

RESPONSIBLE TODAY FOR A SUSTAINABLE TOMORROW



“ What defines Riri as a company is its goal to always operate safer, grow stronger and listen closer – ultimately do better.

The 2021 GRI report represents a milestone in disclosure and transparency for our stakeholders. Riri will continue to evolve in order to bring value to all actors in our ecosystem: employees, customers, local communities.

We are committed to further progressing our sustainability efforts and goals, with sustainability principles and ESG agenda to be increasingly embedded into our business strategy, vision and mission.

RENATO USONI
Riri Group CEO

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ANNUAL
REPORT
2 0 2 1



/01/

RIRI GROUP

/02/

ETHICS AND
SUSTAINABILITY

/03/

OUR ACHIEVEMENTS

/04/

DATA IN DETAILS

I N D E X

ANNUAL
REPORT
2 0 2 1

A close-up photograph of several gold-colored zippers on dark, textured fabric. The zippers are partially open, showing the teeth and sliders. One zipper pull is a large, detailed rose. Another zipper pull is a circular medallion with a sunburst pattern. A semi-transparent rectangular box is overlaid on the image, containing the RIRI logo and text.

riri

Excellence in details

/01/

RIRI GROUP

OUR NUMBERS

 Riri's position in the button market	 Riri's position in the zipper market	 One-stop shop supplier (zippers, buttons, metal hardware and fashion jewels) in the luxury segment
1st	2nd	1st

 Years of heritage	 High-end luxury & premium customers	 Sales in 2021 with five own brands
>85	~150	€107m

 Production facilities close to the heart of the worldwide luxury hubs	 Total number of active patents	 Full-time employees (excluding AMOM's and DMC's staff who are not part of this GRI analysis)
5 facilities	>75	780 employees

 Dedicated R&D specialists	 People on the sustainability team	 Electricity coming from renewable sources
>50	8 resources	99%

AMOM and DMC were acquired in 2021 and therefore they are not part of the data provided in the current report. Methodology note: page 67.

ABOUT THE GROUP



Every excellent detail created by Riri is the result of engineering innovation, sophisticated design, long-standing expertise. **Excellence shines** in the small components that have made Riri a **leading company in the fashion accessories industry**.

Over 85 years of unparalleled commitment to style and perfection led Riri Group to become the go-to partner for top luxury and sports brands that rely on **Riri zips, Cobrax buttons** and, recently, **Cobrax Metal Hub, AMOM** fashion jewellery and **DMC metal components** for their design creations.

- 1936 ● Riri is founded in Mendrisio, Canton of Ticino.
- 2008 ● Riri acquires Meras Spa and Cobrax Spa and establishes Riri Group, one of the main international groups in the market of zippers, snaps, rivets and jeans buttons.
- 2017-18 ● Riri increases its production capacity by acquiring MR Plating and SPM Pressofusione, specialised in galvanic treatments and zamak die-casting respectively.
- 2018 ● Chequers Capital becomes a new Riri financial partner.
- 2020 ● Acquisition of 2Frame, a Tuscan company specialised in the metal accessories sector, and creation of the new company "Cobrax Metal Hub".
- 2021 ● Riri acquires AMOM, a Tuscan company specialised in metal trimmings, fashion jewellery and accessories, and DMC, another Tuscan company which manufactures metal components for the leather goods sector.

SALES NETWORK OVERVIEW



Commercial branches

- / **CHINA** Shanghai
- / **FRANCE** Paris
- / **ITALY** Arezzo, Florence, Padua
- / **SOUTH KOREA** Seoul
- / **SWITZERLAND** Mendrisio
- / **UNITED KINGDOM** Speldhurst
- / **USA** New York, Los Angeles

AMOM and DMC, acquired in 2021 and therefore not part of the data provided in the current report.

Riri Group has a sales network on a global level with independent sales agents.

Riri's
internal
sales
force

- /6** COUNTRY MANAGERS
- /18** SALES EXECUTIVES
- /24** AGENTS

OUR BRANDS

riri | zipper

A concentrate of technique and style research, Riri is the must-have brand, synonym and guarantee of high-quality. **Since 1936, it has been the undisputed leader in the production of zippers for the luxury market.**

COBRAX | buttons

Cobrax is the most renowned **Italian brand that creates buttons and rivets** which, in one word, are iconic. A reference point for the luxury and denim markets, the brand follows four fundamental principles: innovation, quality, beauty and originality.

COBRAX | metal hub

Cobrax Metal Hub is specialised in the design, development and production of metal components for the luxury and haute couture sector. By combining high-quality Made in Italy production with a decade-long tradition and total artisan creativity accuracy, it presents a wide and comprehensive range of metal accessories intended for the leather, footwear and clothing sectors.

DMC

DMC combines the precision and manual skill typical of the Tuscan tradition with the use of the most advanced technologies for the design and manufacturing of unique **metal components, intended for the sector of leather goods.**

AMOM

AMOM is the company of the Riri Group which designs and manufactures metal components for footwear and clothing, fashion jewels and embellishment. Thanks to its over 60 years' experience and to the distinctive artisan care which characterises all its unique items, this brand is an exclusive guarantee of Made in Italy quality.

GOVERNANCE

From ethics-related activities to sustainability-oriented actions to management operations, every process at Riri is carried with a strategic vision and mission in mind. At the helm of this framework are **Renato Usoni**, **Andrea Moretta** and **Nantas Montonati**.



Group Chief Executive Officer

Renato Usoni

Chief Executive Officer since 2010 and President of Riri since 2014, Renato Usoni has a degree in Industrial Engineering from the University of Udine and has worked in the trimming/fashion business for 27 years.



Group Chief Financial Officer

Andrea Moretta

Andrea Moretta joined Riri in 1999 and has been the Group Chief Financial Officer for the last 22 years, in addition to Finance and Control he also manages ITC, HR, Organisation and Legal Departments. In 2014, he became a member of the Riri Board of Directors.



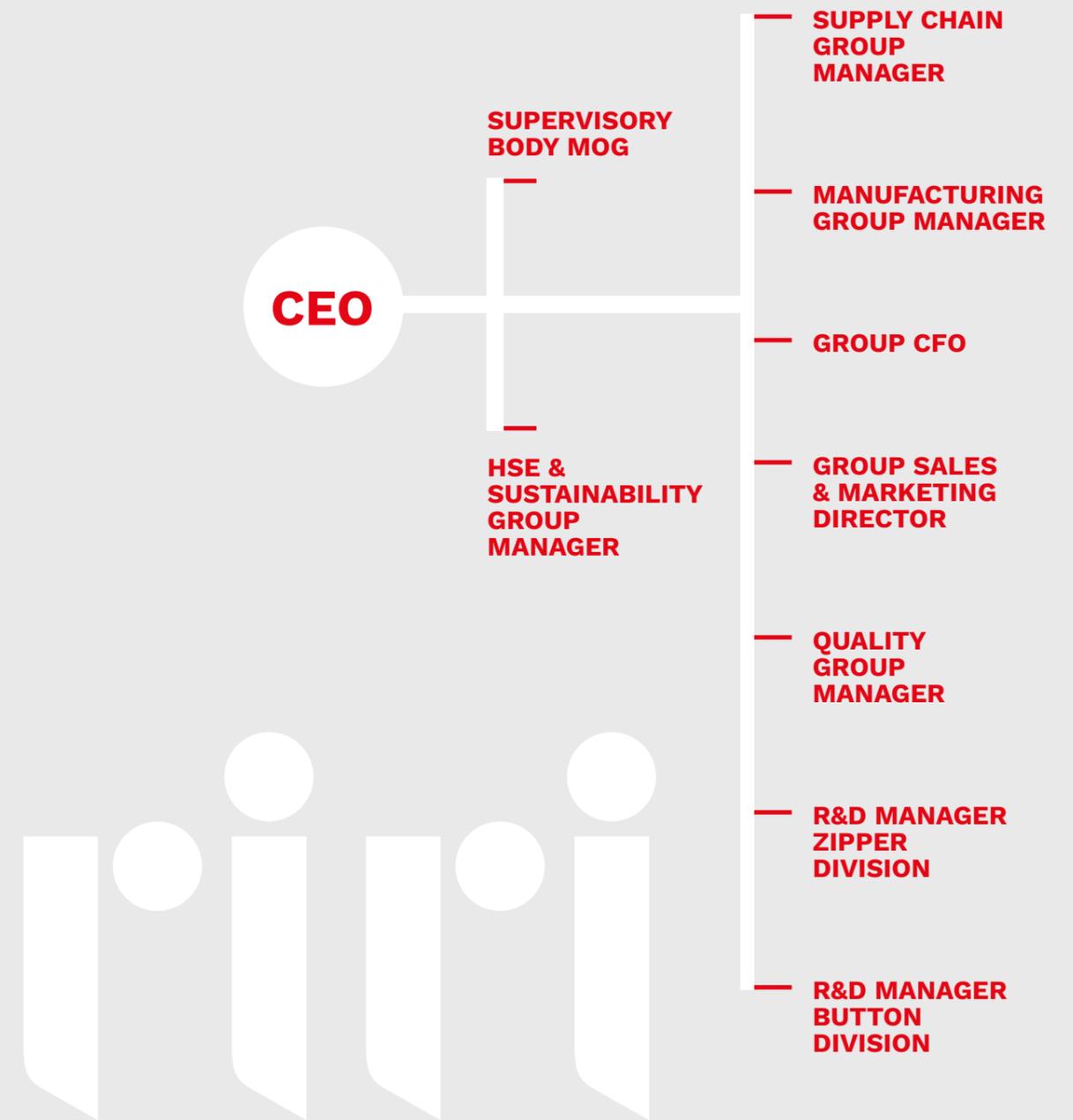
Group Sales & Marketing Director

Nantas Montonati

Nantas Montonati joined Riri Group in 2013 as Chief Marketing Officer, leading Marketing Strategies and Group Sales Teams worldwide. He is a member of the Riri Board of Directors since 2014. He has been involved with the trimming/fashion business for over 21 years.

ORGANISATIONAL CHART

Being a Group for Riri means having an integrated organisational system in all its divisions: all departments share the same **goals and values** and are focused on a **unique vision and strategy**.



Excellence in details

RIRI SUSTAINABILITY TEAM

Sustainability is a core value at Riri Group, so much more than just an activity that comes with the territory, but a founding aspect of our vision so much so that **it permeates every strategic decision** and action that the Group carries out.

As a result of this commitment, each facility is provided with at least one point of reference who deals with **sustainability, health, workplace safety, and environment** matters. The team, which is coordinated by the corporate office in Mendrisio, is **composed of 8 people** each bringing to the table different skills and know-how with degrees that include management and environmental engineering, health sciences and natural sciences.

Their task is to guarantee **compliance with evolving protocols and norms**, to research sustainable policies and initiatives, to define performance goals which combine strategy and ambition, to work on awareness campaigns, to develop dedicated projects such as product **Life Cycle Assessments** and **Corporate Footprint**, making sure to measure and communicate Riri's efficacy both inside and outside the company.

Every year, two events are organised featuring specific workshops, with the double goal to share what has been achieved whilst involving and training participants.

HSE & SUSTAINABILITY GROUP MANAGER



MENDRISIO



TIRANO



PADUA



PALAZZOLO SULL'OGLIO



POGGIO A CAIANO



AREZZO



SCARPERIA



AMOM and DMC, acquired in 2021 and therefore not part of the data provided in the current report.



iiri
Excellence in details

/02/
ETHICS AND
SUSTAINABILITY

From “Excellence in details” to “Sustainability in details”.

The claim “**Excellence in details**”, which perfectly describes our approach always seeking beauty, innovation and quality, also stands for “**Sustainability in details**”. To us this means being aware of the responsibility we have towards the environment, people and society.

To achieve our sustainability goals, there are three main pillars that guide our actions:

- / INNOVATE FOR THE FUTURE**
- / PROTECT NATURAL RESOURCES**
- / ENHANCE TRACEABILITY AND TRANSPARENCY**

This approach has led to a concrete plan aimed at upgrading our sustainability performance, structured in a scientific and quantitative way.

We are always committed to openly communicating about what we have accomplished so far and what our next steps are.

RESPONSIBLE TODAY
FOR A SUSTAINABLE
TOMORROW

INNOVATE FOR THE FUTURE

To us, **innovation has always been and remains a core aspect**: in the design, quality and functionality of our products but, more importantly, in our efforts to reduce the impact on the environment.

Riri is an example of how even the small, yet essential, parts of the fashion and apparel industry can have a big impact on and contribute to a sustainable future. Our approach to innovation is founded on **a continuous and mindful research of low environmental impact materials**, aimed at minimising the use of virgin plastic.

We have always taken into account two main aspects:

The value of circularity

This means that we have to radically rethink today's economic and social model, paving the way for an essential change: the **shift from a linear approach**, that some refer to as the 'take-make-waste' approach, **to circular economy**, based on re-using materials and products as well as on regenerating natural systems.

Dealing with the climate change issue

At Riri we are deeply aware of the connection between our industry and the role we play in addressing climate change and safeguarding the interests of future generations.

Although it is hard to fathom, we must come to terms with the fact that **everything we do has an impact on our carbon emissions**: employees getting to work, heating, lighting inside our facilities, potentially inefficient production processes – and the list could go on.

We must start by creating awareness, measuring, analysing and setting goals for real reductions in our carbon emissions. This is how we will be able to **promote an actual culture of change** and inspire our employees, suppliers, industry partners and other stakeholders to join us in this transformation.

PROTECT NATURAL RESOURCES

At Riri, we are deeply aware that our planet's resources are limited, precious and threatened by humanity itself. We are not only **reducing our own consumption** but we are **working to ensure our industry does the same.**

We believe that sustainability can become real only **paying close attention to how we make our products**, keeping in mind all the stages: design, raw materials, transport, waste management, electricity saving, business trips and employees' daily commuting.

It is important that we start by acknowledging the way we affect the planet's resources: **Riri's Corporate Footprint project**, through the monitoring and strategic assessment of water use and carbon dioxide emissions, has led to remarkable improvements in terms of lower environmental impact by the Group.



ENHANCE TRACEABILITY AND TRANSPARENCY

We are determined to use our 85-year heritage and leadership in the industry to **ensure traceability and higher environmental, ethical and social performances** throughout the entire life cycle of our products:



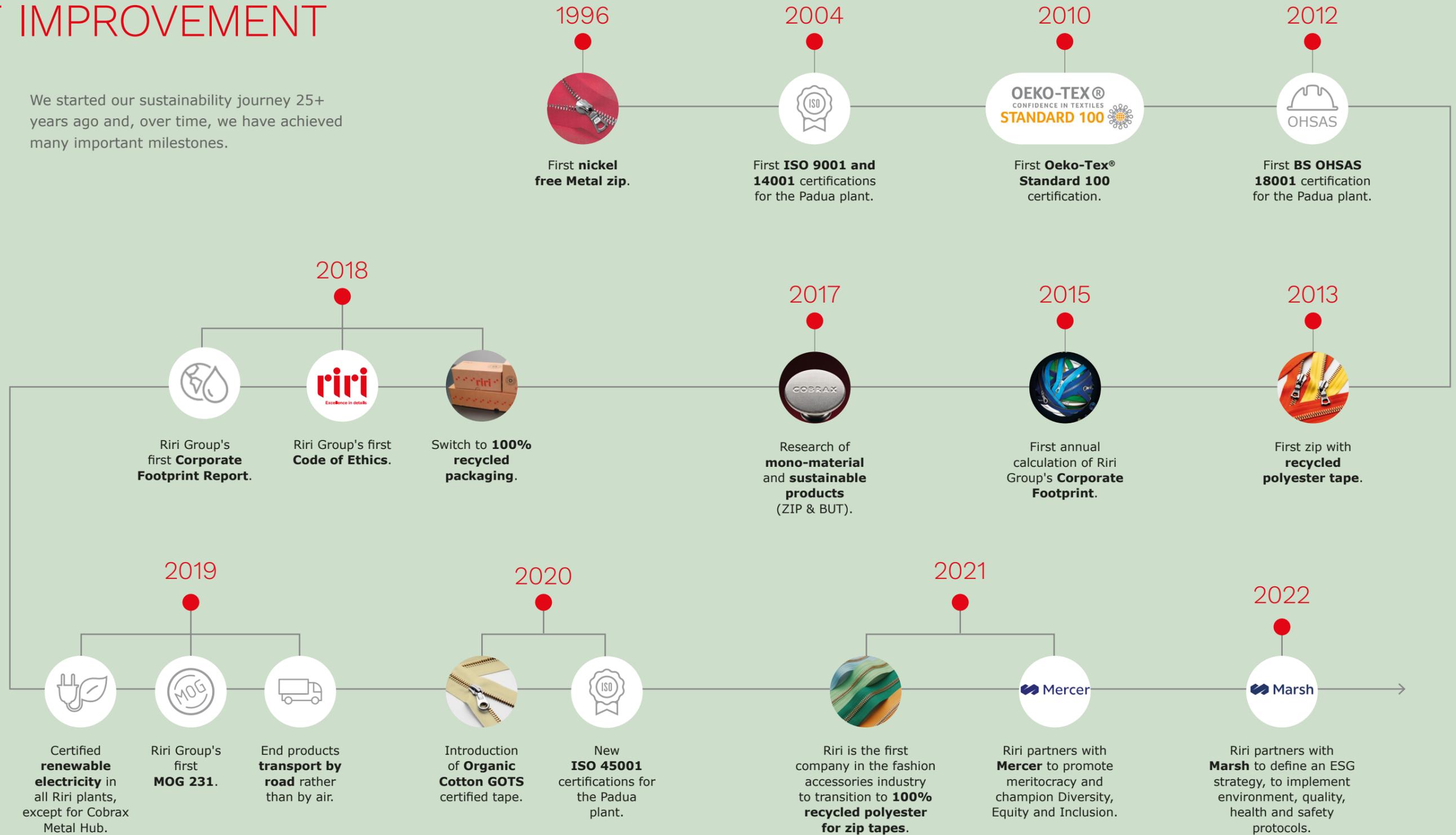
OUR CERTIFICATIONS

- / OEKO-TEX® STANDARD 100
- / ISO 9001:2015 CERTIFICATE
- / ISO 14001:2015 CERTIFICATE
- / ISO 45001:2018 CERTIFICATE

- we support global independent certifications in order to verify that all the elements of our products comply with environmental protection and human rights standards;
- we use our brand, relationships and role in our communities to press for continuous improvements along the entire supply chain and ensure compliance to ethical policies by all our suppliers.

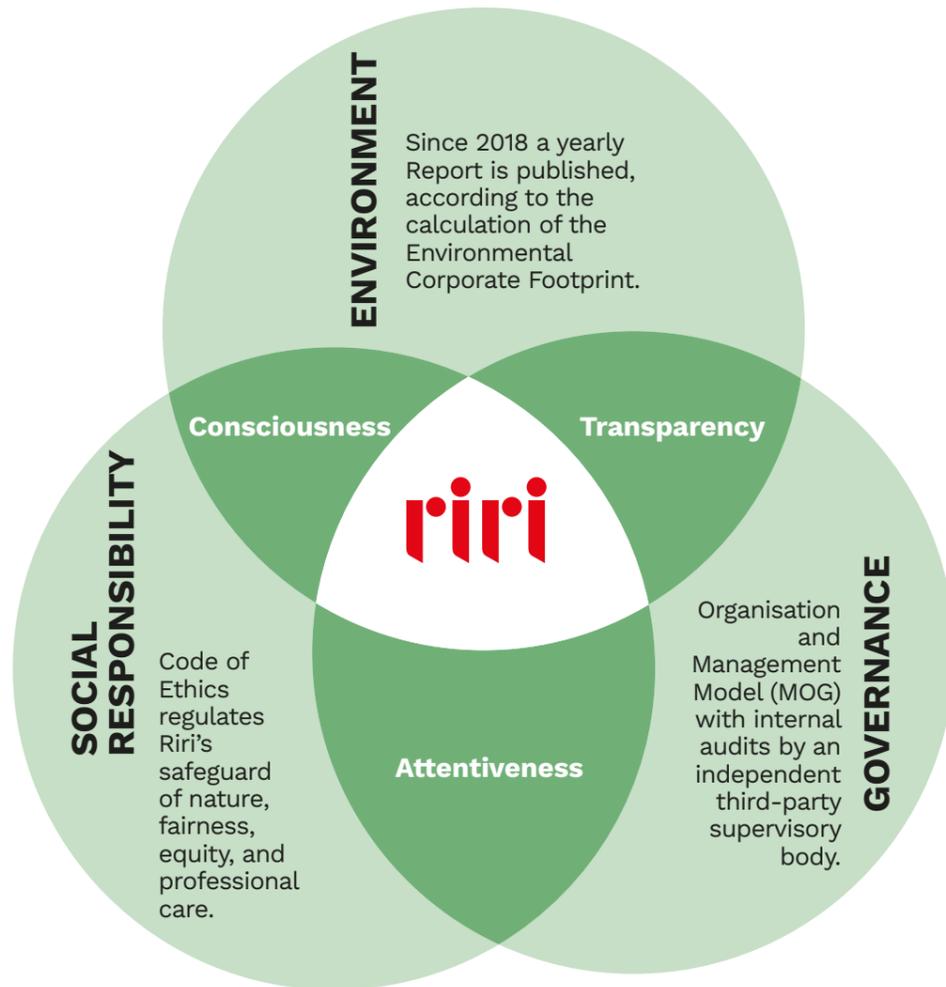
A JOURNEY OF IMPROVEMENT

We started our sustainability journey 25+ years ago and, over time, we have achieved many important milestones.



BE TRANSPARENT, BE ACCOUNTABLE.

We believe in **transparency** as the only way to show in detail our sustainability efforts: our 85-year history has always been founded on a **great and heartfelt focus on ethics and on moral principles**.



ACTIVELY PURSUING UN SDGs

In our constant strive towards doing better every day, we align with globally recognised frameworks such as the **Sustainable Development Goals of the United Nations** (UN SDGs). We have identified the SDGs with each ongoing environmental, social and economic sustainability activity, which reflect the key challenges of our sector and consumers, but also where we can have an impact, making a real difference.

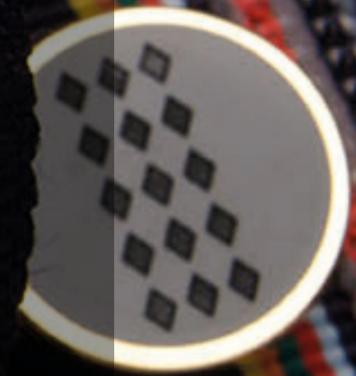
ACTIVITIES



	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND	17 PARTNERSHIPS FOR THE GOALS
PILLAR INNOVATE FOR THE FUTURE	Riri shares its sustainability expertise and know-how actively collaborating with industry initiatives such as ISKO I-SKOOL™, Polimoda, NABA, Università Cattolica, STA Lugano and Salone della CSR e dell'Innovazione Sociale.												
	Riri supports educational institutions and society in the communities where the Group is present. Examples of this are the sponsorships of the Teatro dell'Architettura Foundation in Mendrisio and that of the Management Engineering degree at SUPSI University (Canton of Ticino). Since 2017, three students have been part of Riri's HSE & Sustainability team.												
	Employment of brass and steel made of respectively 80% and 50% recycled raw materials.												
	Use of 100% recycled polyester yarn that is Global Recycled Standard (GRS) certified and Global Organic Textile Standard (GOTS) certified cotton yarn.												
PILLAR PROTECT NATURAL RESOURCES	Development of new finishings with a low environmental impact.												
	Use of electricity produced from renewable sources.												
	Installation of photovoltaic panels in the Mendrisio and Palazzolo sull'Oglio facilities.												
	Removal of single-use or non essential plastic from packaging. When this is not a viable option, Riri is evaluating alternatives made of recycled materials.												
	Riri has launched a project aimed at replacing finished products' air transport with road transport.												
	Riri recovers all the metal scraps (brass, zamak, steel, etc.) generated by the production process, in order to guarantee their circularity.												
PILLAR ENHANCE TRACEABILITY AND TRANSPARENCY	Since 2010, Riri has been Oeko-Tex® Standard 100 certified.												
	Since 2018, Riri has introduced Forest Stewardship Council (FSC) certified paper and cardboard.												
	In 2021, Riri has partnered with Mercer to launch a project on Diversity, Equity and Inclusion (DE&I) to promote meritocracy and expression of talent of each employee.												
	In 2021 Riri has partnered with Marsh to launch the Group's ESG strategy based on the implementation in all the facilities of a QHSE integrated management system that will be certified in compliance with the ISO 9001, ISO 45001 and ISO 14001 standards.												
	In 2021, Riri has launched a project to qualify suppliers in terms of quality, environmental and social sustainability, compliance, and health and safety.												



/03/
OUR
ACHIEVEMENTS



ECONOMIC

PAG 37 / **OUR SUPPLY CHAIN**
PAG 41 / **THE GROUP'S SALES**

ENVIRONMENTAL

PAG 43 / **MATERIALS**
PAG 46 / **ENERGY**
PAG 48 / **WATER AND EFFLUENTS**
PAG 51 / **EMISSIONS**
PAG 55 / **WASTE**

SOCIAL & GOVERNANCE

PAG 57 / **THE RIRI PEOPLE**
PAG 59 / **WELFARE AND TRAINING**
PAG 60 / **ORGANISATION AND MANAGEMENT**
PAG 61 / **HEALTH AND SAFETY IN
THE WORKPLACE**

OUR SUPPLY CHAIN

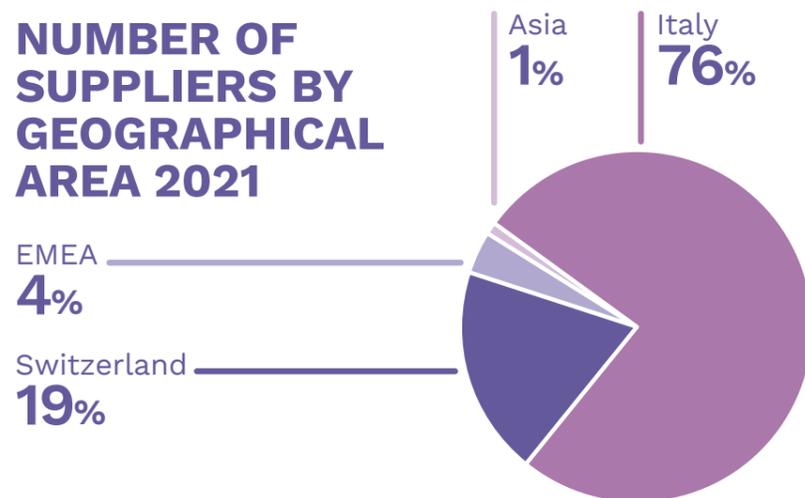
The suppliers taken into consideration have been examined according to geographical area, economic value distributed and relative product category.



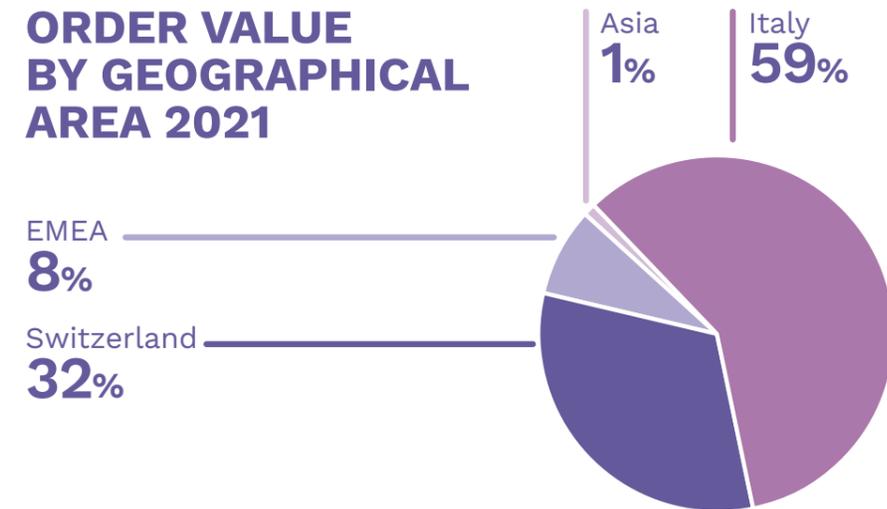
Where possible, **the Group relies on local suppliers located near the main offices.** The first two charts show the breakdown of the different suppliers by geographical area and the respective economic value distributed. **There is a consistent presence of Italian suppliers**, equal to 76%, while the remaining part includes suppliers from Switzerland and from the EMEA (Europe, Middle East, Africa) region. The corresponding economic analysis

shows a similar geographical location of the value, with a slight increase of the Swiss share, due to the economic entity of the type of activity carried out by these suppliers.

NUMBER OF SUPPLIERS BY GEOGRAPHICAL AREA 2021

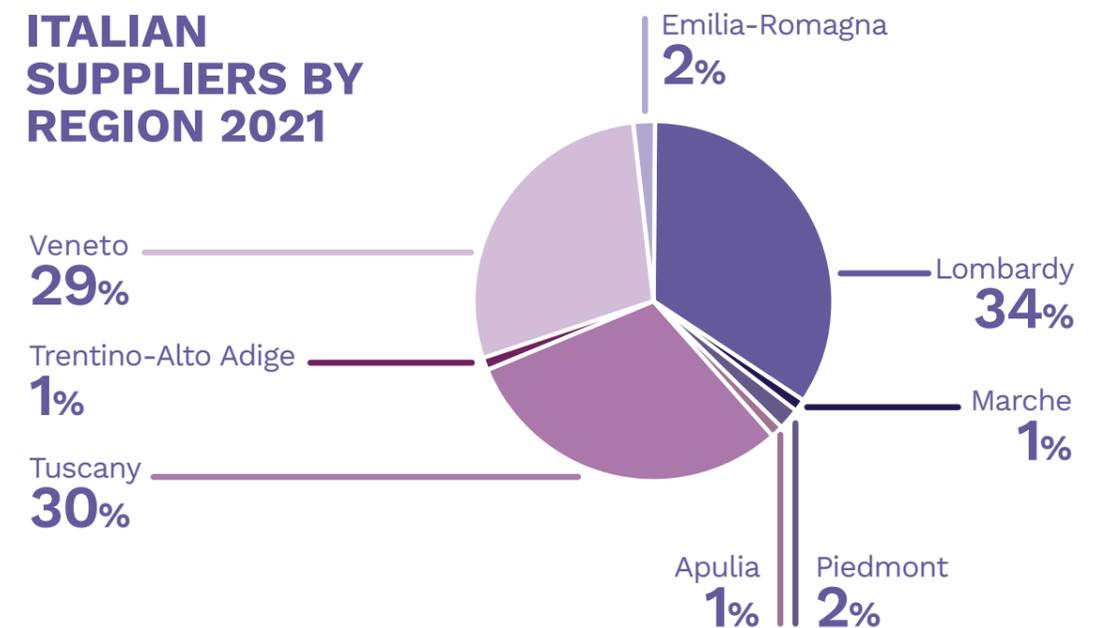


ORDER VALUE BY GEOGRAPHICAL AREA 2021



By analysing the geographical location of the suppliers in Italy, it is clear from the chart below that **over 90% of suppliers are local**, being located in Lombardy, Tuscany and Veneto, close to the respective production plants.

ITALIAN SUPPLIERS BY REGION 2021



Furthermore, these same suppliers have been divided into the following macro-categories:

RAW MATERIALS SUPPLIERS

This category includes the supply of **metals, plastic materials, yarns, chemicals, varnishes and packaging**. The supply of

raw materials is mainly carried out through local suppliers, that is, present in Switzerland and Italy.

SEMI-FINISHED PRODUCTS SUPPLIERS

To this class belong all those businesses that handle the manufacturing of semi-finished products, including **small metal**

and non-metal components that form part of the finished product. Over 90% of the semi-finished products come from European suppliers, whilst only a small part, which amounts to 7%, is purchased from Asian suppliers.

MACHINERY AND EQUIPMENT SUPPLIERS

This category includes all **suppliers of machinery and equipment essential to the normal carrying**

out of production activities, aimed at the development of all the accessories destined to customers. Given the importance of this category, the majority of the supply comes from areas close to Riri's main facilities.

SUBCONTRACTORS

Included in this group are the suppliers of processes, such as **galvanic treatments,**

lacquering and assembling entrusted to external partners. This choice is dictated by the necessity to perform complex and specific processing operations that require the involvement of highly skilled companies. These kinds of activities are entrusted to local suppliers, as they are able to guarantee the best result in the least amount of time.

SERVICES

This category includes all those partners who support Riri in its **day-to-day activities**, ensuring the achievement of high-

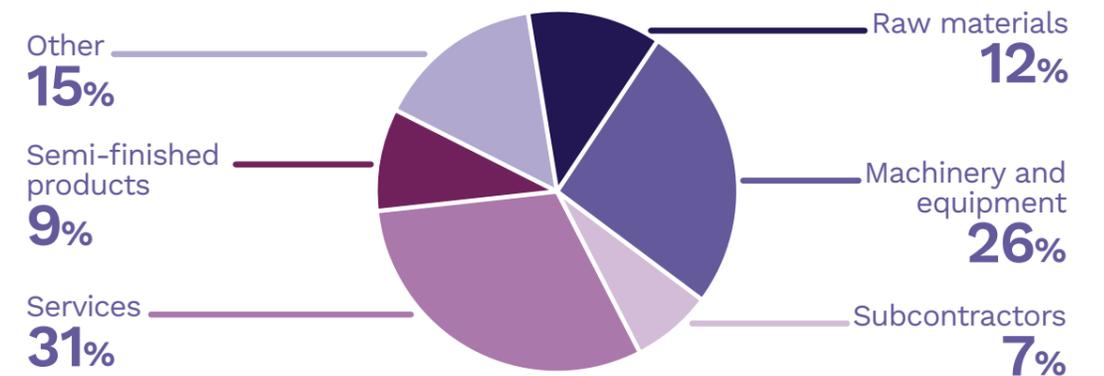
performance operations and of the goals set out by the company. This category, too, features mainly services suppliers that are close to Riri's main offices.

OTHER

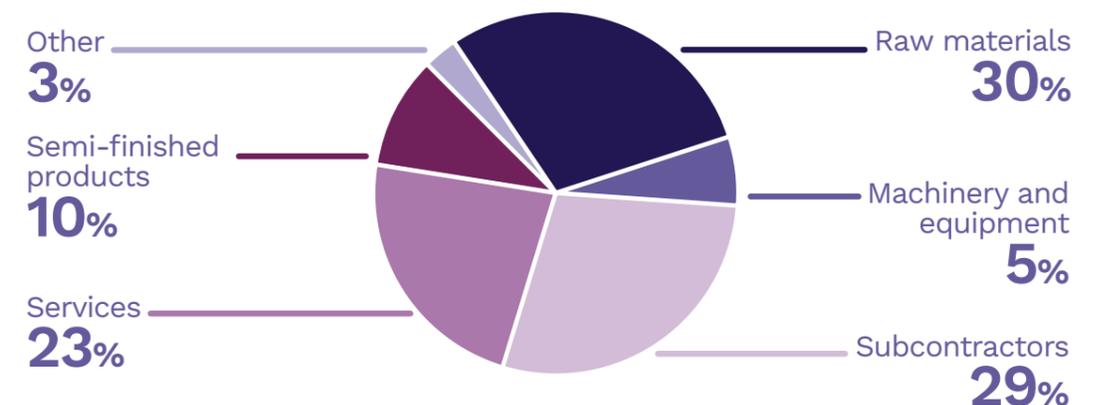
This entry comprises all the other categories of suppliers that have not been mentioned so far and that **do not provide a**

direct support in the making of products; examples are financial institutions, universities and vehicles suppliers.

NUMBER OF SUPPLIERS BY CATEGORIES 2021



SUPPLIERS ORDER VALUE BY CATEGORIES 2021



Riri Group is particularly committed to providing traceability and transparency along the supply chain. In this regard, as a result of the qualification project of the company's suppliers, in compliance with the Organisation and Management Model laid out in the Legislative Decree no. 231/2001, **every supplier undergoes an evaluation process** under different aspects, **including quality, environmental and social sustainability, compliance, and health and safety**. In addition to managing the qualification of the supplier, this process establishes an action plan for the constant improvement of the supply chain.

THE GROUP'S SALES

As a result of a wide product range, Riri Group stands out as a global leader for all luxury brands.

Riri's performance in 2021 has been quite outstanding and relevant, thanks to sales consolidation and a resulting improvement compared to the pre-pandemic scenario.

RIRI'S MAIN MARKETS

48%
FRANCE

33%
ITALY

19%
OTHER COUNTRIES



FRENCH LUXURY BRANDS REPRESENT RIRI'S MOST RELEVANT MARKET AS THEY MAKE UP 48% OF THE TOTAL; THIS SECTOR HAS LED THE GROWTH AND MITIGATED THE SLOWER RISE OF PREMIUM PRODUCTS.

Another essential reference market for the Group is the Italian one, which takes up 33% of sales, followed by the United States which, after a few years of slowdown, experienced a recovery thanks to the button division.

Overall, the German, Austrian and Swiss (DACH) markets, too, expanded the company's sales network.

In terms of product line and range, Riri experienced double-digit growth in the button division,

by means of exclusive, patented products and thanks to the extraordinary expansion in the leatherware segment which led to the broadening of the Riri offer.

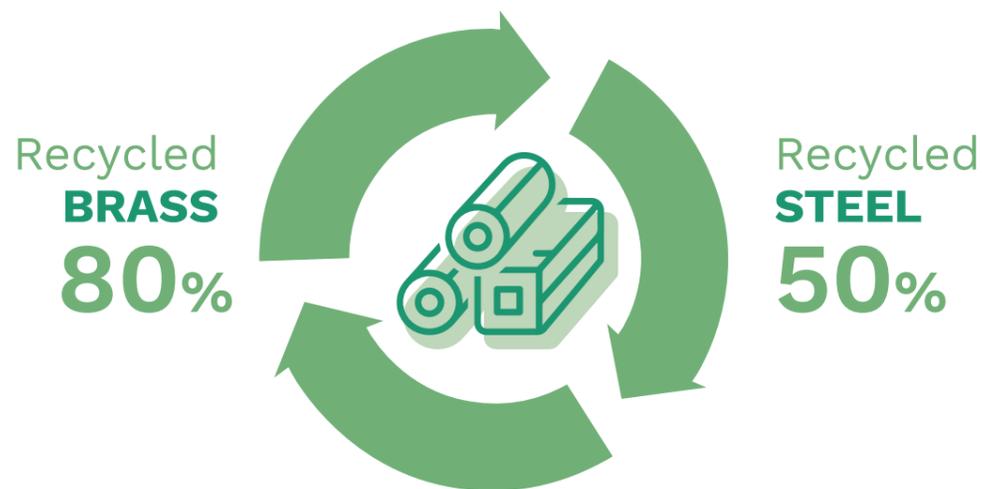


MATERIALS

From the early stages, particular attention was paid to choosing the most suitable and performing materials.

The know-how of the team of experts and the continuous research and study make it possible to find the best solutions, while paying special attention to emerging products with sustainable features such as high recyclability, biodegradability and natural derivation.

The most widely used metals are zamak, brass and steel.



The amount of renewable core raw materials increased compared to 2019. This aspect is related to the current raw materials supply difficulties and to the consequent choice that Riri made to increase its warehouse stock so as to guarantee supply continuity of the ordered articles.

The core yarns used for the production of textile components, such as polyester and cotton, present sustainable features.

For yarns, we use mainly:

GLOBAL RECYCLED STANDARD (GRS) POLYESTER



GLOBAL ORGANIC TEXTILE STANDARD (GOTS) COTTON



This guarantees that Riri relies on natural fibres from socially responsible and environmentally friendly supply chains.

All precious materials utilised by Riri are purchased exclusively from **Responsible Jewellery Council – Chain of Custody (RJC – CoC)** certified suppliers, a certification ensuring the adoption of responsible extraction and processing procedures throughout the production and distribution chain.

Riri's constant strive towards research and innovation allows for a product range that extends to include an assortment with more and more sustainable characteristics: high recyclability, biodegradability and natural derivation. The company's dedication results in the introduction of new natural products such as tapes made with nettle or recycled hemp and eco-galalite buttons, along with the implementation of solutions enabling the manufacturing of mono-material products.

For more information: <https://www.riri.com/company/ethics-and-sustainability/innovate-for-the-future/sustainable-products/>

ENERGY

RETHINKING OUR PACKAGING

All sustainability-oriented activities are the result of a structured Action Plan that, in addition to the product and raw materials employed, includes several factors such as process optimisation, resource usage, research of innovative production techniques, reduction of the impact of transportation and plastic packaging.



As required by "The Fashion Pact", **the Group is working to eliminate single-use or non essential plastic from its packaging. When this is not a viable option, Riri is evaluating alternatives made of recycled plastic.**

In this regard, the following initiatives have already been launched:

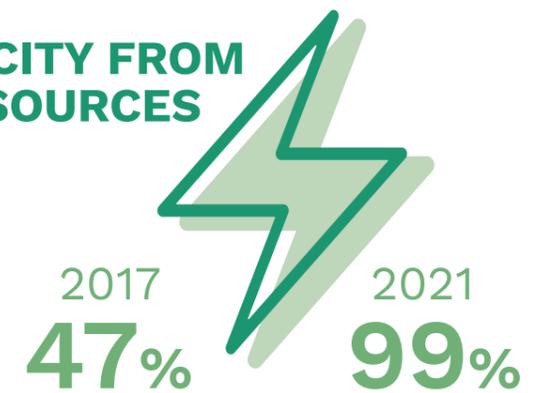
- replacement of cellophane wrapping with a reusable roll-up net for intercompany transport;
- use of thinner cellophane (from 50 to 20 µm) leading to a decrease of volumes used and of CO₂ emissions equal to 42%;
- introduction of recycled plastic bags and trays to wrap and ship materials. The solutions implemented allow to save respectively 63% and 90% of the corresponding CO₂.

Furthermore, already since 2018, Riri ships exclusively with Forest Stewardship Council (FSC) certified cartons. This standard guarantees a conscious forest management and traceability of the raw materials employed. Adhesive tape too is made from recycled paper.

The increase in energy use has developed as a result of business growth which, after the pandemic, has recovered at a fast rate.

ELECTRICITY FROM RENEWABLE SOURCES

In fact, compared to 2019, the Group's energy consumption has increased; this is mainly due to production activity, in addition to the heating, cooling and lighting of facilities. However, since 2017 Riri has constantly increased the percentage of electricity produced using renewable sources in comparison with the total amount of energy consumed, while keeping the turnover ratio stable.



ENERGY CONSUMPTION RELATED TO TURNOVER



WATER AND EFFLUENTS

Riri is also committed to other initiatives aimed at further reducing its energy consumption. To this end, an energy-related Action Plan has been drawn up, which includes the following activities:



Gradual replacement of conventional lighting systems with Light-Emitting Diode (LED) lamps in all plants. To date, the facilities in Padua, Palazzolo sull'Oglio and Poggio a Caiano already use LED lighting only, which allows for net energy saving and has an average usable life substantially longer than traditional lamps. The gradual replacement of conventional lighting systems with LED lamps is underway in the Group's other plants.



Installation of photovoltaic panels. At the facilities in Palazzolo and Mendrisio, outputs of 210 kWp have been installed and for next year an upgrade of further 350 kWp is planned, which will lead to an increase of the amount of electricity generated for self-consumption.



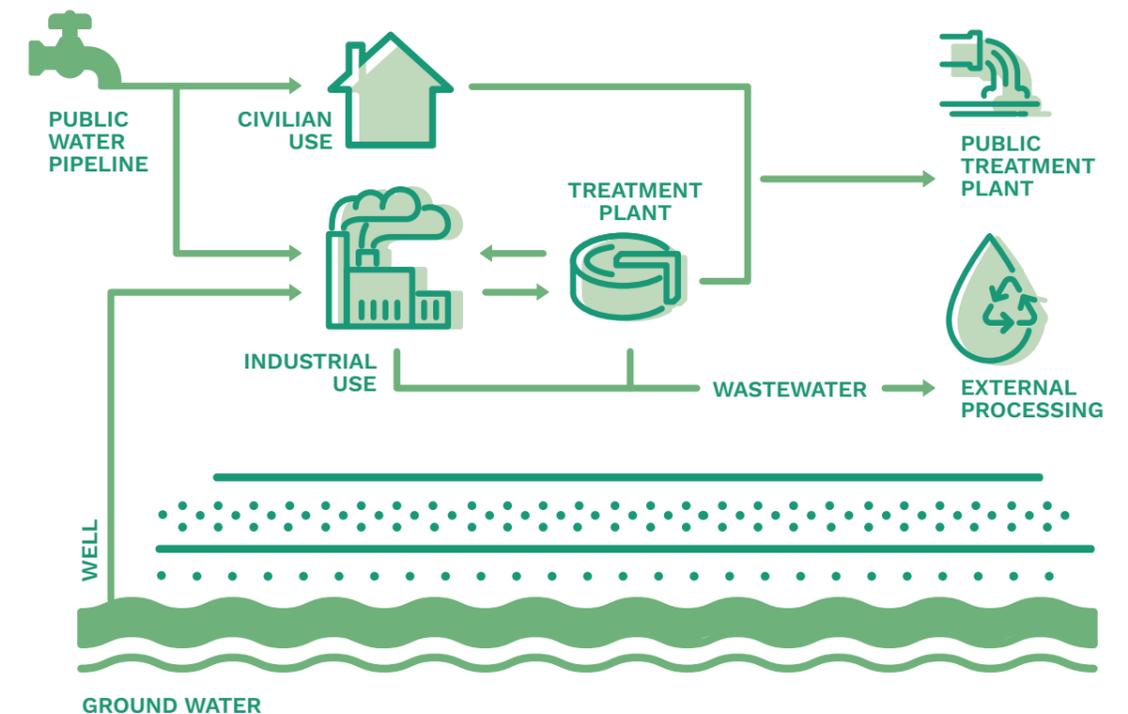
Energy audits according to the UNI CEI EN ISO 50001:2018 standard in all plants.



Shift from diesel to methane gas systems at the Tirano facility in the coming years. At the end of 2020, the renovation of the heating system at the Mendrisio plant was completed, shifting from naphtha to methane gas.

Most of the Group's water usage is related to production activities, with collection either from the public water pipeline or from the ground water through Riri's own wells.

All wastewater is managed in accordance with the authorisation procedures for each plant: since 2017, zero incidents of non-compliance with discharge limits have been reported for the entirety of the Group's plants. More details about each facility's water cycle are shown in the flowchart.



The Group is constantly investing in making the use of water resources more efficient, by optimising processes and encouraging water recycling. The closed-loop galvanic plants at the Mendrisio and Padua facilities are a case in point. Therefore, the actions that the Group deploys when it comes to the responsible use of resources entail structural upgrading as well as awareness-raising initiatives directed to the whole staff. An investment of over €350,000 has been dedicated to the careful management of water resources.



SINCE 2017
THERE HAS BEEN
A SIGNIFICANT
**REDUCTION
IN WATER
CONSUMPTION
PER KG OF PRODUCT
SOLD.**

The Group's goal is to put in place solutions to reduce the consumption of resources, especially water, which are essential for the planet. Riri's Action Plan features a section fully dedicated to water resources optimisation activities, including projects such as:

The development of finishings with low water consumption and free from galvanic treatments containing cyanides.

The introduction of water-based varnishes and the Physic Vapour Deposition (PVD) process.

Compliance with the Zero Discharge of Hazardous Chemicals (ZDHC) protocol in all plants with textile wet processings and where applicable.

SUSTAINABLE FINISHINGS



Along with a careful management of water resources, Riri has developed new finishings that do not require galvanic treatments. This innovative process provides many benefits, such as the reduction of:

- air emissions;
- water and energy consumption;
- chemicals that are dangerous and harmful for the environment;
- hazardous waste.

In particular, the advantages compared to standard finishings have been quantified for all the environmental variables taken into consideration:

	ZIPPERS	BUTTONS
Water	-88%	-80%
Energy	-97%	-95%
Heat	-98%	-97%
Chemicals	-74%	-56%
Waste	-88%	-80%

EMISSIONS

Since 2015, Riri has been calculating its impact using the Environmental Corporate Footprint, assessed every year and based on the:

GREENHOUSE GAS (GHG) PROTOCOL CORPORATE ACCOUNTING AND REPORTING STANDARD



published by the World Resource Institute (WRI) and by the World Business Council on Sustainable Development (WBCSD).

ACCORDING TO THIS STANDARD, THE GROUP'S ESTIMATED EMISSIONS CAN BE BROKEN DOWN AS FOLLOWS:

DIRECT (SCOPE 1) GHG EMISSIONS

produced by the organisation from fossil fuels used for company vehicles and installations.

ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS

produced by electricity intake and generation.

OTHER INDIRECT (SCOPE 3) GHG EMISSIONS

not directly controlled by the company, but which are indirectly due to its business activities. Accounting for the most substantial share of total emissions by the Group, this is currently the most strategic area on which attention should be focused in order to improve sustainability performance.

Compared to the pre-pandemic period, the Group's emission total has increased by 7%. This result is driven by the strong economic recovery that led to a business growth.

61%

The environmental impact is mainly due to **SCOPE 3** and, in particular, to the share of the supply of raw materials.

Given the current situation, Riri has decided to increase the warehouse stock, a strategic decision which enables supply continuity with a high level of service along with the delivery of the items that have been ordered.

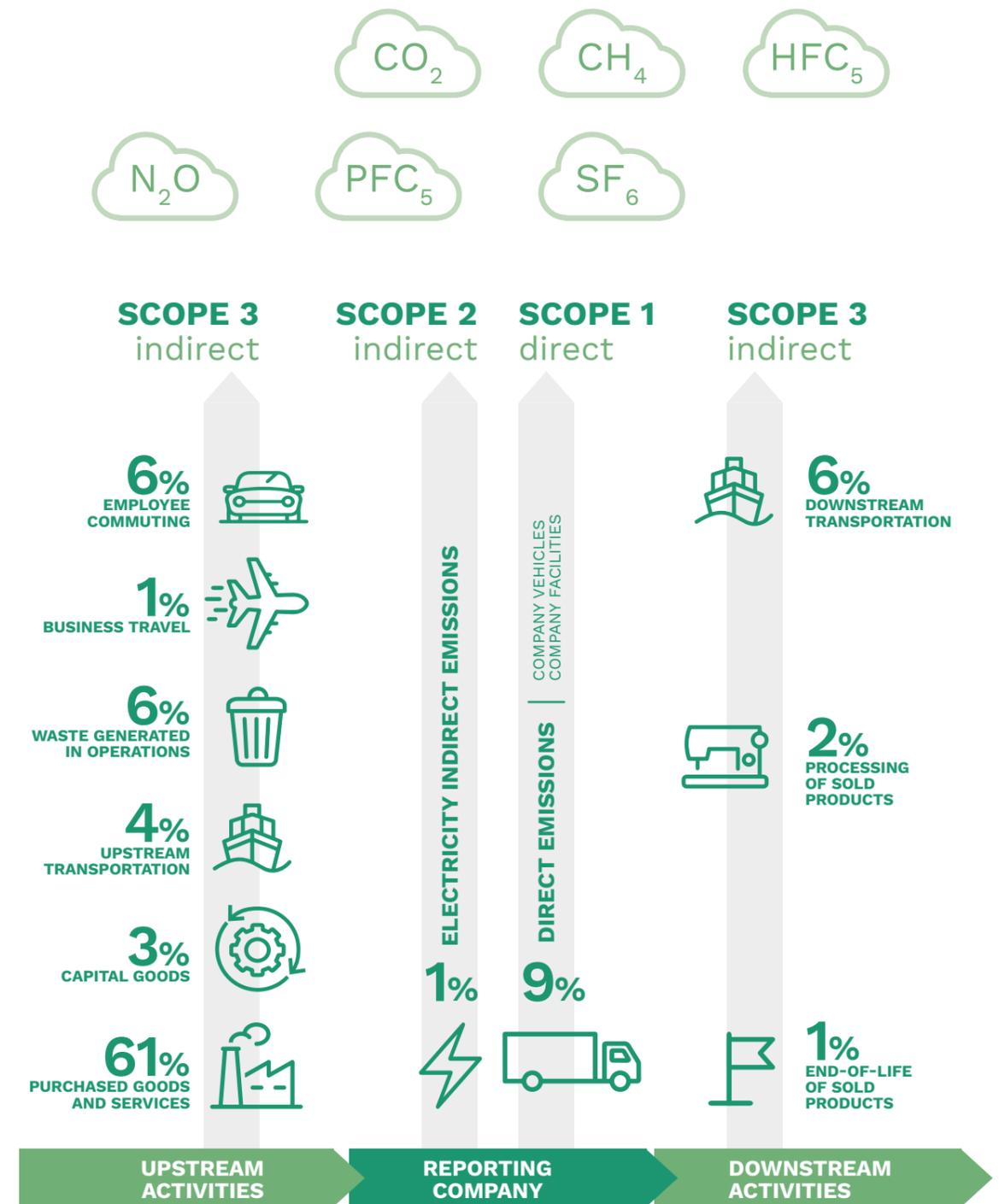
Data shows a change in terms of the impact of transportation as a consequence of the pandemic. In fact, there has been an increase of emissions related to employee commuting due to the removal of car pooling practices (in compliance with anti-Covid regulations) and a reduction of emissions related to business travels due to the cancellation of international trade shows and visits to the client. Furthermore, corporate policy regarding the transport mode shift from air to road, both when visiting the client and when purchasing raw materials, has compounded the situation.

In order to battle these negative effects, the corporate Action Plan includes several activities connected to the research and use of renewable materials, more sustainable than the more traditional ones already in use.

-52%

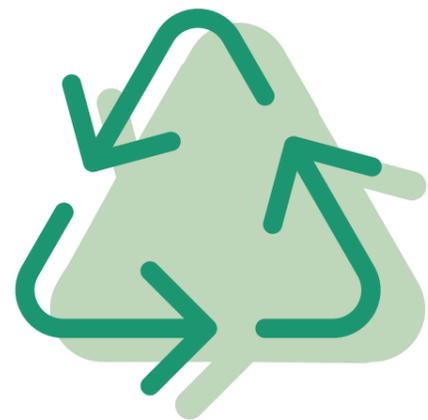
On the contrary, **SCOPE 1** and **SCOPE 2** have experienced a decrease compared to 2015.

This positive result is direct consequence of the conscious choices related to the use of energy produced exclusively from renewable sources, to energy efficiency strategies and to the staff's heightened awareness in adopting best practices.



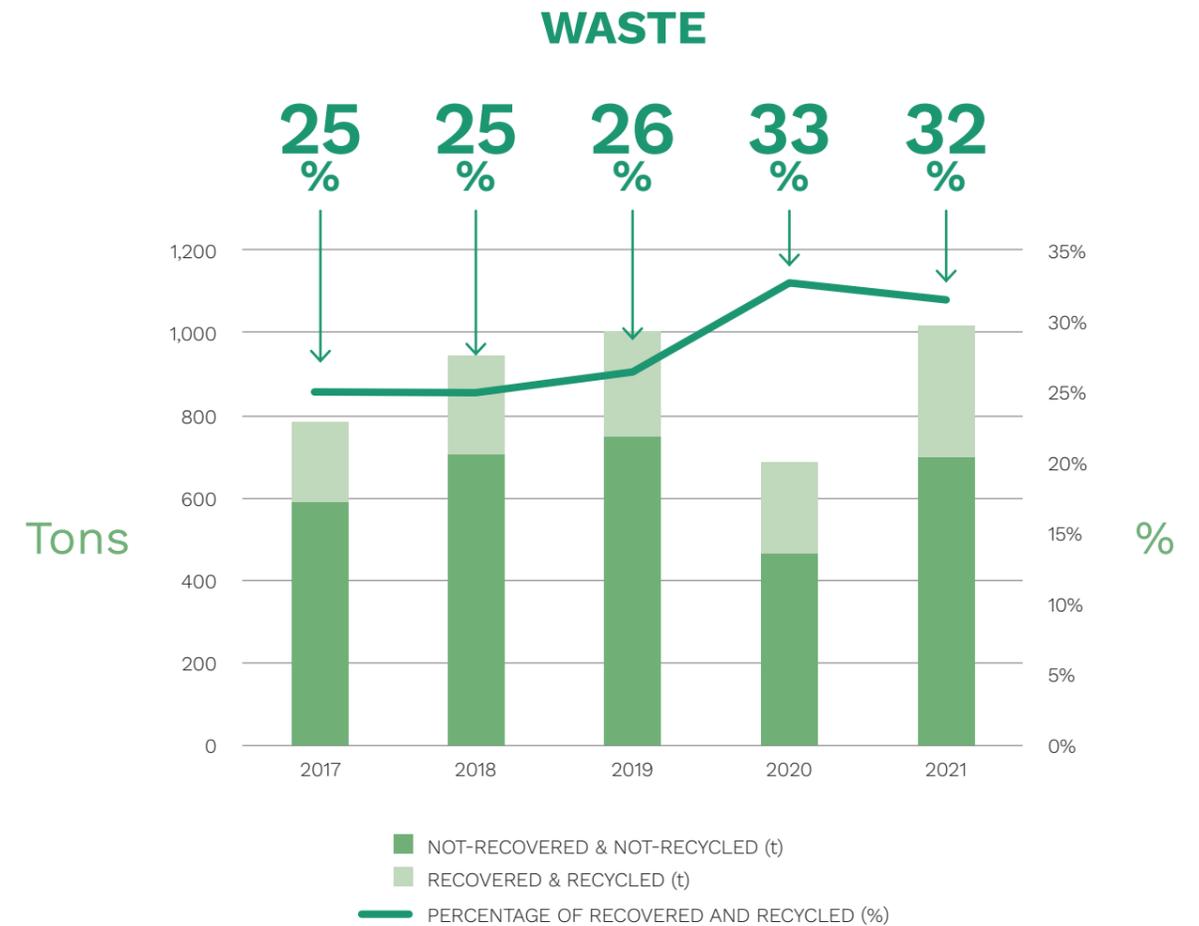
WASTE

The waste that Riri produces is the result mainly of manufacturing activity, office waste and packaging materials. Data shows that over the years there has been an increase in waste production due to the acquisition of new manufacturing plants.



As reported in the following chart, where possible, the company is committed in **RECYCLING** and/or **RECOVERING** its waste.

In fact, despite the total amount being back to pre-pandemic standards, the percentage disposed of through recycling and/or recovering has significantly increased going from 25% in 2017 to 32% in 2021.



A best practice is the recovery of all the metal scraps (brass, zamak, steel) generated in the production process.

Furthermore, in order to guarantee the circularity of plastic materials, suppliers need to meet a set of requirements to make sure that this virtuous goal is achieved. Efficient waste management is very important to the Group: in this regard, Riri carries out campaigns towards its employees in order to raise awareness on recycling and waste reduction.

THE RIRI PEOPLE

Riri's average staff has increased by 2.3% compared to 2020, mainly as a result of temporary contracts turned into permanent contracts, thanks to the significant recovery in orders after the pandemic.



780
TOTAL NUMBER
OF EMPLOYEES

53% between
30 and 50 years old

59% women

31% executives,
managers and employees

68% direct workers

1% apprentices

Over the course of 2021, the turnover went from being 5% in 2020 (strongly influenced by the pandemic-related halt) to 26%. The high percentage recorded in 2021 is typically the result of the turnover of temporary workers during high seasonality terms.

The geographical distribution has remained essentially unchanged and, at the end of 2021, 51% of the employees were located in Switzerland, whilst 49% across Riri's Italian plants and offices. These numbers do not include the employees of commercial offices overseas (France, USA, Hong Kong

and China, in total 13 salespeople) and those related to the acquisitions that were carried out through 2021 (over 190 workers joined Riri between June and December 2021).

In 2021, 78% of the senior managers, the people in charge of all the main work areas and of the company's profitability, came from the local area. **Local refers to people who live within a 30 km range from their offices.**



DIVERSITY, EQUITY & INCLUSION (DE&I) PROJECT

In 2021, Riri launched **a project for the identification and analysis of unconscious bias** in the workplace and in corporate practices, in order to **detect and neutralise those factors that condition and hinder career opportunities**, often to be attributed to a lack of inclusion and fairness. In **partnership with Mercer** (a consulting company part of the Marsh group) a series of activities was carried out, on **three different levels: interviews with management, internal labour analysis and a digital assessment**. The third was conceived as a round table, open in real time to all employees, called upon to answer a few questions regarding their perception of DE&I matters in the workplace.

The result of these actions led to the establishment of an **operating committee** that has laid out a set of concrete steps, focusing in particular on **monitoring and corporate communication models**, on the **criteria and contents of training courses and performance evaluation**, and finally on the **opening of a job market in-house**. Over the course of 2022, times and modes for the implementation of the respective Action Plans will be defined, in compliance with the goals set by the Group's social and environmental sustainability system.

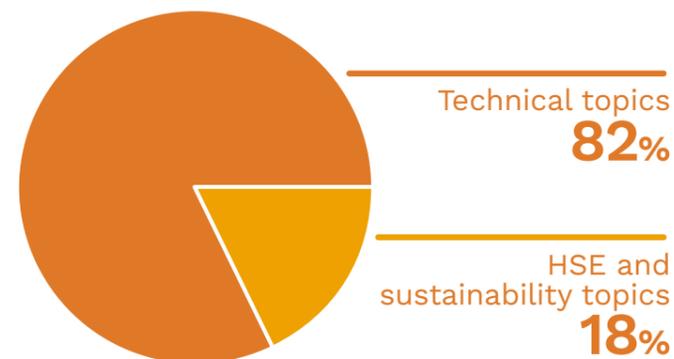
WELFARE AND TRAINING

Riri is in line with the most advanced trends when it comes to the negotiation between social partners and in accord with the current tax legislation.

As a result, Riri offers its employees free access to a virtual platform to use amounts of money made available by the company, in line with the collective bargaining rules and second-level agreements in Riri's different offices.

In 2021, the number of hours dedicated to training increased by 5%, mainly due to the post-pandemic recovery. Of the 3,033 training hours provided, the Italian offices used an average of 10.2 per employee, while the Swiss offices dedicated an average of 2 hours per employee. The difference between the two values is mainly the result of different law regulations and of the sector's collective bargaining employment contract.

The most covered topics were, as usual, safety in the workplace, environment and sustainability (561 hours) and technical training of production processes (2472 hours).



ORGANISATION AND MANAGEMENT

MOG, CODE OF ETHICS AND RESPONSIBLE GOVERNANCE OF THE SUPPLY CHAIN

Along with issuing its Code of Ethics, in 2019 Riri adopted an Organisation and Management Model (MOG), according to the Legislative Decree no. 231/2001.

In 2021, this Model has been **revised and updated to include the new predicate offences outlined by the law**, together with all the actions carried out by Riri since the approval of the first Model in December 2019.

Currently, **88 members of staff in all of the Group have taken part in training sessions** on the topic of predicate offences and on the implementation and application of the Organisation and Management Model. **The training was planned and managed directly by the Group's supervisory body**, that by

the end of 2022 will extend it to the management team of the companies acquired during 2022.

Contextually, the process of supplier qualification was launched, defining the **Code of Conduct of Suppliers and the new General Terms of Purchase**, meant to extend to the entire supply chain the Group's environmental and social sustainability values.

Over the last two years, no anonymous report of violation of the Code of Ethics or of the MOG has been received.



HEALTH AND SAFETY IN THE WORKPLACE

Riri operates in full compliance with the specific norms enforced in the countries where it is located, paying particular attention to achieving constant improvement.

In 2021, too, the company has kept track of the accident rates among its employees.

Following the economic recovery, there has been an increase both in the accident rates and in the working hours (+35%) compared to last year.



In 2020, there was an accident where an employee of the Mendrisio plant slipped and had to stay home for over 6 months.

After a careful analysis of the causes, the course of action was to provide **safety shoes to all the workers in the unit** where the accident happened and the **positioning of anti-slip mats** in set locations in order to be able to clean shoes frequently.

There has never been a fatal accident, neither among employees nor contractors.

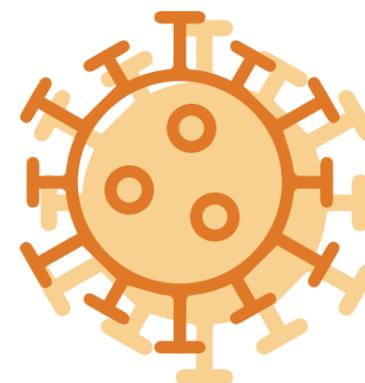
HSE Health Safety Environment team



Riri established that in each facility be at least one point of reference to handle matters related to occupational health and safety and the environment. The team, composed of 8 people, has the **responsibility to guarantee well-being and safety in the workplace and to provide every employee with the best working conditions.**

All of this is possible thanks to the essential role that each worker plays during the normal day-to-day activities.

IN THE LAST TWO YEARS, FOLLOWING THE PANDEMIC,



Riri has outlined a protocol to provide employees with the safety rules to limit the spread of Covid-19 in the workplace,

through prevention activities that have allowed the company to take care of the health and well-being of the staff, minimising the chance of infection and supporting job continuity.

MANAGEMENT SYSTEM AND CERTIFICATIONS

For years, Riri has been committed towards the constant improvement of its performance when it comes to Quality, Health and Safety, and Environment (QHSE) in the workplace.

This commitment has come to fruition through the implementation and application of the **QHSE Integrated Management System** at Padua's production facility that in 2004 became **ISO 9001** and **ISO 14001 certified** – respectively Quality Management System standard and Environmental Management System standard. In 2012, this same facility obtained the third-party certification for the **BS OHSAS 18001:2011** standard regarding health and safety in the workplace and, subsequently, has successfully passed the transitional phases to the updated versions of the **ISO 9001:2015**, **ISO 14001:2015** standards and of the **ISO 45001:2018 standard for health and safety in the workplace**. In 2021, its Integrated System received confirmation of compliance with these international standards.



ISO 9001:2015
ISO 14001:2015
ISO 45001:2018



QHSE INTEGRATED MANAGEMENT SYSTEM



The QHSE Integrated Management System is a **combination of elements that interact with each other, with the aim to outline Corporate Policy, the related corporate goals, and the processes to achieve the objectives related to these topics**. This tool allows Riri to expand its ability to provide products and services with continuity and to meet the needs of its customers, increasing their satisfaction thanks to an improvement plan of its performance in terms of QHSE.

In this context, **Riri has begun extending its Integrated Management System to other Group facilities**: starting from the offices in Mendrisio and the Palazzolo sull'Oglio and Tirano locations, with the goal to extend the certification by the end of 2023.



Furthermore, since 2010 Riri's zippers and buttons are Oeko-Tex® Standard 100 certified. Oeko-Tex® Standard 100 is a third-party auditing body that works at an international level to certify the compliance of raw materials, semi-finished products and finished products in the textiles industry at every level of the supply chain, in addition to assessing the compliance of the accessory materials employed.



iiii
Excellence in details

/04/
DATA IN DETAILS

METHODOLOGY NOTE

This document, now in its second edition, contains Riri Group's sustainability report. The **Group's s sustainability performance** has been outlined according to the standards published by the **Global Reporting Initiative (GRI)**.

The report covers the year 2021, **from January 1 to December 31**. Unlike the 2020 edition, the indicators employed for the drafting of the report include, in addition to **environmental sustainability topics**, **socio-economic material**.

The data collected refers to five of the seven facilities part of the Group, thus excluding the two recent acquisitions carried out in Tuscany in 2021. These facilities will be integrated in next year's document when enough, more detailed data in line with that of the Group's other plants will be collected.

The report has not been audited by a third party.
For further information regarding the contents of the Report by Riri SA, send an email to: sustainability@riri.com

ECONOMIC

204 – PROCUREMENT PRACTICES

SUPPLIERS BY GEOGRAPHICAL AREA	Number of suppliers by geographical area 2021	Order value by geographical area 2021
Italy	76%	59%
Switzerland	19%	32%
EMEA	4%	8%
Asia	1%	1%
Americas	0%	0%

SUPPLIERS BY CATEGORIES	Number of suppliers by categories 2021	Suppliers order value by categories 2021
Raw materials	12%	30%
Machinery and equipment	26%	5%
Subcontractors	7%	29%
Services	31%	23%
Semi-finished products	9%	10%
Other	15%	3%

ITALIAN SUPPLIERS BY REGION	2021
Lombardy	34%
Tuscany	30%
Veneto	29%
Emilia-Romagna	2%
Piedmont	2%
Marche	1%
Apulia	1%
Trentino-Alto Adige	1%

SALES BY COMMERCIAL AREA	2021
France	48%
Italy	33%
USA	5%
DACH	5%
China and Hong Kong	1%
Other countries	7%

ENVIRONMENTAL

301-1

MATERIALS USED
BY WEIGHT

	2017	2018	2019	2020	2021
Core Materials - renewable [tons]*	1,157	1,640	1,322	1,069	1,803
Steel [tons]	54	57	52	31	69
Brass [tons]	829	1,036	680	720	1,025
Zamak [tons]	274	547	589	317	708
Core Materials - non-renewable [tons]*	134	151	160	159	151
Polyester [tons]	100	98	80	32	20
Recycled Polyester [tons]	0	0	0	60	65
Cotton [tons]	1	1	2	1	1
Polyoxymethylene (POM) and Polyamide (PA66) [tons]	33	52	79	66	65
Other Raw Materials - non-renewable [tons]*	254	518	464	308	479
Precious metals - renewable [kg]*	290	389	377	197	196

* Data refers to quantities ordererd throughout the year.

302-1

ENERGY
CONSUMPTION WITHIN
THE ORGANISATION

	2017	2018	2019	2020	2021
Direct energy consumption from non-renewable sources [MJ]	19,290,203	19,634,802	20,350,664	17,227,506	21,351,683
Naphtha [MJ]	3,941,585	4,429,180	5,526,868	2,930,579	0
Diesel [MJ]	9,581,208	8,700,384	8,105,882	6,884,808	8,021,215
Gas [MJ]	5,422,313	6,211,438	6,436,535	7,078,279	12,635,586
Liquefied petroleum gas (LPG) [MJ]	345,098	293,800	281,379	333,840	694,883
Indirect energy consumption [MJ]	26,282,038	30,461,462	31,537,080	24,996,279	33,615,180
Electricity from renewable sources [MJ]	12,738,946	13,229,839	18,434,088	24,625,619	33,214,543
Electricity from non-renewable sources [MJ]	13,543,092	17,231,623	13,102,992	370,660	400,637
Total energy consumption [MJ]	45,572,241	50,096,264	51,887,744	42,223,785	54,966,863

302-3

ENERGY INTENSITY

	2017	2018	2019	2020	2021
Energy consumption related to employee [MJ/FTE]	66,335	64,062	66,183	54,765	67,115
Energy consumption related to turnover [MJ/€]	0.49	0.51	0.50	0.52	0.51
Non-renewable energy consumption related to turnover [MJ/€]	0.35	0.38	0.32	0.21	0.20
Renewable energy consumption related to turnover [MJ/€]	0.14	0.14	0.18	0.30	0.31

303-3

WATER WITHDRAWAL

	2017	2018	2019	2020	2021
Water withdrawal by source - Groundwater - Freshwater (<1000 mg/l Total Dissolved Solids) [Megaliters]	111.3	105.2	94.7	61.4	80.7
Total Water withdrawal [Megaliters]	111.3	105.2	94.7	61.4	80.7

303-4

WATER DISCHARGE

	2017	2018	2019	2020	2021
Water discharge by destination - Groundwater [Megaliters]	111.2	105.0	94.3	61.2	80.3
Water discharge by destination - Third-party water [Megaliters]	0.1	0.2	0.4	0.3	0.4
Total water discharge [Megaliters]	111.3	105.2	94.6	61.4	80.7

ENVIRONMENTAL

PRIORITY SUBSTANCES OF CONCERN FOR WHICH DISCHARGES ARE TREATED

Mendrisio	Tirano	Palazzolo sull'Oglio	Padua	Poggio a Caiano
- Chrome (VI) - Chrome (III) - Lead - Copper - Nichel - Zinc - Cyanides	- COD - BOD5 - Total suspended solids - Total surfactants - Mineral oils - Chlorides - Total phosphorus - Ammoniacal nitrogen - Nitric nitrogen - Total nitrogen	- C12 Hydrocarbon - Zinc - Chrome VI - Nickel - Lead - Cadmium - Copper - Cyanides - Phenols - Solvents	- Surfactants - Sulphites - Total cyanides - Chlorides - Fluorides - Sulphates - Chrome VI - Aluminium - Cadmium - Total chromium - Iron - Manganese - Nickel - Lead - Copper - Selenium - Tin - Zinc - Total phosphorus - Boron	

HOW PRIORITY SUBSTANCES OF CONCERN ARE DEFINED

Compliance with water protection laws (OPAc) defined in the Annex 3.2, paragraph 2, column 2	Compliance with the Italian Legislative Decree no. 152/06 and subsequent amendments Table 3, annex 5 to the third part for discharge into the sewer system AUA 128/14	Water characterisation carried out to classify the waste tipology	Compliance with the Italian Legislative Decree no. 152/06 and subsequent amendments Table 3, annex 5 to the third part for discharge into the sewer system AUA 1414/2020	
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NUMBER OF INCIDENTS OF NON-COMPLIANCE WITH DISCHARGE LIMITS

	2020	2019	2018	2017
Number of incidents of non-compliance with discharge limits	-	-	-	-

303-5

WATER CONSUMPTION

	2017	2018	2019	2020	2021
Water consumption [Megaliters]	-	-	-	-	-

KPI WATER WITHDRAWAL

	2017	2018	2019	2020	2021
Water withdrawal per kg of sold products [m ³ /kg]	0.183	0.157	0.153	0.135	0.134

305-1

DIRECT (SCOPE 1) GHG EMISSIONS

	2015	2016	2017	2018	2019	2020	2021
GHG emissions [ton CO ₂ eq]	1,841	1,636	1,873	1,858	1,914	1,560	1,854

305-2

ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS

	2015	2016	2017	2018	2019	2020	2021
GHG emissions [ton CO ₂ eq]	2,477	2,679	1,519	1,428	667	231	293

305-3

OTHER INDIRECT (SCOPE 3) GHG EMISSIONS

	2015	2016	2017	2018	2019	2020	2021
GHG emissions [ton CO ₂ eq]	11,243	11,701	13,046	17,210	16,710	13,034	18,500

305-4

GHG EMISSION INTENSITY

[Kg CO ₂ eq/€]	2015	2016	2017	2018	2019	2020	2021
[Kg CO ₂ eq/€]	0.19	0.20	0.18	0.21	0.19	0.18	0.19
(Scope 1 & Scope 2) [ton CO ₂ eq/FTE]	7.34	6.52	4.94	4.20	3.06	2.32	2.62

305-7

NITROGEN OXIDES (NO_x), SULFUR OXIDES (SO_x), AND OTHER SIGNIFICANT AIR EMISSION

	2017	2018	2019	2020	2021
NO _x [kg/year]	5,086	5,134	746	727	694
SO _x [kg/year]	450	924	88	123	285
Volatile organic compounds purchased (VOCs) [kg/year]	10,044	9,425	39,624	34,809	34,599
Disposed VOCs within waste [kg/year]	3,743	1,516	14,301	14,198	20,248
Treated VOCs [kg/year]	4,815	4,855	4,443	4,023	4,283
Emitted VOCs [kg/year]	1,348	1,544	19,948	15,879	9,032

ENVIRONMENTAL

306-2

WASTE BY TYPE AND DISPOSAL METHOD

	2017	2018	2019	2020	2021
Other					
Hazardous waste [kg]	323,097	382,798	436,098	287,411	398,155
Non-hazardous waste [kg]	263,298	320,380	304,164	175,674	299,012
Recovery					
Hazardous waste [kg]	11,585	39,811	58,411	48,805	44,965
Non-hazardous waste [kg]	179,902	165,457	141,098	126,498	188,927
Recycling					
Hazardous waste [kg]	50	310	290	224	2,094
Non-hazardous waste [kg]	8,090	29,421	64,757	52,160	85,510
Total	786,022	938,177	1,004,818	690,772	1,018,663

SOCIAL & GOVERNANCE

401-1

EMPLOYMENT BY AGE AND GENDER

		2020			2021		
		Total	Men	Women	Total	Men	Women
Number of employees hired	<30	15	33%	67%	65	22%	78%
	30 - 50	13	23%	77%	44	30%	70%
	>50	5	60%	40%	3	33%	67%
Number of employees who left the company	<30	26	23%	77%	34	24%	76%
	30 - 50	16	19%	81%	36	31%	69%
	>50	21	29%	71%	22	23%	77%
Employees turnover rate	<30	34%	23%	41%	82%	50%	102%
	30 - 50	7%	3%	10%	19%	15%	22%
	>50	11%	9%	14%	10%	5%	15%

403-9

**OCCUPATIONAL HEALTH & SAFETY
WORK-RELATED INJURIES**

	2020	2021
Number of high-consequence work-related injuries	1	0
Number of recordable work-related injuries	13	20
Worked hours	930,226	1,257,941
Frequency Rate (FR): no. cases of injuries/worked hours * 1000000	15.05	15.90
Severity Rate (SR): total lost worked hours for all injuries/worked hours * 1000	0.65	0.44
Incidence Rate (IR): no. cases of injuries/FTE * 1000	18.16	24.36

SOCIAL & GOVERNANCE

404-1
TRAINING AND EDUCATION

Average hours of training by employee categories	2020				2021			
	Italy		Switzerland		Italy		Switzerland	
	Men	Women	Men	Women	Men	Women	Men	Women
Directors/Managers	8.6	6.0	3.0	0.5	13.5	26.3	3.0	2.0
Employees	12.0	9.6	5.0	2.0	12.3	12.1	3.0	5.0
Direct workers	7.9	3.8	4.5	0.5	12.0	4.6	3.0	3.0
Apprentices	15.9	3.9	0.0	0.0	28.8	11.5	0.0	0.0
Total	9.3	5.6	4.0	1.0	13.0	7.3	3.0	3.0

405-1
DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

Employees by age and gender	2020			2021		
	Total	Men	Women	Total	Men	Women
<30	121	39%	61%	120	37%	63%
30 - 50	414	42%	58%	414	40%	60%
> 50	228	45%	55%	246	47%	53%
Total	763	43%	57%	780	42%	58%

Employees by categories	2020			2021		
	Total	Men	Women	Total	Men	Women
Directors/Managers	12	83%	17%	15	87%	13%
Employees	224	54%	46%	228	51%	49%
Direct workers	508	38%	62%	527	36%	64%
Apprentices	19	21%	79%	10	70%	30%
Total	763	43%	57%	780	42%	58%

GRI CONTENT INDEX

GRI ID	PAGE NUMBER	OMISSIONS
102 General Disclosures		
Organisational profile		
102-1 Name of the organisation	67	
102-2 Activities, brands, products and services	10, 13-14	
102-3 Location of headquarters	11-12	
102-4 Location of operations	11-12	
102-6 Markets served	41-42, 68	Sectors served
102-7 Scale of the organisation	9	Total capitalisation
102-9 Supply chain	37-40, 68	
102-10 Significant changes to the organisation and its supply	10	
Strategy		
102-14 Statement from senior decision-maker	4	
Ethics and integrity		
102-16 Values, principles, standards and norms of behaviour	19-32	
Governance		
102-18 Governance structure	15-18	
Reporting practice		
102-45 Entities included in the consolidated financial statements	67	
102-48 Restatements of information	67	
102-49 Changes in reporting	67	
102-50 Reporting period	67	
102-51 Date of most recent report	67	
102-52 Reporting cycle	67	
102-53 Contact point for questions regarding the report	67	
102-55 GRI Content Index	76-78	
102-56 External assurance	67	

GRI CONTENT INDEX

GRI ID	PAGE NUMBER	OMISSIONS
202 Market presence		
202-2 Proportion of senior management hired from the local community	58	
204 Procurement practices		
204-1 Proportion of spending on local suppliers	37-38, 68	
205 Anti-corruption		
205-2 Communication and training about anti-corruption policies and procedures	60	
301 Materials		
301-1 Materials used by weight	43-45, 69	
301-2 Recycled input materials used	43-45	
302 Energy		
302-1 Energy consumption within the organisation	46-47, 69-70	
302-3 Energy intensity	46-47, 69-70	
302-4 Reduction of energy consumption	46-47	
303 Water and effluents		
303-1 Interaction with water as a shared resource	48-50	
303-3 Water withdrawal	48-50, 70	
303-4 Water discharge	48-50, 70	
303-5 Water consumption	48-50, 71	
305 Emissions		
305-1 Direct (Scope 1) GHG emissions	51-54, 72	
305-2 Energy indirect (Scope 2) GHG emissions	51-54, 72	
305-3 Other indirect (Scope 3) GHG emissions	51-54, 72	
305-4 GHG emission intensity	51-54, 72	
305-5 Reduction of GHG emissions	51-54	
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	72	

GRI ID	PAGE NUMBER	OMISSIONS
306 Waste		
306-2 Waste by type and disposal method	55-56, 73	
307 Environmental compliance		
307-1 Non-compliance with environmental laws and regulations		We have not received significant fines and non-monetary sanctions for non-compliance with environmental laws or regulations
401 Employment		
401-1 New employee hires and employee turnover	57-58, 74	
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	59	
403 Occupational health and safety		
403-1 Occupational health and safety management system	61-64	
403-5 Worker training on occupational health and safety	59	
403-8 Workers covered by an occupational health and safety management system	61-64	
403-9 Work-related injuries	61-62, 74	
404 Training and education		
404-1 Average hours of training per year per employee	59, 75	
405 Diversity and equal opportunity		
405-1 Diversity of governance bodies and employees	57-58, 75	
406 Non discrimination		
406-1 Incidents of discrimination and corrective actions taken	60	



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