and is sited in a strategic position near the A4 motorway and Orio al Serio airport.

This facility consists of an automated warehouse that includes **six picking lines** and one spare line. The products are processed, assembled and packaged at the two Camozzi Automation production sites.

Before being sent to the Hub, products are subjected to **"marriage"**, a procedure whereby the code of each product is matched with the code of the corresponding container, directly defining its position within the warehouse. Once the products are ready, they are collected from the sites via daily shuttles and after reaching the warehouse, an artificial intelligence-enabled **multi-shuttle technology** places them on their respective shelves. Order preparation is also automated, ensuring greater speed, punctuality and efficiency in shipping. The handling of incoming

and outgoing goods to and from the Hub is entrusted to specialised third-party couriers. The Logistics Hub allows us to offer a better service to our customers, both in terms of time and usability. Thanks to the single warehouse, we have made outgoing logistics **more efficient**. Orders to the same customer are processed through a single delivery, allowing them to receive complementary products from Polpenazze and from Lumezzane simultaneously, guaranteeing their immediate application. It is also clear that the reduction in the number of trips has reduced the environmental impact of transportation.

Camozzi Automation and logistics optimisation in India

The Camozzi Automation branch in India has carried out an analysis of its supply chain in order to evaluate the possibility of optimising some of its logistics-related impacts. The findings that emerged have led them to consider whether **different modes of transport** could be utilised to achieve economic and environmental benefits.

This is why, in 2021, 30% of materials purchased were shipped by sea, combining this less impactful method with air transport, which was previously used as the only means of transport. This small change resulted in a reduction of approximately six tons **in CO_2 emissions** and a reduction of 12% to 8% in transport costs.
The goal is to reach 50% of supply by sea by 2023.

Undertaking a sustainable path

CIRCULAR ECONOMY for BUSINESS RESILIENCE

PROCUREMENT MANAGEMENT

At Camozzi, supplier management is a strategic element to ensure the proper functioning of company operations. Our business partners are essential to guarantee that the flow of raw materials and products takes place without interruption.

Since our offices are geographically dispersed around the world, we have always tried to make use of a **supply chain that is as localised as possible** to the site involved. The most recent global developments are undermining this long-term vision. Growing difficulties in procuring strategic raw materials for our business, such as cast iron, steel and other metal alloys, will necessarily have repercussions on the management of these processes. Because of the **careful management of forecasts and stocks**, the departments in charge of purchases have ensured the operational continuity of the Group's activities, while also planning future coverage. In order to mitigate any risks, shortages and cost increases, constant monitoring of international events is being undertaken.

To verify if the quality standards agreed with suppliers, as well as the reliability and operational capacity of suppliers themselves are maintained, we carry out **regular monitoring sessions and assessments**. Assessments are made on the basis of very precise requirements, which aim to verify our partner's reliability from an organisational, technical and quality standpoint, including compliance with regulations and certifications.

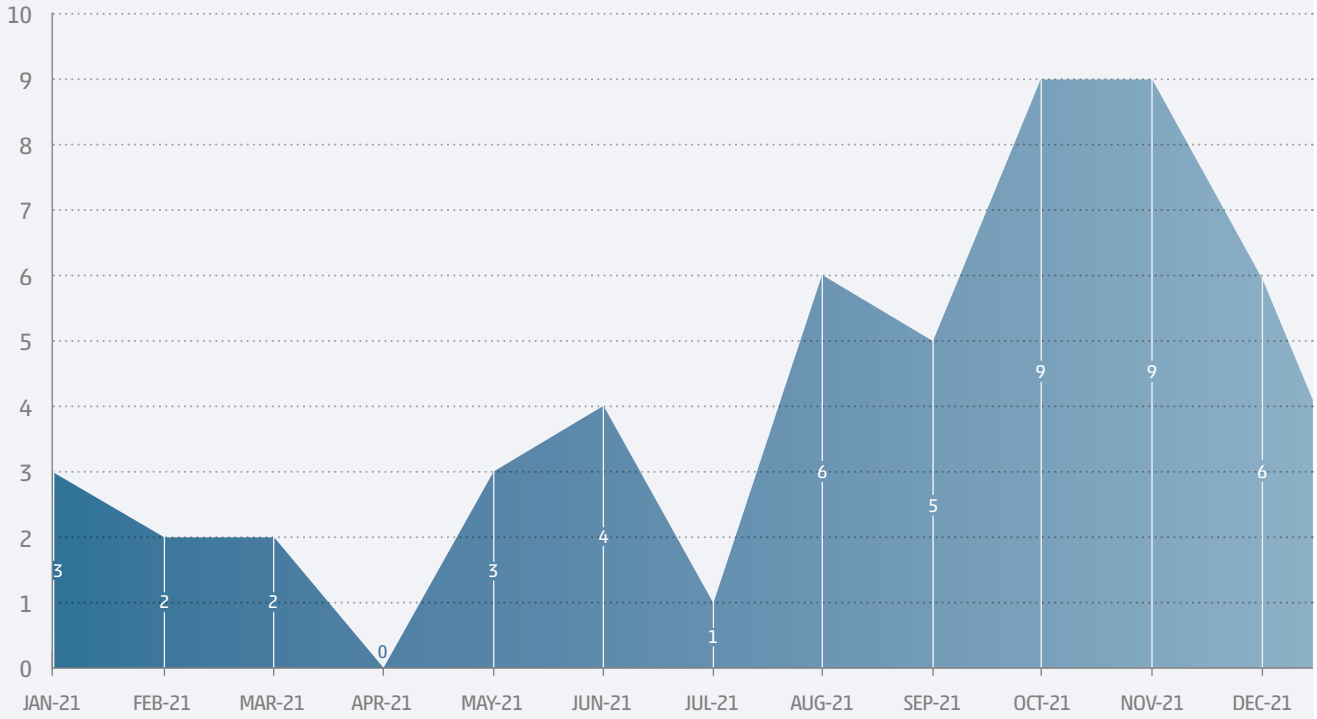
***Constant monitoring** of international events is being undertaken.*

In November 2021, to integrate certain technical, quality, environmental and social standards

within our audit processes, we extended the assessment of present and potential **suppliers** at our Italian Camozzi Automation sites to include **aspects related to environmental management and workers' health and safety**.

Among the evaluation criteria, compliance with the **ISO 14001** certification, or with the EMAS regulations, and with the **ISO 45001** certification were added.
In the absence of these certifications, it is still possible to verify whether the company has a management system that is attentive to environmental and health and safety issues by checking specific requirements included in a new checklist. In 2021, out of 50 audits performed, this assessment method was applied in **12 audits**. In the future, we would like to gradually extend the process to all the various Group divisions with the aim of gaining greater control over the environmental and social management of our supply chain.

Monthly audits



MATERIALS AND RESOURCES ENTERING THE PRODUCTION PROCESS

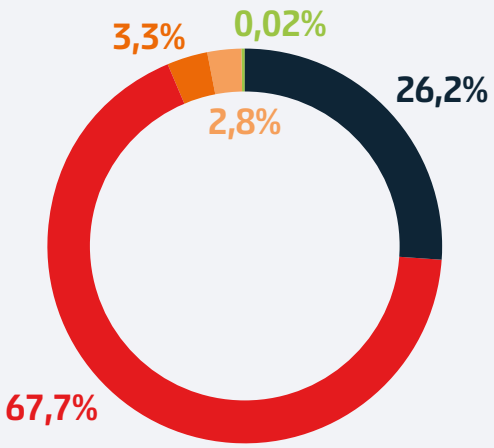
Purchased materials

	u.m.	2020	2021
Aluminium	ton	2.324	3.289
Brass	ton	2.918	4.229
Ferrous materials	ton	12.741	18.796
Copper	ton	8	5
Mineral oils	ton	130	169
Finished and semi-finished products	ton	1.831	2.558
Foundry sand	ton	3.609	5.347
Plastic	ton	743	1.121
Paper and cardboard	ton	396	551
of which recycled or certified	ton	17	17
Rubber	ton	92	121
Wood	ton	759	878
Detergents	ton	3	12
Other materials	ton	1.233	1.838
Total energy consumption	**ton**	**26.790**	**38.915**

In 2021, purchased materials increased in line with increased production. Within our Group, the main materials used in the production processes include **metal alloys**, especially brass and aluminium, and **ferrous materials**, especially steel and cast iron.
In addition to the brass purchased as virgin material, a large part of the brass used in our operations derived from the specialist treatment of our waste. Brass shavings are selected and centrifuged, stored in silos and processed to obtain brass bars ready to be worked again.
Purchased finished and semi-finished products, mainly including **mechanical components** and **electrical** and **electronic components**, constitute key elements of some of our divisions' products. Mineral oils, including **oils and lubricants** used in the Automation division's processes for chip removal comprise the largest element, while **foundry sand** is used by the Manufacturing division for the preparation of moulds for moulding operations.
Paper and wood are used for packaging and as commercial materials. Finally, other purchased materials include **resins, glues, varnishes and thinners**.

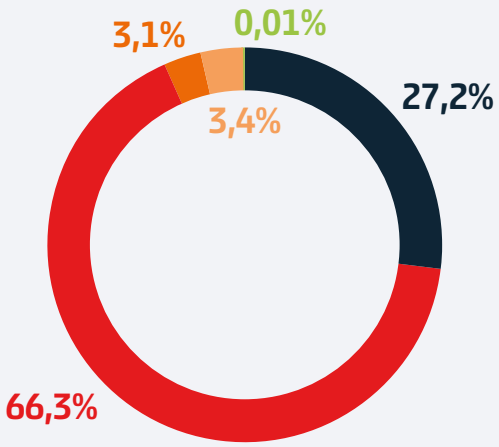
Materials purchased by division - 2020

Automation
Textile
Manufacturing
Digital
Machine Tools



Materials purchased by division - 2021

Automation
Textile
Manufacturing
Digital
Machine Tools



Our initiatives

In 2021, we continued the feasibility study for the use of **6000-series alloys**, to reduce the percentage of aluminium used containing heavy metals, preferring instead alloys composed of non-toxic substances which can commonly be found in nature (such as silicon and magnesium). Following major investment in new operating machines and new tools, the use of some 6000-series alloys has significantly increased in our milling processes. Numerous tests on various types of alloys are in progress. Some of these have returned extremely encouraging results, but a high level of safety must be achieved, since hasty evaluations could lead to disposal problems without ensuring that any scraps are fully recyclable.

*A method to **reduce the quantity of oil** being used to lubricate machinery.*

Among the initiatives launched to cut the use of resources, Camozzi Automation's branch in India has applied a method that reduces **the quantity of oil** used to lubricate machinery. The process used is sedimentation, where used oil is deposited in a drum and then transferred to another container equipped with a sedimentation filter. This collects the solid particles found in the liquid so the oil can be reused within the production process, thereby lowering consumption.

Some commercial branches, albeit with a reduced impact compared to the production sites have also launched initiatives to help **reduce the amount of resources used**.

1

Holland

We have started distributing only condensed versions of our printed product brochures. Thanks to this initiative we expect to save a large part of the paper used in our offices.

2

Sweden

From 2020 to 2021 we reduced the amount of paper used in our offices by 50%, a result obtained after a 35% reduction that had already been obtained during 2019. All of which is thanks to the digitisation of various processes and the increase in Remote Working.

Reduction in the amount of paper used:

3

Denmark, Estonia and Norway

Our sellers have increased the use of digital catalogues since 2021. The goal is to reduce the use of paper by 80% by 2025.

Objective to reduce paper material:

WASTE MANAGEMENT

With a view to reducing the inefficiencies generated in our production processes, we are constantly engaged in research aimed at managing waste, so as to **reduce it** and creating more virtuous production phases.

Hazardous waste (tons)

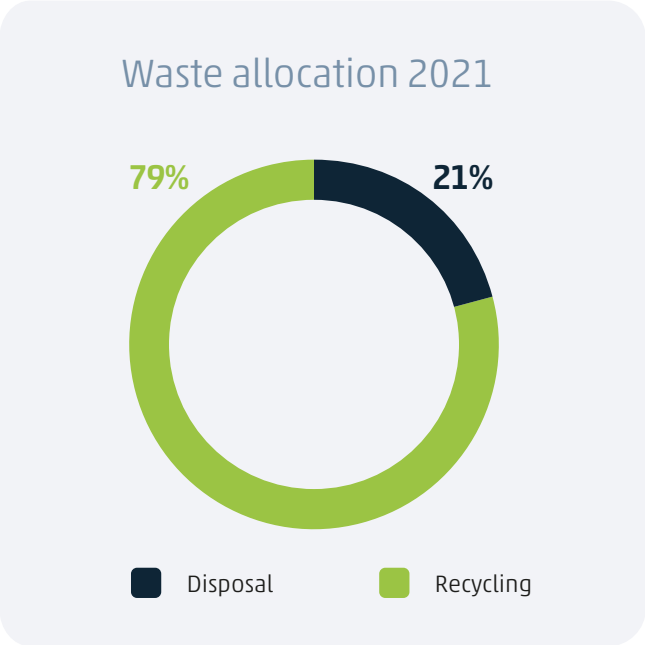
	2020	2021
Automation	**150,21**	**204,14**
Disposal	18,24	12,75
Recycling	131,97	191,39
Machine Tools	**114,48**	**71,34**
Disposal	6,46	6,96
Recycling	108,03	64,38
Manufacturing	**171,17**	**234,35**
Disposal	72,41	49,43
Recycling	98,77	184,92
Textile	**0,42**	**1,60**
Disposal	0,42	0,08
Recycling	0,00	1,52

Non-hazardous waste (tons)

	2020	2021
Automation	**3.507,16**	**3.623,02**
Disposal	2.500,42	2.452,60
Recycling	1.006,74	1.170,42
Machine Tools	**407,82**	**383,35**
Disposal	95,18	112,78
Recycling	312,64	270,58
Manufacturing	**8.127,02**	**8.457,28**
Disposal	15,42	50,21
Recycling	8.111,60	8.407,07
Textile	**104,01**	**199,58**
Disposal	19,15	34,20
Recycling	84,86	165,38

The **total amount of waste** produced in 2021 underwent a slight increase compared to 2020, due to increased production, going **from 12,582.27 tons to 13,174.66 tons** (+4.7%). Against this difference, efforts to achieve an ever-increasing percentage of recyclable waste have not changed.

In 2021, **recycled waste** totalled **79%**, against 78% in 2020, the greatest results being achieved for hazardous waste. Although the latter represent less than 4% of total waste produced, recycling has increased from 78% to 86%.



Our initiatives

Precautions applied throughout all the processing phases have, over the years, allowed us to make our processes more sustainable from an environmental standpoint.

For example, Automation USA has been using **biodegradable coolants** (compounds based on mineral oil soluble in water), since 2011. This product peculiarity has made it possible to reduce consumption, thanks to simpler washing operations. Furthermore, the many years of use of these lubricants has shown how much they help to extend the life of tools. At the end of their use, all coolants are shipped to a specialised third-party supplier to be recycled.

As in the case of coolants, waste material such as solid aluminium, aluminium chips, solid stainless steel, and stainless-steel chips, is recycled through a specialised third-party.

Brass, aluminium and steel are widely used in the operations and processes of the Automation and Manufacturing divisions. The focus on minimising waste, both in environmental and economic terms, over the years has led us to manage such materials according to an approach centred on **circularity**, so that they can be **reintroduced into the production processes of the Group or of other supply chains**.

By-products by allocation (tons)

	2020	2021
Automation	**3.072,9**	**4.801,9**
Aluminium	28,8	32,8
Sales to third parties	28,8	32,8
Brass	3.016,6	4.765,3
Sub-contracting	3.016,6	4.765,3
Steel	2,1	2,6
Sales to third parties	2,1	2,6
Other	25,4	1,2
Sales to third parties	25,4	1,2

Manufacturing	**15.700,0**	**36.132,0**
Brass	15.700,0	36.132,0
Sales to third parties	13.106,0	16.442,0
Sub-contracting	2.594,0	19.690,0

More than 99% of by-products are brass. This by-product is mainly made up of shavings reused in the process of the metallurgical companies, which collect it to produce new brass bars, that are then used in the Camozzi production cycle as raw material. The item Other refers to ferrous waste.

A key point is the **management of aluminium**, with which we are making the greatest effort.
The first step was the investment in **briquetting plants**, a method that ensures a better recycling yield compared to untreated chip and **simplifies logistical operations** by reducing transport for the same volumes, resulting in a smaller environmental impact.
The installation of oil recovery systems on the machines for collecting chips is planned for the Polpenazze site for 2022. This will make it possible to recycle oil that remains on the chip and put it back into production, while producing waste that is easier to recycle once it has been briquetted. In addition, we started **operator awareness campaigns** at the Italian Camozzi Automation plants in 2021 to reduce potential contamination during production batch changes, with the aim of further improving the separation between the different alloys and increasing their recycling.

Hazardous waste deriving from Camozzi Automation processes is largely composed of residues of oils and oily emulsions.
Neat-cutting oil or water emulsion is used as a lubricant in chip removal processes.

The **neat-cutting oil filtration technology** purchased in the previous year has been fully operational at the Polpenazze site since September 2021. Mechanical filtration takes place without using diatomaceous earth, which reduces the consumption of this substance and the consequent disposal of residues. Thanks to this investment, it is possible to

considerably reduce the generation of hazardous special waste and maximise the treatments and recycling of residues even during greater production phases, helping to avoid the use of new oil.

Neat-cutting oil filtration technology *has become fully operational since 2021.*

In November, again at the Polpenazze site, we also installed an **emulsion filtration system** aimed at eliminating metal residues and allow the emulsion to be reused within the production process.

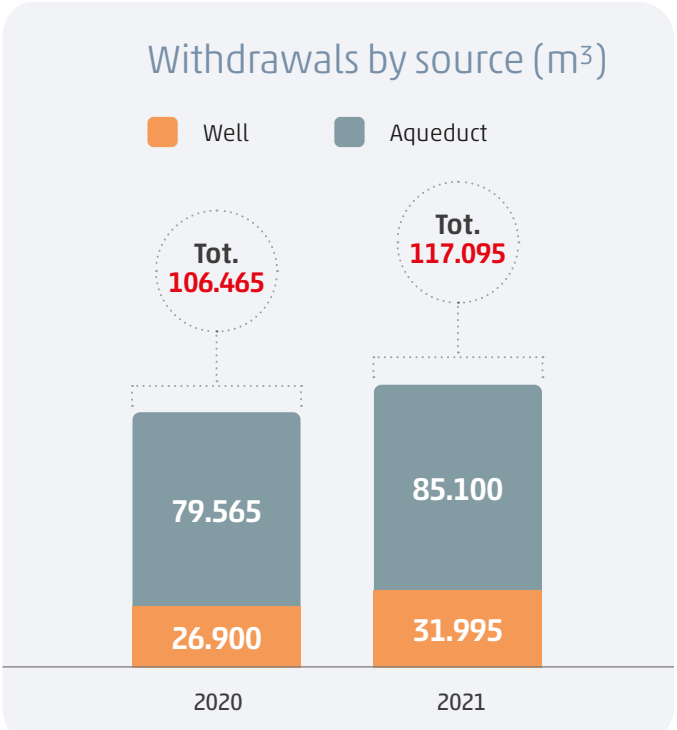
The procedure mainly takes place in two phases – a pre-filtration phase, which enables the elimination of coarser and more coherent residues, and a filtration refinement phase where the emulsion passes through a series of filters that prepare it for its return to the production process. The addition of this plant enables a considerable increase in the use of **reuse of emulsified oil**, with a consequent reduction in the use of new oil and of the evaporator for treating the residue, and in turn decreasing the oily sludge generated.

This process will produce some waste to be allocated for disposal, but the expected advantages in terms of emulsion recycling are very promising, as the recovered oil can be reused in the processing of various materials used by Camozzi Automation in production (from brass to aluminium). Since this is a new project that was only launched at the end of the year, for the time being no performance indicators have been published, but, following a period of adjustment at the plant, it is our intention to structure a monitoring system aimed at quantifying the actual benefits derived from this initiative.

WATER RESOURCES

In general, a large part of the water we use within our Group is drawn from the mains supply. It is used in some phases of the production processes for general use (plumbing, washing, cooking etc) and for irrigation of the grounds at some branches. With regard to industrial use, water is used at Camozzi Automation companies in the **preparation of emulsions** for cutting oil and for **air conditioning systems**.

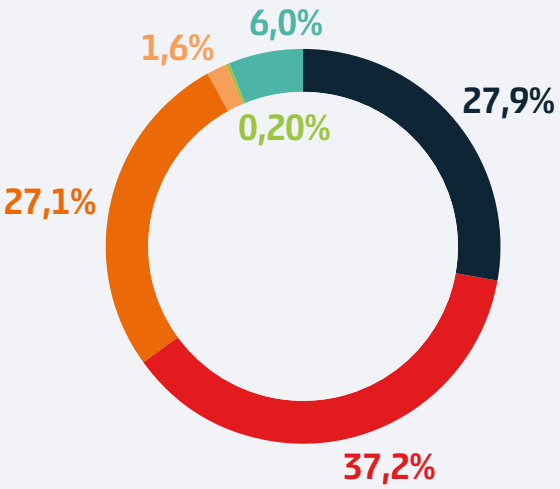
At Technopolymers, there is an industrial cooling circuit that uses a water supply to **cool plants.** The companies in the Manufacturing division are also equipped with industrial cooling circuits of different sizes based on the plants involved.



Finally, at Machine Tools, water is used in some **mechanical processes**.
The consumption of the other companies is not very significant and is mainly connected to the general use of this resource by the employees.

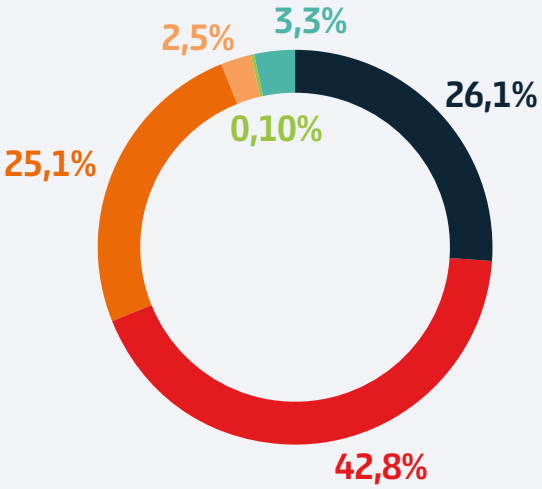
Withdrawals by division 2020

- Automation
- Manufacturing
- Machine Tools
- Textile
- Digital
- Holding



Withdrawals by division 2021

- Automation
- Manufacturing
- Machine Tools
- Textile
- Digital
- Holding



Undertaking a sustainable path

The COMPANY'S PEOPLE

THE CAMOZZI GROUP'S PEOPLE [1]

The Camozzi Group comprises, and is represented by, numerous people, companies, divisions and countries. Each of them contributes to developing, enriching and improving our business and our activities. The values and principles of Camozzi are shared by all these entities and by all our people for whom we are committed to guaranteeing our **respect and appreciation**. In particular, every year, all Group companies implement independent activities to improve the working environment, well-being, involvement and growth of workers.

Total number of employees by division

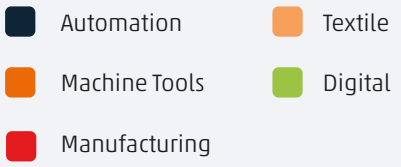
	2020	2021
Automation	1201	1322
Machine Tools	315	332
Manufacturing	293	307
Textile	194	275
Digital	20	27
Grand total	**2023**	**2263**

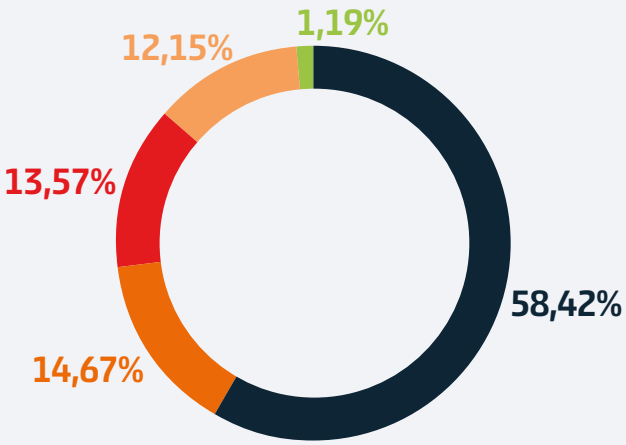
[1] The data relating to the Group companies located in Russia and Ukraine have been excluded from the scope of this report given the difficult geopolitical situation that caused only part of the monitored indicators to be collected. The Automation division also includes employees of the Holding company and of the Research Centre.

Total number of employees by sex

In 2021, our company witnessed a significant expansion of its workforce, with an **increase of 11.9% in personnel compared to 2020**. In particular, the divisions that saw the greatest increase in personnel were the Textile (+ 41.8%) and Digital (+35%) divisions.

Employees by division in 2021





The Camozzi Group has operations in **Asia, America and Europe**. This is where the largest part, i.e. 70.6%, of our people work.

Geographical breakdown in 2021

Asia
16,6%

Europe
70,6%

America
12,8%

	2020		2021	
	MEN	WOMEN	MEN	WOMEN
Asia	230	60	316	59
Europe	1213	248	1322	276
America	232	40	244	46

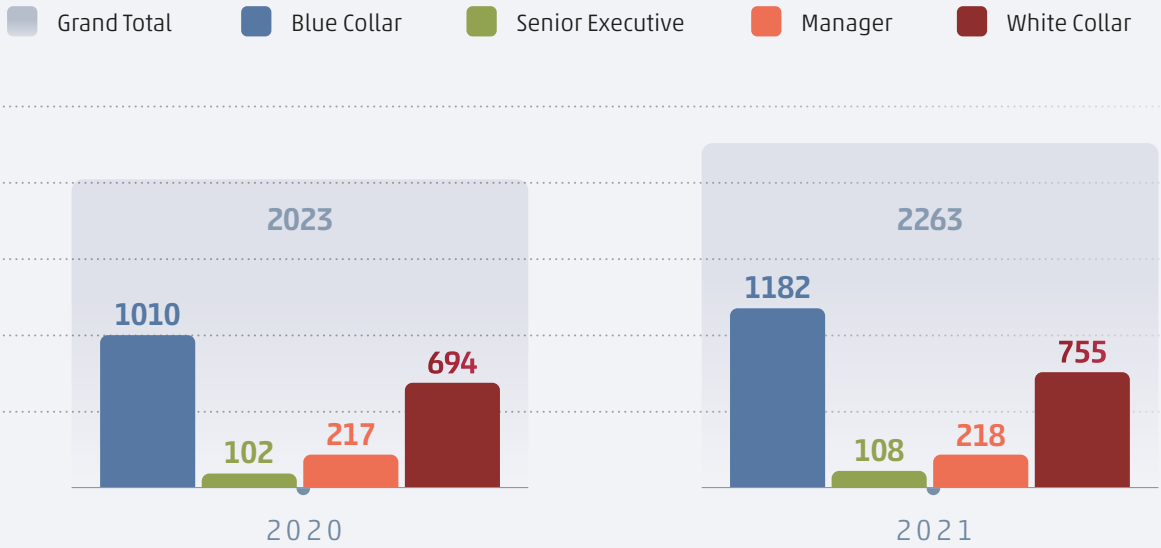
Employees by contract, gender and age

	2020		2021	
	UOMINI	DONNE	UOMINI	DONNE
Employees under fixed-term employment contracts	**175**	**69**	**284**	**83**
< 30	50	17	102	28
> 50	18	6	25	6
30 < x < 50	107	46	157	49
Total	**244**		**367**	

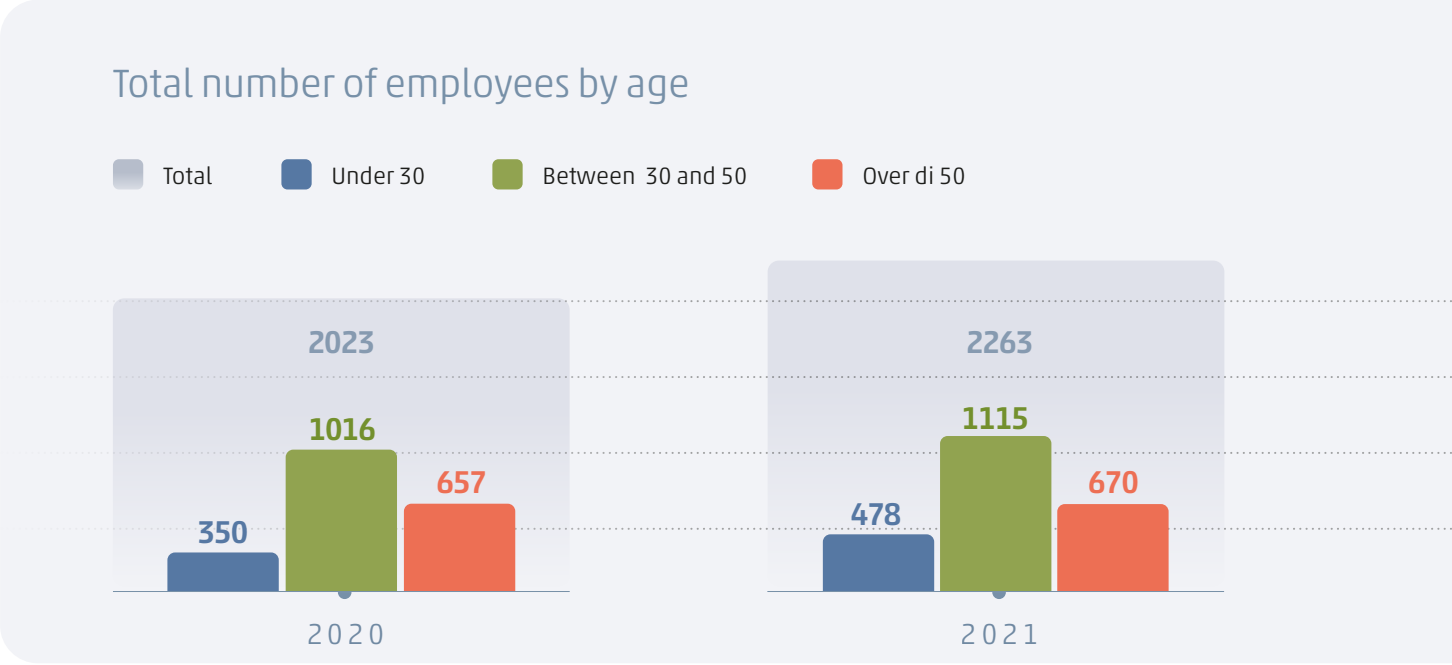
	2020		2021	
	UOMINI	DONNE	UOMINI	DONNE
Employees under permanent employment contracts	**1500**	**279**	**1598**	**298**
< 30	250	33	312	36
> 50	538	95	538	101
30 < x < 50	712	151	748	161
Total	**1779**		**1896**	

In 2021, **permanent employment contracts** represented **83.8%** of the total, up by 6.6% over the year 2020. Permanent employment contracts for personnel **under 30** witnessed the greatest increase, **i.e. 11.6%**.

Employees by category



Among our staff, 52.2% are classified as blue-collar workers, while 33.4% as white-collar workers. 9.4% are managers and the remaining 4% hold a senior executive position.



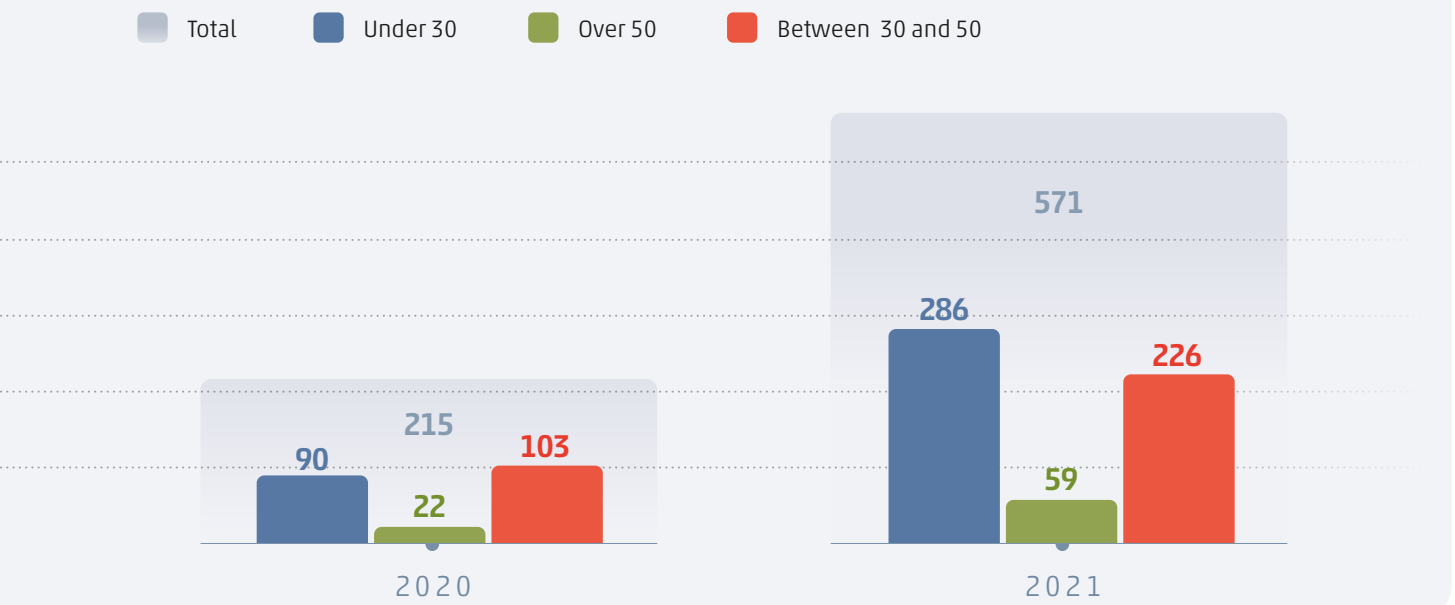
Nearly **50%** of Camozzi people **are aged between 30 and 50**, which indicates a young but experienced and competent company population.
The presence of young people under 30 has significantly increased compared to 2020, confirming the Group's commitment to encouraging the **entry of new generations** into the world of work to contribute to the development of their talent and bring constant dynamism and innovation to our companies.

Recruitments and terminations

In 2021, **we hired 571 employees**, compared to 215 hired in the previous year. In view of the terminations during the year, our workforce was therefore expanded by 240 resources, i.e. 208 men and 32 women.

	2020		2021	
	MWN	WOMEN	MEN	WOMEN
Recruitments	164	51	499	72
Terminations	178	47	291	40

Recruitments



In 2021, recruitments mainly concerned young people. There were 286 new hires under the age of 30, i.e. 50.1% of all people recruited in 2021.

HEALTH AND SAFETY MANAGEMENT[2]

We consider our people to be the key component in carrying out company operations. Ensuring their well-being is essential for us, as it reflects the well-being of the Group itself.

We therefore pay particular attention to health and safety issues, trying to provide **workplaces that limit occupational accidents and disease**, strictly applying the legislation in force for their prevention and for the protection of workers' health and safety in Italy and abroad.

This has resulted from among other things, a careful analysis and assessment of the risks associated with work activities.

With a long-term view to the prevention of anything that could limit workers' well-being, over the years the Group's various branches and production sites have launched programs aimed at **promoting the health** of their employees, which include regular screenings, incentives to carry out physical activities and initiatives to protect the healthiness of the working environment.

[2] The scope considered for the reporting of health and safety indicators excludes the companies Camozzi Automation Belarus, Camozzi Digital Bosnia, Camozzi Automation France, Innse-Berardi Germany, Camozzi Automation India, Camozzi Automation Malaysia, Camozzi Automation Czech Republic, Camozzi Automation Serbia, Camozzi Automation Spain, Camozzi Automation Turkey, Ingersoll Machine Tools Inc. USA.

Total number of hours worked by division

	2020	2021
Automation	1.665.951,18	1.783.056,37
Machine Tools	246.786,50	196.411,00
Manufacturing	394.368,40	451.279,65
Textile	169.011,00	184.320,25
Digital	20.634,75	23.181,58
Grand total	**2.496.751,83**	**2.638.248,85**

The number of hours worked increased in 2021. In particular, the Camozzi Automation and Camozzi Manufacturing divisions witnessed an increase in activity, in line with the gradual return to pre-pandemic production levels.

Total number of injuries

	2020		2021	
	MEN	WOMEN	MEN	WOMEN
Number of injuries	15	10	13	5
Grand total	**25**		**18**	

The total number of injuries that occurred in 2021 decreased over the previous year, which is a testimony to the operators' greater attention to health and safety issues in the workplace.

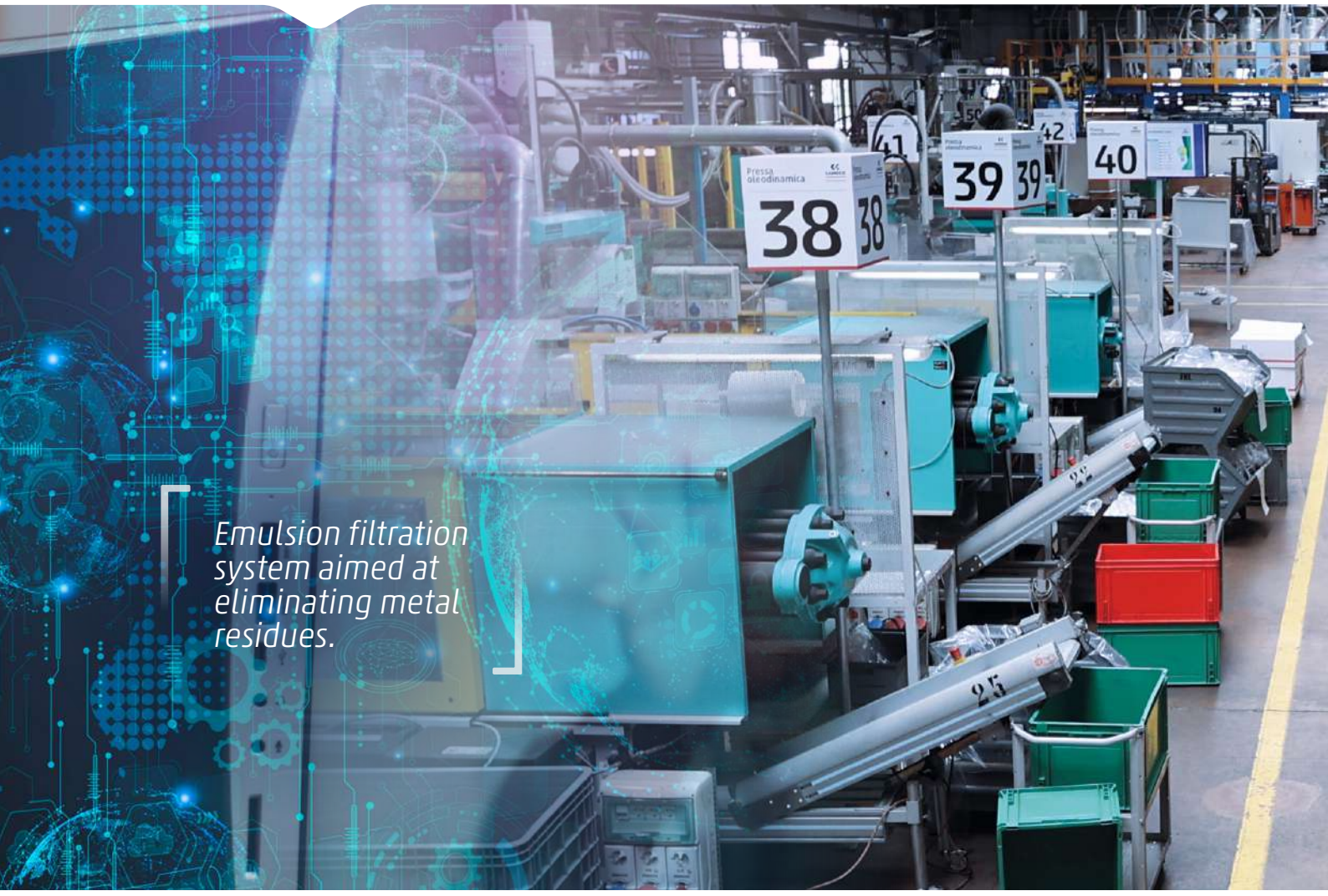
	2020	2021
Rate of recordable accidents at work	10,01	6,82
Severity Index	0,17	0,18

In 2021, the severity index increased slightly, while the total injury rate decreasing from 10.01 to 6.82.

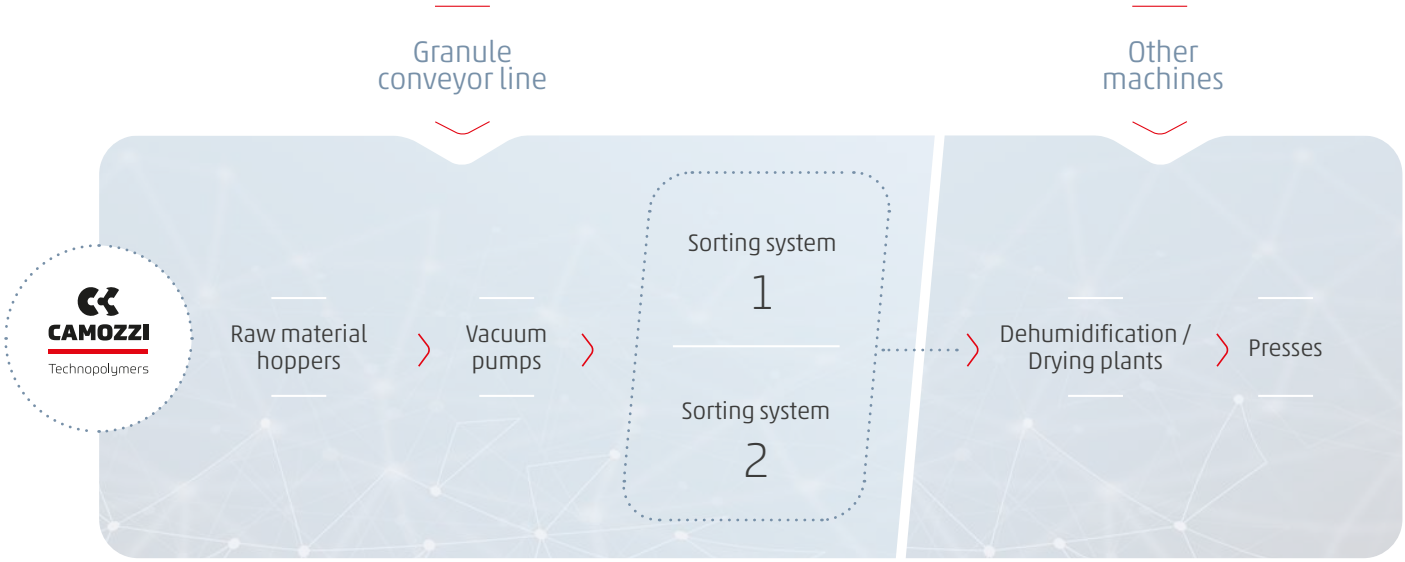
Our initiatives

To reduce the impact of work activities on operators, we are constantly engaged in the search for tools and technologies applicable to our industrial processes. In 2021, we installed a **system for the transport of plastic granules**, i.e. the raw material used in the company's production process, at Technopolymers, a company focused on moulding plastic materials. This is a set of machines that are controlled remotely using software that makes it is possible to govern the sorting system that collects the granules and conveys them to the presses, passing through dehumidifier systems first and ensuring the clean and reliable transportation of the granules.

The expected benefits are linked to the **improvement of working conditions** for employees and to **product quality**. In fact, there is a reduction in the operators' workload in terms of manual material handling. Process automation also makes it possible to **reduce downtime** due to the automatic recall of materials below certain fill-levels. The impact on product quality is achieved from the elimination of all potential sources of contamination of the material that feeds the presses.



Emulsion filtration system aimed at eliminating metal residues.


Granule conveyor line
Other machines
CAMOZZI
Technopolymers
Raw material hoppers
Vacuum pumps
Sorting system 1
Sorting system 2
Dehumidification / Drying plants
Presses


Impianto automatico di trasporto granulo
ARBURG
ALLROUNDER

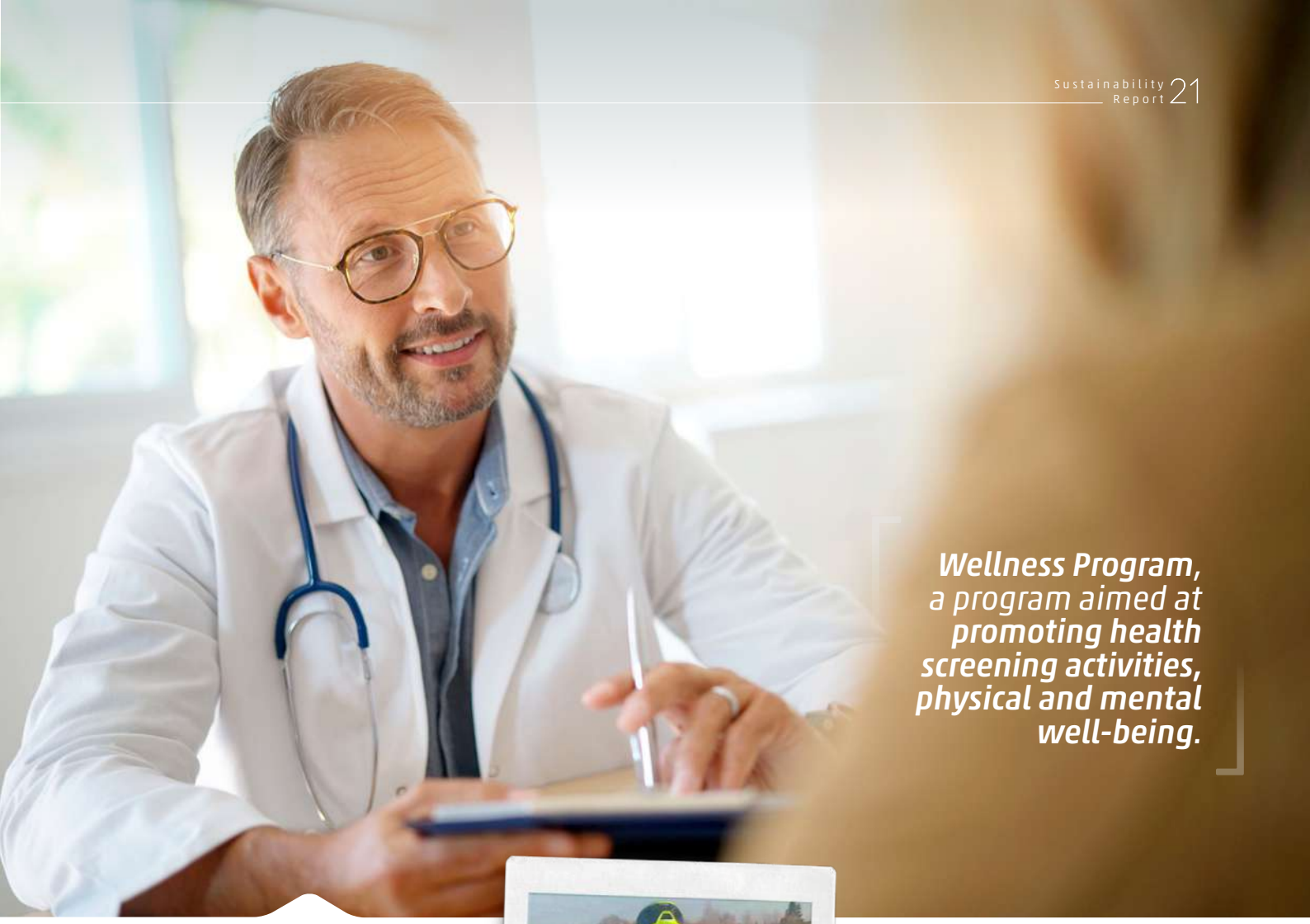
Lastly, in 2021, we completed **removal operations of any asbestos** at the Marzoli and Newton Officine Meccaniche production sites, to ensure a safer environment for our staff. The asbestos removal process was carried out following all the phases required by law, from encapsulation of the material, i.e. treatment preventing the dispersion of dangerous fibres into the environment, to safeguarding for disposal according to specific procedures.

In 2021, we removed a total of approximately 16,000 square metres. The Indian branch of Marzoli also implemented actions to improve its working environment. **185 trees were planted** on the site and along its entire perimeter. The initiative was launched to create a green area that would **reduce the warehouse temperature** by a couple of degrees, **the amount of dust** within the plant, and to have a beneficial effect for people on a psycho-physical level. Another 200 trees are expected to be planted during 2022 to increase the positive effects of this initiative.

As we believe that health and safety issues should not be relegated to site management alone, we have enacted various programs to increase the well-being of the people who work with us. The US branch of Camozzi Automation has been offering the **Camozzi Life Program**, designed to improve our people's working experience and work-life balance, ever since 2011. Each year, a new Camozzi Cultural Committee, made up of one employee from each company department, is selected to define the initiatives to be implemented within three areas of interest: **employee engagement, personal development and community involvement**. Special attention is paid to the *Wellness Program*, which in addition to promoting health screening activities for all personnel, provides training courses related to topics such as mental health, healthy eating, physical exercise and first aid courses.

In 2021, the pandemic prevented the planned courses related to well-being from being started, but we hope to be able to launch them in 2022. However, health screenings were carried out and seven safety courses were organised for production and warehouse operators.

Camozzi Care is another example. Since last year the Camozzi Automation site in Germany has implemented a plan based on four modules (**Security, Health, Retirement, and Benefits**), with the aim of taking care of people in all aspects and at all stages of their lives. Each module of the plan comprises numerous initiatives, including voluntary collective insurance against accidents, free medical examinations and additional pension contributions. There are also discounts, special offers and services for Camozzi employees, such as bicycle rental to encourage the use of more sustainable, health-promoting transport.



Wellness Program, *a program aimed at* ***promoting health screening activities, physical and mental well-being.***

The voluntary check-up program includes a medical examination and diagnostic tests every three or five years based on the employee's age group. During 2021, 23% of the eligible corporate population joined the initiative. At Camozzi Automation in Poland, a package was set up in collaboration with a private health services company, which provides **different types of medical assistance**, including blood, lung, heart and eye tests. The staff have the opportunity to undergo check-ups free of charge every two years, in order to identify any issues early on. Finally, our Swedish commercial branch continued its initiatives

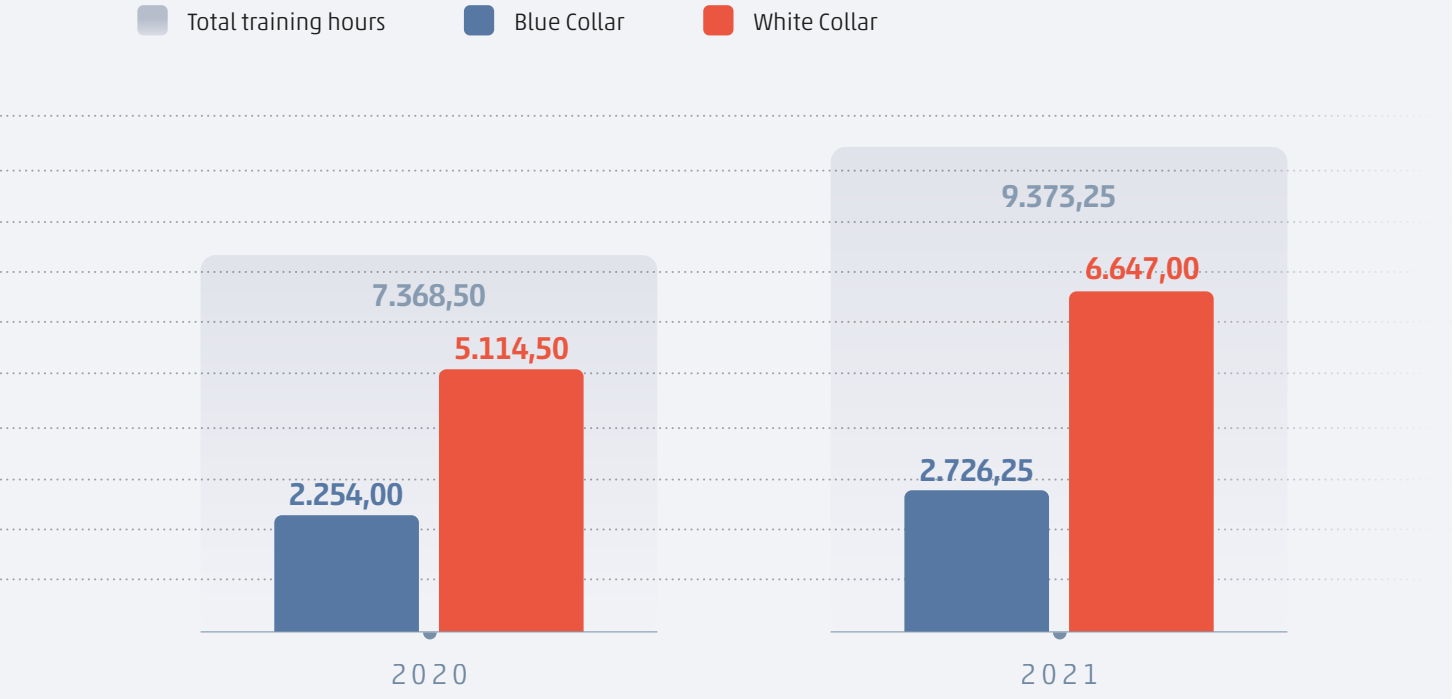
aimed at encouraging employees to take care of their health by **offering regular health screenings and campaigns to promote sports activities**. Employees are encouraged to play sports for a certain number of hours in order to receive a gift card that can be used to purchase sports equipment.

The initiative again achieved positive results in 2021, with the participation of 45% of employees, 4% more than in 2020. The goal is to be able to involve 75% of the people by 2025.

TRAINING[3]

As Industry 4.0 advocates, we are highly aware of the rapid evolution taking place in our business sector and of the need to keep our skills up to date with these changes, increasing those we already have and developing new ones. Increasingly qualified positions necessarily require **new technical skills** and, consequently, targeted training. It is necessary to **renew, retrain and relocate personnel** to give the market the profiles it seeks. For this reason, we believe it is essential to offer our people the opportunity to build a broad set of skills allowing them to contribute to the Group's development and, in a broader sense, to the development of the entire sector. Based on the country and the site or branch where they work, staff can take advantage of technical courses aimed at developing skills aligned with their duties, business management courses or courses for the development of soft skills, in addition to courses with wider benefits such as learning a foreign language.

Total training hours by level

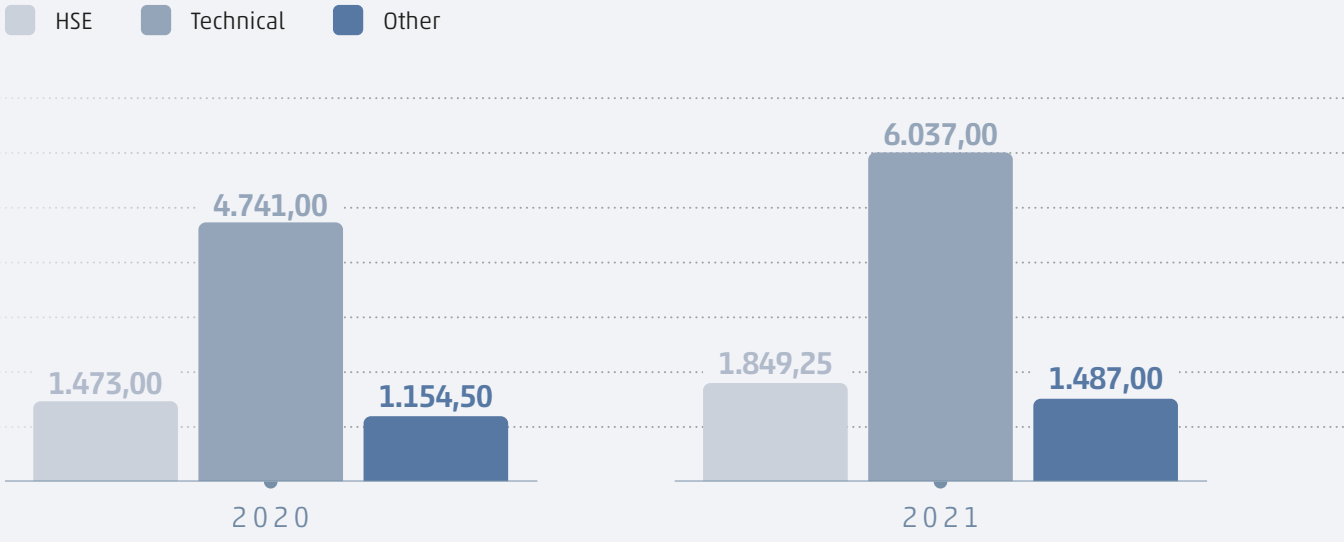


[3] The scope considered for reporting the indicators relating to training does not include the companies Camozzi Automation Argentina, Camozzi Digital Bosnia, Camozzi Automation Denmark, Camozzi Automation Estonia, Innse Berardi Germany, Camozzi Automation India, CRC S.r.l. Italy, GEB S.r.l., Camozzi Automation Malaysia, Camozzi Automation Norway, Camozzi Automation Netherlands, Camozzi Automation Serbia, Camozzi Automation Spain, Ingersoll Machine Tools Inc. USA

The number of training options that the Camozzi Group makes available to its staff are of various types and may include hours devoted to studying Health and Safety, which represent 19.7%, and other types of courses, which include various topics such as accounting, technical, business and foreign languages.

The largest number of training hours concerns technical courses of various types, which allow our staff to stay up-to-date and develop their skills in the sector.
The percentage of technical training hours in 2021 was 64.4%.

Number of training hours by type



Our initiatives

To address the need for change that technological, competitive and social challenges impose on companies and people, we are developing **our own Corporate Academy project**. An initiative that is divided into training, education and sharing activities as well as pathways for the up-skilling and re-skilling of our staff and for developing the talents of generations to come.

All of this will be integrated into our **IIT SAP system "SuccessFactors"** to enable the involvement of various Group companies and the harmonisation of potential, performance and career path assessment processes to support our staff. We have decided to implement this project to accompany the Group's evolution, to change processes and to support growth while safeguarding the alignment of values, strategies and people.

The scope of activities involves all staff across the various departments and will extend to customers, suppliers and other categories of stakeholders with whom we work. The project will also include young people interested in working with us with recruitment and training initiatives.

The **Camozzi Academy** will act as a **re-skilling centre** for the Group's employees with a view to continuously updating and developing cutting-edge skills, and also as a reference point to bring students closer to the world of work, transforming their knowledge of innovations applied to the industrial sphere.

The year 2021 was a decisive year for laying the foundations of the organisation leading the entire project.

The beginning of 2022 saw the introduction of a new resource to lead the structuring of various training and employee performance review activities. Starting with the analysis of the needs of the various Group companies, **compulsory and voluntary training plans** will be organised with the aim of promoting and improving the take up of work-related courses, and for the acquisition of personal skills. The attention paid to finding different learning methods will also be very important, both in terms of digitisation as well as the involvement of mentors and important representatives to make the training courses increasingly interactive and effective.

In 2021, we undertook a pilot project in Polpenazze and Paitone to evaluate its possible extension to other companies within the Group. Together with an employment agency, we started a training course financed by an employment fund, which involved 14 people from non-technical backgrounds. The training course was completed in four weeks, following which participants were involved in two operational days at the company where they were supported by qualified internal tutors on the operation of machinery and on health and safety protocols within the organisation. About ten participants were placed in Group companies, while the remainder were placed elsewhere owing to the skills they acquired through the classroom and on-the-job training activities.

A unique facility in Europe in terms of a knowledge hub for the development of innovative industrial applications.

LEADERS of the FUTURE: CAMOZZI RESEARCH CENTRE

Unique in Europe, the **Camozzi Research Centre** is a knowledge and development hub for innovative industrial applications. It is part of the **Urban Redevelopment Program of the Municipality of Milan in the Rubattino area**. This is where industry, research and training intermingle and blend giving rise to new "on-the-job" training models, developing new industrial technologies that can be immediately tested in the field, as well as new products and new processes. The uniqueness of the Centre becomes evident in its close collaboration with the outside world – with Istituto Italiano di Tecnologia (IIT), with Politecnico di Milano, but also with other Italian and foreign universities, companies and research centres.

At the Camozzi Research Centre, collaborations with IIT and Politecnico di Milano are leading to the development of applied research projects in the fields of advanced robotics and predictive maintenance, as well as to industrial automation solutions and innovative ideas that broaden the scientific horizons of the Centre.

As a result, 2021 saw significant interest from young students in its mission. Within the Centre and its laboratories, **seven research studies** were developed and concluded with the publishing of several university theses.

In close collaboration with the Centre's researchers and Camozzi representatives, the students involved began specific research projects related to automation and sustainability. These included projects based on the analysis of the man-machine relationship in smart factories, robotic solutions for process management production, and recovery of materials in 3D printing processes with a view to the circular economy. Carrying out these in-depth analyses ensures a continual mix of ideas, experimentation and applications, which not only contribute to the growth of Camozzi solutions but are also essential for contributing to training future talent.

Undertaking a sustainable path

EXPERIENCING THE COMMUNITY

ECONOMIC VALUE GENERATED AND DISTRIBUTED

In 2021, we have once again shown that we are a solid enterprise which, in its almost 60 years of activity, continues to prove its ability to generate economic value for itself and for its stakeholders, with whom we have built a firm relationship of mutual reliability.

437.251.000 €

Economic value **generated by Camozzi in 2021**

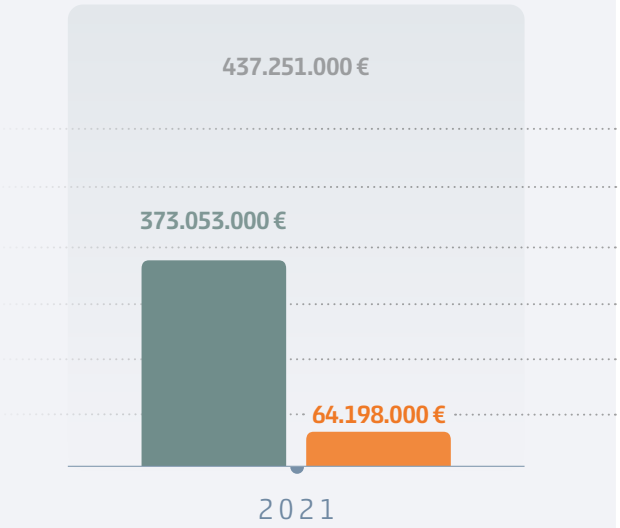
of which

2021

85%

REDISTRIBUTED TO VARIOUS STAKEHOLDERS

Economic value generated



In particular, **we distributed:**

To our **suppliers**
243.015.000 €

Through the purchase of raw materials, components and services that allowed the Group to carry out various activities during the year;

To our **employees**
112.333.000 €

Through the wages and contributions due to them;

To the **community**
1.184.000 €

Ascribable to commercial sponsorships of various kinds and donations;

To our **shareholders**
517.000 €

Through the distribution of dividends;

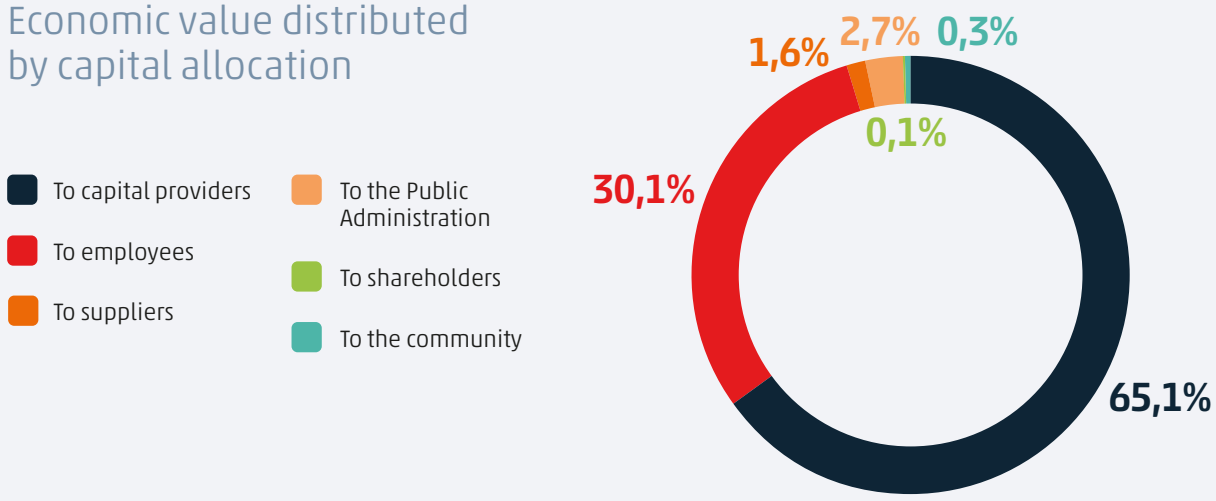
To capital **providers**
5.857.000 €

Ascribable to interest expense and other financial charges;

To the **Public Administration**
10.147.000 €

By paying taxes and other management fees.

Economic value distributed by capital allocation



The economic value retained within the company was €64,198,000, i.e., 14.7%, to be used for investments in business development, growth, and for ensuring financial robustness for the various stakeholders with whom our Group engages.

Undertaking a sustainable path

The GROUP'S RELATIONSHIP with the COMMUNITIES in WHICH IT OPERATES

The **Brescia area** was the starting point for the Camozzi Group's **history of business growth and development** and the community in which the company started its activities and where it still operates and thrives today. Precisely for this reason, the Camozzi Group has always tried to support our local community and give back to it what the community has allowed us to receive over the years. These strong ties constitute the foundation of our support for the organisations that operate in the Brescia area today and deal with various social needs, addressing their services to varying segments of the population.
But our efforts do not stop at the Brescia city limits. This approach is reflected in the work of the various entities that make up our Group, trying to create value within the communities in which they are located, demonstrating the fact that their local neighbourhoods remain important, despite our **international operations**.

Our initiatives

Since we are convinced of the importance of blending the industrial with the educational environment, we provide support to **Fondazione Istituto Tecnico Benedetto Castelli** through donations of tangible goods. The Foundation wishes to enhance the equipment and laboratories used for student training, promotes initiatives to give added value to learning, fosters initiatives that involve companies from Brescia in an increasingly close and continuous collaboration, also for the purpose of introducing new graduates into the world of work.
Always in support of education and young people, we support the activities of **Fondazione Credito Bergamasco**, which promotes the cultural, scientific and social progress of the community, paying particular attention to education, university and social solidarity.
We also support Fondazione San Benedetto di Brescia, engaged in cultural and professional training, a commitment addressed to young people above all and aiming to

sponsor social and educational projects or projects for the purpose of creating jobs and new entrepreneurship. There are various initiatives addressed to young people and students from Italian and foreign Group branches

.

The US branch of Camozzi Automation, as part of the larger Camozzi Life program, for years has been helping the **student robotics team in Collin County**, the region where the plant is located. Our staff support the students throughout the year, helping them to develop professional skills, training them on in-depth engineering concepts and on time and project management, crucial elements for the world of work. Moreover, our staff also support students in circuit design, 3D modelling and robot manufacturing during the competition season. The team tutors the students from six to twenty hours a week, on the one hand giving us the possibility to involve our people at the service of the community and, on the other, to find talented people who may one day be part of the company.

According to this principle, the University of Ostrava, Czech Republic, took part in the international competition Formula Student. More than 500 universities participated in the tender, an engineering competition that aims to build Formula One cars that are powerful, controlled and environmentally-friendly. We had the pleasure of helping students in the competition by providing them with our products and making our skills available.

Our collaborators support students throughout the school year, helping them to develop professional skills.

The Ingersoll subsidiary, based in **Rockford**, USA, also **maintains close relationships with local educational institutions**. In 2021, training tours were organised at the plant for local high schools. Thirty students and three teachers learned about the entire production process of such a large manufacturing company, from product assembly to shipment. Furthermore, four university students were involved in summer internships, giving them the opportunity to acquire specialised skills and approach the world of work for the first time. The success of these initiatives aimed at discovering new talent has led us to explore new ways to offer opportunities to students; therefore, we are thinking of proceeding with the inclusion of some training experiences dedicated to students in their senior year at high school.

Every year, we work **alongside Associazione Amici degli Anziani di Lumezzane**, which provides company and comfort to the elderly, offering recreational activities, trips or simple exchange opportunities and encounters aiming to prevent loneliness.

In 2021, we also offered our support to **Fondazione Le Rondini**, whose purpose is social solidarity in the sectors of social and health assistance for disadvantaged people, with particular regard to the elderly in the Lumezzane area. Solidarity activities were also carried out in favour of parishes and communities, cultural associations in the area, the University of Brescia, Croce Bianca in Lumezzane, and Banco Alimentare, as well as, outside the Brescia area, the Community of San Patrignano and the non-profit organisation Take Care Kids.

Our commitment also reaches young people with recreational activities by sponsoring the **Lumezzane Football Club**, which has a men's and a women's team, allowing local boys and girls to practice sports and develop relationships and team spirit.

For over 10 years, we have enthusiastically supported the projects of **Active Sport** and its

dedication to people who have suffered a disabling physical trauma, because we share their mission: to allow more and more people to do recreational activity or a competitive sport for free by promoting social inclusion and an active lifestyle. Active Sport, founded and managed by people with motor disabilities, is today a point of contact nationwide in terms of number of members and sports facilities for Paralympic sports, such as wheelchair tennis, hand bike, swimming, badminton and sailing. Activities are open to everyone: men, women, children, who have the opportunity to freely choose whether to start a recreational activity or a competitive sport.

Thanks to our support, among other things, various projects are carried out in schools and conferences are organised.
We are the Title Sponsors of the international wheelchair tennis tournament **"Camozzi Open - Memorial Cav. Attilio Camozzi"**, which hosts athletes from all over the world. In 2021, faced with the numerous health protocols, the "Camozzi Open" could not take place and was rescheduled for 2022.

The Second Regional Team Championship was organised in its place, strengthening the Lombard wheelchair tennis movement, which boasts about 40% of the nation's wheelchair tennis athletes. In the field of inclusion, we also support the associations Icaro (wheelchair basketball) and MITE (participation of the visually impaired in rally competitions).

During 2021, our Camozzi Automation branch in the Czech Republic also sponsored various sporting events of the national **Floorball** team, one of the main sports in the country.

The choice of this sport derives from the fact that it is a sport for everyone, genderless, widely played by young people, and it teaches important values such as respect for others.

We are also engaged in support activities for cultural initiatives. In addition to being part of Alleanza Cultura, a fundraising project to support **Fondazione Brescia Musei** and its activities, in 2021 we announced a competition with **Accademia di Belle Arti Santa Giulia in Brescia and with LABA**, Libera Accademia di Belle Arti, in Brescia, for the purpose of creating the 2022 annual calendar of the Camozzi Group. Young students were asked to express their views on the theme of **"Humanism and Technology"**:

"What seemed like science fiction only a few years ago is now reality. Technology changes our lives and requires us to reflect. It is a strategic asset for companies and for society as a whole, but technology alone has no meaning without a new paradigm of humanism. The relationship between the manufacturing world and human nature - its culture, traditions and future prospects - cannot and must not be overlooked."

The students whose works were selected and included in the calendar were given an award at the related event.

Lastly, **the donation to the President of the Italian Republic of the painting "Genova. Il ponte sulla città"** (Genoa. The bridge over the city), painted for the Camozzi Group by the Milanese painter Alessandro Papetti, was of great importance. This work of art represents the **new Genoa San Giorgio bridge**, in the construction of which we collaborated by creating a unique robotic monitoring system together with Istituto Italiano di Tecnologia (IIT). We decided to have the painting created and to donate it to the President, an institution that symbolises the country's unity and cohesion: in addition to technology and safety, the bridge is an image of reconstruction, rebirth and national pride. The painting will be exhibited and made available to all Italians.

I wanted to represent the bridge for what it is. In this case it is not just a point of conjunction, but it is something that mends a fracture that was not only physical, but above all moral and tragic. This rebirth somehow has a very strong symbolic value, which I wanted to represent with silent objectivity and respect.

Alessandro Papetti

Notes on the calculation method

The criteria used in calculating some of the indicators included in this Sustainability Report are shown below. Some data have been restated with respect to the previous document in light of a refinement in the calculation methodology and in the scope of data collection.

ENERGY CONSUMPTION

The Camozzi Group's energy consumption was calculated in terms of gigajoules (GJ) using the UK DEFRA (Department for Environment, Food & Rural Affairs) "UK Government GHG Conversion Factors for Company Reporting" as a source for the conversion factors for the years 2020 and 2021.

GHG EMISSIONS

Greenhouse gas emissions were calculated according to the principles of the GHG Protocol. In particular, it should be noted that the only greenhouse gas considered for purchased electricity was carbon dioxide (tCO2), while the tons of carbon dioxide equivalent (tCO2eq) were considered for fuel and combustibles, in line with the sources of emission factors used.
Self-produced energy through photovoltaic systems was not included in the calculation of emissions as it was considered to produce zero greenhouse gas emissions.

- **Scope 1 direct emissions**: : with regard to the consumption of natural gas, petrol, diesel, LPG and fuel oil, the emission factors listed in the UK Government GHG Conversion Factors for Company Reporting of the UK DEFRA (Department for Environment, Food & Rural Affairs) were used for the years 2020 and 2021.
- **Scope 2 indirect emissions**:indirect emissions are equal to the consumption of purchased electricity. For the calculation of these emissions, the location-based methodology was used, making use of emission factors for each country in which the Group operates, as shown in the tables published by Terna in the section "International Comparisons", whose source is Enerdata. The factors were used in their most recently available versions: the 2018 version for the calculation of 2020 emissions and the 2019 version for the calculation of 2021 emissions. For the calculation of emissions from district heating, the emission factors listed in the UK Government GHG Conversion Factors for Company Reporting of the UK DEFRA (Department for Environment, Food & Rural Affairs) were used for the years 2020 and 2021.

INJURY RATES

Injury rates were calculated according to the following methods:

- the injury frequency rate was calculated as the ratio between the total number of injuries and the total number of hours worked, multiplied by 1,000,000;
- the injury severity rate was calculated as the ratio between the total number of working days lost due to injury and the total number of hours worked, multiplied by 1,000.

GRI CONTENT INDEX

GRI STANDARD	Indicator GRI	DESCRIPTION	REPORT REFERENCES – NOTES
GRI 102: GENERAL INFORMATION			
Organisation profile	102 - 1	Organisation name	Methodological note; Our history, our numbers, our values
	102 - 2	Activities, brands, products and services	Our history, Our numbers, Our values; 11 companies for 5 divisions
	102 - 3	Head Office Location	Methodological note
	102 - 4	Activities Location	Methodological note; The Camozzi Group's People
	102 - 6	Markets served	Methodological note; 11 companies for 5 divisions; The Camozzi Group's People
	102 - 7	Organisation size	Methodological note; The Group's numbers in 2021; The Camozzi Group's people; Economic value generated and distributed
	102 - 8	Employee information	Methodological note; The Camozzi Group's People
Strategy	102 - 14	Statement by a senior executive	The President Speaks
Ethics and integrity	102 -16	Values, principles, standards and rules	The Camozzi Group's Approach
Stakeholder engagement	102 - 43	Stakeholder engagement methods	The materiality matrix
Reporting practices	102 - 46	Definition of report content and topic perimeters	Methodological note; The materiality matrix
	102 - 48	Information review	Notes on the calculation method
	102 - 49	Reporting changes	Notes on the calculation method
	102 - 50	Reporting period	Methodological note
	102 - 51	Date of most recent report	Methodological note
	102 - 52	Reporting frequency	Methodological note
	102 - 53	Contact details to request information about the report	Methodological note
	102 - 54	Reporting Statement in compliance with the GRI standards	Methodological note
	102 - 55	GRI Content Index	GRI Content Index

GRI STANDARD	Indicator GRI	DESCRIPTION	REPORT REFERENCES – NOTES
GRI 200: ECONOMIC			
GRI 201 Business Performance	201 - 1	Economic value directly generated and distributed	Economic value generated and distributed
GRI 300: ENVIRONMENTAL			
GRI 301 Materials	301 - 1	Materials used by weight and volume	Materials and resources entering the production process
	301 - 2	Used materials originating from recycling	Materials and resources entering the production process
GRI 302 Energy	302 - 1	Energy consumed within the organisation	Energy consumption and emissions: The Group's performance
GRI 303 Fresh and waste water	303 - 3	Water withdrawals	Water resources
GRI 305 Emissions	305 - 1	Direct GHG emissions	Energy consumption and emissions: The Group's performance
	305 - 2	Indirect GHG emissions from energy consumption	Energy consumption and emissions: The Group's performance
GRI 306 Waste	306 - 3	Waste produced	Waste Management
	306 - 4	Waste not allocated for disposal	Waste Management
	306 - 5	Waste allocated for disposal	Waste Management
GRI 400: SOCIAL			
GRI 401 Employment	401 - 1	Recruitments and turnover	Recruitments and terminations
GRI 403 Occupational health and safety	403 - 5	Employee training on health and safety in the workplace	Training
	403 - 6	Promotion of the workers' health	Health and safety management: our initiatives
	403 - 9	Injuries in the workplace	Health and safety management
GRI 405 Diversity and equal opportunities	405 - 1	Diversity in governance bodies and among employees	The Camozzi Group's People
GRI 413 Local communities	413 - 1	Activities requiring the involvement of local communities, impact assessments and development programs	Economic value generated and distributed; The Group's relationship with the communities in which it operates

Sustainability Report 21

Creating value for the future,
a continuous and conscious undertaking.

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