



**Diemme
Filtration**



Sustainable Innovation for a Trusted Future
A Journey of Sustainability in Industrial Filtration

Sustainability Report 2023



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Methodological note: throughout the document the comma is used for thousands, the dot for decimals.



Letter to stakeholders



Rosario Eduardo Tagliarvini
CEO of Diemme Filtration



Giuseppe Ferraro
CFO of Diemme Filtration

Dear stakeholders,

The publication of this inaugural **Sustainability Report** by Diemme Filtration is intended to demonstrate our company's commitment to social and environmental responsibility and to provide an objective basis for measuring our contribution to a more sustainable world.

Since its inception, Diemme Filtration has been at the forefront of developing innovative solutions aimed at protecting the environment and natural resources. The technologies we develop, which mainly relate to the treatment of industrial slurry and water, contribute significantly to our customers' overall reduction of environmental impact.

In particular, we have achieved outstanding results in the mining industry in recent years, making this sector much more sustainable and socially acceptable.

In a world where natural resources are growing increasingly scarce, we have pioneered the filtration of **tailings**, waste deriving from mining activities. Our innovative technique allows these wastes, normally disposed of as semi-liquid slurry, to be stored in solid and inert form and recovered, thus reducing risks to the environment and people.

With our cutting-edge technologies, we are contributing concretely to making the mining industry, which is indispensable for ensuring the availability of the metals needed for the transition to a low-carbon economy, safer for people and less harmful for the environment.

Our growth strategy is organized into several time frames.

In the short term, our goal is to achieve operational excellence based on the combination of safety and productivity. Over the years, we have implemented rigorous measures to ensure safe and secure working environments for our employees, and we are proud to be undergoing certification for the **ISO 45001** standard, an international standard that specifies requirements and directions for occupational health and safety management systems.

Improvements in productivity will be achieved by reviewing internal processes and improving workflows, reducing waste and eliminating inefficiencies.

To achieve this, we have invested in consultation, training, and studies to equip the company with the knowledge necessary to organize work in the production departments based on standardized methods and procedures, as well as verification and control mechanisms in line with industry best practices.

The new production plant in Lugo, inaugurated in January of this year, has been designed to be a site of excellence in terms of reduced emissions and responsible use of resources. It is a concrete example of how industrial efficiency and environmental protection can be combined.

The construction of the new factory represents a significant expansion of our production capacities. This new facility represents the fruition of a vision that has guided our strategic decisions for several years: to combine innovation and sustainability in order **to ensure that future generations have access to an industry that respects the environment and promotes personal development.**

Our decision to invest in Italy, in Lugo, demonstrates our commitment to **quality** and **innovation**, even in a global setting where competitive challenges are intensifying.

The project is not yet complete. Further developments are planned for 2025, including the expansion of the laboratories and the creation of new spaces for employee parking and electrical panel production.

The construction of the new production center marks the first step in a transformation that will touch on every aspect of our business, from production processes to customer relations. The **Customer Service** department will be particularly affected, evolving to become a strength of our organization.

In the near term, our objective is to reinforce our technical expertise. The industrial sector is undergoing a transformation driven by the need to reduce consumption and improve environmental performance. To maintain our position as industry leaders, we will continue to invest in innovation. The new **GHT5000F Domino** line, which is over 48 meters long, 7 meters wide, and weighs 500 tons, represents the future of industrial filtration in mining. It enables us to undertake global projects and respond to a market that is focused on recovering resources.

Our success is made possible by the dedication and training of our employees. At Diemme Filtration, we make ongoing investments in the development of our personnel's skills through training and professional development programs. This ensures that our company team is always prepared to face the challenges of tomorrow.

Our corporate culture is based on the active involvement of employees and the creation of a stimulating working environment in which all can contribute to collective success. This process allows us to promote a corporate culture based on a passion for innovation. We are convinced that investing in our employees is the most effective way to ensure that the company can successfully meet future challenges.

We have always sought to foster **solid, long-lasting relationships with customers and suppliers based on transparency and mutual trust**. This approach allows us to gain a deeper understanding of our partners' needs and provide tailored solutions that not only enhance operational efficiency but also reduce their environmental impact by delivering tangible, measurable results. This collaborative approach is at the core of our medium-term strategy, enabling us to serve as a **trusted, expert partner**.

Our long-term vision is to create a better future through product and process innovation while maintaining a responsible view of our overall impact. Diemme Filtration is committed to maintaining its position as a leader in the filtration technology sector. We are driven by financial profits and returns, as well as our contribution to global sustainability. This includes supporting the energy transition through the use of our equipment to mine and refine lithium and other metals essential for this purpose.

One of the most illustrative examples of our long-term commitment is our majority shareholding in **B-Plas, an innovative start-up company** that is developing technologies to transform waste sludge into organic and biodegradable plastics. This project represents a new frontier in the circular economy and an important step towards reducing sludge generated by water treatment plants and reusing resources. It is a concrete example of our commitment to a circular and sustainable economy that considers not only profits, but also responsibility towards the environment and future generations. In the coming years, we will continue to invest in similar projects, convinced that innovation is the key to long-term success.

We are equally committed to the local area in which we operate. We have always believed that a company's success is inextricably linked to the wellbeing of the people and communities around it. In order to ensure the continued success of our company, we have invested in the talent, training, and safety of our employees in recent years.

Furthermore, we are dedicated to enhancing our role in fostering the growth of the communities in which we operate. Our long-term strategy encompasses a series of initiatives designed to bolster the region's economy through job creation and investment in training, research, and technological development programs, including the Lugo branch of the **University of Bologna's Mechatronics Degree**. We believe that collaboration with communities and the promotion of inclusive development are essential for creating a lasting positive impact on the communities in which we operate.

This year marks the beginning of a period of growth and innovation, which we anticipate will continue in the coming years. We are prepared to meet the challenges ahead with the same determination that has brought us this far.

We are optimistic about the future and confident that our commitment to sustainability, innovation, and passion will enable us to reach new heights and strengthen our leadership in industrial filtration. This inaugural Sustainability Report marks a significant milestone, but it is only the beginning of our journey toward responsible growth.

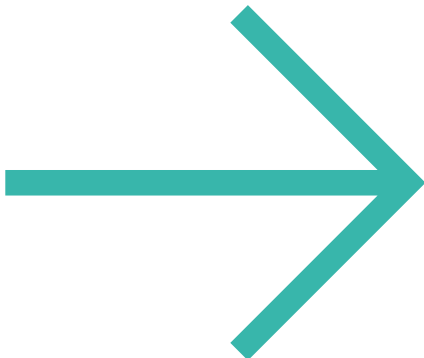
We will continue to innovate, invest in people and technology, and collaborate with customers to create a long-lasting positive impact. We thank our stakeholders for their support and trust as we prepare to face future challenges for a more sustainable and prosperous world.

Rosario Eduardo Tagliavini
CEO of Diemme Filtration



Giuseppe Ferraro
CFO of Diemme Filtration





Governance

2011

year of incorporation

6%

investments in R&D and technological innovation

99 million €

value of production 2023

UNI EN ISO 9001 certification

since 2011

Social

160

employees in 2023

+20

hires in 2023

3,120

hours of training

18.6

average hours of training per employee

16

paths for cross-functional skills and orientation

97%

permanent contracts

Environment

-21%

energy intensity (vs 2022)

8,416 GJ

energy consumed in 2023

-23%

Scope 1 and Scope 2 emissions (vs 2022)

598 t

Scope 1 and Scope 2 emissions in 2023

-11%

water intensity (vs 2022)

2,784 m³

water consumed in 2023

-16%

waste generated (vs 2022)

193 t

waste generated in 2023

Profile and identity

1

About us

GRI 2-6

The Diemme® Filtration brand was established in the early 1970s when the filters produced by Diemme Spa expanded beyond the traditional applications of the food industry to establish a strong presence in other industrial sectors, offering innovative solid-liquid separation technology.

In those years, the filterpress emerged as the preferred solution for the treatment of industrial and municipal sludges, leading to the establishment of the Filter Division within Diemme: a new business unit specialized in industrial filtration.

The evolution of the company

1923	1970	2011	2013	2016	2022	2023
The Diemme® brand is established with the development of the first pressing and separation machines for the agri-food industry.	Diemme® Filtration technologies are expanded to encompass other industrial processes.	The filtration division is spun off from the parent company and subsequently acquired by Passavant-Geiger, a company within the multinational Bilfinger Berger Group.	Passavant-Geiger is renamed Bilfinger Water Technologies, and all group companies are instructed to align their corporate names with the new brand.	Bilfinger Water Technologies is acquired by the Techcent Group and subsequently renamed Aqseptence Group.	As part of a rebranding campaign initiated by Aqseptence Group, the company reverts to its original name, Diemme Filtration.	Aqseptence Group is acquired by Oaktree Capital Management.

In 2011, Diemme Filtration Srl was established, assuming ownership of the Diemme® brand and all industrial filtration operations previously held by Diemme Spa. Diemme Filtration is currently part of the Aqseptence Group, representing the "Filtration & Thickening Systems" segment of the organization.

Over the years, we have successfully seized new opportunities, continually expanding our scope and adapting

our technologies to new applications as they emerged.

Over time, the filterpress has been used in an increasing number of sectors and has become indispensable for **dewatering wastewater sludge**, making a significant contribution to reducing the environmental impact of the most polluting industrial activities.

Over the years, we have continued to develop and refine our solutions, **introducing technological innovations that have further improved the efficiency and reliability of our products.**

Diemme Filtration offers a **comprehensive range of filterpresses, available in a variety of sizes, designs, and for use in diverse industrial applications.** All products are highly customizable to meet the specific needs of customers based on their production processes. The diversification of the product portfolio has enabled the company to serve an international clientele and strengthen its presence in global markets.

Our commitment to product innovation has been reinforced with the **introduction of a high-rate thickeners line for**

the mining sector. This new solution has expanded our capabilities in solid-liquid separation, allowing us to offer our customers even more comprehensive and integrated solutions.

Our evolution has been driven by constant adaptation to market demands and a relentless focus on research and development. With **a forward-looking vision and a solid technical foundation**, we have established ourselves as a global leader in industrial filtration. Our history exemplifies how innovation and the ability to anticipate trends can drive sustainable growth and success for a company.

Diemme Filtration locations



Background

¹**Water scarcity is one of the most pressing challenges of our time**, with significant implications for industry, agriculture and everyday life. Limited access to clean and safe water resources requires innovative solutions to ensure sustainable and efficient use of available water. In this context, and in the main markets in which Diemme Filtration operates, industrial filtration is emerging as an indispensable tool for maximizing and optimizing the use of water.

For these reasons, **the industrial filtration sector is experiencing rapid growth**. It is estimated that the total industrial filtration market, which includes both gas and liquid filtration, will grow at a compound annual growth rate (CAGR) of 6% from 2022 to 2029. This growth will increase **the total market value to over \$50.37 billion by 2029**, up from \$29.50 billion in 2020, with liquid filtration being the largest segment.

The mining industry, a key market for Diemme Filtration, is under pressure to reduce the environmental impact of its activities. Mining companies are adopting advanced technologies to minimize the production of waste slurry, known as "tailings", and to improve the management of existing waste. These include water recovery and more efficient mineral separation techniques to reduce the volume of waste generated.

To reduce the risk of environmental disasters caused by tailings dam collapses, mining companies are investing in more reliable stabilization solutions, such as new dry-stacking methods. These methods reduce the need for large tailings dams. In addition, some governments are introducing stricter regulations on tailings management, pushing mines to meet higher standards and ensuring that practices do not compromise the health and safety of local communities.

¹ Industrial Filtration Market by Type, Product, Filter Media and by Region, Global Trends and Forecast from 2022 to 2029 – Exactitude Consultancy (www.exactitudeconsultancy.com/it/reports/13993/industrial-filtration-market/).



Vision, mission and values

Vision

Engineering Filtration for the Future.

Mission

We innovate filtration technologies for global industries, leveraging our expertise to enhance efficiency, reduce costs, and promote environmental sustainability. By continuously developing the skills of our team and working closely with customers, we build trust and deliver reliable services alongside customized, data-driven solutions.

Value

Safety

A fundamental value, especially in industries with physical and operational risks. It reflects our commitment to protecting employees, customers, and stakeholders.

Responsibility

Demonstrates accountability and ethical behavior. It means the organization takes responsibility for its actions and decisions, ensuring reliability and integrity.

Respect

Essential for fostering a positive organizational culture. Respect nurtures healthy relationships within teams and with customers, ensuring collaboration and trust.

Trust

A cornerstone for long-term success. Trust strengthens customer relationships, improves team cohesion, and guarantees confidence in the quality of services and products.

Competence

Emphasizes a focus on skill and the ability to deliver high-quality results. It is critical for credibility in specialized sectors, ensuring that the team is knowledgeable and capable.

Passion

Adds an emotional dimension to the list. Passion drives innovation, motivation, and commitment to excellence, signaling that the team is deeply engaged in their work.

Creativity

Encourages innovation and problem-solving. It is vital in industries that depend on new ideas and approaches, showcasing the organization as forward-thinking and adaptable.

Market presence and business model

Diemme Filtration is a global leader in solid-liquid separation, providing innovative systems to a wide range of industries, including **mining, pharmaceutical and chemical, construction and infrastructure, and food and beverage**. This versatility has enabled us to expand our global presence and, over time, strengthen an already solid international reputation.

Our product portfolio includes filterpresses and thickeners, typically supplied as complete filtration systems with all the necessary accessories and auxiliaries for operation.

Filterpresses

Filterpresses are at the heart of our business. Each system is designed and manufactured to meet the specific needs of our customers, ensuring **solutions that perfectly match their application requirements**. We offer a full range of models, from overhead to side beam designs, in all sizes, which can be customized to suit the processes and standards of different applications.







Thickeners

Designed to optimize installation and operating costs, our thickeners are available in bridge or column supported configurations with diameters in excess of 40 meters. Whether using steel or concrete basins, Diemme thickeners are tailored to the specific requirements of each project, ensuring durability, robustness and significant performance improvements to the filterpresses.

Our business model is based on **sectoral and geographical diversification and engineering solutions**.

These elements, combined with a strong focus on innovation, drive Diemme's growth and have contributed to strengthening our global leadership in solid-liquid separation technologies.

Some examples of industries and applications

		
Chemical and Pharmaceutical	Dredging and Soil Remediation	Food & Beverage
		
Power Industry	Quarrying and Recycling	Red Mud

	
Mining and Metals	Oil & Gas
	
Second-generation Bioethanol	Wastewater Treatment

Our proposal

GRI 2-6

Our company stands out on a global scale for its ability to supply **complete and integrated filtration systems**. This technical approach, which requires a significant investment in plant engineering, allows us to develop solutions that are perfectly tailored to the unique characteristics of each operating scenario. These solutions significantly improve the efficiency and sustainability of our customers' operations.

Filterpress filtration is considered the most effective and economical dewatering method for many industrial applications. It is widely used in both production processes and for the treatment of various types of slurries.

Diemme systems are recognized for their **robustness and reliability**, the result of a constant commitment to process and product innovation.

An example of technological excellence is the **GHT5000F Domino** model, the largest filterpress in the world. Designed to meet the production requirements of the world's largest mines, this exceptional machine, the only one of its kind, is capable of dewatering millions of tons of slurry per year. It is part of the GHT-F family, Diemme's flagship product line.



The **GHT-F** model is designed for high capacities and **highly filterable materials**. It is primarily used in the mining and metallurgical sectors, for example for dewatering metal concentrates prior to refining.

Known for its versatility, the **GHT-P** overhead beam filter is suitable for many of the industries served by Diemme. Its advanced design allows a high number of filtration cycles and supports plate packs of over 200 elements. Together with the GHT-F model, it belongs to the **heavy duty** category, offering **unmatched productivity** and reliability.



The **GHS** model is characterized by its **robustness and easy access to the plate pack**. This highly customizable model is ideal for industries such as chemical, pharmaceutical, food and beverage, and oil and gas.

The **ME** filter is an extremely versatile model that has been enhanced in recent years with new technological features and additional size options. **Fully automatic**, it is adaptable to a wide range of industries, including mining and chemicals.

For industrial processes with **limited daily filtration cycles** and low filterability products, Diemme Filtration offers the **AUTOMAT** side beam filter line.



This model is available in various sizes and can be equipped with additional options such as a weighing system and plate shaking mechanisms.

Finally, the **KE** filter is the smallest machine in our portfolio. Designed for manual operation, it is ideal for limited sludge volumes such as those found in pilot plants.



Our high-rate thickeners complement the filters and play a crucial role in the slurry treatment process. Their primary function is to increase the concentration of suspended solids, thereby improving filterability and reducing cycle times, which are directly affected by the solid's concentration in the effluent. This increases productivity and reduces overall investment costs for the customer.

Each thickener (as with other Diemme Filtration products) is the result of laboratory testing on customer samples, ensuring a tailor-made selection for optimum performance. Thickeners are used in a wide range of industries, particularly in the production and processing of aggregates and in the mining sector.

Sustainability strategy

2

Our journey

The most important actors in the fight against climate change are companies that have a direct impact on the environment. With this in mind, we at Diemme Filtration have embarked on a sustainability journey in recent years, adopting a comprehensive and holistic approach to address our impact on the environment and the resources and ecosystems involved.

Through a participatory process involving the Board of Directors and the recently established Sustainability Committee, we have undertaken several activities to deepen our understanding of our environmental and social impacts. We carried out an ESG assessment, which allowed us to identify best practices in the industry and to determine the issues on which we should focus our efforts.

Strategically, we embarked on a consulting journey, supported by a renowned ESG consulting firm, to identify and implement priority actions to reduce our environmental impact. In fact, we initiated a UNI ISO 14064-certified study of our corporate carbon footprint to understand and reduce our carbon emissions. In 2023, we began work on publishing our first Sustainability Report, a landmark document that will reflect our progress and future goals in environmental, social and governance (ESG) sustainability.

These steps demonstrate our concrete commitment to promoting responsible and sustainable business. We are committed to continuing on this path, making a positive contribution to the fight against climate change and providing an example of industry leadership in sustainable innovation.

Strategy: pillars, actions and goals

As part of its ongoing commitment to sustainability, Diemme Filtration has initiated an important strategic path based on five strategic pillars organized around key themes and specific actions for the period 2024-2027. The plan focuses on initiatives aimed at improving environmental, social and governance performance.

The strategic pillars are key areas that we have identified and are committed to focusing on to ensure a positive and lasting impact on the environment and the people with whom we interact and who are affected by our actions.

	<p>People</p> <p>Valuing people and spreading a corporate culture aware of respect for diversity and oriented towards equal treatment. Ensuring continuous training, wellbeing and opportunities for growth to foster personal and professional development, listen to and involve employees, and promote a healthy, multicultural, safe and secure working environment for all employees.</p>	
	<p>Company</p> <p>Implementing integrated sustainability governance in various corporate, decision-making and operational processes to identify risks and opportunities related to the environmental, social and governance spheres. Operating with the utmost transparency and ethics, adopting practices that reflect the highest standards of integrity and legality. Presiding over ESG factors consistently and responsibly to create sustainable value in the medium to long term for all stakeholders, while protecting and developing the company's reputation.</p>	
	<p>Planet</p> <p>Reducing environmental impacts by increasing energy efficiency, using technologies and designing solutions that can help optimise the use of water resources. Promoting good practices of circularity, recycling and reuse of resources and integrating strategies to reduce and offset emissions.</p>	
	<p>Community</p> <p>Committing ourselves to caring for the local area through active community involvement, creating brand awareness by promoting partnerships with universities and schools, participating in local initiatives and supporting cultural and social projects that enrich our society.</p>	
	<p>Innovation</p> <p>Moving towards process and product innovation, integrating advanced technologies such as artificial intelligence, and optimising the value chain through collaboration while building virtuous synergies with our stakeholders.</p>	

The strategic plan reflects our commitment to positioning ourselves as a competitive player in the industrial filtration sector due to our technological efficiency and environmental and social responsibility.

We will continue to closely monitor the implementation of these actions, regularly measuring our progress and adapting our approach to new challenges and opportunities in the global sustainability landscape.



Stakeholder relations

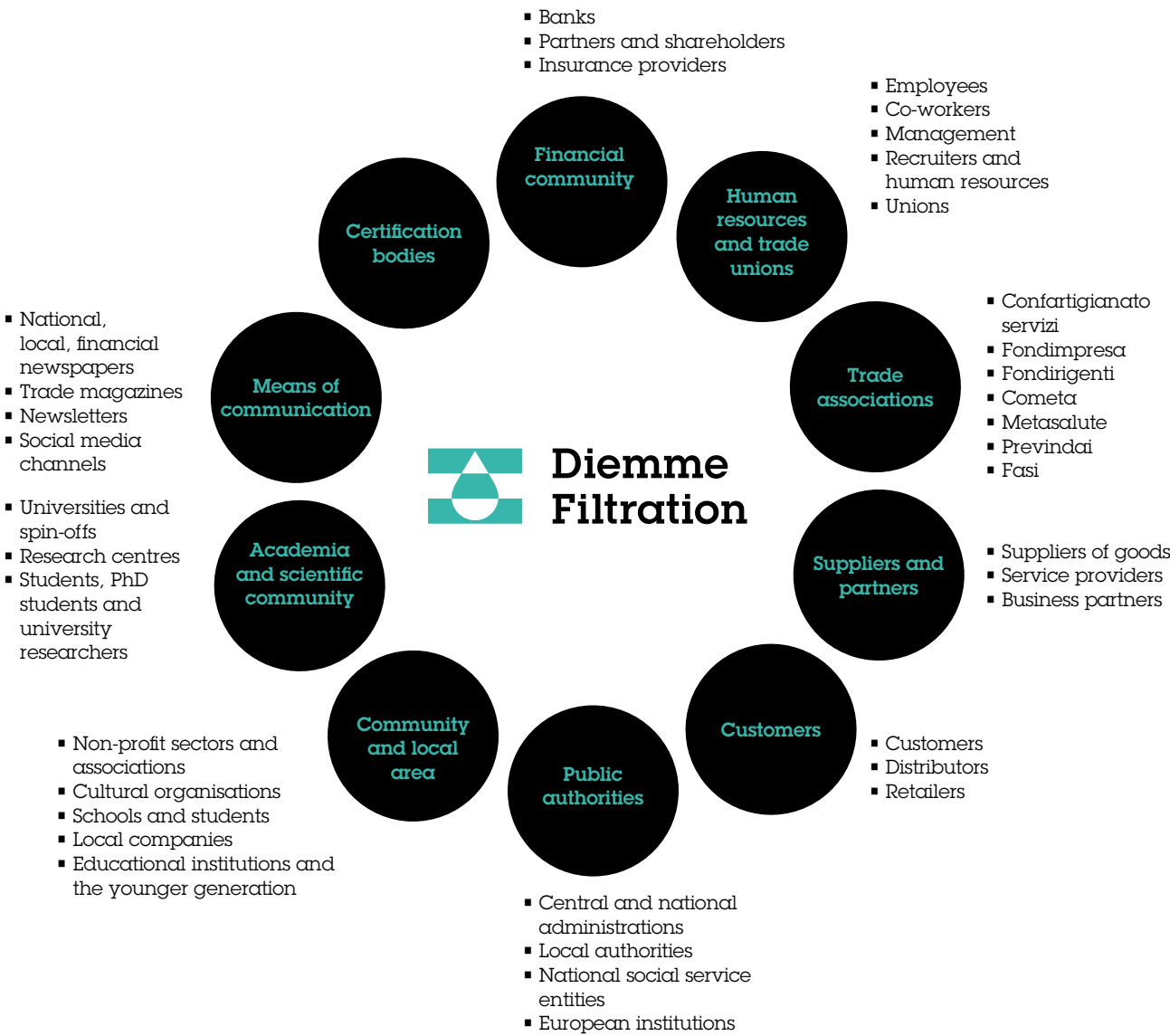
GRI 2-29

Stakeholders are individuals or groups who have an interest in the activities and decisions of the company. Each of these stakeholders can be influenced by the company's actions and can in turn influence the company itself through their support, opinions and demands.

For Diemme Filtration, maintaining positive relationships and actively collaborating with stakeholders is fundamental to its commitment to sustainability.

The macrocategories of stakeholders with whom Diemme interfaces are outlined below:

The Diemme Filtration stakeholder map



An open and continuous dialogue with these groups allows us to gain a deeper understanding of their needs and expectations, as well as to identify and manage potential risks associated with our operations. **This mutual interaction reinforces trust and transparency and also guides us in the creation of shared value**, where corporate success is integrated with the well-being of the parties and their interests.

For Diemme Filtration, **our relationship with stakeholders is therefore a central element that guides our strategies and actions for a more sustainable and responsible future.**

Stakeholder engagement activities

Engagement with stakeholders is essential for understanding their expectations, interests, and opinions, and should be prioritized as a core business practice. Engagement with stakeholders in a positive and attentive manner enables companies to define their objectives with greater clarity and facilitates the decision-making process.

In 2023, Diemme Filtration initiated the process of identifying and mapping stakeholder interests. This activity will involve direct stakeholder dialog with the objective of understanding their expectations for the coming years.

For each stakeholder category, we identified the current information channels and specific forms of involvement.

The objective of this process is **to establish a robust foundation for future stakeholder interactions**, ensuring that their perspectives are heard and considered in our corporate strategies and decision-making processes.



Interests and forms of stakeholder engagement

Category	Interests	Forms of involvement	
Public authorities	<ul style="list-style-type: none">▪ Responsible governance▪ Transparent management	<ul style="list-style-type: none">▪ Website▪ Annual reports	<ul style="list-style-type: none">▪ Periodic declarations▪ Social services fund▪ Entratel
Community and local area	<ul style="list-style-type: none">▪ Supporting local initiatives▪ Economic support for local associations▪ Economic support for the local area	<ul style="list-style-type: none">▪ Fairs and events, specific meetings, open days▪ Meetings and local events▪ Social media	<ul style="list-style-type: none">▪ Website▪ Donations, press releases, sponsorships
Academia and scientific community	<ul style="list-style-type: none">▪ Collaborative opportunities for training undergraduates▪ Opportunities for collaboration▪ Financial stability▪ Financing	<ul style="list-style-type: none">▪ Fairs and events, specific meetings▪ Career days	
Means of communication	<ul style="list-style-type: none">▪ News and innovations	<ul style="list-style-type: none">▪ Personal meetings▪ Social media▪ Website	
Certification bodies	<ul style="list-style-type: none">▪ Maintenance of certifications	<ul style="list-style-type: none">▪ Audit days▪ Specific meetings	
Financial community	<ul style="list-style-type: none">▪ Long-term economic and social sustainability	<ul style="list-style-type: none">▪ Website▪ Company balance sheets	<ul style="list-style-type: none">▪ BoD▪ Specific meetings▪ Emails
Human resources and trade unions	<ul style="list-style-type: none">▪ Job stability▪ Occupational wellbeing▪ Responsible governance	<ul style="list-style-type: none">▪ Website▪ Notice board▪ Social media▪ Individual meetings▪ Corporate events	<ul style="list-style-type: none">▪ Training and awareness-raising activities, professional development opportunities▪ Regular meetings▪ Emails▪ Newsletters
Trade associations	<ul style="list-style-type: none">▪ Product quality▪ Product safety▪ Innovation	<ul style="list-style-type: none">▪ Website▪ Comparison meetings▪ Emails	<ul style="list-style-type: none">▪ Training and awareness-raising activities, professional development opportunities▪ Regular meetings▪ Emails▪ Newsletters
Suppliers and partners	<ul style="list-style-type: none">▪ Continuity of working relations▪ Business integrity▪ Economic sustainability	<ul style="list-style-type: none">▪ Website▪ Contract documents▪ Regular meetings▪ Vendor list▪ Emails	
Customers	<ul style="list-style-type: none">▪ Product quality and safety, process efficiency, respect for the environment▪ Customer care▪ Business integrity	<ul style="list-style-type: none">▪ AIDA customer service▪ Social networks▪ Newsletters▪ Website▪ Press releases	<ul style="list-style-type: none">▪ Complaint and dispute management▪ Specific meetings and web meetings▪ Trade fairs/conferences▪ Academy portal▪ Events/open days

Materiality assessment

GRI 3-1 | GRI 3-2

Material topics represent an organization's most significant impacts on the economy, environment and people, which substantially influence stakeholder assessments and decisions.

A topic is considered material when it is perceived as relevant by stakeholders, because it affects their decisions and can have a substantial impact on the company's economic, environmental, and social performance.

The process of identifying material topics undertaken during the reporting period in question was conducted with direct involvement from the management team, specifically the CEO and CFO, in collaboration with the Sustainability Committee. The following steps were followed:

Internal materiality assessment

To identify sustainability topics, we analyzed the ESG issues deemed relevant for the sector, resulting in 10 topics in the initial phase.

These were then investigated in detail in relation to their significance for the company and priority for action through a survey submitted to top management.

This process resulted in a preliminary review and re-analysis of the topics, leading to the identification of **nine focus areas for this inaugural Sustainability Report**.

Concurrently, **seven relevant topics were identified** as representative of the sustainability impacts generated by Diemme Filtration Srl, for which monitoring actions are ongoing. Although not material, they are reported in this Sustainability Report.

The reporting on these material topics will be developed in future years as the business grows and evolves.

The process

- 1

Mapping stakeholders and their forms of involvement
- 2

Analysis of market scenarios and prospects, in-depth analysis of national and international comparables (benchmark analysis)
- 3






SASB (Sustainability Accounting Standards Board) analysis, materiality map, for the industrial machinery and goods sector
- 4

Identification of the list of ESG topics and internal materiality assessment
- 5

Interviews with company representatives on the business model and corporate priorities
- 6

Validation of material topics and levels of priority assigned by the Management and Sustainability Committee



Area E	Description	
Material topics		
Water resource management	Promoting responsible water use through our products	 
Relevant topics		
Energy efficiency of the products	Manufacturing products with a lower environmental impact by improving their energy efficiency, implementing circular economy processes, pursuing full resource efficiency in their operation and reducing product life cycle emissions.	  
Area S	Description	
Material topics		
Health and safety	Creating and promoting a culture of personal safety in the workplace	  
Product quality and safety	Good practices to maintain high standards of product quality and safety	 
Training and skills development	Initiatives to strengthen the company's know-how and attract talent	   
Talent acquisition and retention	Initiatives to strengthen the company's know-how and attract talent	   
Relevant topics		
Brand awareness and relationship with local communities	Initiatives to promote local activities and community engagement	   
Diversity, inclusion and equal opportunities	Good practices for diversity and equity	  
Welfare and occupational wellbeing	Protecting wellbeing and promoting a welcoming, stimulating and positive working environment	  
Area G	Description	
Material topics		
Research & Development	Improving products through technological innovation and R&D activities	  
Customer satisfaction	Initiatives to support and involve customers at all stages of product purchase and use	 
Business transparency and integrity	Promoting business according to the principles of transparency and integrity	  
Information security	Responsible handling of customer data, ensuring respect for privacy	
Relevant topics		
Responsible governance	Integration of ESG principles in corporate management	  

**Company: corporate
governance**

3

Corporate governance and organizational structure

GRI 2-9 | GRI 405-1

A system of **responsible corporate governance** is fundamental for ensuring proper company operations. In a global setting increasingly focused on sustainability and corporate social responsibility, a transparent and ethical approach to governance is a key competitive advantage for succeeding in the market.

Corporate Bodies

The company adopts a **collegial multi-person administration system**, characterized by the presence of a Board of Directors (BoD), a Single Statutory Auditor and a Supervisory Board (SB).

The **BoD** consists of two members: Rosario Eduardo Tagliavini, who serves as chairman of the Board and Chief Executive Officer (CEO), and Giuseppe Ferraro, who serves as a member of the Board and Chief Financial Officer (CFO).

The **Single Statutory Auditor** is Alessandro Gallo: he plays a key role in controlling and supervising the company's activities, ensuring compliance with laws and transparency.

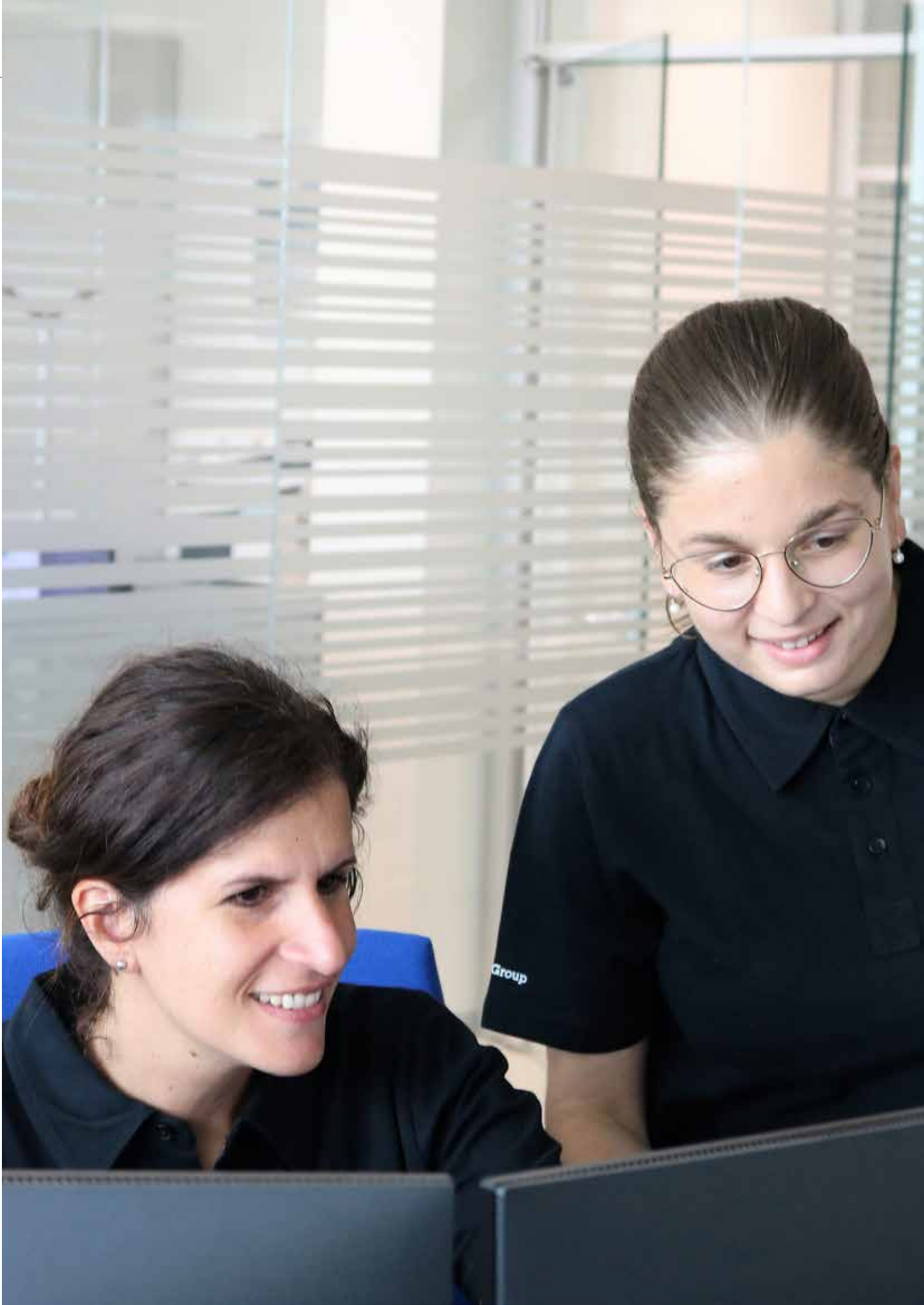
The **Supervisory Board** consists of a chairman - Roberto Nicolucci - and a second member - Alessandro Gallo. The SB is essential to ensure the effective implementation and monitoring of the provisions of Legislative Decree 231/2001.

This organizational structure allows Diemme Filtration to maintain a **balance between strategic and operational governance**, while strictly controlling its operations.

Board of Directors	Role	Age
Rosario Eduardo Tagliavini	Chairman of the BoD and CEO	Older than 50
Giuseppe Ferraro	Member of the BoD and CFO	Between 30 and 50

Single Statutory Auditor	Role	Age
Alessandro Gallo	Statutory Auditor	Older than 50

Supervisory Board	Role	Age
Roberto Nicolucci	Chairman of the SB	Older than 50
Alessandro Gallo	Member of the SB	Older than 50

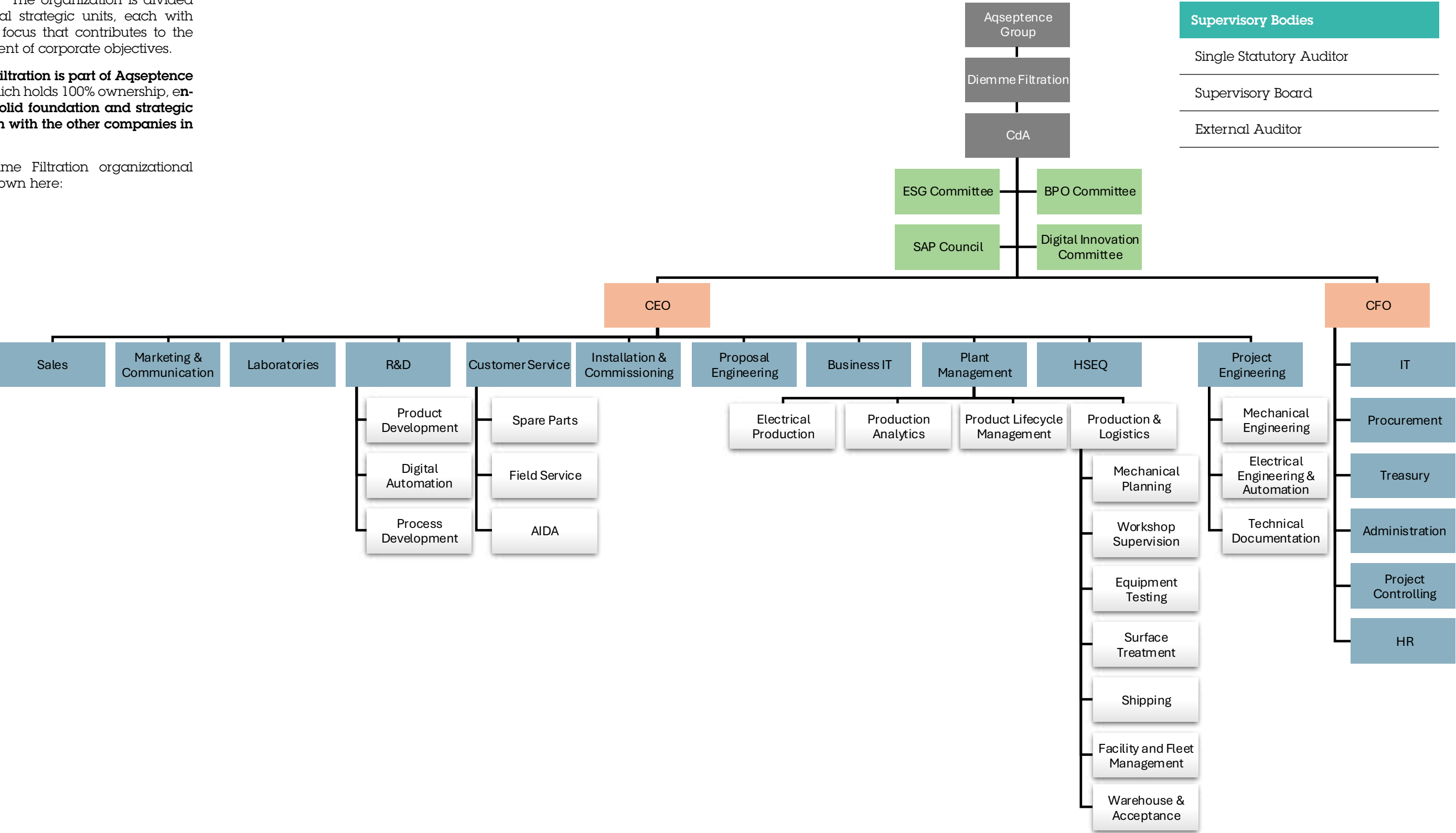


Organizational structure

Diemme Filtration has a robust and clearly defined organizational structure that is designed to promote operational efficiency. The organization is divided into several strategic units, each with a specific focus that contributes to the achievement of corporate objectives.

Diemme Filtration is part of Aqseptence Group, which holds 100% ownership, ensuring a solid foundation and strategic integration with the other companies in the group.

The Diemme Filtration organizational chart is shown here:



Transparency, ethics and integrity

GRI 2-16 | GRI 2-26 | GRI 2-27 | GRI 205-3 | GRI 406-1

At Diemme Filtration, we adhere to the highest standards of **transparency, ethics, and compliance** in all aspects of our operations and governance. To guarantee regulatory compliance and reinforce our corporate culture, since 2013 we have voluntarily implemented an **Organizational and Management Model, developed in alignment with Italian Legislative Decree 231/2001**. This tool enables us to effectively prevent and manage potential misconduct, fostering a corporate culture grounded in integrity and responsibility.

In addition, since 2013, we have established a **Supervisory Board**, which is vital to ensure the effective implementation and supervision of the provisions of Italian Legislative Decree 231/2001. The board is composed of:

- A chairman, Eng. Nicolucci, with high expertise in HSE and solid experience in issues related to Occupational Health and Safety as well as environmental issues. The chairman is directly responsible for checking all implications related to safety and environmental crimes;
- A second member, Dr. Gallo, an expert in economic-financial issues, responsible for checking corporate crimes related to the sphere of anti-corruption.

To support this system, a **Whistleblowing** mechanism was introduced, which enables employees and stakeholders to provide advice or report illegal, improper, or unethical behavior within the organization with the assurance of anonymity.

By fostering a **transparent work environment**, we aim to reduce tolerance for unethical practices and actively address issues that could potentially harm the organization.

We have adopted and are governed by the **Aqseptence Group Code of Conduct**. This code has been distributed to all employees and suppliers and is available on our website to ensure transparency and accessibility. **The code of conduct reflects our dedication to fundamental values such as anti-corruption, ethical conduct, and non-tolerance of any form of discrimination**, including that based on religion, ideology, gender, gender identity, ethnicity, and so on. These principles serve as the foundation for all of our activities and interactions, both internal and external.

Moreover, there were no incidents of corruption, regulatory violations, or discrimination in 2022 or 2023. This provides clear evidence of the strong culture of transparency and ethics that is deeply rooted and widespread within the company.

We believe that a proactive and integrated approach to these values strengthens **stakeholder confidence** and creates lasting value for the company. Our commitment to ethics, transparency, and strict compliance are the foundations of our responsible future.

Information security

GRI 205-1 | GRI 205-2

In regard to information security, Diemme Filtration employs a **proactive and multifaceted strategy** to safeguard sensitive data.

Our Information Security Policy is based on the most rigorous information security management standards. This represents an ambitious commitment to **high standards of information security**, not only for Diemme Filtration but for the entire Group. It marks the path to extending best practices to all business units.

We utilize a file system to classify and protect files according to their criticality (as suggested by the ISO27001 model), ensuring that confidential information is processed with the utmost care.

It is important to highlight that a **Document Management System (DMS)** is being implemented, designed to provide more shared, structured, secure and efficient management of company documents and information.

Customer data is managed in accordance with the requirements of the GDPR, integrating advanced privacy practices that meet and exceed European regulations. We proactively monitor the evolution of best practices and undergo annual audits to ensure standards are maintained.

Similarly, our **communications with customers are targeted and responsible**, ensuring that our newsletters only reach those who have demonstrated a genuine interest in our services and avoiding any form of unsolicited mass mailing.

This approach not only protects our reputation but also reinforces **our partners' and customers' confidence** in our ability to manage and protect their data in a secure and compliant manner.



Economic performance

GRI 201-1

All our operations are guided by the principles of **economic responsibility** in relation to all our stakeholders, in compliance with applicable laws and regulations.

We endeavor to provide regular updates on our financial position, activities, developments and business forecasts, while maintaining the **highest standards of clarity, truthfulness and transparency**.

In 2023, the value of production increased by 18% compared to 2022, reaching 98,793,527 €; this increase is due to orders already acquired and the reduction of raw material costs.

Furthermore, the mining sector demonstrated a favorable trend in 2023, resulting in a considerable increase in orders. This includes both the high volume of orders received during the year and outstanding orders received in 2022.

The charts below illustrate the **value generated and distributed** based on the income statement for the specified period. This is done to highlight the **direct economic value generated** and its **distribution to stakeholders**.

The **economic value generated** is derived from revenues generated from the

sale of finished products (**99.4%**), as well as other revenue streams from ancillary activities (0.6%).

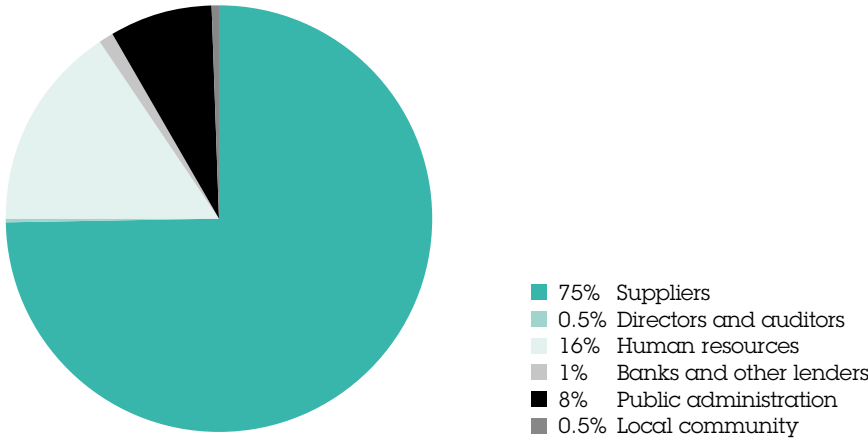
Changes in inventories of work in progress, semi-finished and finished goods, and contract work in progress (or job orders) have not been considered here. Given the company's approach to accounting according to **OIC 23**, these will contribute to the creation of distributed value during the next fiscal year.

The **economic value received** reflects the share of other revenues received from public administration in the form of operating grants, which are mainly intended to strengthen the organization's investment activities.

The **distributed economic value** includes costs, classified according to the main categories of stakeholders who benefited from them. In 2022, a significant portion of this amount was allocated to remuneration and sustenance of businesses in the supply chain and employees. Approximately 98.2% of the direct economic value generated in 2023 was distributed, largely to suppliers (74.6%).

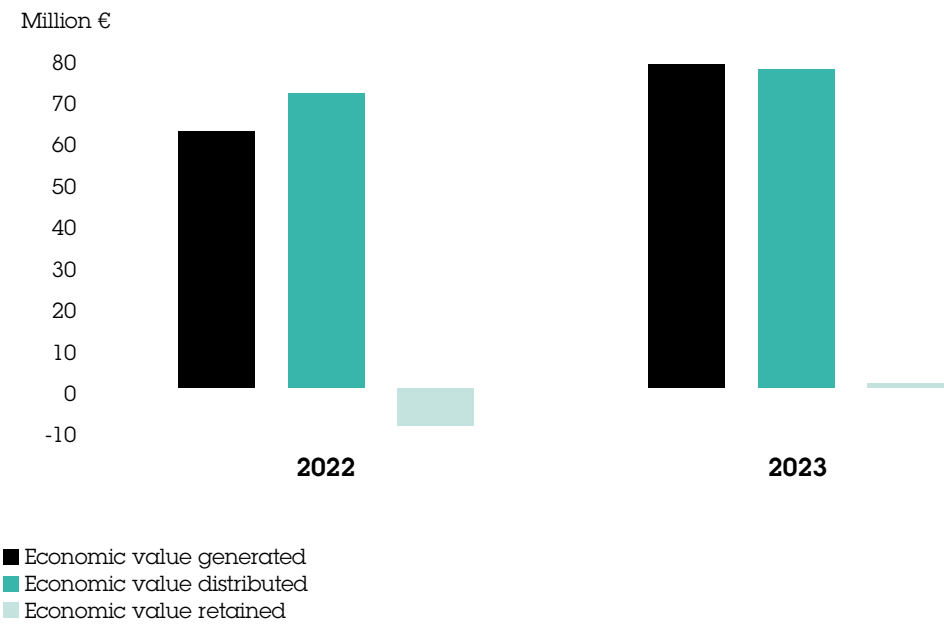
The **distribution** of this amount among stakeholders is organized as follows:

Economic value distributed



The **economic value retained** is the difference between the economic value generated and received, and the economic value distributed to the different categories of stakeholders.

Economic value retained



A breakdown of the economic value directly generated and distributed is shown below, in accordance with the GRI standards.

Direct economic value generated and distributed	2022	%	2023	%
Economic value generated and received	62,091,702	100%	78,576,680	100%
Economic value generated	61,372,048	98.8%	78,138,578	99.4%
Economic value received	719,654	1.2%	438,102	0.6%
Economic value distributed	71,120,739	114.5%	77,167,620	98.2%
Suppliers	57,630,281	81%	57,600,460	74.6%
Directors and auditors	463,060	0.7%	398,813	0.5%
Human resources	10,505,037	14.8%	12,012,764	15.6%
Banks and other lenders	652,159	0.9%	742,871	1.0%
Public authorities	1,688,988	2.4%	6,130,424	7.9%
Local community	181,214	0.3%	282,288	0.4%
Economic value retained	(9,029,037)	-14.5%	1,409,060	1.8%

For clarity of exposition, we highlight in the appendix the reconciliation between the retained value and the net income for the period from the financial statements. The statement includes depreciation and amortization of tangible and intangible assets, provisions, adjustments to financial assets, and deferred tax assets/liabilities.

A photograph of a large industrial facility, likely a power plant or refinery, featuring complex piping, valves, and large cylindrical tanks. The image is overlaid with a teal color filter. The text "Quality and cutting-edge technology" is positioned in the upper right corner in white. A large white number "4" is located in the bottom right corner.

Quality and
cutting-edge technology

4

Quality management system

GRI 203-1 | GRI 2-16 | GRI 416-1

Diemme Filtration has developed a **comprehensive and robust Quality Management System** (QMS) that is fully compliant with the current regulatory framework. Since 2011, we have maintained UNI EN ISO 9001 certification, which attests to our adherence to industry standards and our commitment to continuous quality improvement in our production processes. In 2022, the certification was renewed under the new name "Diemme Filtration Srl."

In particular, **the company is subject to the Machinery Directive, which requires the affixing of a CE marking**. The directive stipulates that each serial product must be accompanied by a complete technical file, which is to be self-certified. The technical file, prepared specifically for each model, includes a comprehensive risk analysis for each line of machinery. This ensures that each device meets the highest safety and quality standards required by the market and European regulations.

The management system is utilized to monitor a multitude of indicators, including the number and character of safety incidents associated with our products.

The management of the aforementioned incidents is a strategic aspect, which allows for the effective implementation of continuous improvements. All incidents, irrespective of their severity, are recorded as accidents and subjected to a thorough investigation to ascertain their precise causes and identify those responsible. This analysis is conducted in collaboration with the technical department, which works in conjunction with other departments to implement the requisite corrective actions. For example, it was determined that certain new machine models resulted in hazardous scenarios due to operational errors committed by customers.

In response to such incidents, the Research and Development (R&D) team introduced additional safety devices, such as mechanical locks, with the objective of improving protection and preventing future accidents.

Furthermore, some incidents that did not result in injury were nevertheless treated with the utmost seriousness, as they constituted near misses. As a result of these incidents, **modifications were made to machinery** with the aim of eliminating potential risks.

The Quality Management System is supported by a set of company management documents, including procedure manuals, AR, and a quality manual. The latter, prepared in February 2021, serves as an internal operational reference. This comprehensive document delineates explicit directives for all business processes, thereby ensuring that each member of the organization adheres to standardized procedures to maintain product quality and safety.

The fundamental documents of the quality management system include **Aqseptence Group's quality policy and code of conduct**. These documents delineate the ethical and operational guidelines to be adhered to by all employees, thereby ensuring responsible corporate behavior that mitigates risks.

Consequently, the Quality Management System represents a fundamental pillar of our company, integrating rigorous analysis, timely corrective action, transparent company policies, and an unwavering commitment to safety and customer satisfaction.

Cutting-edge engineering and design

Innovation is **the heart of the Diemme Filtration strategy**, which has enabled us to become a market leader in the industrial filtration sector.

In a rapidly evolving industry, our commitment to innovation enables us to **anticipate market trends and provide advanced solutions** that meet our customers' most complex needs. This commitment is reflected in the company's organizational structure, which integrates two distinct departments - **Research and Development** (R&D) and the **Laboratory** - focused on innovation and experimentation.

In 2023, we allocated 6% of total investments for Research and Development and Technological Innovation.

Laboratory

Our Laboratory plays **a vital role in the pre-sales phase**, providing direct support to the sales department. It serves as an advanced sales tool, testing and developing processes. The objective of the tests is to identify the optimal solutions for presentation to customers and partners. The laboratory often works with customers on site, either at our facilities or at the customer's plant. **80% of the Laboratory's activities are dedicated to supporting the sales department, while the remaining 20% are focused on Research and Development**. The Laboratory has a significant budget to increase testing effectiveness, develop offers, purchase new equipment, and participate in training events.

This approach allows us to continuously optimize our processes, such as the filtrate polishing system, which can be reused in the filter cloth washing phase.



Research and development

Concurrently, R&D is engaged in the development of new projects, including the cross-cutting AIDA project.

When feasible, it engages in projects funded by entities such as the MISE and the Emilia-Romagna Region. This approach results in strategic partnerships with universities, the National Research Council, and other private partners, expanding the network of expertise and relationships. R&D is committed to exploring new ideas and concepts, working to advance existing technologies and develop innovative solutions that meet current and future industrial challenges.



Innovation is a core value of our corporate culture. We are committed to investing in research and development, as well as in advanced equipment and continuous training, to maintain our leadership position. By leveraging the expertise of our Laboratory and R&D teams, we are able to provide cutting-edge industrial filtration solutions that exceed our customers' expectations while also reducing the environmental impact of their operations and processes.

Process management and optimization: AIDA System Tutor

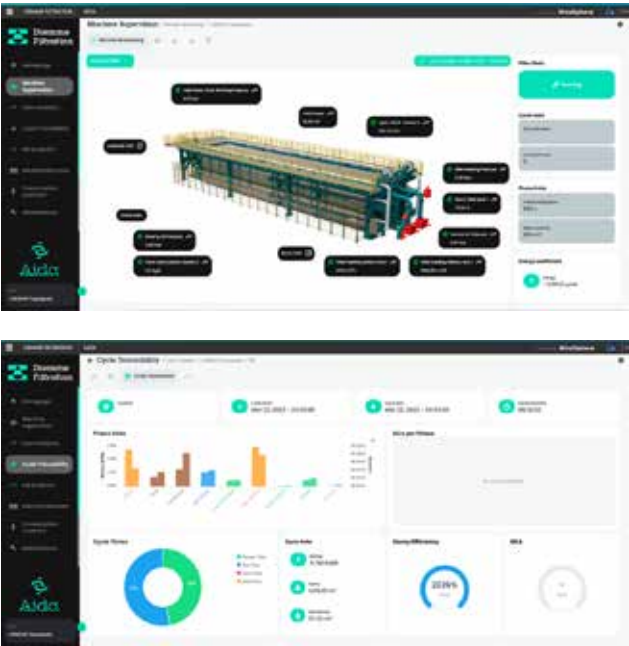
The industrial filtration sector is undergoing a period of significant transformation due to the increasing digitalization of the business world.

In response to market demands, Diemme Filtration has launched a groundbreaking project that is set to revolutionize our business and the related sector.

The AIDA project was born as a new corporate product servitization strategy. It is a solution for the Industrial Internet of Things, through which a range of services will be provided alongside products to assist customers in more effectively and consciously managing their machinery.

AIDA offers a comprehensive range of information and benefits, including:

- diagnostics of filter cloth conditions;
- optimal management of machine accessories;
- applications to monitor machine data.



AIDA provides real-time monitoring of system values and operating conditions, as well as energy efficiency, enabling users to make informed decisions in real-time. This results in an efficient strategy and planning for plant operations.

These devices will provide customers and Diemme Filtration with machine supervision in the following ways, for example:

- tracking/managing the status of each filter cloth;
- having a history for downtime reduction;
- offering more proactive customer care;
- deriving KPIs for better management of processes and operating costs.

Cybersecurity is a fundamental aspect of our Industrial Internet of Things (IIoT) solutions. The potential for cyberattacks, data loss, and economic damage represent tangible risks for companies, and we have given these concerns careful consideration in our selection of partners. Indeed, our partners provide solutions that have been certified to the ISO 27001 standard and have been fully approved by IT professionals.

Synergy for circularity: B-Plas



In the context of sustainability and innovation, Diemme Filtration has been a pioneer in supporting the start-up B-Plas as a business accelerator.

B-Plas was developed as a research project at the University of Bologna and received funding in 2018 under the Climate KIC program; the following year Diemme Filtration believed in the project and, together with BEHOLD srl (a company whose reference body and sole shareholder is the University of Bologna - Alma Mater Studiorum) and researchers, decided to found a start-up and became a majority shareholder.

B-Plas' business strategy consists of using waste products from sewage treatment plants to produce bioplastics via biochemical processes. This process not only reduces waste and optimizes resource management, but it also contributes to the creation of new materials with a lower environmental impact.

Diemme Filtration and B-Plas have established a close operational and strategic integration. Indeed, the two companies have formed a partnership that includes the sharing of R&D infrastructure. This integration facilitates the transfer of knowledge and expertise between the two entities, ensuring the effective sharing of resources and fostering continuous innovation in the field of sustainability.

B-Plas has been designated a Benefit Company, which formalizes the company's commitment to social and environmental goals in addition to economic profits. This status aligns with B-Plas's mission of promoting sustainable, long-term solutions for waste management and bioplastic production.

Our value chain: customers and suppliers

GRI 2-6 | GRI 204-1

B-Plas's sustainability manifesto outlines two key objectives:

- To address the growing challenge of **sustainable disposal and reuse of sludge** from agricultural, food waste, and civil and industrial sewage treatment;
- To mitigate the rising **contamination of water and soil** by non-biodegradable petroleum-based plastics.

Furthermore, **B-Plas has been selected for funding from the LIFE Program**, a European Union initiative focused on the circular economy and environmental sustainability projects. This funding is a testament to **the innovative nature of the project and its positive impact** in the field of waste management and the production of eco-friendly materials.

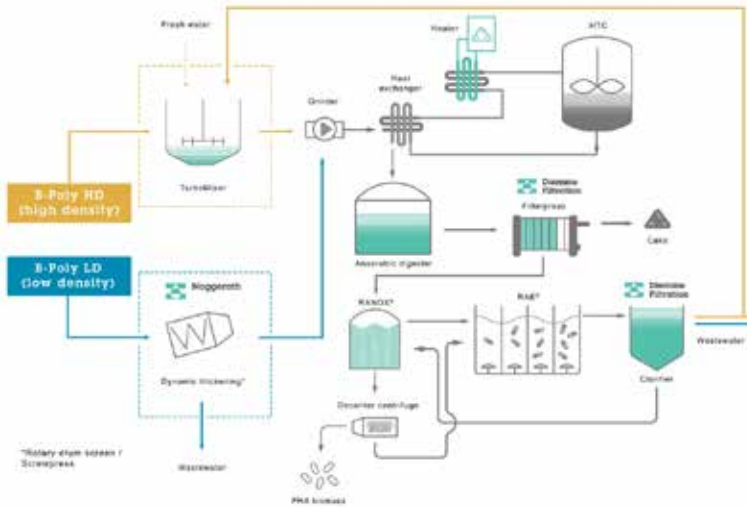
The financial support from the LIFE Program represents a further step towards achieving a more responsible and attentive future, reinforcing the commitment of Diemme Filtration and B-Plas to driving change towards more responsible and environmentally friendly industrial practices.

Diemme Filtration is committed to making a positive impact on the global challenge of climate change. **To accomplish our objectives**, it is also crucial to **collaborate with our suppliers and maintain a proactive relationship with our customers**.

Customer relationship

A central component of our strategy is the **Diemme Filtration Academy**, a training program designed to educate, train, and guide our customers in understanding, managing, and optimizing our systems.

The objective of this educational program is to enhance customer independence and knowledge, while also strengthening the technical skills required to operate the machinery. Furthermore, the Academy strengthens our relationship with customers by fostering continuous trust-based interaction through live lectures and recorded webinars.



Supply chain: proximity and reliability

To guarantee the effective management of our value chain, we meticulously oversee our suppliers and only collaborate with those that meet our exacting quality standards.

The purchases made by Diemme Filtration are primarily comprised of semi-finished products, raw materials, and commercial components. We exercise great care in selecting our suppliers. Furthermore, in addition to **signing the Group Code of Conduct**, we are able to align our suppliers with the best practices implemented in the company. We also request information on the company's **financial soundness** and certifications, including environmental and social certifications.

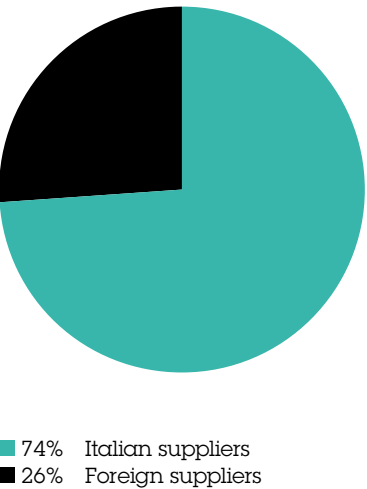
To ensure the highest standards of quality and compliance, **we conduct random inspections** for each project. These inspections verify that the work is progressing correctly and that deadlines are being met. To guarantee product quality, we conduct annual audits of suppliers with the highest number of non-conformities.

We prioritize local suppliers whenever feasible, with the dual objectives of fostering economic spin-offs and strengthening local relations, while also streamlining logistics.

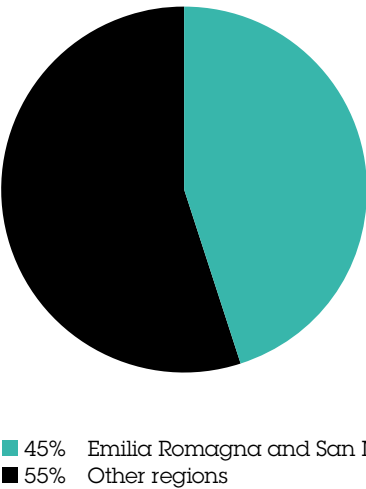
At present, **74% of our suppliers are based in Italy and the Republic of San Marino**, representing a 5% increase compared to 2022. Of these, **45% are in Emilia-Romagna and the Republic of San Marino**, representing a 4% increase over 2022.

In the future, we plan to incorporate environmental and safety criteria into our initial supplier survey. We will define a structured audit plan that will focus on critical suppliers.

Location of suppliers



Location of Italian suppliers



People: responsibility
towards people

5

Human capital

GRI 2-7 | GRI 2-8 | GRI 2-30 | GRI 401-1

Diemme Filtration's success is driven by our dedicated and skilled workforce, which enables the company to grow and prosper in a competitive industry.

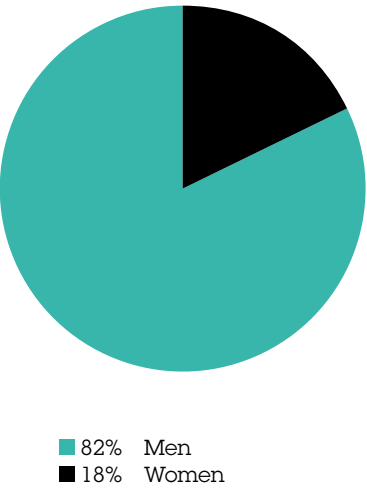
We recognize the vital importance of our workforce in supporting and enhancing every aspect of production. In a complex and technologically advanced production environment such as that of Diemme Filtration, the expertise, experience, and commitment of employees are the driving forces behind innovation, quality, and efficiency.

By 2023, Diemme Filtration's personnel had grown to 160 people, reflecting the company's strategic investment in human resources to support its growth and development.

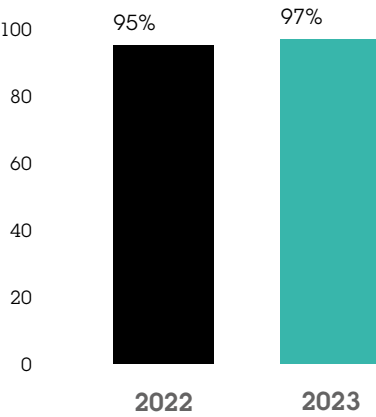
Despite Diemme Filtration's commitment to ensuring equal employment opportunities for all, regardless of gender, the Italian industrial sector continues to be significantly impacted by gender stereotypes.

This results in a significant female presence in administrative roles and notable challenges in recruiting women for production positions, partially due to the lower volume of CVs received for such roles. We are dedicated to challenging stereotypes that impede women's involvement in production roles and to fostering an inclusive and equitable work environment. In 2023, 18% of our company's employees were women, which is below the national average for the metal sector (20.9%).

Gender of the employees



Employees on permanent contracts



Our company is committed to ensuring a safe and stable working environment for all employees. In 2023, 97% of employees were hired on permanent contracts, representing a 2% increase over the previous year (2022). This increase reflects our commitment to job security and our desire to provide our employees with long-term certainty.

In 2023, we welcomed 20 new employees and recorded 8 separations, resulting in an overall staff increase of 8%. It is notable that there was greater mobility among men. This figure not only reflects the dynamics of the labor market, but also Diemme Filtration's commitment to attracting and retaining qualified professionals.

Furthermore, all employees are employed in accordance with the Metalworkers' National Collective Agreement. Please note that executives are covered by a different national collective agreement.

In addition, with increasing attention to the well-being of its employees, Diemme Filtration has adopted solutions to improve the lifestyle and well-being at work, signing, together with the Unitary Trade Union Representation and Labor Organizations, a second-level Supplementary Agreement defined as one of the best in our region.

The company's capacity to innovate and adapt swiftly to the demands of an evolving industry hinges on the expertise and commitment of its workforce. Consequently, Diemme Filtration is committed to fostering a work environment that encourages professional growth, safety, and well-being for its employees. The company recognizes that by investing in its human capital, it can achieve long-term and sustainable success.

Attracting young talent

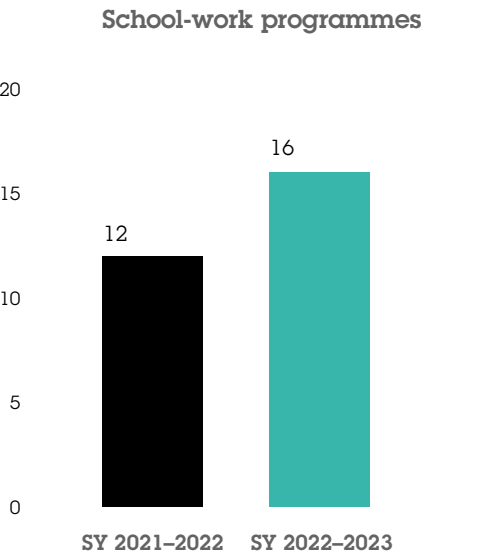
At Diemme Filtration, attracting young talent represents a strategic investment in the company’s future and its ability to innovate and grow.

We adopt a **structured approach to talent acquisition**, commencing with a meticulously planned onboarding activity. Each new employee is assigned a mentor for the first three months to provide on-the-job training, support, and information about the Code of Conduct and operating procedures necessary to perform their duties effectively. This process facilitates rapid integration and also fosters a welcoming and collaborative work environment. To extend a warm welcome to new colleagues, we post a photograph of them on our social media channels, reinforcing their sense of belonging to the company community.

Furthermore, we have established robust partnerships with local educational institutions, including technical schools, professional schools, and high schools, to facilitate the implementation of school-to-work programs and summer internships. These programs provide training for **young students**, facilitating their transition into the workforce. We are pleased to report that **16 school-work programs were initiated in the 2022–2023 school year, representing a 33% increase over the previous year.**

Furthermore, we have demonstrated our dedication to fostering the educational and vocational development of young individuals by establishing an industrial scholarship program for three consecutive years, made possible through the generous support of B-Plas.

Going forward, **we are dedicated to maintaining a consistent number of annual school-work programs**, upholding our commitment to the professional development and well-being of our employees and the community.



Training and skills development

GRI 404-1

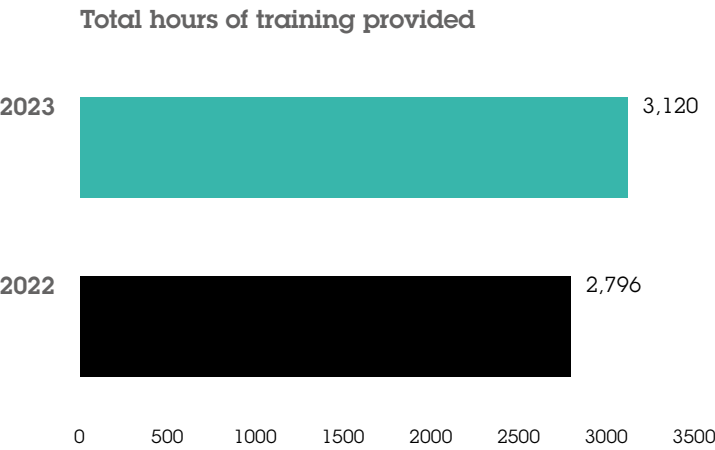
In a dynamic business environment, **it is crucial for employees to continuously upgrade their skills and acquire new knowledge to maintain competitiveness and ensure they are always up to date with the latest technologies and working methods.**

Training courses are made available to employees on a group or individual basis, in accordance with the requirements identified by management or initiated by the employees themselves.

In 2023, we provided a total of 3,120 hours of training, representing a significant increase of 11% over the previous year. This increase reflects our ongoing commitment to adapting to the evolving needs of the market. The number of training hours has increased significantly, from an average of 18 hours per employee in 2022 to an average of 18.6 hours per employee in 2023. This demonstrates our strong commitment to providing personalized and targeted training to improve individual skills.

Our training courses encompass a comprehensive range of **skills**, classified into two categories: **technical and cross-functional**. It is essential that our staff possess the requisite technical skills to operate effectively with the most advanced technologies and to manage the most complex engineering challenges. Additionally, cross-functional skills courses are designed to cultivate essential competencies that are vital for fostering a collaborative and proactive work environment.

A notable illustration of this dedication was the **"FIT 4 Leadership" project**, which took place in 2023. Three employees took part in this **9-day leadership program, organized by Aqseptence Group, which involved working with colleagues from various locations around the world.** Over the years, Diemme has participated in the program with several employees, who have had the opportunity to enhance their cross-functional skills and improve international cohesion.



Our employees also took part in “**Romagna Digital Valley**”, an initiative that aims to establish Romagna as a center of technological and digital innovation. This project is designed **to promote digitalization and innovation in the region**, attracting investment, start-ups and technology companies. Diemme benefited from training sessions and opportunities to interact with new talent in the digital sector.

To guarantee ongoing skill development, each employee participates in an annual performance evaluation that facilitates continuous feedback between colleagues, a crucial element for personal and professional growth.

In the coming months and years, we will be **implementing ESG training programs**, conducting a **biannual survey on the company climate**, and an MBO-based development strategy that integrates sustainability goals.

These initiatives demonstrate our dedication to cultivating a corporate culture of continuous improvement and sustainability.



Romagna Digital Valley at Diemme Filtration

Employees' occupational wellbeing

Employee work well-being is central to the strategy for corporate sustainability, as it directly influences employee productivity, satisfaction and retention. Investing in employee well-being means fostering a positive work environment and helping to reduce costs related to absenteeism, turnover and workplace injuries by creating a secure network of mutual trust. Diemme Filtration has reaffirmed this commitment by signing a second-level Supplementary Agreement that enshrines the initiatives and benefits offered to employees.

The company **contributes to the Ceme-ta Pension Fund equal to 2% of the salary of each employee** who elects to join the Fund with a voluntary contribution. This is in accordance with the terms of the company contract and provides a more secure retirement benefit.

In accordance with a supplementary agreement with local restaurants, **employees enjoy the benefit of deduction-free canteen vouchers for each working day that includes an afternoon.**

We are pleased to offer our employees who travel for business **a comprehensive life and accident insurance plan**, along with additional coverage for occasional travel.

A welfare bonus is disbursed on an annual basis and can be utilized for fuel or grocery purchases. Alternatively, it can be spent via the TIPPEST Welfare platform.

Some employees utilize **company vehicles**, and we are contemplating the implementation of a **vehicle policy** to regulate the use of these vehicles. A supplementary agreement also provides for **a sustainable mobility program** that includes mileage reimbursement for employees who travel to work by bicycle and/or electric scooter and those who carpool by opening their car to a group of at least three employees.

In accordance with Italian Law 53/2000 Article 3, **a parenting program** has been implemented to integrate 30% of the INPS quota for requests of parental leave, up to a maximum of 30 days, in accordance with the means specified in the integrated agreement.

Annually, the Company allocates a budget to provide **scholarships to the children of all company employees**. Eligible students include those who have demonstrated academic excellence, high school graduates from any field of study, and graduates of STEM degree programs.

While continuing to prioritize on-site work to foster sociability among employees and mitigate the risk of isolation, an increasing focus on facilitating work-life balance for employees has led us to develop **a flexible work model** that contributes to improved employee well-being, increased productivity, and enhanced business efficiency.

Furthermore, employees are eligible for benefits through the **MetaSalute Health Fund**, and we are exploring the possibility of offering an additional health plan. We also offer **agreements with gyms** to promote a healthy lifestyle.

In addition, **employees receive an annual performance bonus** based on company-specific targets, including EBITDA, reduction in work-related accidents, and margin on orders.

These benefits demonstrate Diemme Filtration's dedication to the comprehensive well-being of its employees, fostering a positive and motivational work environment. Additionally, a relaxation area will be established in the new factory for employees to enjoy their meals in a comfortable setting.

Occupational health and safety

GRI 403-1 | GRI 403-2 | GRI 403-3 |
GRI 403-4 | GRI 403-5 | GRI 403-6 |
GRI 403-8 | GRI 403-9

At Diemme Filtration, our employees are our greatest asset. That is why we make their safety and well-being our top priority. **We endeavor to foster a working environment where safety is embedded in all aspects of our operations on a daily basis.**

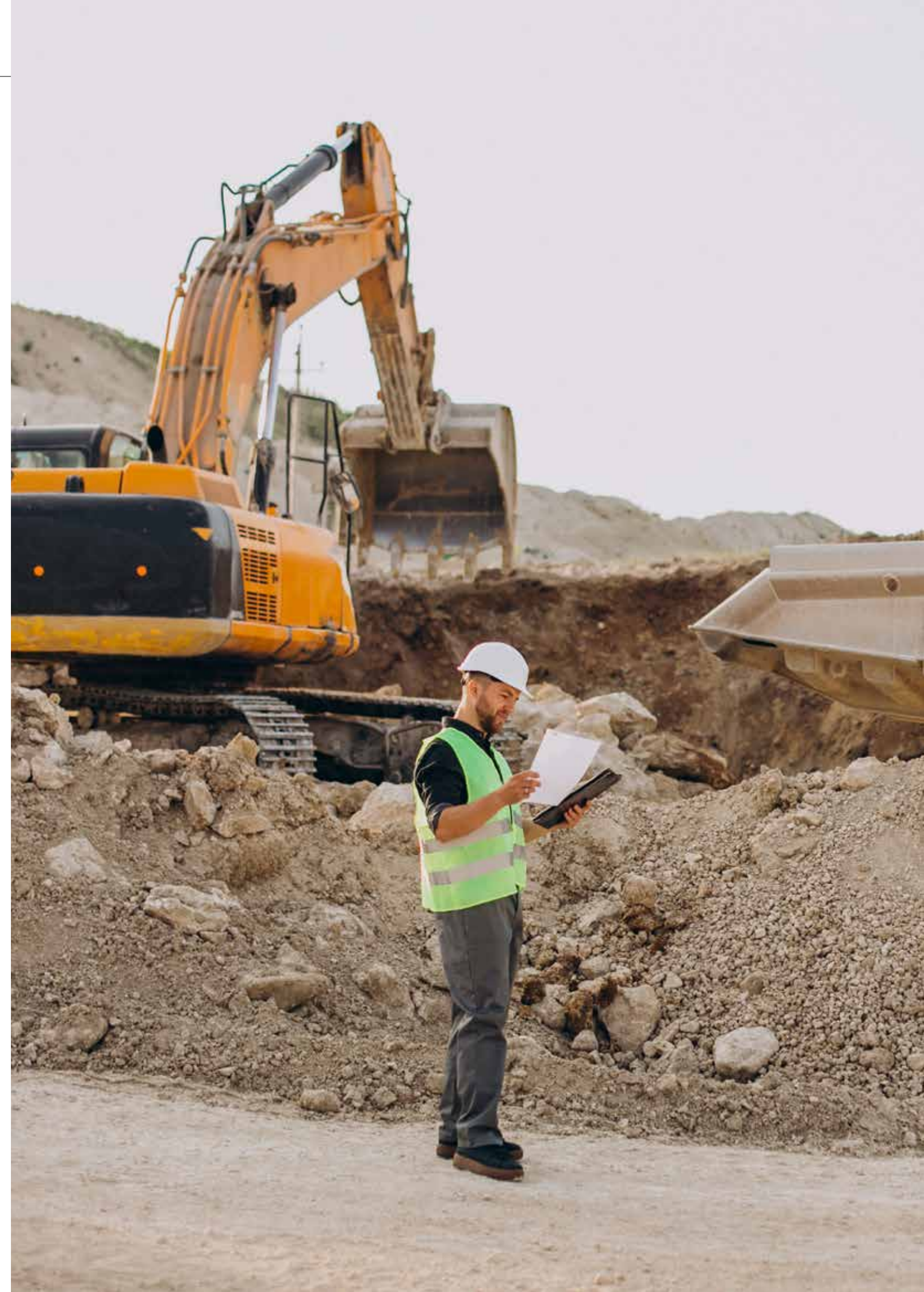
The health and safety of employees is at the heart of Diemme Filtration's strategies. The company conducts comprehensive risk assessments, analyzing potential hazards and estimating the likelihood of incidents occurring. This assessment process, based on a risk matrix, identifies key information needed to intervene and plan actions to eliminate or reduce exposure to risks, ensuring worker safety.

Employees play an active role in reporting any anomalies they may observe, either by informing their supervisor or by completing the relevant forms. **During the monthly Safety Walk, attended by the CEO along with plant, production, quality, health, and safety managers, feedback on unresolved issues and improvement proposals are collected with the direct involvement of employees.** The Prevention and Protection Service (PPS) holds monthly meetings to record and analyze reports. At these meetings, any necessary corrections and improvements are discussed. This practice enables the prompt identification of potential risks and fosters a collaborative and transparent safety culture.

We have developed a comprehensive procedure to investigate potential occupational accidents, ensuring a prompt and effective response to each event. This procedure enables us to analyze the root causes of accidents, identify necessary corrective measures and implement them swiftly to prevent similar occurrences. This systematic approach is crucial for maintaining a safe working environment and continuously enhancing safety practices.

The responsibility for health surveillance rests with the Occupational Health Physician, who conducts annual inspections of the workplace and periodic check-ups for the various workers, as required by Italian Legislative Decree 81/08. The Occupational Health Physician plays an integral role in the analysis process, providing guidance whenever risk assessment updates are required or there are changes in the job description. **This continuous involvement ensures a systematic update to the health protocol, allowing for a tailored approach to monitoring the health of each worker.**

The **WSR** (Workers' Safety Representative) plays a pivotal role in fostering a culture of worker involvement. This individual is responsible for **receiving and reporting employee complaints, ensuring that every voice is heard.** It serves as a vital point of contact between workers and management, facilitating communication and the timely resolution of issues.



Occupational health and safety

In 2023, Diemme made a significant investment in health and safety training, with **557 hours of training delivered - a 162% increase over the previous year** - to 91 people, a 313% increase over 2022. This investment in training demonstrates the company's commitment to continuously improving workers' safety skills and awareness, thereby creating a well-prepared and responsible workforce.

We are currently pursuing ISO 45001 certification with the goal of continuously improving our Occupational Safety Management System. This international certification serves as formal recognition of the effectiveness of our employee safety and welfare management system, which is aligned with the adoption of best practices across the company.

Accidents

In 2023, three occupational accidents occurred, resulting in an accident rate of 12 per 243,450 hours worked.

These incidents were handled with the utmost care, with a view to conducting thorough investigations and implementing appropriate corrective measures to prevent any recurrence.

It is important to highlight that over the two-year period from 2022 to 2023, there were no fatalities resulting from occupational diseases or recordable occupational illnesses, and there were no instances of non-compliance concerning product health and safety. These results demonstrate the efficacy of the measures implemented by Diemme to ensure a safe working environment.

Bonds with the local community

GRI 2-28

Forging links with local organizations allows us to play an active role in supporting the local economy, enhancing natural and cultural resources and promoting social initiatives that foster collective wellbeing. In recent years, Diemme has been proactive in this respect, participating in local infrastructure projects and investments that have enhanced the company's reputation while generating a positive and enduring impact on society. Such actions encourage a climate of mutual trust and cooperation, enabling sustainable, inclusive and shared growth.

Bonds are developed in collaboration with local stakeholders through the promotion of culture and education as core drivers of innovation and aesthetic value. The company has demonstrated a sustained commitment to the local community, supporting relationships and investing in cultural and educational initiatives.

Culture and education

A tangible demonstration of this dedication is the donation of computers, laboratory equipment and electrical supplies to five local technical schools. This initiative enhances the educational infrastructure and facilitates the training of young talent, thereby contributing to the growth of future generations of professionals.

Furthermore, Diemme has extended considerable assistance to the Lugo Municipal Theatre, providing financial support for the reconstruction of the box office, which was damaged during the flood that affected the region. This illustrates the company's commitment to supporting the community during challenging times.

In 2024, our objective is to reinforce our ties with the region by organizing scientific and environmental events designed to raise awareness and educate the public on sustainability issues.

In addition, we plan to maintain our involvement in the three-year Mechatronics program at the University of Bologna. Our participation includes not only the provision of internship opportunities but also the allocation of a fixed monetary amount to support the program.

These objectives demonstrate Diemme's ongoing dedication to the advancement and prosperity of the local community, making a substantial contribution to sustainable development and the creation of a brighter future for all.



Donation of two computers to the Bizzuno Library (RA)





Planet: responsibility towards the environment

6

Energy and energy efficiency

GRI 302-1

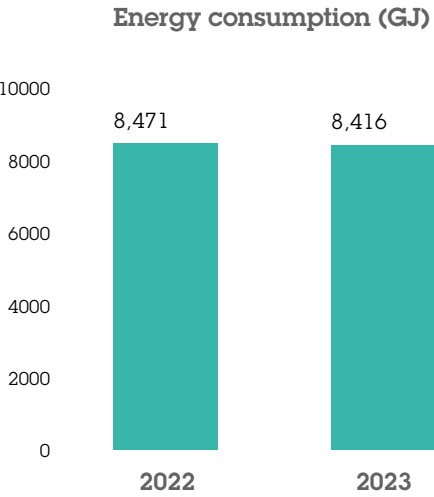
In today's global environment, environmental sustainability and operational efficiency are paramount objectives. An effective approach to energy resource management is essential for minimizing the environmental impact of business activities and reducing operating costs.

At Diemme Filtration, we recognize the importance of energy management for process efficiency and consumption reduction. Our current energy sources include natural gas, diesel, and electricity. Electricity and gas are used for production and factory heating, while diesel fuels the company fleet. To enhance the efficiency of these energy sources and minimize their environmental impact, we have implemented specific measures and strategies.

In December 2023, we conducted an energy diagnosis, which led to the definition of key performance indicators (KPIs). These KPIs are essential tools for monitoring and continuously improving the energy efficiency of our operations. Based on the results of the diagnosis, we implemented significant interventions, including renovating the offices and revamping the interior and exterior, which contributed to an improvement in energy efficiency and a reduction in our consumption.

In 2023, energy consumption totaled 8,416 GJ, marking a slight decrease from the previous year's 8,471 GJ. This decline indicates a 21% reduction in energy intensity compared to 2022.

We have established ambitious goals for the future, including the installation of advanced monitoring systems and the expansion of renewable energy usage. For instance, the new factory will be equipped with Schneider electrical panels for comprehensive power line monitoring, enabling us to enhance consumption management and boost energy efficiency.



With regard to energy self-generation, a photovoltaic system with a maximum capacity of 240 kWp has been installed at the new factory, and a new system is scheduled for installation at the old factory in 2025. The renovation of the existing space, including the conversion of the production area into a warehouse and the extension of the laboratory, is a further step towards greater energy efficiency.

Fuel consumption divided into renewable and non-renewable sources (GJ)	2022	2023
Natural gas	-	-
Natural gas for heating	4,609.58	4,616.79
Fuel for company cars	-	-
Diesel	1,053.52	1,003.39
Petrol	85.43	112.98
Total non-renewable sources	5,748.52	5,733.16

Consumption of purchased energy (GJ)	2022	2023
Electricity purchased from non-renewable sources	2,723.25	2,683.08
Electricity purchased from renewable sources		
With guarantee of origin		
Total purchased energy consumed	2,723.25	2,683.08

Energy intensity	Unit of measurement	2022	2023
Total energy consumption	GJ	8,471	8,416
Sales volume	€	60,364,193	76,482,265
Intensity index	%	1.40	1.10

Emissions generated

GRI 305-1 | GRI 305-2

We are fully aware of **the environmental impact of the chemicals** used in our production process and have implemented rigorous measures to minimize this impact without compromising the high performance of our machines.

We exercise great care in the selection of paints and solvents used in our production process, favoring those with the lowest environmental impact. This choice is not merely a matter of regulatory compliance; it is an integral part of our commitment to sustainability. The use of **low-solvent paints** has resulted in a notable reduction in the emission of harmful substances, thereby enhancing the quality of the air in our factories and contributing to the reduction of air pollution.

A significant advancement in our emissions reduction strategy is the introduction of **water-soluble paints**. These paints, also known as water-based varnishes, are environmentally friendly, emitting 95% fewer harmful substances than conventional solvent-based paints.

The substantial reduction in solvent and Volatile Organic Compound (VOC) emissions represents a notable environmental and occupational health improvement.

All emission points subject to monitoring requirements are supervised in accordance with current regulations. Strict monitoring enables us to guarantee compliance with environmental legislation and maintain high standards of air quality.

As of the date of this report, we are engaged in the process of collecting data in order to quantify Scope 1 and Scope 2 emissions for 2023 in accordance with the GHG Protocol. This process will enable us to quantify and monitor our emissions with greater accuracy, allowing us to set reduction targets for the coming years. The emissions study will be certified in accordance with UNI EN ISO 14064, thereby ensuring transparency and credibility in relation to our sustainability efforts.



Scope 1
Direct emissions generated by the company's operations

- Direct GHG emissions
- combustion from fixed/stationary sources (consumption of natural gas used for heating or in the production process);
 - fuel consumption from mobile sources (fuel consumed by the fleet of company-owned vehicles used to transport employees and goods in and out of factories);
 - refrigerant gas leaks.

Scope 2
Indirect emissions from imported energy

Indirect emissions from imported energy (taken from the grid)

In 2023, Diemme Filtration's Scope 1 and 2 emissions totalled **598.81 tCO2eq**, representing a **13% decrease year-on-year** (vs 693 tCO2eq in 2022).

In the Scope 1 category, Diemme Filtration emitted **302.21 tCO2eq** in 2023, representing a **23% decrease in direct emissions**.

In the Scope 2 category, Diemme Filtration emitted **296.60 tCO2eq** in 2023, a **slight decrease compared to 2022** (-1%).

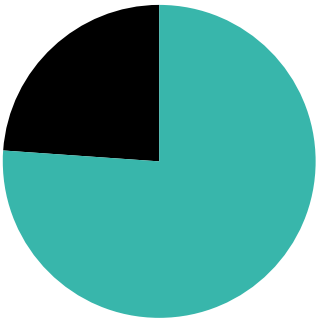
This outcome demonstrates the company's commitment to ongoing enhancements in sustainability and the reduction of its operational environmental footprint.

Breakdown of total emissions



■ Scope 1
■ Scope 2

Breakdown of direct emissions (Scope 1)



■ Mobile combustion
■ Stationary combustion

In the coming years, we will continue to explore and implement innovative solutions to minimize our ecological impact while maintaining the high performance our customers expect from our machines.

Water consumption

In our industry, water is not just a component; it is the vital core of our business. Effective management of this resource is essential for the success of our operations and for the protection of the environment. By using, recovering and recycling this valuable resource, we are contributing to the harmonious sustainability that guides our daily operations and those of our customers.

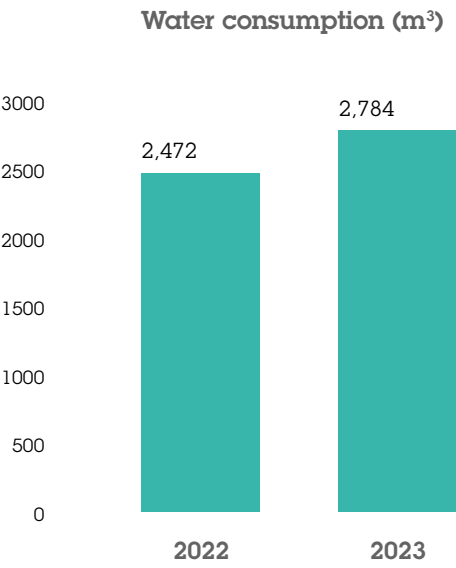
While domestic and production consumption are aggregate and not relevant in terms of impact, we are committed **to optimizing the use of water in our production operations**.

In production, we primarily utilize water for the coating plant and sludge washing. These processes require significant amounts of water, but we are continuously working to enhance water efficiency and reduce waste.

In 2023, we used 2,784 m³ of water, representing a slight increase over the previous year (+12% vs 2022), due to an increase in production. When water consumption is related to turnover generated over the two-year period under consideration, there is **an 11% decrease in water intensity**.

The introduction of the new factory is expected to result in a notable reduction in water consumption. The implementation of advanced technologies and optimized management systems will enable us to utilize water more efficiently, thereby enhancing our positive impact.

We are committed to promoting efficient and sustainable water management for our customers. Indeed, for mining companies, water recovery and upcycling are not merely important, but essential, for guaranteeing the responsible use of this scarce and valuable resource.



We provide cutting-edge solutions that optimize water reuse, addressing the specific challenges of mines situated in particularly disadvantaged areas. For instance, in mountainous regions such as the Andes or near coastal areas where water is scarce or the cost of desalination is high, our technologies help to optimize the recovery of processing water. The conventional method for treating mining slurry (tailings) involves storage in reservoirs, which could potentially cause damage to the surrounding area as a result of overflows. Unfortunately, such events occur quite frequently. Our technologies provide a solution to the aforementioned risks. Dewatered and compacted tailings are more stable, require less storage area, allow for faster area restoration when the mine is closed and, most importantly, reduce the consumption of fresh water.

By promoting water stewardship practices that respect the environment and enable the use of available resources while optimizing operating costs, we work to ensure that mining operations can continue in a more environmentally friendly and cost-effective way.



Waste management

GRI 306-1

Imagine a world where waste is not just waste, but a valuable resource waiting to be transformed. Waste management is not merely the disposal of materials; it is an opportunity to reuse, recycle and reinvent what would otherwise be lost.

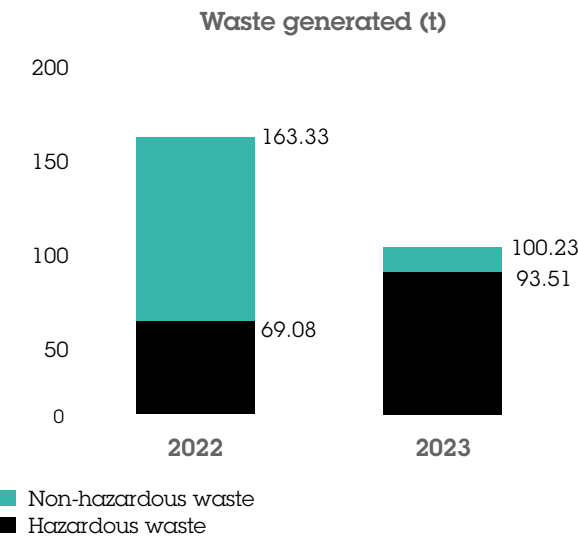
Our sandblasting and painting facilities generate a significant amount of hazardous waste, which is essential for our production process but also a major source of waste requiring careful management and disposal. The majority of dangerous waste originates from the laboratory, primarily water containing dissolved solids. We treat this waste as hazardous due to its potential contamination and strictly adhere to regulatory compliance to minimize environmental impacts.

Waste management is also a key concern for our customers, particularly those in the mining sector, where water recovery and waste management are of paramount importance. It is for this reason that we are committed to making our customers' waste management easier and more efficient. One important example of this commitment is our Cloth Recycling Project.

We are aware that the use of the world's largest machine also involves the management and disposal of used cloths. To address this challenge, we are working with suppliers to explore the possibility of recovering and recycling the yarn in the cloth. Our goal is to reintegrate the recovered yarn into the production of new filter cloths, thus contributing to a more sustainable material life cycle.

In 2023, 193 tons of waste were generated, representing a clear decrease of 16% compared to the previous year. There was, however, a proportional increase in the amount of hazardous waste produced.

Waste management is one of the most complex and stimulating challenges facing businesses today. At Diemme Filtration, we view it as an opportunity to innovate and contribute to a more sustainable future. We will continue to invest in technologies and partnerships that enable us to transform waste into valuable resources, improving the overall sustainability of our operations and those of our customers.



Methodological note

GRI 2-1 | GRI 2-2 | GRI 2-3 | GRI 2-5

Reporting boundary

Company name	Diemme Filtration
Type of ownership	Private
Legal status	Srl
Location of head office	Via Gessi 16, 48022 Lugo, RA - Italy
Countries served	

The report

This document represents the first Sustainability Report from **Diemme Filtration S.r.l.** (hereafter referred to as "the company"). The information presented in this report was meticulously gathered and processed to ensure a comprehensive understanding of the company's activities, performance, results, and impact.

The Sustainability Report was prepared on a voluntary basis and is not a consolidated Non-Financial Disclosure (NFD). In fact, the company is not subject to Italian Legislative Decree no. 254 of 30 December 2016, which requires the preparation of an NFD for public-interest entities exceeding certain thresholds, as set out in Directive 2014/95/EU.

This assessment will be further developed and explored in subsequent periods through the conduct of one or more stakeholder listening exercises, with a view to reporting on the company's contribution to achieving the objectives set. The Sustainability Report is prepared on an annual basis and published on the official website of Diemme Filtration Srl. Should you require further information regarding the contents of this document, please direct your enquiry to the following email addresses:

info@diemmefiltration.com
andrea.pezzi@diemmefiltration.com

References

The Sustainability Report was prepared in accordance with the GRI Sustainability Reporting Standards published by the Global Reporting Initiative (GRI), using the 'Referenced' reporting option. The GRI Standards used for reporting purposes are set out in the GRI Content Index of this report.

The general principles applied in preparing the Sustainability Report are in accordance with the GRI Standards, namely: relevance, inclusiveness, sustainability context, completeness, balance between positive and negative aspects, comparability, accuracy, timeliness, reliability, clarity.

The selected performance indicators are those set out in the adopted reporting principles. These represent the specific areas of sustainability analyzed in line with the company's activities and related impacts. The indicators were selected based on a materiality analysis of key topics for the company and its business sector. This is described in the section 'Internal Materiality Analysis'.

This assessment, which forms part of the sustainability journey, involved the top management. Each member assessed the topics and assigned a value based on two different aspects: the importance and priority of action for the company.

This Sustainability Report was prepared with the methodological support of:



GRI standards

Reporting package

This section provides information on the GRI indicators used in the Report for greater clarity and comparability of ESG performance over the three-year reporting period.

GRI 305 Emissions

Scope 1 GHG emissions – tCO2eq ²	2022	2023
Natural gas	272.35	230.83
Diesel (for corporate fleet)	78.58	63.19
Petrol for corporate fleet	6.19	8.19
Fugitive emissions from anthropogenic systems	35.59	-
Total Scope 1	392.72	302.21

Scope 2 GHG emissions – tCO2eq ³	2022	2023
Purchased electricity	301.04	296.60
Total Scope 2	301.04	296.60

GRI 306 Waste

Hazardous waste (t)	2022	2023
050601	0.21	
060106	0.66	2.06
080111	4.92	4.37
120116	4.34	4.18
130208	2.72	
130802	3.93	1.98
140603	0.66	0.62
150110	1.62	
150110	0.03	1.24
150202	0.31	6.51
150202	1.10	
161001	48.54	72.56
160213	0.05	
Total hazardous waste	69.08	93.51

² Source of emission factors used:
■ Natural gas: DEFRA 2023 Fuels - Gaseous fuels - Natural gas - l;
■ Diesel fuel: DEFRA 2023 Fuels - Liquid Fuels - Diesel (100% mineral diesel) - l;
■ Petrol fuel: DEFRA 2023 Fuels - Liquid Fuels - Petrol (100% mineral petrol) - l;
Fugitive emissions from anthropogenic systems: DEFRA 2023 Refrigerant & others - Blends - R410A - Total emissions including non-Kyoto products

³ Source of emission factors used:
Electricity: Ecoinvent 3.9 Electricity, medium voltage (IT) | market for electricity, medium voltage | Cut-off, U.

Non-hazardous waste (t)	2022	2023
060503	0.93	0.45
080120	47.34	28.66
150101	1.26	
160214	0.56	
160216	0.04	
170203	30.59	
170405	24.45	9.84
150203	0.04	
150103	29.08	25.90
200301	18.93	18.25
200101	10.10	14.32
170201		1.34
170411		1.47
Total non-hazardous waste	163.33	100.23

GRI 2-7
Employees

Employees by gender	2022	2023
Female	28	29
Male	120	131
Total	148	160

Breakdown of employees by type of contract	2022	2023
Temporary	7	5
Female	1	
Male	6	5
Permanent	141	155
Female	27	29
Male	114	126
Total	148	160

Breakdown of employees by form of employment	2022	2023
Full-time	145	157
Female	25	26
Male	120	131
Part-time	3	3
Female	3	3
Male		
Total	148	160

GRI 2-8
Workers who are not employees

Workers who are not employees	2022	2023
Contractors		
Subcontractors		
Freelancers		
Interns	2	
Volunteers		
Collaboration (Co.Co.Co.) contracts	2	2
Total	4	2

GRI 405-1
Corporate bodies and employees classified by gender and age group

Corporate bodies by gender	2022			2023		
	Women	Men	Total	Women	Men	Total
Board of Directors		2	2		2	2
Supervisory Board		2	2		2	2
Single Statutory Auditor		1	1		1	1
Total*		4	4		4	4
Percentage	0%	100%	100%	0%	100%	100%

*The Single Statutory Auditor is also a member of the SB. To avoid double counting, the total is different from the sum of individual entries.

Corporate bodies by age group	2022				2023			
	< 30 years	30–50 years	> 50 years	Total	< 30 years	30–50 years	> 50 years	Total
Board of Directors		1	1	2		1	1	2
Supervisory Board			2	2			2	2
Single Statutory Auditor			1	1			1	1
Total*		1	3	4		1	3	4
Percentage	0%	25%	75%	100%	0%	25%	75%	100%

*The Single Statutory Auditor is also a member of the SB. To avoid double counting, the total is different from the sum of individual entries.

Employees by category and gender	2022			2023		
	Women	Men	Total	Women	Men	Total
Senior managers		4	4		4	4
Middle managers		17	17	1	17	18
Office workers	28	45	73	28	50	78
Factory workers		54	54		60	60
Total	28	120	148	29	131	160
Percentage	19%	81%	100%	18%	82%	100%

Employees by category and age group	2022				2023			
	< 30 years	30–50 years	> 50 years	Total	< 30 years	30–50 years	> 50 years	Total
Senior managers	0	2	2	4	0	2	2	4
Middle managers	0	12	5	17	0	13	5	18
Office workers	12	56	5	73	12	61	5	78
Factory workers	6	32	16	54	8	32	20	60
Total	18	102	28	148	23	108	32	160
Percentage	12.2%	68.9%	18.9%	100%	12.5%	67.5%	20%	100%

Protected job categories by category and gender	2022			2023		
	Women	Men	Total	Women	Men	Total
Factory workers		6	6		8	8
Office workers	1	1	2	1	1	2
Total	1	7	8	1	9	10

GRI 401
Turnover

Employees at the end of the reporting period	2022			2023		
	Women	Men	Total	Women	Men	Total
Total	28	120	148	29	131	160

New hires	2022			2023		
	Women	Men	Total	Women	Men	Total
Up to 29 years	2	5	7	1	5	6
30–50		10	10	2	9	11
50		4	4		3	3
Total	2	19	21	3	17	20

Separations	2022			2023		
	Women	Men	Total	Women	Men	Total
Up to 29 years			0	2		2
30–50		2	2		5	5
50	1	4	5		1	1
Total	1	6	7	2	6	8

Reason for separation	2022			2023		
	Women	Men	Total	Women	Men	Total
Voluntarily separation		1	1	2	2	4
Retirement	1	4	5		1	1
Other		1	1		3	3
Total	1	6	7	2	6	8

Turnover	2023		
	Women	Men	Total
New hires	11%	14%	14%
Separations	-7%	-5%	-5%
Total turnover	4%	9%	8%

GRI 404-1
Average hours of training per year per employee

Average hours of training	2022			2023		
	Women	Men	Total	Women	Men	Total
Senior managers		6	6			
Office workers – Middle managers	24.8	28.8	27.3	20.3	28	25.1
Factory workers		5.2	5.2		8.9	8.9
Total	25.2	16.4	18	22.1	17.8	18.6

GRI 403-5
Worker training on occupational health and safety

Health and safety training delivered	2022		2023	
	Hours of training	Employees involved	Hours of training	Employees involved
Health and safety general training	72	8	16	4
Health and safety specific training	140	14	541	87
Total	212	22	557	91

GRI 403-9
Work-related injuries

Number of accidents	2022	2023
Total number of fatalities due to work-related injuries	-	-
Total number of serious work-related injuries (excluding fatalities)	-	-
Total number of recordable work-related injuries	2	3

Type of injury	2022	2023
Falls and trips		1
Road accidents		
Impacts	2	2

Temporal data	2022	2023
No. of hours worked	229,809	243,450

Type of injury	2022	2023
Rate of fatalities due to work-related injuries	-	-
Rate of serious work-related injuries (excluding fatalities)	-	-
Rate of recordable work-related injuries	9	12

GRI 204-1
Proportion of spending on local suppliers

	2022			2023		
Total expenditure for suppliers	No.	€	%	No.	€	%
Suppliers	295	46,542,620	100%	265	35,012,297	100%
Suppliers in Italy and San Marino	265	32,608,712	70%	248	25,910,852	74%
Local suppliers (Emilia-Romagna and San Marino)	129	13,933,908	43%*	131	11,618,481	45%*

*Percentage calculated on the value of suppliers in Italy and San Marino

Reconciliation report with the annual financial statements (€)

	2022	2023
Economic value retained	(9,029,037)	1,409,060
Economic value not allocated	(18,100,812)	(12,352,784)
2) Inventory changes for products being manufactured, semi-finished products and finished goods	-20,451,527	24,831,424
3) Changes in ongoing contract work	-	-43,771,225
4) Increases in fixed assets for internal work	-272,855	-216,743
5) Other revenue and income	-1,119,028	-1,708,776
7) Costs for services	1,174,832	1,543,209
10 a) Amortisation of intangible fixed assets	1,116,162	1,125,763
10 b) Amortisation of tangible fixed assets	827,540	916,840
10 d) Depreciation of receivables included in current and liquid assets	25,818	974,276
11) Changes in inventories of raw, secondary and consumable materials and goods	-	-
12) Provisions for risks	446,057	3,169,288
13) Other provisions	-	-
14) Miscellaneous operating expenses	44,121	426,639
17 b) Foreign exchange gains and losses	108,067	356,522
a) Devaluation of equity investments	1	-
Profit for the year	9,071,775	13,761,844

GRI Content Index

Diemme Filtration Srl has reported the information contained in this GRI content index for the period 01/01/2023–31/12/2023 with reference to the GRI Standards.		
GRI Standard	Disclosure	Page
GRI 2 General Disclosures 2022	2-1 Organisational details	
	2-2 Entities included in the organisation’s sustainability reporting	
	2-3 Reporting period, frequency and contact point	
	2-4 Restatements of information	
	2-5 External assurance	
	2-6 Activities, value chain and other business relationships	16, 22, 52
	2-7 Employees	56
	2-8 Workers who are not employees	56
	2-9 Governance structure and composition	36
	2-10 Nomination and selection of the highest governance body	
	2-11 Chair of the highest governance body	
	2-12 Role of the highest governing body in impact management control	
	2-13 Delegation of responsibility for managing impacts	
	2-14 Role of the highest governance body in sustainability reporting	
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	2-16 Communication of critical concerns	40, 48
	2-17 Collective knowledge of the highest governance body	
	2-18 Evaluation of the performance of the highest governance body	
	2-19 Remuneration policies	
	2-20 Process to determine remuneration	
	2-21 Annual total compensation ratio	
	2-22 Statement on sustainable development strategy	
	2-23 Policy commitments	
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	2-26 Mechanisms for seeking advice and raising concerns	40
	2-27 Compliance with laws and regulations	40
	2-28 Membership associations	64
	2-29 Approach to stakeholder engagement	28
	2-30 Collective bargaining agreements	56
GRI 3 Material topics 2022	3-1 Process to determine material topics	31
	3-2 List of material topics	31
	3-3 Management of material topics	

GRI 201 Economic Performance 2016	201-1 Direct economic value generated and distributed	43
	201-2 Financial implications and other risks and opportunities due to climate change	
	201-3 Defined benefit plan obligations and other retirement plans	
	201-4 Financial assistance received from government	
GRI 202 Market presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	
	202-2 Proportion of senior management hired from the local community	
GRI 203 Indirect economic impacts 2016	203-1 Infrastructure investments and services supported	48
	203-2 Significant indirect economic impacts	
GRI 204 Procurement practices 2016	204-1 Proportion of spending on local suppliers	52
GRI 205 Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	41
	205-2 Communication and training about anti-corruption policies and procedures	41
	205-3 Confirmed incidents of corruption and actions taken	40
GRI 206 Anti-competitive behaviour 2016	206-1 Legal actions for anti-competitive behaviour, antitrust and monopoly practices	
GRI 207 Taxes 2019	207-1 Approach to tax	
	207-2 Tax governance, control, and risk management	
	207-3 Stakeholder engagement and management of concerns related to tax	
	207-4 Country-by-country reporting	
GRI 301 Materials 2016	301-1 Materials used by weight or volume	
	Disclosure 301-2 Recycled input materials used	
	301-3 Reclaimed products and their packaging materials	
GRI 302 Energy 2016	302-1 Energy consumption within the organisation	68
	302-2 Energy consumption outside of the organisation	
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