



We are committed to making a ***difference*** for **the environment**, for **people** and for our **communities**

REPORT
SUSTAINABILITY



Construction Products Italy srl

“...we work constantly to ensure that our business management demonstrates our commitment to sustainability”

Contents index

1. Message from the CEO	3
2. ITW Construction Products Italy Srl highlights	4
3. Information about ITW Construction Products Italy Srl	5
3.1 Innovating since 1976	5
3.2 The strength of our Group	8
4. Sustainability for ITW Construction Products Italy Srl	9
4.1 Approach to sustainability and strategic pillars	9
4.2 Our stakeholders	12
4.3 Identification of material topics	14
5. Our Governance & Ethics	17
5.1 Corporate Governance	17
5.2 Ethics and corporate compliance	19
5.3 Supply chain management	21
6. Our People and Communities	22
6.1 Diversity and inclusion	23
6.2 Attraction and talent development	24
6.3 Where we are today	25
6.4 Guaranteeing a safe and healthy working environment	27
6.5 Attraction and community engagement	28
7. Our Environment	30
7.1 Improving business efficiency and reducing greenhouse gas emissions	31
7.2 Circularity of processes and products	35
7.3 Responsible innovation	37
7.4 Product quality and safety	38
8. GRI contents index	39
9. Information on this report	45
9.1 Reporting period and scope	45
10. Annex	46
10. Sustainability data	46

Message from the CEO



Andrea Santini
CEO

As part of ITW, our Corporate Social Responsibility strategy is based on four key elements:

Our people

The safety of our colleagues is one of our primary objectives. We strive constantly to promote a pro-active safety culture based on the philosophy that every accident can be prevented, with the common goal of eliminating injuries. We promote and support the physical and mental well-being of our staff, seeking continuous feedback and offering support, also making available a first contact for psychological support.

We strongly believe that our **Decentralised culture and entrepreneurship** is a fundamental element for the success of our business strategy.

We invest in the professional growth of all our colleagues, with particular attention to Talent Development at all levels of the organisational structure and to support for key roles.

Deep-rooted in our fundamental values of Respect and Integrity, we strive to treat all colleagues with Dignity and Fairness, aiming to offer each one the opportunity to express themselves to their full potential.

We strive to create a Diversified and Inclusive working environment where everyone is listened to, appreciated and involved. Every year, we celebrate the **"Culture Week"**, organising awareness raising workshops to illustrate and confirm our values, our business model and the way to grow together. In these sessions, our employees are invited to provide feedback in order to contribute to the continuous improvement of the organisation.

We are working to obtain Gender Equality Certification to ISO 30415 in 2024.

Our Environment

We are firmly **committed to working sustainably in all areas of our business activity**, from the procurement of raw materials to the development, production and distribution of our finished products.

In our production plants, we constantly measure, manage and optimise our production processes in order to reduce the energy consumption, and are committed to reducing scope 1 and 2 greenhouse gas emissions by 50% in absolute value by 2030 compared to the 2021 level. In all our sites, we have signed energy supply contracts based on renewable sources.

We are also committed to **reducing scope 3 greenhouse gas emissions** through innovation projects relating to new wiring and fixing solutions, working closely with our main customers and suppliers to achieve a positive impact on the environment and the responsible use of resources all together

Another of our key topics is **waste management, firstly by avoiding waste generation** in the organisation and throughout the value chain as far as possible, by designing our products so that they have a long life cycle.

We periodically review our procurement chains and identify the most efficient logistics routes and storage methods and strategies, without a view to improving transport routes, limiting packaging waste and reducing carbon emissions and environmental impacts.

In 2023 we achieved our target of using mono-material packaging for 70% of the turnover developed by our products.

Our Governance

In 2023 we renewed our sustainability team, introducing key roles including product and process quality and marketing. Now all the functions are represented, and this allows us to accelerate the strategy, making the approach to sustainable business a cultural and strategic factor.

Rooted in our values of Integrity, Respect and Trust, we work constantly to meet the highest levels of Ethical Conduct, with solid corporate policies conforming to the laws in force and fair, ethical and honest commercial relations, constantly demonstrating our respect for human rights in the company and throughout the value chain.

We continue to invest significantly in Cyber-Security.

Our community

Part of our strategy is not only our **closeness to our employees but also to the local communities, through numerous support initiatives** that all share the common factor of having to include training and experiences for all our people: it is another way of conveying our values.

In particular in 2023, we decided to be a Fund-raiser of the Padua Marathon Charity Programme, supporting two non-profit associations close to some of our colleagues and their families: - "Associazione Pulcino", which supports premature children and their families. - "Dottor Clown Padova", which aims to provide emotional support to children in hospital.

We also supported Baskin Padova, which helped us to understand, by playing with them, what it means to win while enhancing the different skills of each one and a team of young footballers in Padova from the San Marco Calcio club.

In 2023 we joined the Confindustria Veneto Est Sustainability Group because we share the need to adopt and disseminate best practices in terms of sustainable development in our local community.

2024

Sustainability Highlights

Committed to constantly reducing our carbon footprint



100%

of the total energy purchased from renewable sources

70% of our turnover is made with products with mono-material packaging

-1% energy intensity

We continue to invest in projects in our community that offer both experience and participation for colleagues



5

non-profit associations supported with the engagement of around 65% of our colleagues

100 young people involved in the vocational guidance and training programme "What we do in the company"

40 high school students involved in the "Sustainability" project

Our priority is for our people



26

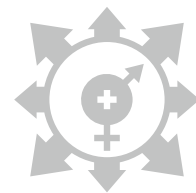
work opportunities created in 2023 (internships/hires)

38.5% of positions covered through internal staff growth

2077 hours of training delivered in 2023

28.3% Women (vs. 27.2% in 2022)

We aim to act with increasingly high ethical standards



98%

of personnel participating in the legal anti-corruption course

99% of personnel participating in the Cyber security course

0% of "enter password" in the phishing test conducted from July to December 2023

Innovating since 1976

Our mission is to offer our customers the widest range of innovative, exclusive, patented and sustainable products for residential and industrial applications.

Innovating since 1976

Our history began in 1976, when the first production site specialised in the production of cable ties was built in Padua. In 2001, the company expanded its presence with a second plant producing plastic anchors.

From the start, our attention has focused on **research into materials, technologies and production processes of the highest quality, in order to design and develop innovative fixing products, guaranteeing lasting safety standards.** Our continuous research into innovation has made us a forerunner of engineered fixing and wiring systems. We work in close collaboration with our customers to identify the best solutions for meeting the respective needs in terms of sustainability, easy use and performance.

Our Innovation Process, called Customer Back Innovation, which supports our Business Model, plays a decisive role in our sustainable growth strategy.

We are **constantly committed to seeking solutions with our Customers to reduce the environmental impacts of our products** through:

- a) Durability
- b) Application efficiency
- c) Reduced use of resources.



Innovating since 1976



Our history



1976

The Elematic brand was founded, specialised in advanced fixing solutions. The first Elematic wiring cable ties were produced



2010

ITW Construction Products Italy Srl successfully completed the evaluation for UNI EN ISO 14001:2025 certification



2014

2-Lock: cable tie with double metallic tooth. An innovative stainless steel double closing system for top performance



2019

Launch of the first product promoting sustainability. **Trider:** bi-material, universal, heavy-duty sleeved anchor



2023

E-Lock: tensioning and cutting tool for high-quality cable ties



1998

ITW bought out Elematic Srl and Elematic 2 Srl, extending its product portfolio with the brands Spit and Paslode



2013

ITW Construction Products Italy Srl undertook its "Full potential Journey" inspired by the ITW business model



2016

Bluefix: innovative plastic bi-material anchor



2021

Sustainability is integrated into the corporate strategy



Innovating
since 1976



The value of our products is conveyed to the market by two brands:



The brand is recognised for its high quality standards, safety and durability of the wiring and fixing solutions for the residential and industrial electrical market.



The Spit brand aims to maintain the role as market leader in fixing solutions for concrete and steel, assuring users top comfort and time savings.

Solutions for INDUSTRIAL SYSTEMS



2-LOCK
CABLE TIES



SELF-EXTINGUISHING
CABLE TIES
AND COLSTEEL



DETECTABLE
CABLE TIES



UV RESISTANT
CABLE TIES



E-LOCK
TOOL



HEAT-SHRINKING
CABLE PROTECTION

Solutions for ELECTRIC SYSTEMS



WIRING SOLUTIONS



EASY
BELTURING



BLUEFIX



XTECH
& XSTEEL



TRIDER

The strength of our Group

Since 1998, we have been part of ITW Inc. (Illinois Tool Works), founded in Glenview, Illinois, in 1912. ITW Inc. (NYSE: ITW) is a Fortune 200 leading company in the global multi-sector manufacturing sector, with a turnover of 16.1 billion dollars in 2023. The business model focused on innovation starting from the customer, on the 80/20 Pareto principle and on decentralised entrepreneurship is consistent with the sustainability strategy that translates into concrete actions at local level.

Our values

The group values are the foundations of our strategic approach to sustainability.

Integrity

We constantly pursue the highest ethical standards towards all our stakeholders.

Respect

We use the value of respect in our relations with our colleagues, giving value to diversity in terms of perspective, background and experience.

Trust

We believe that all our colleague work with the greatest energy possible in the interests of the company.

Shared risk

We are convinced that continuous improvement and innovation are essential for profitable, sustainable growth. We encourage experimentation, and manage risk by involving Stakeholders in key decision-making processes.

Simplicity

We focus on the essential issues of every business opportunity or problem, maintaining the highest level of simplicity. For us 80/20 is not a tool, it is a way of thinking.

For more information on ITW, visit the website www.itw.com

For more information on ITW's Sustainability Strategy, see the company's website page

www.itw.com/sustainability

Approach to sustainability and strategic pillars

- Our strategic priorities are based mainly on:
- A balanced, data-driven and realistic approach aligned to the group's reputation of "do what we say".
 - A structured and pragmatic framework of action.
 - A strategy aligned to the business and consistent with the concepts of high quality, reputation and profitability.

ITW Construction Products Italy Srl deems that economic, social and environmental issues must be balanced to build a prosperous and healthier future for the company, society and the planet generally. The publication of this Sustainability Report is the first of many other milestones in our journey to sustainability.

Consistently with the fundamental values of our Group, we have developed our Sustainability Strategy on four main pillars:



Our governance

- Supported by a steadfast managerial commitment and the active supervision of the Board of Directors, we manage our activities with proven engagement towards the highest level of ethical conduct across the company, every day.
- This commitment is strengthened by solid policies and practices focusing on fair, ethical and honest commercial relations, a solid governance and compliance with the laws in force, at the same time demonstrating respect for human rights at ITW.



Our people

- We strive every day to promote a pro-active safety culture, through the implementation of our corporate safety strategy, which is based on the philosophy that every accident can be prevented, and on the common goal of zero accidents.
- We believe we are giving our best when we bring together unique perspectives, experiences and ideas. We work to create diversified and inclusive working environments, where all the ITW colleagues can express their full potential.
- We support the professional development and long-term career progression of our colleagues, and we invest in these activities. We recognise and reward colleagues who obtain good results, we have a clear preference for promoting our internal talents and we celebrate the business spirit of our ITW colleagues.
- As employer, we are determined to offer benefits and competitive salaries on the market, maintaining fair working practices and guaranteeing a working environment that reflects our fundamental values and our culture, wherever we work.



Our communities

- Generating a positive and sustainable impact goes beyond responsible business management. Promoting the social progress of our local communities is an intrinsic feature of our culture: we support this with high-impact initiatives focusing on education and job creation. Our employees are involved in charity initiatives that support the local communities and at the same time translate into learning experiences.



Our environment


- We are committed to working to respect and protect the natural environment.
- We cooperate with our customers to innovate through solutions responding to their need for environmentally responsible products.

Approach to sustainability and strategic pillars




In 2021, to achieve and implement our Sustainability Strategy, we drafted a Sustainability Action Plan to tackle our material topics¹, balancing sustainability objectives with business priorities in order to ensure that every action is performed and monitored annually through measurable results and KPIs.

Sustainability action plan

Strategic pillar	Material topic	Action
 Our Governance	Responsibility for the value chain	Supplier evaluation through sustainability criteria
		Upstream reduction of greenhouse gas emissions by optimising transport methods
	Protection of human rights	Evaluation of the supplier's social impacts
	Business ethics and compliance	Training and updating of the Model 231 management system

Sustainability action plan


Strategic pillar	Material topic	Action
 Our people	Talent engagement and development	Great ITW Leaders: Following the ITW framework, we allow our employees to express their full potential
		ITW culture week: the annual week devoted to our values, business model and how to grow together
		Leadership development programmes
	Diversity and inclusion	Internal and external initiatives to disseminate our D&I culture among our people and other stakeholders
	Employee safety	Zero accidents target

¹The Material topics are presented in the Materiality matrix in paragraph 4.3.


Approach to sustainability and strategic pillars



Sustainability action plan

Strategic pillar	Material topic	Action
 Our communities	Stakeholder engagement	Periodic customer sustainability questionnaire
		Cooperation with high schools and universities
	Creation of long-term value	The sustainability objectives are included in our Growth Strategy (e.g. reduction of greenhouse gas emissions)
		Charity programmes to support non-profit associations linked to our employees

Sustainability action plan

Strategic pillar	Material topic	Action
 Our environment	Climate change and energy efficiency	Operational improvements (LEDs, electric presses, machinery renewal plan)
		Self-production of electricity from renewable sources
		Increased share of electricity purchased produced from renewable sources
	Waste management and the circular economy	Waste reduction
		Plastic waste recycling
		Digitalisation of processes to improve the efficiency of machinery and monitor the production of waste
	Innovative product	Reduction in waste generation from product use
		Reduced consumption of raw materials
	Product quality and safety	Increased product duration and safety and continuous attention to quality and service
	Innovation and reduction of material packagings	Continuous research into innovative products, adopting of sustainable/mono-material packagings

Our stakeholders



Stakeholders		Engagement activities
MODEL	As part of ITW, we ensure that we always work in compliance with the corporate guidelines and we report periodically to the Group on the company's economic, social and environmental performance during specific meetings	<ul style="list-style-type: none"> • Conference calls with company functions • Individual and group meetings • Long-term plan and annual plan discussion
Customers and clients	To better understand the consumers' point of view, in 2021 we conducted a survey among our customers to collect their opinions on the products and services we offer, in order to measure customer satisfaction. We also regularly meet our customers to share our knowledge and experience with them and strengthen our relationship of trust	<ul style="list-style-type: none"> • F2F meetings • Technical assistance and consulting • Satisfaction questionnaire • Focus groups • Trade fairs and exhibitions
Suppliers	We work in close contact with our suppliers to guarantee cost-effective and reliable procurement. We have begun to progressively integrate sustainability criteria into our supplier selection process, to ensure that their actions meet our expectations	<ul style="list-style-type: none"> • Individual meetings • Visits to production sites • Contracts • Qualification and evaluation
Local communities	Nearly 92% of our employees live in the local community, which translates into everyday, informal dialogue with between the group and our local community. We also contribute to the growth of local communities, supporting non-profit associations, high schools and universities	<ul style="list-style-type: none"> • Sponsorship • Specific no-profit initiatives • Open days with students, specific programmes • We offer qualified employment opportunities for disabled persons
Media	We are open to the public through a series of social media channels (LinkedIn, Facebook, YouTube, Instagram) and a section of press releases on our website, to provide updates on our products, solutions and initiatives	<ul style="list-style-type: none"> • Press Releases • Social media
Employees	We promote dialogue with our employees during feedback sessions (Culture Week) and we encourage our employees to share their feedback at any time during reviews, meetings and recruitment activities. Stable relations with trade unions	<ul style="list-style-type: none"> • Training courses • Internal communication • Career reviews • Development plan • Performance reviews • Plenary meeting
Trade associations and competitors	We are a member of national trade associations including ANIE (for electrical manufacturers) and ASSUTEL (for tool manufacturers)	<ul style="list-style-type: none"> • Membership of ANIE, ASSUTEL • Partnerships • Continuous dialogue
Public administration and regulatory authorities	Public and non-public associations are a reference point, including: ISO, ASSINDUSTRIA, INAIL, INPS, SERCOMATED (Building distributing services centre), ANIE (National Federation of Electrotechnical and Electronic Companies)	<ul style="list-style-type: none"> • Consultation • Continuous dialogue and periodic meetings • Conformity to national requirements

Our stakeholders



The activity of ITW Construction Products Italy is affected by a wide variety of stakeholders, and we undertake to create and maintain long-term relations with all of them. Mutual knowledge, continuous dialogue and common values and interests with stakeholders are fundamental for the success of our business strategy.

Every year, with its economic activities, ITW Construction Products Italy generates and distributes value to its shareholders. In 2023, ITW Construction Products Italy generated a total value of EUR 73 million.

Around 80% was distributed to suppliers for the purchase of goods and services and 15% to pay employees.

Economic value distributed	
Value distributed to suppliers	80%
Value distributed to employees	15%
Value distributed to capital suppliers	0%
Value distributed to the public administration	5%

Identification of material topics

Materiality assessment process

In compliance with the principle of materiality laid down in the GRI Standards issued by the Global Reporting Initiative in 2016, we carried out our first materiality analysis in 2021, assessing every potential material topic on the basis of the related economic, environmental and social impact on the organisation, as well as its influence on internal and external stakeholders.

First step: preliminary analysis

The first step consisted in exploring different sources of information to define a list of potentially relevant sustainability topics for ITW Construction Products Italy Srl. This preliminary step included:

- A review of ITW's non-financial information, as well as the company's ESG pillars and strategy;
- An analysis of the international standards and guidelines such as GRI and SASB;
- An analysis of the sector trends and signals emerging from the peer benchmarking.

Consequently, we developed a list of economic, environmental and social topics which could affect the activities of ITW Construction Products Italy.

Second step: materiality assessment

The second step of the materiality exercise aimed to assess the relevance for both the company and the related external stakeholders of every sustainability aspect emerging from the preliminary analysis.

Through specific questionnaires, our members of the Leadership Team were asked to express their own assessment of the current and future importance of each potentially influential sustainability topic for the company.

Each member of the Leadership Team also took part in a specific workshop to identify the priorities and strategic objectives and priorities for the company in each area of activity. The results of the survey, along

with those of the workshop, constituted the internal materiality analysis, leading to the identification of the most relevant ESG issues for each business area.

In addition to the internal perception of the sustainability topics, the external pressures were analysed in order to map the sustainability topics that the stakeholders perceive as important, and in particular:

- A benchmarking of similar players working in our sector at national and international level;
- An investigation to understand the sustainability strategy and requirements for our main customers;
- A sector analysis, considering the relevance of the sustainability issues identified in the Sustainability Accounting Standards Board (SASB) standards for our sector and that of our customers.

The worries and expectations of other specific stakeholders were gathered by our personnel through the above-referred interviews.

The combined consideration of internal and external material topics led to the identification of the most significant and priority environmental, social and governance aspects affecting the decision-making processes of the company and its related stakeholders.

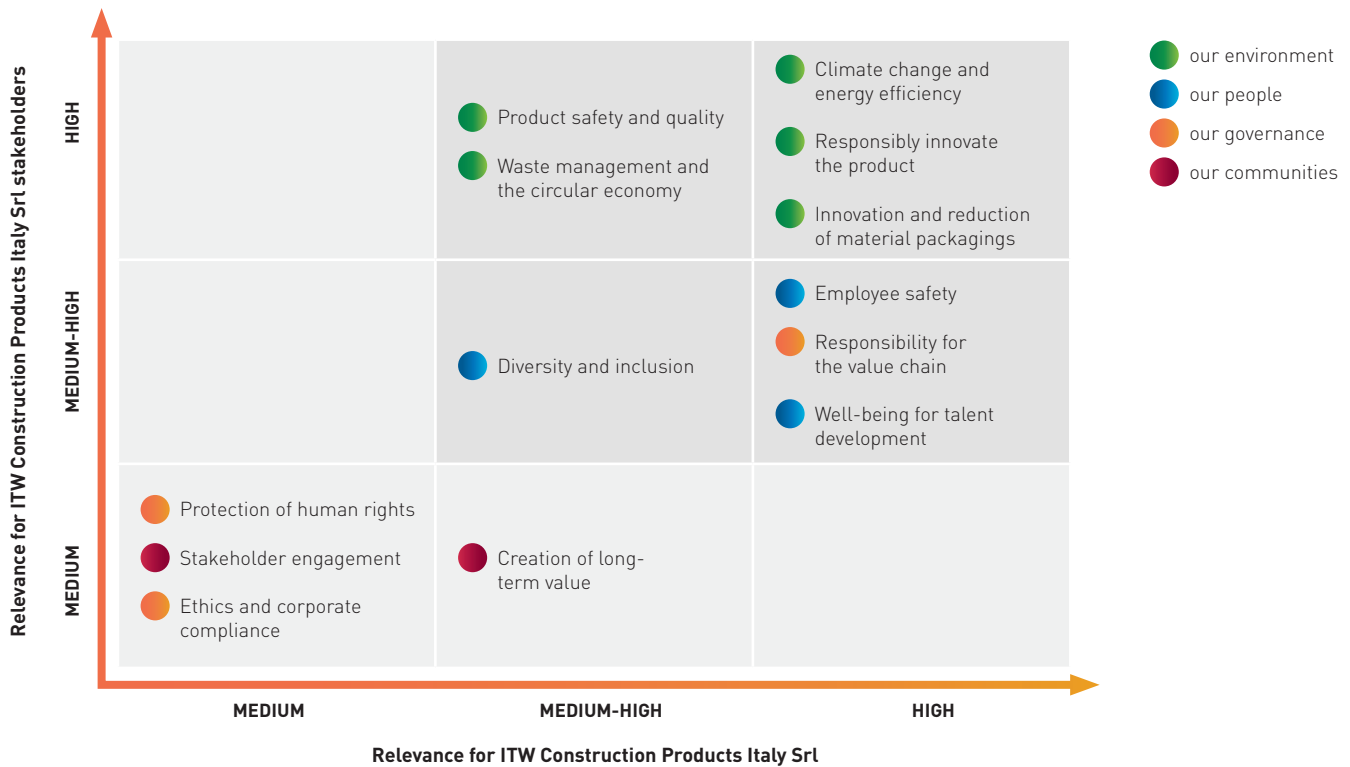
The results of the internal and external materiality analysis is a materiality matrix in which the material topics are highlighted according to the respective level of relevance and priority from the point of view of the company and the stakeholders.

Identification of material topics



Materiality matrix

Our 13 material topics emerging from the above analysis are given in the Materiality matrix. We focused our attention on these topics, not only disclosing the related information in this Sustainability Report through specific indicators, but also integrating them into the action plan and strategy in order to guarantee the sustainable growth of the company.



The materiality connotations of each relevant topic for both ITW Construction Products Italy Srl and our stakeholders are highlighted below and reported in detail in the following chapters. For each material topic, we have identified the areas for improvement and launched a series of integrated initiatives in our Sustainability Action Plan.

Identification of material topics



Material topics

Strategic pillar	Material topic	Action
 Our Governance	Business ethics and compliance	Working ethically and legally is the foundation of our commitment with all our stakeholders
	Protection of human rights	Our commitment to work ethically and legally includes the protection of human rights for our employees and all the people in the value chain, as indicated in the Company's global policies
	Responsibility for the value chain	We are working to build a sustainable value chain that reflects our efforts to achieve our environmental and social objectives.
 Our people	Diversity and inclusion	We continuously strengthen our approach to diversity, equity and inclusion (DE&I) in all phases of our employees' careers, in order to create a sense of belonging for our team
	Talent engagement and development	We invest in people, offering training courses on general and specific business skills and leadership, aware that building a strong pipeline of talents right from the start of their careers is fundamental for the success of the company
	Employee safety	We work constantly to guarantee the health and safety of our people, strengthening the culture of prevention through training and company policies
 Our environment	Climate change and energy efficiency	Our aim is to preserve natural resources, reduce greenhouse gas emissions (GHG) through the implementation of the best processes and technologies available. We share the Group objective: 50% reduction of greenhouse gases (GHG) by the end of 2030, compared to 2021
	Responsibly innovate the product	Our commitment consists in supplying the best innovative solution that responds to sustainability principles
	Product safety and quality	Our aim is to guarantee that our products are manufactured to the highest quality and safety standards
	Waste management and the circular economy	Our activity includes waste management, using waste as a resource and reducing the need for disposal. We are rethinking our products with a view to circularity, in order to contribute to material circularity in our value chain
	Innovation and reduction of packaging	We undertake with our suppliers and customers to identify the most sustainable packagings for raw materials and our products. We aim to guarantee full recyclability, delivering our products in mono-material packagings
 Our communities	Stakeholder engagement	We feel that close relations with our stakeholders offers the opportunity to further align our practices to the respective needs and expectations, contributing to creating long-term value. We work in our communities through non-profit associations linked to our employees with donations
	Creation of long-term value	Listening and responding to the needs of our customers and stakeholders to create long-term value in terms of human capital, society and environment

We plan to update our materiality analysis within three years, in line with the updated GRI requirements "Revision of universal standards 2021"

Corporate Governance

Our governance structure is central to our business growth. In line with the principles of conduct and regulatory compliance, we support diversity and promote a safe, reliable leadership and management. We guarantee the treatment and priority of sustainability topics through our Sustainability Committee, which works in close contact with the Leadership Team and represents a transversal function in the company.

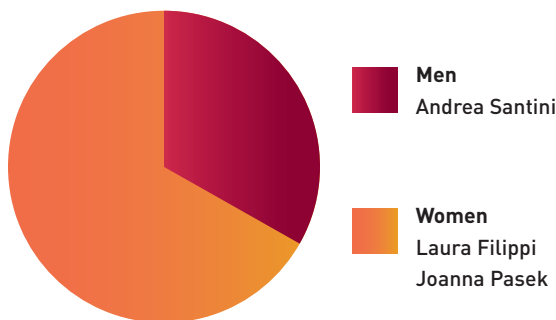
Governance is the set of processes of interaction and decision-making among different players in ITW Construction Products Italy, to assure legal and internal compliance and to promote continuous improvement. ITW Construction Products Italy has a governance system consisting of a Board of Directors, Board of Statutory Auditors, supervisory body and a Leadership Team.

Board of Directors					Board of Statutory Auditors
Leadership Team					
Human Resources Director	BU Building Director	BU Industry Director	Finance, IT & Sustainability Director	Operations Director	Supervisory Body

Board of Directors

The Board of Directors (BoD) has the widest powers of administration of the company, in order to pursue the company purpose and guarantee success through sustainable and ethical business activities. The BoD was appointed by the General Meeting in 2023 for a period of three years. Currently, the BoD, 66% of which are women, has a mix of professional profiles with economic and financial skills, consisting of three members, as follows.

Composition of the Board of Directors



Andrea Santini

CEO, Senior Director

With 19 years of experience in ITW Construction Products Italy, the CEO is responsible for defining the long-term strategy aiming to achieve full potential through the in-depth knowledge and application of the ITW corporate model.

Laura Filippi

CEO of ITW Italy Holding srl

Working at ITW since 2005, the CEO provides corporate support and coordinates the legal and financial areas.

Joanna Pasek

Non-executive director

With ITW for 25 years, supports and coordinates the fiscal aspects.

Annually, the CEO examines and approves both the strategic vision plan for the next financial year and the long-term plan, considering a time horizon of three years to establish a successful corporate strategy.

Corporate Governance



Sustainability Governance

Aware of the importance of clear governance for ensuring the integration of sustainability, in 2021 we began our ESG path with the introduction of the Finance, IT & Sustainability Director, aiming to guarantee that sustainability is a priority and aligned with the business strategy and that the commitment to sustainability is tackled throughout the organisation, as for ITW it is a key element and a precise responsibility in our “Do what we say” approach.

The members of the Leadership Team and the managers of the key areas guarantee that the Sustainability Action Plan translates into regularly monitored and measured activities and contribute to the sustainability reporting process. As part of the materiality analysis conducted in 2021, all the members of the leadership team were involved in the identification of the topics in discussion sessions.

The CEO approves the Sustainability Report and strategic ESG guidelines, guaranteeing that sustainability is tackled regularly in meetings with the Leadership Team.



Ethics and corporate compliance

Ethics and corporate compliance training is an important part of our commitment to managing our business with the highest level of ethical conduct. ITW has a zero tolerance policy towards breaches of ethics and all colleagues are bound to understand and comply with the rules. At the time of recruitment and thereafter annually, the colleagues of ITW receive training and complete the annual conformity certification of our Code of Ethics and Conduct.

ITW's ethics and culture are based on a series of fundamental values: Integrity, Respect, Trust, Simplicity and Shared Risk, as described in the company's code of conduct which describes the standards of behaviour expected from all persons working at ITW. The Code also enshrines the commitment of the company to comply with laws on human rights, combating corruption and the protection of data and privacy, also working fairly and honestly and complying with all the applicable commercial laws. The Board of Directors has approved the Code of conduct and reviews it regulatory in order to ensure full conformity with the emerging normative requirements.

Compliance with laws

In 2008 we adopted an Organisation, Management and Control Model (Model 231) pursuant to Italian Legislative Decree 231/2001, which is regularly updated to guarantee continuous improvement. Model 231 appropriately prevents the commission of the offences listed in the Decree in relation to the public administration, organised crime and terrorism, serious injury, the environment, money laundering, computer crimes, as well as offences in the field of industry and trade, copyright, individual personality, foreign workers and racism. Model 231 establishes a control system for:

- Defining the processes and sensitive areas in the Company's activities in which offences may be committed,
- Establishing protocols and measures for preventing crimes,
- Identifying the financial resources in the annual plan to support corrective measures,

As explained above, our governance involves a supervisory body to verify the effectiveness of the model and periodically update it. Model 231, approved by the Board of Directors, consists of a "General section" and "Specific sections". The general section is available on our website, while the specific section is available on the INTRANET for all our employees. Periodic training is delivered on the model and its related updates.

In addition to Decree 231/2001, we conduct our business in compliance with a wide range of national and international laws, on issues including:

- Well-being, health and safety
- Stock;
- Work;
- Antitrust;
- International trade;
- Taxes.

For more details, consult the Code of conduct published on our website.

Anti-corruption

As laid down in the Code of conduct, we act with integrity and transparency, with zero tolerance towards any form of corruption. The Code is supported by other applicable company policies. Our Code of conduct is supported by the company anti-corruption policy, which provides instructions and guidelines for ensuring correct conduct in all countries. The Group Policy underlines the importance of complying with the United States Foreign Corrupt Practices Act (FCPA), the Anti-Corruption Convention of the Organisation for Economic Cooperation and Development (OECD), the United Kingdom Bribery Act and the national anti-corruption laws in place in all countries where the Group operates. The Policy and Code of conduct forbid all unethical means, including bribes, other corruptive payments and improper gifts. The main tool for mitigating the risk of corruption, in addition to the Code of conduct and continuous training to keep our employees updated on the company policies, is Model 231.

Ethics and corporate compliance

At Group level, the corporate compliance team guides and coordinates various other training modules for our colleagues. These training courses, customised according to the role and geographical location of each ITW employee, are delivered on rotation.

For example, anti-corruption training is delivered every two years and the employees are bound to present the certifications at the end of the training. Other compliance training topics include competition, conflicts of interest, harassment at work, human trafficking and trade compliance. The compliance training programme and topics are extended according to need.

Our employees also regularly receive additional training on specific legal and compliance topics linked to the respective roles.

In early 2022, a new Code of conduct for suppliers was implemented. This outlines the principles and standards demanded of all ITW's suppliers to conduct business ethically and responsibly, in line with national, international and ITW requirements.

Training in the code of conduct and anti-corruption

Unit		2021	2022	2023
Hours of training per employee on the Code of conduct	Total hours	74	72	154

Reporting irregularities

In line with the Company's Code of conduct and Model 231, to guarantee the highest standards of conduct, we investigate potential breaches of conduct by managing internal whistleblowing channels, as well as through specific events, such as the annual Culture Week. Using a specific e-mail account, we advise all our employees to report any potential breach or conduct that does not comply with the internal rules and/or policies, guaranteeing the confidentiality and the protection of

the personal data of the whistleblower. In the event of non compliance, employees are also encouraged to promptly raise an alarm to the management or, if necessary, to the Supervisory Body.

IT security

A corporate framework has been developed to minimise exposure to IT attacks: BRAVE. The BRAVE framework is based on the principles of Backup and recovery, response planning, awareness, the scanning of vulnerabilities and the protection of endpoints.

- Backup and recovery: Valid copies of critical company data and system recovery plans, tested annually.
- Response planning: Management process to identify IT attacks and define an efficient response plan.
- Awareness: 100% completion of training and awareness raising for IT, Human Resources and Finance functions and an 80% target for functions in other areas.
- Management of vulnerabilities: 100% of sites are scanned monthly to resolve any vulnerabilities.
- Endpoint protection: 100% AEP coverage, O365 is implemented, the Division recorded no errors in the Cylance configuration report.

Annual cybersecurity training is delivered to employees and contractors who have access to critical data. Cybersecurity training includes at least one annual phishing test and modules relating to the recognition of phishing attacks, the compromising of corporate e-mail accounts and practices for avoiding ransom ware attacks.

The Finance, IT & Sustainability Director is responsible for ensuring the implementation of this framework in all the Italian activities.

Supply Chain management

We adopt a sustainable approach to the management of our value chain and select suppliers who share this vision. Our founding values include “integrity” in assuring fair treatment for our suppliers and customers. A sustainable approach implies a global vision, and our value chain is based on the promotion of honest and satisfactory cooperation with qualified partners.

As part of ITW, we are also aligned with the practices guaranteeing the efficient and responsible management of our value chain. These practices support the resilience and continuity of our supply chain, especially considering the possibility of having to cope with interruptions due to global events. In this sense, phenomena such as the Covid-19 pandemic and the Russian-Ukrainian conflict in 2022, have promoted an acceleration towards a new value chain model based on a risk-management approach. Furthermore, through the selection of our suppliers, we promote and support inclusive economic growth for diversified and local suppliers. Given our decentralised culture, local suppliers are often more efficient in meeting the needs of our value chain. The lasting relations we have established with local suppliers allow us to support the community in which our companies work.

Managing our Supply Chain

Our value chain is managed and organised by the Supply Chain Manager. This function is responsible for the procurement process and the management of raw material and service purchases. The tasks associated with the function include the negotiation of contracts, raw materials logistics, the organisation and distribution to the production sites, always in compliance with the regulations and best practices in the sector.

In the production of our products, we use different materials and components, particularly different types of plastic and screws, and we rely on a wide range of services, including logistics, maintenance, support to digitalisation and the intuition of innovations. In 2023 we managed nearly **440** suppliers and over 80% of our expenditure is towards partners with registered office mainly in Europe.

No. of suppliers by region and type

Region	Product or finished component	Other purchases	Raw materials	Services	Total
Europe	62	102	27	234	425
Asia	11	1	0	0	12
North America	1	0	0	2	3

Continuous improvement

Our Sustainability Action Plan defines a series of actions to guarantee that our value chain is managed efficiently and responsibly. These practices support the resilience and sustainability of our Supply Chain, in line with international best practices.

Integration of sustainability criteria into the supplier qualification process

Starting from 2022, we have implemented a risk analysis system applicable to strategic suppliers, which represent around 80% of the Company’s purchases and are essential for the production processes. The risks assessed belong to four macro-families: quality, regulatory, ESG and suppliers (financial, commercial, logistic, legal). The suppliers were subjected to a self-assessment developed using specific questionnaires to identify and assess the risks that could have repercussions on ITW’s activities. This assessment led to the development of a risk mitigation plan, offering a clear picture of how our critical suppliers tackle ESG topics.

Our people



People represent the **beating heart of our company**, an invaluable resource that fuels **our success and innovation**.

We strive constantly to foster the **professional and personal growth of our employees** through targeted career planning and innovative talent development strategies.

We recognise the importance of flexibility and results-oriented work, creating a working environment that **celebrates diversity and promotes inclusion**, fundamental aspects for a rich, productive cooperation.

The **growth and development of our leadership** are central to our business philosophy. We are dedicated to the development of all our people through an in-depth pipeline of talents, characterised by inclusiveness and diversity. Our commitment translates into targeted programmes leading to leadership opportunities for individuals from different backgrounds, assuring an **innovative business leadership**.

The annual assessment of the performance of all our division leaders and first-line managers is fundamental for ensuring the continuous alignment of business objectives and identifying areas for improvement. These assessments provide precious feedback and identify **opportunities for personal and professional development**, ensuring that every leader is able to fully contribute to the success of the organisation.



Diversity and inclusion

Our compliance with the principles of ISO 30415 underlines our commitment to creating an inclusive and diversified working environment.

Through the “Academy” initiative, we support the recruitment of people in situations of hardship, including unaccompanied minors and former prisoners, integrating them into our workforce.

Our ERGs (Employee Resource Groups), including the Multicultural Network, ITW Women’s network, YPN and Pride at ITW, are volunteer groups led by employees that come together according to common interests, shared identities or experiences, including gender, ethnic group, sexual orientation, or interests by specific topics such as sustainability or diversity and inclusion. The ERGs directly support the Enterprise Talent Strategy, with particular attention to attracting, maintaining and developing future leaders. The company’s participation in and support of the ERGs, as well as the creation of specific committees for safety, sustainability and D&I, the organisation of events including the company’s culture week and training events such as the Baskin, reflect our solid commitment to building a working environment that enhances safety, sustainability and inclusion.



Attracting and developing talents



Every talent in the company has a customised Individual Development Plan and has the opportunity to explore different divisions and segments through job rotation, mentoring and coaching programmes.

We have three talent programmes, according to seniority:

- “Early in Career”,
- “Emerging Leader”
- “Developing Leader”,

each designed to fuel and develop our leaders of the future.

Flexibility and a strong business culture are the pillars that make our company an ideal work place.

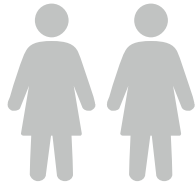
The annual “Culture Week”, with a central topic, is a key moment for strengthening our business values and building an even more solid culture. We pay close attention to the “Employee Experience Framework” and the “Exit Interviews”, which allow us to listen to and continuously improve the work experience of our employees.

This pillars represent our constant commitment to our people and the communities that make up our company. We firmly believe that investing in them means building a sustainable and successful future for everyone.



Where we are today

Diversity and inclusion



39

total Women
out of 138 (28.3% vs 27.2% in 2022)

37.5

total Women directors
against a national average of 20.5%

Talent development



26

open positions
work opportunities created in 2023
(internships/hires)

38.5%

of open positions
covered through internal staff growth

Employability activities



100

young people
involved in the vocational guidance and training
project "What we do in the company"

2 high school students on work experience
programmes,

40 high school students involved in the
"Sustainability" project

ERGs



7

ERG events

106

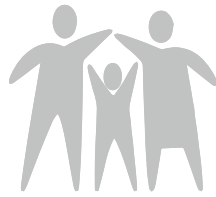
participants

1 YPN event (10 participations)

4 IWN events (68 participations)

2 Pride events (28 participations)

Where we are today



Support to parenthood

112 HOURS

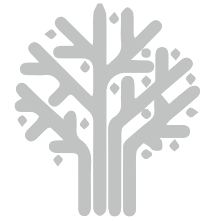
used in 2023 for childcare

The supplementary company agreement has introduced 16 hours for childcare

37 HOURS

used in 2023 for child illness

The supplementary company agreement has introduced 16 hours for child illness



Training and development

2077 HOURS

of training delivered in 2023

A solid onboarding programme is crucial for effectively integrating new hires in the organisation, helping them to understand the values, business model and processes.

Continuous training strengthens the business culture but also promotes an environment of continuous learning. Coaching and Mentoring are continuous improvement paths for our people.

Flexibility

1 HOUR

Arrival/Leaving time



8 HOURS

for medical examinations with a supplementary company agreement

DRIVE TO WORK BY OBJECTIVES

POSSIBILITY FOR REMOTE WORKING

Guaranteeing a safe and healthy working environment



ITW deems itself to be a responsible employer that includes Occupational Health and Safety among its key priorities, pursuing a "Zero accidents" target. The Group's safety policy and the related corporate safety strategy reflect the commitment we all share in improving overall health and safety performance, defining the principles and rules to manage occupational health and safety throughout the organisation.

ITW has translated these principles into a company framework for an effective Division safety programme. Each division is required to integrate this structure in its own strategy, adapting it to the specific safety needs of the division. The framework consists of 10 elements and provides a tool to measure the effectiveness of safety initiatives in order to guarantee the physical and mental well-being of all ITW employees.



Zero accidents target



Common safety ownership (corporate and individual)



Pro-active approach focused on accident prevention



Continuous improvement philosophy



Compliance with national, regional and local health and safety laws and regulations

Leadership committed to 100% employee engagement	Continuous risk reduction
<p>The commitment of the leadership and the individual responsibility of our employees guide our safety path. We pay close attention to continuous improvement, communicating our progress and celebrating our successes.</p>	<p>Each division has implemented a process to identify and eliminate hazards, including the risk analysis, reporting of near-misses, sharing of best practices and implementation of corrective actions.</p>
<p>Safety vision: Every accident can be prevented, and our common target is zero accidents.</p>	<p>Identification of hazards/Mitigation: Prevent accidents, identifying, reporting and reducing hazards.</p>
<p>Safety committees: Each division has at least one inter-functional safety committee.</p>	<p>Investigation/Corrective action: Guarantee the urgent identification of the main cause and corrective action.</p>
<p>Communication: Clear safety messages in the work place and sharing of best practices internally and among the divisions.</p>	<p>Measurement of performance: Use the data to trace and guide the improvements in safety performance.</p>
<p>Training: Acquire and continuously strengthen the necessary skills for improving safe working practices.</p>	<p>Compliance: Each ITW division undertakes to meet or exceed all the applicable regulatory requirements.</p>

Attraction and community engagement

As a Group, **ITW undertakes to invest in the communities in which our employees live and work and where we perform our activities.** "Do what we say" is part of the Group spirit, having a positive impact and influencing others, in order to contribute to a fairer and more equal society for all.

Part of our strategy is not only to be close to our people but also to the community and all our stakeholders. At ITW Construction Products Italy Srl, we recognise our social and cultural responsibility, and aim to produce higher living standards and quality of life, as well as creating and maintaining valuable long-term relations. This requires proximity, competence and commitment. Mutual knowledge, continuous dialogue and common values and interests with stakeholders are fundamental for the success of our business strategy.

Over the years we have developed and launched various initiatives and projects to engage and support our stakeholders:

- We organise career days, webinars and seminars for university and high school students to increase their awareness of ITW and the related opportunities, and we promote efforts in and relations with the local community. As a sign of our commitment to contributing to the growth of local communities, most of our employees are recruited locally. We are proud of offering salaries and benefits that are competitive in the market (according to the ITW corporate benchmark).
- Since 2022, we have been organising periodic meetings with our customers to understand their opinion and the advantages that our products and services represent for them (value proposal). In these meetings, the appreciation for our products is explored in terms of reliability, safety, differentiation from the competition and actual contribution in increasing productivity. These interactions have been shown to be very effective for understanding the brand perception, the user experience of our products and services and the assessment of their interactions in the various points of contact with ITW Construction Products Italy.
- "Our colleagues inspirations" allow us to support non-profit associations working in our community. We are working to share our values with the local community, planning and promoting activities and events. In our division, we have decided to contribute to the "Guaranteed Mobility" project, allowing elderly and disabled residents in Padua to reach the health clinics where they undergo medical treatments, and the "ADMO" association (for bone marrow donations). Furthermore, in 2022 we supported the Ukrainian population through various associations including the "Scouting Association of the Republic of Poland" and "Sermig".
- In 2023, we decided to be a Fund-raiser of the **Padua Marathon Charity Programme**, supporting two non-profit associations close to some of our colleagues and their families:
 - "Associazione Pulcino", which supports premature children and their families.
 - "Dottor Clown Padova", which aims to provide emotional support to children in hospital.
- We also supported Baskin Padova, which helped us to understand, by playing with them, what it means to win while enhancing the different skills of each one and a team of young footballers in Padova from the San Marco Calcio club.
- In 2023 we joined the Confindustria Veneto Est Sustainability Group because we share the need to **adopt and disseminate best practices in terms of sustainable development** in our local community.

Attraction and community engagement



MANY OF US GOT INVOLVED IN 2023!

The number of colleagues involved in the various initiatives were:



20 pers.

in the Emilia Romagna Flood Emergency

2 days' support to the local populations for cleaning basements.



10 pers.

in waste collection in Piacenza

Environmental awareness raising project promoted by ERG YPN and Legambiente.



30 pers.

in the Baskin game

in partnership with Baskin Padova for experience in the field of inclusion and the importance of the contribution of everyone in winning.



85 pers.

for the Padua Marathon

2023 edition (the initiative was extended to families and friends for a total of almost 300 participants).

Our environment

We undertake to work sustainably throughout the value chain. We measure, manage and work to reduce the environmental footprint of our operations and our products. We also cooperate with major suppliers and customers to obtain a positive impact on our environment and a responsible use of resources together.

Aiming to become one of the highest quality and most respected industrial businesses in the world, ITW recognises the potential impact of its activities and works to improve its environmental performance. As declared in the Code of conduct, updated and reflected in the Sustainability and Environmental Policy, ITW Construction Products Italy has set **three global, sustainability environmental priorities**:

- .1** Its own environmental performance,
- .2** The commitment of suppliers,
- .3** Partnerships with customers.

Each ITW Inc. division is responsible for implementing initiatives aligned and adapted to its own activities. We at ITW Construction Products Italy are sensitive and attentive to environmental protection: we work to improve our performance in compliance with environmental legislation. We also strive to exploit new pathways and technologies in order to eliminate the exploitation of resources from our activities.

Since 2010, we have been developing and maintaining an **updated Environmental management system in line with the ISO 14001 standard requirements in order to assess our environmental impacts**. The various environmental aspects (energy, waste, raw materials) are monitored in line with legal requirements. The changes in these aspects are assessed using a significance matrix and subsequently weighted according to the fact that they are an effect of intentional actions or not. The results of this assessment define our direction for tackling change.



1. Own environmental performance

Continuously improving the Group's environmental performance

2. Commitment of suppliers

Working with suppliers committed to global environmental sustainability

3. Partnerships with customers

Cooperating with customers to innovate solutions responding to their respective need for environmentally responsible products

Improving operational efficiency and reducing greenhouse gas emissions

ITW is aware that our planet urgently needs a transition to low carbon emissions, and it is **fundamental to build a company that is able to quantify and constantly reduce its carbon footprint**. In this sense, in 2022, the Group announced a new corporate objective, i.e., the 50% reduction in absolute greenhouse gas emissions (scope 1 and 2) by 2030, using 2021 as the reference year. This new objective strengthens ITW's environmental commitments, taking into account the global post-pandemic changes and, seen together with the economic growth plans defined by the company, sets the challenge of separating growth for the use of resources. It is therefore of **vital importance to find new ways of using energy and raw materials better, avoiding all forms of waste**. We at ITW Construction Products Italy therefore aim to achieve this objective by working on the following actions:

- 1** Reduce energy consumption and improve operational efficiency in all our facilities.
- 2** Maintain a high percentage of purchased renewable energy, including from wind and solar sources where possible.
- 3** Pursue self-generation solutions through a strategic medium-long term vision including the use of energy from in-site or off-site renewable sources.

We at ITW Construction Products Italy aim to disseminate a business culture of energy savings by raising awareness among our employees with concrete day-to-day actions.

Improving operational efficiency and reducing greenhouse gas emissions

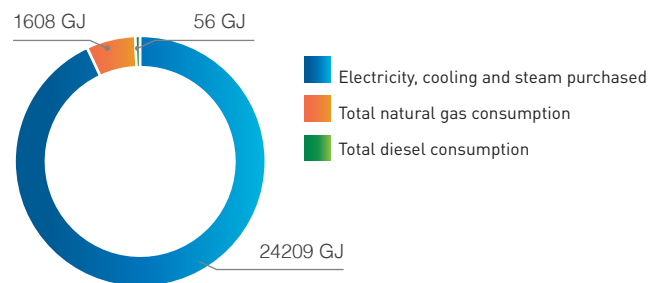
Pursuing efficiency and reducing energy consumption

In 2023 ITW Construction Products Italy confirmed a high use of electricity, which classified it as a “high-energy consuming” company and thus subject to an energy diagnosis every 4 years (Legislative Decree 102/2014). The diagnosis was performed in 2023 by a third-party certifying body, outlining the consumption profile and **highlighting the improvements made in the past 4 years**. As an important step for 2024, ITW Construction Products Italy has implemented the procedures required to obtain ISO 50001 energy certification. This important step will allow the company to focus on energy consumption on an annual basis, defining constantly monitored improvement processes. We at ITW Construction Products Italy believe that this step will lead not only to a constant reduction in energy consumption but also a comparative advantage in terms of greater efficiency and the adoption of the best technologies available on the market to make our process even more sustainable.

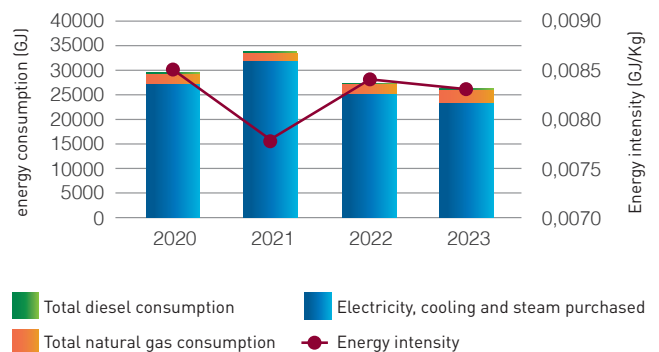
Consumption in the twelve months of 2023 was 24,210 GJ (6,725MWh) for all 3 sites, down 5% on the previous year. This reduction in energy consumption stands at a higher percentage than the fall in processed raw materials, of 3%. Well aware that the energy required by the plastic transformation process used is intrinsically linked to the quantity of raw material processed, however in 2023 we recorded a slight yet encouraging improvement that we feel is the result of the investments made in 2022. Out of all these, the new air compressor in the wiring cable tie production site in Cadoneghe and the new adiabatic refrigerator in the plastic anchors productions site in Padua. Energy intensity therefore fell by 1%, against a 5% increase the previous year, thus highlighting a promising change of tack.

However, high production fluctuations remain, due to peaks and falls in demand which do little to support continuous production. This has led us to rethink our production as a system that must be more flexible, in order to easily adapt to the sudden changes imposed by the market and reduce the dependency between raw material used and energy used.

Energy consumption in 2023 by type of energy



Energy consumption trends - from 2020 to 2023



Improving operational efficiency and reducing greenhouse gas emissions



2023

we introduced the following solutions leading to improvements in consumption efficiency:



.1 We have installed **1 new electric press** in the Cadoneghe plant. The new press has the same tonnage as the replaced press but greater energy efficiency which is estimated to offer savings of 35 MWh per year with equal raw materials processed

.2 The constant focus on energy consumption has led to a **continuous consumption and related energy intensity monitoring system**. Since 2023, these data are collected and made available in the company. The KPIs including consumption of resources, whether energy or materials, energy intensity, direct and indirect emissions, are agreed and continuously analysed

.3 For the Camin plant, we have established a **programmed compressed air leakage monitoring and line repair procedure, aiming to reduce electricity waste**. In the Cadoneghe plant, running continuously, the most serious repairs are performed during scheduled production stoppages

2024

We plan to **replace the 3 hydraulic presses with electrical presses, replace the compressor in the Camin plant and monitor electricity consumption of utilities remotely with specific measuring devices**.

Improving operational efficiency and reducing greenhouse gas emissions

Assessment of our GHG emissions

We calculate our scope 1 and 2 GHG emissions in line with the methodology described in the Greenhouse Gas Protocol (ghgprotocol.org). Our scope 1 (direct) emissions are due to the use of heating fuels. Scope 2 greenhouse gas emissions are indirect emissions deriving from the consumption of purchased electricity.

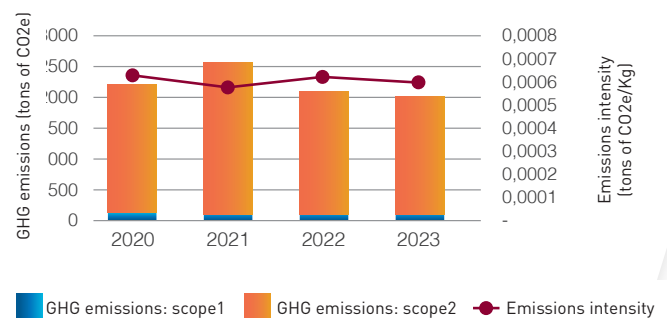
In line with energy trends, **in 2023 scope 1 and 2 emissions fell by 5% on the 2022 data, confirming an emissions-reduction trend**. Scope 1 emissions fell by 8%. It is considered that this drop is due to the particularly mild autumn and winter and therefore the reduced need to heat the facilities, which is the primary cause of scope 1 emissions. Scope 2 emissions recorded a 5% reduction, in line with the fall in electricity consumption.

The electricity supply contract for 2023-24 includes the **purchase of 100% energy from renewable sources**, guaranteed by certificates of origin. For this reason, in 2023 ITW Construction Products Italy emitted no CO₂ according to the calculation of scope 2 market base GHG emissions, a huge step forward compared to the market based emissions recorded for the previous year.

Emissions intensity fell by 1%. The aim is to work on this data. Scope 2 emissions depend closely on electricity consumption, and their reduction is a direct consequence of progress in energy efficiency. We aim to systematically reduce scope 1 emissions through targeted heat recovery projects and the improvement of the thermal performance of our work spaces, with the **final target of eliminating scope 1 emissions by 2030**.

While still not counting the scope 3 emissions according to the GHG protocol, we have underlined the intervention priorities, obtaining a reasonable reduction in scope 3 indirect emissions. We plan to review our goods handling both internally and through key accounts, the company car list has been reviewed privileging low-emissions cars (particularly full hybrid and plug-in), we have installed a two-car charging station in each of our 3 sites in Italy. Furthermore, in 2023 the carbon footprint of the main raw material purchased was a major driver in the choice of suppliers, bringing the sustainability topic to the table with major suppliers and thus pushing the supply chain towards **more sustainable solutions**.

GHG emissions trends - from 2020 to 2023



Circularity



In order to preserve natural resources for future generations, we must move from a linear “take-make-waste” model to a circular business model, strengthening the value of raw materials and energy used in the production processes. With circularity, the flow of products and materials aims to replace the conventional input of materials from virgin sources, with waste diverted from disposal and transformed into recycled materials. We aim to manufacture products efficiently in terms of resources, limiting the use of virgin materials and waste generation. We aim to guarantee that product design includes circular aspects such as: longer life, reparability, recyclability. In 2023, 5% of raw materials and 56% of packaging derived respectively from recycled PA6 and recycled cardboard.

One of the priorities in 2023 was packaging. In order to facilitate recycling by final consumers, we set the goal of **minimising the use of primary mono-material packaging** through various changes, described below:

.1 The primary packaging of wiring cable ties, which represents 20% in weight of the total packaging and 80% in weight of the plastic packaging, was in coupled PE/PP material. In 2023 with our suppliers we developed a **tailor-made multi-layer PP/PP coil that eliminates the problem of multi-material**. This innovation, along with the use of labels mostly in PP, allows the packaging of our best selling product to be completely mono-component, facilitating waste recycling for the user.

.3 We have **eliminated the plastic windows in our primary packaging** for light anchors. Although the plastic windows allow the consumer to see what they are purchasing, the problem of having a plastic part in a completely paper pack remained. The replacement of the window with a 1:1 scale image of the product contained allowed us to maintain the visual advantage which ensuring an easily recyclable mono-material packaging.

.2 On the same packaging, a reduced-thickness PP/PP bag version was approved that maintains the characteristics of the bag unchanged while conserving our product in the best way. The result is an **estimated reduction of around 8 tons of plastic used for packaging**.

.4 Believing that it is increasingly necessary to use raw materials of certified origin, in 2023 we asked our primary packaging paper/cardboard suppliers to use **FSC-certified materials**. Our 2 main suppliers of this type of product accepted and consequently today 20% of the purchased cardboard packagings are FSC certified. We did the same with some finished product suppliers, aiming to have 100% of primary and secondary paper/cardboard packaging FSC certified by 20205, engaging not only our suppliers but also our customers in this.

Circularity

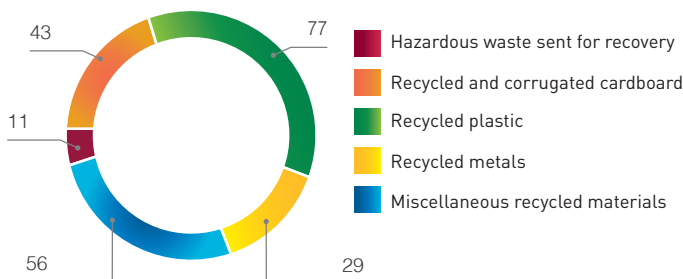


In 2024 we plan to complete other primary packaging projects, particularly plastics and tubs, in order to cover lower selling products as well. We have therefore set the target, for Elematic products, to have **only mono-material primary packaging by 2025**. Furthermore the projects on tertiary packaging will also be completed, in particular the reduction of stretch film for internal use and the use of special pre-tensioned stretch films that **reduce plastic consumption** with an advantage for us and for the waste disposal by our customers.

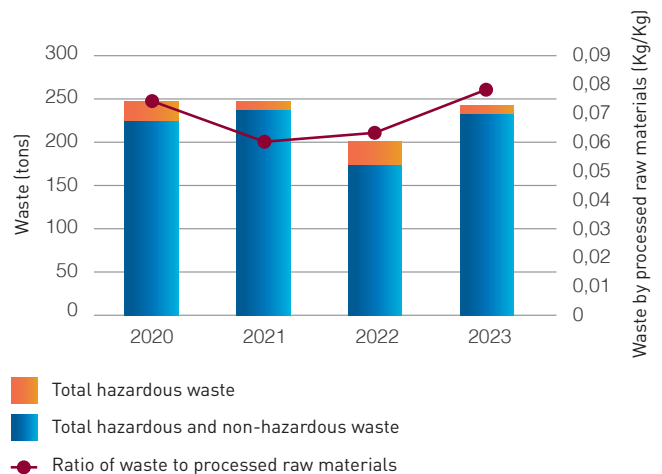
In 2023, we confirmed the percentage of raw material waste from production of 0.9%. This result comes from the characteristics of the thermoplastic polymers used and the production system adopted, which involves the granulation and reuse of sprues and waste for qualitative reasons. Aware that the grinding and reuse of waste are in any case energy-consuming processes, we have approved the use of notches and control sensors on board the machine for the presses processing the largest amounts of raw material. From 2024, this will lead to less incorrect packaging waste, which today counts for around 3000 kg per year of qualitatively approved ties that have to be reground and returned to the production cycle.

In our waste reporting, we have **improved our system by reducing the portion catalogues as miscellaneous**. The total percentage of waste per raw material processed increased from 6% to 8%. This increase is due to disposal and negatively impacted the amount of plastic and metal wastes.

Waste in 2023 by type and by recovery operations (tons)



Waste generation trends - from 2020 to 2023



Innovation



Our innovation framework “**Customer Back Innovation**” drives us to continuously research products that are durable, efficient and use fewer resources

Responsible innovation

	2019	2020	2021	2022	2023
Number of ideas proposed for innovative and sustainable products	5	6	7	7	8
Number of ideas proposed that become a real R&D project	0	2	2	2	3
Percentage of innovative projects and solutions incorporating sustainability	0%	100%	100%	100%	100%



Product quality and safety

The products manufactured in our plants are the result of our **unique know-how** and **experience**. At ITW Construction Products Italy, **product safety and compliance with quality standards are the main factors on which we focus our efforts**, to make them distinctive features of our products.

We have developed an effective system for monitoring quality and safety in all production phases and our internal procedures cover the whole production cycle, from procurement to production and shipping. We believe that the most important step for supplying high-quality products is to **procure safe, high-quality raw materials**. With our quality assurance system, we assess the suitability of materials in advance, selecting only those that meet our specifications

Quality and safety standards for our raw materials

The composition of our main materials is polymers (e.g. polyamide, polypropylene, ABS) and packaging materials (e.g. LDPE). Europe is our main procurement source: around 92% of our materials purchased in 2022 come from European suppliers. We ask our suppliers to adopt strict rules to protect the environment, as well as health and safety linked to the use of our products, all characteristics promoted by the European Council.

The production phase for both wiring cable ties and anchors, complies with the European regulations. In fact, through laboratory analyses, the chemical, physical and mechanical properties are checked upstream from the production process.

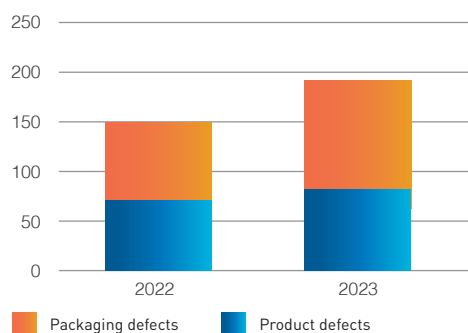
All our production sites have **certified management systems** complying with globally recognised quality standards and regulations. The company has successfully implemented the requirements of the quality management standard ISO 9001:2001 for the design and production of polymer-based wiring cable ties and anchors and the sale of wiring and fixing accessories.

The applications in the electrical and building fields require certification to guarantee the performance of the chosen systems. For this reason, **the conformity of our products is periodically checked by internal and external auditors**, to certify conformity with the specific safety and quality standards of the sector.

Product quality and safety are guaranteed through monitoring and the evaluation of customer satisfaction, for which Quality Control is responsible. To manage and promote continuous improvement, we regularly organise discussion groups with our customers (for more details see section 6.4 of this Report). The dynamics of these sessions include questionnaires, open questions and group discussions to gather feedback. The generated inputs help to improve our products, as well as the purchasing and user experience. In the sessions held in 2022, we explored various issues, including: existing products, new products (Customer Back Innovation), packagings, environmental sustainability and installer awareness.

No incidents of non-conformity with the product health and safety regulations were recorded in 2023.

Disputes



GRI³ contents index

Statement of use		ITW Construction Products Italy Srl reported on the information given in this GRI contents index for the period from 1 January 2022 to 31 December 2022 with reference to the GRI Standards.	
GRI 1		GRI 1: Foundation 2021	
GRI standards	Disclosure	Chapter/ Paragraph	Note
GRI 2: GENERAL DISCLOSURES 2021			
The organisation and its reporting practices			
2-1	Organisational details	45	
2-2	Entities included in the organisation's sustainability reporting	45	
2-3	Reporting period, frequency and contact point	45	
2-4	Restatements of information	N/A	This is ITW Construction Products Italy's first Sustainability Report
2-5	External assurance	N/A	No external assurance has been planned
Activities and workers			
2-6	Activities, value chain and other business relationships	5,6,7	
2-7	Employees	50	
2-8	Workers who are not employees	N/A	No worker who is not an employee
Sustainability			
2-9	Governance structure and composition	17	
2-10	Appointment and selection of the highest governance body	17	
2-11	Chairman of the highest governance body	17	
2-12	Role of the highest governance body in overseeing the management of impacts		
2-13	Delegation of responsibility for managing impacts	18	
2-14	Role of the highest governance body in sustainability reporting	18	
2-15	Conflicts of interest	19	

³ Unless otherwise specified, all GRI indicators refer to the GRI Standards version published in 2021

GRI³ contents index

GRI standards	Disclosure	Chapter/ Paragraph	Note
2-16	Communication of critical concerns	23	
2-17	Collective knowledge of the highest governance body	18	
2-18	Evaluation of the performance of the highest governance body	18	
2-19	Remuneration policies	23	
2-20	Process to determine remuneration	23	
2-21	Annual total compensation ratio	N/A	
Strategy, policies and practices			
2-22	Statement on sustainable development strategy	3	
2-23	Policy commitments	22,23,27,32,36	
2-24	Embedding policy commitments	9	
2-25	Processes to remediate negative impacts	20	
2-26	Mechanisms for seeking advice and raising concerns	20	
2-27	Compliance with laws and regulations	19	
2-28	Membership associations	14	
Stakeholder engagement			
2-29	Approach to stakeholder engagement	12	
2-30	Collective bargaining agreements	52	
GRI 3: MATERIAL TOPICS			
Disclosure on material topics			
3-1	Process to determine material topics	16	
3-2	List of material topics	16	
MATERIAL TOPICS			
BUSINESS ETHICS AND COMPLIANCE			
GRI 3: Material topics			
3-3	Management of material topics	14	

GRI³ contents index

GRI standards	Disclosure	Chapter/ Paragraph	Note
ECONOMIC PERFORMANCE			
GRI 201: Economic performance 2016			
201-1	Direct economic value generated and distributed	13	
ANTI-CORRUPTION			
GRI 205: Anti-corruption 2016			
205-2	Communication and training about anti-corruption policies and procedures	19.20	
205-3	Confirmed incidents of corruption and actions taken	-	In the reference years no incidents of corruption were recorded.
CUSTOMER PRIVACY			
GRI 418: Customer privacy 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	In the reference years, no substantiated complaints concerning breaches of customer privacy and losses of customer data were recorded
SUPPLY CHAIN RESPONSIBILITIES			
GRI 3: Material topics			
3-3	Management of material topics	21	
PROCUREMENT PRACTICES			
GRI 204: Procurement practices 2016			
204-1	Proportion of spending on local suppliers	21	
INNOVATION AND REDUCTION OF MATERIAL PACKAGINGS			
MATERIALS			
GRI 3: Material topics			
3-3	Management of material topics	30	
GRI 301: Material Topics 2016			
301-1	Materials used by weight or volume	47	
301-2	Recycled input materials used	47	
CLIMATE CHANGE AND ENERGY EFFICIENCY			
GRI 3: Material topics			
3-3	Management of material topics	32	

GRI³ contents index

GRI standards	Disclosure	Chapter/ Paragraph	Note
ENERGY			
GRI 302: Energy 2016			
302-1	Energy consumption within the organisation	46	
302-3	Energy intensity	46	
EMISSIONS			
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	46	
305-2	Energy indirect (Scope 2) GHG emissions	46	
305-4	GHG emissions intensity	46	
WASTE MANAGEMENT AND THE CIRCULAR ECONOMY			
GRI 3: Material topics			
3-3	Management of material topics	47	
WASTE			
GRI 306: Waste 2020			
306-1	Waste generation and significant waste-related impacts	47	
306-2	Management of significant waste-related impacts	47	
306-4	Waste diverted from disposal	47	
TALENT DEVELOPMENT			
GRI 3: Material topics			
3-3	Management of material topics	24	
EMPLOYMENT			
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover	53	
TRAINING AND EDUCATION			
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee, by category and by gender	49	
404-3	Percentage of employees receiving regular performance and career development reviews	50	

GRI³ contents index

GRI standards	Disclosure	Chapter/ Paragraph	Note
EMPLOYEE SAFETY			
GRI 3: Material topics			
3-3	Management of material topics	27	
OCCUPATIONAL HEALTH AND SAFETY			
GRI 403: Occupational health and safety 2018			
403-1	Occupational health and safety management system	27	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	27	
403-9	Work-related injuries	48	
DIVERSITY AND INCLUSION			
DIVERSITY AND EQUAL OPPORTUNITY			
GRI 3: Material topics			
3-3	Management of material topics	23	
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees		
NON DISCRIMINATION			
GRI 3: Material topics			
3-3	Management of material topics	23	
GRI 406: Non discrimination 2016			
406-1	Incidents of discrimination and corrective actions taken	19	
PRODUCT SAFETY AND QUALITY			
GRI 3: Material topics			
3-3	Management of material topics	37	
CUSTOMER HEALTH AND SAFETY			
GRI 416: Customer health and safety 2016			
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	-	In the reference years, no incidents of non-compliance concerning the health and safety impacts of products and services were recorded.

GRI³ contents index

GRI standards	Disclosure	Chapter/ Paragraph	Note
COMMITMENTS TO THE COMMUNITY AND CREATION OF LONG-TERM VALUE			
STAKEHOLDER ENGAGEMENT			
GRI 3: Material topics			
3-3	Management of material topics	12	
RESPONSIBLY INNOVATE THE PRODUCT			
INNOVATION			
GRI 3: Material topics			
3-3	Management of material topics	36	
PROTECTION OF HUMAN RIGHTS			
HUMAN RIGHTS			
GRI 3: Material topics			
3-3	Management of material topics	19	

Reporting period and scope



The Sustainability Report 2023 refers to ITW Construction Products Italy Srl (the "Company" or "ITW Construction Products Italy Srl") and covers the period from 1 January 2021 to 31 December 2023. This document includes a description of the initiatives and activities undertaken in calendar year 2023, as well as the related key performance indicators, presented for the whole period 2019-2023, where available. The reporting standard adopted in preparing this report is the GRI Sustainability Reporting Standards ("GRI standards") of the Global Reporting Initiative (GRI).

Principles for defining the reporting contents and quality

This disclosure was drafted according to the principles for the definition of Sustainability Report contents, as required by the GRI standards (stakeholder inclusion, sustainability context, materiality and completeness). Furthermore, to guarantee the quality of the information given, the principles described below were followed in order to define the quality of the report (accuracy, balance, clarity, comparability, reliability, timeliness).

Reporting scope

The reporting scope coincides with the production plants and the Italian offices of ITW Construction Products Italy Srl. Any exceptions are indicated in the text of the report.

The data on economic performance and economic value generated and distributed are based on the Financial Statements of ITW Construction Products Italy for the financial year closed on 31 December 2023.

Exceptions to the reporting scope in relation the GRI quantitative indicators were also described in the table in the GRI contents index or indicated in the text. For environmental data, where not available data, the Company adopted a conservative approach in the formulated hypotheses.

ITW Construction Products Italy undertakes to improve the sustainability performance monitoring and reporting system in the coming years.

For more information on this Sustainability Report, contact

Simone Favero

(Finance, IT & Sustainability Director).

mobile +39 335 1298446

E-mail: simone.favero@itw-italy.com

Sustainability data

Environmental data

GRI	KPI	Unit of measure	2019	2020	2021	2022	2023
302-1	TOTAL ENERGY CONSUMPTION	GJ/year	34,912	28,173	32,429	27,162	25,874
	Direct energy consumption	GJ/year	1,903	1,480	1,517	1,802	1,665
	of which natural gas	GJ/year	1,735	1,413	1,421	1,737	1,608
	of which diesel	GJ/year	168	67.20	95.27	64.69	56.52
	of which total self-produced renewable electricity	GJ/year	0	0	0	0	0
302-2	Indirect energy consumption	GJ/year	33,009	26,693	30,912	25,360	24,210
	of which electrical energy purchased	GJ/year	33,009	26,693	30,912	25,360	24,210
	of which electricity purchased from certified renewable sources	GJ/year	0	0	0	0	24,210
302-3	ENERGY INTENSITY	GJ/kg	0.0078	0.0085	0.0078	0.0084	0.0083
	Total energy consumption	GJ/year	34,912	28,173	32,429	27,162	25,874
	Total raw materials processed	kg/year	4,502,000	3,328,817	4,169,232	3,239,965	3,117,818
305-1 305-2	GREENHOUSE GAS EMISSIONS						
	Greenhouse gas emissions: Scope 1 ⁶	tCO ₂ eq/Year	139	68	70	83	76
	Greenhouse gas emissions: Scope 2 (LB) ⁷	tCO ₂ eq/Year	2,417	2,121	2,456	2,015	1,923
	Greenhouse gas emissions: Scope 2 (MB) ⁸	tCO ₂ eq/Year	3,557	2,786	3,331	2,740	0
305-4	GHG EMISSIONS INTENSITY	tCO₂eq/kg	0.000568	0.000657	0.000606	0.000649	0.000641
	Total GHG emissions (Scope 1+ Scope 2 Based on location)	tCO ₂ eq/Year	2,556	2,189	2,526	2,097	2000
	Total raw materials processed	kg/year	4,502,000	3,328,817	4,169,232	3,239,965	3,117,818

^{4,5} Only environmental data were collected and reported for the years 2019, 2020, 2021 and 2022; all other sustainability data refer to 2021 and 2022.

⁶ The scope 1 greenhouse gas emissions reported are estimated applying the IEA emission factors.

⁷ The scope 2 greenhouse gas emissions relating to electricity consumption were calculated using a location-based approach, using the emission factors reported by the International Energy Agency AIE for Italy.

⁸ The scope 2 greenhouse gas emissions were calculated using the market-based approach, using the AIB 2021 residual mixes for Italy.

Sustainability data

GRI	KPI	Unit of measure	2019	2020	2021	2022	2023
306-4	WASTE DIVERTED FROM DISPOSAL THROUGH RECOVERY OPERATIONS						
	Total hazardous and non-hazardous waste	tons/year	214	247	247	202	241
	of which sent for preparation for reuse	tons/year	0	0	0	0	0
	of which sent for recycling	tons/year	202	172	201	155	205
	of which sent for other recovery operations	tons/year	12	75	46	47	36
	Total hazardous waste	tons/year	12	25	13	21	11
	of which sent for preparation for reuse	tons/year	0	0	0	0	0
	of which sent for recycling	tons/year	0	0	0	0	0
	of which sent for other recovery operations	tons/year	12	25	13	21	11
	Total non hazardous waste	tons/year	202	222	234	181	230
	of which sent for preparation for reuse	tons/year	0	0	0	0	0
	of which sent for recycling	tons/year	202	172	201	155	205
	recycled and corrugated cardboard	tons/year	48	44	53	44	43
	recycled plastic	tons/year	66	67	86	57	77
	recycled metals	tons/year	7	5	5	5	29
	mixed recycled paper	tons/year	0	0	0	0	0
	miscellaneous recycled materials	tons/year	82	56	58	49	56
of which sent for other recovery operations	tons/year	na	50	33	26	25	
non-GRI	MATERIAL WASTE IN RELATION TO RAW MATERIALS PROCESSED						
	Ratio of waste to raw materials processed	%	1	1	1	1	1
	Total waste material	kg/year	22,958	27,459	41,692	28,615	26,505
	Total raw materials processed	kg/year	4,502,000	3,328,817	4,169,232	3,239,965	3,117,818

Sustainability data

Occupational health and safety data

GRI	KPI	Unit of measure	2021	2022	2023
403-9	WORK-RELATED INJURIES				
	Number of work-related injuries	Number/year	7	5	5
	of which serious lost time injuries (LTI) (injuries causing permanent disability or more than 40 work days lost)	Number/year	1	0	0
	of which minor LTIs	Number/year	3	1	1
	of which first aid (FA)	Number/year	5	4	4
	Serious work-related LTIs (excluding fatalities)	(serious LTIs/ hours worked) x 1,000,000	4	0	0
	Work-related injury rate	[(Total LTIs+Fatalities)/ Hours worked] x 1,000,000	30	23	23
	Number of injuries while travelling to work	number/year	0	0	0
	Number of work-related ill health	number/year	0	0	0

Sustainability data

Training data

GRI	KPI	Unit of measure	2021	2022	2023
404-1	TOTAL HOURS OF TRAINING	Hours/year	1,738	2,911	2,077
	of which voluntary training	Hours/year	119	116	212
	of which health and safety training	Hours/year	445	536	1,034
	of which technical training	Hours/year	312	1,089	407
	of which training in soft skills	Hours/year	862	1170	424
	Hours of training delivered per employee	Hours/employee	13	21	15
	Total hours of training delivered to female employees	Hours/year	630	977	564
	Hours of training delivered per female employee	Hours/employee	18	26	14
	Total hours of training delivered to male employees	Hours/year	1,108	1,934	1,513
	Hours of training delivered per male employee	Hours/employee	11	20	15
	Total hours of training delivered to "other" employees	Hours/year	0	0	0
	Hours of training delivered to other employees	Hours/employee	0	0	0
	Total hours of training delivered to managers	Hours/year	490	960	500
	Hours of training delivered by manager	Hours/employee	18	32	16
	Total hours of training delivered to White Collars	Hours/year	950	1,318	954
	Hours of training delivered per White Collar	Hours/employee	21	28	19
	Total hours of training delivered to Blue Collars	Hours/year	298	633	623
	Hours of training delivered by Blue Collar	Hours/employee	5	11	11

Sustainability data

GRI	KPI	Unit of measure	2021	2022	2023
404-3	Number of employees receiving regular performance and career development reviews	actual number	44	46	53
	Percentage of employees receiving regular performance and career development reviews	%	32	34	38
	of which Women	actual number	19	20	20
	percentage of Women	%	53	53	51
	of which Men	actual number	25	26	33
	percentage of Men	%	25	26	33
	of which Others	actual number	0	0	0
	percentage of Others	%	0	0	0
	of which Managers	actual number	16	18	24
	percentage of Managers	%	59	60	75
	of which Middle Managers	actual number	27	27	28
	percentage of Middle managers	%	60	57	57
	of which Blue collar	actual number	1	1	1
	percentage of Blue Collar Workers	%	2	2	2
Non-GRI	Employee satisfaction and commitment				
	Rate of internal filling	internal positions to cover/open	na	57%	38.5%
	Number of employees who participated in a survey on employees during the year	Number (actual number)/ year	na	88	na
Non-GRI	CULTURE WEEK initiative				
	Number of employees involved	Number (actual number)/ year	na	137	136
	Number of suggestions collected	Number/year	na	326	na

Sustainability data

Human resources data

GRI	KPI	Unit of measure	2021	2022	2023
2-7	TOTAL NUMBER OF EMPLOYEES	actual number	136	136	138
	of which Women	actual number	36	37	39
	of which Men	actual number	100	99	99
	of which "Others"	actual number	0	0	0
	Number of temporary employees	actual number	0	0	0
	Number of permanent employees	actual number	136	136	138
	of which Women	actual number	36	37	39
	of which Men	actual number	100	99	99
	of which "Others"	actual number	0	0	0
	Number of full-time contracts	actual number	131	132	131
	of which Women	actual number	32	34	34
	of which Men	actual number	99	98	97
	of which "Others"	actual number	0	0	0
	Number of part-time contracts	actual number	5	5	7
	of which Women	actual number	4	4	5
	of which Men	actual number	1	1	2
of which "Others"	actual number	0	0	0	

Sustainability data

GRI	KPI	Unit of measure	2021	2022	2023
405-1	Total number of Managers	actual number	27	30	32
	of which Women	actual number	6	6	7
	of which Men	actual number	21	24	25
	of which "Others"	actual number	0	0	0
	of whom < 30 years	actual number	2	3	1
	of which 30 ≤ age ≤ 50 years	actual number	13	15	18
	of whom > 50 years	actual number	12	12	13
	Total number of Middle Managers	actual number	45	43	49
	of which Women	actual number	25	23	26
	of which Men	actual number	20	20	23
	of which "Others"	actual number	0	0	0
	of whom < 30 years	actual number	4	5	9
	of which 30 ≤ age ≤ 50 years	actual number	25	22	22
	of whom > 50 years	actual number	16	16	18
	Total number of Blue collar workers	actual number	64	63	57
	of which Women	actual number	5	6	6
	of which Men	actual number	59	57	51
	of which "Others"	actual number	0	0	0
of whom < 30 years	actual number	2	1	1	
of which 30 ≤ age ≤ 50 years	actual number	33	30	25	
of whom > 50 years	actual number	29	32	31	
2-30	Percentage of total employees covered by collective labour agreements	%	100	100	100
405-1	Total number of employees belonging to vulnerable groups and/or minority groups (e.g. employees with disabilities)	actual number	5	6	6
2-8	TOTAL NUMBER OF WORKERS (interns, temporary agencies, workers)	actual number	0	0	0

Sustainability data

GRI	KPI	Unit of measure	2021	2022	2023
401-1	NEW HIRES	actual number	7	8	12
	New hire rate	%	5	6	9
	of which Women	actual number	1	3	5
	hire rate Women	%	3	8	13
	of which Men	actual number	6	5	7
	hire rate Men	%	6	5	7
	of which "Others"	actual number	0	0	0
	hire rate "Others"	%	0	0	0
	of whom < 30 years	actual number	4	2	2
	hire rate < 30 years	%	50	22,2	45
	of which 30 <= x <= 50	actual number	3	6	7
	hire rate 30 <= x <= 50	%	4.2	8,5	11
	of whom > 50 years	actual number	0	0	0
	hire rate > 50 years	%	0	0	0
	LEAVERS	actual number	3	8	10
	Rotation rate	%	2	5	7
	of which voluntary leavers	actual number	0	8	10
	of which Women	actual number	0	2	1
	Rotation rate Women	%	0	3	3
	of which Men	actual number	3	6	9
	Rotation rate Men	%	3	6	9
	of which "Others"	actual number	0	0	0
	Rotation rate "Others"	%	0	0	0
	of whom < 30 years	actual number	0	1	0
	Rotation rate < 30 years	%	0	11	0
	of which 30 <= x <= 50	actual number	3	7	3
	Rotation rate 30 <= x <= 50	%	4	8	4,6
of whom > 50 years	actual number	0	0	7	
Rotation rate > 50 years	%	0	0	11.3	

Sustainability data

Value chain data

GRI	KPI	Unit of measure	2021	2022	2023
204-1	PROCUREMENT BUDGET USED FOR KEY OPERATING SITES, SPENT IN FAVOUR OF LOCAL SUPPLIERS	%	93.20	92.27%	96%

Business ethics and compliance

GRI	KPI	Unit of measure	2021	2022	2023
	COMMUNICATION AND TRAINING ABOUT ANTI-CORRUPTION POLICES AND PROCEDURES				
205-2	Percentage of members of the governance body to whom the Company's anti-corruption policies and procedures have been communicated	%	100	100	100
	Percentage of employees to whom the Company's anti-corruption policies and procedures have been communicated	%	36	27,2	55.39
	Percentage of commercial partners to whom the Company's anti-corruption policies and procedures have been communicated	%	100	100	100
	Percentage of members of the governance body who received anti-corruption training	%	100	100	100
	Percentage of employees who received anti-corruption training	%	36	27,2	55.39
205-3	Confirmed episodes of corruption	number/year	0	0	0
	in which employees were dismissed or sanctioned for corruption	number/year	0	0	0
	when the contracts with commercial partners were terminated or not renewed due to corruption breaches	number/year	0	0	0
	Public legal proceedings concerning corruption, brought against the organisation or its employees	number/year	0	0	0
418-1	Total number of substantiated complaints received in relation to customer privacy breaches	number/year	0	0	0
	Number of identified customer data losses, theft or misplacement	number/year	0	0	0

Sustainability data

Economic performance

GRI	KPI	Unit of measure	2021	2022	2023
201-1	Direct economic value generated and distributed	EUR/year	74,529,861	80,361,714	73,013,463
	Economic value generated	EUR/year	75,397,288	81,384,957	74,025,625
	Value of production	EUR/year			
	Income from shareholder investments	EUR/year	867,427	1,023,243	1,012,162
	Extraordinary revenues	EUR/year			
	Economic value distributed	EUR/year	64,634,854	69,489,560	62,221,691
	Operating costs	EUR/year	51,855,703	56,485,795	49,366,070
	Costs for raw materials	EUR/year	37,980,615	40,265,562	33,036,976
	Costs for services	EUR/year	9,371,412	10,954,198	10,749,647
	Rentals and leases	EUR/year	4,473,196	5,230,425	5,217,460
	Changes in raw material stocks	EUR/year	348,258	190,075	152,558
	Other costs (without taxes)	EUR/year	378,738	225,685	209,429
	Extraordinary costs	EUR/year			
	Economic value distributed to employees	EUR/year	9,599,356	9,472,206	9,592,477
	Salaries and benefits	EUR/year	9,599,356	9,472,206	9,592,477
	Payments to capital suppliers	EUR/year			
	Interests and other financial charges	EUR/year			
	Payments to the government	EUR/year	3,176,795	3,522,659	3,252,584
	Taxes on profits	EUR/year	3,176,795	3,465,061	3,186,380
	Other taxes	EUR/year		57,598	66,204
	Value of shareholders	EUR/year			
	Dividends distributed	EUR/year			
	Community investments	EUR/year	3,000	8,900	10,560
	Donations	EUR/year		5,900	10,560
	Sponsorships	EUR/year	3,000	3,000	
	Other	EUR/year			
	Value held by the Company	EUR/year	9,895,007	10,872,154	10,791,772
	Profit for the financial year (pre-tax)	EUR/year	10,906,566	12,306,847	11,947,713
Amortizations/Provisions/Devaluations/Revaluations	EUR/year	2,165,236	2,030,368	2,030,439	
Taxes.	EUR/year	3,176,795	3,465,061	3,186,380	

Sustainability data

Product innovation responsibilities

GRI	KPI	Unit of measure	2019	2020	2021	2022	2023
Non-GRI	Percentage of revenues devoted every year to R&D for the development of innovative and sustainable products	%	0	0,1	0,3	0,4	0,5
	Number of new innovative and sustainable product ideas generated per year	Number/year	5	6	7	7	8
	Number of new ideas becoming a real R&D project (passing the screening phase)	Number/year	0	2	2	2	3
	Percentage of innovative projects and solutions improving product sustainability.	%	0	100	100	100	100

ITW Construction Products Italy srl

Viale Regione Veneto 5 -
35127 Padova Z.I. - Italy

www.itw-italy.com